

A photograph of four professionals in a modern office setting. A woman on the right is speaking and gesturing with her hands, holding a blue pen. Three other people (two men and one woman) are listening attentively. They are gathered around a desk with a laptop and a mug. The background shows large windows with a view of a building.

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Great jobs for bright people

# Professional, Managerial and Support Services Talent Trends

An insight into UK and Ireland  
higher education recruitment  
2022/2023

## 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, other local, regional, and global entities presents a mounting challenge. As a result, attracting top-tier managerial, professional, and clerical talent is a 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 38,167 professional, managerial and support adverts placed by UK and Irish higher education institutions on our job board during the academic year 2022-2023.

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 1,624 universities, research and public sector institutions, and commercial customers in 69 countries, jobs.ac.uk attracts 153 million user interactions per year, and 2.2 million 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.

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## 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.

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## ABOUT OUR REPORT

- Our data is purely based on the 74,824 jobs posted by higher education institutions in the UK and Republic of Ireland on jobs.ac.uk from August 1st 2022 to July 31st 2023
- 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 (70%) and full time (88%).

## KEY FINDINGS

- 38,167 professional, managerial and support adverts were posted on jobs.ac.uk by higher education institutions in the UK and Ireland between August 1st 2022 to July 31st 2023.
- Professional, managerial and support opportunities account for 51% of all opportunities advertised on jobs.ac.uk.
- 47% of professional, managerial and support roles were advertised in London and South East England.
- 46% 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 2022/2023

