

# Careers in Project Management

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# Topics

- 2018 Jobs Report
- Agile 2019 Trends Survey and Output
- Training and Certification
- Salary Trends
- Project Management Career Paths

# Terminology

- When I reference “traditional” or Project Manager, I am speaking of Waterfall led project managers
- When I reference “Scrum Master”, I am referring to Scrum led projects

## \* 2018 Jobs Report: Headlines

- “In A Time Of Change, Demand For Project Talent Will Keep Rising”. The job outlook is better than it's been in years!
- 22 million new project-oriented jobs will be created between 2017 and 2027, according to PMI's *Project Management Job Growth and Talent Gap* report
- According to [Indeed](#), the average salary for a mid-level project management position is about \$80,000 per year with a range from \$22,000 to \$174,000
- \*\*\* In 2018, Glassdoor continues to include Scrum Master in their list of highest paying jobs, ranked #20 with a median salary of \$98, 239
- \*\* CEOs plan to increase headcount, but they're having trouble finding the right skills
- Not all industries are looking for the same kinds of project talent- depends on industry and business
- All sectors are looking to transform, which means there's a need for organizations to add innovative thinkers and talent that can help them increase their digital footprints

### Sources:

\* Rockwood, K. (2018). 2018 Jobs Report: In A Time Of Change, Demand For Project Talent Will Keep Rising. *PM Network*, 32(1), 28–47.

\*\* PwC's 2017 *CEO Survey*

\*\*\* 2019 Scrum Master Trends, presented by scrum.org and Age of Product

# Heard on the Street- Feedback from Survey and Jobs Report

- “Agile approaches—especially Scrum—are becoming very hot within the sector. You can see colleagues rushing to acquire these skills so they can stay competitive as more jobs open up”
- “Looking for people who are masters of change management, transformation and agile approaches”
- With constant cybersecurity threats, there are and will continue to be a hiring frenzy and ample opportunities for security-focused project management talent
- \*Health and tech were the two sectors that experienced the most professional job growth last year
- In 2018, Glassdoor surveyed 2100 survey participants and concluded that Scrum Master is in the survey participant list of highest paying jobs - ranking at Number 20 with a median salary of \$98,239 USD
- It has climbed two spots since 2017!
- LinkedIn also included Scrum Master in its 2019 Most Promising Jobs list

## Sources:

- Association of Executive Search and Leadership Consultants
- Reference: [https://www.glassdoor.com/List/Highest-Paying-Jobs-LST\\_KQo,19.htm](https://www.glassdoor.com/List/Highest-Paying-Jobs-LST_KQo,19.htm)

# Other Agile 2019 Survey Trends Headlines

- Agile transformations and transitions are top-of-mind and in-progress for enterprise and small to midsize organizations alike. The survey results indicate that this trend will not be slowing down any time soon
- The role of Scrum Master is a prominent role in Agile transitions, likely a result of their mandate to remove impediments and protect the Scrum Team
- With today's communication and flexible technologies, agile creative networks make more sense and lead to much more productivity

Full Survey: <https://www.scrum.org/resources/2019-scrum-master-trends-report>

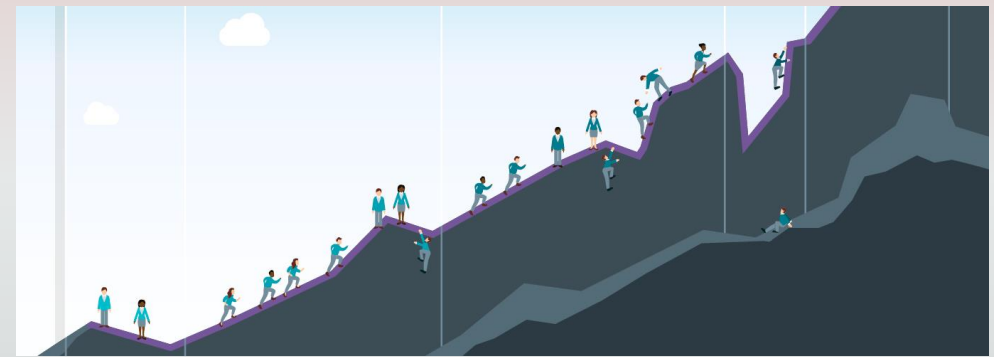
# Other Agile 2019 Survey Trends Headlines

