

# Searching for vacancies

It takes time to find vacancies – be it when starting work, looking for an internship or finding somewhere to write your thesis. Start examining the labour market early on and identifying potential employers, it is worth it: Suitable vacancies are not always posted when you need them; and it is better to be too early, rather than too late. Sometimes, employers fill vacancies long in advance or it takes several weeks until you can sign a contract. Moreover, if you do not find any matching vacancies or receive any rejections, you still have time to seek advice or come up with a plan B.

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# Appendix: detailed link list

# There are more job boards than you might think

There are numerous possibilities for employers to post vacancies, and there is wide variety of job exchanges. Of course, most are online. In addition to large and reputable platforms, there are also smaller specialised websites that can be just as useful; however, some vacancies are still printed in the daily or weekly press.

#### The benefit of online job exchanges varies

Every job exchange has strengths and weaknesses. Possible strengths may be e.g. that you can use various filter settings, vacancies from several websites are summarised or you can focus on specific regions, industries or professional fields. Weaknesses can be e.g. technical errors, out-of-date adverts or invalid links. Moreover, not all websites work in the same way, which is why you will have different hits on different job exchanges, even if you enter identical search teams. For instance, some job boards only check the key words in the vacancy headlines; others check the entire job description for matches.



#### Get an overview and then choose

First, browse through several channels and check which ones show the most interesting vacancies. Then concentrate on selected media and websites that you visit or search through on a regular basis. The selection could look like this:

- a meta search engine that summarises the vacancies of various portals
- an overriding job exchange with a wide reach
- an industry or profession-specific job exchange
- a regional job exchange, if you want to focus on a certain region
- the job board with external vacancies offered by the FH Münster

### Also, search via the FH Münster

You can also find vacancies for internships, theses and career starter or part-time jobs via the FH Münster's website. For this reason, there is the "Externer Stellenmarkt der FH Münster" with vacancies for all departments, branches and types of employment. Employers use it to make their offers directly available to students and graduates of the FH Münster.

### You will find more, if you use different terms

Don't just use job titles in your search in the job exchanges, also state activities, sub-areas or topics that could be mentioned in the vacancy posts. This will boost your chances of finding the most suitable vacancies. You can find inspiration for new search terms by cross reading the vacancies section. Other important aspects: jobs may bear different titles depending on the employer. Also, try using synonyms or the English job name.

## Check out social media, too

Professional social media networks, like XING or LinkedIn, offer opportunities to reach out and make contacts. These platforms also have job boards and features to follow interesting employers, find out about vacancies at an early stage or even be found by employers. Don't be surprised if you are contacted by employers who want to inform you about vacancies.

#### Don't forget the hidden job market

A network can increase your probability of finding vacancies, internships or potential employers. For instance, exhibitions, excursions, visiting companies, part-time jobs, volunteer work or practical projects, can help you develop a professional network, to make new contacts or get in touch with potential employers. Keep your eyes and ears open and use the opportunity for networking like the events at the FH Münster.

#### These sources could also help

- Professional and industrial associations: Check out their websites, many have integrated
  job exchanges.
- Websites of potential employers: Do you already know interesting companies or organisations? Then visit their websites directly and search for vacancies.



• Tips from the department staff: Teachers in your department or alumni may be able to make introductions to companies that are interesting for you.

# The quality of vacancies varies

A good job description will answer the following questions: **Who** is searching for **whom** for **what position** by **when** and at **which** conditions? You should be sceptical, if you come across an advert with very little or imprecise information while offering a huge salary and fast-track career. A bit of research can help to assess the vacancy. Don't be surprised, if an recruitment agency is searching for an employer and does not state the specific name of the company. The contact person will tell you it.

# Save all job advertisements

Save interesting job posts as soon as you discover them. Publishing vacancies is costly for employers, which is why they are usually not available on job exchanges for longer than necessary. Even if you have already sent your application, you will need the content e.g. to prepare for an interview. Furthermore, it may be helpful to have access to the content again later.

# Keep an eye on what happens to your data

Are you considering uploading your CV to a job or matching portal? Take a minute to consider the applicable data privacy guidelines and conditions, and what your own benefit is. Always question what your information is being used for. Some pages only want to gather your data.

# The FH Münster offer further support, too.

<u>PLUSPUNKT programme</u> – Here you will find lectures, workshops and training courses about topics that may be relevant for you in the application phase.

