



DIGITAL INNOVATION

in conversation with

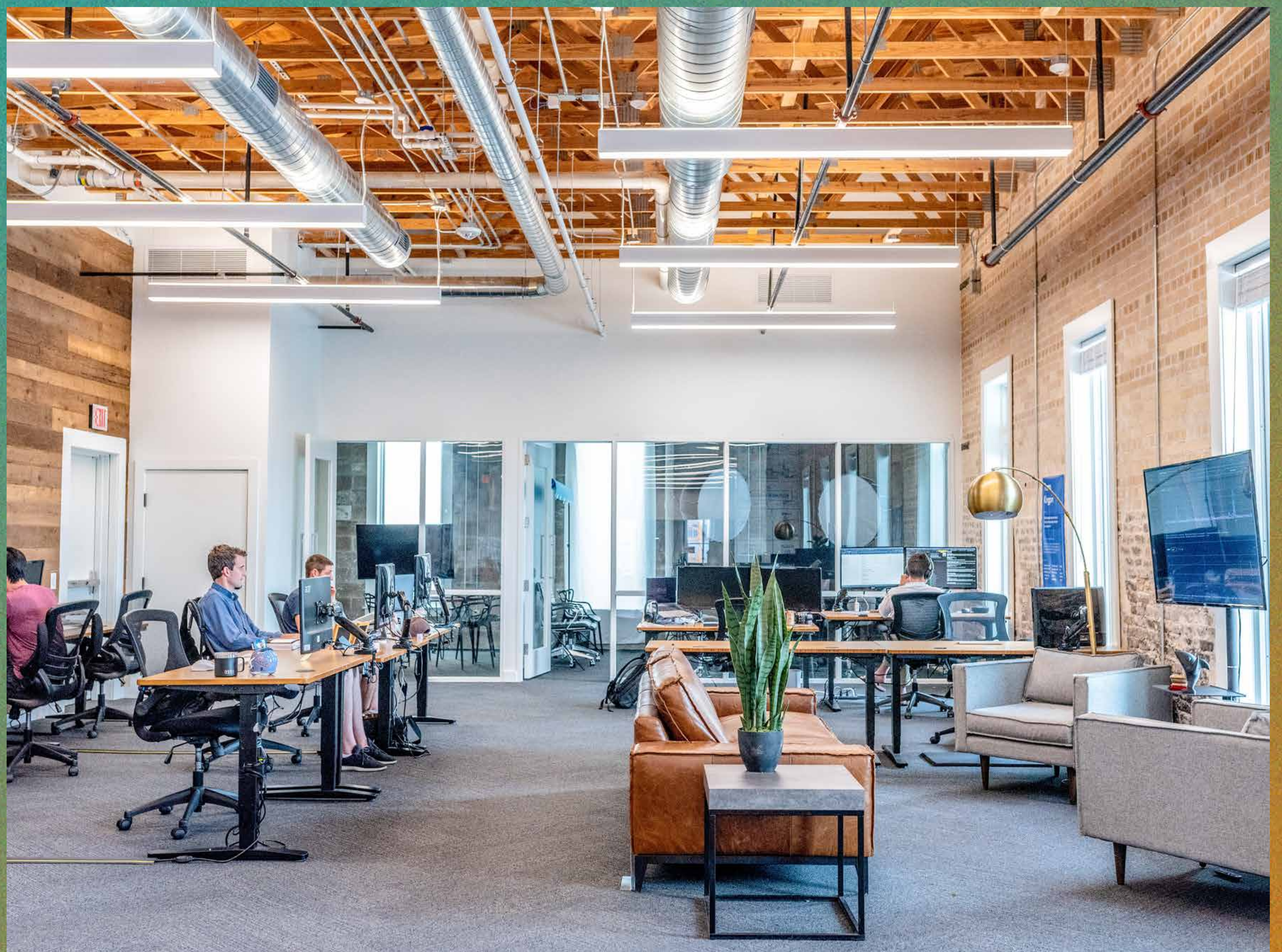


FELIX SCHÄFER

Director, Head of DACH

JCW Search GmbH

Has the pandemic *changed* the
culture of working
from your point of view?



“Yes, it has. Working hours have become much more flexible and companies have upgraded their IT infrastructure and equipment, which resulted in most work interaction happening digitally now.”