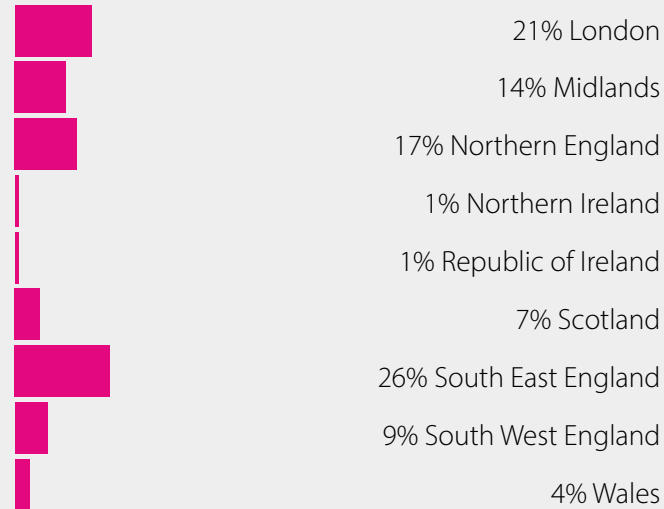
**38,167**  
opportunities

**432**  
average pageviews

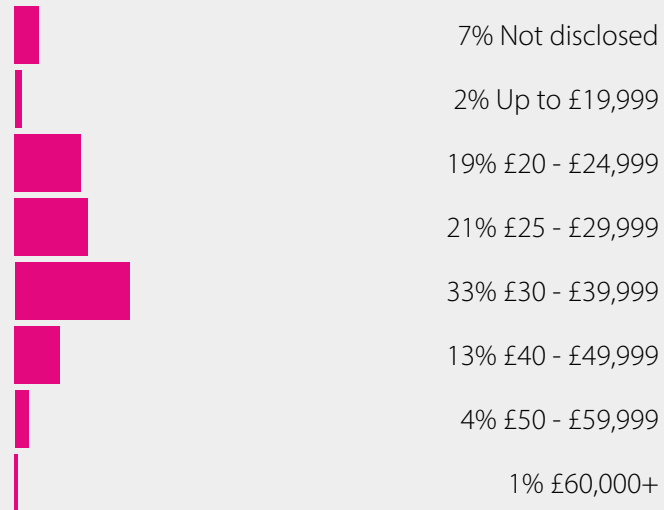
**16**  
average apply clicks

**20**  
average advert length  
(days)

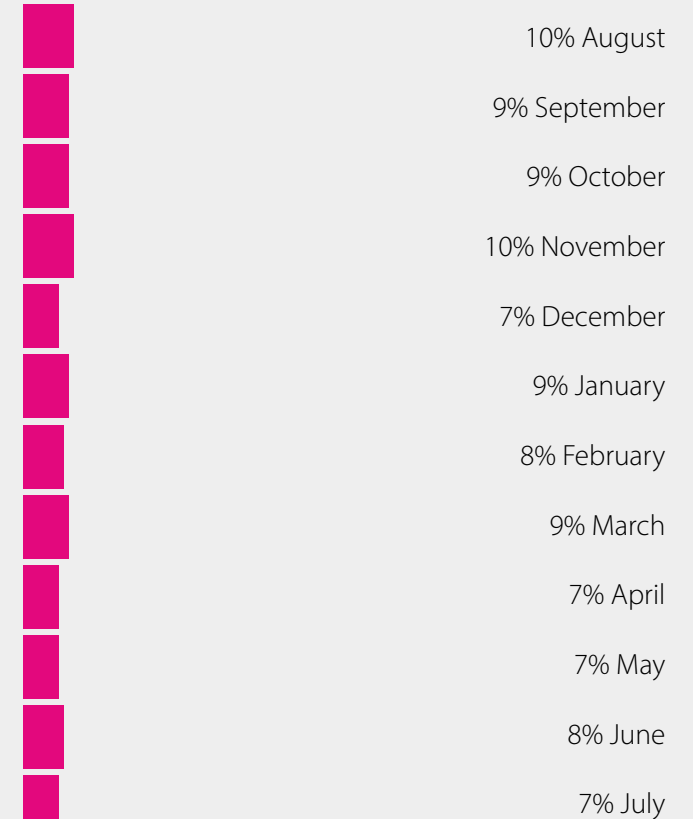
### REGION



### SALARY



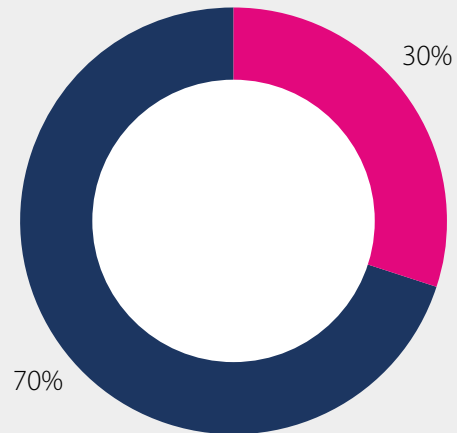
### MONTH



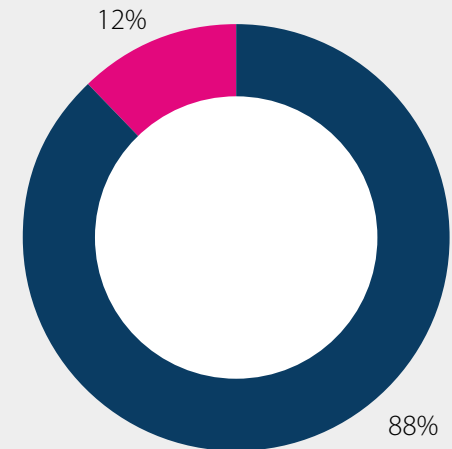
## Professional and support roles

Overview of all UK and Ireland roles placed on jobs.ac.uk in 2022/2023

### TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

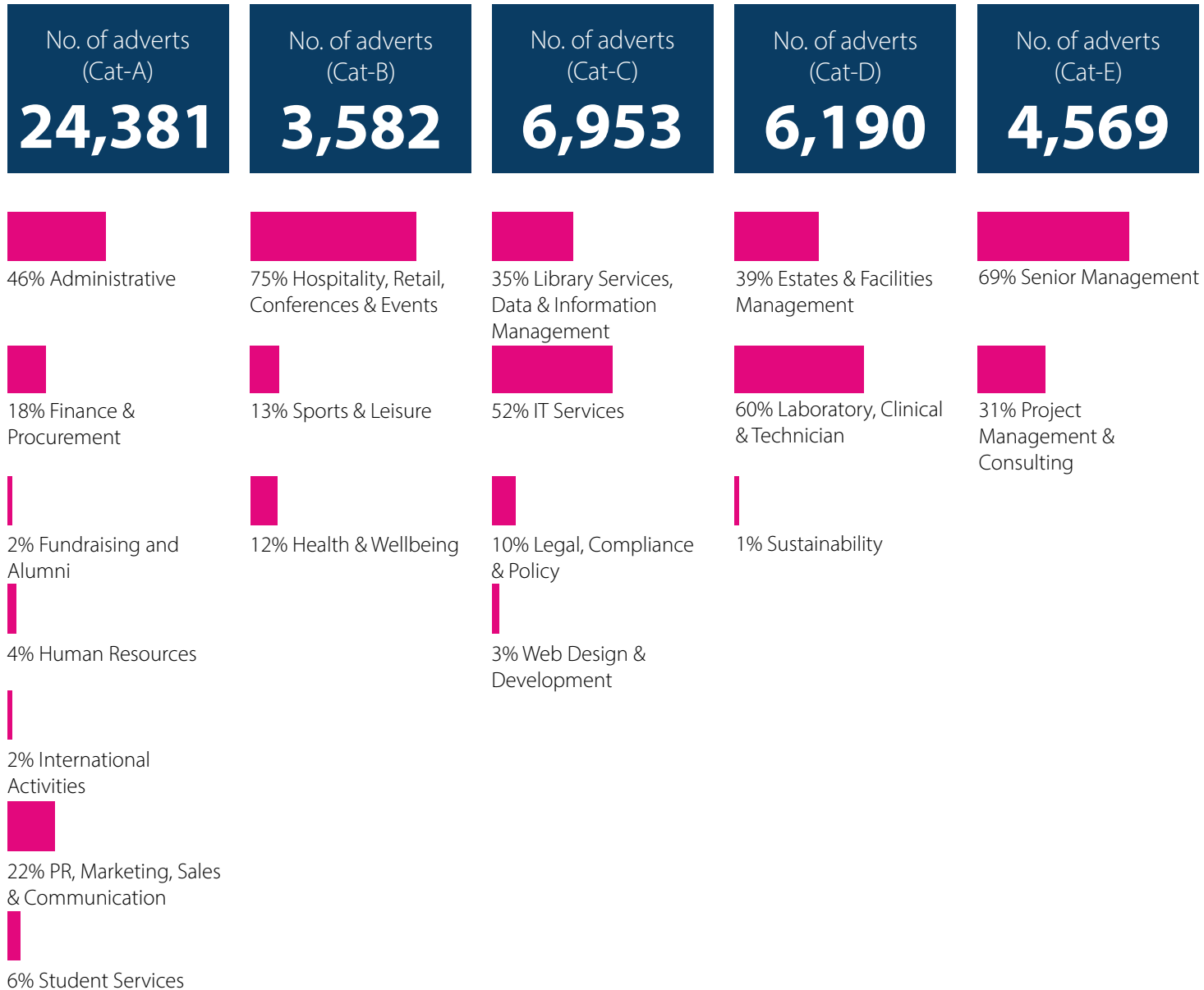
### KEY FINDINGS

- On average recruitment adverts on jobs.ac.uk for professional, managerial and support roles were posted for 20 days, attracting 432 views and 16 apply clicks
- Overall 33% of opportunities were within the salary band £30,000 – £39,999
- 88% of the opportunities were full time and 30% contract/temporary
- The main recruitment locations were South East England - 26% and London - 21%

