



The Executive Candidate Market Today:

THE LATEST TRENDS REVEALED

AMERICA'S BEST
EXECUTIVE
RECRUITING FIRMS

Forbes
2022

POWERED BY STATISTA

The hiring market has become incredibly challenging for employers this last year. More staff are choosing to leave rather than be forced to return to the office. More staff are deciding post-pandemic that they want to make major changes in their lives. With the Great Resignation having hit businesses across almost all industries, hiring demand has ballooned - and appealing to quality candidates has become a major challenge for companies aspiring to grow.

That's why FPC conducted a survey to uncover the latest thinking and career change approaches of executive candidates.

Over 6,000 candidates were invited to participate in the survey, most of whom were senior executives.



The survey sought to uncover their experiences of the job search, their views of recruiters and their intentions for how they will go about securing their next career move.

Highlighting the impact that remote working has had on the jobs market, **nearly 60% of respondents are currently working remotely or in a hybrid role.** That's really telling in a marketplace where lots of companies have deemed it's time to return to the office. It's a figure that demonstrates just how much the employment market has locked in elements of remote working for the majority of the workforce - and explains how candidates are able to take the view that they will only consider roles offering remote working or hybrid work if that's the lifestyle choice they wish to make.

So what are some of the key messages to emerge from the survey? Headline findings include:

- Candidates view working with a recruiter as essential
- It's really important to work with the right recruiter
- Most job seekers are planning to work with recruiters when they next make a career move

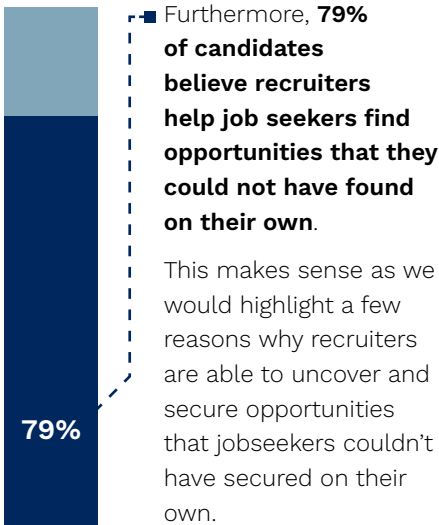
- Candidates are looking for more than just a good salary

- Consequently, employers are advised not to go it alone when hiring

Candidates view working with a recruiter as essential

One message that comes through loud and clear from the findings is that candidates view recruiters as being instrumental in helping job seekers secure new jobs. **Only 6% disagreed with this statement.**

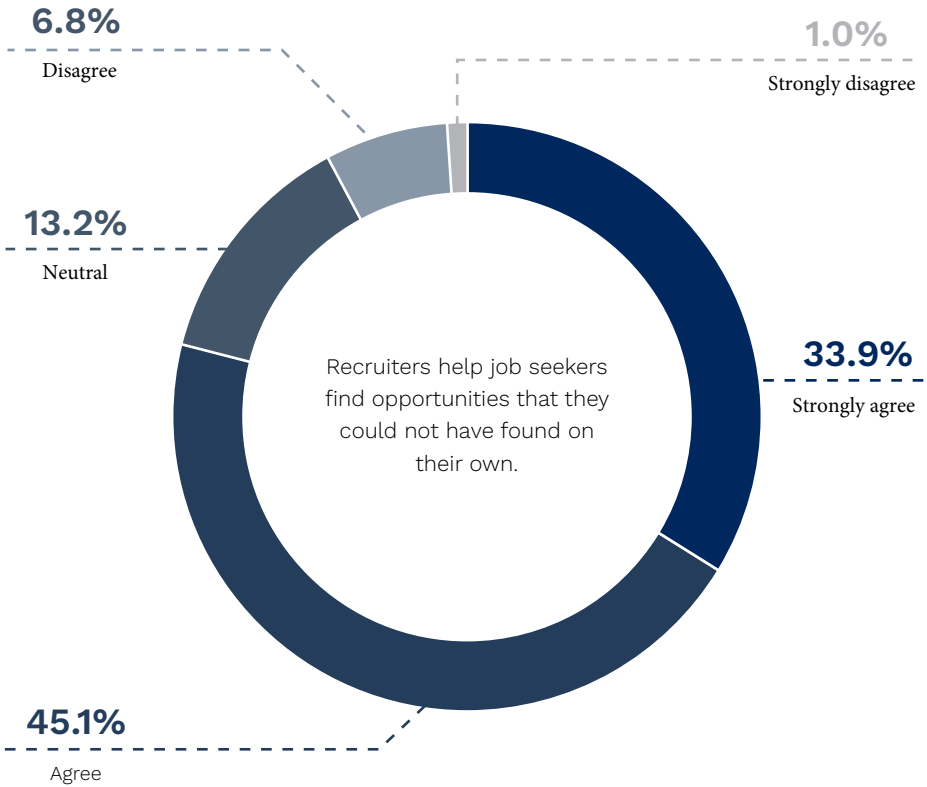
seekers. Recruiters receive job openings from companies that are not actively advertising those positions and also hear about positions that have not yet been posted online.



