



UK & Ireland SAP Contractors Survey 2024

THE RESULTS

Here are the results of the biggest UK&I survey of SAP contractors ever to be undertaken. Hundreds of contractors had their say - and we'll be using this data to educate SAP employers on contractor preferences, trends, rates and needs.



Introduction

The SAP contractor community are critical to the success of business transformation programmes. But because they're part of the temporary workforce, their voices often aren't heard in the boardrooms of the businesses that need them.

This report aims to change that.

After surveying hundreds of SAP contractors across the UK & Ireland, we now have substantial data on:

- How much contractors are paid
- Their preferred working patterns
- What would make them likely to accept or reject a role
- What makes them stick around for the duration of the project

We will be sharing this data with SAP employers across the UK & Ireland - but it may also prove useful for you to share directly with your own hiring manager.

We will be repeating this survey annually through SAP Network+ (it's like LinkedIn, but for SAP people). If you haven't yet joined, simply scan the QR code (it's free).

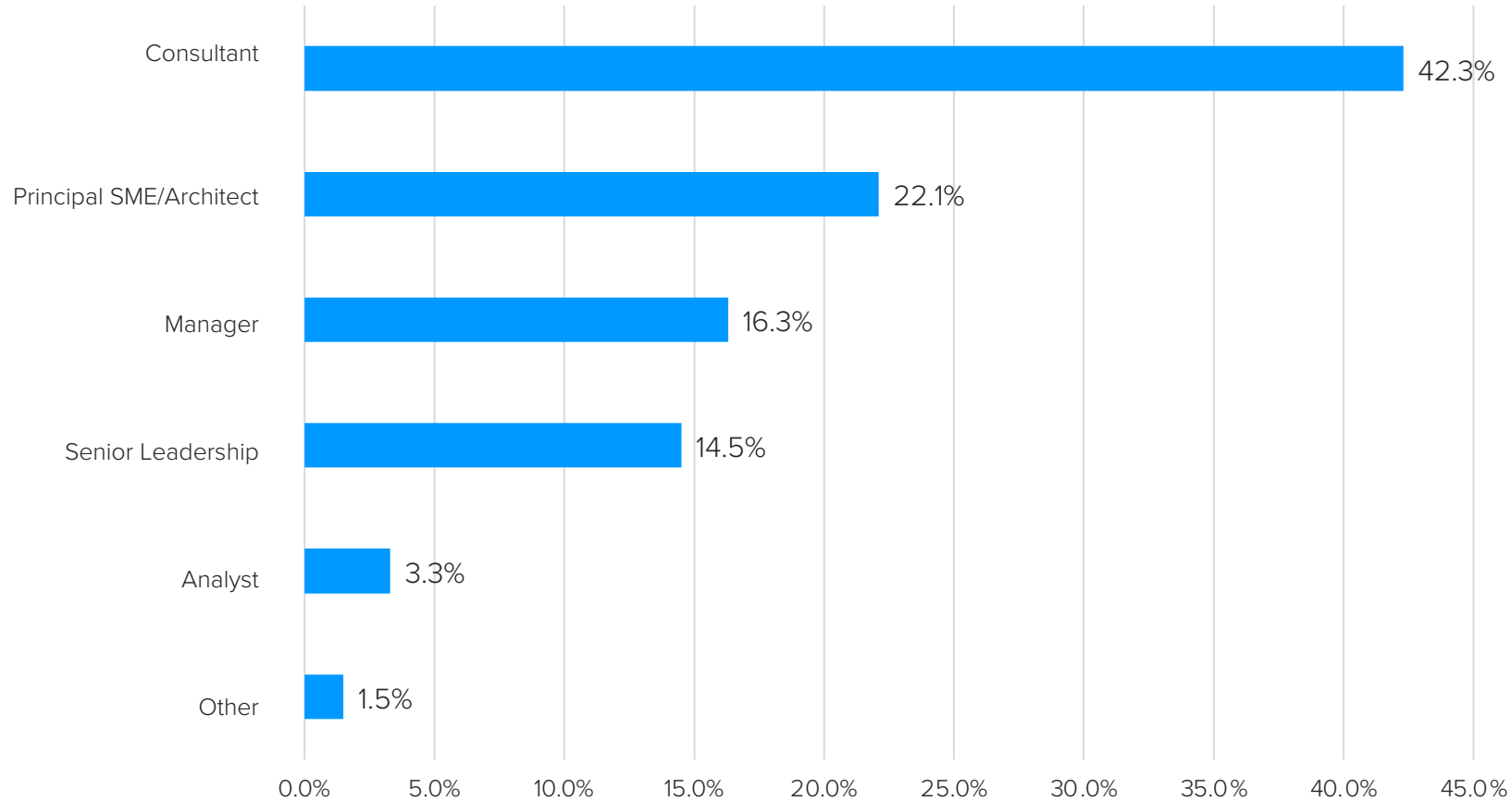



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What level do you usually operate at?

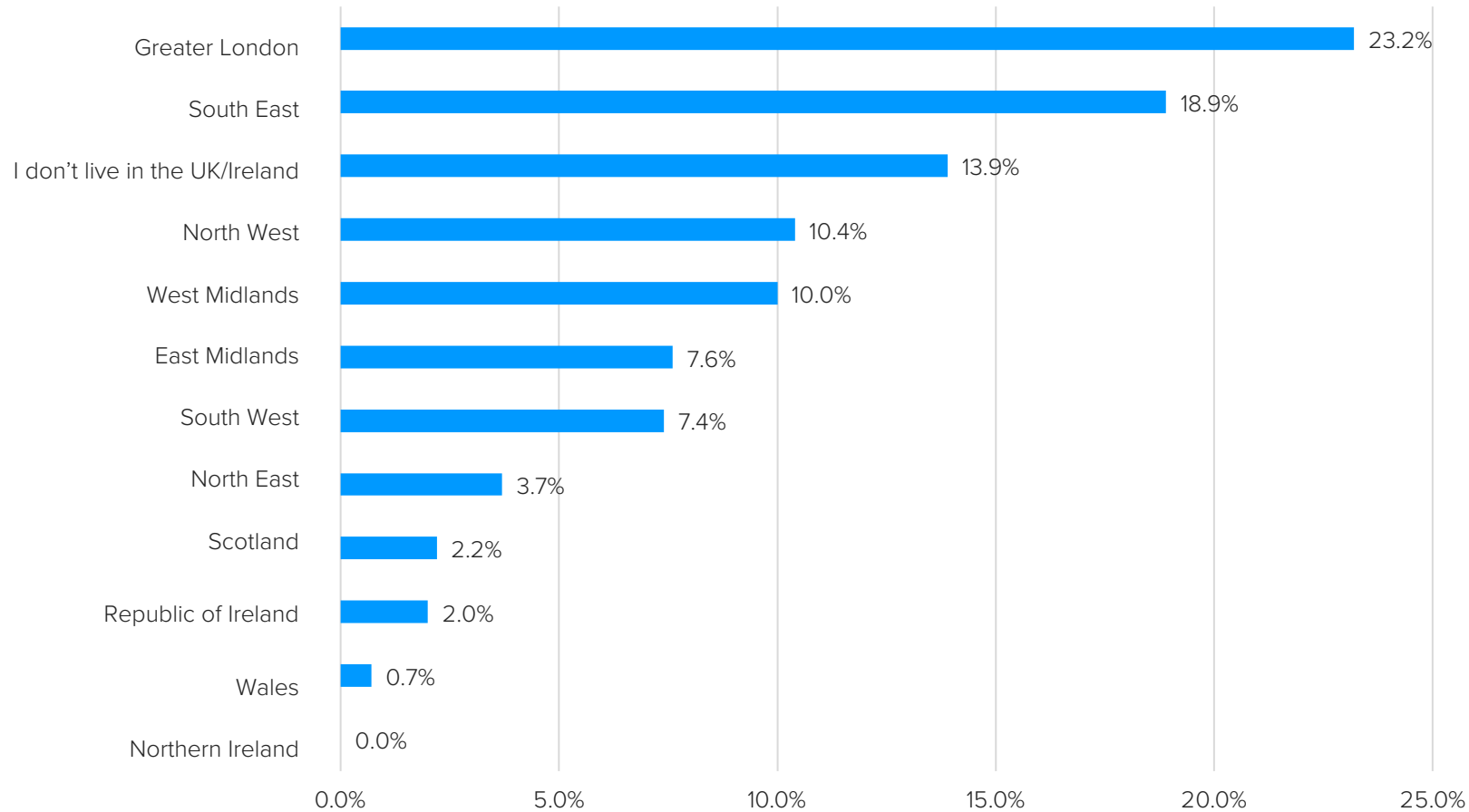


SURVEY INSIGHTS

42.3%

of SAP contractors are hands-on consultants.

Where do you live?

