

# Charles Aris Industrial Market Update

We are arguably experiencing the most competitive, candidate-driven market in decades. Organizations are struggling to fill mission-critical roles while candidates are receiving multiple offers of employment. As an executive search firm, we have a unique perspective of the market with insight to both client challenges and candidate demands.

## Here are a few items to consider when searching for top talent:

### KNOW YOUR LANDSCAPE

- It's a candidate-driven market.
- Virtual interviewing is here to stay.
- Top talent will likely receive multiple opportunities and offers.
- Diversity, equity and inclusion remains an important topic.
- Candidates expect more flexibility.
- Keep other candidates engaged even after you've made an offer. You may need them as a "backup".

### LANDING TOP TALENT

- Sell your company, people, opportunity and role throughout the hiring process.
- Move quickly in interviewing and extending offers.
- Make your best offer out of the gate.
- Be prepared for counteroffers.
- Keep your new hire engaged after the offer acceptance. Have multiple team members – including the hiring manager – communicate in the time between acceptance and start date.
- What landed a candidate in 2019 will likely not land a candidate today. Be creative and flexible.

### RETENTION

- Develop a world-class onboarding program.
- Employees embrace feedback; be proactive in its delivery.
- Be prepared to re-evaluate your current compensation structure to meet the demands of today's market.
- Develop and refine your messaging of where the organization stands on social issues. These are important for candidates deciding on a career move.

