



# Unlocking UK transformation with Project Manager insights

Peregrine Intelligence Report 2025

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This report examines the talent and competitor landscape of **Project Managers** in the UK and will be used to inform strategic workforce planning and delivery models.

Any questions regarding the content of this report should be directed to **Peregrine Intelligence**.



# Executive Summary



# Executive Summary

## Project Manager | UK



Research shows that overall, there is a sizeable talent pool of Project Managers in the UK, with London being the top supply hub (14,870).

However, London also has the highest level of demand and candidates' salary expectations are 21% higher than the national average, making it a highly competitive and costly market.

**We would recommend considering professionals from regional hubs such as Manchester and Leeds, where salary expectation are lower and there is less demand but the percentages of those open to opportunities and female candidates remain high.**



Over half (59%) of Project Managers in the UK have Prince2 or an alternative project management certification.

However, by removing this requirement the potential talent pool grows by over 45,400 candidates.

**We would recommend taking a skills-based approach and capitalising on the wider talent pool who have project management experience but do not have any project management certifications and offering upskilling opportunities. This maximises the potential talent pool and may be an effective means of attracting talent and building out future pipelines.**



The average market salary for Project Managers in the UK is between £53,500-£75,800, with contract Project Managers typically earning between £420-£630 per day.

Although salaries may vary depending on industry and experience, offering compensation below the market average may cause challenges with the attraction and retention of Project Managers.

**Intelligence would recommend offering salaries/rates on the higher end of the average compensation bandings. This will aid in the attraction of talent but will also help retain current professionals.**



Research shows that the most valued attraction drivers for Project Managers when considering a new role are flexibility, compensation/benefits, and career development.

The market is generally passive with less than 1 in 3 open to opportunities and just 12% actively seeking new roles.

**We recommend, especially given the passivity of the talent pool, that the go-to-market strategy align with candidate attraction drivers in order to entice potential talent and encourage them to engage with recruitment teams.**



Analysis into online perceptions of the top employers found that the organisations are ranked relatively high (3.6-3.9 stars).

However, certain areas are more likely to be marked down, these include 'senior management' and 'compensation and benefits'.

**Intelligence would strongly recommend that these areas are thoroughly embedded in the go-to-market strategy to appeal to candidates from these organisations.**

### Unlocking the delivery with Intelligence

- Invest in hubs outside the capital such as Manchester and Leeds to avoid additional costs and high hiring demand.
- Consider candidates who do not have Prince2 or formal project management certifications and instead offer upskilling opportunities to gain these.
- Ensure the offered benefits package is in line with candidate expectations to help stand out from the competition – e.g. offer salaries in the top end of the average salary band and ensure flexibility and a supportive senior management team are included in the go-to-market strategy.





# Location Strategy

## Project Manager | UK

Research shows that whilst London offers the largest pool of talent, it also has the highest salary expectations. Although regional hubs such as Manchester and Leeds have smaller talent pools, their salaries on average are 15% less than the national average and 30% less than London. Therefore, seeking Project Manager talent in northern hubs such as Manchester and Leeds may be preferable.

 Candidates per vacancy













































 Salary

 Open to opportunities

 Female diversity

Market Conditions



				
UK	2	£60,500	32%	36%
London	3 	£73,000 	36% 	36% 
Manchester	3 	£53,000 	36% 	35% 
Leeds	5 	£49,500 	30% 	36% 
Bristol	3 	£61,500 	26% 	33% 
Edinburgh	3 	£60,500 	29% 	38% 
Glasgow	2 	£53,000 	26% 	36% 
Birmingham	1 	£58,700 	33% 	35% 
Liverpool	1 	£50,400 	30% 	34% 
Reading	1 	£64,000 	29% 	34% 
Sheffield	1 	£51,000 	32% 	34% 

**Sources:** LinkedIn, Lightcast, Stratigens, Reed, CW Jobs, Totaljobs, Indeed, Glassdoor, Salary Expert, Levels.fyi, Robert Half, Adzuna, IT Jobs Watch, Lightcast, Yunojuno, Contractor UK, Jobsite.co.uk, Stratigens



# Talent & Competitor Overview



# Talent Overview

## Project Manager | UK

Research shows that there is a large supply of Project Managers in the UK. However, less than a third of professionals are open to opportunities and just 12% are actively seeking a new role.

To capitalise on the maximum talent pool, Peregrine Intelligence would recommend targeting those who do not have formal project management qualifications and offer upskilling opportunities as required.

## Talent pool breakdown

Number of professionals with **project management experience** in the UK

1,911,900+

Number of professionals with **project management experience** in the UK who are currently working as **Project Managers**

110,220+

Number of **Project Managers** in the UK who have project management qualifications e.g. Prince2, PMP, CAPM

\*64,800+

Number of **Project Managers** in the UK who have project management qualifications e.g. Prince2, PMP, CAPM, and are SC Cleared

3,930+

\*Insights based on this talent pool. Skills, experience and qualifications to be validated on approach.

## Engagement indicators

How many candidates are open to new opportunities?



How many candidates are actively looking for a new role?





# Location Overview

## Project Manager | UK

Whilst London offers the largest pool of Project Manager talent, 77% of professionals reside in the regions. Overall, UK Project Manager talent has decreased by 3% with a decline reflected in all top regions, excluding Sheffield which remained static.

