Organizations Recruiting At The Top - Quarter 3 2010 Data Reveals Strong Executive Search Activity Focused on the High-End of Leadership Roles

Worldwide senior executive hiring was on the increase in the third quarter of 2010, reported the Association of Executive Search Consultants (AESC). The yearly trend - from Q3 2009 to Q3 2010 - was strong, with both revenues and new search mandates rising across all regions and industry sectors (revenues +32%, new searches +18%). The quarterly trend - from Q2 2010 to Q3 2010 - saw revenues increase by 2.4%, although the number of new searches declined (-5.3%).

“Third quarter statistics confirm the strong trends experienced in 2010, and indicate a continuing resurgence in executive demand in many regions and sectors. In spite of the uncertain economic environment it is clear that many organizations, having embarked upon strategic re-evaluation of their global markets, were unwilling to put everything on hold until the picture became clearer. Thus revenues for the worldwide search industry have sustained and even improved their already strong levels.” commented AESC President, Peter Felix.

While the number of new searches started rose 18% annually, they fell 5% on the quarter (from Q2 2010 to Q3 2010). This quarterly picture of decreased searches but increased revenues indicates that AESC member executive search firms are working on a higher level of search assignment to position leaders at the very top of organizations.

“The fact that revenues are on the increase confirms that executive search firms are being retained to handle the most senior level of executive needs. The financial services and industrial sectors have shown the strongest growth since they were hardest hit by the recession and were the most likely to recover once the world trading system sprang back to life.” added Mr. Felix.

North America saw a 26% increase in search activity in the third quarter of 2010 against the same period a year ago, followed by Central/South America (+24.4%), Asia/Pacific (+14%), and Europe (+13%).

“The challenges faced by many organizations today focus on finding critical leaders who will guide and transform companies over the next decade. This task is best performed by highly qualified consultants with a broad perspective of talent and markets. I am convinced that retained executive search consulting will continue to be in high demand as the world economy recovers its former strength.” stated Felix.

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The Fuqua School of Business and BlueSteps.com, the exclusive career management service of the AESC, have partnered to provide a direct link to over 6,000 of the world's leading executive search consultants, alongside career resources and industry information. Fuqua students and alumni are entitled to a discount of 30% on BlueSteps Membership. Visit us at www.BlueSteps.com/Partners/Fuqua.aspx and enter Partner Code ‘FUa6xc’ during the final stage of registration, and the membership price will reflect this special offer.
Market Share by Region

**Annual trends:** Q3 2009 to Q3 2010 (pictured below)
- Increase or no change in market share: North America +2.6%, Central/South America - no change
- Decrease in market share: Europe -1.3%, Asia/Pacific -1.3%

**Market Breakdown by Industry**

**Annual trends:** Q3 2009 to Q3 2010 (pictured below)
- Year-on-year increase: Financial +1.4%, Industrial +1.4%
- Year-on-year decrease / flat: Technology -1.3%, Consumer Products -0.9%, Non-Profit -0.7%, Professional Services -0.2%, Life Sciences/Healthcare -0.2%
**Trend in Number of Searches Started by Industry**

**Annual trends:** Q3 2009 to Q3 2010

All industries experienced a year-on-year increase in Q3 2010:

- Financial +26%, Industrial +26%, Life Sciences/Healthcare +16%, Consumer +12%, Technology +9% (and from a smaller survey sample: Professional Services +7%, Non-Profit +3%)

**Quarterly trends:** Q2 2010 to Q3 2010 *(pictured below)*

On a quarter-on-quarter basis, most industries experienced a decrease in Q3 2010:

- Consumer -9%, Industrial -6.4%, Technology -5.4%, Financial -5%, Life Sciences/Healthcare -2% (and from a smaller survey sample: Professional Services -15.1%, Non-Profit +10%)

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