



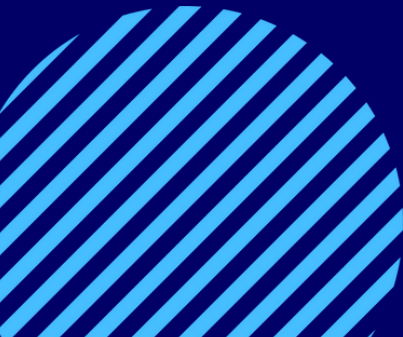
December 2025

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DECEMBER 2025

UK & IRELAND



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UK ECONOMY — SUMMARY

Overall Profile

- Population: **68 million**
- Europe's **second largest** and the world's **fifth-largest** economy
- Services dominate economic output, though manufacturing still plays a meaningful role
- Labour market is highly competitive — **London ranks as the world's top destination for global talent**
- **SMEs represent 99%** of all businesses and employ around **60%** of workers
- Unemployment stands at **4.7%**
- Income tax bands range from **20% to 45%**

Labour Market Conditions

- Hiring environment is currently slow, with **more applicants per vacancy**
- Areas of expansion include:
 - **Health & social care** (largest growth area)
 - **IT, banking, and sales**
 - Fastest overall growth in **technology and consumer goods**
- AI integration is extensive — **three-quarters of financial firms already use AI**

Key Sectors

- **Manufacturing:** 9% of value added; government promoting advanced manufacturing (automotive, aerospace, precision machinery)
- **Financial services & FinTech:** £208bn contribution; London continues to be a global centre
- **Technology:** 3rd-largest tech market globally; rapid growth in AI, cybersecurity, telecoms, FinTech
- **Professional services & consulting:** >£250bn contribution

IRISH ECONOMY — SUMMARY

General characteristics

- Population: **5.3 million**
- One of only two **English-speaking countries in the Eurozone**
- Population increasing significantly due to immigration
- Highly appealing to multinationals — roughly **2,000 MNCs** located in Ireland



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- Income tax rates: **20%–40%**; average income approx. **€44,000**
- Unemployment: **4.2%**, below the EU average

Core Sectors

- Technology
- Financial services
- Pharmaceuticals & medical devices
- Agribusiness

Economic Features

- Exceptionally strong **foreign direct investment**
- **90% of major U.S. tech companies** operate in Ireland
- Combination of returning talent and incoming FDI has turned Ireland into a major multinational hub

FINANCIAL SERVICES & FINTECH TRENDS (UK & IRELAND)

United Kingdom

- Banking recruitment up **10% YoY**, particularly in risk, compliance, and revenue roles
- FinTech-related IT hiring has risen **60%**, powered by automation and cybersecurity needs
- Executive-level hiring up **11%**, although accounting roles are declining
- Key institutions growing teams include Barclays, JPMorgan, Mastercard, Visa, Goldman Sachs, Deutsche Bank, and Revolut

Ireland

- The national strategy *Ireland for Finance* aims to create **5,000 new FS roles by 2026**
- High demand across ESG, green finance, regulatory compliance, and data analytics
- Major constraint: **skills shortages**, creating opportunities for niche expertise

TECHNOLOGY SECTOR TRENDS

United Kingdom

- Tech vacancies up **21% YoY**
- AI-related job postings up **200%**
- Priority roles: machine learning, cybersecurity, data science, and cloud engineering
- Employers favour skills and experience over university degrees
- Entry-level hiring is decreasing

Ireland

- Presence of almost all U.S. tech giants, with ongoing expansion
- AI adoption growing at +27%
- Surging need for green-tech capability
- Primary challenge is a **limited supply of skilled workers**
- Advantageous for candidates with international backgrounds or **multilingual** skills, especially in tech sales

CONSULTING SECTOR OVERVIEW

United Kingdom

- Consulting market contracted by 3.4% last year due to economic pressures
- Firms shifting towards:
 - AI, cloud, data-driven services
 - ESG, sustainability, cybersecurity
 - Smaller, faster delivery projects
- More hiring taking place outside London to lower operating costs
- Strong movement toward **skills-based hiring**, with reduced focus on traditional academic credentials
- Even with fewer pure consulting openings, many **non-consulting roles** (ops, support, analytics) remain active

VISA & IMMIGRATION REQUIREMENTS

United Kingdom

- Non-UK/Irish citizens require a **Skilled Worker Visa**
- Employer sponsorship is mandatory
- Increased minimum salary threshold: **£41,700**
- The Global Talent Visa offers an alternative route for high-achievers in:
 - Research/academia
 - Arts & culture
 - Digital technology
- No job offer required, but applicants must present strong evidence of expertise

Ireland

- EU/EEA and UK nationals can work freely without sponsorship
- Non-EEA nationals must secure an offer of employment
- Minimum salary requirement: **€30,000**
- **“50/50 rule”**: at least half of an employer’s workforce must be EU citizens

