

Production Managers and Directors in Manufacturing

Scale & Context

- **Total jobs in Surrey:** 3,883 (18% above national average)
- **Trend:** Gradual decline since 2014; East Surrey more stable/resilient
- **Since 2019:** −9.8% overall
- **Regional breakdown:**
 - West Surrey: −13.5% (2,550 jobs)
 - East Surrey: −2% (1,333 jobs)
- **National trend:** −0.5%
- Occupation is **well-represented in Surrey**, but West Surrey shows notable decline, suggesting regional vulnerability.
- **Workforce Profile**
- **Gender (national):** 85% male / 15% female
 - **Age (national):**
 - 16–24: 0.9%
 - 25–34: 11.7%
 - 35–44: 24.8%
 - 45–54: 34.7%
 - 55–64: 24.1%
 - 65+: 3.8%
- Workforce heavily weighted towards **experienced, mid-to-late career professionals**
- Very low proportion of younger entrants → potential **long-term succession challenge**
- **Job Postings Insight**
- **Jan 2024–present:** 740 unique postings from 286 companies
- **Average duration:** 26 days (regional average 27)
- **Monthly postings:** 55–75
- **Experience requirements:**
 - 23% require bachelor’s degree; 7% master’s; 10% foundation/HND/HNC
- **Geographic hotspots:** Most areas show a 2:1 ratio total postings to unique jobs
- **Related job titles:** Engineering Managers, Engineering Project Specialists, Production Managers, Principal Engineers, Project Engineering Managers
- **Other industries:** Engineering Activities & Related Technical Consultancy (14%); Machining; Plumbing, Heat and Air-conditioning Installation

Strong Local Presence but Recent Contraction

- 3,883 jobs locally, **18% above national concentration**, indicating a clear Surrey specialism.
- Gradual decline since 2014, with sharper contraction since 2019 (−9.8%), particularly in West Surrey.
- East Surrey comparatively more stable.
- **Insight:** Surrey retains significant manufacturing leadership capacity, but recent employment decline — especially in West Surrey — suggests structural vulnerability within parts of the advanced manufacturing base.

2. Sustained Recruitment Demand Despite Workforce Shrinkage

- 55–75 postings per month over the last year.
- Roles fill broadly in line with regional averages.
- 286 recruiting companies indicate broad employer demand.
- **Insight:** Despite declining headcount, employer need for production and engineering leadership remains active — implying replacement and succession pressures rather than occupational redundancy.

3. Acute Succession Risk and Limited Early Pipeline

- Workforce heavily concentrated in 45–64 age groups (nearly 60% nationally).
- Extremely low early-career representation (less than 1% aged 16–24).
- Strong gender imbalance (85% male).
- Higher proportion of postings specify degree-level qualifications compared to technician roles.
- **Insight:** This occupation faces a clear long-term succession challenge. It is leadership-heavy, ageing and male-dominated — with very limited visibility of structured progression from technical entry roles into management.

4. Defence-Relevant Capability

- Provides operational and project leadership within advanced manufacturing environments.
- Critical to delivery of high-specification engineered products, precision manufacturing and complex supply chain coordination.
- Likely embedded within aerospace, advanced engineering and defence-adjacent manufacturing ecosystems.
- **Insight:** Production managers represent a vital “delivery assurance” capability within defence-relevant manufacturing supply chains. Sustaining pipeline progression from engineering and technician roles into leadership will be essential to maintain resilience.

Engineering Professionals n.e.c.

Scale & Context

- **2195 jobs** in Surrey (0% **above/below national average**)
- Period of growth since 2011, but in decline since 2018
- **Since 2019:** -11% overall
 - **West Surrey:** -15.3% (1432 total jobs)
 - **East Surrey:** -1.5% (763 total jobs)
- Average salary: £46k per year
- **Gender profile (national):** 88.6% male / 11.4% female
- **Age profile (national):**
 - 16–24: 8.8%
 - 25–34: 33.8%
 - 35–44: 19.6%
 - 45–54: 22.4%
 - 55–64: 13.5%
 - 65+: 1.8%
- **Job postings (Jan 2024–present):** 528 unique postings from 149 companies
 - Average duration: 30 days (regional average 28)
 - Last 12 months: 35-60 postings per month
- **Experience requirements:**
 - 82% list **no experience**
 - 4% require 0-1 years
 - 9% require 2–3 years
 - 2% require 4-6 years
- **Education level**
 - 64% list No education
 - 6% list up to GCSE
 - 7% list A Levels
 - 6% list Foundaton/HNC/HND
 - 18% list Bachelor’s
 - 5% list Masters
 - 4% list PHD
- **Geographic hotspots:** Epsom (3:1); Farnham (3:1) total posting to unique job ratio
- **Related job titles:** Water Hygiene Engineers; Water Treatment Engineers; Meter Engineers; Civil Water Engineers; Principal Engineers; Field Industrial Engineers; Welding Engineers