The majority of talent reside in London, the South East, or North West regions.

## Where are candidates based?



## Regional talent hubs breakdown



East Midlands  
**2,420+**

East of England  
**1,620**

London  
**14,870**

North East & Cumbria  
**1,030**

North West  
**4,310**

South East  
**4,780**

South West  
**3,880+**

West Midlands  
**1,980**

Yorkshire & the Humber  
**3,630+**

Northern Ireland  
**400**

Scotland  
**3,210+**

Wales  
**1,250+**



# Diversity Overview

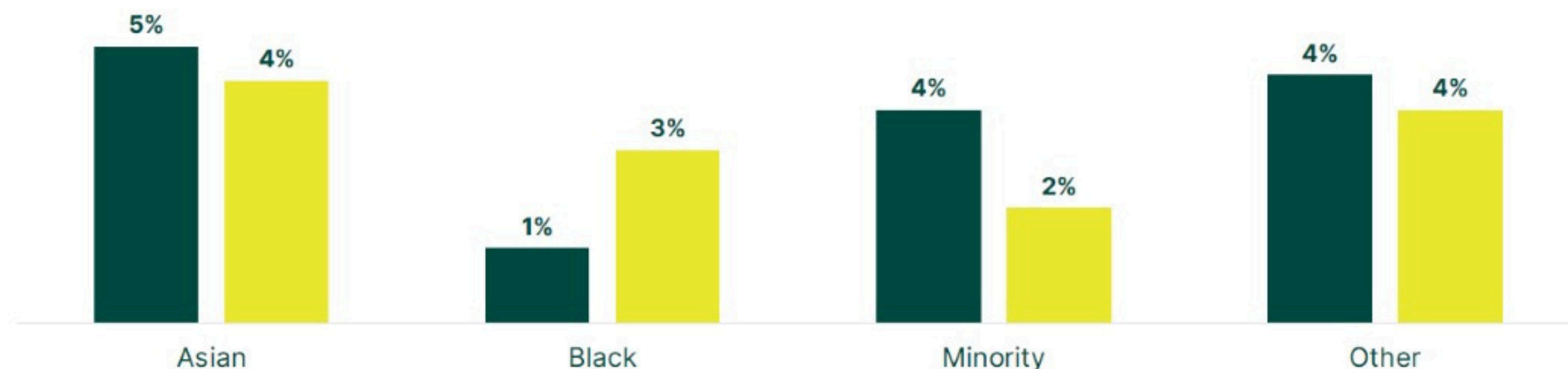
## Project Manager | UK

Research suggests that the talent pool of Project Managers in the UK is male dominated with just over 1 in 3 candidates being female, compared to over half of the national population.

UK Project Managers are predominantly white (86%) though the racial breakdown of candidates follows a similar pattern to the national population. However, it must be noted that Black candidates accounted for just 1% of the talent pool compared to 3% of the national population.

## Racial diversity

■ Talent Pool ■ UK Average



1%

14% of the talent pool are ethnic minorities **1% more** than the national average. However, the talent pool of **Black** professionals is **2%** below the national average.

## Gender diversity

51%

National  
Female Average

36%

Talent Pool  
Female Average

15%

23,330 of the talent pool are women, **15% less** than the national average.



# Education Overview

## Project Manager | UK

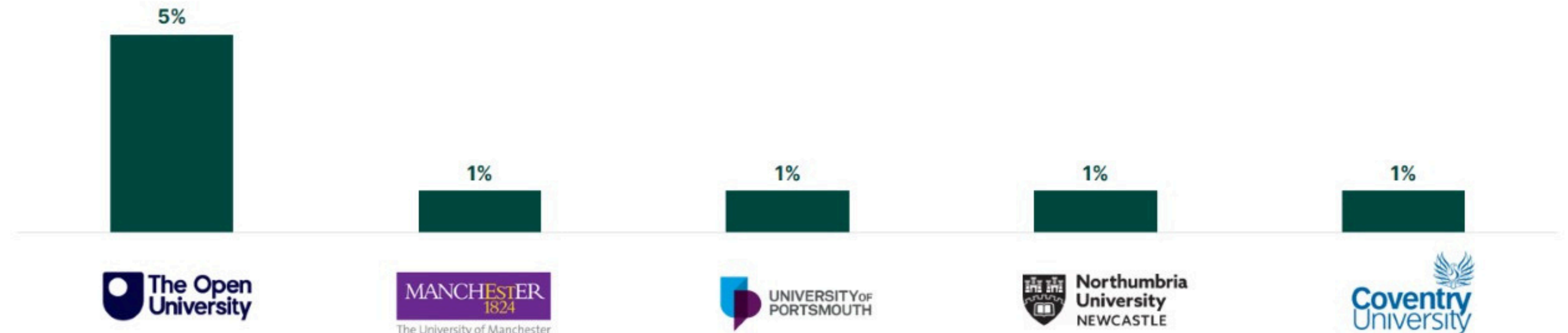
The top studied courses for Project Managers is Project Management with 1 in 10 listing this on their profiles. Other popular areas of study include Business, IT, and Mathematics.

Whilst the Open university is the top university for Project Managers it accounts for only 3% of professionals and therefore the educational institutions of Project Managers in the UK is varied.

