

How To Move to a New Role Before The End of This Year

**NEW
JOB**



How To Move to a New Role Before The End of This Year



A common belief (or myth) is that at a certain point in the year, companies stop hiring. Sometimes they do, but in many cases, the opposite happens. Here is the truth.

Teams have open roles they need to fill. Budgets must be used, as hiring managers don't want to start the next quarter short-staffed.

Logically, this is a smart time for candidates to make a move, especially when they're not switching industries but looking for something new within the field they already know.

It's easy to tell yourself there's not enough runway left in the year, and it is better to wait until January. In reality, waiting might mean missing the quietest moment in the hiring cycle, when fewer candidates are applying, but roles still need to be filled.

Right now, another shift is happening. More companies hire based on skills and outcomes rather than ticking boxes on a CV. That means experience matters, and not always in the way it used to. If you've been there for a while and know you're ready for a different challenge, there's room to move before the year ends.

Here is where to start.



Assess Your Current Position & Define Your Target



You don't have to do a full career reset to make a change.

Sometimes it's more about refining than reinventing. Think about your current role. What parts of your day do you enjoy most? Where do you feel your energy is being drained?

Consider your skills, not just what you have qualifications for, but what you do well.

Once you have a clear idea of your abilities and priorities, start narrowing down where you want to go. Look at a handful of job descriptions in your sector that catch your eye, even if they feel slightly out of reach. You're not applying yet. You're collecting patterns.



What do those roles seem to expect? What's already familiar? What's new, but learnable?

You're not trying to tick every box. You're trying to see the shape of the move.

Remember that if money is the main reason for moving, first check if your salary is below market rate, and if all else is fine with your current employer, ask for a pay increase.

If that is unsuccessful, then move to stage two. Do some early research. Look at public salary ranges. Browse live listings. If you have a recruiter you trust, check in with them.

Make sure you have something to fall back on, too, a financial buffer you can rely on while you wait for the right role to come your way.

Leverage the Skills-Based Hiring Shift



One of the more useful changes in hiring right now is that job titles don't carry as much weight as they used to. Employers are paying closer attention to what people can do, not just where they've worked or what their CV says on the first line.

Suppose you've been working in your sector for a while. In that case, you've probably built up a mix of practical skills, problem-solving instincts, and lived experience that doesn't always show up cleanly on a CV, in a more traditional hiring model, that might've worked against you. It's more likely to count in your favour, especially if you know how to present it.

—
AROUND
81%
OF COMPANIES

HAVE SHIFTED TO
SKILLS-BASED HIRING
—

That transition is an opportunity, if you know how to use it.



Leverage the Skills-Based Hiring Shift



★ Get clear on what transfers:

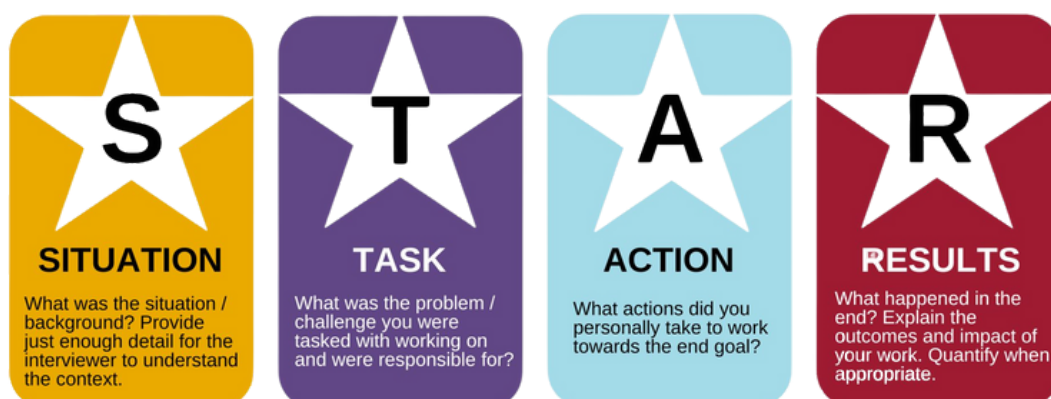
A good place to start is with the last six to twelve months of your work. Think about a few projects or problems you've handled, and write down the core skills that made a difference. Communication, decision-making, and time management are broad and transferable skills.

