



Salary and Market  
Trends Survey **2015**  
APM research report

# Contents

<b>Introduction</b>	3	<b>Section 3 Market confidence</b>	
<b>Summary</b>	5	How do you anticipate the next 12 months?	17
<b>Section 1 Salary</b>		How likely are you to change employer in the next 12 months?	18
UK regional salary variations	6	Job satisfaction	18
How do qualifications and membership level affect salary?	7	How would you best describe your organisational growth?	19
How does membership of a project association affect salary?	8	Main criteria when looking for new career opportunities	20
APM membership by salary	9	Other benefits	21
Average base salary of project professionals	10	<b>Section 4 Other</b>	
Base salary by role	11	Regional variations	22
Earnings by gender	12	Organisation size	23
<b>Section 2 Contractor market</b>		Sector	24
Average day rate	13	Current role	25
Average contract length	14	Current qualifications	26
Contract notice period	14	Professional qualifications	27
Project manager day rate	15		
How did you learn of your most current contract?	16		
Rationale for contracting	16		

# Introduction

Welcome to the inaugural APM *Salary and Market Trends Survey*. More than 2,700 project professionals took part in the study, drawn from APM members and non-members. Thanks must go to all those who kindly participated in this study as well as APM career development partner Wellington Project Management for its ongoing support.

It is hugely encouraging to see project management mirroring the overall economic growth in the UK, with 70% of participants noting that their organisation is experiencing growth, and a further 47% expecting to recruit additional staff members.

This new found confidence was also expressed by individuals with one in three participants feeling positive about the next 12 months, and more than three quarters (77%) reporting high levels of job satisfaction.

The results highlight the ongoing growth and success of the project management profession, and serve to underline the important role that APM has to play in supporting and enhancing professional practice in every way possible.



**Steve Wake** APM Chairman

# The average project manager



Lives in **London** or the **South East**



Is a **full-time** project manager working for a **corporate member** (250 employees+)

To date they have attained an undergraduate degree as well as **APMP\*** and **PRINCE2** professional qualifications

**Male**

aged **35-44**

Has up to

**15**

**years'** experience in **project management**



Most likely working in **aerospace and defence, construction or consultancy**

Earning approximately (PA)



**£40-49k**

Sees the value of being a member of a professional body as a Full member of APM

# Summary

**"What am I worth?" is always a topic of interest to project management professionals – and any other professional for that matter.**

This survey opens the door to greater salary transparency, providing a snapshot of what you can expect to earn relative to your skills and experience.

The findings show that the most common range is between £40,000-£49,000, with the average salary of a project professional being £44,167 across all industries and locations.

A closer look reveals that on average change managers (£48,875) earn more than project managers (£43,387); PMO managers (£52,530) earn more than change managers; programme managers earn even more (£57,000).

For those looking to boost their earning potential two things jump out:

- 1** It pays to be a member of a professional body such as APM; 70% of APM members earned £40,000 or more.
- 2** Professional qualifications give you a significant advantage; 44% with qualifications earned up to £60,000 compared to 34% without.

I believe project professionals and hiring managers will benefit tremendously from this authoritative benchmark data.

**Vince Hines** Managing Director

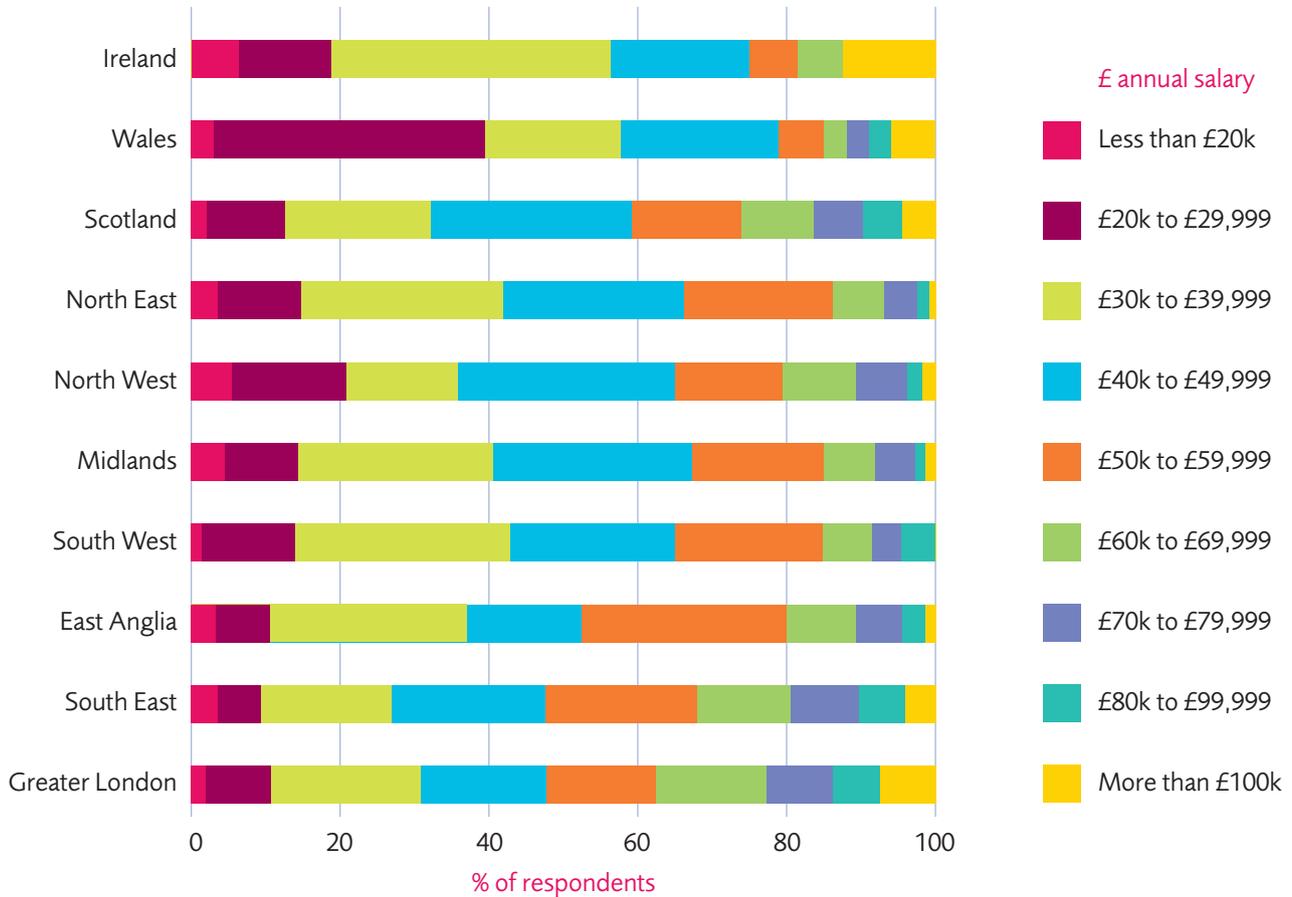
Wellington Project Management

## **APM/Wellington Project Management alliance**

The **APM Salary and Market Trends Survey 2015** report is one element of the Wellington Project Management and APM career development alliance. Working together both organisations provide high quality career development advice and resources to project professionals across all sectors. Please visit [apm.org.uk/project-management-careers](http://apm.org.uk/project-management-careers)

