



# Professional, Managerial and Support Services

TALENT TREND REPORT

An insight into the UK and  
Ireland higher education  
recruitment 2024–2025

---



**UNIVERSITY  
OF WARWICK**



## Welcome

Professional Services staff in education institutions play a pivotal role in shaping and delivering institutional vision. Spanning critical functions such as Human Resources, Finance, Marketing, and Estates and Facilities, these professionals form the backbone of many universities.

jobs.ac.uk advertises a diverse range of professional, managerial and clerical opportunities across the UK, Ireland and beyond. This report offers a real insight into the different role categories and provides all kinds of useful information, from average salaries, peak recruitment times and locations advertised, to the percentage of roles offered on a temporary, permanent, full-time and part-time basis.

Our comprehensive report brings together a wide range of insights designed to support education institutions, jobseekers, and careers advisers. It includes detailed information on salaries, advert durations, and whether roles are typically offered on a full-time, part-time, temporary, or permanent basis. The report also provides detailed breakdowns of jobs advertised on jobs.ac.uk by location and by month.

## About Our Report

- Our data is purely based on the 20,362 professional and support jobs posted by higher education institutions on jobs.ac.uk from August 1st 2024 to July 31st 2025
- Our top-level statistics state the actual number of job adverts
- When we refer to 'Average Apply Clicks', we refer only to clicks made directly to the 'Apply' button



# Overview

PROFESSIONAL, MANAGERIAL AND SUPPORT SERVICES ROLES PLACED ON JOBS.AC.UK IN 2024/2025

**20,362**  
opportunities

**20**  
average advert length (days)

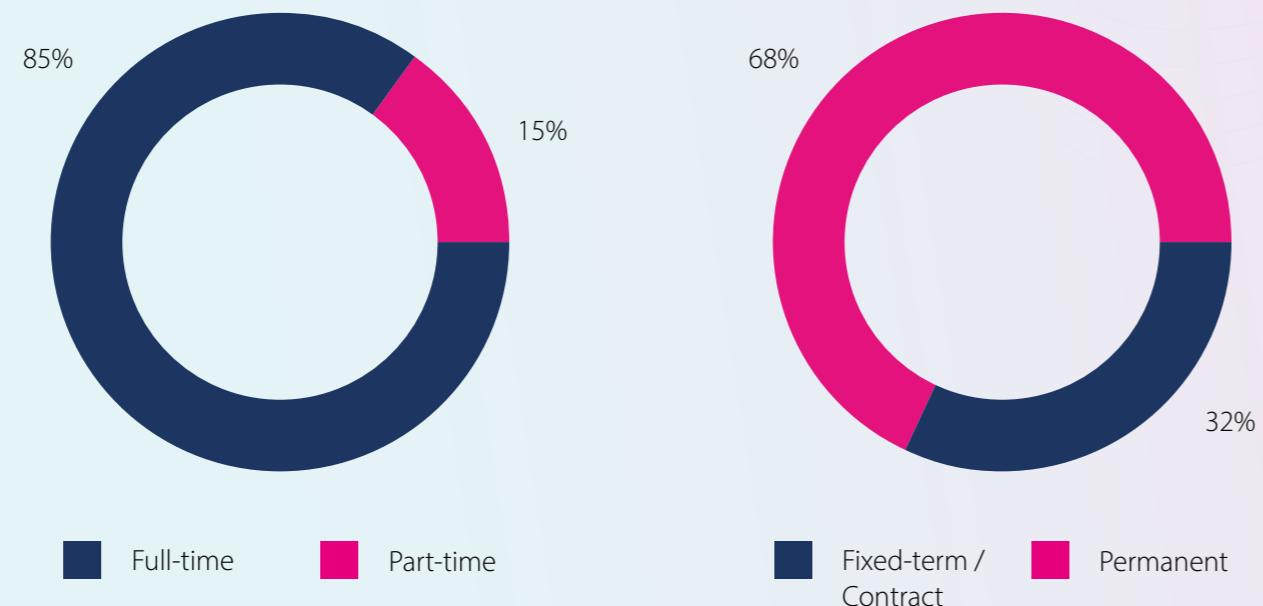
## KEY FINDINGS

- 20,362 professional, managerial and support adverts were posted on jobs.ac.uk by education institutions from August 1st 2024 to July 31st 2025
- These roles account for 44% of all opportunities advertised on jobs.ac.uk
- 50.5% of these roles were advertised in London and South East England
- 46% of these roles offered salaries between £30,000 and £49,999

