

“What are you worth?”

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Recruitment



Training



Consultancy



Introduction

- It's about YOU
- How do you compare to average salaries?
- Thought of going perm or contracting?
- Your career next steps



Wellingtone Project Management

- + 10 years recruitment experience
- Average 50 live perm / contract roles
- All industry sectors & across UK

EDS
GE Money
GlaxoSmithKline
Johnson & Johnson
Westinghouse Rail
The Collinson Group
London Underground
Parsons Group
International
UCB Homeloans
Interserve
Salford County Council
Department for
International
Development
The Environment Agency
Land Securities
Cheshire Constabulary
Monsoon Accessorize
Ladbrokes
News International
The Boots Company



Introduction

- Trends in PM Recruitment
- Project Management Roles
- Permanent Salaries
- Contracting Rates
- Contracting v. Permanent
- Contracting Approaches
- Qualifications
- Your Career
- Next Steps
- Questions



Trends in Project Management

Negatives

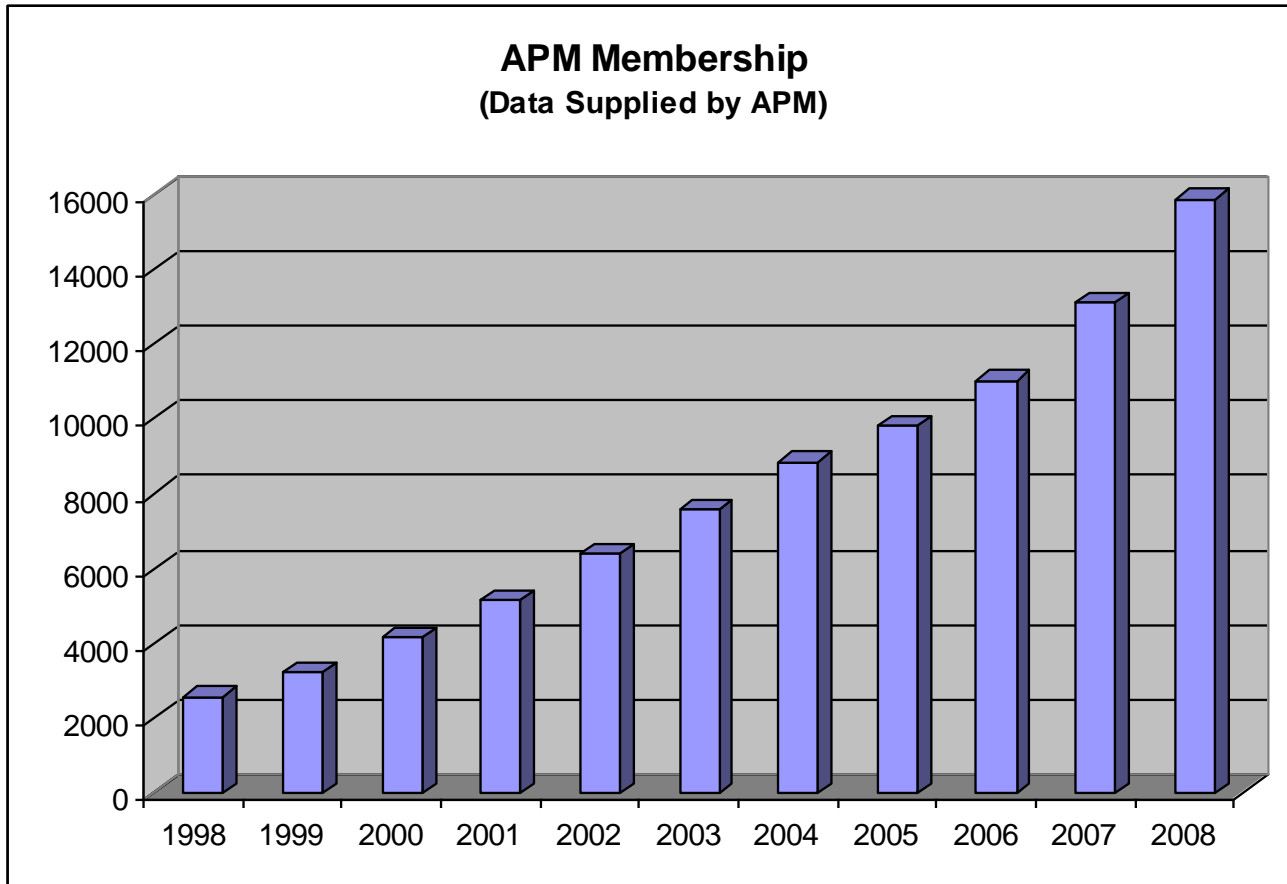
- Overuse of title "Project Manager"
- 60% of PMs run just one project
- The "PRINCE2 trap"

