

# *The 2into3 Quarterly Recruitment Monitor*

## *Q3 2017*

*2into3,  
Pembroke Hall,  
38/39 Fitzwilliam Square,  
D02NX53  
+353 1 234 3101  
[www.2into3.com](http://www.2into3.com)*

The 2into3 Quarterly Recruitment Monitor tracks trends and provides insight on management level recruitment in the not-for-profit sector on a quarterly basis.

## Recruitment Overview

Management roles in the not-for-profit sector:

# 93



Decrease of 1% on Q2

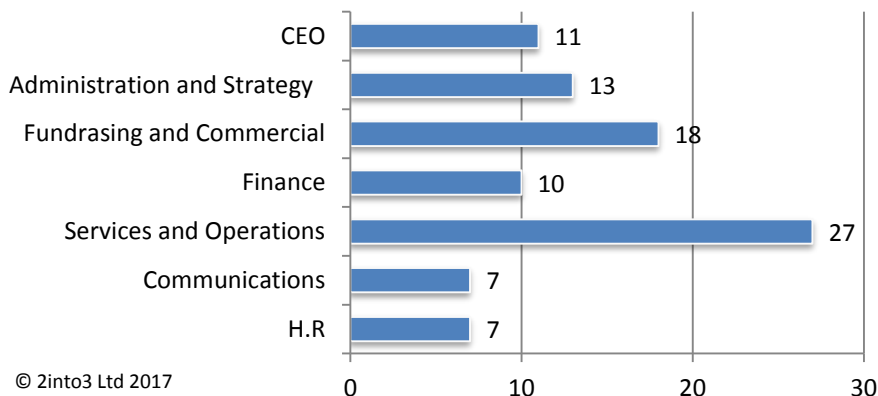
Full Time Roles **88**

Fixed Term **70**

Part Time Roles **5**

Permanent **23**

### Roles Advertised by Function



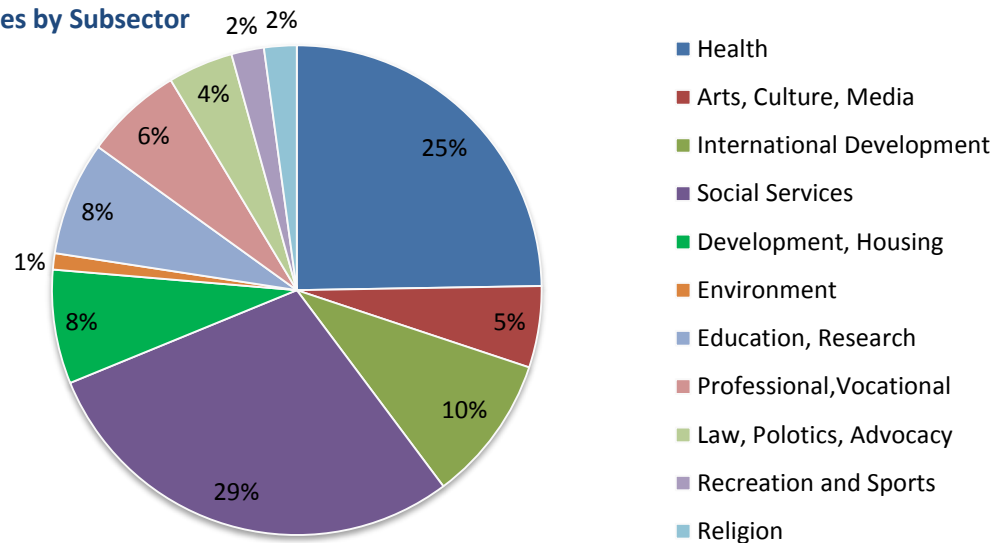
© 2into3 Ltd 2017

- H.R Roles advertised have increased sevenfold on Q2, while Communications roles advertised have also increased.
- Services and Operations roles remain most popular in Q3
- There has been a reduction in Fundraising and Commercial Roles compared to Q2.