Second, recruiters have established relationships with hiring managers and other decision-makers within companies. This allows them to get candidates in front of the right people and to make sure that they are being given serious consideration for open positions - or even to have positions created to secure the right candidate.

Finally, recruiters know how to sell candidates to potential employers. They are able to highlight their skills and experience in a way that resonates with the employer and convinces them to give the candidate an interview. So the overwhelmingly positive view of working with recruiters seems perfectly logical.

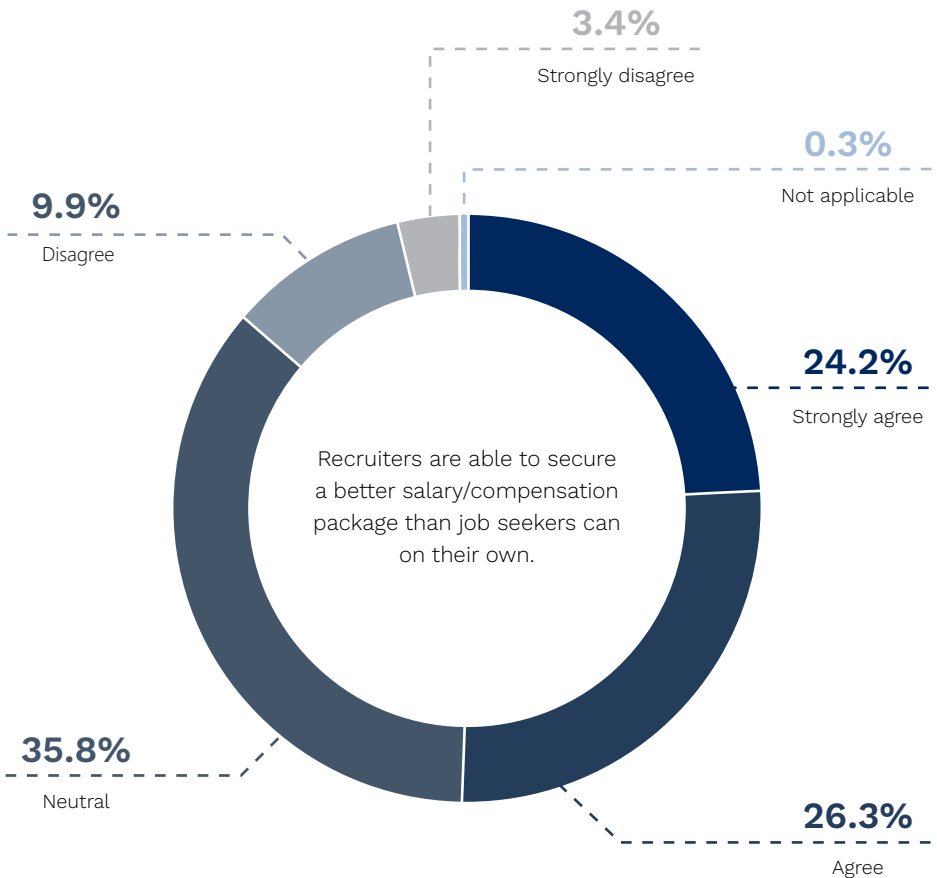
First, recruiters have access to a wider variety of job openings than most job



One really interesting finding to emerge from the survey is that nearly four times as many candidates believe they will secure a better salary/compensation package if they work with a recruiter rather than trying to secure a job on their own.

It's not hard to see why.

