CAREER CO-PILOT · DOMAIN DEEP DIVE · Q4 2025

# Project & Programme Management

*Career Intelligence Report · October – December 2025*

| 165 | 49% | 89 | Band 7 |
|---|---|---|---|
| Q4 ROLES | BAND 8+ | EMPLOYERS | MODAL BAND |

## WHAT'S INSIDE

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

OVERVIEW

# Project & Programme Management — Q4 2025 Snapshot

We reviewed and tracked 165 roles in Project & Programme Management with closing dates in Q4 2025, with UK Health Security Agency among the most active recruiters. London was the primary location for postings. With 49% of reviewed roles at Band 8 or above, this domain offers a credible progression route to senior positions for professionals with the right experience. The Band 7 to 8A ratio stands at 0.78, suggesting a moderately accessible pathway from mid-grade to senior positions.

> *"Band 7 is the modal grade in Project & Programme Management — the primary entry and consolidation point for professionals targeting this pathway."*

| | |
|---|---|
| Q4 2025 roles tracked | **165** |
| Senior roles (Band 8+) | **81 (49%)** |
| Modal band | **Band 7** |
| Band 7 roles | **63** |
| Band 8A roles | **49** |
| Band 7 → 8A ratio | **0.78** |
| Unique employers | **89** |
| Unique locations | **88** |

BAND DISTRIBUTION

## Grade Profile — Q4 2025

The band distribution below shows how the roles we reviewed in Project & Programme Management 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 3 | 1 | 1% | ■ |
| Band 4 | 1 | 1% | ■ |
| Band 5 | 2 | 1% | ■ |
| Band 6 | 16 | 10% | ■■■■■■■■■■■■■ |
| Band 7 | 63 | 38% | ■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■ |
| Band 8A | 49 | 30% | ■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■ |
| Band 8B | 21 | 13% | ■■■■■■■■■■■■■■■■ |
| Band 8C | 5 | 3% | ■■■ |
| Band 8D | 3 | 2% | ■■ |
| Band 9 | 3 | 2% | ■■ |

EMPLOYER INTELLIGENCE

## Top Hiring Organisations — Q4 2025

UK Health Security Agency was the most active organisation in Project & Programme Management during Q4 2025, accounting for 5% of the roles we tracked. Across the quarter, 89 unique organisations were recruiting in this domain.

| Employer | Roles |
|---|---|
| UK Health Security Agency | 8 |
| Cambridge University Hospitals NHS Foundation Trust | 6 |
| Aneurin Bevan University Health Board | 5 |
| Gloucestershire Health and Care NHS Foundation Trust | 5 |
| North Cumbria Integrated Care NHS Foundation Trust | 5 |
| Bradford Teaching Hospitals NHS Foundation Trust | 5 |
| Hywel Dda University Health Board | 4 |
| Guy's and St Thomas' NHS Foundation Trust | 4 |

GEOGRAPHY

## Top Hiring Locations — Q4 2025

London was the primary location for Project & Programme Management roles in Q4 2025, accounting for 13% of tracked roles. Roles were distributed across 88 locations.

| Location | Roles |
|---|---|
| London | 22 |
| Birmingham, Leeds, Liverpool, London (Canary Wharf) | 7 |
| Bristol | 7 |
| Cambridge | 5 |
| Manchester | 5 |
| Bradford | 5 |
| Kingston Upon Thames | 5 |
| Carmarthen | 4 |

ROLE LANDSCAPE

## Most Common Job Titles — Q4 2025

The title landscape in Project & Programme Management 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 Manager | 19 |
| Senior Project Manager | 14 |
| Service Introduction & Delivery Manager | 4 |
| Programme Manager | 4 |
| Senior Programme Manager | 4 |
| Maternity Midwife Project Manager Perinatal Optimisation | 3 |
| EPR Programme Director | 3 |
| Digital Programme Manager | 3 |

CAREER INTELLIGENCE

## What This Means for Your Career

A balanced domain with both entry and senior roles. Band 7 is your primary entry point — build experience here before targeting Band 8A progression.

Moderate progression pipeline — Band 7→8A ratio of 0.78. Senior roles exist but competition is real. Target organisations with multiple Band 8A postings this quarter.

Target organisations: UK Health Security Agency 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.