Line manager case study

Name: Andrew Millington

Job Title: Learning Applications Development Team Manager

Department: Digital Learning Applications and Media

What made you decide to hire a student?

My first software developer job was as a student intern for the University of Aberdeen. It was invaluable for gaining experience in industry. I wanted to give current students the same opportunity that I had

Do you think students have benefitted from the work experience?

Yes. They have gained skills and experience that will be invaluable when they go looking for their first full time role after their studies.

What do you enjoy most from the experience of working with students?

I like teaching them about techniques we use on a daily basis to develop our software. I also like learning from them about what they are being taught in their courses, to ensure we are keeping up with the latest software development trends.

What advice would you give staff who are considering recruiting students?

Ensure you have sufficient time to support your students and define working tasks in advance of them starting their post

Finally, why do you think on-campus employment is important for the student experience at the University?

Most students are attending university to gain qualifications for future employment but studies alone rarely offer real-world experience, which is a requirement for most jobs. Offering campus employment is an ideal way to bridge this gap and given interns an advantage in the job market.