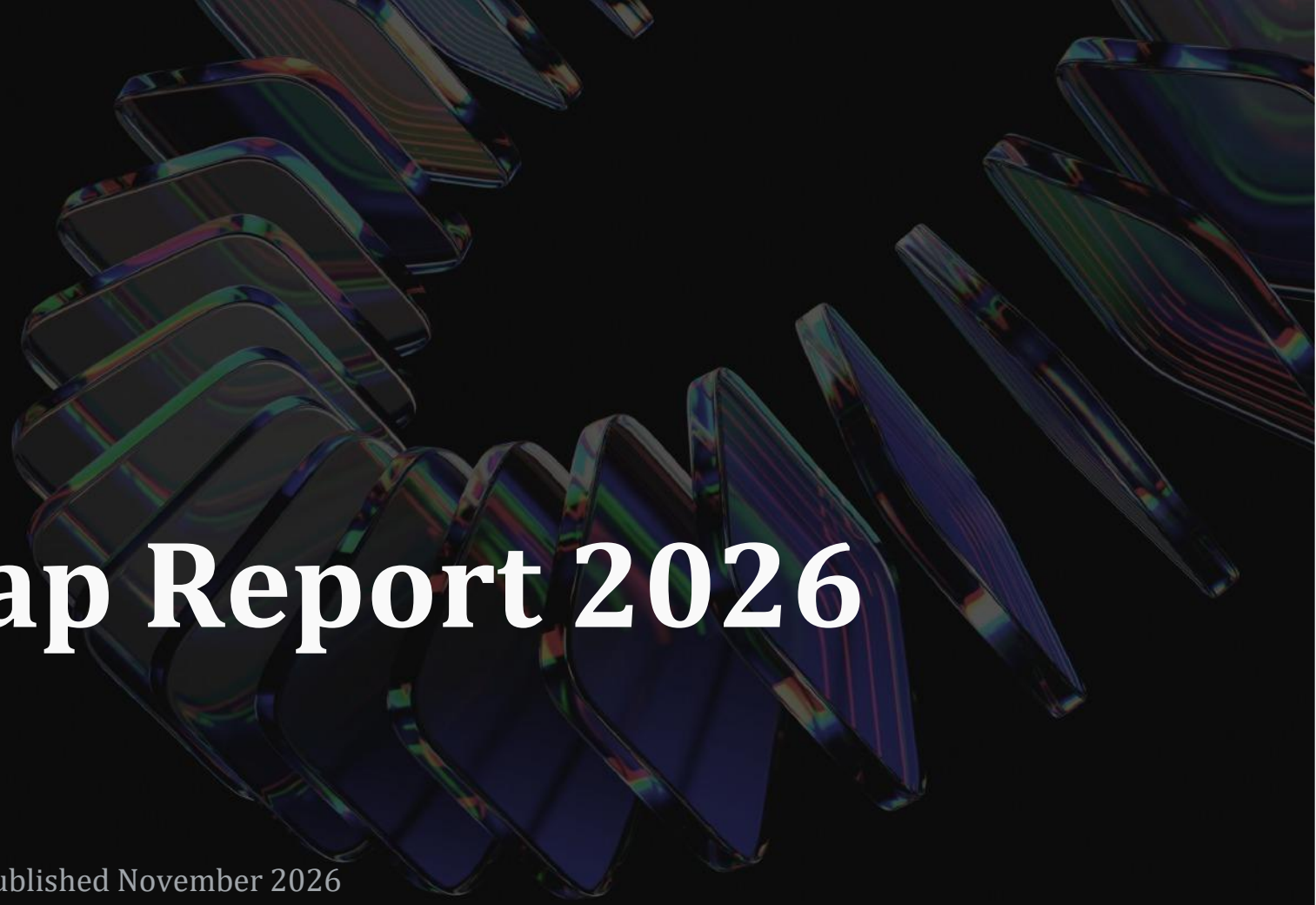
Smarttech
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Gender Pay Gap Report 2026

Smarttech247 Ireland | Snapshot date: 27th June 2026 | Published November 2026

www.smarttech247.com

Note from our Chief Executive Officer

“At Smarttech247, we believe that diversity and equal opportunity are fundamental to building an innovative and resilient cybersecurity organisation. Transparency is a key part of that commitment, and Ireland’s Gender Pay Gap reporting gives us an important opportunity to reflect on our progress and the actions we are taking.

Our 2026 results reflect the make-up of our team in Ireland. Our specialist technical and finance roles are mostly held by men, which mirrors the wider technology and cybersecurity sector. As a team of 57, a small number of hires or departures can move our figures significantly, and our team changed over the year, so these results are not directly comparable with 2025.