- For enterprise-level organizations, while they are transitioning, they are also looking to scale. Nearly 50 percent of survey participants reported using a scaling framework for their agile practices
- SAFe, LeSS, and Nexus were the most popular scaling frameworks, with SAFe leading the pack
- The many responses assigning ownership of agile processes to "other" indicates ownership of these processes by the entire organization
- When participants were asked what their previous role was before becoming a Scrum Master, there was a wide array of responses, including 31 percent saying "Project Manager", 25 percent "Software Developer", 9 percent "Business Analyst", and 8 percent "QA"- So Scrum Masters can come from a variety of backgrounds

Full Survey: <https://www.scrum.org/resources/2019-scrum-master-trends-report>

# Other Agile 2019 Survey Trends Headlines

- Scrum is a framework in which you add practices that make sense for your Scrum Team or organization to build and define your overall process
- A lot of enterprises use Scrum and Kanban practices together- they are not Agile agnostic
- While agile development has been around for some time, the survey data shows that many organizations are still in the adoption process or at the very beginning of their agile transition
- This likely foreshadows the need for more Scrum Masters in the near future, considering only 10 percent of participants work in organizations with a mature agile practice
- 77% of survey respondents report early and growing stages of Agile adoption



Full Survey: <https://www.scrum.org/resources/2019-scrum-master-trends-report>



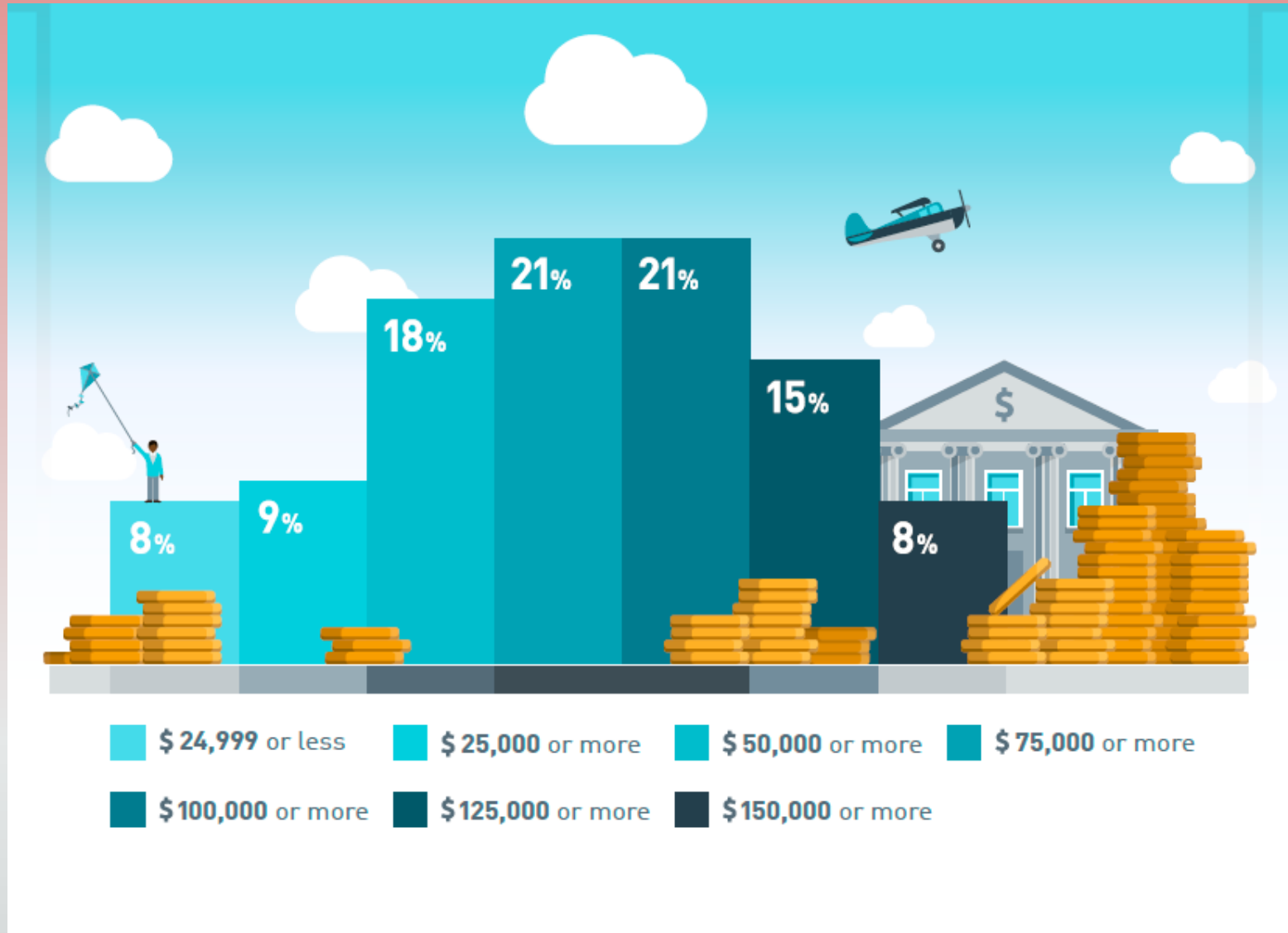
# Other Agile 2019 Survey Trends Headlines

