

COMPLETED SEARCHES

Global VP Finance

NYSE Industrial Controls Industry

Marketing Manager

PE Infused Technology Products

Ecommerce Leader

Security Products Manufacturer

VP Engineering

PE Owned Measurement Controls

Quality Manager

Global Adhesives Manufacturer

Assurance Manager

Regional CPA Firm

National Sales Director

PE Infused Metal Stamper

Manufacturing Engineer

Navigation Controls Manufacturer

CIO

National Food Supplier

Controller

Capital Equipment Leasing Company

DID YOU KNOW?

There are almost 28 million small businesses in the US?

Over 7 millions Americans moved to a new state in 2012?

77% of all Internet users read blogs regularly?

There are no natural lakes in the state of Ohio?

US manufacturers contributed \$1.87 trillion to the US economy in 2012?

As of January 2013, there are 16 people left in the world who were born in the 1800s?

2,709,918 Americans served in uniform in Vietnam?

Gender Differences

Due to the 2008-2011 economic slow down, it is no wonder that 60+% of all men and women considering new employment rank salary and benefits as the top two biggest draws. The stagnation of wages and rising cost of benefits over the past 5 years has generated an interest to evaluate opportunities where candidates might make up some of the difference. However, next on the list of interests separates the genders when attracting new employment. Men rank career advancement opportunities highest while women feel location is more important. Of interest is that job security was #1 on the list from 2008 through 2011 and that is not a top three priority going forward.

Hiring Reality

To support infrastructure growth, succession planning, and talent development, many corporations seek candidates that are 3-6 years out of college. The challenge is that 3-6 years ago was late 2007 when the economic downturn started through the end of 2010 when many corporations were just regaining their footing and very few companies were in the training and development mode. Since 2011 hiring has picked up as companies retool and support organic growth. 2013 graduates are benefiting from the growth in the economy and the average overall starting salaries was \$44,928; professional, scientific, and technical services is \$53,100; accounting and finance is \$53,300; and for engineers starting salaries increased 4% to \$62,535.

Do You Want to be Promoted?

Promotions are not for everyone. Timing, functionality, and requirements have to be measured. The key questions that you want to ask are as follows: (1) Is this the best time to make the step up? Taking on the next level of responsibility requires additional training and practice. Make sure that will happen. (2) With promotions comes longer hours and possibly increased travel so are you prepared to take on the additional responsibility and stress? (3) What new skills and knowledge will you gain and are they in alignment with your career goals? Sometimes promotions are into confined areas and limit long term growth and market value. (4) Does the new role take you away from the work that you really derive satisfaction from? Some sales professionals like the customer engagement and then when promoted to sales manager find out they are in management of employees and have significantly less face time with customers. (5) Will the new role disrupt your life balance? Promotions come with more accountability and less flexibility to devote to activities outside of work.