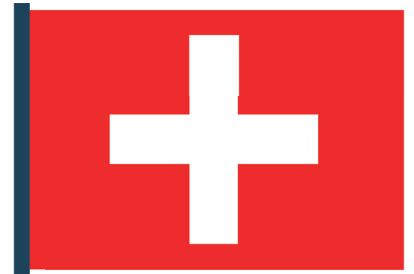


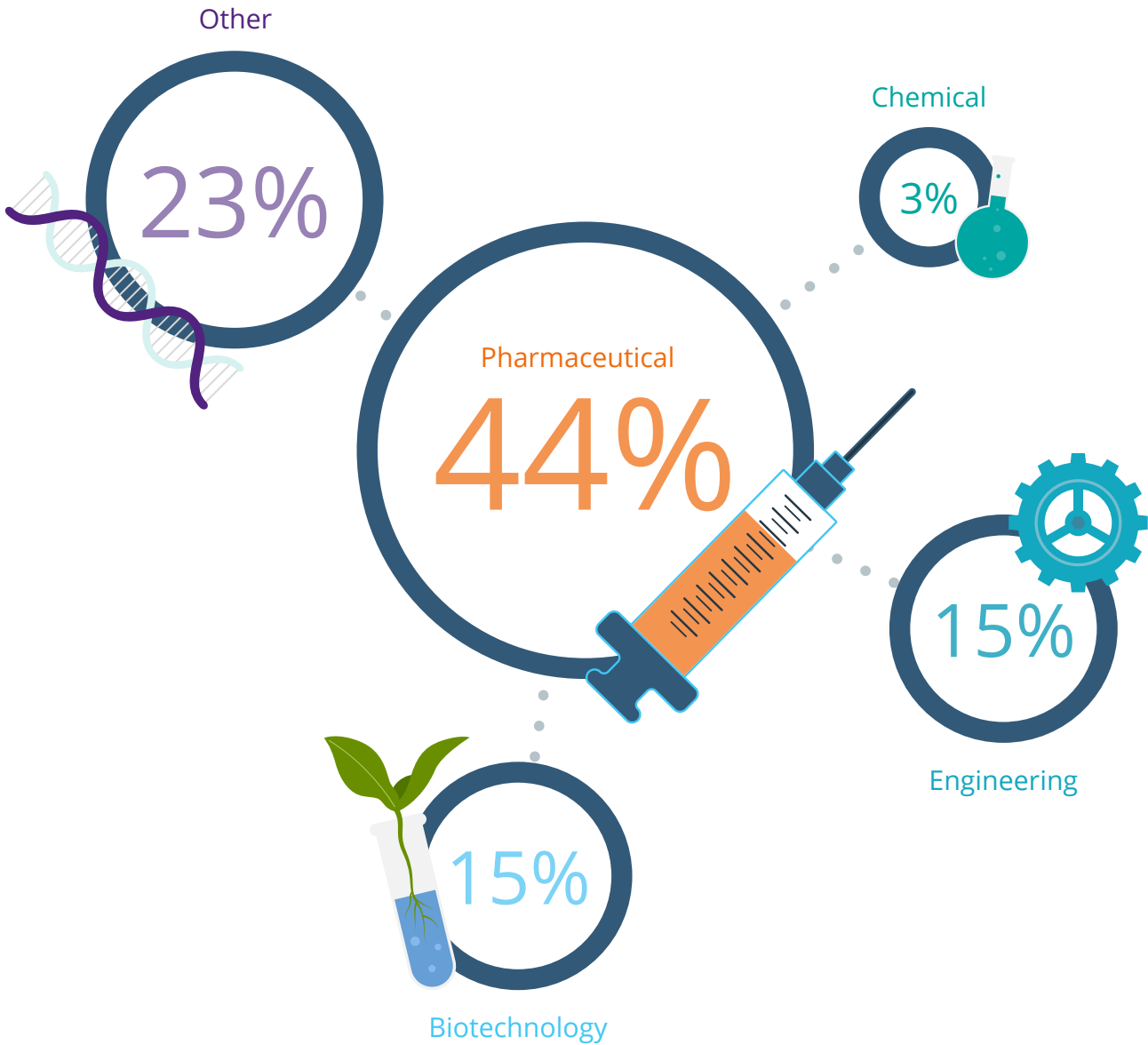


Job hunting trends in 2021 survey

CK QLS recently surveyed our candidates who have found a new role, to find out the latest trends in job hunting in Switzerland. Here are the results and our top tips.



? What industry do you currently work within?

