

Three-quarters of UK professionals' eye new jobs in 2025, despite only 48% being confident about opportunities

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Over three-quarters of UK professionals will be looking for a new job in 2025 – yet only 48% are confident about the job opportunities in their sector.

Not only that, almost two-fifths (38%) of professionals aren't confident about starting the new year with their current employer.

Inflation, continued cost-of-living pressures and tax increases are just a fraction of the factors leading to increased anxiety in the market this year.

Chris Eldridge, CEO of Robert Walters UK & Ireland tells us more.

However, new data from [Robert Walters' Salary Survey](#) suggests that many professionals will be searching for new job opportunities in 2025 regardless of a decreasing confidence in the opportunities on offer across professional services sectors.

Employers should take note that professionals are actively pursuing new job opportunities despite their confidence in the market being low.

"The new year has introduced a new wave of economic pressures for professionals – and it's clear if they don't feel confident enough with their current employer, they'll respond with their feet.

"For employers, this trend presents something of a double-edged sword. Those who remain agile will

give themselves the opportunity to attract top talent away from their market competition. Whilst companies who fail to pivot their operations run the risk of losing key players in their teams.”

Confidence curtailed

Last month, Robert Walters found that [45% of UK professionals](#) won't be receiving bonuses this period, despite 44% of them believing they were 'firmly on track' to receive one at the end of 2024.

Further Robert Walters research reveals that almost half (46%) of professionals are worried about their current company's ability to retain employees in 2025. With 30% of professionals being concerned about their company's ability to attract new employees – it is clear to see that employee confidence is dwindling.

Indeed, only 27% of professionals feel confident about their company's projected growth in 2025.

Chris comments: “Salaries being stretched further due to living costs, annual bonuses either lacking or non-existent and a slew of external factors such as policy changes, high interest rates, inflation and continued economic instability have dealt blow-after-blow to business confidence going into the new year.

“This places a real threat on the employee-employer relationship. Highlighting an imminent need for employers to be doing more to ensure employee confidence in their operations doesn't decrease and result in driving out top talent.”

Professionals taking action

According to recent [data](#), last year saw record numbers of senior lawyers move jobs in the capital – as pay wars still rage on.

Data from Robert Walters found that 65% of white-collar professionals in the UK state they'll be actively applying and taking interviews in 2025.

With over a quarter (28%) keeping an ear close to the ground for potential new opportunities.

Blundering budgets

According to further findings from Robert Walters, over a third of employers (37%) believe that 'budget constraints' will be their main hiring challenge this year.

However, it is not just about throwing money at the issue. Over three-fifths (65%) of professionals stated that company values are extremely important when considering a new job role.

Top three most valuable workplace benefits to professionals:

1. Private health insurance (80%*)
2. Bonus schemes (77%*)
3. Pension contributions (69%*)

*Percentage of white-collar professionals who would consider a job offer based off this benefit.

[\(Source\)](#)

Chris comments: "In challenging markets, it's crucial for businesses to hold onto their top-tier employees. Ensuring bonuses are paid to those who significantly contributed to last year's success. Neglecting this will only encourage high performers to seek opportunities elsewhere.

"While ramping up workplace benefits, continuing to facilitate both employees' growth and clearly aligning company profile with a social agenda and set of core values are other ways employers can maximise value and increase confidence when budgets are tight.

"This year will see top companies prioritising and investing in employee experience. Doing so will ensure they are best placed to attract and retain top talent, which could mean the difference between them thriving or diving in 2025."