iCareer Solutions

// ICAREERSOLUTIONS RESEARCH

The State of Executive Job Search

2026

What twenty-six weeks of reverse-recruiting engagements reveal about how senior executives actually land roles

72	26	3	9
WEEKLY REPORTS	WEEKS OBSERVED	REVERSE RECRUITERS	FINDINGS

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MAY 2026

Contents

NINE FINDINGS ACROSS THREE CHAPTERS

CH. 1	CH. 2	CH. 3
Findings 1 · 3 · 4	Findings 5 · 8 · 9	Findings 2 · 6 · 7
where roles come from	what works	what's changing

72 weekly reports · 26 weeks · 25–30 active executives

FOREWORD

The Terrain Has Changed

For fourteen years, I have watched senior executives run the same painful experiment. They are accomplished. They have led divisions, turned around businesses, carried profit-and-loss responsibility into the hundreds of millions. And then they decide to make a move, and they reach for the only job-search method they have ever known. They polish a resume. They scroll job boards. They submit applications into the void. And they wait.

For most of them, the waiting is the part nobody warned them about.

iCareerSolutions has spent more than a decade, and earned 32 industry awards, helping executives land roles. Along the way we built a different model, reverse recruiting, in which a dedicated specialist runs the search the way a campaign should be run: outbound, strategic, relationship-driven, and relentless. We have placed thousands of senior leaders this way. But until now, we had never stepped back and asked our own data a simple question: what does it actually reveal about how executive job search works in 2026?

This study is that answer.

Over 26 weeks, three of our senior reverse recruiters documented every active engagement in a weekly client report: what was sourced, what was applied to, what outreach went out, what interviews materialized, and, candidly, what stalled. Seventy-two reports.

Twenty-five to thirty executives in motion at any given time. Three independent professionals observing the same population through three different lenses.

Application volume does not predict interview success. Most executive roles never appear on a job board.

What emerged was not what most executives expect. The single biggest determinant of how fast a search moves is something the executive controls but rarely thinks about. And the strategic blind spots that quietly sink a search are precisely the ones an executive cannot see in themselves.

I did not write this study to sell reverse recruiting. I wrote it because the data finally let us describe, honestly, specifically, from inside the work, what executive job search has become, and what it now takes to do it well.

If you are a senior leader considering a move, read it as a map. The terrain has changed. Knowing the terrain is the first advantage. Having someone else run it while you still hold your job is the second.

Arno Markus

Founder & CEO, iCareerSolutions · CPRW · NRWA Board Member

EXECUTIVE SUMMARY

The Nine Findings

This study draws on 72 weekly client reports written by three iCareerSolutions reverse recruiters between November 2025 and May 2026, covering 25 to 30 simultaneously active senior executive engagements. Nine patterns recurred consistently enough, across all three consultants and across the full window, to be reported as findings.

72	26	3	25–30
WEEKLY REPORTS	WEEKS	CONSULTANTS	ACTIVE EXECUTIVES

No. 1 The Volume Paradox

Application volume and interview yield do not correlate at the executive level. What separates outcomes is industry fit, role specialization, channel mix, and positioning – not volume. Some of the highest-interview clients applied least.

No. 2 The December Tunnel and January Surge

Executive hiring contracts for four to six weeks from mid-December through early January, then surges as Q1 budgets are confirmed. Executives who do not pace around it misread a calendar effect as a personal failure.

No. 3 The Hidden Market Is Most of the Market

Most executive placements move through outreach, referral, and direct relationships rather than published postings. An executive who searches only what is publicly listed is searching a minority of the real market.

No. 4 Reverse Recruiting Is Outbound Marketing at Scale

Forty to 85 personalized LinkedIn approaches per executive per week — a pace that reaches platform limits and that no working executive can sustain alone. It is a campaign run on your behalf, not applications sent for you.

No. 5 The Three-Tier Service Reality

Professional support separates into three tiers, and the premium differentiator is not more applications but more strategy: positioning refinement, interview coaching, and compensation-negotiation support.

