DPC Labour Market Analysis

Summary Report

Version 1.0 | September 2024

Contents

1. Introduction

In 2024, the Digital Preservation Coalition (DPC) conducted an analysis of digital preservation labour market data gathered from 167 online job vacancy postings published between January 2021 and December 2022. The objective of the study was to facilitate workforce development by capturing and sharing information specific to the digital preservation labour market, using what was found to help develop DPC resources and delivery mechanisms.

This document provides a high-level overview of the key findings from the analysis, with a discussion of emerging themes and trends, particularly as they relate to the DPC's Digital Preservation Competency Framework.

By sharing this document and open dataset more widely, the DPC aims to facilitate the knowledge and development of those in the digital preservation field and invite further discussion and practical use by digital preservation practitioners.

1.1 Acknowledgements

The data collected for analysis were acquired from job vacancy postings on the DPC Jobs, CLIR+DLF Job Board, and Code4Lib Job Board websites. The analysis builds on and draws from previous research and work including, but not limited to, the DigCurV lenses and the DigCCur Curriculum Matrix, NDSA Levels of Digital Preservation and NDSA Staffing Survey reports, University of Maine Digital Curation labour market analyses, as well as the DPC Rapid Assessment Model and DPC Competency Framework, Audit Toolkit and example role descriptions. Additionally, earlier findings from a 2020 analysis of postings on the DPC Jobs site were used for comparative analysis and noted where relevant. Thanks also go to colleagues within the DPC team and members of the DPC's Workforce Development Sub-Committee for their support, feedback, insights, and encouragement during the development of the research and report.

1.2 Copyright and Reuse

2. Process and Methods

2.1 Sources of Information

Information was collected over several months in 2022-2023 from job vacancy postings published on the DPC Jobs, CLIR+DLF Job Board, and Code4Lib Job Board websites.

Given that previous research has found there is a wide range of job titles relating to digital preservation professions, and there are many that may not have digital or preservation in their name but are nonetheless relevant and essential to digital preservation, the first stages of data capture began with a very wide scope for collecting job postings.

Job postings were retrieved using RSS or Atom feeds where available. Postings were first initially retrieved from the DPC Jobs site. Following this, additional postings were collected from CLIR+DLF and Code4Lib by using a range of keywords to search the websites and select job adverts that related to the preservation, archiving and/or management of digital materials—looking not just at job titles but also things like departments and summary descriptions, and including both specialist and generalist, digital preservation domain-specific and adjacent.

All those deemed as jobs related to digital preservation, broadly understood, were collected, with the job titles, organization names, dates, salaries, summary texts, and other information provided in the advertised posting entered into a spreadsheet.

The initial dataset included 676 job vacancy postings from January 2021 to December 2022. Of those 676 postings collected, 276 were from the CLIR+DLF Job Board (40.8%), 110 from the Code4Lib Job Board (16.3%), and 290 from the DPC Jobs page (42.9%).

2.2 Data Cleaning and Removal of Duplicate Data

Data cleaning found 25 postings published on more than one of the websites. These included:

- 16 postings on both the CLIR+DLF Job Board and Code4Lib Job Board
- 4 postings on both the CLIR+DLF Job Board and DPC Jobs
- 2 postings on both the Code4Lib Job Board and DPC Jobs
- 1 posting on the Code4Lib Job Board, CLIR+DLF Job Board, and DPC Jobs

The above postings were merged together to reduce data duplication, decreasing the total number of postings from 676 to 662.

The data cleaning process also found 53 postings advertising the same job vacancy at different times. These included

- 35 postings that were reposted less than six months after the initial posting date
- 16 postings that were reposted six or more months after the initial posting date

The above postings were merged together to reduce data duplication, resulting in a new total of 636.

Additionally, there were 12 postings advertising a job that was open to more than one person. Because these postings presented only one job title and description, which could be available to one or more individuals, they were not duplicated and added as multiple postings in the dataset but rather kept as one posting to minimize duplication and maintain data consistency.

2.3 Data Refinement and Filtering by Relevance

Some preliminary analysis of the initial dataset proved challenging in terms of identifying common themes or trends within such a broad array of job titles and roles among different organization types.

Ultimately, it was decided that a further narrowing of the scope was needed. Coding through a content analysis was used for initial analysis of the job advertisements.

A DPC staff member reviewed the 636 postings to identify those that broadly fit within the digital preservation field. Each posting was read and coded for relevance based on its direct (e.g., 'digital preservation') and/or indirect reference to digital preservation within the job summary (e.g., 'data archiving', 'ingest', etc.). This process reduced the total number of postings from 636 to 344.

It was also important to ensure that the most relevant data relating to jobs within the digital preservation field was captured and prioritized for analysis. To assist with this, the DPC Digital Preservation Competency Framework resources, particularly the eight Example Role Descriptions, were used to categorize those most relevant to digital preservation. The framework outlines essential skills and competencies for digital preservation work. In this way, the framework was an appropriate resource for selection and analysis based on the assumption that the job postings corresponding to example roles offer enough breadth and depth of scope to suitably represent the skills, knowledge, and competencies for digital preservation work.

A coding system based on the role types listed below helped narrow down the 344 postings further to those that were most directly relevant:

- Digital Preservation Trainee
- Digital Preservation Officer
- Digital Archivist/Librarian
- Web Archivist
- Developer
- Digital Preservation Program Manager
- Senior Executive/Administrator

This reduced the total number from 344 to 167 postings for more in-depth analysis.

2.4 Final Dataset and Analysis

The final dataset was comprised of 167 postings. Quantitative and qualitative methods were employed for content analysis of textual content acquired from these job vacancy postings.

Additionally, earlier findings from a DPC 2020 analysis of postings on the DPC Jobs page were also used for comparative analysis and noted where relevant.

The next sections in this report provide a high-level overview of key findings relating to dates and timing of postings, locations, organizations, contract durations and working patterns, salaries, job titles, and Competency Framework example role types.

3. Findings

3.1 Dates and Timing

The 167 job vacancy postings in the final dataset were published from 29 January 2021 to 16 December 2022.

Figure 1 below shows the breakdown of postings published in each month.

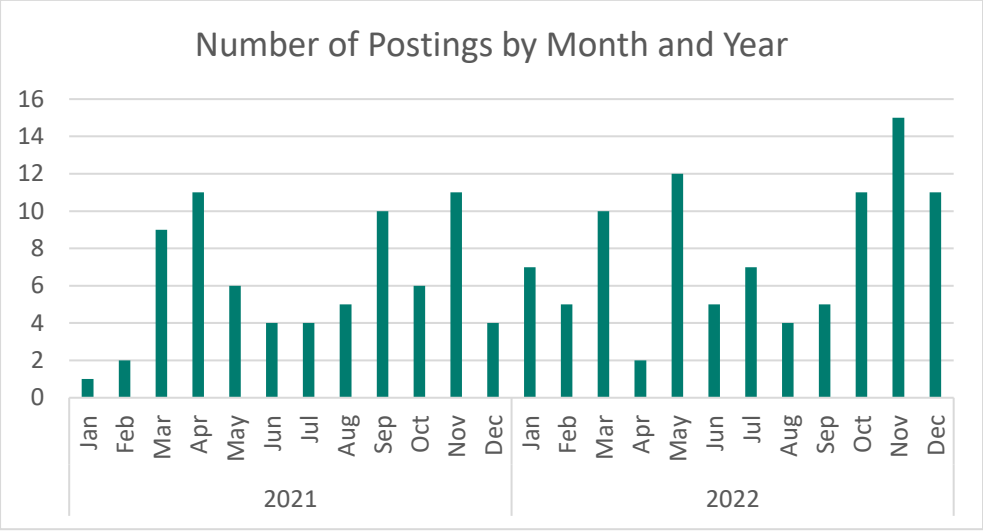


Figure 1. Number of Job Postings by Month and Year

The most popular month was November 2022, with 15 postings, while January 2021 had only one posting.

Of the 167 postings, 73 were published in 2021 and 94 in 2022. The 28.77% increase in postings suggests an increase in available digital preservation posts; however, given the dataset's smaller and more selective sample size, this finding should be indicative but not conclusive evidence.

The deadlines for job applications, where provided in postings (366), were compared to their publication dates on the website. The average number of days between the two dates was 20.08 (with a median of 17 and modes of 14 and 13). In other words, candidates typically had approximately 2-3 business weeks between the posting's publication and the application deadline.

3.2 Locations

Countries

The 167 job postings advertised work opportunities based in nine countries, with these countries highlighted in Figure 2 below.

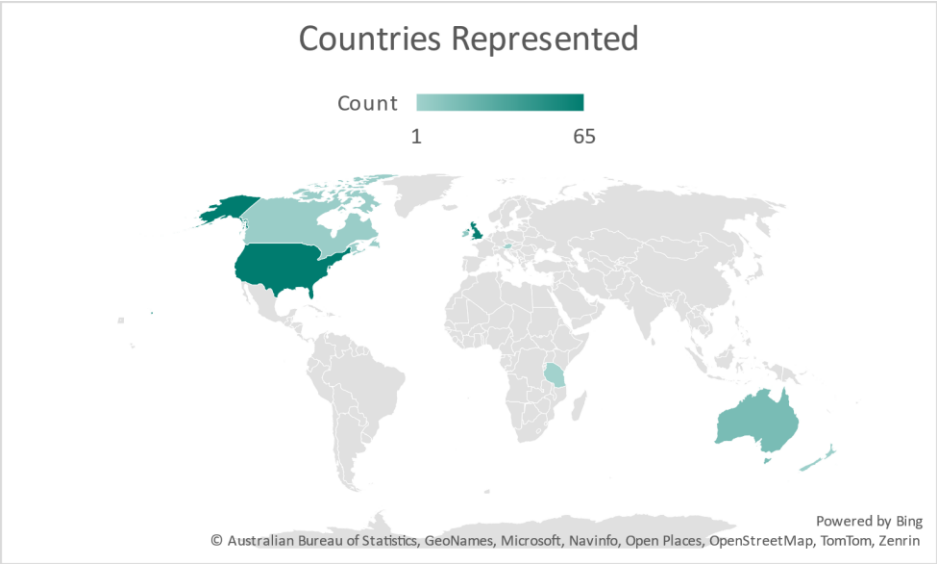


Figure 2. Countries Represented in the Job Postings

The USA (38.92%) and the UK (37.72%) had the most postings, with the total counts per country presented in Table 1 below.

Table 1. Countries Arranged by Highest Number of Postings

Country	Number of Postings
USA	65
UK	63
Australia	17
Ireland	9
Canada	4
New Zealand	3
Luxembourg	3
Austria	2
Tanzania	1

Cities

Among the cities listed in the 167 job postings, London had the most postings, with 11.98%. Table 2 below presents the cities with four or more postings.

Table 2. Cities with Four or More Postings

City	Number of Postings
London, UK	20
Dublin, IE	8
Melbourne, AU	8
Washington, DC, USA	7
Edinburgh, UK	7
York, UK	7
Cambridge, UK	5
Northampton, MA, USA	4
Oxford, UK	4

Additionally, nine postings explicitly highlighted a remote working option in the job advertisement; a remote working option was included directly in the DPC Jobs ‘Job Location’ section, the CLIR+DLF Job Board ‘Location’ section, or tagged as 'Remote / Telecommute' in the Code4Lib Job Board advert. These remote work options were not found in the previous 2020 analysis, which is an interesting finding to note and may be worth further exploration with respect to potential shifts toward more remote working options.

This is not to say that remote working was not present before 2020, nor that other postings in the dataset do not offer remote working options—only the option was notably more prominent when comparing the two sets of findings. Indeed, a more in-depth qualitative analysis of the accompanying job summaries is likely to show a number of postings where remote work was possible (e.g., open to considerations of hybrid working in the office and from home in line with organization policy) or expected (e.g., remote working was mandatory during the COVID-19 pandemic).

3.3 Organizations

Organizations with the highest number of postings

There were 110 organizations represented in the 167 postings. Table 3 below lists the organizations with three or more postings.

Table 3. Organizations with Three or More Postings

Organization Name	Number of Postings
The National Archives, UK	9
Library of Congress	5
University of Cambridge	5
Digital Repository of Ireland	4
University of York	4
University of Oxford	4
Preservica	4
Smith College	4
Bibliothèque Nationale du Luxembourg	3
National Library of New Zealand	3
National Archives of Australia	3
University of Sheffield	3
University of Arizona	3
University of California Los Angeles	3
State Library of Victoria	3

Interestingly, 55% of the twenty postings based in Australasia were from just a few organizations. All three postings based in New Zealand were from the National Library of New Zealand, and eight of the seventeen postings from Australia were from the National Archives of Australia (3), the State Library of Victoria (3), or the University of Melbourne (2).

