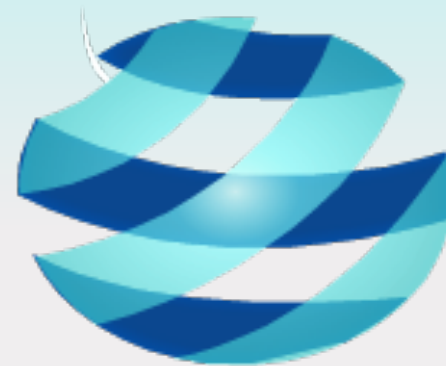




JOB SEARCH

Where have all the £300k+
jobs gone?

Challenging Presumptions
Existing Within The
Executive Job Search Arena



Morphosis Partners

Where Have All The £300k+ Jobs Gone?

Challenging Presumptions Existing Within The Executive Job Search Arena
broken down into:-

1. Current state of the Executive Jobs Market both in the UK and abroad.
2. Events contributing to the landscape we see today, and what will be on the near horizon to capitalise on.
3. Hints and tips around the behaviours of those who will be the most successful in forging ahead with their executive careers.
4. How to gain credibility with the top executive search firms and target employer inner circles.
5. Gaining greater access to the highly prized and secretive world of the unadvertised/hidden jobs market.



Which GAME do you want to become expert at?

- RE-ACTIVE: A game of chance, determined by others, 'clicking apply' and trying to *fit the job* with compromise e.g. sideways move. Lessening returns both in income and engagement.

OR

- PRO-ACTIVE: A game filled by choices that you are in control of. Building 'future facing' sustainable networks, positioned where you wish to go, rather than imbedded from where you have been/come from.

POLL: Where are you on the income barometer?

1. <£100k
2. £101k - £200k
3. £201k - £300k
4. £301k - £500K
5. £500k+



My Place

Current state of the Executive Jobs Market both in the UK and overseas

How big is the marketplace within which Executive Job opportunities become available?

3 Measurements that lead to similar market size conclusions:-

Financial Services:

1. The financial services market is likely to reach \$22.5 trillion by end 2021 and Global GDP expected to reach \$93 trillion in the same year, that would mean that financial services comprises about 24% of the world's economy.³
2. This represents a significant improvement over 2010, recovering from the financial crisis. Growth and a shift to mobile and online banking as Millennials and Generation Z become more economically powerful. This growth has led to an increase in funding for start-ups and fintech companies.

Banking and Investment:

1. The global banking sector had an estimated market capitalization of 7.3 trillion euros in the first quarter of 2021, equivalent to \$8.58 trillion. Global market capitalization, or the combined value of every listed company on every stock exchange in the world, is estimated to be \$56 trillion, suggesting the banking sector equals c14% of the global economy. Caveat: Only measures banks whose shares are publicly traded. It will not include info on private banks, government-owned, or fintech.
2. In 2020, global AUM reached \$103 trillion, according to Boston Consulting Group. Total global wealth estimated at \$431 trillion, equating to c1/4 the world's assets.

Insurance Sector:

1. Insurance companies continue to see growth, particularly in the eastern part of the world. It is expected that by 2029, Asia-Pacific will account for 42% of global premiums, with China making up 20% of that figure. As of 2020, the U.S. made up 29% of world premiums and China made up 11%.
2. Worldwide, gross written premiums were projected to reach \$5.8 trillion by 2020. With global GDP estimated at around \$84.5 trillion for that year, this means that the insurance industry accounts for an additional 6.8% of all economic activity.

No matter how you cut it, it's a huge marketplace full of executive opportunity

POLL: How committed are you to a career move at the present time?