Key Insights

1. Broad Engineering Depth Without Local Over-Specialisation

- 2,195 jobs locally, broadly in line with national concentration.
- Growth through the 2010s, followed by sustained decline since 2018 (–11% since 2019).
- Stronger contraction in West Surrey, with East Surrey more stable.
- Solid mid-level salary profile (£46k average), reflecting applied and specialist engineering roles.
- **Insight:** Surrey holds broad-based engineering capability, but this occupational group has contracted locally and does not currently represent a concentrated specialism.

2. Moderate but Slower Recruitment Demand

- 35–60 postings per month over the last year.
- Vacancy duration slightly longer than regional average (30 vs 28 days).
- 149 recruiting companies, suggesting demand dispersed across sub-sectors rather than driven by a small number of employers.
- **Insight:** Recruitment demand remains steady but less intense than digital and software occupations — indicating stable replacement need rather than expansion-driven growth.

3. Mid-Career Intensive with Diversity Challenges

- Strong 25–44 age concentration nationally.
- Limited early-career share (8.8% aged 16–24).
- Heavily male-dominated (nearly 89%).
- Around 27% of postings reference degree-level qualifications, though many do not specify formal education.
- **Insight:** This is a mid-career, experience-weighted profession with limited diversity and modest pipeline visibility — suggesting long-term replenishment risk if contraction reverses.

4. Defence-Relevant Capability

- Encompasses applied and specialist engineering functions across water, civil, industrial and field-based environments.
- Provides practical engineering expertise that underpins infrastructure, facilities and systems delivery.
- Supports supply chain resilience within wider defence, manufacturing and construction ecosystems.
- **Insight:** Although not defence-specific, this occupational group represents important applied engineering capacity. Maintaining depth in these roles is essential to support complex defence supply chains and infrastructure environments.

Mechanical Engineers

Scale & Context

- **838 jobs** in Surrey (17% **below national average**)
- Significant growth to 2014, but declining since then.
- **Since 2019:** -13.8% overall
 - **West Surrey:** -17.9% (554 total jobs)
 - **East Surrey:** -5.0% (282 total jobs)
- Average salary: £40.5k per year
- **Gender profile (national):** 90.6% male / 9.4% female
- **Age profile (national):**
 - 16–24: 11.3%
 - 25–34: 31.3%
 - 35–44: 22.3%
 - 45–54: 22.2%
 - 55–64 :11.5%
 - 65+: 1.5%
- **Job postings (Jan 2024–present):** 2108 unique postings from 532 companies
 - Average duration: 29 days (regional average 28)
 - Last 12 months: 140-200 postings per month
- **Experience requirements:**
 - 74% list **no experience**
 - 5% require 0-1 years
 - 12% require 2–3 years
 - 7% require 4-6 years
- **Education level**
 - 55% list No education
 - 11% list up to GCSE
 - 15% list A Levels
 - 7% list Foundaton/HNC/HND
 - 17% list Bachelor’s
 - 5% list Masters
- **Geographic hotspots:** Guildford; Camberley; Redhill; Dorking: 3:1 total posting to unique job ratio
- **Related job titles:** Maintenance Engineers; Mechanical Design Engineers; Mechanical Engineers; Shift Engineers; Fuel Cell Engineers; Project Engineers

Key Insights

- **1. Moderate Scale, Recent Contraction**
- 838 jobs in Surrey, **17% below national average**, highlighting a smaller but locally important presence.
- Significant growth up to 2014, but **declining since then**, with –13.8% since 2019.
- West Surrey most affected (–17.9%), East Surrey relatively stable (–5%).
- **Insight:** Surrey retains a technical engineering base, but the recent decline suggests structural pressures, particularly in West Surrey.
- **2. Active Recruitment Despite Declining Headcount**
- 140–200 postings per month over the last year, across 532 companies.
- Average posting duration slightly above regional average (29 days).
- Majority of postings open to candidates with limited experience (74%).
- **Insight:** Recruitment demand remains robust, indicating replacement need and ongoing skills gaps despite falling headcount.
- **3. Workforce Profile and Succession Risk**
- **Gender imbalance:** 90.6% male / 9.4% female.
- Age distribution skewed toward mid-career: 25–54 accounts for 75% of workforce.
- Early-career entrants limited (16–24: 11.3%).
- Significant proportion of roles require technical qualifications (17% bachelor’s, 5% master’s).
- **Insight:** Mechanical engineering in Surrey faces long-term succession and diversity challenges, with an ageing male-dominated workforce and limited pipeline from entry-level roles.
- **4. Defence and Advanced Manufacturing Relevance**
- Key occupation within precision and defence-relevant manufacturing, including aerospace and mechanical systems.
- Roles contribute to high-specification design, maintenance, and production of engineered products.
- **Insight:** Maintaining a strong local pipeline of mechanical engineers is critical for sustaining Surrey’s capability in defence and advanced engineering sectors.

