

# **The European Job Market for Economists**

Information Guide for Recruiters

## **Introduction**

This document describes the European Job Market for Economists (henceforth EJME) and provides recruiters with practical tips on how to get the most out of their hiring efforts. It includes timelines, detailed descriptions of the different market stages, as well as rules to ensure an equitable, fair and bias-free hiring experience.

## **History**

The European Job Market of Economists was created in 2018 by the European Economic Association (EEA). Since 2019, EJME is a collaboration between the European Economic Association (EEA), the Spanish Economic Association (SEA) and the Royal Economic Society (RES) of the United Kingdom. It acts as a platform to match economists who just obtained their Ph.D. with universities, governmental organizations, private sector firms and other potential employers. The American Economic Association (AEA) has been operating an American job market for economists for decades, and EJME was deliberately created as a unified European counterpart for European candidates and institutions. Interviews before the COVID pandemic were conducted around the Econometric Society's Winter Meeting but have moved online since. The European Job Market for Economists Committee, comprised of representatives of EEA, SEA, and RES, is responsible for the functioning of the European Job Market.

## **The Market**

As a recruiter, you can participate in the market if you a) are located in Europe (EJME operates with a broad and inclusive definition of Europe), or b) wish to attract candidates from European institutions (or both).

### Why should you hire through EJME?

EJME provides you with a unique opportunity to access a very large number (= several hundreds) of highly talented economists from all across Europe and beyond, thereby maximizing your likelihood of finding the most qualified candidate for your position. The candidates that are looking for work have varying interests, e.g., in research jobs, teaching jobs, or applied work in (non)government institutions or the private sector. Recruiters are therefore typically universities, teaching colleges, central banks, policy organizations, consultancies or private sector firms with a need for the skills of academic economists.

## **Timeline**

The posting of jobs, interviews, fly-outs and job offers follow a strict timeline to ensure that most talent is available to recruiters. Job ads are usually posted in the summer/fall of the year prior to appointing the selected candidate. Some recruiters opt to post earlier or later than that, as not everyone wishes appointments to begin in the fall of the following year. In principle, recruiters are free to choose a timing of their choice.

Many job ads choose a date in November as the application deadline. Most candidates will have their application packages ready by late October/early November. To participate in EJME, institutions posting their ads agree to conduct interviews in a specific time window, currently the third week of December. For the next four years this implies interview dates as follows:

Dec 15-18, 2025

Dec. 14-17, 2026

Dec. 13-16, 2027

Dec. 11-14, 2028

The interviews should be conducted via an online platform (such as Zoom, Webex, or MS Teams) to allow recruiters to interview many candidates, and for candidates to interview with many recruiters.

In-person visits (for academic institutions often called campus visits) happen usually in January and February and offers to candidates can be made at any time after their visit. Offers must not expire before February 1.

## **The Job Ad & Signaling**

When crafting your ad job, make sure to include all relevant information you want candidates to see. This includes information about the field(s) you are looking for, to maximize the number of applications with a good fit.

Job ads should be posted on [econjobmarket.org](https://econjobmarket.org), the central repository for job market materials. Usage of other platforms increases the risk to recruiters that candidates do not become aware of the advertised position. Note that posting an ad on [econjobmarket.org](https://econjobmarket.org) does not imply that applications need to be collected via this website. Every recruiter is free to only advertise on [econjobmarket.org](https://econjobmarket.org) and collect applications via a third-party service.

All institutions that agree to adhere to the rules of EJME will have the option of receiving a signal from interested candidates. Each candidate can send a signal about their interest to up to 10 job ads. These could be used because of geographical constraints or strong personal or professional interests in a place. Every year at the beginning of December, these signals will be transmitted to employers and the EJME committee urges employers to take the signals into account when making interview decisions.

## **The Application**

The precise documents that institutions require from candidates may vary (based on geography or type of recruiter). Most commonly, applications include a CV, a cover letter, three or more confidential letters of recommendation, as well as the job market paper. The job market paper is a research paper written by the candidate that showcases the candidate's academic ability (i.e., to identify interesting and important research questions and to answer them convincingly, using state-of-the-art methods). Job market papers are unpublished papers (but may be under review) that are usually single-authored or co-authored with junior colleagues (i.e., other graduate students or postdocs). Recruiters may ask for additional materials, such as further papers, teaching evaluations, teaching or research statements, etc.