★ Show it where it counts:

Once you know your core skills, the next step is weaving them into the places where recruiters and employers look. Start with your LinkedIn headline. Add a short phrase or two about what you're good at, not just your job title. Something real. "Operations manager focused on clarity and follow-through." "Product marketer with a bias for clear messaging."

★ Prepare for a new interview:

Companies hiring for skills ask different interview questions. Behavioural questions "tell me about a time..." are common. Prepare for these with a few STAR (Situation, Task, Action, Result) stories that share real examples of your value.



Working With Recruiters



You don't have to go through a job move alone. If you've never worked with a recruiter before, it's easy to assume they only call when you're not looking for work or only focus on senior roles. But if you find someone who knows your sector and gives them something clear to work with, they can help you find opportunities faster than you ever could.

Look for a focused recruiter that understands what you need. Find out if they have a strong track record in your industry, read online reviews and case studies, and ask questions.

Once you start communicating, be clear and honest about what you want, your timeline, and where you're flexible. Build and maintain that relationship when you find a recruiter who works with you. Respond when they reach out (even if you're not looking for work anymore), provide honest feedback, and keep them updated on any changes to your situation.



Apply Smart, Interview Strong



The hardest part of a job search isn't usually the work. It's the uncertainty. You send out an application and hear nothing. You get an interview and then wait weeks. Sometimes you make it to the final round and don't get the offer. That's the cycle. For most people, it's frustrating, even when it's expected. The way to get through it is to focus on the parts you can control.

-  **Start with your applications.** You don't need to rewrite your CV every time. Just pay attention to the IT role. Ask yourself: what's this job actually about? If your experience overlaps, make sure that's easy to spot. Use the same language where it fits. Cut anything that doesn't speak to the work.
-  **Cover letters** don't need to be long, though they do need to be relevant. Two short paragraphs. Why this role, why now, and what you bring that's relevant.
-  When **interviews** come around, rehearse and remember that people want to know what working with you is like. Can you explain what you do? Can you talk through how you solve problems? Are you someone they'd trust to follow through?
-  Pick a few moments from your **recent work**, where you figured something out, or made something better. You don't need a script. Just have them in your head. So, when someone asks, "Can you give me an example?" you already have one.

Your Year-End Job Search Timeline

A solid timeline is important, particularly if you want to switch roles by the end of the year. A good strategy is to plan out a 90-day sprint, focusing on tasks to do month by month.

Month 1: The Basics

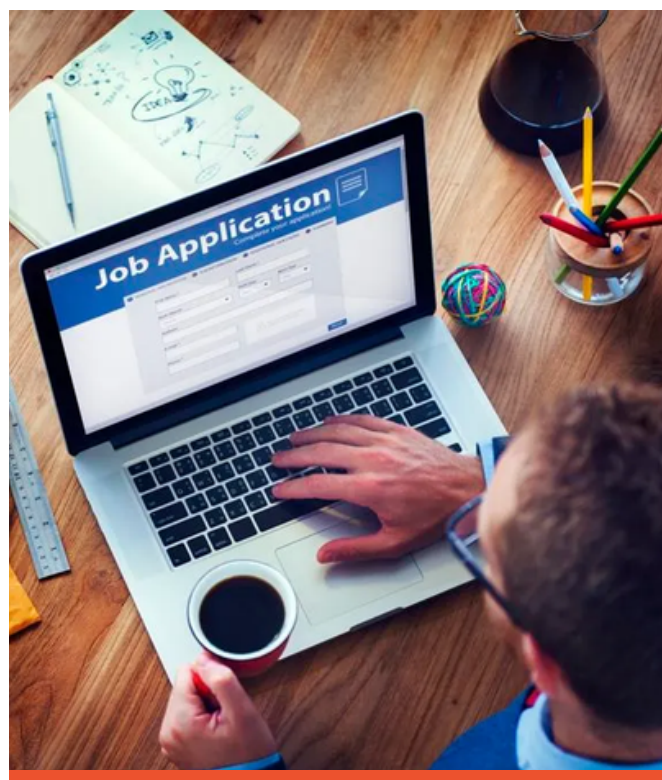
Get your CV in good shape. Then, update your LinkedIn so it reflects what you actually do, not just your title.

