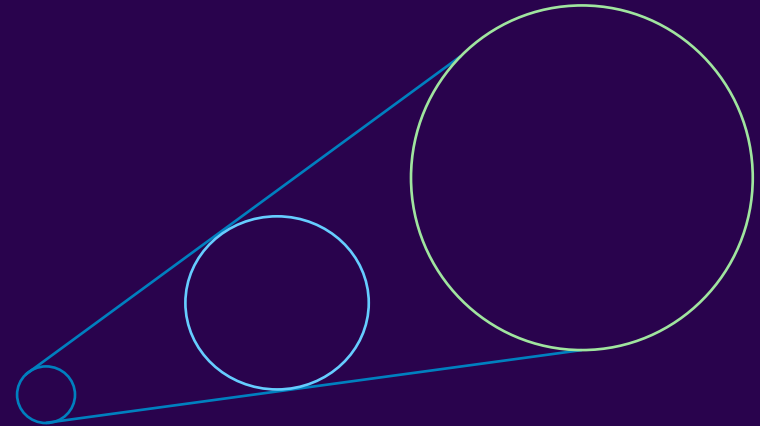


WHAT'S HAPPENING ON THE MARKET IN 2022?

TRENDS & HIGHLIGHTS Q3, 2022

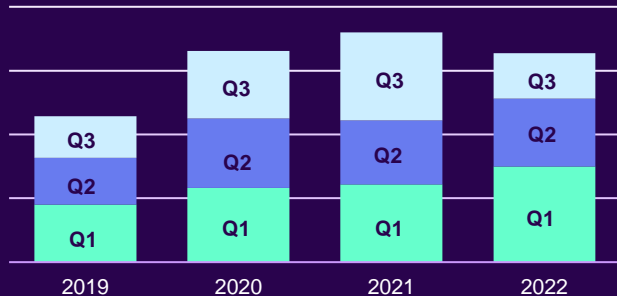


Lucie Teisler
Partner
teisler@andersonwillinger.com
+420 731 440 080

Zuzana Javořiková
Project & Data Science Lead
javorikova@andersonwillinger.com
+420 731 440 084

WHAT'S HAPPENING IN 2022?

COMPARISON OF TOTAL HIRING BETWEEN THE YEARS
2019 - 2022



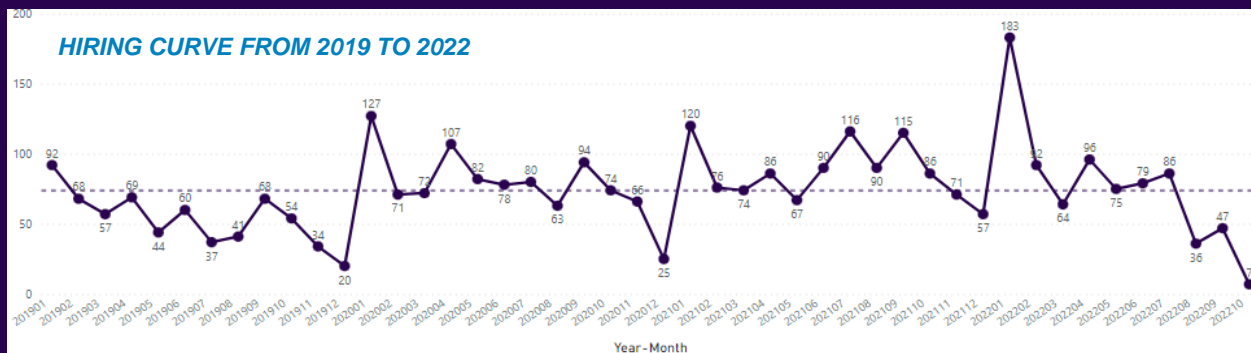
At the beginning of the year in Q1 + Q2 the hiring grew by 14 % compared to the same period in 2021.

On the other hand, in Q3, 2022 there is by 47 % less TOP management changes compared to Q3 of 2021 as hiring seems to be declining.