## 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 one and three



# Professional and support overview

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

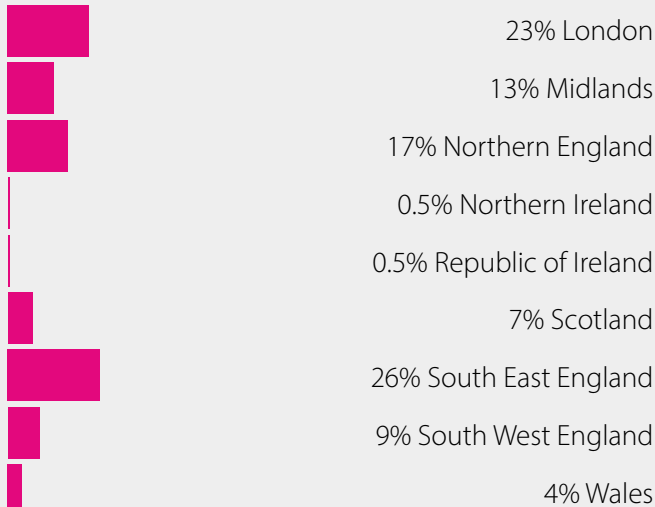
**24,381**  
opportunities

**432**  
average pageviews

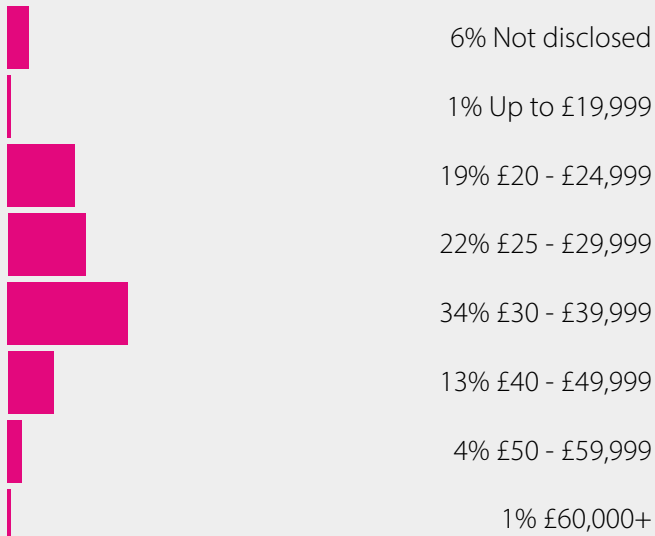
**17**  
average apply clicks

**21**  
average advert length (days)

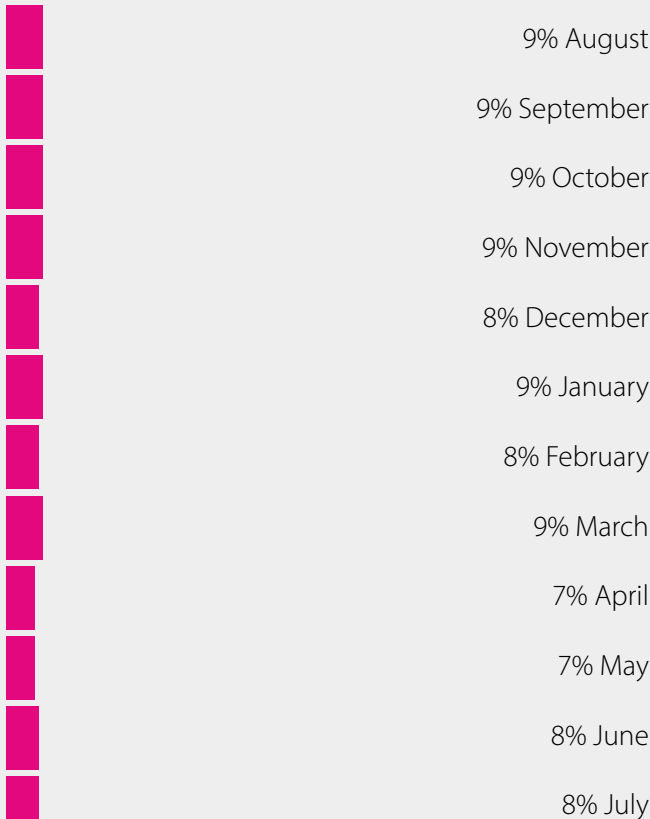
## REGION



## SALARY



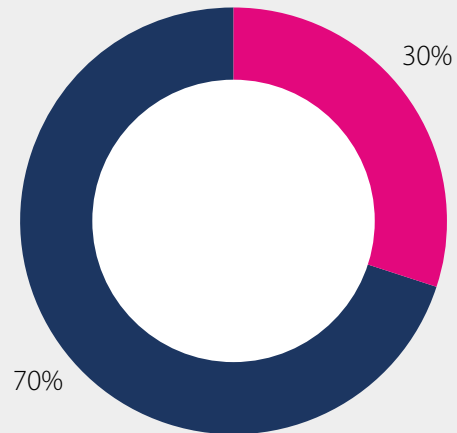
## MONTH



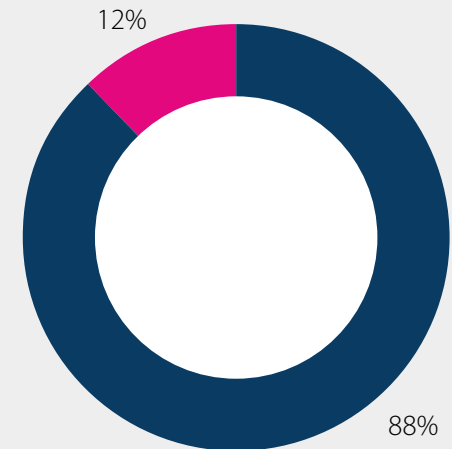
## Professional and support roles

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

- 24,381 opportunities were advertised in this category
- The average opportunity was posted for 21 days attracting 432 views and 17 apply clicks
- 40% of the opportunities advertised were located in London and Northern England
- 70% of the roles were permanent and 88% were full-time
- The salary for 47% 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

