



Are you looking to change your job?

Results of survey conducted in Jan 2018 by Valenco Inc.

Valenco conducted a survey asking a question – Are you looking to change your job in 2018, 2019, or not thinking about it at present?

Respondents were also asked to share when they had last changed jobs, what would be their primary driver when looking for a change, their country of work, years of work experience, and their profession (IT services sales, IT SME/Delivery, or others)

The survey was sent to over 1350 respondents via email and also advertised on LinkedIn. While a majority of responses were received from USA and Canada, a large number were from India, balanced across all professional groups.

Given that Valenco is an Executive search firm, the respondents may have been those more actively looking for a change but we don't have a way of validating it.

Summary of findings

1. 68% of respondents are looking to change jobs in the next two years. This is similar to the survey results from last year.
 2. The intent to change jobs dropped sharply for IT SME & delivery professionals and for respondents from India. It rose significantly for professionals in non IT sales/delivery roles.
 3. The majority of IT sales professionals want the change to happen in 2018, more compressed timelines than in the last survey.
 4. Like last year, professionals in the 15-20 year experience band are most actively seeking change. There was a jump in intent to change in the lower experience group of less than 15 years' experience
 5. Respondents across all professions exhibited similar stability in their jobs
 6. Richer role was the most cited ask when looking for a change, followed by compensation.
 7. For those in IT delivery, the desire to work for a better company tied with better compensation at #2
 8. Professionals in the 15 – 20 year experience range were the most demanding, asking for more on each parameter compared with their peers in other experience bands.
 9. Whether currently employed or not, the asks when looking for new roles were similar for those in the highest experience band of 20+ years
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Detailed findings

Demographics of participants

Respondent profile - location	USA/Canada	India & Other geo's
2018 survey	75%	25%
2017 survey	91%	9%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
2018 survey	49%	26%	25%
2017 survey	59%	30%	11%

Intent to change roles

Compared to the previous year, there was a sharp drop in the intent to look out for roles among respondents from India.

Looking to change your role in the next 2 years?

	All Geo's	USA/Canada	Other Geo's
2018 survey	68%	72%	54%
2017 survey	72%	72%	78%

By profession

Among those who are looking to change roles, those in IT sales and SME roles are keener than those in other roles.

However, there was a sharp drop in IT SME's and delivery folks looking for roles compared to last year (71% in this survey vs. 93% in 2017) and an equally large jump in those not in sales or delivery roles (62% this survey vs. 45% in the last one)

Those in sales/account sales are looking for faster changes this time. 61% of them want a change in the next 12 months compared to 47% in the previous survey.

2018 survey	Yes	Next 12 months	12-24 months
All respondents	68%	59%	8%
Sales / account growth	69%	61%	8%
SME's & delivery	71%	68%	3%
Others	62%	49%	13%

2017 survey	Yes	Next 12 months	12-24 months
All respondents	72%		



Sales / account growth	67%	47%	21%
SME's & delivery	93%	86%	7%
Others	45%	36%	9%

By work experience

The 15 – 20 year experience professional is most actively looking for a change of role.

Compared with 2017 survey, those with less than 15 years' experience and the most experienced group of non IT sales & delivery professionals are more actively looking for a change in role this year.

Work experience	2018	2017
Less than 15 years'	62%	50%
15 – 20 years'	86%	80%
20+ years' experience IT services	68%	76%
20+ years & non IT services sales/delivery	62%	50%

Job stability

Job stability was similar across all three categories of roles.

When did you last change jobs	In IT sales & Looking for change in next 2 years	In IT delivery & Looking for change in next 2 years	In Other professions & Looking for change in next 2 years
2015 or later	57%	59%	65%
2013-14	70%	66%	72%
Before 2013	89%	100%	

Key asks when looking for a new role

A richer role was the most cited parameter by when changing roles, with IT sales/account sales professionals citing this as an overwhelmingly large reason.

Better compensation was at # 2 but for those not in IT sales, it was tied with the desire to work for a better company.

Role	Richer role	Better compensation	Better company	Better supervisor
All respondents	66%	42%	34%	11%
IT Sales	75%	46%	34%	15%
IT Delivery	59%	34%	34%	9%
Others	54%	39%	33%	6%



A richer role was also the # 1 ask across experience levels followed by better compensation at #2.

Those in the 15 – 20 experience range are the most demanding, not only wanting a richer role but also displaying a higher preference for better compensation, company and supervisor.

On the other hand, the 20+ year experience group was the most humble in its expectations.

Interestingly, the ask for those in the 20+ years’ experience band was the same whether they were currently employed or out of work.

Experience range	Richer role	Better compensation	Better company	Better supervisor
All respondents	66%	42%	34%	11%
<15 years	69%	46%	38%	8%
15 – 20 years	71%	53%	50%	25%
>20 years	64%	37%	28%	8%
>20 & employed	66%	38%	27%	8%

Respondents from USA/Canada were more inclined towards richer roles as well as better companies compared to their peers in India, while the desire for better compensation was similar.

Geo	Richer role	Better compensation	Better company	Better supervisor
All respondents	66%	42%	34%	11%
USA & Canada	69%	41%	36%	11%
India and others	56%	43%	28%	12%