SPRINGER NATURE

Springer Nature

Frequently asked recruitment questions

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Pre-application questions

Does Springer Nature provide sponsorship for candidates to obtain a visa?
The decision to provide this type of sponsorship would be made at the discretion of the company. We might consider this as an option under certain circumstances. This provision of company sponsorship is always subject to local labour laws and would also depend on the role.

Is it possible to work remotely?
The vast majority of our positions are associated with one of our editorial offices. You can find the full list of our locations here.

How long do you allow for candidates to make an application?
This can vary dependent on the position and location. In certain circumstances advertised vacancies will give a deadline by which the application should be made. Applications are reviewed on an on-going basis and so we'd always encourage you to submit an application as soon as you are able.

Can I apply for a role that isn't advertised in a location where I would like to work?
There is usually a particular business reason as to why we advertise roles in specific locations. We would encourage you to contact us to discuss this before applying or clearly state your location preference in your cover letter.

Once I have started at Springer Nature how easy is it to progress my career?
We encourage internal promotion of our talented employees and strive to provide career development opportunities for them.

How do I find out information on the career progression for a given position?
We have listed a few common career paths on our website; you can find these here. We would encourage any shortlisted applicant to discuss career progression during the interview process.

Does Springer Nature offer internship positions?
On occasion intern opportunities arise and advertising for these opportunities can be found on our career page.

What is a locum position?
Our locum positions are fixed term assignments; they are usually covering a specific need, most frequently covering an absence due to parental leave. These usually range from 3 months to one year. Whilst these are not permanent positions we do try to find a permanent role for locums who excel, subject to business needs.

Does Springer Nature use freelancers?
In some instances we do use freelancers and they are typically engaged to undertake specific pre-agreed pieces of work for us. The vast majority of our editorial and publishing teams are however engaged directly as employees.

What is a talent pool?
We have several 'talent pool adverts' within our editorial and publishing division. These enable candidates to express their interest for a particular role. If you are interested in a role that has an associated talent pool but we don't have a current opening you can apply with your CV and cover letter. We will then email you when we have one of these positions available. You can then choose whether to apply.

How can I gain experience to make me a standout candidate?
We would recommend thoroughly reviewing these editorial and publishing careers pages for our research division. We provide detailed information on our different research divisions and information on our roles. To learn more about our industry you can find many prominent blogs and publications that discuss publishing innovations.

For Associate/Senior Editors at Nature Research is postdoctoral experience required?
Whilst postdoctoral experience is preferred for these roles it is most certainly not a prerequisite. We do find that during a postdoctoral position a researcher's critical thinking skills fully develop, if you can demonstrate your critical thinking skills without postdoctoral experience we will be more than happy to consider your application, if you meet the entry level requirement of holding a PhD in a relevant discipline.

How do I find out about salaries at Springer Nature?
Salaries and benefits at Springer Nature aim to be competitive and are consistent with local market rates. Salary ranges are in place and consideration is always given to the skills and experience of the individual. Salaries are not advertised however there is opportunity for candidate to express their expectations and discuss as part of the application and selection process.

What is Springer Nature's approach to Diversity and Inclusion?
At Springer Nature we value and celebrate the diversity of our people. We recognise the many benefits of a diverse workforce and strive for an inclusive workplace that empowers all our colleagues to thrive. Our search for the best talent fully encompasses and embraces these values and principles

The application process

What does the privacy policy in your online system mean?

At Springer Nature we are committed to safeguarding the privacy of those who make applications to our vacancies in line with local privacy legislation. We are careful to make sure that the details you share with us are accessed only by relevant individuals involved in recruitment and stored in a secure and appropriate manner. Our privacy policy outlines this in greater detail and we would encourage you to read this carefully prior to sharing your details with us

Can I amend my application?

At any point you can amend details within your candidate profile ie name, contact details etc. As you apply for a position you can edit or amend attachments or responses to questions right up until you click "submit". Once finally submitted it is not possible to be edited.

Can I withdraw my application?

You can indeed withdraw your application at any point

How will I find out the outcome of my application?

Applicants that are shortlisted for the next step of the assessment process will be notified directly by one of our recruiters, we aim to do this as soon as possible Our recruiter will outline what that next step is and will be a point of contact. Those that are not progressed will be notified also either by email or phone. Timelines can vary on this dependent on volume of applications and time allocated to advertising/ shortlisting

The interview process

Will I need to travel to one of your offices for an interview?
Your first interview will likely be via video conferencing or telephone. At the later stages of selection, where possible, we will arrange for you to visit one of our offices for a formal interview. If on occasions for logistical reasons this is not possible, we will do our very best to arrange a remote interview.

How long will the interview last for?
This very much depends on the type of role that you are interviewing for. Some of our interviews may only last one hour whilst others may include tests. During the latter stages of the selection process the interview assessment process can take longer as where possible we also try to introduce our candidates to additional team members.

Will there be a test?
This very much depends on the role that you are interviewing for. In some locations there may be a technical or writing test. You will always been informed of this before the interview though.

When would a successful applicant be expected to start?
This depends on the location and the particular role, we would encourage you to discuss this during the selection process.

Will you request references?
Yes, we will request your reference details as part of the recruitment process