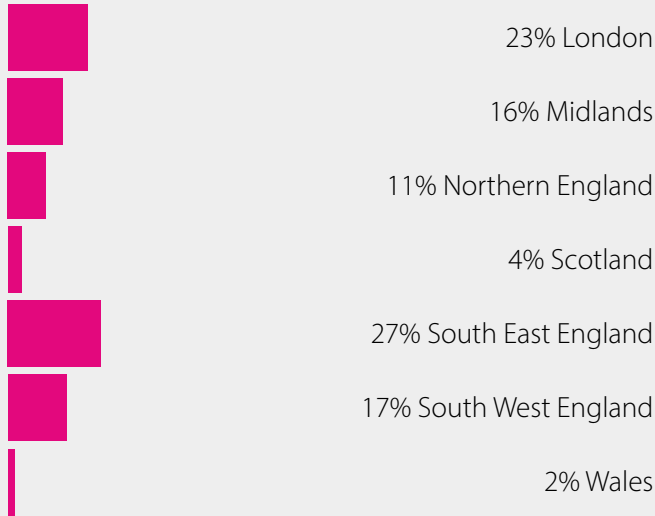
**3,582**  
opportunities

**411**  
average pageviews

**14**  
average apply clicks

**19**  
average advert length (days)

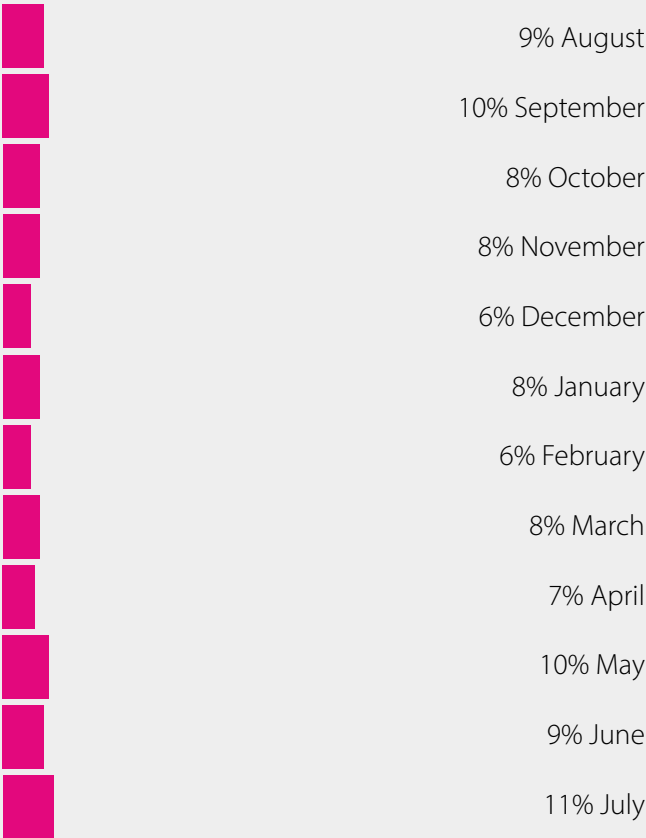
## REGION



## SALARY



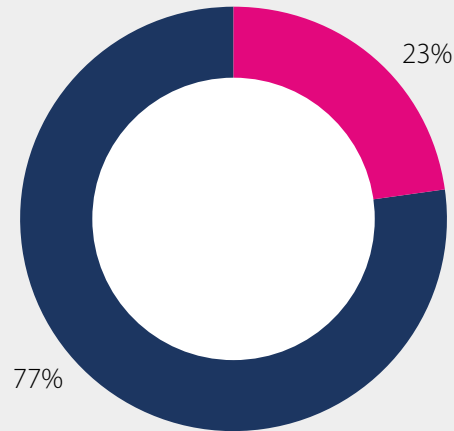
## MONTH



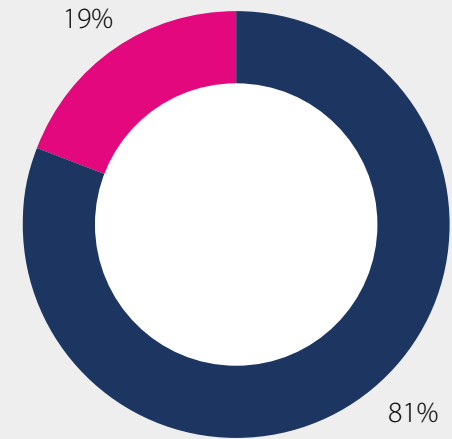
## Professional and support roles

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

### TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

### KEY FINDINGS

- 3,582 opportunities were advertised in this category
- The average opportunity was posted for 19 days attracting 411 views
- 50% of the opportunities were located in London and the South East of England
- 77% of the roles were permanent and 81% were full-time
- The salary for 47% 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