## What did candidates study?



## Where did candidates study?





Seeking candidates who have these skills but are not currently in Project Manager positions may therefore be an effective means of building future talent and capitalising on a larger potential talent pool.

## What are the fastest growing skills?

Project Planning +68%

Agile Leadership **+55%**

Project Tracking **+50%**

## What are the most common skills?

83%

## Stakeholder Management

61%

## Project Delivery

55%

## Agile Methodologies

42%

## Business Analysis

37%

## Risk Management

## What skills are most competitors asking for?

## Specialised Skills

## Project Management



## Agile Methodologies



## Systems Development Life Cycle



## Project Planning



## Project Delivery



## Soft Skills

Leadership/  
Management



## Communication



## Planning



## Stakeholder Management



## Problem Solving





# Job Titles & Career Pathways

## Project Manager | UK

Research shows that whilst 'Project Manager' is the most common job title, many are beginning to refer to themselves as 'Freelance' Project Managers'. This could be a result of many organisations incorporating more contractors into their workforce during times of economic uncertainty. 'Feeder' jobs refer to roles candidates may have before becoming Project Managers and 'next step' jobs are roles they may progress into.

## What are the most common job titles?



## What are the fastest growing job titles?



## Feeder Jobs

Business/Management Analyst

Project Coordinator

Assistant Project Manager

## Next Step Jobs

Technical Project Manager

Program Manager

Project Director





# Career Pathways & Skills Gaps

## Project Manager | UK

Many candidates may work as 'Project Management Analysts/Assistants, and Project Coordinators before becoming Project Managers. These professionals typically need transitional skills to progress to Project Manager. Project Managers may progress to 'Technical PMs, Program Managers, or Project Directors', with further experience in leadership / management and process / continuous improvement.

### Project Manager

#### Skills in Demand

- Project Management
- Stakeholder Management
- Project Planning
- Governance / Risk Management

## Feeder Jobs

### Business/Management Analyst

#### Skills in Demand

- Agile Methodologies
- Business/Data Analysis
- Business Process/Requirements

#### Transitional Skills

- Project Management
- Project Planning/Schedules
- Project Scoping

### Project Coordinator

#### Skills in Demand

- Project Coordination
- Project Documentation
- Administrative Support

#### Transitional Skills

- Agile Methodologies
- Project Scoping
- Project Management

### Assistant Project Manager

#### Skills in Demand

- Project Management
- Project Documentation
- Project Planning/Schedules

#### Transitional Skills

- Agile Methodologies
- Change Management
- Stakeholder Management

## Next Step Jobs

### Technical Project Manager

#### Skills in Demand

- Agile Methodologies
- Problem Solving
- Project Planning

#### Transitional Skills

- Agile Methodologies
- Configuration Management
- Software/Product/Systems Development

### Program Manager

#### Skills in Demand

- Stakeholder/Operations Management
- Governance / Risk Management
- Leadership/Management

#### Transitional Skills

- Finance
- Process/Continuous Improvement
- Business Development

### Project Director

#### Skills in Demand

- Governance / Risk Management
- Agile Methodologies
- Leadership/ Management

#### Transitional Skills

- Process/Continuous Improvement
- Business Strategies
- Portfolio/ Resource Management