# Section 1 Salary

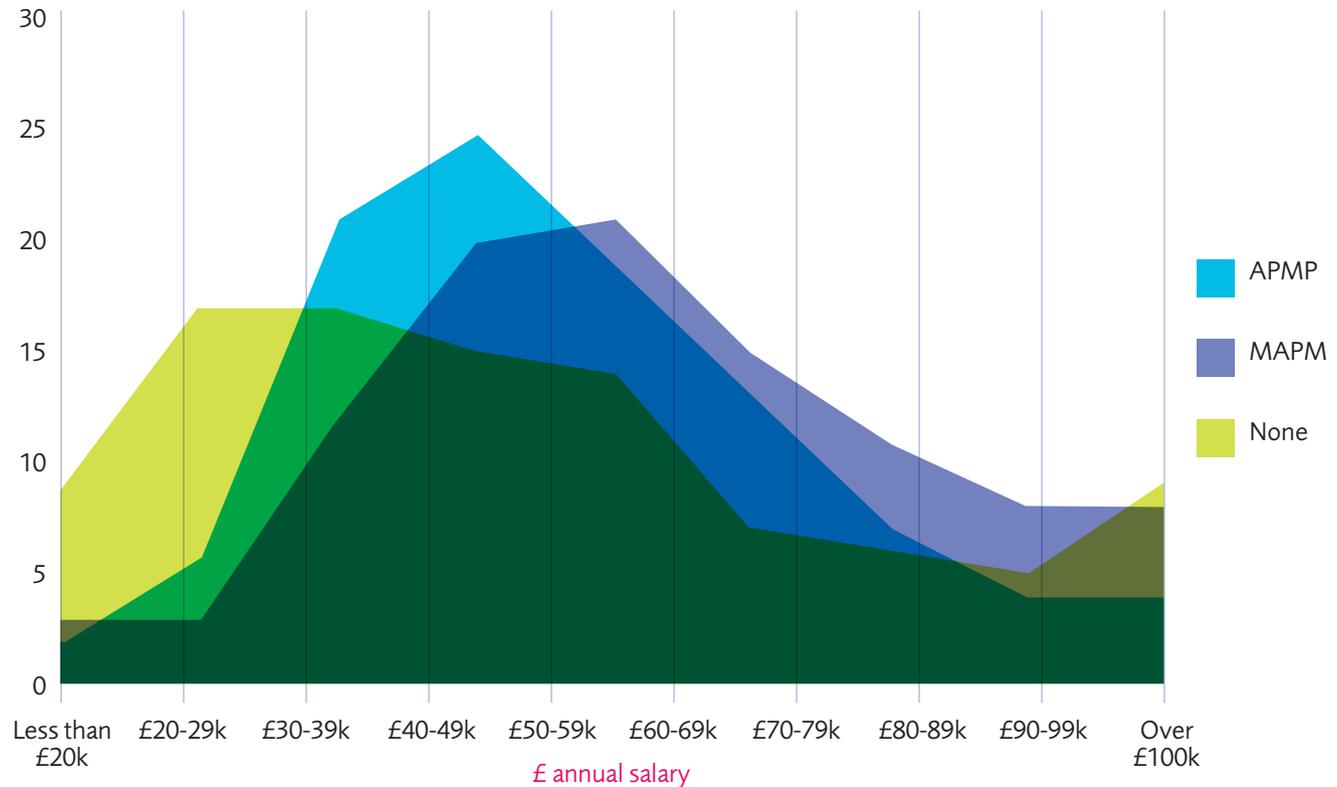
## UK regional salary variations



The variation in regional salary is most acute in London and the South East. Further analysis reveals that 78% of respondents from Wales earned £49,999 or less compared to 48% of respondents in the South East, and 13% of respondents from Greater London earned £80,000 or more compared to only 2% of respondents from the Midlands.

## How do qualifications and membership level affect salary?

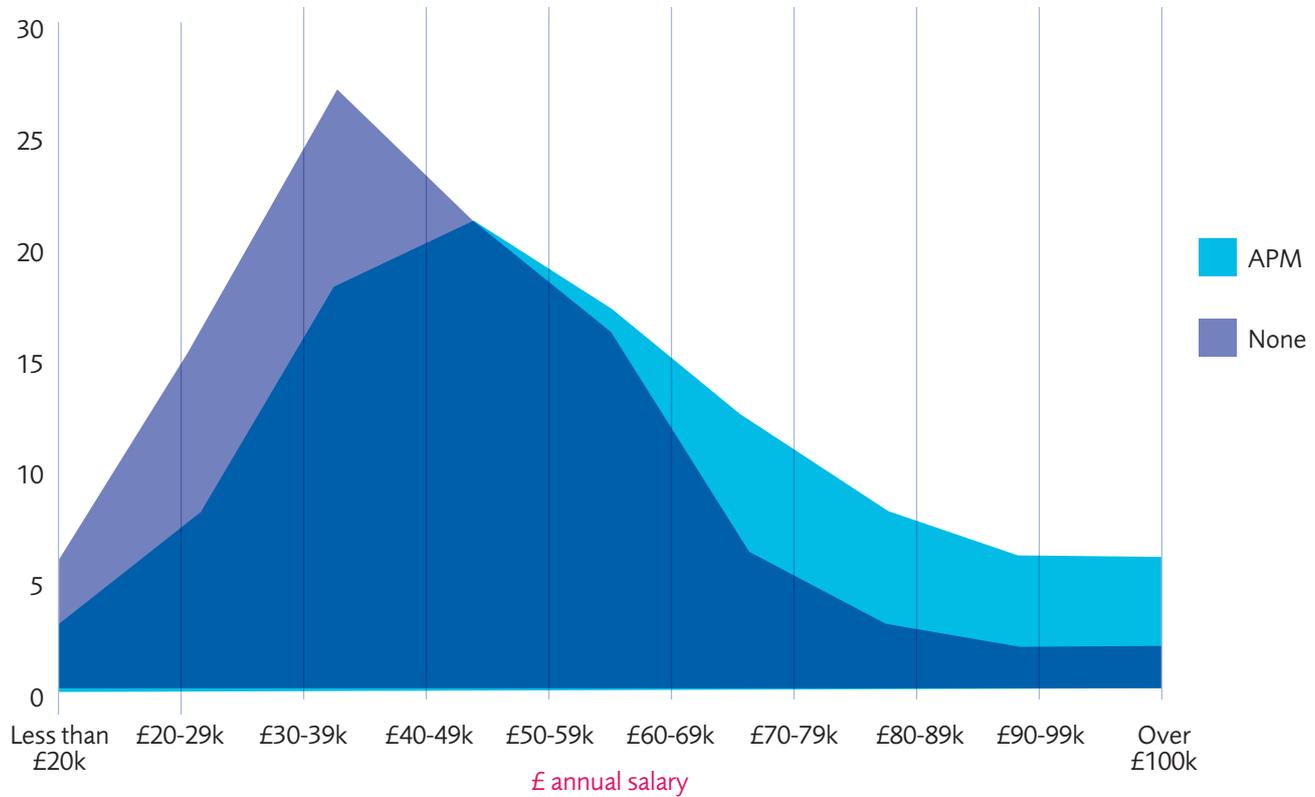
% of respondents



On average those holding APMP: The APM Project Management Qualification tend to earn more than respondents with no formal project management qualification. In the early to mid-salary range, for example, 34% of respondents with no qualifications earned £20,000-£39,000, compared to 44% with qualifications who earned £40,000-£59,999. As respondents move up the pay chart full-time membership of a professional body such as APM becomes the main differentiator, with 8% of MAPMs (Full members of the Association for Project Management) earning £100,000 or more compared to 4% of those with APMP qualification.

