

TALENT | TECH | TRANSFORMATION





## DIGITAL TALENT OBSERVATORY



### What

The Digital Talent Observatory (DTO) is a platform to detect trends in the demand for digital talents and to anticipate and learn from the first signals of change both on the demand and supply side.



### Compensation Benchmark

- Offers digital leaders across Europe a targeted and unique Compensation Benchmark.
- Share and compare – in absolute privacy – your compensation package
- Personal advise

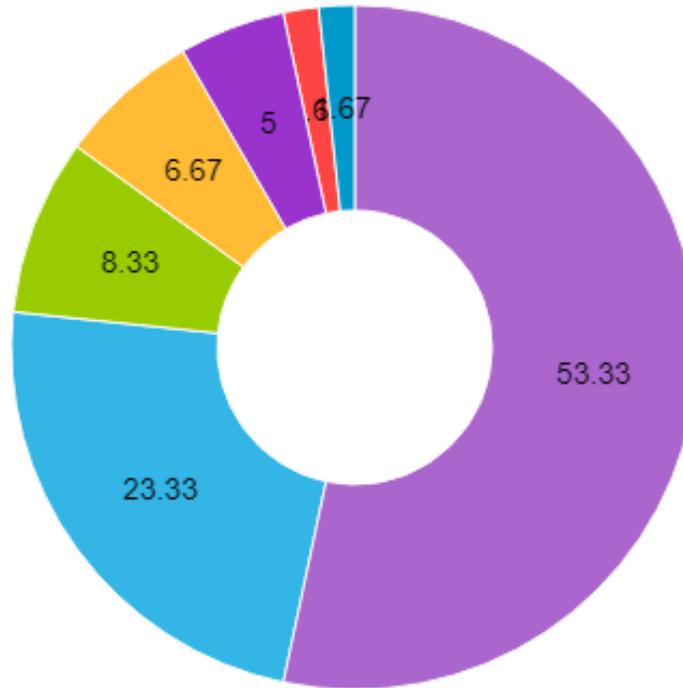


### Launch

- Launched in Belgium 12/2018; NL and GE: 2019
- BE: 60 respondents so far
- Some preliminary results, but not yet statistically sound proof

**BELGIAN REGIONS DISTRIBUTION**

Values in %

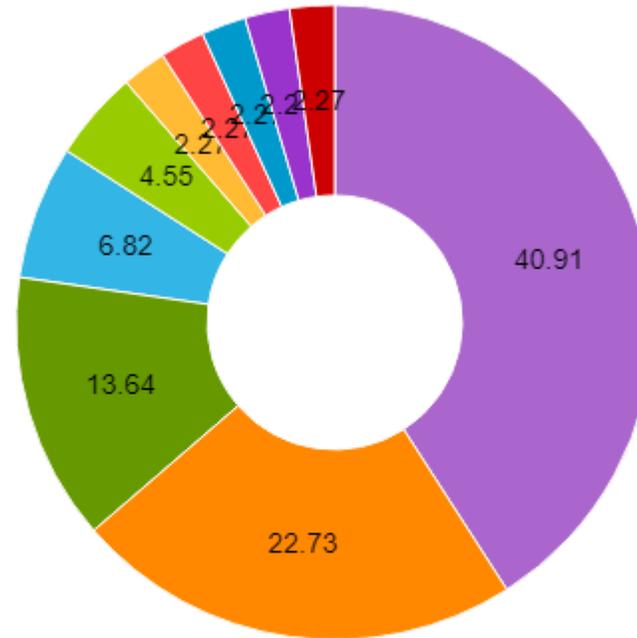


1 out of 2 out is from the Brussels region

- Antwerp
- Brussels
- West-Flanders
- East-Flanders
- Limburg
- Walloon Brabant
- Liege

