

Executive Employment Trends Annual Report

2021

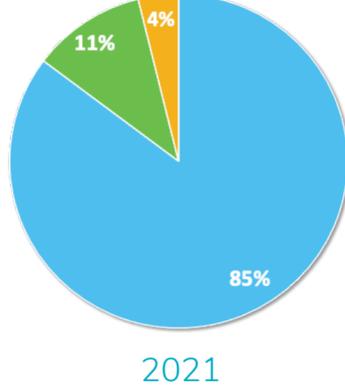
This infographic highlights the key findings from Bravanti's 2021 Annual Executive Employment Trends Report, which offers insights and visibility into the current executive job market. We are committed to quality and results in our career transition programs and believe that keeping a careful eye on trends in the market is an important way to ensure that we meet the needs of our career transition clients. The findings of this report are based on landing data collected on our Executive Transition Services (ETS) clients who completed their job search in 2021, compared to the same relative period a year ago.

Key Findings

Employment vs. Entrepreneurship vs. Retirement

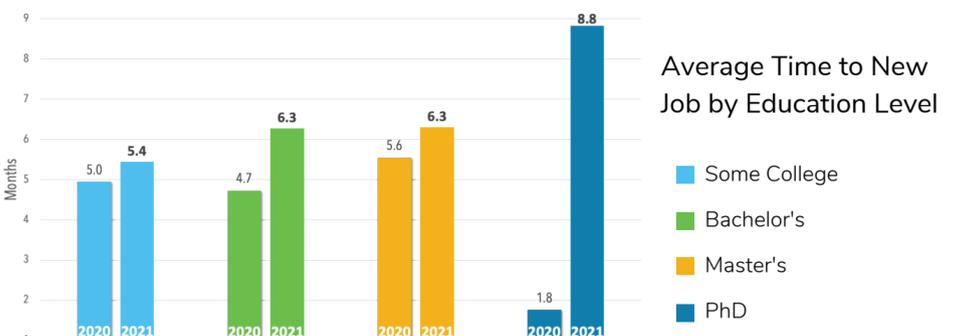
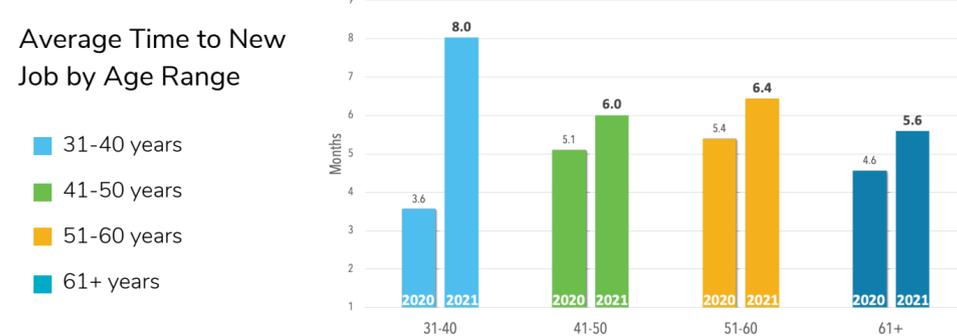
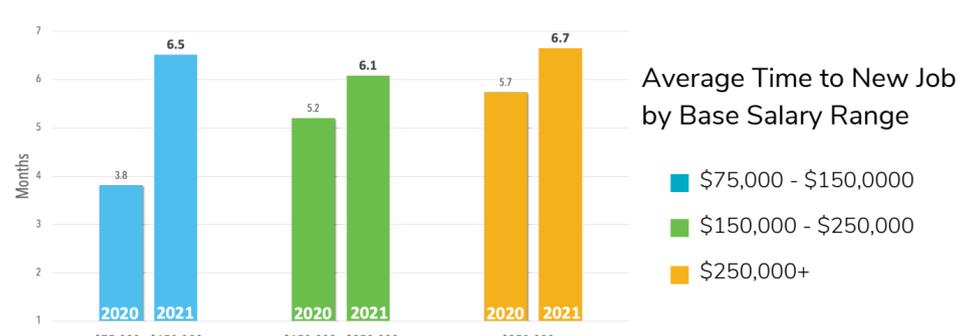
In 2021, 9% fewer of our executive transition clients chose to move to another corporate role, 6% more chose to start a new business, and 3% more chose retirement, compared to 2020. This outcome dovetails with broader national trends, which saw record numbers of executives resigning or retiring.

- Accepted new job
- Started new business
- Retired



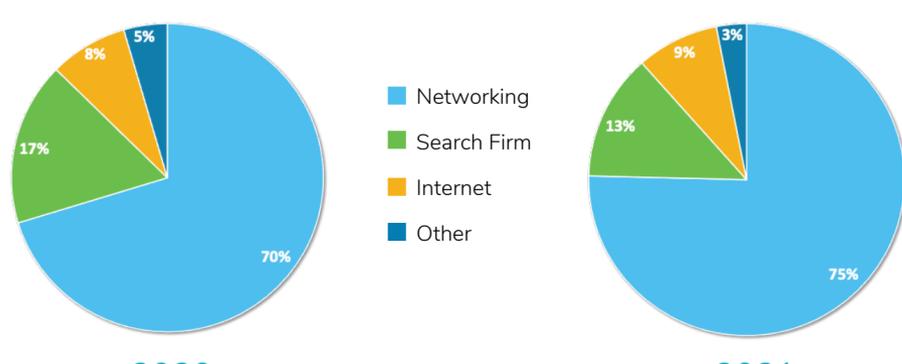
Landing rates slowed as executives enjoyed higher-quality, higher-volume opportunities

Our Executive Transition coaches anecdotally report that more executives are enjoying multiple offers given the robust job market; the careful negotiating of the right next career step is taking a bit more time than a year ago. This is good news for our clients as it would seem to indicate that they have more options and are taking a little time to make sure the "fit" of the next leadership role is a good one.



Networking attribution sees uptick as pandemic restrictions lift

After several quarters on the wane, the use of networking as a key tool for finding a new job increased for executives in 2021, from 70% to 75%. This may indicate the increasing ability to get out and network in person, at least temporarily, as pandemic restrictions begin to lift.



Compensation: equal to or better than before

86%

Say compensation is equal to or better than before

In addition to qualitative factors, 53% reported the compensation at their new job as better than that of their previous job while 33% reported the compensation as the same.

Faster landing times than the national average

In 2021, our executive clients spent an average of 6.3 months on their job searches, 16% faster than executive transitions reported by the Bureau of Labor Statistics (7.4 months).

6.3

Average executive landing time in months

Report Summary

It was a year for the record books. Following the massive job losses of 2020, 2021 saw the biggest job gains since 1939, with more than 6.5 million new jobs created.¹ Then along came the Great Resignation – which some call “The Great Reevaluation” or even “The Great Retirement” – in which more than 38 million workers left their jobs in 2021.²

While much of the resignations came from mid-level managers and below, there was still plenty of career movement among the senior ranks, especially as some industries, such as hospitality and travel, bounced between recovery and uncertainty throughout the year.

As 2022 gets underway, we are excited for what lies ahead. We look forward to guiding our executive transition clients toward the next great opportunity and providing our client companies the ability to give their exiting executives the very best in career transition guidance.

[Download the full report at Bravanti.com](#)

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