Demand for Cybersecurity Talent at an All Time High

A Look into Cybersecurity in the Irish Market

Cybersecurity in the Irish Market

What is currenty happening in the Irish Market?

- **Cybersecurity has remained the top IT staffing priority** over the last year within the Irish Market.
- The Top 3 IT staffing priorities (Cybersecurity, Technical Support, and Customer Experience) **center around utilizing existing tech** rather than developing new solutions.
- **Larger organizations prioritising Cybersecurity roles,** whereas SMEs tend to focus more on Customer/User Experience & Relationship roles.
- Employers are currently **more likely to meet technology challenges by** training and upskilling **their existing workforce** (50%), and hiring workers with the right skills (46%).
- New IT hires are more likely to have the required technical capability but **need** upskilling in company culture and soft skills.
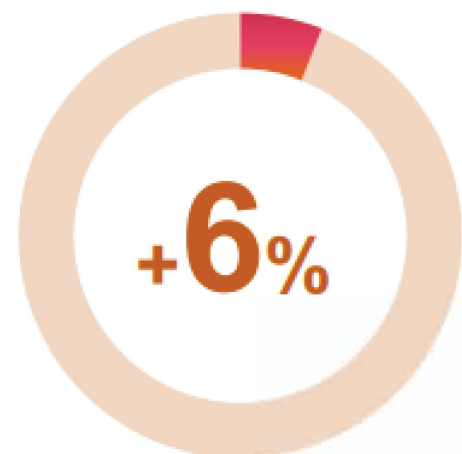
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Information Technology

79%
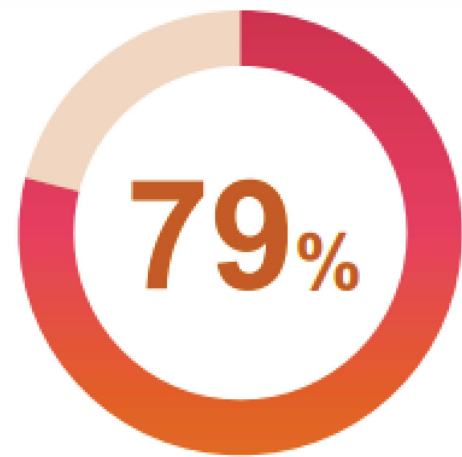
Demand for talent surpasses supply where **79% of organisation's report difficulty finding the talent they need**.

+6%

Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +6%**, decreasing when compared to both the previous quarter and year-over-year by 26 and 32 percentage points, respectively.

*The 2023 Global Talent Shortage, ManpowerGroup

Top 5 Soft Skills IT Employers are Seeking*

1 Critical Thinking & Analysis

2 Creativity & Originality

3 Leadership & Social Influence

4 Initiative Taking

5 Reasoning & Problem-Solving

Humans Are Still The Future

Tech may be the great enabler but humans are still the future.

The pandemic taught us again that we can make extraordinary progress if we come together – " it is the **combination of innovation, technology, and human ingenuity** that will help us overcome the biggest challenges.