Organization types

For a better sense of the different kinds of organizations advertising these jobs, each posting was assigned one of seven organizational types. Figure 3 below shows the breakdown of the organizations by those types.

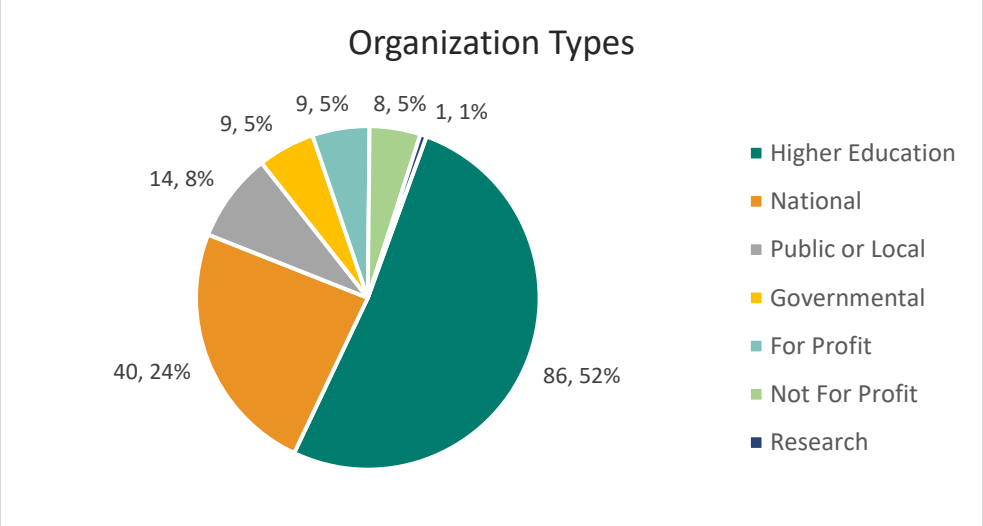


Figure 3. Percentage of Organizations by Organizational Type

The findings show a range of organization types represented for advertised digital preservation opportunities, spanning national archives, libraries, museums, government bodies and agencies, businesses, higher education and research institutions, and more.

While over half (52%) were identified as higher education organizations, it is important to note that some organizations in the dataset could fall into one or more categories. For instance, there were overlaps between higher education and research categories where a posting may be specific to a research department or area. For this study, the categorization was limited to assigning one type based on the larger higher education organization in which it was situated, but additional analysis of the provided datasets is invited to explore the overlaps and differences further.

3.4 Contracts and Hours

Contract types

Of the 167 postings, 129 (77.25%) included information about contract type directly in the job summary description.

Of those 129, 37.21% were fixed-term (48) and 62.79% were permanent or open-ended contract types (81).

Of the 48 fixed-term posts, 31 (64.58%) specified the length of the contracts directly in the job summary description. As shown in Table 4 below, the majority (15, 48.39%) were for one year, while the others ranged from 6 months to 4 years.

Table 4. Length of Contract for Fixed-Term Posts

Length of Contract	Number of Postings
6 months	3
9 months	3
1 year	15
14 months	1
2 years	4
3 years	3
4 years	2

In the previous 2020 DPC analysis, 119 (88.81%) of the 134 collected postings included information about contract type directly in the job summary description.

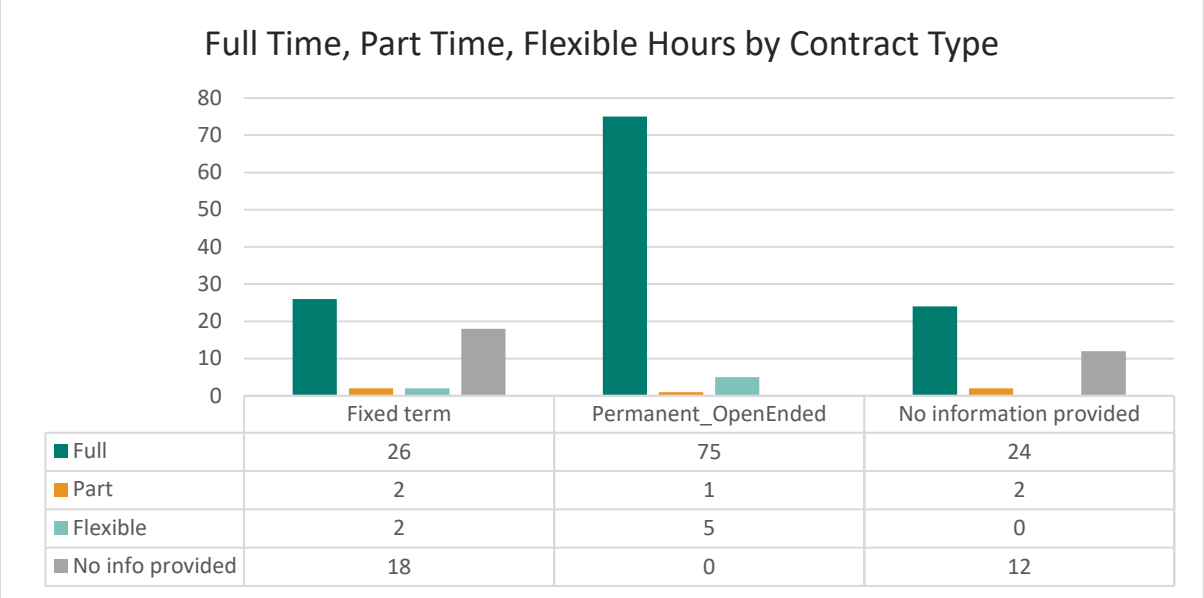
Of those 119, 57.98% were fixed-term (69) and 42.02% permanent or open-ended contract (50). While this suggests a more positive finding about a decrease in fixed-term positions, it is crucial to consider other factors, particularly the potential impact of COVID-19 on precarious employment. This area may need further examination to better understand these current challenges in the context of the profession.

Working hours

Of the 167 postings, 137 (82.04%) included information about expected full-time, part-time, or flexible working hours.

Of those 137 postings, 91.24% were full-time (125), 3.65% part-time (5), and 5.11% flexible (7).

To see if there were any patterns or overlaps between contract types and working hours, the two were analyzed together. Figure 4 provides a graph and table to show the findings for full-time, part-time, and flexible hours by contract type.



	Fixed term	Permanent_OpenEnded	No information provided
Full	26	75	24
Part	2	1	2
Flexible	2	5	0
No info provided	18	0	12

Figure 4. Number of Full Time, Part Time, Flexible Hour Postings by Contract Type

In the previous 2020 DPC analysis, 121 (90.30%) of the 134 collected postings included information about hours type directly in the job summary description. Of those 121, 93.39% were full-time (113) and 6.61% part-time (8).

Comparison with the previous 2020 DPC analysis found no significant differences in the percentages for full-time versus part-time hours, with full-time continuing to be over 90% (93.39% compared to 91.24%).

The perhaps more interesting finding was the presence of flexible hours in several job postings; none were identified in the 2020 analysis. Further examinations of differences in contract types in the context of COVID-19 and its impact on flexible working arrangements would be worth exploring.

As with remote working, this is not to say that flexible working hours were not present before 2020, nor that other postings in the dataset do not offer flexible working options—only that their inclusion was again more prominent when comparing the two sets of findings. Indeed, a more in-depth qualitative analysis of the accompanying job summaries is likely to show a number of postings where flexible working hours were possible (e.g., open to considerations of flexible working hours if in line with organization policy) or expected (e.g., may be required to deliver to tight deadlines or projects milestones, with time off in lieu).

3.5 Salaries

Salaries were collected and analyzed in their respective currencies. Information was collected from the listed salary as advertised in the job posting summary, with minimum and maximum numerical values separated into additional columns in the data collection spreadsheet where possible, along with a column to note the currency provided for analysis. Table 5 below presents the resulting calculated salaries by currency.

Table 5. Calculated Salaries by Currency

	Min	Mean	Max	Median	Count
AUD	53,509.20	99,194.85	190,000.00	91,630.25	14
CAD	57,894.00	75,659.33	99,679.00	70,852.50	3
EUR	33,119.00	56,746.33	95,142.00	49,392.00	6
GBP	19,133.00	35,921.62	84,122.00	33,259.50	54
NZD	67,284.00	103,455.50	132,945.00	115,604.50	3
USD	36,000.00	84,420.36	250,000.00	67,237.50	60

The majority of the salaries provided were listed in the United States dollar (60), British pound (54) or Australian dollar (14) currency, with findings for these currencies summarized in the next three sections.

Salaries in United States Dollars (USD)

There were 60 postings that provided data on salaries in United States dollars (USD).

The calculated mean was $84,420.36 USD, and the median was $67,237.50 USD, with a minimum of $36,000 USD and a maximum of $250,000 USD. The standard deviation was $45,963.01 USD. So, in general, most salaries fell somewhere between $38,457 and $130,383 USD.

The standard deviation of $45,963.01, which was the largest among those calculated by currency, indicates a spread and variation among the posted salaries. This could be due to a number of factors, including but not limited to the broad scope of digital preservation roles collected for the analysis, which will be touched on later in this report.

Interestingly, not all these jobs were based in the USA. Two of the postings were based in Austria. The two postings based in Austria advertised minimum salaries of $48,805 USD (Associate Records Officer) and $38,523 USD (Digital Archivist Archives Associate). Although the salary of $38,523 USD appears to fall below the typical range of $38,457 to $130,383 USD, it is important to note the following:

- The sample size of two postings is too small to draw any solid conclusion, especially when considering the broad scope of digital preservation roles collected in the larger dataset.
- The calculations do not take into account other factors such as healthcare, insurance, taxes, cost of living, paid leave, benefits in kind, and relevance of organizational or local context.

Indeed, as will be touched on later in findings on salaries for different Competency Framework example role types, the two Austria-based postings do fall into the calculated salary range for postings specific to the Digital Preservation or Archivist type in which they are categorized.

Salaries in British Pounds (GBP)

There were 54 postings that provided data on salaries in British pounds (GBP), with all of them based in the United Kingdom.

The calculated mean was £35,921.62 GBP, and the median was £33,259.50 GBP, with a minimum salary of £19,133 GBP and a maximum salary of £84,122 GBP. The standard deviation was £12,504.03 GBP. So most salaries fell somewhere between £23,417 and £48,425 GBP.

Interestingly, the range of salaries was lower when compared to the findings from the previous 2020 DPC analysis. The 2020 analysis found most of the salaries falling between £25,000 and £45,000 GBP, with a mean of £36,084 GBP, a median of £35,110 and a standard deviation of £10,257 GBP.

While this lower range suggests a decrease in UK salaries over the two years, it may also be explained by the larger dataset used for the 2020 analysis (with 90 UK postings providing data on

salaries) that included a much broader range of advertised jobs (it did not include the coding and selection of postings corresponding to the Competency Framework example role types).

On the other hand, the finding should not be easily disregarded, especially as it may concern rates of inflation, changing costs of living, and other areas in need of further collection and analysis.

Salaries in Australian Dollars (AUD)

There were 14 postings that provided data on salaries in Australian dollars (AUD), with all of them based in Australia.

The calculated mean was $99,194.85 AUD, and the median was $91,630.25 AUD, with a minimum salary of $53,509.20 AUD and a maximum salary of $190,000 AUD. The standard deviation was $31,772.75. So, in general, most salaries fell between $63,545.50 and $130,967.60.

However, the findings are limited by the small number of postings collected, and further collection and analysis of the digital preservation labour market in Australia is needed.

Converted salaries for comparison

While there are a number of factors to consider when comparing salaries in different currencies, with differences and nuances relating to local, regional and national contexts, a comparative analysis of salaries converted into one currency was undertaken to offer another potential avenue to touch on any noticeable differences.

The United States dollar was chosen as the currency to convert all the salaries because it was the currency with the highest number of postings in the dataset. Salaries in other currencies were converted into USD using the United States IRS Yearly Average Currency Exchange Rates for 2021 and 2022, calculating each into USD using the corresponding yearly average. Table 6 presents the resulting calculated salaries converted into USD.

