

Welcome everyone If you feel comfortable, please turn your cameras on I'm sure Alejandro.

would love to see all the faces as he gives us some tips So please turn on your cameras.

if you feel okay to do that and use the chat to engage with us and just shout out if you need any help Absolutely So first of all, thanks a lot for having me And you know,.

I hope you find today's session useful I'd like to check whether you are all good with.

seeing slides, etc Yes, good So today we I'm really going to try to share from an.

observer position from an observer standpoint what I see, right, and what I might take away from my experience working with a lot of clients and candidates in different parts of the world.

I experience when it comes to headhunting belonging to an international organization that allows me to be in touch with colleagues in many different regions as well Of course,.

participating leadership decisions have awareness about data worldwide from a recruitment perspective.

And basically, I'd like to share with you all what I see in the market right now, what we're seeing in the market right now, how are things as of now when it comes to market trends in the recruitment industry, what are companies' behavior, what are the current candidates' behavior, what are the market shapes, what are the struggles, what are the opportunities, etc Right So this will be a sharing from my position as a headhunter, right.

So just to give a little bit of context, I am not an internal recruiter I work for a.

recruitment agency for a recruitment company This means that what I do and what I've been.

doing for my entire career, right, is to help companies, help clients of mine who are normally CEOs, founders, country managers, venture capital companies or funds HR directors to find the right person to join the organization in a specific position they believe is going to help them achieve a strategic outcome on goal Okay Normally, these are very difficult positions.

to fill because when my clients come to us, I am the last option, right It means they.

tried everything and they haven't been able to find the right person Right So with this,.

what I want, what I mean, right, is I want to set up context so everyone understands that I am not the ultimate decision maker when it comes to who we hire But of course, I.

want to think normally if my clients work with me is because they trust me and I play a role in persuading them or sharing data with them and market trends and dynamics in order to make them understand what are the profiles they should be considering for the role and what Okay So I think this is this is this is good to share from the get go So.

everyone understands what's my role because at the end of the day, I don't make the decisions.

I have a position that is in between, right, clients and candidates, right So think about.

these market trends I am seeing Then we'll speak about job hunting tips in different.

the different levels of the, let's say interview process, right Since the very beginning.

And so thanks for the question So I'll have a slight when I'll speak a little bit more.

about myself in the next one And I can share a bit more about my specialization, my career,.

etc So I'll get there for sure So some some job hunting tips from the very beginning and.

getting that first interview, right Some people struggle more in actually being able.

to land, right The interview Some people are more interesting getting tips in once.

you get the interview how to ace that interview, how to be able to impress how to be able to go the other way around, right Understand whether the opportunity is a good opportunity.

for us And finally, in the end stage, right, how to get to an offer stage, how to get the.

offer I want, how to close the deal We'll speak about all these phases Finally, I'll.

share a short slide when it comes to near future recruitment So these are small trends.

that are starting to evolve as we speak So we have evidence that there are a series of.

things going on in their recruitment landscape They're very much related to, of course, the.

macroeconomic circumstances, etc And I tried to share some of them There are things we.

are seeing and we can we can foresee that are going to be growing during the next months and years And finally, I'll leave some space also for everyone to ask me any questions you.

have I am no filter Recruitment related, of course, I hope I can help you with very.

specific questions of personal struggles, personal interests, etc But throughout the.

presentation, anyone has any questions you can just ask us as we are doing just type.

and make sure I'm in the address Good So I'm going to ask some very questions to you.

guys, to the audience through Slido So I'm going to ask you just to log in to Slido with.

that code So you just need to type or to enter Slidocom in your browser and then enter.

these codes, 25673504 And as we advance in the presentation, you should be seeing the.

questions and we will be able to answer some of those questions because I'm expecting to.

learn a little bit from you today I'm very interested in understanding how you feel about.

some different topics we're going to discuss today Anyone has any technical questions with.

Slido please raise it up as soon as possible Hopefully not So about myself So my name.

is Alejandro, but everyone calls me Alex specialist in it since I moved to Southeast Asia Here,.

