



## Today's Job Market

A key part of a comprehensive job search effort should include a clear understanding of today's job market, taking the necessary steps to align with the market, and having a clear job search plan. Here are a few activities to consider in a comprehensive job search effort:



- **According to a MetLife Ventures Work Survey** six in ten senior executives are looking for a career challenge that will give them a greater sense of purpose.
- **Labor of Commerce statistics** shows a 50% increase in job search effectiveness with an organized search plan and support from a career coach. 75% of new positions are found through networking.
- **Being between jobs** is not as serious an issue as in the past. Enlightened hiring managers understand the changing dynamics of today's job market and are looking at total experience, skills, and fit rather than disqualifying for not working.
- **The median time frame** for an executives search is 5 - 10 months. A job search should not be looked at as a sprint but as a carefully planned effort to identify the right position. For new position there is a 65% probability the job you are looking for is all ready or will soon be available.
- **Today there is an active and dynamic job market** for a range of positions. The reality is that on average 55% of senior executive jobs are not heavily advertised with 94% of candidates found through networking and referrals.
- **Increase your number of LinkedIn connections.** Strengthen your contact list to assure everyone is connected or has an invitation Offer referrals and invitations.
- **Increase your number of LinkedIn connections.** Go through your contact list to assure everyone is connected or has an invitation. Expand your list of LinkedIn recommendations you have both given and received.
- **Joined as many associations, groups, and alumni that fit.** (Look at other people's connection to spot groups to join.) Join their mailing lists.
- **Expand the number of contacts** you have in your database. Include details of contacts so that you can provide targeted outreach mailings.
- **Look at seminars or conferences** you can attend that are in you areas of focus. Get on the mailing lists of organizations that align with your career goals.
- **Make sure you email a thank you note** to all your contacts, return all calls, and add them to your database. Always ask the open question on who they know or would recommend you contact. Update you voice mail message to be current.
- **Keys to a successful job search include:** \* Raise your visibility. \* Sharpen your value position, \* Improve your documentation, \* Develop a personal website, \* Publish a knowledge paper or Success story, \* Improve your LinkedIn page and align with your career documentation, \* Improve your ability to present yourself, \* Network.

**Meridian** has been providing career development and support for more than twenty-five years. Please give us a call if we can help or you have questions. We look forward to supporting you in securing an interview and being hired.

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