MISSING

THE PERFECT CANDIDATE



HAVE YOU SEEN THIS CANDIDATE?

DESCRIPTION

Name: The Perfect Candidate
Age: Unknown
Height: Unrealistically High Expectations

DISTINGUISHING FEATURES

- Meets all essential criteria
- Meets all desirable criteria
- 10 years experience in everything
- Expert in AI, digital, finance & asset management
- Requires no training
- Available immediately

LAST SEEN

- Applying in large numbers
- Remaining in post for life
- Not asking about work life balance
- Salary plus terms and conditions were enough

REWARD FOR INFORMATION

Report a sighting at today's workshop and help us solve the case.

EVH Case File: EVH-2026-001 **Status:** OPEN

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EVH CASE FILE 2026 | Status: Open

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Finding the Future

CASE OF THE CHANGING WORKFORCE

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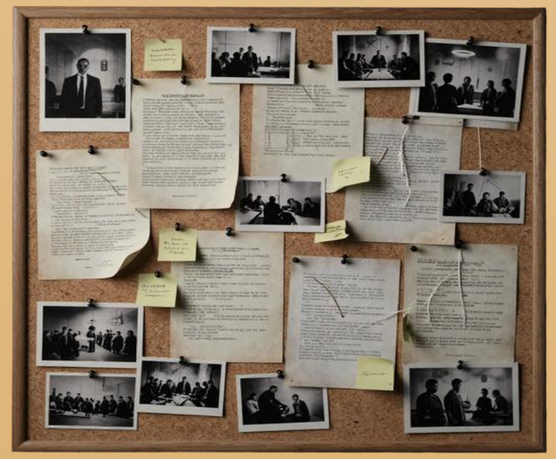
The Evidence

POLICE DEPARTMENT EVIDENCE FILE

A Fewer/ too many applicants

B Leadership succession concerns

C Skills shortages



D Board recruitment challenges

E Higher candidate expectations

F Increased competition for talent

Witness Statements



Attracting Relevant Applicants

The relevant applicants were last seen in large numbers around 2019. Their current whereabouts remain unknown.



Recruiting Leaders

Potential leadership candidates appear cautious and are proving difficult to bring in for questioning.



Recruiting Board Members

Individuals with experience are in short supply and have become persons of significant interest.

Witness Statements



Skills Shortages

The required skills are known to exist but locating them has become increasingly difficult.



Future Workforce Planning

The future workforce is refusing to reveal its identity until further notice.



Retention

Several talented employees have left the scene. Investigations suggest culture, flexibility and development opportunities may be involved.

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UNDER INVESTIGATION

The candidates aren't missing.
The labour market left the crime scene.



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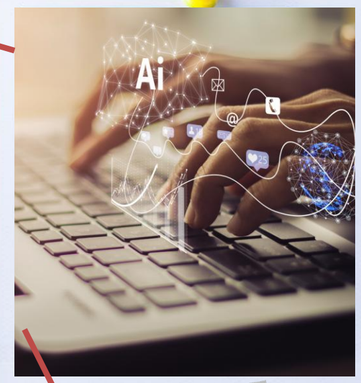
Key Suspects

WANTED

BY POLICE

Labour Market

expectations





Rapidly moving situation

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Crime Timeline

2005–2026



(2005 – 2008)
The Jobs Board Era



(2008–2012)
Rise of Social Networking

(2012 – 2016)
The LinkedIn Revolution



(2016 – 2020)
Employer Branding

(2020 – 2022)
The Pandemic Shift



(2022 – 2024)
Skills, Personal Brand & Talent Communities



(2024 – 2026)
The AI Assisted Candidate

CASE NOTE

The tools have changed.
The channels have evolved.
But the goal remains:

the right candidate,
the right role,
the right fit.

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Solving the Case



Recruit for potential not perfection

Look beyond the obvious



Build talent pipelines early

Tomorrow's talent starts today



Strengthen your employer brand

People choose people, not just jobs



Plan for succession

Plan today, lead tomorrow



Adapt to the new recruitment environment

Be faster but still be human

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Your Trusted Investigation Partner

- Workforce planning
- Board recruitment
- Succession planning
- Sector intelligence
- Senior management recruitment
- Building capability for the future

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Case Status

Investigation Remains Open



The future workforce isn't missing.

It's already here!



Questions



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