



Executive Employment Trends Q1 2022

About Our Data

This report 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 between Q2 2021 and Q1 2022, compared to the same relative period a year ago. The Executive Employment Trends Report includes analysis of the following executive employment trends:

- Average length of the executive job search
- Outcomes of the job search - qualitative assessment
- How the length of the job search is impacted by various factors, including base salary, education level, and age

We look forward to continuing to share the latest trends in executive employment. If you would like to learn more about our approach to executive career transition, please connect with us at info@bravanti.com.





Q1 2022 Trends Overview

The U.S. job market continues to shift dramatically. The unemployment rate is back to pre-pandemic levels and the “Great Reevaluation” continues to drive career movement at all levels. Job candidates are squarely in the driver’s seat.

Bravanti executive employment trends for Q1 show significantly faster landing times (18 - 63% faster) for new roles and a notable increase (15%) of those choosing to retire. This continues an upward trend we have seen for some time now, as Baby Boomers age and the working-age population shrinks.¹ More senior executives are choosing to create a “next act” rather than make a traditional corporate move to a new role.

Inflation and competition for talent continues to push compensation higher, with 82% of our executive transition clients reporting equal or great compensation in their new roles. As job growth continues at a historic pace, talent shortages persist, and employers are willing to pay more.

Hybrid work is here to stay, which has spurred some employers to expand geographically for talent. After a period of significant decline, networking is on the rise again as in-person meetings, travel, and events return to the career landscape.

As executives ponder the multitude of choices available today, the importance of a good career coach cannot be overestimated, and, in fact, career coaching as an industry is experiencing significant growth.² Bravanti’s executive clients in transition are paired with seasoned, experienced, and highly credentialed coaches who help create an exceptional go-to-market strategy to help the executive land in the next right role.

¹ [*Forbes, August 2021*](#)

² [*New York Times, November 2021*](#)

About Our Executive Transition Services Clients

About the Executives:

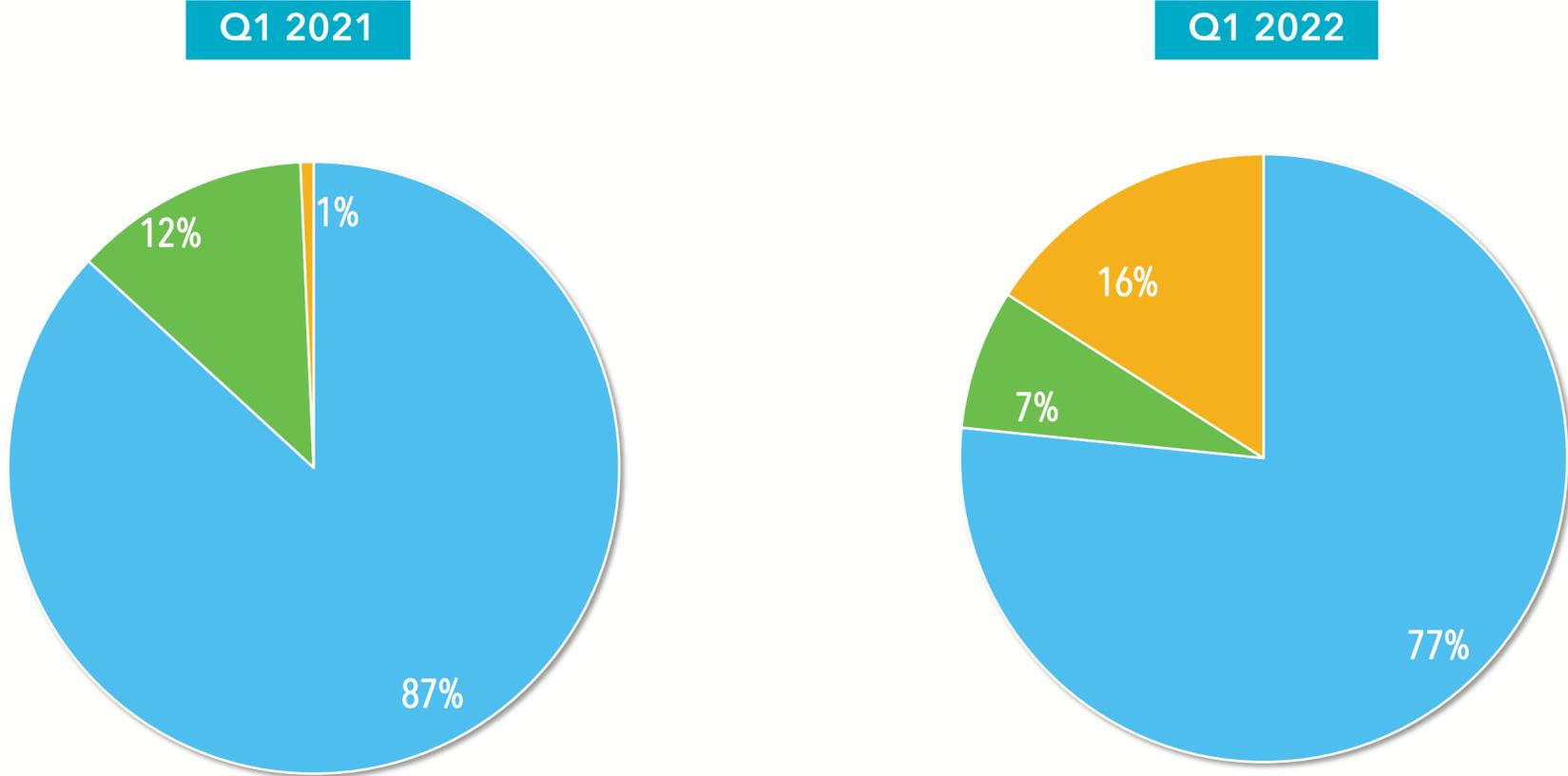
This report is based on survey responses from a sample of Bravanti's Executive Transition Services clients, representing ages 31 to 61+.

