

Q2 2024 Nonprofit Talent Trends (<https://www.activelink.ie/node/109900>)



The latest snapshot of senior recruitment activity in the Irish nonprofit sector shows a notable increase in the number of senior management opportunities being advertised. There was a total of 284 senior level roles identified by 2into3's analysis of the market in Q2 2024, which is an increase of approximately 30% from 219 roles in Q2 2023. This shows a return to the scale of roles identified in prior years such as the 270 roles identified in Q2 of 2022.

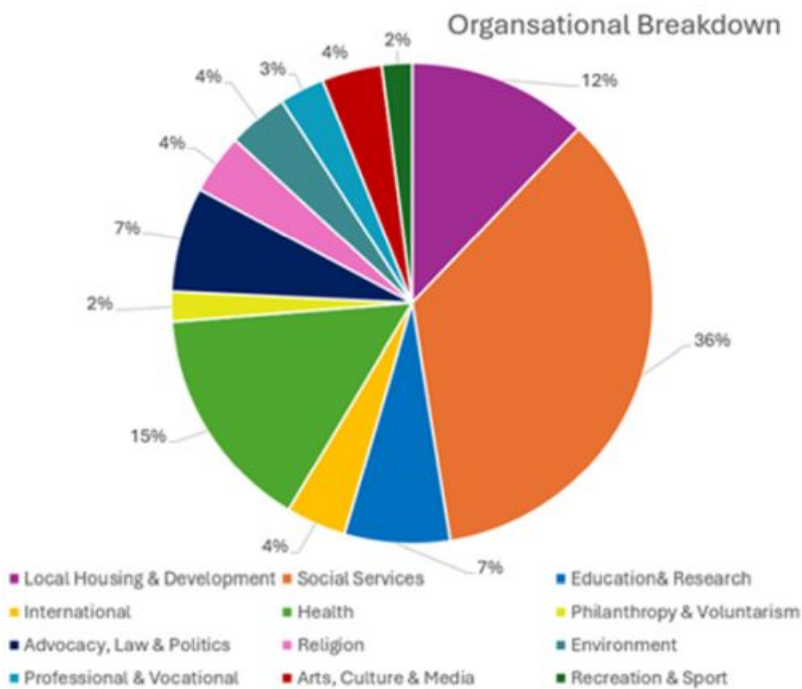
The number of organisations actively recruiting this quarter rose by 17% compared to the previous year, rising from 168 to 197.



Activity by Subsector

As 19 of the 197 organisations who advertised were anonymous, the below breakdown of roles by subsector is based on 178 organisations.

Alike Q2 2023, Social Services organisations represented the largest subsector in terms of activity, however the number of roles has increased, constituting 36% of the breakdown compared to a previous 30%. With the increase in activity of Social Services organisations, we can see a small decline in the following biggest subsectors; Health (15%) and Local Development & Housing (12%).



Activity by Role Type

Service Delivery & Operational Management roles were by far the most advertised in Q2 2024, with 142 of the roles, significantly ahead of the second most popular, Finance (49) and Fundraising & Business Development (27). It is interesting to note the jump in finance roles this quarter compared to Q2 2023. This could indicate more organisations making a shift toward in-house financial management, rather than outsourcing.



The above graph outlines growth in the areas of Service Delivery & Operational Management, Communications, HR and Finance this quarter compared to Q2 2023. However, it also indicates decline compared to last year's findings in the areas of Fundraising & Business Development, CEO/ Executive Director roles and Administration, Strategy & Governance.

Activity by Income Type

Where such information was available, either because the role was posted anonymously or the organisation does not disclose their income, noteworthy findings were made regarding the income of 166 named organisations. 47 (28%) organisations have less than €1 million in annual income, 74 (45%) have an annual income of between €1 million to €10 million and 45 (27%) have an annual income of over €10 million.

Role Functions

When looking at the types of roles being advertised, there was a certain level of consistency with Q2 2023 in percentage terms, with a few exceptions.

Observations

The sector remains active and there continues to be an increasing demand for talent. Through our analysis, we can see a growing number of recruitment services being used in the nonprofit sector and we can also see a drop in CEO roles compared to previous findings. As role demands fluctuate and the level of anonymous roles continue to play a significant part of the data we capture, the non-profit sector remains an interesting study filled with curious developments.

Get in touch

Our Talent Management Team records senior role activity in the nonprofit sector, producing quarterly findings. For more information on our Nonprofit Talent Trends, visit [here \(https://2into3.com/talentmanagement/nonprofit-talent-trends/\)](https://2into3.com/talentmanagement/nonprofit-talent-trends/), or contact Dennis O'Connor at [dennis@2into3.com \(mailto:%20dennis@2into3.com\)](mailto:dennis@2into3.com).

Region

Nationwide

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