1. Very committed and I am currently active in my search
2. Quietly reactive, responding when approached but haven't seen anything at the right level
3. Have been looking on and off without success;- I'm too big, too junior, only tick 9 of 10 boxes, came a close 2nd etc
4. With the marketplace as it is, I'd like to move but 'better the devil you know', right!
5. I'm part of the internal succession plan and am delighted with where I am and the opportunity ahead

Try as you might you won't find the £300k+ job opportunities being advertised in ANY of these places

1. LinkedIn
2. Indeed
3. JobSite, Jobserve, TotalJobs, Monster
4. Company own career sites
5. Managed by RPO providers
6. Contingency recruitment agencies like Hays or Morgan Mckinley who are excellent in their chosen marketplace
7. Job search coaches, career management providers or via a CV rewrite who may profess to provide access to the hidden jobs market!

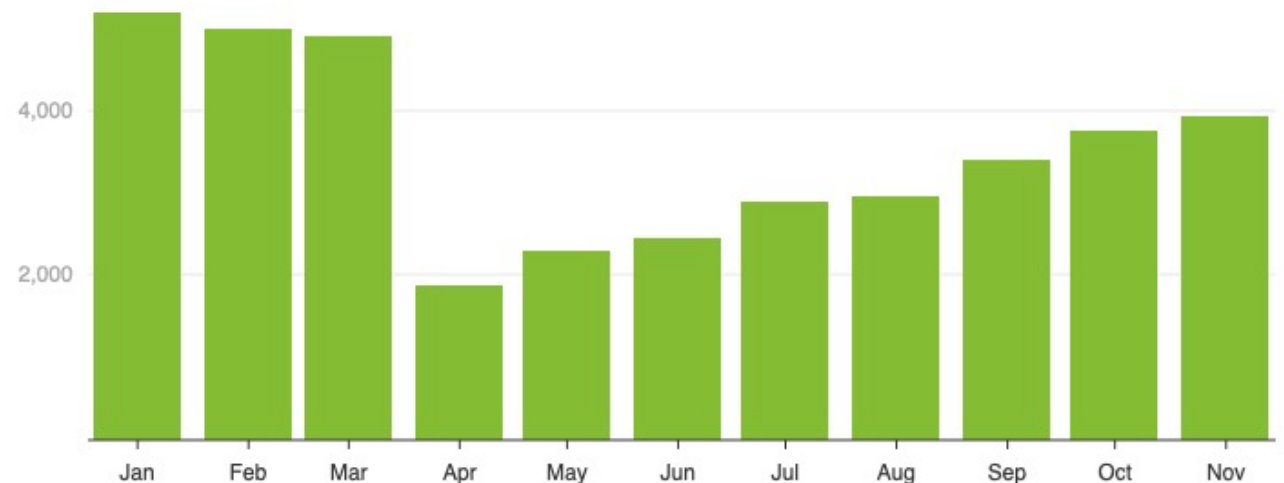
But you will have access to £300k+ unadvertised/hidden job opportunities through these channels

1. The right networking events such as FS Club
2. Private Executive Members Clubs such as RAC Club
3. The correct professional brand positioning – doing the job for which you are professionally qualified and expert is NOT the same skill set as that required to position correctly, compete successfully and to land the opportunity you ideally seek
4. Headhunters and Executive Search Firms – think SHREK and leading specialists
5. Referral advocacy from the right ExCo allies
6. By being known to Heads of Research
7. Establishing consistent visibility to in-house talent channels in forward relevant organisations
8. LinkedIn – But, not through job tabs and responding to adverts!

It is buoyant,
very buoyant!
EVEN here in
the UK

UK Financial Services New Job Postings

All Financial Services Jobs Only Finance Roles Only Tech Roles



Number of new jobs posted by Financial Services organisations in the UK per month

Source: Burning Glass Technologies · [Get the data](#) · [Embed](#)



