



Executive Market Sentiment H2 2019 Survey





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RFC Executive is delighted to publish the results of our Executive Market Sentiment – H2 2019 Survey.

Our aim is to provide insight into the expected impact on the number of leadership level staff employed and their salaries within Ireland for the second half of 2019. We also add to our many resources for leaders which include guides, news articles, surveys and research reports.

For more information please visit www.rfc.ie or contact me directly on **01 872 7008**.

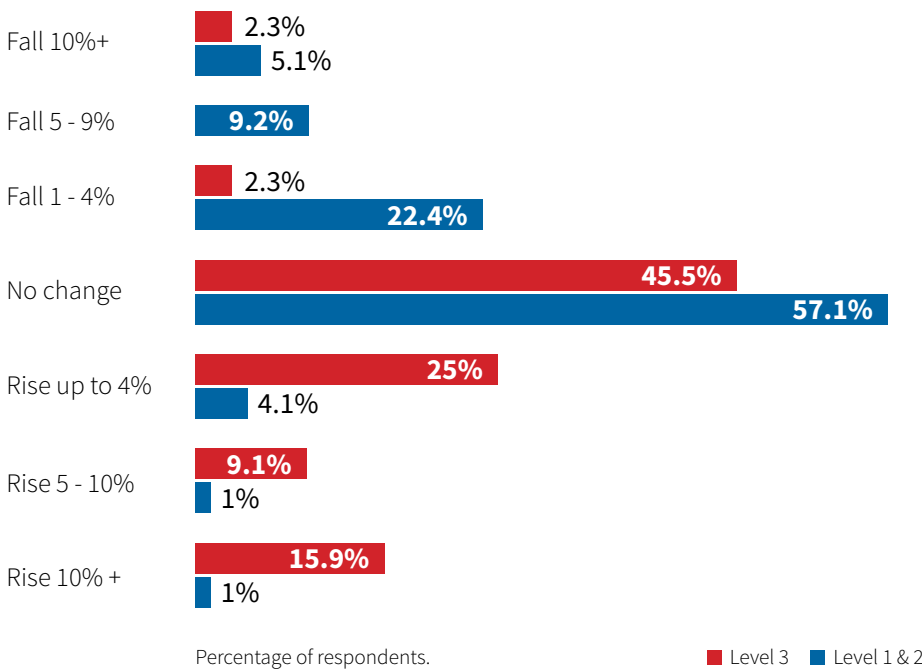


Robert Ferry
Partner

Executive Summary

Across all industries the results for market sentiment for H2 2019 are:

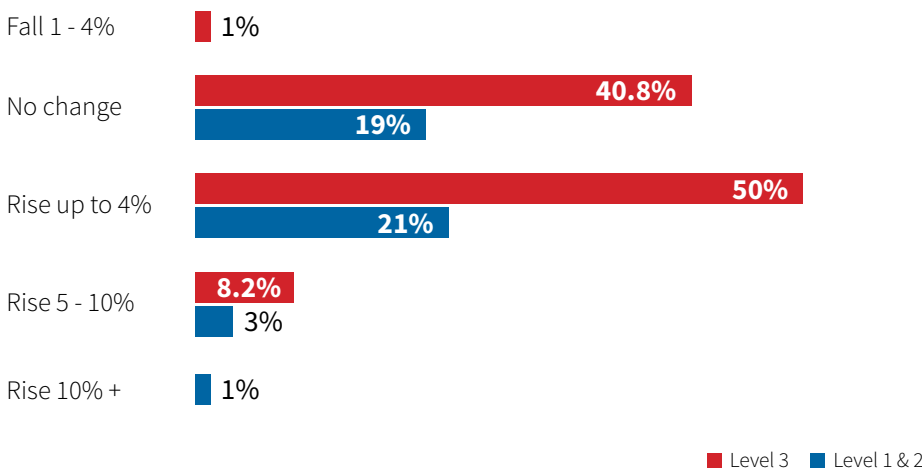
Direct Report Staff Numbers



The research suggests the demand for staff has changed vis a vis the H1 2019. The majority of level three leaders (head of function/ divisional managers) predict a slight rise in demand for staff reporting to them. Rise 51% versus 46% for H1 2019.

