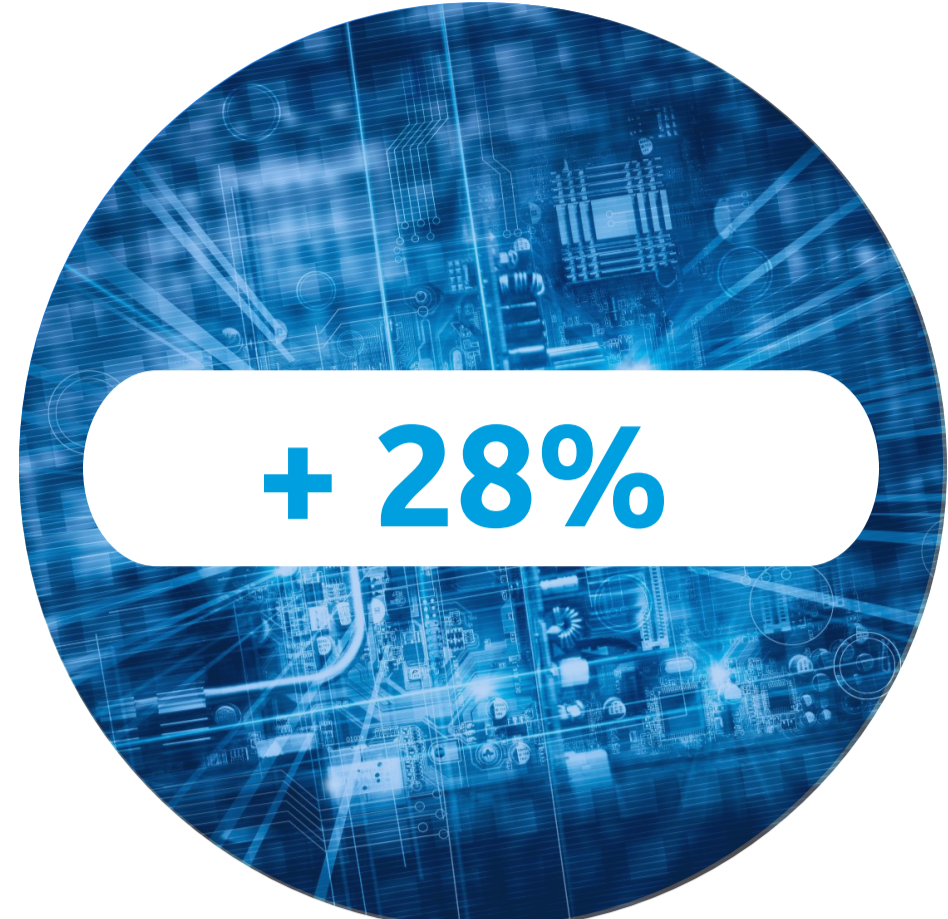


## Technology Practice Overview and 2020 Industry Predictions

Partnering with many of Canada's fastest-growing technology companies and investors, Boyden has a front-seat view to the tremendous growth, opportunity, and trends across the sector.

As we embark on a new year, our technology practice experts across the country share a snapshot of 2019 search trends and their 2020 talent and industry predictions.

### Boyden Technology Practice 2019 Overview



Boyden's technology sector searches increased by 28%



Volume of CEO mandates in the tech sector increased by 114%



Volume of CFO mandates in the tech sector increased by 42%

2019 data analysis; Boyden Canada

- Rounding out Top 5 tech organization mandates for 2018-19 are CRO, CTO, and COO.
- CRO and CTO searches remained flat over 2019 (as did Corp IT – CIO searches).
- COO searches decreased by 75% year over year. With the uptick in CFO projects, we are seeing CFO's increasingly taking on COO responsibilities, resulting in this decline.
- AI, SaaS and IoT are Boyden's largest tech segments.
- Outside of technology companies, Boyden's largest client group is non-profit Tech Innovation Hubs and Tech-focused Universities/Programs

38%

To meet the executive talent needs of Canada's growing tech sector, Boyden's technology practice grew by 38% across the country's core tech hubs: Montreal, Ottawa, Vancouver, and Toronto.