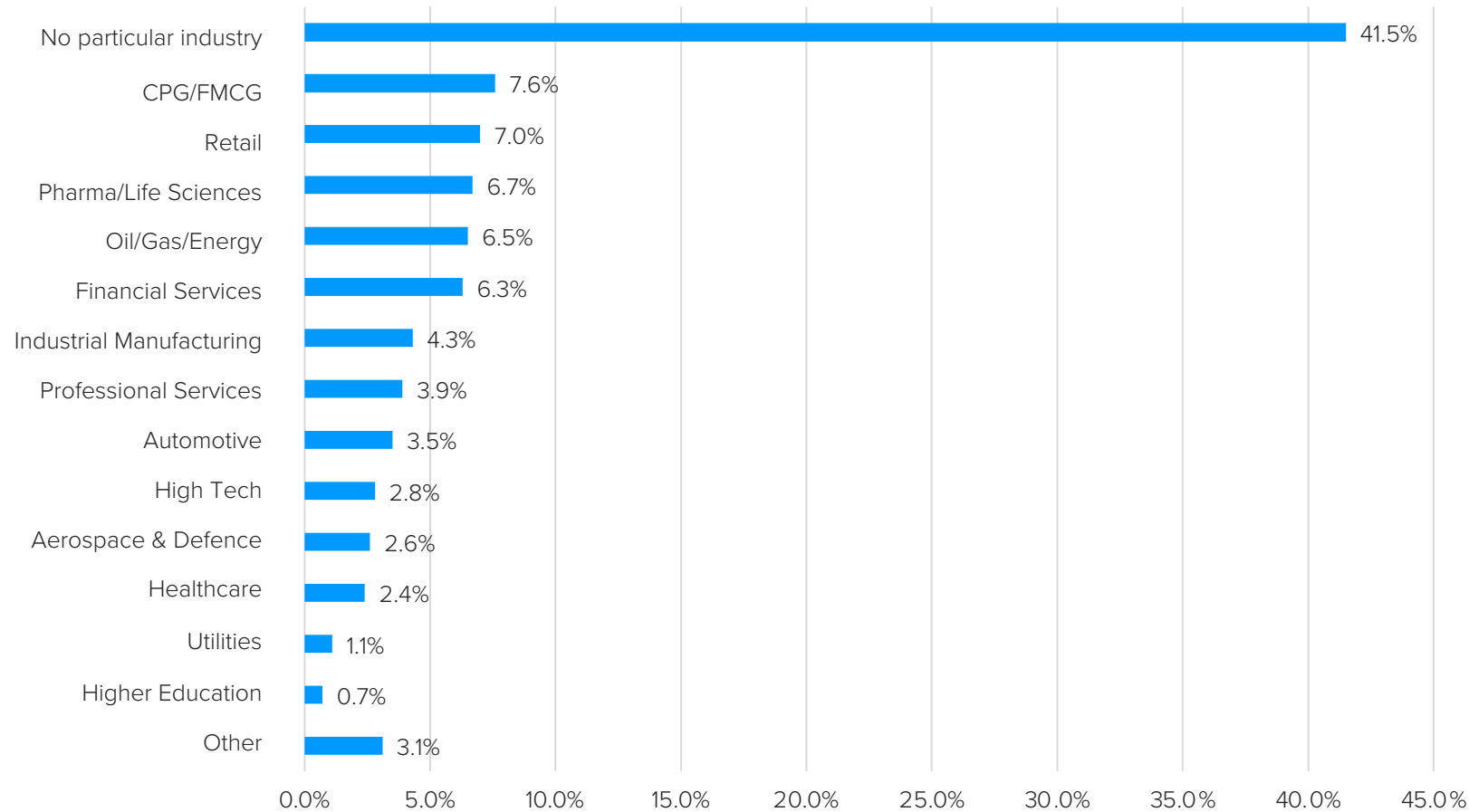


SURVEY INSIGHTS

42.1%

London and the South East account for **over 40% of SAP consultants**, with the next biggest grouping based outside of UK&I.

Which industry do you specialise in (if any)?

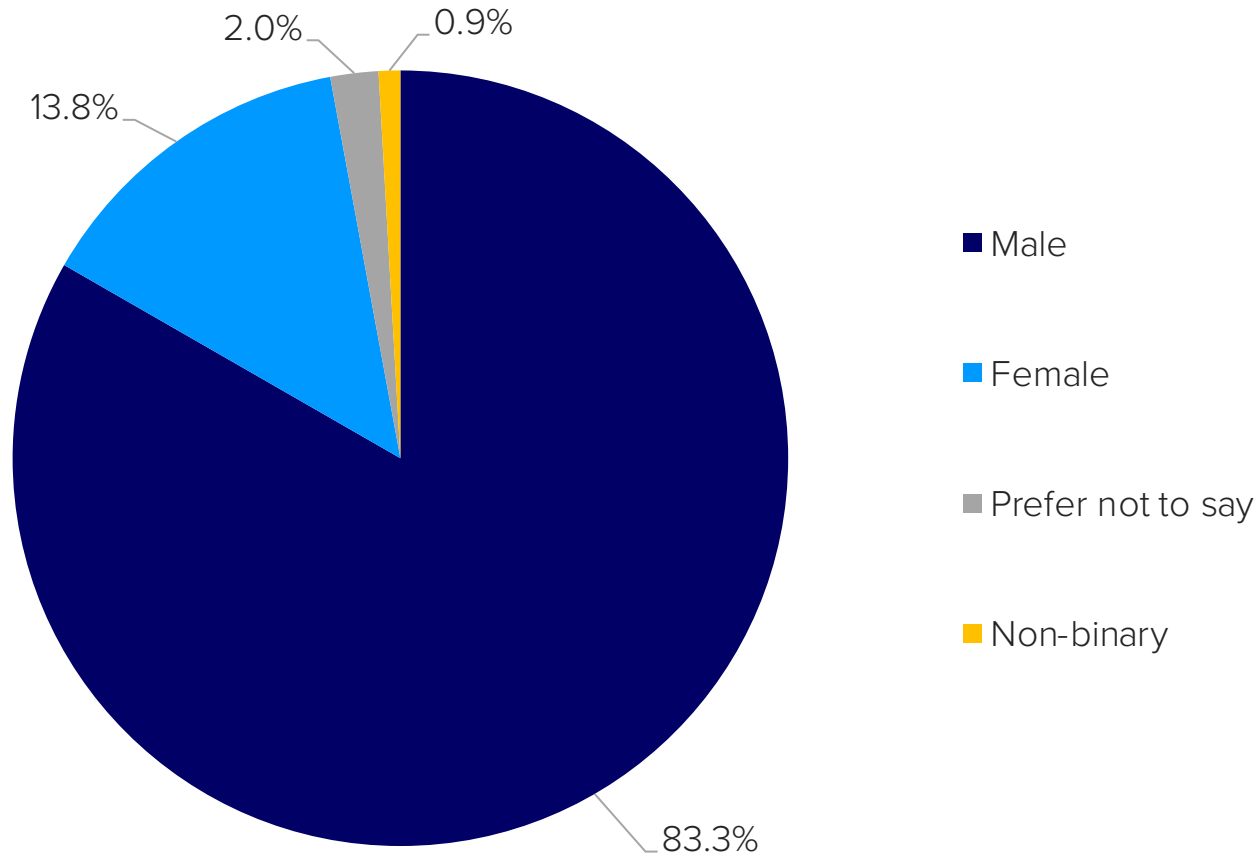


SURVEY INSIGHTS

41.5%

of SAP consultants do not specialise in a particular industry.

What is your gender?

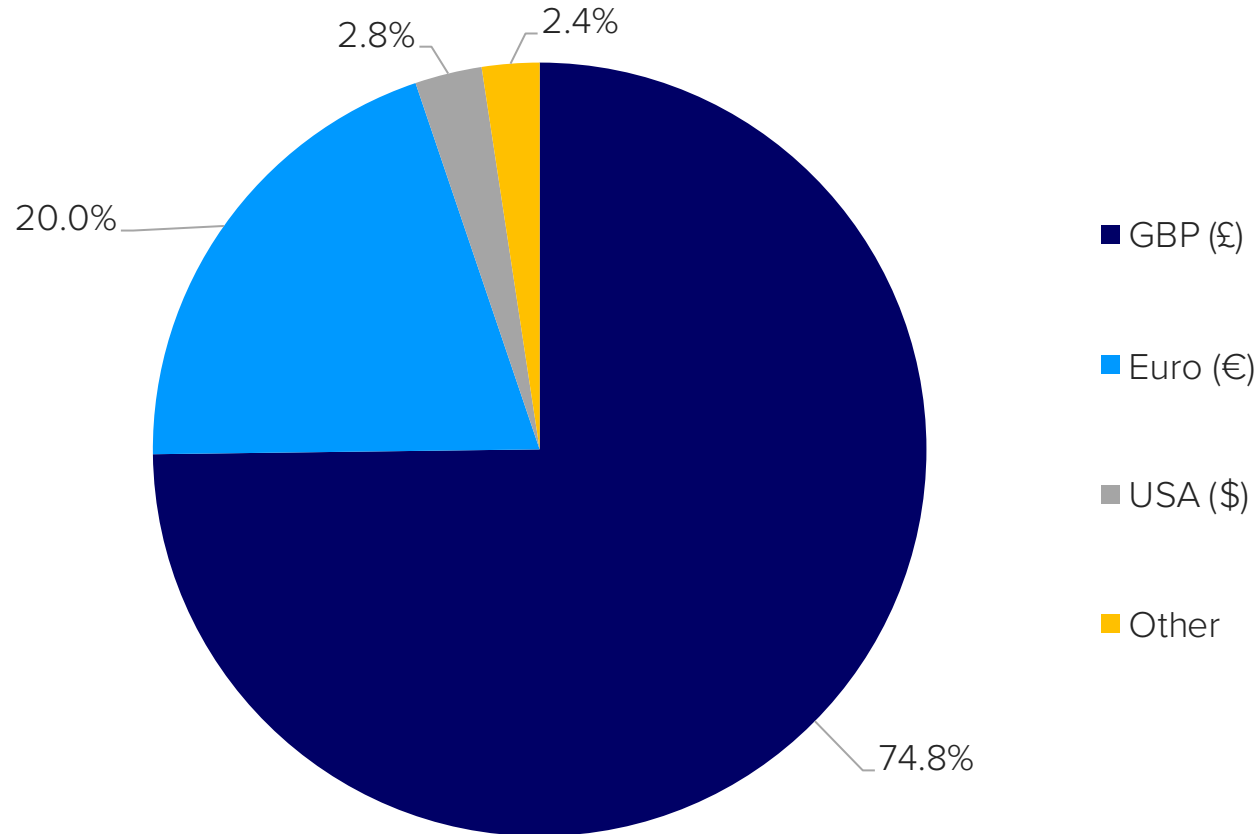


SURVEY INSIGHTS

83.3%

The gender imbalance in SAP is still clear to see with **83.3% of respondents being male.**

In your last role, what currency were you paid in?