✓ KEY TAKEAWAYS

Overall

- Both the UK and Ireland have **strong, service-led, internationally attractive economies**
- Job markets are competitive — more so in the UK

Strong Opportunity Areas

- FinTech
- Digital tech, AI, cybersecurity, cloud
- ESG and green finance
- Ireland provides easier entry routes for EU nationals
- Multilingual and internationally experienced candidates stand out
- Hiring increasingly prioritises **skills over degrees**

What Candidates Should Highlight

- Advanced technical capabilities
- AI & digital proficiency
- Knowledge of ESG and regulatory trends
- Language skills
- Clear evidence of hands-on experience

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UK & IRELAND

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UK ECONOMY OVERVIEW

General profile

- Population: 68 million
- 2nd largest economy in Europe; 5th globally
- Service-dominated but manufacturing remains important.
- Extremely competitive labour market – London is the **#1 global destination** for international talent.
- 99% of companies are SMEs, employing 60% of the workforce.
- Unemployment: 4.7%
- Income tax: 20% – 45%

Labour Market Trends

- Market currently slow: *more people chasing fewer jobs.*
- Growth sectors:
 - **Health & social care (leading)**
 - **IT, banking, sales**
 - Fastest growing: **tech and consumer goods**
 - AI adoption is widespread – *75% of financial firms already using AI.*

Key Sectors

- **Manufacturing:** 9% of value added; government pushing advanced manufacturing (automotive, aerospace, high-tech machinery)
- **Financial services & FinTech:** £208bn contribution; London remains global hub.
- **Tech:** UK is the **3rd largest tech economy** globally; fastest growth in AI, cybersecurity, telecoms, fintech
- **Professional services/Consulting:** >£250bn total contribution

IRISH ECONOMY OVERVIEW

General profile

- Population: 5.3 million
- One of two English-speaking Eurozone countries
- Strong population growth via immigration
- Highly attractive for multinationals: ~2,000 MNCs headquartered there.
- Income tax: 20% – 40%; average income €44,000
- Unemployment: 4.2% (below EU average)



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Key Sectors

- Technology
- Financial services
- Pharmaceuticals & medical devices
- Agribusiness

Economic Characteristics

- Massive FDI presence
- 9/10 US tech giants operate in Ireland.
- Strong talent return + foreign investment → Ireland as a multinational hub

FINANCIAL SERVICES & FINTECH TRENDS (UK & IRELAND)

United Kingdom

- Banking sector hiring: **+10% YoY**, especially in risk, compliance, revenue roles.
- FinTech IT hiring: **+60%** driven by automation & cybersecurity.
- Executive hiring: **+11%**, but accounting roles falling.
- Major organisations expanding: Barclays, JPMorgan, Mastercard, Visa, Goldman Sachs, Deutsche Bank, Revolut (major new hiring plans)

Ireland

- Government strategy *Ireland for Finance* aims to add 5,000 FS jobs by 2026.
- Strong demand in **ESG, green finance, regulatory compliance, and data analytics**
- Main challenge: **skills gaps** → opportunity for specialised candidates

TECHNOLOGY SECTOR TRENDS

UK

- Tech vacancies: **+21% YoY**
- AI job postings: **+200%**
- Key roles: machine learning, cybersecurity, data science, cloud infrastructure
- Employers prioritise **skills & experience over formal degrees**.
- Entry-level roles shrinking

Ireland

- 9/10 US tech giants present; continuous expansion.
- AI adoption growing (+27%)
- Green tech skills in demand
- Biggest constraint: **shortage of skilled talent**

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Advantage for candidates: languages & international profiles are often required, especially in sales roles

CONSULTING SECTOR

- UK consulting market shrank **3.4%** last year due to economic uncertainty.
- Firms shifting toward:
 - AI, cloud, and data-heavy services
 - ESG, sustainability, cybersecurity
 - Smaller, faster projects
- Hiring moving outside London to reduce costs
- Strong shift toward **skills-based hiring**, less emphasis on academic pedigree
- Despite fewer traditional consulting roles, **non-consulting functions** still hiring (operations, support, analytics, etc.)

VISA & IMMIGRATION REQUIREMENTS

United Kingdom

- Non-UK/Irish nationals need a **Skilled Worker Visa**
 - Sponsorship required
 - Increased minimum salary: **£41,700**.
- **Global Talent Visa** an alternative for leaders/potential leaders in:
 - Academia/research
 - Arts & culture
 - Digital technology
 - *No job offer required, but compelling evidence needed.*

Ireland

- EU/EEA citizens and UK nationals: **right to work without sponsorship**.
- Non-EEA nationals need a job offer.
 - Minimum salary: **€30,000**
- **50/50 rule:** at least 50% of a company's staff must be EU nationals.

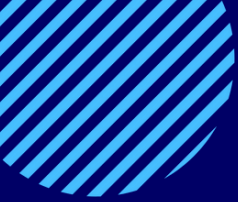
KEY TAKEAWAYS

Overall

- Both economies are strong, service-led, and attractive to global talent.
- Hiring markets are competitive, especially in the UK.