No. 6 Narrow Specialty, Narrow Geography

A narrow functional specialty paired with a narrow geographic target creates a structurally small pool. These searches break open not through more effort but through a deliberate widening of geography, role, or channel.

No. 7 The Consultant Catches What the Executive Misses

In roughly one of every three engagements, the search advances only after the consultant identifies a positioning flaw, compensation mismatch, timing problem, or targeting error the executive could not see in themselves.

No. 8 Early Wins Are Common; Optionality Compounds

Interview activity regularly appears within the first two to four weeks. Executives who continue past initial traction accumulate parallel opportunities and stronger negotiating positions as the work compounds.

No. 9 Engagement Quality Sets the Outcome Ceiling

The strongest single predictor of search velocity is the client's own engagement: responsiveness, weekly pipeline review, willingness to act on guidance. Highly engaged executives move two to three times faster.

THE BOTTOM LINE

Five situations determine whether reverse recruiting is worth it – speed, transition, the math, specialization, and the blind spot no executive can self-supply – and most senior leaders match more than one.

METHODOLOGY

A Note on Method

This is a qualitative study. Its source material is 72 weekly client reports produced by three iCareerSolutions reverse recruiters between November 21, 2025 and May 18, 2026, a 26-week window.

Three consultants contributed. The first, a Senior Reverse Recruiter, produces bundled weekly reports covering four to eight clients each, in a structured metrics format. The second, an Executive Reverse Recruiter, produces bundled weekly reports with extended narrative analysis per client. The third, a Senior Reverse Recruiter and Job Search Specialist, produces one report per client per week with platform-tracked activity metrics. Their different reporting styles are a methodological asset: three independent professionals observed the same client population through three distinct lenses, and the findings reported here are the patterns that surfaced across all three.

Study design — three independent lenses on the same 25–30 active engagements.

The population under observation was 25 to 30 simultaneously active engagements at any given time, primarily senior executives with compensation targets at or above $200,000 and roles at the VP, SVP, C-suite, President, or CEO level. A minority of engagements at mid-level professional compensation were present in the source material; these were noted but excluded from the executive-level findings.

Patterns were identified through thematic analysis and coded by frequency: weekly observed, appearing in the majority of weeks across multiple consultants; monthly observed, appearing across most months; and quarterly observed, appearing across the full window in varying forms. Only patterns meeting the weekly or monthly threshold across multiple consultants were elevated to findings.

All identifying details have been removed. Client names, hiring-company names, exact compensation figures, exact dates, specific locations, and unique credentials do not appear in this report. Executives are described by role, industry, and seniority; employers by sector and size. Compensation appears only in bands.

This study deliberately does not claim what its source material cannot support: precise application-to-interview conversion rates by industry, salary-lift percentages, applicant-tracking-system pass rates, or time-to-offer medians. iCareerSolutions is now capturing those measures prospectively for a 2027 update.

1

CHAPTER ONE

Where Executive Roles Actually Come From

Ask a senior executive how a job search works and the answer is usually: find the openings, apply, interview, negotiate. It is a clean mental model. It is also, at the executive level, substantially wrong.

- THE VOLUME PARADOX
- THE HIDDEN MARKET
- OUTBOUND AT SCALE

FINDING NO. 1

The Volume Paradox

The single most consistent pattern across all three consultants is that application volume does not predict interview success.

The reports document this directly. One nonprofit chief executive, with a multi-sector mission-driven background, accumulated more than 330 applications over roughly six months and converted them into more than 19 interviews, strong and steady traction. In the same period, a supply-chain operations vice president of comparable seniority submitted around 75 applications and generated zero interviews. A multi-site manufacturing operations executive landed somewhere between: more than 300 applications, six interviews, and a consultant note that the disconnect between solid opportunity identification and interview conversion was, in the consultant's word, concerning.

Fig. 1 — No correlation: application volume vs. interview yield, three comparable senior engagements.

If volume drove outcomes, these three executives would rank in order of their application counts. They do not. What separates them is industry fit, role specialization, channel mix, and positioning. The manufacturing executive's consultant reached the conclusion explicitly: after weeks of high-quality, high-volume applications without interview traction, the issue was not volume but positioning, and no quantity of additional applications would fix it.

