

# Tips for Writing a Student-Friendly Job Posting

from *TECHNATION* Canada and York University's Infuse Program

**Make your job posting stand out and attract top talent from York University's Faculty of Liberal Arts & Professional Studies Internship Program with these tips:**

- ✔ **Position Title:** Catch students' attention and build excitement with a clear and concise job title that reflects important aspects of the role.
- ✔ **Work Arrangement:** Highlight the work environment by including the location & work arrangement. Many students are seeking hybrid roles to prepare for future flexible work environments, reduce barriers to work-integrated learning opportunities, and provide greater work-life balance.
- ✔ **Target Disciplines:** Benefit from the diverse range of skills and interests of LA&PS students by recruiting from all academic program areas, regardless of the role.
- ✔ **Position Description:** Inspire students to apply with an engaging introduction that explains the purpose of the role and the company's core values and work culture. Include only what is necessary in the job posting using a few bullet points and share additional information in the interview.
- ✔ **Skills & Qualifications:** Meet students where they're at with student-level requirements. Emphasize transferable skills such as communication and problem-solving skills acquired from studies, prior employment, personal projects, and extra-curricular activities. Where technical skills are required, indicate the level of knowledge needed.
- ✔ **Share the Benefits:** Share opportunities for professional development and networking.
- ✔ **Include the Salary:** Attract more applicants by including the salary in the job posting. Did you know that many of York University's LA&PS interns make \$18-\$22/hr?
- ✔ **Use Inclusive Language:** Review the job posting for inclusive and neutral language. Promote inclusive hiring with a statement inviting applications from those traditionally underrepresented in the workforce.

[Learn more about the Infuse Program](#)

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