



jobs.ac.uk

Professional, Managerial and Support Services Talent Trend Report

An insight into the UK and
Ireland higher education
recruitment 2023 - 2024

Welcome

Professional Service staff in higher education institutes play a pivotal role in shaping and implementing their vision, ensuring seamless operations while maximising efficiency and cost-effectiveness. They are part of crucial functions from HR, Finance, Marketing and Estates and Facilities serving as the backbone of many universities. However, heightened competition from both the private sector and other local, regional, and global entities presents a mounting challenge. As a result, attracting top-tier managerial, professional, and clerical talent is growing challenge. The evolving landscape of recruitment channels and job search platforms adds complexity to an already competitive market

So, at jobs.ac.uk we've carried out an in-depth study to provide you with a greater insight into the latest recruitment trends and all kinds of information to help you recruit the best talent for your non-academic roles.

Our report takes a closer look at the 26,358 professional, managerial and support adverts placed by UK and Irish higher education institutions on our job board during the academic year 2023-2024.

Our extensive report covers a wide range of information to help higher education institutions, jobseekers and careers advisors alike. The information in this report will enable recruitment teams in particular to plan for the future. They can benchmark salaries. They can assess when it's best to advertise and how long for. They can look at whether certain jobs are generally offered full time or part time, temporary or permanent. They can also see breakdowns of jobs advertised on jobs.ac.uk by location and month.

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. Used by 1,414 universities, research and public sector institutions, and commercial customers worldwide, jobs.ac.uk attracts 173 million user interactions per year, and 2.8million apply clicks. Our team has vast experience of connecting higher education jobseekers with higher education opportunities and providing institutions with invaluable insight into the global recruitment market. We hope you find this report useful, and the information helps you gain a greater insight into the latest recruitment trends.

Executive summary

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.

ABOUT OUR REPORT

- Our data is purely based on the 55,097 jobs posted by higher education institutions in the UK and Republic of Ireland on jobs.ac.uk from August 1st 2023 to July 31st 2024
- Our top-level statistics state the actual number of job adverts
- In our report we rounded numbers to the nearest whole number except where numbers were less than 0.5
- Where data has been segmented into different job roles we didn't include categories with less than 5 opportunities as there wasn't enough data to inform trends
- When we refer to 'Average Apply Clicks', we refer only to clicks made directly to the 'Apply' button

TRENDS

- Job adverts for professional, managerial and support roles aren't live for as long as academic roles, largely due to the high application rate and the quality of talent jobs.ac.uk attracts.
- Compared to academic opportunities, professional and managerial opportunities are more likely to be permanent (69%) and full time (87%).

KEY FINDINGS

- 26,358 professional, managerial and support adverts were posted on jobs.ac.uk by higher education institutions in the UK and Ireland between August 1st 2023 to July 31st 2024.
- Professional, managerial and support opportunities account for 50% of all opportunities advertised on jobs.ac.uk.
- Professional, managerial and support roles are the most advertised opportunities on jobs.ac.uk.
- 49% of professional, managerial and support roles were advertised in London and South East England.
- 53% of professional and managerial roles offered salaries between £30,000 - £49,999.

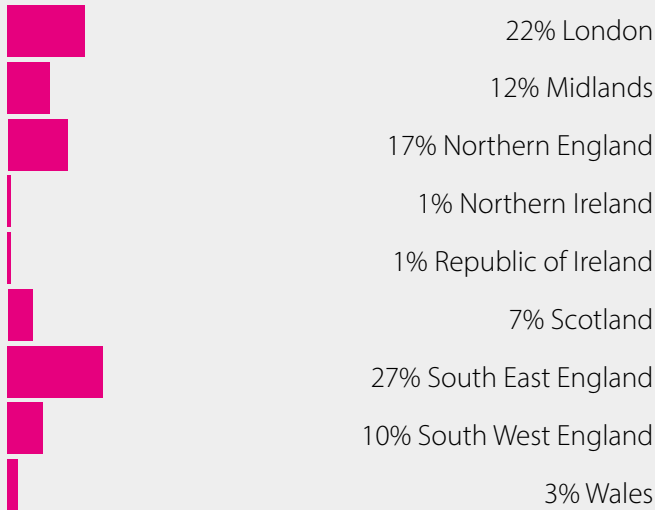
Professional and support roles

Overview of all UK and Ireland roles placed on jobs.ac.uk in 2023/2024

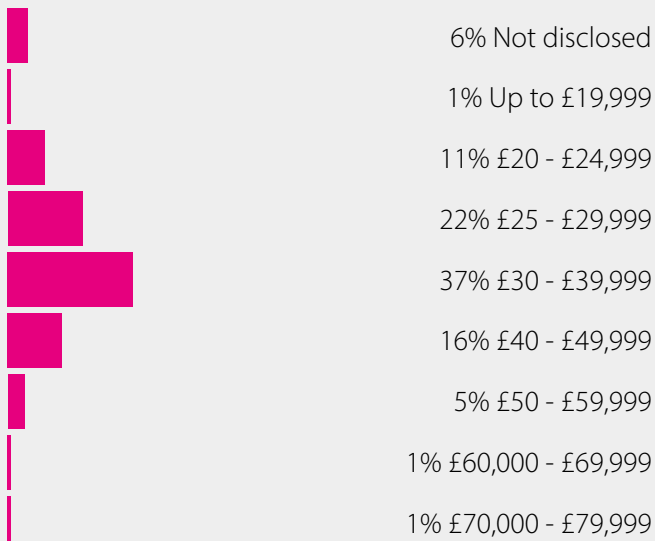
26,358
opportunities

20
average advert length (days)

