

# Careers, Employability and Student Enterprise Employer Offerings

What are the key things that you would want an employer to offer?

The table below suggests some of the things an employer might offer that may not be on the job advert. These aspects will vary between employers and types of organisation and role but could make a huge difference to your experience. It is important to spend some time working out your priorities and compromises in relation to these. The list is not exhaustive and it may prompt you to think of other things that you would like your future employer to offer you.

It is important to me that an employer offers this	<i>Circle your answer</i>		
Culture:    Supportive	Yes	Maybe	No
	Yes	Maybe	No
	Yes	Maybe	No
Development planning & training opportunities	Yes	Maybe	No
Progression and appraisal process	Yes	Maybe	No
Mentoring	Yes	Maybe	No
Part of a team	Yes	Maybe	No
Working individually	Yes	Maybe	No
'Flat' management structure	Yes	Maybe	No
Hierarchical management structure	Yes	Maybe	No
Flexible working patterns/ home working	Yes	Maybe	No
Reward & recognition: performance pay/bonuses	Yes	Maybe	No
Stability	Yes	Maybe	No
Variety	Yes	Maybe	No
Long term projects	Yes	Maybe	No
Short term projects	Yes	Maybe	No
Geographical location: stays the same	Yes	Maybe	No
Geographical location: changes	Yes	Maybe	No

Consider the aspects that are essential to you – how would you find out that a potential employer would provide this? Write down the questions you might ask, or research criteria you might use to find out more about the employer – where would you look and who would you ask?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.