The practical implication is uncomfortable for anyone who has been told to apply to more roles. At the executive level, the advice is close to useless. More applications to poorly matched roles, or strong applications routed through the wrong channel, produce more of the same silence. The executives in this study who interviewed most were frequently not the ones who applied most. That gap is exactly what a reverse recruiter is positioned to close — not by generating more applications, but by diagnosing which of the three variables, fit, channel, or positioning, is actually broken before the next one goes out.

FINDING NO. 3

The Hidden Market Is Most of the Market

If volume of applications to posted roles does not drive executive outcomes, what does? The reports point overwhelmingly to channels that never appear on a job board.

Across all three consultants, the recurring weekly metrics are not just jobs sourced and applications submitted. They are outreach, headhunters, companies, and what one consultant calls precision cold outreach: direct, personalized approaches to recruiters and to contacts inside target organizations. In a single week, one customer-experience executive's consultant sent connection requests with messages to 44 recruiters in his industries. The same week, a data-and-analytics executive's outreach reached 84 recruiters and professionals. A financial-services operations executive's outreach campaign was large enough that, the report notes, the client reached the maximum outreach LinkedIn permits in a week. The platform's own rate limit became the constraint.

This is not incidental activity around the edges of an application-based search. It is roughly half the work. iCS consultants allocate something close to half their weekly hours per client to outbound relationship-building rather than to applying for posted roles, because that is where executive placements come from.

Fig. 2a — Roughly half of consultant hours go to channels that never produce a posting.

Fig. 2 — The executive market by channel. Proportions illustrative; the reports place most placements in unposted channels.

A search confined to publicly posted roles is a search of the minority of the real market.

The clearest illustration is what happens after an engagement ends. The report for one chief information security officer, written as his service concluded, notes that the consultant had spent the engagement networking with information-security recruiters and building relationships at target organizations, creating supplementary opportunity channels beyond the client's own efforts, and that those networking activities may continue yielding results even after service conclusion. The hidden market is not only most of the market; the relationships built into it keep producing after the formal work stops.

FINDING NO. 4

Reverse Recruiting Is Outbound Marketing at Scale

Once you see that most executive roles move through outreach, the nature of reverse recruiting comes into focus. It is not, despite the common assumption, a service in which someone simply applies to jobs for you. It is a high-volume outbound marketing function run on an executive's behalf.

40–85

PERSONALIZED APPROACHES · PER EXECUTIVE · PER WEEK

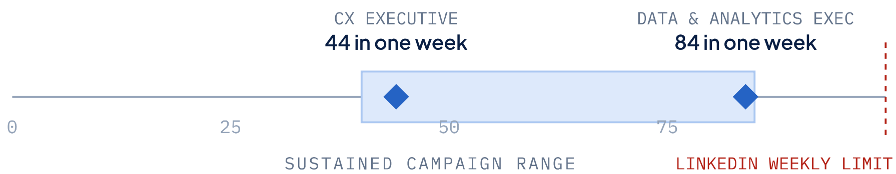

Fig. 3 — Weekly outbound pace per executive; documented single weeks reached the platform's own rate limit.

The numbers make the point. Forty to 85 personalized LinkedIn approaches per executive per week is a sustained campaign pace. It involves identifying the right recruiters and target-company contacts, customizing each message, tracking responses, and following up, every week, for every client. The work is large enough, and repetitive enough, that iCareerSolutions has built internal tooling to scale it: one report notes that a new AI-assisted tool had been completed for a client's outreach and was already in use by the consultant the same week.

It is worth being precise about why an executive cannot simply do this themselves. The constraint is not capability; these are accomplished, capable people. The constraint is that the work is a full-time function. An executive conducting a serious search is also, typically, still running their current role, preparing for interviews, doing research, and managing a household. Forty to 85 customized outbound approaches a week, sustained for months, alongside all of that, is not realistic. Something gives, and what usually gives is exactly the outbound work that the hidden market requires.

