



Executive Employment Trends Q2 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 Q3 2021 and Q2 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.





Q2 2022 Trends Overview

The U.S. economy added more than 1 million jobs in the second quarter of 2022¹, continuing a strong and steady growth trend in the employment market.

At Bravanti, our executive transition clients landed significantly faster than the general market (see slide 7) however, we noted a leveling off or a lengthening of some landing times compared to last year.

We continued to see more executives choosing to retire or start new businesses, with single-digit increases in these choices compared to Q2 of 2021. This is a trend we have been tracking for some time now, as Baby Boomers age and many consider taking a break from working, or launching a “next act,” rather than making a traditional corporate move to a new role.²

Networking continues to pick up as more executives and employers return to in-person meetings, travel, and events. Accordingly, we noted a significant decrease in executives finding opportunities via the Internet.

Competition for good talent remains high, as 86% of our executive clients report compensation in their new roles as equal to or greater than their previous roles.

In addition to networking, having a good executive career coach in your corner is critical, especially a coach who may be a former executive and can offer seasoned expertise and strategic counsel on the next right move. Bravanti’s executive transition clients enjoy a high-touch experience with this type of coach, in addition to all the latest technology support for today’s job search landscape.

¹[U.S. Dept. of Labor Blog, 7/21/22](#)

²[Washington Post, 2/25/22](#)

About Our Executive Transition Services Clients

About the Executives:

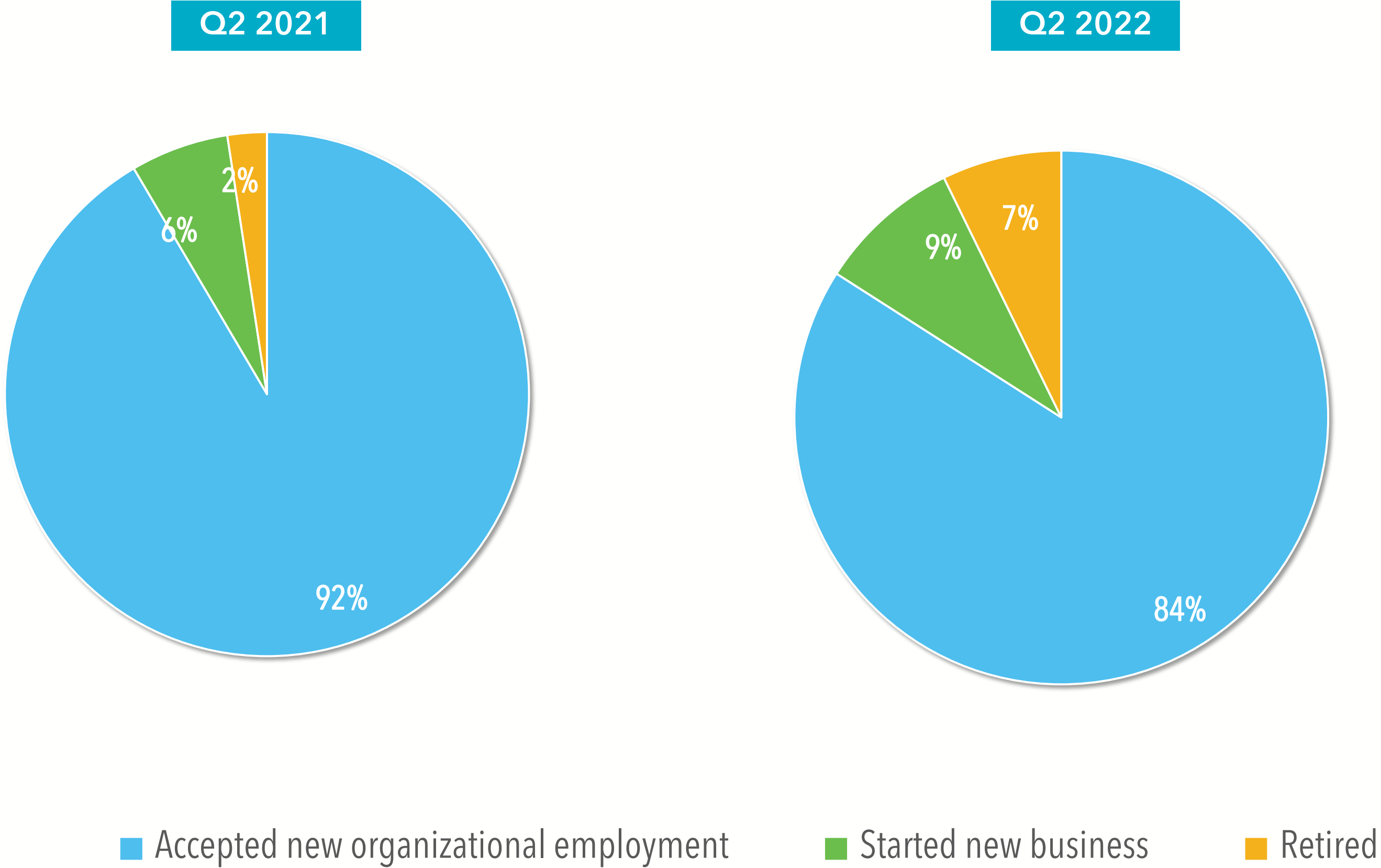
This report is based on survey responses from a sample of Bravanti's Executive Transition Services clients, representing ages 31 to 61+.

