



MYNDORE

EXECUTIVE SEARCH

HIRING TRENDS REPORT 2026

Talent Insights & Market Intelligence for Employers

Executive Summary

2026 will be defined by selective hiring, skills scarcity, AI-enabled recruitment, and higher expectations around flexibility, fairness, and transparency. Employers that succeed will shift from reactive hiring to evidence-led workforce strategies.

1. Labour Market Outlook 2026

Hiring volumes will remain cautious, but competition for critical skills in technology, engineering, healthcare, sustainability, and leadership will intensify.

2. Shift from Roles to Skills

Employers are moving away from job titles towards skills, competencies, and potential. Structured interviews and work-based assessments are replacing intuition-led hiring.

3. AI in Recruitment

AI will improve efficiency in sourcing, screening, and analytics, but human judgement remains essential for leadership, values, and cultural alignment.

4. Candidate Expectations

Flexibility, leadership quality, development opportunities, and wellbeing are now baseline expectations.

5. Compensation & Total Reward

Pay remains important, but candidates increasingly prioritise career growth, autonomy, and meaningful work.

6. DEI & Fair Hiring

Structured assessment and bias-aware processes are now essential for credibility and compliance.

7. Leadership Capability

Poor management remains a leading cause of attrition. Employers are investing more in leadership assessment and interviewer capability.

8. Workforce Planning & Market Intelligence

Leading organisations are using talent mapping, benchmarking, and predictive insight to plan proactively.

9. What This Means for Employers

Those relying on CVs and intuition will struggle. Those using structured, data-informed hiring will succeed.

10. Preparing for 2026

Audit hiring processes, invest in interviewer capability, shift to skills-based hiring, and use market intelligence strategically.

About Myndore

Myndore is a boutique executive search and talent advisory partner supporting organisations with leadership hiring, market intelligence, and structured assessment.