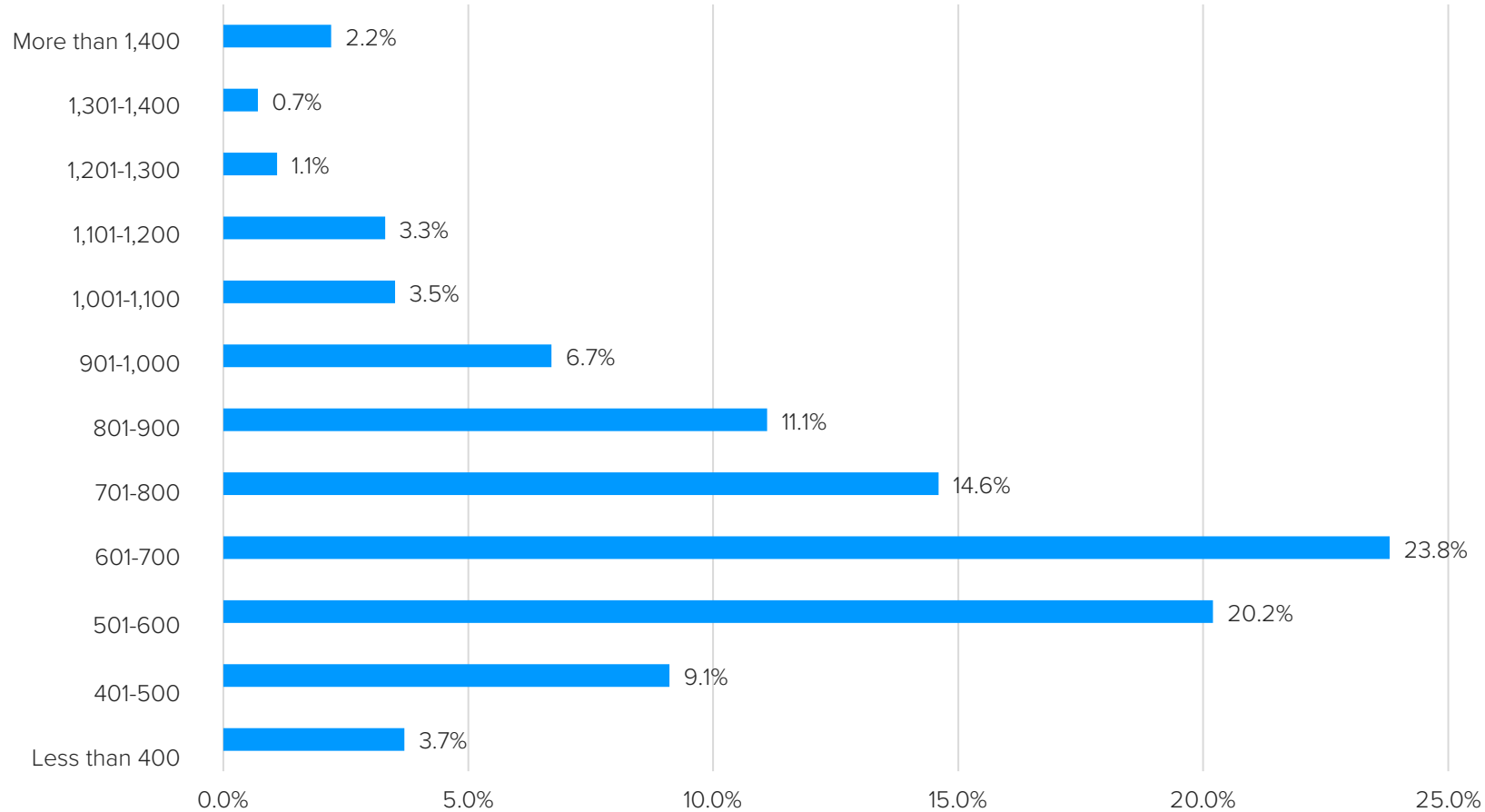


SURVEY INSIGHTS

74.8%

Nearly **75%** of SAP contractors are paid in GBP, with EUR accounting for **20%**.

What was/is your day rate?

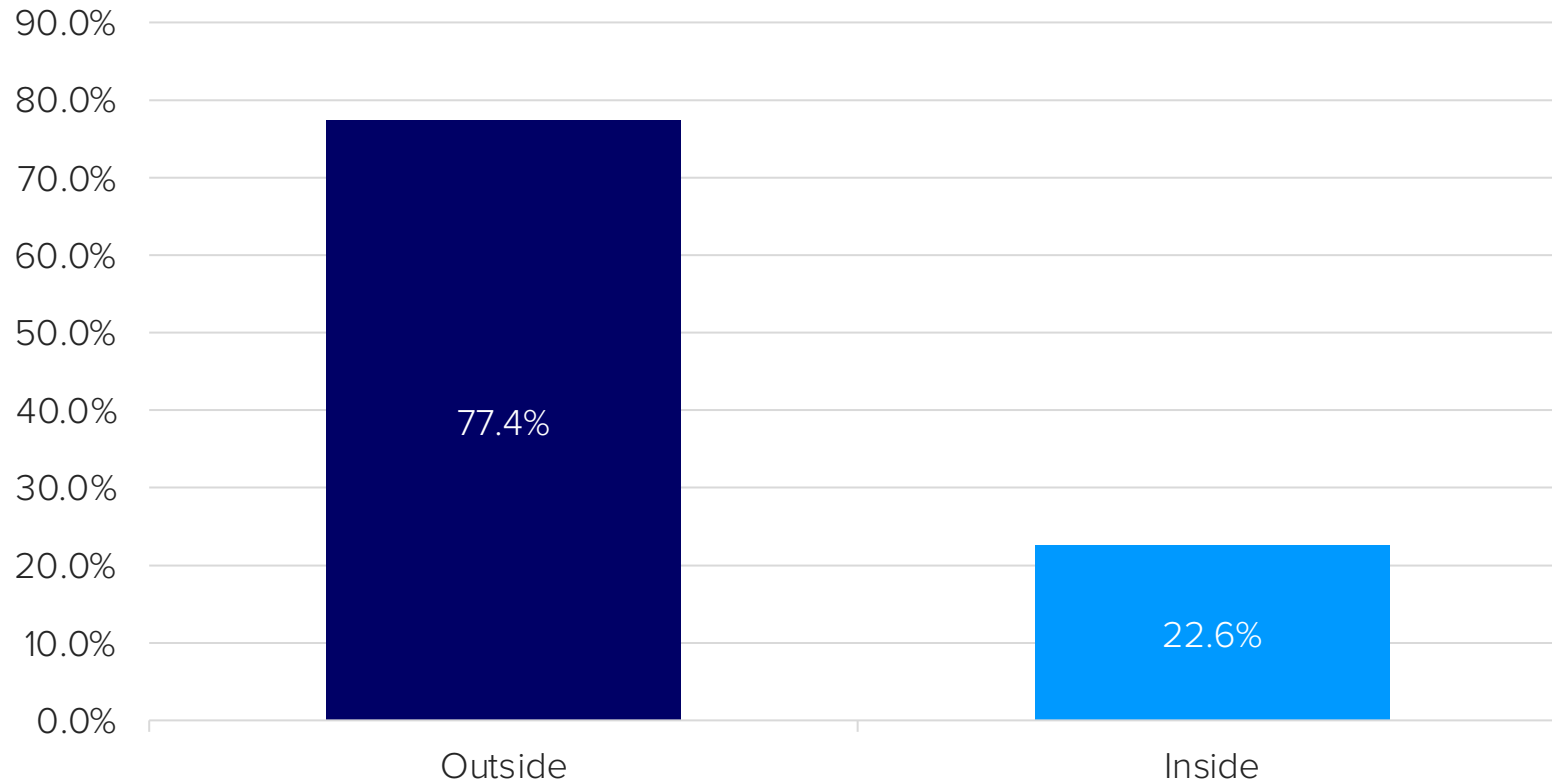


SURVEY INSIGHTS

44%

of SAP contractors are paid between **£/€500-700/day**, and just over **10%** receive **£/€1,000/day or more.**

In your last role, what was your position's IR35 determination?

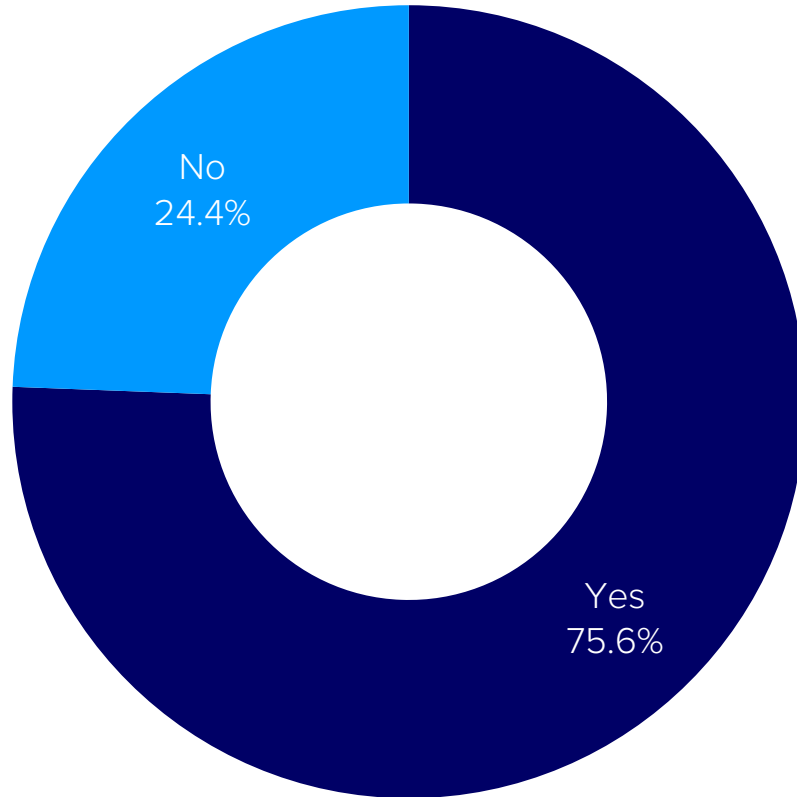


SURVEY INSIGHTS

77.4%

of SAP contractors sit
outside of IR35.

If **inside** IR35, would you leave/have left the role for a position that is/was **outside** IR35?

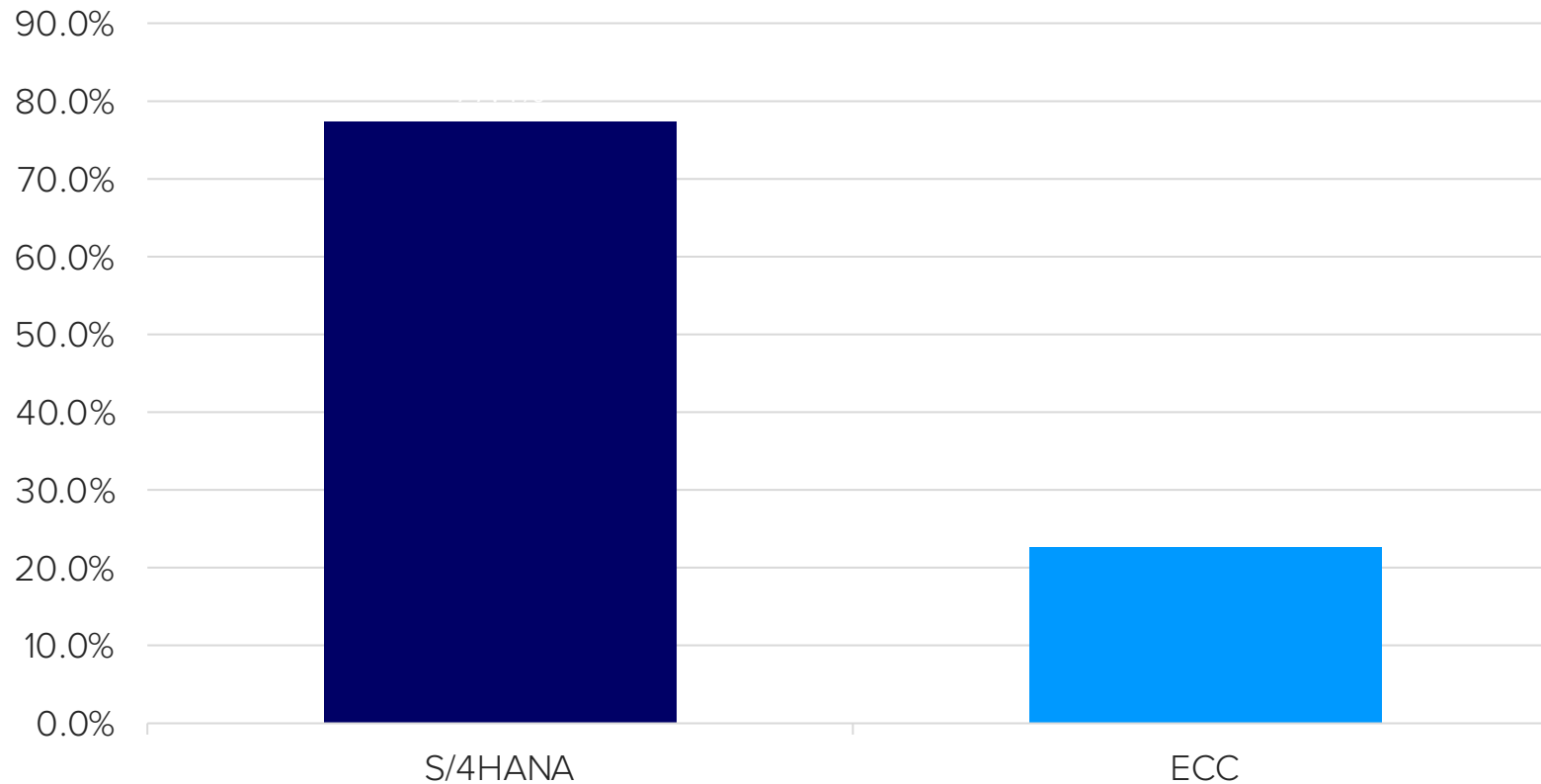


SURVEY INSIGHTS

75.6%

of SAP contractors currently working inside IR35 **would leave** their current assignment for a position that falls **outside IR35**.