**GROWTH
BY 14 % IN
Q1 & Q2**

**DECLINE
BY 47 % IN
Q3**

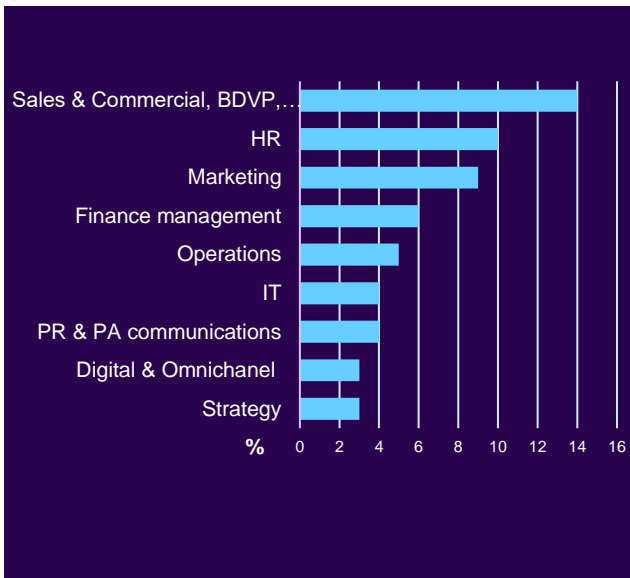
HIRING CURVE FROM 2019 TO 2022



January of 2022 shows 52 % increase of total senior and TOP management changes compared to the same month in 2021, however this spike is followed by a slight gradual decline for the rest of the year.



WHAT ARE THE MOST HIRED EXPERT ROLES IN 2022?



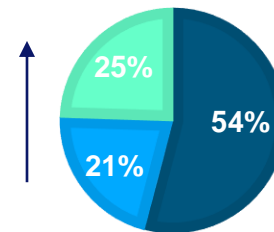
In 2022 the most hired/promoted expert role is Sales & Commercial including BDVP & Key Account Management. This has not changed compared to the same period in 2021.

Sales roles are mostly hired/promoted by large corporations with over 500 FTEs or in organizations up to 5 bn CZK in T/O.

Compared to 2021, Digital & Omnichannel makes the appearance in TOP 10.

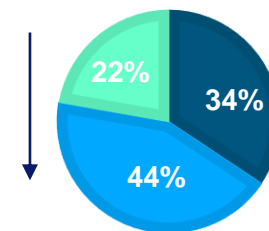
WHAT IS THE MOST HIRED SENIORITY IN 2022 & 2021?

2022



Executive roles Senior Mng. roles CEO

2021



In 2022 the hiring of Executives is rising, accounting for 54 % of total career changes, compared to 34 % in 2021.

TIME IN THE ROLE IS SHORTENING

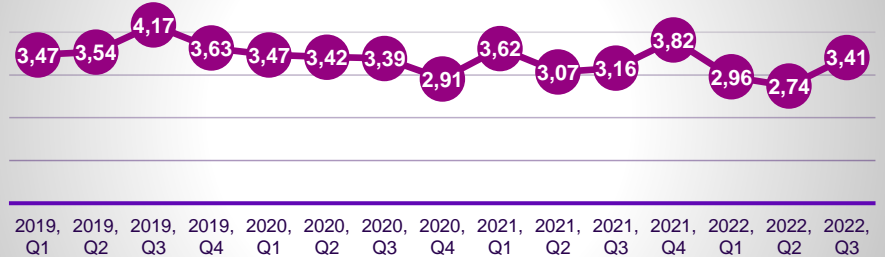
The tenure of the previous role has been reduced on average by 3 months and one week. The current average in 2022 (Q1-Q3) is 3.04 years vs. 3.4 years in 2021. The trend is most evident in the field of Energy & Utility, where the tenure of the role has been reduced by 2,35 years, and in Banking, where the time has been reduced by 0,6 years.

The tenure of the role has shortened the most in Finance and HR followed by Sales & Commercial. On the other hand, Marketing and IT role has not been affected.

The vertical career growth is declining. The number of Executives and Senior Managers who leveled up their careers is 50 % in 2022 compared to 68 % in previous years.