All executives surveyed completed their transition with Bravanti between Q2 2021 and Q1 2022.

Executive respondents represent a diverse array of occupations:

Accounting/Finance/Insurance	6%
Biotech/R&D/Science	3%
Business/Strategic Management	24%
Education/Training	1%
Human Resources	5%
IT/Software Development	11%
Legal	9%
Manufacturing/Production/Operations	17%
Marketing	4%
Medical/Health	9%
Quality Assurance/Safety	3%
Sales/Retail/Business Development	7%

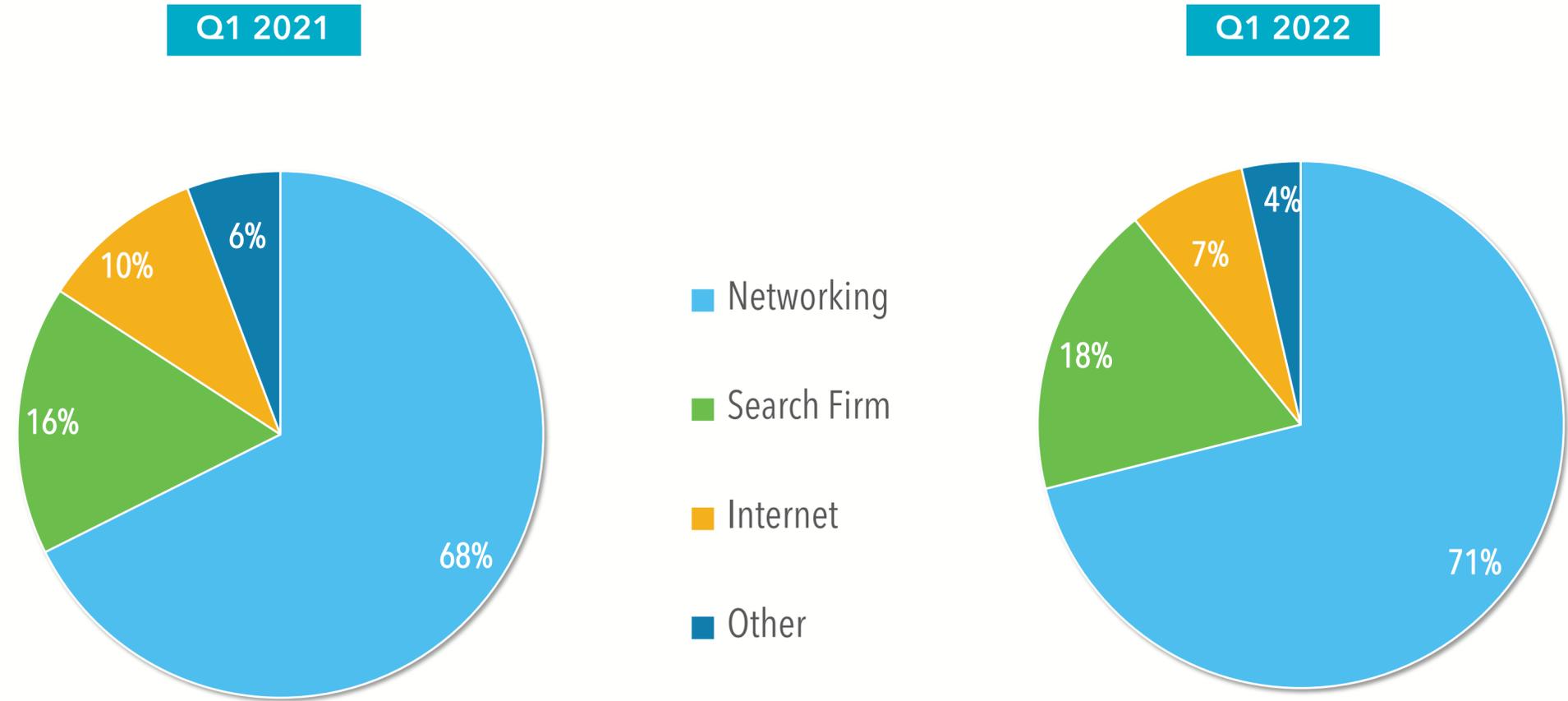
Executive Transition Services Program Outcome



