



Retrenchment shouldn't define you.

We are building a **community** around one idea: **Singapore's retrenched and mid-career professionals deserve a platform** built for the market they're actually facing - not the easy job-hunting story job boards.

Layoffs became a shared experience. The search is still a lonely one.

Let's face it, thousands of skilled workers are being ignored & left astray.

Every week, **thousands of capable people** add "Open to Work" to their profiles — and then face a search that treats them as one résumé among thousands.

Generic job boards weren't built for this moment. They mix the retrenched, mid-career job seeker in with everyone else, at exactly the time they most need to stand out.



The market is noisy

Hundreds of job boards but then candidates get filtered out before a human ever sees them



Skills without proof

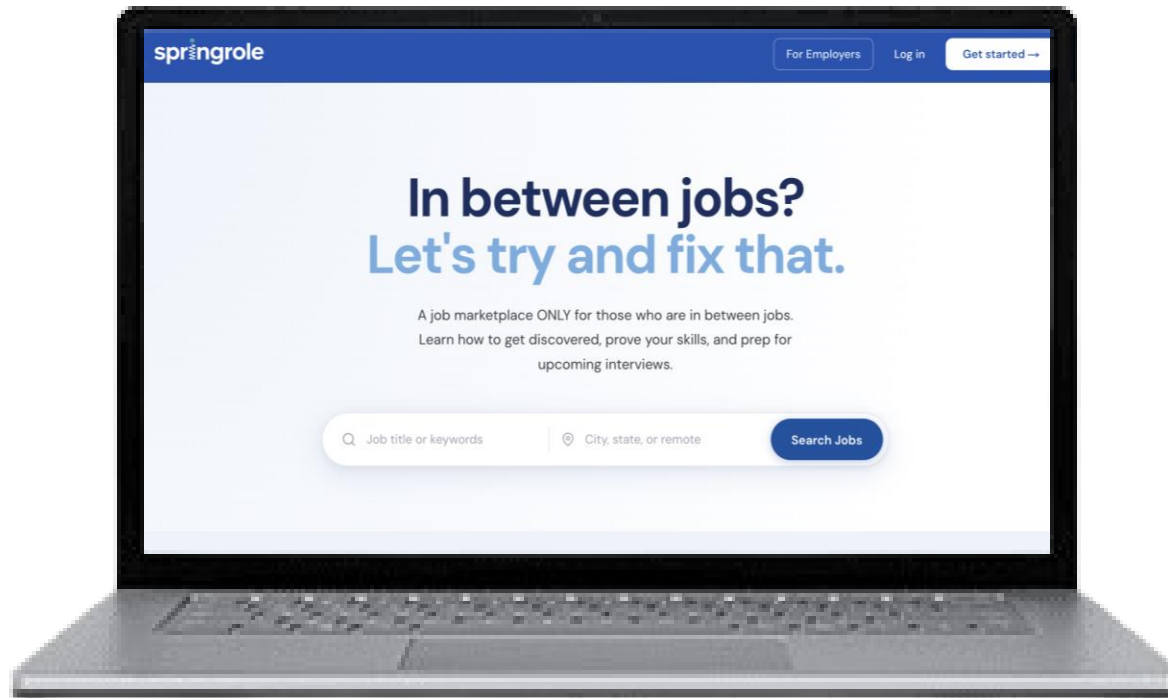
Years of experience, but no easy way to show it still counts.



Rusty at interviews

The longer the gap, the harder that first conversation feels.

It's Time to Spring Back Singapore



In 2Q of 2026, MOM announced that retrenchments rose from **3,830 in 1Q** to **4,500** — the highest quarterly total in over five years.

In a market where cost-cutting employers often reach for cheaper, younger hires, SpringRole job seekers find new **opportunities, faster.**

Instead of a crowded marketplace that filters out experience, SpringRole places you in a **focused pool of proven, mid-career candidates**, making every connection more relevant and valuable.

Trusted by employers and partners across the region — from global banks and tech firms to public agencies.



We understand, this is not the easy job-hunting process that job boards advertise— we've been there, and now we are here to support!

At SpringRole we close the gap between **retrenched, mid-career talent** and the **employers who need them** — so a layoff never defines what's next.

Retrenchments are **rising, and mid-career and older jobseekers are too often passed over for cheaper, younger hires.** We built SpringRole to even the odds and give back.

