

2023 US Digital & Technology Officers Organization and Compensation Survey



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A message from the author

Welcome to Heidrick & Struggles' first annual *US Digital & Technology Officers Organization and Compensation Survey*, which examines both organizational structure and compensation for these increasingly critical roles.

For this report, Heidrick & Struggles compiled organizational and compensation data from a survey fielded in June 2023 of 406 digital and technology leaders based in the United States at publicly and privately held companies. Most carried the title of chief information officer. Chief technology officers and chief digital & information officers were also among those represented.

We hope you enjoy reading the report. As always, suggestions are welcome, so please feel free to contact us with questions and comments.

With warmest regards,



Katie Graham Shannon
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Methodology

In an online survey, we asked participants to provide information on their role structure and industry along with data on compensation including current base salary and bonus for the most recent fiscal year. All data collected was self-reported by the respondents and has been aggregated.

On confidentiality

The US digital and technology officers compensation survey, 2023, has been conducted on an anonymous basis. All data is reported anonymously and in aggregate.

Acknowledgments

The author wishes to thank all those who participated in this survey.

Executive summary

Digital and technology leaders' remit is increasingly broadening—functions that report into these leaders, our survey finds, include software engineering, data, corporate or enterprise applications, infrastructure, and customer-facing applications. And organizations across all industries are facing the challenge of adapting ever faster to a variety of tech-based innovations such as generative AI. Wrote one respondent, "As we digitize and standardize our business, technology is becoming more critical to the organization's strategy and execution." Wrote another, "Data is catalyzing new ways of working, and AI will be the accelerant for us to innovate and transform at scale while making the actionable insights accessible across all levels and roles." So the digital leadership role is becoming more complex and more

important to organizations. However, only about a quarter of respondents report that their organization currently has a succession plan in place that has identified multiple candidates. The leadership pipeline should be thought of as a strategic asset—and an empty pipeline for an increasingly important role an organizational risk.

Likely due to their expanding responsibilities throughout the organization, more than half of respondents expect their cash base compensation to increase in their current fiscal year.

According to our survey, average 2022 base compensation for digital and technology officers in the United States was \$540,000, while average total compensation (including cash bonus and any equity or long-term incentives) was \$1,895,000.

Respondent and company background

About the respondents

The most commonly held title among respondents to the survey was chief information officer, followed by chief technology officer. The vast majority, 85%, hold global roles.

Role information (%)

Current role

Chief information officer	43
Chief technology officer	32
Chief digital & information officer	20
Chief digital & technology officer	12
Chief digital officer	4
Senior technology executive in my organization	4
Regional or business unit chief information officer	2
Other	6

Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

Role remit

Global	83
Regional	4
Across an entire function	7
Across an entire business unit	4
Across an entire public sector entity	1
Other	1

Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

In terms of tenure, more than half have held their current role for three or more years, and about the same share have been at their current company for three or more years.

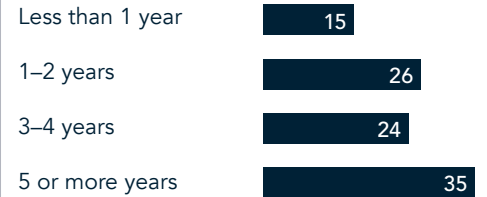
Role information (%)

Current role tenure



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 402 digital and technology professionals

Company tenure



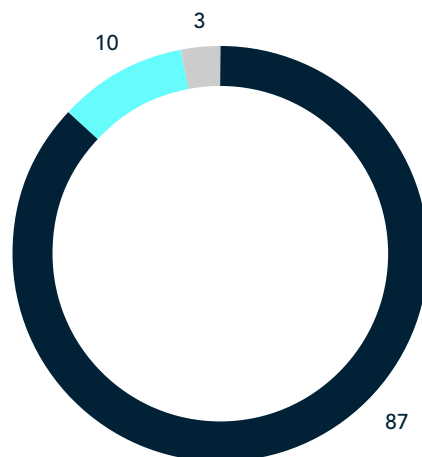
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

As for the gender balance, 87% of respondents are men, as is typical in technology functions around the world, and 61% are white.

Demographics (%)

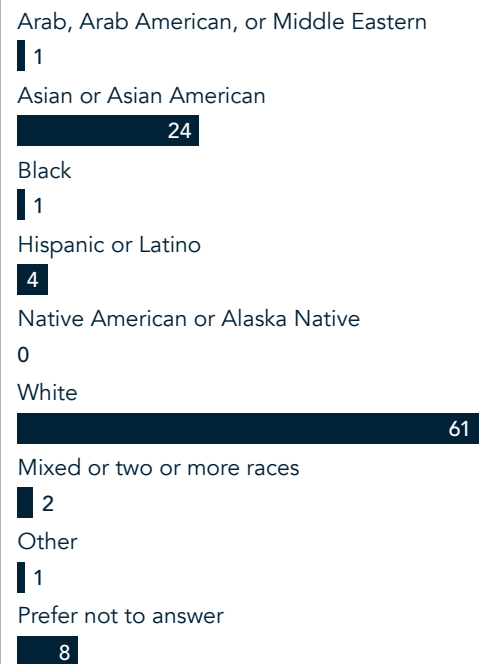
Gender

Men Women Prefer not to answer



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 386 digital and technology professionals

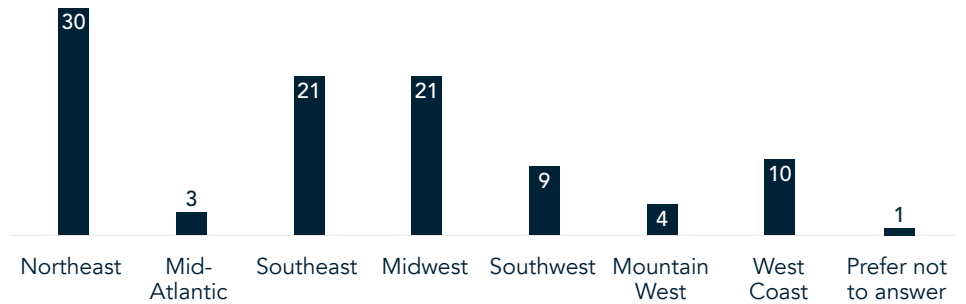
Ethnicity



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 383 digital and technology professionals

Respondents were spread out across the continental United States.

