



CAREER  
ANGELS

EN PL ES RU DE

CAREER ADVICE & SUPPORT FOR  
EXECUTIVES AROUND THE WORLD.

**It is a pleasure and an honor to be allowed to work with the European top management.** My team and myself appreciate the trust you keep putting into us and our advice & support.

**It's been the busiest year in the history of Career Angels** (see page 5) – I am immensely grateful for every single client we've had to date. Even the challenging ones as they make us grow.

**Without an equally fantastic team** (click to meet us) **“this” would not be possible.** We work very hard on improving and maintaining our quality standards which means that only the best make it into and remain in our team. Thank you for your commitment and continuous effort!



A big thank you to everyone who has contributed to our and our clients' success.

Thank you.

**Sandra Bichl**  
Founder

CareerAngels.eu | ManagerialPlacement.eu | ThePerfectCV.eu | Love.CareerAngels.eu



**WHERE WE'VE BEEN IN 2016...**

Looking back at 2016, we definitely did not sit back & rest, we shared our knowledge with over **700 professionals** from various industries, MBA students & graduates, expats, etc. across **14 lectures, webinars and workshops**. Here a selection:

<p><b>Job Hunting Strategy</b> @ for GEMBA students at WU Executive Academy, Vienna, Austria</p>	<p><b>Always be ready or Data-Driven Career Management™</b> @ CIO's Next Job organized by CIONet Poland</p>
<p><b>Executive Job Hunting</b> @ SpenglerFox Executive Event in London, UK</p>	<p><b>Will you get a 2<sup>nd</sup> chance for a 1<sup>st</sup> impression?</b> @ workshop for Elite Sales program participants by ICAN Institute</p>
<p><b>How can HR be more strategic?</b> @ HR Business Breakfast</p>	<p><b>The Hidden Job Market</b> @ workshops for SAAMBA</p>
<p><b>Are you LinkedIN or LinkedOUT?</b> @ Webinar by WU Executive Academy</p>	<p><b>Job Search in a new country: getting back on the job market</b> @ International Women's Group of Warsaw Meeting</p>

Click [here](#) to read about all events we've had in 2016.

Here some insights from participants and words from one of our partners:

- “ Thanks once again for your **very informative** and **well prepared workshop** as well as for your patience with such a demanding & challenging audience.
- “ Thank you for an **amazing speech** delivered in our class. I can really feel your **competence** in executive search and your ability to manage processes.
- “ As a seasoned executive I do have to say, “a BIG thank you for tonight! It just feels great that such excellent events take place.”

“ We choose Career Angels [as a partner] as they share the **same passion and commitment** as SpenglerFox in **providing executives with the support and direction during challenging & unknown times.**

Career Angels brings to the SFTP a wealth of **expertise, relevant and current market insights.** Their **extensive research underpins the reliability of the information and advice shared** with our executives.

It was a truly productive year and we can't wait to do **even more in 2017!**

**WE'VE INTRODUCED NEW TOOLS AND SERVICES...**

**Independent Job Hunter**

Some people go through the job search process entirely on their own, others appreciate the convenience of being able to outsource the whole process. However, there is a third group: **those who welcome a helpful hand, but at the same time would like to stay in control of the process.** These are the Independent Job Hunters. How do you know if you are one of them? Click [here](#) to find out.

**Strategy Session**

When deciding to look for a new job, an experienced manager may feel a need to specify their career direction, usually resulting from having too many options or a desire / need of changing industries. In this case we recommend the **"Strategy Session"**. This was introduced complementary to the already existing **"The 5-Step Program"** for those who, colloquially speaking, have no idea what to do next.

**LinkedIn Report**

Having a **perfect LinkedIn profile** is just one part of your online presence (also called e-branding) which is in turn only a part of your entire **personal & professional branding** as an executive. Send us a link to your LinkedIn profile & you will receive a LinkedIn Report, with **feedback on all your profile sections** systematically within 3-5 business days.

**...AND LAUNCHED OUR MAIN WEBSITE IN SEVERAL LANGUAGES, AS WELL AS NEW WEBSITES:**



What are your strengths from an employer's point of view? Why should they choose you amongst other candidates? Will they notice your uniqueness after opening your CV? **Your CV is your business card**, and therefore it should be perfect. This website guides you through the **CV creation process step by step.**



We've decided to launch this additional website thanks to the **appreciation we receive every day.** We can't stress it often enough: it's a privilege, an honor and a pleasure to work with **experienced managers across the globe**, including the world's top management.