There are encouraging signs too. A higher proportion of women than men received a bonus this year (our bonus figures relate to sales commission paid, and we explain them in more detail later in this report) and men and women receive benefits in kind at a similar rate.

Through our Women in Cybersecurity Academy, we are helping to build a pipeline of women into the industry, providing training and mentoring for people moving into cybersecurity from non-technical backgrounds.

We recognise that meaningful progress requires ongoing action. We are focused on increasing female representation in mid-senior and technical roles, strengthening internal development pathways, and tracking the gender mix of hires, promotions and leavers by pay band, which we will report on next year. Creating an environment where talent of all backgrounds can thrive is essential to who we are and to the future of our industry.”

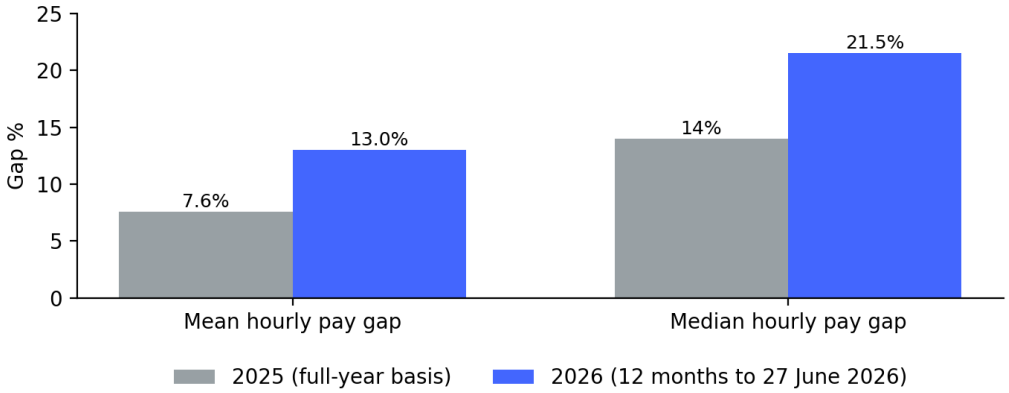
Raluca Saceanu, CEO

Key findings

Measure	Men	Women
Headcount at snapshot (27 June 2026)	41 (71.9%)	16 (28.1%)
Mean hourly pay	€31.20	€27.16
Median hourly pay	€28.21	€22.13
Employees paid a bonus	4.9%	6.3%
Employees receiving benefits in kind	61.0%	62.5%

Gap (men minus women, as % of men)	2026	2025
Mean hourly pay gap	13.0%	7.6%
Median hourly pay gap	21.5%	14%
Mean bonus gap	91.1%	0%
Median bonus gap	91.1%	0%
Part-time pay gap (mean and median)	None to report	Not reported
Temporary contract pay gap (mean and median)	No male comparator	Not reported

Positive figures mean men are paid more. 2025 figures used all 77 employees over the full year and did not treat sales commission as bonus. 2026 figures use employees on the 27th June 2026 payroll and their pay for the 12 months to that date, including commission.



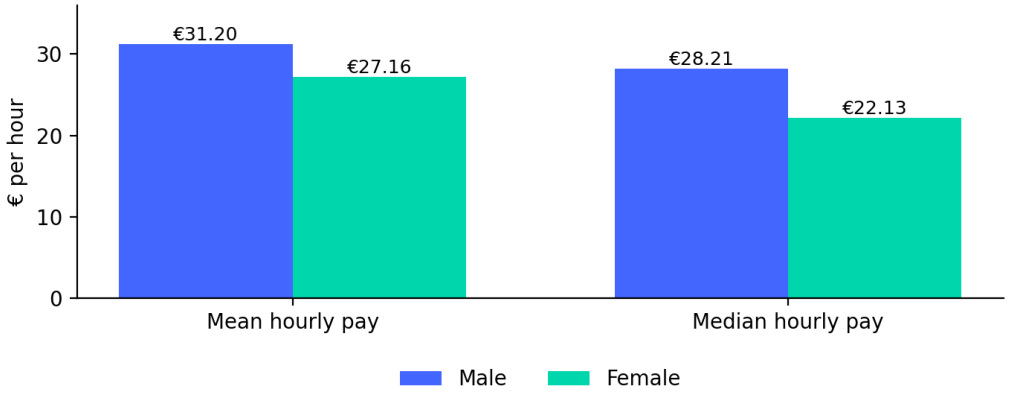
Our workforce at the snapshot date

On 27th June 2026 we employed 57 people in Ireland, 41 men and 16 women. This includes one employee who was on maternity leave on the snapshot date. Employees on leave are counted in headcount, in line with the guidance. That employee was working in June 2025, so the 2025 comparison is not like for like. Pay calculations cover all 57 employees. The employee on maternity leave is included on the pay and hours for the months we paid them (July and August 2025); State maternity benefit is not treated as pay.

