Graduate Recruitment Timeline

**Late September/Early October**
- Students return back to University. A great time to begin advertising your vacancies.

**December/ January**
- Christmas Vacation followed by the exam period - You will receive less applications during this time as Students are focused on revision.

**Mid March - Mid April**
- Easter Vacation - Students are off campus but this can be a good time for them to be applying for Graduate jobs, so a good time to advertise.

**Mid June - September**
- Summer vacation - Some Students will be searching for a job at this time, however advertising before the summer vacation gives you the maximum exposure whilst Students are on campus. Graduates you hire will be able to start work from mid-June onwards.

**October/ November** - This is the most active time of year for large recruiters, who have a high profile on campus at this time. Our Employer events begin 2-3 weeks into the semester (due to the Fresher's week events) and include events targeted for SMEs, such as Industry Networking events.

**February** - Start of Spring Semester - A good time for SMEs to be more active in their recruitment. We hold Employer events up until the Easter vacation so there are still plenty of opportunities for us to help you to recruit one of our Graduates.

**Mid May - Mid June**
- Exam period - It is best not to advertise during this time as Students will be focused on exams.

For advice and to discuss our services for Employers, please call us on 0114 222 0900 or email employers@sheffield.ac.uk
**Things to consider** -

Different departments are targeted at different times of year, so if you are looking to recruit a graduate from a specific subject background, please bear this in mind.

For heavily targeted departments, such as Computer Science and Engineering, it is best to advertise your opportunities to students in the Autumn as students may have already secured a position by Spring.

For departments that are often less specifically targeted, such as Arts and Humanities subjects, students may still be looking for opportunities later on in the year.

We have provided a guide to when the best times to recruit students are, however specific semester dates for each academic year are available at: [https://www.sheffield.ac.uk/about/dates](https://www.sheffield.ac.uk/about/dates)

It is advisable to bear these dates in mind when looking to recruit a graduate. It is best to advertise whilst students are on campus, and outside of vacation and exam times as you may receive less views and applications for your vacancy. Please contact us for more detailed advice on advertising vacancies and engaging with our students.