**WE HAVE ALSO FOCUSED ON SHARING CAREER-RELEVANT CONTENT WITH OUR BLOG READERS LIKE:**

**The forces of the job market: #1 Ephemeralization**  
September 5, 2016 | CareerAngels | Career Planning

A question we regularly hear is, "How is the job market?" or "How will the job market be?". Allow us to tell you this: **the job market is difficult.** Oh, it's terrible! If it's not post- or pre-crisis, we are in the middle of one. Either an economical or socio-geographical or a political one. Or is the word "crisis" an excuse of people who haven't learned how to navigate change? [Read more ->](#)

**Re-branding your career focus: from local to international**  
July 18, 2016 | CareerAngels | Career Planning

We once had a client: a marketing manager with experience in only his own country who had successfully gotten a job in UK with the support of Career Angels. A few years later, he approached us again, with a new goal in mind: **to present himself as an "international manager"**. The challenge: prior to his first UK-based job, his experience was limited only to one market, with no exposure [Read more ->](#)

**Do you have a horoscope CV?**  
October 24, 2016 | CareerAngels | Application Documents

We recently spotted an article published by Dariusz Uzycki: a brilliant post on how candidates get their (on and offline) CVs very wrong by trying to be appealing to a wide range of people on the job market. [Read more ->](#)

## WHERE OUR CLIENTS HAVE BEEN IN 2016...

### JOB HUNTERS BY COUNTRY / REGION OF ORIGIN

DACH	8%
SEE, CEE, CIS	13%
UK, US, Canada & AUS	2%
ES, PT, IT & Latin America	5%
Poland	67%
Scandinavia & Benelux	1%
Others	4%

### JOB SEARCH AREAS

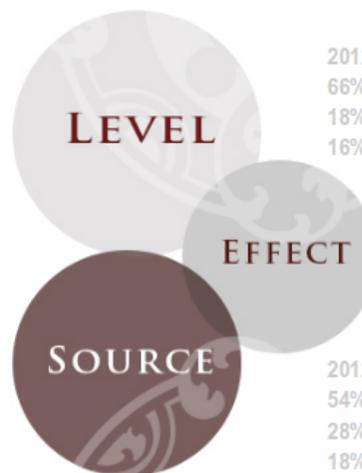
International vs. Poland		
2012	13%	87%
2013	20%	80%
2014	34%	66%
2015	44%	56%
2016	<b>+22%</b> 66%	34%

### INDUSTRIES

TMT, Legal, Energy, Leisure, Public, Consumer Goods (incl. fast moving, as well as luxury goods & retail), Banking, Finance & Insurance, Industry ((Heavy) Industry, Automotive), Real Estate & Construction, B2B, Logistics (Transport, Logistics, Supply Chain), Life Sciences (Health Care, Pharmaceutical, Medical Devices), Consulting

### AGE GROUPS

Age Groups	56 or older	between 46 and 55	between 35 and 45	34 or younger
%	4%	31%	56%	9%



	2012	2013	2014	2015	2016		
<b>LEVEL</b>	66%	53%	66%	67%	70%	MB, MB-1	
	18%	31%	19%	29%	23%	Managers (10+ years of experience)	
	16%	16%	15%	4%	7%	Professionals	
<b>EFFECT</b>							
		2012	2013	2014	2015	2016	
		62%	67%	61%	83%	63%	Found a job
		26%	19%	32%	13%	29%	Decided not to change
		13%	14%	7%	4%	8%	Set up a company
<b>SOURCE</b>							
	2012	2013	2014	2015	2016		
	54%	79%	48%	50%	35%		Speculative Introduction
	28%	14%	26%	20%	22%		Networking
	18%	7%	26%	30%	31%		Executive Search Firms
	-	-	-	-	12%		Job Ads

### LEVEL

70% of our clients are members of a management board (locally or internationally) or report to one. Almost one fourth are experienced managers with at least 10 years of experience.

### EFFECT

63% found a satisfying job, 29% decided not to change, usually despite having job offers. 8% of our clients decided to set up their own company.

### SOURCE OF ACCEPTED JOB OFFERS

Please note that this data relates to **accepted job offers** – not all job offers. We have also *excluded* the source of accepted job offers by professionals and junior managers.