Table 6. Calculated Salaries Converted into USD

	Min	Mean	Max	Median	Count
AUD	37,107.63	70,294.34	131,761.44	67,800.68	14
CAD	46,167.46	59,655.05	79,488.84	56,501.20	3
EUR	39,147.75	61,696.02	100,044.16	55,422.23	6
GBP	24,718.87	46,098.39	103,726.26	43,628.91	54
NZD	42,638.78	68,374.20	93,954.06	73,260.14	3
USD	36,000.00	84,420.36	250,000.00	67,237.50	60
All Currencies	24,718.87	66,378.00	250,000.00	57,391.50	140

The calculated mean of all the postings was $66,378 USD, the median $57,391.50 USD, with a minimum salary of $24,718.87 USD and a maximum salary of $250,000 USD. The standard deviation was $36,746.98. So, in general, most fell between $29,631 and $103,124 in United States dollars.

Figure 5 below shows the findings on the calculated mean salaries converted into USD for comparison.

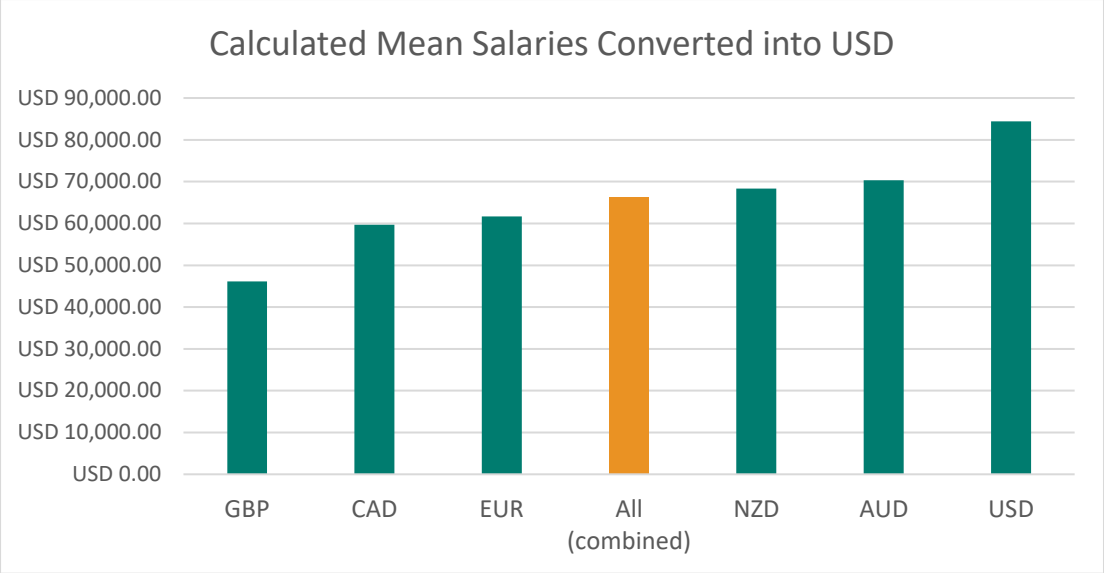


Figure 5. Calculated Mean Salaries Converted into USD

Interestingly, despite their small sample sizes, the calculated mean salaries for EUR ($61,696.02 USD) and NZD ($68,374.20 USD) were the closest to the overall calculated mean of $66,378 USD.

When comparing the converted mean salaries together, the mean salaries for GBP, CAD and EUR postings fell below the overall average. In contrast, those in NZD, AUD and USD fell above the average.

In many ways, the differences in mean salaries offer a starting point for discussion and further research. For example, they can raise questions on how digital preservation roles are valued and compensated in and across different national and international contexts. In particular, the noted difference between the average salaries for digital preservation jobs in Australia and the United States compared to those in Europe and Canada may prompt discussions around labour market disparities and inequalities for salaries, wages and hours worked. At the same time, it is important to also keep in mind that the findings from the salary calculations are based only on the numerical values provided in the job posting; they do not take into account other important factors such as healthcare, insurance, taxes, cost of living, paid leave, benefits in kind, relevance of organizational or local context.

What's more, the findings are limited by the small number of postings collected—in particular for the postings in CAD (3), EUR (6) and NZD (3) currencies—and would certainly benefit from additional collection and analysis of digital preservation jobs to explore further.

3.6 Job Titles

Most popular job titles

Most job postings had unique titles (127, 76.05%), but there were some shared job titles among the postings. Table 7 below provides a list of the job titles where there were two or more occurrences in the dataset:

Table 7. Job Titles with Multiple Postings

Job Title	Number of Postings	Percentage
Digital Archivist	17	10.18%
Systems Administrator	4	2.40%
Digital Preservation Analyst	3	1.80%
Digital Collections Librarian	3	1.80%
Digital Preservation Manager	3	1.80%
Digital Preservation Assistant	2	1.20%
Digital Archives Assistant	2	1.20%
Digital Services Librarian	2	1.20%
Dean of Libraries	2	1.20%
Digital Preservation Officer	2	1.20%

When combined together, the 40 postings with shared job titles only made up 23.95% of the total. This finding aligns with what has long been understood by many in the field: that no two digital preservation jobs are the same, and digital preservation is context-dependent. The remaining 76.05% of postings with unique job titles indicate a wide and varied range of digital preservation roles and responsibilities across organizations.

Although there was no singular, commonly agreed-upon job title, there were 17 postings with the job title of Digital Archivist (10.18%), making it the most frequently occurring job title in the dataset.

In the previous 2020 DPC analysis, Digital Archivist was also the most popular job title (see Table 8).

Table 8. Job Titles with Multiple Postings (2020 Analysis)

Job Title	Number of Postings	Percentage
Digital Archivist	6	4.48%
Digital Preservation Manager	5	3.73%
Archivist	4	2.99%
Senior Developer	2	1.49%
User Interface Designer/Developer	2	1.49%
Traineeships	2	1.49%
Research Data Manager	2	1.49%
User Researcher	2	1.49%
Software Developer	2	1.49%
Systems Engineer	2	1.49%
Preservation Audio Engineer	2	1.49%

There were six postings titled Digital Archivist in the 2020 analysis, making up 4.48% of the total.

Comparing the percentages for Digital Archivist in the previous and current analyses, there is an increase from 4.48 to 10.18 percent, which is not statistically significant enough to be definitive but nonetheless provides an interesting starting point for further discussions on whether this is a job title that can be more widely applied or adopted in the field.

Another notable job title was Digital Preservation Manager, which had multiple postings in both the current and previous analyses, with a slight decrease from 3.73 to 1.80 percent.

Jobs with multiple posts available

Four postings in the final dataset presented one job title and description that was open to more than one person; two of those four were open to three or more people.

These postings that advertised more than one post for the same job were not copied and added as multiple postings in the dataset but instead kept as single postings for data consistency throughout all elements of the analysis.

However, when looking at how they would be represented in the analysis of job titles if counted for the number of available posts, it may be useful to note them below:

- An advertised job for 'Digital Collection Specialist' had two posts available
- An advertised job for 'Digital Collections Technician' had five posts available
- An advertised job for 'Web Archivist' had three posts available
- An advertised job for 'Graduate Trainee Digital Archivist' had two posts available

If taking into account the above available posts, adding them to the count of postings by job title,

- The count for 'Digital Collection Specialist' would increase from 1 to 2
- The count for 'Digital Collections Technician' would increase from 1 to 5
- The count for 'Web Archivist' would increase from 1 to 3
- The count for 'Graduate Trainee Digital Archivist' from 1 to 5

In other words, all of these job titles would be added to the list of most popular job titles. While this may more accurately represent the higher number of individuals holding the job title, it does not necessarily reflect the uniqueness of the singular job title advertised in comparison to other postings from other organizations. Additionally, if applied consistently throughout the elements of analysis, it might skew findings on salary calculations, giving greater weight to a listed salary that may or may not be filled by the maximum number of available posts.

With that being said, further analysis to include them as multiple instances are invited using the available datasets.

Word frequency in job titles

The analysis of word frequency in the job titles found clear and standard terms to connect them. Table 9 below presents the most frequent words in the job titles (those that appeared in more than ten percent of the titles).

Table 9. Most Frequent Words in Job Titles

Word	Frequency	Percentage
digital	104	62.28%
archivist	37	22.16%
preservation	35	20.96%
assistant	23	13.77%
librarian	21	12.57%
officer	18	10.78%
associate	18	10.78%

A number of these words were also found in the previous 2020 analysis (see Table 10 below).

Table 10. Most Frequent Words in Job Titles (2020)

Word	Frequency	Percentage
digital	41	30.59%
preservation	20	14.92%
archivist	19	14.17%
manager	18	13.43%
data	17	12.78%
research	16	12.69%
senior	15	11.19%

Both the current and the previous analysis had the same top three terms: digital, archivist, and preservation.

The percentage of job titles with 'digital' was much higher than in the previous analysis. The previous 2020 analysis found it present in 30.59% of the job titles, compared to the 62.28% found in this analysis. This indicates a significant increase in the frequency of the term in job postings over time when comparing the findings. This increase may be due to a trend, but the narrower data refining approach for the current dataset may also be a factor.

Table 11 below provides a list of the most common words found from the current analysis and previous analysis.

Table 11. Most Common Words in Job Titles – Comparative Analysis

	Current Analysis (N=167)		**2020 Analysis** (N=134)	
Word	**Frequency**	**Percentage**	**Frequency**	**Percentage**
digital	104	62.28%	41	30.59%
archivist	37	22.16%	19	14.17%
preservation	35	20.96%	20	14.92%
assistant	23	14.77%	10	7.46%
librarian	21	12.57%	2	1.49%
officer	18	10.78%	6	4.48%
associate	18	10.78%	4	2.99%
senior	12	7.19%	15	11.19%
developer	11	6.59%	13	9.77%

Comparisons between the findings also show a continued presence of senior, developer, specialist, and assistant as terms; a higher percentage of archivist, preservation, assistant, librarian, officer, associate, director, and collections in the titles; and a lower percentage of manager, data, and research in the titles.

The findings from the comparison of the two sets of findings are interesting to note not only as they relate to the different timing and dates of the postings but also to the different methods used for collection and analysis. The more narrowed data refining approach employed for the current dataset may explain the increase and decrease in certain terms, as will be touched on later in this report's section on strengths and limitations.

Job titles with the highest salaries

A list of the job postings with the highest salary for each of the currencies is provided in Table 12 below.

Table 12. Job Titles with the Highest Salary by Currency

Currency	Job Title	Salary
AUS	Associate Director Archives and Special Collections and University Archivist	$190,000 AUD
CAD	Director Digital Preservation	$71,084 to $99,679 CAD
EUR	Head of Digital Services	€72,224 to €95,142; €69,739 to €90,383 EUR
GBP	Director of Public Records Office	£74,912 to £84,122 GBP
NZD	Digital Preservation Analyst	$98,264 - $132,945 NZD
USD	Dean of the Libraries	$220,000 to $250,000 USD

An analysis of the highest salaries adjusted to a common currency was also calculated. All the listed salaries were converted into USD and then sorted by the highest amount offered (Table 13 below).

Table 13. Job Titles with the Highest Salaries in USD

Job Title	Salary in USD	Location	Currency
Dean of the Libraries	$220,000 to $250,000 USD	USA	USD
Dean of Libraries	$185,000 to $215,000 USD	USA	USD
University Library Dean	$190,000 to $200,000 USD	USA	USD
Lead Applications Developer	$68,304 to $179,000 USD	USA	USD
Dean of the Meriam Library	$164,000 to $177,000 USD	USA	USD
Supervisory Archivist and Head of Archives	$126,233 to $164,102 USD	USA	USD
Assistant Head Digital Content Management Section	$122,530 to $159,286 USD	USA	USD
Associate Vice Provost and University Librarian for Collections and Discovery Services Associate or Senior Librarian	$120,000 to $150,000 USD	USA	USD
Senior Digital Collection Specialist	$106,823 to $138,868 USD	USA	USD
Associate Dean for Digital Strategy	$115,000 to $130,000 USD	USA	USD
Digital Preservation Specialist	$79,363 to $116,788 USD per year, but can vary with locale	USA	USD
Director of Public Records Office	$92,369.91 to $103,726.30 USD	UK	GBP

The most interesting finding is that adjustments to a common currency did not make much of a difference in terms of where the highest salaries were located. The eleven highest salaries were all based in the United States, even after the conversion of other currencies into USD. The highest salary not based in the United States was in the United Kingdom.

Job titles with the lowest salaries

A list of the job postings with the lowest salary for each of the currencies is provided in Table 14.

