

Introduction

One of the sources that you will probably utilise to find another role is online job vacancy websites. There are so many of these that it can, at first, seem difficult to know where to look and to know which ones are most relevant and likely to give you results.

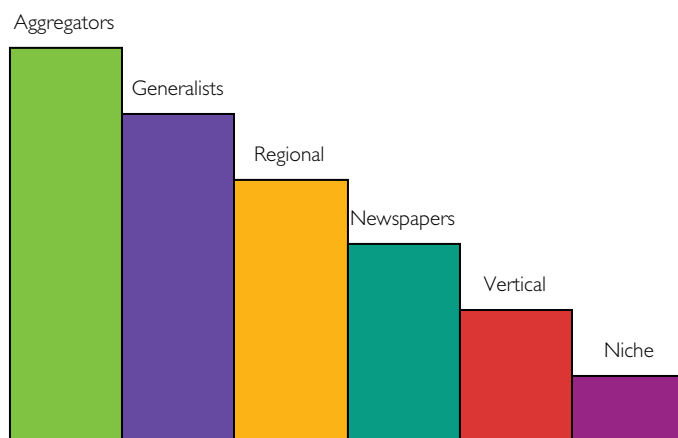
So before you get started, it is important to understand the different types of vacancy sites and how they may, or may not, be appropriate for you.

We have split the job vacancy "community" into six sections:

- aggregators / job search engines
- generalist vacancy sites
- regional vacancy sites
- newspaper vacancy sites
- vertical functional or industry vacancy sites
- niche vacancy sites

By their nature, the aggregators and generalist sites contain the largest number of jobs and the very specialised sites have the fewest, reflecting the fact that there are more "generalist" jobs than there are specialist ones.

This very unscientific chart, where the y axis represents numbers of jobs, aims to put this into context:



Which sites should I be looking at?

Depending on your own particular job profile and aspirations, you may need to regularly cover most types of vacancy site or just a few.

In general terms, the more specialist your role, the fewer sources are likely to carry advertisements for relevant jobs. So for instance, someone seeking an office manager position would need to search across four or five categories, whereas someone seeking a job in a highly specialised subsector is likely to need only one or two.

There is duplication between the various types of vacancy site. Certainly you will find that by definition there is overlap between the aggregators and many other sites, and you will also find it with the other types. So you need to be prepared to accept a degree of duplication in your search results.

What are the different types of job vacancy websites?

Below we look briefly at the different types of vacancy websites and tell you how you can find more information about the individual sources.

a) Job Search Engines / Aggregators

Job search engines are aggregators of job vacancies from a number of other websites or sources. Workcircle, Workhound and IJob are examples of job search engines. Typically these sites collect or take feeds of jobs from sources such as the general or specialist job boards, newspaper job sites, recruiters' sites, company websites and direct advertisements. This means that the job search engines usually contain many more vacancies than a single job vacancy website will.

The benefit is that a user can, in theory, search a number of sources simultaneously via one source. However, our research has shown that you still need to use other sources as well as just the aggregators.

Career Workshop has a guide to Job Search Engines which lists all the main engines with a brief description. It is free to download from our website.

b) Generalist Job Vacancy Sites

Generalist job vacancy sites accept advertisements directly from companies and from recruiters. This group includes well known brands such as Monster, Fish4Jobs, and Total Jobs. Some generalist job sites focus only on the higher salary ranges, for instance Exec Appointments or Executives on the Web.

These sites are usually good for general positions across all the functional areas and industry sectors and covering a wide range of salaries.

You can also consider the vacancy search sites of the national recruitment chains in this category – sites such as Reed, Office Angels, Blue Arrow etc who cover a wide range of positions across the country.

Career Workshop has a guide to General Job Vacancy sites and a guide to National Recruitment chains with detailed descriptions. They are free to download from our website. Users of our Online Transitions Centre, can also access a list of senior level recruitment sites in the Job Vacancy section.

c) Regional Job Vacancy Sites

In this category are the sites that cover Scotland, Wales, Northern Ireland and the counties or regions within England. There are also some local sites covering cities (such as London) or particular business areas (eg Canary Wharf).

There has been a lot of consolidation in this market and a few companies cover the whole country with their databases. Three of the main players are JobJourney (owned by Total Jobs), MyjobGroup and JobsEverywhere (part of Trinity Mirror).

There are lists of regional vacancy sites for England, Scotland, Wales, Ireland and Northern Ireland available for users of our Online Transitions Centre.

d) National Newspapers

The national newspapers publish senior appointments, in industry and the public sector, as well as jobs for middle management and for graduate entry or early career.

Certain newspapers are known for being strong on appointments for particular areas – for instance the Guardian is good for media, public relations, education, charity/not for profit and public sector roles whilst the Telegraph is known to cover a number of engineering and technical roles.

The newspapers all publish job vacancies on their websites including some which are not advertised in the newspaper (and, to make things difficult, excluding some which are advertised in the newspaper).

We have published detailed guides to the sectors and functions covered on each day of the week by each newspaper and also a summary table. These can be downloaded from our website and will help you to decide if any of the national newspapers are relevant to your own job search.

e) Vertical Functional or Industry Vacancy Sites

There are job vacancy sites covering all the main functional areas and industry sectors.

Some of the vertical sector sites are operated by a larger commercial group, for instance the Just Engineers website is run by JobsGroup.net as are JustConstruction, Defence Jobs and Just4Aviation.

They may be run by a publisher who operates one of the generalist sites, such as InRetail and The Appointment which are owned by the Northcliffe Digital group, publishers of Jobsite. Others may be run by a professional association, a trade body, an industry or professional journal or a specialist publisher.

Career Workshop has lists of vertical sector vacancy sites for all the main industries and functions in the Online Transitions Centre.

f) Niche / Specialist Vacancy Sites

In addition to the vertical function and industry vacancy sites there are also a smaller number of niche websites which cater for specialist roles within a profession or industry.

These may be run by a trade or professional body or group or they might be run by a specialist recruiter or networking group. For instance a specialist in Compensation and Benefits would look at HR-specific sites such as People Management, Personnel Today or the Changeboard but will also find roles advertised on the sites such as Reward Network, a site operated by niche recruiter Mallon Errington.

We don't list niche sites separately in the Online Transitions Centre, they are listed within the broader industry or functional sector.

What next – actions to help you make sure you are looking at the right sites for your search

- Use Career Workshop's free lists of job search engines, generalist, newspaper and regional sites to build a personalised list of potential general sources
- Identify specialist vertical and niche vacancy sites by consulting relevant professional or trade association websites, journals or directories – or use one of Career Workshop's lists if you have access to our online services
- Run test searches on each site until you are happy with the results and are sure that you are not excluding relevant roles by being too focused with your keywords or criteria
- Save the searches and set them up to deliver results directly to you by email, text, twitter or RSS feed

Further Research You can find a full list of all our documents, arranged by subject, on the Career Workshop website at: www.careerworkshop.co.uk/documents

Search There is also a search facility on the website which offers an alternative method of finding documents, and indexes all our other content too ... such as news items, content pages, newsletters etc. www.careerworkshop.co.uk/search

Have we missed anything? Although we do our very best to identify the most useful sources of information on any topic, you may know of a good resource that we have missed. If so, we would like you to share it with us.

Please email us at info@careerworkshop.co.uk or use the suggestion form on the website. There's a bottle of wine every quarter for a lucky winner, chosen randomly from all suggestions received.

If you need more information about our content or have a suggestion for future documents, please contact us by email: enquiry@careerworkshop.co.uk or by post, telephone or online form: www.careerworkshop.co.uk/contact

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