

Professional, Managerial and Support Services Talent Trends

An insight into higher education recruitment in the UK and Republic of Ireland 2021/2022

Welcome

Managers, professionals and administrators at higher education institutions play a key role in shaping and delivering their vision while keeping everything running smoothly, efficiently and cost-effectively. From HR, Marketing and IT to Finance and Property they provide vital support and are the heartbeat of many universities. However, competition from the private sector and other institutions and organisations locally, regionally and internationally is increasingly fierce. It's becoming more challenging for higher education institutions to attract the best professional, managerial and clerical talent. With more recruitment channels and places to look for jobs, the market is also increasingly complex.

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 39,888 professional, managerial and support adverts placed by UK and Irish higher education institutions on our job board during the academic year 2021-2022.

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 or 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 thousands of universities worldwide, jobs.ac.uk attracts over 120 million user interactions per year. 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.

ABOUT OUR REPORT

- Our data is purely based on the 76,737 jobs posted by higher education institutions in the UK and Republic of Ireland on jobs.ac.uk from August 1st 2021 to July 31st 2022
- 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

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.

TRENDS

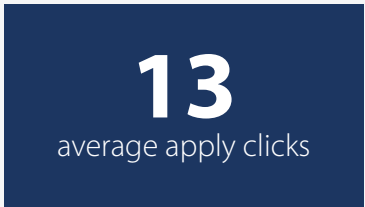
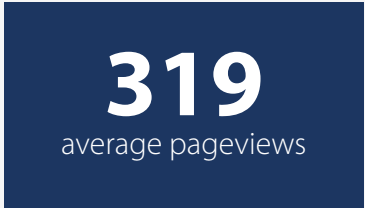
- Job adverts for professional, managerial and support roles aren't live for as long as academic roles, largely due to the high application rate and the quality of talent jobs.ac.uk attracts
- Compared to academic opportunities, professional and managerial opportunities are more likely to be permanent (61%) and full time (86%)

KEY FINDINGS

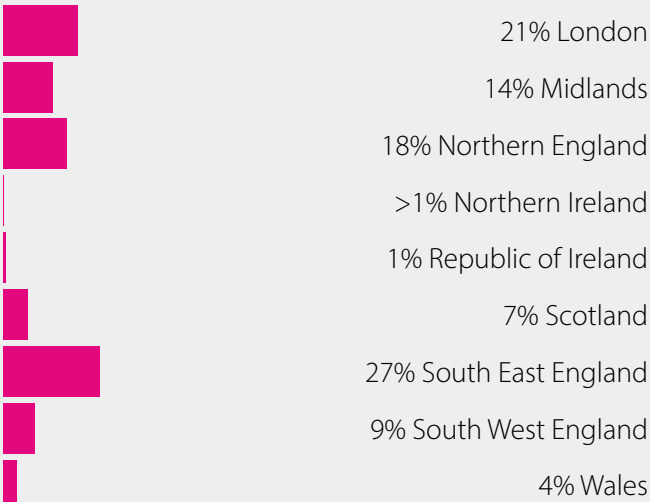
- 39,888 professional, managerial and support adverts were posted on jobs.ac.uk by higher education institutions in the UK and Ireland between August 1st 2021 to July 31st 2022
- Professional, managerial and support opportunities account for 52% of all opportunities advertised on jobs.ac.uk
- Professional, managerial and support roles are the most advertised opportunities on jobs.ac.uk
- 48% of professional, managerial and support roles were advertised in London and South East England
- 59% of professional and managerial roles offered salaries between £25,000 - £49,999

Professional and Support Roles

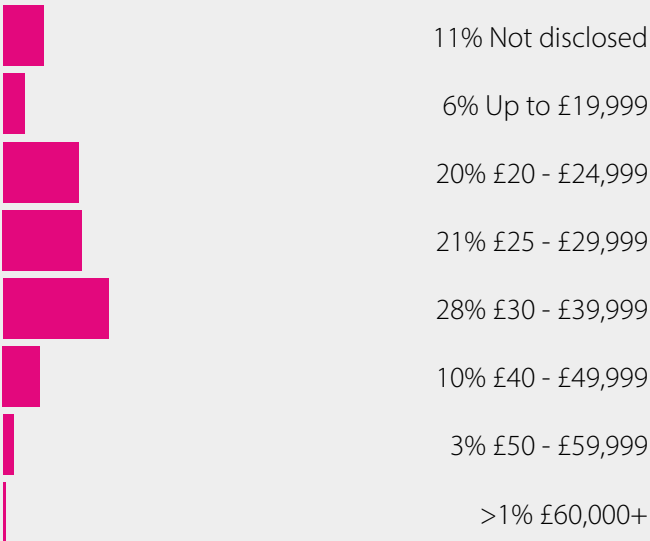
Overview of all roles advertised on jobs.ac.uk in the UK and Republic of Ireland.