US region (%)



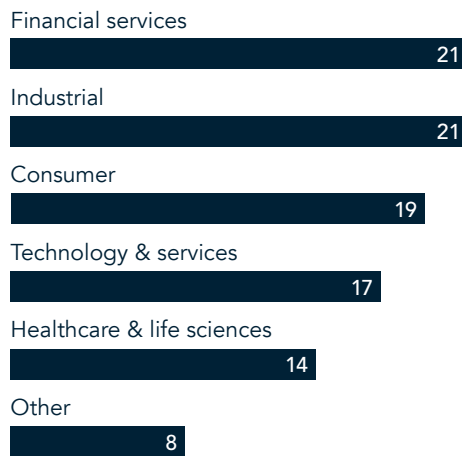
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 401 digital and technology professionals

About their companies

Respondents were also distributed across industries and at companies with a wide range of revenue. A little more than half were at publicly traded companies.

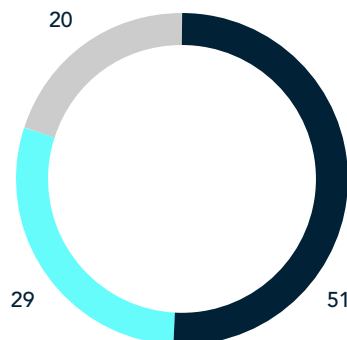
Company information (%)

Industry



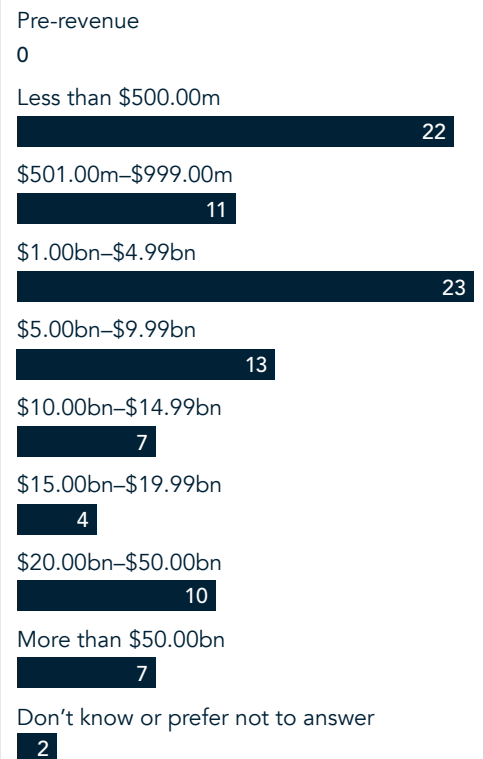
Company ownership structure

Private equity-backed (grey), Privately owned (cyan), Publicly traded (dark blue)



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

Company revenue (USD)



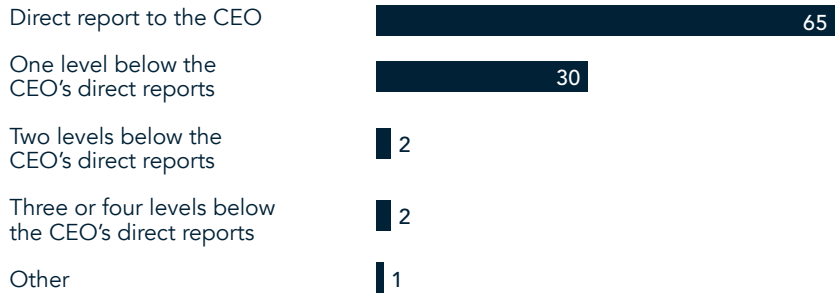
Reporting lines and remit

Sixty-five percent of respondents report directly to the CEO, signaling that technology and its applications have decisively moved to the center of businesses of all kinds.

In 2022, more than two-thirds of Fortune 100 companies included a chief information or chief technology officer in their executive leadership team, up from under half in 2020.¹

Role information (%)

Seniority level



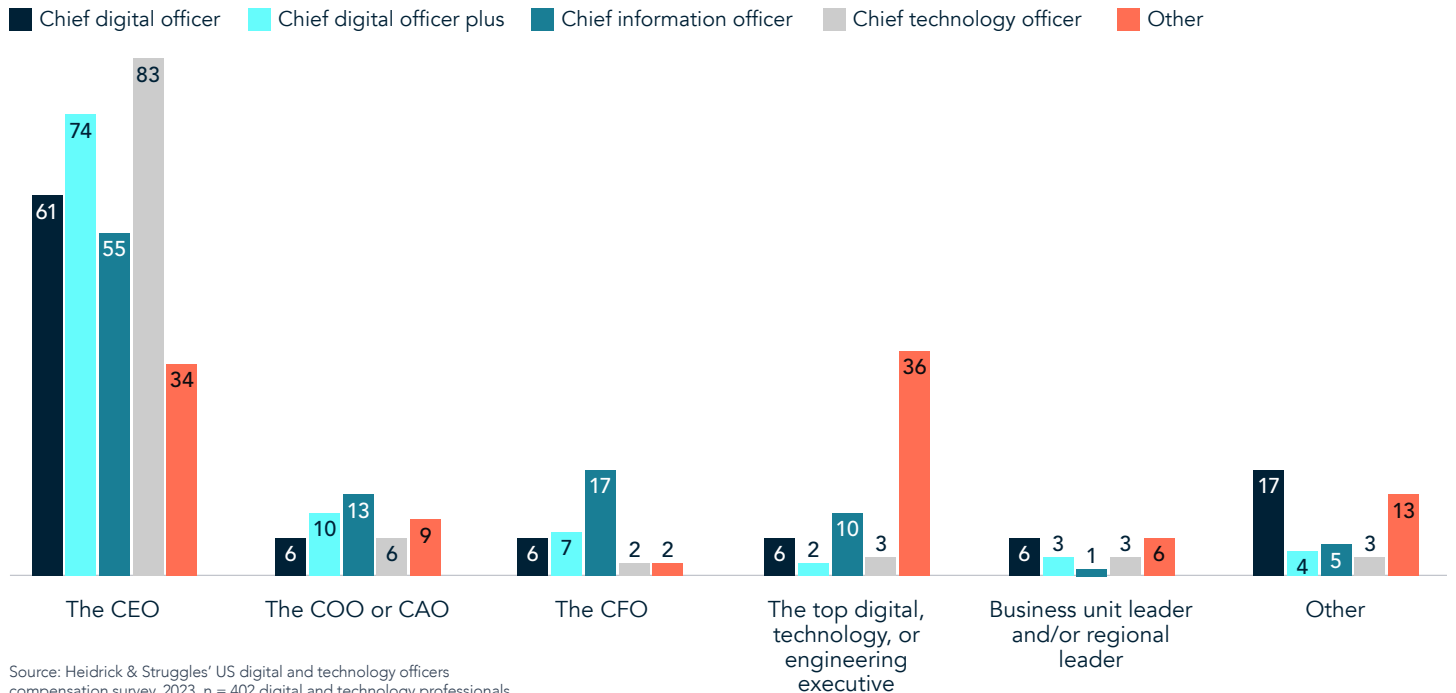
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

By title, chief technology officers most frequently reported to the CEO, and less often report to the COO, CAO, or CFO. Chief information officers were the respondents who most often report to those roles.