I think for Vietnamese friends, it's difficult to pronounce the name and it's a very uncommon name in Vietnam, of course So we're living for three years in Vietnam I decided to introduce.

my name as Alex and it made my life way this year So everyone calls me Alex I am again.

originally from Spain, from a city called Madrid And I started my career in the learning.

and development field I started my career in the Netherlands, actually, in the different.

organizations and helping them to do digital tools, help them understand how can they achieve competitive advantages within the organization, right? Using digital tools for trainings, using digital tools for concrete obsessions So of course, as you can imagine, I was very passionate.

and interested about agility in general from very early on in my career, right? I guess hence why I'm here with you today Then I stepped into recruitment early on My specialization.

has been digital and technology I've been a headhunter for digital and technology profiles.

When I say digital and technology, probably the main difference is digital in recruitment.

We speak more about functional roles, sales, marketing, strategy roles Creative events,.

right? I've worked with a lot of creative agencies as well, have defined creative director, strategic planning director, etc I'm going to speak about technology Perhaps you speak.

about a little bit more technical roles It's not a black or white, right? There are roles.

that are almost 50-50 function technical, right? Technical roles or technology normally speak about the entire software development cycle and release, the data, big data, data science, engineering, director, etc infrastructure related profile and the likes, right?.

So at some point in Spain, I found myself hiring a lot of heads of agile chapters for different organizations I've hired some agile professionals that have been living practices.

for very different companies, very different markets I can think about a consumer goods.

company, very famous consumer goods company hiring one person just to build an agile center of excellence, to spread the culture and the identity throughout the organization I can.

think about a very famous consulting company where I helped to hire a head of agile to lead their agile chapter in what they called the Western Europe, Spain, Portugal, France, Italy, Israel This person had the mission of both, it's a very challenging mission,.

both internally, build and spread the agile culture starting from software and then throughout the entire organization at the same time building a portfolio, building a practice that could be commercialized to clients So just for you to understand how many types of different.

roles I have to, I work in when it comes to agility, etc and then of course a lot of.

software related profiles, etc But I think what's interesting to me is that as the market.

evolves, yes, of course companies are interested in hiring agile practitioners for the incentives of excellence, etc But agile starts to be a requirement in any leadership and management.

role no matter whether it's directly related to agility or not, no matter which is software development or not
So after working in Spain, I moved to Vietnam I would tell you the story.

of how I was able to make that move in a 100% proactive way because I made a trip to Vietnam as a tourist
and I fell in love with the country And I ended up joining my current company.

in Vietnam, Robert Walters, but I did in Vietnam was building a digital recruitment practice from scratch,
from zero It was the first specialized digital recruitment practice in.

the market And after a couple of years, I was managing a team of consultants hiring.

executive roles in digital, right? So of course, agile, but again, e-commerce, digital marketing, partnerships,
omni-channel strategy, etc Then I also started managing our technology.

team So I was managing a team of 15 consultants and one year and a half ago, the company offered.

me to the Philippines, director of our office in the Philippines And I'm overseeing the.

commercial operations of our office So that's a little bit about myself and I hope that.

helps to give a little bit of context of my sharing and my point of view I'm going to.

move to, I'm going to start with back to the agenda slide, right? I'm going to start with current recruiting
market trends We're going to speak about three current trends that.

are very obviously over in a large size of the conversations in the recruitment industry, right? Before we get
there, I'd like to throw up first question, right? And I'm very interested.

in getting your opinion, see what would be the words that your opinion best describes the current recruitment
market.

to see the question guys.

That's Lidah.

Yeah.

Yes.

Alex, do you want us to respond in here or in Slido? That's something.

Let's do teams because I'm not sure if the synchronization is working correctly because I'm presented directly
into teams.

So let's do teams.

Let's type in the chat.

What's the word that in your opinion as described the current market? How do you feel about the current
market? I see here chaos.

AJism.

Any other thoughts? How would you? What's the one word guys would use to describe the current market certainty? Employer market.