- Accepted new organizational employment
- Started new business
- Retired

This quarter saw a dramatic increase in retirement activity among our executive transition clients, rising from 1% to 16%. This is very consistent with market trends and likely the result of The Great Reevaluation induced by the pandemic. At the same time, those seeking new roles within an organization decreased 10 points from 87% to 77%.

How Executives Found Their New Jobs



After several quarters on the wane, networking is on the rise again as executives return to in-person meetings and events. The use of the internet for finding a new job dipped slightly quarter over quarter, from 10% to 7%, while other job-search avenues remain relatively static.

Length and Quality of Job Search

Bravanti works with many of our executive clients through our Executive Advisory Services program. We use a carefully designed plan to match our clients with coaches to ensure a good fit for the best possible outcome of a job search.

In Q1 2022, our executive clients spent an average of **3.4 months** on their job searches, landing **1.5 months faster** than the same period in 2021 (4.9 months). Bravanti job search/landing times were also **considerably faster** than executive transitions reported by the Bureau of Labor Statistics* (**7.2 months**). Bravanti executive clients typically land faster than the general market due to:

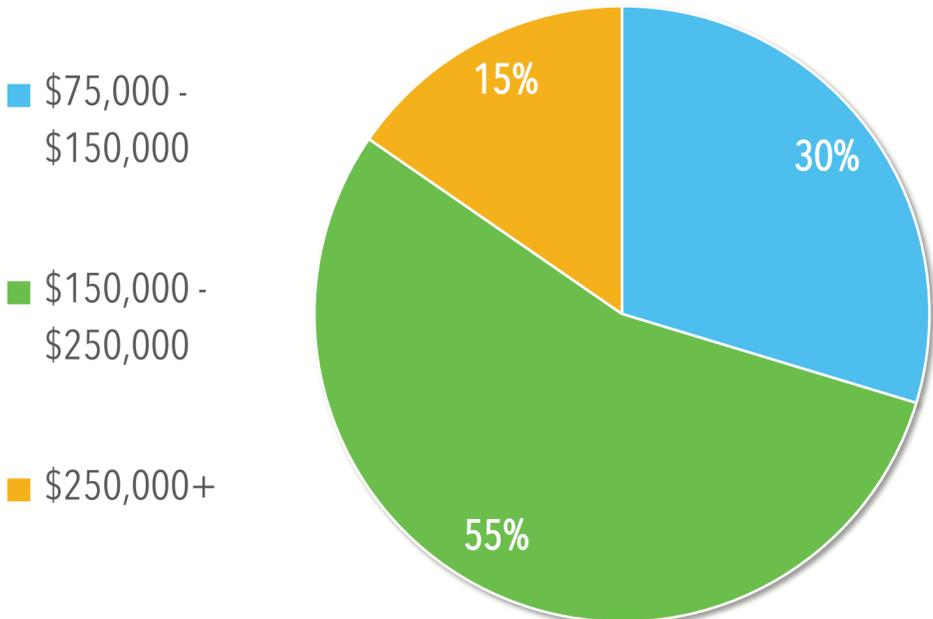
- A faster start in their search
- Strong resume at outset of search
- High-quality counsel on the effective use of LinkedIn
- A continual flow of new activity and fewer ebbs in the search

Salary at the new job:

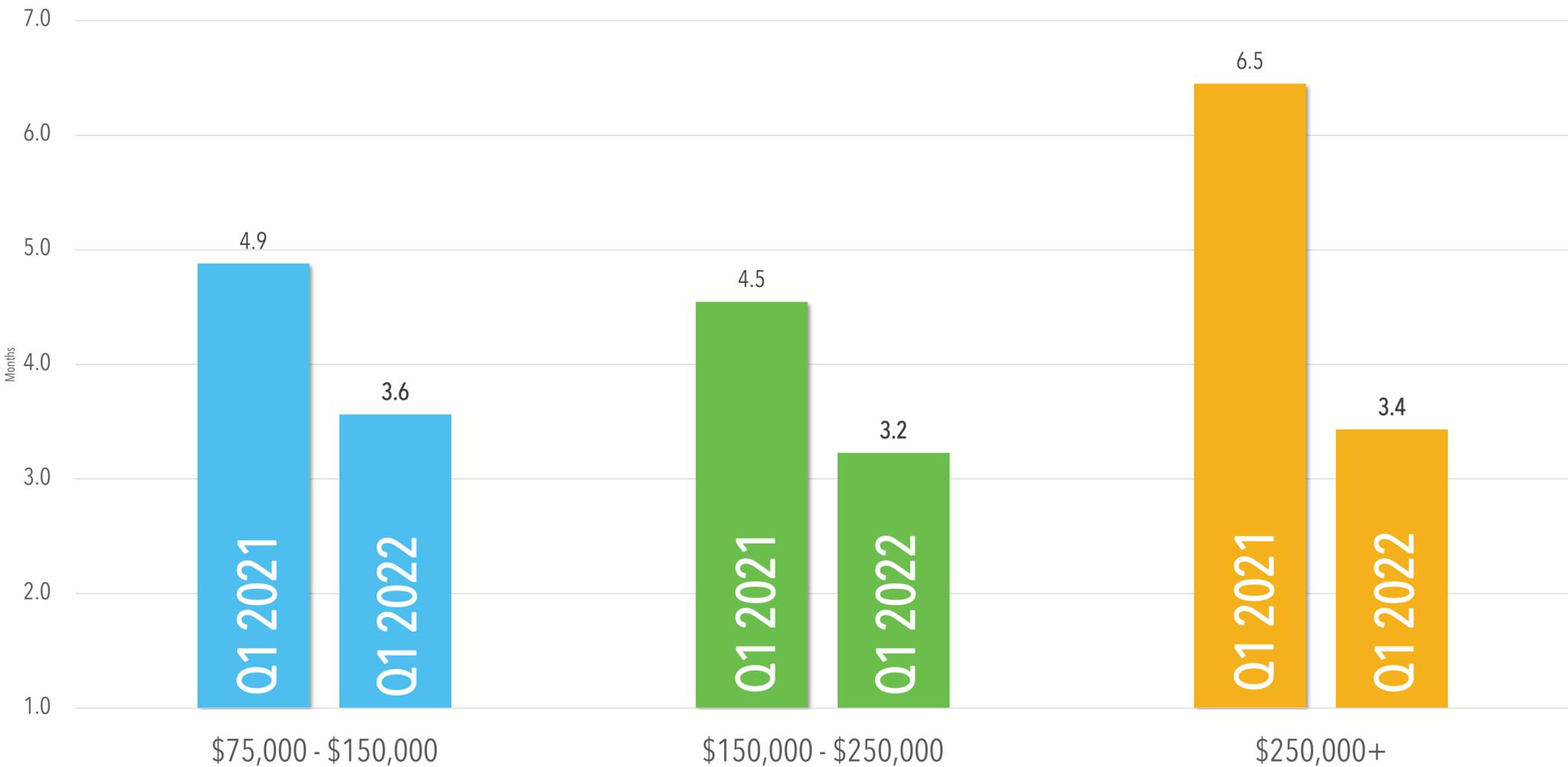
- **61%** reported the compensation at their new job as **better** than that of their previous job.
- **21%** reported the compensation at their new job as the **same** as that of their previous job.