However, there is a marked fall off in the demand for those reporting to CEO or Board level (Level 1 & 2). In this category the prediction of a rise of 6.1% is a big drop when compared to predicted rise of over 60% in H1 2019. This is accounted for by and increase in the no change number from 33% in H1 2019 to 57.1% and a increase in the fall number from 0% to 38%.

Salary



The trend in salaries is somewhat reflected in staff employed numbers albeit not to the same extent. Level three leaders predictions are broadly in line with that of H1 2019.

However, level 1&2 leaders have revised downwards their predictions; c.73% predicted a rise in H1 2019 versus 25% for H2 2019. This is part may be due to the fact that many organisations have their salary reviews in the first of the year. It may also reflect the slowdown in predicted demand for senior leaders as mentioned.

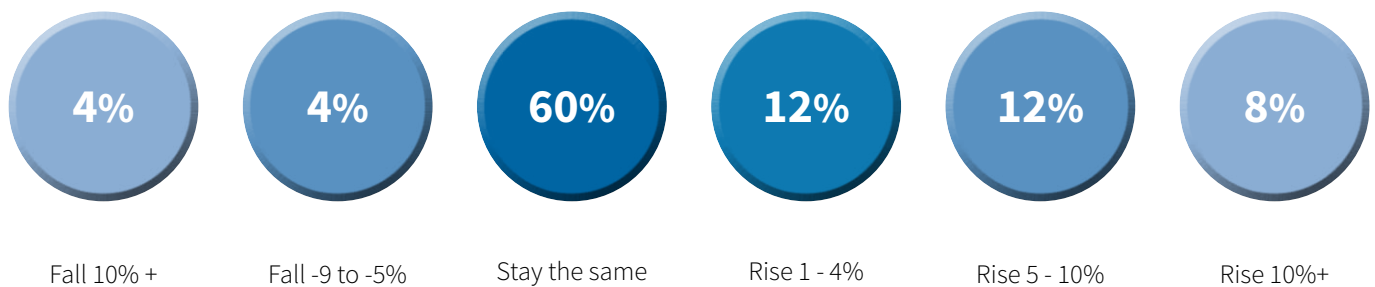
Executive Summary

The salient points derived were:

- There is a marked difference reported in the predicted increase in staff employed. Level three leaders (head of function , divisional managers) predict a slight rise in demand for staff. However, level 1&2 leaders (Board members, CEO's) predict a decrease in demand.
- Salaries for H2 2019 are broadly expected to remain the same for those reporting to level three leaders.
- In the Construction industry those expecting an increase in staff numbers predicted for H2 2019 (64%) is the highest of all industries.
- The Not for Profit sector is second only to the public service sector in having the highest percentage of respondents predicting no change in staff numbers, 75%.
- The public sector is the most pessimistic in relation to increasing staff numbers with only 11.4% of leaders expecting an increase.
- In the consumer industry, the percentage of those predicting a rise in staff numbers has increased to 50% from H1 2019 number of 37.5%.
- The Industrial/Manufacturing industry when compared to H1 2019 of 46% this rise in staff numbers is the lower at 32%. This is in large part due to cyclical reasons as typically most hiring is done in H1.
- In the Technology sector the balance of rise versus fall is 42.8% in favour of an increase in staff numbers for H2 2019.
- In the Healthcare industry the fall in staff numbers expected for H2 2019 is balanced out by the rise so no change is the prevailing view.