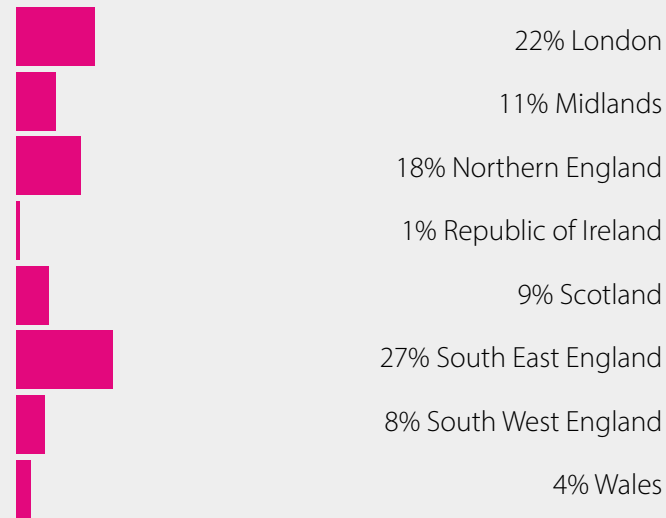
**6,953**  
opportunities

**463**  
average pageviews

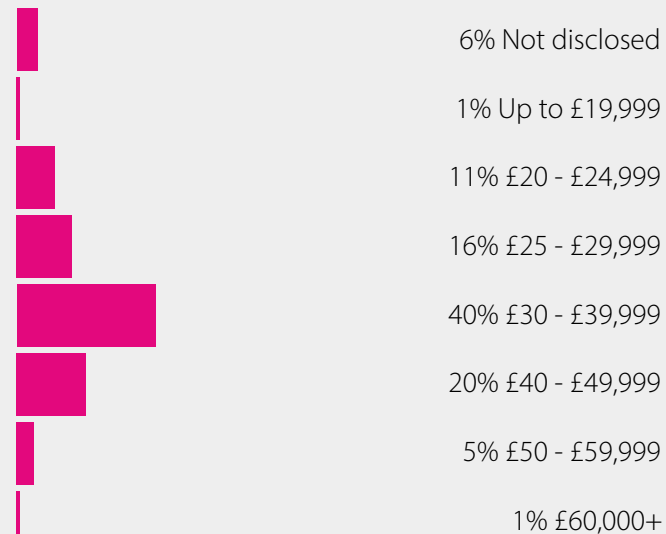
**18**  
average apply clicks

**22**  
average advert length  
(days)

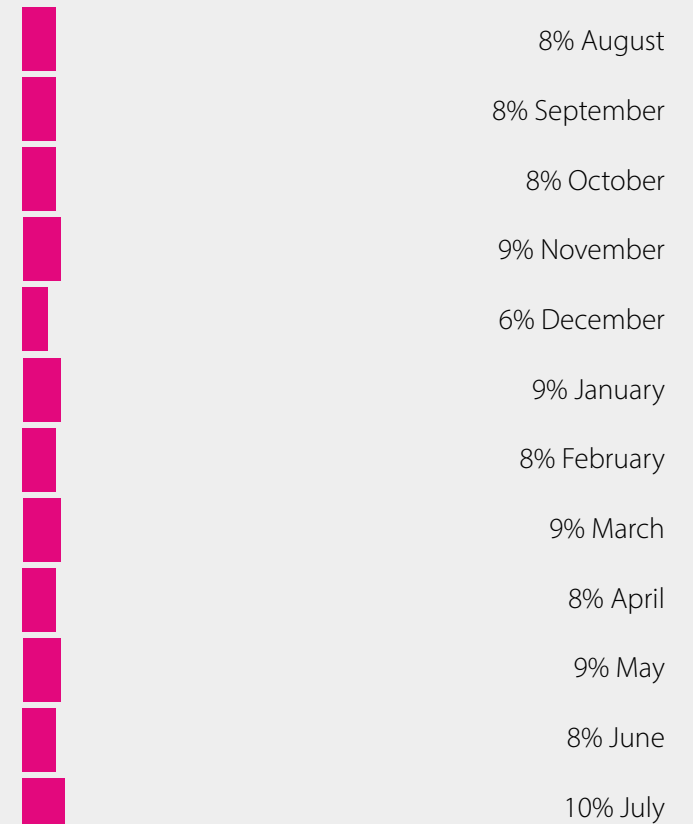
### REGION



### SALARY



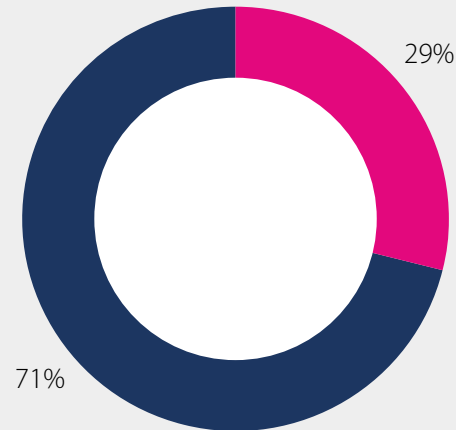
### MONTH



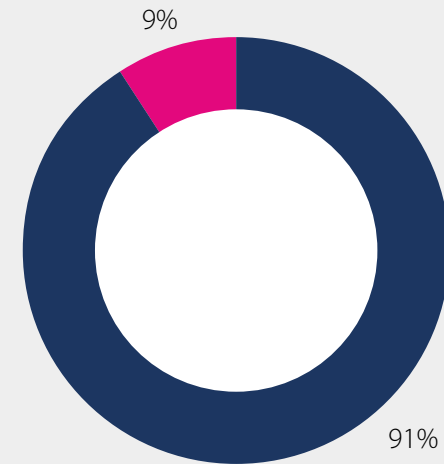
## Professional and support roles

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

- 6,953 opportunities were advertised in this category
- The average opportunity was posted for 22 days attracting 463 views and 18 apply clicks
- 49% of the opportunities advertised were located in London and South East England
- 71% of the roles were permanent and 91% were full-time
- The salary for 60% of these roles was between £30,000 - £49,999

