

Cork Tech Talent Relocation Survey



Collins McNicholas
Recruitment & HR Services Group



**Cork
CHAMBER**
IN BUSINESS FOR BUSINESS

 **IDA**
Ireland



**Cork
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Comhairle Cathrach Chorcaí



Introduction

The Cork region is experiencing a surge in the number of international professionals who are moving to the region for the work life balance that both the culture and economic environment in the region can facilitate.

Cork provides the ideal balance for both the career-ambitious and those seeking a quality family life; in Cork they can have both.

Many expanding global organisations and indigenous companies are offering competitive salaries and interesting projects while the region also provides an unrivalled local charm and thriving social scene.

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There has never been a better time to establish and progress your career in Cork.

Cork Airport has flights to over 50 destinations across the UK, Europe and more recently to the US.

Cork is the second largest city in Ireland and, over the past 30 years, has evolved into a tech hub and is now home to many of the global market leaders in the pharmaceutical and IT sectors.

In the ICT sector, large multinationals such as Apple, Dell EMC, and VMware have growing operations and the fast-moving cybersecurity cluster is also growing with the likes of AlienVault, FireEye, and Trend Micro.

There is a total of 61 overseas tech companies based in Cork and the numbers are continuing to grow. There are currently 7 of the world's top 10 biopharma companies with operations in the county.

The reason Collins McNicholas carried out the Cork Tech Talent Relocation Survey was to get a strong insight into the individual motivations and experiences of these professionals relocating and to gain a better understanding of the quality of life and career impact since making this transition.

We surveyed individuals from 27 different nationalities, 89% of whom have third-level qualifications and 84% of whom are currently working in the IT sector in Cork.

The results show that 80% have a better work life balance since relocating and 78% said they did not find it difficult to find a job in Cork.

Some 72% have more disposable income since relocating to Cork and 67% have either bought property or are considering it, which would indicate that many are looking at staying in the region long term.

The results from the survey are delivering a clear and positive message that the Cork region is delivering on both counts of career development and quality of life for the droves of international tech talent that are landing on our shores.

Rory Walsh

Collins McNicholas,
Cork Regional Manager



Cork is Ireland's second largest city with a population of 500,000 living within a 60km radius.



The city and surrounding area has a strong cluster of over 150 international companies employing close to 34,000 people with impressive clusters in life sciences, technology, global business services and emerging areas such as international financial services and cybersecurity.

Over the last seven years, Cork has seen consistent growth in the numbers gaining employment across international companies – an increase of 11,500 people since 2009.

A university city with over 30,000 full and part-time students across several colleges; strong established industry clusters; an expanding international airport on its doorstep; a cosmopolitan city with a rich mix of different nationalities; a rich heritage and history; and a great quality of life – these are some of the factors that have attracted both international companies and people with skills and talent to the area.

Individuals have been attracted to work here because they have a good variety of opportunities across many different, exciting companies.

Cork, as a location, offers great career opportunities working with a growing number of international companies in a compact city and the companies locating here have been impressed by Cork's ability to attract the talent they need to grow their operations.

Ray O'Connor

IDA Regional Manager South West



This is the most exciting time in recent Cork history in terms of growth, opportunities and potential.



Cork currently has the highest level of job creation in the country.

The Cork Tech Talent Relocation Survey, carried out by Collins McNicholas, shows 85% of people who relocated here are commuting to work in under 40 minutes and 80% say they now have a better work-life balance.

We are not surprised to hear this given the fact that Cork has a strong mix of career opportunities across multiple sectors combined with an attractive quality of life in a cost-competitive environment.

There are significant opportunities where people can build a career and move across various companies within strong clusters such as ICT, life sciences, energy, marine, agrifood, tourism and financial services.

Combine this with a very high quality of life that is unique in its urban and rural mix and you have a winning formula. People have the choice to live in a rural or urban environment with exciting job opportunities on their doorstep.

Cork is the food capital of Ireland and has around 20 diverse festivals – from the jazz festival to the film festival – throughout the year. It also has a vibrant student population of 35,000, giving a dynamic feel to the city.

This type of cultural, artistic, sporting and career-driven environment is attractive to the cosmopolitan population coming to live and work in Cork.

Conor Healy

CEO Cork Chamber of Commerce



Cork is seeing an unprecedented level of city centre development – driven by the private sector.

Navigation Square is the largest office development to be undertaken in Cork City's commercial centre. Its four signature buildings offer 310,000 sq ft of fourth generation office space, providing 3,000 new jobs. The €60 million One Albert Quay development completed last year is home to several world-class companies and 1,000 workers.

