

# HIRING HIGHLIGHTS JANUARY – MARCH 2021

## HOW IS THE HIRING MARKET NOW?

- ▶ Number of senior management changes in January and February decreased by 33 % compared to previous years (as a result of hiring freeze in the summer of 2020 – hiring process for senior management roles takes from 6 – 12 months).
- ▶ In March, there has been an increase of management changes by compared to the previous 2 months.

## WHICH COMPANIES ARE HIRING?

- ▶ Hiring „drivers“ have been so called „B companies“ (the ones which are not the largest or best on the market but have the ambition to become so), **smaller local companies in the field of manufacturing or automation with the ambition to export internationally, and e-commerce players.**
- ▶ The „A companies“ remain more focused on internal sources while hiring.

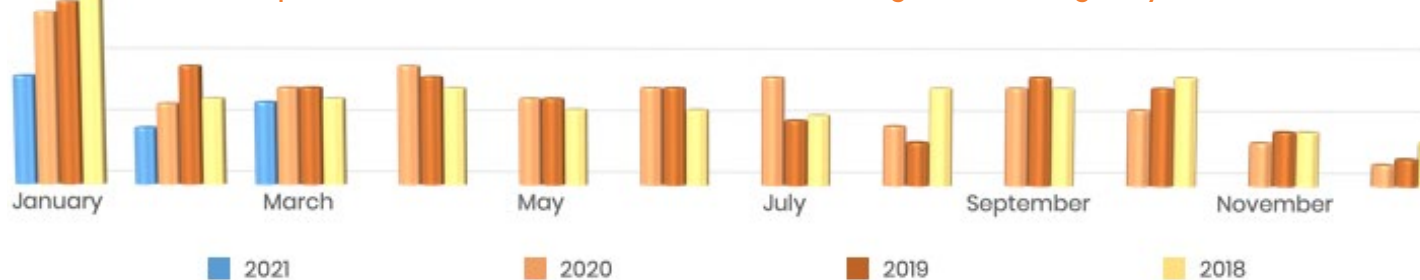
## WHICH ROLES ARE BEING HIRED?

- ▶ Increase in hiring **Financial and Marketing roles compared to the previous years.**
- ▶ The number of new **CEOs and HR Directors has decreased** (compared to 2020, CEOs by 66 %, HR Directors by 50 %).

## HOW IS THE CZECH REPUBLIC COMPARED TO THE CEE REGION?

- ▶ **Increased number of senior management changes in Automotive Industry (Production as well as Car Sellers.) in the CEE region as well as Czechia.**
- ▶ **Promotions dominate** in the CEE region, particularly Austria, Poland, and Romania (60 % in total).
- ▶ **External hires dominate in Czechia (56 %).**

Comparison of 2020 – 2018 in the number of management changes by months



We know what's going on.

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