



Postgraduate Placements Employer Handbook

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Our Employer Partnerships Officers are on-hand to support you through your placement journey.

Solve Challenges with Postgraduate Talent

Overcome skills gaps, digital challenges, and operational pressures with postgraduate talent with no recruitment costs.

1

Consult our Employer Partnerships team to explore your business challenges and develop a tailored 10 - 12 month placement project.

2

Tap into master's level consultancy skills including:

▶▶ Software Engineering

▶▶ Data Analytics

▶▶ Cybersecurity

▶▶ AI Adoption

▶▶ Finance & Accounting

▶▶ Operations Management

▶▶ Market Analysis

▶▶ Supply Chain Management

Project Challenge Examples

Small & Medium Enterprises

- ▶▶ Rising Operational Costs
- ▶▶ Skills Shortages
- ▶▶ Limited Access to Expertise
- ▶▶ Technology Adoption Barriers
- ▶▶ Cybersecurity Vulnerability

Large Businesses

- ▶▶ Legacy Systems & Digital Transformation
- ▶▶ Organisational Complexity
- ▶▶ Data Management & Integration
- ▶▶ Advanced Skills Gaps
- ▶▶ Cybersecurity at Scale

Postgraduate Placements

What is a Postgraduate Placement?

A 10–12 month temporary role undertaken by a postgraduate student as an assessed part of their degree at Sheffield Hallam University.

The 2026 Recruitment Deadlines

1**April 15th**

Start May/June

2**July 22nd**

Start Aug/Sept

Why Employers Get Involved:



Provides skilled, motivated students for real business projects



Delivers advanced technical, analytical, and professional skills



Brings fresh ideas, innovation, and global perspectives



Supports future talent pipelines for graduate recruitment



Our Talent Pool

Student Overview

Students have completed nearly a full year of postgraduate study at Sheffield Hallam, bringing advanced subject knowledge alongside prior internships or industry experience. All meet IELTS 6.0–6.5 requirements, demonstrating strong English proficiency for professional and workplace communication.

Business Courses

- International Business Management
- International Marketing
- Project Management
- MBA Global
- Accounting & Finance
- Logistics & Supply Chain Management
- Hospitality & Tourism Management
- Food Consumer Marketing & Product Development
- Food and Nutrition Sciences
- International Tourism & Aviation Management

Computing Courses

- Advanced Computer Networks
- IT Management
- Artificial Intelligence
- Big Data Analytics
- Computing
- Computing with Cloud Technologies
- Cyber Security
- Data Analytics with Banking & Finance
- Data Science & Artificial Intelligence

Costs, VISAs and Compliance

Costs

For a UK employer taking on a postgraduate placement employee, the core costs are:

- Competitive salary via PAYE: typically £15,000–£30,000 full-time equivalent
- Standard Employer National Insurance contributions
- Employer pension contributions (as required under auto-enrolment)

VISA Sponsorship and Right To Work

Sheffield Hallam University is the official sponsor for all international postgraduate placement students. Student Visa holders are fully permitted to undertake paid work for the duration of their placement.

The University covers visa costs - **there are no fees for placement employers.**

Compliance Requirements

Employers may follow their standard recruitment process and right-to-work checks.

Roles must be a minimum of 30 hours per week with at least one day on-site.

Throughout the placement, we maintain contact to gather updates and ensure ongoing compliance under the University's sponsorship responsibilities.

Recruitment Process

Postgraduate placements are completed across five stages. You are supported by a dedicated Employer Partnerships Officer throughout the placement. Here's how it works:



Develop a project in consultation with us that is aligned to your business objectives.

Advertise your opportunity and manage applicants using our UniHub system.

