

# Gareth Southgate reveals why he's prioritising purpose over career

*In a world where getting to the top of the career ladder—and staying there—is typically the barometer by which we measure success, Gareth Southgate's recent LinkedIn post offers a refreshingly alternative perspective.*

Temps de lecture : minute

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Taking to the social media platform, the former England football coach revealed that instead of jumping into a new manager role, he has decided to take some time out to explore his purpose in life and in doing so, facilitate personal growth.

“I’m consciously taking time to reflect on what I lived through and thinking deeply about what comes next,” he writes. “Coaching top players was a challenge that pushed me to operate at the very highest level. The weight of the role with the unique responsibility it carried was something few ever get to experience. Perhaps the hardest thing of all to replicate though, is going to be the sense of purpose.”

## 5 jobs hiring across the UK

- [Technology Partner, Tata Consultancy Services, Edinburgh](#)
- [Information Technology Specialist, Humankind Global Recruitment, London Area](#)
- [Chief Technology Officer, Searchability NS&D, Newbury](#)
- [Head of Technology, Zeusa Energy, London](#)

- *Technology Engineer, Kier Group, Dummer*

And he's not alone. As Southgate continues his exploration, he represents a growing cohort of professionals who view their fifties not as a period of professional decline, but as an opportunity for reinvention—according to data released by think tank *Phoenix Insights*, a third of adults aged 45-54 expect to change careers before they retire.

This is due to both 'push' factors (people expecting to have to change careers due to declines in their mental or physical health or because their job becomes obsolete) and 'pull' factors (people expecting to change careers to earn more or to do something they enjoy more).

For those in the 'pull' factor camp, figuring out that crucial next move so that it ticks the higher purpose box but also taps into your existing skills and experience is no mean feat, but Southgate has some good advice.

"I'm following the advice I would give to any young person, without a clear career vision," he says. "Keep learning, build or explore your network, seek different life experiences and when you decide what's next, there will be no right or wrong, just one path or another."

## 5 roles to apply for

- *Product Manager (Technology), Finning International, Cannock*
- *Technology Lead - Cloud, Leidos, Whiteley*
- *Information Technology Manager, Net Talent, Inverclyde*
- *Technology Support Analyst, Meraki Talent Ltd, Glasgow*
- *Technology Solution Architect, Coforge, Sheffield*

## The road not taken

One of the best ways to ensure career longevity and the ability to transfer

your skills is to invest in your skillset throughout your career.

Twenty-eight percent of those aged 45-64, 35% of those aged 45-54 and 21% of those aged 55-64 are currently investing on their skills, for example pursuing professional training, learning new skills at work, or looking at education and training options.

And with skills-based hiring on the rise—separate data from TestGorilla highlights that 81% of employers used skills-based hiring in 2024, up from 73% in 2023 and 56% in 2022—it's more important than ever to build up your professional skills.

There is even better news when it comes to skills-based hiring. It can prevent hiring bias, reduce unconscious bias, build a healthier company culture and give older workers access to new opportunities.

Research from TotalJobs found that 59% of recruiters admit to making assumptions based on age, with almost half (46%) considering candidates over 57 “too old”, while 42% say they feel pressured to hire younger workers.

In a world that often celebrates youth and immediate achievement, Southgate's words are a powerful reminder that purpose is ageless, and the most meaningful journeys are often the ones we least expect.

And if you feel as though 2025 is the year that you want to change the trajectory of your professional journey and navigate a more meaningful career change, the Maddyness Job Board is the perfect place to start your search.

Discover open roles all across the UK on the Maddyness Job Board today



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