In the chart below, "other" includes roles such as regional technology leaders and business unit technology leaders—these respondents most often report to the top digital, technology, or engineering executives.

Report to by title (%)

To whom do you report?



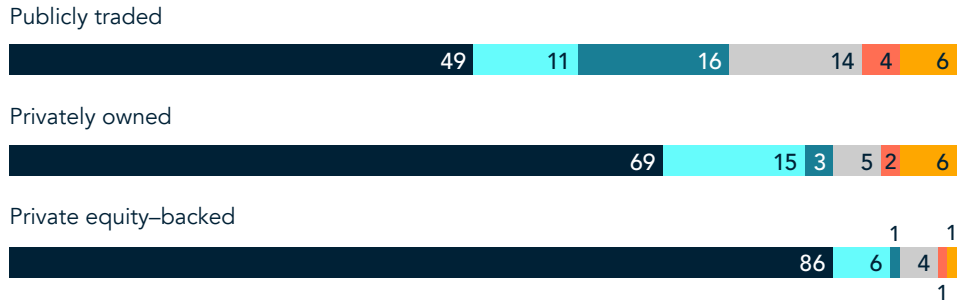
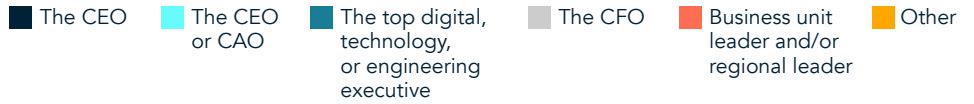
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 402 digital and technology professionals

¹ Heidrick & Struggles' analysis of the composition of Fortune 100 executive leadership teams.

By company ownership, respondents at private equity-backed firms far more often report directly to the CEO. Though still small shares, those at publicly traded companies more often report to the top digital, technology, or engineering executive, or the CFO.

Report lines by company ownership (%)

To whom do you report?

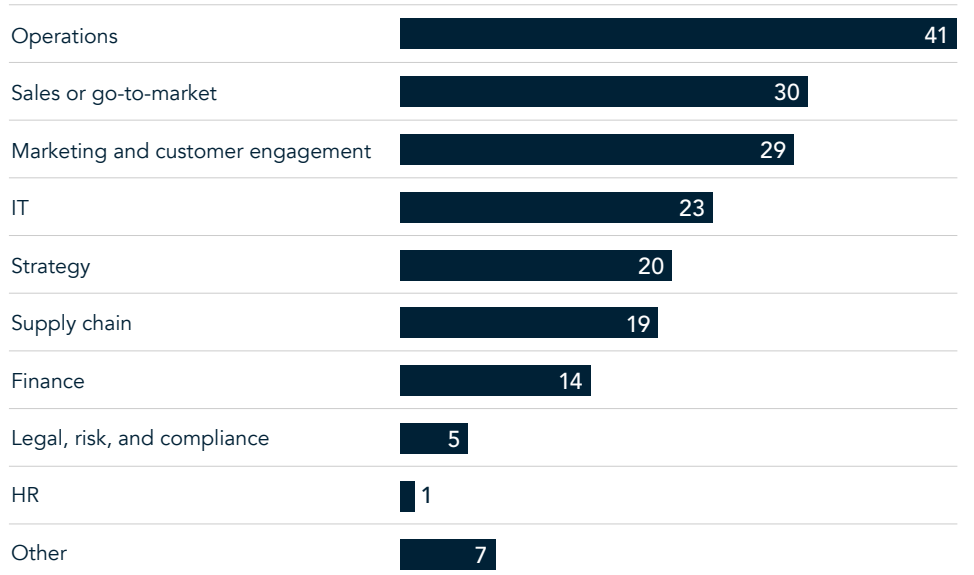


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 402 digital and technology professionals

Respondents most often spend their time working with the operations function, followed by sales/go-to-market and marketing and customer engagement.

Reporting lines (%)

Which function or functions below do you and your team spend the most time working with?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 404 digital and technology professionals

In terms of which functional areas report to the respondents, results show most respondents responsible for a wide array of functions, emphasizing the expansive remit and critical nature of digital and technology leaders for all aspects of organizations of all kinds.

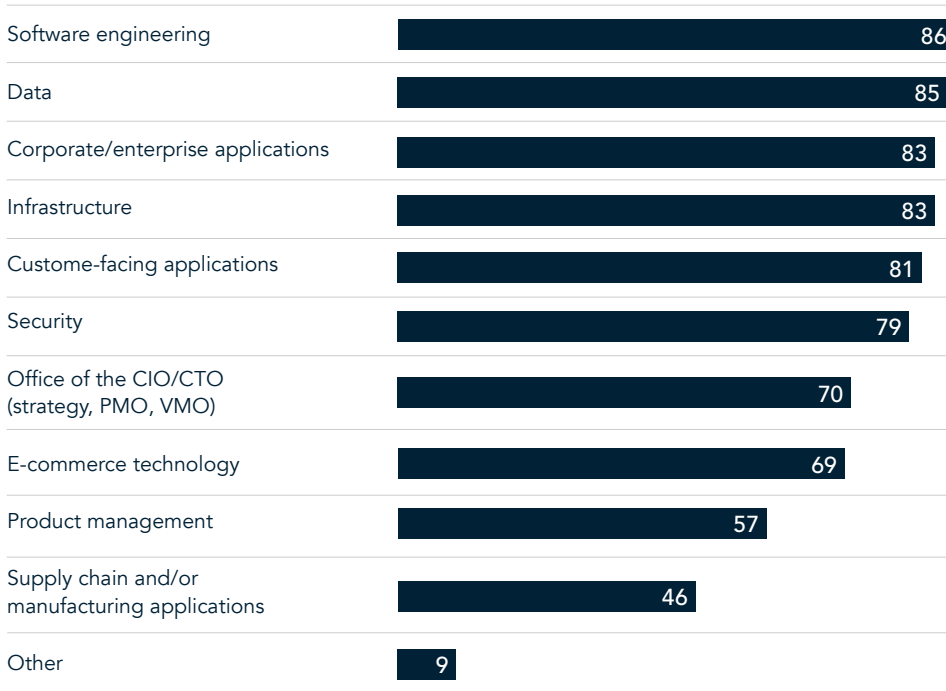
Who owns AI?