What programme environment are/were you working in?

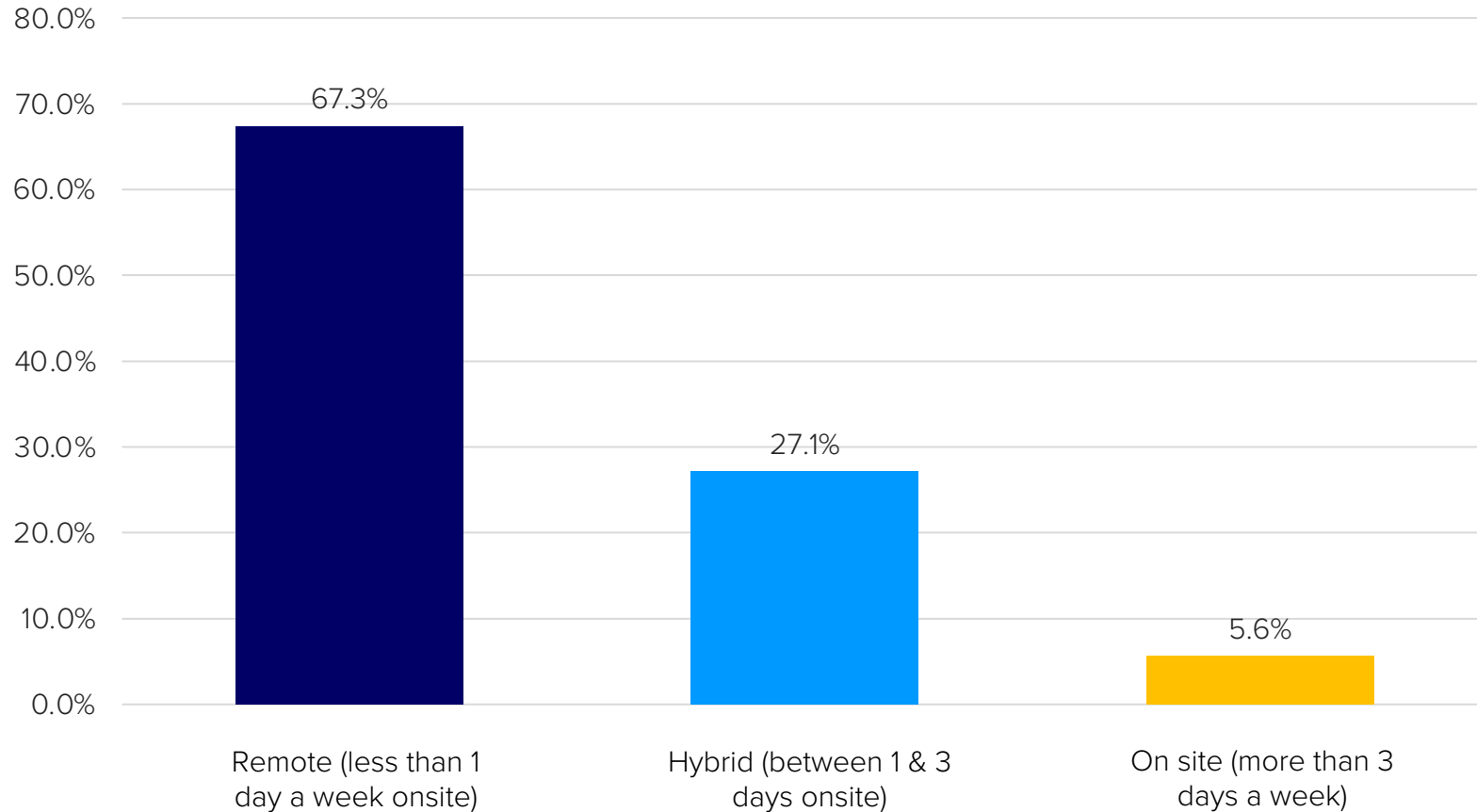


SURVEY INSIGHTS

77.4%

of respondents are working in an S/4HANA environment. Gartner's research (2022/23) stated 66% of ECC users hadn't started their S/4HANA journey.

What is/was your working pattern?



SURVEY INSIGHTS

5.6%

The COVID lockdowns of 2020-21 reshaped the tech working landscape. Today, only 5.6% of contractors work more than 3 days a week on site.

Did you have multiple contract offers when you accepted your last position?

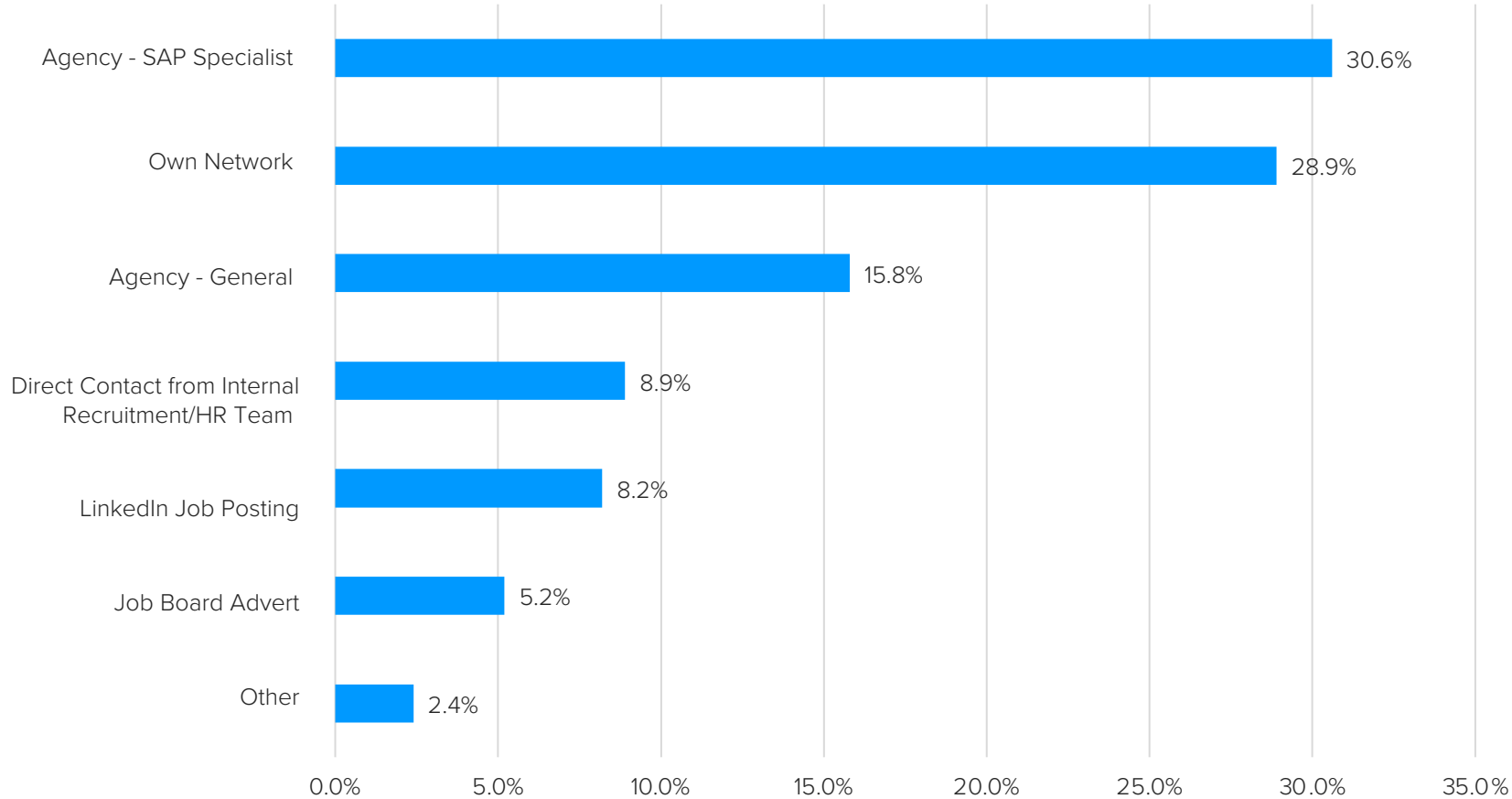


SURVEY INSIGHTS

55.1%

More than half of SAP contractors receive multiple project offers when they are looking for new assignments.

How did you get your current or most recent role?

