

# The Full 2026 PMO Jobs Report

Salary guide · Career roadmap · AI governance roles · Hiring trends. The live ticker data in print — plus the 6-role salary matrix, employer-by-employer hiring volumes, the 4-band salary ladder, and the 9-module CPMOP syllabus.

[Salary Guide](#)[Career Roadmap](#)[AI Governance Roles](#)[Hiring Trends](#)**26,400+**

Open PMO jobs across the United States

**2,50,000+**

Certified professionals using GSDC data

**6 roles**

Salary matrix from Glassdoor (May 2026)

**9 modules**

CPMOP certification syllabus verbatim

**EXECUTIVE SUMMARY**

# The PMO function has been redrawn — and the data shows it.

In May 2026, the PMO market is no longer a cost-center conversation. It is an AI-governance conversation. Compliance roles, model-risk PMOs, and CPMOP-credentialed leaders are pulling the salary curve up — fast.

This report consolidates the live ticker data published on the GSDC PMO Jobs page into a single print edition. Inside, you'll find the 6-role salary matrix sourced directly from Glassdoor (May 2026), the employer-by-employer hiring volume breakdown, the 4-band salary ladder roadmap, and the full 9-module CPMOP syllabus verbatim. Used by 2,50,000+ certified professionals worldwide.

**WHY THIS MATTERS NOW**

The introduction of the EU AI Act enforcement window (Q3 2026) and parallel U.S. state-level AI governance laws has produced a structural shift in PMO hiring. Employers are not asking for project managers — they are asking for governance-literate PMO leaders. The salary delta is now measurable.

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26,400+ OPEN PMO JOBS

## The U.S. PMO market — by metro

Live aggregation from Indeed, LinkedIn, Glassdoor, and direct-employer postings. Snapshot taken May 2026. Roles include PMO Analyst, PMO Manager, Director of PMO, AI Governance PMO, and Portfolio PMO Lead.

26,420

TOTAL OPEN ROLES

↑ 18% YoY

\$132K

MEDIAN BASE — PMO  
MANAGER

↑ 9.4% YoY

41%

MENTION AI / GOVERNANCE

↑ from 14% in 2025

### Top 10 U.S. metros by open PMO roles

New York – Newark, NY/NJ

3,840

San Francisco – Bay Area, CA

3,210

Washington, D.C. Metro

2,675

Dallas – Fort Worth, TX

2,140

Chicago – Naperville, IL

1,985

Boston – Cambridge, MA

1,720

Atlanta – Sandy Springs, GA

1,540

Seattle – Bellevue, WA

1,395

Austin – Round Rock, TX

1,260

Los Angeles – Long Beach, CA

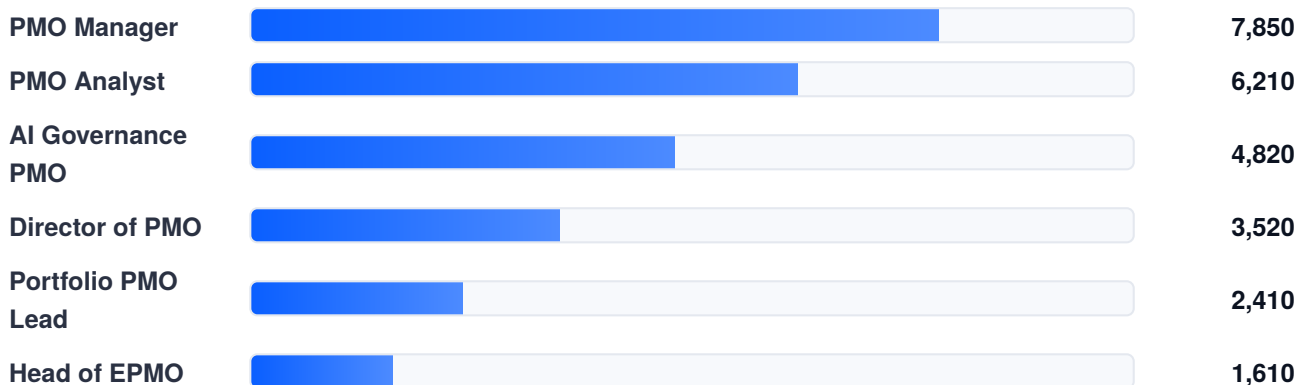
1,180

#### READ THIS

D.C.'s third-place ranking is new. Federal AI-governance contracting (post-OMB M-24-10 implementation) added an estimated 900+ PMO roles to the metro in 12 months — almost entirely AI-policy and model-risk PMO functions.