All executives surveyed completed their transition with Bravanti between Q3 2021 and Q2 2022.

Executive respondents represent a diverse array of occupations:

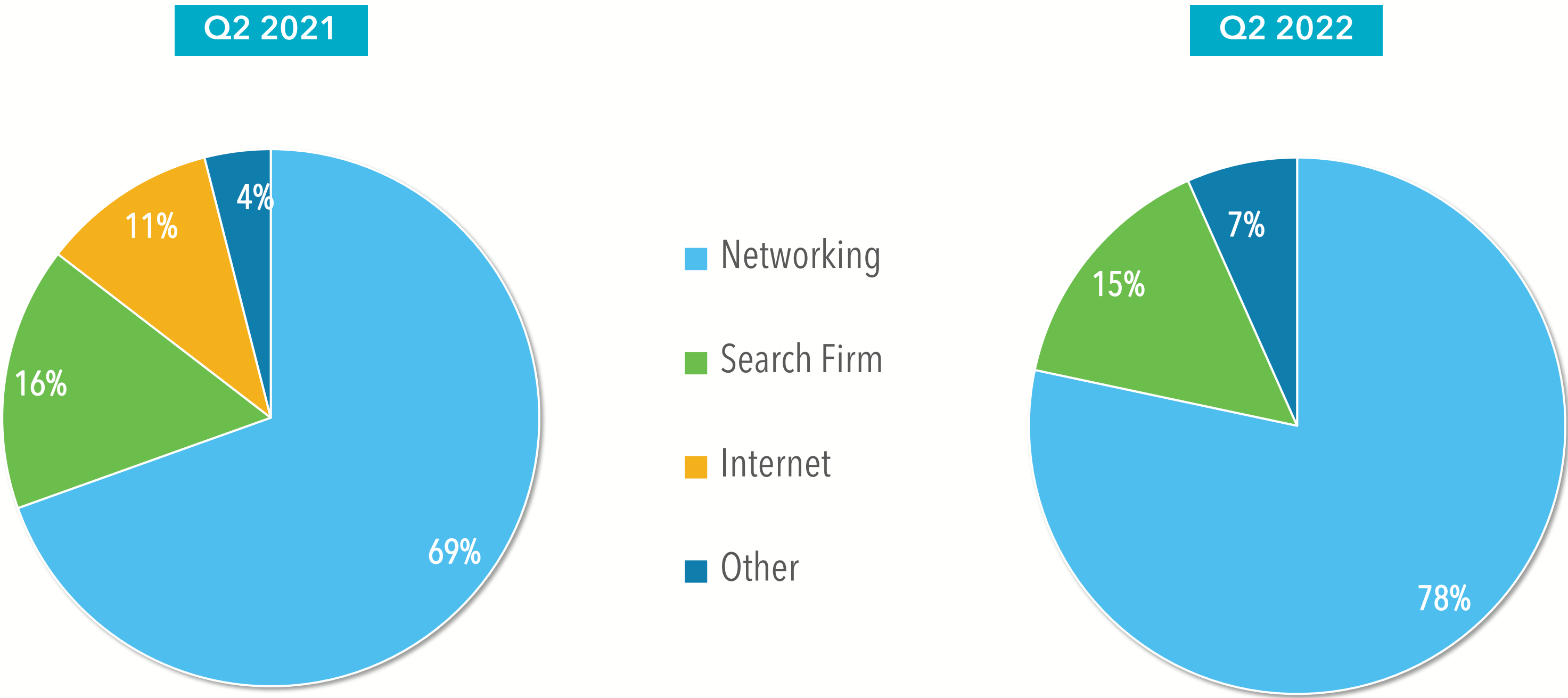
Accounting/Finance/Insurance	4%
Biotech/R&D/Science	3%
Business/Strategic Management	35%
Human Resources	13%
IT/Software Development	6%
Legal	6%
Manufacturing/Production/Operations	16%
Marketing	1%
Medical/Health	1%
Quality Assurance/Safety	3%
Sales/Retail/Business Development	13%

Executive Transition Services Program Outcome



This quarter saw increases in both retirement and entrepreneurial activity among our executive transition clients, compared to the same period a year ago. At the same time, we saw a drop in executives choosing to transition to a new organizational role, a trend we have been tracking for several quarters. This is likely reflective of the continued "Great Reevaluation" brought about by the pandemic.

