



University of  
**Southampton**

FOUNDING MEMBER OF THE  
**RUSSELL  
GROUP**

# DISCOVER OPPORTUNITIES

Careers, Employability and Student Enterprise

**EMPLOYER  
BROCHURE**



# FOREWORD

## KATY GORDON

At the University of Southampton, we understand the pressures employers face: navigating talent shortages, driving innovation, and sustaining growth in a rapidly evolving world of work. We also know that success is increasingly built on partnerships: between academia and industry, between students and professionals, between potential and opportunity.

This Employer Brochure is your gateway to a dynamic and diverse student population, brimming with fresh ideas, ambition, and the drive to make a difference. Whether you're looking to identify future talent, solve real-world challenges, or contribute to shaping the next generation of professionals, we offer a wide range of impactful and flexible engagement routes to suit your goals.

From internships and long-term placements to student innovation projects, career mentoring, and strategic collaborations, our programmes are designed to respond to your business needs while enriching student development. You'll be supported by a dedicated team who are here to listen, adapt, and ensure that your partnership with us delivers mutual value.

We invite you to explore the opportunities outlined in this brochure and to be part of a community shaping a better future through meaningful collaboration. Together, we can develop tomorrow's talent today.

We look forward to working with you.

**Katy Gordon**  
Director of Careers, Employability  
and Student Enterprise  
University of Southampton



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# UNIVERSITY OF SOUTHAMPTON INTERNSHIPS



Careers, Employability and Student Enterprise provides specialist support to organisations looking to recruit students for internship projects throughout the year. University of Southampton Internships are available to UK-based employers, including SMEs, start-ups, large graduate recruiters and third sector organisations.



We support  
**500+** internships  
every year

Internships facilitate the opportunity for businesses to recruit students to participate in a meaningful project and gain valuable work experience, whilst bringing creativity and productivity to host organisations. Our dedicated Employer Engagement Team will support you throughout the recruitment process and beyond.

## Benefits

- **Unlock Fresh Perspectives**  
Access a pool of talented students to address specific business needs with innovative ideas and a contemporary outlook
- **Pipeline for Future Talent**  
Identify and nurture potential future employees, with the opportunity for interns to transition into permanent roles within your company
- **Comprehensive Recruitment Support**  
Benefit from end-to-end assistance throughout the internship process

Internships are supported all year round. The average time needed to advertise and to complete recruitment stages and onboard a student is around 6 to 8 weeks.

- You must have Employer and Public Liability Insurance for the duration of the internship
- You must be able to pay your interns' salary and associated on-costs via PAYE, and provide a short-term employee contract
- You will be responsible for conducting Right-to-Work checks

## Host Requirements

As a host organisation, we expect you to provide a **meaningful work experience** opportunity for interns. This includes:

- Maintaining **appropriate insurance** coverage
- Conducting thorough **risk assessments**
- Providing a comprehensive **induction**
- Offering continuous **support** to the intern, including regular **performance review meetings**
- **Notifying** us promptly if any issues arise
- **Option to advertise** internships throughout the year

## Grant Funding

Grant funding may be available to some employers, depending on your organisation's status and meeting our funding criteria.

**Important Note:** If an internship receiving grant funding is terminated early, any grant amount related to unworked hours will need to be refunded to the University.



"This partnership not only supports the development of our services but also provides students with a meaningful, hands-on learning experience. They're able to explore areas of personal and professional interest while receiving the guidance needed to build confidences."

**The Playhouse Foundation**  
University of Southampton Internships

## Next steps



If you are interested in hosting a UoS Internship, please contact the Employer Engagement Team

→ [employ@southampton.ac.uk](mailto:employ@southampton.ac.uk)  
Scan to book a meeting with us



# STUDENT INNOVATION PROJECTS

Are you a business looking for fresh perspectives and inspiring solutions to overcome your challenges? Our Student Innovation Projects offer a unique opportunity to collaborate with bright, multidisciplinary student teams from the University of Southampton.

These **4-week projects**, held in either the Autumn or Spring term, pair your business with **1 or 2 student teams**. Our students, acting as consultants, come from a diverse range of subjects and year groups, bringing a wealth of knowledge and creativity. They'll conduct thorough research and recommend innovative solutions to your real-life business issues.

Our Student Innovation Projects are in high demand and each year, over 700 students compete for around 220 places, giving you access to some of the most engaged and capable future talent.