## How does membership of a project association affect salary?

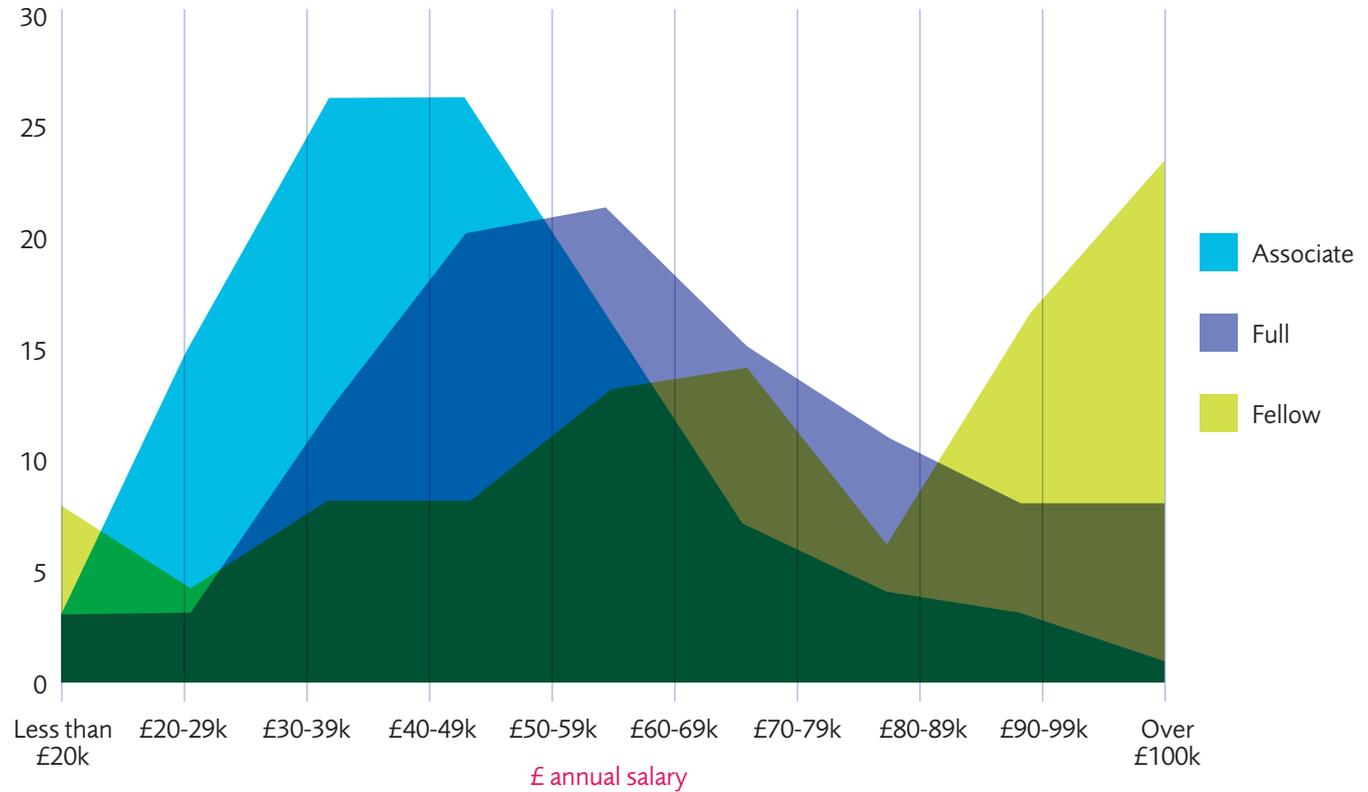
% of respondents



APM members earn more on average than non-members, according to the data. At the upper end of the pay scale 70% of respondents not affiliated to a professional body earned £49,999 or less, whereas 70% of APM members earned £40,000 or more.

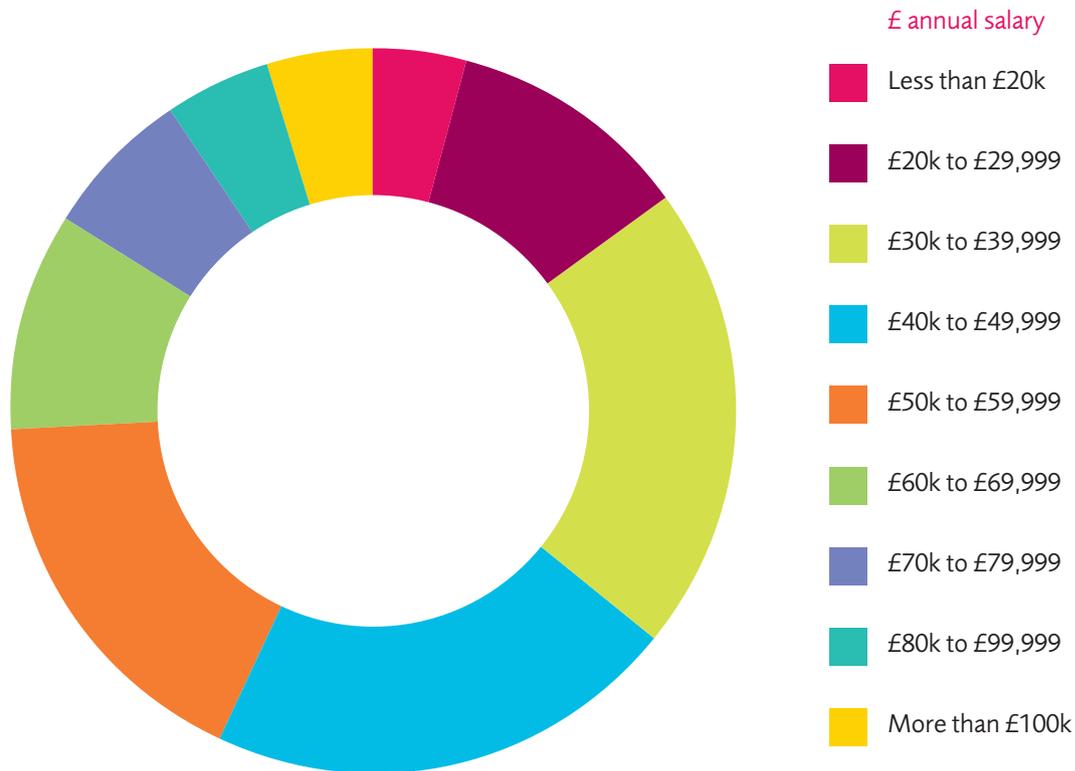
## APM membership by salary

% of respondents



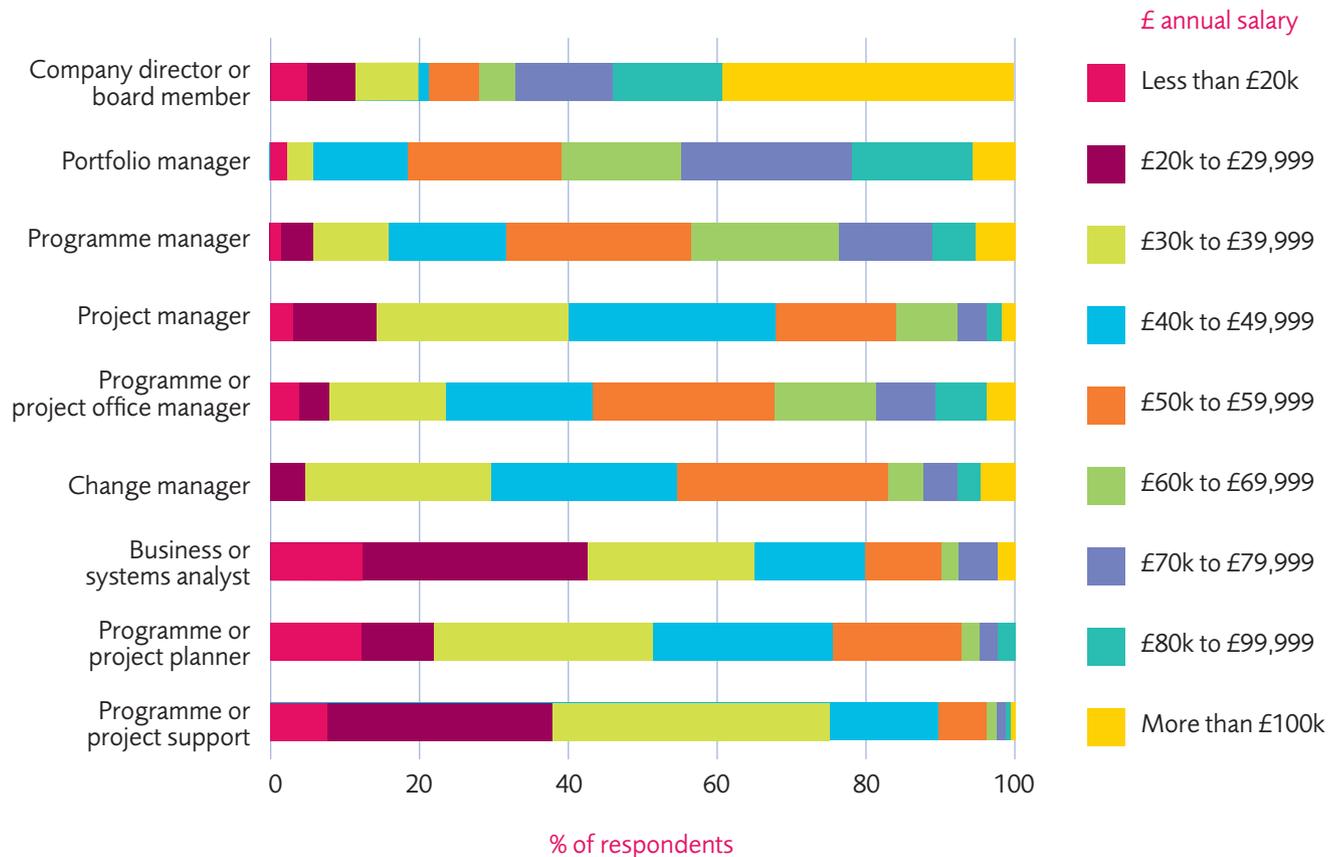
The results suggest a variation when measuring salary against the level of APM membership. More than half (52%) of Associate members earned £30,000-£49,000, whereas nearly a quarter of all Fellows earned £100,000 or more per annum.