This recovery is unlike any we have ever seen – it is the **combination of innovation, technology, and human ingenuity that will help us overcome the biggest challenges.**
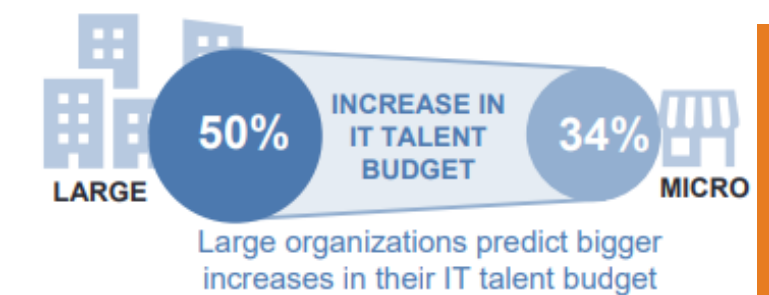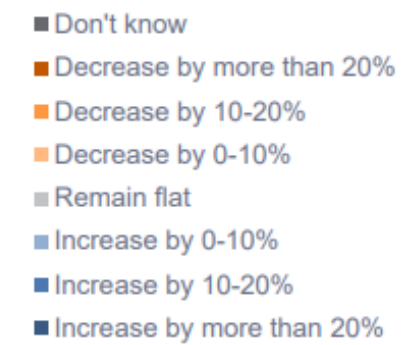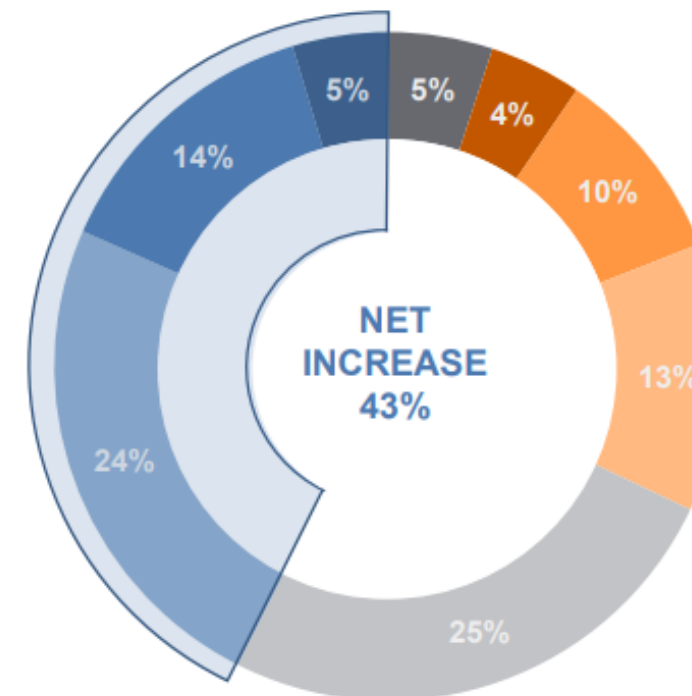
Humans have **always adapted to new technologies** and **better ways of doing things**. As the saying goes, history repeats itself.

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Irish Tech Industry
Ireland 2023

Some Stats on the Current Irish Tech Market

- **79% of IT & Tech Employers** are **struggling to find the right Tech Talent** in the Irish Market.
- With the increasingly high demand for Tech Talent & Skills, there has been a large focus on **training, and upskilling.**
- The **biggest challenges facing reskilling and upskilling programs** include **lack of budget, time constraints** (employees are too busy & skills becoming outdated too fast), and **lack of necessary tools & equipment** for training.
- **43% of companies plan to increase their IT Talent budgets** in the next 12 months, which could help to alleviate these upskilling challenges.

NET INCREASE 43%

5% 5% 4% 10% 14% 13% 24% 25%

- Don't know
- Decrease by more than 20%
- Decrease by 10-20%
- Decrease by 0-10%
- Remain flat
- Increase by 0-10%
- Increase by 10-20%
- Increase by more than 20%

LARGE **50%** **INCREASE IN IT TALENT BUDGET** **34%** MICRO

Large organizations predict bigger increases in their IT talent budget

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Cybersecurity Insights in the Irish Market

There are currently only 844 Professionals within the Cybersecurity space in Ireland , solidifying the increasingly high demand for th is talent.

219 of these Cybersecurity Professionals have switched jobs in the last year, the median tenure of this talent pool is 1.2 years.

The Top Employers for this talent in Ireland includes Dell Technologies, Fidelity Investments, ESB, HP, and State Street.

The gender split is 78% Male, and 22% Female, a distinct lack of diversity within this area.

Network Security, Information Security, Linux, and Python make up the Top skills within this industry.

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Cybersecurity Engineer Example - Talent Pool Insights

Job seekers per job ⓘ 📷 ✕

37

📈 +6 since May 2023

Number of job seekers per job

Candidate devices ⓘ 📷 ✕

45%

of clicks came from mobile devices

Average salary ⓘ 📷 ✕

€67,540 [per year ⌄]

Min
€23,000

Max
€135,000

Employers ⓘ 📷 ✕

51

Total number of employers with active jobs

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IT & Tech Sector Ireland 2023

What is happening in the Irish IT Market Currently?