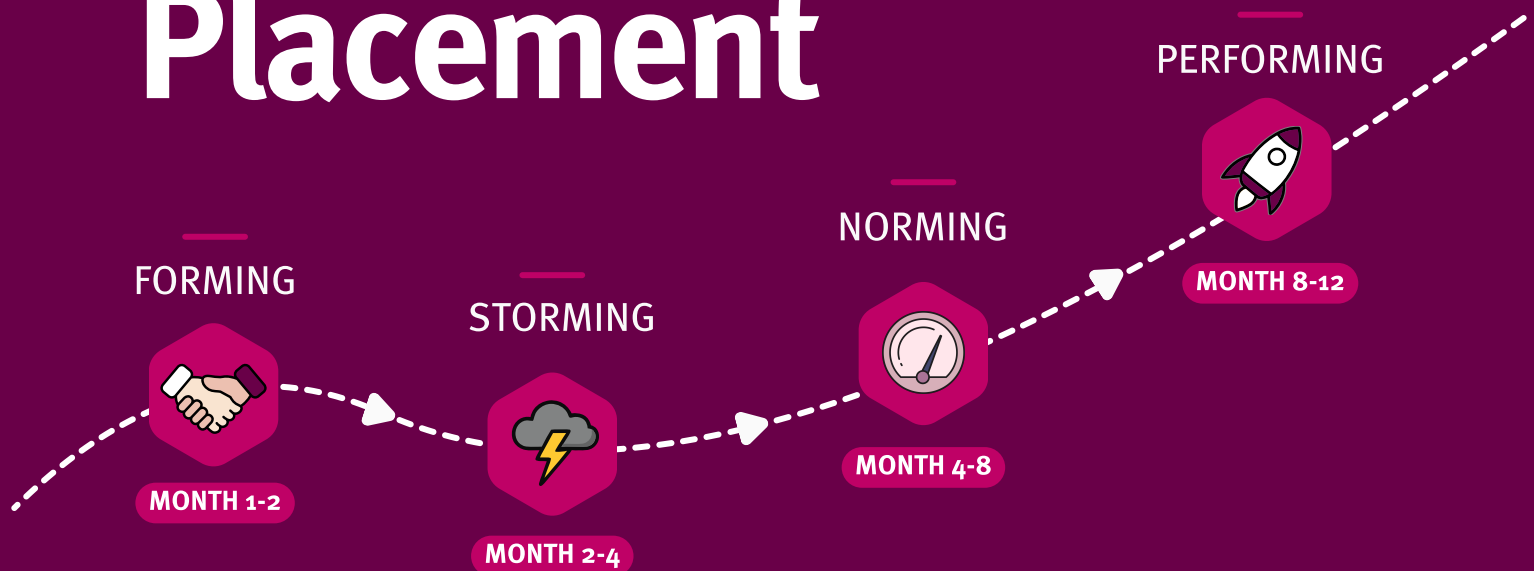
We target students that match your role. You follow your normal recruitment process.

Placement Academic Supervisors will check in regularly to support the journey.

We evaluate the placement against your expectations and look to the future.



Leverage Your Placement



Forming Stage

Set Direction. Build Momentum.

Your student is becoming familiar with your business, systems and culture.

Employer Action:

- Set clear objectives and measurable outcomes
- Provide structured onboarding
- Assign defined, achievable early projects

Storming Stage

Fresh Perspective. Constructive Challenge.

Your student begins contributing ideas and identifying improvements.

Employer Action:

- Encourage open discussion
- Provide clear feedback
- Clarify decision-making boundaries

Norming Stage

Independent Contribution.

Your student understands expectations and works with increasing autonomy.

Employer Action:

- Delegate ownership of projects
- Expand responsibility
- Provide development-focused feedback

Performing Stage

Strategic Value. Measurable Impact.

Students operate with maturity, specialist knowledge and commercial awareness.

Employer Action:

- Involve them in strategic discussions
- Enable them to present outcomes
- Consider permanent recruitment options

Employer FAQs

What are my obligations as an employer?

- Create a genuine opportunity
- Advertise using SHU's Unihub system
- Recruit through your standard process
- Onboard your student effectively
- Engage with our Placement Academic Supervisors

What is the recruitment process?

1. Develop a job description
2. Register and upload it to UniHub
3. We share with matched students
4. Sift and interview applicants
5. Sign temporary role contract

What are the costs?

Employers pay:

- Competitive basic salary
- Standard PAYE, tax, and National Insurance

Employers do NOT pay:

- Visa or immigration fees
- Sponsorship licence costs
- Home Office charges
- University fees

Which roles would work well?

Business MSc Students:

- Market Analyst
- Accounting Lead
- Business Administration Lead

Computing MSc Students:

- Data & Insights Analyst
- Cyber Security Analyst
- Digital Transformation Lead

Contact Us



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