That's interesting.

That's interesting.

And we'll speak about all the terms you're using here.

Are indeed very relevant.

Favoritism.

Patience versus reality.

Many job applicants for one role, which is I guess aligned with the employer market that really was doing with us.

Right? Just want to make sure I understand looking for a unicorn.

That's a very useful conversation I have with some clients of mine who speak a lot about unicorns.

In consistency, I'm being with the OK.

So I see AJism, right, Michelle? If you could just explain what you mean.

What I'm referencing there is that those of us that are a little bit older are being viewed as that.

It's hard to not share how old you are.

Even if you were to put on a resume, you only have 10 years experience.

At some point, they figure out you've got 30.

So I do believe that many companies are looking to hire younger people.

And so there is absolutely, it's difficult for those 50 and older, just what I encounter personally.

Thank you very much.

I'm president of disruption.

So I see here a Q sharing high competition for good candidates as opposed to some previous shareings where some of us were saying, employ your market, many job applicants for one role.

So of course, this also changes depending on the market.

Different markets have different market shapes.

So this is why sharing general trends has a lot of small connotations, small notes, right, depending where you are.

Things can change.

Sounds good.

I'd like to ask, who you know is important than what you know? Who you know is important than what you know? That is the future.

Akshaya, would you mind to explain what you mean with this? Who you know is important? That's what you know.

That is the future.

This is Sri Krishna.

I don't know why it's showing up my daughter's name.

Hi.

Sorry.

I'm just starting the day.

Sorry.

No worries.

Oh, yeah.

This is me.

Yeah.

I know Leila, but yeah.

So as you get older, what is more important is rather than just the skills what you have, it's about how you are going to sell your skills.

One thing, what level you know in an organization does matter.

It's not like, OK, you apply.

There is something coming up.

It doesn't work like that.

I don't believe that, honestly.

Yeah.

If you are with like-minded, good people, there is always opportunity either you could work together to accomplish something or better yourself.

That's how I see their recruitment going forward, especially for senior level people.

It's not just the skills alone.

There's also the network where you connected with the connections you have.

Is that correct? Is this what you mean? Yeah.

Yeah.

Absolutely.

Thank you very much.

That's very interesting.

We're going to speak about that as well.

But we need to pay the roles, value, hence investing in younger people.

This is linked with Michelle's sharing, right? Good.

So networking.

Yeah.

We're going to get into this.

And I think it's very valuable for me to see how you feel about it.

So I think this is, of course, a very hot topic, right? Your ideal work setup.

Here, basically, let's try to break it down into three options, which is full work from home, remote, full time in the office, or hybrid.

So I'd like to hear from you guys.

What's your ideal work setup? If you could choose your ideal job, your ideal position, your ideal company, you could choose your work setup out of these three.

What would be your preference? If you can just type as well here in themes.

So hybrid.

Sudarmani says on site.

Understand this means 100% on site.

Hybrid, where I have the ability to choose and work with theme how many days I go to the office.

So I did understand this is themes, managing themselves as microcosystems where they decide what are the days they're going to be together in the office.

They're going to be covering each other.

Hybrid setup.

Nobody has a preference for so far for full remote.

Having part time, absolutely.

So here, of course, in this question,.

we are assuming somehow it's a full time job.

Understanding that this is not the current reality anymore.

But if you had a full time job out of the total number of hours you work with a company, how would you like to spend them? Sounds good.

So even for full time, hybrid is more common preference, which is happening.

Alex, the reason like interaction, individual interaction, meeting each other in person will bring a lot of insights from other persons, which might not be happening in the remote setup or in the virtual way of working.

That's where in our current setup, at least once a quarter, we make sure all of the whole team come together.

But on a regular basis, one or two days in a week, as required based on the meetings and the other discussions, we'll go to office.

But otherwise, we have the flexibility to pick and choose.

So that is working really well compared to full remote versus full in person at office.

I also wanted to share that we are, as humans, we are social creatures.

And we've started to forget that.