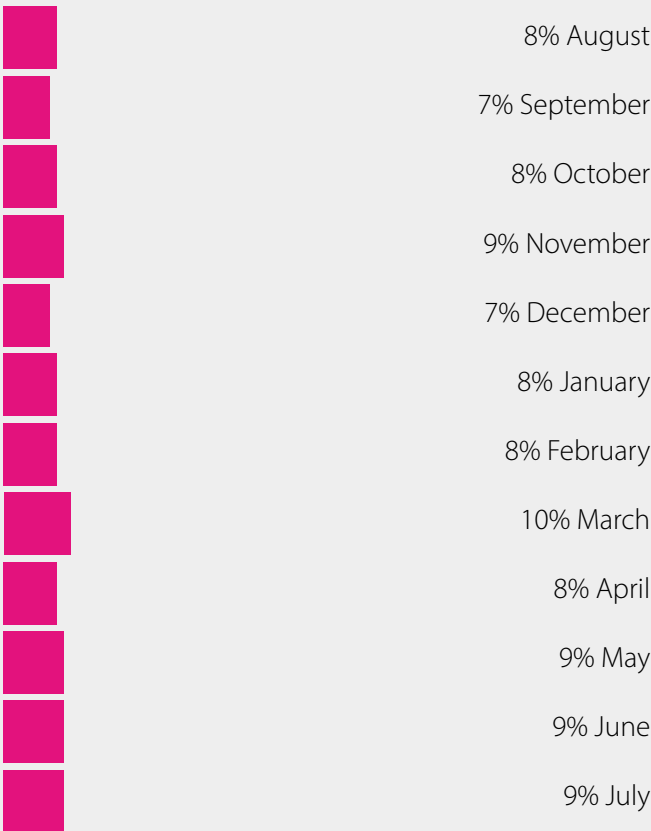
REGION



SALARY



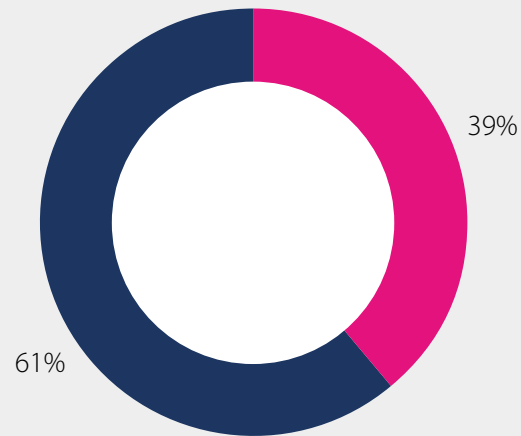
MONTH



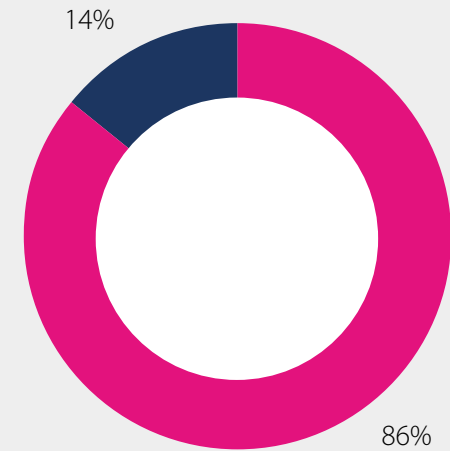
Professional and Support Roles

Overview of all roles advertised on jobs.ac.uk in the UK and Republic of Ireland

TYPE/HOURS



■ Permanent ■ Fixed-term / Contract



■ 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 319 views and 13 apply clicks
- Overall 28% of opportunities were within the salary band £30,000 – £39,999
- 86% of the opportunities were full time and 39% contract/temporary
- The main recruitment locations were South East England 27% and London 21%

Professional and support roles 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 spans IT and Administration, the role would feature in Categories one and three

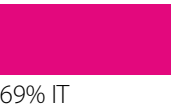
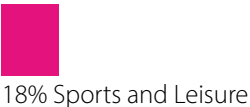
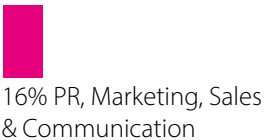
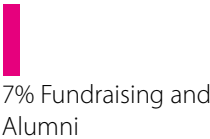
No. of adverts (Cat-1)
23,352

No. of adverts (Cat-2)
2,633

No. of adverts (Cat-3)
6,463

No. of adverts (Cat-4)
5,210

No. of adverts (Cat-5)
2,230



Overview - All Professional and Support Roles

Category 1 - Administration, Finance, Fundraising and Alumni, HR, International Activity, PR, Marketing and Sales, Student Services

