

COMPLETED SEARCHES

Regional Sales Manager
Precision Engineered Products

VP Marketing
Diagnostic Capital Equipment

Financial Systems Manager
Power Generation Industry

Senior Accountant
Fortune 1000 Corporation

CIO
Consumer Products Distributor

Quality Director
PE Infused Building Products

Logistics Manager
Transportation Services

Global Tax Director
Energy Products Manufacturer

Human Resources Leader
Reliability Engineering

CFO
Food Products Distributor

DID YOU KNOW?

Bohan & Bradstreet has a new website
(www.bohanbradstreet.com)?

The Ford Focus was the #1 best selling car in 2012?

51% of employees feel that they are valued by their employer?

7 businesses will file for bankruptcy in the US in the next 60 minutes?

Attitude is what you make it?

2 out of every 3 college students (67%) graduates with an outstanding loan?

Istanbul (Turkey) is the only city in the world located on two continents?

Size vs Speed

Since hiring has started to accelerate, large employers (1,000+ employees) have increased employment by 7.5% while small employers (less than 50 personnel) have added 4.9% which is contrary to many forecasters. Some of the key reasons that drive larger employers to hire are international growth, product innovation, and availability of cash. To counter those factors, smaller companies are much more flexible, have zero bureaucratic formality, and are often very opportunistic which increases the speed of hire. On the upside of a sustained growth period smaller companies will have the opportunity to expand quickly organically while larger businesses will look at acquisitions and partnerships with smaller companies to meet their strategic goals.

“In” vs. “On” the Market

The top 10-20% talent in every company is “key” to the well being and future of a business. Most companies are ill equipped to identify, attract and secure talent for “key” roles. What is the difference between the best talent “**in-the-market**” and the best talent “**on-the-market**”? The biggest difference is that 80+% of talent is not actively looking for employment, not “on-the-market”, and do not respond to web ads or passive recruitment. They are fully engaged and making contributions at their current employer. Companies attempting to recruit talent on their own are most often limited to candidates “In-the-Market” only. Partnering with a talent acquisition firm like Bohan & Bradstreet provides a resource that identifies both active and passive candidates to directly engage for specific searches and attracts talent that companies would not be aware of through traditional methods. Over 70% of candidates placed by B&B are not actively seeking to make a change.

Reasons for Changing Employment

There are many reasons for seeking change in employment; however, most people deliberate because new employment requires effort, time investment, and being at the top of your interviewing game. Here are key drivers for initiating a search: (1) you are ready for new challenges and want to develop new skills, gain additional responsibility and/or acquire knowledge that is career enhancing; (2) the content of your current role is stale and out of focus with the competencies that you want to further develop; (3) the culture has changed and is less acceptable; (4) your life style has changed and current role is out of balance; (5) you have a new boss and that is now working; (6) business is relocating or being economically impacted; and (7) an opportunity has been presented and it is career enhancing.