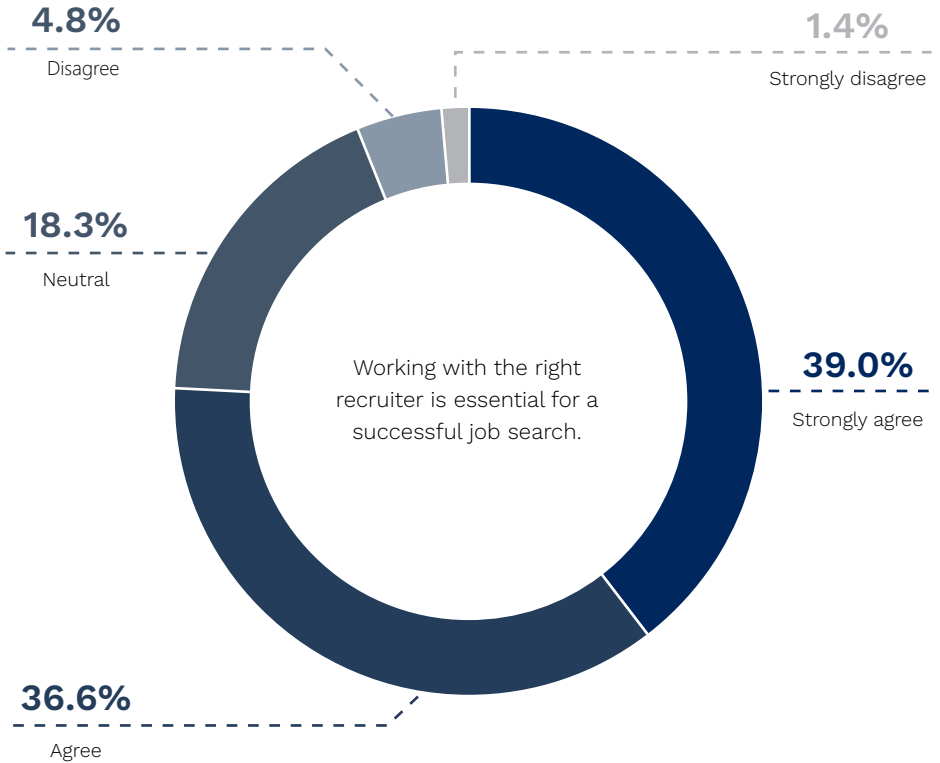
Recruiters have insider knowledge of what companies are willing to pay for specific roles, and they can use their negotiating skills to get the best possible package for their candidates. In addition, recruiters often have longstanding relationships with hiring managers, which gives them an extra edge when it comes to negotiating over remuneration and knowing what an employer's real pay boundaries are. These are nuggets of information and insights that a candidate acting alone simply wouldn't have - and so, another valid reason why candidates value working with a recruiter.



It's really important to work with the right recruiter



Candidates don't just want to work with any recruiter though. Picking the right one is key. Our survey illustrates that 76% of candidates believe that working with the right recruiter is essential for a successful job search.





But that begs the question: what makes a recruiter the right recruiter?

