

# ***Not-for-Profit Recruitment Monitor***

## ***Q4-2018 & 2018 Summary***

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**2into3 envisions a not-for-profit sector where all organisations have the capacity and resources they need to succeed.**

## Overview of Recruitment in 2018

Management roles in the not-for-profit sector:

**398** ↑

7% increase in comparison to the 373 roles advertised in 2017

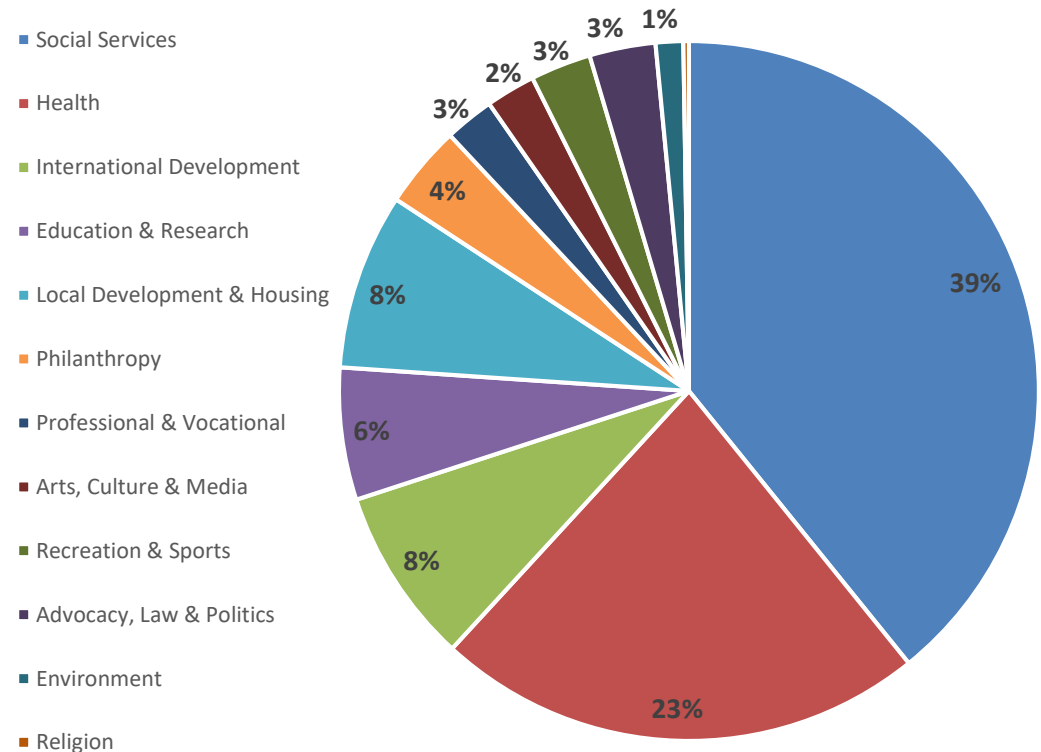
### Roles by Function



- The number of CEO, Research & Strategy and Fundraising & Commerce roles advertised in 2018 is substantially lower than in 2017.
- HR, Communications & Marketing, Service Delivery and Finance roles have been advertised more frequently in 2018 than in 2017.

## Recruitment by Subsector

**The most active subsectors included: Social Services (39%), Health (23%) and International Development (8%). The lowest recruiters were: Arts, Culture & Media (2%) and Environment (1%).**



**2into3 is committed to ensuring the continued success of the not-for-profit sector. Our Quarterly Recruitment Monitor tracks trends and provides insights on management level recruitment within the sector.**

## Recruitment Overview

Management roles in the not-for-profit sector:

# 92

11% decrease in comparison to Q4-2017

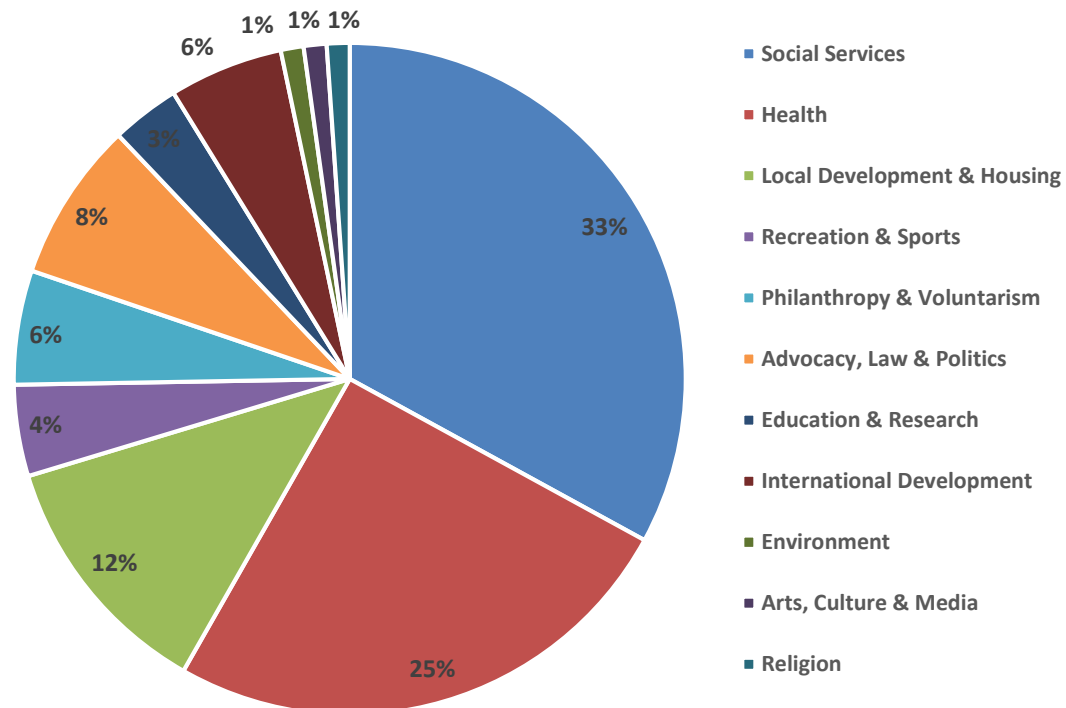
### Roles by Function



- The number of CEO & Research/Strategy roles advertised in Q4-2018 is substantially lower than in Q4-2017.
- The number of Communications/Marketing, Fundraising, Service Delivery and Finance roles advertised is much higher in Q4-2018 than in Q4-2017.

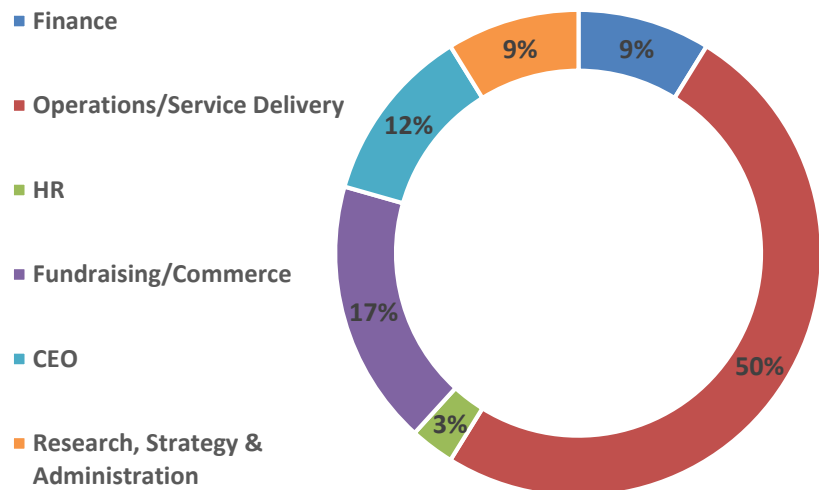
## Recruitment by Subsector

**The three most common subsectors included: Social Services (33%), Health (25%) and Housing & Development (12%). The lowest recruiters were: Environment (1%), Religion (1%) and Arts, Culture & Media (1%).**

