



MANCHESTER CAREER LIFESTYLE SURVEY

INTRODUCTION

A combination of changing candidate expectations and a reduction in graduate intake during the recession has led to fewer qualified professionals in the market across the UK.

While the Northern Powerhouse continues to draw businesses and professionals to the region, it is more important than ever for employers to recognise what candidates want in a role to ensure they can stand out against competitors and secure top-tier staff to help drive innovation and growth.

Robert Walters and Manchester Young Professionals have partnered to survey professionals across Manchester for their insight into what professionals look for when considering new roles, and what is important to choosing their next employer.

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ABOUT THE PARTNERS

Robert Walters

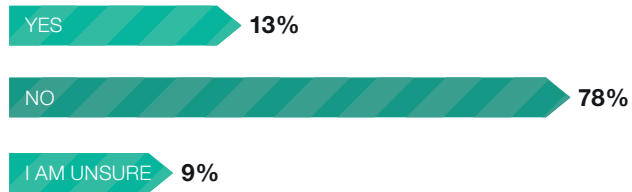
Robert Walters is a specialist professional recruitment consultancy working with businesses of all sizes as a trusted recruitment partner. With an international network of offices spanning 28 countries, we are perfectly positioned to help you find the very best skilled professionals. In the North, we recruit specialists on a permanent, contract and interim basis.

Manchester Young Professionals

Manchester Young Professionals is a social network for young professionals working in and around Manchester, bringing together people from a variety of industries/sectors. Whether you've lived in Manchester all your life or you're new to the city, our events offer the opportunity to expand your personal and professional networks all in an informal and relaxed environment.

KEY FINDINGS

DO EMPLOYERS RECOGNISE AND REWARD OVERTIME?



53%
OF PROFESSIONALS SAY A GOOD WORK-LIFE BALANCE IS KEY FOR JOB SATISFACTION

WHICH PROFESSIONALS WORK OVERTIME MOST FREQUENTLY



82%
OF PROFESSIONALS SAY THE ABILITY TO WORK FROM HOME IS IMPORTANT WHEN CHOOSING A NEW ROLE

WHAT DO PROFESSIONALS VALUE?

Work-life balance is extremely important to young professionals, and offering competitive policies can help a company stand out to professionals when they look to move roles.

Over **50%** of professionals say that a good work-life balance is important to their personal job satisfaction, and is a key factor when considering a new role.

Professionals also highlight that the ability to work on interesting projects (**44%**), remuneration & benefits (**35%**) and achieving status and positions of responsibility (**37%**) are important to their long-term career satisfaction.

WHICH FACTORS ARE MOST IMPORTANT TO JOB SATISFACTION



REMUNERATION &
BENEFITS **35%**



GOOD WORK-LIFE
BALANCE **53%**



ACHIEVING STATUS & POSITIONS
OF RESPONSIBILITY **37%**



INTERESTING PROJECTS
AND WORKLOAD **44%**



WHILE REMUNERATION REMAINS A HIGH PRIORITY, IN MANY CASES AS LONG AS SALARIES ARE COMPETITIVE, PROFESSIONALS WILL CONSIDER OTHER ASPECTS OF A ROLE WHEN MAKING A CAREER DECISION.

MARCUS BLACKBURN, ASSOCIATE DIRECTOR ROBERT WALTERS





53%

OF PROFESSIONALS SAY THAT
WORK-LIFE BALANCE IS MOST
IMPORTANT FOR JOB SATISFACTION



1 IN 2

PROFESSIONALS FREQUENTLY STAY
LATE OR TAKE WORK HOME

BALANCING WORK & PERSONAL TIME

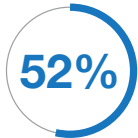
In most industries, approximately half of professionals stay late or take work home at least 1-2 times a week. Managers and senior executives work overtime most frequently (86%).

Despite this, the majority of employers (78%) do not recognise or reward overtime in any way (including overtime pay or time back in lieu).

WHICH INDUSTRIES WORK OVERTIME MOST FREQUENTLY?



LEGAL



ACCOUNTANCY
& FINANCE



HUMAN
RESOURCES



INFORMATION
TECHNOLOGY

DOES YOUR EMPLOYER RECOGNISE OVERTIME?



WHICH LEVEL OF PROFESSIONALS WORK OVERTIME MOST FREQUENTLY?



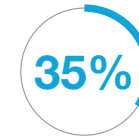
MANAGER
OR SENIOR



SENIOR
MANAGER



EXECUTIVE



GRADUATE OR
ASSISTANT



FLEXIBLE WORKING OPTIONS

Nearly 57% of professionals surveyed say flexible working is important in their careers.

Over **80%** of people say the ability to work from home, or have a flexi-time schedule, are most important when they consider flexible working options.