Start looking into recruiters who can help you find opportunities you might miss. Ask them questions about their process. Request feedback from these experts on how to make yourself more appealing to employers.

Next, set up a few alerts. Use job boards you trust, whatever's most active in your field. Keep the filters tight enough to be useful but not so narrow that you miss something close enough to consider.

Month 2: Active Applying

Apply to roles that feel like a real match. Close enough that you can write a genuine cover message or tailor your CV without forcing it. Even three or four focused applications a week is enough, as long as they're targeted.



Your Year-End Job Search Timeline



Month 3: Follow through

By the third month, a few things might be happening at once. Maybe you've had a couple of interviews. Perhaps you're in final conversations. Maybe it's quieter than you'd like.

That silence can be hard, especially if you've put time into it. But it's common. Hiring managers get busy. Budgets stall. Teams pause decisions. None of that has much to do with you.

What helps is staying in motion. This could mean sending a short follow-up message after an interview, checking in with a recruiter, or reaching out to someone you spoke with earlier in the process.



Don't Put Your Future On Hold



Most people wait until January to make a move. They tell themselves they'll start fresh once things quiet down. The truth is, by the time they get going, the best roles are already filled, and the momentum is gone.

Now is a good time if you're thinking about a change. The hiring market hasn't stopped. Managers still have teams to build and roles to close. There's less noise this time of year, which makes it easier to be seen.

You don't need a perfect plan. Just a clear one. Something steady enough to keep you moving, even when the process feels slow. Making a move doesn't require a new year. Just a decision.

A graphic illustration featuring a white alarm clock with a silver bell and a small loop on top, positioned in the bottom left corner. Behind the clock is a large, yellow, speech-bubble-shaped graphic. Inside the bubble, the text 'IT'S TIME FOR A NEW JOB' is written in a bold, black, hand-drawn style. The background is a solid green color, and the entire graphic is set against a blue surface at the bottom.

IT'S
TIME FOR
A NEW JOB

Looking for your dream job or your next star hire? Look no further than Constant Recruitment!

As a trusted recruitment agency, we are committed to matching skilled and talented candidates with top-tier employers across the industry. We take the time to understand your unique needs and preferences, whether you are a job seeker looking for a new opportunity or an employer seeking the perfect candidate to join your team.

Our extensive network and expertise in the field enable us to connect you with the right people and opportunities to achieve your goals. At Constant Recruitment, we pride ourselves on delivering exceptional service and going above and beyond to exceed your expectations.

So why settle for anything less than the best?

Contact Us



01233 538930



hello@constantrecruitment.co.uk



www.constantrecruitment.co.uk



At Constant Recruitment, we are passionate about connecting talented IT professionals with leading organisations across the UK. The right talent can transform organisations and drive innovation and growth, and we are dedicated to matching the right talent with the right opportunity.

Our founder, **Rachel Constant-Taylor**, started in recruitment in 2006, the same year her youngest daughter was born. With a background in the IT industry since leaving school, moving into **IT recruitment** was a natural fit for her, combining her real-world knowledge of working in Tech companies with her love of people. She saw an opportunity in 2012 to create a unique recruitment agency of her own that delivered exceptional service and expertise.

In 2024, **Karen Lansbury** joined to lead our **Legal & Business Services Division**, bringing years of experience in Kent and the Southeast legal market. Together, we now support law firms and in-house teams with the same diligence, integrity, and focus on long-term hires that have defined our work from the start.



What makes us unique is our commitment to delivering a personalised recruitment experience for both our clients and candidates. We understand that every individual and business is unique, and we work closely with each of our clients and candidates to understand their distinctive needs and goals. This allows us to provide tailored solutions that meet their specific requirements, helping them to succeed in a competitive market.

We recruit better than our competitors by providing a seamless and effective recruitment process that consistently supports both our candidates and clients. **We value honesty, integrity, and hard work.**

Taking a pride in our ability to connect the right talent with the right opportunity. We are committed to delivering the highest standards of service and expertise.

To our clients we are the trusted partner for all recruitment needs

