

The 2into3 Quarterly Recruitment Monitor

Q4 2017 & 2017 Summary

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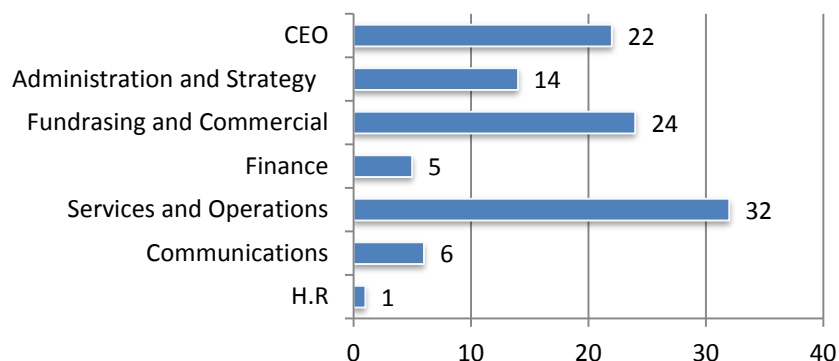
The 2into3 Quarterly Recruitment Monitor tracks trends and provides insight on management level recruitment in the not-for-profit sector on a quarterly basis.

Recruitment Overview

Management roles in the not-for-profit sector:

104 ↑ Increase of 12% on Q3

Roles Advertised by Function



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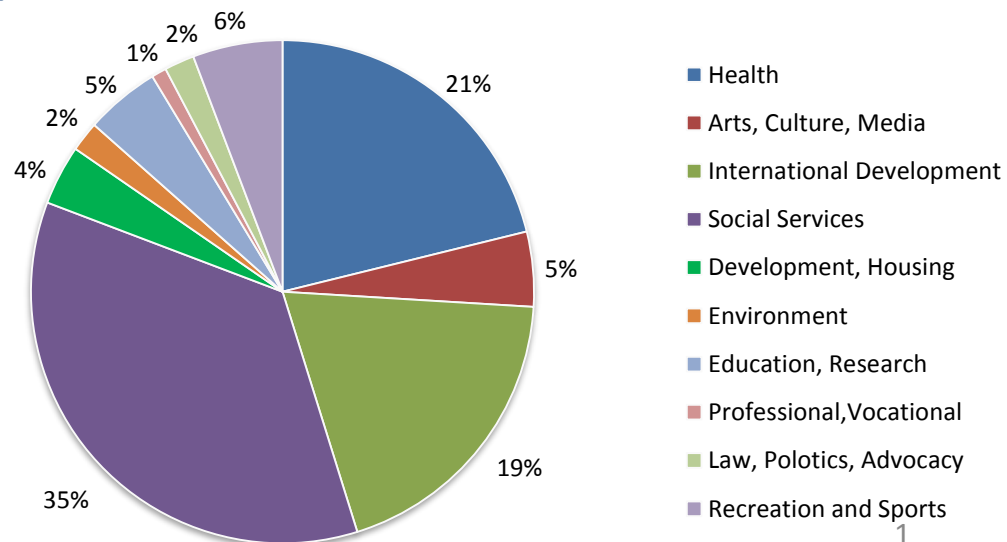
- CEO roles advertised have doubled on Q3, while Fundraising and Commercial roles advertised have also increased.
- Services and Operations roles remain most popular in Q4.
- There has been a reduction in H.R. Roles compared to Q3.

Full Time Roles	96	Fixed Term	26
Part Time Roles	8	Permanent	78

Recruitment by Subsector

In Q4 Social Services is the largest subsector at 35% followed by Health at 21%. The number of roles in the International subsector has doubled from Q3. Recreation and Sports has also seen an increase, accounting for 6% of roles.