Base Salary

**Survey Sample:
Base Salary Range**

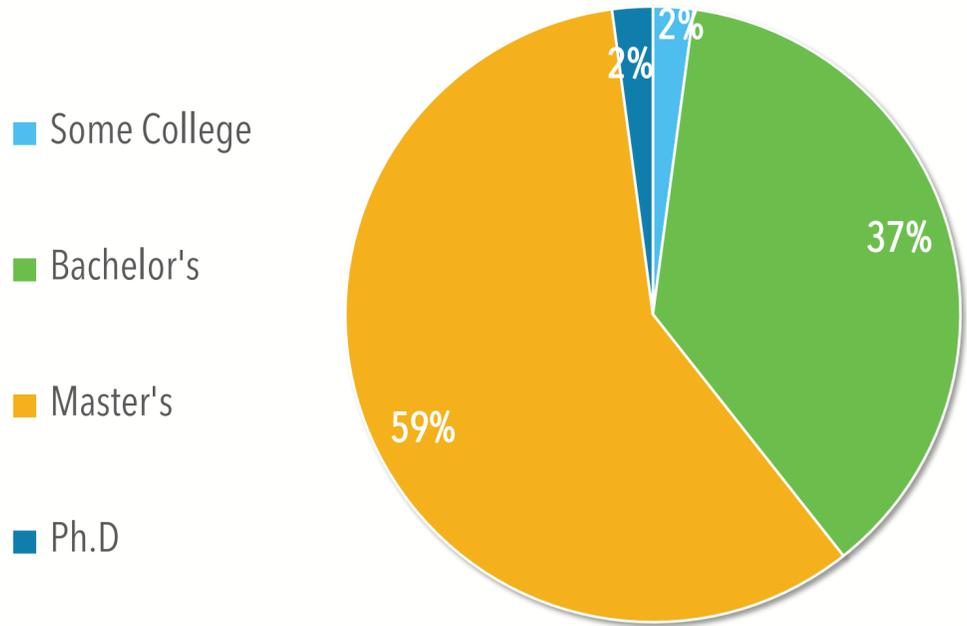


Average Time to New Job by Base Salary Range

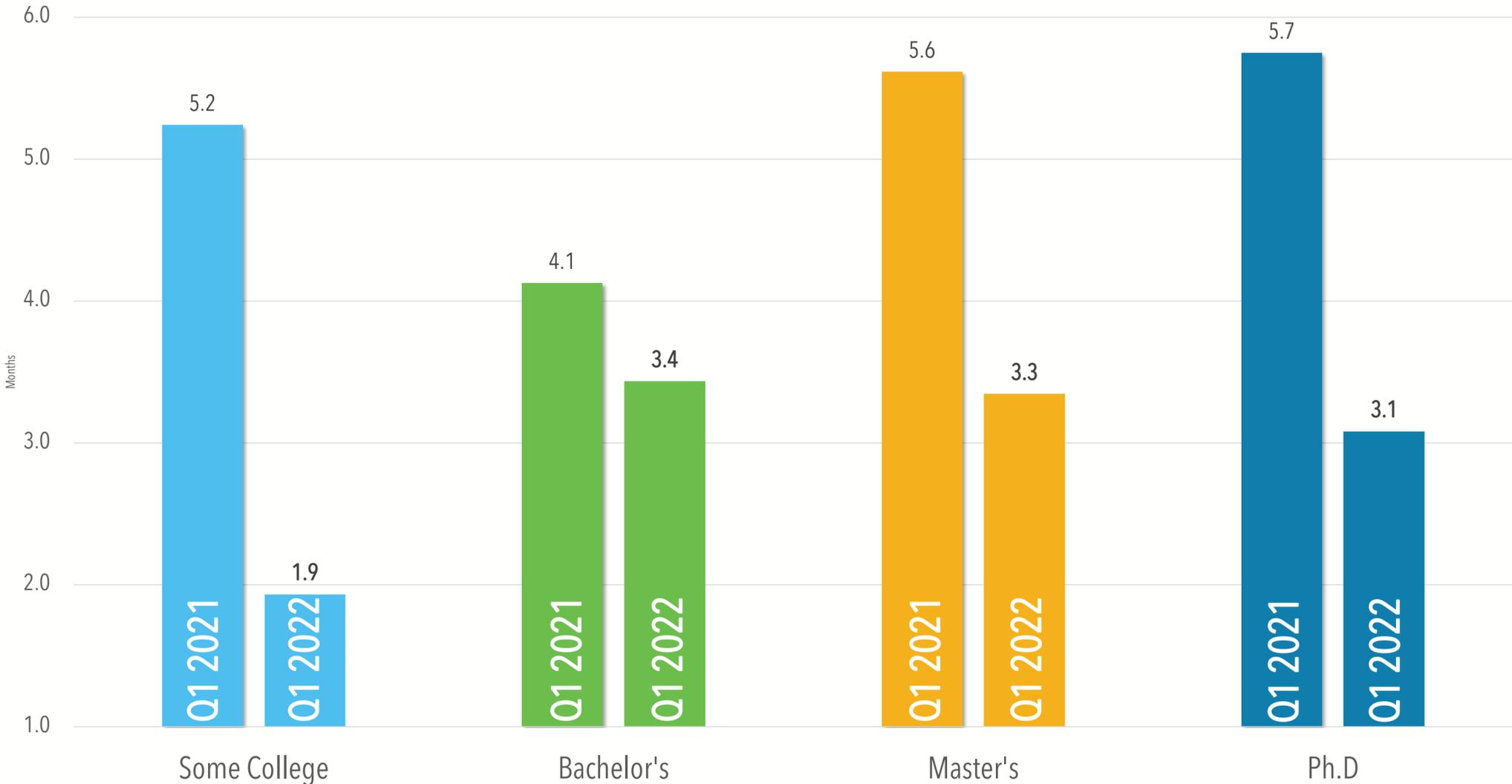


Education Level

*Survey Sample:
Education Level*

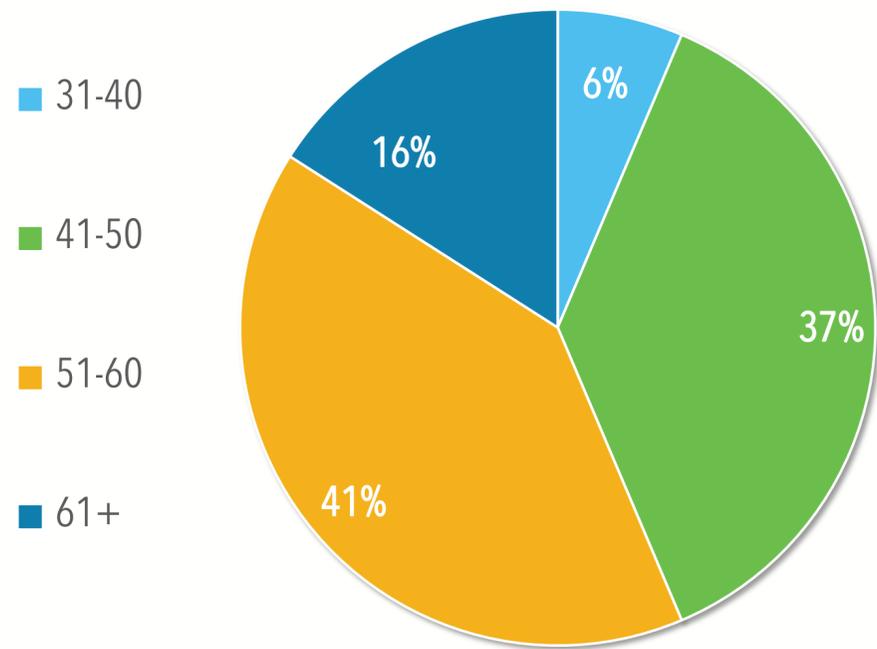


Average Time to New Job by Education Level

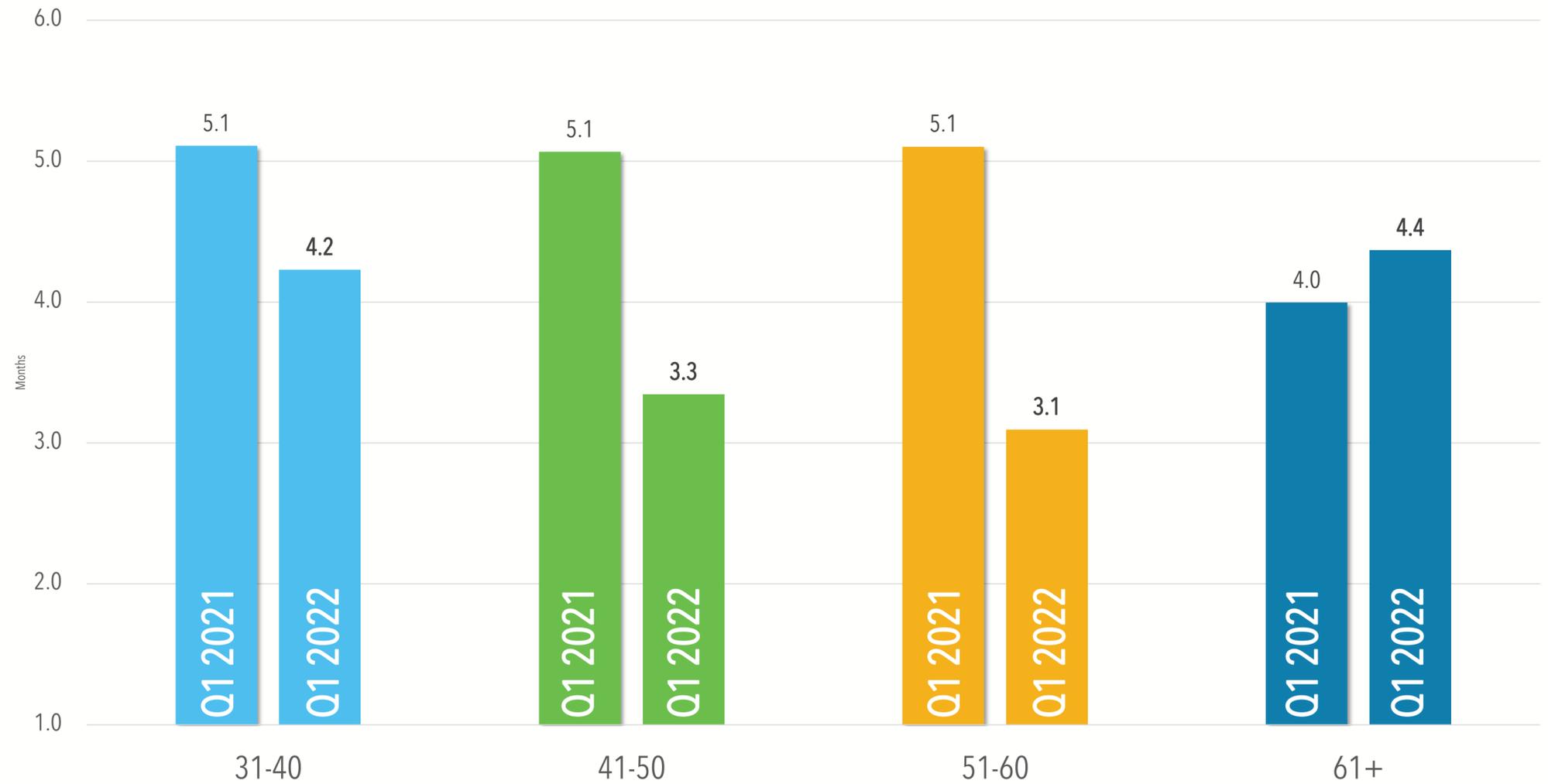


Age Group

*Survey Sample:
Age Range*



Average Time to New Job by Age Range



Key Takeaways & Trends

1

Accelerated Transition Times

Reflecting wider job market trends, we saw dramatic acceleration in transition times across the board, from 18 to 63% faster than the same period last year. The only exception was executives in the 61+ age group, who took slightly longer to land.

Otherwise, regardless of education level or base salary, executives are in the driver's seat, landing faster and with more choices available in a rapidly changing job market.

Employers challenged with massive attrition and retention issues are moving quickly to close the deal with new talent.

2

The Great Retirement

Not surprisingly, our executive clients are increasingly choosing retirement as their next career option, up 15% over the same period last year. Of course, "retirement" is hardly what it used to be, with many of our clients choosing a "next act" in the form of non-profit work, board service, or an entrepreneurial venture. Many senior executives were spurred into career reflections by the pandemic, and more employers offered early retirement packages, making this a trend to watch in the coming months.

About Executive Transition Services

Bravanti offers Executive Transition Services with deeply experienced executive career coaches - backed by a global network of resources - to ensure long-term career success for our executive clients. In addition to advisory and job search coaching, clients may also choose to focus on entrepreneurial ventures, prepare for retirement, or pursue other work alternatives. Each client works with a personal career coach to develop a customized transition plan helping them to:

Focus - Clarify long-term dreams and goals by identifying the executive's personal brand and developing a plan to take it to market.

