

**Recruitment strategy – Director of Cyber Security (DSC) – National Cyber Security Centre.**

**The Best in Class – calibre candidate.**

Thank you and Good morning Chairman & Committee.

Thank you for inviting me today.

I am attending in an advisory capacity to support with the recruitment of this extremely important new position of the Director of Cyber Security (DCS) with the National Cyber Security Centre.

Its worth mentioning this role would be recognised nationally as Chief Information Officer – CIO.

I have been invited in my capacity of a professional and seasoned Human Resources Director; bringing over 15 years of expertise in Recruitment, particularly for Senior and Executive level roles spanning across Technology, High-tech and blue chip companies - both in Ireland and Internationally.

From the outset, I believe we all acknowledge this role of the Director of Cyber Security, must be on the Executive 'C' level team and board, where business decisions amongst the Executive Team will be discussed, agreed and taken together.

This is a new and critical hire for the National Cyber Security Centre. The seniority and accountability of this role cannot be understated.

The Director of Cyber Security will be at the forefront of the National Cyber Security Centre to drive and influence right decisions on security, strategy, infrastructure, programmes, people, behaviours and so on, in developing a sustainable and scalable secure model.

The gravitas and accountability that comes with this new role – defines the calibre of candidate we need.

This role demands a best in class hire, meaning we must provide every opportunity to the National Cyber Security Centre, to hire the very best, most qualified, proven candidate, one who's very capable to deliver on an international level.

If we are to hire for success we need to hire expertise in this field; most likely attracting from the Private Sector.

Therefore the remuneration for this role must be competitive.

If we are to fill this role - we must apply the salary range and benchmarking of the Private Market sector.

And we should recognise we are in a time where the job market is very competitive, we are seeing lots of movement in particular at senior level roles, a huge lift in market confidence this year.

With all that in mind, the benchmarking and current market data for this role Director of Cyber Security / Chief Information Officer provides for:

- A basic salary ranging between € 220,000 to € 290,000 k per annum  
Plus flexible / variable benefits:-
- Annual Bonus, benefits, long term incentive/retention plans, stock options – combined ranging between €150k to 200k per annum.  
And to mention we are seeing an increase
- in other benefits such as ‘one-time sign-on bonus’, 20k at exec level.

Everything hinges on getting this hire right for the sustainable and secure success of our National Cyber Security Centre.

We need to get the package right with this role if we are to successfully hire for this Director Cyber Security.

**Once package is defined, define a process:-**

- Brand the role – positive branding through Social Media, newspapers, job board/sourcing channels.
- Use our networks to reach out to and attract/source suitable calibre candidates.
- Ensure the interview process is defined and clear from the outset.
- Market is moving fast – this process needs to move efficiently, smooth, thoughtful process to complement that .
- We need to meet this head on to secure the Best in class candidate through our door.

Chairman & Committee, thank you once again for inviting me here today.