## Benefits

- **Free, Fresh Ideas**  
Gain invaluable insights and solutions at no cost
- **Comprehensive Deliverables**  
Receive a detailed final report including research findings and recommendations, plus a professional presentation at the project's conclusion
- **Tailored Teams**  
Students specifically apply to your project and teams are rigorously selected to ensure the best fit for your needs
- **Talent Pipeline**  
Discover and connect with potential future employees, building a valuable talent pipeline for your organisation

## Client Requirements

To participate, you'll need to:

- **Submit a Project Brief**  
This is a competitive process and not all briefs will be selected
- **Kick-off Meeting**  
Meet with your student team at the start of the 4-week project to discuss the brief, expectations, and timeline, and provide initial feedback
- **Attend Presentations**  
A representative from your organisation must attend the live student presentations at the end of the project
- **Availability**  
You must be available for the entire 4-week period to participate
- **Dates**  
We open for submissions from August

## Next steps



Book your appointment with a member of the Employer Engagement Team

→ [employ@southampton.ac.uk](mailto:employ@southampton.ac.uk)  
Scan to book a meeting with us



## Over 700

students compete for around 220 places

"The presentations were slick, well communicated and exciting. Far beyond what I was expecting. I came out feeling inspired by what I had heard, and I would hire any one of them."

**StudFast**  
Student Innovation Project Client

"We have implemented some of the student suggestions already and have applied to some of the grant sources that were suggested to us. We really value our partnership with the University of Southampton - we appreciate working with our closest university and have made great connections through them. It's always great to meet with the SIP students"

**Tori Read**  
The Pillar, Student Innovation Client



# YEAR IN EMPLOYMENT PLACEMENTS



A Year in Employment Placement is designed to connect talented, work-ready students with organisations looking to bring fresh perspectives and energy to their teams.



Year in Employment Placements are open to undergraduate students studying subjects that do not have a compulsory industry placement. They offer flexible, paid work placements lasting 9–12 months, with options for both full-time and part-time roles. It's an opportunity for employers to engage emerging talent in a meaningful way, without the need for the role to align strictly with the student's academic subject.

## Benefits

- **Access**  
Employ a bright, motivated student who has successfully completed their 2nd year and is eager to contribute and develop their commercial and industry knowledge
- **Cost Effective**  
An effective way to meet your resourcing needs and trial potential future hires
- **Raise Your Profile**  
An opportunity to raise your company's profile among the University's student community
- **Fresh Thinking**  
Bring fresh ideas, creative skills and a youthful enthusiasm injected into your team

Providing a Year in Employment Placement opportunity means you're investing in the future of our students and helping them to:

- Gain real-world experience that enhances their employability and builds confidence
- Develop essential professional skills, grow their networks, and shape their career ambitions
- Return to their final year of study with fresh motivation, clarity, and practical insight

## Provider Requirements

- **Placement length**  
9–12 months, starting between July and September
- **Hours**  
Typically, 35–40 hours a week, however, part-time is considered
- **Role**  
Work should be meaningful, developmental, and mutually beneficial. Supervisory support is essential throughout the placement
- **Pay**  
The University prefers all students to undertake paid placements and recommends that all placement providers pay an appropriate salary, usually between £18,000 and £23,000 a year. In special circumstances, we recognise legitimate 'unpaid' placements offered to students that are valuable in developing their employability. These opportunities are usually within, but not exclusive to, the sectors of heritage, politics, media, fashion, and the third sector, and support students in accessing highly competitive jobs
- **Dates**  
Advertise your placements from October - June

## Next steps



If you are interested in hosting a Year in Employment Placement, please contact the Employer Engagement Team

→ [employ@southampton.ac.uk](mailto:employ@southampton.ac.uk)  
Scan to book a meeting with us



# CAREERS FAIRS AND EMPLOYER EVENTS

The University of Southampton provides a range of opportunities for organisations to connect with our talented students throughout the academic year. These engagement options are designed to help you promote open opportunities, enhance your brand, and network directly with our diverse student body.



Our dedicated Careers Events Team will support you in choosing and executing the perfect engagement strategy to meet your recruitment and branding goals.

## Benefits

- **Boost Your Brand and Visibility**  
Get your organisation in front of students, making a lasting impression as a potential future employer
- **Make Valuable Connections**  
Engage face-to-face with students, allowing them to gain deeper insights into your company culture, available roles, and application processes
- **Create Unique Experiences**  
Design bespoke and memorable interactions with our students, tailored to your specific needs
- **Identify Future Talent**  
Interact directly with our skilled student pool, identifying potential candidates who are a great fit for your organisation
- **Streamline Recruitment**  
Effectively advertise current roles and assess interested students, leading to more cost-effective recruitment processes

## Timeline

We run our events programmes during the following academic terms:

- **Autumn Term** October - November
- **Spring Term** February - March
- **Summer Term** April - May

Within these terms, we host a variety of events, including all-sector and sector-focused careers fairs, as well as bespoke employer events, panels, and workshops.