I think what comes to me as well, Michelle, and what Satish also mentioned is it's not only the workforce's preferences.

A lot of organizations have actually made it difficult for team members to come onsite 100% of the time, because A, they are really distributed across the globe.

And B, they don't have enough facilities for all of us to congregate together if we ever choose to.

So that's also become by design that they've pivoted towards having infrastructure in such a way that you actually cannot be onsite 100% of the time for them, because there's not enough space or capability at all.

Any other thoughts? Any other comments about this? This is a very hot topic.

It's defining the direction in many companies, many applications, et cetera.

How to socialize first and then do quality work, remotely travel every few months, or located for a focused period of time.

A lot of companies have not yet truly realized about value creation versus utilization, break shares.

Yes, so we have a question.

Willi? I guess it's also the nature of the job.

Some jobs can be removed, and some jobs will need to be in person.

So there's no fixed formula for this.

So I guess we are on a different part of the world and different nature of our job.

Definitely, there's no such thing as 100% remote, unless we are in an pandemic again.

Agree or not? Then there is no choice.

Yeah, there is no choice, really.

There is no choice.

But we still have a choice now.

We still have a better choice after we all are being let out of the cage after COVID.

Absolutely.

Yeah, yeah.

That's a very good point.

We have some data from the Walters and other companies.

Studies, research, et cetera.

Technology teams are normally the one of the biggest or strongest preference for having a full remote setup.

While normally, partial teams, to a certain extent, creative teams are being asked to come back to the office even more.

It's a balance between the Jing and Yang.

You decide which is what depending on your context.

That's a good answer.

Some bosses will need to be explained a little bit more in depth.

That's a different conversation.

So the first of the questions.

Sorry, I have one more point to your previous question.

OK? Sure.

The employer market.

Because in 2022, a lot of people resigned.

That's, we call it, a great resignation year.

But after that, this year is the employer market.

Because there's so many people applying for the same role.

And employers are very choosing.

Agree or not? I don't know.

You are the expert.

For me, I can see that most of my job that I apply, even for five times and almost a sixth time, where the client decided to book a position or hold.

And after that, three weeks later, the job posted reappeared.

So we do not know whether this is luck or this is opportunity or this is employer choice.

Well, I speak from the perspective of someone who's highly skilled and specialized employees.

Of course.

I cannot speak about other layers of the global workforce.

Speaking about high-level specialized employees, we're going to get there.

But generally speaking, there is a shortage for skill in most of the areas in the world.

So back to your question, really,.

there is a chance that some of these not great HR practices, where instead of explaining the candidate why he or she is not a good fit for the role, sharing some feedback, just saying the position is on hold and it's actually not on hold.

But there is a chance that positions close and open very fast because the market is dynamic, because there is a shortage of skills.

And I wouldn't be surprised that a company, I'm working with them as being trying to fill a role for years, literally over a year.

Sometimes very strategic roles with very strategic roles have been open for close to a year, which is, of course, it's making the company literally lose money.

This is happening.

Most of the times, this can be handled with the proper management of the recruitment process.

But perhaps some employers or some companies underestimate the impact that this can have not affecting the management recruitment process, the negative impact that can happen to the organizations.

Yes, William.

I do not agree with you because we may have a skill.

We may have a chance to go for an interview.

But the employer may want something else.

This means you got A, they want B, and C, which is the.

on the additional requirements For example, I'm in the ITSM service delivery field, service.

management, but they want me to be good in pre-sets, which I'm not in pre-sets.

So I go ahead and pre-sets IT, but I'm not in pre-sets Although I can do pre-sets.

and I have knocked down technical for almost 10 years already So this is the concern.

So this is a bit very, how should I say, many people have asked me one question.

Can you lower down your expectation? Can you find another role out of IT? I say no.

I cannot go I have tried that before in the past where I was out of job for four years.

Although my focus is still service management and managed after four years, I moved for an engineer to a service manager in service management And after that, I was happy for four years.

