

SALARY GUIDE

Executive Search



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2020

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Cpl Exec specialise in headhunting and placing the best global talent across all industries and sectors. The team has over 20 years' experience managing C- and D-level appointments including CEO's, CFO's, CTO's, MD's and sales directors.

Buoyant C- and D-Level Activity

Over the past year there has been little change in C-level salaries, with roles at the upper level still commanding €500k+ for chief executive positions. According to Ibec, more than three quarters of companies plan to increase basic pay in 2020. The buoyancy of the market can be attributed to a resilient jobs market and increased investment in technology, which has attracted FDI and a growing indigenous sector.

Similarly, roles at the lower end of the scale remain stable and attract a median salary of €120k for senior executive positions, underlining resilience within the C-level sphere. In 2019, roles including CIO, CTO and CFO all saw incremental increases. Outside of Dublin there has been growth and a demand for senior-level appointments in global firms and fast-growth start-ups. The competition for executive professionals is steep and companies are looking both at home and abroad to fill positions – particularly within the technology and life sciences industries.

Diversity & Inclusion

The demand for women on boards and in senior positions will continue to grow in 2020. There is also greater demand for diversity in the workplace as a whole. Executive teams and boards of directors are responsible for ensuring that the organisation has a clear and actionable diversity and inclusion strategy, aligned to the organisation's mission. This is then projected throughout the organisation, in actions and initiatives from the top down.

Growth areas for 2020

Cyber-security: Everyone is producing data – an estimated one thousand times more data than just five years ago. This has created demand for C-level roles such as chief cybersecurity officer and chief risk officer. At a time when companies seek to become more open and offer more flexible ways of doing business, the chief cybersecurity officer needs to find the optimum balance between risk and responsibility. There is a significant skills shortage in this profession in Ireland leading to recruitment overseas to find suitable talent.

Legal Services: Despite the uncertainty of Brexit and its outcome, Ireland's legal sector is expected to benefit, strengthened by global law firms whose clients still need to work within the framework of EU law, including GDPR. This also has the potential to boost technology jobs in Ireland including CIO's and CDO's (digital).

Financial Services: Dublin remains the most popular choice for financial services companies to relocate post-Brexit.



PERMANENT

ROI €k P/A

Roles	Low	High
CEO	180	500
CFO	140	400
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