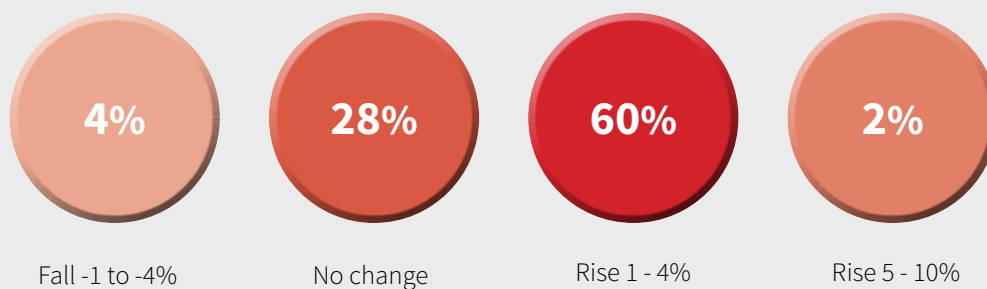
Industrial/Manufacturing Industry

Leaders Employed



- For H2 2019, 32% of respondents expect staff numbers to grow.
- When compared to H1 2019 of 46% this rise in staff numbers is the lower at 32%. This is in large part due to cyclical reasons as typically most hiring is done in H1.
- The increase in staff numbers in this sector is similar to the overall consolidated figure.

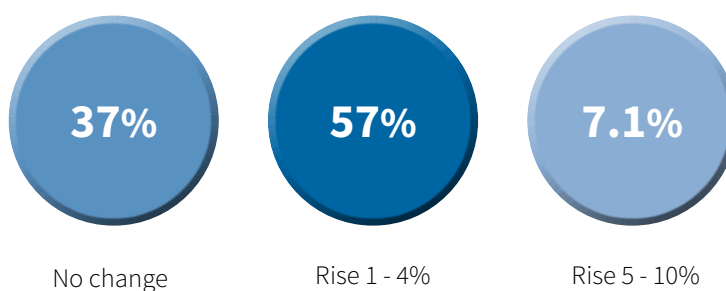
Salary



- Similar to staff numbers overall staff salaries are also expected to grow in H2.
- When compared to H1 2019 more leaders are predicting no change in salaries (28% in H2 V 19% in H1 2019).
- The percentage of leaders who expect an increase in salaries in this industry is the third highest overall behind construction and technology.

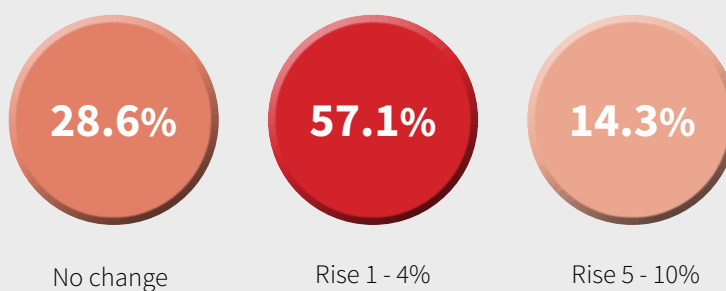
Construction Industry

Leaders Employed



- The majority of leaders, 64% are expecting an increase in staff numbers.
- The overall increase in staff numbers predicted for H2 2019 (64%) has increase compared to H1 2019 (60%).
- The percentage of respondents who expect an increase in staff numbers in this industry is the highest across all industries.

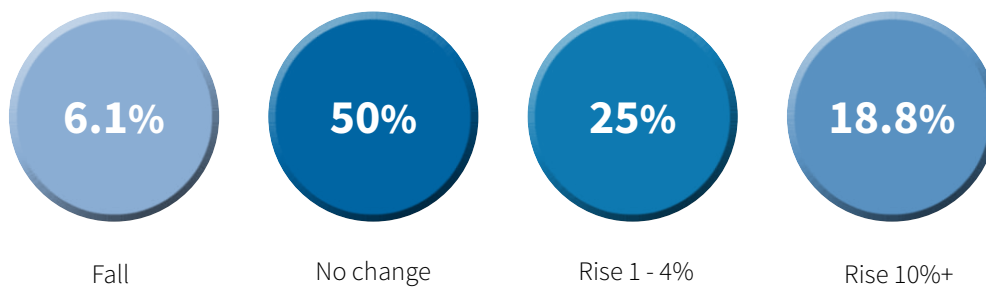
Salary



- The majority of leaders in this industry are also expecting an increase in staff salaries.
- The 71.4% of leaders in this industry predicting a rise is comparable to the H1 2019 number of 80%.
- The percentage of leaders predicting an increase in salaries is the the second highest overall behind technology.