Four years because it's a foreign MSC The moment I start to SME, I get out of the company.

because it's miss culture thing Miss, some people will say, you get a job fast, you will live the.

job fast I don't know I don't know if it happens to everyone or not I believe it's the same for.

people in Asia I don't know about US or UK or Australian market, but it happens very.

clearly in Asia I think you know how, but I mean,.

hey, Hunter will always ask this question to us Why did you leave the job for the six months?.

Why did you, why did you stay? So all these are very discouraging, negative questions that I do not wish to answer I say this is because of this and that.

And the other thing is, since I'm in the managed services, our employee is based on the customer contract, not based on the standard employer Five years, 10 years, this customer cancel the.

contract, we are out of job So how do you feel? How do you feel that this kind of.

recruitment practices, will it be continued or is it because of counter in Asia that we are being biased? I mean, our job, our applications are very filtered.

Interesting I hope this is not a very challenging question that you have not experienced at Hunter.

before as a recruiter Yeah So yeah, I would probably,.

one thing which I've also seen which resonates a little bit with really your situation as well is there sometimes a lot of organizations just make random, make decisions from cost cutting perspective And I've seen that also impacting the internal recruitment and talent acquisition.

jobs in organizations where they feel they don't need the expertise, they can just manage it using all that it is I just need to put an ad in LinkedIn or other job hunting platforms and I.

will be able to do it So it is mixture of that that I have experienced as well And sometimes.

due to the disruption, I've also seen take some jobs mold and that's where probably to what Alex said is spreading and having conversation within the industry and within your network might probably give you adjacent roles that are suitable and you have transferable skills as technology is changing So that's a bit of my perspective that I've seen.

It is difficult but that's one way of addressing it Okay Let me add out to what you say Okay.

I may be very good at service management that is part of a project manager Okay But the.

employer wanted you to do a start to the end of a project So is it a skill set problem or.

experience problem or is it a people mindset or recruiter mindset? So these are all very few times because like when we apply a role to a recruiter, they will point ABC If your job role.

measures certain percentage for Singapore contacts, 70% at least you do not make a 70% in the current border, you are out of the queue unless you are in the same industry.

And the next aspect is they want to do a skill like I mentioned earlier, I'm in a service management service delivery which is part of project manager but they want you to be a project manager for start to end And even you have to go through the standard project management.

course in PMI, you are out because you never pass that certification So it's paper issue.

Cool I think we can if you're okay, really is let's give Alex.

Yeah, I pass the audience to him because I'm raising all these questions to him as a recruiter.

because I do not have the chance to talk to most of the recruits or all my concern So he's the.

best person to talk to me to answer all this S throughout the presentation Sorry about it, Alex.

Definitely, really So maybe some of your questions might get answered as we proceed with the.

topic as well Okay, I will put myself for now.

Indeed, some of the pointers, some of the points you were speaking about, really, we are going to speak about that We're going to open a very good space for debates.

So it's interesting you're already asking some questions I'll just try to go very quickly.

about the points you raised Okay, so you spoke about the reason for leaving question.

You spoke about skills versus expectations issue with clients I'm just taking out short.

term decisions, making short ends, both from the candidate and from the organization perspective when it comes to hiring So I'll try to just give my opinion, share my opinion about the three of.

them Question about the reason for leaving So we headhunters normally ask this question.

because again, we work with organizations Whenever we try to persuade them to interview a specific.

candidate, if I don't know what's your situation, but if they see things that are shorter than what for them would be ideal, they will ask these questions So we need to be ready to explain,.

hey, Billy or my candidate had very good reasons for leaving the organization and having very good reasons Normally, it's down to really try to actively listening to the.

person who's speaking with understanding their motives because professional motives can be personal motives It's down to the perspective of the person So in my perspective or in my opinion,.

I will ask these questions sometimes with the intention of really trying to understand how.

the person, how the candidate makes decisions But of course, not in a confrontational manner,.

just as part of the conversation, perhaps, why did you leave the job is a question that may.

make the candidate feel, okay, I'm going to get myself into a defensive mode and being attacked.