## Average base salary of project professionals



The majority of respondents earned between £30,000 and £49,999. Only 4% earn less than £20,000 per annum and 5% earn more £100,000 per annum.

## Base salary by role



At programme or project support level 75% of respondents earned less than £39,999, whereas 39% of all company directors or board members earned over £100,000 per annum. The variations in pay between each role may reflect levels of experience, qualifications and location among other factors.

## Earnings by gender



The disparity in pay between male and female project professionals is particularly acute in the higher salary bands. The survey shows that 29% of female participants earned £30,000-£39,999 per annum, whereas the largest group of males (21%) earned £40,000-£49,999. Also 6% of males earned £100,000 compared to only 1% of females.

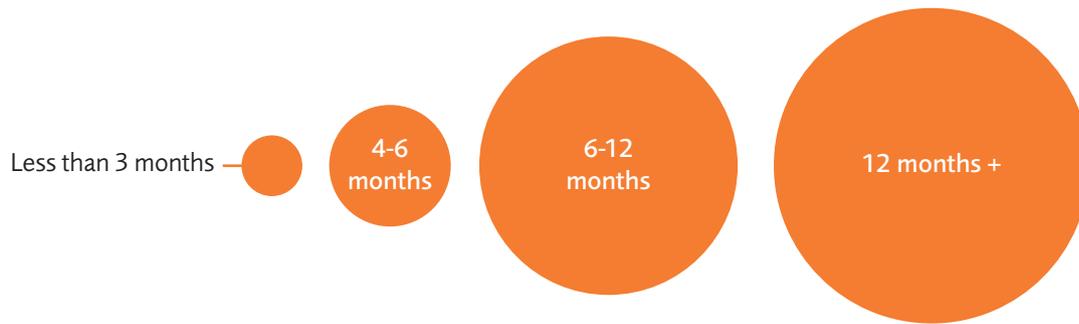
## Section 2 Contractor market

What is your average day rate?



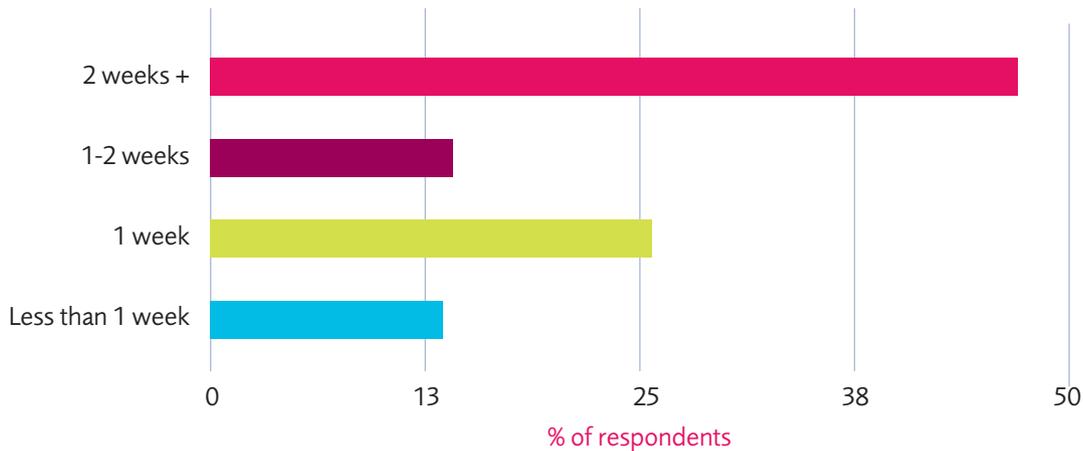
The graphic above demonstrates how varied the average day rate is within the project management community with factors such as role, levels of experience and qualifications all having an impact. Nearly half (45%) of all respondents earned between £300-£500 per day on average.

## What is your average contract length?



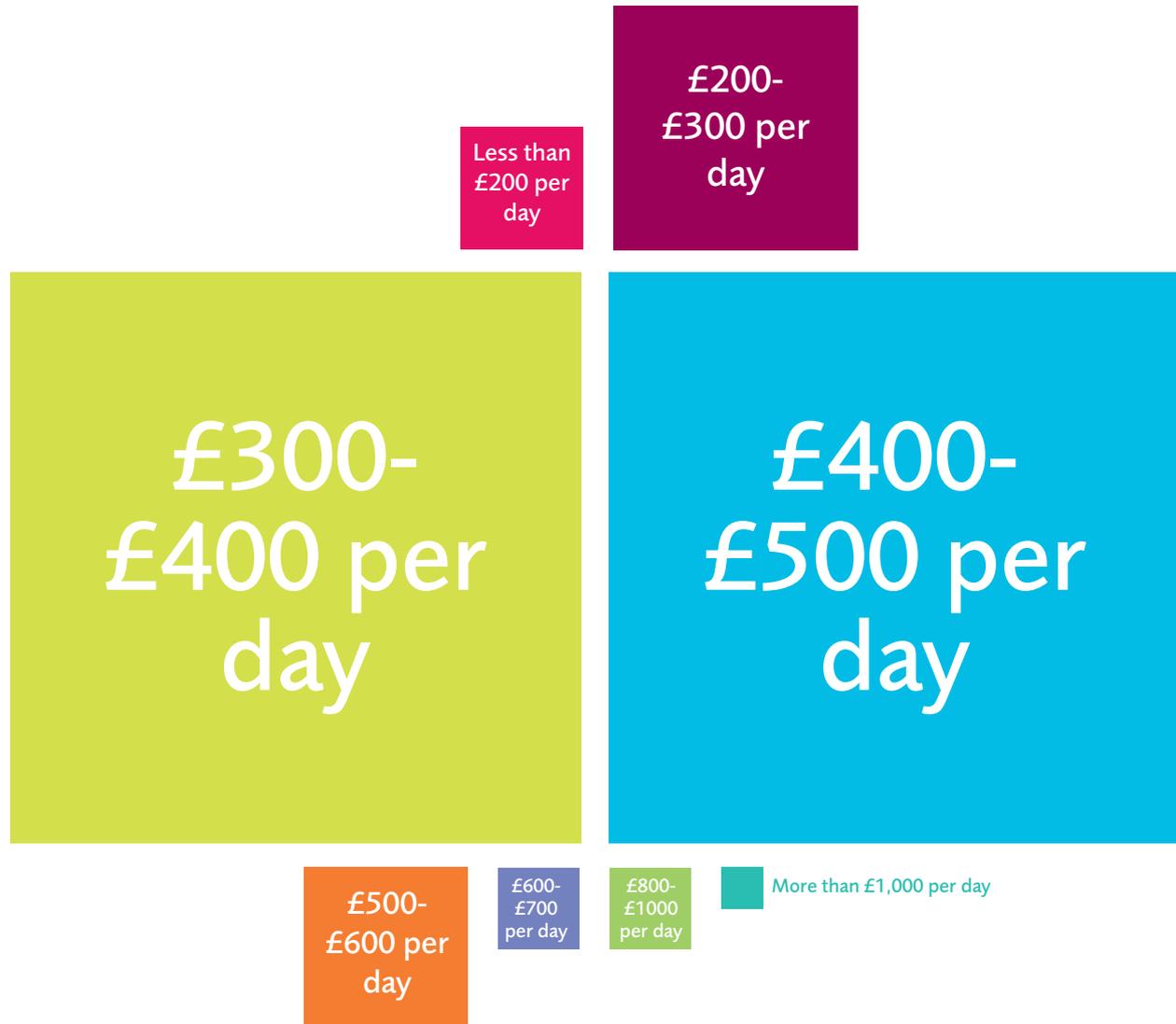
Over three quarters of respondents said their average contract length was more than six months; 42% said their average contract length was more than 12 months; 8% had an average contract of less than 3 months.

## What is your contract notice period?



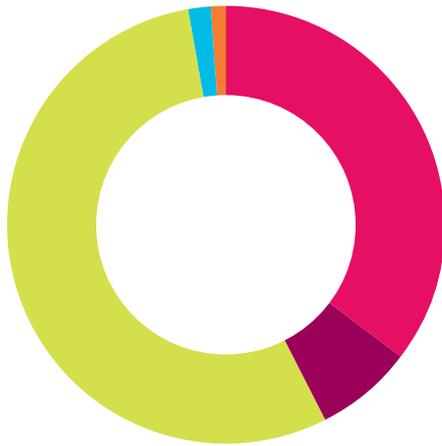
Almost half of respondents (47%) have two weeks or more for their contract notice period compared to 13% having less than one week's notice.

