

Q3 2021 MARKET UPDATE

CARLIN HALL

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Quarter 3 traditionally tends to be the busiest quarter at Carlin Hall even though it is holiday season. Thankfully many of us in the industry have been able to get away this year, either abroad or enjoying a staycation but that hasn't slowed the market down at all. Whether it is pent up demand from last year, the beginning of "The Great Resignation" or a combination of both, the market is the busiest I have seen it.

We are sector agnostic and are finding that clients across all sectors within recruitment and search are very busy and are inundated with mandates, many are giving anecdotes of month-on-month record breaking this year. In my opinion clients who have a particular focus on Technology, Life Sciences, Private Equity or Financial Services seem to be the firms who are experiencing the most growth.

Remote Working

Remote working is a hot topic in the market at the moment with many firms beginning to think about their future working policies. Many firms are still working from home at the moment and coming into the office a couple of times a week or on an ad hoc basis. We know of some candidates who have been onboarded completely remotely, worked for almost 12 months and not met some colleagues face to face! I am finding that the majority of larger firms are expecting employees, in the future, to come into the office 3 days a week with the remainder working from home.

Mid sized and smaller boutiques tend to be indicating that they are planning to be more flexible in that employees can be working from home up to 3 days a week. There are, of course, outliers who are wanting to return to the office 5 days a week or who plan to work completely remotely but the vast majority can see the benefit of flexibility. Candidates seem to favour the idea of working both in the office and from home, we have spoken with a number of candidates who are considering their options because the working from home policy doesn't suit them and they don't have the flexibility to chose how they work.

Q4?

Looking forward, I think Q4 for the recruitment and search industry is going to be extremely busy. The market has truly reverted back to its candidate short tendencies giving candidates many options and a strong position. UK business confidence is at a four year high and recruitment/search businesses are trying to pick up their growth plans from where they left them in Q1 2020. Here is to more record breaking months for recruitment and search professionals!

Earn £350 - Referral Scheme

If you know any experienced recruiters or executive search professionals who are interested in exploring their next career step, please put them in touch with me by either emailing me or picking up the phone. We act confidentially and are GDPR compliant. If I can successfully assist them in finding their next role, you will receive a referral bonus of £350 once they have completed their rebate period.

Examples of live roles September 2021

- Associate - Industrials practice - SHREK firm.
- Associate - TMT practice - SHREK firm.
- Delivery Consultant - PE - mid-sized firm.
- Researcher/Associate/Delivery Consultant up to £70k base - Leading Life Sciences specialist.
- Head of Research - Boutique firm focused on Tech/Industrial/Built Environment.
- Principal/Partner - CEO/Board Practice of mid-sized firm.
- Director - Healthcare/Life Sciences - PE focused boutique.
- Partner - Technology focused Mid-sized firm.

Examples of placed roles Q3 2021

- Senior Research Associate | Zurich | Life Sciences Executive Search
- Associate | London | Consumer Tech Executive Search
- Principal | Singapore | PE Executive Search
- Senior Consultant | London | Life Sciences Executive Search
- Business Development Director | London | Management Consultancy

To all of my connections, I hope you've had a good summer and are enjoying the current boom! If you would like to discuss any of the above or would like to have a conversation to understand what options may be best suited for you, please get in touch directly via:

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