Probably not as a question that way, but to your point, this information,.

depending on the cases, something is good for us to know Skills versus expectations And I think.

I have a very good example for you, the world, etc So there is a skill shortage, right? And this means.

smart people make decisions based on learning and growth.

Right And I do see clients that are offering people the opportunity to take over positions.

They are not 100% experts in, but I have to say these are the best employers These are the employers.

that are winning the talent game Okay, I will speak more about this And of course, unfortunately,.

not all the employers are understanding the recruitment market, the human capital market as good as the best ones do Right This is part of my job, right, trying to persuade clients.

that work with them, they need to adopt best practices in their field market Right And finally,.

when it comes to short term decisions, I agree with you And when it comes to.

making jobs or offering or hiring, especially when speaking about strategic position for organization, thinking short term is, say, it's a mistake We'll speak more about that.

And back to our remote working trend, right? Just going to make sure that we are all in night six remote working Yes So you should be seeing us as a.

I think we're on slide five Yeah Because I'm seeing that lights are not moving.

Yeah, we're still on five of 19.

Is now good? No, we're still on five of 19 I was actually able to move it.

Yeah, it's at six now Seven, six, seven, six It keeps moving Yes.

Yeah So back to remote working, board setups, etc So what we're seeing is.

many employers are trying to get their people back to the office This is a growing trend.

Have many clients are seeing a drop in sales and they are associating it to themselves not being able to see what their people are doing or the hybrid work or work from home practice, not being the ideal for purchasing sales This is how many clients I have This is the thought.

many clients I have How they react against uncertainty, bigger quarters, bigger periods.

of sales from a commercial perspective But the fact is they are struggling.

I know many markets, many, many markets I can think about the Philippines, I can think about.

Australia, I can think about the US where an employer wants the person to be working in the office five days a week is going to struggle big time Hire the best person for the.

best Even if their company is looking at hiring someone to go to the office three,.

four times a week, it's going to be an opposition of disadvantage generally speaking.

Reality is the global office of the century remains at 50% of pre-pandemic law.

The offices are held as full as they used to be before everything started.

And I see a lot of conversations and I have a lot of conversations that unfortunately can't really move forward because an employer or a candidate are very, very firm about their work set up And there is a mismatch in there and conversation cannot move forward.

So this is definitely a super hot and relevant topic nowadays.

And back to Satish sharing, what I see as well is the hybrid option is normally the healthiest one because there are tasks are better done in the office That's the better done at home,.

to be very fair It depends on the function as well.

You can do a lot of things from home, but I spoke to candidates of mine that told me I had a period where I had to fully work from home and I feel like I was even being more productive.

But you know what? I was not necessarily happier I was not necessarily having more fun.

Right? So I think when we speak about the line, when we speak about success, we speak about long term because sustainability We should be speaking about people to be here in the long run.

and deliver results, not just deliver results and we don't burn out that.

We spend one great year with me and that's it.

This is some thoughts about remote working, which is definitely a key topic nowadays.

So the second, yes, we have Michelle.

You know, I just wanted to share that I think what has happened as well is you're working from home, so you have your own home office, right? And now you go back in and you're in a cubicle again, or you're in a like an environment you just shared And if you can go back in because you've.

got that level of authority to have your own office, you might be okay.

to go back in and to be now sitting next to people, unless you like that, it can be difficult when you've been alone at home.

Yeah.

Absolutely.

Look, and I think it's interesting for me to share that I speak with a lot of clients.

And of course, there are exceptions.

There are companies that deal with a lot of sensitive data and there are people to be in the office.

There are things that need to happen in the office.

There are things that as someone was sharing earlier, there are companies that can't allow employees to work together in the office.

So they need to work on because they are decentralized and have enough infrastructure.

So there are exceptions.

But I speak with a lot of clients that are struggling with this, the advice I give them is almost always the same.

The advice I give them is based on my experience.

The best thing you can do is to focus your efforts in making people want to come to the office as much as possible.

And this is back to Michelle's point.

Employers have a challenge of redefining their office experience.