## Project manager day rate



A total of 62% of all project managers earned £300-£500 per day;  
only 2% of all project managers participating earned £1,000 per day.

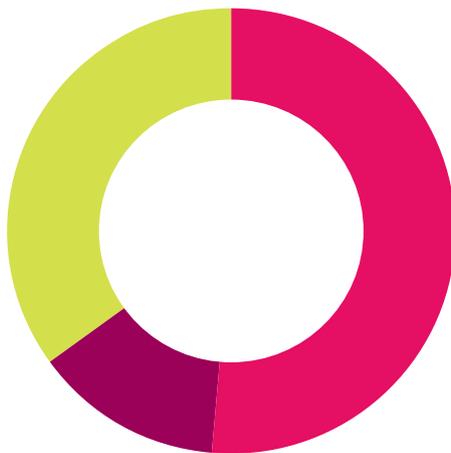
## How did you learn of your most recent contract?



- Recruitment agency
- Online job board
- Personal contacts
- Social media
- Newspapers

Recruitment agencies and personal contacts are by far and away the most popular way for project professionals to obtain contract work, with 35% and 55% respectively. Only 2% of individuals used social media with very few resorting to using traditional mediums such as newspapers.

## Rationale for contracting

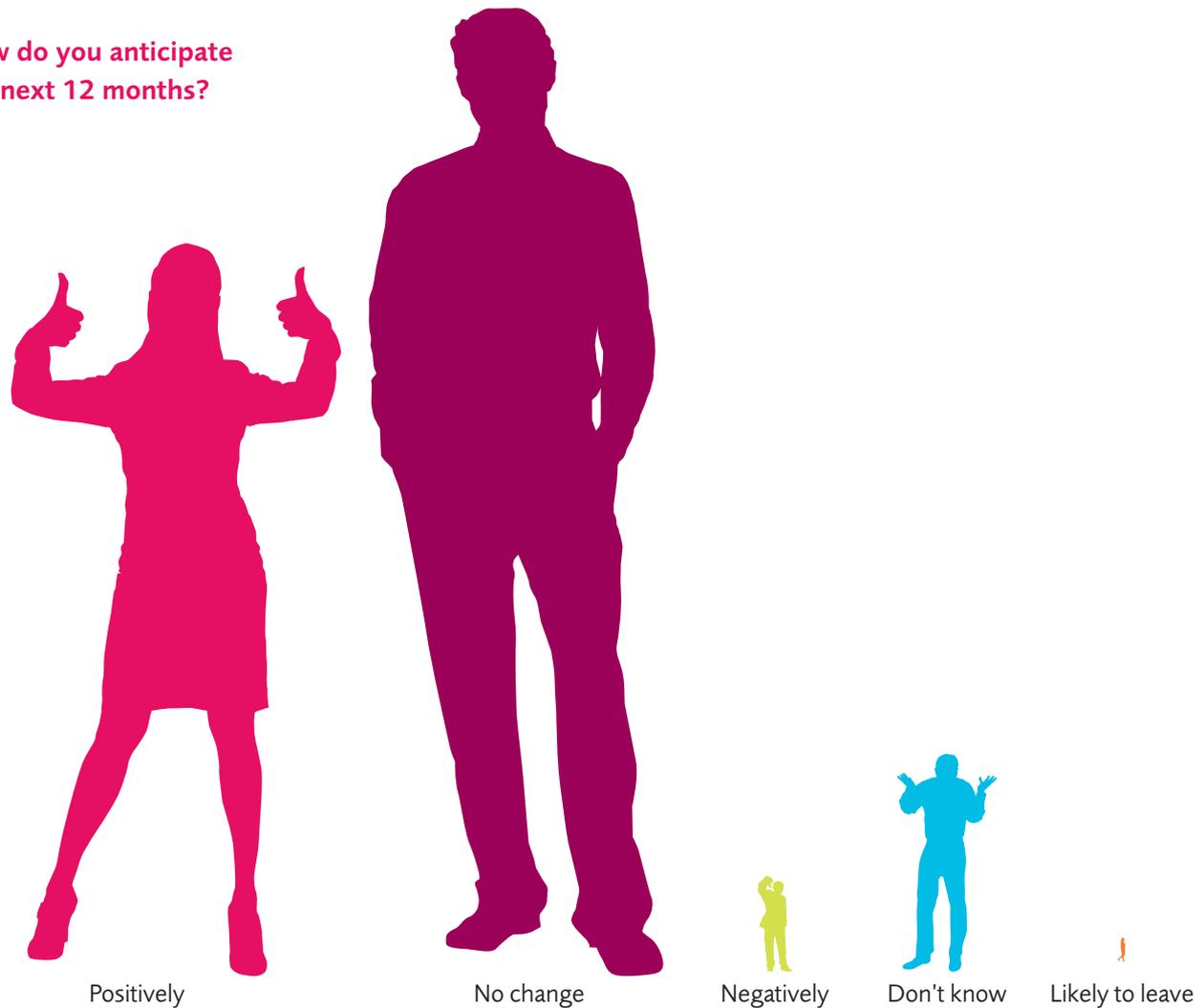


- Career choice
- Made unemployed
- Better off financially

The majority (88%) of respondents choose a contractor role as a career choice or because they are better off financially. This may be influenced by current growth in the UK economy and/or the buoyancy of project management as a profession.

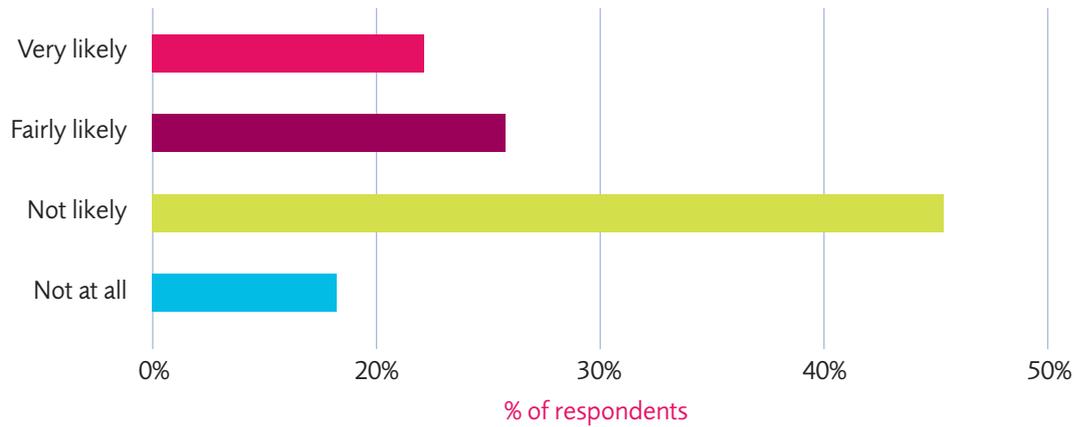
## Section 3 Market confidence

How do you anticipate the next 12 months?



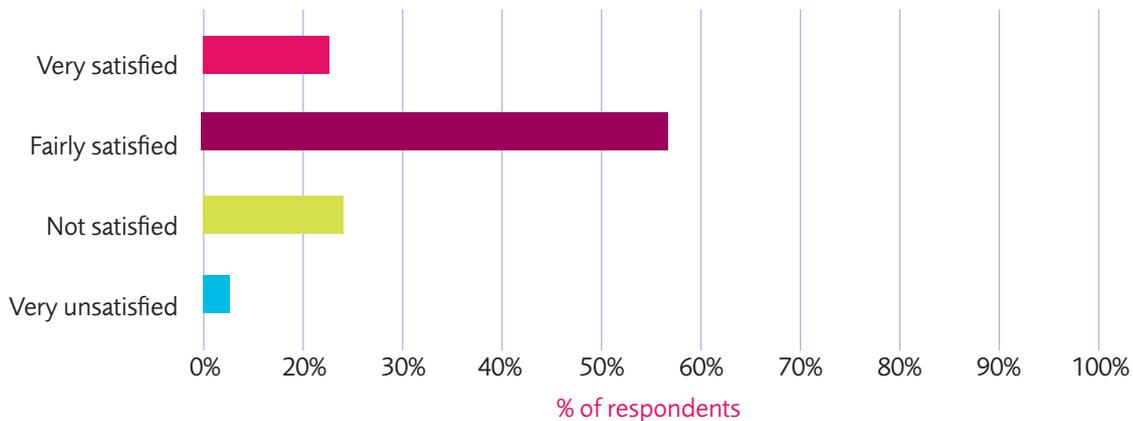
More than a third (36%) of respondents expect to receive an increase in their pay and benefits over the next 12 months. This is in direct contrast to the small number (1%) of individuals likely to leave the profession as a result of current market conditions. A further 48% of respondents anticipated no change in their situation.