## Recruitment by Subsector

In Q3 Social Services is the largest subsector at 29% followed by Health at 25%. Law, Politics and Advocacy has seen an increase of 6% on Q2. Compared to Q2, Development and Housing decreased to 8%

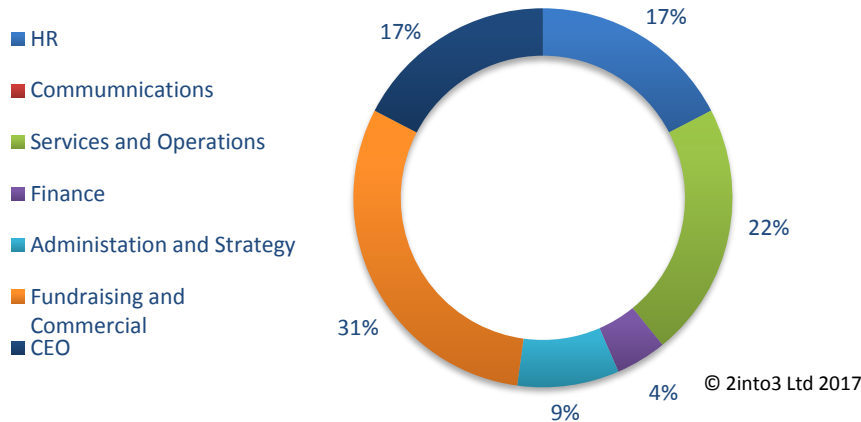
### Roles by Subsector



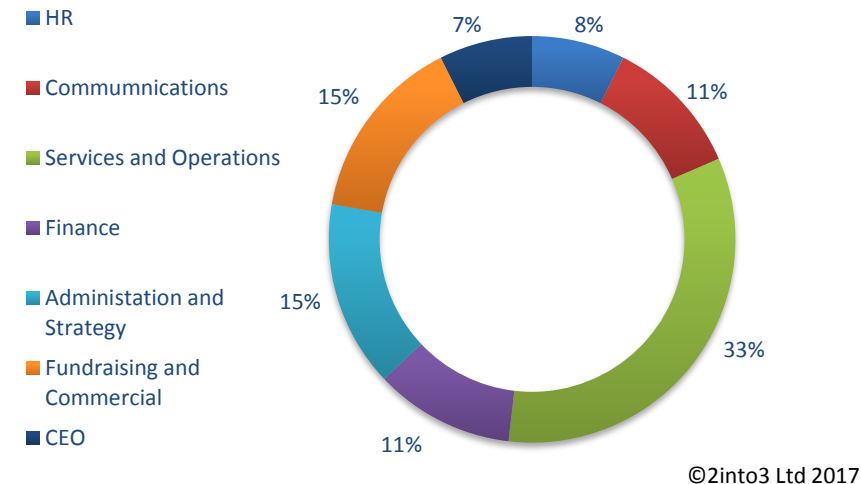
© 2into3 Ltd 2017

## Subsector Highlights

### Roles in the Health Subsector



### Roles in the Social Services Subsector



## Methodology

The information from for this report has been collated from the following sources:

- Active Link
- Irishjobs.ie
- Irish Times Executive Jobs
- The Charities Institute of Ireland
- The Wheel
- Irish Sport Jobs

## About 2into3

2into3 offers a specialist recruitment service. Our experience allows us to recognise the needs of organisations and the ever increasing demand on the capabilities of top level executives.

This commitment to the sector gives a unique insight into the complex challenges and constraints leaders are expected to contend with when managing the increasing need for effectiveness and efficiency within this environment.

2into3's knowledge, reputation, expertise and processes ensures that we can deliver for our clients. In 2016 2into3 filled 17 senior roles, securing an average of 37 applications for all recruitment assignments.

In the case of three recent roles we have worked on which were **Financial Controller, Commercial Manager** and **Development Manager**;

8

Average number of applicants when our client advertised directly

62

Average number of applicants when our client advertised the same role with 2into3