Across surveys we conducted of financial officers, general counsels, and technology and services, marketing, and supply chain leaders, a total of 1,424 people responded to the question, "Who at your company owns AI strategy today?" Thirty-nine percent selected the chief information, technology, and digital officer. Of general counsels alone, 66% of them said the CIO, CTO, or CDO owns AI.

If they are not already, digital and technology leaders must be prepared to take on the responsibilities of managing the artificial intelligence risks and opportunities for their organizations, as they may very well be the one other leaders look to on this front.

Reporting lines (%)

Which of the following functional areas report to you?

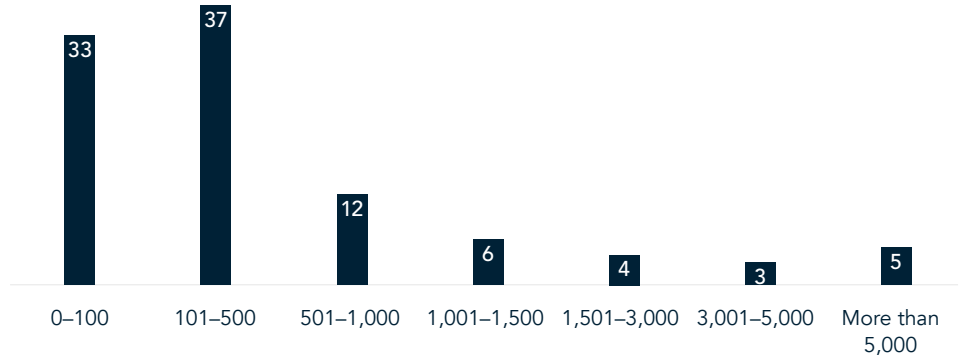


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 405 digital and technology professionals

Respondents most often have a team numbering in the low hundreds, though nearly 20% report teams greater than 1,000. Publicly traded companies generally have larger team sizes.

Reporting lines (%)

How many people are on your direct team (not including matrixed resources)?

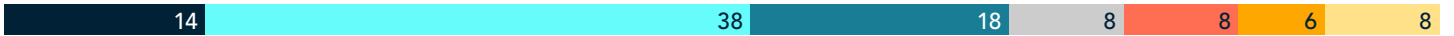


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

Team size, by company ownership

0-100 101-500 501-1,000 1,001-1,500 1,501-3,000 3,001-5,000 More than 5,000

Publicly traded



Privately owned



Private equity-backed



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 401 digital and technology professionals

Respondents are generally confident they can attract the talent they need, feel that they have adequate funding and executive support to build the digital and technology program required, and feel that their organization or enterprise is ready to embrace change and transformation. The latter point is especially relevant, as 57% of respondents believe that their opportunity for impact will be different in five years, highlighting again the expanding importance and relevance of the technology function to all aspects of business. “As impactful as we have been, new technologies will allow us to do more than we’ve ever imagined in the past,” wrote one respondent. Wrote another, “As we grow and scale our company, the role of automation, digital workflows and generative AI will play a bigger role in the organization. This will drive increase the opportunity for the CIO and IT organization to drive larger impact.”

Attitudes and opportunities (%)

Please indicate the extent to which you agree or disagree with the following statements:

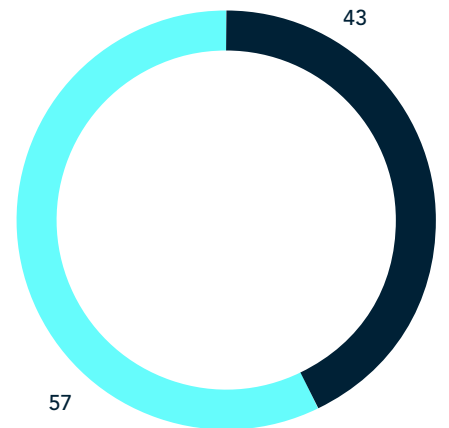
Strongly disagree Disagree Agree Strongly agree



Note: Numbers may not sum to 100%, because of rounding.
 Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

Thinking of the future of the technology function, how do you view the opportunity for impact in your company five years from now?

The opportunity for impact will be mostly the same as it is today
 The opportunity for impact will be different



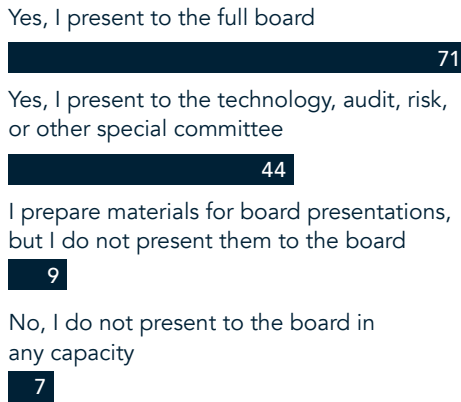
Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 404 digital and technology professionals

Eighty-four percent said that they present to the board in some capacity—most often quarterly—and 80% agreed they have adequate exposure to the board.

However, only 46% said that they believe their board has the knowledge or expertise to respond effectively to digital and technology presentations. Respondents at private equity companies were the least confident in their board’s knowledge and expertise. As business security, products, and operations become more digital and move closer to the core of strategy, ensuring that boards are equipped to engage in these conversations and understand the opportunities and risks inherent in evolving technologies is critical.

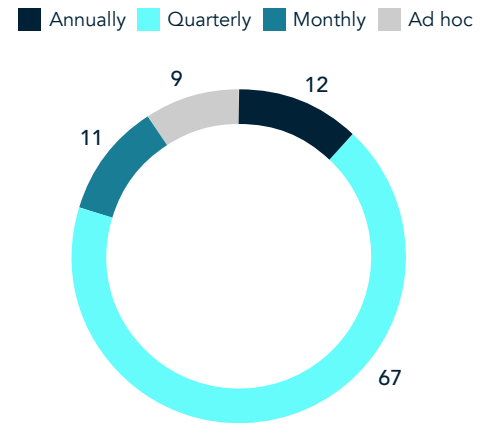
Board presentations (%)

Do you present directly to your company’s board and/or one of the committees?