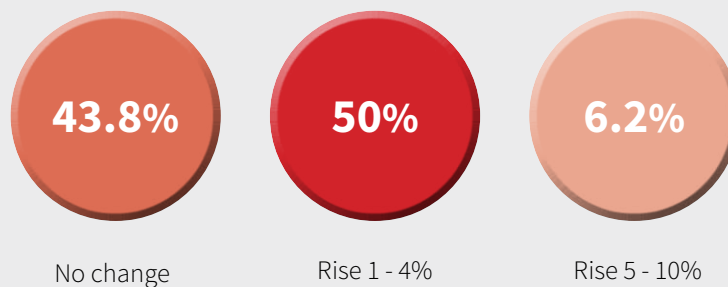
Pharmaceutical/Medical Devices

Leaders Employed



- The majority of leaders are predicting an increase of staff 43.8% is slight down on H1 2019 of 61%.
- This sector, together with the technology and construction sectors, are the highest percentage of leaders predicting an increase in staff numbers.

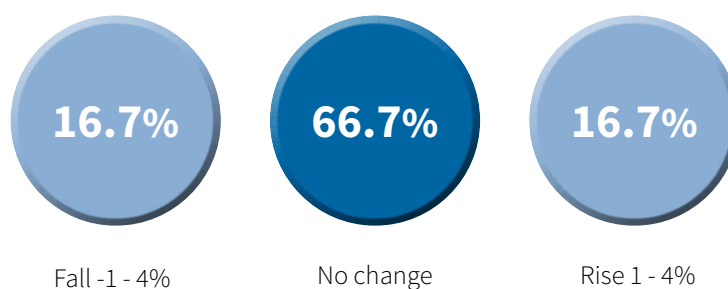
Salary



- The majority (56.2%) of leaders in this industry are expecting an increase in staff salaries.
- This is down on H1 2019 number of 88.8%, most likely due to cyclical factors i.e. most salary reviews in this industry done in H1.
- This sector is secondly only to construction for the highest percentage of leaders predicting an increase in salaries.

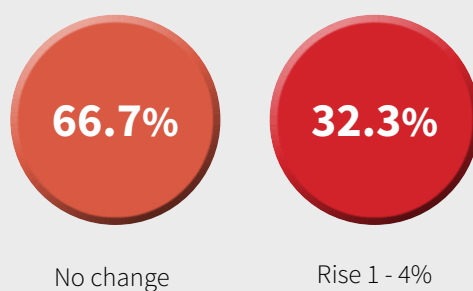
Healthcare Industry

Leaders Employed



- The fall in staff numbers expected for H2 2019 is balanced out by the rise so no change in staff salaries.
- This compares to a more upbeat prediction in H1 2019 where no fall was predicted together with a rise of 38%.

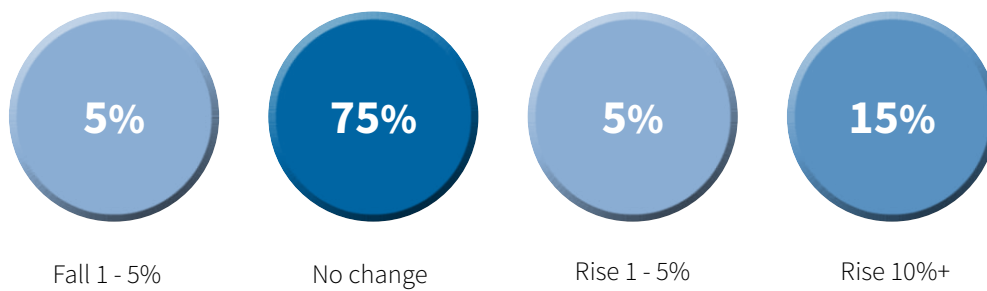
Salary



- The majority of leaders are expecting no change staff salaries.
- The balance of rise versus fall is 42.8% in favour of an increase in staff numbers for H2 2019.
- The predicted increase in this industry reflects the predicted average salary increase overall.

