

10 things to consider before you look for a new job.

Salaries across the digital industry have risen by nearly 4% on average and here at Propel we are taking on around 160 new digital jobs a month. Added to that is the well-documented talent deficit within the industry. So, if you are an experienced digital professional with a desire to make your next career move, now really couldn't be a better time.

But deciding to change jobs is a big decision, and not one that should be made on the spur of the moment on a Monday morning. It will have an impact on both your personal and professional lives. It deserves a serious mulling over before you jump in at the deep end.

Based what our candidates have said to us and our own personal experiences, Here are our top ten things you should consider before looking for a new job:

1. Knowing your end goal before you start looking is Client-side Consultant Misty's advice. Do you want more training, responsibility or just a new challenge? Knowing this before you start will save you time and effort looking at jobs that don't match your aspirations.
2. Because a new job could mean a lengthier commute or longer working hours. Our Head of Head of User Experience and Information Architecture David suggests that you work out how much extra time you would be willing to spend out of your day for a new job.
3. If money is your primary motivation, Laura from the Media Team recommends that you should make sure you have exhausted all options with your current employer before starting a new job search. Financial counter offers will only muddy the water later on.
4. Figuring out what kind of company you want to work for is an important consideration according to our Search Specialist Paul. The variety of working environments in digital is huge, from creative start-ups to traditional financial organisations. If you feel like you fit in one, you probably won't be happy in the other.
5. Working out what your gut reaction is and learning to manage it should definitely be on your list of considerations according to Director Emma. After more than 10 years in the business she knows that choosing a new job should be based on more than a vague feeling.
6. Amelia, one of our Senior Digital Media Consultant's always suggests giving your CV a complete over haul. Starting on a blank piece of paper will make you think about what your current strengths and weaknesses really are.
7. Propel's marketing Manager Phil's advice is to start by thinking about your current job. Until you understand exactly what it is about your current job that is leaving you cold, you've got no chance of fixing it with your next position.



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8. Client-side Team Leader Kim recommends thinking about not just this move but the ones after it. Mapping out your ideal career path will help you work out where this move fits into that path - and ensure that you don't end up moving sideways –or backwards.

9. Rosie from the Creative Team says that thinking about how much cross-over you want between your personal and work life should be a massive consideration. You need to work out if you looking to join a team to that you will socialise with outside of work or a job that you can leave at 5.30 sharp.

10. Our Mobile Expert Matt thinks the most important thing is to carefully consider who is going to represent you and making sure they know what you really, really want. And that they want to get it for you – even if it takes a while.

In a nutshell, Take time to think about where you are and what you want and you'll find yourself in a much better position to work what it is you're really looking for, and how to get it.

And because we meet and spend time with every candidate we work with, we can help you go through not just this list, but all of the things you should consider when you are thinking about moving on from your current job. On top of that, we make sure we really know the clients we have relationships with and the jobs they are looking to fill, we can tell you if their environment, training schemes or culture are a match for what you are looking for.

So if it's time you stopped being disappointed on a Monday morning and started really considering your future, drop one of us a line.