## Professional and support overview

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

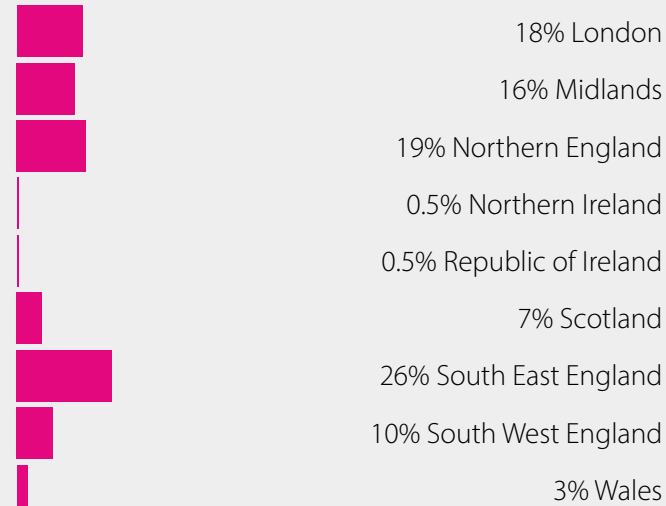
**6,190**  
opportunities

**416**  
average pageviews

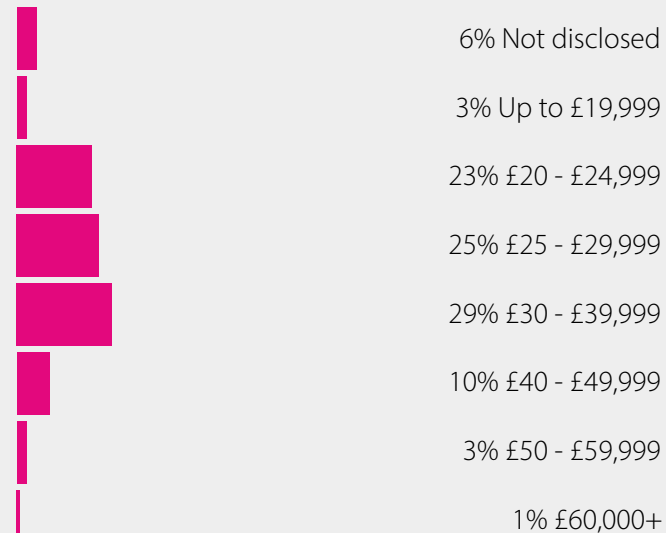
**12**  
average apply clicks

**20**  
average advert length  
(days)

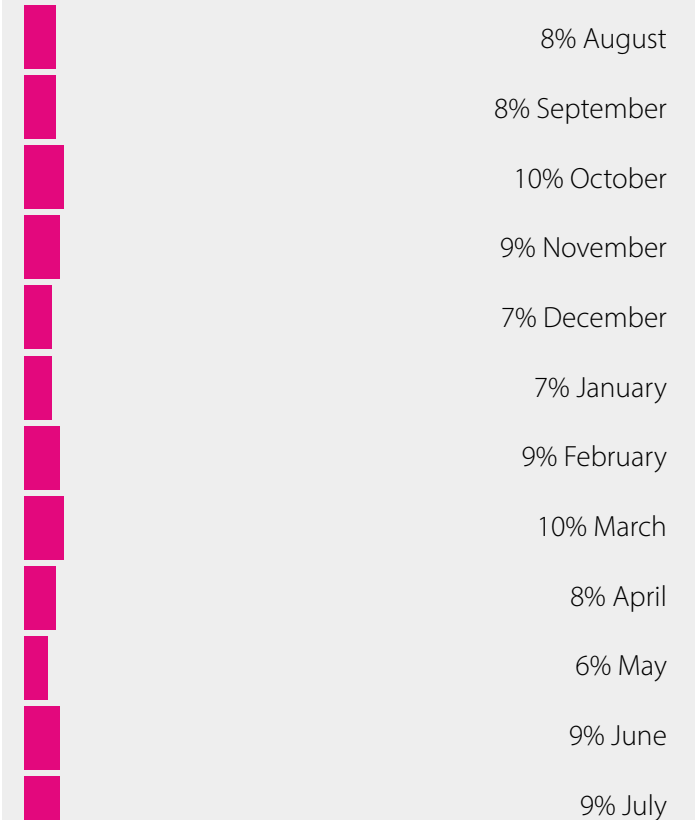
### REGION



### SALARY



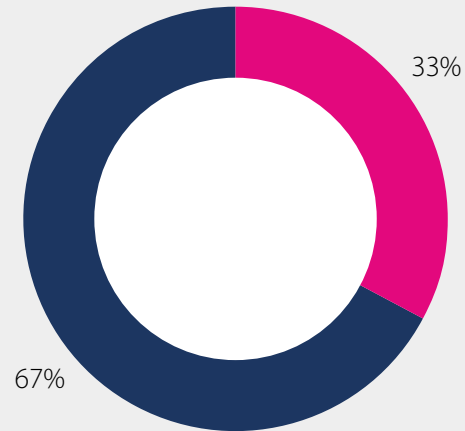
### MONTH



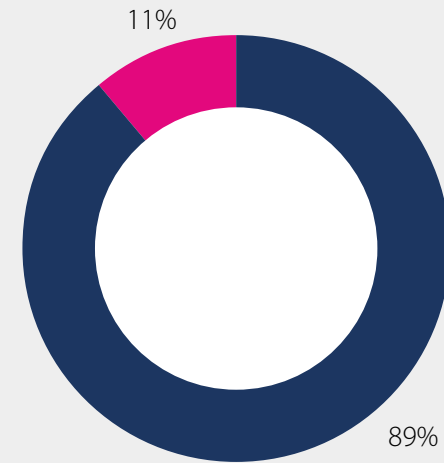
## Professional and support roles

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

### TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

### KEY FINDINGS

- 6,190 opportunities were advertised in this category
- The average opportunity was posted for 20 days attracting 416 views and 12 apply clicks
- 42% of the opportunities advertised were located in the Midlands and South East England
- 67% of the roles were permanent and 89% were full-time
- The salary for 54% of these roles was between £25,000 - £39,999

