

# on the GRAPPEVINE with JOE DERMODY

joe.dermody@examiner.ie



## Any other business...



Don Crowley, CIT School of Business's head of organisation and professional development, Aidan McCarthy, chairman of Sales Institute, Munster region, Dr Brendan Murphy, CIT president.

## Workers focus on retraining

Retraining and professional upskilling will be critical in Ireland's evolving workplace, says Aidan McCarthy, chairman of the Munster region of the Sales Institute. Mr McCarthy was speaking at the launch of Cork Institute of Technology's continuing education prospectus for the 2015/16 academic year. CIT is the largest provider of continuing education and professional development outside of Dublin; the new prospectus contains information on 200 programmes. Mr McCarthy said: "In the current economic climate, people realise the importance of education, of retraining, of upskilling and professional accreditation to increase their chances of employment. "These programmes offer students the opportunity to do this, and achieve their full potential and make themselves more employable." CIT offers courses in business and accounting, humanities, art, music, counselling and the therapies, computing, engineering, science and maritime. Courses range from Level 6 (higher certificate) to Level 10 (doctorate) on the National Framework of Qualifications, as well as customised courses, in-company training and Springboard courses for those on the live register.

## Hyland to lead FD Centre in Ireland

David Hyland has been named as CEO of The FD Centre in Ireland — a global provider of part-time finance directors. He is an experienced chartered accountant and

finance advisor, supporting SMEs in Ireland and in the UK for the past 10 years. He was director of Hyland Johnson Murray Accountants, for 12 years, and qualified with KPMG. He brings critical, high-level finance skills in strategy, operations and business support. The FD Centre provides owner-managed businesses with high-calibre, part-time finance directors — a flexible, cost-effective solution to a full-time equivalent. The FD Centre managed €5bn of combined client revenue in 2014 and fast-tracked clients' international growth in ten countries.



David Hyland, named as CEO with The FD Centre, Ireland.

## Upgrades on the up

The home renovations market is rebounding. Irish homeowners spent €414m on 20,000 individual works, taking advantage of tax breaks on offer via the Government's Home Renovation Incentive

Scheme. Homeowners are spending €15,000 on average on extensions, window replacements, and kitchen upgrades. Dublin had 4,055 upgrades, worth €78m; Cork had 2,985, worth €43m.

# Munster recruitment companies all set for long run of recruitment

AGRI-BUSINESS companies are busily recruiting people for a wide range of vacancies, from sales and marketing to production and administration roles, says Brian Flynn, a specialist in this field of executive search. He is with CareerWise Recruitment. While the bulk of mid-sized Irish agri-food companies are still small players on the world stage, many are gearing up to capitalise on the overseas marketing of Irish food and drink products. On the back of this drive, new career opportunities are opening up.



Brian Flynn, Careerwise, who says there are great opportunities for careers in agri-food companies for those with the right set of skills.

"There are a lot of great job opportunities with Irish agri-food companies," says Mr Flynn. "A lot of these companies like to keep a low profile about recruitment. Apart from the big companies, like Dairygold and Carbery, there are a lot of jobs opening up with small companies in Cork, and Munster generally. "We are seeing animal feed and health roles, cheese technology, production management, but also in areas like finance and supply chain. Agri-food is a great sector to work in right now. "Dawn Meats, in Charleville, has just been sanctioned for the Chinese market. Bandon Co-op and ABP, in Bandon, are both excellent employers, who have both been recruiting in the last three months. There are huge opportunities in the dairy sector. "Ireland has a deserved reputation for producing the highest quality food and agri-business products. As a nation, we have an accumulated wealth of knowledge in the sector that is second-to-none. Agri-food is an established success story and a growing employer."

Mr Flynn cites a Department of Agriculture, Food and Marine report which estimates that the sector contributes €24bn to the national economy, and provides 7.7% of national employment, which translates to 160,000 people. The agri-food sector is a key part of Ireland's economy, being our largest indigenous manufacturing industry. Exports in the sector have grown faster than many other sectors and are worth €3bn per annum; accounting for 60% of exports by indigenous firms. The agri-food sector is the primary outlet for the output of family farms, and includes 600 food and drinks firms that export 80% of their produce to 170 markets worldwide. In 2014, a survey conducted by KPMG and the Irish Farmers' Journal found that 85% of respondents expected their businesses to grow, 67% were planning

to recruit new employees, while 93% were predicting broad growth across the agri-business sector. The same survey identified sales and marketing as the biggest area of recruitment, along with finance, administration, production, IT, science and nutrition. However, what we don't know, just yet, is how many organisations have been achieving these targets. "From our experience in Careerwise, we have seen a high demand for operations management and technical staff, both from a sales and R&D/advisory perspective," says Mr Flynn. "In particular, the animal feed, animal health and food nutrition sectors."

