

# 2017 BlueSteps Executive Career Outlook Summary Report

Exclusive insights on global executive-level career trends.





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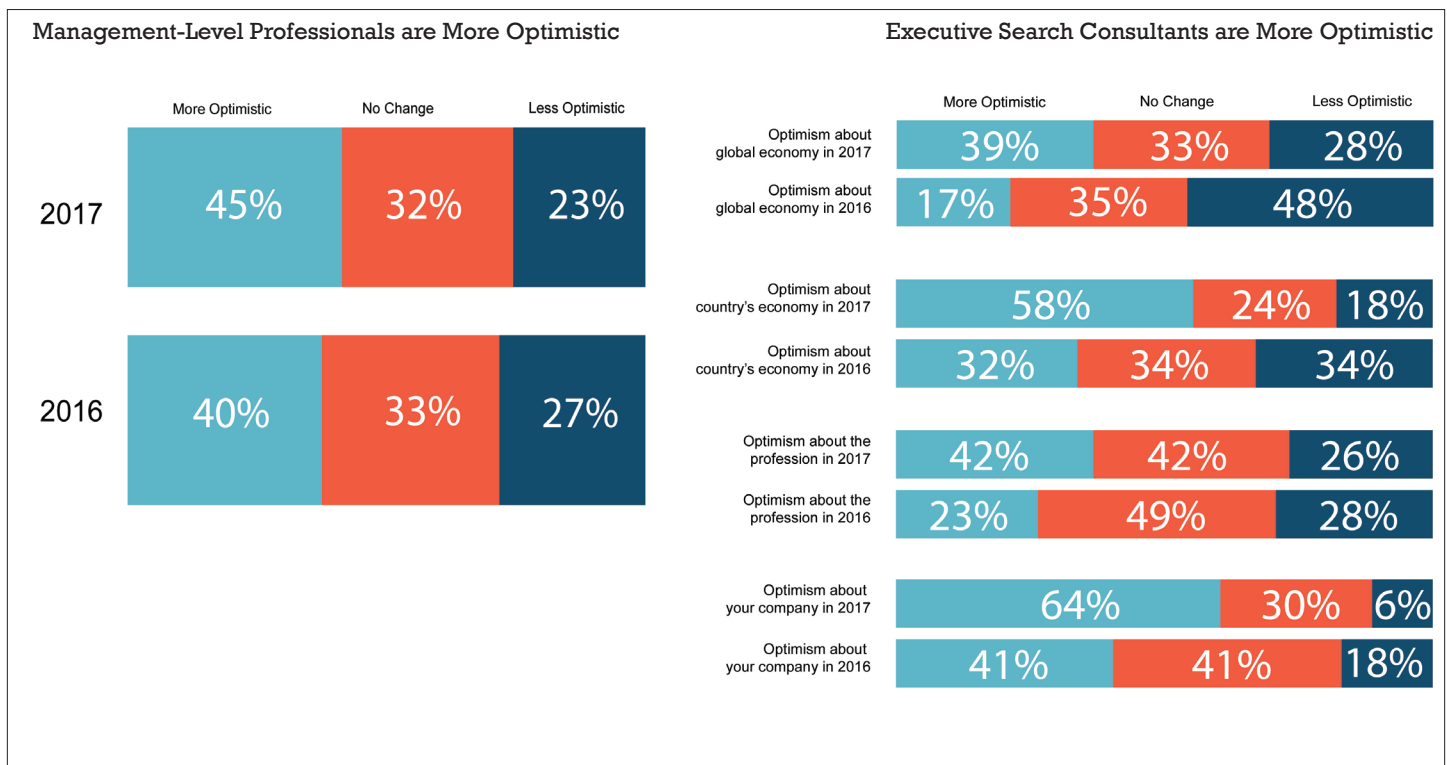
Exclusive insights on global executive-level career trends

## Global Insights

**B**ased on predictions by 1,219 senior management professionals worldwide, who are also members of BlueSteps, the executive career management service of the Association of Executive Search and Leadership Consultants (AESC), the mood among global management professionals is more optimistic about the global executive job market in 2017 compared to the same time last year. Executives worldwide understand there is fierce competition for top executive-level jobs,

and today's successful candidates for the C-suite must bring much more than relevant skills, but also learning agility and demonstrated thought leadership in their industries.