**Guidance & Counselling** – If you are having difficulties making a decision or planning, or if you have any individual questions, you can contact the following offices:

- <u>Career Service:</u> e.g. searching for rare positions, feedback on applications, professional (re)orientation, individual challenges with the application, unsolicited applications
- <u>Student Counselling and Information Centre (ZSB)</u> e.g. orientation difficulties when starting
  university, individual planning for study and learning, study-related or personal issues doubts
  about studying
- <u>Federal Labour Office at the FH Münster:</u> e.g. career orientation, application training, working
  in Germany for international students, career planning, dropping out
- The student advisors in your department: will advise you about specific issues relating to professional fields or designing internships and theses.
- The International Office: advises you, as an international student, or someone who is interested in a work placement abroad. Application abroad: For more information about application standards and template applications for other countries, please contact a career service office in the respective country.

Overriding job exchanges				
Supra-regional and for all professions and industries	www.jobboerse.arbeitsagentur.de			
	www.stellenanzeigen.de			
	www.jobboerse-stellenangebote.de			
	www.stepstone.de			
	www.monster.de			
	www.jobware.de/			
	www.jobbörse-stellenangebote.de			
	www.stellenonline.de			
Job exchanges that search through other job exchanges				
	www.kimeta.de			
Meta search engines	www.indeed.de			
	www.metajob.de			
Job exchanges sorted by target group				
focus on interships / work placements	www.jobsuma.de			
	www.praktikum.de			
	www.praktikumsstellen.de			
	www.praktika.de			
	www.absolventa.de			
focus on graduates	https://karriere.unicum.de/jobs			
	www.staufenbiel.de			
focus on students and graduates	www.karista.de			
	https://www.faircompany.de			
	www.trainee.de			
	www.campusjaeger.de/			
	www.xing.com/campus/ (Registrierung erforderlich)			
for prospective teachers	https://zfl-pdb.uni-muenster.de/			
	www.freelance.de			
	www.freelancermap.de			
for freelancers, project members or remote jobs	https://remotefulltimejobs.com/			
	https://new-work-life.com/			
	www.twago.de			
	Job exchanges according to industry / specific functions (examples)			
Engineering and IT	www.t5-karriereportal.de			
	www.inqenieurjobs.de			
	www.it-jobs.de			
	www.ingenieurcenter.de			

	www.ingenieur.de
	www.connecticum.de
	www.get-in-engineering.de
	www.get-in-it.de
Engineers, IT specialists, medical professionals, scientists	www.jobvector.de
Civil Engineering	https://ikbaunrw.de/kammer/ingenieur-info/meldungen/stellenboerse.php
	www.bauingenieur24.de
Design	www.dasauge.de
	www.designmadeingermany.de/
Social offgire	www.stellenmarkt-sozial.de
Social affairs	www.jobs-sozial.de
Architecture	www.architekten-jobs.com/
Architecture	www.aknw.de/berufspraxis/jobboerse
Mutrition	www.foodjobs.de
Nutrition	www.vdoe.de/beruf/vdoe-stellenservice/aktuelle-stellenangebote/
U Bassins Management	https://hr-jobs.de/
Human Resource Management	https://www.humanresourcesmanager.de/jobboerse/
PR and communication	https://jobs.kom.de/
Job exchanges according to region, using the exam	nple Münster, Münsterland, NRW (can be transferred to any other region)
Münsterland	www.jobs-im-muensterland.de
District government Münster	www.bezreg-muenster.de/de/service/karriere/index.html
The city of Münster	www.stadt-muenster.de/personalamt/aktuelle-stellenangebote.html
Regional authority LWL	www.lwl.org/LWL/Der_LWL/Jobs
Bistum Münster	www.kirchentalente.de/
Regional exchange	www.muensteraner-jobanzeiger.de/
Regional exchange	www.jobs-fürs-münsterland.de/
Newspaper group Münsterland	www.karriere.ms
For all towns, filter for Münster	https://jobs.meinestadt.de/
Region South Westphalia	www.karriere-suedwestfalen.de
Regional exchange	www.jobs-für-münster.de
Ruhr region	www.ruhrgebietjobs.de
NDM	https://jobsnrw.de/
NRW	https://nrw-jobs.de/
Job exchanges in supra-regional newspapers, for i	nstance
ZEIT	https://jobs.zeit.de
FAZ	https://stellenmarkt.faz.net/
Süddeutsche	https://stellenmarkt.sueddeutsche.de