## Engagement Options

- **Careers Fairs**  
In-person events connecting you directly with students to promote opportunities and network. Pricing varies depending on the fair and employer type (e.g., large graduate recruiter, not-for-profit organisation)
- **Career Insight Days**  
Offer your organisation a valuable opportunity to engage with our students and recent graduates by hosting them at your offices, showcasing your culture, careers, and industry through tours, workshops, and Q&As, while supporting your early recruitment efforts
- **Presentations and Workshops**
  - Presentations** A focused session introducing your company, vacancies, and recruitment process
  - Workshops** Build on the presentation by up-skilling students with sector insights and practical activities (e.g., interview skills, CV tips, mock assessment centres)
- **Employer Activation**  
On-campus brand awareness campaigns in high-traffic locations, allowing for creative setups, direct student engagement, and giveaways
- **Employer Spotlight**  
An immersive 2-3 hour session for a deep dive into your organisation. Includes a presentation on company culture and vacancies, sector insights, a practical skills-based activity, light refreshments, and dedicated networking



## Partnership Package

For those looking for ongoing engagement, book multiple events throughout the year to become an affiliated **UoS Careers Events Partner**.

Benefits include discounted rates, premium fair placement, brand promotion, and bespoke marketing. Contact our team to discuss this unique opportunity

## FEEDBACK FROM EMPLOYERS

“A fantastic, well-organised event, with very helpful and welcoming staff/students. I had around 130 positive interactions with job seekers who were both engaged and polite.”

“Really good conversations with students, good turnout, good questions from the students. First stage interviews booked in off back of the day already.”

“Met with many prospective candidates and connections with other organisations as well as some key contacts within the university.”

## Next steps



If you are interested in delivering an activity, please email us or visit our website [southampton.ac.uk/careers/employers](https://southampton.ac.uk/careers/employers)

➔ [fairs@southampton.ac.uk](mailto:fairs@southampton.ac.uk)  
Scan to register on MyCareer



# ADVERTISING OPPORTUNITIES



Promote your job opportunities to a vibrant and diverse community of over 25,000 students from 130 countries, as well as thousands of University of Southampton graduates, by advertising your vacancies on our **MyCareer Jobs Board** quickly, easily, and free of charge.



We support a wide range of opportunities including graduate roles, internships, placement schemes, part-time or vacation work, and UK-based voluntary positions (UK-registered charities only)

## Benefits

Advertising through MyCareer offers a straightforward way to connect with our talented pool of students as well as graduates. You are able to easily manage your opportunities - adding, updating, or removing roles as needed. By registering on MyCareer, you'll also receive tailored notifications about future collaboration opportunities that match your interests, such as careers fairs or employer-led events.

## Requirements

In order to advertise on the MyCareer Jobs Board, your vacancies must adhere to the following:

- All roles (with the exception of UK-based registered charity volunteering opportunities) must be paid and comply with relevant employment legislation, including meeting or exceeding the National Minimum Wage in the UK (or local laws for overseas roles). Commission-only roles are not permitted
- Roles must comply with the relevant equality legislation (e.g. Equality Act 2010) and must not discriminate on the basis of race, religion, gender, nationality, disability, age, sexual orientation or socio-economic status

We adhere to the **Association of Graduate Careers Advisory Services'** Equal Opportunities Policy and Best Practice in Graduate Recruitment. More detailed information on requirements for advertising can be found in our **[vacancy policy](#)**.

## Next steps



Please view our **MyCareer Employer Guide** by scanning the QR code. It provides step-by-step instructions on how to register your organisation and start using the jobs board to advertise vacancies. If you experience problems using MyCareer, please contact us **[employ@southampton.ac.uk](mailto:employ@southampton.ac.uk)**



# CAREER MENTORING

Career Mentoring enables you to support our students and recent graduates from all disciplines in their transition from study to graduate employment.



Mentoring creates fantastic opportunities to share relevant and up-to-date career sector or employability-focused advice and help.