Applicants assemble their application packages and send them to the respective recruiter. Collecting applications via econjobmarket.org has the advantage that confidential recommendation letters can directly be sent with the application without the candidate gaining knowledge about their content.

After the application deadline, recruiters will select the candidates to interview from the applications they have received and notify candidates they do and do not wish to interview. Placing a few candidates on a waiting list for potential later consideration if the interview process does not yield sufficiently good prospects is acceptable practice.

## **Interviews**

A typical interview lasts 30 minutes, but slightly longer or shorter interviews may be acceptable as well. During interviews, candidates pitch (commonly without slides) their job market paper to recruiters and recruiters may ask them questions. For teaching positions, interviews may focus more on teaching experience/approach, and less on the research papers. Other questions based on the application materials may also be part of the interview process (e.g., questions about teaching, other papers, broader research agenda, interest in the department, etc). Interviews are typically very condensed and both recruiters and candidates can have many interviews per day.

After the conclusion of the interviews, employers will make decisions about which candidates to invite for an in-person visit and notify all candidates of the outcome. Placing a few candidates on a waiting list for potential later consideration if the fly-out process does not yield sufficiently good prospects is acceptable practice.

## **Fly-outs**

Mostly in January and February, recruiters invite candidates for an in-person visit (the fly-out) to present their job market paper in a seminar. The precise format of the fly-out may depend on the type of recruiter. Academic institutions often feature a full day with a 1-1.5hrs seminar, a lunch and dinner with the candidate, and one-on-one meetings with the candidate and faculty members throughout

the day. The recruiter is paying the candidate's travel expenses, either through ex post reimbursement, or, preferably up front (as candidates are graduate students with potentially limited credit line).

### **Offers**

At any time during or after the fly-outs can recruiters make an offer to one or several candidates. Candidates that are no longer under consideration should be informed promptly. Also, in case the position(s) is/are filled, all remaining candidates should be informed in a timely fashion. It is generally good practice to keep candidates informed about their status throughout the market.

Offers made by recruiters to candidates are binding. It is acceptable to include an expiration date in the offer after which the binding offer becomes non-binding. The offer duration must not be less than 7 days as per EJME rules.. (Verbal) acceptances by candidates are binding (unless the offer expired in less than 7 days after its issuance). Candidates may use offers from other institutions to bargain for better conditions.

For tenure-track positions: Some candidates may want to do a 1- or 2-year postdoc before starting their appointment (to extend their network and expand their pipeline before the tenure clock starts). These postdoctoral appointments have become more common over the past years.

### **Unacceptable Behavior**

The EJME committee expects all candidates and recruiters to conduct themselves appropriately. Recruiters should take notice of the fact that many European jurisdictions prohibit interview questions that are inessential to a candidate's job performance (e.g., questions about someone's personal life, the desire to have children, whether they have a partner, etc.). Asking such questions is not only illegal, but also morally questionable. We urge all recruiters to only ask questions that pertain to a candidate's job performance. Further, recording interviews is undesirable and may, depending on the jurisdiction and circumstances, violate privacy laws.

Furthermore, recruiters are expected to avoid any sort of discrimination based on race, gender, ethnicity, sexual orientation, nationality, or other grounds. The EJME committee closely monitors the conduct of recruiters and candidates.

### **The Candidate Directory**

The EJME committee provides recruiters with the Candidate Directory, accessible on the EJME website at [europeanjobmarketofeconomists.org](http://europeanjobmarketofeconomists.org). The Candidate Directory lists candidates currently on the European Job Market and recruiters can filter by institutions or field of research. The EJME committee encourages recruiters to make ample use of the system in their recruiting efforts, for example by identifying and soliciting applications from suitable candidates.

**More information**

If you desire more information, please visit [europeanjobmarketofeconomists.org](http://europeanjobmarketofeconomists.org). The EEA also provides training materials for candidates with additional materials during their annual congress. These can be accessed here: <https://www.europeanjobmarketofeconomists.org/useful-info>

This document was issued by the EJME committee. In case of questions or concerns, feel free to contact the chair of the EJME committee directly. We are also always interested in suggestions to improve this documentation. The EJME committee's chair's name can be found here: <https://www.europeanjobmarketofeconomists.org/ejme-committee>