



## Did scope of your role change in the last two years?

Results of Survey conducted in August 2024 by Valenco Inc.  
[www.valenco.com](http://www.valenco.com)

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In Valenco's 4th survey, respondents were asked if they had changed jobs in the last 2 years, and if they had, did their role scope change.

A majority of responses received were from IT services professionals in the USA/Canada and from India.

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### **Summary of results**

- i. 59% of respondents had changed roles in the last two years
- ii. Of these, 50% moved into a role with greater scope. This is higher than the results of prior surveys indicating that role movers are aiming for greater scope in a new role.
- iii. 37% of movers moved to higher scope roles within their existing employer – a jump compared with 16% in the 2021 survey and 23% in the 2019 survey.
- iv. Small uptick in movement to companies or groups which are smaller – else movements are about equally divided between larger and smaller companies/groups.

### ***IT services Sales professionals***

- i. Progressively aiming for some enhancement in scope when changing jobs – slow but rising trend.
- ii. Movement to “not comparable” roles declining. Staying with the knitting.
- iii. Movement to smaller companies rising compared to the 2021 survey. A corresponding drop in movement to larger companies. Could reflect slower sales hiring by large companies compared to the 2020 – 21 period.



### ***IT SME and delivery professionals***

- i. Here too, a creeping growth in seeking greater role scope when moving roles.
- ii. Interestingly, 40% of those who moved, went into a role not comparable with their last one. This is a big change compared with the past.
- iii. Overwhelmingly, 80% of those who moved went to a larger company outside or a larger group within their existing employer. Also, a significant jump from the past.
- iv. The movement to smaller companies and to companies outside the IT services industry at very low levels.

### ***Other professions***

- i. 60% movers took an enhanced role.
- ii. In contrast with their sales and delivery counterparts, 40% of those in “other” professions took a move into a similar sized role.
- iii. They stayed close to the knitting and did not venture into very different roles
- iv. Jump from 22% to 40% in movement to smaller companies compared with their prior employer.

### ***Experience bands***

- i. Across experience groups 50% took greater role scope when they moved.
- ii. 50% of the more experienced ones (>20 years' experience) moved to larger companies. In contrast 50% the ones with less than 20 years of experience moved to smaller companies with a sharp drop in movement to larger companies.

### ***Geography***

- i. The trend in moving for larger roles in North America flattish across the last few surveys and a jump in movement to similar scope roles.
- ii. In contrast, a rise in movement to reduced scope roles in India
- iii. In North America, an increase in movements to smaller companies



## Detailed results

### Did you change roles in the last 2 years (within or outside current employer)

2024 survey	59%
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### Was the change within or outside your employer

	Within	Outside
2024 survey	37%	63%
2021 survey	16%	84%
2019 survey	23%	77%

### Did the scope of your role change when changing jobs (within or outside your company?)

	Larger role	Similar role	Smaller	Not comparable
2024 survey	50%	23%	13%	14%
2021 survey	43%	27%	10%	20%
2019 survey	40%	12%	16%	32%
2017 survey	17%	61%	17%	5%

### What size of company or division did you move to?

	Similar size	Larger	Smaller	Not comparable
2024 survey	10%	43%	40%	7%
2021 survey	10%	47%	33%	10%
2019 survey	36%	16%	40%	8%
2017 survey	13%	37%	44%	6%

## Comparison of professions

### Did the scope of your role change when changing jobs (within or outside your company?)

	Similar scope	Larger scope	Smaller scope	Not comparable
IT services sales	25%	45%	20%	10%
IT services delivery/SME's		60%		40%
Others	40%	60%		



**What size of company or division within your company did you move to?**

	<b>Similar size</b>	<b>Larger</b>	<b>Smaller</b>	<b>Not comparable</b>
IT services sales	15%	35%	45%	5%
IT services delivery/SME's		80%	10%	
Others		40%	40%	20%

**Trends over time**

**1. IT services Sales professionals**

**Did the scope of your role change when changing jobs (within or outside your company)?**

	<b>Larger role</b>	<b>Similar role</b>	<b>Smaller</b>	<b>Not comparable</b>
2024 survey	45%	25%	20%	10%
2021 survey	43%	27%	10%	20%
2019 survey	40%	12%	16%	32%
2017 survey	17%	61%	17%	5%

**What size of company or division did you move to?**

	<b>Similar size</b>	<b>Larger</b>	<b>Smaller</b>	<b>Not comparable</b>
2024 survey	15%	35%	45%	5%
2021 survey	10%	47%	33%	10%
2019 survey	36%	16%	40%	8%
2017 survey	13%	37%	44%	6%



## 2. IT SME/Delivery professionals

Did the scope of your role change when changing jobs (within or outside your company)?

