

Job Market Survey

Emerald Resource Group

Our firm recently completed a survey that we conducted over the last 6 months, encompassing targeted employee and employer groups in Medical Device, Open Source, SAP, Oracle, and Higher Education technology. Additionally, we targeted C-level leadership in Northern Ohio as part of our survey pool.

The feedback is interesting to say the least, and it has validated the belief system that we're sharing with customers and candidates alike – top talent, even in the midst of one of the worst job markets we've ever seen, are voluntarily making job changes.

A recent survey we conducted with over 3,000 currently employed individuals resulted in the following:

1. Candidates are making a move out from industries that they perceive as “declining” or ones that have “don't have a future”.
2. Candidates are being proactive about leaving their current employer because they've determined their company won't make it through this downturn.
3. Employees have told us their current employer has limited their career track, either because the company underestimates the employee's talent and skills, or the downsizing that has occurred has left no upward mobility.
4. Candidates are making geographical changes, either to move to lower cost of living areas or to areas where career prospects are better.

If you're considering a change, we recommend applying a mindset and strategy that we outline below – those of us at Emerald Resource Group are encouraging people to be proactive and introspective at this time, and to consider EVERY option and EVERY door that's opened to them, whether it's through an executive recruiter or not.

Successful Strategies for the Currently Employed and Highly Talented

When you engage a prospective employer, use these principles to drive your interview and your interactions with prospective employers.

1. I am being proactive about my career – I’m not running from a “bad job” – I’m looking for my next “great opportunity”.

Every employer has skeletons in its closet, especially now. Hiring managers are numb to hearing how bad candidate’s current situation is – our managers have expressed to us how refreshing it is to hear someone focused on the future.

2. Reflect and share your accomplishments; talk about how you’ve turned “lemons into lemonade” rather than how poorly your current boss is treating you or how you are mistreated or your skills are not being utilized.

3. You are not making an emotional decision – you’re being analytical, objective, and diligent when considering new projects or opportunities.

If you look at your career as a business, have you operated without a business plan for all these years? If so, it’s time to map out a career plan.

Our clients have expressed to us that they want to hear about 90 day plans and 3-5 year goals from candidates they interview.

Interestingly enough, they’re less inclined to be turned off by a software developer who wants to be CTO in 3 years than they are with someone who is looking for a boss to take care of them.

Our clients are putting a high value on initiative, vision, and commitment to a plan.

4. I believe my skill set is valuable, and I will stop at nothing to provide these skills to an employer who can help me leverage my skills the most.

In most cases, voluntary job changers don’t have as much career “pain” as someone who doesn’t have a job.

Voluntary job changers are vulnerable to lapses in commitment to making a change.

That’s why working with an executive recruiter is so valuable – an accomplished executive recruiter can help you navigate the mental mine field, just as a personal trainer can help you transition from being a “couch potato” to running a 10K race.

Voluntary job changers who successfully take their career from mediocrity to complete fulfillment will stop at nothing when it comes to exploring different opportunities; as a search firm, we've sought out employers who value this type of talent and we're happy to share that despite what we're reading in the media, we're continuing to match talent with opportunity.