



Did your role scope change when switching jobs?

Results of Survey conducted in May 2017 by Valenco Inc.

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 1200 respondents via email and also advertised on LinkedIn. Valenco also contributed data on job changes made by candidates who had engaged with it the past 3 years.

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

Respondent profile - location

USA/Canada	India and Other geo's
93%	7%

The survey respondents (96%), had changed jobs in the last 3 years. The results shared below reflect data from those responses.

Respondent profile - profession

IT services Sales/account growth	IT services SME/delivery	Others
64%	31%	5%

Summary of results

1. Most respondents moved to companies which were different in size to their prior division or company – reflecting a clear trend towards trying something different. The youngest professionals tended to lean towards companies larger than their current one.
2. Across skill types, a majority moved to roles with similar scope.
3. The scope or role was more likely to change when moving to companies smaller or larger than the current one.
4. Role scope changes were highest for sales professionals in the 15 – 20 year experience band and for IT delivery/SME's with 20+ years of experience
5. When the role scope did change – it grew or shrunk equally for sales professionals. For IT delivery professionals it tended to grow in more cases than shrink.
6. Those not from IT sales also had an opportunity to move to roles not comparable with their prior one showing portability of their skills.

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

Detailed results

What size of company did you move to?

Across professional backgrounds, a majority moved to companies which were different in size to their prior division or company – reflecting a clear trend towards trying something different.

What size company/division did you move to? By profession

	Similar size	Larger	Smaller	Not comparable
IT services sales	13%	37%	44%	6%
IT services delivery/SME's	16%	38%	38%	8%
Others	17%	17%	50%	16%

The younger respondents were solicited, or preferred to work for larger firms than their present one, This shifted slightly in favor of smaller companies with respondents with 15+ years of experience. The most experienced professionals also found opportunities in companies not comparable with their last one.

What size company/division did you move to? By years of experience

	Similar size	Larger	Smaller	Not comparable
0 – 15 years	11%	56%	33%	
15 – 20 years	16%	36%	46%	2%
20+ years	16%	34%	39%	12%

Did your role scope change? – by profession type

A majority moved to roles of similar scope. Those in IT services delivery/SME's and in professions with "other" skills also moved to roles which were not comparable with their prior role, reflecting greater portability of their skills.

Did your role scope change when you switched jobs?

	Stayed similar	Larger role	Smaller role	Not comparable
IT services sales	61%	17%	17%	5%
IT services delivery/SME's	54%	19%	11%	16%
Others	67%			33%

When sales persons changed jobs, the scope stayed similar in a majority of cases. The most scope changes occurred when moving to a smaller company – with an equal chance or a role enhancement as of a role shrinkage.

When Sales professionals moved to

	Role stayed same	Grew	Shrunk	Not comparable
Similar size company	90%		10%	
Larger company	75%	14%	11%	
Smaller company	48%	25%	27%	



IT delivery/SME's moved for similar role scope in a majority of cases. The role scope changes, particularly role enhancement were highest when moving to a company of dissimilar size from the last one.

When Technology professionals moved to

	Role stayed same	Grew	Shrunk	Not comparable
Similar size company	83%		17%	
Larger company	50%	29%	7%	14%
Smaller company	57%	21%	7%	14%

Role scope change for different work experience ranges

A significant majority of younger professionals moved to roles of similar scope with some getting enhanced roles

0 – 15 years' experience

	Stayed similar	Larger role	Smaller role	Not comparable
IT services sales	88%	12%		
IT services delivery/SME's	100%			

In the mid-experience band, more sales professionals moved into roles which were different from their last role scope whereas IT and delivery/SME's predominantly moved to similar scope roles.

15 - 20 years' experience

	Stayed similar	Larger role	Smaller role	Not comparable
IT services sales	44%	24%	29%	13%
IT services delivery/SME's	79%	7%	4%	10%

The trend reversed at the highest experience band, with IT delivery/SME's moving into roles which were of different scope or not comparable with their prior job while sales professionals tended to gravitate more towards similar scope roles

20+ years' experience

	Stayed similar	Larger role	Smaller role	Not comparable
IT services sales	58%	19%	16%	7%
IT services delivery/SME's	39%	27%	17%	17%