## How likely are you to change employer in the next 12 months?



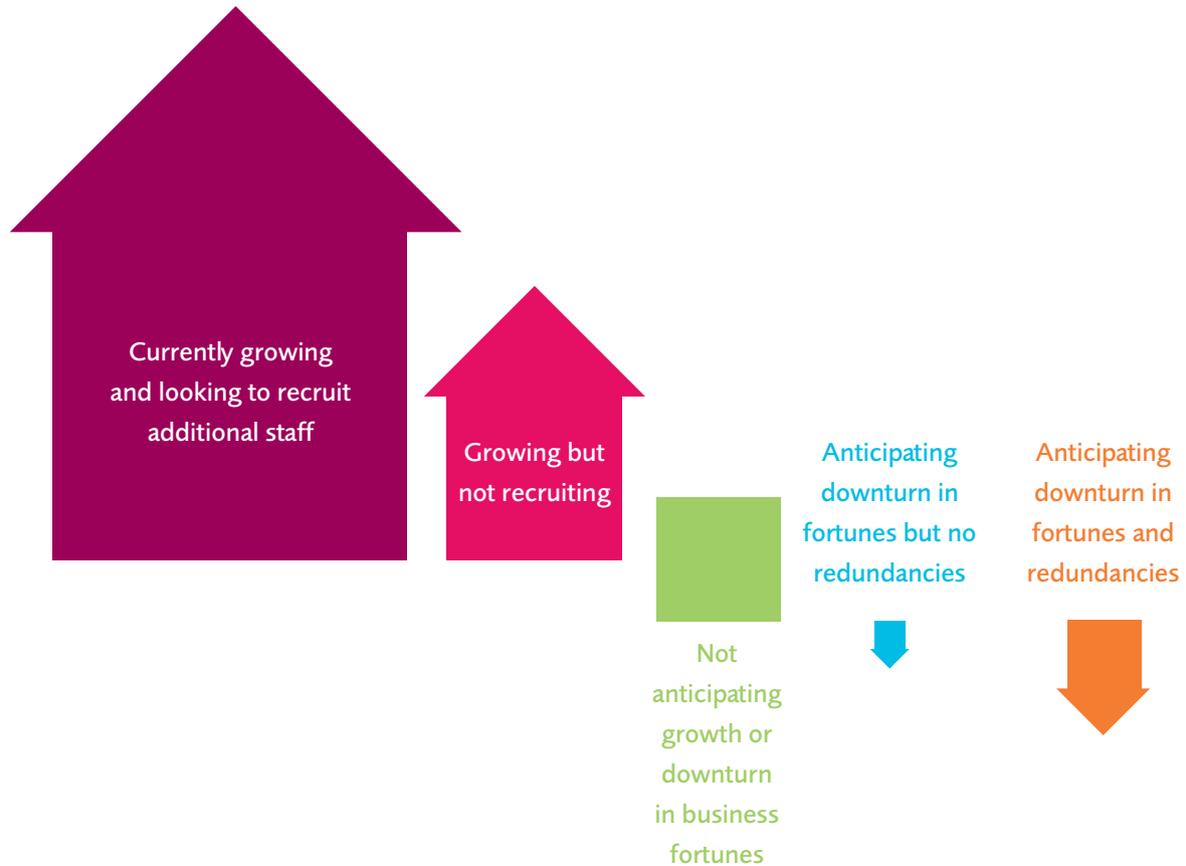
Respondents unlikely to change employer in the next 12 months totalled 57% compared to 16% who said they were very likely.

## Job satisfaction



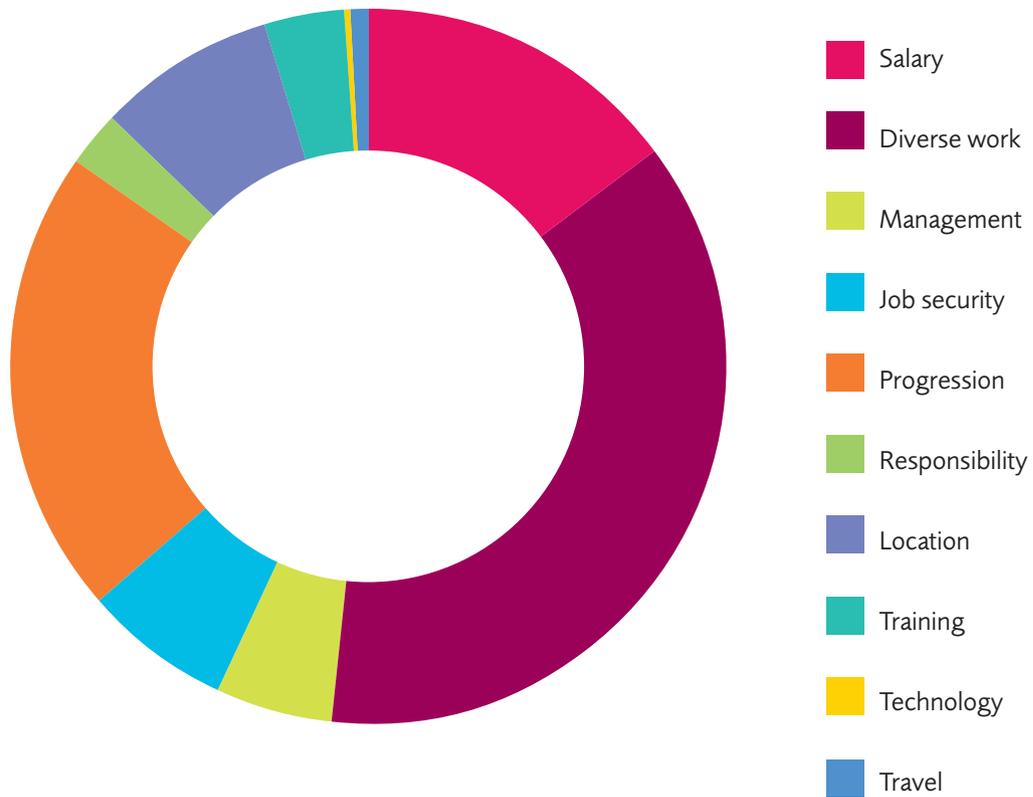
The majority (77%) of all respondents said they were either very or fairly satisfied with their current employment. Only 4% of respondents stated that they were very unsatisfied with their current role.

How would you best describe your organisational growth?