Who's getting the mandates? Think of Pareto's Law

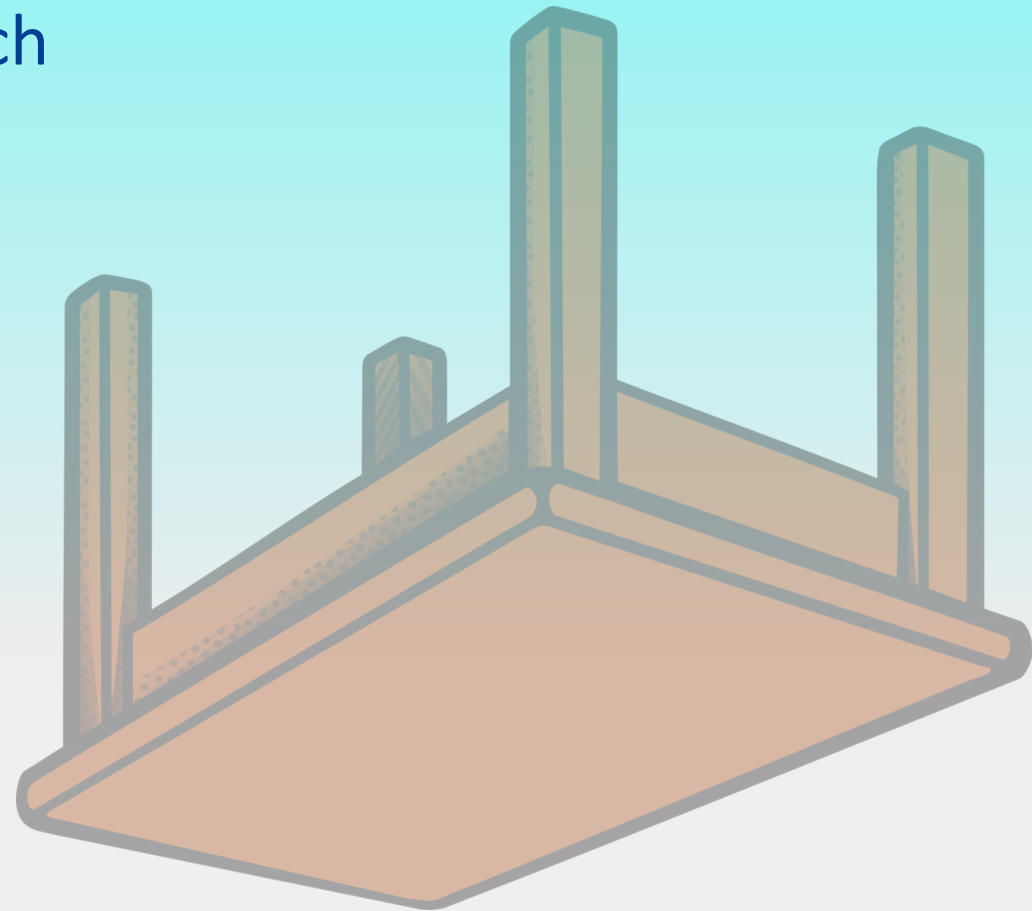
SHREK: Tier 1	Tier 2	Tier 2	Interim	Ones to watch
Spencer Stuart	Dartmouth	Stone	EtonBridge	Arkesden
Heidrick & Struggles	The Omerta Group	PER People	NSCG	Eagle
Russell Reynolds	Sh (Sheffield Howarth)	Stonehaven	Odgers Interim	Goodman Masson
Egon Zehnder	Walker Hamill	Kea Consultants	Wilton & Bain	Michael Page City
Korn Ferry	MWM	Circle Square	Savannah	
N/A	Leathwaite		Investigo	

Internationally we see...

1. **SEARCH FIRM/HEADHUNTER** revenues are back up to pre-covid with a number making significant gains;- Spencer Stuart, Russell Reynolds.
2. **TECHNOLOGY** with increasing levels of investor interest in areas like blockchain, insurtech and fintech.
3. **COMPANIES** driving forward with confidence;- Morgan Stanley, Deutsche Bank (in transformative state) and Goldman Sachs.
4. **LOCATIONS** Uplifts seen in places like Istanbul, Madrid, Oslo, Boston, Paris and London and declines in areas like Kuwait, Vilnius, Monaco and Frankfurt.

