

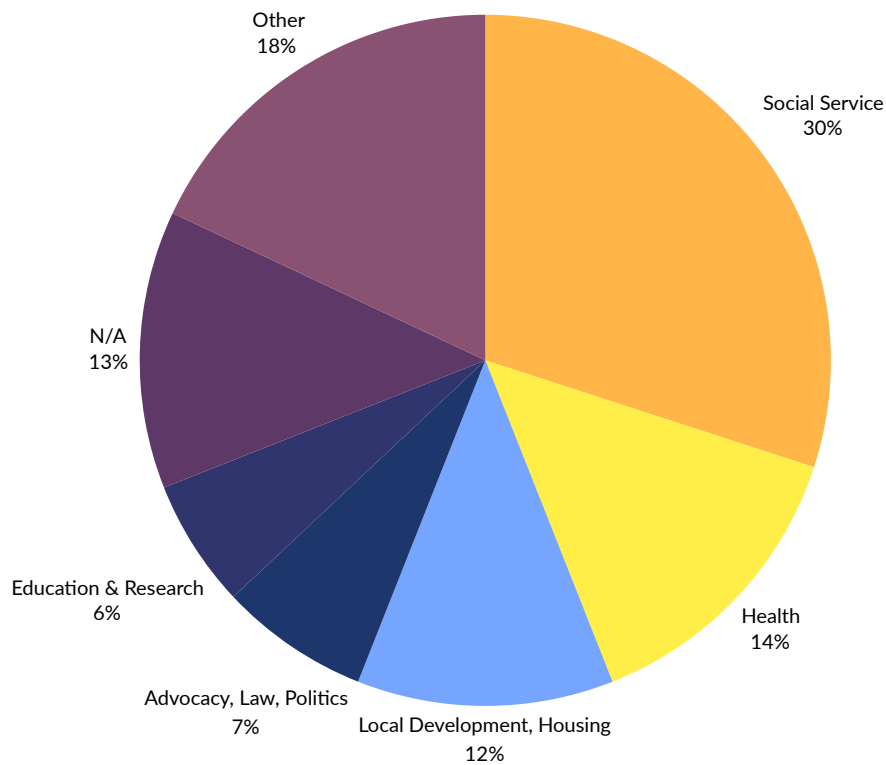
Impact of The General Election on Nonprofit Senior and Executive Recruitment in 2024

Overall, our findings suggest a steady demand for experienced talent in 2024, with organisations across all subsectors actively recruiting in 2024 (see right for breakdown), indicating that recruitment remains a key priority for nonprofit organisations.

Social Services, Health, and Local Development & Housing had the highest volume of vacancies in 2024, signalling continued growth in these subsectors.

55 roles were advertised more than once in 2024, highlighting that attracting talent is still a challenge for nonprofit organisations in what remains to be a tight market.

Subsector Breakdown



Demand for roles in Policy, Advocacy, and Campaigning increased directly after the election

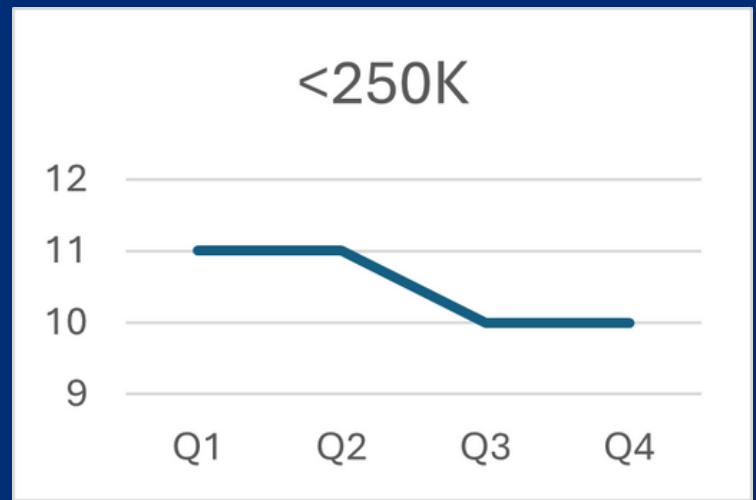
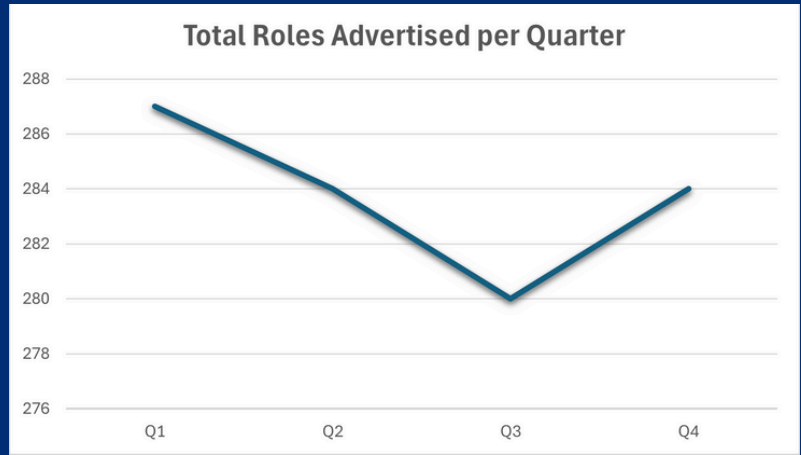
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Roles
Advertised

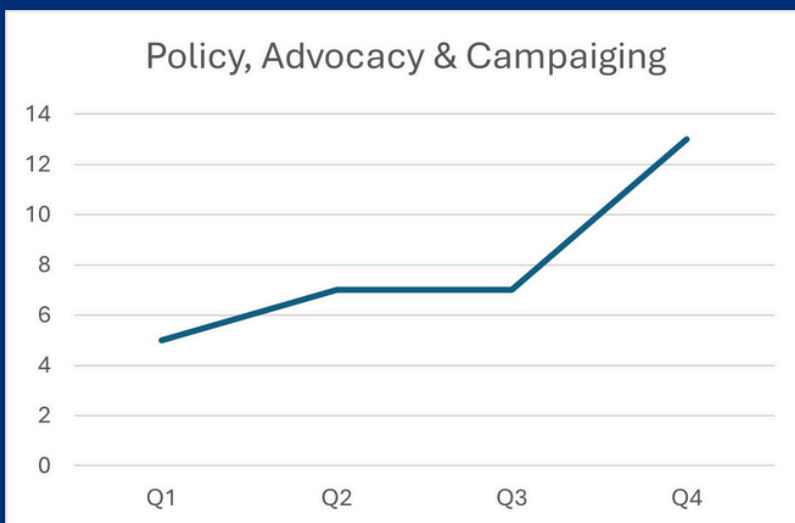
55

Roles were advertised
more than once

The total number of advertised roles did not vary significantly quarter-to-quarter. Q1 had the highest number of roles advertised, with the lowest number recorded in Q3 2024. This may be seasonal, with teams pausing recruitment efforts at a time when many take leave and it is challenging to recruit. It is also plausible, however, to hypothesise that this could also have been linked to the general election and impending change in government.



As illustrated above, this decline in recruitment activity was recorded across organisations of various sizes between Q2 and Q3 2024.



Interestingly, this was followed by a noticeable increase in demand for roles in policy, advocacy, and campaigning after the election, reflecting a shift in organisational focus toward influencing and responding to new government priorities.