Across the river sits Horgan's Quay, which measures c.6.4 ha and represents the largest parcel of land within the North Docks area. A proposed €160 M development is in planning, spanning eight buildings and including 237 apartments, a 136-bed hotel, 400,000 sq ft of offices and an acre of open plaza. Meanwhile, the revamped Páirc Uí Chaoimh is complete and work has started on Marina Park.

These are as a result of real demand in the Cork market for FDI and indigenous growth as well as a strong entrepreneurial and innovation ecosystem. Cork City Council and other key stakeholders are promoting, supporting and sustaining this growth.

According to the Cork Tech Talent Relocation Survey, carried out by Collins McNicholas, 85% of professionals who relocated here are satisfied or very satisfied with their move. That's an amazing endorsement of the attractiveness of the quality of life in Cork.

The draft National Planning Framework (NPF) has acknowledged the role of cities as drivers of economic development. Cork, as the second largest city in Ireland, is well placed to take advantage of this, leveraging existing strengths and economic successes especially in FDI in the life sciences, ICT and internationally traded services sectors.

Seamus Coghlan

Head of Economic Development,
Cork City Council

CS

Ed Tan

Group Marketing and Sales, Tria Oil Group, West Cork

I was working at large tech companies in my hometown of San Francisco when my better half, from County Wicklow, felt the pull home.

We settled in beautiful Caheragh in West Cork. I worked remotely for a few months, and did project consulting jobs with start-ups in San Francisco. Then, I took a few years off to work on the house and settle into rural life.

Caheragh holds its Vintage Threshing Day in October, raising money for Cork Cancer Research Centre, and there I met one of the founders of Tria.

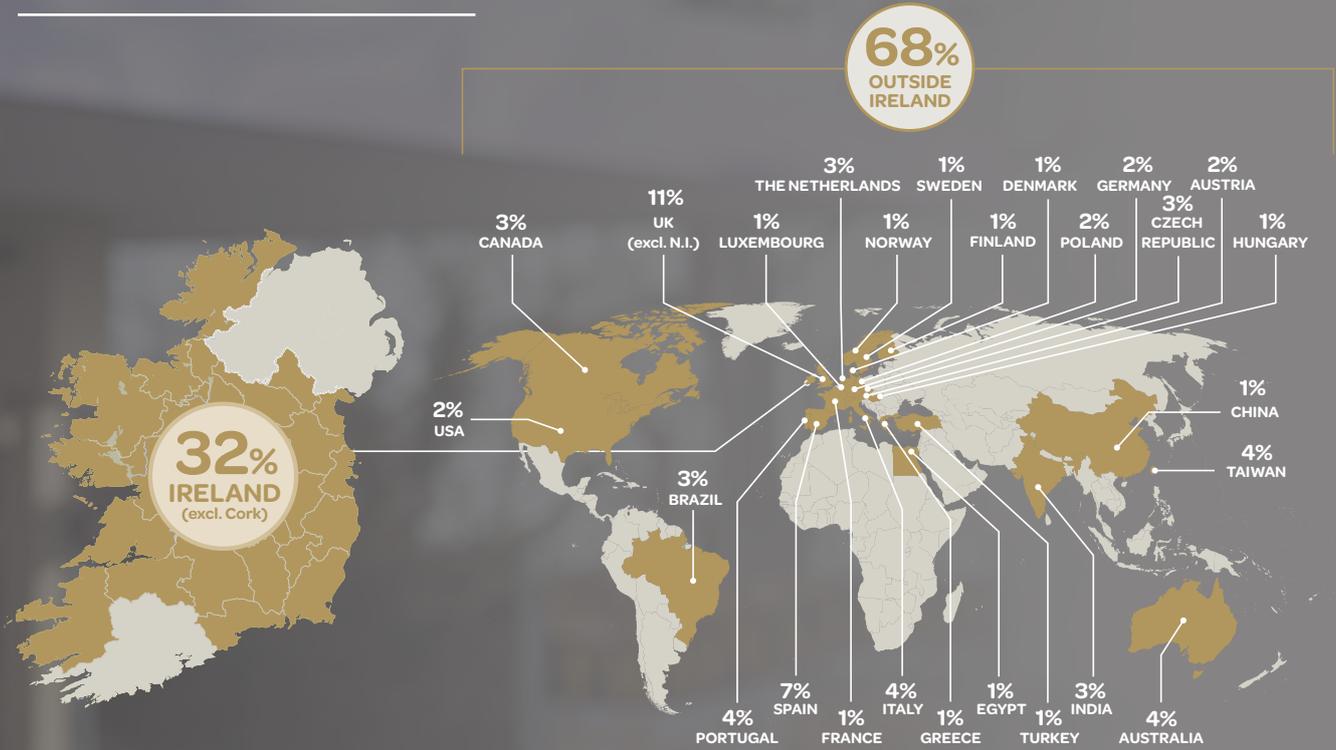
Tria Oil Group is like a family. I liken it to a 25-year-old start-up in that I work across many aspects of the business – from the website, social media and events to sales and marketing, and operations.