Events contributing to the landscape we see today and what will be on the near horizon that can be capitalised upon.

- Financial Crisis translating to market reinvention and evolution
Liquidity, Risk, Challenger Banks and Fintech
- In-house talent functions
- Brexit translating to restructuring
- Covid translating to hybrid working
- Technology – AI, Blockchain, Fintech
- Climate Change
- Generation Resignation





- Hints and tips around the behaviour of those who will be the most successful in forging ahead with their executive careers.

POLL: How successful and confident are you that you are making best use of the hidden/unadvertised jobs market where c85% of the £300k+ jobs reside?

1. Not at all confident.
2. Understand it, but never engaged with it.
3. Tried to engage with it but not with any real success.
4. Hit and miss with some success.
5. Its how I've managed to get all my job opportunities

The behaviour for those intent on continued professional leverage and sustainability

1. Networking is not a stop start activity. It's a continuum play.
2. Assume the role in order to become the role.
3. They are pro-active, taking ownership in actively maintaining their professional market currency, going beyond what their employers provide.
4. They equate their success proportionately to the quality of the network they maintain and work hard at that just as much as they do at maintaining their technical competence. Its about 'inner circle' ties not merely casual work acquaintances
5. They recognize in themselves the need to be open to change. To be agile and practice what they preach.
6. They tend to keep most of their competitive edges to themselves until they are no longer needed and then pass that insight on.

As you transition in seniority its worth remembering the differing nuances applicable in the job search game

Who do you know and WHO KNOWS YOU in this General Leadership Layer where strategic and commercial decisions are made?

THE NETWORK YOU NEED

Chairman / CxO
Search Firms / Headhunters
Shareholders
Investors/Strategic Advisors

4



1, 2, and 3 = the network you have VERSUS 4 = the network you need

1



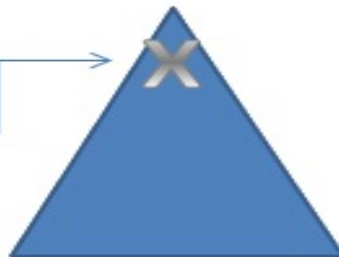
EARLY CAREER
Corporate Website

2



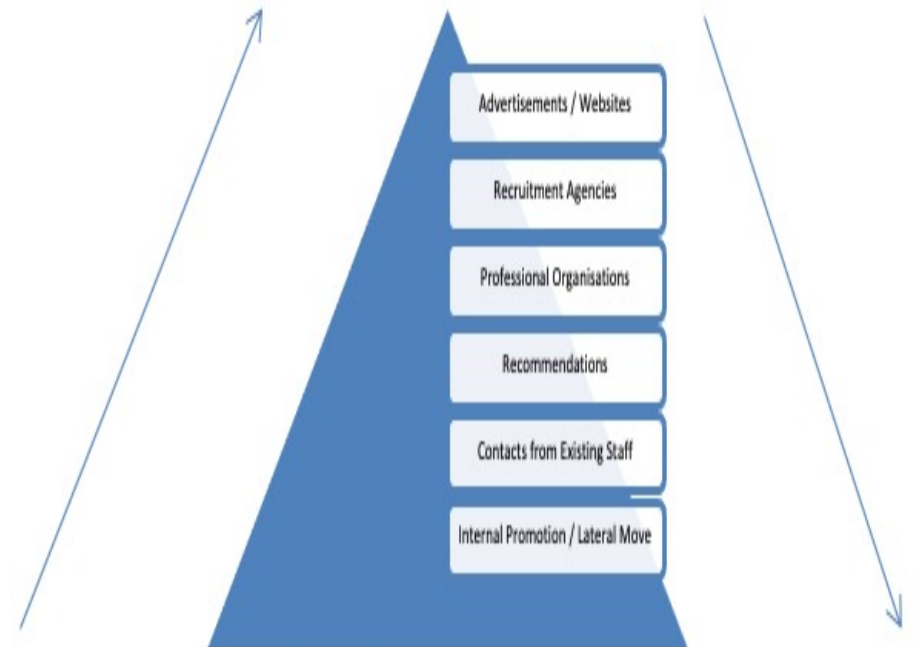
MID TECHNICAL MANAGEMENT CAREER
Job Boards, Corporate Website
Recruitment Agencies

