



Did your role scope change when switching jobs?

Results of Survey conducted in June 2019 by Valenco Inc.

www.valencoinc.com

In its 2nd 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.

The survey was sent to over 1450 respondents via email and also advertised on LinkedIn.

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

Summary of results

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

- i. Across professions, a large proportion of job changes were accompanied with greater role scope
- ii. Most IT services sales professionals moved to similar size or smaller companies, IT SME's, and delivery professionals to similar size or larger ones.

Comparison with the 2017 survey

IT services Sales professionals

Professionals in the 15-20 year experience range moving for roles with higher scope. Those with 20+ experience moving to non IT services sales roles in larger numbers. Curtailed hiring by the largest IT services companies

- i. 40% overall, and 57% of those in the 15-20 year experience range cite higher job scope when they switched jobs. In the 2017 survey, only 17% moved with greater role scope and 44% to jobs with similar scope
- ii. 42% in the experience band of more than 20 years indicated that they had moved into roles which were not comparable to their previous role.
- iii. 76% moved to similar size or smaller companies (2017 survey – 57%) and only 16% (2017 survey 37%) to larger companies.

IT SME and delivery professionals

Higher role scope accompanying job changes. Distinct movement towards companies similar or larger and away from the smaller ones.



- i. In the 2017 survey 19% mentioned moving to larger roles and 54% to similar roles. In contrast, in 2019 50% mentioned moving to roles with larger scope. This change was most pronounced in those in the 15 – 20 year experience range.
- ii. 69% moved to similar size or larger companies, especially in the 20+ years' experience group (75%).

Other professions

Here too higher role scope accompanying job changes and a distinct movement towards companies of similar size or larger..

- i. 73% mentioned a change into a larger role in contrast to nil in the 2017 survey.
- ii. 63% movement was towards similar size or larger companies compared to 34% in the 2017 survey

Detailed results - 2019

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	12%	40%	16%	32%
IT services delivery/SME's	23%	50%	15%	11%
Others	9%	73%		18%

What size of company did you move to?

	Similar size	Larger	Smaller	Not comparable
IT services sales	36%	16%	40%	8%
IT services delivery/SME's	23%	46%	12%	19%
Others	36%	27%	27%	9%

1. IT services Sales professionals

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

	Larger role	Similar role	Smaller	Not comparable
2019 survey	40%	12%	16%	32%
2017 survey	17%	61%	17%	5%

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

20+ years'



experience

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
2019 survey	36%	16%	40%	8%
2017 survey	13%	37%	44%	6%

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

	Similar size	Larger	Smaller	Not comparable
20+ years’ experience				
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
2019 survey	50%	23%	15%	11%
2017 survey	19%	54%	11%	16%

	Larger role	Similar role	Smaller role	Not comparable
15 – 20 years’ experience				
2019 survey	50%		33%	17%
2017 survey	7%	79%	4%	10%

	Larger role	Similar role	Smaller	Not comparable
20+ years’ experience				
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
2019 survey	23%	46%	12%	19%
2017 survey	16%	38%	38%	8%

	Similar size	Larger	Smaller	Not comparable
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**15 – 20 years’
experience**

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

**20+ years’
experience**

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
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
2019 survey	36%	27%	27%	9%
2017 survey	17%	17%	50%	16%