- A major topic among new entrants to the agile workforce is the importance of training and certification, and the value that it has
- Value in this case encompasses much more than salary: training and certification help Scrum Masters learn so that they can continue to improve
- 83 percent of participants had formal Scrum training, and 17 percent had formal facilitation training
- Only 15 percent of participants did not have a certification
- 45 percent of survey participants had more than one certification. Most Common Certifications:
  - ✓ Professional Scrum Master I (PSM I), followed by CSM
  - ✓ Certified Scrum Master (CSM)
  - ✓ Professional Scrum Product Owner I (PSPO I)

# Training and Certification

- Training and certification make a difference!
- 44% of survey respondents reported earning more than \$100,000 dollars, while only 18% of those without certification reported the same. (experience and education are also contributing factors)
- Remember that the value of certification goes beyond the impact on salary..... Certification helps people learn so that they can improve their skills
- Just as Scrum is empirical, so is learning
- For Scrum Certification, 44 percent of participants that have a certification reported earning more than \$100,000 USD, while only 18 percent of those without a certification reported the same
- For Scrum training, only 15 percent of those who reported not having Scrum training earned more than \$100,000 USD — compared to 38 percent of those who reported having Scrum training
- For participants who reported having facilitation training, an interesting finding was that 51 percent earned more than \$150,000 USD
- **Bottom Line:** Education and training and experience all play a factor in salary and compensation