Where opportunities lie

- **FinTech, digital tech, AI, cybersecurity, cloud, ESG, green finance**



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- **Ireland** offers more accessible pathways to work for EU citizens.
- **Language skills** and international experience provide a major advantage.
- **Skills > degrees** is an increasing hiring reality.

What candidates should emphasise:

- Specialist technical skills
- AI/digital capabilities
- ESG and regulatory awareness
- Multilingual abilities
- Evidence of practical experience



OCTOBER 2025

UK & IRELAND



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UK

- **Population:** 68 million; 2nd largest economy in Europe and 5th globally.
- **Structure:** 99% of firms are SMEs (employing 60% of the workforce).
- **Key Sectors:**
 - **Finance & FinTech:** £208B contribution to GDP; 75% of firms use AI.
 - **Technology:** \$1T sector value, 3rd largest globally — led by AI, cybersecurity, telecoms, and fintech.
 - **Manufacturing:** 9% of GVA; focus on advanced, high-tech, and green manufacturing.
 - **Professional Services & Consulting:** £250B annual contribution.
- **Labour Market:** Competitive — more people chasing fewer jobs; unemployment 4.7%.
- **Visa:** Non-UK/Irish citizens require a Skilled Worker Visa (£41,700 minimum salary).

IRELAND

- **Population:** 5.3 million; one of two English-speaking Eurozone nations (with Malta).
- **Economy:** Service-based; key sectors — tech, finance, pharma, medtech, agribusiness.
- **Investment:** ~2,000 multinationals; 9/10 US tech giants have bases there.
- **Unemployment:** 4.2% (below EU average).
- **Labour Market:** Strong growth driven by **foreign direct investment** and **record immigration** (141K in 2023).

TRENDS

Finance & Fintech

- UK
 - Hiring +10% YoY; focus on risk, compliance, ESG, and digital transformation.
 - Banking IT roles +16% YoY — automation, cybersecurity, and infrastructure.
 - Shift from accounting to executive/tech-driven roles (+11% executive hiring).
 - Major players expanding: Barclays, JPMorgan, Mastercard, Visa, Deutsche Bank, Revolut.
- Ireland
 - “Ireland for Finance” strategy targeting +5,000 jobs by 2026.
 - Focus areas: ESG, green finance, data analytics, regulation.
 - Skill shortages in ESG and digital finance roles.

Technology

- UK
 - Vacancies +21% YoY; London = 65% of tech roles.
 - AI postings +200%; hot roles - ML engineers, data scientists, cybersecurity, cloud.
 - Skills > degrees; decline in entry-level roles.
- Ireland
 - 9/10 US tech giants based locally.
 - AI adoption +27% YoY; demand for green tech and data skills.
 - Main challenge: talent shortages (25% of employers cite skill gaps).
 - Key firms: Google, Salesforce, Amazon, HubSpot, ServiceNow.

Consulting

- UK
 - Market contraction (~3.4%) due to economic uncertainty and delayed large projects.
 - Firms pivoting to AI, cloud, data analytics, ESG, and cyber resilience.
 - Growth in regional hiring (outside London) to reduce costs.
 - Shift toward skills-based recruitment - digital, AI, ESG, cybersecurity expertise > academic pedigree.

OPPORTUNITIES

- **AI, FinTech & Digital Transformation:**
 - Massive hiring in automation, analytics, ESG, and cybersecurity.
 - AI used across finance and services; 75% of UK firms adopting it.
- **Ireland's FDI Boom:**
 - Growing international hubs; ideal for global graduates.
 - Tech and finance expansion sustained by favourable tax and EU access.
- **Skill-Based Recruitment:**
 - Employers value experience and technical competence over degrees.
 - High demand for digital, ESG, and AI specialists.
- **Regional & Niche Markets:**
 - Cities beyond London (e.g., Glasgow, Leeds, Liverpool) and Irish tech hubs (Dublin, Cork) growing in hiring activity.
- **Visa & Global Talent Pathways:**
 - UK Global Talent Visa offers opportunities for leaders in digital, research, or arts sectors.

 **RECOMMENDATIONS FOR JOB SEEKERS**

- **Be strategic:** Focus applications on growth sectors - AI, finance tech, ESG, consulting.
- **Differentiate yourself:**
 - Highlight niche, quantifiable skills (data, automation, compliance).
 - Demonstrate awareness of local workplace culture (punctuality, collaboration, professionalism).
- **Network proactively:**
 - Use LinkedIn as your primary tool; leverage IEConnects and alumni networks.
 - Keep outreach brief (20-min chats); build authentic relationships.
- **Act quickly:**
 - Many employers follow rolling recruitment - apply early.
- **Prepare thoroughly:**
 - Customize CVs, master behavioural interviews, and research company strategy.

For Graduates

- Apply early to graduate and internship programs (often recruit 1 year ahead).
- Start networking before graduation to improve conversion chances.
- Build referral relationships with company insiders.