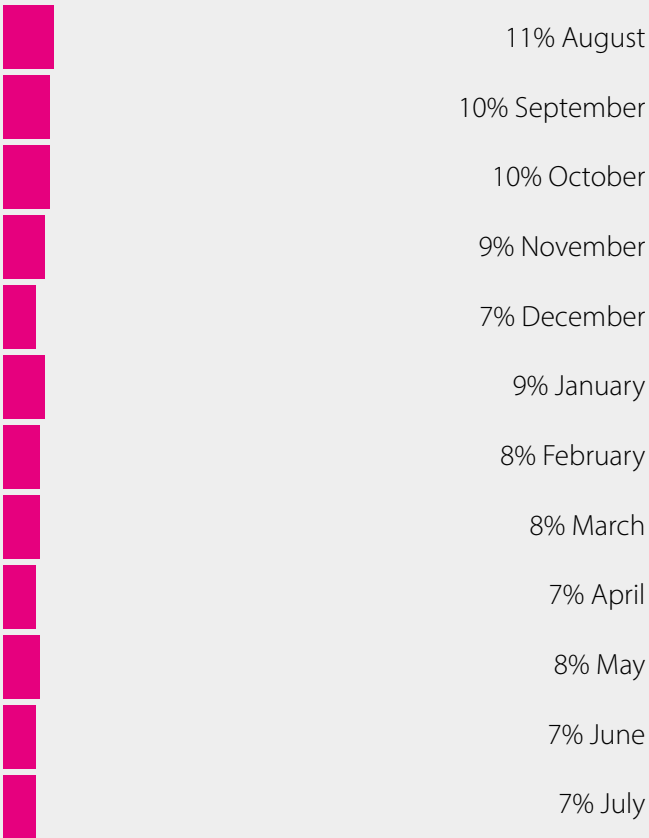
REGION



SALARY



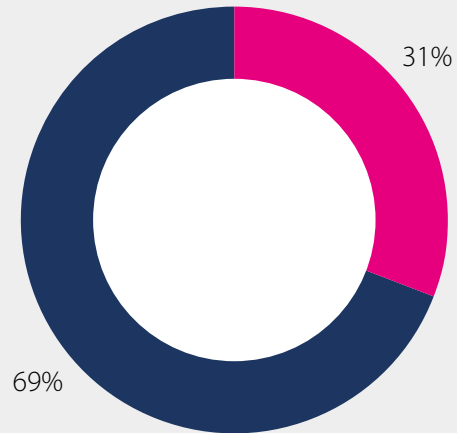
MONTH



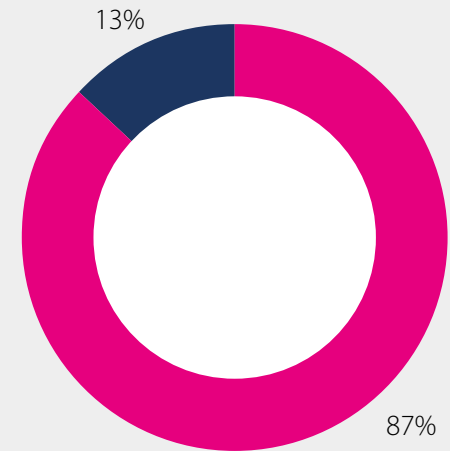
Professional and support roles

Overview of all UK and Ireland roles placed on jobs.ac.uk in 2023/2024

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

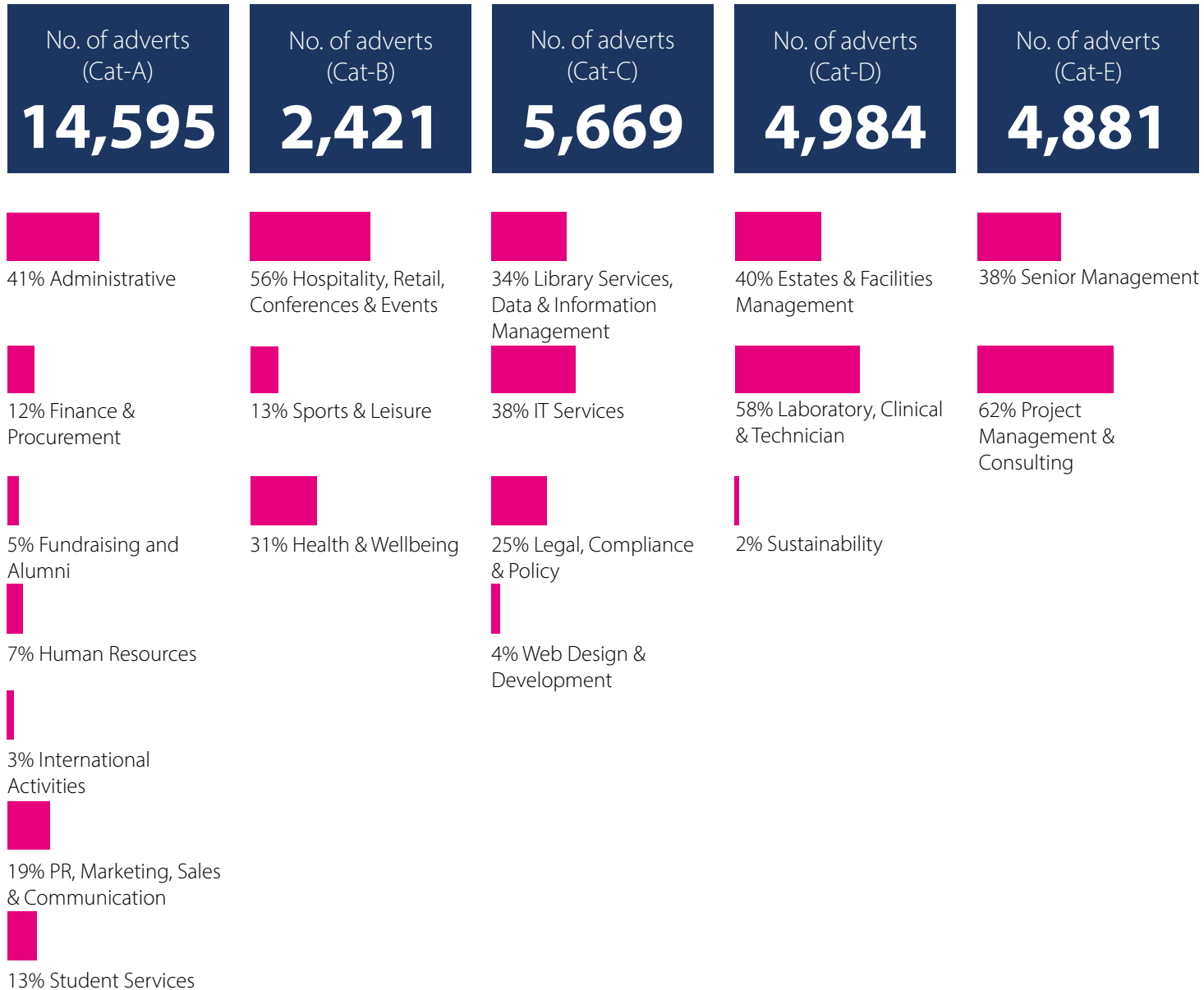
KEY FINDINGS

- Overall 37% of opportunities were within the salary band £30,000 – £39,999
- 87% of the opportunities were full time and 31% contract/temporary
- The main recruitment locations were South East England - 27% and London - 22%

