Recruit postgraduate specialists in technology and management

Connecting you with our global talent
Why recruit from Cranfield?

Recruiting from Cranfield offers you access to global graduates from top-ranked programmes. We are a specialist postgraduate university that help to create leaders in technology and management. Our students develop the knowledge, skills and behaviours that can make real impact in the workplace.

Our University’s close links with industry ensure that courses are tailored to explore real-world problems; meaning our students focus on the practical application of skills rather than relying on theoretical learning alone.

The result is that our graduates are more prepared, more commercially aware and more work-ready than those from other institutions.

“Cranfield students are world-renowned for being the best, from a manufacturing and management perspective.”

Neil Gibson,
Technical Manager, CRANE
“We’ve had some great success with graduates from Cranfield. They tend to come with the right professional skills, they definitely come with the right technical skills.”

Dan Nicholls,
Early Career Development Manager, GE Aviation
Who can I recruit from Cranfield?

University overview

Cranfield University exclusively teaches postgraduate students across eight specialist themes. Our learners therefore benefit from a tailored approach to their course content, smaller class sizes and focused attention from our Academic staff.

- Aerospace
- Defence and Security
- Energy and Power
- Environment and Agrifood
- Management
- Manufacturing
- Transport Systems
- Water

“We’re not necessarily looking for one type of person. We know that if someone’s come to Cranfield, they’re going to be a committed, dedicated individual who’s very bright.”

Joe Robinson,
Plant General Manager, DPD Group
Key statistics

UK No. 2 for graduate employment
 Triple Accredited Management School (AMBA, EQUIS, AACSB International) for Engineering – Mechanical, Aeronautical and Manufacturing
 81% of our research is classed as world-leading or internationally excellent

Learner profile

44% come from outside the UK – representing 110+ countries
50% study part-time whilst in employment
52% are over 30 years of age
4,800+ students

“We like the diversity of the student population and because Cranfield caters uniquely for postgraduate students, it means we get people with the experience that we are looking for.”

Liz Harris,
UK Lead on Sourcing and Recruitment Marketing, ICRC
How can I recruit from Cranfield?

The Employer Engagement team provide a bespoke talent management service designed to support your hiring strategies. Take a look at the list of recruitment activities that we can offer:

- **Get access to the dedicated Employer Engagement team** – we will support your recruitment journey from beginning to end. Create your own bespoke package using the services listed below.

- **Advertise your vacancies** – register on our online recruitment platform Symplicity and post vacancies directly to our students and alumni. Manage your own account, deal with applications direct and book on to our events. See how our students engage with Symplicity’s app.

- **Virtual events** – using the latest technology which allows employers to remotely interact with our students. Manage your own fully branded virtual stand, ‘chat’ with potential recruits, screen CVs and even host a presentation or workshop. The options are almost limitless, so speak with our EE team to design your bespoke event.

- **Employer presentations** – these on-campus events give you the opportunity to raise brand awareness and share industry insights with our cohorts. You can directly network with the students whilst they are still studying with us, and tell them about your upcoming vacancies.

- **Careers fairs** – we now hold two major fairs throughout the year. These popular events are attended by many employers from multiple industries, and you can host a stand to speak with over 1,200 students from different cultural and academic backgrounds. Employers tell us why they exhibit at our Careers Fairs.

- **Industry networking events** – host a stand, provide a guest speaker or simply come along to one of our subject-specific events. You will get the chance to interact with our students, alumni, and network with industry peers.

“The Careers Fair has been incredible. The students have been very interested. I’d be more than happy to come back next year.”

Ranj Rihal,
Business Development Manager,
Veolia Water Solutions & Technologies
• **Headquarter and site visits** – why not invite our students to come and see you? We can organise transport and logistics, if you provide us with relevant people for our students to speak with. Visits usually booked on a half or full day basis.

• **Employer speed dating sessions** – a time-efficient way to get to know a large number of students. We can book 1:1 sessions with relevant cohorts, and you can decide what you’d like to discuss; whether that be upcoming vacancies, your recruitment process or a discreet talent-spotting chat.

• **On-campus recruitment activities** – we can arrange interviews in quiet, dedicated rooms and facilitate your assessment centres here at Cranfield or Shrivenham campuses.

• **Student project presentation days** – most of our students have the opportunity to work on group and individual projects during the academic year, many of which are sponsored by industry to answer a specific business challenge. To prepare our students for presenting in the ‘real world’, they are expected to showcase their projects; allowing you to assess the quality of their work and network with them afterwards.