How Executives Found Their New Jobs



We continue to see networking increase as executives and employers return to in-person meetings, travel, and events. There was a notable drop in the use of the Internet for job landings, from 11% last year to 0% this year, while other job-search avenues remained 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 Q2 2022, our executive clients spent an average of **5.8 months** on their job searches, landing **faster** than executive transitions reported by the Bureau of Labor Statistics* (**6.7 months**). Bravanti executive clients typically land faster than the general market due to:

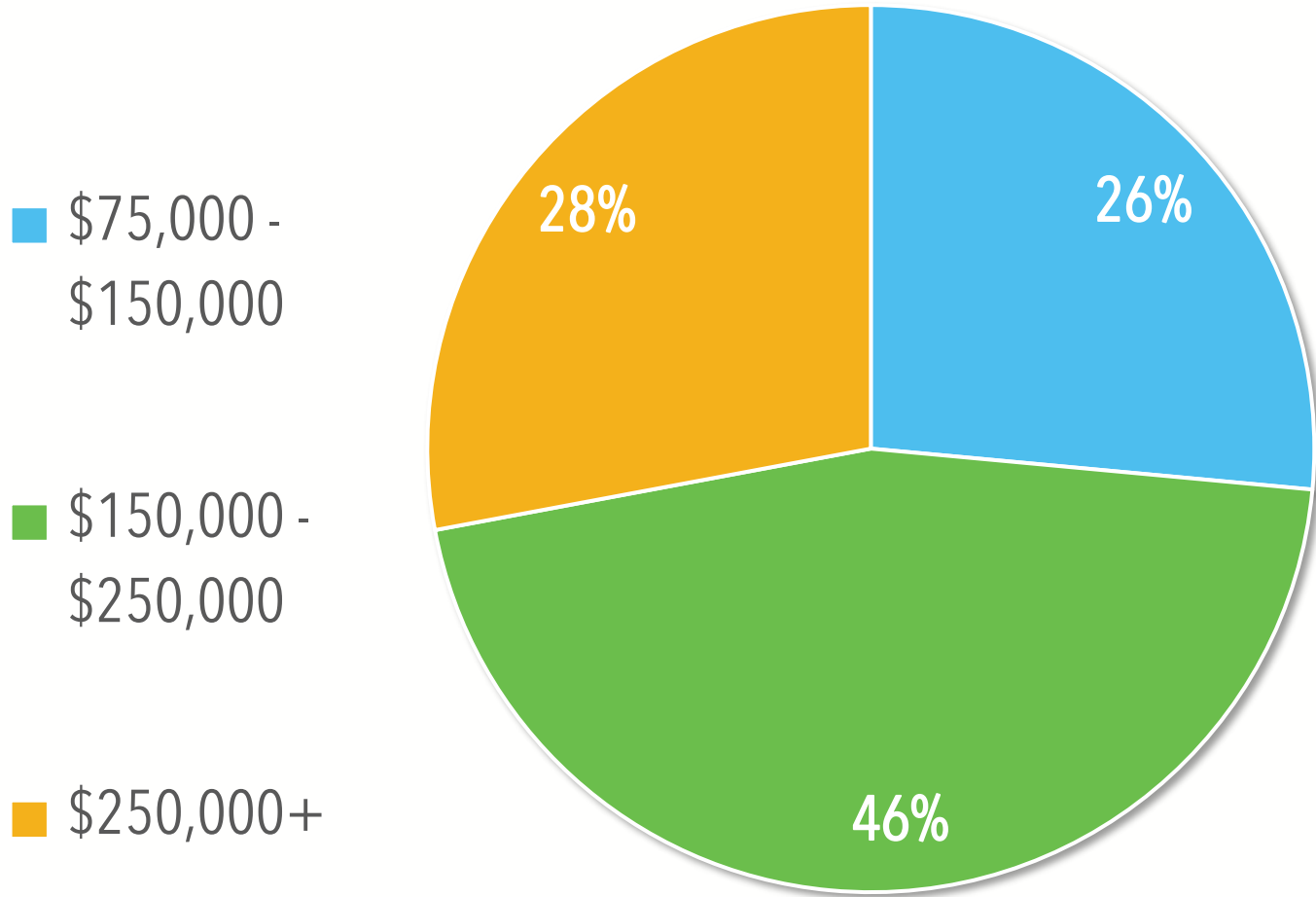
- A faster start in their search
- Strong executive resume at outset of search
- High-quality counsel on the effective use of LinkedIn
- Effective matching process with a 1:1 executive level coach
- A continual flow of new activity and fewer ebbs in the search

Salary at the new job:

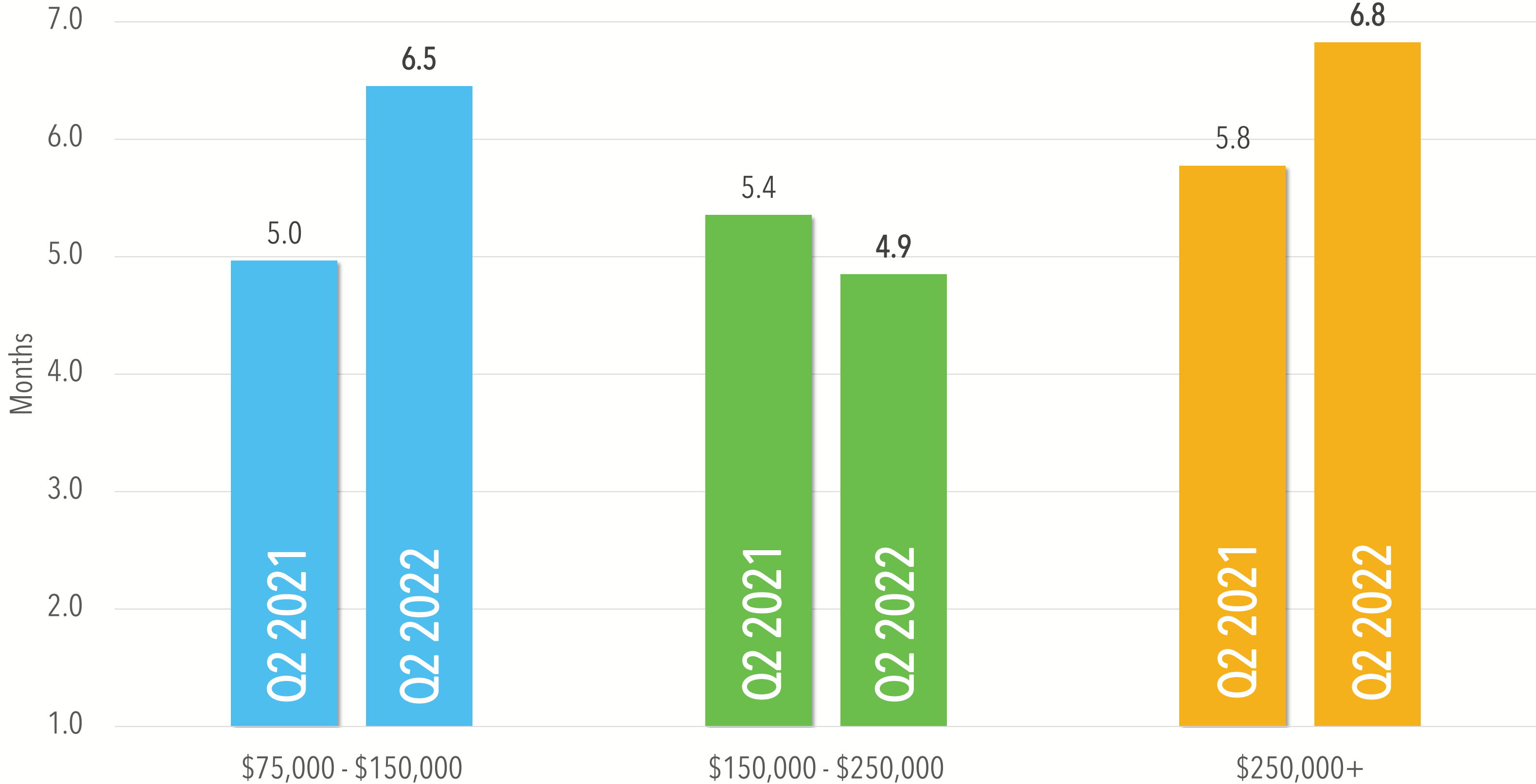
- **74%** reported the compensation at their new job as **better** than that of their previous job.
- **12%** reported the compensation at their new job as the **same** as that of their previous job.

