



I'm happy so I'm not interested in hearing about other opportunities!

Good employees are usually happy. They are proficient at their job and so their manager looks after them. They are also good with people and so they are less likely to have personality issues with colleagues. Finally, they are probably positive people so they focus on what's good and not what's bad about their job.

Not only are they happy but they are also loyal. They have no frustrations and many of their friends come from the workplace.

Why on earth would they want to leave?

At CTC we are focused on developing long term relationships with good people. Most of the people that we talk to are not looking and are very happy where they are.

Sometimes however it is worth "BENCHMARKING" your current position with what else is out there. Unless you benchmark how can you honestly say that you are working in the best possible place for you?

We would recommend that every couple of years it is worth clarifying that you are in the best place. Companies are more than happy to talk to you despite the fact that you probably aren't going to move.

We aren't interested in just securing increased salaries but you might find that another company can genuinely advance your career and or improve on what you currently like about your job.

When should I consider a move to a new company?

There are no rules and everybody is different. It is a fact however that strategic moves at the right point in your career will make you a more rounded individual who is able to offer more. This is for the simple fact that every time you move you broaden your knowledge and experience based on:

- New manager, new mentors and colleagues for you to learn from
- Different company structure, systems, procedures and culture
- New clients and projects

Many senior managers and people who have reached the top of their profession have done so by continually striving knowledge and gaining new experiences. If on the other hand you stay with one company for 20-30 years what new ideas are you bringing in? Are you only ever going to be as good as the people training you?

It is a fact that we all suffer from diminishing returns; the longer we stay at one place the less we are learning.

In general, most career advisors would recommend that your first move post-graduation should be at around 3-5 years. Thereafter you should arguably look to move after 5-7 years. The most rounded Managers have probably worked at 3-5 different companies.

What should I be looking for when I move?

It's not about the money: Most professions get paid less when training but reap the rewards in middle age (eg. Doctors, solicitors, accountants). We believe that Engineering Graduates should follow the same principle. Your first 7-10 years should be 100% about learning, developing, gaining new experiences and fast tracking your career. It is important that you are clear about your career aspirations. Where do you want to be in 10 years time? Seek a company that accelerates your progression to your career goal.



As an Engineer, you broadly have the following options:

1. Technical Specialist
2. Team Leader / Department Manager
3. Project Manager

Think clearly about which way you want to go and discuss it with your manager.

Always remember however that the more people you learn from and the broader your experiences then the more you will have to offer and the more you will be worth.

Please feel free to call CTC to discuss any of these issues in total confidence.