While management-level professionals cite global uncertainty as a key concern for this year, 45% still feel more optimistic about executive job opportunities in 2017, compared to only 40% last year. Less than a quarter (23%) feel less optimistic about the executive job market in 2017 versus 2016.



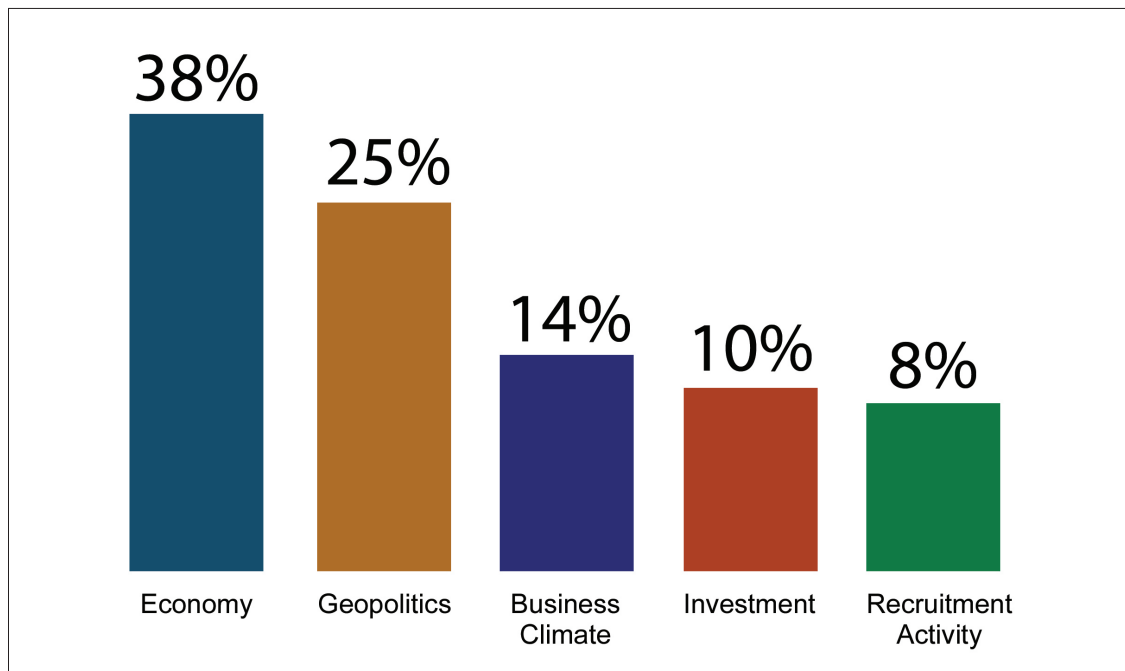
**Chart 1: Optimism about the executive job market among BlueSteps members for 2017**

*\*Comparison to AESC member forecast based on perspective of leaders of AESC member firms worldwide (right).*

There are a few key trends influencing the mood among global management-level professionals related to their career prospects in 2017. Of those who are feeling more optimistic, the highest percentage cited the global economy as

the number one reason why, with 36% feeling that a more positive economic climate in 2017 was contributing to a stronger job market. This was followed by 25% who feel that the geopolitical climate is positively influencing the

executive job market in their favor. Other management-level professionals cited the overall business climate, investment and recruitment activity as signs that 2017 would be a more favorable year for executive job prospects than 2016.