## MONTH

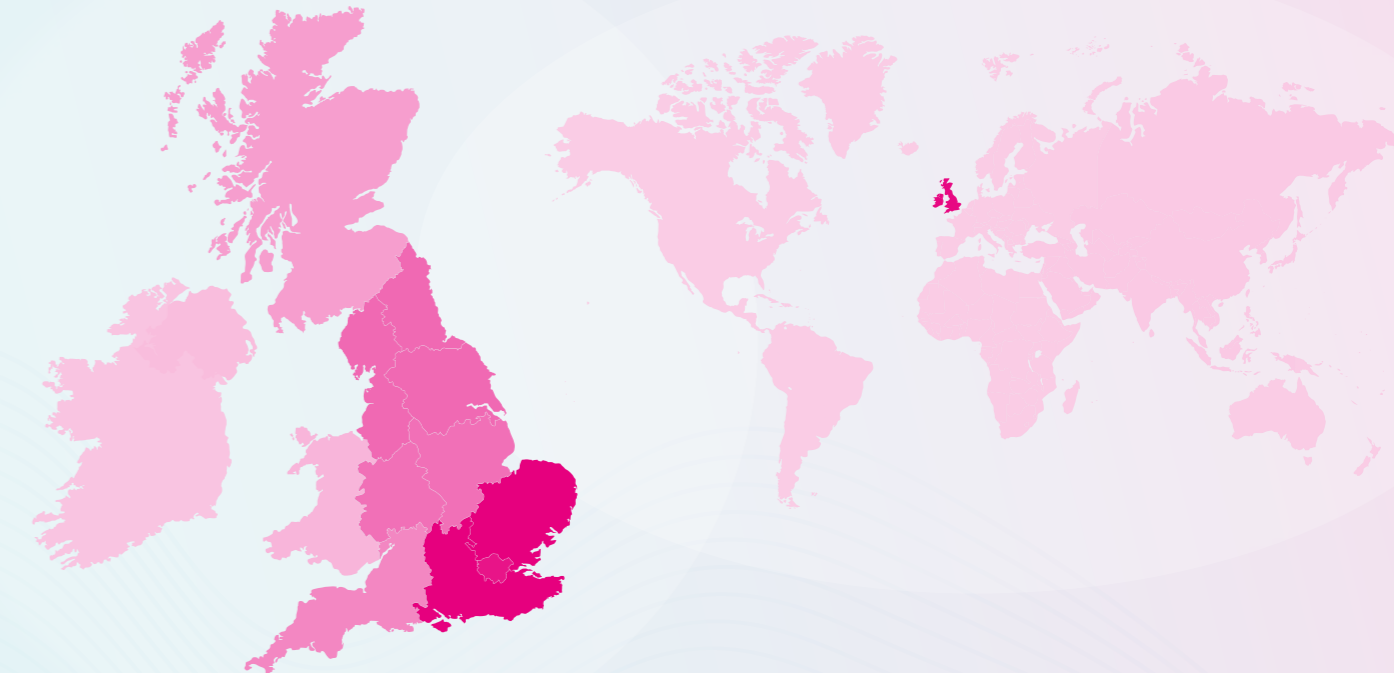


## TYPE/HOURS

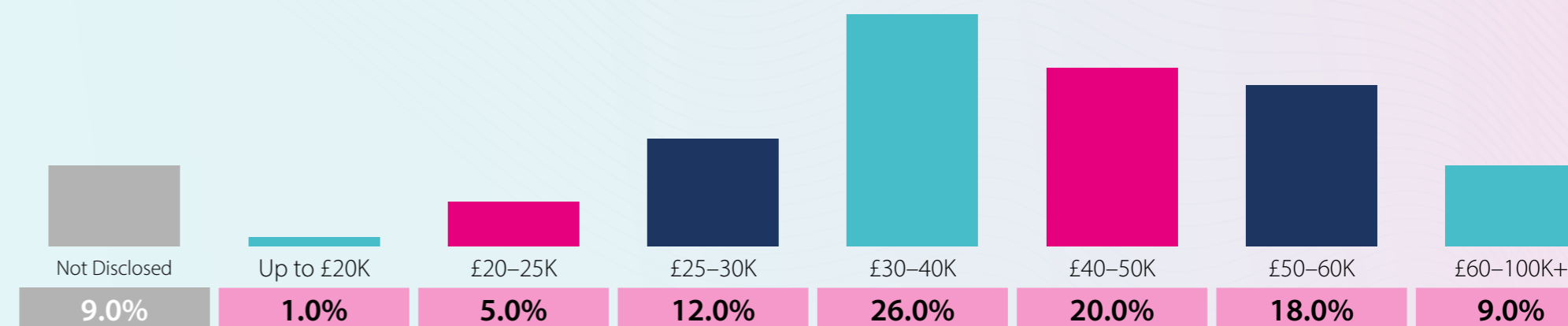


## REGION

London	24%
Midlands of England	12%
Northern England	13%
Northern Ireland	2%
Republic of Ireland	1%
Scotland	6%
South East England	26.5%
South West England	9%
Wales	3%
Africa	0.5%
Asia & Middle East	1%
Australasia	0.5%
North, South & Central America	0.5%
Europe (exc. UK/Ireland)	0.5%
Multiple Locations	0.5%



## SALARY





## Professional, Managerial and Support Services Category Overview

We've placed each role into separate job categories by function. Some roles may feature in more than one category. For example, if a particular job spanned Administration and IT, it would feature in categories A and C.

### CATEGORY A

Administrative, Finance and Procurement, Fundraising and Alumni, Human Resources, International Activities, PR, Marketing, Sales and Communication, Student Services

### CATEGORY B

Hospitality, Retail, Conferences and Events, Sports and Leisure, Health and Wellbeing

### CATEGORY C

Library Services, Data and Information Management, IT Services, Legal, Compliance and Policy, Web Design and Development

### CATEGORY D

Estates and Facilities Management, Laboratory, Clinical and Technician, Sustainability

### CATEGORY E

Senior Management, Project Management and Consulting

## CAT-A

14,933 adverts placed

### Administrative

39%

### Finance and Procurement

11%

### Fundraising and Alumni

3%

### Human Resources

5%

### International Activities

4%

### PR, Marketing, Sales and Communication

14%

### Student Services

24%

## CAT-B

2,389 adverts placed

### Hospitality, Retail, Conferences and Events

55%

### Sports and Leisure

13%

### Health and Wellbeing

32%

## CAT-C

5,117 adverts placed

### Library Services, Data and Information Management

32%

### IT Services

31%

### Legal, Compliance and Policy

31%

### Web Design and Development

7%

## CAT-D

4,164 adverts placed

### Estates and Facilities Management

45%

### Laboratory, Clinical and Technician

53%

### Sustainability

2%

## CAT-E

4,264 adverts placed

### Senior Management

42%

### Project Management and Consulting

58%

# Category A Overview

Administrative, Finance and Procurement, Fundraising and Alumni, Human Resources, International Activities, PR, Marketing, Sales and Communication, Student Services



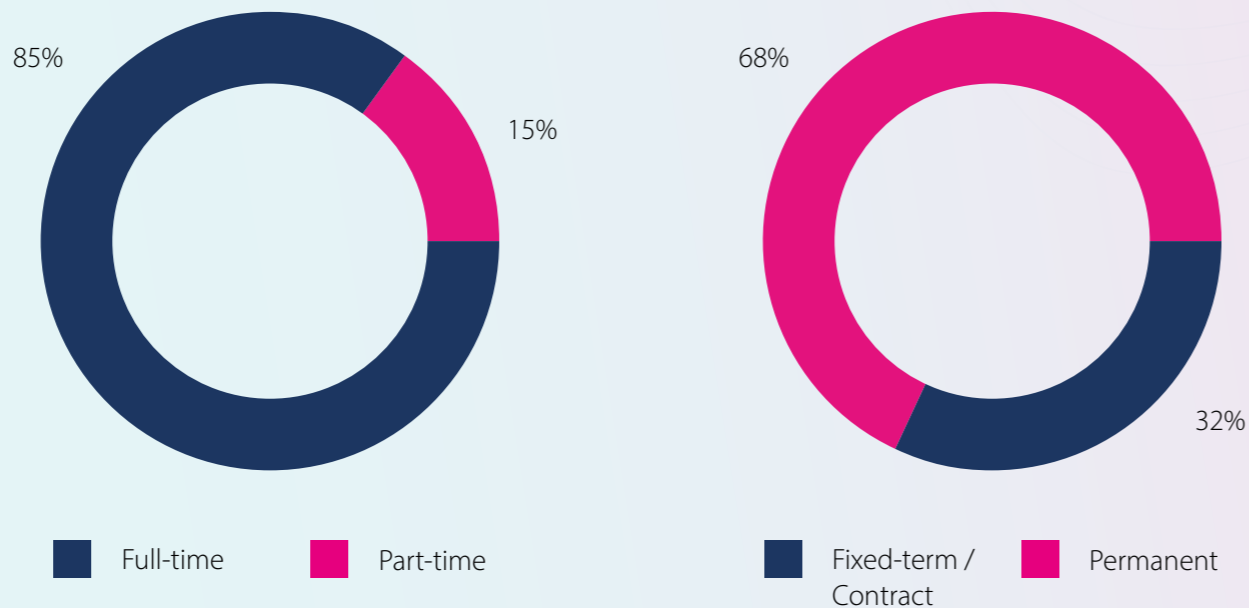
### KEY FINDINGS

- 14,933 opportunities were advertised in this category
- 54% of the opportunities advertised were located in London and South East London
- 68% of the roles were permanent and 85% were full-time
- The salary for 28% of these roles was between £30,000 and £49,999