Table 14. Job Posting with the Lowest Salary by Currency

Currency	Job Title	Salary
AUS	Digital Archivist*	$53,509.20 to $57,921.6 AUD (.6 FTE)
CAD	Digital Preservation Technician	$57,894 to $83,811 CAD
EUR	Assistant Archivist	€33,199 to €46,331 EUR
GBP	Graduate Trainee Digital Archivist^	£19,133 to £22,417 GBP
NZD	Digital Archivist	$67,284 to $91,031 NZD
USD	Senior Archival Consultant^	$6,000 to $10,000 USD per month (6 months)

* Part-time ^ Fixed-term

Part-time and fixed-term jobs were included without conversion to full-time or per annum equivalents to present them directly as advertised. However, further analysis is invited to calculate the full-time yearly equivalents using the available dataset.

An analysis of the lowest salaries adjusted to a common currency was also calculated. All the listed salaries were converted into USD and then sorted by the lowest amount offered (Table 15 below).

Table 15. Job Postings with the Lowest Salaries

Job Title	Salary in USD	Location	Currency
Graduate Trainee Digital Archivist^	$24,718.87 USD	UK	GBP
Digital Archives Assistant^	$26,317.74 to $30,834.94 USD	UK	GBP
Digital Archive Officer^	$27,574.60 to $30,933.42 USD	UK	GBP
Digital Archives and Records Officer*	$28,344.27 USD (.8 FTE)	UK	GBP
Cataloguing Officer^	$29,593.09 USD	UK	GBP
Digital Preservation Assistant^	$29,746.91 to $30,674 USD	UK	GBP
Digital Collections Officer	$29,944 to $34,437.73 USD	UK	GBP
Technician Collections Management^	$29,944 to $34,437.73 USD	UK	GBP
Digital Media Specialist^	$30,821.21 to $34,860.67 USD	UK	GBP
Digital Preservation Assistant^	$31,636.86 USD	UK	GBP
Workflow Support Officer^	$32,059.18 USD	UK	GBP
Web Archiving Assistant	$32,111.42 USD	UK	GBP
Digital Archivist	$32,479.65 to $40,282.37 USD	UK	GBP
Research Data and Digital Preservation Officer	$32,479.65 to $37,604.19 USD	UK	GBP
Assistant Archives Officer Digital^	$32,609.12 to $35,972.87 USD	UK	GBP
Digital Archives Assistant Trainee^	$33,819.81 USD	UK	GBP
Archivist	$35,464.86 to $44,865.60 USD	UK	GBP
Information Officer	$35,732.43 to $40,278.67 USD	UK	GBP
Application Specialist	$35,758.32 to $44,093.71 USD	UK	GBP
Senior Archival Consultant^	$6,000 to $10,000 USD per month (6 months)	USA	USD

* Part-time ^ Fixed-term

The most interesting finding is that adjustments to a common currency did not make much of a difference in terms of where the lowest salaries were located. The 19 lowest salaries were all based in the United Kingdom, even after the conversion of other currencies into USD. The lowest salary not based in the United Kingdom was based in the United States and was for a six-month fixed-term post.

In fact, 21 of the 25 lowest salaries were based in the United Kingdom. In addition to the six-month post just mentioned, there were three other postings outside the United Kingdom. Two were for part-time jobs, with one in Australia (Digital Archivist, $37,107.63 to 30,167.55 USD) and the other in the United States (Digital Projects Assistant, $37,221 to $56,086.66 USD). The lowest salary for a full-time job outside the United Kingdom was for a Graduate Intern based in the United States, which was £37,500 for a one-year fixed term.

The large proportion of lower-salary jobs in the United Kingdom echoes earlier findings on the lower average and salary range for jobs in GBP. They prompt discussion surrounding reasons for why they are notably lower compared to digital preservation jobs in other countries, in particular those based in the United States that are higher than other countries.

It is for these reasons that additional analyses relating to salaries for the Digital Archivist job title and for corresponding Competency Framework example role types were conducted to try to parse out and explore the connections between different aspects of the postings.

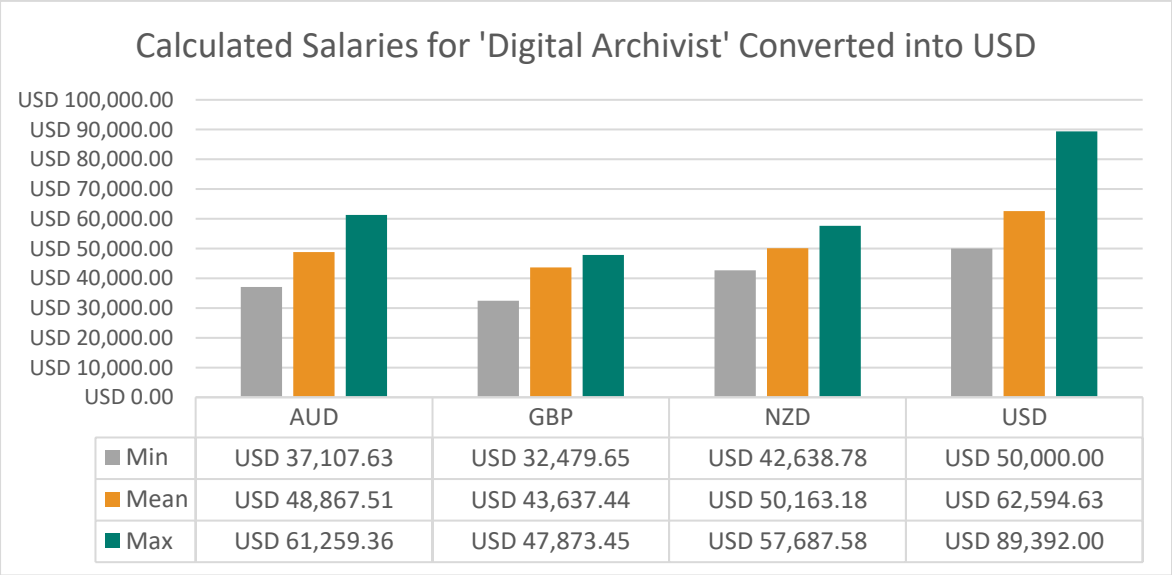
Salaries for the Digital Archivist job title

To offer a more specific point of comparison, the listed salaries for 17 postings with 'Digital Archivist' as the job title are summarized in the bullet point below, arranged by currency.

- There were five 'Digital Archivist' postings in GBP, ranging from £26,341 to £42,000
    - 1 for £42,000
    - 1 for £33,702-£37,281
    - 1 for £29,117 - £34,804
    - 1 for £34,300
    - 1 for £26,341-£32,669
- There were four 'Digital Archivist' postings in USD, ranging from $50,000 to $89,392
    - 1 for $58,365-$89,392
    - 1 for $55,000–$70,000
    - 1 for $64,000
    - 1 for $50,000
- There were two 'Digital Archivist' postings in AUD, ranging from $53,509 to $88,336
    - 1 for $82,101 - $88,336
    - 1 for $53,509.20 – $57,921.6 (.6 FTE)
- There was one 'Digital Archivist' posting in NZD for $67,284 to $91,031
- There were five remaining postings with no listed salary provided

Even among these examples of postings for the same job title, there were differences in salary ranges—with calculated differences between highest to lowest salaries of £15,659 GBP, to $39,392 USD, to $34,827 AUD, to $23,747 NZD.

A comparative analysis of salaries converted into one currency was undertaken to offer another potential avenue to touch on any noticeable differences, with salaries converted into USD as before. Figure 6 below provides a graph and table to show the calculated salaries for 'Digital Archivist' converted into USD.



	AUD	GBP	NZD	USD
Min	USD 37,107.63	USD 32,479.65	USD 42,638.78	USD 50,000.00
Mean	USD 48,867.51	USD 43,637.44	USD 50,163.18	USD 62,594.63
Max	USD 61,259.36	USD 47,873.45	USD 57,687.58	USD 89,392.00

Figure 6. Calculated Salaries for 'Digital Archivist' Job Title Converted into USD

The calculated mean of all the postings was $51,371.99 USD, with a minimum salary of $32,479.65 USD and a maximum salary of $89,392 USD. The standard deviation was $11,422.32 USD. So, in general, most fell between $39,949 and $62,794 in United States dollars.

Figure 7 below shows the findings on the calculated mean salaries for 'Digital Archivist' converted into USD for comparison.

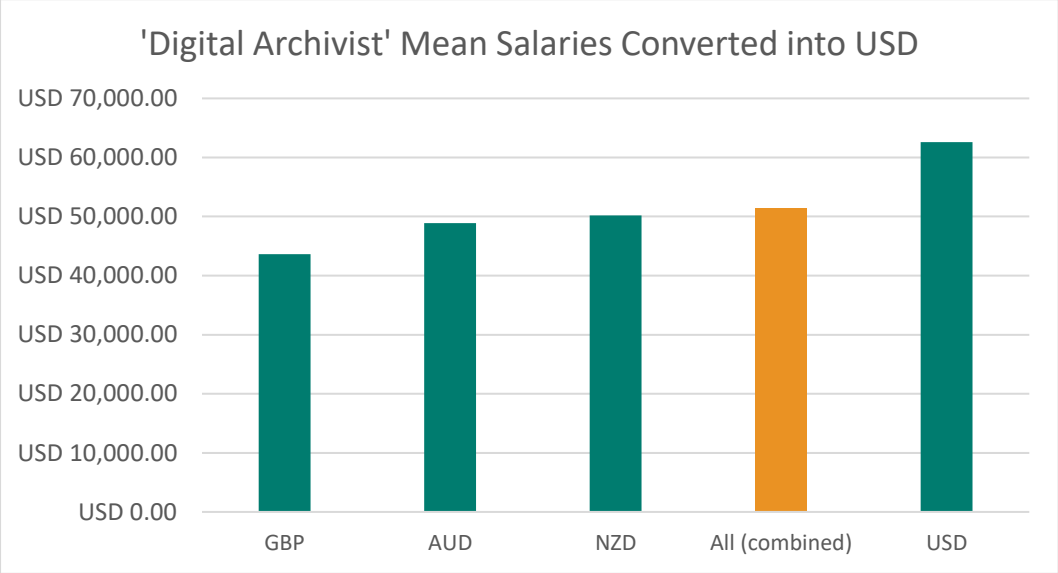


Figure 7. Calculated Mean Salaries for 'Digital Archivist' Converted into USD

As was hoped, the standard deviation for the 17 'Digital Archivist' postings was not as pronounced as the larger calculations for overall averages. Most of the postings fell between $39,949 and $62,794 USD, offering a more specific and relevant salary range compared to the wider overall range of $29,631 to $103,124 for all job posting salaries provided in the dataset.

With the small sample size, it is not statistically significant enough to be definitive. However, it provides an interesting starting point for further discussions on whether this is an appropriate salary range for a shared job title that can be more widely applied or adopted in the field.

Additionally, Appendix G in this report also provides a table presenting the calculated salaries for other job titles with multiple postings.

3.7 Digital Preservation Competency Framework Example Role Types

While the finding on job titles and word frequency suggests an emphasis on overlapping terms and overarching aspects of the jobs, it gives little specificity to particular roles and responsibilities. Therefore, the next stages involved closer readings and analysis of the job postings as they related to the DPC's Digital Preservation Competency Framework.

The Competency Framework presents information on the skills, knowledge, and competencies required for digital preservation in a hierarchical structure—from generic to granular—to identify and describe information on the skills, knowledge, and competencies required for successful digital preservation.

Its main structure includes:

- *Five high-level competency areas* that offer an overview of and quick reference to the broad range of competencies required to undertake or support digital preservation work.
- *Twenty-eight skill elements* organized in groups under the competency areas, which break down the competencies into more clearly defined units.

The framework was designed with flexibility in mind to be used for a broad range of purposes, in this case to provide a basis for a coding system to identify, select and analyze job postings most relevant to the digital preservation profession.

The Example Role Descriptions resource was used to develop a coding system to accomplish these tasks. The eight example role descriptions include:

- Information Studies Graduate
- Digital Preservation Trainee
- Digital Preservation Officer
- Digital Archivist/Librarian
- Web Archivist
- Developer
- Digital Preservation Program Manager
- Senior Executive/Administrator

Each of the job postings in the final dataset was coded with the most relevant example role. None of the job postings were assigned the Information Studies Graduate role, as this role description applies to students undertaking or completing a course.

Number of postings by Competency Framework Example Role

Figure 8 below presents the number of postings corresponding to each of the Competency Framework example role types.