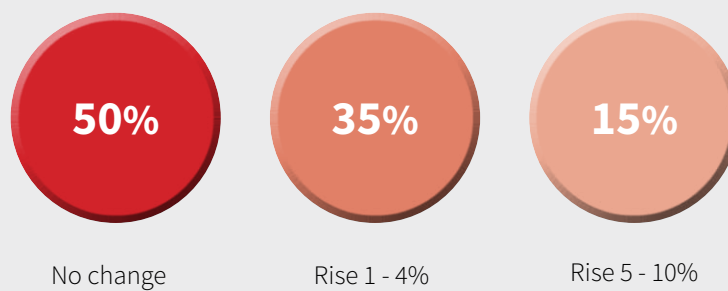
Financial Services

Leaders Employed



- The majority of leaders (50%) predict no change in staff numbers for H2 2019.
- This is the highest no change number across all industries.

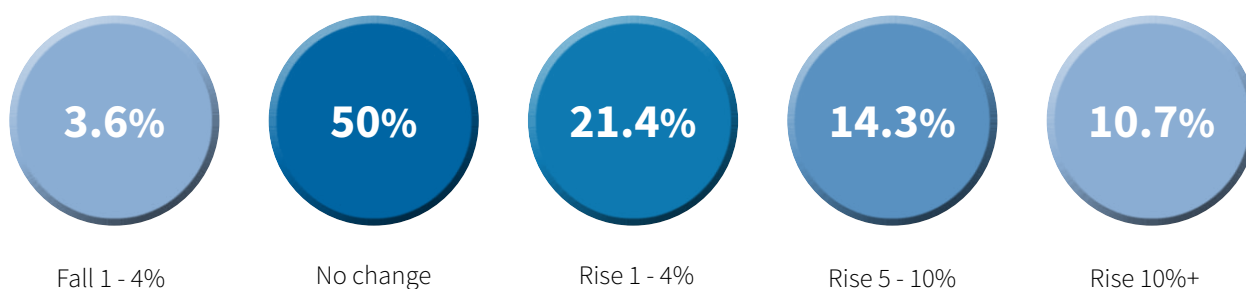
Salary



- The percentage of leaders expecting an increase in staff salaries is up down from 65% H1 2019 to 50 H2 2019.
- There is no decrease in salaries predicted for H2 2019. Last year this figure was 7%.

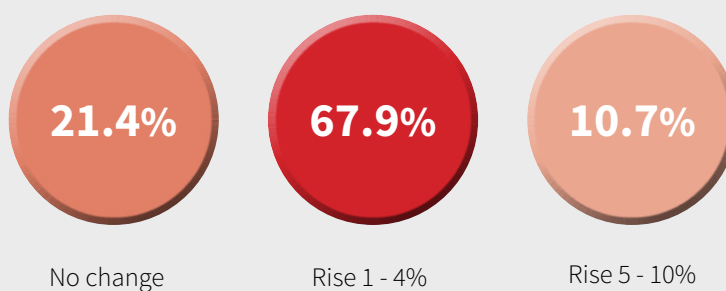
Technology

Leaders Employed



- The balance of rise versus fall is 42.8% in favour of an increase in staff numbers for H2 2019.
- The total rise expected of 46.4 % is second only to that of the construction industry.

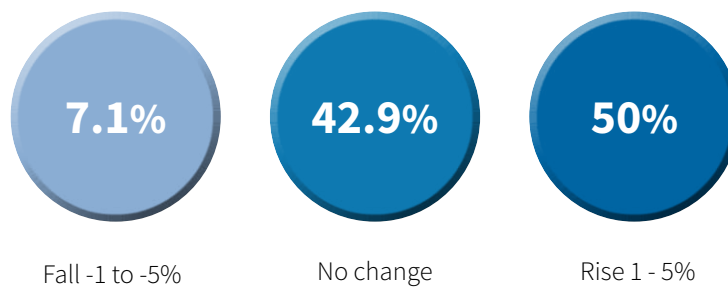
Salary



- The majority (78.6%) of leaders are expecting an increase in staff salaries for H2 2019.
- This sector has the highest percentages of respondents predicting an increase.
- The percentage of leaders expecting a rise in staff salaries is similar to H1 2019 (80%).