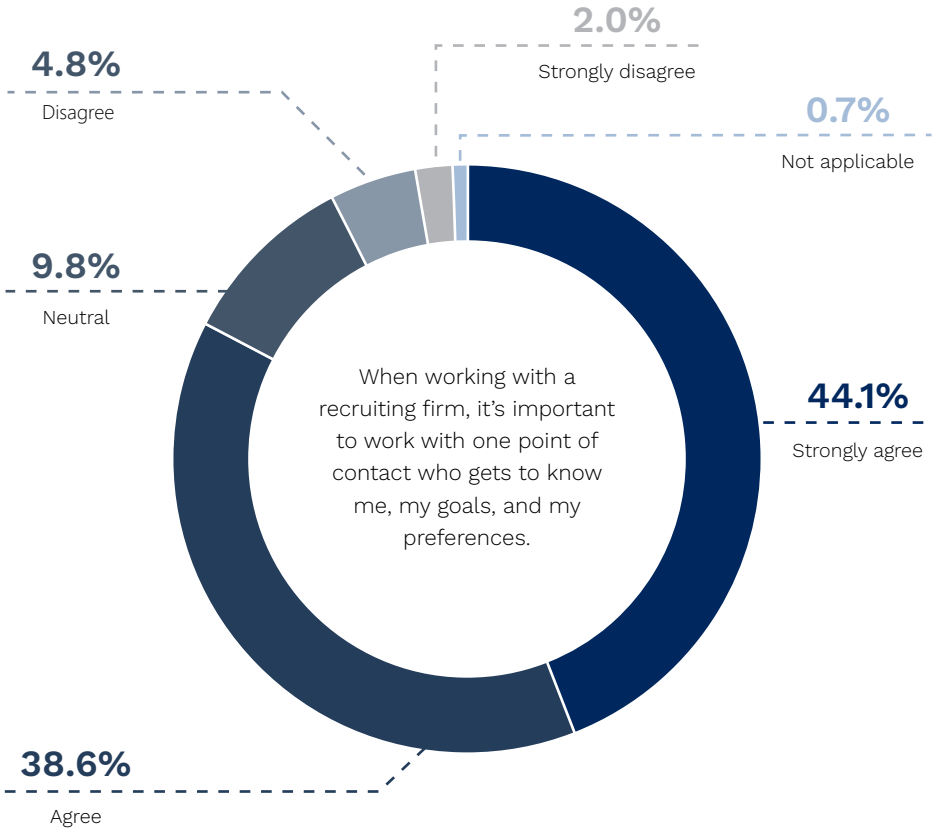
Well firstly, it's clear that candidates want to have a specific point of contact within a recruitment business, someone they feel will get to know them well and understand their motivations, aspirations and key job criteria. 83% of candidates cited this as being important to them, one of the strongest signals to come out of this research.

Why might that be?

Well firstly, working with a specific individual within a recruitment business can create a sense of comfort and trust between the candidate and the recruiter, which is essential in any professional relationship.

Second, it can help the candidate to feel as though they are being heard and understood, which can be particularly important when seeking a new opportunity.

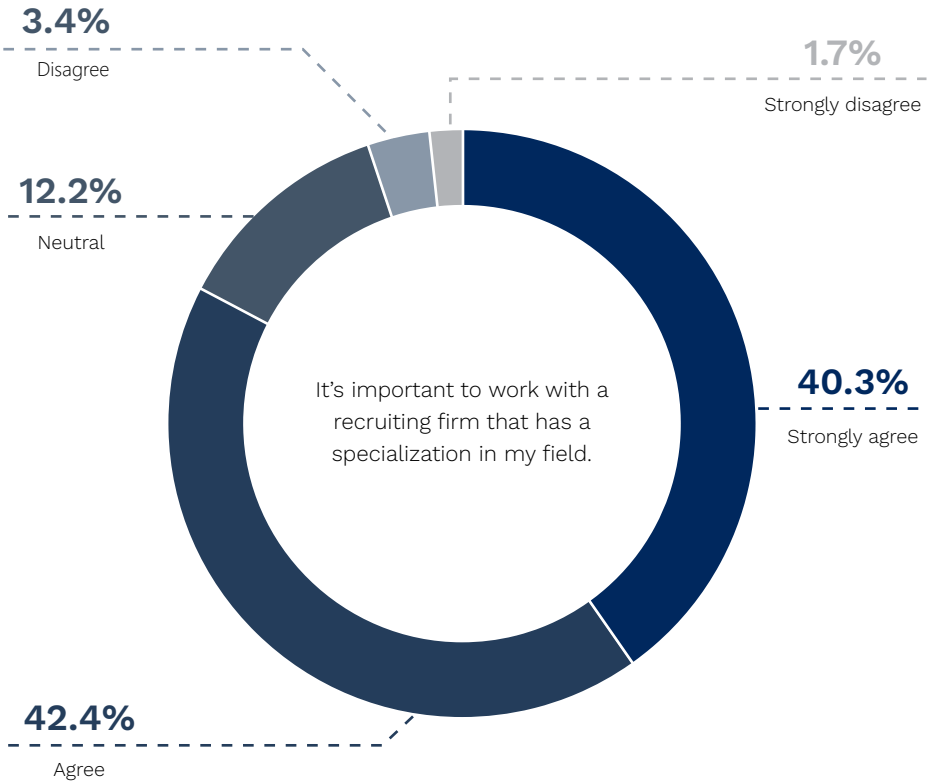
Finally, working with a recruiter who understands the candidate's goals can help to ensure that the right opportunities are being presented, saving both time and energy in the long run.