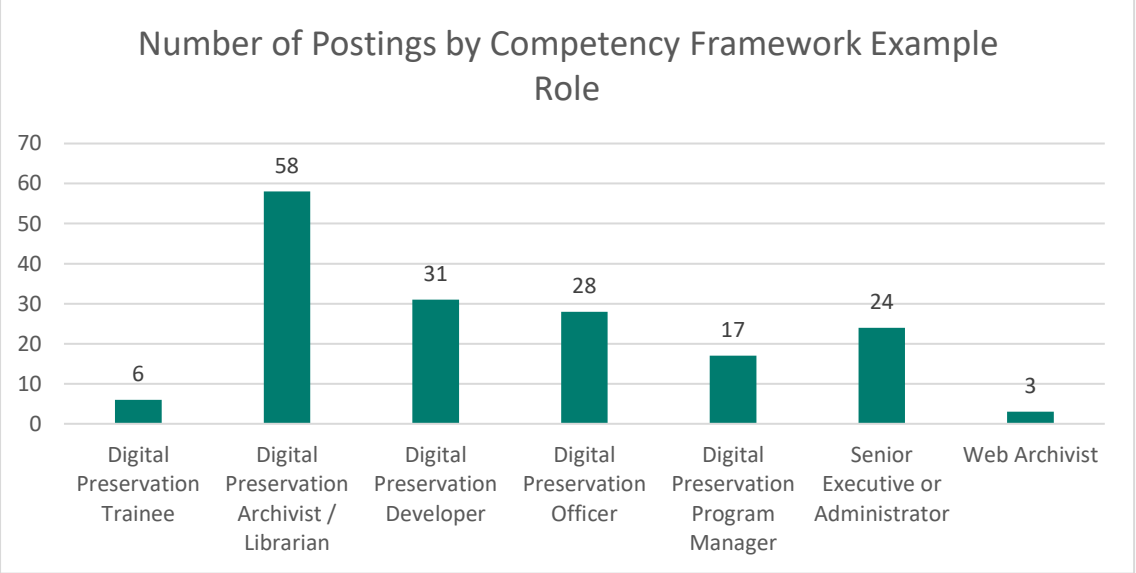


Figure 8. Job Postings by Competency Framework Example Role Type

At the top was the Digital Preservation Archivist or Librarian role type, with over a third of the postings (58, 34.73%). This finding was not surprising given the earlier finding of 'Digital Archivist' as the most popular job title among the postings. As a Competency Framework example role type, it more broadly refers to a practitioner with typically a few years of experience working in digital preservation with some senior responsibilities such as line management of staff or developing processes and approaches to digital preservation.

The Digital Preservation Developer role type was the second most represented in the dataset (31, 18.56%). This is a Competency Framework example role type in which technical skills are essential and reinforces the importance of staff with those skills to help information technology capabilities

for supporting digital preservation, for example, working on developing workflows and processes that support the use of digital preservation systems and services.

Next was the Digital Preservation Officer (28, 16.77%), offering a representation of a more entry-level practitioner position in comparison to the Digital Preservation Archivist or Librarian. As a Competency Framework example role type, it broadly refers to a junior member of staff who is likely early in their career and performs specific digital preservation activities.

An interesting finding was the number of postings for Senior Executive or Administrator (24, 14.37%), which was higher than the expected number. It offers a representation of higher-level leadership roles where skills in governance, resourcing and management are critical. As a Competency Framework example role type, it is used to describe someone in senior management who operates at a strategic level, providing direction and oversight.

The Digital Preservation Manager role type was just over ten percent (17, 10.18%). While there are overlaps in the competencies and skills needed for this role and Digital Preservation Archivist or Librarian, this Competency Framework example role describes a manager who oversees and guides the digital preservation activities at an organization. In this way, a higher level of responsibility and management is associated with the Digital Preservation Manager role.

There were six postings for the Digital Preservation Trainee role type, representing 3.59%. This is not surprising given that the data were collected only from job posting websites; there are often many places to advertise traineeships outside of job posting websites, with organizations sometimes choosing to use their platforms and communications channels to advertise. Nevertheless, it was encouraging to see some representation within this dataset, as it offers a way to see where many professionals are first introduced or enter into the field and a way to distinguish between a Digital Preservation Trainee and a Digital Preservation Officer role. As a Competency Framework example role type, the Digital Preservation Trainee differs as an introductory learning and training opportunity with a fixed period, whereas the Digital Preservation Officer is an entry-level professional role.

The role type of Web Archivist had the least number of postings represented (3, 1.80%), which was smaller than anticipated. This may be because it was still a relatively new and emerging role in 2021 and 2022 or also because it is a more specialized role. It requires more specialized skills for capturing and preserving web-based content. As a Competency Framework example role type, it describes a practitioner with typically a few years of experience working in web archiving and with some more senior responsibilities such as line management of staff or developing processes and approaches to web archiving.

Lastly, It should also be noted that four postings in the dataset advertised jobs with multiple posts available. These postings presented one title and description for a job available to one or more individuals. They were not copied and added as multiple postings in the dataset but kept as single postings for data consistency throughout all elements of the analysis.

However, when looking at how they would be represented by the role types if counted for the number of available posts, it may be helpful to note how each was coded:

- An advertised job for 'Digital Collection Specialist' had two posts available. This posting was coded as a Digital Preservation Officer role type.
- An advertised job for 'Graduate Trainee Digital Archivist' had two posts available. This posting was coded as a Digital Preservation Trainee role type.
- An advertised job for 'Web Archivist' had three posts available. This posting was coded as a Web Archivist role type.
- An advertised job for 'Digital Collections Technician' had five posts available. This posting was coded as a Digital Preservation Officer role type.

If taking into account the above available posts for the number of postings by example, role types

- The total for Digital Preservation Officer could range from 26 to 31
- The total for Digital Preservation Trainee could range from 6 to 7
- The total for Web Archivist could range from 3 to 5

Irrespective of the slight differences between the numbers, the overall findings from the qualitative coding and analysis of Competency Framework example role types allowed for the inclusion of what might not typically be considered a digital preservationist role and a starting point for further analysis of salaries for the different role types.

Salaries for different role types

The salaries corresponding to the different Competency Framework example role types were first calculated using the currency in which they were provided. Appendix H of this report provides tables of the salaries calculated for the role types in each currency.

A comparative analysis of salaries adjusted into one currency was undertaken to offer another potential avenue to touch on any noticeable differences, with salaries converted into USD as before.

Table 16 below presents the resulting calculated salaries converted into USD.

Table 16. Calculated Salaries by Competency Framework Role Types Converted into USD

Role Type	Min	Mean	Max	StdDev	Count
Digital Preservation Trainee	24,718.87	35,798.33	54,376.63	11,476.88	5
Digital Preservation Officer	27,574.60	42,104.63	80,532.00	11,340.64	26
Digital Preservation Archivist/Librarian	30,821.21	56,091.86	116,788.00	13,782.02	49
Web Archivist	32,111.42	39,346.63	48,591.47	6,492.07	3
Digital Preservation Developer	35,758.32	63,961.95	179,100.00	16,643.94	21
Digital Preservation Program Manager	38,536.45	76,741.93	159,286.00	26,537.38	14
Snr Executive / Administrator	36,000.00	124,321.75	250,000.00	52,188.34	22
All	24,718.87	66,378.00	250,000.00	36,746.98	140

The calculated mean of all the postings was $66,378 USD, the median $57,391.50 USD, with a minimum salary of $24,718.87 USD and a maximum salary of $250,000 USD. The standard deviation was $36,746.98. So, in general, most fell between $29,631 and $103,124 in United States dollars.

Figure 9 below shows the findings on the calculated salaries converted into USD.

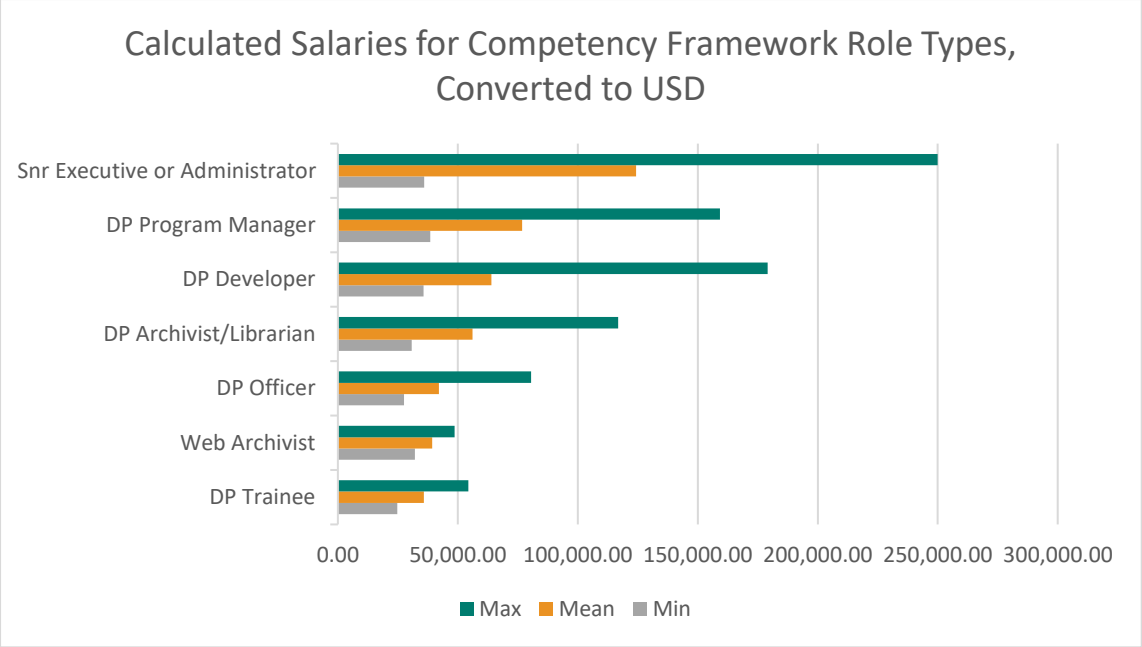


Figure 9. Calculated Salaries for Competency Framework Role Types, Converted to USD

This figure illustrates how the salaries, in general, increase with the more managerial and/or leadership roles, with the Digital Preservation Trainee generally falling into the lowest ranges and Senior Executive or Administrator at the top.

The salaries for Digital Preservation Developer, especially the maximum salary, were also noticeably higher than the other roles. This points to technology-related roles and skills having relatively higher salaries than others. This may be due to a number of factors worth exploring further, such as the scarcity or demand for technology roles in and outside the context of digital preservation.

Another interesting finding was the calculations for the role of Web Archivist, which was much lower than expected, given that it requires specialized knowledge and technical skills. This role requiring specialized knowledge had lower calculated salaries than Digital Preservation Archivist or Librarian, and even the more entry-level Digital Preservation Officer. However, as noted in the previous section on findings relating to job titles, there were only three job postings counted in this analysis, which is too small of a sample size to be indicative. All three were based in the UK, but earlier findings showing an overall lower range of UK-based salaries compared to other countries may limit or skew the findings.

3.8 Job Summaries

Word frequency in job summaries

The analyzed text from all the 167 job summary postings totalled 75,298 words compared with the 23,656 words from the previous 2020 analysis.

The word cloud below (Figure 7) offers a snapshot of the most frequent words used in the job summary descriptions.

Figure 10. Word Cloud Snapshot of Most Frequent Words in Job Summaries

The ten most frequent terms are presented in Table 13 below, excluding common words such as articles, pronouns, prepositions, and 'to be' verbs.

Table 17. Most Frequent Words in Job Summaries

Word	Frequency	Percentage (of 75,298 total)
digital	1500	1.99%
library	626	0.83%
preservation	587	0.78%
collections	446	0.59%
university	435	0.58%
management	383	0.51%
experience	376	0.50%
services	366	0.49%
work	356	0.47%
archives	350	0.46%
libraries	286	0.38%

The top three most frequent words were digital, library and preservation.

Both ‘digital’ and ‘preservation’ were also in the top three terms in the previous 2020 labour market analysis. These terms, along with others from the two sets of findings, are presented below in Table 14.

