

When to Start Your Job Search



Whether you have been working at a company for 5 years or 20, it is totally normal to desire a new job. You may not receive proper compensation or you want a new challenge. Whatever your reason is, your work life could improve with a job transition.

For many people, the job search prevents them from transitioning to a new company. They don't know when or how to approach the task. A good recruiter can make the process much easier and coach you through the different stages of interviewing and transitioning into a new role.

The following tips can help everyone who is entering a [job search](#). Timing is everything. The tips in this article can help you determine if it is the right time to start searching. Knowing when to leave is essential for your professional and personal success.

When the Company You Are Interested in is Hiring

Do you have a dream employer? You may even search their website for career listings every few months. One day, you are searching their website and your position appears on their career listings! There is no better time to start your job search than when your dream employer is hiring.

When Business is Slow

Almost every company has a slow season. If your employer is barely keeping up

with tasks, don't start your job search. Finish the season on a good note. You are more likely to receive a positive referral when you start interviewing.

When Your Competitors Are Paying More

According to the 2016 [Global](#) Workforce Study, which surveyed more than 31,000 employees around the world, almost half of US employees believe they are being paid unfairly compared to workers who hold similar jobs either at their own or other companies.

Realizing that you receive low pay for your industry is a hard blow. You feel unappreciated and discouraged. Before you assume that you are not receiving enough compensation, there are signs as to whether you are receiving fair compensation for your job.

- Review similar job postings in your area.
- Your company's revenue increased but your wage stayed the same.
- You make less than your colleagues with similar education and experience.
- Your responsibility has increased but your title has not.

This is also something a good recruiter that specializes in your field of work and places people in companies in your area can help with. They know the market and know what salaries people with similar backgrounds are being paid.

When You Dread Going to Work

Nobody should dread work. If you feel like you are just "getting through the day," it is time for a new job. As a recruiter, I have helped many people change jobs because they are unhappy with their current situation, and even some that the stress of their current job was causing medical problems. The following are some of the reasons employees dread their jobs:

- Your values do not align with company values
- You are not receiving proper compensation
- You are bored with the assignments

- You loathe your boss
- You see no opportunity for advancement

Transitioning jobs can be one of the best things that you do for your professional and personal well-being. Time your job search right and you can leave on a good note. If you are working in the [pharmaceutical, medical device, or biotech industries in the San Francisco Bay Area](#), I specialize in working with [life sciences professionals](#) and would be happy to help. Contact me, Jeff King, at jking@rqfocus.com or (541) 639-3501.