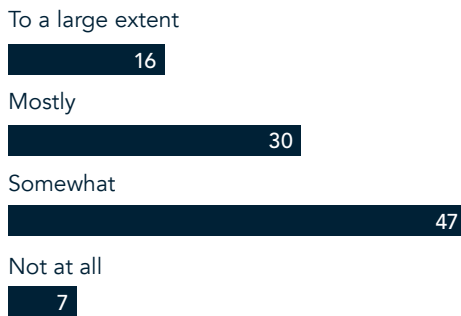
Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

How often do you present to the technology, audit, risk, or other special committee?



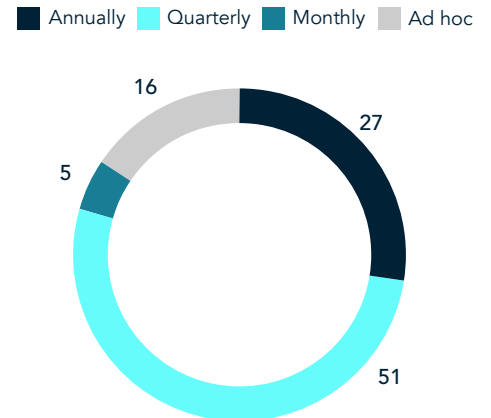
Note: Numbers may not sum to 100%, because of rounding.
Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 181 digital and technology professionals

To what extent do you believe your board has the knowledge or expertise to respond effectively to digital and technology presentations?



Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 405 digital and technology professionals

How often do you present to the full board?

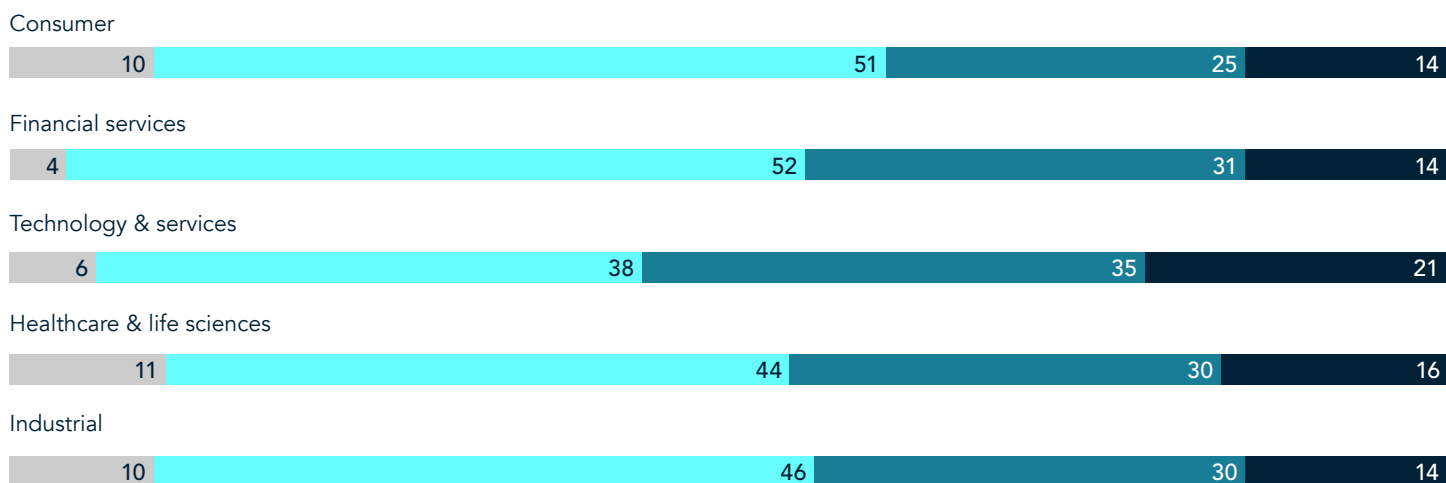


Note: Numbers may not sum to 100%, because of rounding.
Source: Heidrick & Struggles’ US digital and technology officers compensation survey, 2023, n = 290 digital and technology professionals

Board expertise, by industry (%)

Extent to which respondents believe their board has expertise

■ Not at all
 ■ Somewhat
 ■ Mostly
 ■ To a large extent

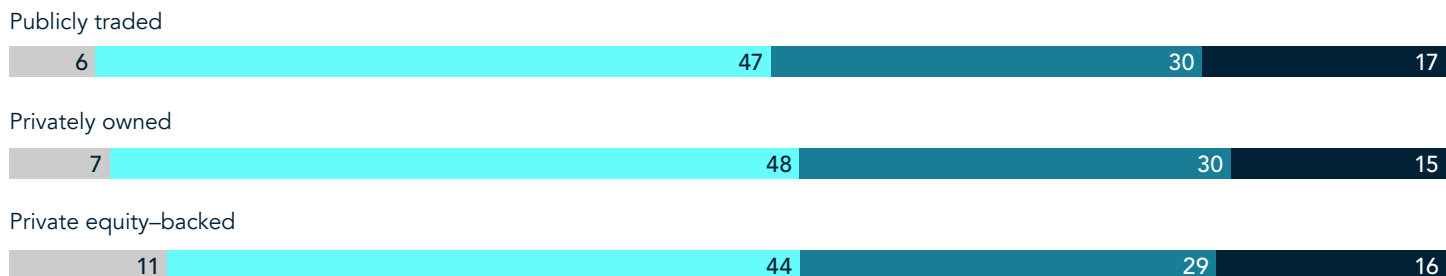


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 405 digital and technology professionals

Board expertise, by company ownership (%)

Extent to which respondents believe their board has the knowledge to respond to their presentations

■ Not at all
 ■ Somewhat
 ■ Mostly
 ■ To a large extent



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 400 digital and technology professionals

Leaders' roles and aspirations

Respondent confidence was notably lower, however, when it came to their opinion of the opportunities they have to further their own growth within their company.