Professional, managerial and support overview

A breakdown of the categories and academic disciplines.

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 spans IT and Administration, the role would feature in Categories A and C.



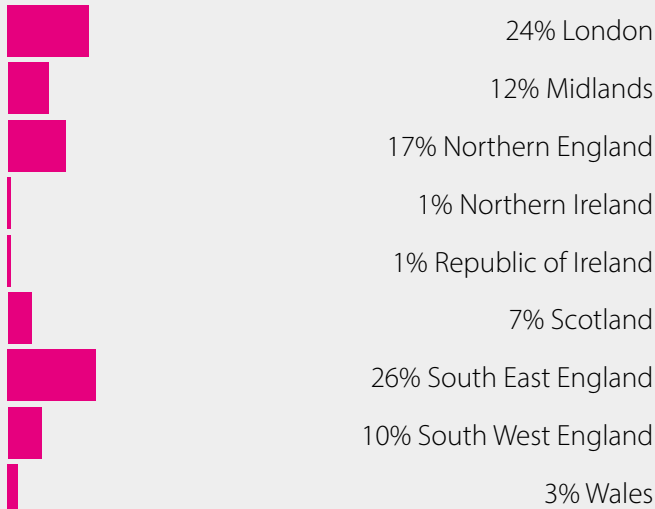
Professional and support overview

Category A - Administration, Finance, Fundraising and Alumni, HR, International Activity, PR, Marketing and Sales, Student Services

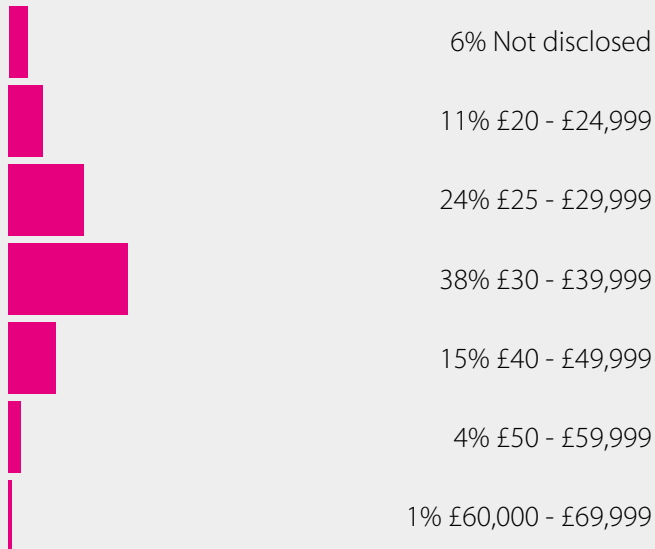
14,595
opportunities

20
average advert length (days)