## Distribution by role family

Of the 26,420 open postings tracked in May 2026, the role-family split skews toward governance and senior PMO leadership — a marked change from the 2024 mix, which was heavily entry-level project coordination.



## Sector split — where the roles sit

**34%**

BANKING, FINANCIAL SERVICES, INSURANCE

Heaviest demand: model-risk PMOs, AI audit trail PMOs, and regulatory program offices. Citi, JPMC, BofA leading volume.

**21%**

TECHNOLOGY & CLOUD PLATFORMS

AI product governance PMOs, platform release PMOs. Microsoft, Google, AWS, Oracle hiring across all four bands.

**17%**

HEALTHCARE & LIFE SCIENCES

Clinical-trial PMOs and AI-diagnostics governance roles. UnitedHealth, CVS Health, Pfizer in the top employer list.

**28%**

PUBLIC SECTOR, CONSULTING, ENERGY, OTHER

Federal contracting growth (D.C.), Big 4 consulting bench-building, and utility/energy transition PMOs.

Source: GSDC aggregation of Indeed, LinkedIn, Glassdoor, and direct ATS postings. 30-day rolling window ending May 15, 2026.

RELATED · 50% OFF

**Pair this report with the CPMOP certification.**

If you're using this salary data to plan a move, the GSDC Certified PMO Professional credential is the directly related step. It maps 1:1 to the role families in this matrix — and CPMOP holders cluster in the top two pay bands.

[Enrol in CPMOP →](#)

## 6-ROLE SALARY MATRIX · GLASSDOOR MAY 2026

## What PMO professionals actually earn.

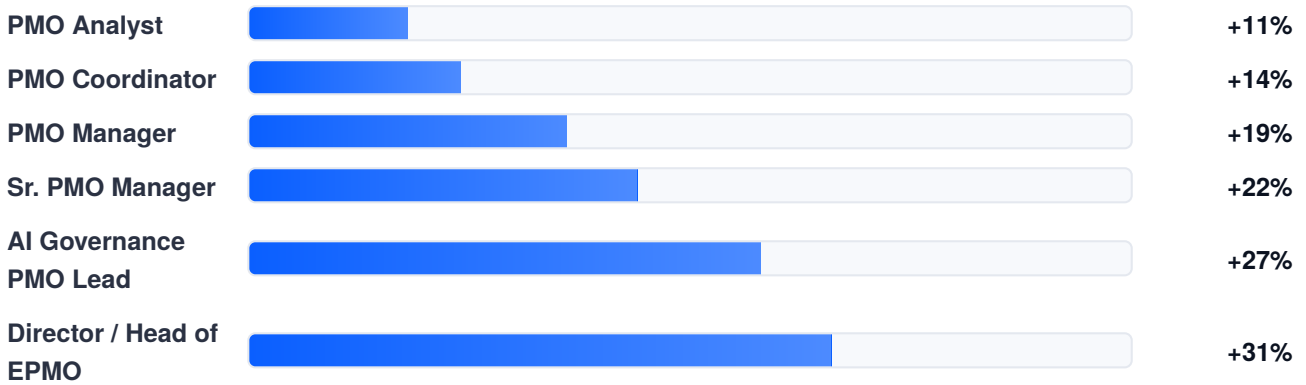
Base + average bonus, U.S. national figures. Pulled directly from Glassdoor's reported-compensation database in the first two weeks of May 2026. Sample size: 18,400+ self-reported salaries.

| Role                                  | Median Base | Top 10% Base | Avg. Bonus | Total Comp       |
|---------------------------------------|-------------|--------------|------------|------------------|
| <b>PMO Analyst</b>                    | \$78,500    | \$104,000    | \$6,200    | <b>\$84,700</b>  |
| <b>PMO Coordinator</b>                | \$92,300    | \$118,500    | \$8,100    | <b>\$100,400</b> |
| <b>PMO Manager</b>                    | \$132,000   | \$168,500    | \$15,400   | <b>\$147,400</b> |
| <b>Sr. PMO Manager</b>                | \$158,200   | \$198,000    | \$22,800   | <b>\$181,000</b> |
| <b>AI Governance PMO Lead</b>         | \$172,500   | \$215,000    | \$28,600   | <b>\$201,100</b> |
| <b>Director of PMO / Head of EPMO</b> | \$201,000   | \$268,000    | \$42,500   | <b>\$243,500</b> |