It's not just working with an individual recruiter and building rapport that are considered important though. Sector expertise is also highly valued.

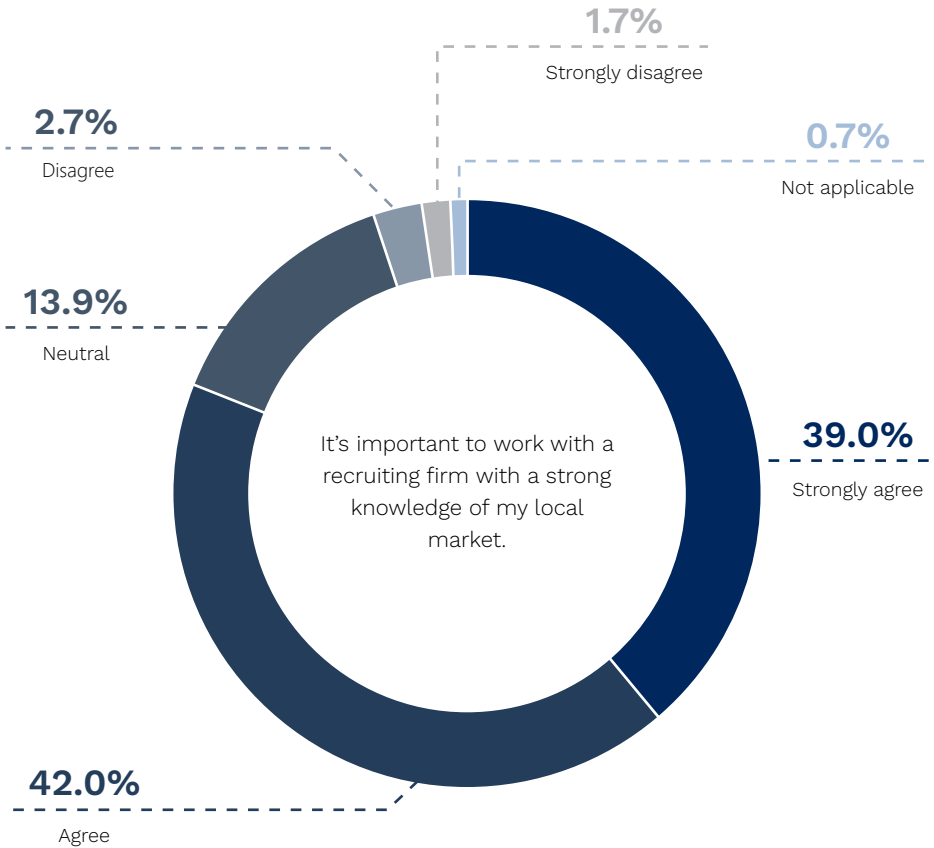
Again, **83% of respondents highlighted that this was important to them.**

This desire for sector expertise has a number of knock-on repercussions. Firstly, recruitment businesses should consider becoming sector specialists, or at least having specialist desks for each sector they want to serve. But similarly, employers wanting to hire via an agency should also try to seek out recruitment agency partners that can demonstrate the sector expertise that candidates value.



Almost as important is a recruitment agency having a local presence or an expert understanding of the local market. **81% of candidates surveyed highlighted that this was important to them.** For recruitment businesses, this highlights that expanding locally rather than trying to serve new markets remotely will give them an edge with candidates. But for employers, it highlights the importance of partnering with an agency that can offer that local knowledge.