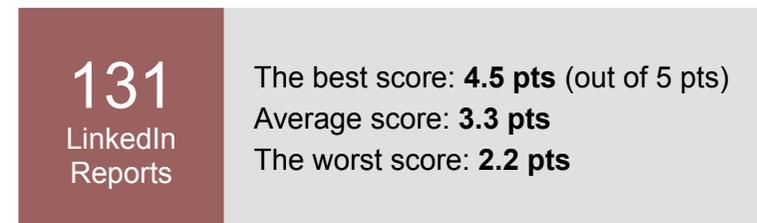
Noteworthy: **for the first time our experienced clients have accepted enough job offers generated by online job ads to become statistically relevant.** 50% were posted on LinkedIn.

**MORE NUMBERS**

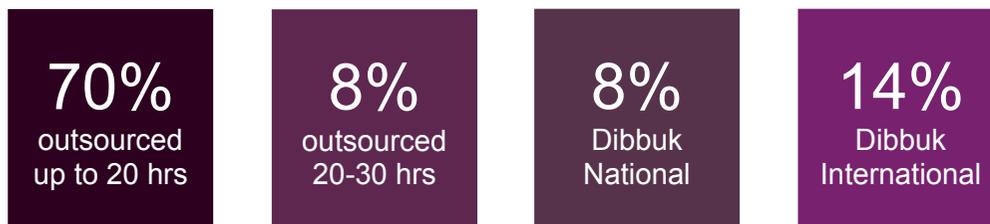


Looking at our 6 years of experience in supporting executives mainly across Europe, 2016 was definitely the busiest year in our history:

- 424 CV Reports prepared
- 343 Career Consultations
- **2211 completed tasks** for our clients
- **more than 100 interview simulations**



**SCOPE OF COOPERATION**



**70%** of our clients delegated or outsourced up to 20 hours to us. E.g. research, CV preparation, interview simulation, general support & advice.

**8%** sought support during 20-30 hours. As above, just more.

**8%** **chose to sit back and wait for phone calls.** That means that we do everything, incl. inbox and calendar management. The only thing the client has to do themselves: attend interviews.

**14%** **did the same, but in terms of international projects.**

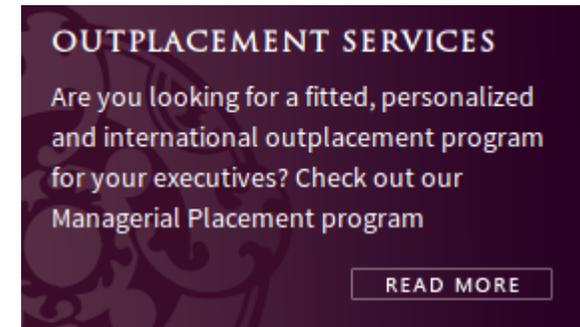
**FOR YOUR FRIENDS**

Do you have friends that are managers with at least 10 years of experience who might need our support or help? Do they have an **average LinkedIn profile**? Maybe their **CV** has a lot of **mistakes**? Or maybe they've been **complaining a lot about their job**? Tell them to email Bichl.Sandra (at) CareerAngels.eu for one of the below options:



**FOR YOUR COMPANY**

**Restructuring**, structure flattening or other changes ahead? **Redundancies**? Ask your company for a Managerial Placement that is (way) better than traditional outplacement. Check out why:



**FOR YOU!**

Last, but not least: **you!** One of the main observations we've made in 2016 is that experienced managers have become more aware: of themselves, their careers and the overall job market.

Here you'll find resources that can support executives at **every stage of their career management**. Simply click on the boxes!

If you have **concrete questions** or simply need a **confidential sounding board**, email:  
 - your Career Angel or  
 - **Bichl.Sandra@CareerAngels.eu**

<p><b>The Perfect CV</b></p>  <p><b>Get inspired!</b></p>	<p><b>Job Hunting Director</b></p>  <p><b>Educate yourself!</b></p>	<p><b>The Perfect CV</b></p>  <p><b>Step by step</b></p>	<p><b>Love.CareerAngels.eu</b></p>  <p><b>Have some &lt;3!</b></p>
<p><b>Hidden Job Market</b></p>  <p><b>Access offers!</b></p>	<p><b>LinkedIn</b></p>  <p><b>Follow us!</b></p>	<p><b>Read our blog</b></p>  <p><b>Stay up to date!</b></p>	<p><b>Join us!</b></p> <p><b>We are always looking for</b></p> <p><b>Career Angels &amp; Mini Angels</b></p>