

ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE CIO, IT, TECHNOLOGY & CYBER SECURITY EXECUTIVE ROLES IN CZECHIA 2023

▶ THE RECRUITMENT OF NEW CIOs AND CISOs HAS HALVED IN 2023 COMPARED TO 2022.

▶ IT Directors changed most often in the fields of:



→ Financial Services



→ FMCG



→ E-Commerce



→ IT Providers & Developers

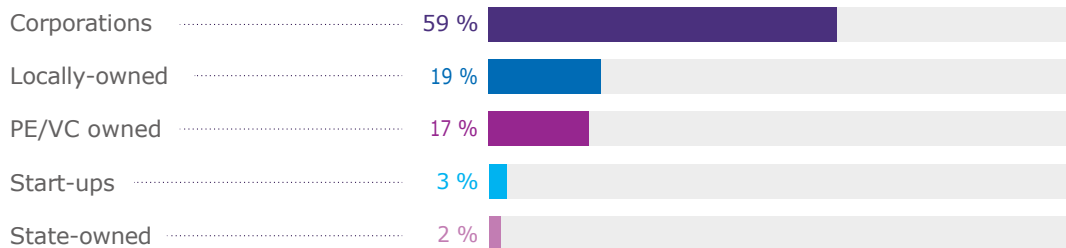


→ Manufacturing

▶ If coming from an **external market**, they stay in the new roles for an average of **3 years**.
In case of **internal promotion**, it is **1.7 years**.

▶ **Corporations hold the majority of hires**, however, even locally-owned companies have increased new recruitment by half, compared to 2022.

CISO & IT Directors most often hired by:

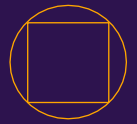


▶ **CIO a CISO are no longer just “technical positions”**, but are becoming part of top management and strategic decision-making.

▶ **The critical challenges for CISOs today are:**

- Prevention and implementation of security measures, technologies and development of security infrastructure within cyber procedures.
- Evaluating the structure, form and economy of migration to cloud solutions.
- Edge computing – the need for fast and efficient real-time data analysis.
- “Low-code” a “No-code” platforms that increase the productivity and agility of IT teams.





We are Executive Search.

Business Intelligence is fully integrated into our operations and practices. We consistently monitor and analyze trends within our leadership community.

We are in the process of developing a tool based on Artificial Intelligence, designed to forecast the success of a leader in a particular role and business, aligning with the company's culture and values.

A crucial component of our operations involves comprehensive psychological testing, aimed at evaluating and enhancing leaders while facilitating their successful integration. Collaborating with colleagues from INSEAD, Anderson Willinger has identified vital areas, including personality traits, essential for navigating organizations amidst today's turbulent times, whether through external recruitment or internal promotion.

Leveraging this insight, the AW team has curated top-tier global tools to discern the current status of both the company and its leaders, pinpointing critical areas for development.

We not only provide our clients with assistance in setting a strategy and selecting key executives; we also serve as partners in educating and inspiring top management about current global trends.

In addition to our market research on Executive Education, here is a list of our premium workshops.

- AI, People Analytics, Data Analysis and use of ChatGPT for HR Directorship
- AI, People Analytics for CEOs
- Positive Intelligence Workshop
- Leader 's Shadows Workshop