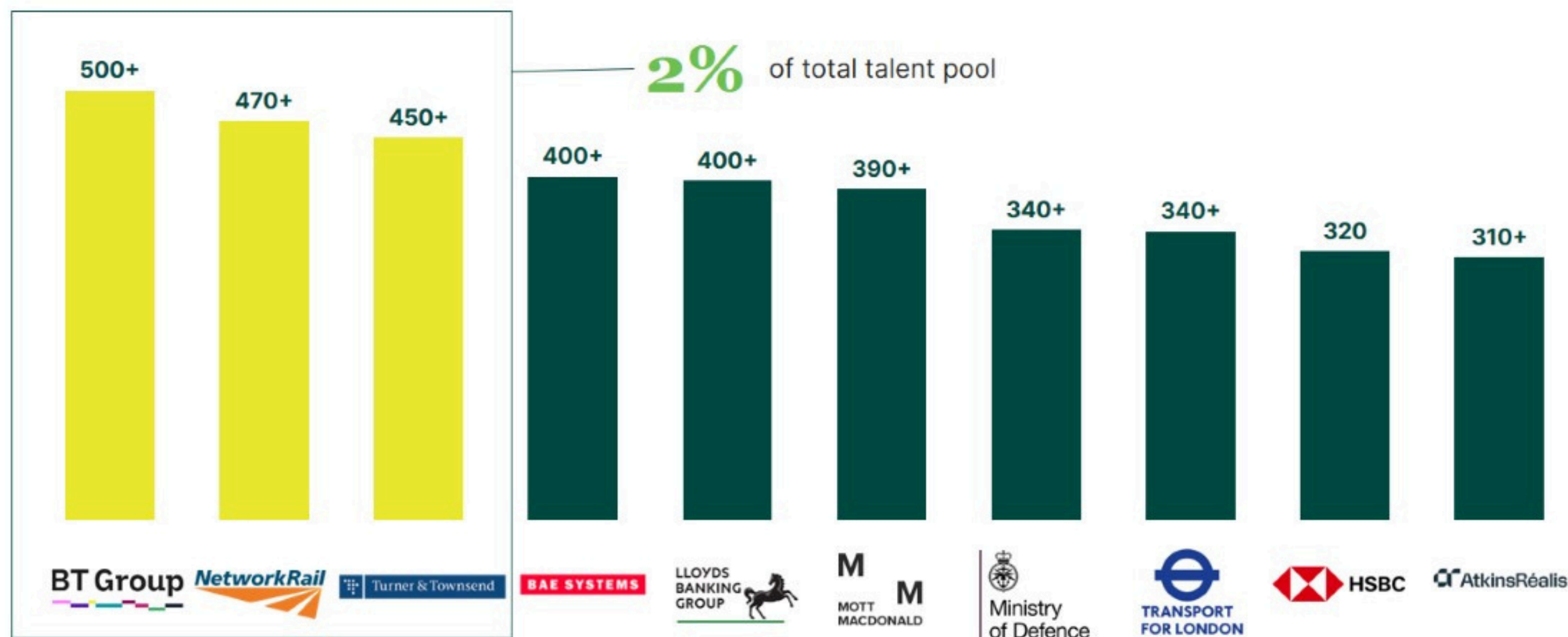
# Employers of Talent

## Project Manager | UK

Top employers of Project Manager talent consist of a variety of industries including, technology consulting, finance, and public sector organisations. However, talent is widely spread across employers, with the top three organisations employing just 2% of the total talent pool.

Project Managers who currently work or have previously worked in the public or defence sector will be more likely to have security clearance. Therefore, if security clearance is essential, seeking candidates with these backgrounds would be encouraged.

## Which organisations employ the most candidates?



## Where did candidates previously work?
















# Competitor Analysis

## Project Manager | UK

Research shows that all top employers analysed saw growth over the past year (+7.4% on average). Although Turner & Townsend saw the greatest overall growth, they also have the highest attrition rate of Project Managers. Therefore, Project Managers currently working at Turner & Townsend may be more open to opportunities than the other employers listed.

Two of the three top employers from which BAE Systems gained Project Manager talent came from public sector organisations. These organisations are more likely to have candidates with security clearance making them highly desirable for the defence sector.



Company 	Growth 	Attrition 	Top Locations 	Gaining Talent 	Losing Talent 
	+3%	4%	<ul style="list-style-type: none"> <li>London</li> <li>Bristol</li> <li>Tyneside</li> </ul>	<ul style="list-style-type: none"> <li>Fujitsu</li> <li>Citi</li> <li>NTT Data</li> </ul>	<ul style="list-style-type: none"> <li>EE</li> <li>NHS</li> <li>UK Civil Service</li> </ul>
	+5%	6%	<ul style="list-style-type: none"> <li>London</li> <li>Milton Keynes</li> <li>Manchester</li> </ul>	<ul style="list-style-type: none"> <li>Transport for London</li> <li>KONE</li> <li>Environment Agency</li> </ul>	<ul style="list-style-type: none"> <li>VolkerFitzpatrick Ltd</li> <li>SSEN Transmission</li> <li>SSE plc</li> </ul>
	+18%	14%	<ul style="list-style-type: none"> <li>London</li> <li>Bristol</li> <li>Manchester</li> </ul>	<ul style="list-style-type: none"> <li>CBRE</li> <li>AtkinsRéalis</li> <li>AECOM</li> </ul>	<ul style="list-style-type: none"> <li>AECOM</li> <li>Jacobs</li> <li>Mace</li> </ul>
	+7%	4%	<ul style="list-style-type: none"> <li>Preston</li> <li>Barrow-In-Furness</li> <li>Portsmouth</li> </ul>	<ul style="list-style-type: none"> <li>DXC Technology</li> <li>British Army</li> <li>Home Office</li> </ul>	<ul style="list-style-type: none"> <li>DXC Technology</li> <li>British Army</li> <li>Collins Aerospace</li> </ul>
	+4%	8%	<ul style="list-style-type: none"> <li>London</li> <li>Leeds</li> <li>Edinburgh</li> </ul>	<ul style="list-style-type: none"> <li>Shell</li> <li>Jupiter Prestige Group</li> <li>FDM Group</li> </ul>	<ul style="list-style-type: none"> <li>Aviva</li> <li>Phoenix Group</li> <li>Admiral Group</li> </ul>



# What is the candidate sentiment of organisations?

Project Manager | UK

Analysis into the online perception of top employers of Project Manager talent shows that the organisations are ranked relatively high (3.6-3.9 stars).

Development areas include 'senior management' and 'compensation and benefits'. Ensuring these areas are thoroughly embedded in the go-to-market strategy would appeal to candidates from these organisations.





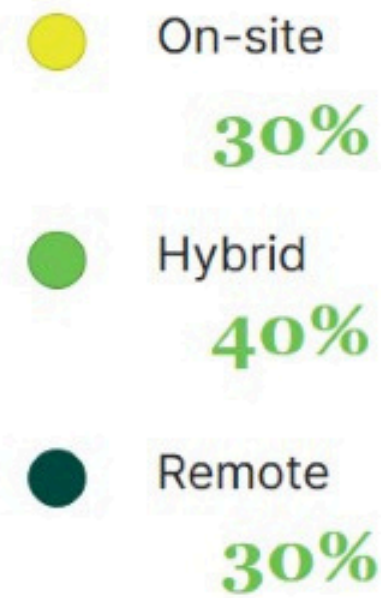
# EVP Overview

## Project Manager | UK

Research shows that Project Managers are highly motivated by flexible working patterns, with over half (57%) stating this was the most important factor to them when considering a new role and 70% seeking hybrid or remote opportunities.