Skilled Metal, Electrical and Electronic Trades Supervisors

Scale & Context

- **Total jobs in Surrey:** 630 (12% above national average)
- **Trend:** Significant decline since 2012 (–21.4%), but largely flat since 2019 (–1.3%)
- **Regional breakdown:**
 - West Surrey: –8.3% (378 jobs)
 - East Surrey: +11.5% (252 jobs) – East Surrey shows resilience
- **National trend:** –4.1%
- Occupation is **critical supervisory layer**, bridging operational trades and management

Workforce Profile

- **Gender (national):** 93% male / 7% female
- **Age (national):**
 - 16–24: 3.3%
 - 25–34: 21.5%
 - 35–44: 21.9%
 - 45–54: 29.9%
 - 55–64: 20.6%
 - 65+: 2.9%
- **Workforce skewed towards mid to older age groups**, highlighting potential future replacement demand

Job Postings Insight

- **Jan 2024–present:** 1,132 unique postings from 436 companies
- **Average duration:** 29 days (regional average 27)
- **Monthly postings:** 60–110
- **Experience requirements:**
 - 8% 2–3 years
 - 5% 4–6 years
- **Education requirements:**
 - 10% GCSE
 - 9% A-level
 - 6% Foundation/HNC/HND
 - 4% Bachelor’s
- **Geographic hotspots:** Epsom, Walton-on-Thames, Reigate (3:1 ratio total postings to unique jobs)
- **Related job titles:** Service Managers; Maintenance Managers; Maintenance Supervisors; Team Leads
- **Other industries:** Maintenance & Repair of Motor Vehicles; Activities of Head Offices; Electrical Installation

1. Critical Supervisory Layer with Modest Scale

- 630 jobs in Surrey, **12% above national average**, indicating a slightly above-average local presence.
- Significant decline since 2012 (–21.4%), but largely stable since 2019 (–1.3%).
- **Regional variation:** West Surrey down (–8.3%), East Surrey showing resilience (+11.5%).
- **Insight:** This occupation serves as a key bridge between frontline trades and operational management, with localized differences in growth and resilience.

2. Workforce Profile Skewed Toward Mid- to Late-Career

- **Gender imbalance:** 93% male / 7% female.
- Age profile: mid-career dominant (25–54 = 73%), limited early-career entrants (16–24: 3.3%).
- Highlighted replacement demand risk as older cohorts retire.
- **Insight:** Workforce planning and succession initiatives are critical to ensure continuity in supervisory expertise.

3. Strong Recruitment Activity Despite Limited Growth

- 60–110 postings per month from 436 companies, with average posting duration 29 days.
- Experience requirements: 8% 2–3 years, 5% 4–6 years.
- Education: small proportion with formal qualifications (GCSE 10%, A-level 9%, HNC/HND 6%, Bachelor’s 4%).
- **Insight:** Recruitment demand remains steady, reflecting ongoing need for skilled supervisors even in the context of flat overall numbers.

4. Strategic Relevance Across Manufacturing and Technical Sectors

- Roles critical in **maintenance, electrical, and motor vehicle industries** and for operational delivery in advanced manufacturing and engineering projects.
- Supervisors ensure quality, compliance, and productivity across trades.
- **Insight:** These roles are essential for operational effectiveness and the progression of technical apprentices into senior trades positions, supporting wider sector growth and competitiveness.