One requirement we had before settling was good internet. It helps that we are located close to Skibbereen, Ireland's first Gigabit town. With Ludgate Hub, people in the deep southwest no longer need to move to a city, and can launch their start-up locally. Also, looking at the job openings in *The Southern Star* – there seems to be more opportunities in the area in the last year.

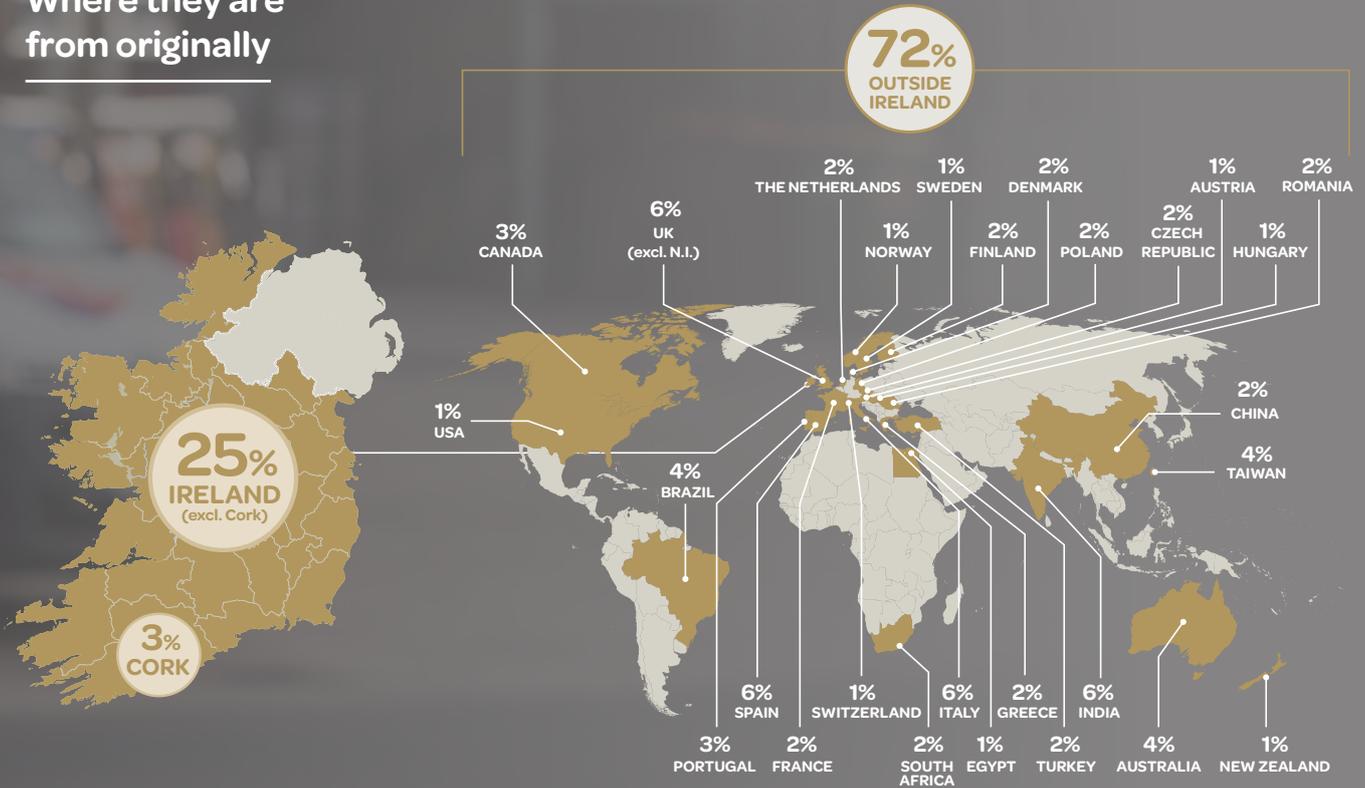
We couldn't live in a nicer location – ten minutes to both Skibbereen and Bantry; and, Cork City is an hour away. It has been pure luck to find a job so close to home. I used to commute one hour each way, in San Francisco, and now I am five minutes from home to office.