Positives

- Recognition of the professional Project Manager
- Not bound by industry
- Transfer PM maturity



Trends in Project Management



Trends in Project Management Recruitment

Recruitment spikes in Jan, April & Sept



Demand for PMs



Fixed term contracts



Qualification awareness



Contract rates



Trends in Project Management Recruitment

Common public sector requirements

- “Generalist” PRINCE2 PM
- Full project lifecycle experience
- Running multiple projects
- 1 – 2 yr fixed term

Salary?



Trends in Project Management Recruitment

Common public sector requirements

- “Generalist” PRINCE2 PM
- Full project lifecycle experience
- Running multiple projects
- 1 – 2 yr fixed term

£30,000 to £36,000 / annum



Project Management Roles

Three standard role types

- Project Coordinator
- Project Manager
- Programme Manager



Project Coordinator

Role & responsibilities

- Maintaining logs
- Running project schedule
- Liaising with team members
- Working within PSO or direct for PM

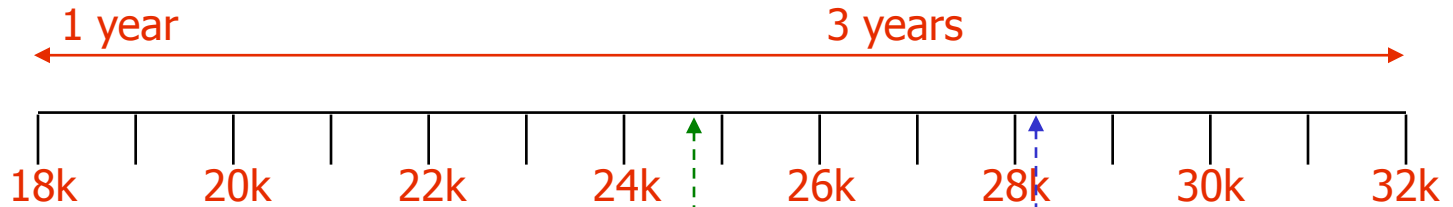
Skills & Experience

- PRINCE2 Foundation
- 1 – 5 years experience
- Excel, MS Project, Word, Visio, Access



Project Coordinator Permanent Salaries

EXPERIENCE



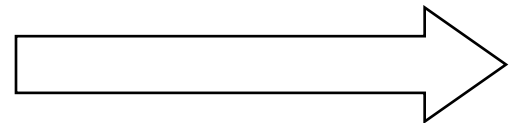
STANDARD ROLE



LONDON ROLE



SENIOR ROLE



JUNIOR PM



Project Manager

Role & responsibilities

- Responsible for timely project delivery
- Not total budget authority
- Matrix environment / competing priorities
- Monthly reporting

Skills & Experience

- PRINCE2 Practitioner
- 3 – 10 years experience
- Communicator / owner

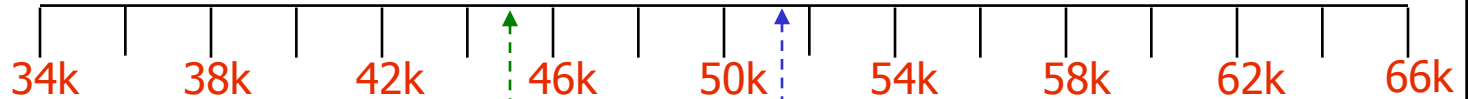


Project Manager Permanent Salaries

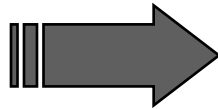
EXPERIENCE

3 year

10 years



JUNIOR PM



STANDARD PMs

45.05k average

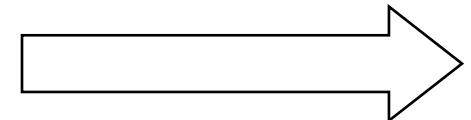


IT PMs

51.43k average



SENIOR PMs



Programme Manager

Role & responsibilities

- Responsible for multiple projects
- Budget ownership
- Line management authority
- Executive reporting

