



Did your role scope change when switching jobs?

Results of Survey conducted in August 2021 by Valenco Inc.

www.valencoinc.com

In Valenco's 3rd bi-annual survey, respondents were asked if they had changed jobs in the last 3 years, and if they did, did their role scope change.

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

Summary of results

This summary is also hosted on LinkedIn on [LinkedIn article](#)

- i. 59% of senior IT delivery professionals moved jobs with greater role scope. It was 43% for IT sales professionals and 56% for those not in IT sales or delivery.
- ii. Enhanced demand for both IT delivery and sales personnel reflecting in their ability to find work within their profession.
- iii. Across groups, greater movement to companies larger than last employer. This is a distinct shift from prior years reflecting increased hiring by the large firms.

IT services Sales professionals

- i. 83% of those in the 15-20 years' experience range moved jobs internally or externally with a greater role scope. This has been rising in each survey. In the 2017 survey it was 17% and in the 2019 survey it was 67%.
- ii. One way to read this is that those in this experience band are secure in their jobs and incented to move when they see a greater role scope.
- iii. Among those with 20+ years' experience 33% moved into roles with greater scope, and an equal number into roles with similar scope.
- iv. What changed for this 20+ experience group is that 79% cited ability to find roles in IT sales. This is a big jump from the 58% in the 2019 survey reflecting increased demand for even the more experienced sales persons in the IT services industry.
- v. Across experience ranges, IT sales persons joined companies larger than the ones they were working for. This is a significant shift from prior surveys



IT SME and delivery professionals

- i. More senior IT delivery professionals (59%) moved roles with increased role scope compared with 50% in the 2019 survey and 19% in the 2017 survey.
- ii. The increase in role scope was skewed, with 71% of those with 20+ years' experience citing a move with higher scope and none in the 15 – 20 years' experience mentioning the same.
- iii. 47% moved to companies larger than their last employer, with the most experienced tending to do more so.
- iv. For the first time, all those who moved mentioned that they found roles doing similar work. This reflects an enhanced demand for delivery and tech skills.

Other professions

- i. 56% of those who moved, changed to roles with greater scope. This is a dip though from the 73% who cited higher scope in the 2019 survey.
- ii. Here too, a big jump in those moving to larger companies – 45% - compared with 27% in the last survey.

Detailed results

Did your role scope change when you switched jobs (within or outside your company?)

	Similar scope	Larger scope	Smaller scope	Not comparable
IT services sales	27%	43%	10%	20%
IT services delivery/SME's	24%	59%	6%	11%
Others	11%	56%		33%

What size of company did you move to?

	Similar size	Larger	Smaller	Not comparable
IT services sales	10%	47%	33%	10%
IT services delivery/SME's	24%	47%	29%	19%
Others		45%	22%	33%

1. IT services Sales professionals

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

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



	Larger role	Similar role	Smaller	Not comparable
15 – 20 years’ experience				
2021 survey	83%			17%
2019 survey	67%		33%	
2017 survey	24%	44%	29%	13%

20+ years’ experience				
2021 survey	33%	33%	13%	21%
2019 survey	32%	18%	10%	42%
2017 survey	19%	58%	16%	7%

What size of company or division did you move to?

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

	Similar size	Larger	Smaller	Not comparable
15 – 20 years’ experience				
2021 survey		50%	33%	17%
2019 survey	50%	17%	33%	0
2017 survey	13%	33%	51%	2%

20+ years’ experience				
2021 survey	13%	46%	33%	9%
2019 survey	32%	16%	42%	10%
2017 survey	9%	34%	41%	9%

2. IT SME/Delivery professionals

Was there a change in scope of your role when you changed companies or divisions?

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

	Larger role	Similar role	Smaller role	Not comparable
15 – 20 years’ experience				
2021 survey		33%	33%	33%



2019 survey	50%		33%	17%
2017 survey	7%	79%	4%	10%

20+ years' experience

2021 survey	71%	21%		8%
2019 survey	50%	30%	10%	10%
2017 survey	27%	39%	17%	17%

What size of company or division did you move to?

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

	Similar size	Larger	Smaller	Not comparable
--	--------------	--------	---------	----------------

15 – 20 years' experience

2021 survey	33%	33%	33%	
2019 survey	33%	17%	33%	17%
2017 survey	24%	41%	35%	

20+ years' experience

2021 survey	21%	50%	29%	
2019 survey	20%	55%	5%	20%
2017 survey	15%	35%	35%	15%

3. Other professions

Was there a change in scope of your role when you changed companies or divisions?

	Larger role	Similar role	Smaller	Not comparable
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
2021 survey		45%	22%	33%
2019 survey	36%	27%	27%	9%
2017 survey	17%	17%	50%	16%