

# How Artificial Intelligence Is Transforming Executive Job Searches

*Securing an executive role in today's competitive job market may require more than what AI is capable of.*

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You are a corporation's most precious asset. However, when it comes to talent acquisition most hiring authorities agree; that much of the "human" has been taken out of "human" resources."

*John H. Seraichyk*

– While artificial intelligence (AI) has transformed various aspects of the job search process, it falls short when it comes to securing high-level executive roles, according to John H. Seraichyk, founder of [Browning Associates](#), a leading executive career consulting firm.

In today's competitive job market, executives seeking positions with compensation exceeding \$200,000 must go beyond traditional job-hunting methods, particularly AI-

driven mass resume submissions. While AI can automate certain aspects of the application process, it lacks the ability to effectively communicate an executive's personal brand—an essential component of securing senior leadership positions.

"AI-driven resume submissions might increase the quantity of applications, but they can ultimately diminish a candidate's brand," says Seraichyk. "If you're targeting a \$200K+ role, simply distributing your resume across multiple platforms is not an effective strategy. AI is a tool, not a solution—especially for executives competing at the highest levels of the workforce."

## The Hidden Executive Job Market

Seraichyk, a career strategist with over 25 years of experience, emphasizes that executives must take a strategic and proactive approach to their job search. High-level executive roles are rarely posted on traditional job boards. Instead, these positions are typically filled through professional networks, executive search firms, and internal promotions.

Recent data from the U.S. Census Bureau reveals that only about 2.4% of U.S. households earn \$200,000 or more annually, highlighting the intensely competitive nature of the executive job market. With fewer publicly listed opportunities, a highly personalized job search strategy

becomes essential.

"Job seekers in this bracket need to focus on building authentic relationships and leveraging their professional networks," Seraichyk explains. "AI cannot replace the value of a meaningful connection with a decision-maker or industry influencer. Mass resume submissions simply won't open these doors."

### The Power of Personal Branding and Strategic Networking

According to Seraichyk, an effective executive job search starts with a well-defined personal brand. More than just a résumé, personal branding involves:

Crafting a strong online presence through platforms like LinkedIn

Developing a compelling leadership narrative that differentiates candidates

Consistently managing professional visibility to stay top-of-mind with key decision-makers

In addition, networking must be targeted and strategic. Rather than collecting contacts, executives must forge relationships with influential individuals who can facilitate introductions to hiring authorities.

"Building these connections through intentional outreach is critical," says Seraichyk. "Executives must know who can advocate for them and where their leadership skills align with an organization's needs."

### Mastering the Executive Interview Process

Once an executive secures an interview, preparation is key. Senior leadership interviews typically involve multiple stakeholders and require candidates to articulate how their expertise drives business success.

Seraichyk emphasizes that interview coaching is essential for executives to demonstrate their strategic leadership abilities. "The goal is to convey how you can create immediate value," he says. "It's not just about discussing past accomplishments—it's about positioning yourself as the right leader for the organization's future."

### Adaptability: The Key to Executive Job Search Success

Seraichyk also stresses the importance of persistence and adaptability in today's evolving job market. "The right opportunity may not present itself immediately, or it may look different than expected," he advises. "Successful executives stay flexible while remaining committed to their long-term career objectives."

As the executive job market grows more competitive and less transparent, it is evident that AI and mass resume submissions are not the answer. Instead, a strategic, relationship-based approach remains the most effective path to securing a high-level executive position.

About John H. Seraichyk

John H. Seraichyk is the founder of Browning Associates, a premier executive career consulting firm dedicated to helping senior professionals navigate the complexities of career transitions. With over 25 years of experience, Seraichyk and his team specialize in personal branding, executive networking, and strategic career placement.

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