We had no part-time employees on the snapshot date. One employee, a woman, was on a temporary contract (a placement). With no male employee on a temporary contract, no temporary-contract pay gap can be calculated.

Hourly remuneration

All employees	Men	Women
Mean hourly pay	€31.20	€27.16
Median hourly pay	€28.21	€22.13
Mean gap	13.0%	
Median gap	21.5%	



Hourly pay is total ordinary pay (including allowances and on-call or overtime payments) plus bonus (including commission) for the 12 months to 27th June 2026, divided by hours worked.

Bonus remuneration

Bonus (12 months to 27 June 2026)	Men	Women
Employees paid a bonus	2 of 41 (4.9%)	1 of 16 (6.3%)
Mean bonus	€28,869.87	€2,580.78
Median bonus	€28,869.87	€2,580.78
Mean and median gap	91.1%	

Bonus remuneration here means sales commission only. With three recipients, the mean and median are identical for each gender and one award accounts for most of the gap. In 2025, reported bonuses were two equal one-off payments (one to a man, one to a woman) and sales commission was not treated as bonus, so the years are not comparable.

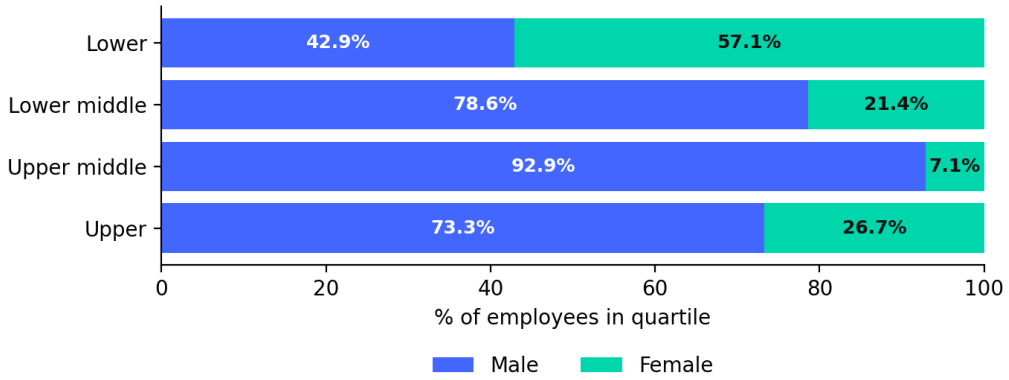
Benefits in kind

61.0% of men and 62.5% of women received benefits in kind. These consist of company-paid voluntary medical insurance.

Pay quartiles

We ranked all 57 employees by hourly pay and divided them into four equal bands (14, 14, 14 and 15 employees). Where employees had the same hourly pay, they were split so each band keeps the same male and female proportion where possible.

Quartile	Men	Women	Employees
Upper	73.3%	26.7%	15
Upper middle	92.9%	7.1%	14
Lower middle	78.6%	21.4%	14
Lower	42.9%	57.1%	14



Women make up 28% of employees. 50% of women (8 of 16) sit in the lower quartile, against 15% of men (6 of 41). Only 1 of the 14 employees in the upper middle quartile is a woman. In 2025, women were 45% of the lower quartile and 28% of the upper quartile.

Why we have a gap

- Role mix. Our highest-paid roles are in SOC engineering, finance, sales and VisionX, where men are the majority. Within comparable roles, pay is broadly similar.
- Entry-level concentration. More than half of the lower quartile is women (57%), across marketing, HR, IS and InfoSec roles. It also includes the employee on maternity leave, whose pay in the period covers two months only, which lowers the female averages.
- Workforce movement. 20 colleagues left and 13 joined in the period, which shifted the mix in the middle bands.
- Small numbers. With 57 employees, one or two hires or leavers moves percentages materially.