Perhaps surprisingly, geography is one of the

bigger challenges being faced by agri-food companies. Some companies are having difficulty in enticing candidates with a specific set of skills and experience to move to work in remote settings. For some, living in a rural setting is a dream come true; for others, it's a challenging change of mindset. "The sector offers significant opportunity in rural locations and small towns, and the chance for people to move back from locations such as London and Dublin," says Mr Flynn. "Graduates now have access to challenging global roles in their own communities. We have been working some diverse roles for companies across Munster and Leinster, in areas such as operations management, technical sales, quality, nutrition and technical specialist disciplines, where the requirement is for graduates from food science, food business and agricultural science."

CareerWise is finding that, with the strong export growth of companies in the sector, there are growing requirements for graduates from areas such as BIS, marketing and supply chain that one would not have traditionally associated with the agri-food sector. "There are great opportunities for any person who has knowledge of, say, animal health; or, perhaps, a person who has graduated from college with a degree in agri-science from UCD, or food science from UCC. There are great career options in laboratories in technical advisory roles, or to work in sales. "Our role is to match the right people with the right roles. For instance, somebody working in financial services, in Dublin, may not want to move. However, agri-business is thriving, the packages and salaries are competitive, and there are opportunities all over the country for those with the rights skills and experience."



Barry Fitzpatrick, St Michael's College, Dr Rod McLoughlin, medical director, IRFU, Ed Donovan, CEO, Advanced Medical Services (AMS), Scott Penny, St Michael's College.

## Medical firm's innovative test is a boost to sports concussion

Advanced Medical Services has just launched a concussion-management system, 'ImPACT', for underage and amateur players. The system has the support of the IRFU. Cork-based AMS's computerised neuro-cognitive evaluation system, which is used by elite sportspeople, will be available to schools and clubs across all sports and delivered by the AMS medical team. AMS is the umbrella company responsible for Heart-aid, Ireland's first mobile cardiac screening, which has carried out 51,000 tests country-wide, since it was launched in 2010, and it is the official 'screening partner' of LAYA Healthcare.

Dr Donovan, AMS chief executive, said: "In Ireland, we are seeing a more proactive approach to managing and reducing the risks of sports-related concussion. "The signs and symptoms of concussion are not always evident at the time of the injury, and the ImPACT system is designed to bring peace of mind to those who may have suffered a concussive episode and to ensure they continue to follow correct rest and recovery protocols."

ImPACT Concussion Management System involves a 20-minute, computerised, neuro-cognitive test, which measures neuro-cognitive abilities related to brain function, from which the data is recorded. The initial test is often referred to as the baseline. This test will be available to rugby club and schools players for €50. IRFU's head of medical services, Dr Rod McLoughlin, said: "The IRFU's post-concussion return to play protocols are among the most conservative in the world, to ensure that amateur players are fully recovered before they return to play or train. We are pleased to support AMS' launch of ImPACT testing, as an additional service for those amateur players who wish to use it. "While the system will never be used to reduce the minimum, mandatory return-to-play timelines of 21 days for adults and 23 days for players under 20 years of age, it can be useful to those with ongoing symptoms, to ensure that the player is not, for example, returning to school, work or the playing field too soon."

## Finance firm opens Cork office

Loss-adjusting company, McLarens, which specialises in complex commercial claims, has opened an office in Cork. It also has offices in Belfast, Derry and Dublin. In all, it has 15 offices in the UK and Ireland. McLarens has appointed three adjusters in Cork, to be led by Alan Browne (ACID), who has 14 years of loss adjusting experience, dealing with local and London market claims. Alan joins from OSG, where he was a regional manager, overseeing offices in Cork and Waterford and managing a team of 25. He specialises in large and complex loss, with a focus on personal injury, contractor's liability, products liability and transportation. The Cork office will be based at Cork Airport Business Park.



Alan Browne, Deborah Lloyd, and Russell Adair, new hires at the new Cork office of loss-adjustment firm, McLarens.

McLarens has also expanded its adjusting team in Belfast, with the recruitment of Russell Adair and Deborah Lloyd; Russell, who has joined from TopMark Loss

Adjusters, focuses on commercial property claims, with a specialism in building defect analysis, cost appraisals and building regulations. A qualified building sur-

veyor, Adair's previous experience includes working for a London-based chartered surveying practice and in private practice. Deborah, also joining from TopMark, specialises in the investigation of EL/PL claims. Lloyd was previously in banking, before her loss-adjusting career. Steven Wallace, executive director responsible for Ireland, said: "Until now, we have serviced the Republic from our Dublin office — with assistance from both Belfast and Derry — but Cork, being Ireland's second-largest city, is one we have been looking at for some time. It was important to have an established, local adjuster, so we're delighted to have found someone of Alan's calibre and contacts spearheading this."