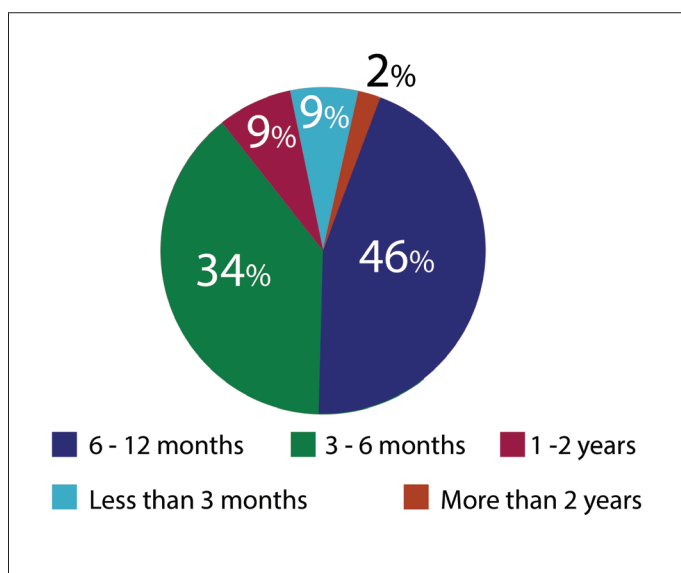


**Chart 2: BlueSteps members share why they are feeling more optimistic about the executive job market**

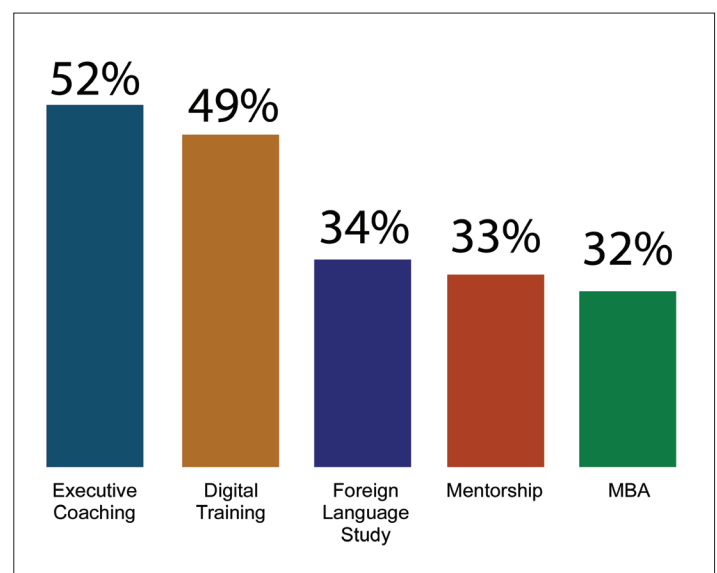
Regarding executive mobility, of those management-level professionals who plan to actively look for new opportunities in 2017, the greatest percentage (46%)

expect it will take six to twelve months to land a new executive-level job. When asked what additional education or services could help them stay competitive

in the job market, 52% cited executive coaching, followed by 49% who expressed further digital training as a competitive advantage.



**Chart 3: BlueSteps members forecast how long it will take to secure a new executive job in 2017**



**Chart 4: BlueSteps members share what additional services/experiences will most help executives remain competitive in the job market this year**

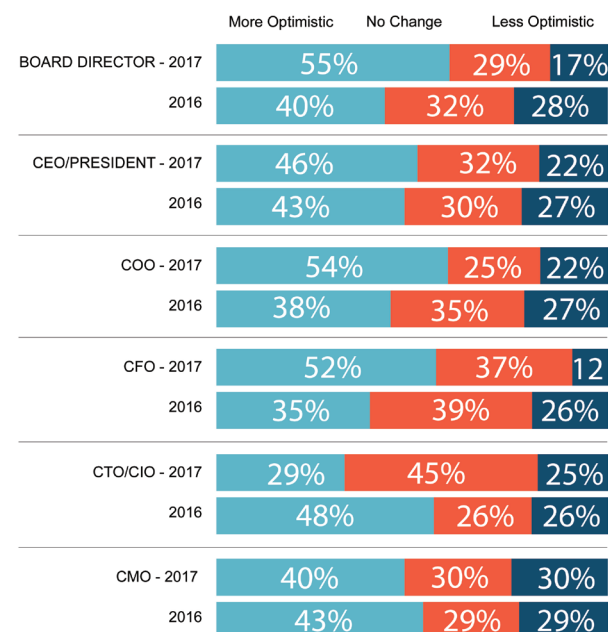
## Outlook by Function

Board Directors, Chief Finance Officers (CFOs) and Chief Operations Officers (COOs) are the functional roles of those who participated in the survey who cast the greatest positive shift in attitude about the job market in 2017 compared to 2016. Fifty-two percent of CFOs feel optimistic about the executive job market this year compared to only 35% of CFOs last year, a 49% year-on-year increase among finance executives. Chief Technology and Information Officers (CTOs/CIOs) cast the greatest negative shift in attitude about the executive job market with