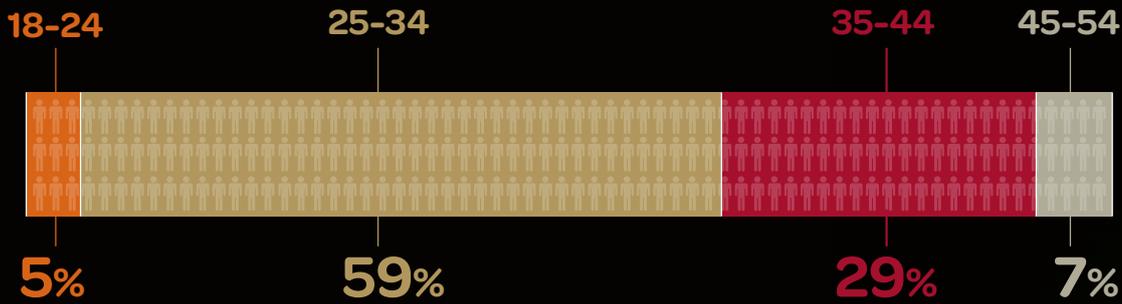
Where they relocated from



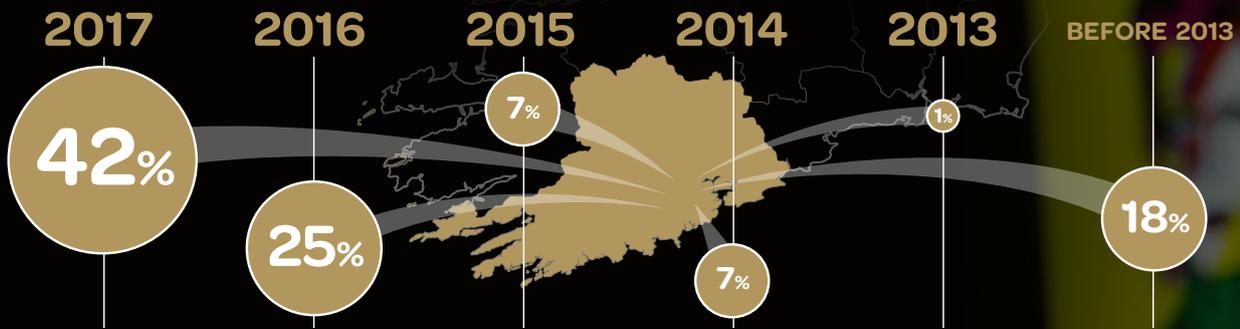
Where they are from originally



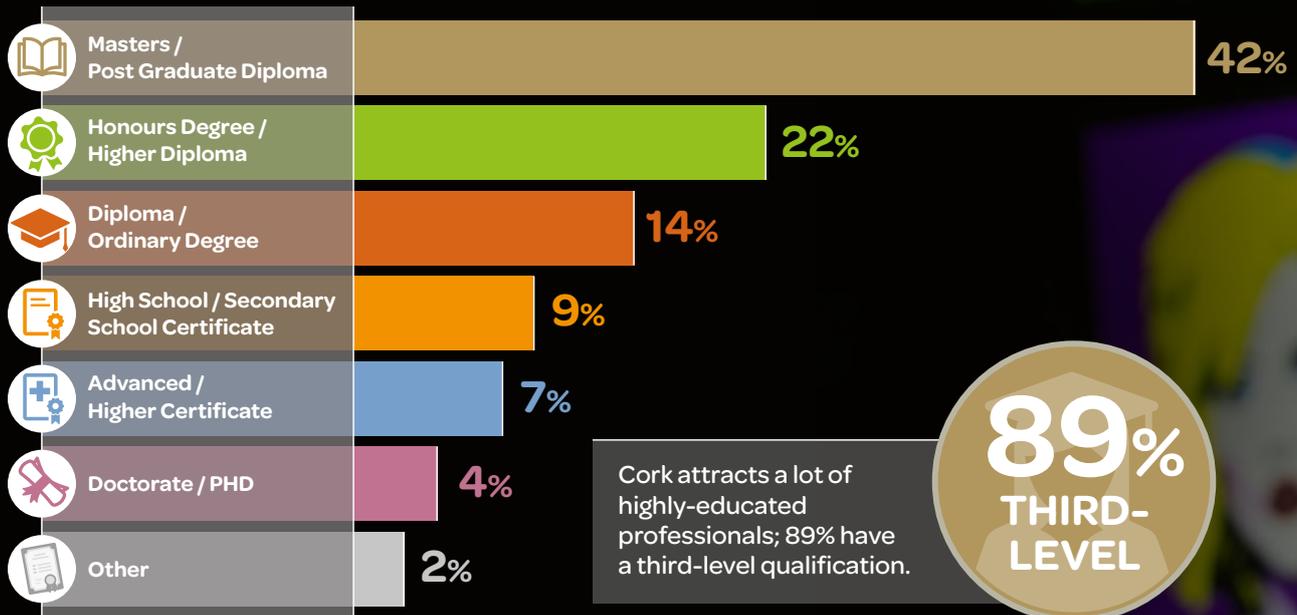
Age of respondents



When they moved to Cork



Their level of education





Alexandra Varlot

French Account Manager,
Voxpro, Cork

As a child, I lived between France and Africa, so traveling is in my nature. Before moving to Cork in 2016, I travelled across Africa, Asia, Australia and North America for two years.

It was nice to travel, but after a while I ran out of money and wanted to work in a big company again with lots of people from all over the world. Voxpro hires people from everywhere, so I still feel like I'm exploring different cultures even though I'm in one place. That's why I'm still here after a year.

I worked in Dublin and Belfast in the past, but had never even visited Cork before, so it's nice to be in a different place. I think that people make the place and I've met some really nice people, so now Cork feels like home.

I live in Mahon and my commute to work is much nicer now than in the past – and shorter too. It's a five-minute cycle along the lake and it's a beautiful way to start the day with the pink and orange sunrise reflecting on the lake.

