

Research report – key findings

Topic: Executive level job recruitment

VB Business Panel

Job market opacity and inaccessibility are central challenges for 77% of executives, with 81% of executives agreeing on the need to continuously manufacture career options for themselves.



Two thirds of respondents believe staying with the same company for too long hinders reaching their full potential, and that companies are no longer loyal to their executives.

However, 84% report having little-to-no time to explore potential career options alongside their already over-scheduled lives.

Market access remains a major obstacle: while leadership position opportunities are spread across thousands of search firms worldwide, each executive on average has personal contact with just three executive search firms.

Maintaining confidentiality is also a challenge when searching for a new opportunity, according to 70% of executives.

The research showed most executives (68%) are passive candidates, who would need help accessing executive search activity and generating career options while maintaining confidentiality.

The overwhelming majority (78%) stated they want it to be easier to be identified and approached for executive level positions.

Only 20% of executives interviewed had the visibility they needed on the range of executive positions in their field and preferred geographies, with a quarter saying they have no visibility at all.

Furthermore, 65% said they had found out too late about an open executive position for which they would have been interested in being considered.



81% of executives agree on the need to continuously manufacture career options for themselves

For this research we interviewed 150 executives ranging from c-suite to Director level in the UK and Switzerland



Research conducted in spring 2017