### MONTH

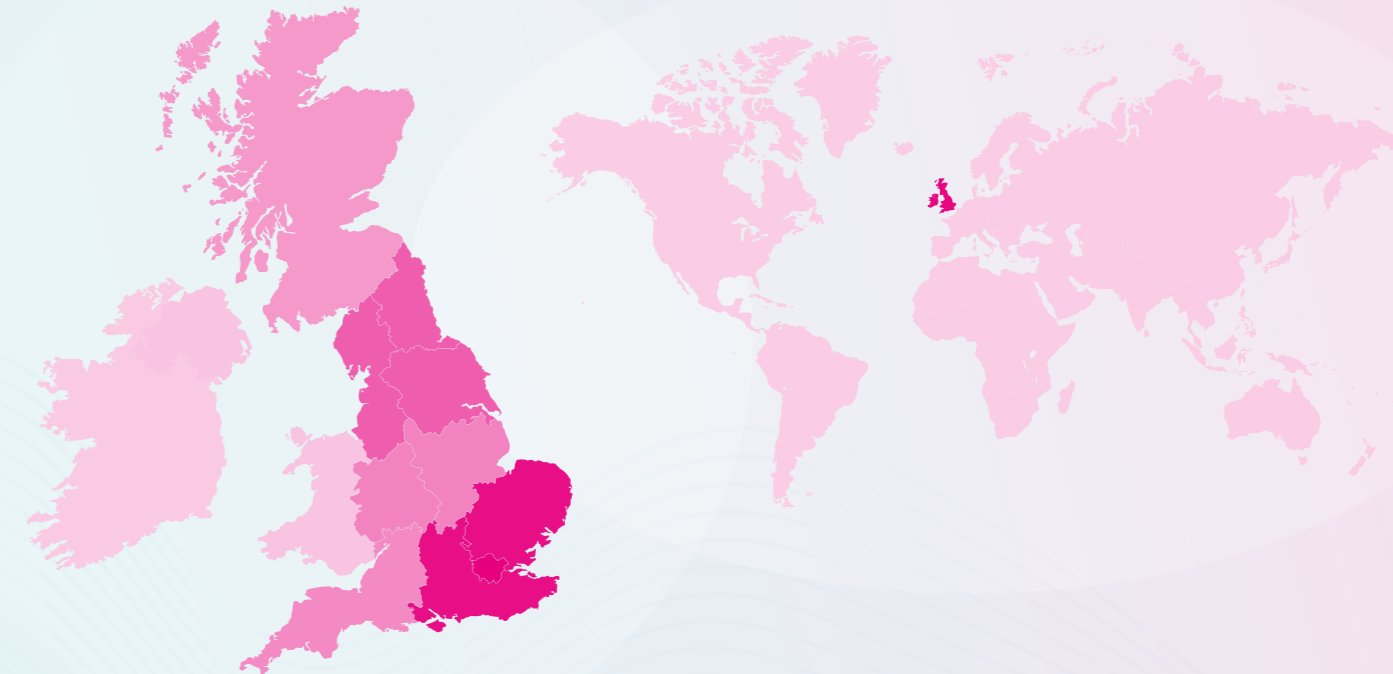


### TYPE/HOURS

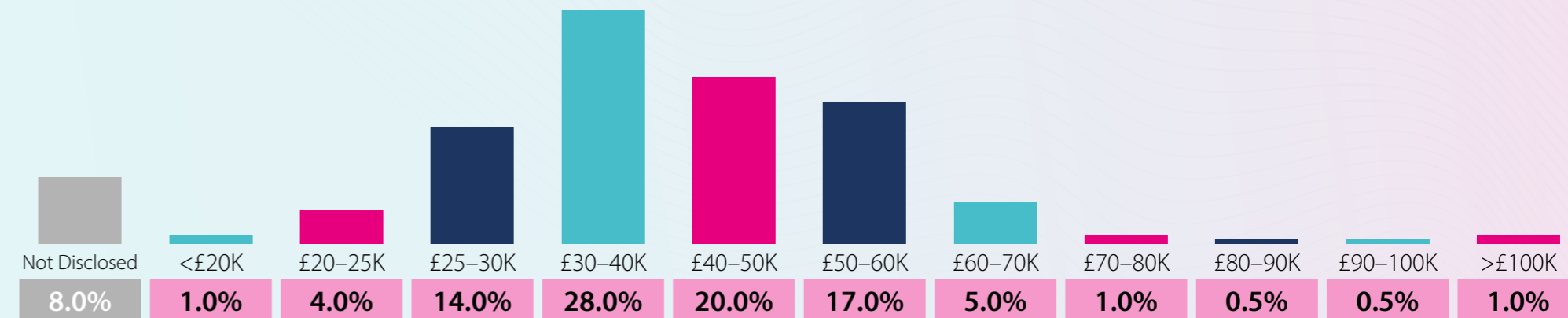


### REGION

London	28.0%
Midlands of England	10.0%
Northern England	15.0%
Northern Ireland	1.0%
Republic of Ireland	0.5%
Scotland	7.0%
South East England	26.0%
South West England	9.0%
Wales	1.0%
Africa	0.5%
Asia & Middle East	0.5%
Australasia	0.5%
North, South & Central America	0.0%
Europe (exc. UK/Ireland)	0.5%
Multiple Locations	0.5%



### SALARY



# Category B Overview

Hospitality, Retail, Conferences and Events, Sports and Leisure, Health and Wellbeing