Electrical Engineers

Scale & Context

- **834 jobs** in Surrey (3% **below national average**)
- Significant growth from 2003, but declining from 2010 onwards.
- **Since 2019:** –8.8% overall
 - **West Surrey:** -13.7% (550 total jobs)
 - **East Surrey:** +2.5% (284 total jobs)
- Average salary: £53.4k per year
- **Gender profile (national):** 89.2% male / 10.8% female
- **Age profile (national):**
 - 16–24: 8.1%
 - 25–34: 28.5%
 - 35–44: 27.7%
 - 45–54: 22.0%
 - 55–64: x12.4%
 - 65+: 1.4%
- **Job postings (Jan 2024–present):** 1255 unique postings from 317 companies
 - Average duration: 30 days (regional average 28)
 - Last 12 months: 85-170 postings per month
- **Experience requirements:**
 - 79% list **no experience**
 - 3% require 0-1 years
 - 9% require 2–3 years
 - 6% require 4-6 years
 - 2% require 10+ years
- **Education level**
 - 54% list No education
 - 8% list up to GCSE
 - 11% list A Levels
 - 6% list Foundaton/HNC/HND
 - 20% list Bachelor’s
 - 1% list Masters
- **Geographic hotspots:** Staines-upon-Thames and Camberley: 3:1 total posting to unique job ratio
- **Related job titles:** Electrical Engineers, Electrical Maintenance Engineers, Principal Electrical Engineers, Electrical Design Engineers, Project Engineers.

Key Insights

1. Moderate Scale with Regional Variation

- 834 jobs in Surrey, **3% below national average**, reflecting a moderate local presence.
- Declining since 2010; since 2019: –8.8% overall.
- **Regional variation:** West Surrey declining (–13.7%), East Surrey modest growth (+2.5%).

2. Workforce Profile Skewed Toward Mid-Career, Male-Dominated

- **Gender imbalance:** 89% male / 11% female.
- Age profile concentrated in 25–44 range (56.2%), with 8.1% early-career entrants (16–24).
- Replacement demand risk exists as older cohorts (55+) transition out of the workforce.
- **Insight:** Strong mid-career workforce underpins delivery capacity, but succession planning and early-career pathways are critical.

3. Recruitment Demand Remains Active

- 85–170 postings per month from 317 companies; average posting duration 30 days.
- Experience requirements: 3% 0–1 years, 9% 2–3 years, 6% 4–6 years.
- Education: Bachelor’s 20%, HNC/HND 6%, A-levels 11%, GCSE 8%.
- **Insight:** Active demand signals ongoing need for electrical engineering expertise in projects spanning maintenance, design, and project engineering.

4. Strategic Importance Across Technical and Defence-Relevant Sectors

- Critical for **advanced manufacturing, energy, and technical infrastructure projects**.
- Roles underpin systems integration, maintenance, and design—skills transferable to Defence frontier industries such as complex weapons, drones/autonomous systems, and combat air.
- **Insight:** Electrical Engineers in Surrey represent a strategic capability for the Defence sector, providing essential expertise in system design, maintenance, and integration for high-specification, technically complex projects.

Electronics Engineers

Scale & Context

- **445 jobs** in Surrey (2% **above national average**)
- General period of unsteady growth from 2003, but declining since 2014.
- **Since 2019:** –16% overall
 - **West Surrey:** -26% (276 total jobs)
 - **East Surrey:** +7.6% (169 total jobs)
- Average salary: £55.6k per year
- **Gender profile (national):** 93.5% male / 6.5% female
- **Age profile (national):**
 - 16–24: 2.4%
 - 25–34: 30.2%
 - 35–44: 16.7%
 - 45–54: 29.6%
 - 55–64: 18.9%
 - 65+: 2.2%
- **Job postings (Jan 2024–present):** 522 unique postings from 174 companies
 - Average duration: 30 days (regional average 28)
 - Last 12 months: 20-55 postings per month
- **Experience requirements:**
 - 77% list **no experience**
 - 7% require 0-1 years
 - 6% require 2–3 years
 - 6% require 4-6 years
 - 3% require 10+ years
- **Education level**
 - 68% list No education
 - 3% list up to GCSE
 - 3% list A Levels
 - 3% list Foundaton/HNC/HND
 - 20% list Bachelor’s
 - 0% list Masters
 - 1% list Ph.D.
- **Geographic hotspots:** no towns list above 2:1 total posting to unique job ratio
- **Related job titles:** Electronics Engineers, Electronic Design Engineers, Unmanned Aerial Vehicle Engineers, Graduate Electrical Engineers, Audio Visual Managers