Job exchanges for the civil service			
Federal government (civil service positions, public office tenders)	www.bund.de		
Civil service job portal	www.interamt.de		
State of NRW	www.stellenmarkt.nrw.de		
	https://karriere.nrw/		
lob exchanges focussing on academic or scientific organisations, trusts or non-profit organisations			
Jobs at the FH Münster	https://www.fh-muenster.de/hochschule/aktuelles/stellen/index.php		
	www.academics.de		
	https://www.stiftungen.org/jobs		
	https://www.epojobs.de		
	www.politjobs.de		
	https://hochschul-job.de		
	https://wissenschaftskarriere.duz.de		
	www.ngojobs.eu/de/		
Wissenschaftsladen Bonn e.V.   the newspaper is available in the library or in the BIZ of the employment agency. Some advertisements can be viewed free of charge online.	www.wila-arbeitsmarkt.de		
Starge Offine.	www.leibniz-gemeinschaft.de/karriere/stellenportal.html		
	www.helmholtz.de/karriere-talente/stellenboerse/		
Non-university research organisations	www.fraunhofer.de/de/jobs-und-karriere.html		
	www.mpg.de/stellenboerse		
Job exchanges relating to the topics or sustainabili	ity and diversity		
	https://www.nachhaltigejobs.de		
	https://www.greenjobs.de/		
	www.jobverde.de		
	https://diversity-jobs.de/		
	https://goodjobs.eu/de		
Job exchanges for searching abroad			
External job exchanges <b>sorted by country</b>   Website of the University of Passau (This is just an example selection, it does not claim to be definitive or up-to-date.)	https://www.uni-passau.de/careersup/externe-stellenboersen-nach-laendern#c117525		
Eures - Portal for professional mobility (Europe)	https://ec.europa.eu/eures/public/de/homepage		
International exchange of the employment agency	www.wege-ins-ausland.org/zav		
Information about work placements abroad by the International Office of the FH Münster	www.fh-muenster.de/internationaloffice/outgoing/praktika-im-ausland.php		
International Office of the FH Münster	www.fh-muenster.de/internationaloffice		
Job exchanges in English			
Monster English Version	www.monster.com		

	ob exchanges			
	https://crosswater-job-guide.com			
	www.jobboersen-verzeichnis.de			
	www.jobboardfinder.net			
Work placement exchange comparison	www.verbraucherwelt.de/service/praktikumsboerse			
Information about applications, starting work, careers with disabilities				
Job exchange specifically for autistic persons	https://auticon.de			
Federal Labour Office: Service for severely disable academics	www.arbeitsagentur.de/vor-ort/zav/content/1533719886312			
Federal Labour Office	E-Mail: Ahlen-Muenster.Berufsberatung@arbeitsagentur.de			
Help finding a job and writing the application, information for employees and employers	E-Mail: Steinfurt.Berufsberatung@arbeitsagentur.de			
LWL Integration Office Additional assistance at work	www.lwl.org/LWL/Soziales/integrationsamt			
myAbility.jobs Job exchange specifically for disabled persons	www.myability.jobs/de			
Social welfare office of the city of Münster, office for disabled persons at work	www.stadt-muenster.de/sozialamt/menschen-mit-behinderungen/ behinderte-menschen-im-beruf.html			
Searching for potential employers, e.g. for work pla	cements (some with registration)			
Overview with a search function	https://bisnode-firmendatenbank.de			
and the good old yellow pages	www.gelbeseiten.de			
Feet on medium sized companies	www.yourfirm.de/			
Focus on medium-sized companies	www.mittelstandskarriere.de			
Professional associations (as an example), some wi	th their own job portals and advisory offices			
Association of German Engineers	www.vdi.de			
Civil Engineers NRW	https://ikbaunrw.de/kammer/			
Professional Association of Home Economics and Nutritional Sciences	www.vdoe.de			
German Professional Association for Social Work	www.dbsh.de			
German Professional Association for Social Work  Professional Association of Communication Designers				
Professional Association of Communication Designers	https://bdg.de			
Professional Association of Communication Designers Association of German Industrial Engineers	https://bdq.de www.vdid.de			
Professional Association of Communication Designers Association of German Industrial Engineers Professional Association for Illustrators Association of German Economists and Business	https://bdg.de  www.vdid.de  www.io-home.org/home/index_html			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists  Association of German Architects	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists  Association of German Architects  Association of German Builders, Architects, Engineers	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists  Association of German Architects  Association of German Builders, Architects, Engineers  Fairs and career events for searching for jobs and or	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de  work placement positions			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists  Association of German Architects  Association of German Builders, Architects, Engineers	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de  work placement positions  www.berufsstart.de/jobmessen/			
Professional Association of Communication Designers  Association of German Industrial Engineers  Professional Association for Illustrators  Association of German Economists and Business Scientists  Association of German Architects  Association of German Builders, Architects, Engineers  Fairs and career events for searching for jobs and or	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de  work placement positions  www.berufsstart.de/jobmessen/  www.stepstone.de/Karriere-Bewerbungstipps/netzwerken-auf-messen/			
Professional Association of Communication Designers Association of German Industrial Engineers Professional Association for Illustrators Association of German Economists and Business Scientists Association of German Architects Association of German Builders, Architects, Engineers Fairs and career events for searching for jobs and or	https://bdq.de  www.vdid.de  www.io-home.org/home/index_html  www.bdvb.de  https://vda-architekten.de  www.baumeister-online.de  work placement positions  www.berufsstart.de/jobmessen/  www.stepstone.de/Karriere-Bewerbungstipps/netzwerken-auf-messen/  www.auma.de/de			