This reframes the value proposition. Reverse recruiting is not labor savings on a task an executive could do. It is a marketing campaign, a category of work with its own cadence, tooling, and expertise, executed at a scale and consistency an individual cannot match while also being a candidate. The executive's job becomes being interview-ready and decisive. The campaign is run for them.

2

CHAPTER TWO

What Separates the Searches That Work

The difference is rarely the executive's qualifications. It is the structure of the support, and the behavior of the executive within it.

- THE THREE-TIER SERVICE REALITY
- EARLY WINS & OPTIONALITY
- THE ENGAGEMENT CEILING

FINDING NO. 5

The Three-Tier Service Reality

Professional executive job-search support is not one undifferentiated service. The reports show it operating in three distinct tiers, and the distinction between them is instructive.

Across the engagements observed, clients sit at one of three service levels, and they move between them. One HealthTech chief executive's report documents a mid-engagement upgrade and spells out what the higher tier adds: increased sourcing intensity and capacity, strategic consulting and positioning refinement beyond standard services, enhanced networking and recruiter-outreach campaigns, comprehensive interview coaching and preparation, compensation-negotiation support, and a generally white-glove, elevated engagement model.

The pattern worth noticing is what the premium tier is not. It is not simply more applications. The differentiator at the top is strategy: positioning work, coaching, negotiation support, not volume. A separate report notes two consultants jointly setting up coaching for a single client, a chief-revenue-officer candidate; the premium tier draws on the whole team.

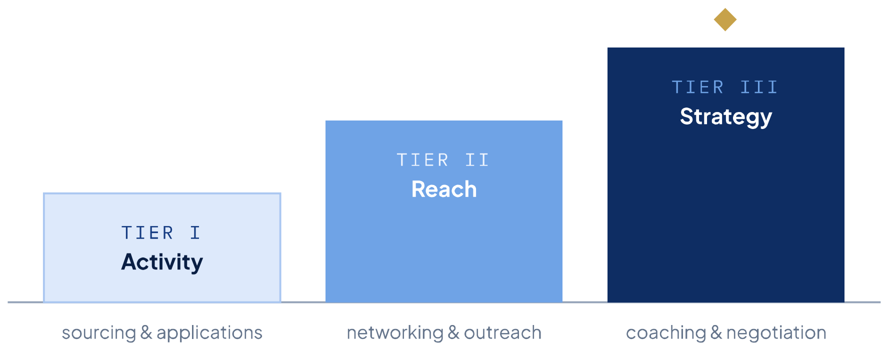

Fig. 4 — The three service tiers. What the top tier adds is not volume; it is strategy.

Executives tend to discover this distinction the same way. They begin at a standard tier, focused on activity, and upgrade once they recognize that the constraint on their search was never how many applications went out. It was strategy. The three-tier structure is, in effect, a map of that realization — and a quiet rebuttal to the idea that reverse recruiting is a commodity sold on volume. The clients who upgrade are the ones who already tested the volume model on themselves and found its ceiling.

FINDING NO. 8

Early Wins Are Common; Optionality Compounds

A reasonable worry for any executive considering reverse recruiting is timeline. If the service runs a months-long campaign, does that mean months of waiting before anything happens? The reports answer clearly: no. Interview activity regularly appears within the first two to four weeks of an engagement, often before the consultant has finished the full positioning work.

The evidence is consistent. One chief nursing officer, roughly three weeks into her engagement, had a phone screen scheduled with a hospital system for a quality-and-compliance leadership role and was, in her consultant's words, getting more traction in the interview stage. An organizational-effectiveness director in healthcare, also early in her engagement, completed a 15-minute phone screening and moved directly into preparing for the next round, within the same week. A defense and aerospace programs executive, roughly seven weeks in, had multiple concurrent interviews running, including a vice-president-level process at a defense-technology company.