Table 18. Word Frequency in Job Summaries – Comparative Analysis

	Current Analysis (N=75,298)		**2020 Analysis** (N=24,248)	
Word	Frequency	Percentage	Frequency	Percentage
digital	1500	1.99%	447	1.84%
library	626	0.83%	87	0.36%
preservation	587	0.78%	161	0.66%
collections	446	0.59%	102	0.42%
university	435	0.58%	75	0.31%
management	383	0.51%	102	0.42%
experience	376	0.50%	104	0.43%
services	366	0.49%	119	0.49%
work	356	0.47%	103	0.42%
archives	350	0.46%	159	0.66%
libraries	286	0.38%	23	0.09%
team	255	0.34%	79	0.33%
support	233	0.31%	96	0.40%
research	230	0.31%	165	0.68%

The noticeable difference between the frequency of ‘research’ in the two sets of findings may be due to the inclusion of graduate and post-graduate research posts in the previous 2020 analysis (e.g. ‘Research Fellow’, ‘Research Assistant’).

Unsurprisingly, several of the most frequent terms in the job summary descriptions were identical or related to those found for the job titles. Digital and preservation were at the top of the lists, with archives/archivists and libraries/librarians also frequent in summary text and job titles. Indeed, additional counts of the frequency usage of two- and three-word phrases within the job summary texts found multiple mentions of 'digital preservation' (32), 'digital archivist' (21), 'digital collections' (7), 'digital archives' (6), 'preservation librarian' (5), 'digital preservation librarian' (4) and other variations of these terms.

4. Conclusion

4.1 Summary of Key Findings

At its broadest, this research set out to gather basic occupational data on the digital preservation labour market to provide overviews of information relating to locations, organization types, contract types, and salaries, as well as a more in-depth analysis of postings relating to job titles and Competency Framework example role types.

Some of the key findings from the analysis were:

- Nine countries were represented in the dataset. The USA (38.9%) and the UK (37.7%) had the most postings, followed by Australia with 10.18%. Other countries include Ireland, Canada, New Zealand, Luxembourg, Austria, and Tanzania.

- A range of organizations continue to be represented across sectors, including, but not limited to, national archives, libraries, museums, government bodies and agencies, businesses, and higher education and research institutions.
- Of the 129 postings where a contract type was provided in the short description and summary, there were slightly fewer fixed-term contracts (48, 37.2%) than permanent and open-ended contracts (81, 62.8%). The length of fixed contracts varies, but 48.4% were for one year, while others ranged from 6 months to 4 years.
- There was no significant difference in the percentage of full-time positions, which made up over 90% for both this and the previous 2020 analysis.
- Two findings point to potential new trends: First was the nine postings explicitly listing a remote working option in the job adverts, and second was the presence of flexible hours explicitly listed in seven postings. With the previous 2020 analysis finding no postings where these were explicitly listed, it may be worth further exploration with respect to shifts toward more remote and flexible working.
- The mean, median, minimum and maximum salaries in GBP were £35,921, £33,259, £19,133 and £84,122. For those in USD, the mean, median, minimum and maximum salaries were USD $84,420, $67,237.50, $36,000, and $250,000. Those in AUD were $99,195, $91,630, $53,509 and $190,000.
- When adjusting all the postings with provided salaries into the USD currency, the calculated mean was $66,378 USD, the median $57,391.50 USD, with a minimum salary of $24,718.87 USD and a maximum salary of $250,000 USD. The standard deviation was $36,746.98. So, in general, most were between $29,631 and $103,124 USD.
- Based on the calculated mean salary adjusted to USD, the mean salaries for Europe and New Zealand postings were the closest to the overall calculated mean of $66,378 USD. The mean salaries for Europe, Canada, and the United Kingdom fell below the overall mean, while those for New Zealand, Australia, and the United States fell above the overall mean.
- The most frequent job title was Digital Archivist (10.18%), followed by Systems Administrator (4, 2.40%), Digital Preservation Analyst (3, 1.80%), and Digital Collections Librarian (3, 1.80%).
- Job titles vary, but there are common terms among many of them: digital (62.28%), archivist (22.16%), and preservation (29.96%). The most frequent word used in the provided job summary descriptions was digital (1.99%), and the job titles and job descriptions often shared related terms like preservation, library, librarian, archivist, archives, collections, and management.
- Seven of the eight Digital Preservation Competency Framework Example Role types were represented in the dataset. The most represented Competency Framework type was Digital Preservation Archivist or Librarian (58, 34.73%), followed by Digital Preservation Developer (31, 18.56%), Digital Preservation Officer (28, 16.77%), Senior Executive or Administrator (24, 14.37%), Digital Preservation Manager (17, 10.18%), Digital Preservation Trainee (6, 3.59%) and Web Archivist (3, 1.8%).
- Based on the calculated mean salary adjusted to USD, the highest mean salaries corresponding to Competency Framework types were for Senior Executive or Administrator ($124,322 USD), followed by Digital Preservation Developer ($63,961 USD), Digital Preservation Manager ($76,742), Digital Preservation Archivist or Librarian ($56,091 USD), Digital Preservation Officer ($42,104 USD), Web Archivist ($39,347 USD), and Digital Preservation Trainee ($35,798 USD).
- The standard deviations varied among the Competency Framework types. The highest was for the Senior Executive or Administrator, with a standard deviation of $52,188.34 USD for 22 postings, and notably higher than the overall standard deviation of $36,746.98 USD for 140 postings. The other Competency Framework types were below the overall standard deviation: Digital Preservation Program Manager ($26,537 USD, 14 postings), Digital

Preservation Developer ($16,643.94 USD, 21 postings), Digital Preservation Archivist or Librarian ($13,782.02 USD, 49 postings), Digital Preservation Trainee ($11,576.63 USD, 5 postings); Digital Preservation Officer ($11,340.64, 26 postings), and Web Archivist ($6,482.97 USD, 3 postings).

4.2 Discussion: Emerging Themes and Trends

A few themes or trends emerged from the findings, outlined below with reference to and considerations of other recent studies.

A Growing Profession with Increasing Opportunities

The number of job postings in 2022 compared to 2021 in the dataset increased by 28.77%, indicating a trend towards increased demand for digital preservation jobs. Indeed, a study by the Digital Curation faculty at the University of Maine that analyzed jobs advertised on Twitter and drawn from non-Twitter sources, such as the Digital Scholarship RSS feed, found a significant increase of 130% in the number of digital curation job postings from 2021 to 2022 (Ippolito et al., 2023).

The different approaches to data collection and selection may be one of the factors at play with these differences. For this digital preservation study, the scope went through stages of filtering and narrowing to focus on those most relevant to digital preservation, which may have, in turn, excluded more access and engagement-focused roles. This is an area where exploration of different factors or variables relating to the impact of the pandemic may be worth researching further. It might also be helpful to identify how many of the advertised postings are for newly created digital preservation positions compared to already existing positions (where there is now a vacancy). However, this might prove challenging given that additional information can often be hard to identify based on what is provided in advertised job vacancy descriptions.

Potential Impact of COVID-19

Two findings may reflect broader labour market trends following the impact of COVID-19: The presence of flexible hours and remote work options found in this study were not found in the previous 2020 analysis. These are often associated with changing working models adopted during the pandemic and, in some cases, continuing in the present. At the same time, the findings on full versus part-time hours are not significantly different from those found for the 2020 labour market analysis, so while there are some examples of these adoptions, by and large, the working patterns are similar to where they were before the pandemic. It is also crucial to consider other factors relating to COVID-19, such as the impact on precarious employment, that are in need of further examination to understand the potential impact in the context of the profession.

No One-Title-Fits-All Digital Preservation Role

There was a variety and uniqueness of digital preservation job titles that is apparent from the findings in this report and those from the previous 2020 analysis. This is also not unique to digital preservation (NDSA, 2021), and previous digital curation labour market studies reveal similar findings (Ippolito et al., 2023). What's more, the differences in titles can reflect not only the differences between various role types and responsibilities but also the organizational contexts. On the one hand, this points to the growing recognition of the importance of digital preservation work in and across different organizations and sectors; on the other hand, it points to difficulties in defining and describing the role and responsibilities of a singular digital preservation professional. Indeed, even the coding of postings into the Digital Preservation Competency Framework example roles can raise discussions or debates on how it limits what is or is not considered digital preservation work. For example, as noted in the summary of findings on word frequency in job titles, the findings reflect what was collected and refined for the final dataset for analysis, and for that reason, the more narrowed data refining approach employed for the current dataset may explain

the increase in some terms (assistant, librarian, officer, associate, director, collections) and decrease in others (manager, data, research). With this in mind, further analysis should consider gaps and other areas to develop in light of the findings.

Navigating Salaries and the Wider Labour Market

The variety of job titles, salaries, contracts and hours can vary, making navigating the digital preservation labour market challenging for researchers and practitioners, especially those first getting started. The analysis found that calculated salaries among the postings varied depending on their currency, location, job title, and corresponding Competency Framework role types, making it challenging to provide clear guidance on what falls under—or should fall under—recommended salary requirements or benchmarks.

For example, among examples of postings for the same job title of Digital Archivist, the calculated difference between minimum and maximum salaries varied—with differences of £15,659 GBP, $39,392 USD, $34,827 USD, and $23,747 NZD.

The 2021 NDSA Staffing Survey (NDSA, 2022), which asked survey respondents to indicate their salary in US dollars using a specific currency conversion calculator, found the most common salary range was $50,000-$64,999 (29%), followed by $65,000-$79,999 (22%), with $35,000-$49,999 and $80,000-$99,999 (16%) tied for third. This labour market analysis of salaries for digital preservation jobs listed in the USD currency found most were between $40,256 and $132,722 (within one standard deviation, approximately 68% of the set), with a mean of $86,489.37 and a median of $67,525.00. The differences may be explained by the different data collection and selection methods of the two studies. It may also be explained by the different percentages of senior executive or administrative positions in the two datasets; 11% of the respondents in the NDSA study identified as senior-level administrators or executives, while 25% of US-based job postings were for senior executive or administrative roles. A higher percentage of senior-level executive or administrative job postings would correspond with higher salaries.

Adjusting all the salaries to a common currency of USD also points to challenges, with most sitting between $29,631 and $103,124 USD, which is quite large. This study's comparison of adjusted salaries between currencies and the different role types provides some interesting findings that prompt further discussions. In particular, the differences between the average salaries for digital preservation jobs in Australia and the United States compared to those in Europe and Canada may raise questions on how digital preservation roles are valued and compensated in and across different national and international contexts. This can prompt discussions around labour market disparities and inequalities for salaries, wages and hours worked, but it is important to also keep in mind the following:

- The sample size is too small to draw any solid conclusion, especially considering the broad scope of digital preservation roles in larger datasets.
- The calculations do not take into account other factors such as healthcare, insurance, taxes, cost of living, paid leave, benefits in kind, and relevance of organizational or local context.

In this way, it is clear that salaries can vary depending on many factors and variables, making it challenging to provide clear guidance on what falls under—or should fall under—recommended salary requirements or benchmarks. That being said, additional research is invited and encouraged beyond the DPC. Further investigations relating to salaries and wages would be of great benefit to the digital preservation community, not only to provide guidance but also to show how to approach specific elements for advocacy and change.

4.3 Strengths, Limitations, and Recommendations

This research hoped to provide an authoritative resource on the digital preservation labour market. However, the digital preservation-specific labour market is an unexplored area, and, as discovered through the undertaking of this research, there are existing (and growing) nuances and complexities that make it difficult to declare any qualitative interpretation of the descriptive data as authoritative. In this way, both the strengths and limitations of this research are found in the reflective and realistic ways it has approached the qualitative aspects of collection and analysis. These are noted below, along with recommendations for future improvement.

Sample Size

Whereas the previous 2020 analysis limited itself to job postings published on the DPC Jobs site, this analysis aimed to broaden and expand the scope of data collected for analysis, which it did, but to a moderate degree. The first initial dataset with a broad scope resulted in 636 postings collected, a significantly higher amount than the 134 collected for the previous analysis. The biggest challenge was the size of this dataset; it was too large and complex to undertake a comprehensive content analysis of all 636 postings and was not achievable within the scope and capacity of this analysis.

The findings are, therefore, presented with complete transparency about the limitations of the data, which are based on a sample of selected job postings from different sources during a particular period. The resulting 167 advertisements are certainly not all digital preservation jobs, but make up a representative sample.

Qualitative Coding

The coding and refining of data to those most relevant to digital preservation helped narrow the scope and number of postings. One of the biggest strengths and benefits of the research for the DPC as an organization is the coding and selection, which focuses on postings corresponding to the Competency Framework example roles. It will help develop DPC resources and delivery mechanisms, crosslinking findings with other works like the Competency Framework and Mental Health and Well-being survey report.