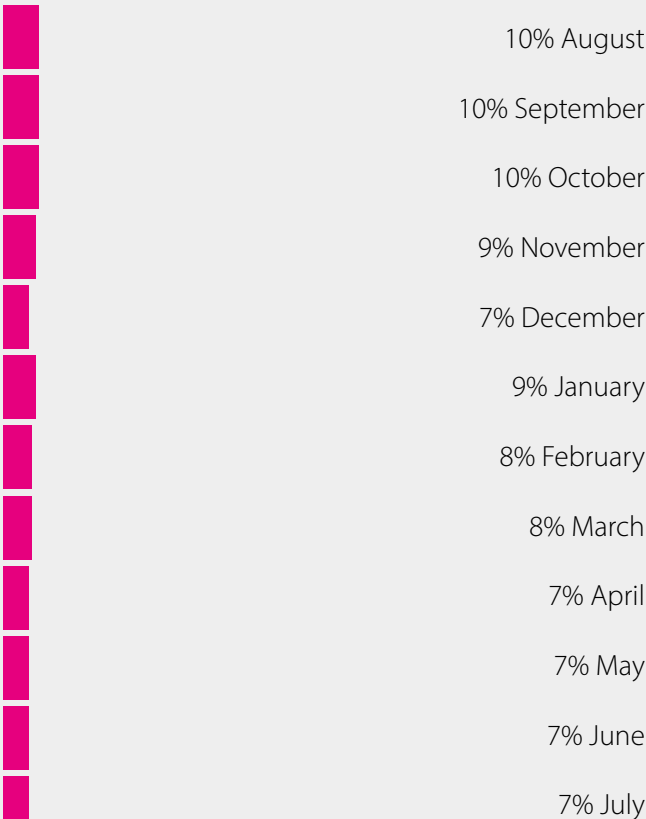
REGION



SALARY



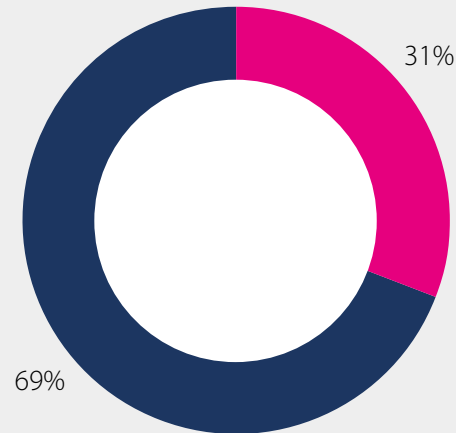
MONTH



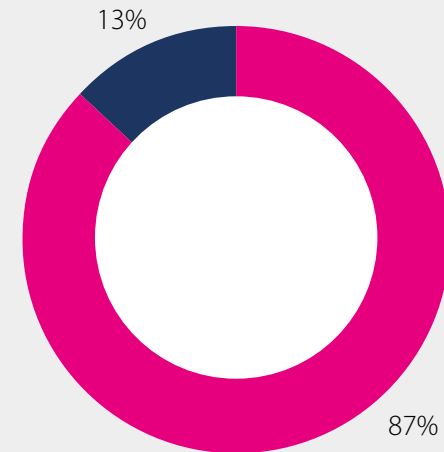
Professional and support roles

Category A - Administration, Finance, Fundraising and Alumni, HR, International Activity, PR, Marketing and Sales, Student Services

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

KEY FINDINGS

- 14,595 opportunities were advertised in this category
- 41% of the opportunities advertised were located in London and Northern England
- 69% of the roles were permanent and 87% were full-time
- The salary for 53% of these roles was between £30,000 - £49,999

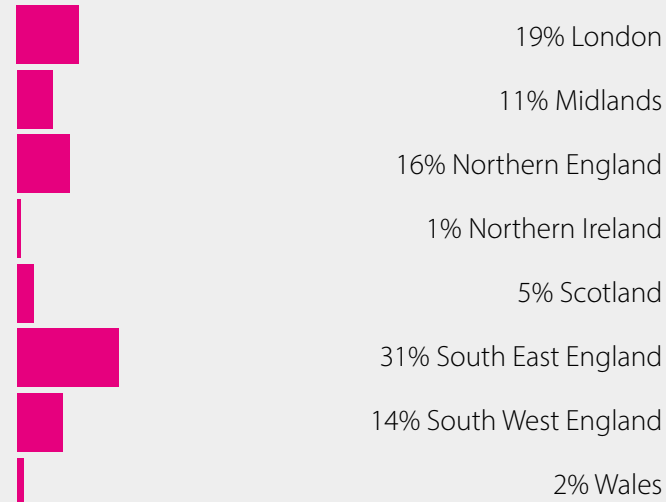
Professional and support overview

Category B - Hospitality, Retail, Conferences and Events, Sport & Leisure, and Health & Wellbeing

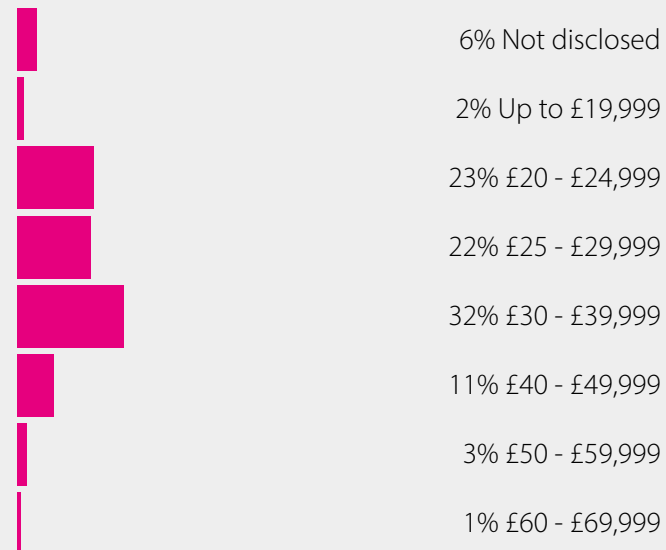
2,421
opportunities

20
average advert length
(days)