The UK Project Manager market is also heavily full-time dominated with 70% of professionals seeking full-time positions.

## What working patterns do candidates prefer?



\*Part-time & Internships

## What factors are most attractive to candidates?



Flexible Working



Compensation & Benefits



Career Development



Job Security



Work-Life Balance



# Demand Overview

## Project Manager | UK

Research shows that there is a high level of demand for Project Managers in the UK, with approximately 2 candidates per vacancy. Whilst most jobs are posted on Reed and CV Library, most candidates can be found via LinkedIn, Facebook, or Indeed. Employers currently hiring come from a variety of industries including public sector, professional services, and defence.

## Which organisations are currently advertising for this skillset?



Number of  
job vacancies

27,680



Average posting  
duration

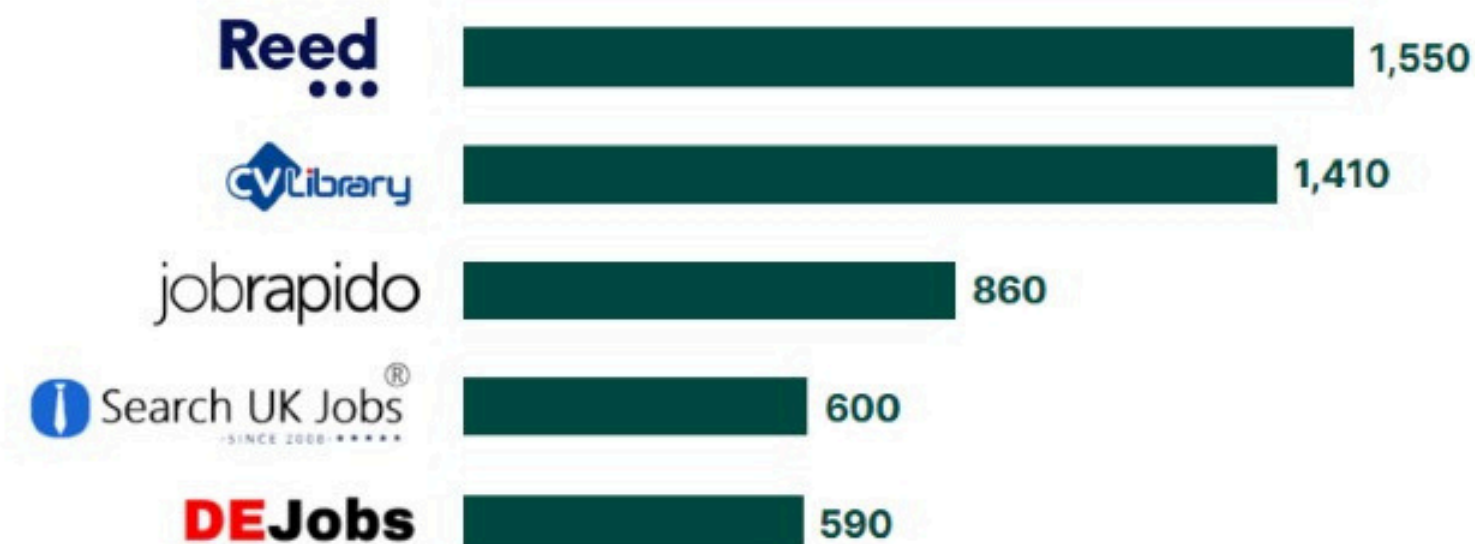
25



Candidates  
per vacancy

2

## Where are job vacancies being posted?



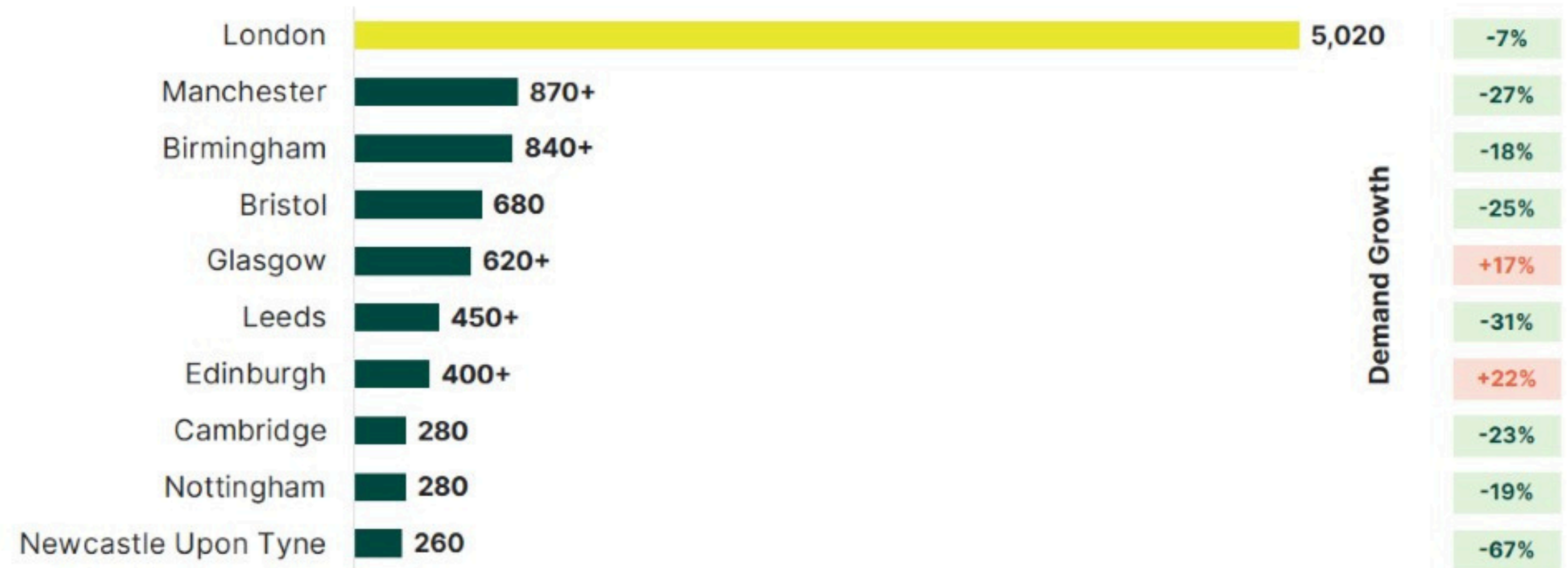


# Demand Overview

## Project Manager | UK

Research shows that London, whilst having the highest number of professionals also has the highest level of demand. Yearly hiring demand has seen a general