Attitudes about role and function (%)

Please indicate the extent to which you agree or disagree with the following statement:

Strongly disagree Disagree Agree Strongly agree

There are opportunities for me to further grow within my company

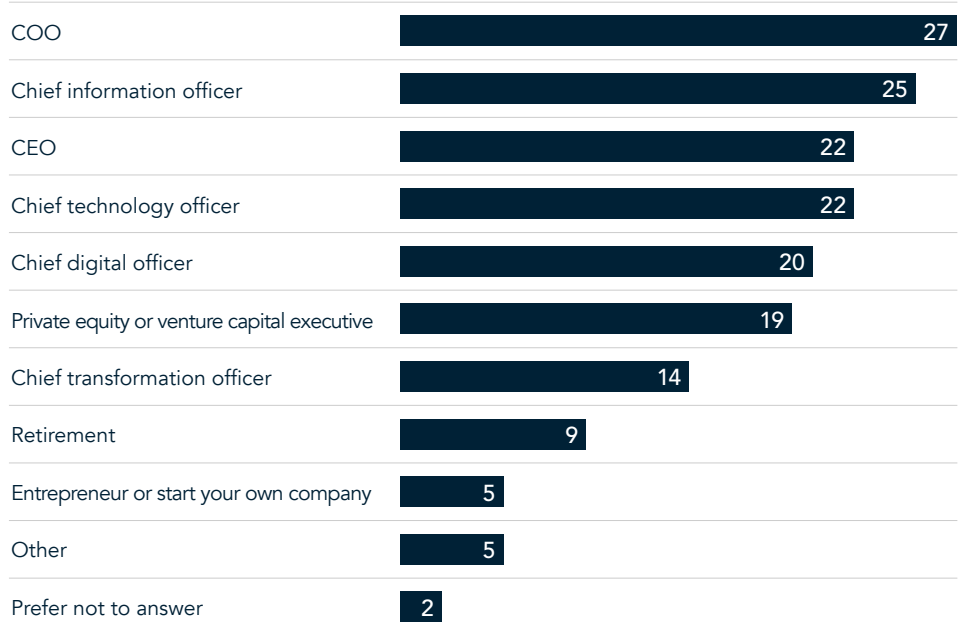


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

Respondents most often said they hope that their next executive role will be COO, though nearly 20% said that they would like to move into private equity or venture capital. Twenty-percent aspire to the top role.

Succession plan (%)

Looking ahead, what would you ideally like your next executive (non-board) role to be?

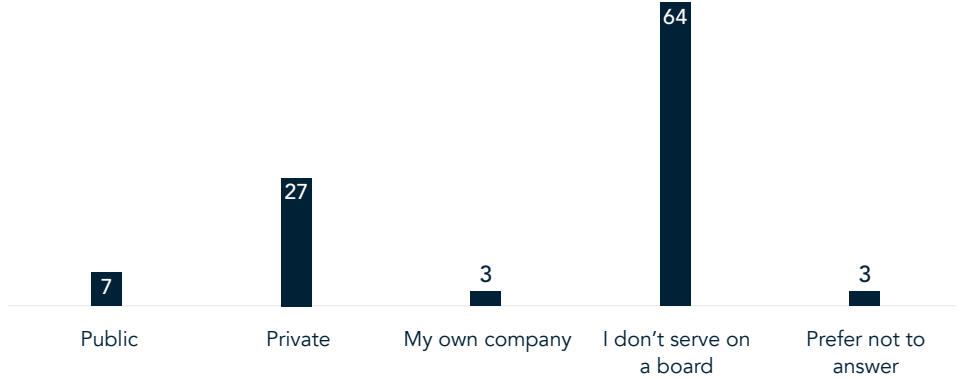


Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 404 digital and technology professionals

As for non-executive roles, most respondents do not currently serve on a board of directors, though the vast majority, 94%, would like to serve on the board of a company other than their own.

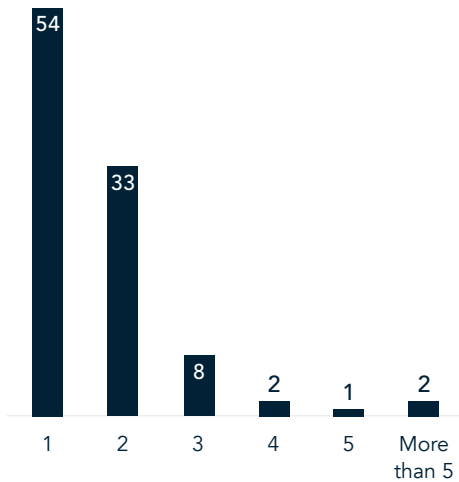
Serve on a board (%)

Do you currently serve on a corporate board of your or any other company, public or private?



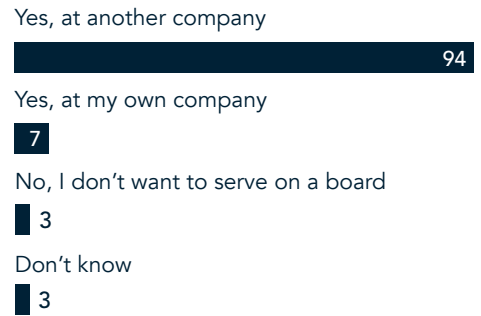
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 406 digital and technology professionals

How many boards do you serve on?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 101 digital and technology professionals

Would you like to serve on a corporate board at your or any other company, public or private?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 257 digital and technology professionals

Succession planning

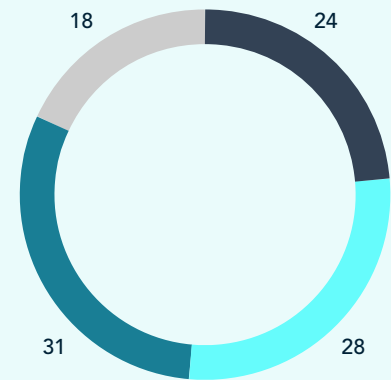
Given the increasing importance of digital and technology leaders, organizations must consider succession planning for these roles. Among all leaders, according to another recent survey we conducted, 76% said they were very or entirely open to changing companies in the next three years.² The leadership pipeline should be thought of as a strategic asset—and an empty pipeline an organizational risk.

Nearly one in five respondents to this survey said that there currently is no succession plan in place for their role, nor is there one in development, while nearly one in three respondents do not have a succession plan but are in the process of developing one. Only about a quarter of respondents (24%) report that their organization currently has a succession plan in place that has identified multiple candidates.

² Proprietary data from a survey of 250 executives in six countries around the world conducted in spring 2023.

Do you have a succession plan in place? (%)

- We have a succession plan that has identified multiple candidates
- We have a succession plan with one successor in place
- We don't currently have a succession plan in place but are in the process of developing one
- We don't currently have a succession plan and are not in the process of developing one



Note: Numbers may not sum to 100%, because of rounding.
 Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 404 digital and technology professionals

State of US digital and technology officer compensation

Average 2022 base compensation for digital and technology officers was \$540,000, while average total compensation (including cash bonus and any equity or long-term incentives) was \$1,895,000. The top earners, those in the 75th percentile, reported average total compensation of \$2,250,000.