And the reality is the ones who excel at this will not only get people coming more to the office, will generate higher levels of engagement with their people and they'll bring that home as well.

This is a, this should have been a basic right.

This should have been a given, but I think what happened in the last, last time has accelerated these, it's a challenge or is a current focus of leaving and being retention perspective.

So the first trend was remote work.

The second trend is uncertainty.

Many of you were speaking where giving certainly is the word that will defile the market for yourselves.

Of course we saw this, let's say the acceleration in tech worldwide, right? Any companies that didn't necessarily have a profitable model from the get go started struggling, getting funds, with rising funds, hence higher is the accelerated, hence others over starting to be, or if some increases started to be lower.

Hence, candidates expectations crashed with reality, hence there was a bit of a crash starting in the technology segment, but of course affected the entire recruitment world, right? So we see this, we see that clients and candidates have a lower risk of the time.

There was a comment earlier as well about candidates being more conscious when it comes to changing jobs, because if you make shorter decisions, you need to join soon, you need to join right? There was a comment about jobs being posted and posted, new interview rounds being made up out of nowhere, an extra round, et cetera, right? Happening very often.

There was another comment about clients making decisions for cutting costs, is the reality, I'll speak about this later.

So in some, I mean, requires stronger justification, but I've seen in the last six, especially in the last six months, right? For a company to justify you're a hire, most of the times, even if it's a strategic hire, that person needs to be someone who is absolutely, of course, absolutely the one and only that can fill the role in the market if it's coming from outside of the organization.

The question, can we find someone in Berlin.

who can't do the job, even if it's not at that level, is asked in every hiring process.

Costs and margins starts to be, to occupy a very sensitive place in the discussion.

And this is what we see.

We go with my teams, we just need to do more and better.

People hire less, we do uncertainty, we do global messages of, let's be conservative, cut costs, let's be ready for whatever's coming, right? We are at, and this is the second trend with being in an uncertain market, right? And for presenting, let's say the third trend, right? I would like to first have another check up with you.

I would like to ask you, what could you think? And this is data from something we launched at Robert Wolters called the salary survey.

So what we do is we interview or we ask different questions to our clients and candidates.

to gather data, okay? So this is gonna be based on our data salary survey.

I would like to ask you, what do you think is the number, the percentage of organizations in Southeast Asia are having a big concern about still and tons of shortages in their sector.

So you can type in the teams chat, what's the number you think we got when we asked? Thousands of organizations, multinational organizations, kind of organizations, all sizes.

How do they feel? Are they concerned about human talents or the just in their sector? You know, specialized

talent, of course, technology and digital marketing sales, supply chain, healthcare, you name it.

We have 70, 80, 60, 65.

Our thoughts, the Southeast Asia, five, after 65.

It is cyber security, it's more about 90 to 95.

This is a average number.

So our finding, right? Number we got is 90% of the organizations in Southeast Asia are very concerned about still and tons of shortages in their sector.

This is very interesting in the release intervention, right? You didn't feel that way.

I think that's what's important to me, right? And that's the problem we need to crack in, right? This is why we're gonna speak now about some tips, right? And some tricks for job hunting.

We have a question.

Had that question, I didn't know.

And 90%, right? All organizations are concerned about skilled shortages.

So I think back to Willi's sharing.

I think the idea is how can we make sure we are connecting our skills with the right organization? Has a need for them? Because there are gonna be almost certainly organizations that need our skills.

Are we having the right conversations with the right organizations? I think this is probably where the frustration can come from, but I think the good news is, yes, there is uncertainty.

Yes, there's been an other acceleration, but we are in a very much steel, candy-driven market.

It's just crazy chaos.

Sometimes you can see not the best practices in some employers.

You can see employers making short-term decisions.

You can see employers catching costs, but it doesn't represent a spectrum of.

It might be a little more difficult than six months ago.

Absolutely.

But we have many reasons to be optimistic, right? It's a 90% of organizations are concerned about, are very concerned about skilled and talent shortages in their sector.

Go ahead.