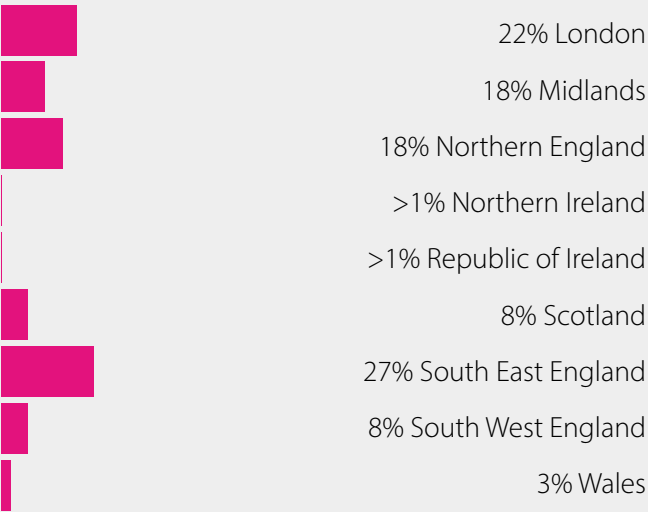
23,352 opportunities

310 average pageviews

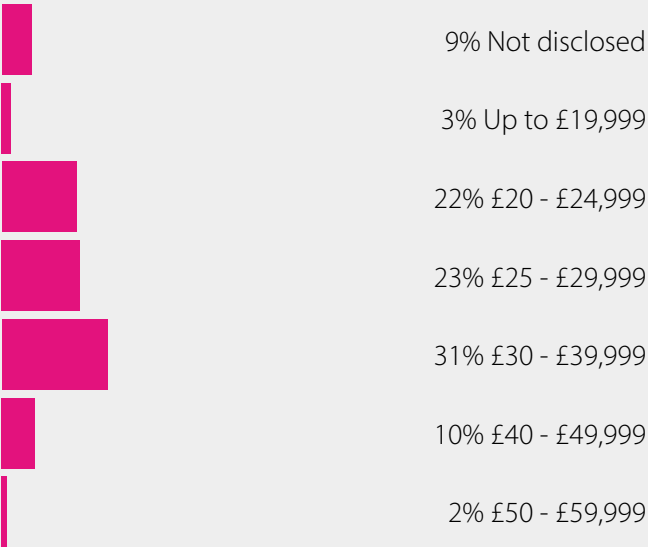
12 average apply clicks

19 average advert length (days)

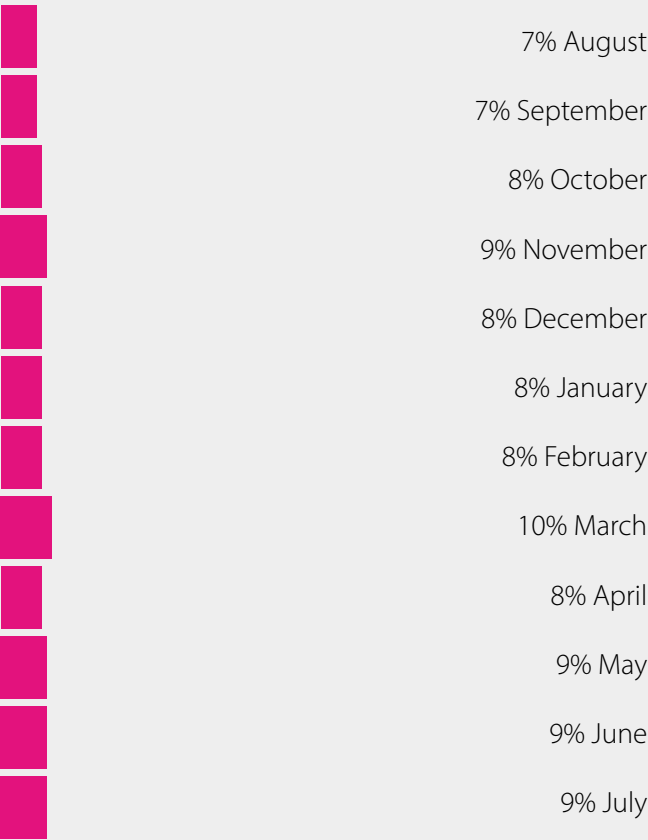
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SALARY



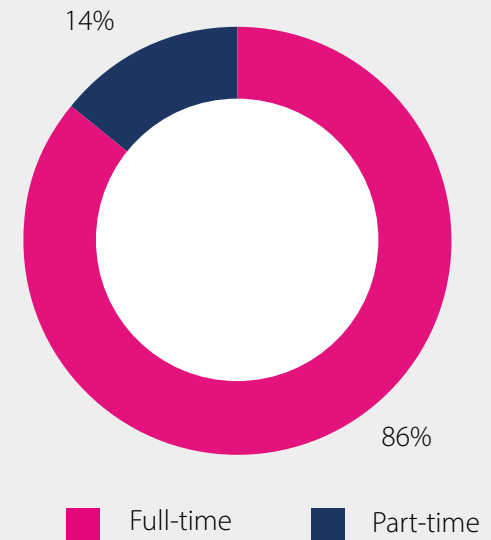
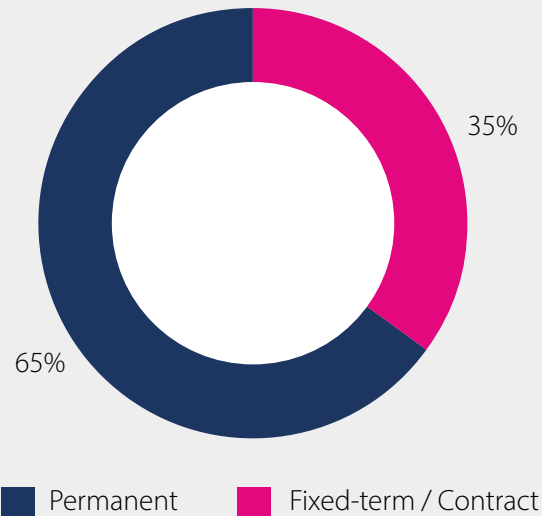
MONTH



Overview - All Professional and Support Roles

Category 1 - Administration, Finance, Fundraising and Alumni, HR, International Activity, PR, Marketing and Sales, Student Services

TYPE/HOURS



KEY FINDINGS

- 23,352 opportunities were advertised in this category
- The average opportunity was posted for 19 days attracting 310 views and 12 apply clicks
- 40% of the opportunities advertised were located in London and Northern England
- 65% of the roles were permanent and 86% were full time
- The salary for 41% of these roles was between £30,000-£49,999