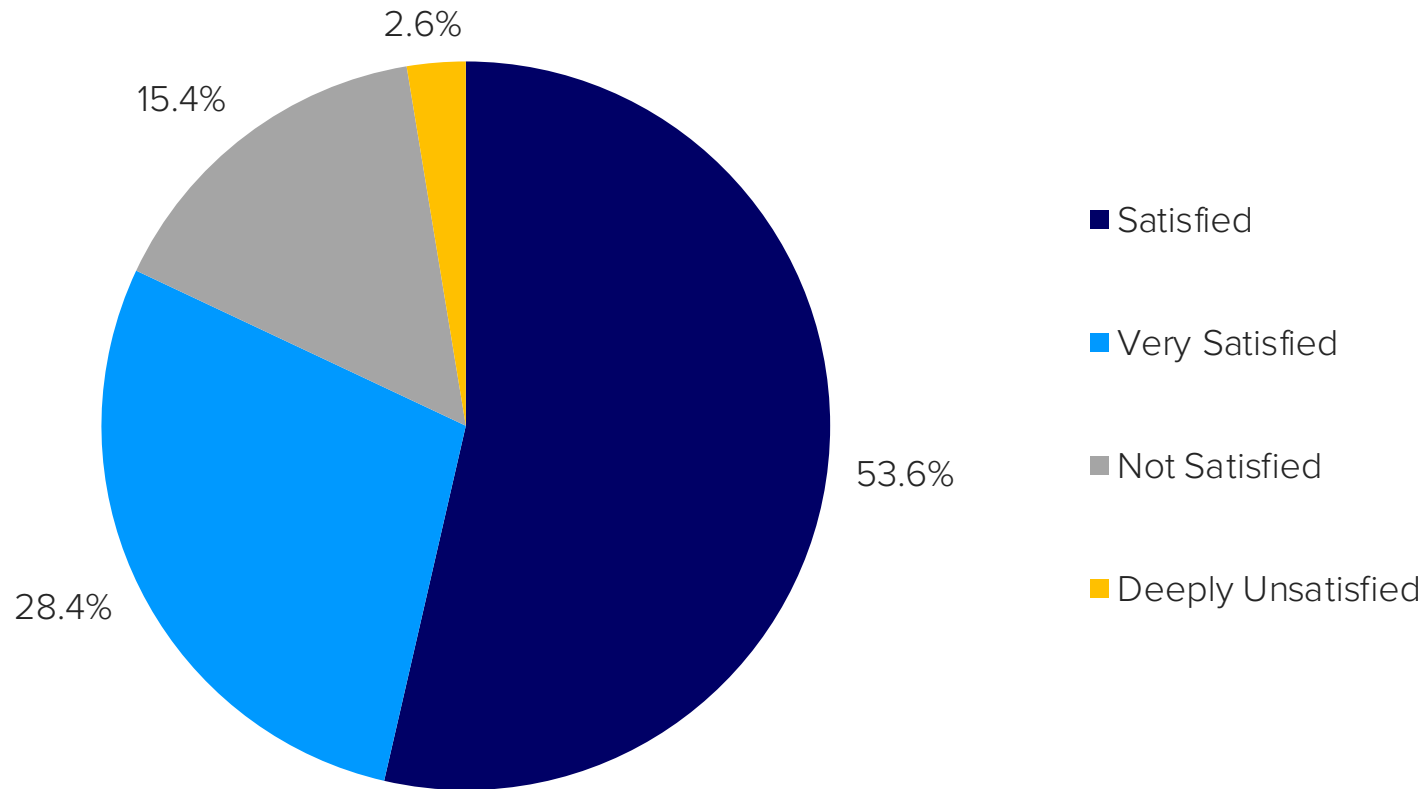


SURVEY INSIGHTS

30.6%

Working with a specialist SAP recruitment agency is the most popular way for contractors to find new projects (30.6%), closely followed by using their own network (28.9%). This far outranks contact from in-house teams (8.9%) LinkedIn job postings (8.2%) and responding to adverts (5.2%).

How do you feel in your current or most recent role as a contractor?



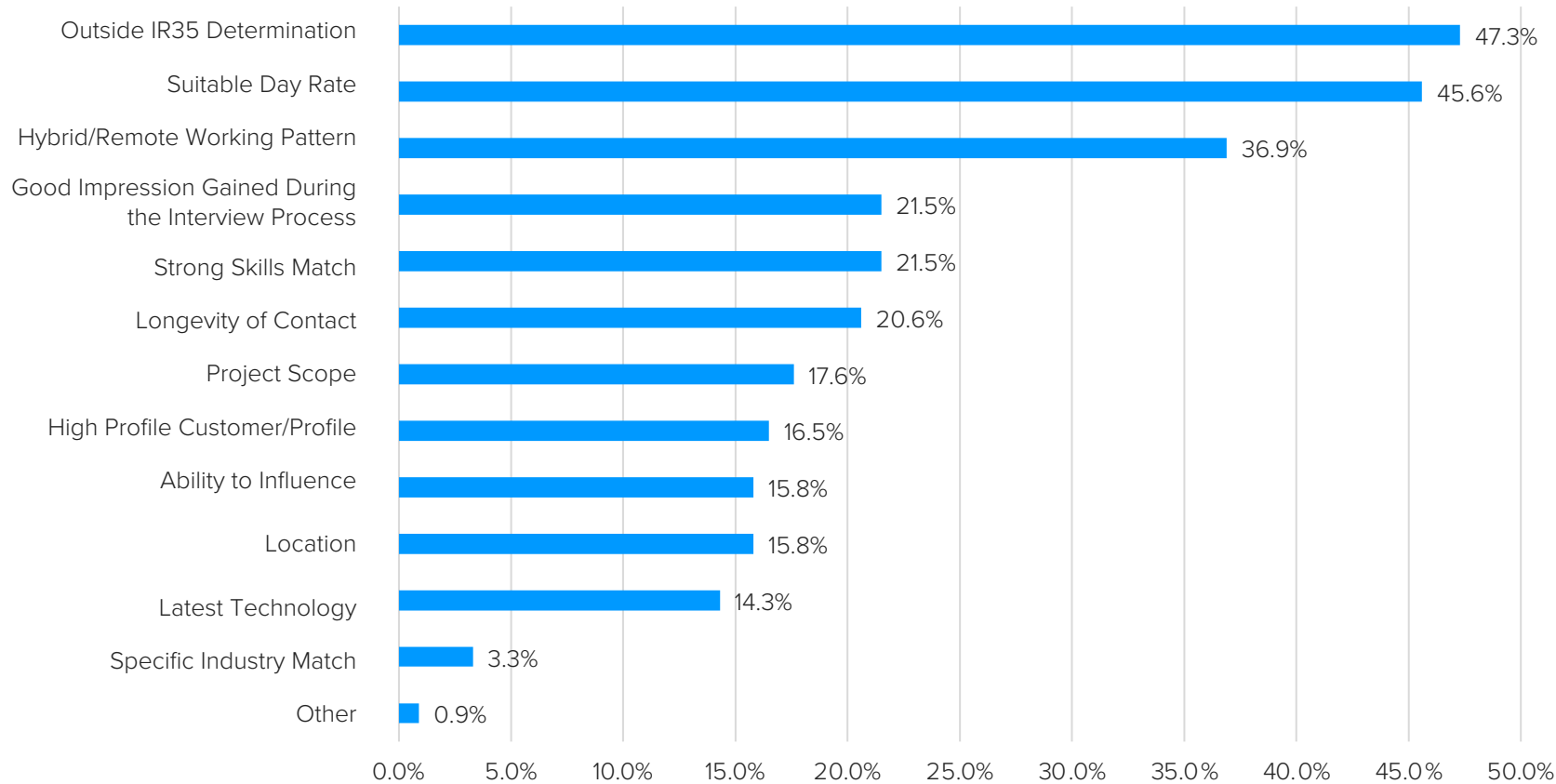
SURVEY INSIGHTS

82%

of SAP contractors are satisfied or very satisfied with their role as an independent SAP professional.

What influences you most when **accepting** a project?

Multiple answers were accepted.



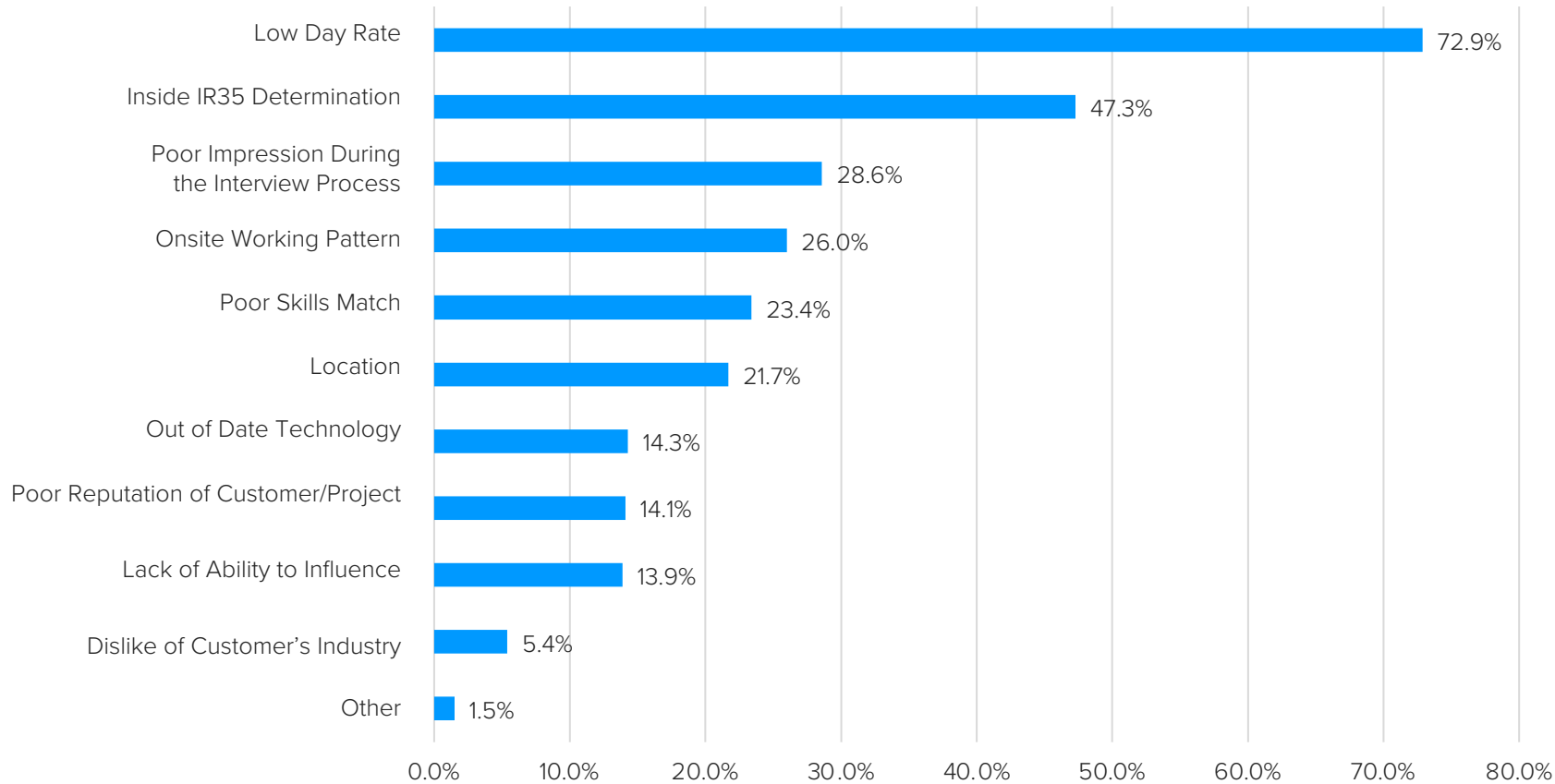
SURVEY INSIGHTS

47.3%

Outside IR35 determination is the number one determining factor for SAP contractors when accepting a position.