# Professional and support overview

Category E - Senior Management and Project Management & Consulting

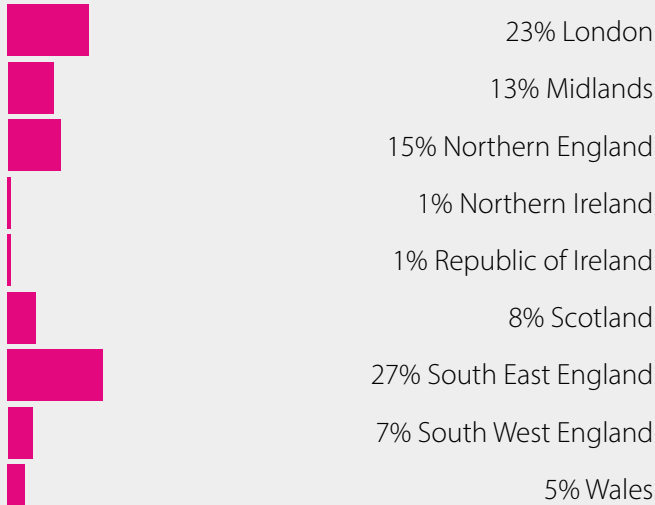
**4,569**  
opportunities

**565**  
average pageviews

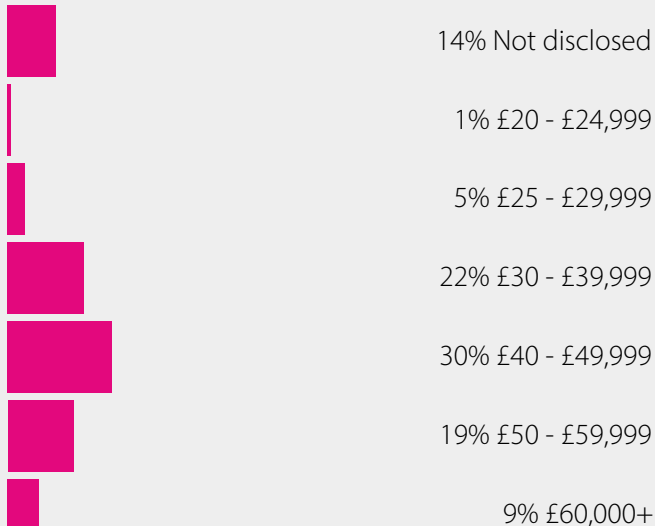
**23**  
average apply clicks

**21**  
average advert length (days)

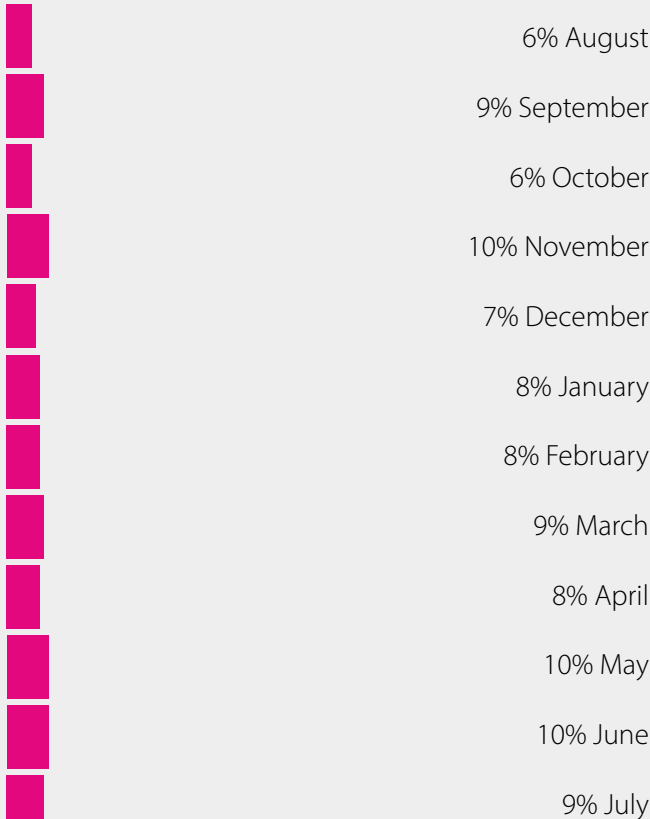
## REGION



## SALARY



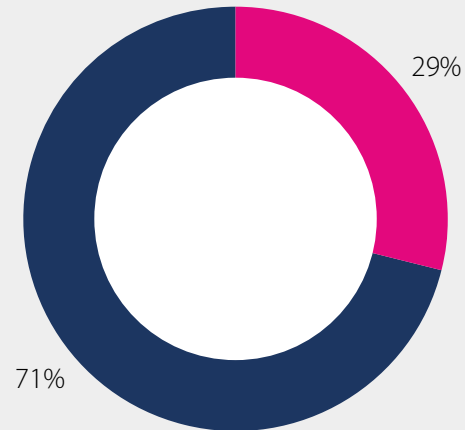
## MONTH



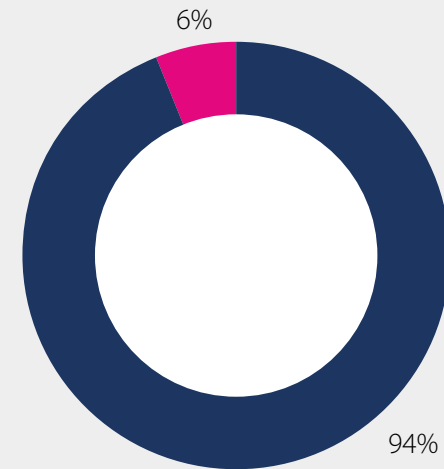
## Professional and support roles

Category E - Senior Management and Project Management & Consulting

### TYPE/HOURS



■ Fixed-term / Contract ■ Permanent



■ Full-time ■ Part-time

### KEY FINDINGS

- 4,569 opportunities were advertised in this category
- The average opportunity was posted for 21 days attracting 565 views and 23 apply clicks
- 60% of the opportunities advertised were located in London and South East England
- 71% of the roles were permanent and 94% were full-time
- The salary for 58% 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

**153**  
million

**USER INTERACTIONS<sup>1</sup>**

**29**  
million

**PAGEVIEWS<sup>1</sup>**

**2.2**  
million

**APPLY CLICKS<sup>1</sup>**

**270K**

**SOCIAL MEDIA  
FOLLOWERS**

**90,352**

**JOBS ADVERTISED<sup>2</sup>**

**80%**

**OF TOP UNIVERSITIES  
ADVERTISE WITH US<sup>3</sup>**

<sup>1</sup> GA4 data (12-month estimate based on 1 August 2022 -31 July 2023)

<sup>2</sup> jobs.ac.uk data 1 August 2022 -31 July 2023

<sup>3</sup> QS World University Rankings

**jobs.ac.uk**

*Great jobs for bright people*

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

## **CONTACT US**

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