Overview - All Professional and Support Roles

Category 2 - Hospitality, Retail, Conferences and Events, Sport and Leisure

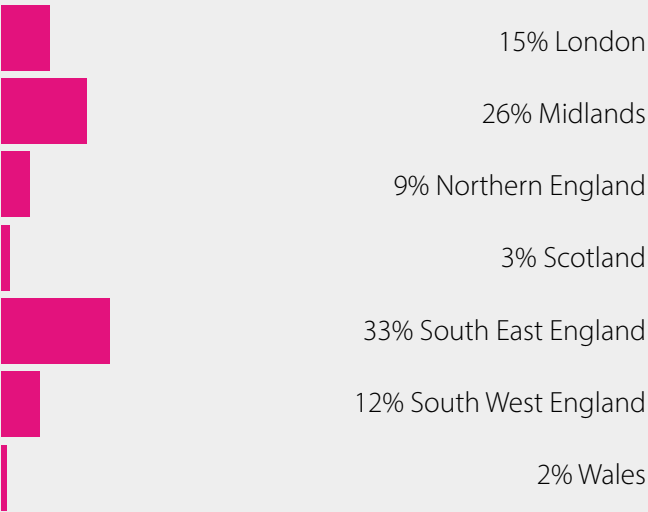
2,633 opportunities

252 average pageviews

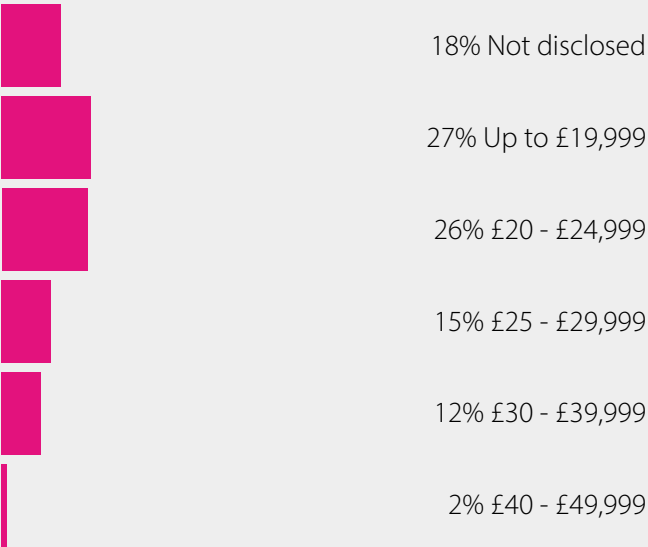
6 average apply clicks

18 average advert length (days)

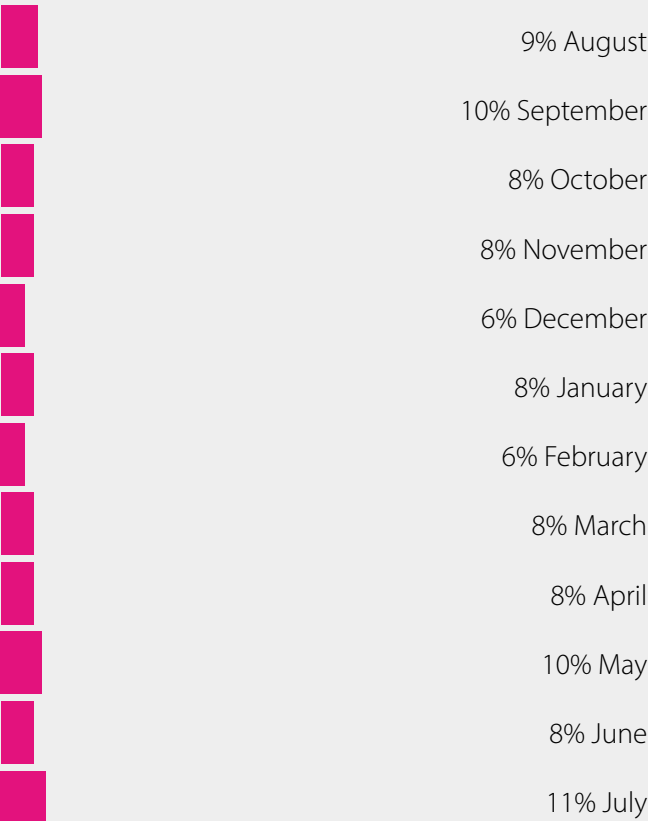
REGION



SALARY



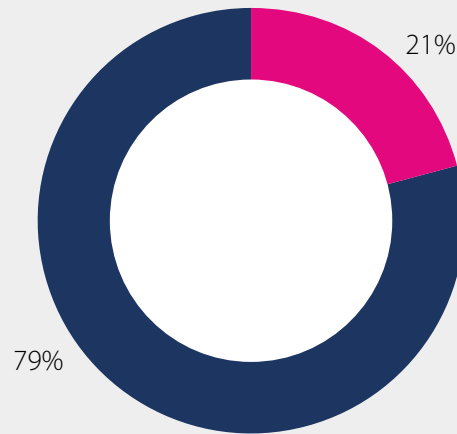
MONTH



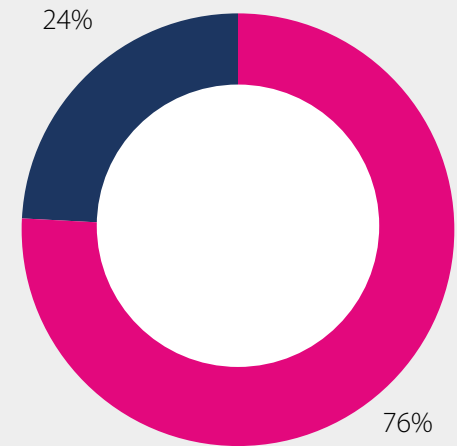
Overview - All Professional and Support Roles