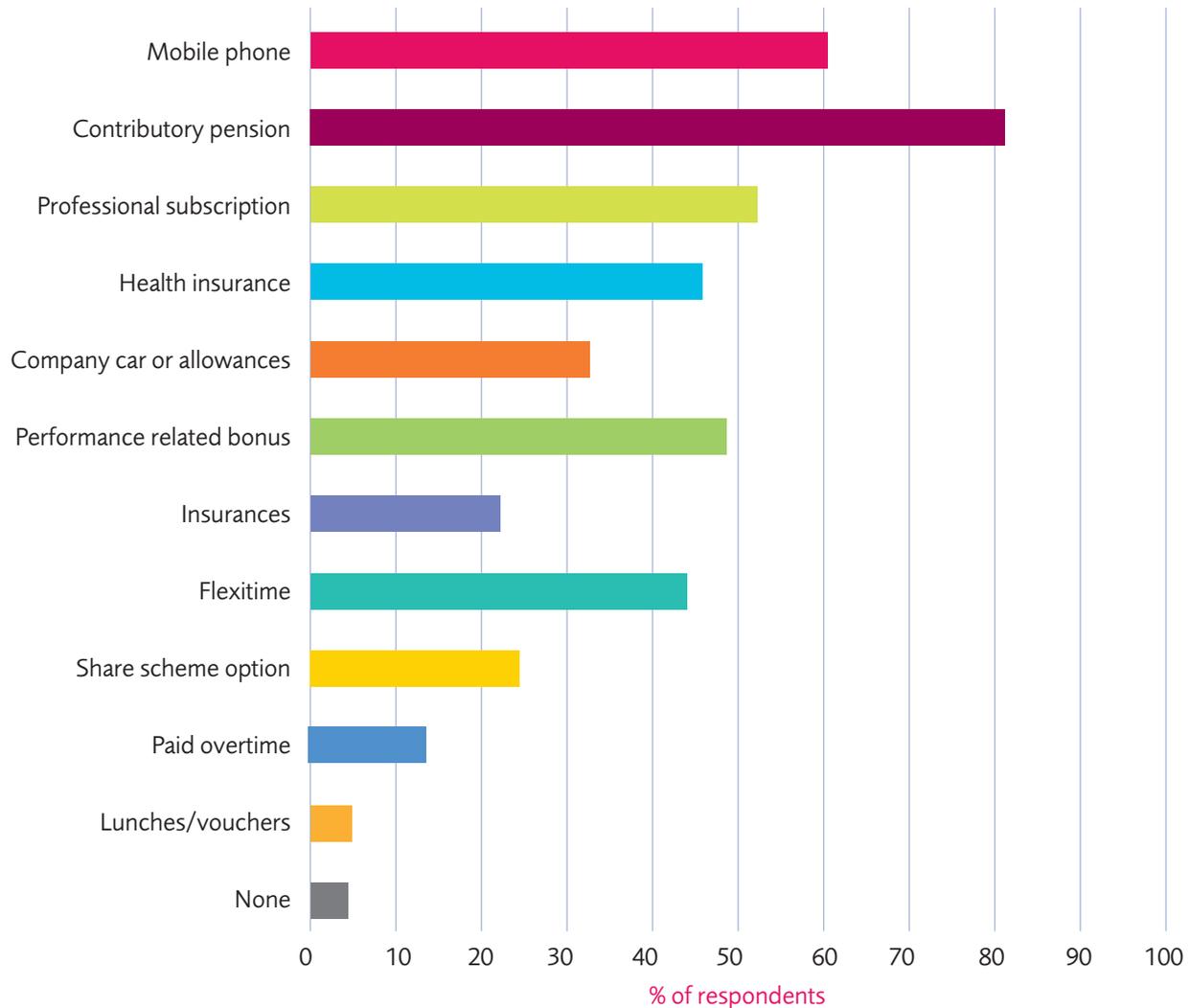
Large numbers of respondents (70%) confirmed that their organisation is currently growing, with 47% looking to recruit additional staff members. Only 10% were anticipating potential redundancies.

## Main criteria when seeking new career opportunities



The main criteria for respondents looking for new career opportunities was diverse work, with 37% noting that this was more important than other factors, including salary (15%) and career progression (21%).

## What other employee benefits do you receive within your remuneration package?



Respondents received a wide range of additional benefits as part of their overall remuneration package. These include: contributory pension (80%), company mobile phones (60%), and support towards professional subscriptions (52%). Only 14% of respondents receive paid overtime.

## Section 4 Other

The following pages provide background information on the respondents who took part in the *APM Salary and Market Trends Survey 2015*.

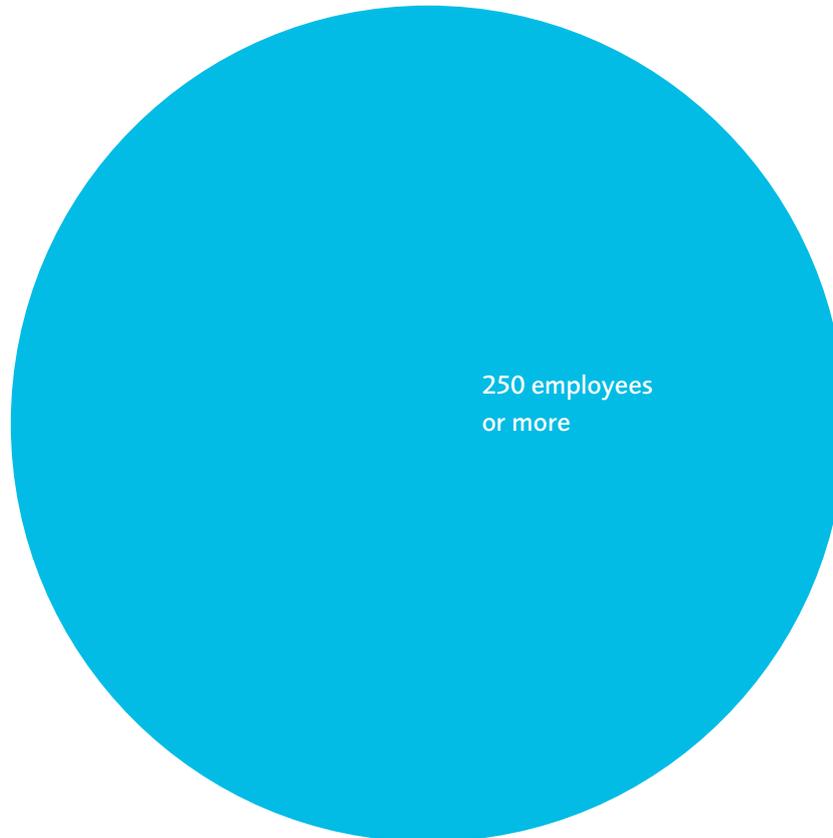
### UK region location

Respondents were drawn from across the UK, with the largest numbers coming from London (21%), the South East (16%) and the South West (16%). Nearly all respondents (90%) came from the UK. The 10% of non-UK respondents came from far and wide, ranging from Hong Kong to Canada and from the Middle East to Scandinavia.



## How large is your organisation?

The majority of respondents (79%) work for organisations with 250 employees or more. Only 7% of individuals were drawn from businesses with 10 employees or less.