Base Salary

Survey Sample:
Base Salary Range

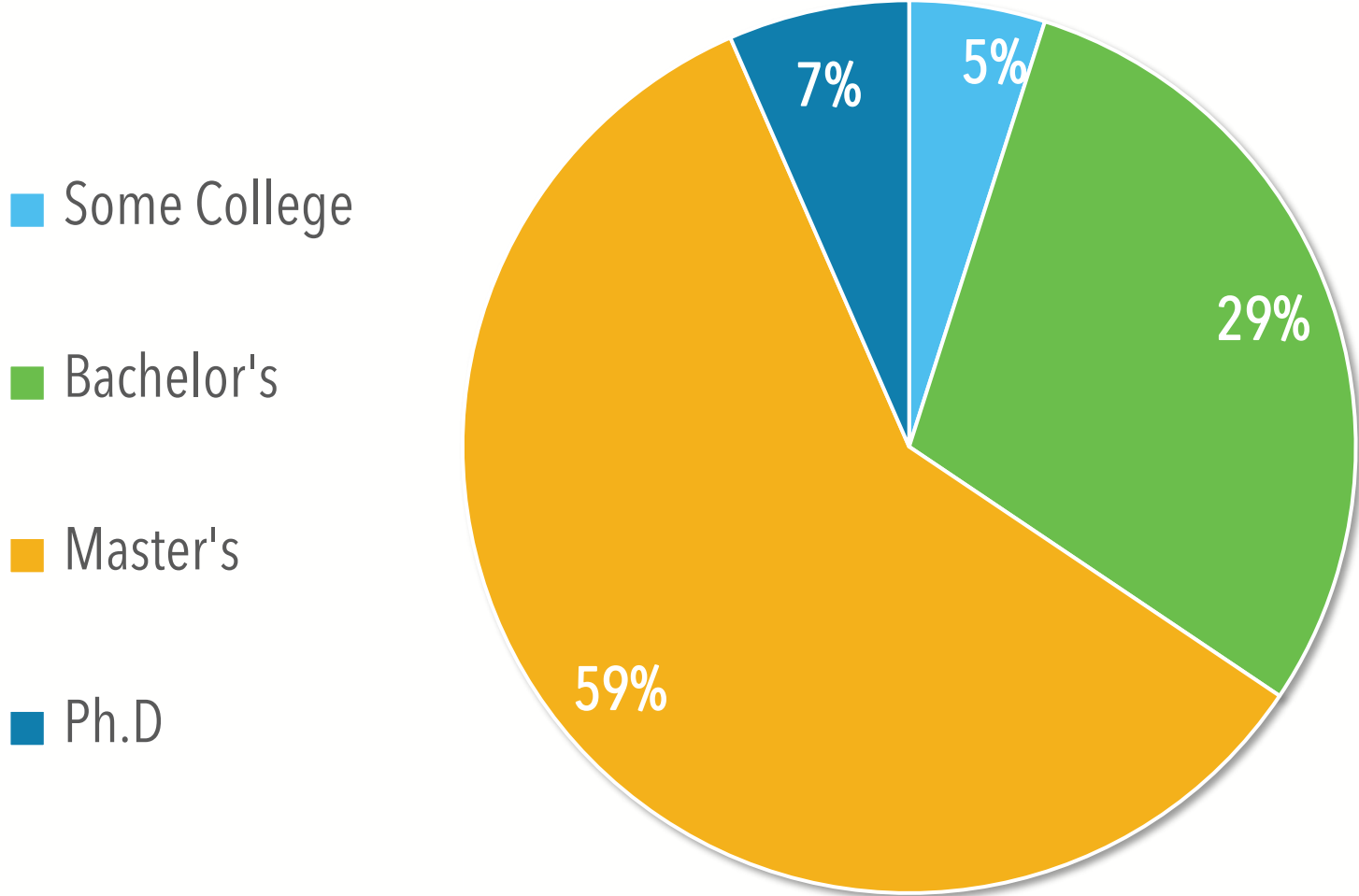


Average Time to New Job by Base Salary Range

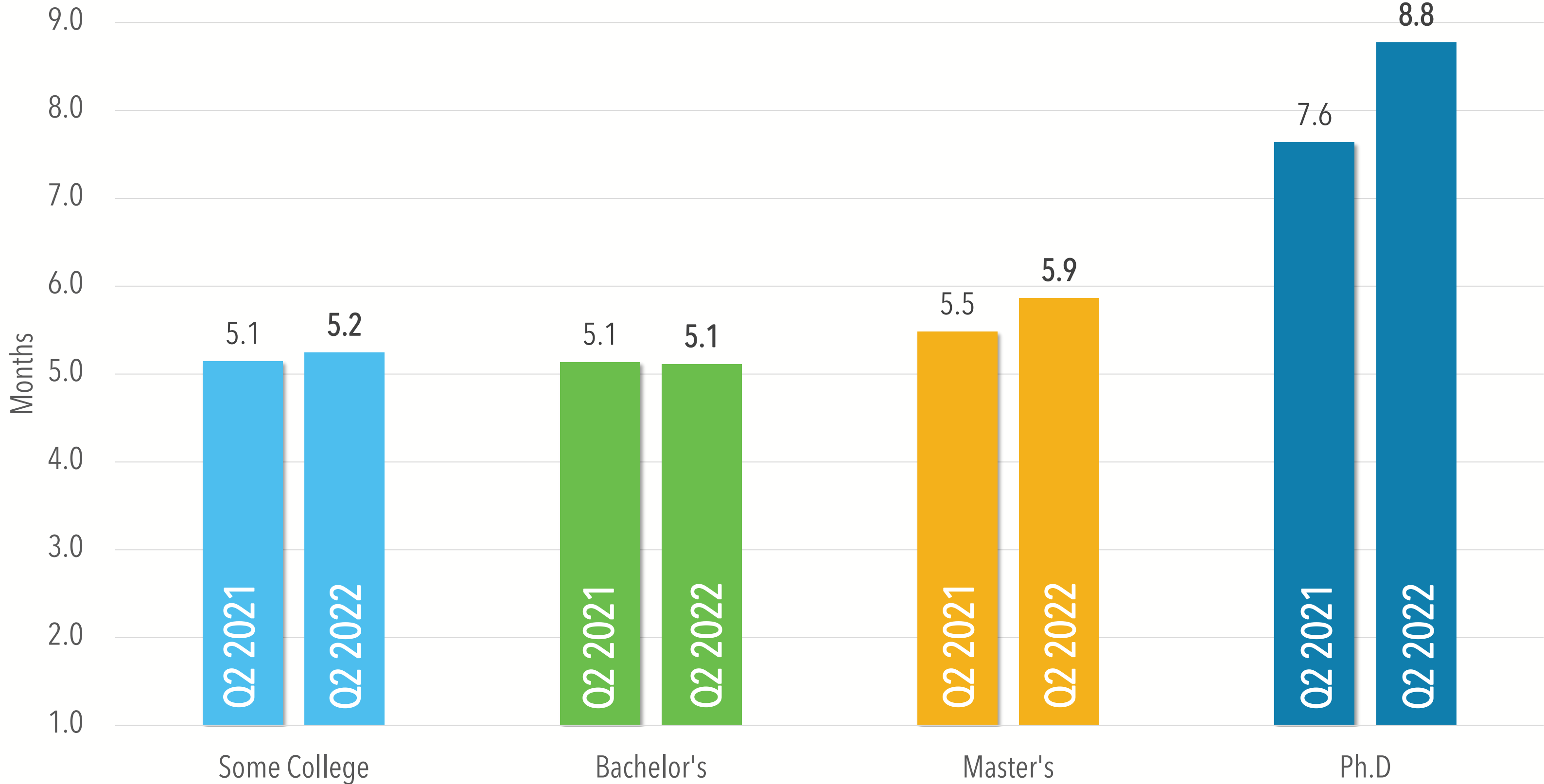