Ex-Senior Consultant



Retrenched during 1Q

Experience level

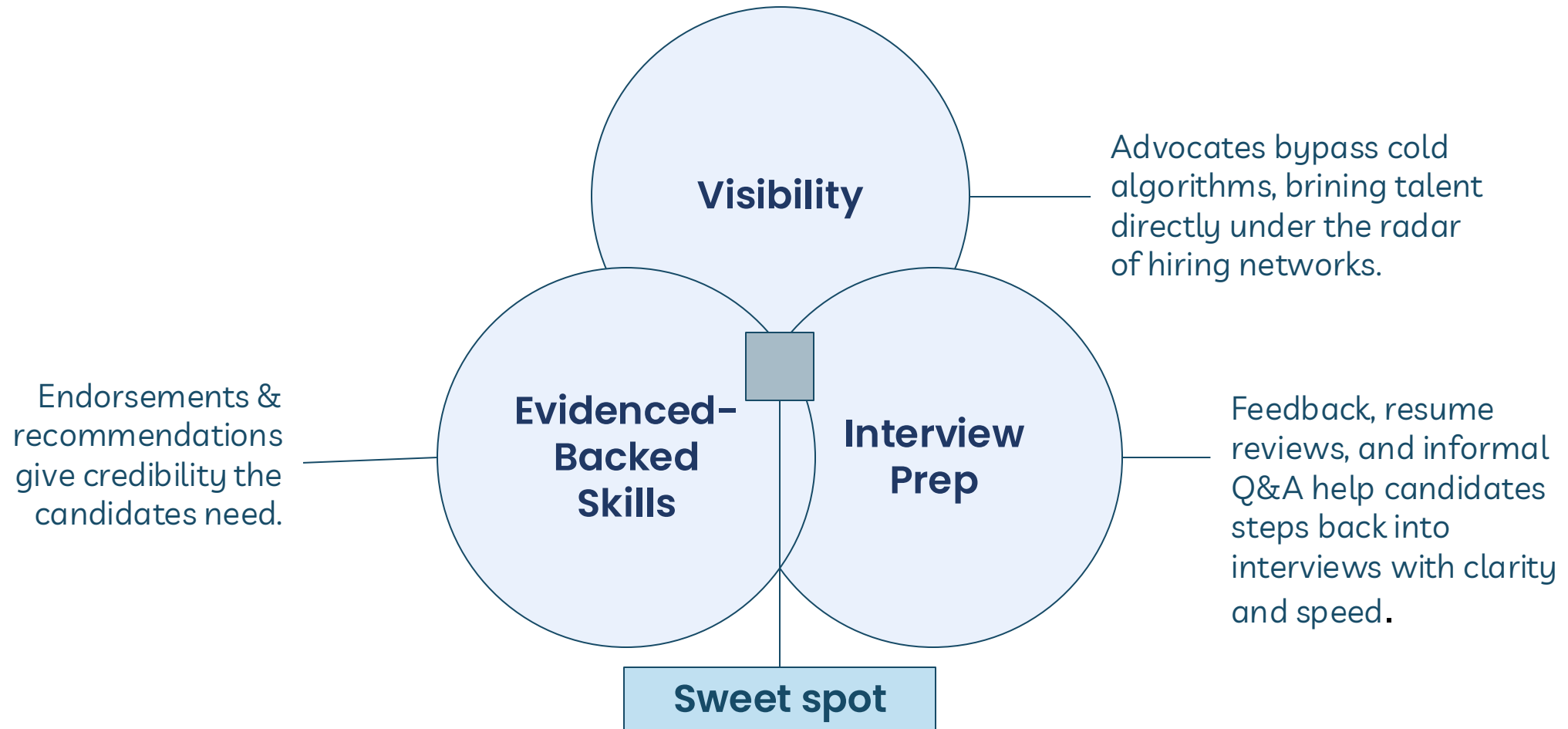
Interview offers

She has been unemployed for 6+ months

Over **20 years of experience**. Proven skills. Immediate value. Yet too consistently **overlooked**—until we help make the right connection.

Our initiative supports retrenched workers while helping **employers fill their needs** with skilled, job-ready candidates who can make an immediate impact.

Getting Re-Hired: The Formula



Why your voice matters here

You've already built trust with the exact audience this serves. When you speak, hiring managers and job seekers both listen.



Reframe yourself

The Reality: Job seekers between roles often feel hesitation or bias around employment gaps.

The Advantage: Your voice can help **reframes a career gap** into a warm, trusted recommendation.



Restoring candidate confidence

The Reality: Job hunting in isolation causes burnout and loss of interview momentum.

The Advantage: Community visibility and peer feedback give transitioners the backing they need to present at their best.



Bridge both sides of the market

The Reality: Talent acquisition & the talents are often not in the same space, putting both in the shadow

The Advantage: You reach candidates and the employers who follow you. One post can move both at once.



Accelerating Time-to-Hire

The Reality: The average job search takes months of unresponded cold applications.

The Advantage: Warm, advocate-backed talent pools shorten response times from weeks to days.

Pick your way to make a difference

Every option below takes what you already do on LinkedIn – turn your support into actual impact on the reality of retrenchment in Singapore.

Break the Stigma

Share **authentic stories** and insights about navigating career breaks, turning employment gaps into a **shared**, stigma-free experience.

Provide Guidance & Support

Offer brief **resume reviews**, **interview tips**, or **Q&As** to help fresh grads and retrenched professionals rebuild their confidence and market position.

Connect your Network

Connect opportunities from your network to the SpringRole, making it easier for hiring teams to discover qualified candidates.

Amplify Hidden Talents

Highlight and feature profiles of candidates in transition on social media, giving visibility to skilled professionals who might otherwise be overlooked by cold algorithms.





Let's shape the future of talent transition together.

Join the founding circle of advocates helping Singapore's retrenched and mid-career talent get discovered, get prepared, and get hired — then hold the door for whoever's next.

Let's get people back to work — together.