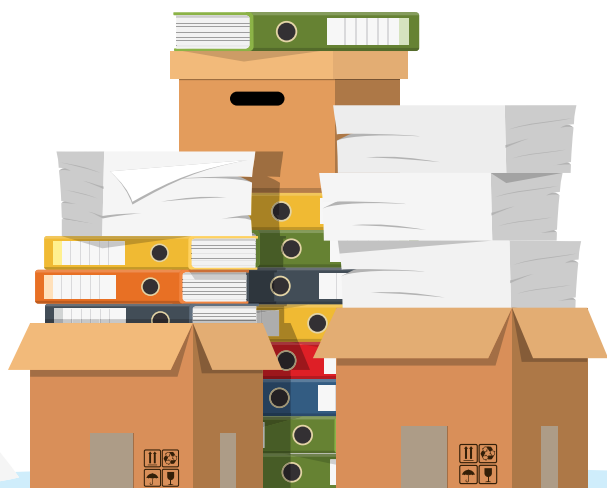


Other specified industries

- Logistics
- Medical devices
- Microbiology
- Automotive
- Trading
- Life Sciences



Almost 70% of candidates surveyed spent more than two months searching for their current role



62% said they sent out more than 10 applications before landing their current role

Candidates:

What can you do to get your CV noticed?

1. Tailor your CV to each job you apply to
2. Keep it concise
3. Avoid repeating yourself
4. Check, check and check again!
5. Structure it correctly

Clients:

What should you focus on to attract the right candidates to your business?

1. Focus on your value proposition and employer branding
2. Make it easy for candidates to find you
3. Do your research to ensure you are making a competitive offer that is in line with market demands
4. Move as swiftly through the recruitment process as possible

! The most popular job searching tools are:

**Candidates:**

How can you make sure you get the most out of your job search when working with us?

1. Make regular contact with your recruitment consultant
2. Give an in-depth explanation of your experience to your recruiter
3. Connect with us on our social media pages
4. Be patient but consistent with the process

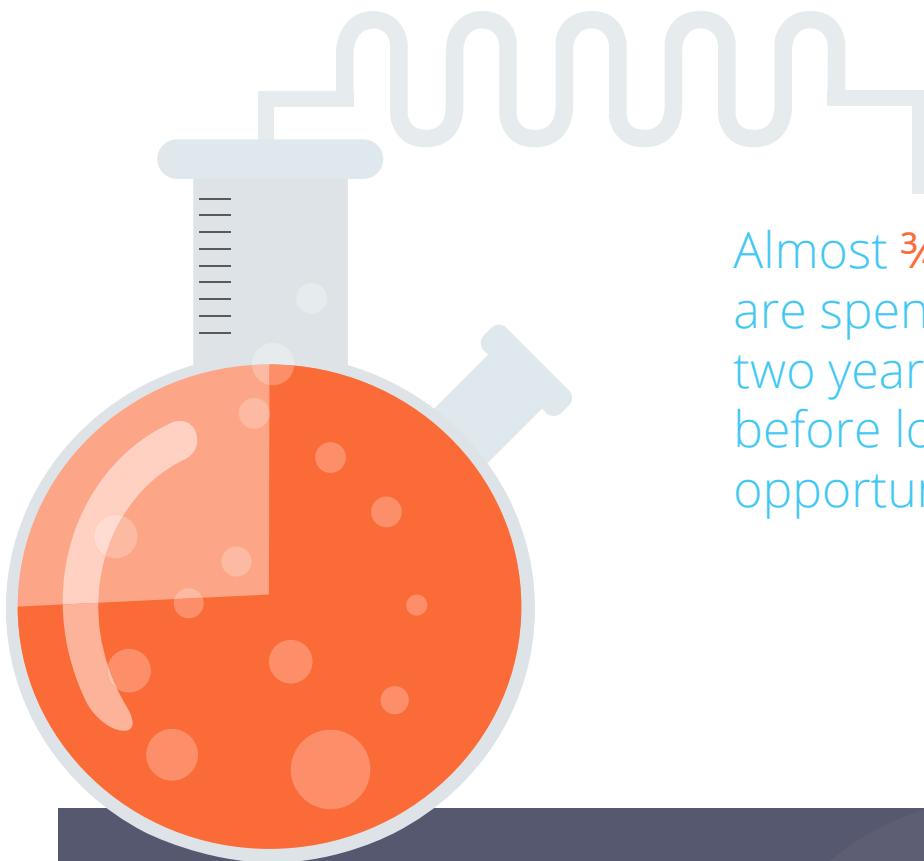
Clients:

Recruiters have access to a large network of the most talented candidates across a range of industries. Ensure your person specification, job description and advert are clear and concise so that we can connect you to the right people, at the right time, in the right way.

It is also beneficial to agree to regular scheduled calls with your recruitment consultant for updates and feedback on the process.



Job seekers are placing more importance on progression and training opportunities than salary levels, company reputation and flexibility



Almost $\frac{3}{4}$ candidates are spending less than two years in a role before looking for new opportunities

It is no surprise that candidates are choosing to move between companies in order to move up the career ladder and develop their skills.

Clients:

- Are you recognizing employee achievements?
- Are you making them feel valued on more than just the work they are doing?
- Are you actively offering regular training sessions and internal opportunities?

! 2/3 of people feel their job search was made more difficult by the Covid-19 pandemic



The pandemic has caused major fluctuations in demand and influenced a big change in the way we work. It is important to ensure your business can continue to adapt to the ongoing implications.