Education Level

*Survey Sample:
Education Level*

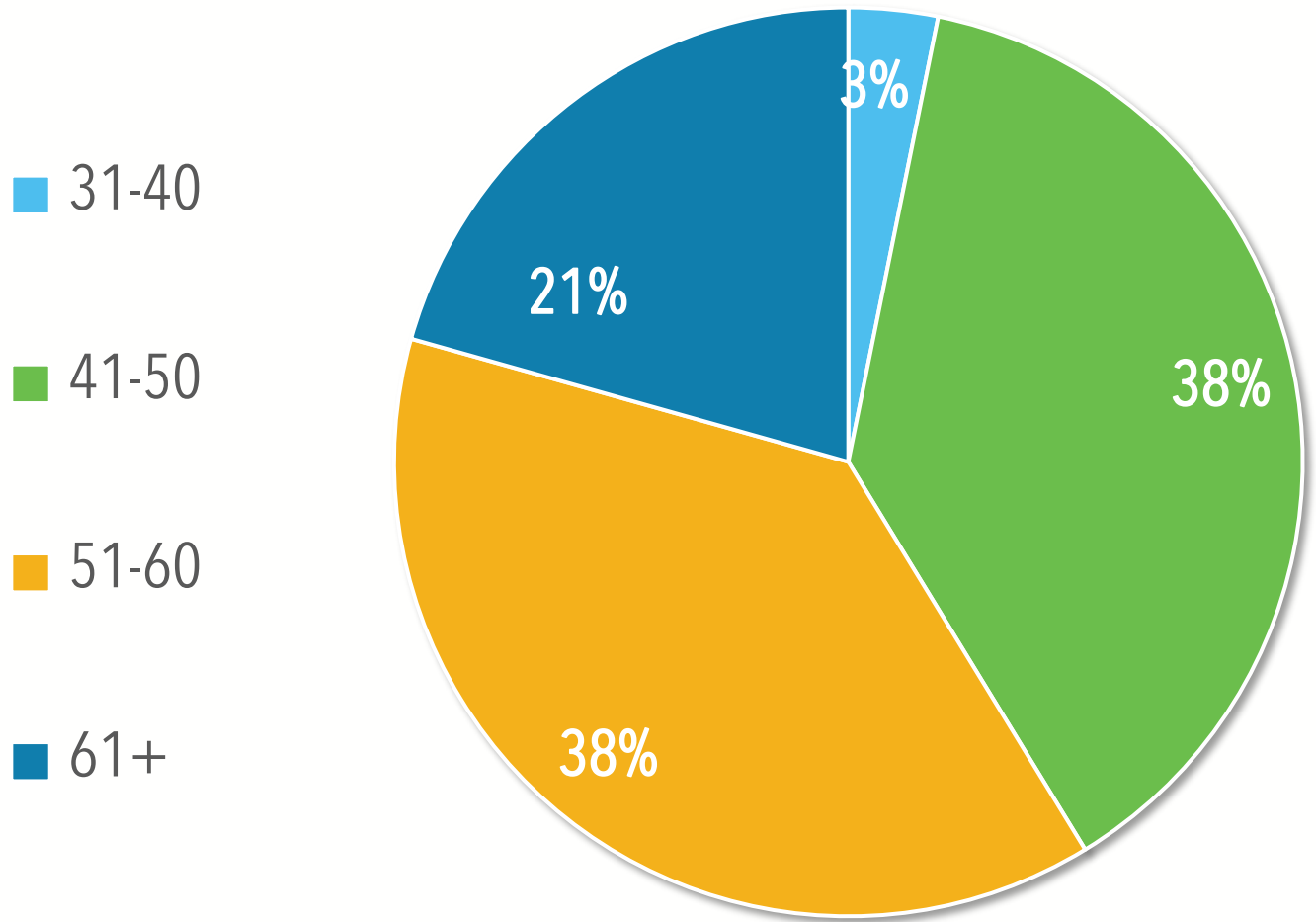


Average Time to New Job by Education Level

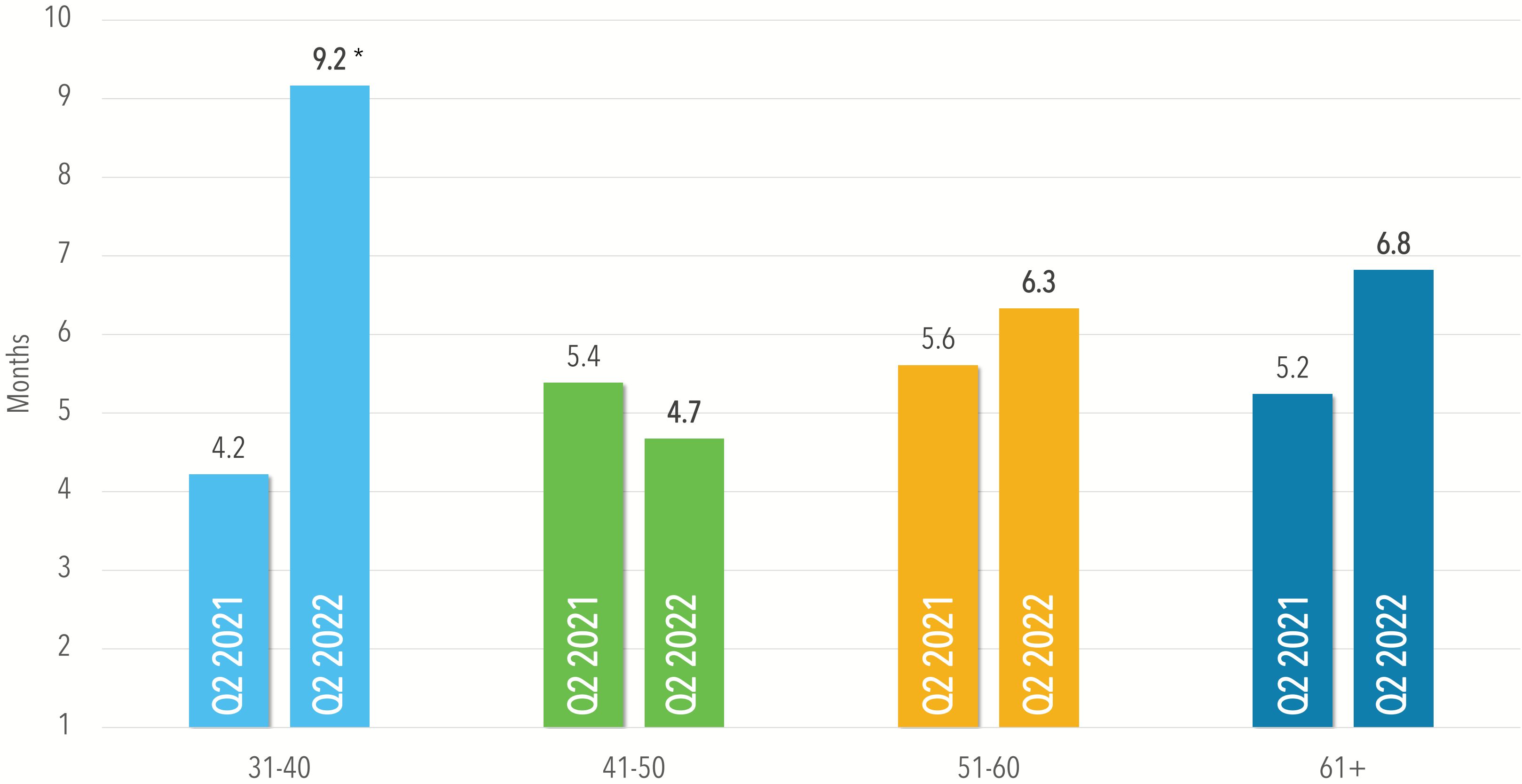


Age Group

Survey Sample:
Age Range



Average Time to New Job by Age Range



*Given the small percentage of this segment in the survey sample (3%), this is an outlying number.