- There are currently **60,397 professionals** within the Tech/IT industry in Ireland. **8,478** of these professionals **have switched jobs** within the last year.
- There has been a decrease of 2% of this talent in Ireland over the last year.
- The Median Tenure within this industry is 1.7 years, there is clear lack of diversity with a 68% Male, and 32% Female Talent Pool (LinkedIn Talent Insights).
- Dell Technologies, IBM, Tata Consultancy, Version 1, and HP make up the Top Employers hiring this talent pool in Ireland.
- Some of the fastest growing skills within this industry include Customer Experience (+35%), Microsoft Azure (+34%), Analytical skills (+31%), AWS (+22%), and Jira (+22%).

CYBER SECURITY

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Key Cybersecurity Takeaways & Findings

- **Cybersecurity has remained the top IT staffing priority** over the last year within the Irish Market.

- This space has attracted much media attention due to the **increasing volume of cyber attacks experienced by companies in Ireland and Globally** (HSE, learning institutions and financial organisations, etc).

- As a result many organisations of all sizes and sectors placed a **much higher degree of scrutiny on their internal processes and protection capabilities**.

- **Larger Organizations** are prioritizing **Cybersecurity** roles counteract cyber threats, and act as a preventative measure.

- **43% of companies plan to increase their IT Talent budgets** in the next 12 months

- **79% of IT & Tech Employers** are **struggling to find the right Tech Talent** in the Irish Market.

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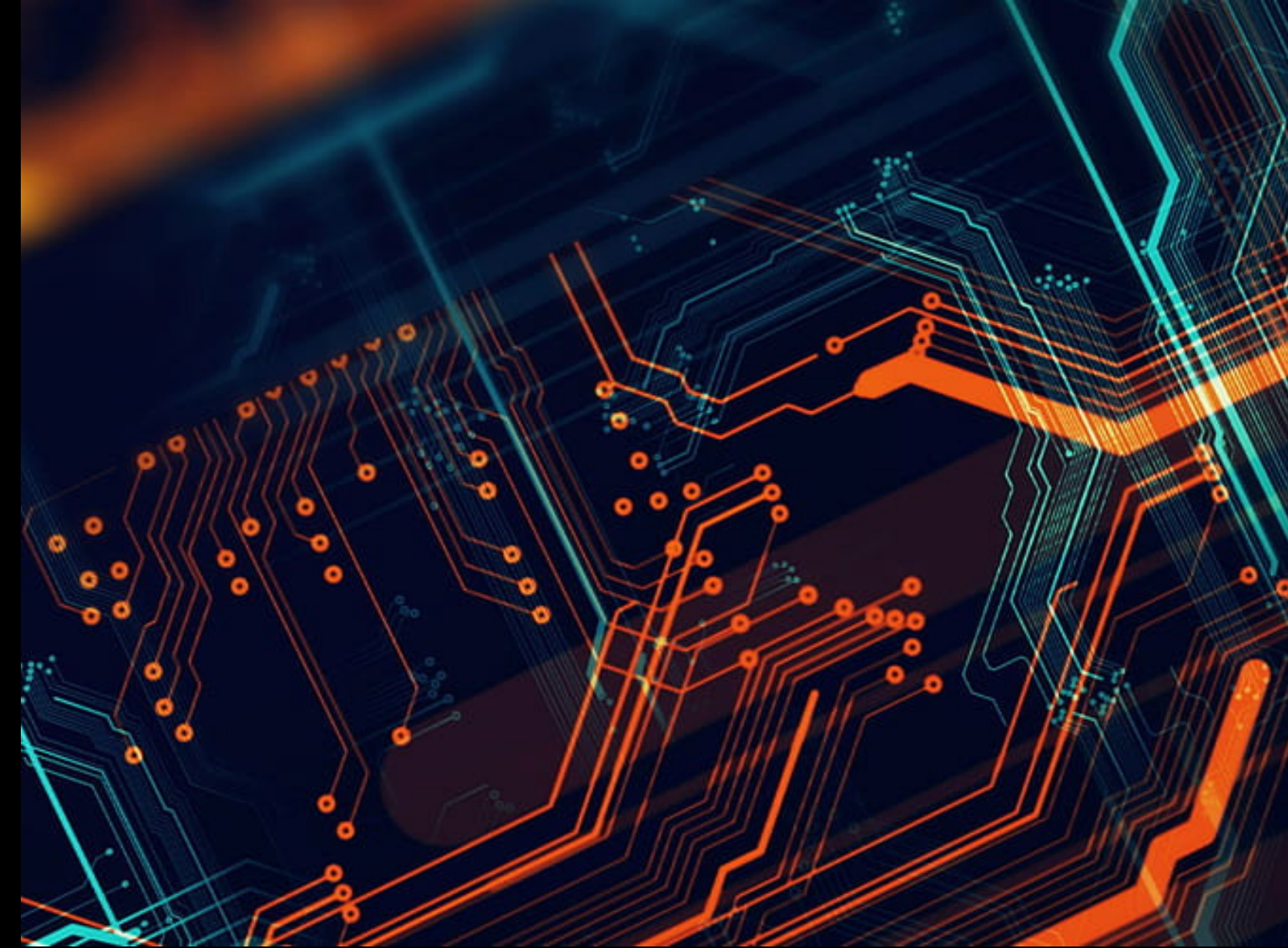
Key IT Industry Takeaways & Findings