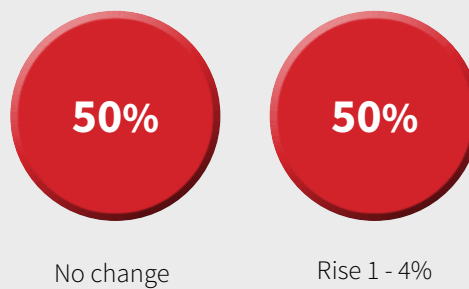
Consumer

Leaders Employed



- The percentage of those predicting a rise in staff numbers has increased to 50% from H1 2019 number of 37.5%.
- This sector has the second highest percentage of leaders predicting an increase in staff numbers behind construction (64%).

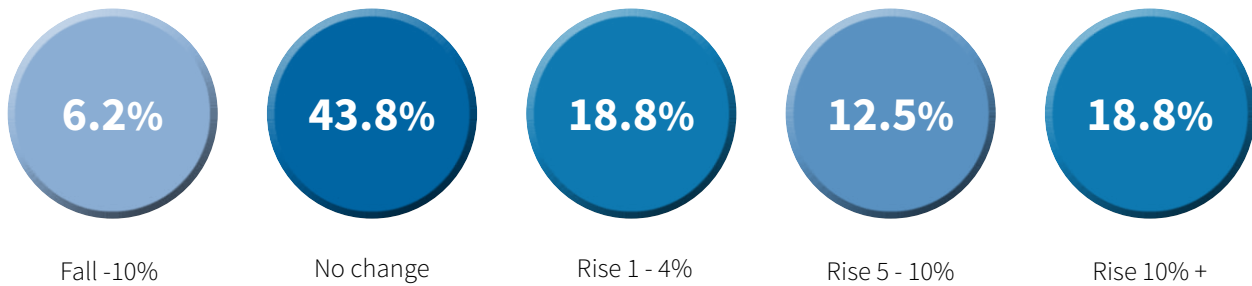
Salary



- Those predicting a salary increase has risen to 50% up from 33.3% H1 2019.
- This is close to the average across all industries.

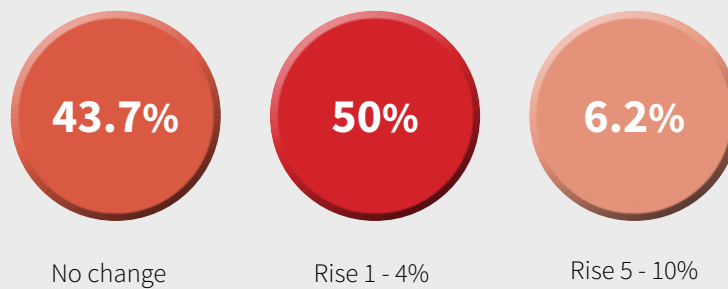
Business Services

Leaders Employed



- 50% of leaders in this sector are expecting staff numbers to increase.
- The percentage of leaders expecting an increase in staff numbers is steady compared to the H1 2019 number of 45%.

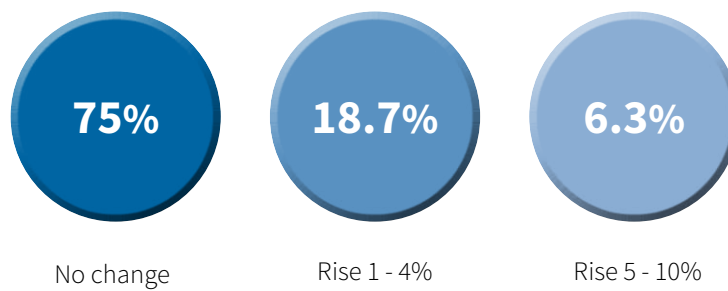
Salary



- As with staff numbers the trend is steady on salary increase with numbers similar to H1 2019.
- The 56.2% predicting a rise is close to the overall average across all industries.