What influences you most when **rejecting** a project?

Multiple answers were accepted.

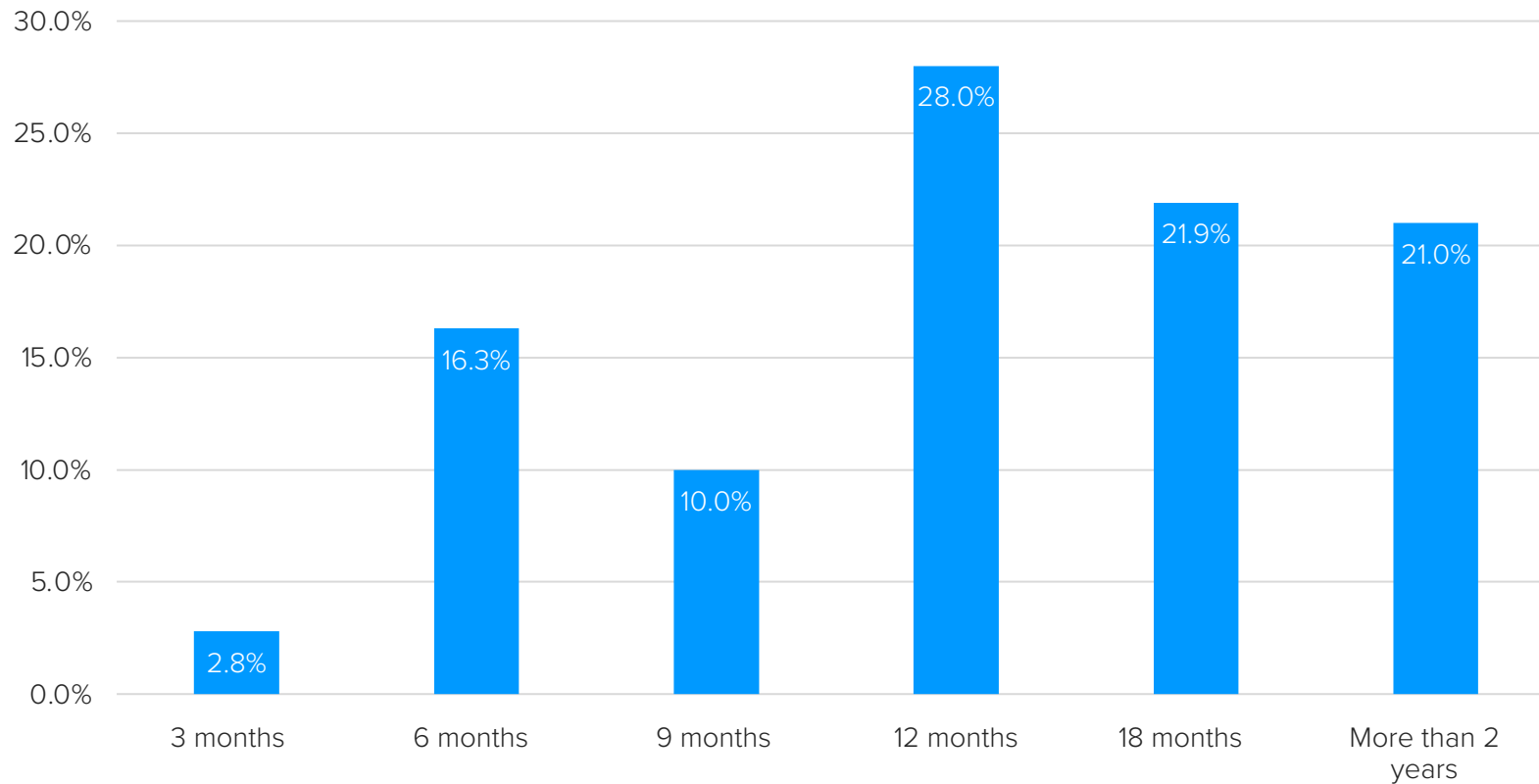


SURVEY INSIGHTS

72.9%

of SAP contractors said **unrealistic pay rates** are the number one reason for turning down an opportunity.

What is the **average duration** of your SAP assignments, including contract extensions?

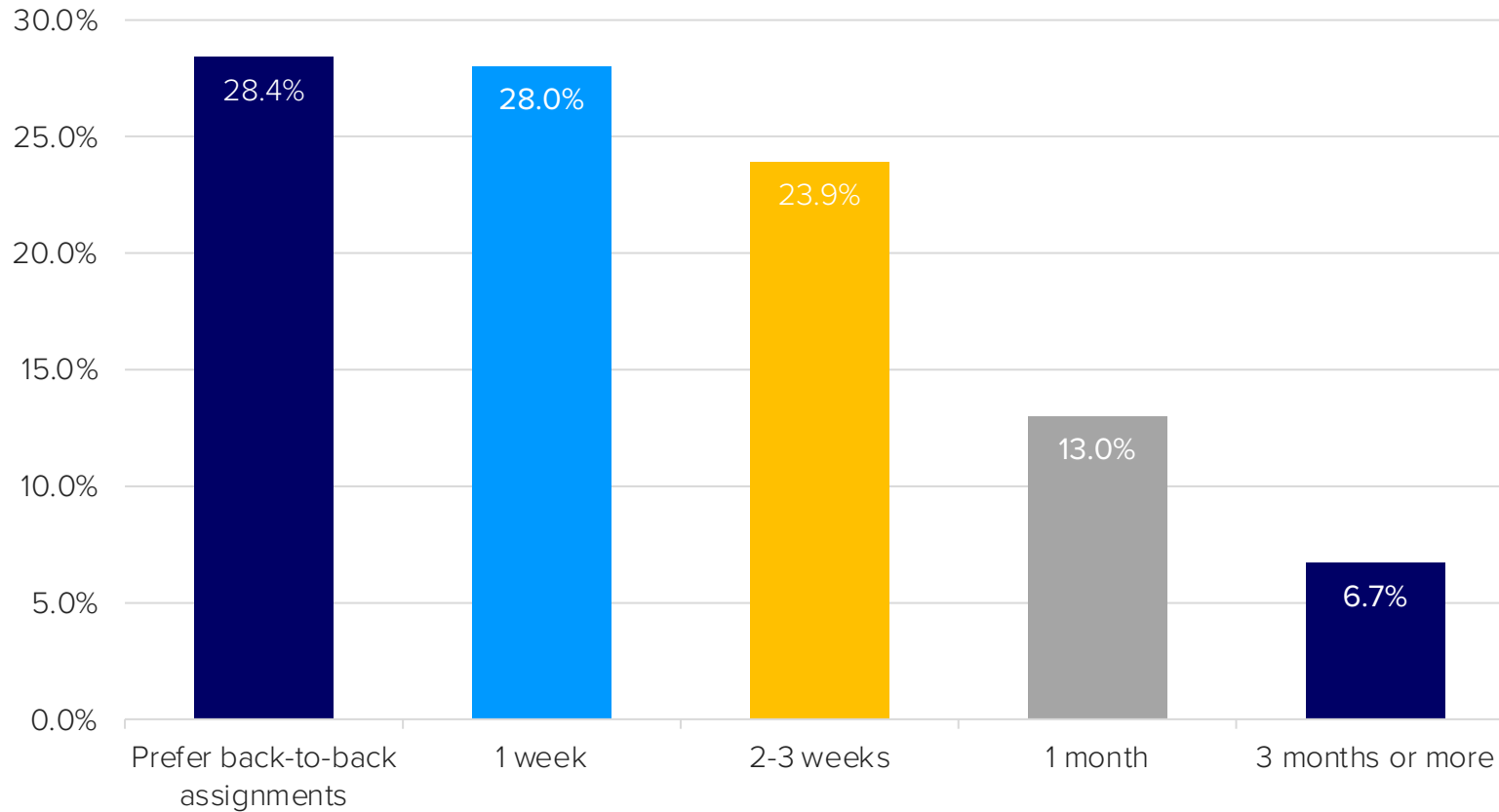


SURVEY INSIGHTS

70.9%

of contractors stay on a project for 12 months or longer with **21% extending for over 2 years.**

What is your preferred downtime between assignments?

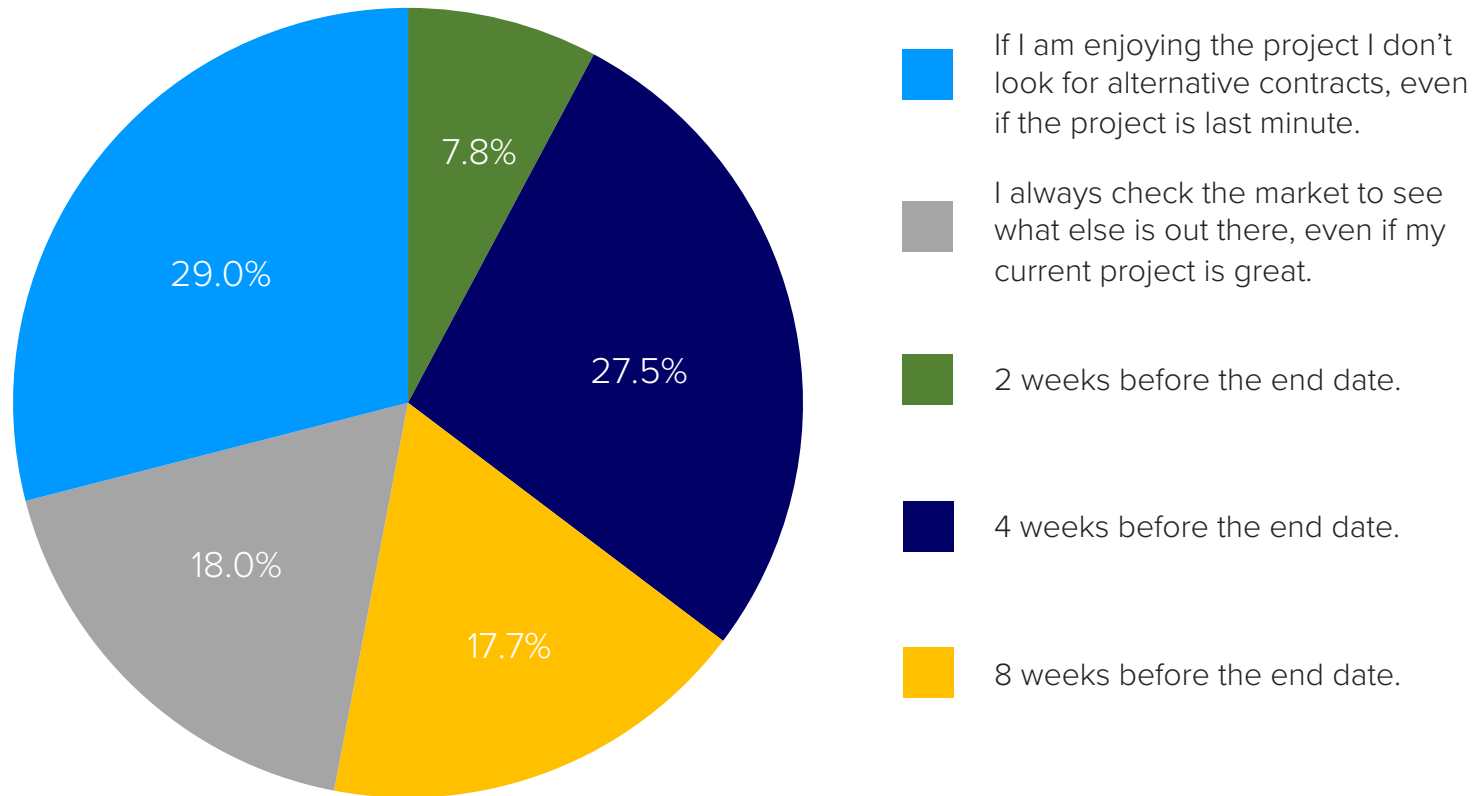


SURVEY INSIGHTS

28.4%

of SAP contractors prefer no break between projects.