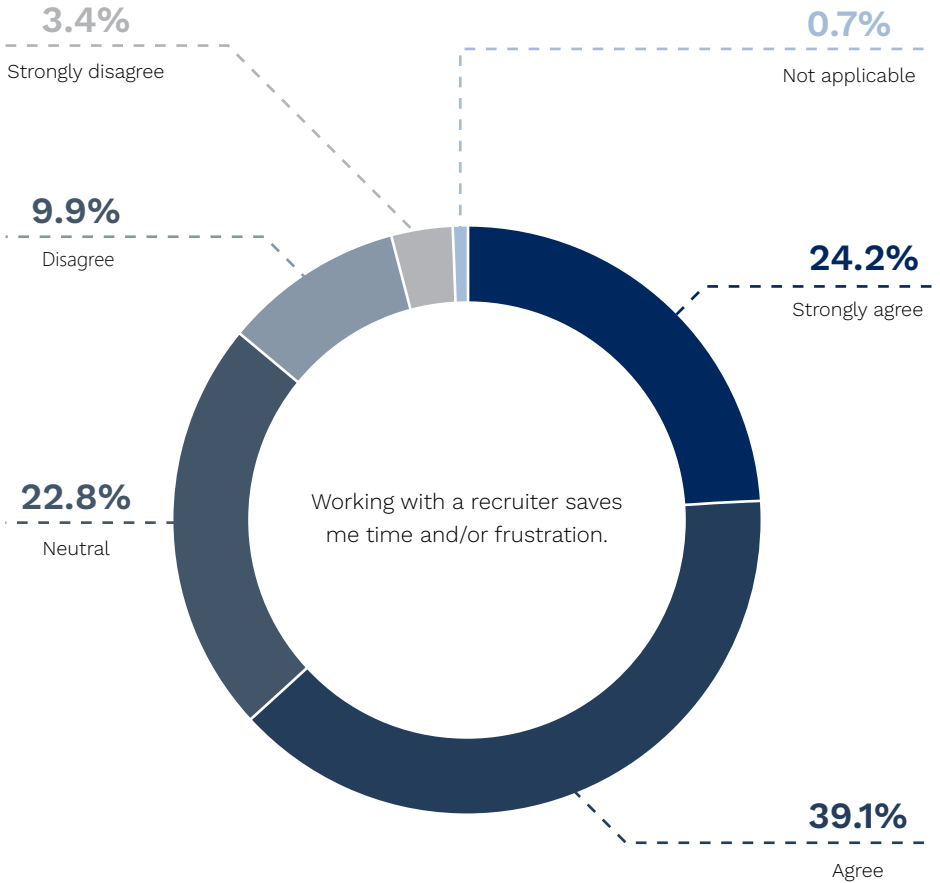
At FPC, we have more than 60 offices nationwide and expertise in more than 40 specializations - meaning we can bring candidates the sectoral expertise and local market knowledge that they value so highly. Can your current recruitment partner say the same?



Most job seekers are planning to work with recruiters when they next make a career move

Only 9% of candidates do not plan to work with a recruiter to find their next job. That's a pretty staggering figure - and highlights the need for employers to develop trusted relationships with a good recruitment business serving their niche.

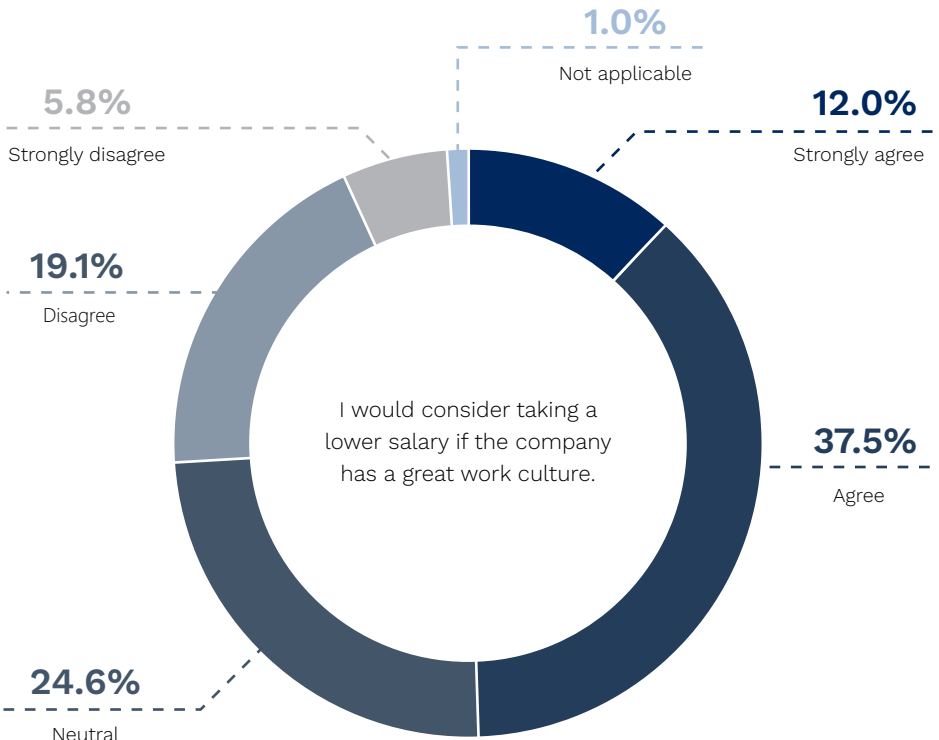
Besides the reasons already mentioned, saving time and sidestepping job search frustrations are key reasons for candidates choosing to work with a recruiter. **63% of candidates surveyed agreed that these were key reasons for working with a recruiter.**