Category 2 - Hospitality, Retail, Conferences and Events, Sport and Leisure

TYPE/HOURS



■ Permanent ■ Fixed-term / Contract



■ Full-time ■ Part-time

KEY FINDINGS

- 2,633 opportunities were advertised in this category
- The average opportunity was posted for 18 days attracting 3252 views
- 35% of the opportunities were located in the Midlands and Northern England
- 79% of the roles were permanent and 76% were full time
- The salary for 27% of these roles was between £25,000-£39,999

Overview - All Professional and Support Roles

Category 3 - IT, Library Services and Information Management

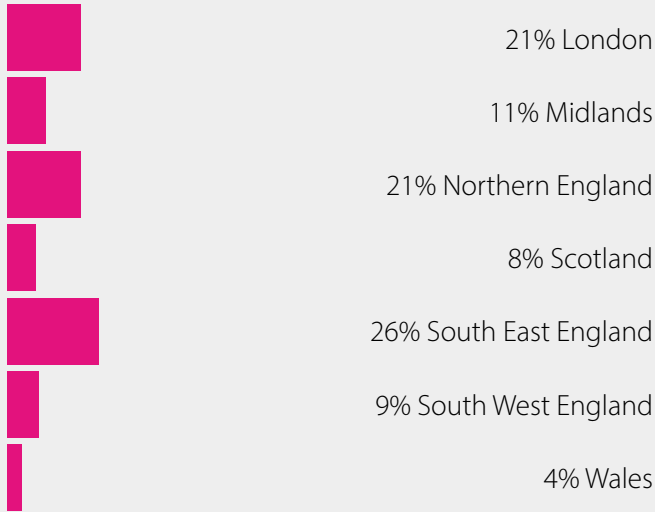
6,463 opportunities

333 average pageviews

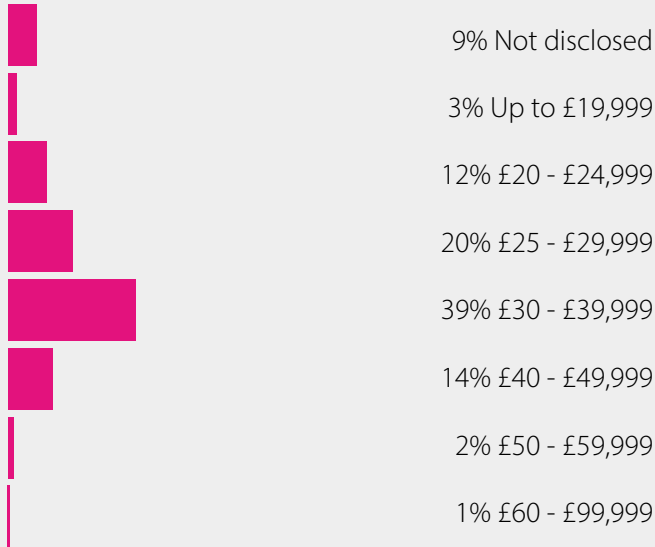
12 average apply clicks

20 average advert length (days)

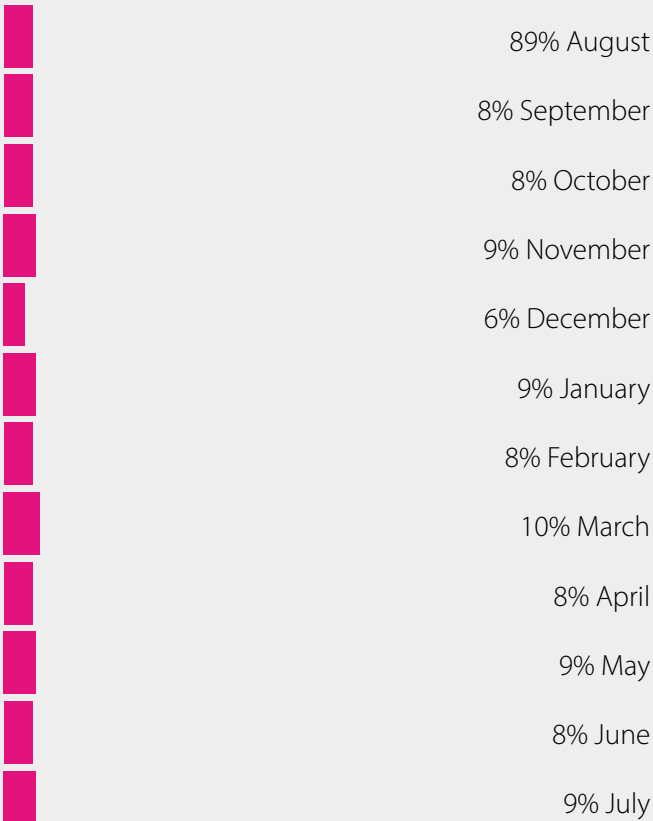
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SALARY