Skills & Experience

- MSP
- +10 years experience
- Senior manager

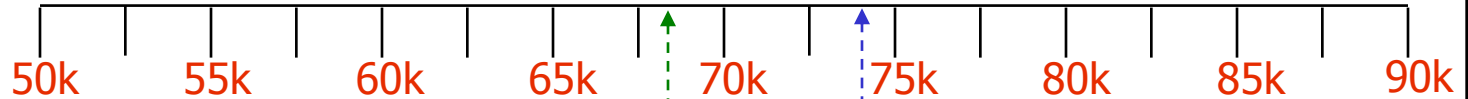


Programme Manager Permanent Salaries

EXPERIENCE

10 year

25 years



SENIOR PMS



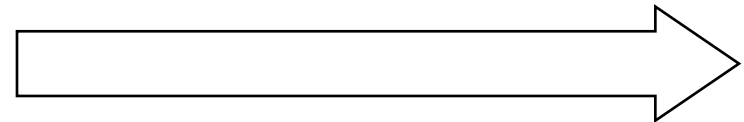
PROG MGRs



IT PROG MGRs



PROG DIRECTORS



Contracting

What do clients expect from contractors?

- Ability to work to deadlines
- Ability to adapt and learn quickly
- Have excellent communication skills
- Be pro-active and solve problems quickly
- Flexible working commitments
- Start new contracts quickly

Why do organisations need contractors?

- Cover for paternity/maternity leave
- During busy periods
- To acquire scarce skills
- Top up existing resource base
- When permanent headcount has been reduced
- To work on temporary endeavours....like projects!




Contracting

- Paid £x / day basis
- Higher risk, higher reward

What are you worth?

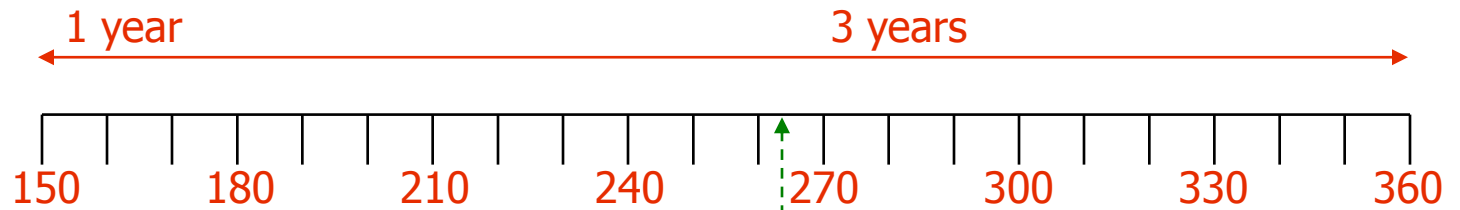
Conversion Rule of Thumb

- Divide by 100
- Minus "E" (economic conditions variable)
- If $E = 50$, then $£40k = £350 / \text{day}$
-  pressure on E, depending on sector