Life in Cork is much more affordable too. I'm renting a large house with three friends and we even have a gym room. That sort of lifestyle wasn't affordable when I lived in Dublin.

But for me the best thing about living in Cork is the social environment and how authentic, kind-hearted, helpful and encouraging the people around me are; that's what makes Cork a great place to relocate to.

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Abhay Aiya

IT Business Analyst, Logitech, Cork

I first came to Ireland in 2014. I was working in Dublin for almost two years and I loved it there; I felt really at home.

So, when that contract ended, I went home to Mumbai, India and started applying for jobs in Ireland. I got the job with Logitech and here I am – where I wanted to be.

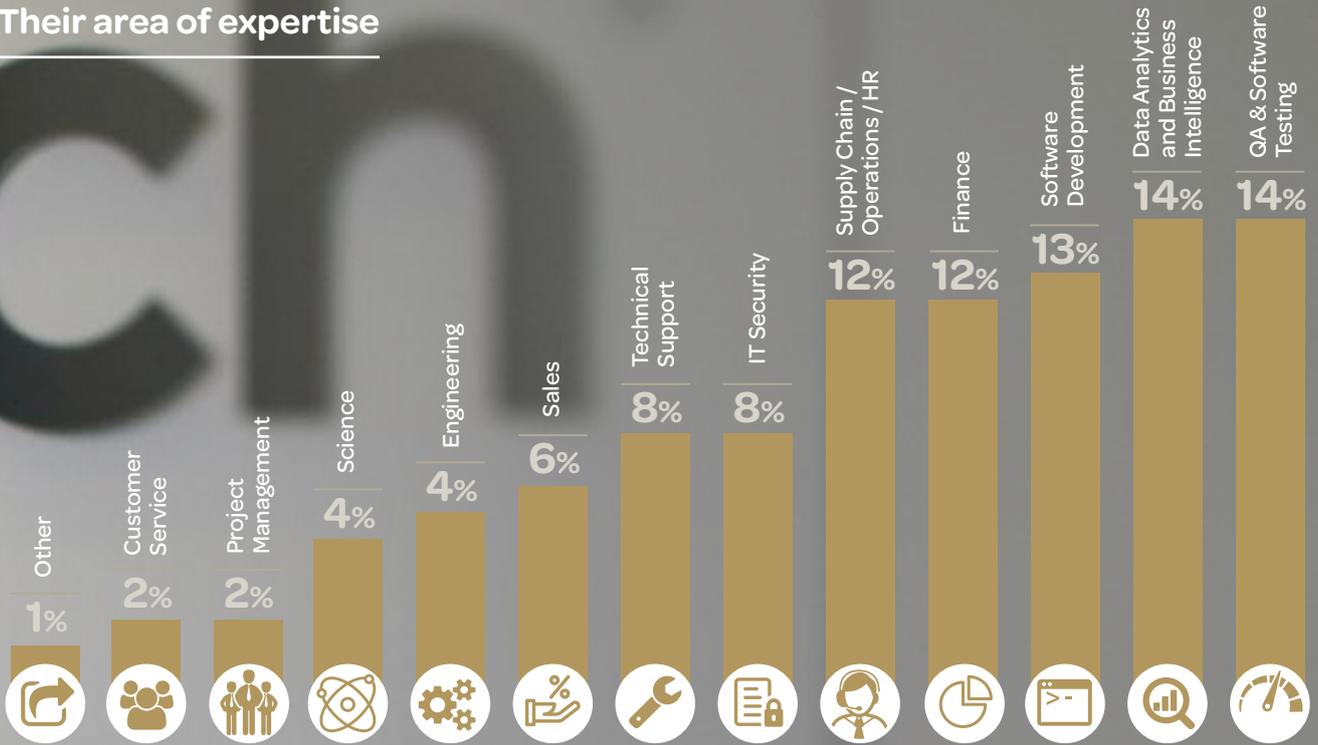
There was not just one thing that attracted me to Ireland: there was the work culture, the friendly people and the fact that you are close to a lot of places for travelling. I also love hiking and nature and this is one of the best places in the world for that.