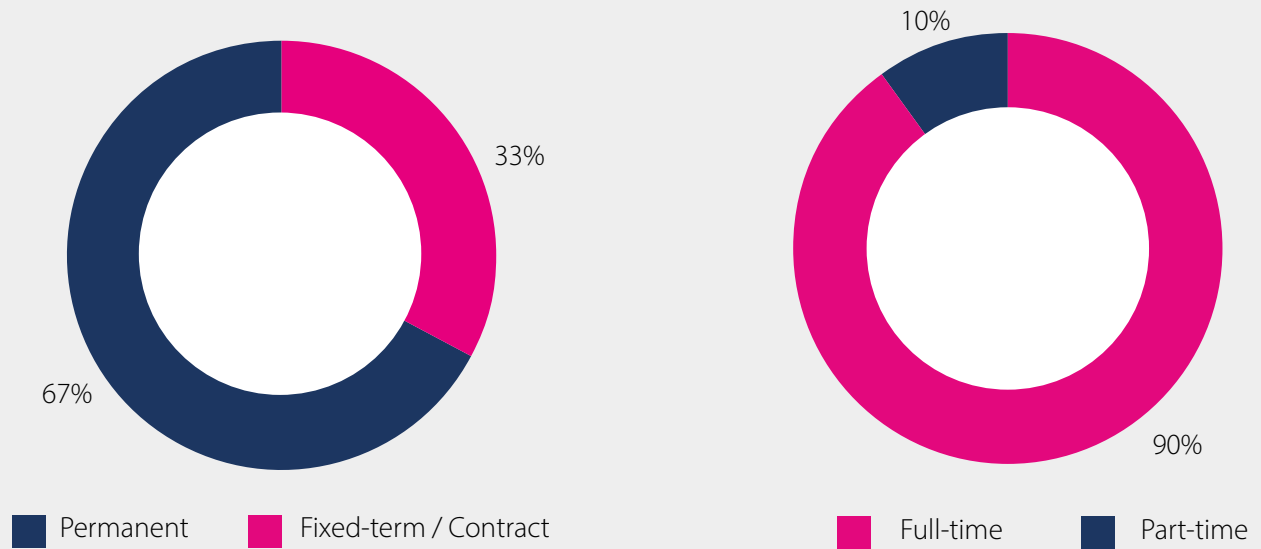
MONTH



Overview - All Professional and Support Roles

Category 3 - IT, Library Services and Information Management

TYPE/HOURS



KEY FINDINGS

- 6,463 opportunities were advertised in this category
- The average opportunity was posted for 20 days attracting 333 views and 12 apply clicks
- 42% of the opportunities advertised were located in London and Northern England
- 67% of the roles were permanent and 90% were full time
- The salary for 43% of these roles was between £30,000-£49,999

Overview - All Professional and Support Roles

Category 4 - Property and Maintenance, Technical Support

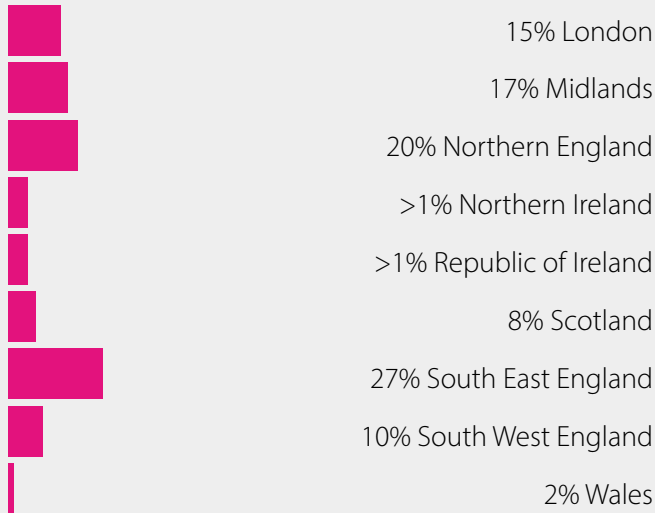
5,210 opportunities

306 average pageviews

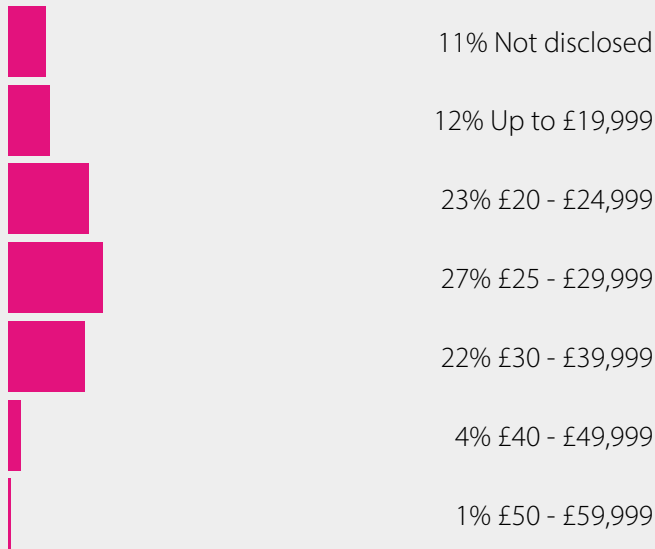
9 average apply clicks

20 average advert length (days)