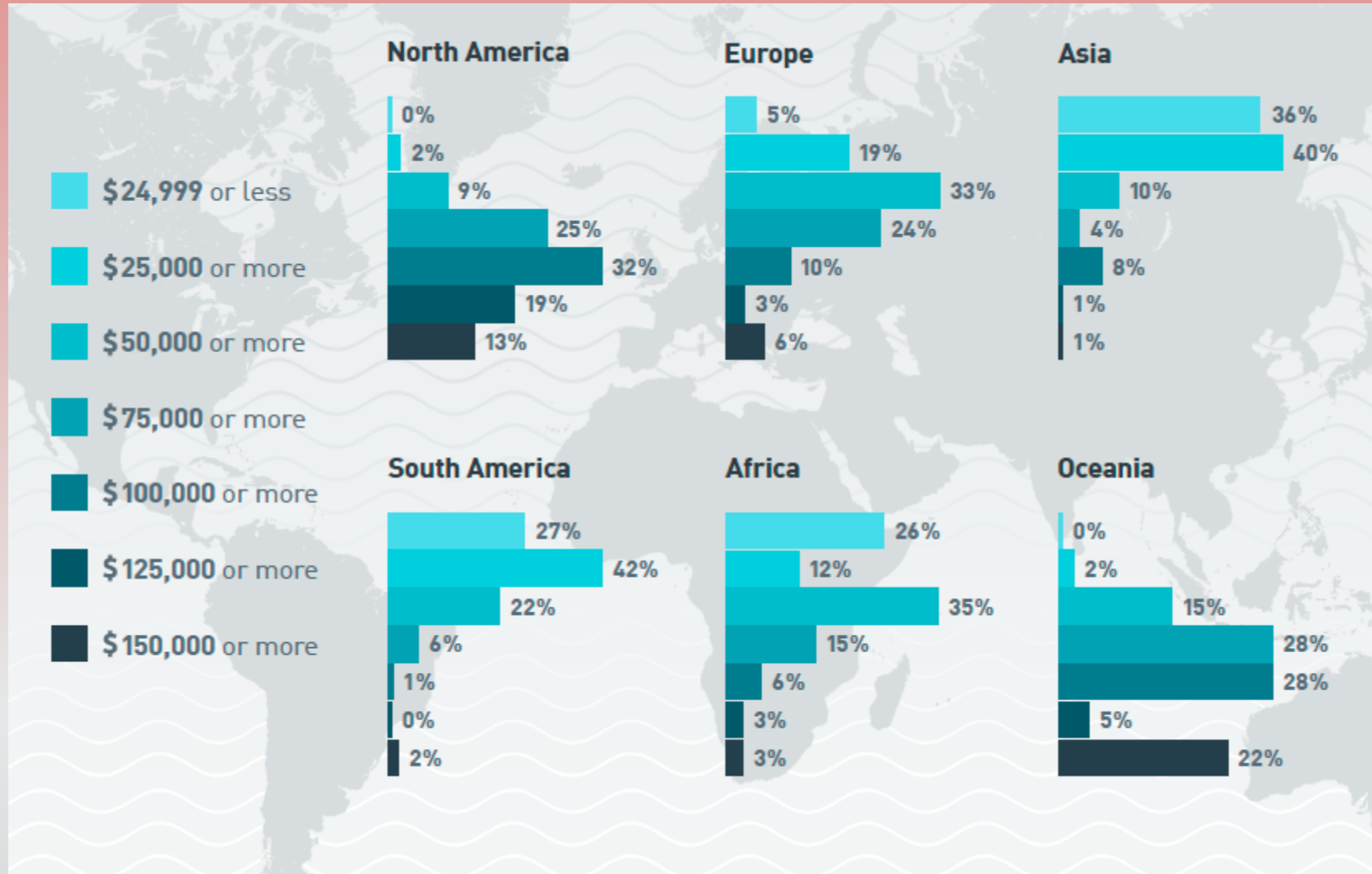
# Salaries as reported by Scrum Masters



# Average Salary by Continent



# Average Salary by Region, continued



# Average Salary by Gender and Education

- *Females are surpassing males in terms of salary 😊*
- There were a larger percentage of females compared to males in the \$75,000 through the \$149,999 USD range
- While the number of female Scrum Masters is still lower than male, they are making progress when it comes to salary and increasing in numbers overall
- Having a Master's degree does not seem to make much of a difference when it comes to salary if compared to having a Bachelor's degree
- More people with Bachelor's degrees have higher salaries than those with Master's degrees

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# Project Management Career Paths