## As a mentor, you will

- Support students with career questions and confidence wobbles
- Share the highs and lows of life after graduation
- Inspire them with your expertise and knowledge

## Benefits

- Mentoring is a vital skill in the workplace and is increasingly advocated by employers
- Increase exposure for your organisation and unlock and discover fresh talent
- Gain access to networks and contacts within the University

## Requirements

- No prior experience required
- Submit your mentor application between June and August
- Attend our comprehensive online training before being matched with a mentee
- Meet with your mentee at least four times throughout the year in person or remotely

## Next steps



If you are interested in joining our career mentoring programme, please contact the Employer Engagement Team

 [employ@southampton.ac.uk](mailto:employ@southampton.ac.uk)  
Scan to book a meeting with us





# E-MENTORING

E-Mentoring Southampton is the University of Southampton's global online mentoring platform, designed to connect students and recent graduates with alumni, industry professionals, and supporters worldwide.

## Requirements

E-Mentoring Southampton is designed to be accessible and flexible for all participants, including employers, alumni, and supporters.

- **Open to all**  
No prior connection to the University of Southampton is required
- **Profile creation**  
To join, simply create an online profile on the E-Mentoring platform
- **Timelines**  
Participation is ongoing throughout the year. You can join the platform at any time, and there are no fixed deadlines to post job opportunities, share insights, or offer mentoring
- **Commitment**  
The level of involvement is flexible, with no minimum requirements



With over

## 7000 users,

the platform facilitates meaningful connections, allowing members to share careers advice, industry insights, and professional opportunities.



Accessible

## E-Mentoring

all year round. E-Mentoring Southampton offers a flexible and impactful way to support the next generation of professionals, while fostering a vibrant, international community centred around career development.

### Next steps



Visit the **E-Mentoring Southampton platform** to find out more



# FACULTY ENGAGEMENT

We partner closely with all faculties to offer you the flexibility to either target a wide range of students or focus on attracting students from particular disciplines. We value your input into the curriculum, supporting students to apply their learning to real-world problems.

Each faculty has a dedicated Careers Consultant ready to provide tailored recommendations. These consultants are experts in their respective fields and can guide you in connecting with the most suitable students for your opportunities.

## Engagement Options

Here are some high-impact ways your organisation can connect with our students:

- Guest Speakers at events and lectures
- Embedded Work Experience opportunities directly in the curriculum
- Becoming an Advisory Board Member
- Hosting tailored Employer Events
- Group Design Projects
- Student Consultancy



### Next steps



If you are interested in engaging with faculty opportunities, please contact the Employer Engagement Team

➔ **employ@southampton.ac.uk**  
Scan to book a meeting with us





# KNOWLEDGE TRANSFER PARTNERSHIPS

A Knowledge Transfer Partnership (KTP) is a 3-way project collaboration between a business or not-for-profit organisation, a university and a graduate. It's an opportunity to find solutions to business-critical challenges by adapting cutting edge research for strategic and commercial growth.

## Benefits

- Work with a qualified graduate, embedded in your business, who will manage the project
- Have the support of an academic team with specialist skills and knowledge
- Work together on a bid for government funding for up to two-thirds of the project costs whilst targeting significant ROI
- Gain access to a wider range of other skills, expertise, and facilities within the University
- Access to project management support provided by the University of Southampton, including Administration, Finance, Payroll

## Requirements

In order to take part in a Knowledge Transfer Partnership, you must meet the following requirements:

- Be a UK registered company with 2-3 years revenue generation as a minimum
- Have a minimum of 4 full-time employees (actual FTEs – contract staff and part-time will not qualify)

## Next steps



For more information, please scan the QR code or contact us [business@southampton.ac.uk](mailto:business@southampton.ac.uk)

**Important Note:** A full project brief is not required, and we can provide guidance from a very early stage

# THANK YOU MIKE HEAD

At the heart of everything we do is partnership.

As Employer Engagement Manager, I have the privilege of working with a diverse and dynamic network of employers who share our commitment to developing talent, supporting communities, and helping students thrive in a fast-changing world.

Whether you've worked with us before or are exploring opportunities to get involved, this pack is designed to showcase the many ways your organisation can connect with the University and make a real difference.

From hosting student placements and offering live projects, to attending careers events or shaping curriculum with your industry insights, there are countless opportunities to inspire the next generation, and to benefit from the fresh thinking, enthusiasm, and skills our students bring.

We know that strong employer partnerships not only boost student employability, but also drive innovation, help retain talent in our region and support long-term economic growth.

We're proud of the relationships we've built so far, and we're excited about what we can achieve together in the future.

Thank you for your interest in working with us, and for everything you do to support our students, our university, and our region.

The team and I look forward to partnering with you.

**Mike Head**  
Employer Engagement Manager  
University of Southampton