Many employers don't offer these opportunities. Only **65%** of employers offer the ability to work from home, and less than **4 in 10** offer flexi-time schedules.

Professionals also consider the option to buy extra annual leave (**55%**) and the opportunity to work part-time hours (**20%**) important in a role.



82%

OF PROFESSIONALS SAY THE ABILITY TO WORK FROM HOME IS IMPORTANT WHEN CHOOSING A ROLE

WHAT FLEXIBLE WORK OPTIONS DO EMPLOYEES VALUE?



WORKING FROM HOME



FLEXI-TIME



OPTION TO BUY EXTRA ANNUAL LEAVE DAYS



PART-TIME HOURS



JOB SHARING

WHAT FLEXIBLE WORK OPTIONS DO COMPANIES OFFER?



WORKING FROM HOME



FLEXI-TIME



OPTION TO BUY EXTRA ANNUAL LEAVE DAYS



PART-TIME HOURS



JOB SHARING



87%

**OF PROFESSIONALS
SAID A LACK OF CAREER
PROGRESSION IS THE
NUMBER ONE REASON THEY
WOULD LOOK TO MOVE**

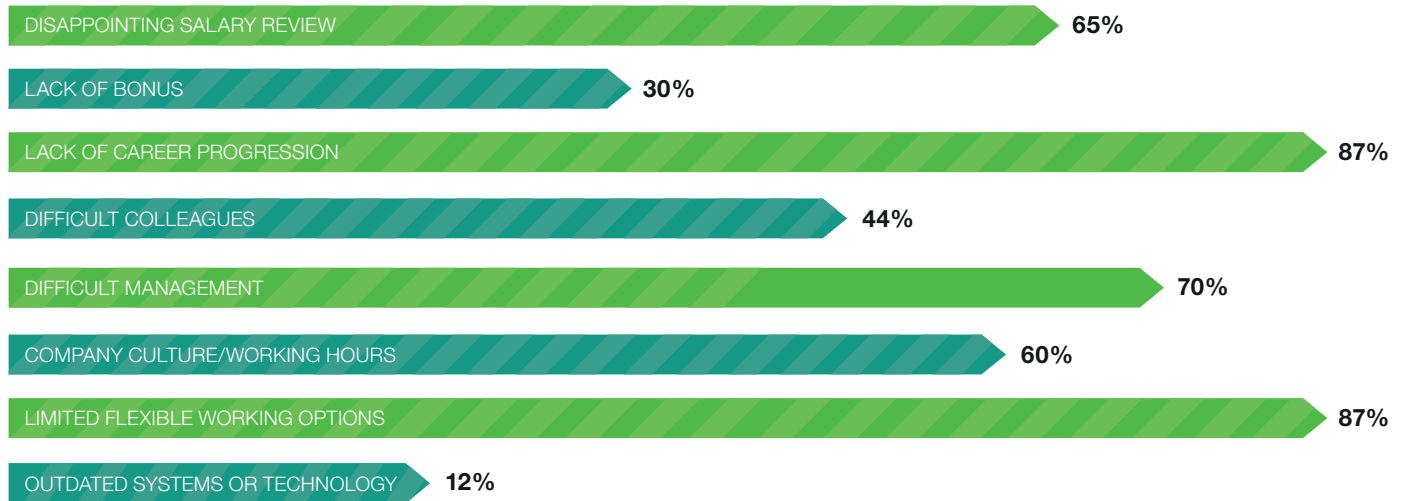
WHY ARE PROFESSIONALS MOVING ROLES?

In the past, many professionals stayed with a company several years to help build consistency in their CV.

Frequently now, professionals will look to move roles if they are not satisfied in their current job.

A lack of career progression is the largest factor driving professionals to leave their roles (**87%**). Many employees would also look to leave if they were offered limited flexible working options, received a disappointing salary review (**65%**), or felt the company culture and working hours weren't a right fit (**60%**).

REASONS DRIVING PROFESSIONALS TO LEAVE ROLES



HOW CAN EMPLOYERS STAND OUT?

Skilled professionals value the additional benefits an employer can offer outside of just remuneration and work-life balance.

37% of professionals state that company culture and promoting collaboration is very important. Over **20%** of professionals also identified company events and incentives (**23%**) and a company's reputation for fair and ethical practices as key to deciding on their next role (**21%**).

Only **4%** of professionals identified an employer's environmentally friendly policies as a very important factor to choosing their next role.

WHAT WORK BENEFITS AND POLICIES ARE MOST IMPORTANT TO PROFESSIONALS?







The Manchester Career Lifestyle Survey is part of a portfolio of industry research and whitepapers, which take an in-depth look at the key recruitment trends and talent management issues impacting jobseekers and employers today.

For more market leading intelligence visit www.robertwalters.co.uk

CONTACT US

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