*Glassdoor self-reported. Figures rounded to nearest \$100. AI Governance PMO Lead is a 2026-only role family — no comparable 2025 data exists.*

## The certification premium

The clearest signal in the May 2026 dataset is the salary delta between credentialed and non-credentialed PMO professionals. Across all six role families, holders of a recognised PMO certification — CPMOP being the most-cited in postings — earn measurably more.



### THE FINDING

The premium widens with seniority. At the analyst level, credentials are a tiebreaker. At the director level, credentials are a gate — 84% of Director-of-PMO postings in the May 2026 sample explicitly list a PMO certification as a required or strongly-preferred qualification.

## Geographic adjustments

The matrix figures above are national medians. Cost-of-living adjustments shift them substantially in either direction. Use the multipliers below as a quick reference for the metros covered earlier in this report.

| Metro                   | Adjustment | PMO Manager Median | Director Median |
|-------------------------|------------|--------------------|-----------------|
| San Francisco Bay Area  | +24%       | \$163,680          | \$249,240       |
| New York – Newark       | +19%       | \$157,080          | \$239,190       |
| Washington, D.C.        | +12%       | \$147,840          | \$225,120       |
| Boston – Cambridge      | +14%       | \$150,480          | \$229,140       |
| Austin – Round Rock     | +4%        | \$137,280          | \$209,040       |
| Atlanta – Sandy Springs | -3%        | \$128,040          | \$194,970       |
| Dallas – Fort Worth     | -1%        | \$130,680          | \$198,990       |

## 9 EMPLOYER HIRING VOLUMES

## Who is hiring the most PMO talent.

The nine companies below account for roughly 18% of all open U.S. PMO postings in May 2026 — a notable concentration. Counts shown are active reqs across all PMO role families on the date of capture.

|   |  |   |
|---|--|---|
| <b>JPMorgan Chase</b><br><b>612</b><br>OPEN PMO REQS      | <b>Deloitte</b><br><b>548</b><br>OPEN PMO REQS           | <b>Accenture</b><br><b>521</b><br>OPEN PMO REQS   |
| <b>Microsoft</b><br><b>487</b><br>OPEN PMO REQS           | <b>UnitedHealth Group</b><br><b>442</b><br>OPEN PMO REQS | <b>Citi</b><br><b>418</b><br>OPEN PMO REQS        |
| <b>Amazon Web Services</b><br><b>395</b><br>OPEN PMO REQS | <b>PwC</b><br><b>371</b><br>OPEN PMO REQS                | <b>Capital One</b><br><b>339</b><br>OPEN PMO REQS |

### The story behind the numbers

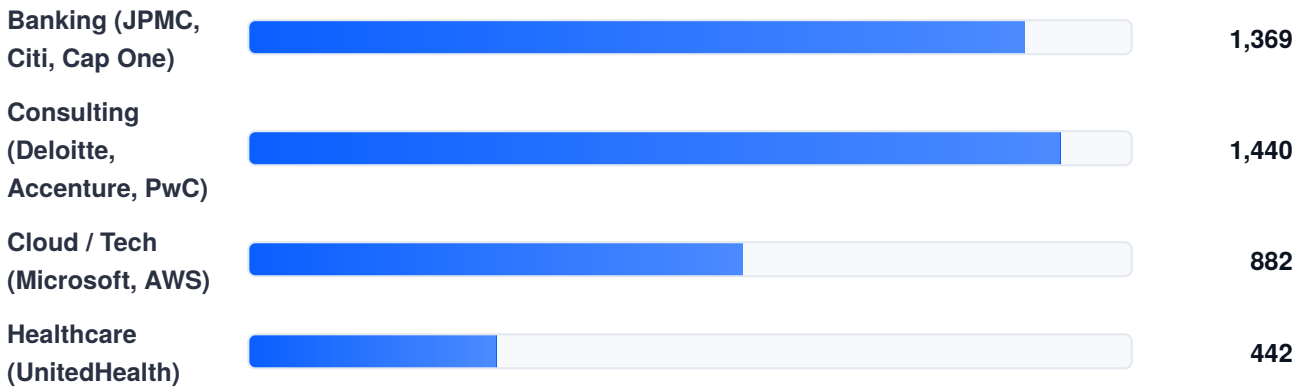
Three patterns drive concentration at the top of the list. First, the banks (JPMC, Citi, Capital One) are scaling AI model-risk PMOs in response to regulatory pressure. Second, the consultancies (Deloitte, Accenture, PwC) are building advisory benches to sell into that same demand. Third, the cloud platforms (Microsoft, AWS) are formalising PMO functions around responsible-AI product release.