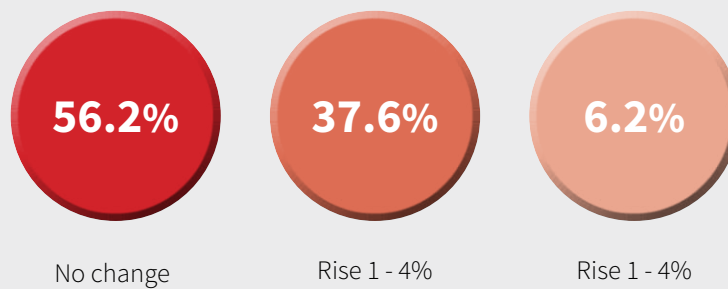
Not for Profit

Leaders Employed



- This sector is second only to the public service sector in having the highest percentage of respondents predicting no change in staff numbers, 75%.
- The percentage of leaders, 25%, expecting there to be a decrease in staff numbers has decreased from 37.5% in H1 2019.

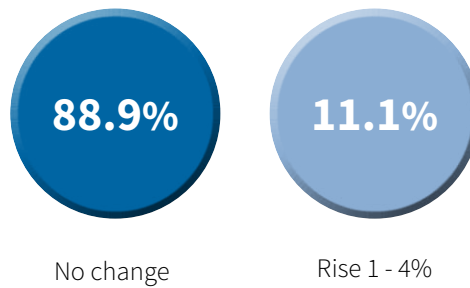
Salary



- 43.8% of leaders are expecting staff salaries to increase in H2 2019.
- Those predicting an decrease has risen to 43.8% from 12.5% in the first half of 2019.

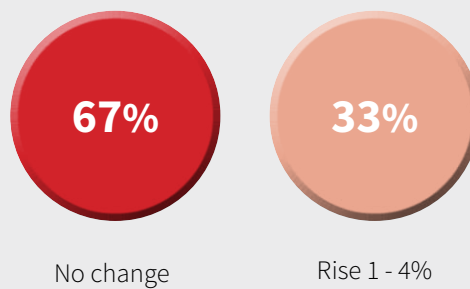
Public Service/Semi-State

Leaders Employed



- The sector has the second highest percentage (88.9%) of leaders who expect no change in staff numbers.
- The percentage of respondents who are expecting an increase in staff numbers has decreased to 11.1% from 25% in H1 2019.

Salary



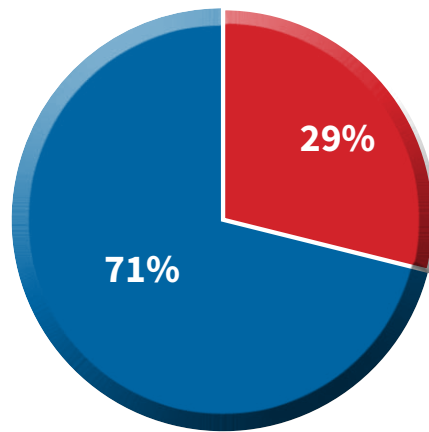
- The majority of respondents in this sector are expecting no change in staff salaries, this is up to 67% from 56.2% H1 2019.
- This sector has the highest percentage of leaders predicting no change in staff salaries across all industries (87.5%).