decrease across the top supply locations, with an exception of Scotland which saw an average increase of +20%. From a regional perspective London has the highest level of demand followed by the South East and North West.

## What location have the most job vacancies?



## Regional demand breakdown



East Midlands  
**1,410+**

East of England  
**1,850**

London  
**5,020**

North East & Cumbria  
**600**

North West  
**2,370+**

South East  
**2,960+**

South West  
**1,910+**

West Midlands  
**1,940**

Yorkshire & the Humber  
**1,240+**

Northern Ireland  
**340**

Scotland  
**1,740**

Wales  
**560**

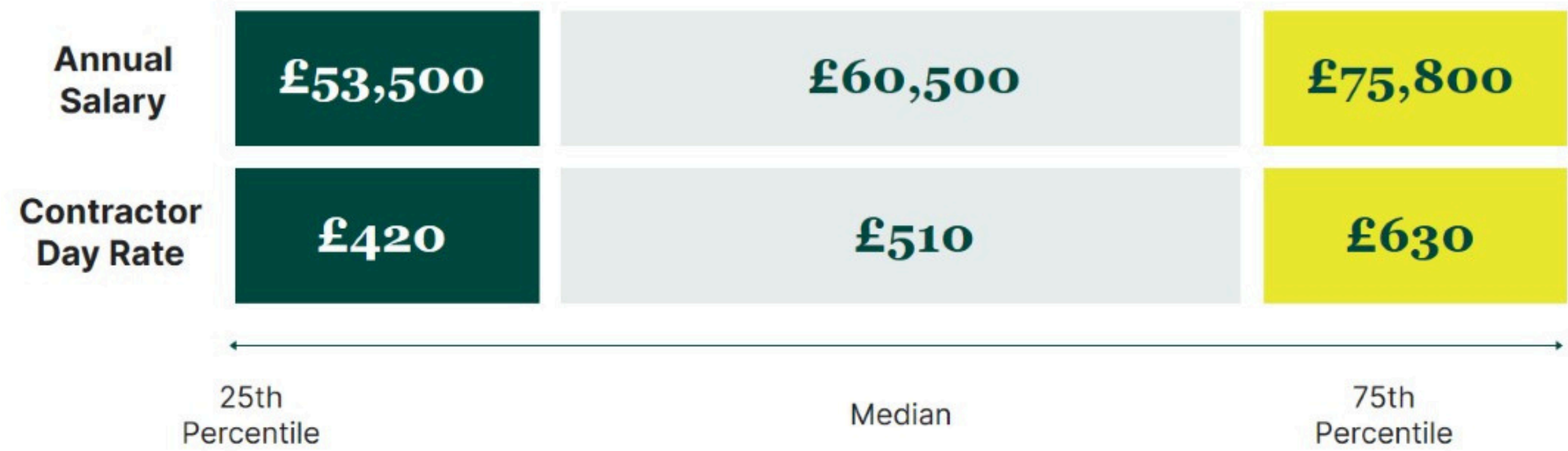




# Compensation Overview



## How much are candidates paid?



## How have advertised salaries changed?





# Appendices



# Region Breakdown Taxonomy



## Northeast & Cumbria

Newcastle upon Tyne (incl. Gateshead, Sunderland, Durham, South Shields)  
Greater Middlesbrough and Stockton (incl. Darlington, Stockton on Tees, Hartlepool)

## East of England

Luton & Bedford  
Greater Norwich  
Peterborough  
Southend-on-Sea  
Greater Cambridge  
Greater Ipswich  
Greater Colchester & Chelmsford

## East Midlands

Greater Leicester  
Greater Nottingham Area  
Derby  
Greater Northampton  
Lincoln