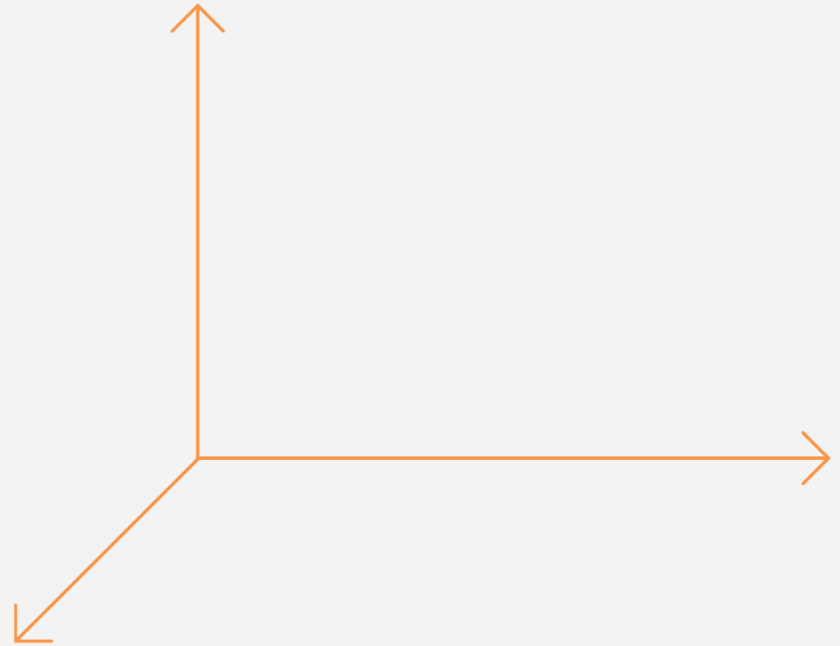
TENURE OF THE PREVIOUS ROLE 2019 – 2022

(AVERAGE PER QUARTER ACROSS SENIORITIES)

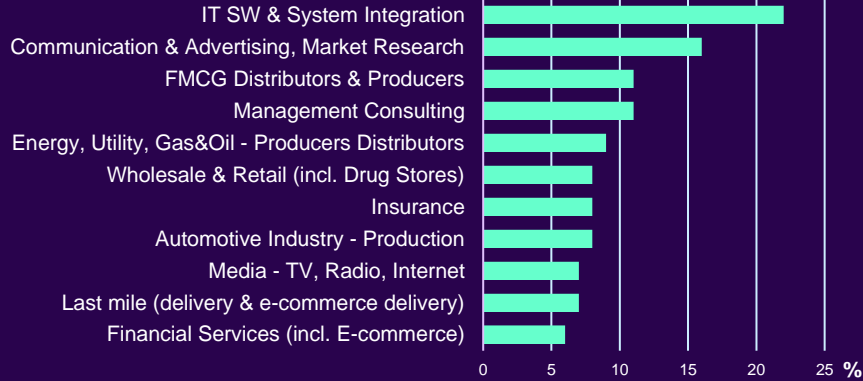


ROLE	2021	2022	DIFFERENCE
Finance management	3.92 years	2.58 years	-1.34Y
HR	3 years	2.3 years	-0.7Y
Sales & Commercial	3.62 years	3.16 years	-0.46Y
Operations	2.86 years	2.42 years	-0.44Y
CEO	3.65 years	3.36 years	-0.29Y
Marketing	2.81 years	2.81 years	0Y
IT	3 years	3.8 years	+0.8Y

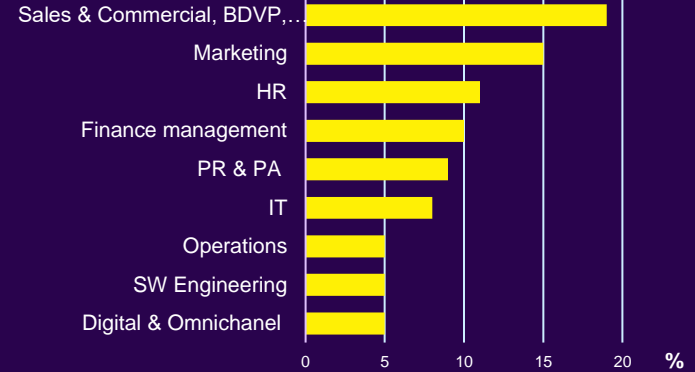
WHAT ARE THE MAIN TRENDS OF Q3, 2022?



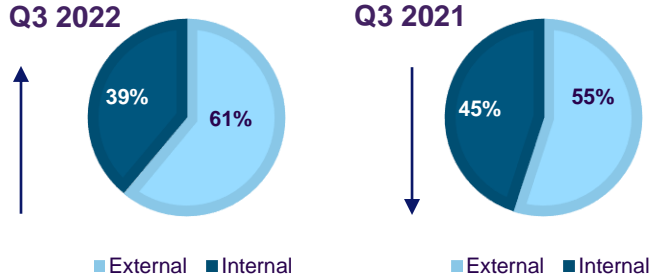
WHAT INDUSTRY HIRED THE MOST IN Q3?



WHAT ARE THE MOST HIRED EXPERT ROLES IN Q3?