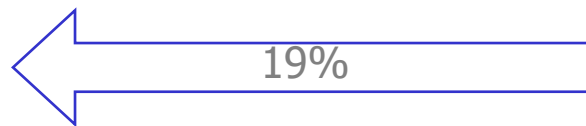


Project Coordinator Contract Rates

EXPERIENCE

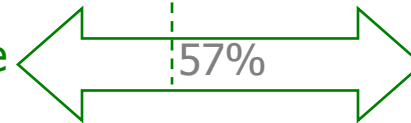


JUNIOR ROLE

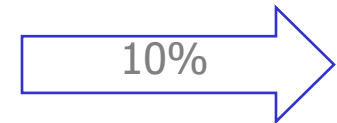


STANDARD ROLE

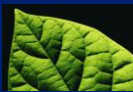
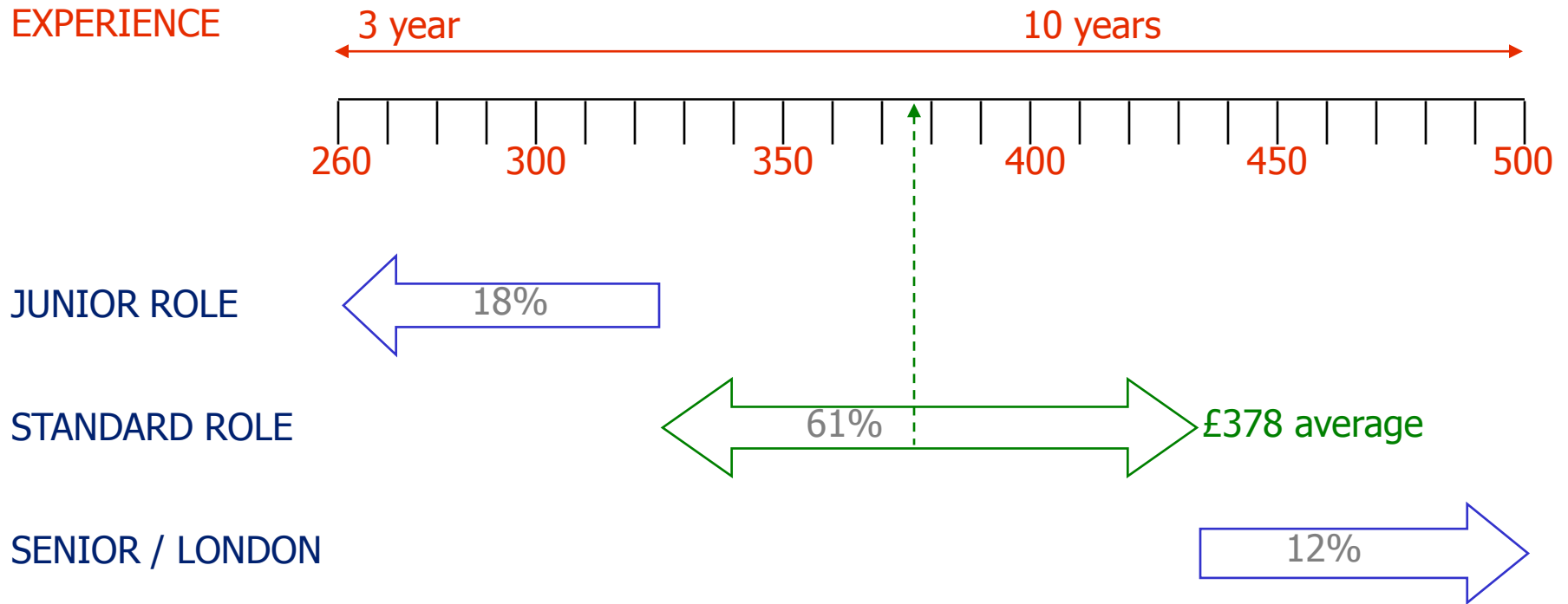
£264 average