Key Insights

- **1. Small but Strategically Important Workforce**
 - 445 jobs in Surrey, **2% above national average**, reflecting a modest but technically critical workforce.
 - Declining since 2014; since 2019: –16% overall.
 - **Regional variation:** West Surrey declining sharply (–26%), East Surrey growing (+7.6%).
 - **Insight:** Surrey hosts a concentrated cluster of electronics expertise, particularly in high-value technical roles supporting engineering, aerospace, and specialised defence technologies.
- **2. Workforce Heavily Male and Mid-Career Weighted**
 - **Gender imbalance:** 93.5% male / 6.5% female.
 - Age profile: 25–44 accounts for 46.9% of workforce; only 2.4% early-career entrants (16–24).
 - Replacement demand risk is high, particularly in West Surrey where declines are most pronounced.
 - **Insight:** Succession planning and early-career entry routes (apprenticeships, graduate schemes) are essential to maintain continuity in technically specialised electronics roles.
- **3. Moderate Recruitment Activity**
 - 20–55 postings per month from 174 companies; average posting duration 30 days.
 - Experience requirements: 7% 0–1 years, 6% 2–3 years, 6% 4–6 years.
 - Education: 20% Bachelor’s, 3% HNC/HND, 3% A-level, 3% GCSE, 1% Ph.D.
 - **Insight:** While posting volumes are moderate, the roles require highly specialised technical skills, meaning even small gaps can create capacity issues.
- **4. Strategic Relevance to Defence Sector**
 - Roles underpin **aerospace, unmanned systems, and defence electronics**, including UAV design, electronic systems integration, and precision engineering.
 - Skills are critical to frontier Defence areas such as combat air, drones/autonomous systems, and complex weapons systems.
 - **Insight:** Electronics Engineers in Surrey are a niche but vital capability for Defence, providing the technical foundation for highly complex systems and specialised manufacturing.

Aerospace Engineers

Scale & Context

- **627 jobs** in Surrey (9% **below national average**)
- Short period of growth from 2007 – 2009, with flat decline since 2011.
- **Since 2019:** –11.6% overall
 - **West Surrey:** -13.6% (419 total jobs)
 - **East Surrey:** -6.7% (209 total jobs)
- Average salary: £44.7k per year
- **Gender profile (national):** 84.2% male / 15.8% female
- **Age profile (national):**
 - 16–24: 12.9%
 - 25–34: 34.5%
 - 35–44: 19.8%
 - 45–54: 16.9%
 - 55–64: 12.7%
 - 65+: 3.2%
- **Job postings (Jan 2024–present):** 69 unique postings from 34 companies
 - Average duration: 22 days (regional average 28)
 - Last 12 months: 5-10 postings per month
- **Experience requirements:**
 - 49% list **no experience**
 - 19% require 0-1 years
 - 20% require 2–3 years
 - 9% require 4-6 years
 - 3& require 10+ years
- **Education level**
 - 54% list No education
 - 0% list up to GCSE
 - 3% list A Levels
 - 4% list Foundaton/HNC/HND
 - 29% list Bachelor’s
 - 1% list Masters
 - 9& list Ph.D.
- **Geographic hotspots:** Horley and Guildford: 3:1 total posting to unique job ratio
- **Related job titles:** Licensed Aircraft Engineers, Aerodynamics Engineers, Aircraft Engineers, Aerospace Quality Engineers, Propulsion Engineers

Key Insights

- **1. Small but Highly Specialist Workforce**
- 627 jobs in Surrey, **9% below national average**; overall sector small but strategically important.
- Since 2019: –11.6% overall; West Surrey: –13.6%, East Surrey: –6.7%.
- Surrey supports niche aerospace capabilities, concentrated in Horley and Guildford (3:1 postings-to-jobs ratio).
- **Insight:** Surrey’s aerospace engineering roles are tightly clustered and provide specialist skills critical to advanced manufacturing and defence projects.

2. Workforce Profile and Succession Risk

- **Gender imbalance:** 84.2% male / 15.8% female.
- Age profile weighted to early-to-mid career: 25–34 (34.5%), 35–44 (19.8%), but only 12.9% 16–24.
- Low early-career intake combined with declining overall jobs indicates potential medium-term replacement pressures.
- **Insight:** There is a need to strengthen entry pathways (apprenticeships, graduate schemes) and retention strategies to secure technical continuity in Surrey’s aerospace workforce.

3. Recruitment and Skills Requirements

- 69 unique postings from 34 companies over the last 12 months; 5–10 postings per month.
- Experience requirements: 39% require 0–3 years, 9% 4–6 years, 3% 10+ years.
- Education: 29% Bachelor’s, 1% Master’s, 9% Ph.D., limited vocational/entry-level representation.
- **Insight:** Recruitment volumes are low but targeted; roles demand highly specialised technical knowledge, meaning even small workforce gaps could limit delivery on complex aerospace and defence projects.