Respondents at healthcare and life sciences companies reported the highest average base compensation, highest average total compensation, and highest average total compensation in the top quartile,

while those in financial services companies reported the highest average total cash compensation. Those holding the title of chief digital officer saw the highest average compensation across base, bonus, and equity.

Compensation generally rose along with company revenue and team size, though those managing teams of 1,001 to 3,000 people reported higher base compensation than those managing teams of more than 3,000.

Executives with five or more years of tenure reported the highest average base compensation; however, those with between three and four years of tenure reported the highest average total cash compensation, equity, and total compensation.

Respondents based on the West Coast reported the highest average total compensation. And while those at public companies reported higher base cash compensation, those at PE-backed firms reported the highest in total compensation.

2022 compensation trends

Percentile	Base			Target cash bonus (%)			Actual cash bonus			Total cash compensation			Equity			Total compensation			
	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	
Overall	350	540	550	40	60	75	120	331	400	500	863	1,000	250	1,086	1,000	840	1,895	2,250	
Industry																			
Consumer	355	571	600	40	60	75	100	318	500	473	856	1,075	300	1,299	1,050	850	2,164	2,150	
Financial services	330	551	600	50	81	100	160	524	550	545	1,039	1,100	210	990	1,000	993	1,851	2,275	
Technology and services	350	520	500	30	50	60	100	279	500	460	802	1,000	300	1,405	1,700	738	2,039	2,675	
Healthcare and life sciences	350	587	530	35	49	50	100	220	338	520	820	850	300	1,448	1,813	940	2,260	2,800	
Industrial	330	472	530	42	55	60	150	288	368	520	774	900	200	559	600	763	1,355	1,703	
Annual revenue																			
Less than \$500.00m	300	424	438	30	42	50	80	163	200	400	599	670	300	1,785	2,000	880	2,333	2,800	
\$501.00m–\$999.00m	330	566	500	35	56	60	90	273	400	430	839	800	200	669	1,000	700	1,478	1,600	
\$1.00bn–\$4.99bn	350	490	520	40	58	70	130	269	320	520	762	850	210	736	1,000	760	1,450	1,600	
\$5.00bn–\$9.99bn	400	521	528	50	66	80	200	367	500	610	892	1,100	230	563	900	840	1,440	1,900	
\$10.00bn–\$19.99bn	450	670	700	45	65	85	200	408	500	700	1,010	1,100	400	1,454	1,000	1,100	2,393	1,950	
\$20.00bn–\$50.00bn	400	658	750	50	83	100	263	574	750	700	1,197	1,500	300	1,144	1,600	1,100	2,108	3,000	
More than \$50.00bn	413	734	938	40	68	90	178	554	775	600	1,305	1,700	200	1,188	2,000	770	2,501	3,700	
Team size																			
0–100	300	455	450	30	48	50	90	229	265	400	692	760	120	750	800	640	1,330	1,700	
101–500	363	504	500	40	58	64	130	296	360	510	778	830	230	1,169	1,000	800	1,870	1,900	
501–1000	400	547	600	50	66	80	230	419	500	680	973	1,050	370	1,103	1,500	1,100	2,016	2,523	
1001–3000	480	815	1,000	50	76	93	250	467	600	830	1,302	1,500	425	1,039	1,275	1,350	2,336	2,920	
More than 3000	500	751	950	60	92	100	250	674	800	900	1,384	1,500	1,000	2,031	2,100	2,050	3,410	4,100	

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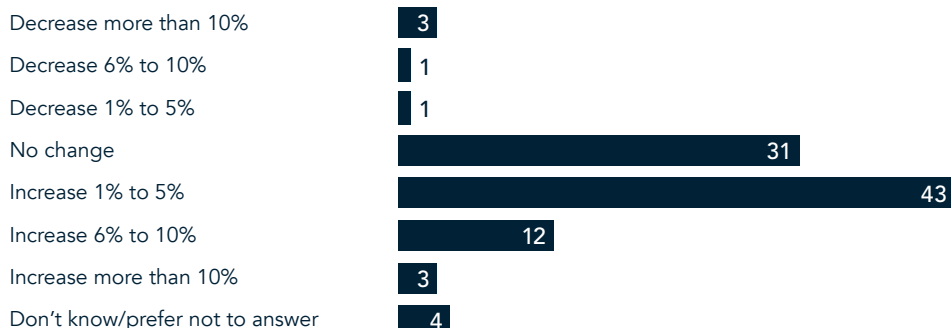
Percentile	Base			Target cash bonus (%)			Actual cash bonus			Total cash compensation			Equity			Total compensation		
	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th	25th	avg.	75th
Tenure																		
Less than 1 year	360	488	520	40	55	60	120	256	350	500	742	900	210	897	1,000	800	1,667	1,850
1–2 years	330	515	550	40	62	75	100	280	400	450	778	950	200	1,204	1,300	750	1,967	2,438
3–4 years	360	546	600	45	66	90	160	400	500	600	923	1,100	300	1,238	1,200	1,030	1,997	2,150
5 or more years	350	568	550	35	57	75	120	346	400	503	914	1,015	213	984	1,000	900	1,844	2,400
Role																		
Chief digital officer	450	612	700	60	89	100	250	745	1,000	750	1,337	1,700	470	2,136	2,000	1,263	3,033	5,213
Chief digital officer plus	373	556	600	40	67	80	160	357	400	540	907	1,020	300	1,129	1,145	900	2,044	2,600
Chief information officer	390	603	650	40	64	80	130	392	500	540	994	1,200	200	798	1,000	843	1,806	2,400
Chief technology officer	330	449	500	30	52	64	100	301	350	470	759	850	400	1,489	2,000	990	2,148	2,600
Other	300	536	518	35	68	100	120	307	500	500	772	1,000	185	888	938	760	1,577	1,770
Ownership structure																		
Publicly traded	380	581	600	45	67	80	173	377	500	570	951	1,100	250	825	1,000	855	1,781	2,188
Privately owned	320	546	530	30	56	60	110	369	400	470	894	910	150	1,239	1,000	700	1,876	1,950
Private equity-backed	330	441	450	35	46	50	90	161	200	430	611	640	500	1,726	2,500	940	2,330	3,000
US Region																		
Northeast	310	496	500	35	62	80	100	348	488	463	844	1,000	210	1,157	1,000	783	1,796	2,075
Mid-Atlantic	370	565	650	25	52	50	150	427	570	500	992	1,270	80	1,581	3,380	760	2,796	6,020
Southeast	380	531	550	40	62	75	130	313	400	530	845	1,000	280	1,023	1,000	840	1,872	2,020
Midwest	343	582	600	40	59	75	100	322	400	490	876	970	200	867	1,050	800	1,703	2,200
Southwest	330	471	500	35	55	79	150	293	380	490	764	900	200	720	1,000	800	1,543	2,020
Mountain West	350	666	550	40	55	64	160	325	300	600	991	950	400	808	1,000	1,150	1,799	2,600
West Coast	360	639	1,000	40	66	75	150	363	580	510	944	1,150	500	2,174	2,750	1,150	3,155	4,000

Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 352 digital and technology professionals

Fifty-eight percent of respondents expect their cash base compensation to increase in their current fiscal year.

Cash compensation change (%)

Do you expect your cash base compensation in USD to change in 2023 or your current fiscal year?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 380 digital and technology professionals

Sign-on bonus

Respondents at industrial companies received the highest average sign-on bonus in cash, while those at global technology and services companies received the highest sign-on bonus in the form of equity.

2022 compensation trends

Percentile	Sign-on bonus (cash)			Sign-on bonus (equity)		
	25th	Average	75th	25th	Average	75th
Overall	80	466	500	200	1,384	2,000
Industry						
Consumer	70	412	438	200	831	950
Financial services	90	496	500	150	941	1,750
Technology and services	50	382	300	350	2,739	4,000
Healthcare and life sciences	50	419	500	400	1,361	2,000
Industrial	100	551	500	300	1,148	1,198
Annual revenue						
Less than \$500.00m	55	393	575	300	1,886	2,500
\$501.00m–\$999.00m	50	290	200	150	644	1,000
\$1.00bn–\$4.99bn	50	260	200	200	1,208	2,000
\$5.00bn–\$9.99bn	100	264	288	200	1,620	2,438
\$10.00bn–\$19.99bn	100	507	650	225	822	975
\$20.00bn–\$50.00bn	150	959	1,600	400	1,681	2,600
More than \$50.00bn	30	861	2,000	-	1,300	3,000
Team size						
0–100	30	342	500	100	1,349	1,915
101–500	100	347	300	200	1,011	1,000
501–1000	100	316	300	300	1,382	2,000
1001–3000	200	962	1,350	500	1,720	2,500
More than 3000	30	1,033	2,000	600	2,500	2,900
Tenure						
Less than 1 year	80	341	200	300	2,470	4,000
1–2 years	50	448	500	150	793	1,000
3–4 years	100	552	500	300	1,573	2,000
5 or more years	93	514	1,000	300	1,331	1,800
Role						
Chief digital officer	200	867	2,000	670	3,870	9,000
Chief digital officer plus	100	517	400	300	1,429	2,000
Chief information officer	50	476	650	200	1,230	2,000
Chief technology officer	70	412	1,000	350	1,806	2,500
Other	80	312	300	-	692	500
Ownership structure						
Publicly traded	100	553	600	200	1,092	2,000
Privately owned	73	458	625	300	1,344	2,000
Private equity-backed	50	262	250	380	2,401	3,000

(Continued on the following page...)

2022 compensation trends (cont...)

Percentile	Sign-on bonus (cash)			Sign-on bonus (equity)		
	25th	Average	75th	25th	Average	75th
US Region						
Northeast	80	548	1,000	200	1,164	1,100
Mid-Atlantic	100	517	1,000	600	1,172	1,660
Southeast	50	349	375	200	1,514	2,000
Midwest	100	494	400	300	1,343	2,000
Southwest	100	437	500	300	1,655	2,500
Mountain West	63	298	475	300	1,464	2,000
West Coast	100	507	1,000	400	1,505	3,000

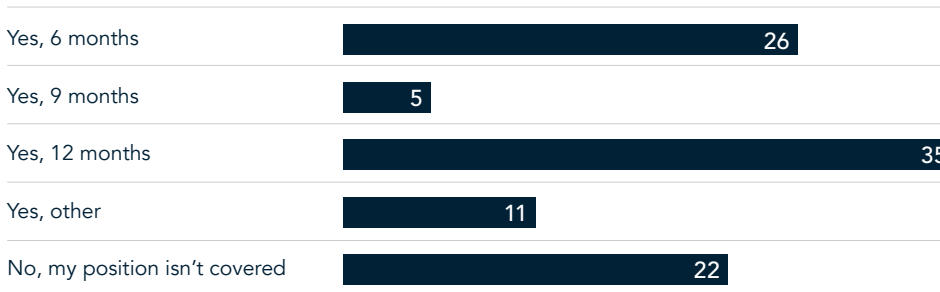
Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 189 digital and technology professionals

Severance

More than three-quarters of respondents are in a position covered by a severance policy. Ninety-eight percent of those severance policies cover the cash base compensation, and slightly less than half of policies cover cash bonus or equity forward invested.

Serve on a board (%)

Is your position covered by a severance policy?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 374 digital and technology professionals

What is covered in your severance policy?



Source: Heidrick & Struggles' US digital and technology officers compensation survey, 2023, n = 284 digital and technology professionals

Digital Officers and Technology Officers practices

The world is currently experiencing a revolution. With technology constantly advancing, the contemporary business landscape is now defined by rapid innovation. Advances in cloud computing, artificial intelligence, machine learning, and the Internet of Things have enabled companies to become lean, agile, and efficient competitors in the global market. Indeed, the promise of a digital future has convinced organizations across all industry segments to adopt more technology-focused business strategies.

At Heidrick & Struggles, we believe that leadership plays an essential role in this transformation. That is why our Digital Officers and Technology Officers practices are committed to helping our clients find the next-generation digital and technology talent necessary to take their organizations to the next level. Our executive search consultants bring unparalleled experience, having successfully placed more than 1,000 information and technology functional officers with some of the best-known and most-admired companies around the world.

We help our clients thrive by providing a full spectrum of talent spanning strategy, technology, data and analytics, digital marketing, industry 4.0 manufacturing, AI, cybersecurity, and beyond. Strong connectivity across geographies and verticals enables our consultants to engage and equip visionary leaders to succeed in uncertain operating environments and ever-evolving market landscapes.

Leader of Heidrick & Struggles' Digital Officers and Technology Officers practices

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