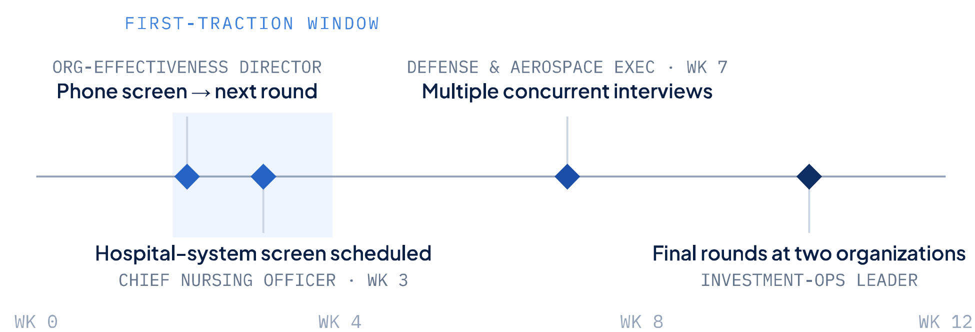

Fig. 5 — Traction arrives early, then compounds into parallel processes. Timeline positions approximate.

What continued engagement buys is not faster first results, those come early, but compounding optionality. The longer the consultant's outreach, networking, and positioning work runs, the more parallel opportunities accumulate. The clearest case in the reports is an investment-operations leader who, after a stretch of strategic-pivot work, reached final-round interviews at two organizations including his first choice. His consultant credited the depth directly: his willingness to broaden beyond an initially narrow focus created the optionality he now enjoys.

The reframe matters for anyone weighing the investment. Reverse recruiting is not a long wait for a single payoff. It is fast initial traction that deepens into a portfolio of options. The executives who saw the strongest outcomes were not the ones who waited longest; they were the ones whose engagement started soon enough for that compounding to have time to work.

FINDING NO. 9

Engagement Quality Sets the Outcome Ceiling

The most consequential finding in this study is also the one most within the executive's own control. Across hundreds of weekly observations, the single strongest predictor of how fast a search moved, and whether it produced a placement at all, was the quality of the client's own engagement. Engagement here is specific: responsiveness to the consultant, weekly review of the pipeline, and willingness to act on the consultant's strategic guidance.

Fig. 6 — Relative search velocity by client engagement quality. Illustrative of the reported 2–3× effect.

The reports document both ends of this. On the strong end, an investment-operations leader is described as maintaining a very positive working relationship with daily check-ins, thoughtful questions, and valuable feedback that accelerated the submission process, and his pipeline ran to multiple interviews and final rounds. A startup business-development executive in a niche market actively contributed leads from his own network every week; his consultant called it an excellent collaborative approach that significantly improved search effectiveness.

The other end is just as clear, and more sobering. One technology product executive, targeting compensation above $400,000, repeatedly paused her own outreach, declined to supply target companies for the consultant to work, and did not provide the customization the follow-up process required. Her service ended without a placement. The reports make plain that the ceiling was not the consultant's effort or the executive's qualifications; it was the executive's own engagement. A hospital operations executive presented a different version of the same constraint: described as needing constant reassurance, changing direction repeatedly, and lost in the process, he consumed disproportionate consultant time without commensurate progress.

The consultant runs the campaign. But the executive sets the ceiling.

The lesson is not that reverse recruiting requires the executive to do the heavy lifting. An executive who responds within a day, reviews the pipeline weekly, and acts on guidance will see a search move two to three times faster than an equally qualified executive who does not. The service is a partnership, and the partner who determines the outcome ceiling is the executive.

3

CHAPTER THREE

What Is Changing in 2026

The timing effects, the structural constraints, and the blind spots – the parts of a search hardest to see from the inside, and most likely to change how an executive approaches 2026.

- THE DECEMBER TUNNEL & JANUARY SURGE
- NARROW SPECIALTY, NARROW GEOGRAPHY
- THE BLIND SPOT

FINDING NO. 2

The December Tunnel and the January Surge

Executive hiring is not evenly distributed across the year, and the reports captured one timing effect with unusual clarity. From mid-December 2025 through early January 2026, all three consultants independently documented the same phenomenon: a sharp contraction in new executive postings. The reports describe it in nearly identical terms across different industries. A manufacturing executive's mid-December report notes an unusually poor week for fresh job announcements, with minimal new VP Operations, COO, and Plant Manager positions posted. A financial-services report from the same week describes minimal new vice-president and director-level postings, amplified by typical late-December dynamics.