At the same time, and as raised in the previous section's discussion on the 'No One-Title-Fits-All' theme, the coding of postings into the Competency Framework example roles can raise discussions or debates on how it limits what is or is not considered digital preservation work. For example, as noted in the summary of findings on word frequency in job titles, the findings reflect what was collected and refined for the final dataset for analysis, and for that reason, the more narrowed data refining approach employed for the current dataset may explain the increase in some terms (assistant, librarian, officer, associate, director, collections) and decrease in others (manager, data, research).

The findings presented in this report offer an analysis that touches upon high-level aspects of the jobs. There has been little specificity to particular activities and responsibilities. A more thorough qualitative analysis of texts provided in the job summary descriptions was initially planned, however, this was ultimately not achievable due to time and capacity limitations.

In the future, if time and capacity allow, qualitative coding and analysis of specific skills, knowledge areas, or qualifications, as described in/across individual job roles summary descriptions, should be included. The next DPC labour market study will aim to gather more data in addition to the job summaries and deeper investigations into factors and areas impacting the job market—such as pay equity and living wage, mental health and well-being, equity and inclusion, and others.

Calculation of Salaries

The data analysis was limited to what was provided on the job postings published on the websites, with resulting calculations and findings based on samples, not precise figures. This is especially true for the calculations of salaries among postings, which not only varied in how salaries were articulated (a range, minimum and or maximum, reference to pay grades or internal systems) but also differences posed by different currency values across different economies at various points over the 2021-2022 period when labour market trends can sometimes change rapidly, especially in the post-pandemic world.

This is also relevant for the analysis of salaries by currencies. The analysis of salaries specific to currency and location is a strength of this research for the UK- and US-based data but not for other locations where the sample sizes are too small to calculate accurately. To better address this in the subsequent analysis, the data collection for the next DPC labour market analysis will keep the digital preservation scope narrow while broadening and expanding searchers to more international and global job posting resources.

Additional research is invited and encouraged beyond the DPC. Further investigations relating to salaries and wages would be of great benefit to the digital preservation community, not only to provide guidance but also to show how to approach specific elements for advocacy and change.

A Note on Transparency and Reuse

By sharing this report and open dataset more widely, the DPC aims to facilitate the knowledge and development of those in the digital preservation field and invite further discussion and practical use by digital preservation practitioners.

Transparency is essential for sharing findings and data beyond DPC membership, which is why the dataset used for this study is open to the wider community. The dataset provides information for searching and exploring job postings collected and/or conducting other research and analysis. With that being said, it may also have some limitations:

- The CSV format was chosen for readability and compatibility with different software applications, but may not be the most suitable format for every proposed future use of this dataset.
- The creation of the dataset was time-consuming, involving rounds of data cleaning and refining, and even with this, there may still be gaps, typos, or grammatical errors.
- Data are presented as rounded figures, and with that, readers may calculate slightly different changes when using accompanying data tables and datasets.

4.4 Next Steps

This report provides a high-level overview of findings from an analysis of 167 digital preservation job postings advertised from January 2021 to December 2022. This information provides a snapshot of the digital preservation labour market during this period, offering a better understanding of basic occupational data such as job titles, salaries, contract durations, commonly used terms, similarities and differences with the DPC Digital Preservation Competency Framework example role descriptions.

The next DPC labour market analysis is planned to occur in 2025-2026 for digital preservation job postings published in 2023-2024. The DPC will carefully consider the above-noted recommendations

and discussion points raised in the previous section, with input from the DPC Workforce Development Sub-Committee in planning and approach.

Balancing aspiration versus what is achievable will also be closely considered and discussed before undertaking the next analysis, making sure to scope and prioritize areas based on their relevance to DPC members and the broader digital preservation community. At the time of writing, the next steps are to build on what has been found so far to inform and help develop DPC resources planned for the upcoming membership year, including but not limited to skills recruitment, mental health and well-being, digital preservation handbook, and workforce development training.

So, too, it is important to identify differences between digital preservation role descriptions and digital preservation role realities to capture and share more examples of advertised vs. actual day-to-day responsibilities. This is information beyond what can be captured by job postings, including how the descriptions reflect or differ from the lived experiences of those in the digital preservation field. The captured information from online job postings provides a dataset from which further research, collection, and analysis of qualitative data can be conducted to supplement and enhance the dataset for a better understanding of the current labour market. The DPC is happy to hear from those who wish to help support and/or supplement existing findings by providing feedback or getting in touch at info@dpconline.org.

Appendices

Appendix A: Key Bibliography

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Appendix B: Tables on Dates and Timing

Table 19. Number of Postings by Month and Year

Dates	Number of Postings
2021	**73**
January	1
February	2
March	9
April	11
May	6
June	4
July	4
August	5
September	10
October	6
November	11
December	4
2022	**94**
January	7
February	5
March	10
April	2
May	12
June	5
July	7
August	4
September	5
October	11
November	15
December	11
Total	**167**

Table 20. Days between Posting and Application Deadline

Days	Number of Postings
2 days	1
3 days	1
4 days	2
6 days	1
7 days	2
8 days	2
9 days	2
10 days	3
11 days	3
12 days	8
13 days	9
14 days	9
15 days	3
16 days	2
17 days	8
18 days	7
19 days	3
20 days	2
21 days	3
23 days	3
24 days	3
25 days	6
26 days	3
27 days	1
28 days	2
29 days	3
30 days	2
31 days	1
32 days	1
38 days	1
39 days	1
42 days	1
58 days	1
83 days	1
89 days	2
Total	**103**

Appendix C: Tables on Locations

Table 21. Number of Postings by Country

Country	Number of Postings
USA	65
UK	63
Australia	17
Ireland	9
Canada	4
New Zealand	3
Luxembourg	3
Austria	2
Tanzania	1
Total	**167**

Table 22. Number of Postings by City (N ≥ 2)

City	Number of Postings
London, England	20
Dublin, Ireland	8
Melbourne, Victoria	8
Washington, DC	7
Edinburgh, Scotland	7
York, England	7
Cambridge, England	5
Northampton, MA	4
Oxford, England	4
Los Angeles, CA	4
Abingdon, England	3
Wellington, NZ	3
Canberra, New South Wales	3
Sheffield, England	3
Vienna, Austria	3
Kirchberg, Luxembourg	3
Sydney, New South Wales	3
Tucson, AZ	3
Stanford, CA	2
Philadelphia, PA	2
Calgary, Alberta	2
Syracuse, NY	2
Bloomington, IN	2
Chicago, IL	2
Boston, MA	2
Clemson, SC	2
Ann Arbor, MI	2
Arlington, TX	2
Belfast, Northern Ireland	2
College Park, MD	2

Appendix D: Tables on Organizations

Table 23. Number of Postings by Organization (N ≥ 2)

Organization Name	Number of Postings
The National Archives, UK	9
Library of Congress	5
University of Cambridge	5
Digital Repository of Ireland	4
University of York	4
University of Oxford	4
Preservica	4
Smith College	4
Bibliothèque Nationale du Luxembourg	3
National Library of New Zealand	3
National Archives of Australia	3
University of Sheffield	3
University of Arizona	3
University of California Los Angeles	3
State Library of Victoria	3
British Library	2
Clemson University	2
Historic England	2
Historic Environment Scotland	2
Indiana University	2
International Atomic Energy Agency (IAEA)	2
Parliamentary Archives	2
Stanford University	2
Syracuse University	2
University of Calgary	2
University of Edinburgh	2
University of Melbourne	2
University of Michigan	2
University of Pennsylvania	2
University of Texas Arlington	2
Art Gallery of New South Wales	1

Table 24. Number of Postings by Organizational Types

Organization Type 1	Number of Postings
Higher Education	86
National	40
Public or Local	14
Governmental	9
For Profit	9
Not For Profit	8
Research	1
Total	**167**

Organization Type 2	Number of Postings
Library	93
Archive	30
Agency	12
Company or Corporation	9
Repository	7
Museum	7
Other	6
Institute	3
Total	**167**

Appendix E: Tables on Contracts and Hours

Table 25. Length of Contract for Fixed-Term Posts

Length of Contract	Number of Postings
6 months	3
9 months	3
1 year	15
14 months	1
2 years	4
3 years	3
4 years	2

Table 26. Number of Full Time, Part Time, Flexible Hour Postings by Contract Type

Contract Type	Full Time	Part Time	Flexible	No information provided
Fixed term	26	2	2	18
Permanent_OpenEnded	75	1	5	0
No information provided	24	2	0	12
Total	**125**	**5**	**7**	**30**

Appendix F: Tables on Salaries

Table 27. Calculated Salaries by Currency

	Min	Mean	Max	Median	StdDev	Count
AUD	53,509.20	99,194.85	190,000.00	91,630.25	31,772.75	14
CAD	57,894.00	75,659.33	99,679.00	70,852.50	8,419.82	3
EUR	33,119.00	56,746.33	95,142.00	49,392.00	17,452.00	6
GBP	19,133.00	35,921.62	84,122.00	33,259.50	12,504.03	54
NZD	67,284.00	103,455.50	132,945.00	115,604.50	21,042.69	3
USD	36,000.00	84,420.36	250,000.00	67,237.50	45,963.01	60

Table 28. Calculated Salaries by Currency Converted into USD

	Min	Mean	Max	Median	StdDev	Count
AUD	37,107.63	70,294.34	131,761.44	67,800.68	21,803.73	14
CAD	46,167.46	59,655.05	79,488.84	56,501.20	7,379.42	3
EUR	39,147.75	61,696.02	100,044.16	55,422.23	17,321.69	6
GBP	24,718.87	46,098.39	103,726.26	43,628.91	15,356.15	54
NZD	42,638.78	68,374.20	93,954.06	73,260.14	16,325.93	3
USD	36,000.00	84,420.36	250,000.00	67,237.50	45,963.01	60
All Currencies	24,718.87	66,378.00	250,000.00	57,391.50	36,746.98	140

Appendix G: Tables on Job Titles

Table 29. Most Frequent Words in Job Titles

Word	Frequency	Percentage
digital	104	62.28%
archivist	37	22.16%
preservation	35	20.96%
assistant	23	13.77%
librarian	21	12.57%
officer	18	10.78%
associate	18	10.78%

Table 30. Most Frequent Words in Job Titles (2020)

Word	Frequency	Percentage
digital	41	30.59%
preservation	20	14.92%
archivist	19	14.17%
manager	18	13.43%
data	17	12.78%
research	16	12.69%
senior	15	11.19%

Table 31. Most Common Words in Job Titles – Comparative Analysis

	Current Analysis (Jan 2021- Dec 2022)		**2020 Analysis** (May 2018 - Apr 2020)	
Word	**Frequency**	**Percentage**	**Frequency**	**Percentage**
digital	104	62.28%	41	30.59%
archivist	37	22.16%	19	14.17%
preservation	35	20.96%	20	14.92%
assistant	23	14.77%	10	7.46%
librarian	21	12.57%	2	1.49%
officer	18	10.78%	6	4.48%
associate	18	10.78%	4	2.99%
senior	12	7.19%	15	11.19%
developer	11	6.59%	13	9.77%

Table 32. Full List of Job Titles in Postings

Job Title Provided in Posting	**Number of Postings**
Application Specialist	1
Archivist	1
Archivist Director for Special Collections and Archives	1
Archivist for Digital Curation Assistant/Associate	1
Assistant Archives Officer Digital	1
Assistant Archivist	1
Assistant Archivist Digital	1
Assistant Director Digital Archives Innovation and Research	1
Assistant Director Digital Scholarship	1
Assistant Head Digital Content Management Section	1
Assistant Keeper	1
Assistant/Associate Archivist	1
Assistant/Associate Professor and Metadata Librarian	1
Assistant/Associate Professor and Systems Librarian	1
Associate Archivist	1
Associate Dean for Collections and Discovery	1
Associate Dean for Digital Strategy	1
Associate Dean for Technology and Digital Scholarship	1
Associate Director Archives and Special Collections and University Archivist	1
Associate Director Digital Strategies Research and Engagement	1
Associate Director, Digital Research Systems and Strategies	1
Associate Information Technology Officer	1
Associate Records Officer	1
Associate Vice Provost and University Librarian for Collections and Discovery Services Associate or Senior Librarian	1
AV Archives Software Developer	1
Born-Digital Archivist	1