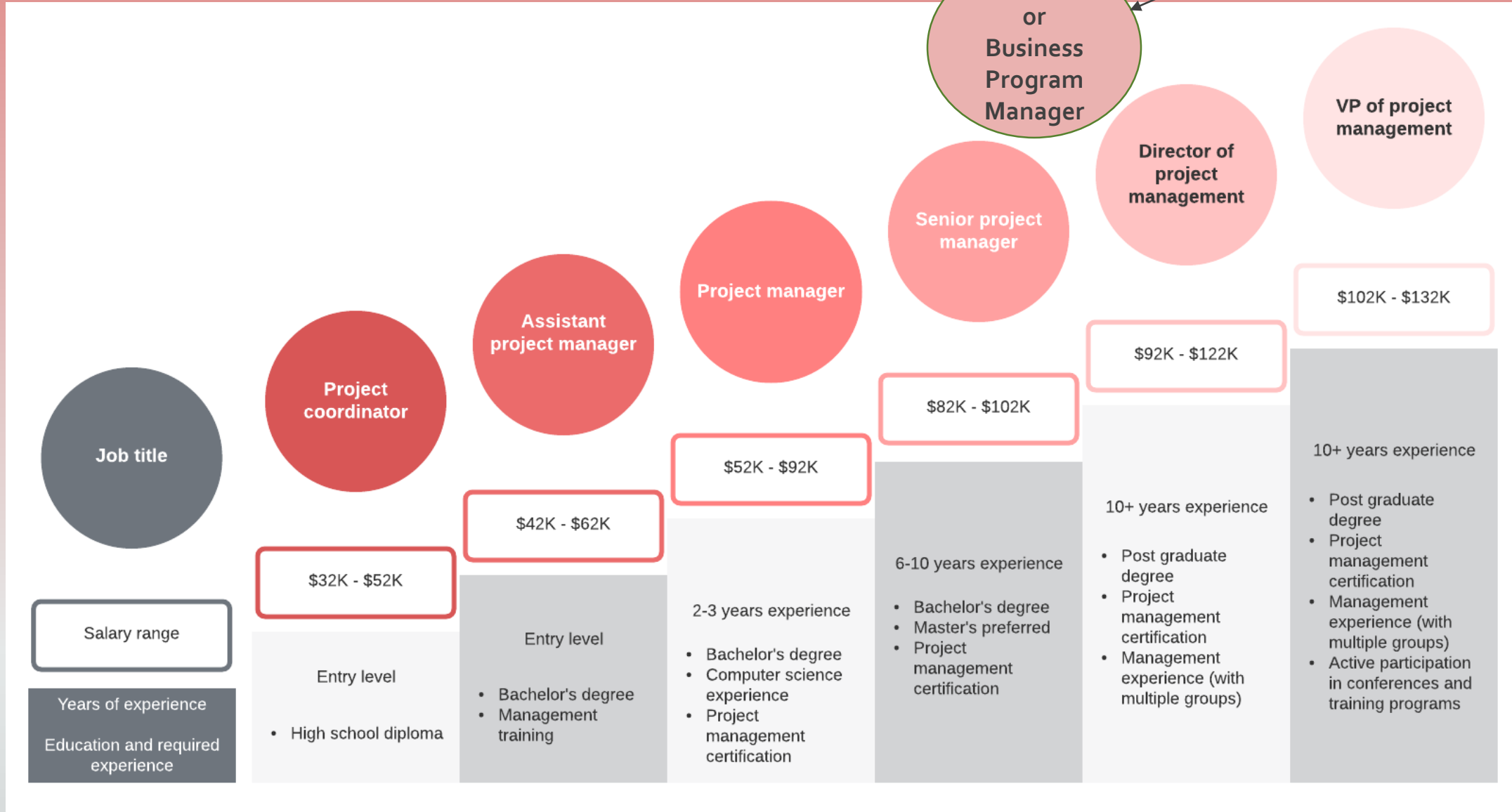


# Career Paths

- Many traditional Project Managers enter project management as Business Analysts or Systems Analyst
- Others start as **Project Coordinators**- helping the Project Manager with some functions, such as:
  - Maintaining and updating the project plan
  - Maintaining Risk and Issues lists
  - Organizing and/or running some project meetings, documenting Meeting Minutes and Action Items
  - Gathering information for Status Reports, preparing Status Reports
  - Maintaining other documentation or systems such as the project plan on their tool
- Some technical personnel move to the business side to be a Project Manager
- Most project managers I have worked with come from the business side, but tend to have pretty solid technical skills as well, but they are not necessarily programmers or developers
- Given current Agile adoption levels and growing trend to Agile, many Project Managers (including myself) made the **transition to Scrum Master**

# Career Path Example – “traditional” model

Other Roles



# Musserian Consulting Group- How can we help you?

- Assess your organizational structure for better alignment and leaner project delivery
- Project Management Methodology Alignment
- Career paths and career ladders for project managers, Job Descriptions, Roles and Responsibilities
- Establish your PMO
- Help transform you from Waterfall to Agile
- Deliver Scrum Training
- Deliver Scrum Master and Product Owner Training and Certification Preparation
- Establish Key Performance Indicators (KPI's)
- Help you implement Earned Value Management (EVM)

# Contact Us

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Questions?