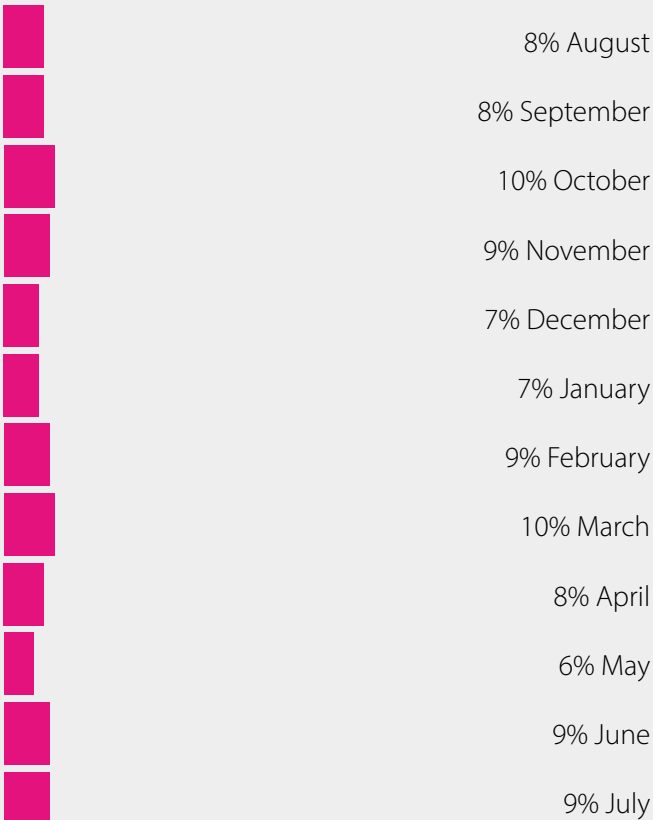
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SALARY



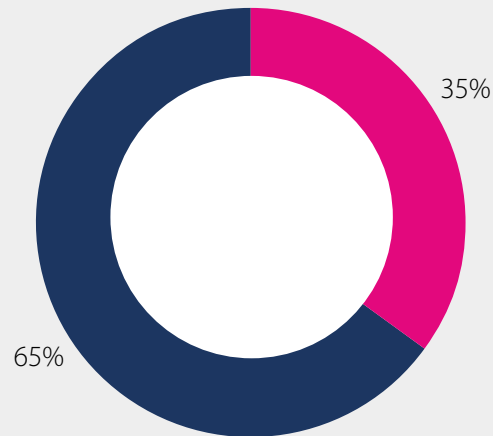
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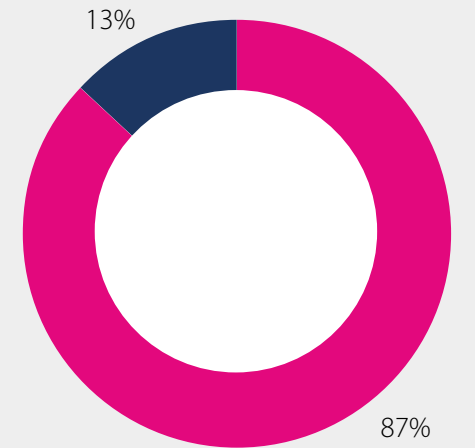
Overview - All Professional and Support Roles

Category 4 - Property and Maintenance, Technical Support

TYPE/HOURS



■ Permanent ■ Fixed-term / Contract



■ Full-time ■ Part-time

KEY FINDINGS

- 5,210 opportunities were advertised in this category
- The average opportunity was posted for 20 days attracting 306 views and 9 apply clicks
- 44% of the opportunities advertised were located in the Midlands and South East England
- 65% of the roles were permanent and 87% were full time
- The salary for 49% of these roles was between £25,000-£39,999

Overview - All Professional and Support Roles

Category 5 - Senior Management

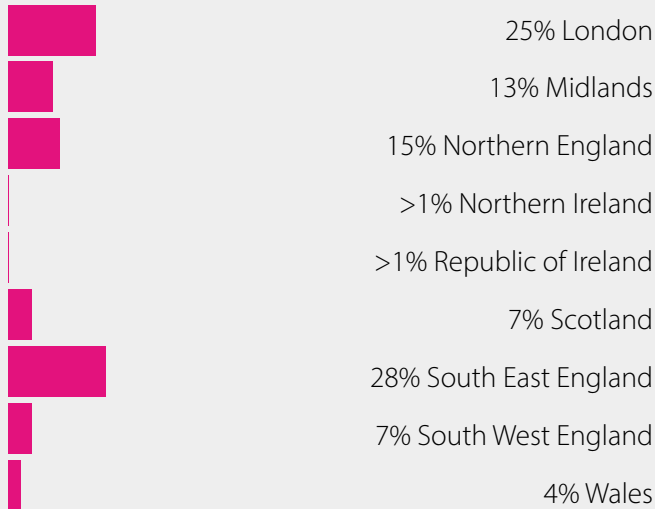
2,230 opportunities

469 average pageviews

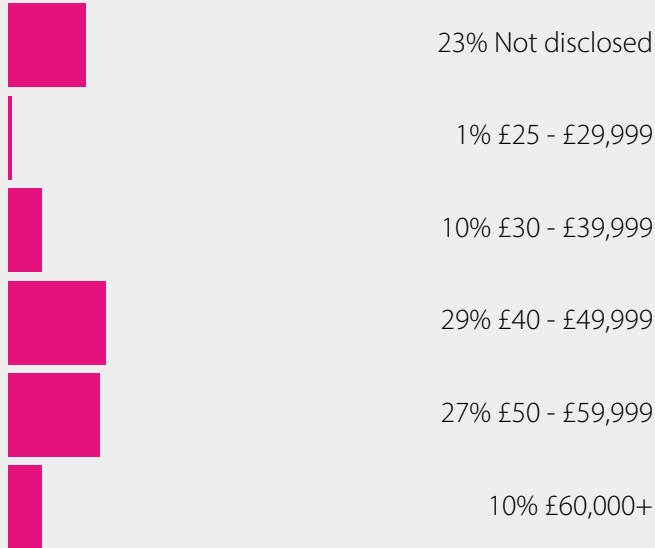
21 average apply clicks

22 average advert length (days)