Key Takeaways & Trends

1

Transition Times Leveling Off

While last quarter's report showed dramatically faster landing times than the previous year, this quarter we have seen a leveling off, or even a lengthening, in transition times. By education level, most durations were relatively static year over year, except for the Ph.D. level. By age or salary level, the results varied. Some of the slightly longer transition periods could indicate a natural correction to the extremely fast pace of the job market over the past year, which was accelerated by the Great Resignation. Employers remain challenged with attrition and retention issues, but we are also seeing a slight slowdown in the pace of job hopping from the past year.

2

Next Acts Are Strong

We continue to see increases in executives choosing to retire or seek a "next act" rather than make a traditional move to another corporate role. As Baby Boomers continue to age, the lingering effects of the pandemic continue to spur more career reevaluations, and many of our executive clients seek meaningful roles in non-profit work, board service, or an entrepreneurial venture. The value of having a good executive advisory coach guide this process cannot be overstated.

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.

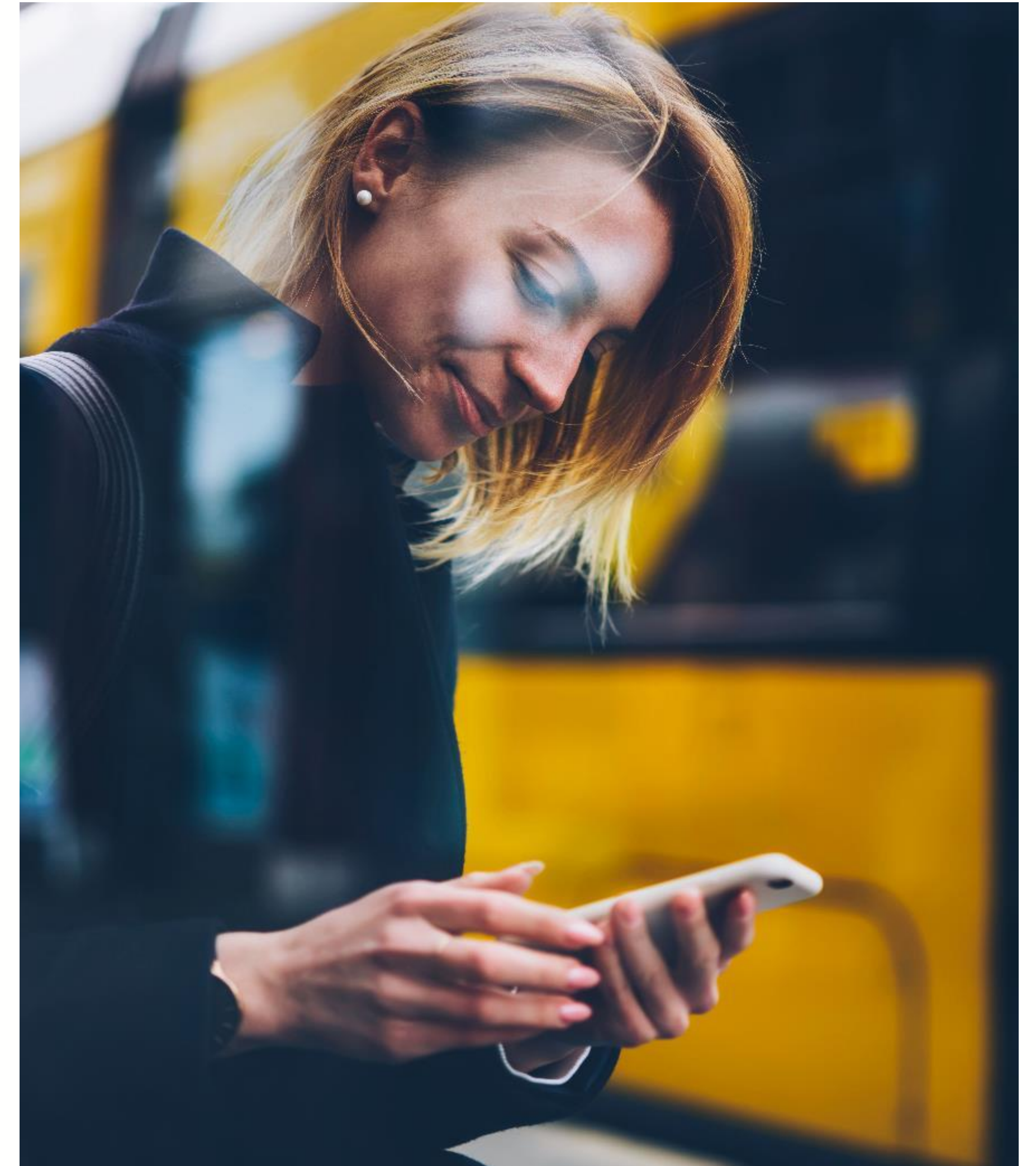
Learn - Guide the executive to become his/her own best coach by exploring opportunities for personal and professional development to improve and hone his/her marketability.

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