4. Strategic Relevance to Defence Sector

- Core roles support **combat air, unmanned systems, propulsion, and aerospace quality**.
- Positions are essential for frontier Defence industries, particularly in aircraft design, testing, and maintenance for both UK and international defence programmes.
- **Insight:** Surrey’s Aerospace Engineers form a critical technical base for the Defence sector. Skills retention and pipeline development are vital for sustaining regional and national capability in frontier aerospace and defence activities.

Data Analysts

Scale & Context

- **964 jobs** in Surrey (12% **below national average**)
- Steady incline from 2005, recent slight decline since 2018.
- **Since 2019:** +1.2xx% overall
 - **West Surrey:** +3.9% (668 total jobs)
 - **East Surrey:** -4.8% (296 total jobs)
- Average salary: £31.8k per year
- **Gender profile (national):** 55.2% male / 44.8% female
- **Age profile (national):**
 - 16–24: 7.9%
 - 25–34: 45.4%
 - 35–44: 22.4%
 - 45–54: 15.2%
 - 55–64: 7.5%
 - 65+: 1.6%
- **Job postings (Jan 2024–present):** 967 unique postings from 269 companies
 - Average duration: 20 days (regional average 28)
 - Last 12 months: 60-95 postings per month
- **Experience requirements:**
 - 80% list **no experience**
 - 7% require 0-1 years
 - 8% require 2–3 years
 - 3% require 4-6 years
 - 1% require 10+ years
- **Education level**
 - 68% list No education
 - 4% list up to GCSE
 - 1% list A Levels
 - 0% list Foundaton/HNC/HND
 - 18% list Bachelor’s
 - 4% list Masters
 - 4% list Ph.D.
- **Geographic hotspots:** no towns list above 2:1 total posting to unique job ratio
- **Related job titles:** Data Analyst, Data Scientist, Insights Analyst, Data Governance Analyst, Data Analyst/Programmer

Key Insights

1. Sector Size and Regional Context

- 964 jobs in Surrey (**12% below national average**) with steady growth overall; since 2019: +1.2%
- West Surrey shows modest growth (+3.9%), East Surrey slightly declining (–4.8%)
- Roles distributed across multiple towns; no single hotspot exceeds 2:1 postings-to-jobs ratio
- **Insight:** Surrey has a moderate Data Analyst workforce; while not large, it underpins analytics capability across multiple sectors including technology, finance, and defence-related projects.

2. Workforce Profile and Early-Career Entry

- Gender balance: 55% male / 45% female (more balanced than most technical occupations)
- Age profile skewed to early-career: 25–34 (45.4%), 16–24 (7.9%)
- Low representation of older cohorts suggests limited immediate replacement pressures but highlights reliance on early-career talent
- **Insight:** Strong pipeline of early-career professionals is key; entry-level roles and structured progression opportunities will maintain capacity for data-driven decision-making across sectors.

3. Recruitment and Skills Requirements

- 967 unique postings from 269 companies; 60–95 postings per month
- Experience requirements: ~15% require up to 3 years; very few demand 4+ years
- Education: 18% Bachelor’s, 4% Master’s, 4% Ph.D.; majority do not explicitly list formal education
- **Insight:** Employers prioritise analytical capability and practical experience over formal qualifications, suggesting flexibility in designing local training pathways (Bootcamps, short courses, professional development) to meet demand.

4. Relevance to Defence Sector

- Data Analysts support **modelling, intelligence analysis, and operational decision-making** in defence-related firms and frontier industries
- Skills are applicable across **combat air, autonomous systems, cybersecurity, and complex systems**
- **Insight:** Although Surrey’s Data Analyst workforce is relatively small, it forms a critical technical backbone for Defence operations. Strengthening early-career pathways and sector-specific analytics training will help ensure regional capability aligns with national defence priorities.