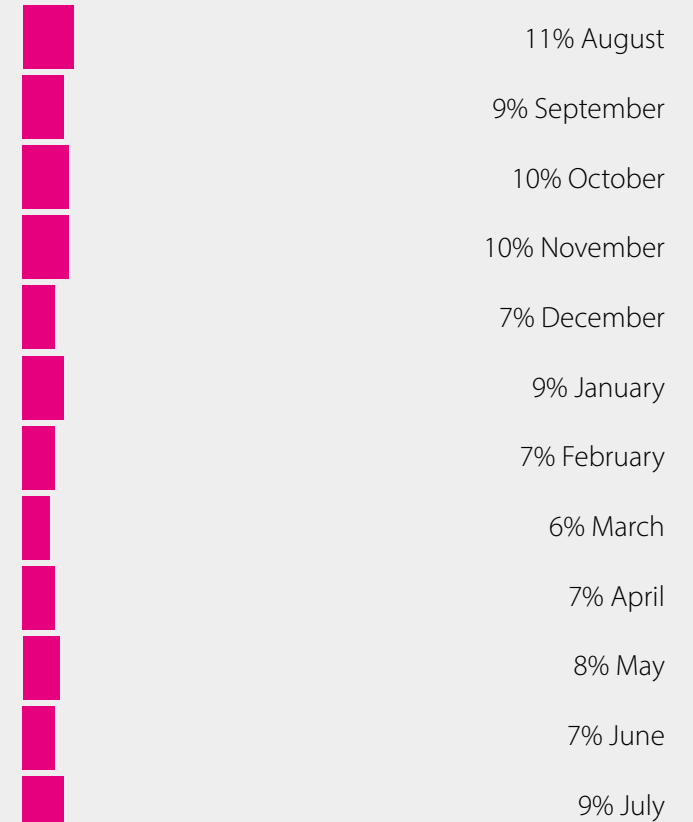
REGION



SALARY



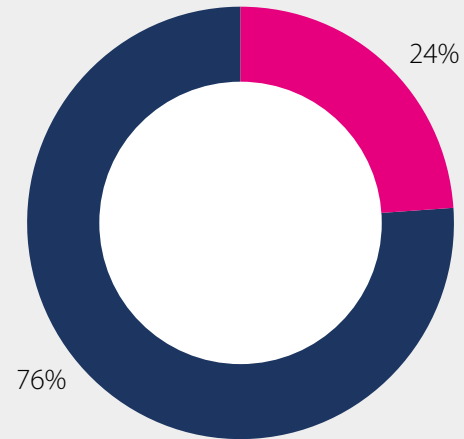
MONTH



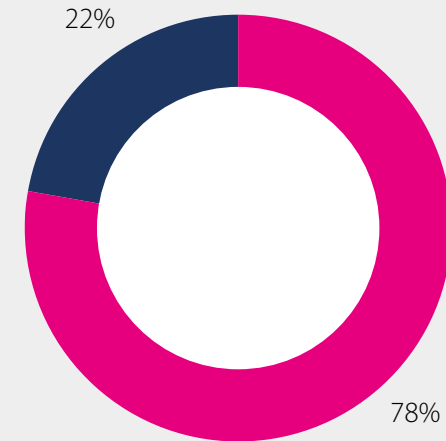
Professional and support roles

Category B - Hospitality, Retail, Conferences and Events, Sport & Leisure, and Health & Wellbeing

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

KEY FINDINGS

- 2,421 opportunities were advertised in this category
- 50% of the opportunities were located in London and the South East of England
- 76% of the roles were permanent and 78% were full-time
- The salary for 54% of these roles was between £25,000 - £39,999

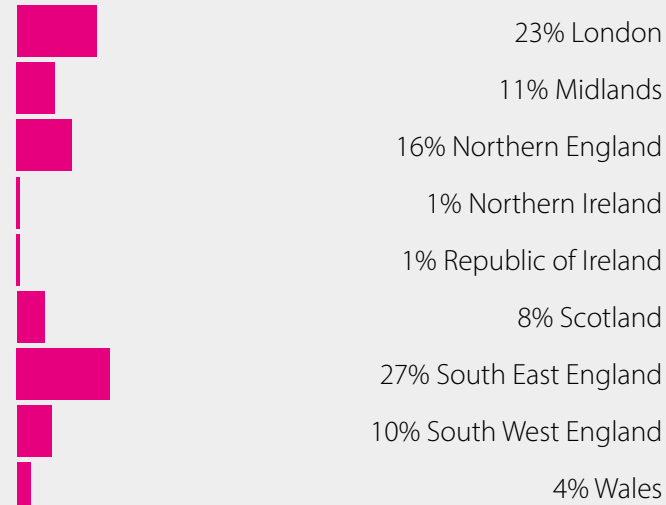
Professional and support overview

Category C - IT Services, Library Services and Information Management, Legal, Compliance & Policy and Web & Development

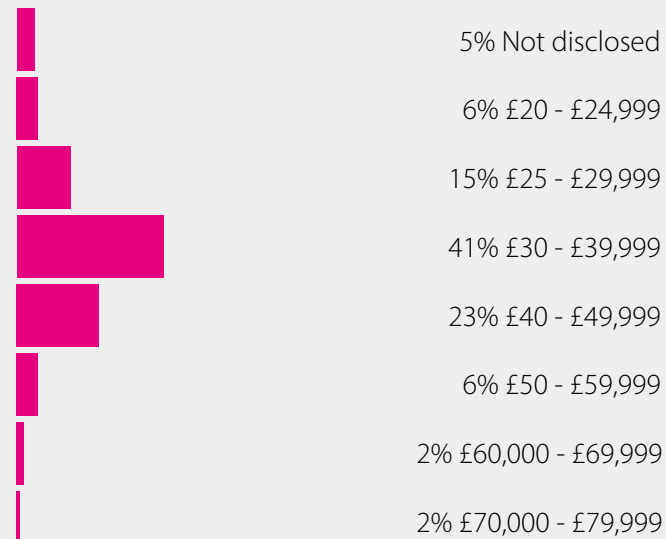
5,669
opportunities

21
average advert length
(days)