## Northwest

Greater Liverpool (incl. St Helens, Birkenhead)  
Greater Manchester Area (incl. Bolton, Stockport, Rochdale, Salford)  
Chester  
Preston (Blackpool and Blackburn)

## Southeast

Greater Southampton  
Greater Portsmouth  
Greater Brighton and Hove (incl. Worthing, Eastbourne, Seaford)  
Greater Reading  
Milton Keynes  
Greater Oxford  
Winchester  
Slough  
Crawley (incl. Horsham)  
Basingstoke  
Maidstone  
Folkestone (incl. Dover)

## London

Greater London

## Yorkshire & the Humber

Greater Leeds Area (incl. Bradford, Harrogate, Huddersfield, Wakefield)  
Greater Sheffield (incl. Doncaster, Rotherham, Barnsley)  
Kingston upon Hull  
York

## Southwest

Greater Bristol Area  
Greater Plymouth  
Greater Bournemouth & Poole  
Swindon  
Greater Exeter  
Gloucester & Cheltenham  
Bath  
Yeovil  
Salisbury

## West Midlands

Birmingham (incl. Solihull, Wolverhampton)  
Greater Stoke on Trent  
Telford  
Worcester

## Wales

Greater Cardiff (incl. Cwmbran, Newport, Barry)  
Greater Swansea (incl. Port Talbot, Bridgend, Neath)  
Wrexham

## Northern Ireland

Belfast Metro Area (incl. Newtownabbey, Bangor)  
Derry/Londonderry

## Scotland

Greater Glasgow  
Greater Edinburgh  
Aberdeen  
Greater Dundee  
Inverness



# Glossary



<b>Talent pool breakdown</b>	A breakdown of the number of candidates in the market who meet the necessary skills criteria for the role being examined.
<b>How many candidates are open to new opportunities?</b>	Candidates who have intentionally marked that they are looking for new opportunities on LinkedIn.
<b>How many candidates are actively looking for a new role?</b>	Candidates who may have shared a profile update, a public resume on LinkedIn or work at a company that may be experiencing layoffs.
<b>Where are candidates based?</b>	Top locations of potential candidates with specified skills and experience who listed a location on their social profile.
<b>Talent growth</b>	A breakdown of locations with the fastest growing talent pools. This is calculated by comparing the current candidate supply to that of the previous 12 months.
<b>Regional talent hubs breakdown</b>	Breakdown of the regions in which potential candidates with specified skills and experience are based.
<b>Which organisations employ the most candidates?</b>	A list of organisations who currently employ the most candidates within the examined skillset.
<b>Where did candidates previously work?</b>	A list of organisations who have previously employed the most candidates within the examined skillset.
<b>How much are candidates paid?</b>	Salary rate data is based on current and historical job postings as well as real time information gathered from publicly available sources (i.e. self-reported information, salary surveys, job postings, recruitment and talent intelligence tools, etc.). Research takes into account specific skillset but is not grade, experience or sector specific. Average salary information is a useful marker which can be taken into consideration alongside company's salary guides and should be treated as an indicator of the market as opposed to recommendation.
<b>How have advertised salaries changed?</b>	An indicator of how salaries/rates have changed over time. Trend reflective of advertised salaries over the past 3 years.
<b>What working patterns do candidates prefer?</b>	An indicator of candidates who are interested in workplaces that are on-site, remote, or hybrid. Alternatively, an indicator of candidates who are currently in full time, contract, or other (part time/internship) positions.

**Note:** Due to the nature of our research, any data points collected from publicly available platforms e.g. LinkedIn profiles, etc. are subject to the individual self-presentation and discretion of the professional in question. Skills, experience and qualifications will need to be validated on approach.



# Glossary



<b>What factors are most attractive to candidates?</b>	Data is pulled from the latest LinkedIn Employer Value Proposition Survey. EVPs are ordered by the percentage of respondents who selected the value proposition as one of their top five considerations when evaluating a new job opportunity. The percentage given shows the percentage of respondents that selected the EVP as one of their top 5 considerations, divided by the total number of survey respondents.
<b>Racial diversity</b>	An indicator of how ethnically diverse a talent pool is, i.e. what percentage of the talent pool are Asian, Black, White, Mixed, Other.
<b>Gender diversity</b>	An indicator of how gender diverse a talent pool is, i.e. what percentage of the talent pool are female vs male.
<b>What location have the most job vacancies?</b>	A breakdown of locations with the highest level of employers currently advertising for the skillset in question.
<b>Regional demand breakdown</b>	Breakdown of the number of organisations currently advertising for the specified skills and experience in the regions.
<b>Demand growth</b>	A breakdown of locations with the fastest levels of demand. This is calculated by comparing the current levels of demand to that of the previous 12 months.
<b>Which organisations are currently advertising for this skillset?</b>	Which organisations have posted job advertisements for a similar skillset within the past 90 days.
<b>Number of job vacancies</b>	Number of vacancies posted with a similar skillset to the role being examined. Vacancies defined as relevant unique job posts within the past 90 days. Lightcast's de-duplicated job postings. Multiple postings that list the same job, same company, and same region are reduced to 1 unique posting.
<b>Average posting duration</b>	Posting duration is best used as a relative measure of time to fill when comparing occupations, regions, and skill sets. Duration is based on a curated subset of job postings that does not include long standing or "evergreen" job postings. As a result, the actual time to fill for a posting may be higher than the listed median posting duration.
<b>Candidates per vacancy</b>	The number of candidates (supply) divided by the number of vacancies.

