



Ardlinn  
Executive Search



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**2019**  
**SALARY GUIDE**

# Executive Search

## 2019

### About Ardlinn

Ardlinn is a Global Irish based Executive Search firm and part of the Cpl group. As an indigenous Irish executive recruitment company that represents a new generation of business leaders, Ardlinn's expertise, insights and global influence has seen it significantly disrupt the traditional C level market since its inception over 18 months ago.

Ardlinn's unrivalled access to executive talent has supported its exponential growth in this short period of time, providing C-suite services to over 50 businesses and organisations and increasing its revenue by 45% in the last year.

### Ireland's C suite market in 2019

With this success comes both demand for senior appointments across the C-suite market and the need for businesses to ensure they have the culture, working environment and benefits to attract the very best indigenous, as well as international talent.

In a thriving employment market, like Ireland's, where fluid industries are developing a global

reputation, very specific skillsets and senior management talents will continue to grow in demand.

It's the economics of demand and supply that are driving the most significant remuneration packages across roles such as site leads, VPs, chief executive, technical, financial, commercial, operating, information and product officers.

In particular, the growing number of senior appointments in the tech sector, such as Chief Technology Officers (CTOs) is set to be in very high demand in 2019, with Ireland further building its reputation as a multinational technology centre. The impetus on new technologies and requirements for expertise in areas such as cybersecurity and fintech will be a key driver in this. In terms of fintech, in the first half of 2018 - a number of global companies announced expansion initiatives in Ireland. Mastercard, for example, announced plans to hire 175 more people in its Ireland-based research lab, while Stripe announced the establishment of an R&D centre. There are now more than 140 Fintech companies in Ireland, with searches for jobs in Fintech showing an increase of 90% from 2016 to 2017 alone.

Ardlinn expects a 40% increase in the availability of CTO roles across all industries in 2019 from 2018. It is a candidates' market, so companies need to consider if they have the right culture, package and the latest technology to attract the very best for their roles.

While CTO and CIO roles are significantly more prevalent in urban areas such as Dublin, Ardlinn sees an increasing number of opportunities for C level leaders and innovators within the STEM function in regions across Ireland. Professionals with experience with leading academic institutions with senior researchers will be particularly coveted, and this trend looks likely to continue into 2019 and beyond.

Within the health sector, both private and public, 2018 was a period of great transition and demand for Clinicians, CEOs and General Manager roles increased. Plans are already afoot for more administrative and organisational change within the health sector in 2019, with further C level demand expected.

Be it the private or public sector, financial remuneration in isolation has less influence on a discerning C-suite market now than in previous years. It is, however, a combination of the complete package, including benefits, culture, career progression and the outlook of the business or the organisation that appeals. While at this level of management it's often a global market with pension, healthcare, bonus, equity and shares very much expected as options, 2018 has seen an increased expectation of flexible and remote working, even at the very highest level. Whether it's highly skilled women or men who want to maintain a very specific level of work life balance, or indeed senior executives who work in Ireland three to four days a week but are based in mainland Europe or the UK, flexibility is a growing requirement within the Irish employment market.

One of the biggest challenges for any senior manager, whether it is Chief Executive, Technology or Financial Officer, is to build and maintain its middle management talent. C level candidates who can provide added value in terms of networks and can attract and maintain that type of skilled talent, is at a significant advantage to his or her peers.

Ardlinn's work with its clients, positioning leading C level executives, as well as its expert consultancy service at board and senior management level, has provided valuable support and guidance to develop the skillsets of industry leaders and their teams throughout Ireland.

Breathing new life into executive recruitment, with its dynamic and exemplary leadership team, Ardlinn will continue to excel and grow its client base in the years ahead.

PERMANENT		Ireland €k P/A	
Roles	Low	High	
CEO	180	450	
CFO	140	350	
COO	150	260	
CTO/CIO	130	250	
CMO	140	200	
Site Lead (FDI)	150	300	
General Counsel	140	300	
Strategy Director	120	200	
Finance Director	120	200	
Operations Director	120	170	
Treasury Director	140	220	
Engineering Director	100	180	
Manufacturing Director	120	200	
Business Development/Sales Director	120	200	
Marketing/PR/Public Affairs Director	120	170	
HR Director	120	190	



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