

Executive Search (Headhunting) Market Projected to Reach \$29.25 Billion with 8.9% CAGR by 2029

The Business Research Company's Executive Search (Headhunting) Global Market Report 2025 - Market Size, Trends, And Global Forecast 2025-2034

LONDON, GREATER LONDON, UNITED KINGDOM, September 30, 2025

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What Is The Expected Cagr For The Executive Search (Headhunting) Market Through 2025?

There has been a significant [expansion in the executive search](#), also known as headhunting,

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market size in the last few years. From \$19.06 billion in 2024, it is projected to increase to \$20.82 billion in 2025 with a compound annual growth rate (CAGR) of 9.2%. This uptick in the historical period can be explained by factors like heightened need for strategic leadership within firms, greater demand for executive specialization, escalated global health issues and regulatory intricacies, amplified need for effective recruitment, and an increased requirement for specific executive roles.

There are sturdy projections for exponential [growth in the executive search \(headhunting\) market](#) in the coming

years. It is anticipated to surge to a value of \$29.25 billion by 2029, with a compound annual growth rate (CAGR) of 8.9%. This anticipated growth during the forecast period can be credited to the adoption of hybrid or entirely remote work arrangements, an increased transition towards digital executive search services, a significant deficiency in talent for leadership roles, high rates of executive changeovers, and a heightened focus on inclusive recruitment. Key trends to watch out for during the forecast period include heightened emphasis on sustainable leadership, increased investments in executive search, shift towards industry-specific executive expertise,

use of data-driven evaluation tools, and sourcing of candidates enabled by Artificial Intelligence (AI).

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What Are The Key Factors Driving Growth In The Executive Search (Headhunting) Market?

Anticipated growth in the executive search, or headhunting, market is driven by escalating needs for leadership talent. Leadership talent comprises individuals with the ability to guide, influence, and motivate others in order to achieve organizational objectives. The growth in this talent pool is primarily due to expanding organizational complexity which necessitates adept leaders capable of steering change and spearheading strategic growth. The executive search process contributes to augmenting leadership talent by identifying, appealing, and placing highly competent leaders that are fitting with the organization's aims and facilitate business progress. For example, as per the Bureau of Labor Statistics, a government agency based in the US, leadership skills were fundamental for 185 occupations in 2023. Transportation supervisors and health services managers are anticipated to see over 60,000 annual job opportunities, while chefs and head cooks also depend greatly on leadership, foreseeing job growth at a rate of 8.3 percent, which is more than double the average rate. As a result, the executive search, or headhunting market, is expanding due to a surge in the demand for leadership talent.

What Are The Top Players Operating In The Executive Search (Headhunting) Market?

Major players in the Executive Search (Headhunting) Global Market Report 2025 include:

- Robert Half Inc.
- Korn Ferry
- DHR International Inc.
- Heidrick & Struggles International Inc.
- Egon Zehnder International Ltd.
- Boyden World Corporation
- Russell Reynolds Associates Inc.
- ZRG Partners LLC
- Odgers Berndtson
- True Platform Inc.

What Are The Prominent Trends In The Executive Search (Headhunting) Market?

[Leading firms in the executive search \(headhunting\) industry](#) are shifting their focus towards innovative services like data-driven market intelligence as a means to attract, evaluate, and maintain high performing leaders effectively. This approach uses analytics and industry knowledge to guide the recruitment of executives, allowing companies to make smarter decisions relating to availability of talent, competitors' strategies, salary benchmarks, and leadership trends. For instance, Meet Life Sciences Limited, a UK-based company that specialises in life sciences talent solutions, introduced Mx, a unique, dedicated executive search brand for

the life sciences sector in June 2025. This new brand utilises deep sector knowledge, a global network, and data-driven techniques to provide strategic guidance and accuracy in hiring for C-suite roles. The brand helps biotech startups, VC- and PE-backed companies, and international pharmaceutical organisations assemble top-level executive teams. Mx, through its specialised approach, responds to the increasing need for leadership talent in areas including pharmaceuticals, biotechnology, medtech, and healthcare communications, where the battle for seasoned executives is escalating.

Comprehensive Segment-Wise Insights Into The Executive Search (Headhunting) Market
The executive search (headhunting) market covered in this report is segmented

- 1) By Search Methodology: Contingency Search, Retained Search, Executive Search With Assessment, Diversity Search Initiatives, Intentional Search
- 2) By Functionality: Executive Level, Senior Management, Mid-Level Management, Technical Roles, Sales And Marketing, Human Resources
- 3) By Organization Size: Small And Medium Enterprises, Large Enterprises
- 4) By Application: Information And Communication Technology, Healthcare, Industrial, Food, Groceries, Automotive, Retailing
- 5) By End User: Corporate Sector, Non Profit Organization, Government And Public Sector, Other End Users

Subsegments:

- 1) By Contingency Search: Mid-Level Management Search, Specialist And Technical Roles Search, Volume Hiring For Leadership Roles
- 2) By Retained Search: C-Suite Executive Search, Board-Level Appointments, Strategic Leadership Roles
- 3) By Executive Search With Assessment: Behavioral And Personality Assessment, Competency-Based Evaluation, Psychometric Testing
- 4) By Diversity Search Initiatives: Gender Diversity Hiring, Ethnic And Cultural Diversity Recruitment, Inclusive Leadership Search
- 5) By International Search: Global Executive Placements, Cross-Border Leadership Recruitment, Expatriate Assignments

View the full executive search (headhunting) market report:

<https://www.thebusinessresearchcompany.com/report/executive-search-headhunting-global-market-report>

Global Executive Search (Headhunting) Market - Regional Insights

In the 2025 Global Market Report for Executive Search (Headhunting), North America led as the prominent region in 2024. The forecasted period expects Asia-Pacific to witness the most rapid growth. The regions included in the headhunting report are Asia-Pacific, North America, Western Europe, Eastern Europe, South America, Middle East, and Africa.

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Speak With Our Expert:

Saumya Sahay

Americas +1 310-496-7795

Asia +44 7882 955267 & +91 8897263534

Europe +44 7882 955267

Email: saumyas@tbrc.info

The Business Research Company - www.thebusinessresearchcompany.com

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LinkedIn: <https://in.linkedin.com/company/the-business-research-company>

Oliver Guirdham

The Business Research Company

+44 7882 955267

info@tbrc.info

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