

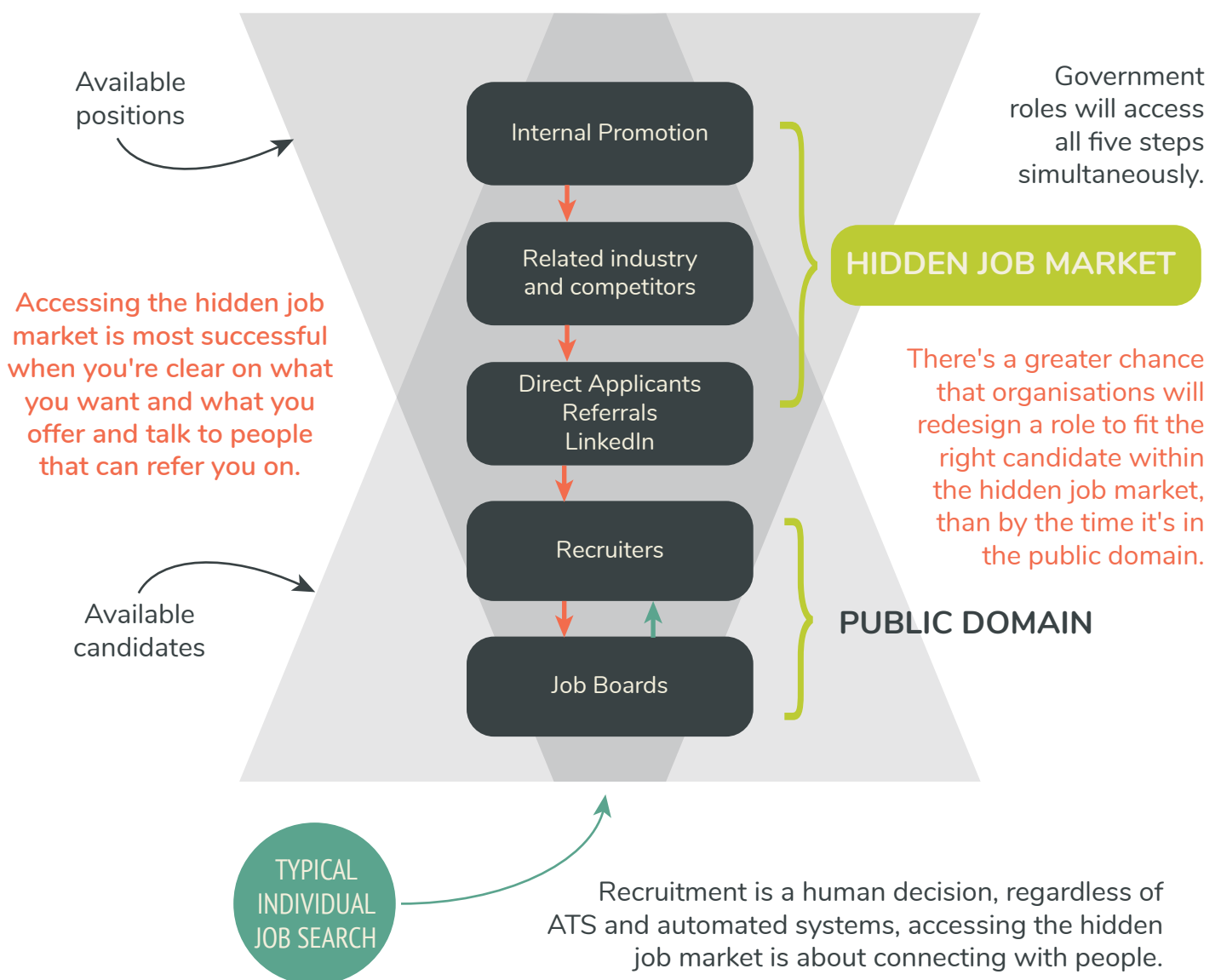
# The Hidden Job Market.

The hidden job market is all the job opportunities that are filled by other methods than through a public job advertisement. Those other methods may be an internal transfer within the company, head hunting from a competitor or related industry, as well as through LinkedIn searches, employee referrals and direct applications.

In a conservative market, 80-90% of jobs will be filled via the hidden job market, leaving only 10-20% through the public domain.

The hidden job market offers a lower cost and risk than hiring through the public domain, so employers will tend to exhaust the hidden job market first.

TYPICAL ORGANISATION RECRUITMENT SEARCH



Relying on the public domain for job opportunities tends to work for candidates with a linear career path, but may be difficult if your career story has had twists or turns.