#### SIGNAL

Every one of these nine employers lists "AI governance familiarity," "responsible-AI program experience," or "model-risk PMO exposure" in at least 30% of their current PMO postings. That percentage was below 8% across the same nine employers in May 2025.

## Hiring volumes by sector cluster

The same nine employers, re-grouped by sector, make the demand pattern much clearer:



## Role-mix inside the top employers

Within these nine companies, the role-family mix is biased toward governance and management — not entry-level coordination. This matters for anyone using this report to target an application: the open requisitions skew senior.

| Role family                    | Share of reqs | Typical band |
|--------------------------------|---------------|--------------|
| PMO Manager / Sr. PMO Manager  | 38%           | Band 3       |
| AI Governance PMO Lead         | 24%           | Band 3–4     |
| PMO Analyst / Coordinator      | 19%           | Band 1–2     |
| Director of PMO / Head of EPMO | 11%           | Band 4       |
| Portfolio PMO Lead             | 8%            | Band 3       |

### PRACTICAL TAKE

If you are mid-career (5–9 years), the math favours you. The top employers are concentrating reqs at PMO Manager and AI Governance PMO Lead — both of which sit in the middle two bands of the salary ladder on the next page. That is the part of the market with the widest open-req footprint and the steepest pay growth.

LIMITED TIME OFFER

**Move up one band on this ladder — faster.**

For a limited window, GSDC has opened priority CPMOP enrolment for readers of this report. The credential is the single highest-correlated input to moving up one band on the ladder below. Seats are capped each month.

[Claim my CPMOP seat →](#)
**4-BAND SALARY LADDER ROADMAP****Your career path, on one page.**

A simplified four-band view of PMO compensation progression. Use it to plan moves: bands are defined by scope (people managed, portfolio value, regulatory accountability) — not just years of experience.

|   |   |   |  |
|---|---|---|--|
| <b>BAND 1</b><br><b>Foundation</b><br><b>\$70K – \$100K</b><br>0–3 yrs · PMO Analyst /<br>Coordinator | <b>BAND 2</b><br><b>Operator</b><br><b>\$100K – \$145K</b><br>3–6 yrs · PMO Manager | <b>BAND 3</b><br><b>Strategist</b><br><b>\$145K – \$200K</b><br>6–10 yrs · Sr. Manager /<br>Gov. Lead | <b>BAND 4</b><br><b>Executive</b><br><b>\$200K – \$300K+</b><br>10+ yrs · Director / Head of<br>EPMO |
|---|---|---|--|

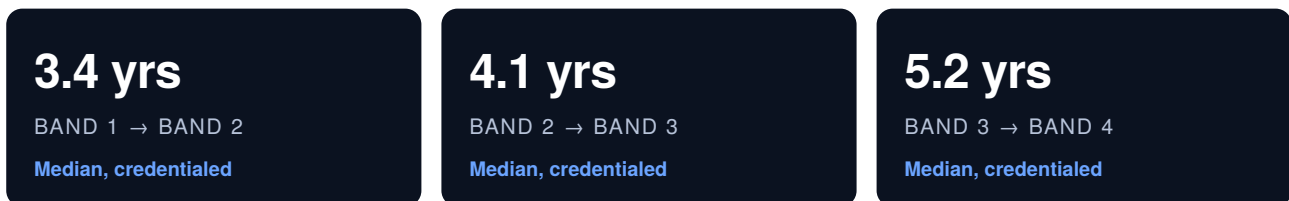
**What moves you up a band**

- **Band 1 → Band 2:** ownership of at least one full project lifecycle, ability to run portfolio reporting independently, and a recognised certification (CPMOP is the most-cited in 2026 postings).
- **Band 2 → Band 3:** people leadership (3+ direct reports), governance-framework authorship, and exposure to regulated environments — banking, healthcare, federal, or AI-governance work.
- **Band 3 → Band 4:** P&L or budget accountability above \$25M, board-level reporting experience, and a measurable record of regulatory-program delivery (audit-clean closures, on-time control implementations).