The cause is structural. Organizations defer hiring decisions until the new fiscal year's budgets are confirmed; boards and decision-makers take extended leave; executive search firms pause new engagements. The effect is a four-to-six-week contraction of suppressed activity, followed, just as predictably, by a surge in late January as budgets are approved and Q1 priorities are set.

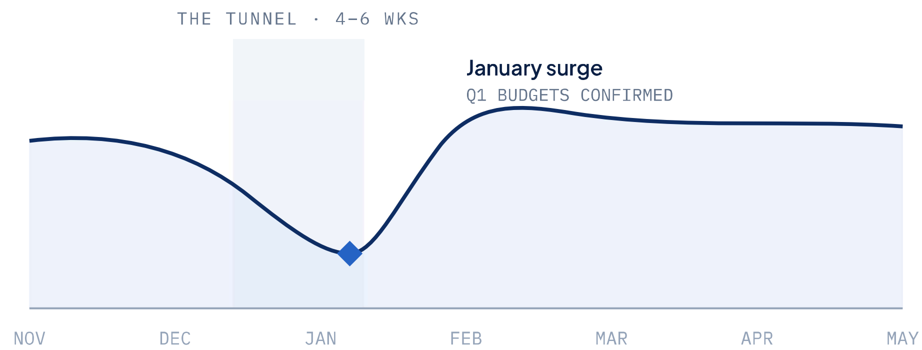

Fig. 7 — New executive postings across the study window, stylized from consultant reports, Nov 2025–May 2026.

For an executive, the danger is not the contraction itself. It is misreading it. An executive who launches or intensifies a search in mid-December, sees little response, and concludes that the market has rejected them is drawing a personal conclusion from a calendar effect. The consultant reports handle the slowdown by shifting focus to pipeline development and relationship-building during the quiet weeks, positioning clients for the surge. An executive searching alone, without that framing, often simply loses confidence at exactly the wrong moment. Knowing the rhythm, and pacing the search around it, is its own advantage — and one of the more mechanical benefits of a managed search: a team that has watched five previous Decembers knows not to panic at the sixth.

FINDING NO. 6

Specialized Roles and Narrow Geography

Some executive searches are structurally harder than others, and the reports identify the specific combination that makes them so: a narrow functional specialty paired with a narrow geographic target.

The pattern recurs across industries. An investment-operations leader concentrated on middle-office roles in a single regional market faced what his consultant described plainly: middle-office operations leadership roles at the vice-president and director level are relatively scarce, and the region had a more limited concentration of investment-management employers than the major financial centers. An aviation-interiors specialist faced an even sharper version; his consultant estimated perhaps dozens of positions nationally rather than hundreds or thousands. A critical-facilities operations leader, after months of search, had exhausted the regional market in his specialty entirely.

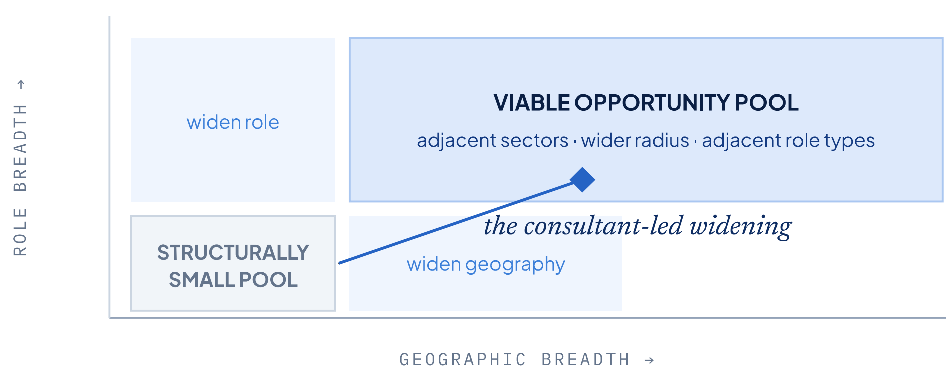

Fig. 7a — Narrow specialty plus narrow geography. The unlock is widening one axis, or both.