Networks online, also with tenders for jobs, work placements, projects			
www.xing.com			
www.LinkedIn.com			
sis, decision-making			
www.fh-muenster.de/beruf-karriere/studierende/Berufliche-Perspektiven-finden.php			
www.der-talentkompass.de/			
www.profilpass.de			
e of degree course or higher education institution			
www.hochschulkompass.de			
s / persons returning to Germany			
www.make-it-in-germany.com			
www.cimonline.de/de/html/index.html			
Support for persons who are having doubts about their degree, are thinking about dropping out, or switching to a training see also "Advisory offices at the FH Münster" and "Offer by the Federal Labour Office"			
http://jobs.studienabbrecher.com/			
www.fh-muenster.de/studium/studienberatung/zweifel/richtungswechsel.php			
www.ju-coe.de/ausbildungsatlas/			
www.arbeitsagentur.de/bildung/ausbildung/erkunde-die-berufsfelder			
https://berufenet.arbeitsagentur.de/berufenet/faces/index?path=null			
https://www.arbeitsagentur.de/berufe-tv-filme-videos			
www.whatchado.com/de/			
https://jobs.zeit.de/campus/berufstest			
https://karriere.unicum.de/berufsorientierung/stellensuche/unicum-jobtest			
for women)			
www.fh-muenster.de/forschung/transfer-kooperation/existenzgruendung.php			
www.muenster-gruendet.de			
www.wfm-muenster.de/existenzgruendung/gruendungsberatung/			
www.berufswege-muenster.de/frauen-beruf/			
Public tenders for freelancers			
www.evergabe.nrw.de			
www.deutsches-ausschreibungsblatt.de/			
www.bundesfreiwilligendienst.de			
www.betterplace.org			

Other support at the FH Münster				
The Doctoral Studies Programme	https://en.fh-muenster.de/promotion/promotionskolleg/promotionskolleg_1920410.php			
Legal advice and social counselling by the AStA of the FH Münster for tenancy law, social law, contract law and similar	https://astafh.de/category/beratung/sozial-rechtsberatung/			
Offers by the Federal Labour Office and the Job Centre				
Registration as a job-seeker/unemployed	www.arbeitsagentur.de/arbeitslos-arbeit-finden			
Information about jobs, job exchanges	www.berufenet.arbeitsagentur.de			
Information about occupations with specific examples	https://berufsfeld-info.de/			
Information about further training	https://kursnet-finden.arbeitsagentur.de/kurs/			
Job exchange	www.jobboerse.arbeitsagentur.de			
Information sheets including those from the Federal Labour Office	www.arbeitsagentur.de/veroeffentlichungen/veroeffentlichungen			
Job Centre	www.stadt-muenster.de/jobcenter			
Minijob centre	www.minijob-zentrale.de			
Information about minimum wages for work placements	www.bmas.de/DE/Themen/Arbeitsrecht/Mindestlohn/mindestlohn-praktikum.html			
Information about social benefits	www.sozialleistungen.info			
Other offices for information, further training and advice in Münster				
Other advisory offers by the city are stated on the website in various categories	www.muenster.de			
You will also find information materials, flyers etc. in the citizen's advice centre in the council building in the city centre and the city library	City of Münster Consumer centre District offices Business development Socio-cultural centres, e.g. Cuba, Kreativhaus Adult education centre Frauen und Beruf Münster e.V.			
Münsters Arbeitslosentreff Achtermannstraße, Münster's Meeting Point for the Unemployed offering advice about work and unemployment	www.maltanetz.de			
Social-Education Institute Münster, Courses, workshops, training courses and educational trips	www.sobi-muenster.de			