PMO & Project Support

Career Intelligence Report · October – December 2025

69	1%	45	Band 5
Q4 ROLES	BAND 8+	EMPLOYERS	MODAL BAND

WHAT'S INSIDE

- Band Distribution
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- Geography & Location Analysis
- Role Landscape & Job Titles
- Career Pathway Analysis

OVERVIEW

PMO & Project Support — Q4 2025 Snapshot

We reviewed and tracked 69 roles in PMO & Project Support with closing dates in Q4 2025, with North Cumbria Integrated Care NHS Foundation Trust among the most active recruiters. London was the primary location for postings. This domain is primarily entry-to-mid grade, with 1% senior roles. Band 5 positions provide accessible entry points for professionals building experience. Band 8A data is limited for this domain in Q4 — progression analysis will strengthen as more data is ingested.

> *"Band 5 is the modal grade in PMO & Project Support — the primary entry and consolidation point for professionals targeting this pathway."*

Q4 2025 roles tracked	**69**
Senior roles (Band 8+)	**1 (1%)**
Modal band	**Band 5**
Band 7 roles	**0**
Band 8A roles	**1**
Band 7 → 8A ratio	**Insufficient data**
Unique employers	**45**
Unique locations	**49**

BAND DISTRIBUTION

Grade Profile — Q4 2025

The band distribution below shows how the roles we reviewed in PMO & Project Support were distributed across AfC grades in Q4 2025. Higher proportions at Band 7 and above indicate a domain with strong senior representation.

Band	Count	Share	Distribution
Band 2	4	6%	■■■■■■■
Band 3	11	16%	■■■■■■■■■■■■■■■■■■■■
Band 4	22	32%	■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■
Band 5	26	38%	■■■
Band 6	5	7%	■■■■■■■■■
Band 8A	1	1%	■

EMPLOYER INTELLIGENCE

Top Hiring Organisations — Q4 2025

North Cumbria Integrated Care NHS Foundation Trust was the most active organisation in PMO & Project Support during Q4 2025, accounting for 7% of the roles we tracked. Across the quarter, 45 unique organisations were recruiting in this domain.

Employer	Roles
North Cumbria Integrated Care NHS Foundation Trust	5
Bradford District Care NHS Foundation Trust	4
Hywel Dda University Health Board	4
279 University Hospitals Sussex NHS Foundation Trust	3
Wye Valley NHS Trust	3
Royal Free London NHS Foundation Trust	2
The Royal Wolverhampton NHS Trust	2
Cheshire and Wirral Partnership NHS FoundationTrust	2

GEOGRAPHY

Top Hiring Locations — Q4 2025

London was the primary location for PMO & Project Support roles in Q4 2025, accounting for 10% of tracked roles. Roles were distributed across 49 locations.

Location	Roles
London	7
Carlisle	5
Hereford	3
Bradford	2
Brighton	2
Wolverhampton	2
Chester	2
Saltaire	2

ROLE LANDSCAPE

Most Common Job Titles — Q4 2025

The title landscape in PMO & Project Support reflects the range of entry points and seniority levels active in Q4 2025. Understanding which titles recur most frequently helps professionals identify the right keywords for job searching and CV positioning.

Job Title	Count
Project Support Officer	8
Project Officer	3
Business Support Officer	3
Sustainability Programme Support Officer	2
Project Adminstrator	2
Patient and Carer Experience Coordinator/Administration Support	2

Space Utilisation Officer	2
Project Support Manager	2

CAREER INTELLIGENCE

What This Means for Your Career

Entry-accessible with Band 5 as the primary hiring grade. A good starting domain for professionals transitioning into digital health careers.

Focus on building Band 6–7 experience and monitor this domain in the next quarterly update for stronger progression signals.

Target organisations: North Cumbria Integrated Care NHS Foundation Trust and similar bodies were among the most active recruiters in Q4 2025. Geographic focus: London offers the highest concentration of opportunities in this domain.

METHODOLOGY

This report covers roles with closing dates between 1 October and 31 December 2025 (Q4 2025), tracked through Career Co-Pilot's jobs monitoring pipeline. Our pipeline tracks digital and non-clinical health tech roles across organisations in England and Wales — it does not represent the complete universe of NHS jobs. Band data is sourced directly from job postings; non-standard or missing bands are excluded from band analysis but included in volume counts.