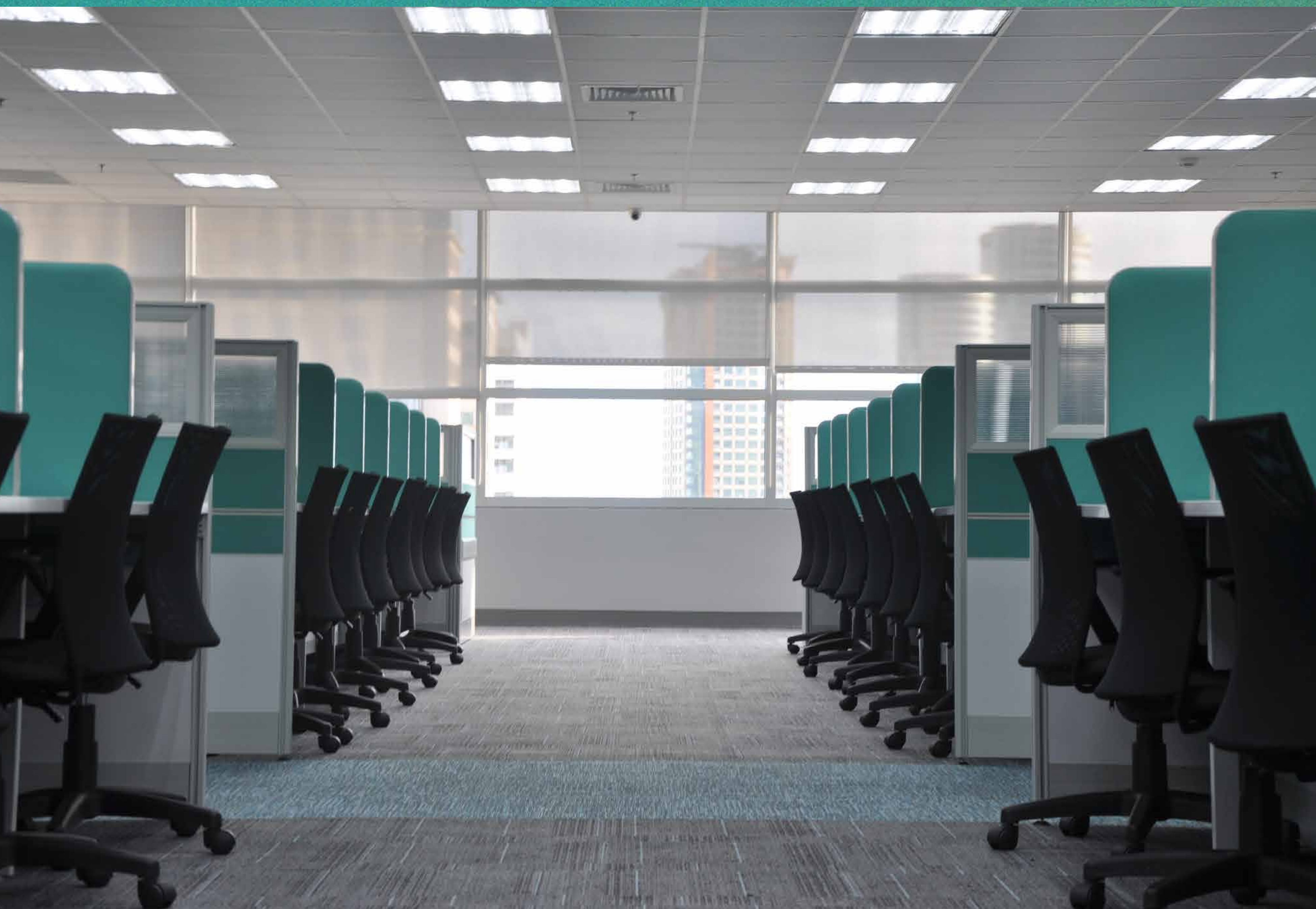
What are some of the *preferences* your candidates come forward with, especially when it comes to **digital workplaces, remote & hybrid working?**



“Most candidates prefer hybrid models and ultimately want maximum flexibility in when and where they are working. 95% of candidates want at least two days of remote work. The vast majority does not want to work fully remote.”



Do you see a **shift in requirements** and ways of working from a *company perspective*?



“The ability to work unsupervised, independently, and self-sufficient is a key requirement nowadays. Whilst in theory it shouldn’t matter from where you work, characters differ and not everyone is productive in every environment. It requires a lot more patience and proactiveness.”



How do you think will
the **future of work** look like?



“I personally think that a hybrid model will be the new normal and I don’t think that people don’t want to come into an office environment anymore – on the contrary, a lot of people miss the social environment and also want a clear separation between work and life, which is not always possible when working remotely. Fully remote positions will help companies to gain a competitive advantage in niche job markets and/or remote locations.”