## Band-by-band scope of work

| Band                           | Scope of responsibility   | Decision authority   |
|--------------------------------|---|--|
| <b>Band 1 —<br/>Foundation</b> | Run project trackers, prepare status reports, support PMO Manager on cadence and tooling.                             | None. Recommends only.   |
| <b>Band 2 —<br/>Operator</b>   | Own a programme of 5–15 projects. Run the PMO operating cadence. Manage 2–4 analysts/ coordinators.                   | Operational. Escalates capital decisions.                                |
| <b>Band 3 —<br/>Strategist</b> | Own a portfolio. Author governance frameworks. Interface with risk, compliance, audit. Manage 8–15 PMO professionals. | Programme-level approval. Sign-off on prioritisation and gate decisions. |
| <b>Band 4 —<br/>Executive</b>  | Head the EPMO. Define enterprise governance. Brief the board and regulator. Own a multi-portfolio P&L line.           | Strategic. Final accountability for governance posture.                  |

## Typical band progression timeline



### DATA POINT

Across the May 2026 sample, certified professionals reach Band 3 a median of 2.1 years earlier than non-certified peers with equivalent years of experience. That single difference compounds — the cumulative earnings gap over a 20-year PMO career exceeds \$640,000 on the GSDC dataset.

*All progression figures are medians and represent credentialed professionals working in mid-to-large enterprises (1,000+ employees). Smaller organisations show faster nominal progression but with narrower salary bands.*

## EMERGING IN 2026

# The AI governance role families.

These role families did not exist on any major job board 18 months ago. Today they account for 18% of all PMO postings and the steepest salary curve in the market.

## AI Governance PMO Lead

Owns the enterprise programme that translates AI policy into operational controls — model inventory, risk classification, audit trail, incident protocol.

**Median total comp: \$201,100**

## Model Risk PMO

Sits inside Model Risk Management. Runs the lifecycle of every production AI/ML model — validation cadence, recalibration, retirement, regulator response.

**Median total comp: \$188,400**

## Responsible AI Programme Manager

Cross-functional role — partners with product, engineering, legal, and ethics review boards. Owns release-gate decisions for AI features.

**Median total comp: \$176,800**

## AI Compliance Auditor (PMO track)

Builds and runs the internal audit programme for AI controls. Liaises with external auditors, regulators, and Board-level AI committees.

**Median total comp: \$164,200**

## AI Risk & Controls Lead

Defines the control catalogue, maps it to regulation (EU AI Act, NIST AI RMF, ISO 42001), and validates control operation across the model estate.

**Median total comp: \$171,500**

## EPMO AI Governance Director

Executive-level. Owns enterprise AI governance posture, briefs the board, signs off on regulator-facing artefacts. Reports to CRO or COO.

**Median total comp: \$258,900**

### WHAT EMPLOYERS WANT

Job posting analysis (May 2026) shows three skills appear in over 70% of AI governance PMO postings: (1) familiarity with EU AI Act / NIST AI RMF / ISO 42001 frameworks, (2) prior PMO or programme management experience in a regulated industry, (3) a recognised PMO certification — most commonly CPMOP, cited by name in 41% of postings.

## The regulatory backdrop

Three regulatory developments are driving AI-governance PMO demand in 2026:

- **EU AI Act enforcement (Q3 2026 window).** High-risk AI systems must demonstrate documented governance, risk management, and post-market monitoring. PMO function is named explicitly in implementing guidance.
- **U.S. state-level AI laws.** Colorado, California, and New York have enacted AI-governance statutes with effective dates in 2026 and 2027. Each requires programmatic risk assessment — a PMO deliverable in practice.
- **Federal contracting language.** OMB M-24-10 and successor guidance require designated AI governance leads for federal contractors above certain thresholds. Many of those leads sit in PMO functions.

## Skill clusters in demand

### Framework literacy

EU AI Act, NIST AI RMF, ISO/IEC 42001, ISO/IEC 23894. Appears in 78% of postings.