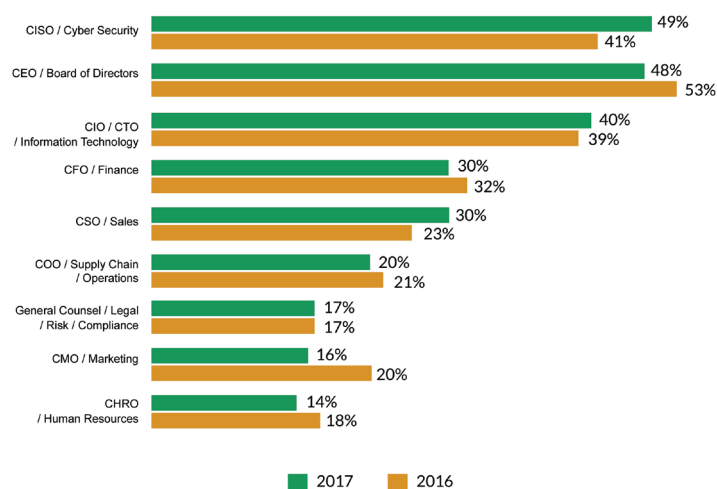
only 29% of CTOs/CIOs optimistic this year compared to 48% last year, a 40% year-on-year decline.

While AESC member executive search consultants forecast strong demand for CIOs/CTOs, CIOs/CTOs who expressed lower optimism in the survey—compared to management-level professionals in other functions, referenced uncertainty caused by geopolitical events—as well as a perception that while middle management Tech roles were abundant, there were less opportunities at senior-level.

### CFOs Significantly More Optimistic This Year



### AESC Members Rank CISO as Most in Demand Function

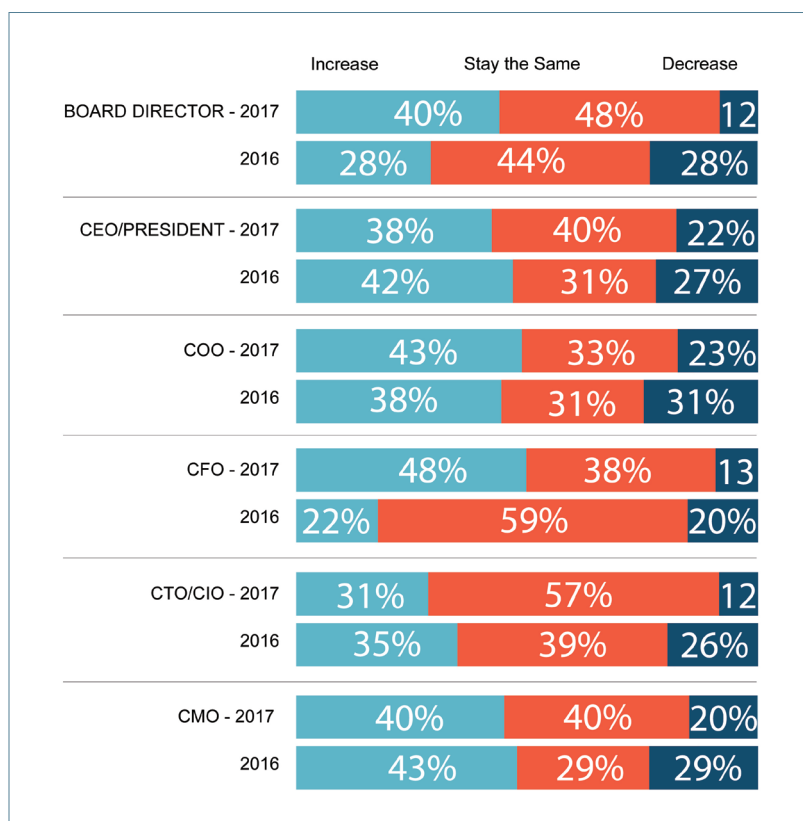


**Chart 5: Optimism about the executive job market among BlueSteps members for 2017 by C-suite function**

\*Comparison to AESC member forecast for growth functions in 2017 (right)

Of management-level professionals surveyed, CFOs are also the most bullish about their job prospects this year, with 48% predicting increased job opportunities in 2017 compared to only 22% in 2016, a 118% year-on-year

increase. Board Directors are also casting an optimistic outlook for opportunities in 2017, with 43% more Board Directors positive about the year ahead than in 2016.