**2,067**  
opportunities

**20**  
average advert length  
(days)

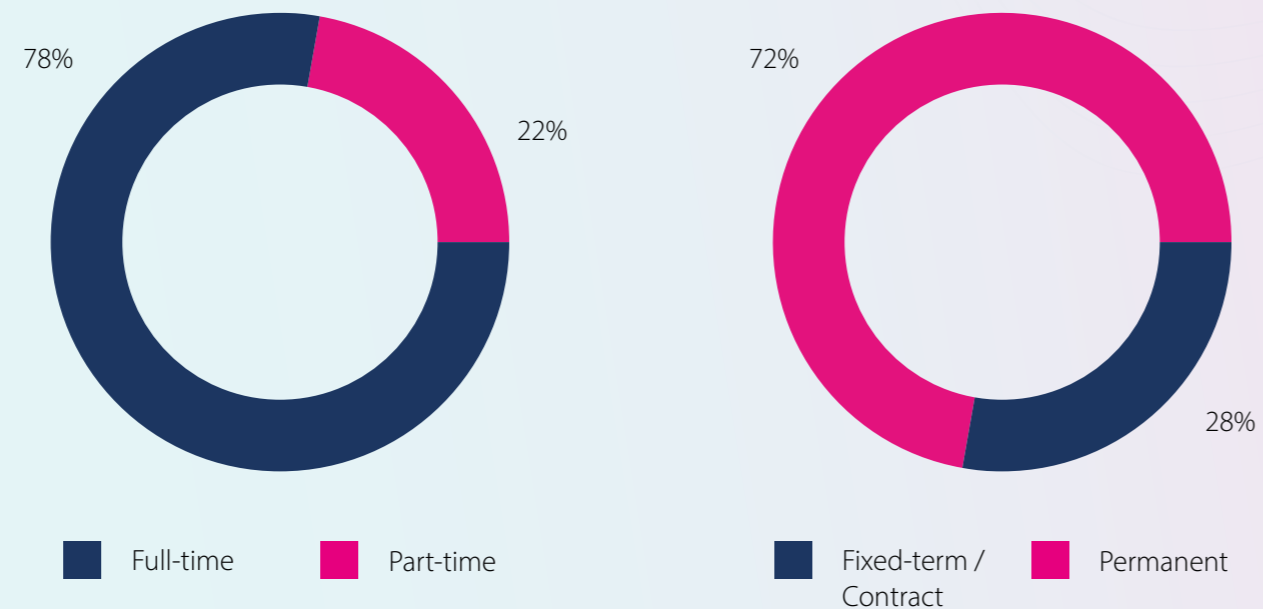
## KEY FINDINGS

- 2,067 opportunities were advertised in this category
- 57% of the opportunities were located in London and the South East of England
- 72% of the roles were permanent and 78% were full-time
- The salary for 42% of these roles was between £25,000 and £39,999

## MONTH

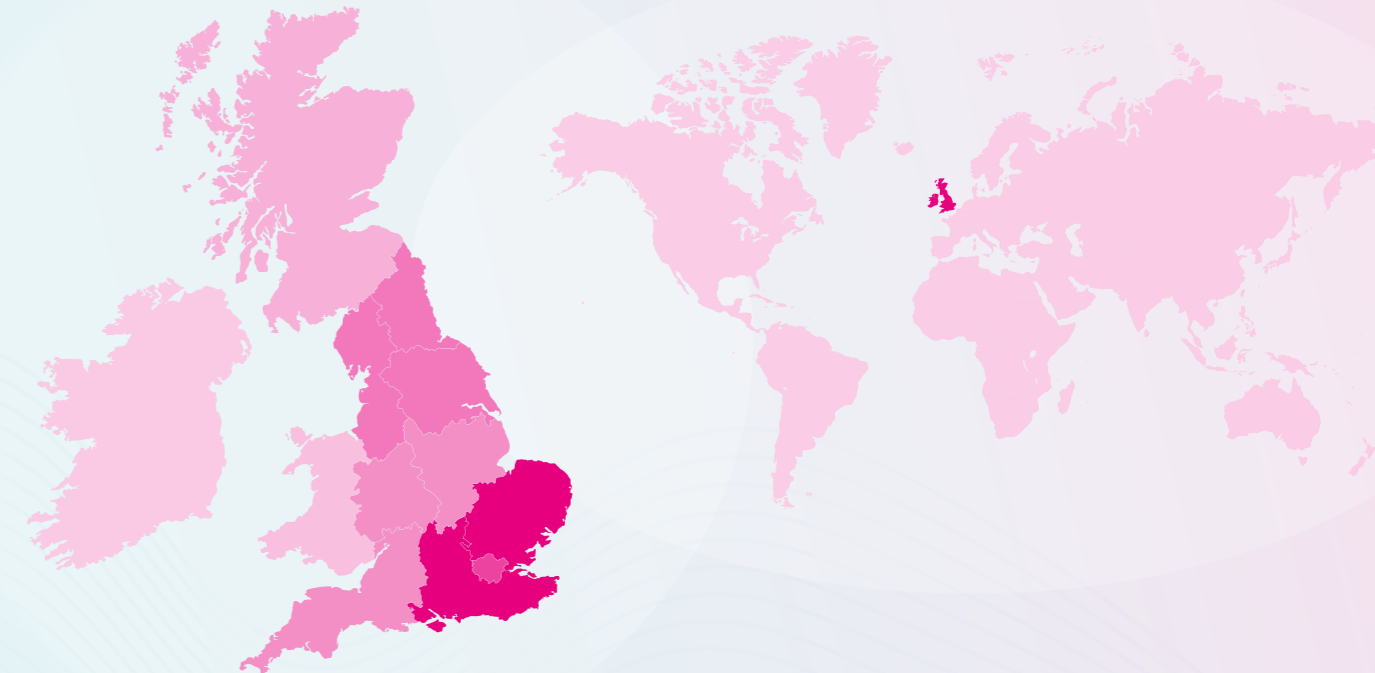


## TYPE/HOURS

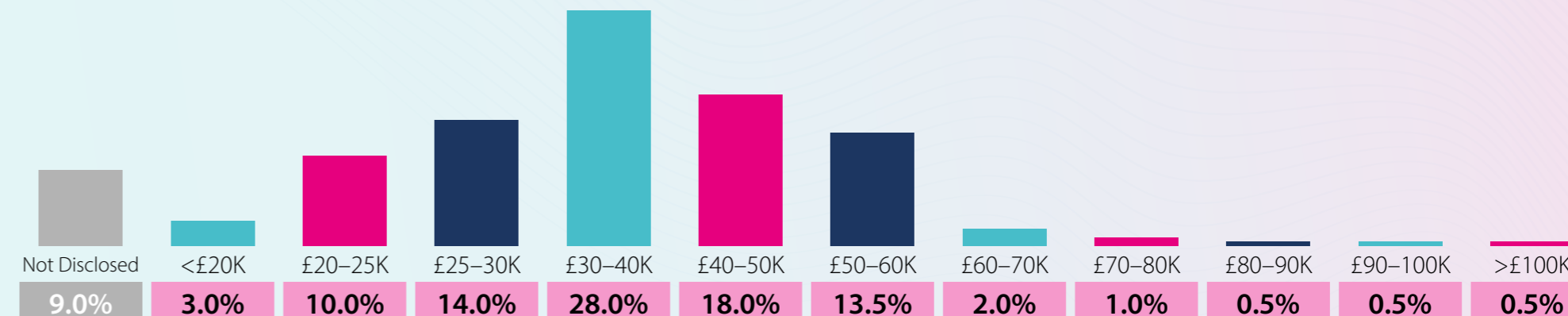


## REGION

London	23.0%
Midlands of England	10.0%
Northern England	14.0%
Northern Ireland	0.5%
Republic of Ireland	0.5%
Scotland	4.5%
South East England	34.0%
South West England	10.0%
Wales	2.0%
Africa	0.0%
Asia & Middle East	0.5%
Australasia	0.0%
North, South & Central America	0.0%
Europe (exc. UK/Ireland)	0.5%
Multiple Locations	0.5%