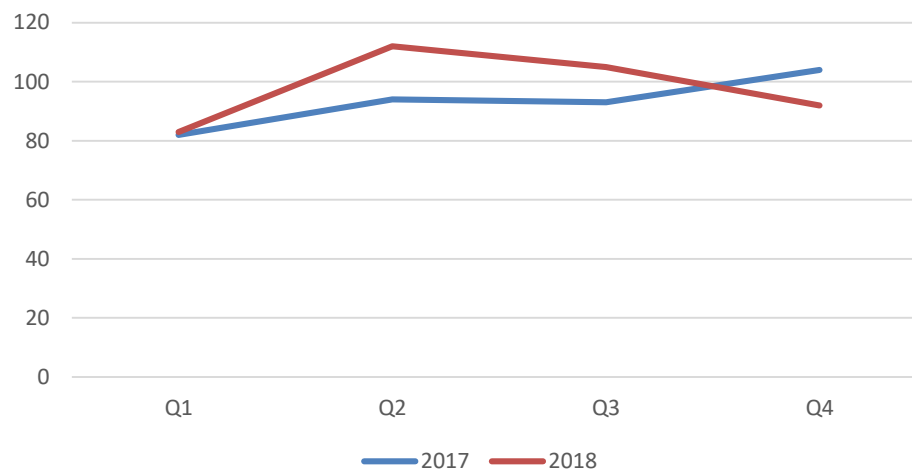


# Subsector Highlights

## Roles in the Social Services Subsector



## Roles by Quarter since 2017



## Methodology

Information from for this report has been collated from the following:

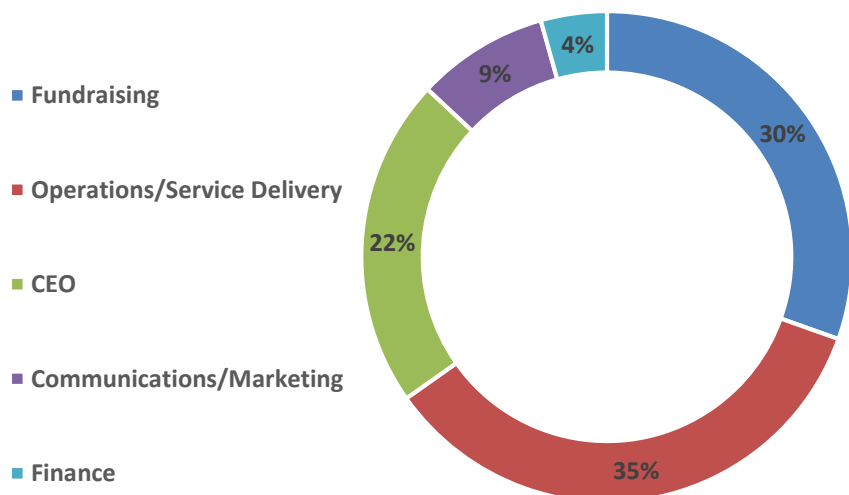
- Active Link
- Irish Jobs
- Irish Times Executive Jobs
- The Charities Institute of Ireland
- The Wheel
- LinkedIn
- Irish Sport Jobs
- Indeed

## About 2into3

2into3 is the leading recruiter of management-level talent in the not-for-profit sector and is committed to ensuring organisations have strong leadership.

2into3's knowledge, reputation, expertise and processes ensures that we can deliver for our clients. In 2018, 2into3 filled 19 senior roles in the Irish not-for-profit sector.

## Roles in the Health Subsector



*Sourcing and retaining talent is key to a vibrant and effective sector. This section provides an update on notable appointments within the not-for-profit sector in 2018.*

## Health

### John O’Sullivan – CEO

- John took up his post in January, 2019. He will lead an organisation that has provided supports to children and adults with disabilities, and their families, for over 60 years.



## Social Services

### Kim Arnold – Head of Employee Relations & Participation

- Kim began her new role in November, 2018. The Rehab Group provides services for over 20,000 adults and children, and champions the value of diversity and inclusion for people with disabilities or disadvantage in their communities throughout Ireland and the UK.



## Development & Housing

### Liz Clarke – Head of Housing

- Liz joined the Circle Voluntary Housing Association (VHA) in October, 2018. Set up in 2003, Circle VHA is committed to providing high quality social and affordable homes.



## Sports

### Moira Aston - CEO

- Moira Aston was announced as the CEO of Canoeing Ireland in October. Moira took up her post on December 3<sup>rd</sup>. Founded in 1960, Canoeing Ireland is recognised as the governing body of the sport and promotes canoeing in all forms.