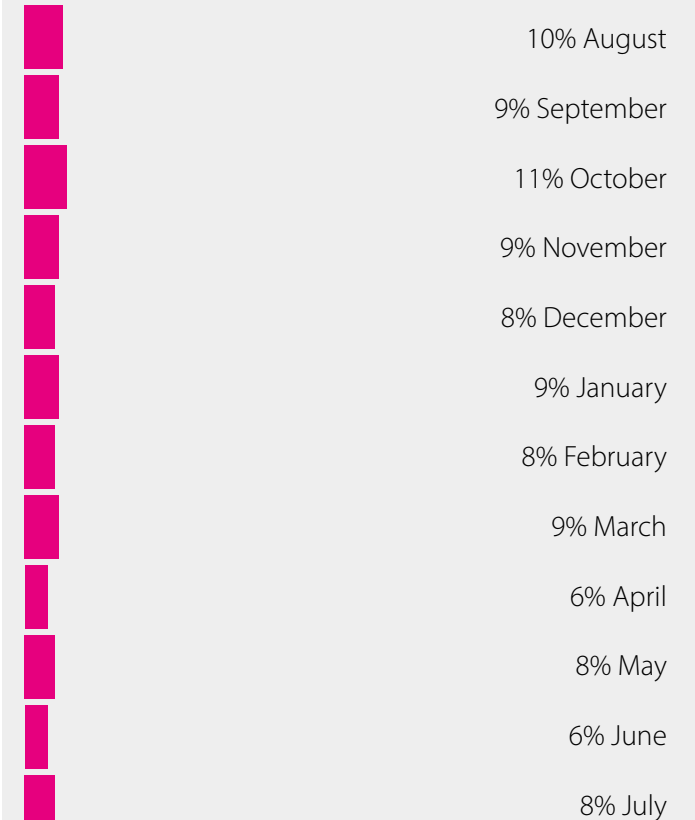
REGION



SALARY



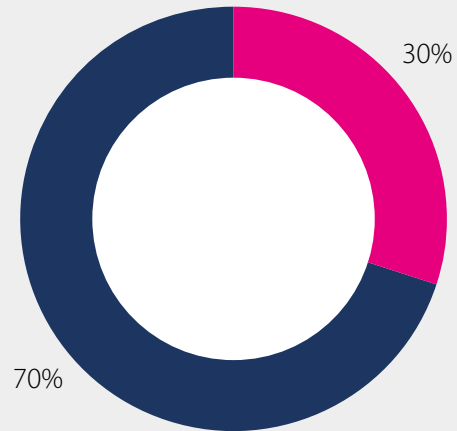
MONTH



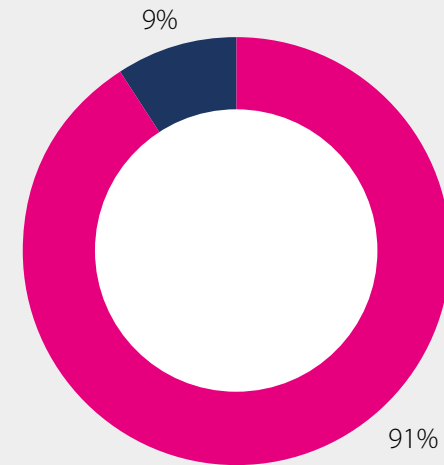
Professional and support roles

Category C - IT Services, Library Services and Information Management, Legal, Compliance & Policy and Web & Development

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

KEY FINDINGS

- 5,669 opportunities were advertised in this category
- 50% of the opportunities advertised were located in London and South East England
- 70% of the roles were permanent and 91% were full-time
- The salary for 64% of these roles was between £30,000 - £49,999

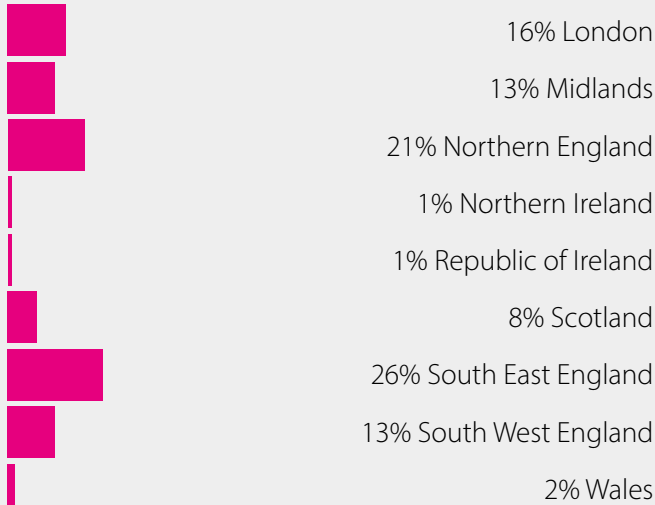
Professional and support overview

Category D - Property & Maintenance, Laboratory, Clinical & Technician, and Sustainability