3



SENIOR LEADERSHIP CAREER
Internal Succession
Search Firms

Opportunity Seekers LOOK
in THIS Direction



Employers HIRE in
THIS Direction



**How to gain credibility
with the top
executive search firms
and target employer
inner circles.**

Executive Search Firm – inner circles behaviours and actions

- Referral Advocacy – *the no1 route to inner circle status*
- Consistency of professional brand reputation across media platforms
- Ignore the *Heads of Research* at your peril!
- They do NOT like ‘out the blue’ emails that simply state, “Have you got any roles” or “How’s the marketplace?”
- They do like your name associated with industry groups around your subject and your sector
- They like clarity – who you are, what you do and how capable you have been; know your numbers!

Future Relevant Target Employer – inner circles behaviours and actions

- WIIFT *rather than* WIIFM
- It's not about who you know now, but 'who needs to know about you'
- It's about likeability – your first 'pitch to sale' at any level is YOU, your personality, your 'fit'
- RESEARCH – 'know' your intended audience
- LinkedIn & other – create a pull without too much push!
- Linear/non-linear alignment when looking to leverage interest

Gaining greater access to the highly prized and secretive world of the unadvertised/hidden jobs market.



What is the unadvertised /hidden Jobs Market?

Why would a job be *hidden or unadvertised*?

- HIDDEN: If you are looking in the wrong place or are connected to the wrong people then *Everything* occurring in that space will be regarded as hidden to you whether it's been advertised or not.
- UNADVERTISED: This situation is based on timing i.e. actions a business may undertake to consider and source talent ahead of making the decision to advertise. OR the situation is based on a need for discretion which could be internally, externally or driven by both.
- It is NOT a secret association for the select few although in relative terms ONLY a select few either know what to do or are able to effectively position themselves onto the correct radars. **Everyone has access to the unadvertised market – they just don't know it.**
- If you are *LOOKING* for a job vacancy advert where salaries advertised peak at c£200k base, you are not going to *SEE* the hidden jobs market where salaries have no such upper limit!

Did you know?