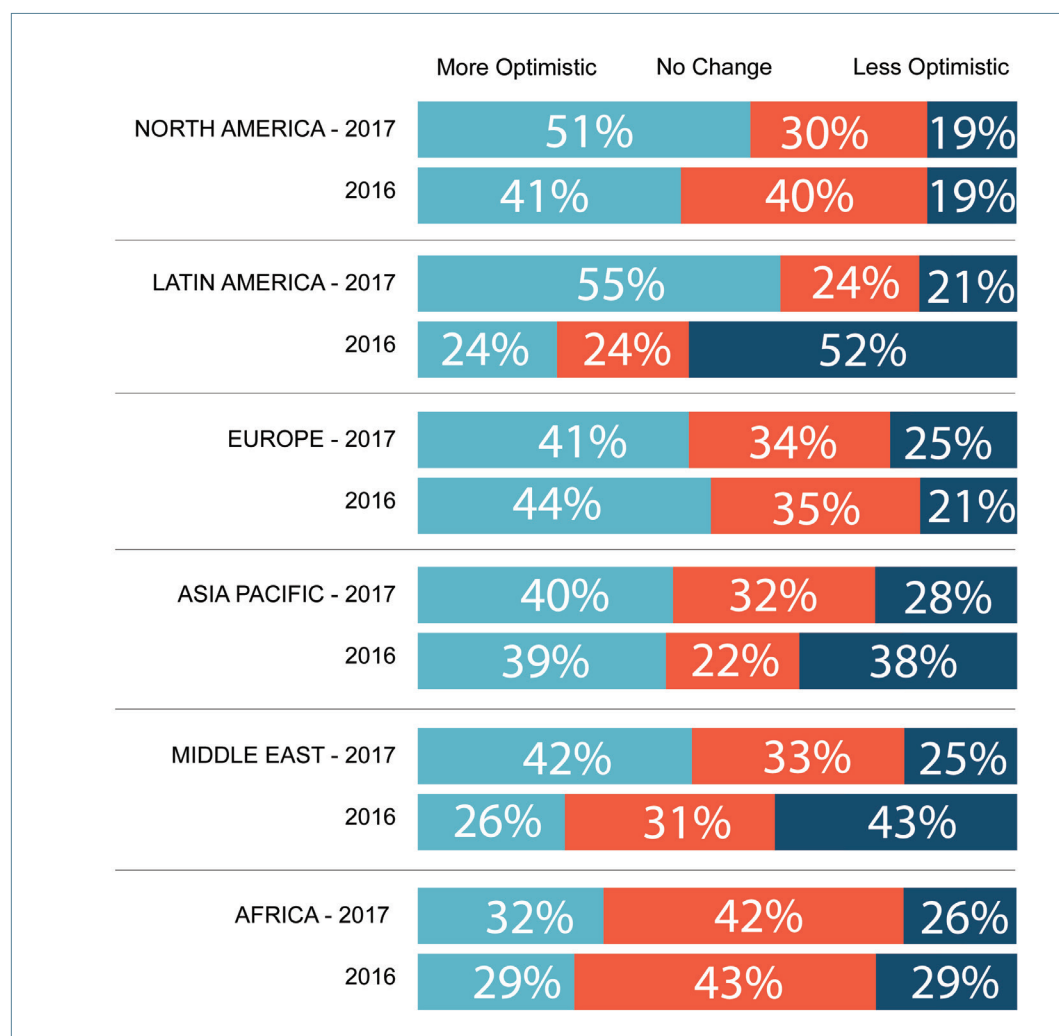


**Chart 6: BlueSteps members predict volume of executive job opportunities in 2017 by function**

## Outlook by Region

Among management-level professionals worldwide, those in Latin America are feeling the most optimistic, with 55% casting an optimistic outlook for the executive job market in 2017 compared to only 24% last year, a 129% year-on-year increase. Latin America is experiencing strong signals of a return to growth and that is reflected in the outlook for the year ahead by management-level professionals in Latin America. Management-

level professionals across all regions cast a more optimistic forecast for the executive job market in 2017 compared to the year before, with the exception of Europe. The future of the European Union and geopolitical events, including increased terrorism across the continent, is impacting the mood among Europe-based management-level professionals.



**Chart 7: Optimism about the executive job market among BlueSteps members for 2017 by region**





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