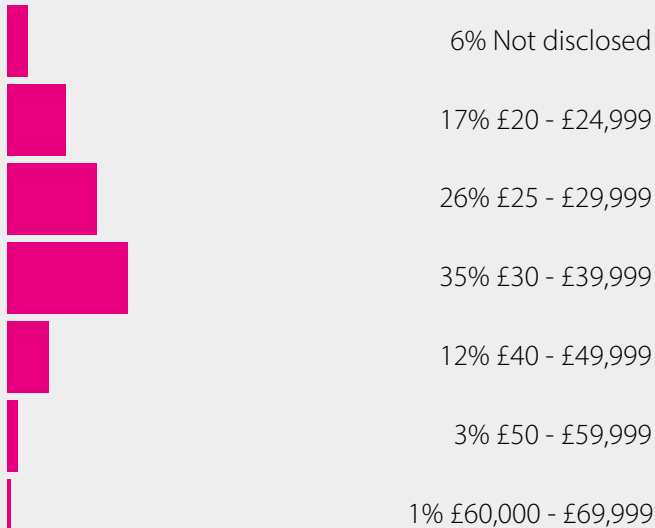
4,984
opportunities

21
average advert length (days)

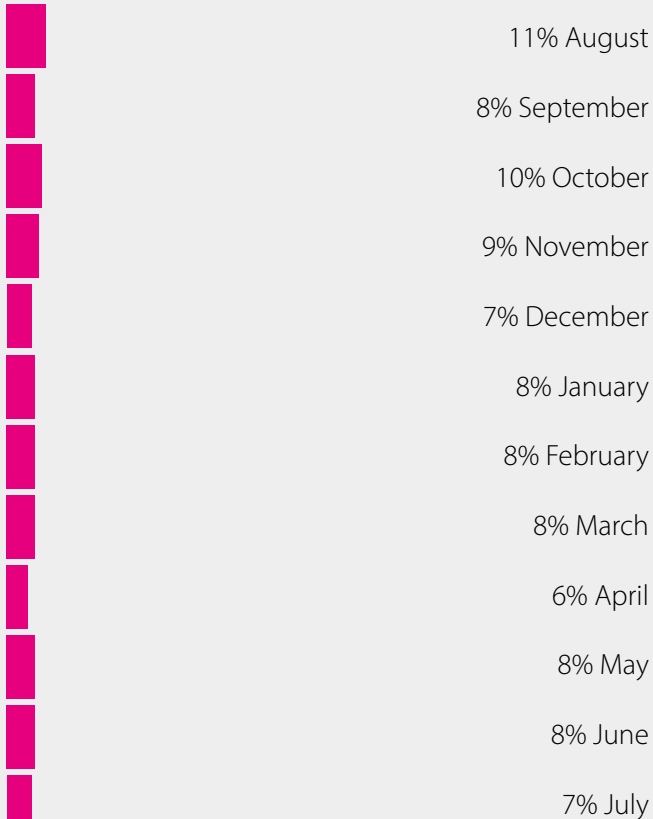
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SALARY



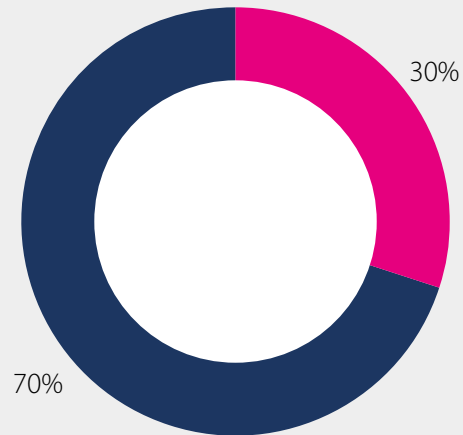
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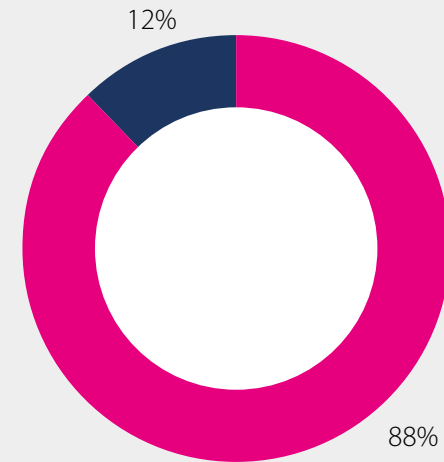
Professional and support roles

Category D - Property & Maintenance, Laboratory, Clinical & Technician, and Sustainability

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

KEY FINDINGS

- 4,984 opportunities were advertised in this category
- 39% of the opportunities advertised were located in the Midlands and South East England
- 70% of the roles were permanent and 88% were full-time
- The salary for 61% of these roles was between £25,000 - £39,999