“We received a handful of applications through the Symplicity website and a Cranfield student was one of them. She was the best candidate we interviewed for the role and we are delighted with her acceptance.”

Zoe Todd,  
Head of Business Planning, Edinburgh Airport
Internships and projects

In addition to the presentation days, you can benefit from having one of your business challenges researched by our students.

Each year our students embark on a project or internship with an organisation to use the skills and theory they have acquired at Cranfield. It is an excellent opportunity for them to get involved with companies, enhance their business-specific knowledge and assess potential career paths.

As a participating organisation, sponsoring a project is a rewarding and worthwhile experience. You will receive a timely, low cost, high quality source of objective research into one of your current business issues. The projects are also closely supported by Cranfield, so you can be assured of the best possible results. Simultaneously, they provide an opportunity to assess the quality of our students as potential recruits. Most vary in terms of format and timeframe, and will largely depend on which students from our top-ranked MBA or MSc programmes you are interested in engaging.

To express an interest in working in this way, please contact us using the details on the back page of this brochure.

“The internship students challenge the way that a lot of us look at things in the business. We’ve found process improvements, insights into things that we wouldn’t have come across, and we’re expecting some significant financial benefits in the projects.”

Tim Ballard,
Business Transformation General Manager UK, Finning UK

“The possibility to have a summer internship in the UK is a unique opportunity that only Cranfield offers.”

Carlotta Dragoni,
(Management MSc 2015)
Masters in Management Internships

At Cranfield School of Management, our MSc in Management has been ranked 3rd in the UK and 30th in the world by The Economist Which MBA? (Masters in Management 2019 ranking). This is mainly due to our internship thesis projects that run each year. We are always interested to hear from companies with management-related projects to which our students can add significant value.

**Student profiles**

Our Management student cohort comprises of global students from a range of backgrounds:

- All have an undergraduate degree from a reputable university or an equivalent professional qualification.
- Most will speak more than one language.
- They are highly motivated individuals who want to apply their knowledge in practical environments.
- Our programmes meet the conditions for full membership for the Chartered Management Institute (CMI) and a high proportion of our graduates will pursue memberships.
- Students are able to choose elective subjects from a wide variety of topics, such as; Disruptive Innovation, Supply Chain Management and Mastering Project Management.
# Employer engagement recruitment cycle

## Term 1

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- Advertise Graduate schemes on Symplicity (year round)
- Advertise roles to Alumni on Symplicity (year round)
- On-campus recruitment activities
- Employer presentations
- Employer speed dating sessions and pop-up stands
- Industry specific events
- Autumn Careers Fair
- CV books (available on request)

## Term 2

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- ‘Work with us’ activities, skills workshops and mock interviews
- Student groups
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Advertise direct hire roles to current students on Symplicity (April–September)

On-campus recruitment activities

Employer presentations

Employer speed dating sessions and pop-up stands

Industry specific events

CV books (available on request)

Spring Careers Fair

Student group project presentations

Cranfield University Academic Year (October–September)
Work with us

Share your expertise to support our students’ career journey.

We welcome employers and alumni to share their industry knowledge and real-world experience with our students. You can do this in the following ways:

- **Student mentoring** – coach and mentor our students throughout their job hunting process. This can be a mixture of remote and face-to-face contact time, depending on your availability.

- **Skills sessions** – run an on-campus session to provide tips, advice and resources to help our students produce a quality job application. This can be purely hypothetical, or for real vacancies in your company.

- **Mock interviews** – host an entire interview practice programme, or just as a one-off experience. Provide feedback to our students to help them improve their performance.

- **Industry insights** – come to campus and tell our students about what it’s like to work in your industry, your company or your function. These events are always very popular, so expect lots of questions!

- **Guest speaking** – join one of our themed University events and share your expertise, give a presentation or participate in a panel discussion.

“I am a product of Cranfield and I'm proud of it! Cranfield is the ideal place to recruit students from, because we know they have had the same start as I have benefited from.”

**Jasvir Dhillon,**
IPG Automotive,
(Automotive Engineering MSc 2016)

“The reason I keep coming to mentor the MBA students at Cranfield is because it is extremely fulfilling and rewarding for me. Coaching is something I am very passionate about and if it is for my own Cranfield family, that is the icing on the cake.”

**Amit Mahajan,**
Senior Management Consultant, PWC,
Mentor, (MBA 2011)
“I am over the moon, and I don’t know how to thank you apart from thanking you again for your precious help. We are very lucky as students to have such a professional and friendly career service!”

Franck Paolillo, Mentee, (Automotive Engineering MSc 2019)