Source and Presentation of Data

The survey was sent to over 3,000 leaders of which 336 were completed. Leaders were broken into three levels:

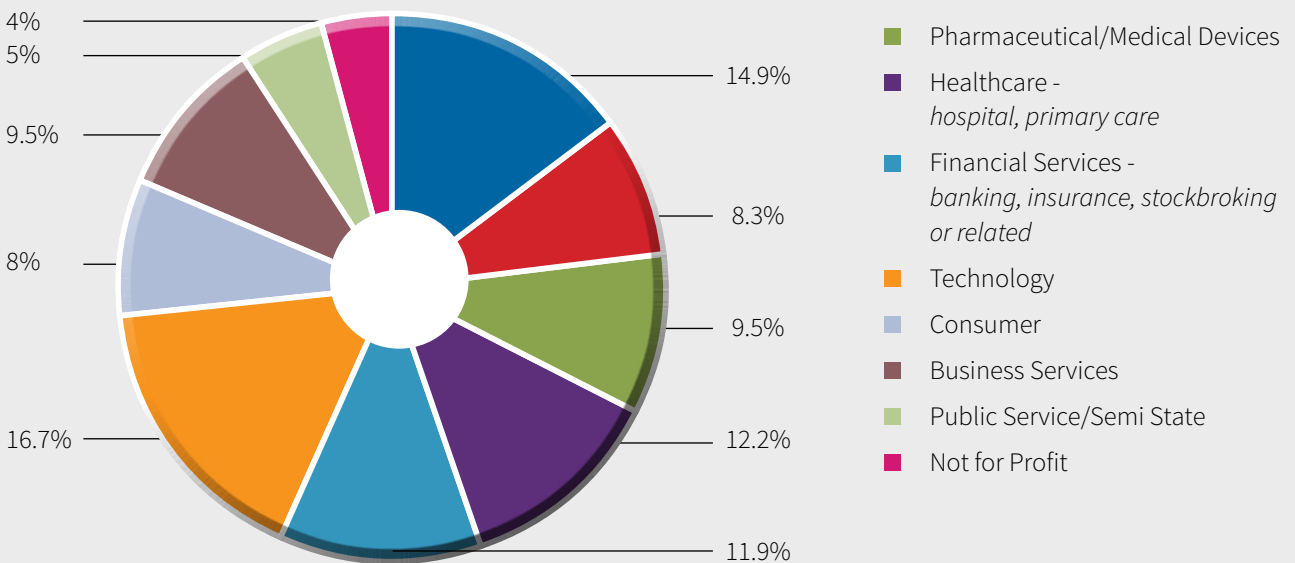
- **Level 1** Chairperson, Board Director.
- **Level 2** CEO, General Manager with P&L responsibility.
- **Level 3** Head of Function, Divisional Manager.

Respondents by Level



■ Level 3 ■ Level 1 & 2

Respondents by Industry



Additional Resources - Guides & Surveys



How do middle to senior level executives make a career move?

www.rfc.ie/how-do-middle-to-senior-level-executives-make-a-career-move-in-the-current-irish-job-market/



Guide to 360 Feedback

www.rfc.ie/guide-to-360-feedback/



Guide to Retention & Engagement

www.rfc.ie/retention-and-engagement/



Guide to Succession Planning

www.rfc.ie/succession-planning/



What makes a good leader?

www.rfc.ie/what-makes-a-good-leader/



Reduce staff turnover by putting time into onboarding

www.rfc.ie/reduce-staff-turnover-by-putting-the-time-into-onboarding/

Robert Ferry Profile

Robert has over 20 years' experience in the executive search and leadership development acting as a trusted advisor to a wide range of Irish and multinational clients. He holds a B.A. in HR and an MSc. Coaching Psychology.

Many organisations use his expertise when they need to find, access or coach leaders for their organisations. He has the depth of experience to understand how to identify, attract, select and develop leaders with the requisite skills, motivational and cultural fit to deliver.



Current role

Robert is the founding director of RFC Executive which was established in 1998. He is responsible for leading the team in delivering recruitment and development solutions for middle to senior level executives through to board directors. He represents the firm as the Irish branch of CFR Global Executive Search and leads the global industrial and engineering practice.

Earlier Career

He began his career in NCB Stockbrokers as a private client advisor. He then moved to join a leading specialist firm, Professional Placement Group, as a recruitment consultant covering accounting and financial services professionals. He progressed to director level leading the technical team which specialised in engineering and supply chain supply chain professionals and managers, a role he held for over six years until 1998.





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Our expertise extends to:

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