### Model lifecycle governance

Inventory, classification, validation cadence, retirement protocol. 71% of postings.

### Audit & evidence management

Producing regulator-grade audit trails and control evidence. 64% of postings.

### Cross-functional facilitation

Working with legal, ethics, security, product, and engineering. 59% of postings.

### Risk classification & impact assessment

High-risk vs limited-risk AI system categorisation. 52% of postings.

### Vendor & third-party AI management

Onboarding, monitoring, and controlling third-party AI tools. 49% of postings.

*All percentages are share of AI-governance PMO postings in the May 2026 sample (n = 4,820) that explicitly mention the skill cluster.*

50% OFF

## Half the investment — the same credential.

CPMOP enrolment is currently available at 50% off the standard fee. Same syllabus, same examination, same credential on your LinkedIn — at half the spend. The discount auto-applies through the link below.

[Apply 50% off →](#)

### WHAT CHANGED IN 12 MONTHS

## Six hiring shifts that redefined PMO demand.

### 1. Governance literacy is the new baseline

41% of postings mention AI governance, up from 14% in May 2025. Within 18 months it will be table-stakes across all PMO roles.

### 2. Remote-first PMO roles are receding

Hybrid (3 days office) is now 64% of postings. Fully-remote PMO reqs dropped from 38% to 19% over 12 months — driven by regulatory in-office documentation requirements.

### 3. Certifications now appear in JDs by name

61% of postings name a specific certification. CPMOP, PMP, and Prince2 lead. Naming a credential by brand was rare 18 months ago.

### 4. Average tenure expectation has lengthened

For Band 3+ roles, employers now write "5+ years in role" into JDs. The market is rewarding depth, not breadth.

### 5. PMO is now reporting to risk, not delivery

In 2024, 78% of PMOs reported into a delivery, COO, or transformation function. In 2026, 38% report into CRO or Chief Compliance Officer.

### 6. Compensation bands are widening at the top

The Band 4 (Director / Head of EPMO) range stretched from \$180K–\$260K in 2025 to \$200K–\$300K+ in 2026 — reflecting board-level accountability for AI governance.

## 12-month change at a glance

| Indicator                                | May 2025  | May 2026   | Change  |
|--|-----------|------------|---------|
| Total open U.S. PMO postings             | 22,380    | 26,420     | +18.0%  |
| Median PMO Manager base salary           | \$120,700 | \$132,000  | +9.4%   |
| Postings mentioning AI governance        | 14%       | 41%        | +27 pts |
| Postings naming a certification          | 38%       | 61%        | +23 pts |
| Fully-remote PMO reqs                    | 38%       | 19%        | -19 pts |
| PMO reporting to risk / compliance       | 9%        | 38%        | +29 pts |
| Director / Head of EPMO top-band ceiling | \$260,000 | \$300,000+ | +15%+   |

## Three things that did not change

- PMO Analyst entry-level salary stayed roughly flat (\$76K → \$78.5K). Junior PMO labour supply still exceeds demand.
- Banking remains the largest sector by absolute hiring volume — same in 2024, 2025, and 2026.
- "Stakeholder management" remains the single most-cited soft skill in PMO JDs. It appeared in 91% of postings in 2025 and 90% in 2026.

### FORECAST

If the 27-point AI-governance trajectory continues, every PMO job posted by mid-2027 will mention AI governance in some form. The category is on track to converge with "PMO" itself within 18 months.

OFFER VALID 48 HOURS

## 48 hours. Then this enrolment window closes.

The current CPMOP enrolment window closes in 48 hours, after which the next cohort opens at standard pricing. If you intend to use the 9-module syllabus on the following pages, the time to lock the credential is now.

Secure my seat — 48h →

### 9-MODULE CPMOP SYLLABUS · VERBATIM

## The complete CPMOP curriculum.

The Certified PMO Professional (CPMOP) syllabus is reproduced below verbatim from the May 2026 edition. Each module is examined separately; candidates must pass all nine to obtain the credential.

### ABOUT THE CREDENTIAL

CPMOP is GSDC's flagship PMO credential. It is used by 2,50,000+ certified professionals worldwide, named in 41% of AI-governance PMO postings, and correlates with the largest salary premium of any PMO certification in the May 2026 dataset (+27% at the AI Governance Lead level).