## SALARY



# Category C Overview

Library Services, Data and Information Management, IT Services, Legal, Compliance and Policy, Web Design and Development

**5,117**  
opportunities

**21**  
average advert length  
(days)

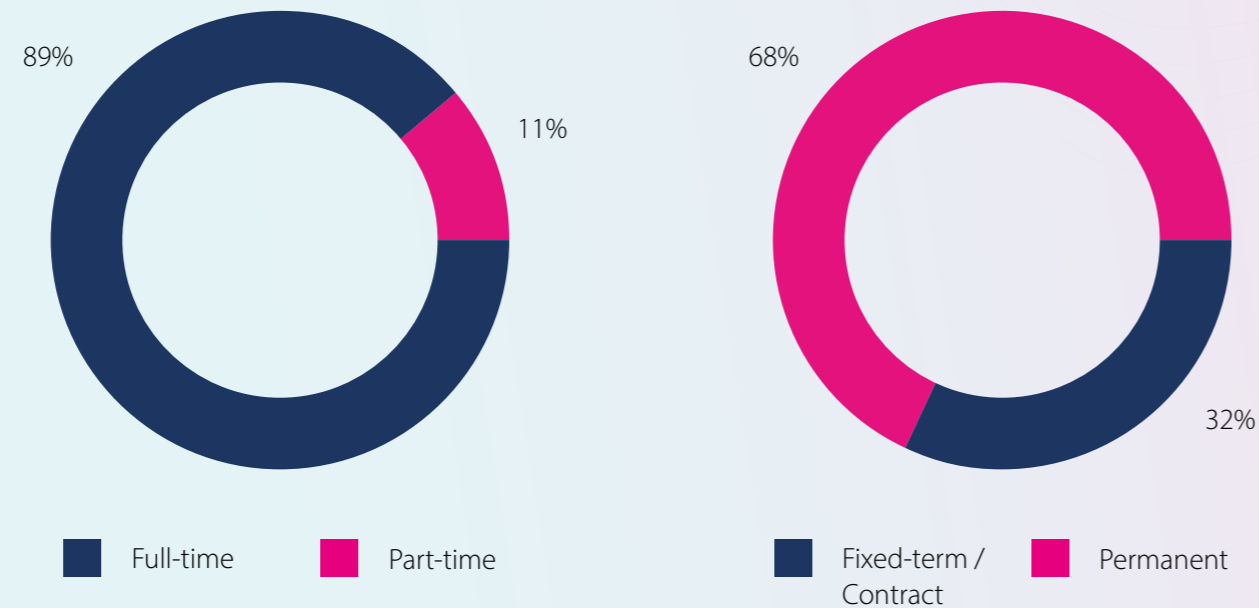
## KEY FINDINGS

- 5,117 opportunities were advertised in this category
- 56% of the opportunities advertised were located in London and South East England
- 68% of the roles were permanent and 89% were full-time
- The salary for 47.5% of these roles was between £30,000 and £49,999