However, I wasn't going to just accept any job; it had to be one that I really wanted. The position at Logitech stood out because the company and its culture really appealed to me, as did the job spec and the potential to progress within the company.

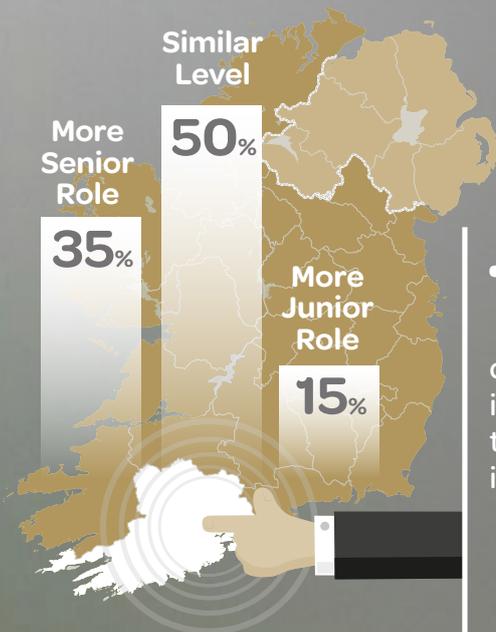
Cork – and Ballinlough where I live – has been fabulous since I started work in May 2017. There are many things to do in Cork post working hours. I love hiking and have joined a hiking club. The club organises hikes every second Sunday to various locations all over Ireland. I love the sea, so I try to do some sea swimming during the summer. I go to yoga at least once a week. I have an active, busy life here already and I love it.



Their area of expertise



Their job level since relocating



78%

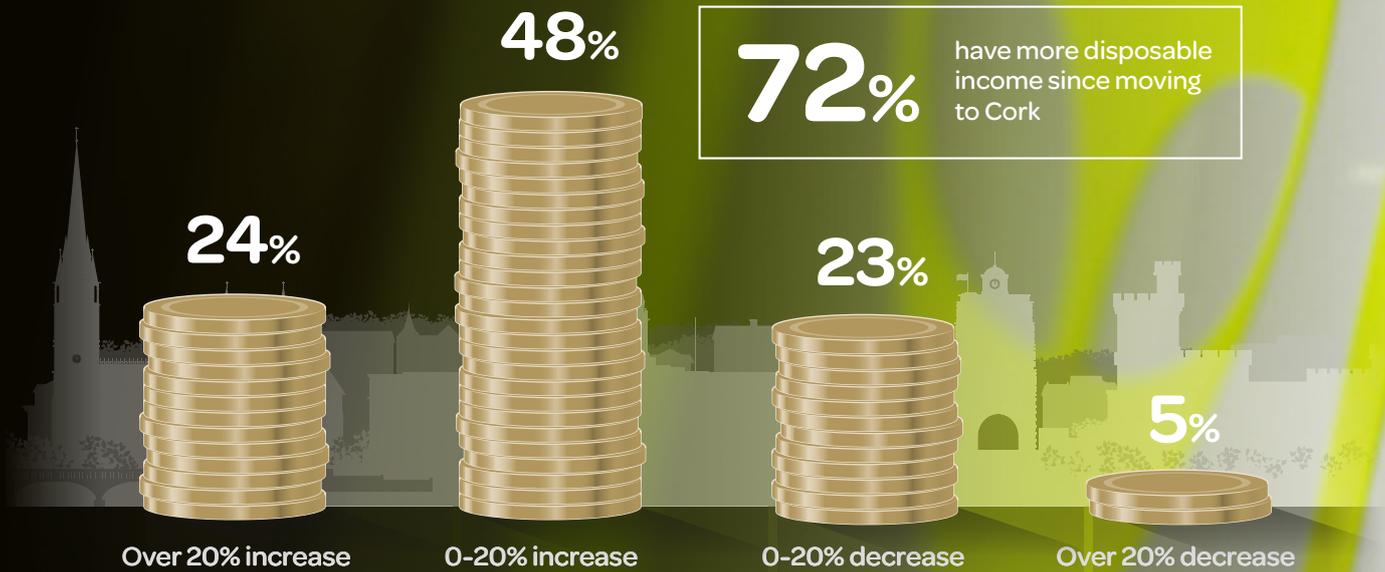
did not consider it difficult to find a job in Cork