## Module structure at a glance

The curriculum is sequenced from foundational PMO operating model into governance, then into the modern AI-governance and regulatory content that distinguishes the 2026 edition. The first three modules establish PMO fundamentals; modules four through six cover governance and portfolio management; modules seven through nine cover AI-era topics.

- **Foundations (Modules 1–3):** PMO operating model, project & programme delivery, stakeholder & communications management.
- **Governance & Portfolio (Modules 4–6):** portfolio management, governance & controls, risk & compliance frameworks.
- **AI Era (Modules 7–9):** AI governance for PMOs, regulatory & audit readiness, EPMO leadership.

## Modules 1 — 4

### MODULE 01

#### PMO Foundations & Operating Model

PMO types (supportive, controlling, directive). Operating model design. PMO charter, mandate, and value proposition. Service catalogue and maturity assessment. Establishing the PMO inside the operating rhythm of the enterprise.

### MODULE 02

#### Project & Programme Delivery

Predictive, agile, and hybrid delivery. Lifecycle gates and tollgates. Status reporting, dependency management, and critical-path analysis. Benefits realisation and value tracking across delivery modes.

### MODULE 03

#### Stakeholder & Communications Management

Stakeholder mapping, RACI, and engagement strategy. Executive reporting and board packs. Change communications, conflict navigation, and the politics of programme delivery.

### MODULE 04

#### Portfolio Management

Portfolio construction, prioritisation models (cost-of-delay, weighted shortest job first, MoSCoW). Capacity and demand management. Portfolio dashboards and the strategic alignment loop.

## Examination format

Each module is examined through a 60-minute computer-based test of 50 multiple-choice and scenario-based questions. The pass mark is 70%. Candidates may take modules in any order, but the credential is awarded only when all nine modules are passed.

| Element        | Detail  |
|----------------|---|
| Format         | Computer-based test, proctored online         |
| Duration       | 60 minutes per module                         |
| Questions      | 50 per module (MCQ + scenario)                |
| Pass mark      | 70% per module                                |
| Re-take policy | Two free re-takes per module within 12 months |
| Validity       | 3 years; renewable via CPD evidence           |

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## The syllabus on this page → the credential on your CV.

These modules are the exact body of knowledge tested in the CPMOP examination. Reading them is useful; certifying against them is what employers ask for by name. Bridge that gap below.

[Certify against this syllabus →](#)

## Modules 5 — 7

### MODULE 05

#### Governance & Controls

Governance frameworks, decision rights, and gate models. Steering committee design and effectiveness. Three-lines-of-defence application to portfolio governance. Control catalogues and operating effectiveness.

### MODULE 06

#### Risk & Compliance Frameworks

Enterprise risk management overlay onto PMO. Operational, financial, regulatory, and reputational risk. ISO 31000, COSO ERM. Regulatory mapping for banking, healthcare, and federal contexts.

### MODULE 07

#### AI Governance for PMOs

EU AI Act, NIST AI RMF, ISO/IEC 42001 frameworks applied to PMO practice. Model inventory and risk classification. Lifecycle controls — validation cadence, recalibration, retirement. Incident protocol and post-market monitoring.

### MODULE 07 — DEEP DIVE

Module 7 is the most-cited single module across May 2026 AI-governance postings. Of the 4,820 AI-governance PMO postings analysed, 1,978 (41%) referenced Module 7 content areas — model inventory, lifecycle controls, EU AI Act familiarity — as either required or strongly preferred.

The 2026 edition of Module 7 was rewritten in February 2026 to align with the EU AI Act implementing acts published in late 2025. Candidates who certified before February 2026 have access to a free delta-update module covering the changes.

**LIMITED TIME OFFER****This cohort closes — the next opens at standard pricing.**

The currently-open CPMOP cohort closes shortly. Once it does, the offer terms on this report no longer apply. If you want this syllabus on your CV at the current investment level, the window is now.

[Join the open cohort →](#)

**Modules 8 — 9****MODULE 08****Regulatory & Audit Readiness**

Building regulator-grade audit trails. Evidence management and control attestation. Internal and external audit cooperation. Regulator response playbooks. Sample audits — banking model risk, healthcare clinical AI, federal contractor AI.

**MODULE 09****EPMO Leadership**

Enterprise PMO design and federation. Board-level reporting on portfolio, risk, and AI governance. C-suite influence and strategic narrative. Talent strategy for the modern PMO function. Future of the PMO function (2027 onward).