Cataloguing Officer	1
Chief Technology Officer and Senior Director of Digital Innovation and Development	1
CoDA Quality Assurance Officer	1
Data Repository Developer	1
Data Repository Software Developer (IT Architect II)	1
Dean of Libraries	2
Dean of the Libraries	1
Dean of the Meriam Library	1
Digital and Preservation Archivist	1
Digital Archive Development Lead	1
Digital Archive Manager	1
Digital Archive Officer	1
Digital Archives and Records Officer	1
Digital Archives Assistant	2
Digital Archives Assistant Trainee	1
Digital Archives Project Officer	1
Digital Archivist	17
Digital Archivist and Coordinator	1
Digital Archivist Archives Associate	1
Digital Asset Librarian	1
Digital Collection Specialist	1
Digital Collections Assistant	1
Digital Collections Librarian	3
Digital Collections Librarian II	1
Digital Collections Officer	1
Digital Collections Technician - MULTIPLE (5) posts	1
Digital Content Services Librarian	1
Digital Data Officer	1
Digital Graduate Intern	1
Digital Library Applications Administrator	1
Digital Library Applications Developer	1
Digital Library Program Content Coordinator	1
Digital Media Specialist	1
Digital Preservation Analyst	3
Digital Preservation Archivist	1
Digital Preservation Assistant	2
Digital Preservation Backend Developer	1
Digital Preservation Coordinator	1
Digital Preservation Librarian	2
Digital Preservation Librarian Assistant / Associate Librarian	1
Digital Preservation Manager	3
Digital Preservation Officer	2
Digital Preservation Project Officer	1

Digital Preservation Specialist	1
Digital Preservation Technical Analyst	1
Digital Preservation Technical Specialist	1
Digital Preservation Technician	1
Digital Production Technical Manager	1
Digital Projects Assistant	1
Digital Records Technical Specialist	1
Digital Repository and Preservation Librarian	1
Digital Services Librarian	2
Digital Technologies Librarian	1
Director	1
Director Digital Preservation	1
Director of Digital Services	2
Director of Public Records Office	1
Early Career Resident	1
File Format Analyst	1
Graduate Intern	1
Graduate Trainee Digital Archivist	1
Head of Digital Projects UMKC Libraries	1
Head of Digital Services	1
Head of Preservation and Digital Stewardship	1
Information Officer	1
Innovation Software Engineer	1
Java Software Engineer	1
Junior Software Engineer	1
Lead Applications Developer	2
Librarian/Digital Preservation and Unit Lead Assistant or Associate	1
Manager Digital Preservation	1
Operations Manager	1
Python Backend Developer	1
QA Automation Engineer	1
Records and Archives Officer Digital	1
Repository and Digital Preservation Librarian	1
Research Data and Digital Preservation Officer	1
Research Data Librarian	1
Senior Archival Consultant	1
Senior Archivist	1
Senior Assistant Archivist Digital	1
Senior Developer	1
Senior Developer and Operations Specialist	1
Senior Digital Collection Specialist	1
Senior Digital Preservation Specialist	1
Senior Manager Digitisation and Digital Preservation	1
Senior System Administrator	1

Senior Technical Architect	1
Service Owner Digital Preservation	1
Software Developer	1
Specialist Library Systems and Digital Preservation	1
Supervisory Archivist and Head of Archives	1
Support Engineer	1
Systems Administrator	4
Systems Analyst	1
Systems Archivist	1
Technical Analyst	1
Technical Assistant Digital Preservation	1
Technical Lead Digital Preservation	1
Technician Collections Management	1
University Archivist	1
University Library Dean	1
User Researcher	1
Web Archive Software Engineer	1
Web Archiving Assistant	1
Web Archiving Data Analyst and Engineer	1
Web Archivist	1
Workflow Support Officer	1
Grand Total	**167**

Table 33. Job Titles with the Highest Salary by Currency

Currency	Job Title	Salary
AUS	Associate Director Archives and Special Collections and University Archivist	$190,000 AUD
CAD	Director Digital Preservation	$71,084 to $99,679 CAD
EUR	Head of Digital Services	€72,224 to €95,142; €69,739 to €90,383 EUR
GBP	Director of Public Records Office	£74,912 to £84,122 GBP
NZD	Digital Preservation Analyst	$98,264 - $132,945 NZD
USD	Dean of the Libraries	$220,000 to $250,000 USD

Table 34. Job Titles with the Highest Salaries after Currencies Converted into USD

Job Title	Salary in USD	Location	Currency
Dean of the Libraries	$220,000 to $250,000 USD	USA	USD
Dean of Libraries	$185,000 to $215,000 USD	USA	USD
University Library Dean	$190,000 to $200,000 USD	USA	USD
Lead Applications Developer	$68,304 to $179,000 USD	USA	USD
Dean of the Meriam Library	$164,000 to $177,000 USD	USA	USD
Supervisory Archivist and Head of Archives	$126,233 to $164,102 USD	USA	USD
Assistant Head Digital Content Management Section	$122,530 to $159,286 USD	USA	USD
Associate Vice Provost and University Librarian for Collections and Discovery Services Associate or Senior Librarian	$120,000 to $150,000 USD	USA	USD
Senior Digital Collection Specialist	$106,823 to $138,868 USD	USA	USD
Associate Dean for Digital Strategy	$115,000 to $130,000 USD	USA	USD
Digital Preservation Specialist	$79,363 to $116,788 USD per year, but can vary with locale	USD	USD
Director of Public Records Office	$92,369.91 to $103,726.30 USD	UK	GBP

Table 35. Salaries for Most Common Job Titles (N ≥ 2) by Currency

Job Title	Min	Mean	Max	Count
AUD	**53,509.20**	**70,466.95**	**88,336.00**	**2**
Digital Archivist	53,509.20	70,466.95	88,336.00	2
GBP	**21,626.00**	**33,604.72**	**50,296.00**	**9**
Digital Archivist	26,341.00	34,651.40	37,281.00	5
Digital Preservation Manager	38,000.00	42,111.25	50,296.00	2
Digital Preservation Assistant	21,626.00	22,481.50	22,300.00	2
USD	**45,000.00**	**90,326.83**	**215,000.00**	**15**
Digital Archivist	50,000.00	62,594.63	89,392.00	4
Digital Collections Librarian	45,000.00	58,621.33	74,400.00	3
Director of Digital Services	81,120.00	145,530.00	93,600.00	2
Digital Preservation Librarian	50,000.00	57,500.00	--	2
Dean of Libraries	175,000.00	187,500.00	215,000.00	2
Digital Preservation Analyst	60,000.00	73,800.00	102,500.00	2

Table 36. Salaries for Most Common Job Titles (N ≥ 2) after Currency Converted into USD

Job Title	Min	Mean	Max	Count
Digital Archivist	26,341.00	53,643.91	62,679.33	12
Digital Collections Librarian	45,000.00	58,621.33	64,799.67	3
Systems Administrator	32,817.00	48,147.33	52,004.67	3
Digital Preservation Analyst	60,000.00	87,734.83	101,815.00	3
Digital Preservation Manager	38,000.00	42,111.25	50,296.00	2
Lead Applications Developer	40,927.00	84,656.75	114,698.00	2
Director of Digital Services	81,120.00	145,530.00	93,600.00	2
Dean of Libraries	175,000.00	187,500.00	215,000.00	2
Digital Archives Assistant	19,133.00	57,559.75	60,699.50	2
Digital Preservation Librarian	50,000.00	57,500.00	--	2
Digital Preservation Assistant	21,626.00	22,481.50	22,300.00	2

Appendix H: Tables on Competency Framework Example Role Types

Table 37. Number of Postings by Competency Framework Example Role Type

Competency Framework Example Role	Number of Postings
DP Trainee	6
DP Archivist/Librarian	59
DP Developer	31
DP Officer	26
DP Program Manager	18
Snr Executive or Administrator	24
Web Archivist	3
Total	**167**

Table 38. Number of Contract Types by Competency Framework Example Role Type

	Fixed	Permanent/OpenEnded	Count
2: DP Trainee	6		6
3: DP Officer	14	7	21
4: DP Archivist/Librarian	11	36	47
5: Web Archivist	1		1
6: DP Developer	13	8	21
7: DP Program Manager	1	10	11
8: Snr Executive or Administrator	2	20	22
Total	**48**	**81**	**129**

Table 39. Calculated Salaries for Competency Framework Example Role Types by Currency

	Min	Mean	Max	Count
AUD	**53,509.20**	**99,194.85**	**190,000.00**	**14**
3: DP Officer	69,000.00	82,319.33	98,982.00	3
4: DP Archivist/Librarian	53,509.20	77,317.63	96,759.00	3
6: DP Developer	82,042.00	91,275.83	100,930.00	3
7: DP Program Manager	84,949.00	111,497.38	134,357.00	4
8: Snr Executive or Administrator	190,000.00	190,000.00	190,000.00	1
CAD	**57,894.00**	**75,659.33**	**99,679.00**	**3**
2: DP Trainee	70,744.00	70,744.00		1
3: DP Officer	57,894.00	70,852.50	83,811.00	1
8: Snr Executive or Administrator	71,084.00	85,381.50	99,679.00	1
EUR	**33,119.00**	**56,746.33**	**95,142.00**	**6**
4: DP Archivist/Librarian	33,119.00	46,568.25	60,981.00	2
6: DP Developer	40,053.00	45,372.50	50,692.00	2
8: Snr Executive or Administrator	56,134.00	78,298.25	95,142.00	2
GBP	**19,133.00**	**35,921.62**	**84,122.00**	**54**
2: DP Trainee	19,133.00	21,803.00	22,417.00	3
3: DP Officer	21,626.00	28,522.23	40,927.00	18
4: DP Archivist/Librarian	24,996.00	34,863.73	49,553.00	15
5: Web Archivist	23,345.00	28,605.00	35,326.00	3
6: DP Developer	29,000.00	43,718.29	60,000.00	7
7: DP Program Manager	28,016.00	47,086.30	61,823.00	5
8: Snr Executive or Administrator	60,000.00	70,242.67	84,122.00	3
NZD	**67,284.00**	**103,455.50**	**132,945.00**	**3**
4: DP Archivist/Librarian	67,284.00	97,381.00	132,945.00	2
6: DP Developer	98,264.00	115,604.50	132,945.00	1
USD	**36,000.00**	**84,420.36**	**250,000.00**	**60**
2: DP Trainee	37,500.00	37,500.00		1
3: DP Officer	37,221.00	53,616.96	80,532.00	4
4: DP Archivist/Librarian	38,523.00	62,173.33	116,788.00	27
6: DP Developer	48,786.00	70,511.63	179,100.00	8
7: DP Program Manager	48,500.00	91,950.70	159,286.00	5
8: Snr Executive or Administrator	36,000.00	140,715.17	250,000.00	15

Table 40. Salaries for Competency Framework Example Role Types after Currency Converted into USD

Competency Framework Role Type	Min	Mean	Max	Count
DP Trainee	24,718.87	35,798.33	54,376.63	5
DP Officer	27,574.60	42,104.63	80,532.00	26
DP Archivist/Librarian	30,821.21	56,091.86	116,788.00	49
Web Archivist	32,111.42	39,346.63	48,591.47	3
DP Developer	35,758.32	63,961.95	179,100.00	21
DP Program Manager	38,536.45	76,741.93	159,286.00	14
Snr Executive / Administrator	36,000.00	124,321.75	250,000.00	22

Appendix I: Tables on Job Summaries

Table 41. Most Frequent Words in Job Summaries

Word	Frequency	Percentage (of 75,298 total)
digital	1500	1.99%
library	626	0.83%
preservation	587	0.78%
collections	446	0.59%
university	435	0.58%
management	383	0.51%
experience	376	0.50%
services	366	0.49%
work	356	0.47%
archives	350	0.46%

Table 42. Most Frequent Words in Job Summaries – Comparative Analysis

	Current Analysis Jan 2021 – Dec 2022 (N=75,298)		2020 Analysis May 2018 – Apr 2020 (N=24,248)	
Word	**Frequency**	**Percentage**	**Frequency**	**Percentage**
digital	1500	1.99%	447	1.84%
library	626	0.83%	87	0.36%
preservation	587	0.78%	161	0.66%
collections	446	0.59%	102	0.42%
university	435	0.58%	75	0.31%
management	383	0.51%	102	0.42%
experience	376	0.50%	104	0.43%
services	366	0.49%	119	0.49%
work	356	0.47%	103	0.42%
archives	350	0.46%	159	0.66%
libraries	286	0.38%	23	0.09%
team	255	0.34%	79	0.33%
support	233	0.31%	96	0.40%
research	230	0.31%	165	0.68%