- Employers are currently more likely to meet technology challenges by training and upskilling their existing workforce (50%), or hiring workers with the right skills (46%)
- The **biggest challenges** facing reskilling, and upskilling programs including lack of **budget, and time constraints.**
  There are currently only **844 Professionals within the Cybersecurity** space in Ireland, and **37 Job Seekers per Job**, solidifying the increasingly high demand for this talent.
- There is an evident lack of gender diversity with a 78% Male, and 22% Female Talent Pool for Cybersecurity Professionals.
- There are **60,397 Professionals within the IT & Tech sector as a whole in Ireland**, which showcases the minimal amount of cybersecurity profes sionals, in comparison.
- The Tech Sector in Ireland is forecasting a Net Employment Outlook of +6% for Q3 2023. 32% of IT companies are planning on hiring new staff in Q3.

Recommendations on Attracting Cybersecurity Talent

- The talent pool for Cybersecurity roles is very condensed so a combination of talent attraction strategies is required to attract the talent you need.

- Job Boards, Passive Sourcing, Referrals and CV Databases should all be utlisied to identify the talent required.

- As demand for this talent is high the package on offer has to be attractive in terms of salary, flexibile work, perks now being demand and career advancement options.

- The power is with the candidate when it comes to choice so dont delay when you have found the ideal candidate and act quickly to secure their services.