When specialization and geography are both narrow, the opportunity pool is not just small; it is structurally small. No amount of additional applications or outreach creates roles that do not exist. And this is precisely the trap, because the standard advice given to executives is to stay focused and not compromise.

The reports show the actual unlock, and it is consistent: a deliberate widening. The investment-operations leader's search broke open when his consultant broadened the geographic and role parameters, the same decision that later produced his final-round options. The critical-facilities leader's consultant began deliberately casting a wider net, expanding the commute radius and considering adjacent facility types. The aviation specialist's consultant explored adjacent pathways in training and instructional design.

In every case, the widening was a strategic decision — and in every case, it came from the consultant, not the executive, because the executive was the one who could not see past the boundary they had already accepted. Which leads directly to the study's final, and deepest, finding.

FINDING NO. 7

The Consultant Catches What the Executive Misses

The most valuable thing a reverse recruiter provides is not effort, reach, or tooling. It is perspective: the ability to see the flaw in a search that the executive running it cannot. In roughly one of every three active engagements at any given time, the reports document a search advancing only after the consultant identified a problem the executive had not seen in themselves. The problems take recognizable forms.

THE BLIND SPOT	WHAT THE CONSULTANT CHANGED
Positioning	Re-framed the story; volume was never the issue
Geography	Widened out of the most crowded metro pool
Compensation	Honest reset; redirect to fractional & consulting
Transition shape	Targeted adjacent sectors, not one industry

Fig. 7b — Four recurring blind spots, and the corrective that moved each search.

Sometimes it is *positioning*. The manufacturing executive whose interviews eluded him despite strong, high-volume applications had a consultant who recognized that the issue was not effort but how he was positioned, and that no quantity of applications would resolve it. Sometimes it is *geography*. A chief information officer in a saturated metropolitan market was advised by his consultant to widen the regional search rather than keep competing in the most crowded pool in the country. Sometimes it is *compensation*. A PMO and transformation executive insisting on a compensation level the market was not paying received what his consultant called the necessary honest conversation, and a redirect toward consulting and fractional paths where his target income was actually achievable. Sometimes it is the shape of a *career transition*. An executive moving from automotive into healthcare found appropriate roles only after his consultant widened the target beyond a strict industry definition into medical devices and adjacent sectors.

What these have in common is that none of them are visible from the inside. An executive cannot easily see that their own positioning is the problem, that their compensation expectation is unrealistic, or that their geographic discipline has become a cage. These are blind spots by definition, and they are the things that quietly sink searches. Friends and former colleagues rarely deliver the hard version of the truth; a professional, looking at the search from outside and with hundreds of comparable cases behind them, can and does.

This is the deepest argument for reverse recruiting. Reach and outreach volume can, in principle, be obtained in other ways. An outside strategic eye on your own search cannot be self-supplied at all.

CONCLUSION

Is Reverse Recruiting Worth It?

This study set out to describe how executive job search actually works in 2026. The description, gathered from inside 26 weeks of real engagements, points to a clear answer on the question executives most often ask: is reverse recruiting worth the investment? The honest answer is that it depends on the executive's situation, and the reports make the deciding factors specific. It comes down to five situations, and most senior executives match at least one.

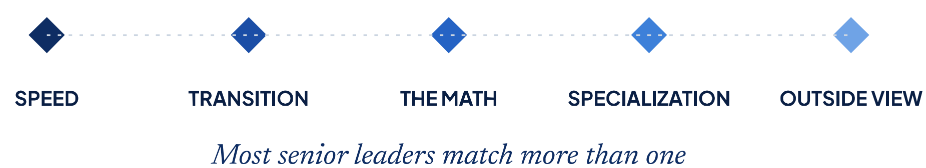

Fig. 9 — The five deciding situations.

Speed

First interview traction regularly appears within the first few weeks of an engagement, and the outbound and hidden-market work compresses the time to a first qualified opportunity in a way an individual search cannot. Any executive who values speed benefits.