## Brain drain in reverse, as Dublin buoyant again

Dublin is again an attractive destination for the world's top financial services companies, says a leading head hunter. Adrian Marples, of executive search firm, Alternatives Elect, says that senior Irish financial executives, and bankers in particular, are returning to Dublin. After years of one-way traffic, the talent drain is reversing. He says that Credit Suisse is seeking regulatory approval, in Dublin, to relocate its European prime services business from London. "This is major news for Dublin," says Mr Marples. "Here, we have a significant, risk-taking business, a world away from the back-office operations which have become the mainstay on the

banks of the Liffey. Credit Suisse's competitors have been watching closely. Many are quietly moving other roles to Dublin, many much further up the value chain, under the radar, on a piecemeal basis." The Government plans to increase IFSC jobs by 10,000 within five years. Dublin slipped in the Global Financial Centres Index, from 10th, in 2009, to 70th, in 2014. The flight of Commerzbank and Goldman Sachs didn't help the IFSC's ability to lure marquee talent. However, Marples says: "One senior London banker told me that he could return to Ireland without suffering the eye-watering pay cut that someone proposed to him a couple of years ago."

**McCarthy Insurance Group**  
Your Trusted Partner And Advisor

**Making Business Easier**

Commercial - Health - Life, Pensions & Investments

- Personal reliable service from 12 offices
- Impartial insurance review and advice
- Most competitive rates from over 120 companies
- On-site face to face visits
- 24/7/365 emergency helpline
- Complete Business Legal Protection

FREE PHONE: 1800 50 11 11

Cork City, Bantry, Fermoy, Mitchelstown, Dunmanway, Skibbereen, Castlemaine, Dublin, Dungarvan, Tralee, Rathmore

www.mig.ie

The LPI Awards

Charles McCarthy Insurance Group is regulated by the Central Bank of Ireland



Alison Nulty has been named by UTV Ireland as southern correspondent for Ireland Live news. She joins from Radio Kerry, where she was a broadcast journalist for seven years. A Kilkenny native, she attended Leeds Metropolitan University, before beginning her broadcasting career with AA Roadwatch, reporting for radio stations across England. She moved home to work for KCLR and South East Radio. She will now be working from UTV Ireland's southern bureau, in Cork. She won a PPI National Radio silver medal in 2013, for news reporter of the year, and earned a certificate of merit at this year's Justice Media Awards.



Garrett Tubridy has been named by the Irish Rugby Football Union as tournament director for the Women's Rugby World Cup, which will take place in Dublin and Belfast in 2017. He will be responsible for the planning and delivery of the WRWC 2017 across all venues. For the past ten years, he has been tournaments operations manager with European Rugby Cup (ERC). Since 2005, he has been involved in the delivery of commercial and operational programmes for the Heineken Cup and the Amlin Challenge Cup, realising significant growth in both. This season, he fulfilled the same role for the European Rugby Champions and Challenge Cups.



Tara McCarthy has been appointed chief executive with Bord Iascaigh Mhara, Ireland's seafood development agency. She is Bord Bia's director of food and beverages, with whom she has led senior level teams in seafood, dairy, prepared foods, alcohol and small business sectors, while operating in German, French and Belgian markets. She has been a regular contributor to the Government's Food Harvest 2020 and 2025 reports. An affiliate of the Harvard Business School and IMD Business School, Switzerland, she holds an MBS in marketing from Smurfit Business School.



Genna Sherlock has been appointed marketing and support administrator at Envisage Cloud, and will now have responsibility for marketing, via social media and campaign analysis, as well as being responsible for executing marketing campaigns. She will also have responsibility for supporting the sales/support departments and for the firm's internal systems. Prior to taking up this role, she was support administrator at Advent Processing, for three years; before that, she was office administrator at Northside Gas Services, for two years.



Katie Banks has been appointed operations manager with technology company, Nitro, and will be responsible for employee experience and operations. She has worked in an operations capacity in a number of organisations, including at KBC Bank Ireland and with AIB Financial Solutions. She was office manager at Elkstone Capital and Keogan Architects. She holds a degree in business management from Institute of Technology, Tallaght; a diploma in event management from the Communications & Management Institute; and she is accredited with the Institute of Bankers, UCD, as a product advisor for loans and regulations.



Mark Burrows Smith has been appointed chief executive with waste management group, Greenstar. He was chief operating officer of UK waste-management business, Viridor, part of the FTSE 250 Pannion Group plc. He has been with Viridor since 2007, firstly as northern region director, then as its operations director, and finally as chief operating officer. He has previously held senior management roles within the Sunlight Service Group and Shanks Waste Services. He is set to replace Mark Keough, who will step back from the day-to-day management of the business, while he will remain on the Greenstar board of directors, as deputy chairman.