## MONTH

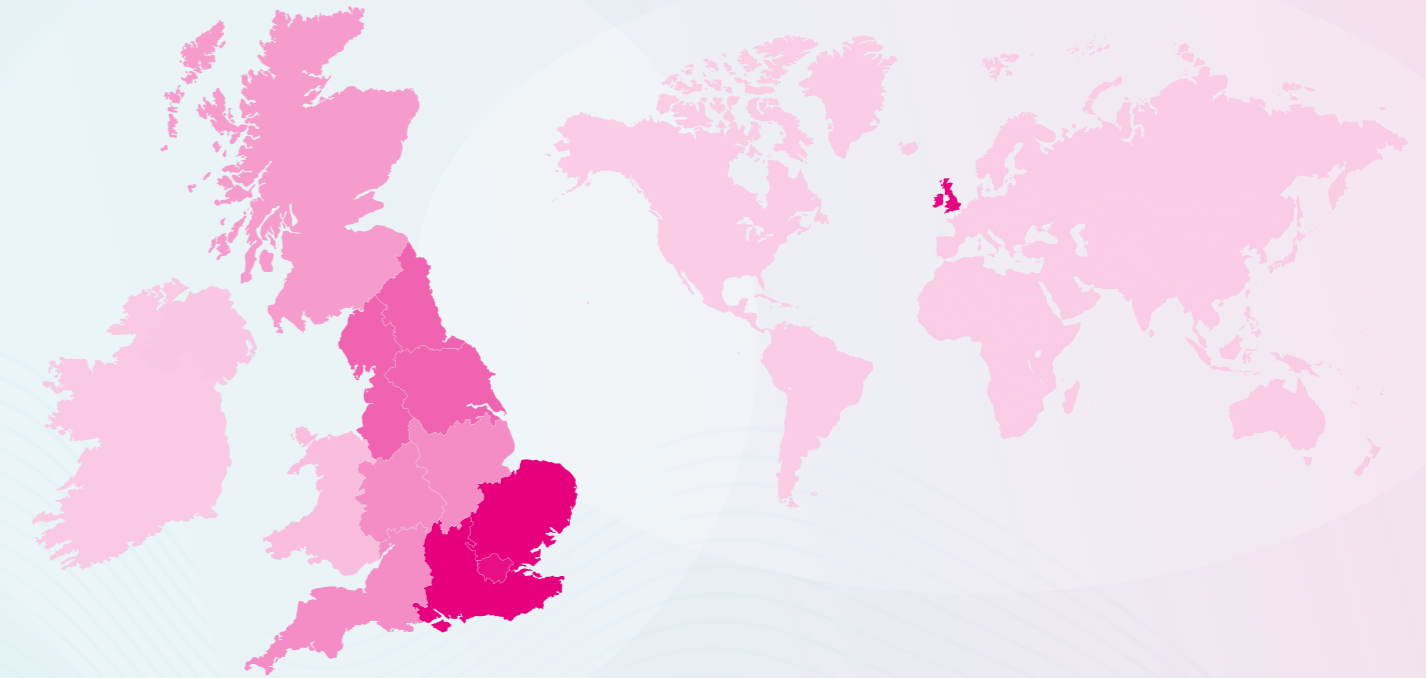


## TYPE/HOURS

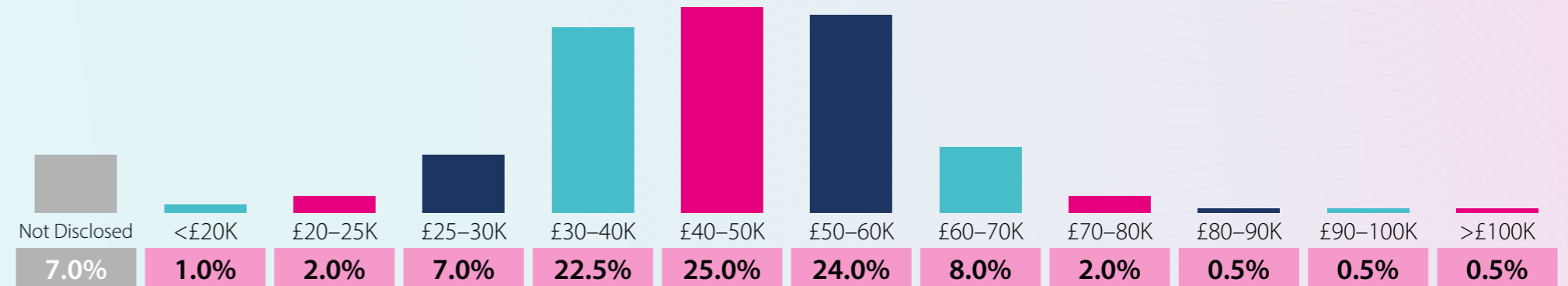


## REGION

London	27.0%
Midlands of England	9.0%
Northern England	15.0%
Northern Ireland	0.6%
Republic of Ireland	0.4%
Scotland	6.9%
South East England	29.0%
South West England	9.0%
Wales	2.0%
Africa	0.1%
Asia & Middle East	0.2%
Australasia	0.1%
North, South & Central America	0.0%
Europe (exc. UK/Ireland)	0.1%
Multiple Locations	0.6%



## SALARY



# Category D Overview

Estates and Facilities Management, Laboratory, Clinical and Technician, Sustainability

**4,164**  
opportunities

**20**  
average advert length  
(days)

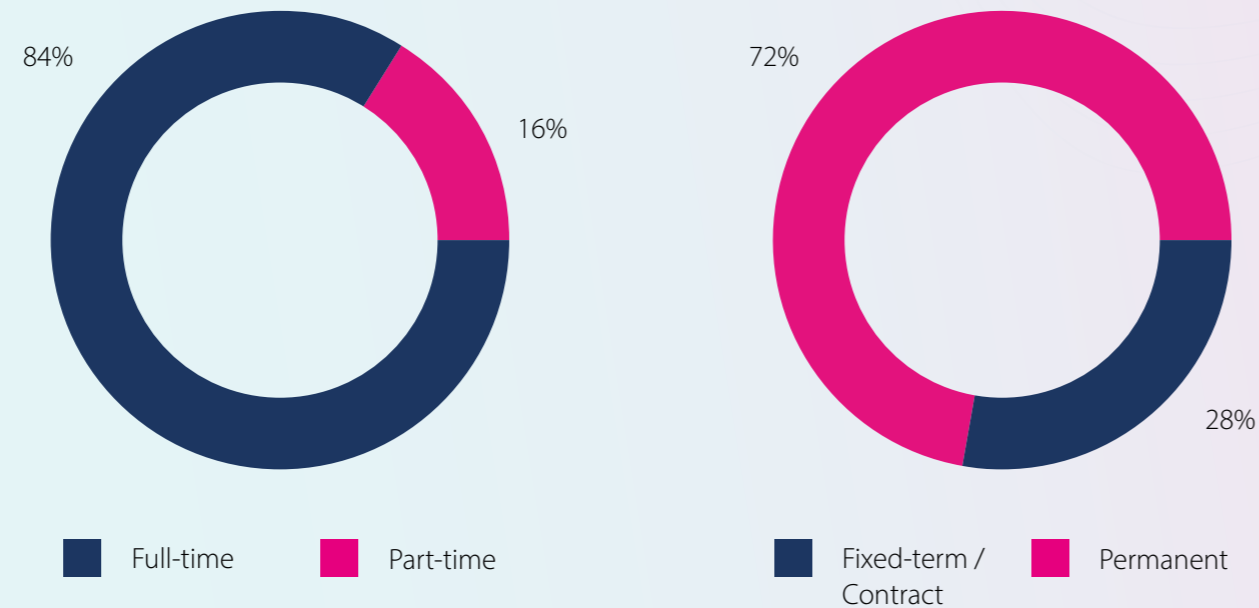
## KEY FINDINGS

- 4,164 opportunities were advertised in this category
- 46% of the opportunities advertised were located in the Midlands and South East England
- 72% of the roles were permanent and 84% were full-time
- The salary for 45.7% of these roles was between £25,000 and £39,999