## Which sector best describes the environment you and your organisation operate in?



Aerospace  
and defence

0%

Agriculture,  
forestry and fishing

0%

Arts, entertainment  
and heritage



Business and  
professional services



Central  
government



Consultancy



Construction



Education



Financial services



Health



IT



Manufacturing



Telecoms



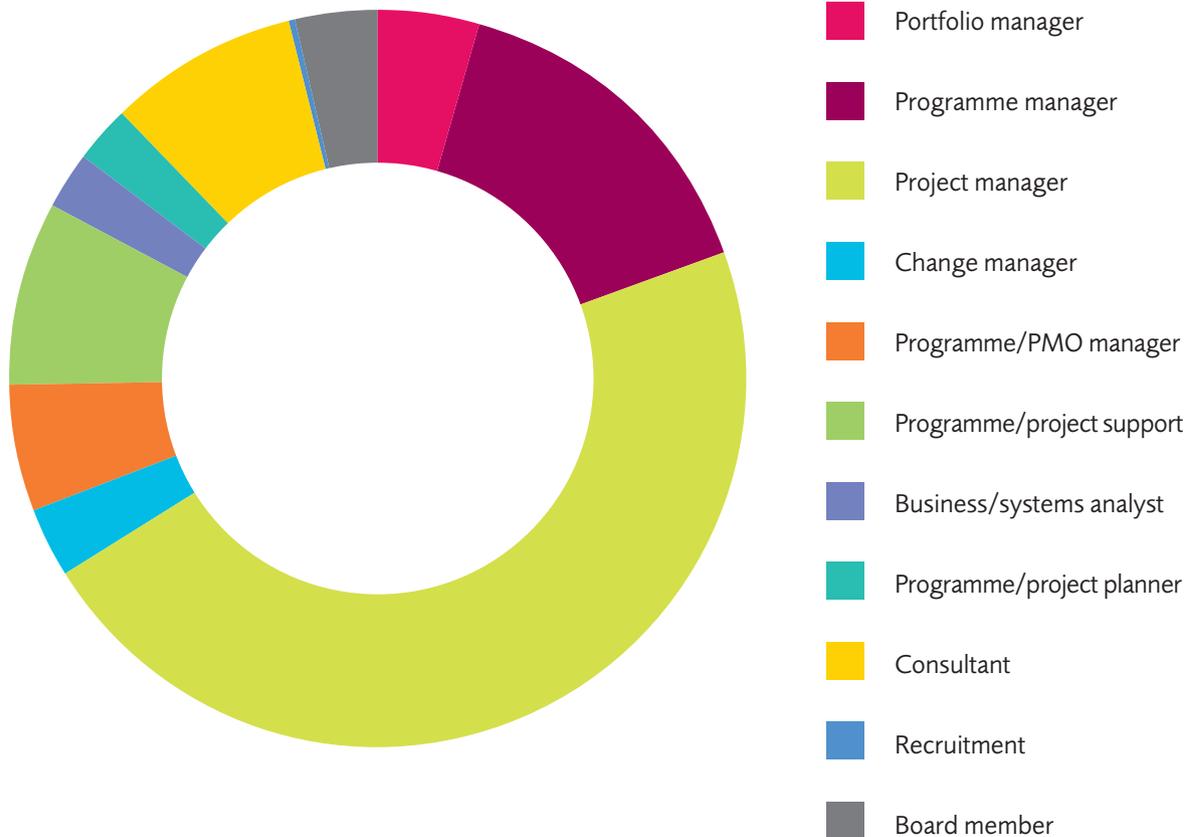
Transport and logistics



Utilities

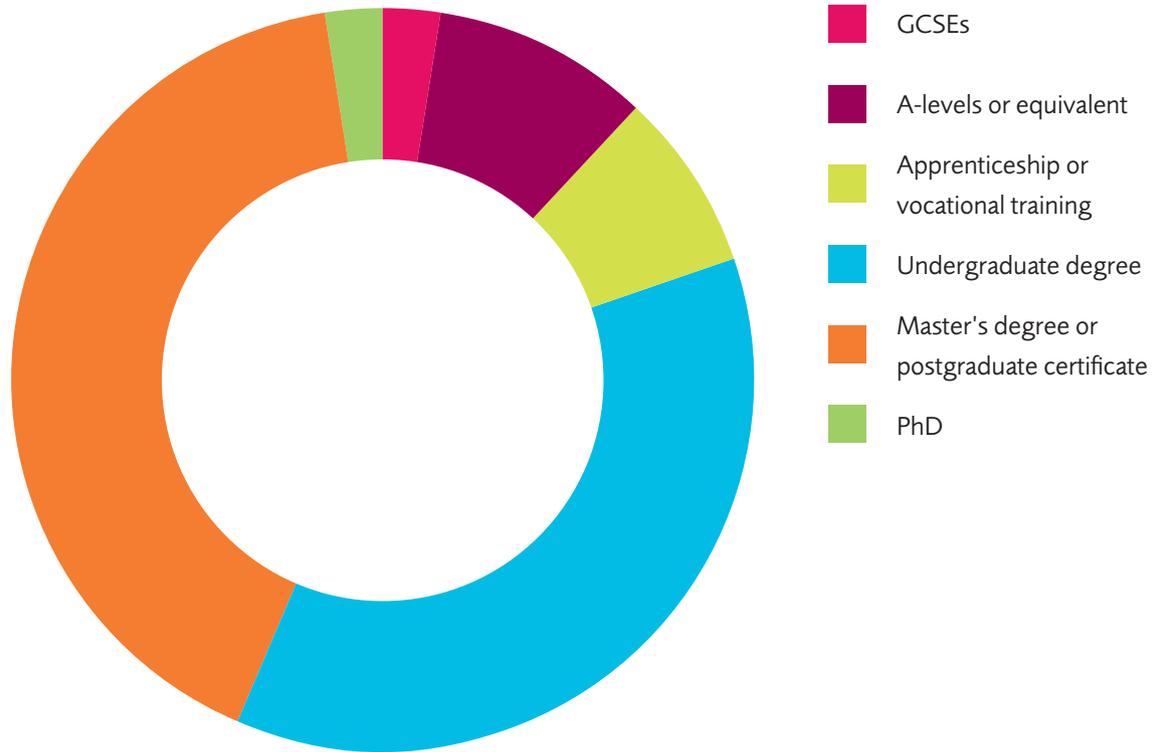
The broad range of business sectors in which project professionals operate reflects the makeup of APM membership. The largest sectors based on respondents' feedback were: aerospace and defence, 16%; consultancy, 13% and construction, 13%.

## Which of the following best describes your current role?



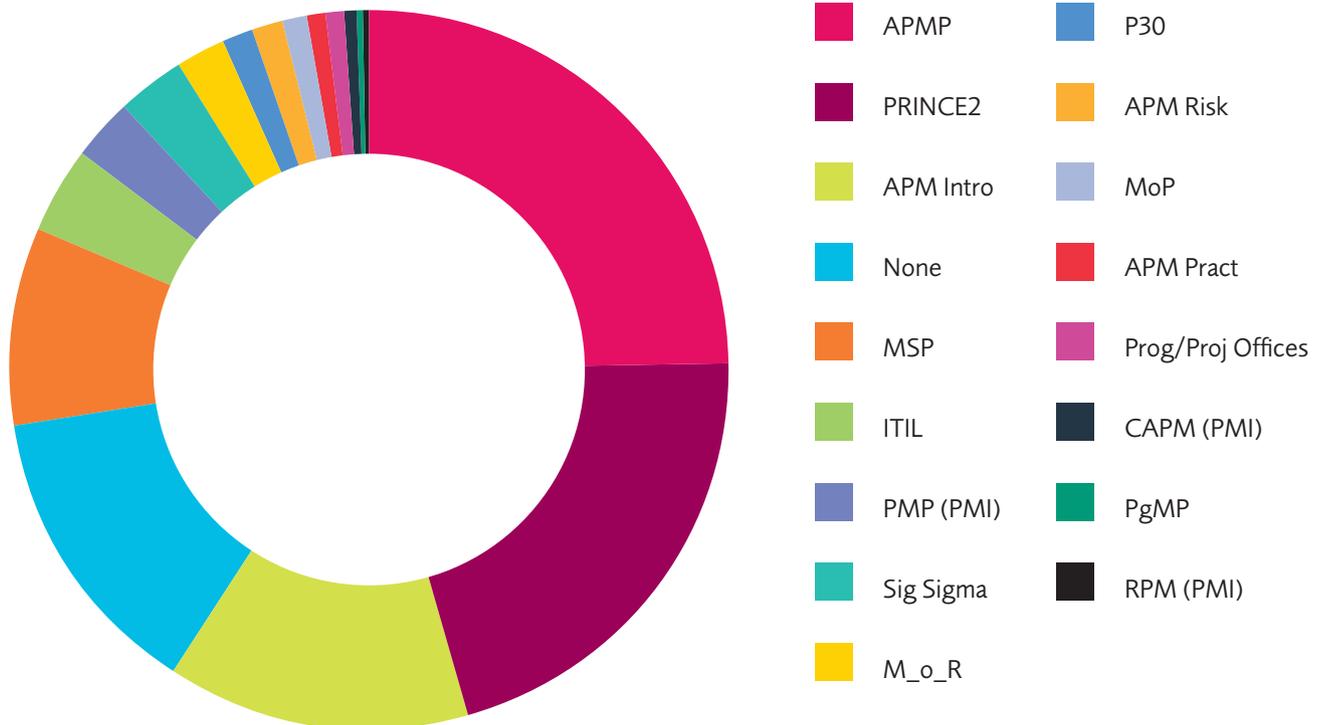
The majority of respondents (46%) are currently working as project managers; 15% of respondents were programme managers, with 8% working in a project or programme support capacity. A small number, 2%, of respondents (not shown on graph) were from other roles including contract managers, auditors, academics, students and unemployed among others.

## What is your highest level of education to date?



Nearly 80% of respondents have attained at least an undergraduate degree, with 41% having attained a Master's or postgraduate level certificate. Less than 10% had an apprenticeship or vocational training. Only 2% of individuals had received a PhD or doctoral level qualification.

## What professional qualifications do you have?



Project professionals surveyed have a broad range of qualifications. The most popular qualifications included APMP: The APM Project Management Qualification, 40%; PRINCE2 Foundation/Practitioner, 34%; APM's Introductory Certificate: The APM Project Fundamentals Qualification, 22%, and MSP or Managing Successful Programmes, 14%.

Nearly a quarter (22%) of all respondents said they had none of the qualifications listed, 14% said they had another qualification including Agile DSDM, ILM/ CMI Leadership and Management, CEng and other short courses. A number of respondents also stated they held the APM Registered Project Professional (RPP) standard.

## Association for Project Management

Ibis House, Regent Park  
Summerleys Road  
Princes Risborough  
Buckinghamshire HP27 9LE

**Telephone** +44 (0) 845 458 1944  
**Facsimile** +44 (0) 845 458 8807  
**Email** [info@apm.org.uk](mailto:info@apm.org.uk)  
**Web** [apm.org.uk](http://apm.org.uk)