At what point before you get a confirmed extension do you look at other opportunities in the market?

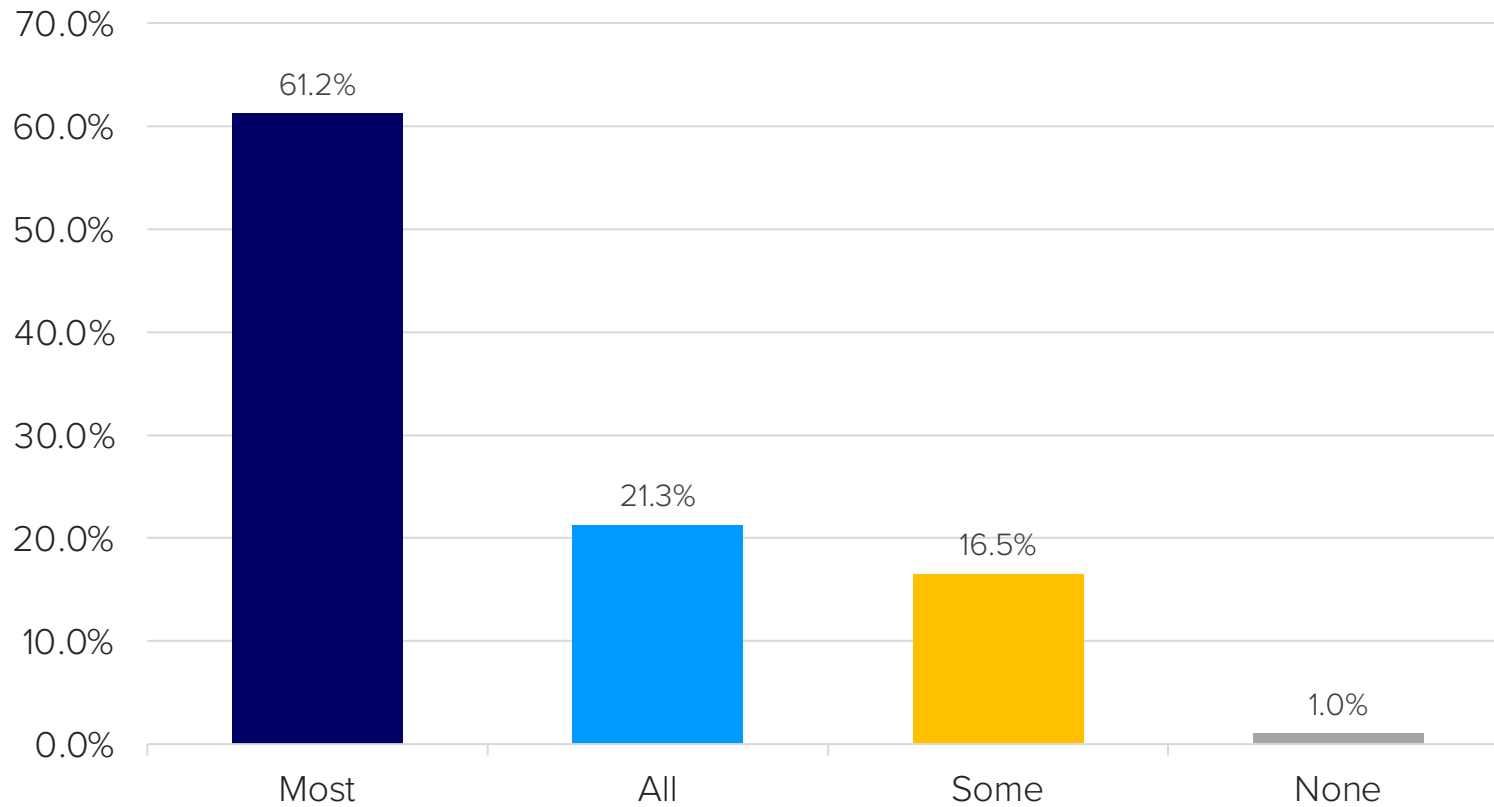


SURVEY INSIGHTS

56.5%

Most contractors wait until **four weeks** before the end date of current assignments before looking for alternative options, if they look at all.

How many of your previous customers would you **work with again**?



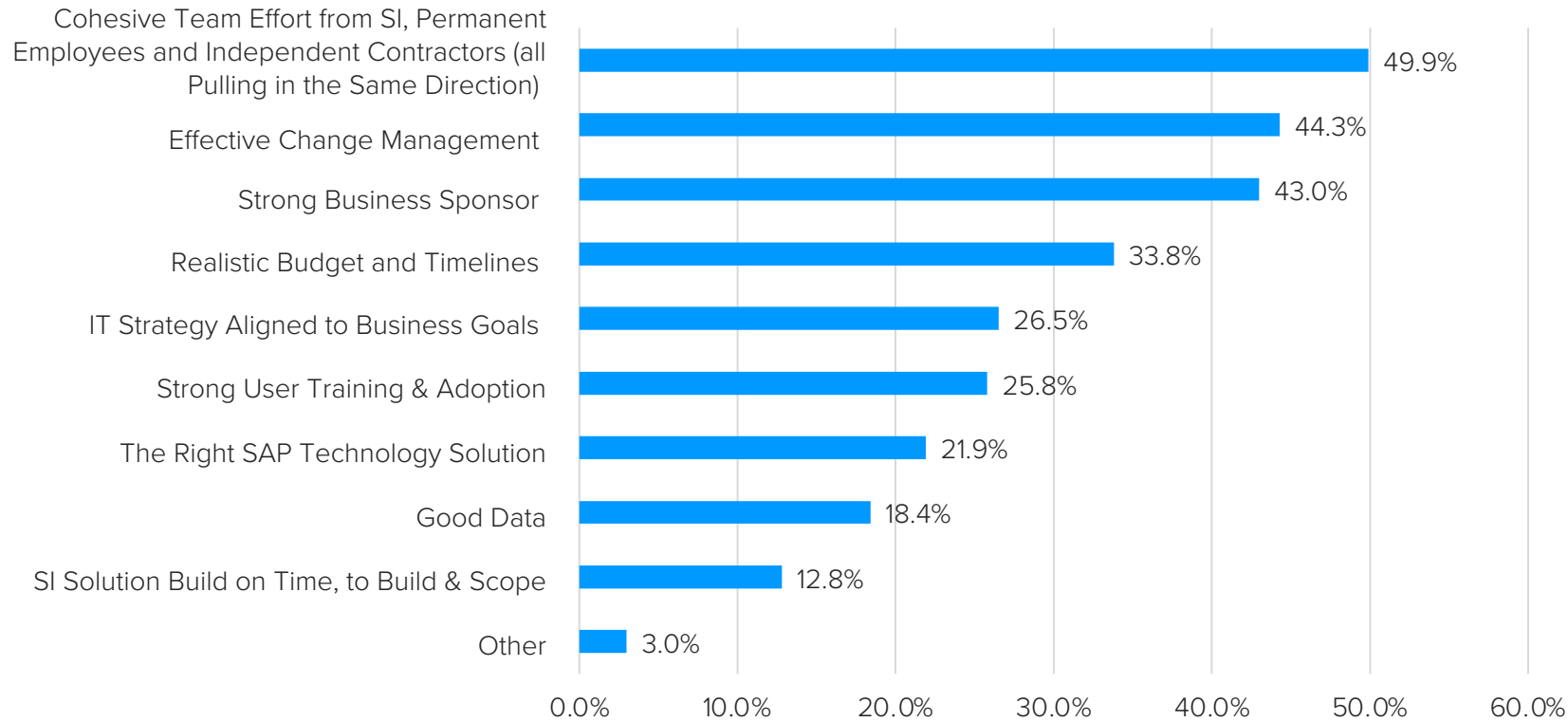
SURVEY INSIGHTS

82.5%

of SAP contractors would work with most, or all, of their previous customers again.

What do you believe are the main reasons that SAP projects succeed?

Multiple answers were accepted.