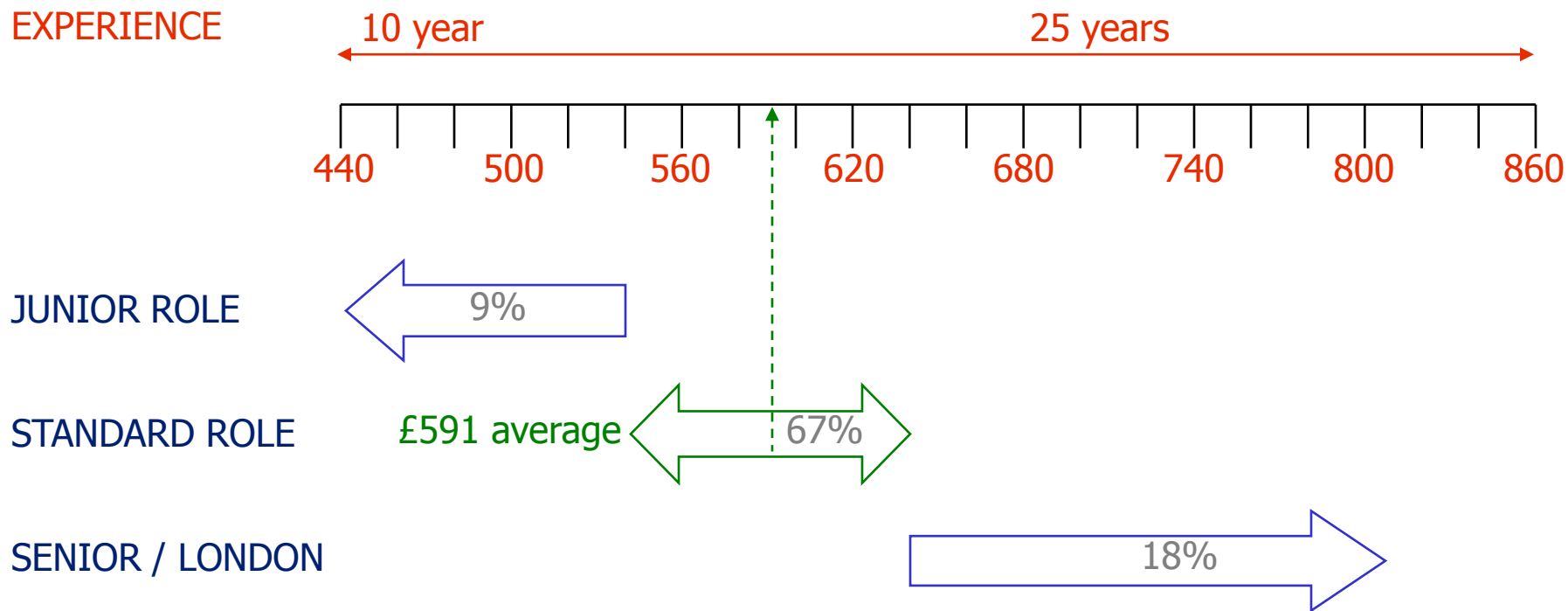
SENIOR / LONDON



Project Manager Contract Rates



Programme Manager Contract Rates



Contracting versus Permanent

	<u>Perm</u>	<u>Contract</u>	<u>Equiv.</u>
Project Coordinator	£24.8K	£264	£57k
Project Manager	£45.0k	£378	£81.6k
Programme Manager	£68.2k	£591	£127.6k

- Calculate based on 18 days / mth
- Allow for training & sick days
- Additional costs



Contracting versus Permanent

Contracting

↓ Higher Risk, Less Security

↓ No Benefits

↓ No Career Development

↑ Greater Flexibility

↑ Higher Income

↑ Broader Experience

Permanent

↓ Lower Income

↓ Less Flexibility

↑ Lower Risk, More Security

↑ Benefits

↑ Career Development

↑ Sense of Belonging



Contracting Approaches

Wellingtone are not experts in taxation or law and you should seek suitable professional advice

The absence of a formal employment structure means you must consider:

- Tax & NI
- Liability and professional indemnity insurances
- Employment status
- Legislation affecting the way contractors operate
- Long term financial planning

Agency payroll

- Just like being permanent
- No expenses
- You are on PAYE

Contractors umbrella company

- Offset expenses against tax
- Clear employment status
- Less hassle
- Provided through a tax deductible fee

Limited Company

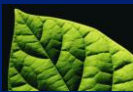
- Find an accountant
- Get insurances
- You are responsible for your tax, employment status and the company



Qualifications

Can you be a professional without a qualification?

- PRINCE2
- APM / PMI
- MSP
- ISEB
- Software



Your career

What are your objectives?

Do you have a 3, 5 or 10 year plan?

- Create your own PDP
- Invest in yourself
- Engage in your profession
- Become an expert



Next Steps

Once you have set your objectives

- Review your CV format
- Professional email / web presence
- Remember recruiters are conservative
- Actively engage



CV Format

Tim Smith

Phone
Email

Summary

Briefly explain your goals and how they build on your current experience, education & achievements

Achievements

- Managed project x with budget y
- Established process A
- Successfully complete project y within timescale

Qualifications

- PRINCE2 Foundation, ABC Training, May 06
- BSc Project Management, Leeds University, Sep 02
- 3 A Levels

Career

Jun 06 – present Junior Project Manager, Company

May 03 – Jun 06 Project Coordinator, Company

Other Interests

I love to travel and took 8 months off after completing University studies to travel through South America.

Contact Details

References