	Larger role	Similar role	Smaller	Not comparable
2024 survey	60%			40%
2021 survey	59%	24%	6%	11%
2019 survey	50%	23%	15%	11%
2017 survey	19%	54%	11%	16%

What size of company or division did you move to?

	Similar size	Larger	Smaller	Not comparable
2024 survey		80%	10%	
2021 survey	24%	47%	29%	
2019 survey	23%	46%	12%	19%
2017 survey	16%	38%	38%	8%

## 3. Other professions

Did the scope of your role change when changing jobs (within or outside your company)?

	Larger role	Similar role	Smaller	Not comparable
2024 survey	60%	40%		
2021 survey	56%	11%		33%
2019 survey	73%	9%		18%
2017 survey		67%		33%

What size of company or division did you move to?

	Similar size	Larger	Smaller	Not comparable
2024 survey		40%	40%	20%
2021 survey		45%	22%	33%
2019 survey	36%	27%	27%	9%
2017 survey	17%	17%	50%	16%



#### 4. Experience band

##### 20+ years' work experience

**Did the scope of your role change when changing jobs (within or outside your company)?**

	Larger role	Similar role	Smaller	Not comparable
2024 survey	50%	23%	13%	12%
2021 survey	47%	27%	9%	18%
2019 survey	47%	21%	9%	23%
2017 survey	25%	47%	15%	13%

**What size of company or division did you move to?**

	Similar size	Larger	Smaller	Not comparable
2024 survey	8%	50%	38%	4%
2021 survey	13%	47%	31%	9%
2019 survey	26%	36%	23%	15%
2017 survey	5%	38%	44%	13%

##### Less than 20 years' work experience

**Did the scope of your role change when changing jobs (within or outside your company)?**

	Larger role	Similar role	Smaller	Not comparable
2024 survey	50%	25%		25%
2021 survey	64%	9%	9%	18%
2019 survey	60%		27%	13%
2017 survey	14%	65%	14%	8%

**What size of company or division did you move to?**

	Similar size	Larger	Smaller	Not comparable
2024 survey	25%		50%	25%
2021 survey	9%	45%	27%	18%



2019 survey	47%	13%	33%	7%
2017 survey	16%	38%	44%	2%

## 5. Geography

### North America

Did the scope of your role change when changing jobs (within or outside your company)?

	Larger role	Similar role	Smaller	Not comparable
2024 survey	52%	26%	11%	11%
2021 survey	49%	13%	32%	6%
2019 survey	47%	17%	15%	21%
2017 survey	14%	60%	16%	9%

What size of company or division did you move to?

	Similar size	Larger	Smaller	Not comparable
2024 survey	11%	44%	41%	4%
2021 survey	15%	49%	30%	5%
2019 survey	34%	32%	23%	11%
2017 survey	12%	38%	45%	6%

### India and others

Did the scope of your role change when changing jobs (within or outside your company)?

	Larger role	Similar role	Smaller	Not comparable
2024 survey	33%		33%	33%
2021 survey	33%	11%	22%	33%
2019 survey	67%	11%		22%
2017 survey	89%	22%		11%



**What size of company or division did you move to?**

	<b>Similar size</b>	<b>Larger</b>	<b>Smaller</b>	<b>Not comparable</b>
2024 survey		33%	33%	33%
2021 survey		33%	33%	33%
2019 survey	11%	22%	44%	22%
2017 survey		44%	33%	22%

**Respondent profile**

IT services sales	IT services SME / delivery	Others
61%	22%	17%

North America	India and other Geo
84%	16%