Candidates are looking for more than just a good salary

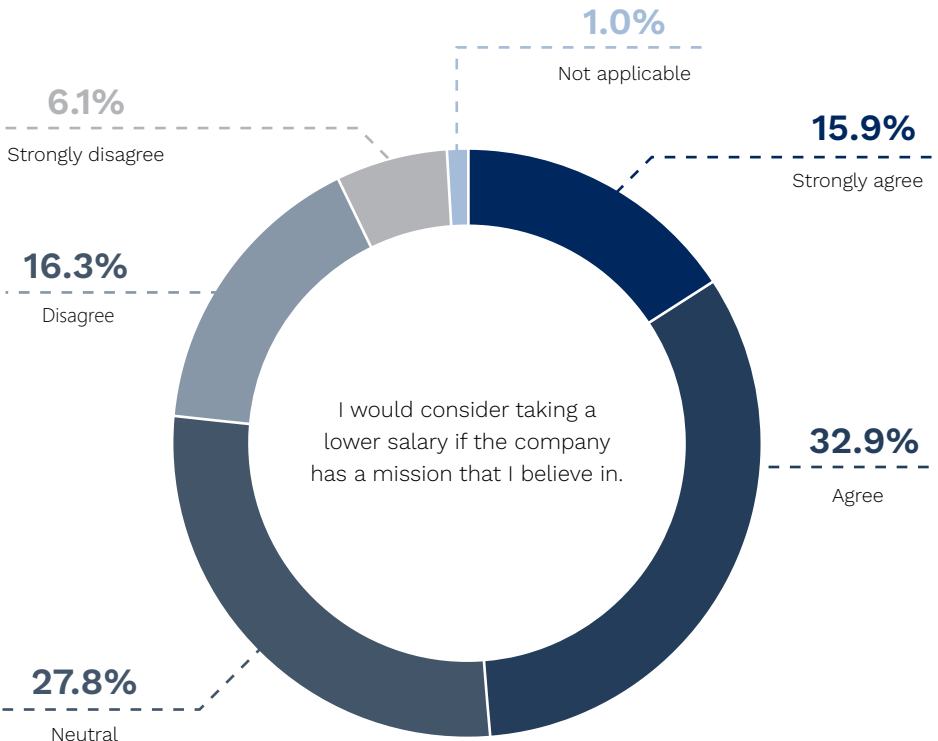
When asked if salary is the only important factor when considering a job offer, **only 21% said yes**. There being a great work culture, the company having a mission that the candidate believes in, and also having the possibility to work from home were all things that nearly half of candidates said they would consider accepting a lower salary in order to secure.

Candidates increasingly value working for a company that has a great work culture. There are many reasons for this, but the two most important ones are that a good work culture leads to higher job satisfaction and that it helps to attract top talent, meaning candidates will get to work with high-caliber colleagues and mentors.



More and more job seekers are also looking for employers whose values align with their own. There are a few reasons for this shift. First of all, the pandemic has made us all rethink our priorities. What's important to us? What do we want our lives to stand for? For many people, working for a company that is making a positive impact on the world has become a top priority.

Additionally, the increased competition in the job market has made candidates more selective about which companies they're willing to work for. With so many options out there, why settle for a company whose mission you don't believe in? Finally, the pandemic has forced us all to reevaluate our work-life balance. More and more people are realizing that they want their jobs to be meaningful and satisfying, not just sources of income.