What we are doing about it

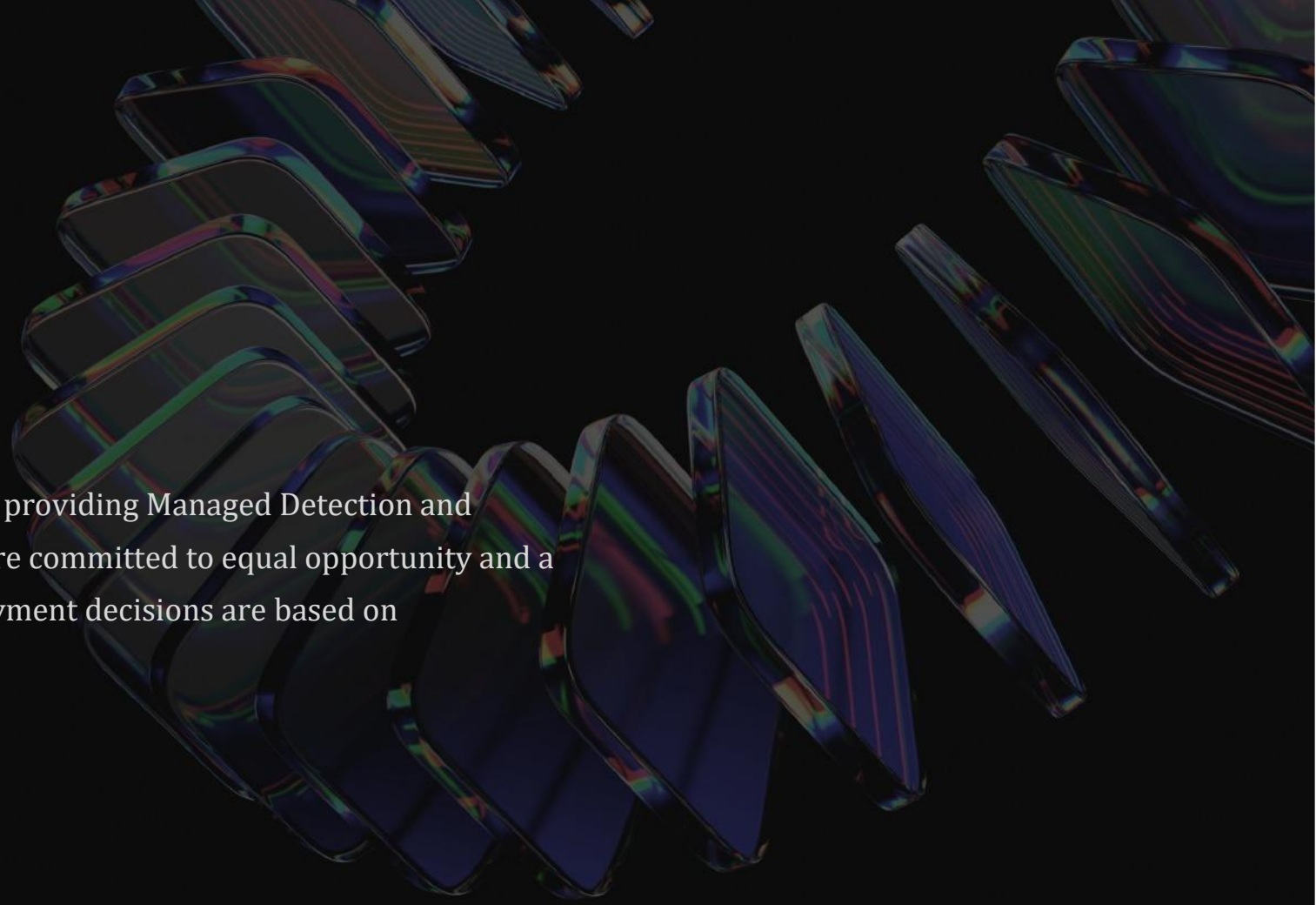
- Women in Cybersecurity Academy: we facilitate training and mentoring for people from non-technical backgrounds. It is a bridge into the industry, not a direct hiring route today, as participants are typically not yet experienced enough for the roles we recruit. We remain open to hiring from it as that changes.

- Recruitment: balanced shortlists for technical and senior roles where possible.
- Progression: stronger internal development pathways toward mid-senior and technical roles.
- Monitoring: we will track the gender mix of hires, promotions and leavers by pay band and report on it next year.

About this report

Method: snapshot date 27th June 2026. Hourly pay is total ordinary pay plus bonus, including commission, for the 12 months to the snapshot date, divided by hours worked. Quartiles are four equal bands. Gap = (men minus women) divided by men. Gender is taken from HR records.

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About Smarttech247

Zefone Ltd. t/a Smarttech247 is a cybersecurity company providing Managed Detection and Response (MDR) services and the VisionX platform. We are committed to equal opportunity and a workplace free of discrimination and harassment. Employment decisions are based on qualifications, merit, and business need.