Career transition

Every transition observed in this study, industry to industry and function to function, advanced only through the consultant-led widening of targets that the executive would not have done alone.

The math

At a $200,000 base, a single additional month of search delay costs roughly $17,000 in lost earnings. At $300,000, every two weeks the search is shortened pays the reverse-recruiting fee on its own. At $500,000 and above, the comparison is no longer close. Reverse recruiting does not have to dramatically shorten a search to pay for itself; it only has to shorten it modestly.

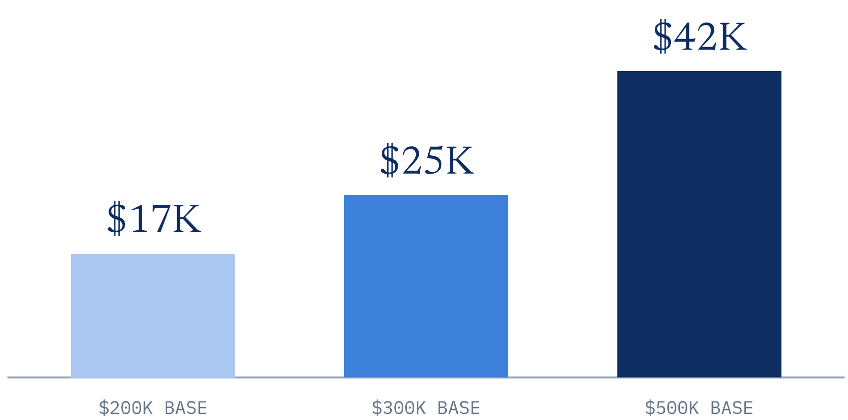

Fig. 8 — Foregone earnings for each additional month of search, by base compensation.

Specialization

Executives in narrow functional or geographic niches depend on hidden-market access and strategic widening to reach a pool that is structurally small. For them, the channel mix is not an advantage; it is the only viable route.

◆ *The outside view*

The single deepest finding in this study is that executives cannot see their own blind spots, and that a professional, outside view is what catches the positioning flaw, the compensation mismatch, or the targeting error before it costs months. Almost every executive underestimates this, because by definition you cannot see what you cannot see.

The study also found what reverse recruiting cannot do. It cannot place an executive who will not engage with the process, who will not respond, review the pipeline, or act on guidance. The consultant runs the campaign; the executive sets the ceiling. Reverse recruiting is a partnership, and it rewards executives who treat it like one.

For the senior leader weighing the decision, the question is no longer abstract. The data describes what reverse recruiting does: it reaches the hidden market that holds most executive roles, runs the outbound campaign at a scale an individual cannot, produces early traction that compounds into optionality, and supplies the outside strategic perspective that is impossible to self-source. The reader's question becomes simply: which of these five situations describes me?

For most senior executives in 2026, more than one of these situations applies. And when more than one applies, reverse recruiting is not an expense to be weighed. It is, in the plainest terms the data supports, worth every penny, and more.

iCareer Solutions

ABOUT

The Author & This Study

Arno Markus

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Board Member, National Resume Writers Association

14+	32	1,000+
YEARS	AWARDS	LEADERS PLACED

Arno Markus is the Founder and Chief Executive Officer of iCareerSolutions. A Certified Professional Resume Writer and a member of the Board of the National Resume Writers Association, he has spent more than 14 years helping senior executives land roles, and iCareerSolutions has earned 32 industry awards for its resume and reverse-recruiting work. He pioneered the iCareerSolutions reverse-recruiting model, in which a dedicated specialist runs an executive's search as a structured outbound campaign. He writes and speaks on executive job search, personal positioning, and the changing mechanics of senior hiring.

iCareerSolutions has placed thousands of senior leaders across technology, finance, healthcare, manufacturing, nonprofit, and the public sector.

State of Executive Job Search 2026 is an iCareerSolutions research study, based on 72 weekly reverse-recruiting client reports spanning November 2025 to May 2026. All client and employer identifying details have been removed.

Learn more at icareersolutions.com

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