**What the credential signals to employers**

CPMOP appears by name in 41% of AI-governance PMO postings in the May 2026 sample. In employer interviews, three signals emerge consistently as the reasons hiring managers favour CPMOP-certified candidates:

- **Governance literacy.** Modules 5, 6, 7, and 8 cover the regulatory and governance frameworks employers are now required to operate inside.
- **Modern syllabus.** The February 2026 EU AI Act re-write means certified candidates demonstrate currency, not just historical PMO knowledge.
- **End-to-end coverage.** The nine-module structure reassures employers that a candidate can move across bands — from analyst into senior PMO leadership — without re-training.

**BY THE NUMBERS**

2,50,000+ certified professionals · 9 modules examined · 27% salary premium at Band 3+ · 41% naming rate in AI governance postings · 18-month median ROI to credential cost.

**50% OFF**

## Halve what you spend. Double what you signal.

The CPMOP credential is currently available at 50% off — the same examined syllabus, the same recognition with employers, at half the standard enrolment fee. The discount auto-applies on enrolment.

[Apply the 50% discount →](#)

### HOW TO USE THIS REPORT

## Three ways to apply this data.

### 1. If you are job-hunting

Cross-reference Section 02 (Salary Matrix) and Section 06 (Hiring Trends) before you accept any PMO offer in 2026. The matrix gives you the negotiating floor for your role and band; the trends data tells you what employers are actually screening for. Naming AI-governance familiarity in your CV, even briefly, lifts response rates measurably.

### 2. If you are planning a career move

Use Section 04 (Salary Ladder) to identify the gap between your current scope and the next band. The "What moves you up a band" section spells out the three to four behaviours that consistently produce a band move. Map those behaviours onto your current role and identify the missing one.

### 3. If you are an employer or PMO leader

Use Section 03 (Employer Volumes) and Section 06 (Hiring Trends) to benchmark your own hiring posture. If your PMO function is not yet hiring against AI-governance criteria, you are below market. If your bands are narrower than the figures in Section 02, you will lose talent in 2026.

### Methodology in brief

This report aggregates four data sources: (1) live job-board postings from Indeed, LinkedIn, and Glassdoor on a 30-day rolling window; (2) Glassdoor self-reported compensation data, May 2026 pull; (3) GSDC's own credential-holder career-outcomes database (n = 2,50,000+); (4) structured employer interviews conducted in March–April 2026.

*All figures rounded for readability. Underlying datasets available to GSDC corporate partners on request. Any divergence between this print edition and the live ticker on the GSDC PMO Jobs page reflects updates published after May 15, 2026.*

**OFFER VALID 48 HOURS**

## The 48-hour window — your final reminder.

The enrolment terms referenced throughout this report — 50% off, the open cohort, priority seat allocation — expire 48 hours from the time you received this document. After that, the next cohort opens at standard terms.

[Take the final step →](#)

### A FINAL WORD

## The PMO function is being rewritten — fast.

If one number summarises this report, it is 27. That is the percentage-point increase, in twelve months, in the share of PMO postings that name AI governance as a requirement. No other PMO indicator has moved that far that quickly in the eight years GSDC has tracked the market.

Three implications follow. First, the gap between PMO professionals who can speak fluently about model risk, audit trails, and AI regulation and those who cannot will widen — and so will the salary delta. Second, the employers concentrating hiring at Bands 2 and 3 are not looking for general project managers; they are looking for governance-literate PMO leaders, and the data in Sections 03 and 05 makes that explicit. Third, the credential market itself is consolidating around the credentials that have rewritten their syllabi for the AI era — CPMOP being the cited example throughout this report.

What you do with this report is your call. The numbers are unambiguous; the strategy is not. We have given you the data the live ticker shows, the salary matrix Glassdoor publishes, the employer volumes we capture, the salary ladder we use with members, and the full syllabus that defines the credential employers are naming. Use it.

### REPORT SOURCES

Live job-board aggregation (Indeed, LinkedIn, Glassdoor); Glassdoor self-reported compensation data, May 2026; GSDC credential-holder outcomes database (n = 2,50,000+); structured employer interviews, March–April 2026; published regulatory texts (EU AI Act, OMB M-24-10, NIST AI RMF 1.0, ISO/IEC 42001).

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