COMPARISON OF EXTERNAL HIRING vs INTERNAL PROMOTION



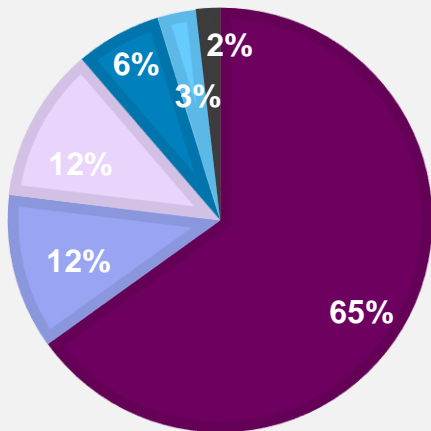
39 %
OUT OF ALL
CHANGES
HAPPENED
COMPANIES
OVER 500
FTES

20 %
OUT OF
ALL
CHANGES
WERE
WOMEN

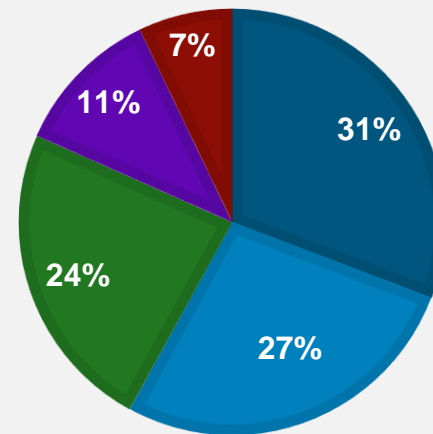
56 %
STAYED IN
THE SAME
INDUSTRY
64 % AVERAGE
OF Q3
PREVIOUS
YEAR



WHAT TYPE OF ORGANIZATION HIRED THE MOST IN Q3?



- Corporate - including stock listed companies
- Family owned - private business local
- Private Equity/Venture Capital owned
- Family owned - private business international
- Start up
- Owned by state



- 100 mio - 1 bn CZK in T/O
- 1 - 5 bn CZK in T/O
- above 10 bn CZK in T/O
- up to 100 mio CZK in T/O
- 5 - 10 bn CZK in T/O



TOP MANAGEMENT CHANGES OF Q3, 2022



Lenka Madliaková

Country Managing Director
Accenture



Vladimír Homola

Plant Director USA
Bel



Liam Casey

Chief Executive Officer CZ
Billa



Jaroslav Šnajdr

Managing Director and Partner
The Boston Consulting Group



Ivana Ficzová

Regional CFO
CTP



Ladislav Štorek

Member of The Board &
General Counsel
Czechoslovak Group



Michal Řezníček

Chief Executive Officer
Direct pojišťovna



Manlio Lostuzzi

CEE Regional Officer
Generali



Martin Vašek

Chief Executive Officer
Hypoteční banka a ČSOB
Stavební spořitelna



Aleš Struminský

President of Europe
Imperial Brands

TOP MANAGEMENT CHANGES OF Q3, 2022



Marek Fila

IT Director
Komerční banka



Romana Jourden

Chief Commercial Officer
Orkla Foods



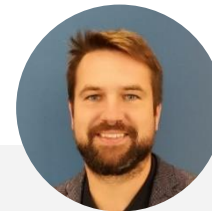
Adam Baron

Finance Director UA, CZ & SK
Procter & Gamble



Lubomír Brůha

Member of The Board, Credit
Risk Director
Provident Financial



Luboš Řádek

Head of Design & Development
SECURITAS ČR



Richard Hodul

Chief Executive Officer
Sportisimo



Martin Šlégl

General Manager CZ
STADA



Klaus Zellmer

Chief Executive Officer
Škoda Auto



Pavel Říman

Vice President Accessories
Production
VELUX



Nataliya Bauhuber

Management Director, Back
Office & Middle Office
Volkswagen Financial Services

ANDERSON WILLINGER

WHO WE ARE

TOP3
IN EXECUTIVE SEARCH IN CZECH
REPUBLIC & SLOVAKIA

**FOUNDER
OF
„TALKING INTO
ACTION“**
REGULAR SESSIONS FOR TOP
HR DIRECTORS WITH
INTERNATIONAL SPEAKERS

**FOUNDER
OF
„CEO'S
TRANSLATOR OF
TOP HR TRENDS“**
HR STRATEGY OF THE LATEST
TRENDS FOR CEOS

158
LONG TERM CORPORATE CLIENTS
ADVISORY

402
CLIENTS IN OUR CAREER
TRANSITION PROGRAMME

Generation Z
Culture
Employee Engagement
Digital HR
Hiring a On-Boarding
Training & Development
Organizational Design



MARKET MAPPING



CAREER TRANSITION



LEADERSHIP ASSESSMENT



C-SUITE LEADERSHIP PROGRAMS



PERSONAL DIGITAL BRANDING



ORGANIZATIONAL DESIGN





ANDERSON WILLINGER

Inspiring leaders for long-term success.

Visit our new [website](#)

Follow us on 

Contact us on:

care@andersonwillinger.com

+420 731 440 081