Length of their commute time in Cork



85% commute to work in under 40 minutes

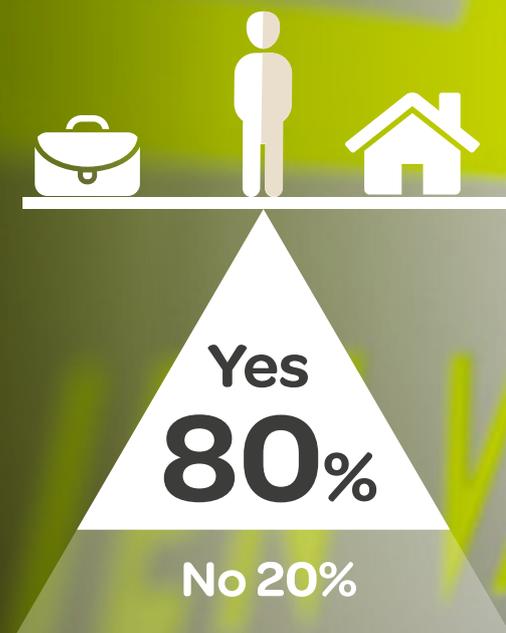
Has your disposable income changed since relocating to Cork?



Have they bought property in Cork, or are they considering it?



Has their work/life balance improved since moving to Cork?





Joe Driver

EMEA Sales Director, AlienVault, Cork

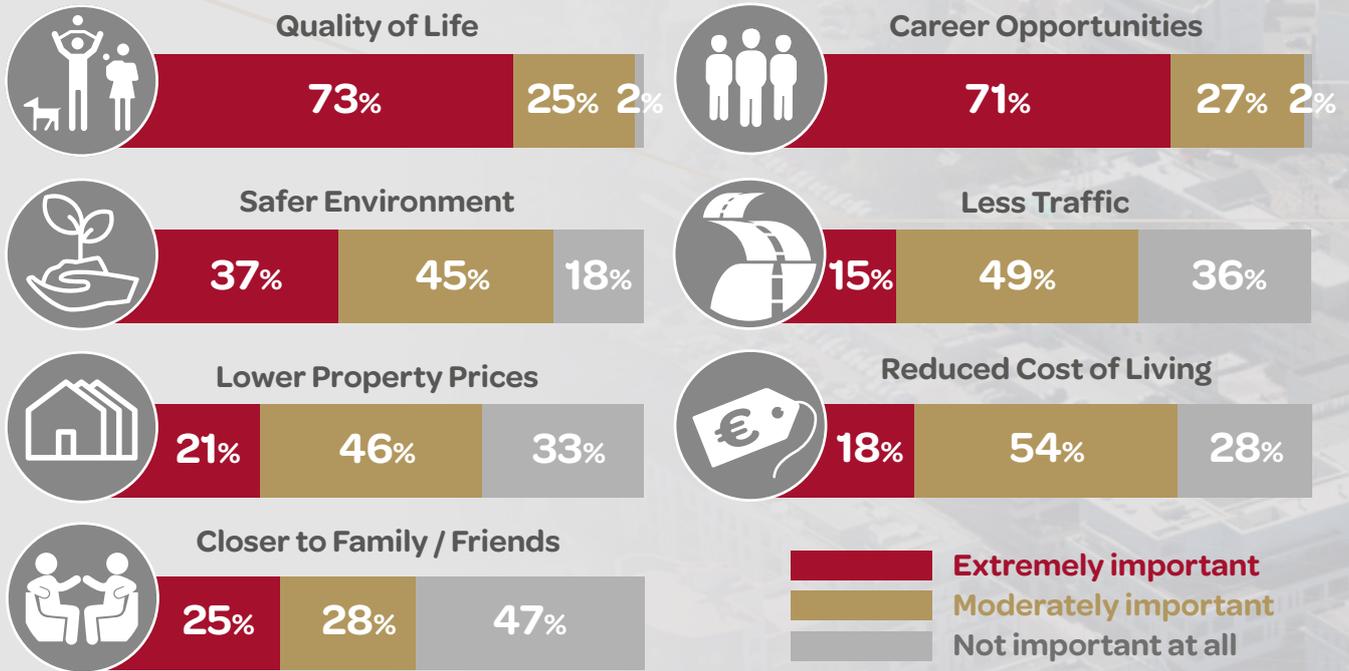
In 2006, I was working in London at a recruitment consultancy placing candidates into IT/finance organisations, when my Irish girlfriend said she wanted to move home to Cork.