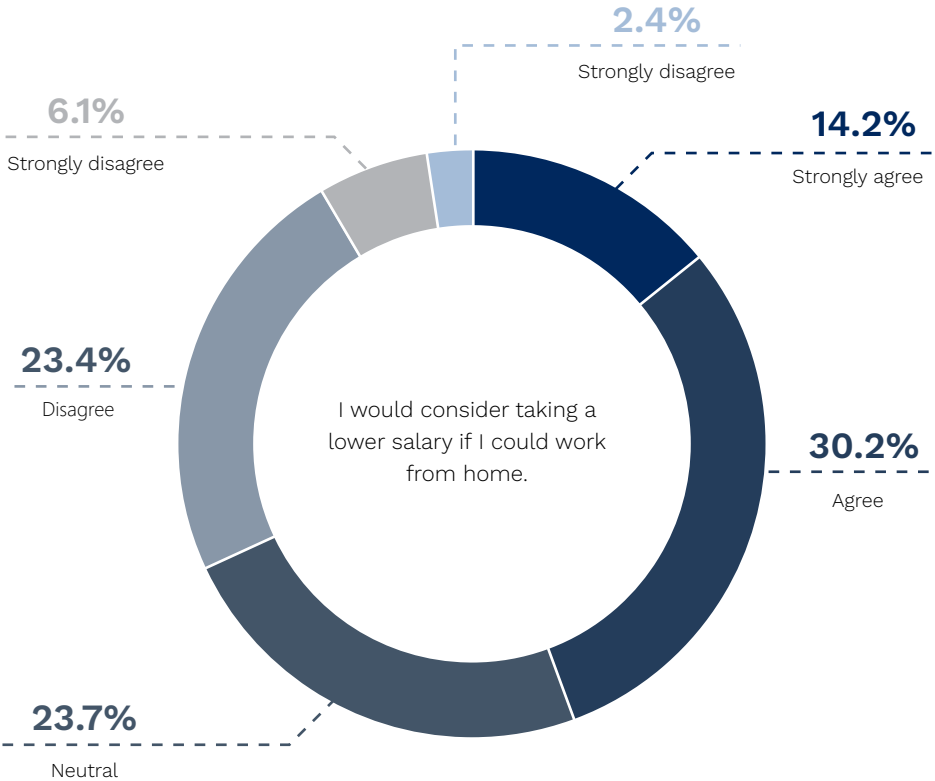




For many job seekers, the ability to work from home is an attractive perk. In addition to the obvious benefits of avoiding a commute and having a flexible schedule, working from home can also help to reduce child care costs and increase productivity. Plus it allows employees to better balance their professional and personal lives.

For candidates with young children or other caregiver responsibilities, working from home can be a valued option that helps them to continue working while also being able to care for their loved ones. As a result, candidates who are offered the opportunity to work from home may be willing to accept a lower salary than they would otherwise. Or home working may be the perk that makes a candidate choose your opportunity over another. Of course, not all positions can be done remotely and some candidates may prefer a traditional office setting. But this is nonetheless an enduring impact of the pandemic on the jobs market, to have brought remote working to the fore as a viable alternative to wholly office-based work.

For employers, offering the option to work from home can help to attract and retain high-quality talent. At a time when workers have more choices than ever before, the ability to offer a flexible work arrangement can make your company an attractive option for top job seekers.



It is also worth noting that the majority of candidates surveyed said they would only work for a company that shares their core values and that actively promotes diversity, equity, and inclusion.

Consequently, employers are advised not to go it alone

Executive candidates' responses clearly indicate that most want to work with an executive search firm when they next make a career move. They perceive there to be multiple reasons a recruiting firm will be able to help them secure the best opportunity. It therefore stands to reason that an employer will not be comprehensively tapping into the candidate market if it doesn't have a trusted relationship in place with a highly regarded executive search firm.

With more than 60 offices nationwide, hundreds of professional recruiters on staff, and expertise in more than 40 specializations, FPC has been the right choice for thousands of job seekers over the past six decades. That's why FPC has repeatedly featured in Forbes' annual list of America's Best Professional Executive Search Firm and Best Executive Recruiting Firms. If you're looking for a recruiting partner, you can find the best point of contact at FPC [here](#).



**AMERICA'S BEST
EXECUTIVE
RECRUITING FIRMS**

Forbes
2022

POWERED BY STATISTA

Ready to work with us, grow with us
and become a part of something bigger?

Contact us today on (212) 302-1141
or email us at getstarted@fpcnational.com



WWW.FPCNATIONAL.COM