Roles by Subsector

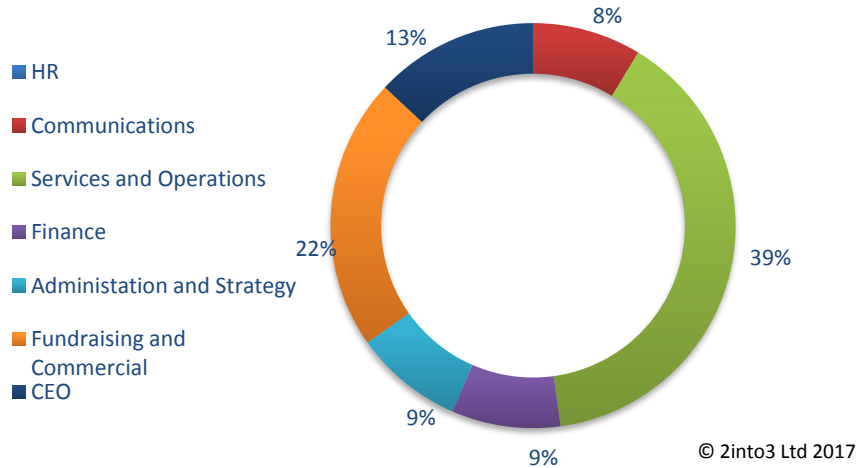


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Subsector Highlights

Full Year 2017

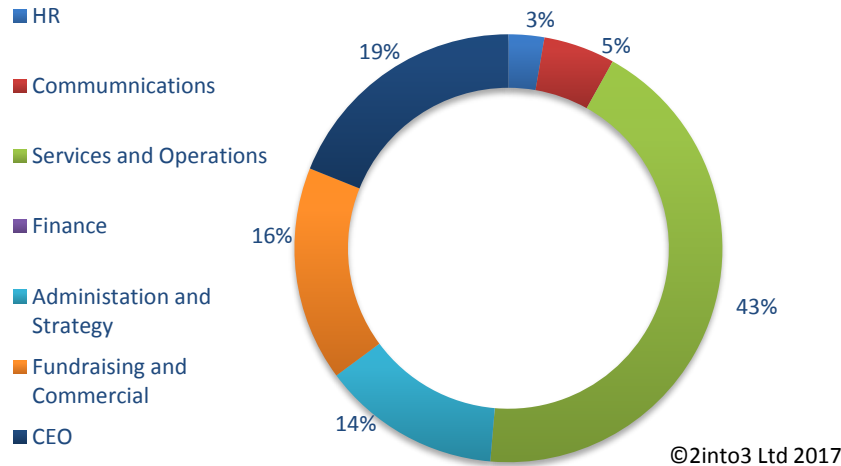
Roles in the Health Subsector



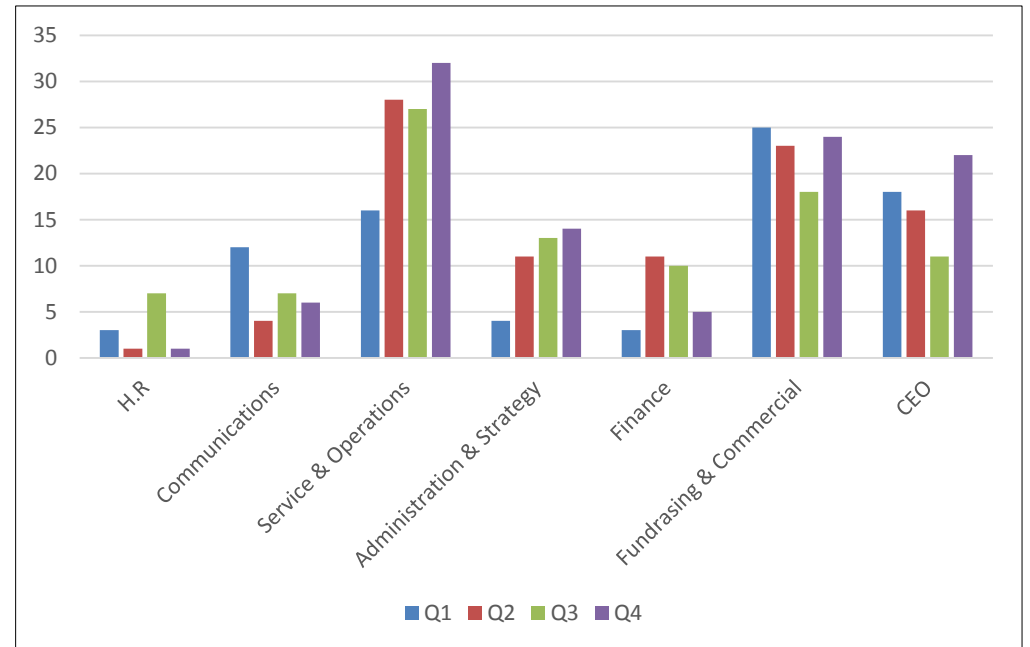
Full Time Roles in 2017 **343**

Part Time Roles in 2017 **29**

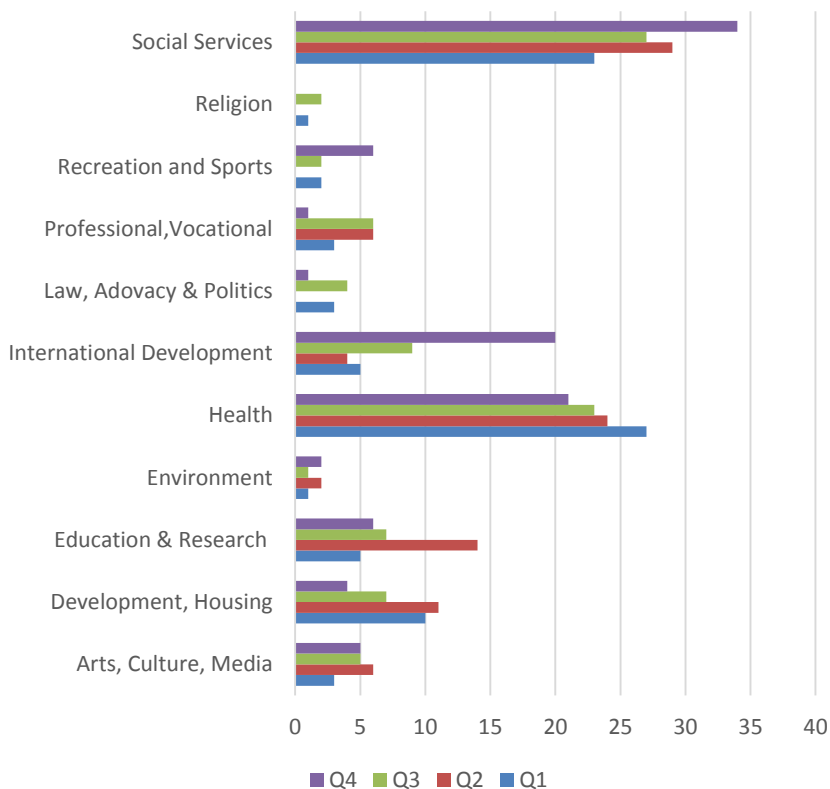
Roles in the Social Services Subsector



Quarterly Trend, Roles by Function



Quarterly Trend, Roles by Subsector



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Roles in 2017 by Quarter

Q1 **82** Q2 **94** Q3 **93** Q4 **104**

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. Since 2016 2into3 has filled 23 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