**Note:** Due to the nature of our research, any data points collected from publicly available platforms e.g. LinkedIn profiles, etc. are subject to the individual self-presentation and discretion of the professional in question. Skills, experience and qualifications will need to be validated on approach.



# Glossary



<b>Where are job vacancies being posted?</b>	Indicator of the top online job boards used by organisations to post for relevant skillsets.
<b>What did candidates study?</b>	The most frequently studied subject candidates have listed in the education section of their professional profiles.
<b>Where did candidates study?</b>	The most frequently attended schools candidates have listed in the education section of their professional profiles.
<b>What are the most common skills?</b>	An indication of the most popular skills professionals have within the desired skillset.
<b>What skills are most competitors asking for? / Skills in demand</b>	An indication of what specialised and soft skills most competitors are advertising for.
<b>What are the fastest growing skills?</b>	A breakdown of the fastest growing skills listed by candidates on their public profiles. This is calculated by comparing current skills to those of the previous 12 months.
<b>What are the most common job titles?</b>	An indication of the most popular job titles professionals have within the desired skillset.
<b>What are the fastest growing job titles?</b>	A breakdown of the fastest growing job titles listed by candidates on their public profiles. This is calculated by comparing current job titles to those of the previous 12 months.
<b>Feeder jobs</b>	An example of the roles from which workers transition into the focus occupation based on similar skill, education, and experience requirements.
<b>Next step jobs</b>	An example of the roles which professionals may transition into based on similar skill, education, and experience requirements.
<b>What is the candidate sentiment of organisations?</b>	Online ratings from Glassdoor and Indeed provide an indicator of how organisations are perceived by potential candidates. Glassdoor provides an overall rating on a 1-5 scale, a percentage breakdown of how many current or past employees would recommend to a friend, what percentage approve of the CEO, as well as a 1-5 rating on the following areas: diversity and inclusion, work/life balance, culture/values, senior management, career opportunities, and compensation/benefits.
<b>Transitional skills</b>	Skills needed to transition to or from one role to another.

**Note:** Due to the nature of our research, any data points collected from publicly available platforms e.g. LinkedIn profiles, etc. are subject to the individual self-presentation and discretion of the professional in question. Skills, experience and qualifications will need to be validated on approach.



# Methodology

## Methods

Peregrine Intelligence uses a variety of publicly available sources, such as news, company websites, consultancy research, industry reports (e.g. SIA, Everest, etc.), online competitor ratings and candidate sentiment platforms (e.g. Indeed, Glassdoor etc.), job boards (e.g. TotalJobs, Adzuna, Monster etc.), salary surveys (e.g. Hays, Robert Walters, Robert half, Morgan Mckinley, Michael Page etc.,) and government statistics (e.g. ONS, Census, etc.) as well as big data tools and candidate aggregators (LinkedIn, Lightcast, Stratigens) to collect, analyse, and interpret complex market and talent data and uses these to create actionable insights and recommendations. Data points are cross referenced across multiple sources to ensure accuracy and a reflective view of the market.

Peregrine Intelligence informs and shapes strategic decision making and can be used to solidify workforce and location strategy, drive recruitment efforts, and increase understanding of the market.

## Limitations

Due to the nature of our research, any data points collected from publicly available platforms e.g. LinkedIn profiles, etc. are subject to the individual self-presentation and discretion of the professional in question. Skills, experience and qualifications will need to be validated on approach.

All information contained within the reports is accurate and reliable as of their time of completion. Typically reports are relevant for approximately 6-12 months. Should the market in question shift significantly e.g. due to macro-economic changes, the findings of the report may be influenced and no longer applicable. In these instances, an updated report may be required to reflect the changing market.

## Tools

### LinkedIn

Both **LinkedIn Recruiter** and **LinkedIn Talent Insights** are used by Peregrine Intelligence to gather information on market size, commonly used job titles, in demand and growing skills, candidate activity and engagement, location strategy, hiring trends, competitor concentration, and retention/attrition rates. LinkedIn data is pulled from publicly available LinkedIn profiles of professionals and companies.

### Lightcast

**Lightcast** is a global leader in labour market analytics, providing data on demand trends and UK job posting. Peregrine Intelligence uses this information in conjunction with other sources to provide a full holistic view of the recruitment landscape. Other information captured by Lightcast includes job posting intensity, posting duration, salary and advertised salary trends, in-demand skills, career paths and location strategy. Over 80+ billion Lightcast data points are pulled from dozens of government and publicly available sources including job boards, company websites, public profiles, and third-party resume databases.

### **Stratigens** A Lightcast Company

**Stratigens by Lightcast** is a big data aggregator which combines labour market and location data with more than 1,500 credible data sources on 1,750 cities in 195 UN recognised countries, allowing to benchmark against the external market using 750 million profiles and over 10 million data points. Peregrine Intelligence utilises Stratigens to gather data on location strategy, candidate supply and diversity, competitor concentration, top skills, and talent flow. Stratigens data is pulled from dozens of government and publicly available sources including government statistics, public profiles, and third-party resume databases.





