

The Executive Job Market: Challenges, Data, And Winning Strategies

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Pioneers In Executive Job Search Strategy

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Overview: The Harsh Realities Of Today's Executive Job Market

For experienced professionals, landing a new executive role has become more complex than ever. Despite strong track records, many find the search longer and more frustrating than expected.

What worked in the past no longer guarantees results. Shifts in hiring practices, market dynamics, and unseen barriers have changed the rules of the game.

This white paper takes a closer look at what's really happening in today's job market — and offers clear, actionable steps to help executives navigate it with greater confidence and success.

Our insights are based on 36 years of experience of working with our clients who have landed jobs at Bain Capital, IBM, Oracle, Leo Burnett, Baxter Labs, American Medical Association, and hundreds of other companies.



It Takes The Average Executive Six Months To One Year To Land A New Job

According to a recent LinkedIn Jobs Report, it takes six months to one year for most executives to find a new position.



LinkedIn Jobs Report
Executives

A Supply And Demand Imbalance Drives The Long Job Search Process

Position	Job Seekers	Open Jobs
VP Sales	47,000	1,068
VP Marketing	28,000	217
Director Of Operations	120,000	1,945

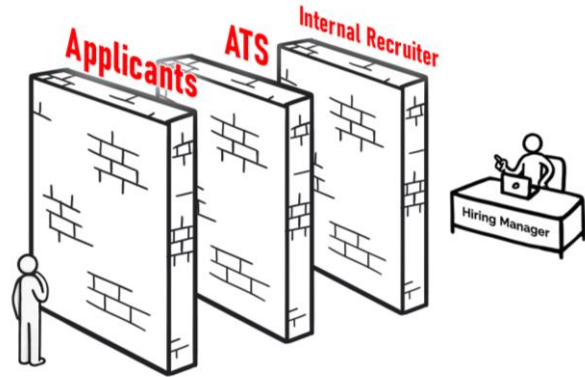
The imbalance between the number of job seekers and the number of available roles is a contributing factor that slows down job search times. Please see the LinkedIn data chart (US data only).



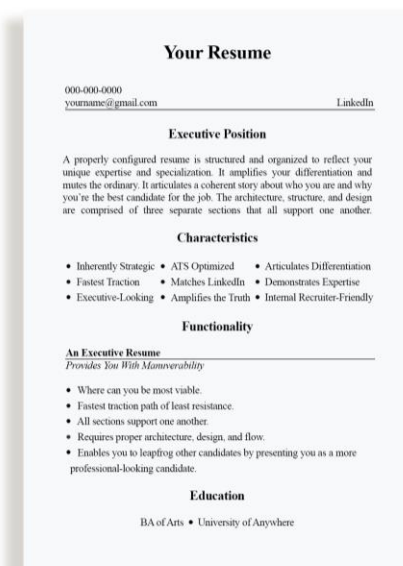
Three Hurdles That Stand In The Way Of Hire Consideration

These three hurdles prevent a resume from ever reaching a hiring manager:

- 1. A Glut of Resumes:** The sheer number of applicants per role can number in the thousands.
- 2. Applicant Tracking Systems (ATS):** These systems often reject resumes indiscriminately before a human ever sees them.
- 3. Inexperienced Screening:** Young internal recruiters may spend just 3 to 6 seconds reviewing a resume, often missing key talent.



A Properly Configured, Inherently Strategic Resume Circumvents The Impediments In The Way Of A New Job



Thirty-six years of recruiting experience have taught us one immutable fact – the resume drives the hiring process. If it’s not configured correctly, lacks strategy, or contains even one mistake, it gets rejected.

If an executive resume does not pass the ATS, fails to articulate expertise or specialization, or ignores the way human brains see and process information, it will most likely be rejected.

The good news is that it is possible to overcome these hurdles. A well-structured, strategically written executive resume can help candidates stand out and “catapult” over hundreds of others vying for the same role. This gives applicants an unfair advantage.

An executive resume must be architected, structured and designed to amplify the truth about your unique combination of expertise and specialization.

Configure Your Job Search Strategy And Resume So That It Gives You Maneuverability And Flexibility

Nearly all industries have an ecosystem. As a job seeker, you want the flexibility to maneuver within the ecosystem of an industry. Here is a case study:

A sales executive we worked with had a generic resume with no amplification or focus on his real expertise. Missing was his unique experience in agriculture and horticulture. By highlighting his specialization as the centerpiece of his resume, he was able to apply to roles related to those sectors, such as machinery, seeds, plants, tools, services, etc. As an applicant for these sorts of roles, he automatically catapulted to the top 2-3 candidates for hire consideration.

The Cost Of Delay

Let's take a quick look at the economics of being out of work: For someone earning \$125,000 annually, six months of unemployment represents a \$62,500 loss.

Beyond finances, the emotional toll of being unemployed — or stuck in a role that feels like a dead end can cause a person to feel trapped.



Winning Strategies

There's a proven strategy to overcome the workforce supply and demand imbalance:



1. Configure a resume with an underlying inherent strategy. That is, where you are most likely to land a new role based on your expertise and specialization.
2. Apply to help wanted ads by job title with the least number of applicants. Don't get hung up on the semantics of the job title.
3. Be sure your LinkedIn profile and resume match, if they don't, internal recruiters or hiring managers see in congruencies between the two and will move on to the next candidate.

There are 5 on-site jobs for every remote job. Remote roles receive 3X the number of applicants as on-site or hybrid roles. Consider this important fact as you search for new jobs.

Conclusion

Executive job seeking is often a zero-sum game where only one candidate wins. Strategy, rigor, and rationale are required to win. The economic, social, and psychological stress of looking for a new role when unhappy or unemployed can be minimized with a small investment of time and energy.

Our experience has consistently proven that the only way for an executive job seeker to survive and thrive in today's harsh hiring environment is to amplify expertise and specialization within their resume, and to apply for roles where they can be viable based on that experience. Inherent in your resume must be an underlying strategy based on rational and workforce hiring data.



About The Author



Executive Job Experts is a portfolio company of Recruiting Brands Corporation, a 36-year-old recruiting agency.

Joe Culotta, President has published numerous white papers on recruiting, hiring, and compensation.

Our clients have landed jobs with some of America's most respected companies across nearly every industry sector.

Located in Chicago's prestigious Gold Coast, Recruiting Brands Corporation is 100% owned by Joe Culotta.

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