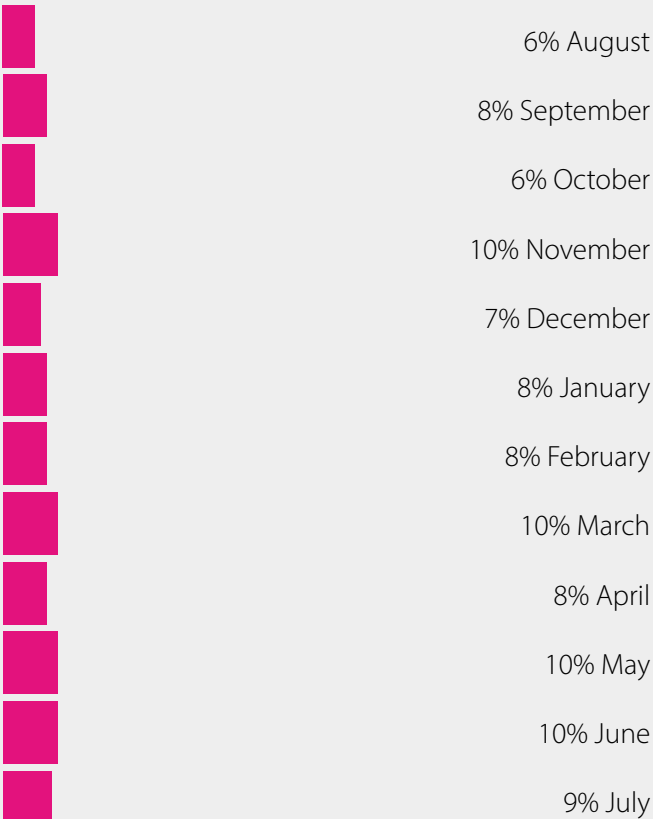
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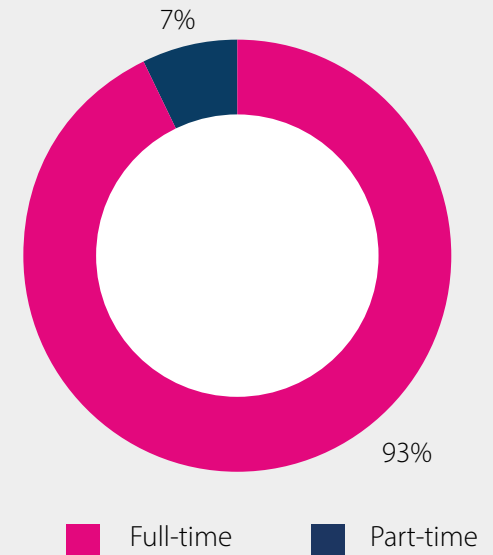
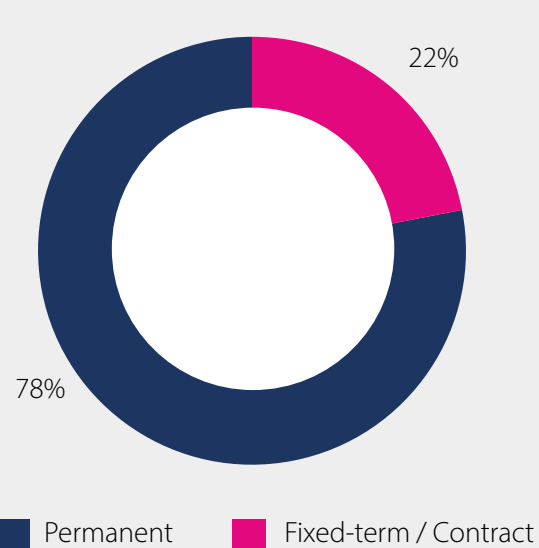
MONTH



Overview - All Professional and Support Roles

Category 5 - Senior Management

TYPE/HOURS



KEY FINDINGS

- 2,230 opportunities were advertised in this category
- The average opportunity was posted for 22 days attracting 469 views and 21 apply clicks
- 53% of the opportunities advertised were located in London and South East England
- 78% of the roles were permanent and 93% were full time
- The salary for 46% of these roles was between £40,000-£59,999

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

120
million

USER INTERACTIONS¹
in 2021/2022

1,791

ORGANISATIONS
advertised with us in
2021/2022

28.8
million

PAGEVIEWS¹
in 2021/2022

168K+

JOB ALERTS
sent via our Jobs by
Email service

100%

UK PUBLIC UNIVERSITIES
advertise with us

80%

**TOP RANKED GLOBAL
UNIVERSITIES**
advertise with us

¹ GA4 data (12-month estimate based on 9 May - 9 July 2022)



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