- 4 in 5 companies are struggling to find key talent so ensure you are competitive and ensure you company Employee Value Proposition stacks up.
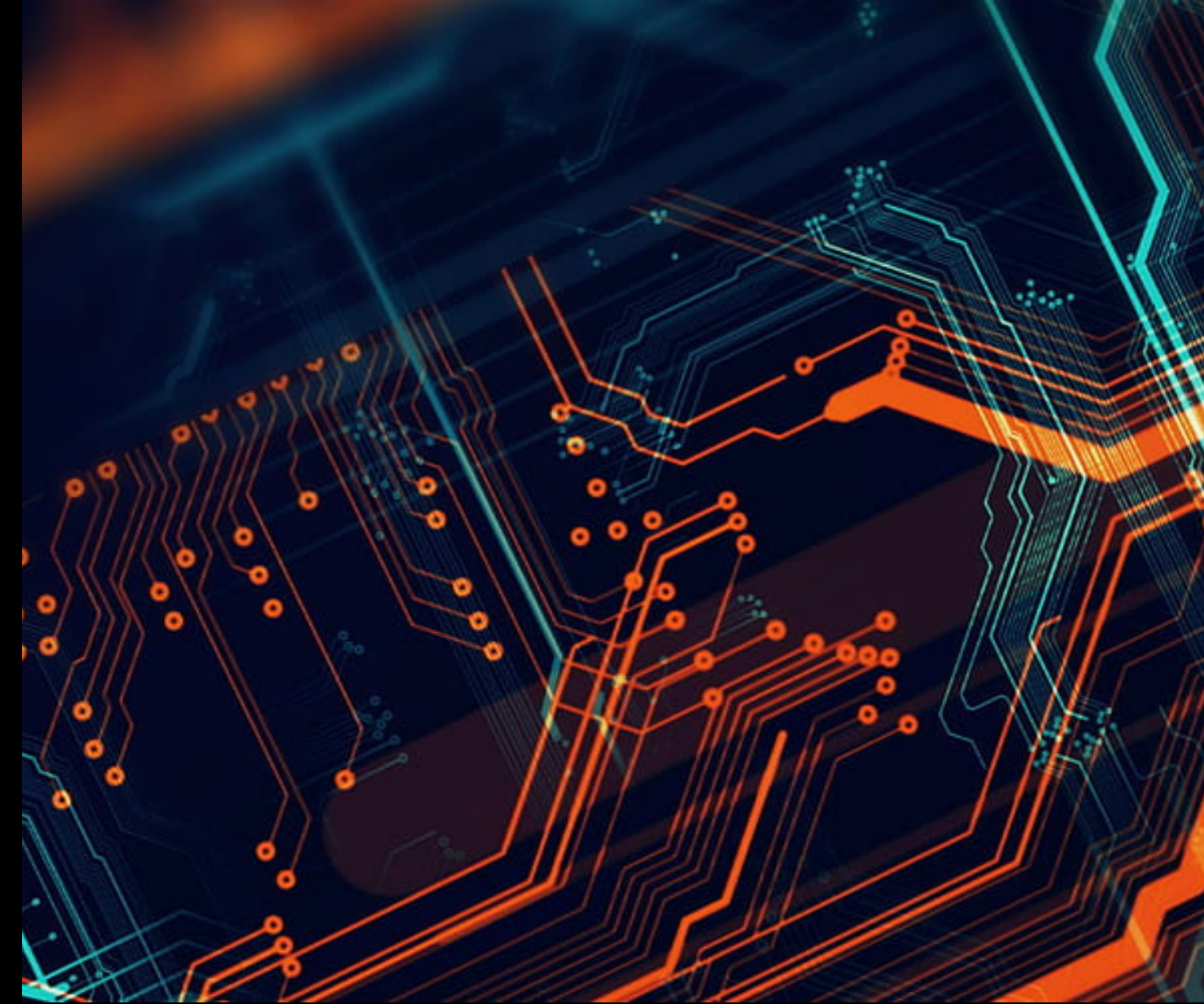
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How Experis Ireland Attract Key IT Talent

- **Direct sourcing**, using cutting-edge technology to find the highest quality candidates
- **Social Media targeted ads** to a defined audience
- **Targeted Email campaigns** to all related prospects
- **Partnering with Job Boards**, on a paid Account Basis, significantly boosting engagement, paid accounts like LinkedIn Recruiter, Indeed, Jobs.ie
- **Rewriting Job Advertisements**, hosting Best Practice Job Ad Writing Masterclasses, ensuring that they are reaching our target audience, and sparking that initial interest
- **Access to 140,000+ candidates** across all categories on **our ATS, Bullhorn**, as well as **state-of-the-art sourcing technology** to identify suitable candidates and streamline the hiring process
- **Providing in-depth/real-time data** on the current state of the Irish Employment market, with additional talent pool data on request.

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All data retrieved from LinkedIn Talent Insights Indeed Hiring Insights, Manpower Global Thought Leadership Material and Market Data Partners

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