## MONTH

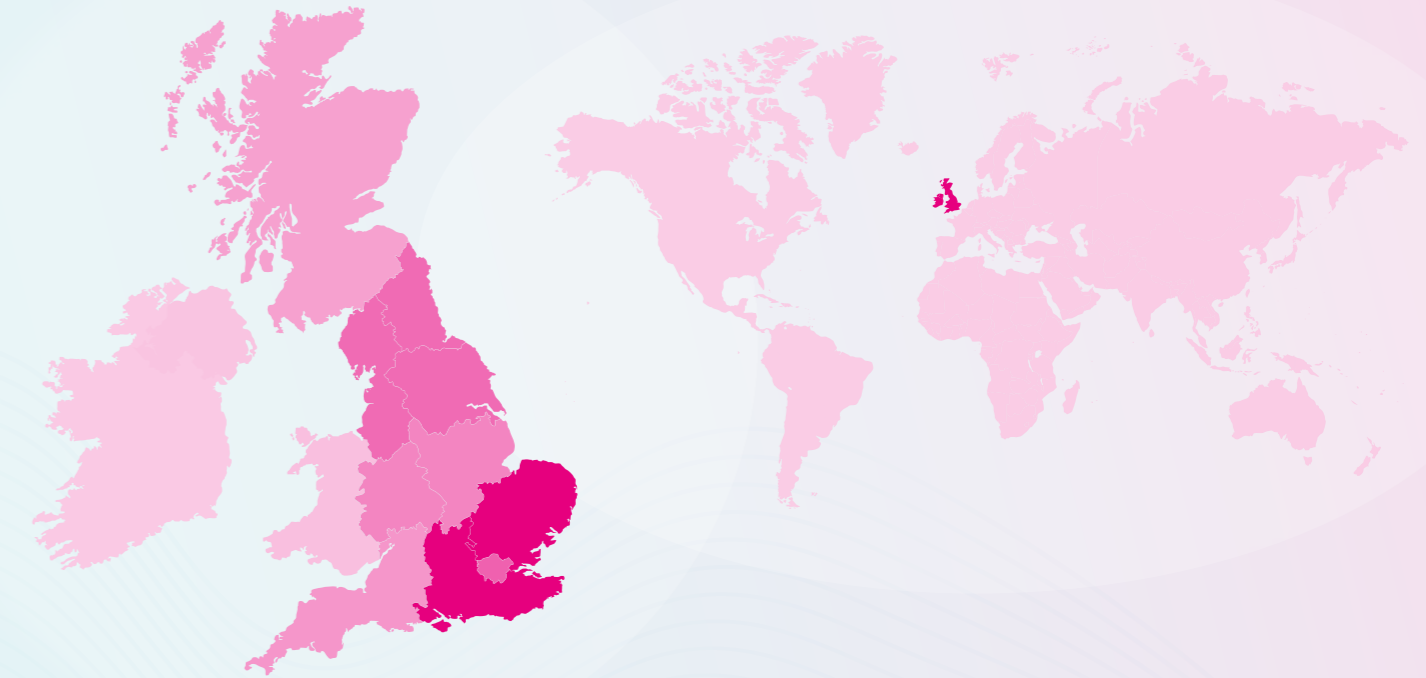


## TYPE/HOURS

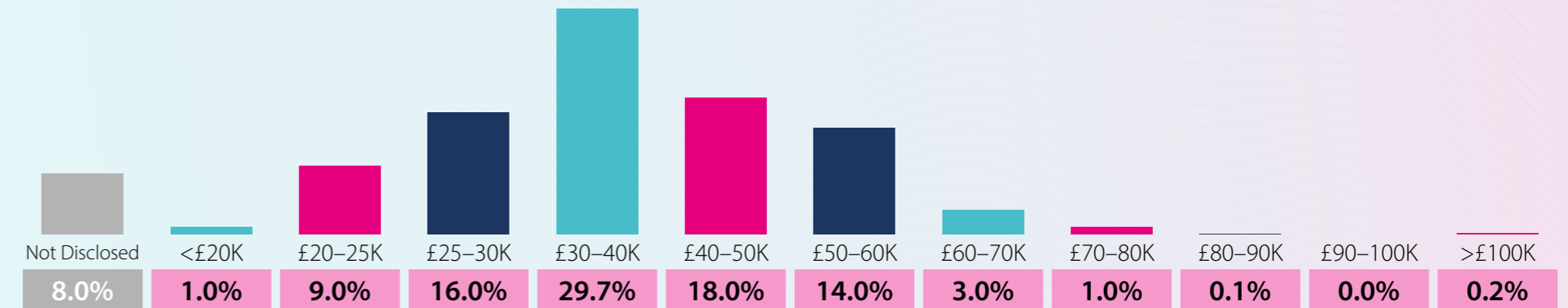


## REGION

London	18.0%
Midlands of England	12.0%
Northern England	16.0%
Northern Ireland	1.1%
Republic of Ireland	0.4%
Scotland	7.3%
South East England	34.0%
South West England	9.0%
Wales	2.0%
Africa	0.0%
Asia & Middle East	0.1%
Australasia	0.0%
North, South & Central America	0.0%
Europe (exc. UK/Ireland)	0.0%
Multiple Locations	0.1%



## SALARY



# Category E Overview

Senior Management, Project Management and Consulting

**4,267**  
opportunities

**20**  
average advert length  
(days)

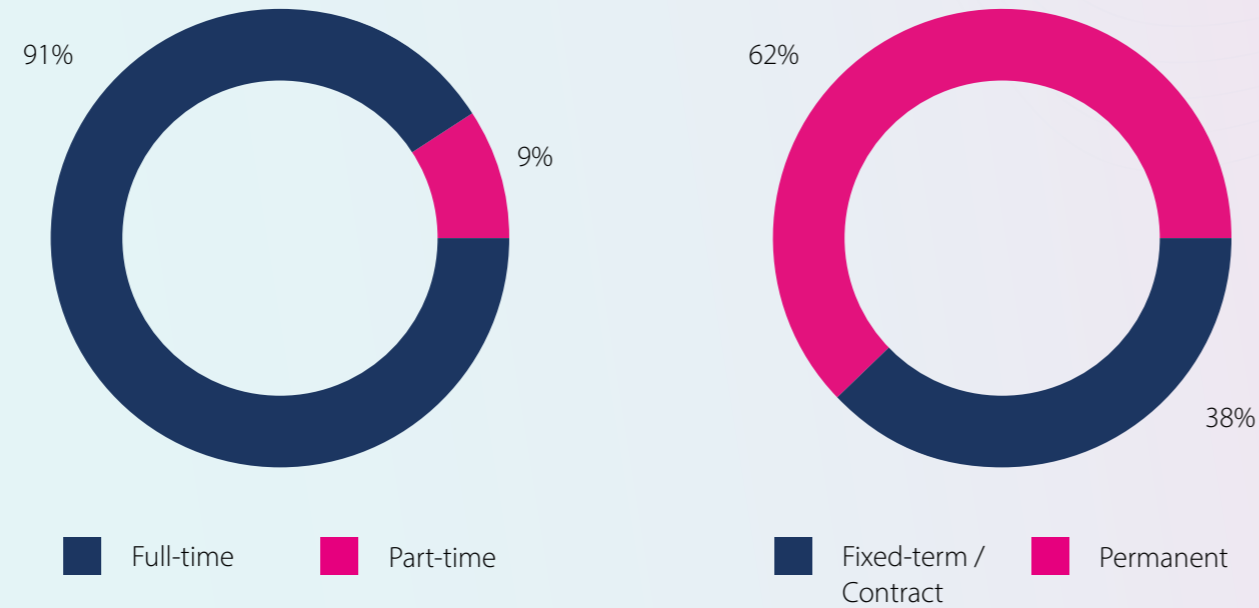
## KEY FINDINGS

- 4,267 opportunities were advertised in this category
- 53% of the opportunities advertised were located in London and South East England
- 62% of the roles were permanent and 91% were full-time
- The salary for 60% of these roles was between £40,000 and £69,999