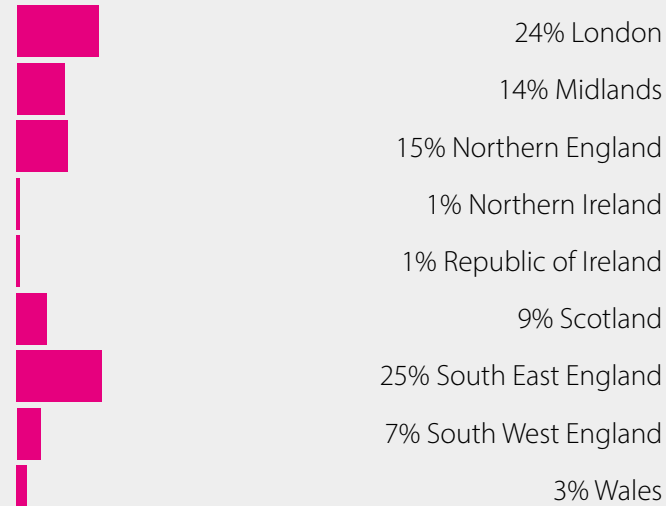
Professional and support overview

Category E - Senior Management and Project Management & Consulting

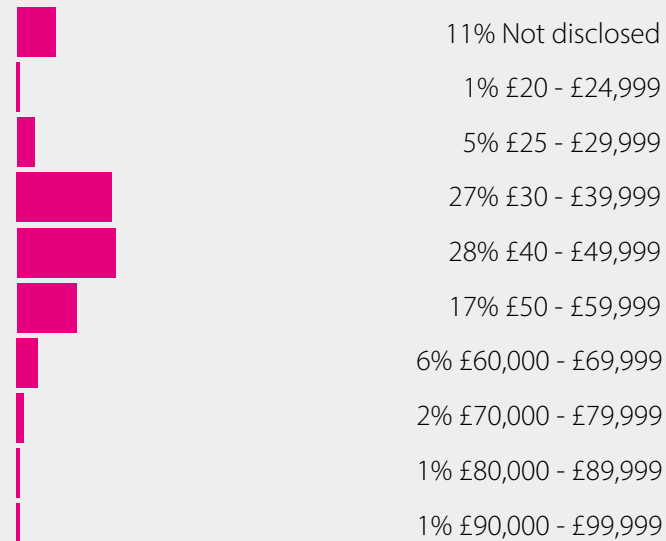
4,881
opportunities

21
average advert length
(days)

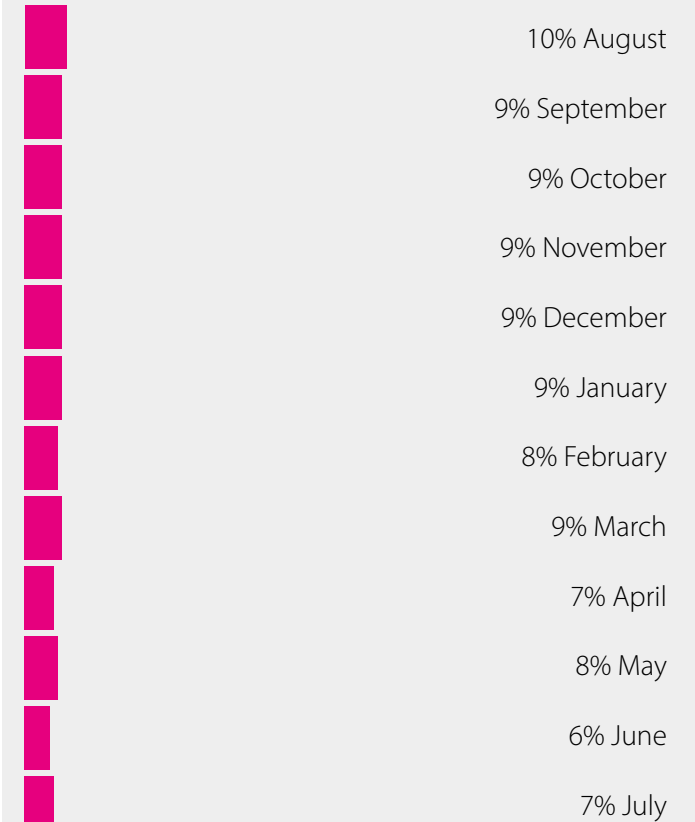
REGION



SALARY



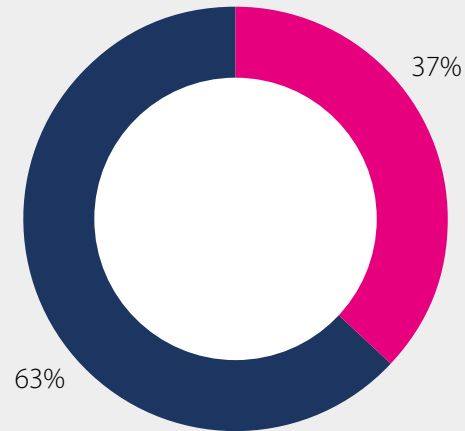
MONTH



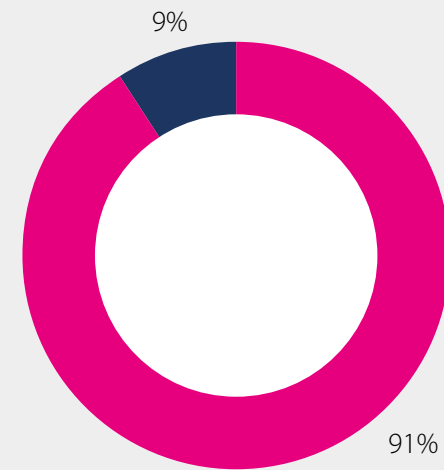
Professional and support roles

Category E - Senior Management and Project Management & Consulting

TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

KEY FINDINGS

- 4,881 opportunities were advertised in this category
- 49% of the opportunities advertised were located in London and South East England
- 63% of the roles were permanent and 91% were full-time
- The salary for 54% of these roles was between £40,000 - £60,000+

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

173
million
user interactions¹

31.1
million
pageviews¹

2.7
million
apply clicks¹

280K
social media followers

67K+
jobs advertised²

84%
of top universities advertise
with us³

¹GA4 data (12 month estimate based on 1 Aug 2023 - 31st July 2024)

²jobs.ac.uk data 1 Aug 2023 - 31st July 2024

³QS World University Rankings



If you would like to discuss advertising your professional support role, we'd love to hear from you.

CONTACT US

Email: enquiries@jobs.ac.uk

Tel: +44(0)24 7657 2839

www.jobs.ac.uk

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