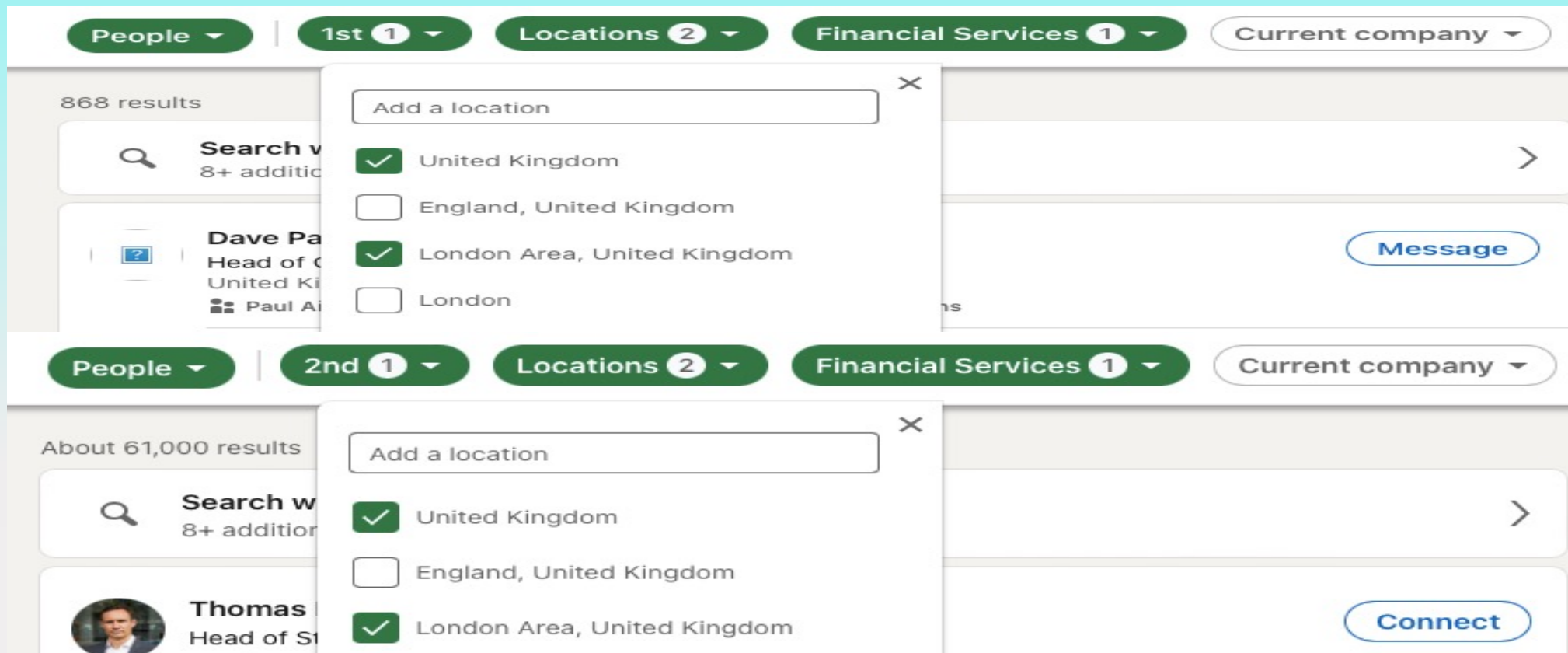
- **FACT: YOU HAVE AS MUCH ACCESS TO THE UNADVERTISED/HIDDEN JOBS MARKET AS WE DO**
- Estimates vary across sector but the more senior the opportunity the more likely it will be unadvertised/hidden.
- With technology today, access to this marketplace has NEVER been easier!
- LinkedIn is a great research support tool...
- Information channels like The Banker, FS Club, FT and even the likes of CityAM are rich sources of insight

Gaining access to YOUR relevant hidden jobs market

- What do you want to be and where does that role exist?
- Who would I realistically be reporting into?
- With leadership clarity your forward potential audience becomes finite
- You have 3 external routes to market:-
 1. search firms
 2. existing network and
 3. future facing network)and 1 internal route (succession/internal redeployment)
- Determine your current level of connectivity to that audience by way of an existing network audit

Hidden jobs market – how to improve market access

- 2nd degree connectivity as a means of referral advocacy to leverage



Hidden Jobs market – developing your access

- Time to actively engage the 3 external routes to market:-
 1. search firms
 2. existing network and
 3. future facing network)and 1 internal route (succession/internal redeployment)
- Networking discussions and informational discussions are not “I’m looking for a job” discussions although that often becomes an output.

Thank You!

Any Questions?

Who are Morphosis Partners and what do we do?

We work discretely with executives at any stage of their professional career to develop expertise at Game 2 not just Game 1.

For companies we work in the area of HR Consultancy specifically around the human capital touch points of talent acquisition, assessment/selection, engagement/retention, redeployment and severance.

www.morphosispartners.com

And to connect:-

Simon Hudson – simonh@morphosispartners.com

<https://www.linkedin.com/in/simonhudsonmorphosispartners/>

Jo Rawcliffe – jor@morphosispartners.com

<https://www.linkedin.com/in/jorawcliffemorphosispartners/>