## MONTH

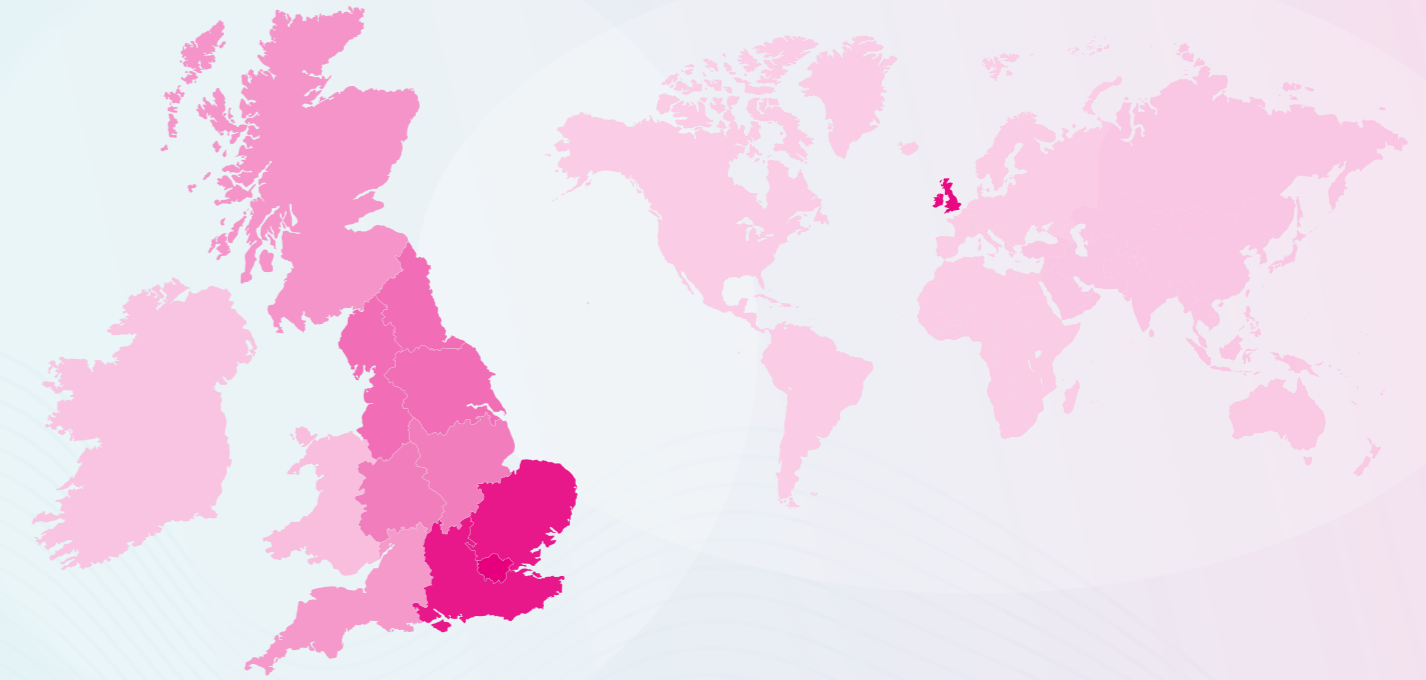


## TYPE/HOURS

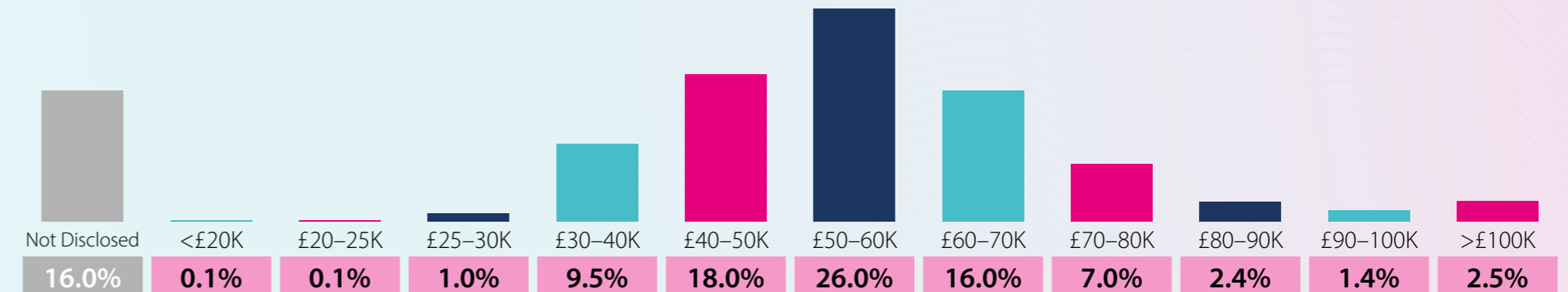


## REGION

London	28.0%
Midlands of England	11.0%
Northern England	13.0%
Northern Ireland	0.9%
Republic of Ireland	1.0%
Scotland	7.8%
South East England	25.0%
South West England	7.0%
Wales	2.0%
Africa	0.2%
Asia & Middle East	2.3%
Australasia	0.7%
North, South & Central America	0.1%
Europe (exc. UK/Ireland)	0.3%
Multiple Locations	0.7%



## SALARY





## About jobs.ac.uk

Launched in 1998 by the University of Warwick, jobs.ac.uk is the leading global jobs board for careers in academic, research, science and related professions.

From academic, research and managerial roles to PhD programmes and studentships, jobs.ac.uk advertises opportunities for organisations worldwide including universities, research institutions, colleges, charities and commercial organisations.

## Our Key Statistics

- 153 million user interactions <sup>1</sup>
- 31 million page views <sup>2</sup>
- 2.7 million apply clicks <sup>2</sup>
- 274,000 social media followers
- 47,000+ jobs advertised <sup>3</sup>
- 84% of top universities advertise with us <sup>4</sup>

<sup>1</sup> GA4 data (12-month estimate based on 1 Aug 2024 – 31st July 2025)

<sup>2</sup> ABC audit data (1 Aug 2023 – 31st July 2024)

<sup>3</sup> jobs.ac.uk data (1 Aug 2024 – 31st July 2025)

<sup>4</sup> QS World University Rankings



*jobs.ac.uk*

If you would like to discuss advertising options for your professional support roles, please contact us.

**CONTACT US**

Email: [enquiries@jobs.ac.uk](mailto:enquiries@jobs.ac.uk)

Tel: +44(0)24 7657 2839

[www.jobs.ac.uk](http://www.jobs.ac.uk)



**UNIVERSITY  
OF WARWICK**

Warwick University Services Limited, jobs.ac.uk division, is a limited company registered in England and Wales.

Registered Number: 2936903. Registered Office: Swallow House, Milburn Hill Road, Coventry, West Midlands, CV4 7JJ.

VAT Number: GB 545 2700 58.