### Boyden Technology Practice #2020View



#### Ian Collyer

"In the Toronto and Kitchener-Waterloo markets we'll continue to see high demand for 'business' leaders for technology companies seeking to scale from \$10-\$20m to \$70 to \$100m+. Particularly seeing high demand for CEOs and CFO's with prior experience leading comparable growth. This will continue to be the biggest talent gap in 2020, with companies exploring the Canadian and International talent pools to meet demand. The most active tech domains will remain AI and enterprise SaaS."



#### Catherine Van Alstine

"CBRE's 2019 Tech-30 report revealed that Vancouver was the top tech market for high tech job growth over the last two years, replacing Seattle as number one. In 2020, we expect the BC Tech sector to continue its strong growth, which will make recruiting everyone from developers to senior leaders more challenging for the local tech companies. New collaborative initiatives (like the Cascadia Innovation Corridor linking Vancouver to Seattle and Portland) will help create a more mobile labor market out west."



#### Jim Harmon

"The pushback on the world's largest tech companies will increase in 2020. The challenges encountered by Sidewalk Labs in Toronto were a harbinger of things to come. The collision of market dominance and public policy will drive a heightened focus on brand, PR and GR senior talent for these companies. The good news for start-ups and growth companies is that this pushback will usher a slow swinging of the pendulum as it relates to IP, back towards favouring the innovator."



#### Sébastien Zuchowski

"Three significant trends come to mind: 1) In Montreal we are expecting continued growth in AI, SaaS, Fintech and IoT; 2) Our solid ecosystem of successful Private Equity and Venture Capital organizations will continue to fuel high potential start-up and technology companies in Quebec; 3) Foreseeing high demand for well-rounded leaders with a customer experience mindset for Chief Revenue Officer / CMO, Innovative CEO and Business CFO."



#### Amanda Gordon

"In Ottawa alone, we have over 77,000 employees working to strengthen Canada's tech impact every single day. Autonomous Vehicles/AI and Machine Learning are the top trending tech fields in our city right now. Fresh from CES, companies like BlackBerry QNX, Ford, Lixar IT, Studio 63, Ericsson and Nokia are at the forefront of the AV technology push that will combine AV/AI and MI technologies to make it real. And 2020 will be the year we start using our new L5 test track where autonomous vehicles are being tested in extreme weather conditions making Ottawa snowstorms a reason to celebrate."



#### Chantal Hevey

"Continued AI advances in healthcare and virtual-care. More than 30M Canadians - that's 86% - have a smartphone and that has changed expectations of when and where we access personal information. Today, we expect to access diagnostic and test results on our phones, be able to email our GP and MD specialist, or live chat with a nurse. Emerging tech companies are changing the landscape with new tech-health platforms. The future of healthcare is improving the health of millions of Canadians while decreasing costs."



#### Paul Marshall

"With the Canadian government committing to the goal of every Canadian having access to high-speed internet access by 2030, it is encouraging to see Canadian company Telesat take aim at the enormous consumer broadband market with the introduction of its Low Earth Orbit constellation. Competing with the likes of SpaceX and Amazon, Telesat is exceptionally positioned to continue Canada's rightful place at the forefront of satellite technology. This year will see more unique stories of Canadian tech on the rise, continuing to attract top talent and investment into the industry."



#### Owen Rowley

"2019 was a banner year for the BC tech market as Microsoft, Google, Apple, Salesforce and Amazon established larger hubs here, while mid-size Bay Area names (Asana, Postmates, Lyft, Streak, Tile, Zenefits, Segment, Parallel Domain, Swrve) all announced Vancouver office plans. Early 2020 saw both Mastercard and Shopify set up new development and R&D centers in YVR. We expect the hunt for local c-suite tech talent to intensify in 2020 as all these organizations establish their operations, and all look (and compete) for local expertise to supplement their teams of data engineers and developers."



#### Harangad Singh

"Tech giants such as Amazon, Google and Facebook will continue to build and expand their AI /ML capabilities through strategic investments. As the demand for AI-driven products soars high, these companies will look to further grow both organically and inorganically to expand their portfolios and offer best-in-class smart products. The year will see organizations seeking innovative, unconventional talent on a new level."

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