Human Resources and Recruitment

The recruitment industry is rather buoyant at the moment as employee turnover is now significantly higher than before the recession, which is good news for graduates interested in this career area. As turnover is higher, employers are keen to retain and attract the best employees so ‘Talent Management’ is a hot topic for employers.

A Human Resources (HR) professional working in a large organisation might specialise in a specific area such as employment law, performance & pay, training & development or industrial relations. In a smaller organisation you might do a bit of everything! As a Recruitment specialist you might work for a large company helping to recruit staff or more likely for a recruitment agency where you could be responsible for finding staff on behalf of organisations such as Reed or Hays. Some Recruitment Agencies can specialise in specific job sectors eg teaching or accountancy, whereas others might recruit people across different sectors. The larger firms do offer graduate training schemes.

There is now an increasing trend for companies to outsource HR to recruitment agencies or consultancies. Some of these recruitment agencies can be very large such as Adecco who can be found in over 70 countries, so there are opportunities for working abroad depending on your experience as either a Recruitment or HR professional.

Some organisations offer a graduate training scheme in HR work for example Civil Service Fast Stream, NHS, PwC and Rolls Royce to name just a few. To find other schemes search Target jobs and Prospects. You will also find more on the HR professional body's website CIPD. These schemes typically offer graduates the opportunity to take the CIPD’s professional qualification which can be helpful for career progression. It is possible to complete the CIPD qualification as a Masters and then apply for HR positions. However, the majority of graduates break into HR work by starting as an HR Assistant or Administrative Assistant in an HR department and work their way up.

Key Resources

Target Jobs

HR and recruitment sector overview, a great place to start

Prospects:

Another good site for information about what the different roles are within this sector

Chartered Institute for Personnel and Development (CIPD):

The professional body for HR, has a great section on the different roles within HR, and current challenges. Also advertises some job vacancies from entry level to senior

Personnel Today

A professional HR website with information regarding current issues in recruitment

The Recruitment and Employment Confederation

A professional body for recruitment agencies, and you can search its database of members to find agencies in specific locations or specialism areas that might appeal

Access this page and more industries at reading.ac.uk/careers/resources

EXPLORE industry sectors
**Careers in Recruitment**
A useful website with current stories about working in recruitment and job opportunities

**Michael Page**
Another recruitment agency that offers graduate training schemes, like those already listed above. Has a nice section on website with advice for graduates

**Randstad**
A large recruitment agency that also recruits graduates

**Lab Support**
A specialist recruitment agency focuses on careers in science

**Occupational Psychologist**
For those students studying psychology, this is a related job title

**You may also be interested in...**

- Business, Management and Consultancy