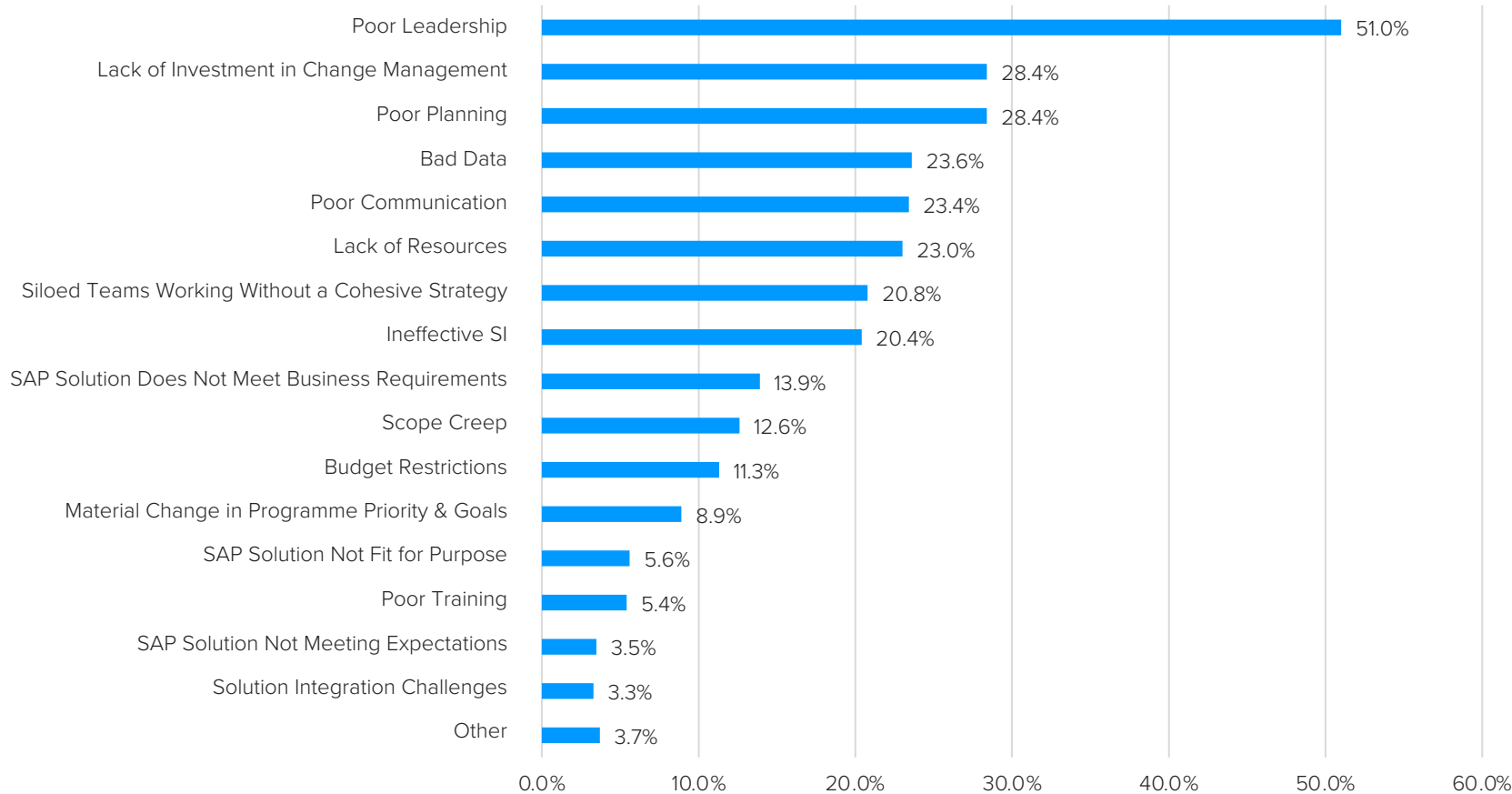
SURVEY INSIGHTS

50%

Nearly 50% of SAP contractors believe that a cohesive team effort across the SI, FTEs and independent contractors is the number one reason why SAP programmes succeed.

What do you believe are the main reasons SAP projects fail?

Multiple answers were accepted.



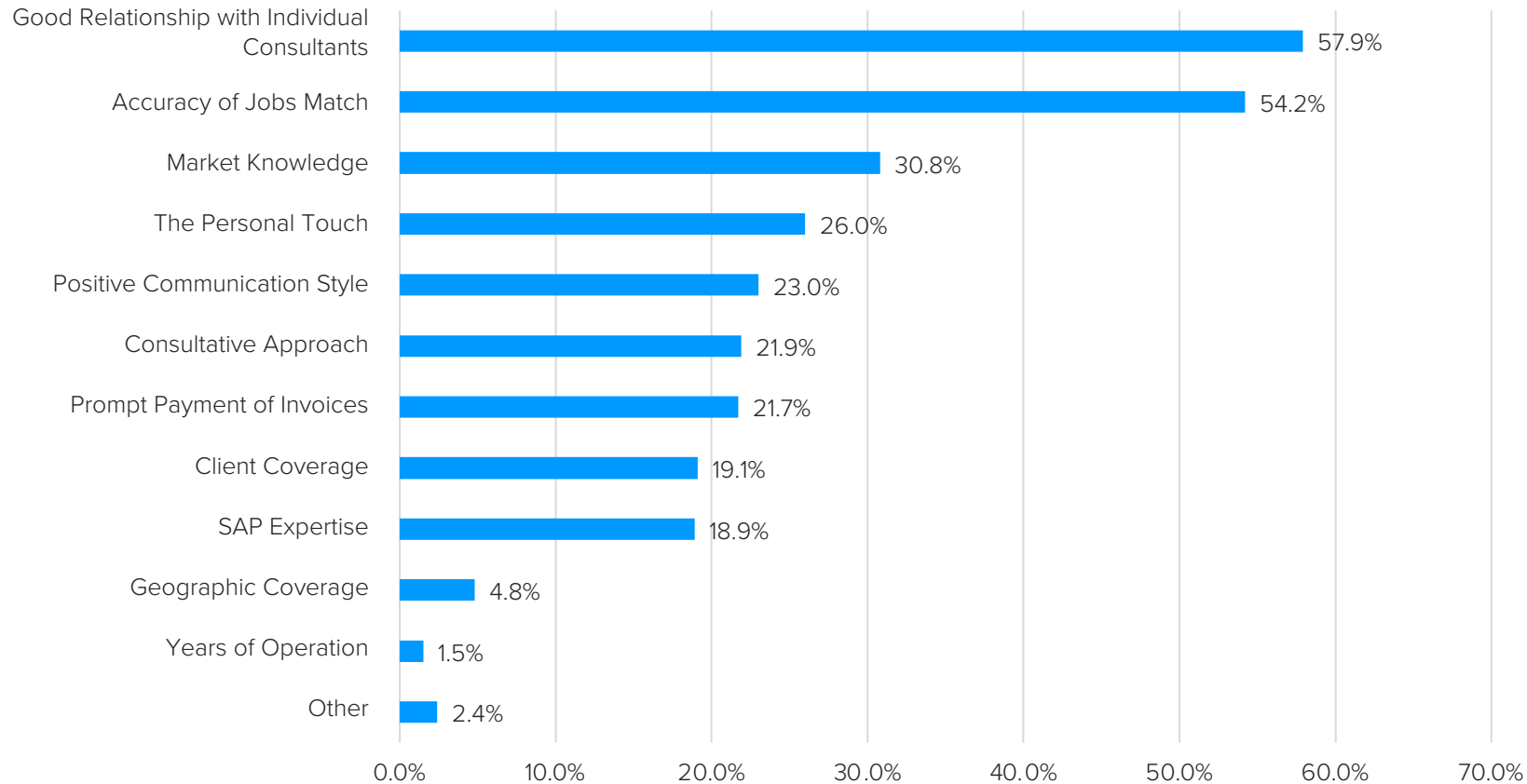
SURVEY INSIGHTS

51%

When SAP programmes fail, over half of SAP contractors believe that it is due to poor leadership.

In your opinion, what makes a good recruitment agency?

Multiple answers were accepted.



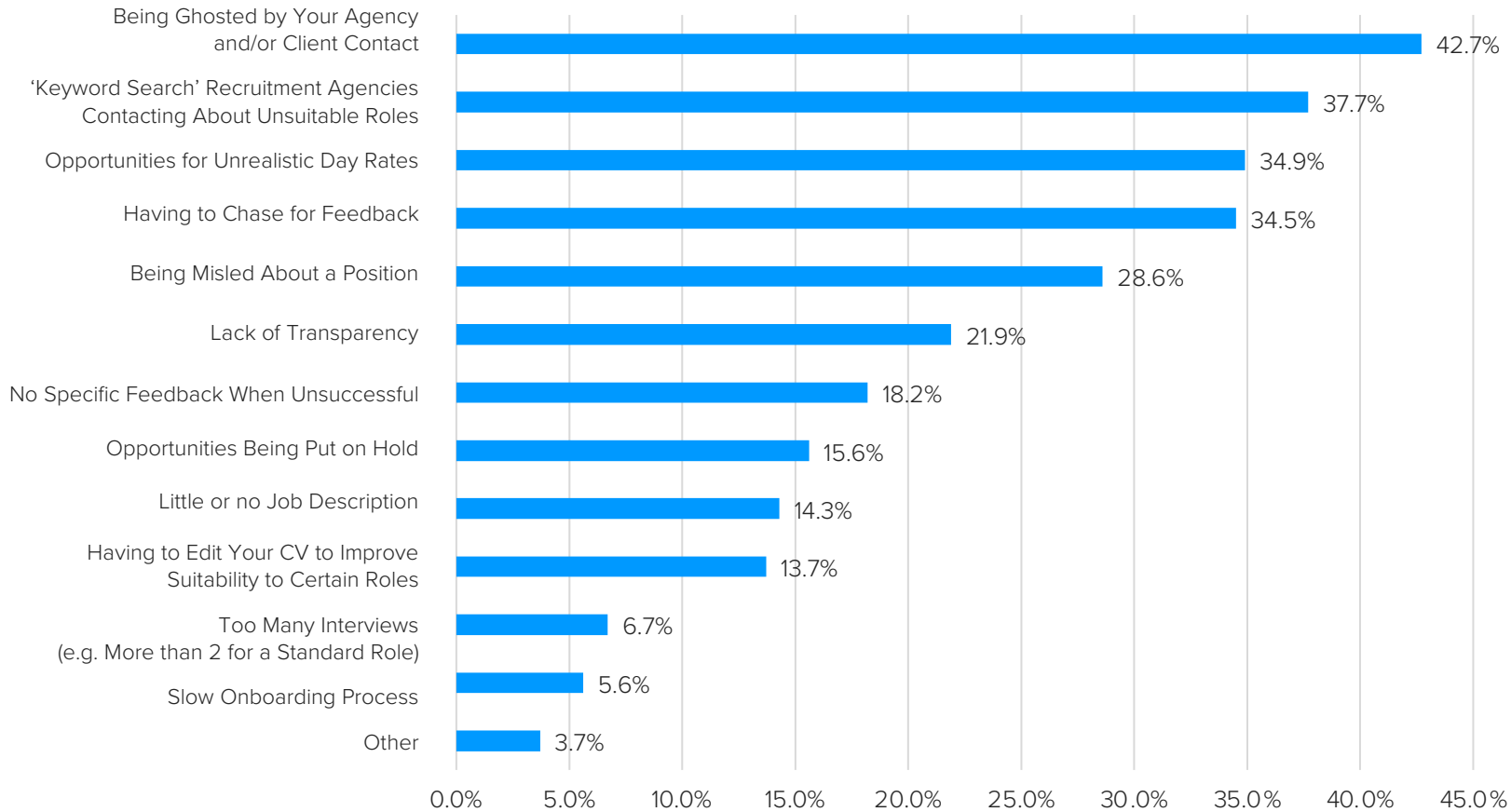
SURVEY INSIGHTS

57.9%

of SAP contractors rate the effectiveness of a recruitment business based on **relationships built with individual consultants.**

What are your **pet peeves** with the recruitment process?

Multiple answers were accepted.

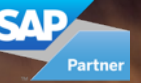


SURVEY INSIGHTS

42.7%

of SAP say that being **ghosted by recruiters and TA teams** is the most annoying part of the recruitment process.

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