IT Operations Technicians

Scale & Context

- **1,620 jobs** in Surrey (5% **above national average**)
- Stagnant decline since 2003, with short period of slight growth between 2017 and 2020.
- **Since 2019:** –6.4% overall
 - **West Surrey:** -4.5% (1,137 total jobs)
 - **East Surrey:** -10.6% (483 total jobs)
- Average salary: £35.8k per year
- **Gender profile (national):** 70.6% male / 29.4% female
- **Age profile (national):**
 - 16–24: 9.4%
 - 25–34: 28.2%
 - 35–44: 28.7%
 - 45–54: 20.4%
 - 55–64: 12.1%
 - 65+: 1.3%
- **Job postings (Jan 2024–present):** 862 unique postings from 323 companies
 - Average duration: 26 days (regional average 28)
 - Last 12 months: 60-100 postings per month
- **Experience requirements:**
 - 76% list **no experience**
 - 8% require 0-1 years
 - 8% require 2–3 years
 - 5% require 4-6 years
 - 2% require 10+ years
- **Education level**
 - 81% list No education
 - 4% list up to GCSE
 - 1% list A Levels
 - 1% list Foundaton/HNC/HND
 - 13% list Bachelor’s
 - 0% list Masters
- **Geographic hotspots:** no towns list above 2:1 total posting to unique job ratio
- **Related job titles:** Technical Coordinators, Technical Consultants, Telecommunications Engineers, Graduate Consultants, IT Support Technicians

Key Insights

1. Sector Size and Regional Context

- 1,620 jobs in Surrey (**5% above national average**) with slight fluctuations since 2003; overall decline since 2019 (–6.4%)
- West Surrey: –4.5% (1,137 jobs), East Surrey: –10.6% (483 jobs)
- Roles spread across the county; no single town dominates postings
- **Insight:** Surrey has a moderate IT Operations Technician workforce supporting both commercial and critical infrastructure sectors. While numbers are relatively stable, recent declines suggest attention is needed to maintain capacity.

2. Workforce Profile and Early-Career Entry

- Gender: 71% male / 29% female (more balanced than many technical IT roles)
- Age profile: early- to mid-career weighted (16–24: 9.4%; 25–44: 56.9%)
- Low representation of older cohorts, suggesting limited immediate replacement pressures
- **Insight:** Early- to mid-career workforce is critical for operational IT and technical support functions. Strengthening pathways from apprenticeships and entry-level IT roles will help sustain capacity.

3. Recruitment and Skills Requirements

- 862 unique postings from 323 companies; 60–100 postings per month
- Experience: 16% require up to 3 years; small proportion demand 4+ years
- Education: 13% Bachelor’s, minimal formal qualifications otherwise
- **Insight:** Employers focus on practical IT skills and hands-on experience over formal education, providing flexibility for local skills interventions like bootcamps, technical short courses, and sector-specific training.

4. Relevance to Defence Sector

- IT Operations Technicians underpin **network, communications, and technical systems** across defence frontier industries (cybersecurity, autonomous systems, combat air support)
- Essential for operational readiness, maintenance, and deployment of IT infrastructure in defence-related projects
- **Insight:** While a relatively modest occupation in Surrey, these technicians form a critical operational backbone. Sustaining and upskilling this workforce supports Surrey’s contribution to national defence capability and broader technology-intensive sectors.

IT Quality and Testing Professionals

Scale & Context

- **827 jobs** in Surrey (25% **above national average**)
- Growth2014-2022, but **recent decline since then**.
- **Since 2019:** –14.5% overall (+7.8% nationally)
 - **West Surrey:** -14.4% (617 total jobs)
 - **East Surrey:** -13.9% (211 total jobs)
- Average salary: £41.9k per year
- **Gender profile (national):** 68.3% male / 31.7% female
- **Age profile (national):**
 - 16–24: 5.7%
 - 25–34: 38.9%
 - 35–44: 26.2%
 - 45–54: 19.5%
 - 55–64: 8.6%
 - 65+: 1.0%
- **Job postings (Jan 2024–present):** 253 unique postings from 89 companies
 - Average duration: 22 days (regional average 28)
 - Last 12 months: 10-25 postings per month
- **Experience requirements:**
 - 4% require 0-1 years
 - 10% require 2–3 years
 - 12% require 4-6 years
 - 3% require 7-9 years
- **Education level**
 - 62% list No education
 - 2% list up to GCSE
 - 1% list A Levels
 - 2% list Foundaton/HNC/HND
 - 26% list Bachelor’s
 - 10% list Masters
 - 4% list PHD
- **Geographic hotspots:** Working, Leatherhead- 3:1 total posting to unique job ratio
- **Related job titles:** Software Testers; Test Engineers; Software Test Engineers; Test Analysts; Test Automation Engineers

Key Insights

1. Sector Size and Regional Context

- 827 jobs in Surrey (**25% above national average**) with growth from 2014–2022, but recent decline since 2022
- West Surrey: –14.4% (617 jobs), East Surrey: –13.9% (211 jobs)
- Concentrated in towns like **Woking and Leatherhead** (3:1 posting-to-job ratio)
- **Insight:** Surrey has a strong cluster of IT Quality and Testing roles, reflecting the county’s technology-intensive economy and demand from software-driven businesses. Recent declines suggest recruitment and retention pressures may be emerging.

