

ASK THE EXPERTS

JULY 2023
JOB SEARCH

It is Summer. Should I pause my job search?

ABSOLUTELY NOT! Summer is NOT the time to pause your job search if you are seriously looking for a new position. Here are some key reasons why.

According to TheMuse.com, the summer is great for job hunting because:

- ✓ There is less competition. Many people make the mistaken assumption that summer is the time to take a pause from pursuing opportunities. So, there are actually less people applying.
- ✓ Networking contacts are more willing to meet. Summer is typically a slower, more social period that doesn't include the kinds of commitments that the late-year holiday season brings.
- ✓ Hiring managers are less busy. Major projects often start at the beginning of the year, making the first 5 months more work-intensive. In the summer, with the varied vacation schedules of employees, less is expected to be accomplished.
- ✓ You will have an easier time asking for time off (that you can use for interviewing and job hunting). Employees ask for more days off during the summer, so it will be easier for you to, as well.

Some additional reasons why summer is a great time for job hunting:

- ✓ While budget approvals for new positions often happen at the beginning of the year, it often takes many months to get the hiring process details worked out.
- ✓ Because bonuses are often paid at the first of the year, changing positions after receiving a bonus makes financial sense.
- ✓ More entry-level positions for graduates are available. Employers will wait to hire for entry-level positions to correlate with graduation, enabling a better candidate pool.
- ✓ You will have more time to produce career collateral. Schedules are generally lighter for you, whether you are currently employed or a new college graduate. That allows you more time to create targeted resumes, LinkedIn profiles, and more.

Even with all of these upsides to a summer search, there is still a downside. Job searching in the summer usually means that the hiring process may take longer. If the position requires a panel and/or multiple steps, it is more challenging to coordinate decision-makers' schedules.

Instead of pausing your job search this summer, target specific days or weeks that you can concentrate on your search, as well as time to concentrate on relaxation.

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