**JOB FUNCTIONS**

Values in %

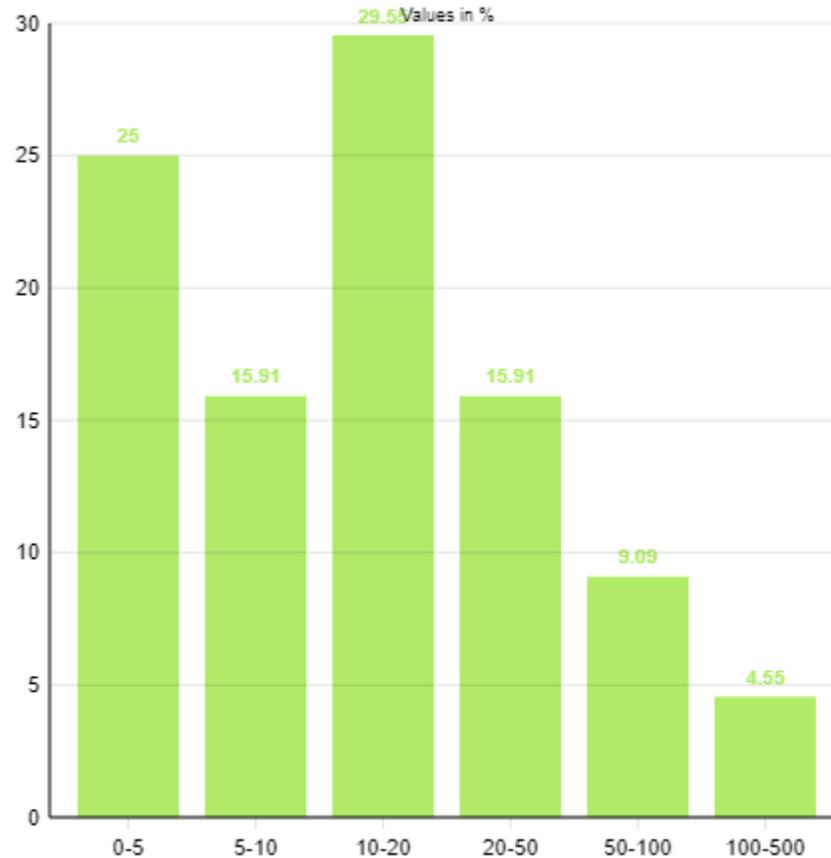


1 out of 3 is CIO.

- CDO
- CIO
- CTO
- Director Service Delivery
- general services director
- Head of Infrastructure
- Industry 4.0 Manager
- IT Director
- IT Manager
- IT PMO



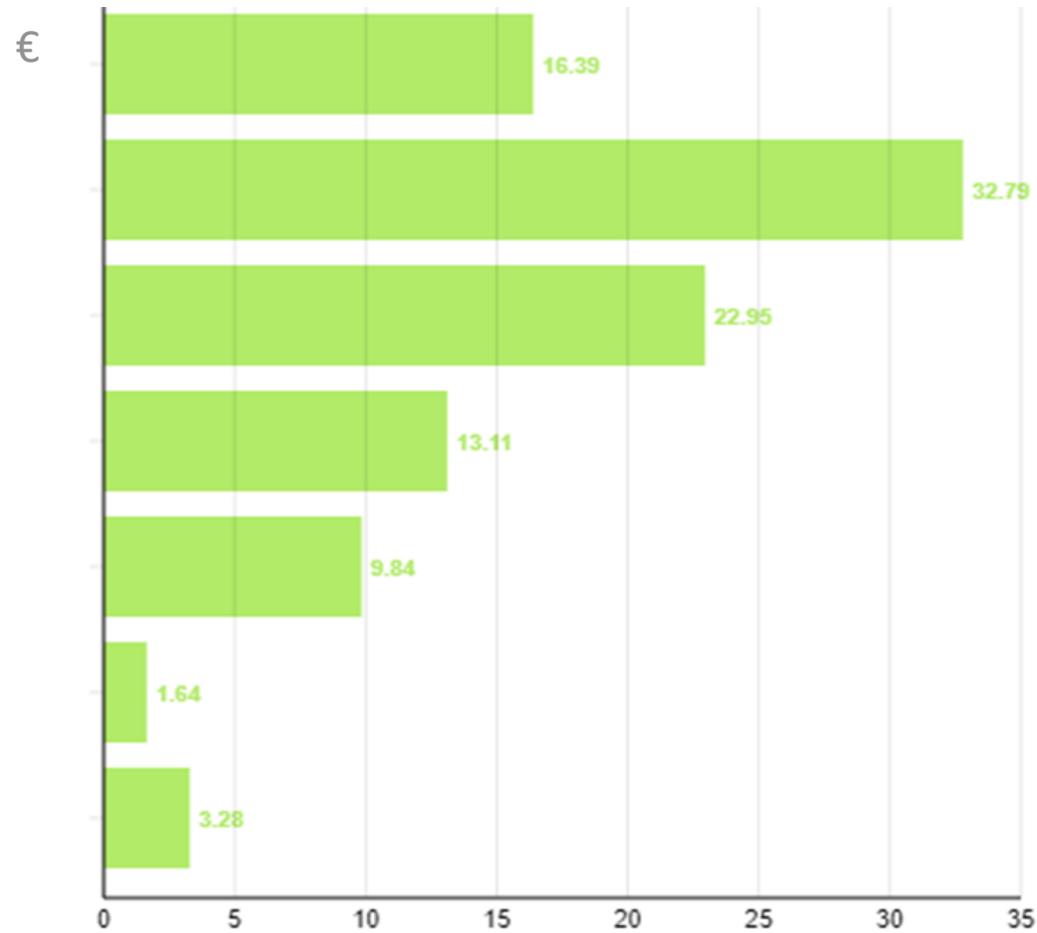
### BUDGET DISTRIBUTION



1 out of 3 has a budget of more than 20 Million €.

### MONTHLY SALARY

Values in %



1 out of 3 has a monthly salary of more than ....

Complete the survey ....  
to see all results

### Users served

The correlation between salary level and users served is higher than with team size or budget

### Geographical scope

Digital Leaders with international responsibilities earn on average 18% more than those with local scope

### Recruitment

Nearly all respondents have hiring plans



Drive your career

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THANK YOU