2. Workforce Profile and Early-Career Entry

- Gender: 68% male / 32% female – slightly more balanced than broader IT professional roles
- Age profile: early- to mid-career weighted (16–24: 5.7%; 25–44: 65.1%)
- Limited older workforce, suggesting lower immediate replacement pressures but reliance on mid-career staff
- **Insight:** Early- and mid-career talent is critical to maintaining testing capacity. Entry-level and apprenticeship routes could help strengthen the pipeline, especially in automated and software quality disciplines.

3. Recruitment and Skills Requirements

- 253 unique postings from 89 companies; 10–25 postings per month
- Experience: majority require 2–6 years (22% combined), small proportion 0–1 years (4%)
- Education: 26% list Bachelor’s, 10% Masters; many roles unspecified, suggesting practical skills valued
- **Insight:** Employers often value practical testing and software quality skills over formal qualifications, highlighting the potential for technical short courses, bootcamps, and employer co-designed training programs to address gaps.

4. Relevance to Defence Sector

- IT Quality and Testing Professionals are **critical to software assurance, cybersecurity, and autonomous system reliability**, all key areas of the defence frontier industries
- Supports operational readiness by ensuring mission-critical software and systems are secure, reliable, and compliant with safety standards
- **Insight:** While a relatively niche occupation in Surrey, these professionals are strategically important for defence-related IT and software operations. Strengthening this workforce supports Surrey’s capacity to contribute to national defence priorities and secure high-value technology projects.

Information Technology Professionals n.e.c.

Scale & Context

- **3143 jobs** in Surrey (21% **above national average**)
- Steady growth since 2007, but recent decline since 2022
- **Since 2019:** -13.3% overall
 - **West Surrey:** -14% (2315 total jobs)
 - **East Surrey:** -11.6% (827 total jobs)
- Average salary: £46.2k per year
- **Gender profile (national):** 70.7% male / 29.3% female
- **Age profile (national):**
 - 16–24: 7.1%
 - 25–34: 34.7%
 - 35–44: 27.6%
 - 45–54: 20.9%
 - 55–64: 8.8%
 - 65+: 0.8%
- **NO JOB POSTING DATA- must be an error in data or how it gets tagged.**
- **Government website suggests types of roles covered by this classification are:**
 - DevOps engineers
 - IT consultants
 - Webmasters and website managers
 - Information technology professionals not elsewhere classified.

Key Insights

1. Sector Size and Regional Context

- 3,143 jobs in Surrey (**21% above national average**) with steady growth from 2007, but declining since 2022
- West Surrey: –14% (2,315 jobs), East Surrey: –11.6% (827 jobs)
- High concentration across IT services, consultancy, and software-driven companies
- **Insight:** Surrey hosts a significant cluster of IT professionals, underpinning digital capability across multiple sectors, including technology, engineering, and defence-related systems. Recent decline may reflect broader market adjustments or sector reclassification.

2. Workforce Profile and Early-Career Entry

- Gender: 71% male / 29% female – moderately more balanced than core IT programming roles
- Age profile: mid-career weighted (25–44: 62.3%), early-career entrants (16–24) only 7.1%
- Suggests potential replacement and progression pressures over the medium term, particularly in senior/technical leadership positions
- **Insight:** Developing pipelines for early-career IT professionals through apprenticeships, bootcamps, and school engagement is important to maintain workforce sustainability.

3. Recruitment and Skills Requirements

- Job postings data unavailable; government guidance indicates roles include **DevOps engineers, IT consultants, webmasters, and n.e.c. IT professionals**
- Roles likely require a mix of technical, analytical, and systems knowledge, emphasizing practical skills over formal qualifications
- **Insight:** Skills interventions should focus on flexible, hands-on training, workplace exposure, and sector-specific competencies, particularly where roles support high-value or regulated systems.

4. Relevance to Defence Sector

- Occupations are highly relevant to **defence IT, cyber resilience, and digital infrastructure**, including secure network management, DevOps pipelines, and bespoke IT solutions for autonomous systems
- Critical for maintaining **mission-critical IT systems, secure communications, and software delivery pipelines** across the defence frontier industries
- **Insight:** Strengthening IT capability in Surrey directly contributes to national defence priorities by ensuring the local talent pool can meet operational and security requirements, supporting both defence contracts and wider technology adoption in the sector.