While my lengthy daily commute from Cambridge to London was getting to me, I didn't know if I wanted to up sticks and live in Cork. I also wasn't sure it was the right move for my career. So, I did some research and quickly realised the potential and opportunities in Cork within my current field and in high tech. So, we packed up and moved. Once in Cork, I quickly landed a job at another recruitment consultancy, on a higher salary and with a much shorter commute.

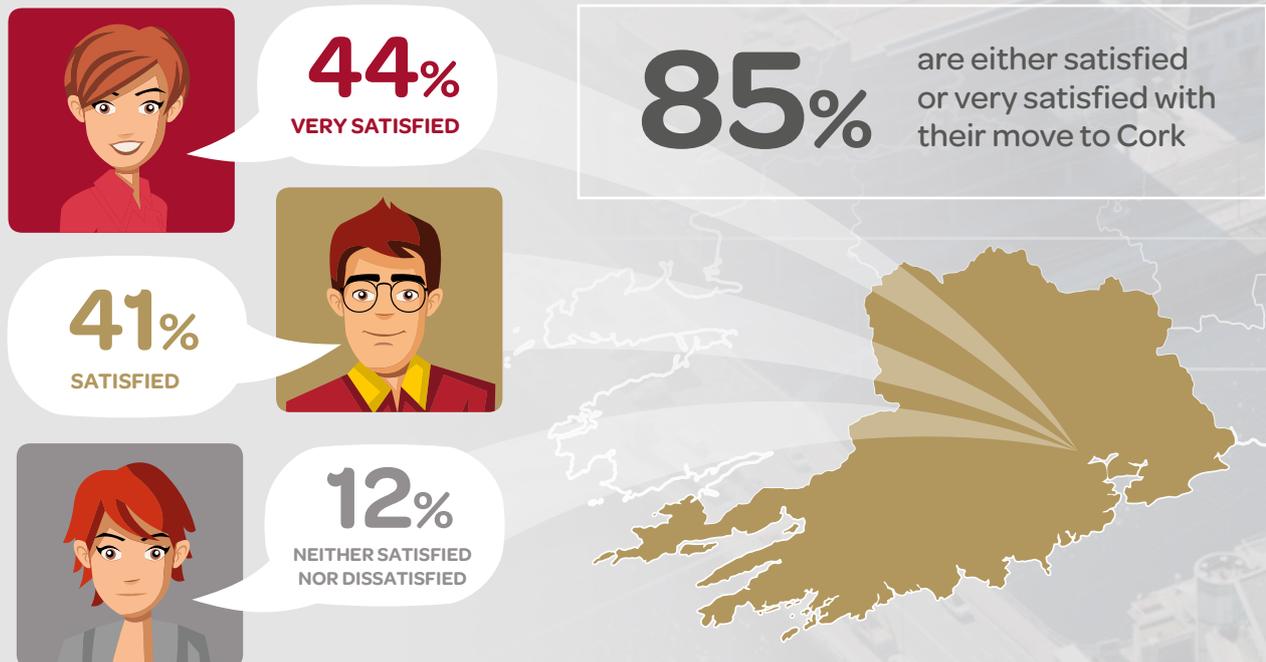
While I enjoyed recruiting, I decided I wanted to move into high-tech sales. I was pleasantly surprised at the number of promising high-tech opportunities in Cork and secured a role at Dell EMC as a sales manager. After three and a half years, I was approached by a cyber security start-up, AlienVault, to help launch their EMEA headquarters. In four years, AlienVault has expanded its Cork team to over 40 employees to support the hundreds of new customers and MSSPs in EMEA. In addition, I personally have had a rapid progression in my career path at AlienVault.

Looking back, moving to Cork was the right decision. It has provided tremendous opportunities for me career-wise and is a very liveable, fun and family-friendly city. In addition, my then girlfriend is now my wife and we have two children.

What matters to them about living in Cork



Their level of satisfaction with their move to Cork







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