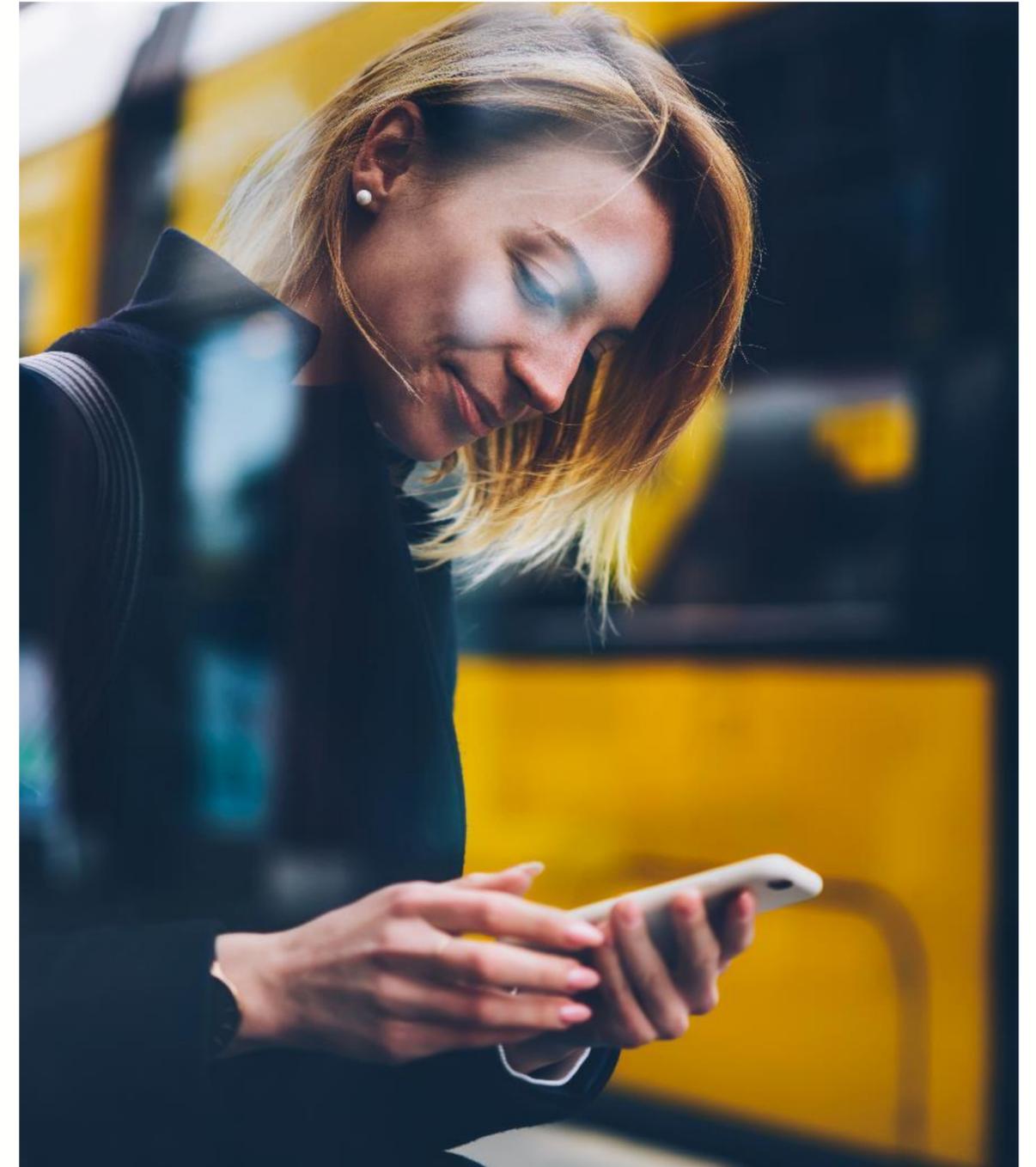
Learn - Guide the executive to become his/her own best coach by exploring opportunities for personal and professional development to improve and hone his/her marketability.

Search - Find the next opportunity that's right for the executive's career path by tapping into our seasoned advice and customized content.

Connect - Take advantage of BPI group's hands-on, interactive tools to make connections through social media and face-to-face networking opportunities.

Succeed - Once the executive lands, his/her expert career consultant will help with the transition and build a plan for long-term success.

Interested in learning more? Connect with us at +1.800.323.0206



About Bravanti



Igniting Bold Futures

Bravanti is a global team of experts in outplacement / career transition, executive coaching, and leadership acceleration. We help leaders, people, and organizations find the power within to lead bravely and be prepared to meet challenges and seize opportunities in a continually uncertain business environment

Outplacement & Career Transition – We offer an integrated perspective on outplacement and career transition to ensure success for both your employees and your organization.

Executive Coaching – We deliver the ROI of exceptional leadership to your organization by helping you to unlock the potential of your senior executives and teams.

Leadership Acceleration – We move high-potential leaders forward faster through diverse leadership pipelines and accelerated skills development.



Global Experts in Outplacement /Career
Transition, Executive Coaching, and
Leadership Acceleration