

**CHALLENGES IN  
INTERNATIONAL TALENT  
ACQUISITION**

**THE 2025 HIRING  
LANDSCAPE**



## ABOUT US

Agrupada Global Talent is a premier Executive Search Firm with 25 years of experience, headquartered in Barcelona, Spain. We specialize in mid to CXO-level executive searches, delivering top-tier leadership through a structured and strategic search process.

With a commitment to precision and excellence, we partner with organizations worldwide to identify and secure exceptional executive talent that drives long-term success.

We work **Glocally**. We reach talent globally, but keep the relationship and the accountability here.



# WHY HIRING TRENDS MATTER

- The job market is evolving faster than ever.
- Companies must adapt to stay competitive in attracting top talent.
- Understanding key hiring trends helps businesses make informed decisions.
- Strategic hiring ensures long-term success in a changing workforce.



## SKILLS-BASED HIRING OVER DEGREES

- Companies prioritize skills over formal degrees to find the best talent.
- Practical experience and adaptability are valued more than academic credentials.
- Employers use skill tests and project-based interviews to assess real abilities.
- Results: This approach creates a more diverse, capable, and performance-driven workforce.





# AI-POWERED RECRUITMENT WITH A HUMAN TOUCH

- AI streamlines resume screening, interview scheduling, and assessments.
- It enhances efficiency but can't replace human judgment and emotional intelligence.
- Best practice: AI handles tasks, while humans make key hiring decisions.
- Result: Improved candidate experience and more accurate hiring.

## **DIVERSITY, EQUITY, AND INCLUSION (DEI) AS A BUSINESS PRIORITY**

- DEI is a core business strategy, driving growth and innovation.
- Diverse teams perform better and give companies a competitive edge.
- Businesses focus on unbiased hiring, leadership development, and inclusion.
- Result: Higher employee satisfaction, retention, and long-term success.



## **HYBRID & REMOTE WORK: THE NEW NORMAL**

- Flexible work models are now an expectation, not just a perk.
- Companies embracing remote options attract and retain top talent.
- Key challenge: Maintaining engagement, inclusion, and company culture.
- Solution: Structured communication and hybrid team-building initiatives.





# EMPLOYEE WELL- BEING & MENTAL HEALTH

- Strong mental health boosts productivity and job satisfaction.
- Companies invest in wellness programs, burnout prevention, and psychological safety.
- Supportive leadership fosters a work-life balance and a healthy culture.
- Outcome: Higher retention, engagement, and a happier workforce.



# INTERNATIONAL HIRING CHALLENGES

- There is a fight for talent everywhere.
- Lack of awareness of our companies.
- Spain is not as recognized as other geographies.
- Spanish companies are trying to find Spanish candidates worldwide.
- TOP Employer





# THE FUTURE OF HIRING: ADAPT OR FALL BEHIND

- The workplace is transforming—are you ready to evolve?
- Success in 2025 depends on agility, innovation, and people-first strategies.
- Companies embracing skills, AI, DEI, flexibility, and well-being will lead the way.
- Final Thought: The future belongs to those who hire for today and what's next.



**THANK**

**YOU**