



## EMPLOYMENT INSIGHTS FOR A GROWING ECONOMY

**Hays Ireland Salary & Recruiting Trends 2017**

# CONTENTS

---

<b>Introduction</b>	<b>1</b>
<b>Recruiting trends</b>	<b>2</b>
<b>Salary guide</b>	
<b>Accountancy &amp; Finance</b>	<b>16</b>
Commerce and industry	18
Public practice and tax	22
Public sector	26
Financial services	28
<b>Banking, Financial Services &amp; Insurance</b>	<b>34</b>
Banking	36
Financial services	44
Insurance	48
<b>Support Services</b>	<b>52</b>
Human resources	54
Office support	56
Procurement and supply chain	58

<b>Information Technology</b>	<b>60</b>
Permanent	62
Contract	68
<b>Life Sciences</b>	<b>74</b>
<b>Construction &amp; Property</b>	<b>82</b>
Construction	86
Architecture	90
Civil & structural engineering	92
Facilities management/health and safety	96
Mechanical and electrical engineering	100
Surveying and property	102

# RECRUITMENT ON THE AGENDA TACKLING THE SKILLS SHORTAGES



**Richard Eardley, Managing Director, Hays Ireland**

Welcome to the Hays Ireland Salary & Recruiting Trends 2017 guide. The salary and hiring information contained in this edition of our annual salary guide is drawn from our survey of over 2,000 employers and employees across the country.

As the recovery strengthens and business confidence is high across most sectors and regions, our guide offers valuable information to help you plan for the future. Every day we speak to hundreds of employers and jobseekers, and we know the value of hiring and retaining the right people, especially in a time of economic growth.

We are now in a new economic cycle, talk of recovery is dated as business confidence strengthens across the country and the outlook is overwhelmingly positive. Indeed, the problems facing businesses now are more akin to those experienced ten years ago and this certainly applies to recruitment. We are seeing a return to the scenario where, in certain sectors and disciplines, candidates can virtually select who they want to work for and employers face intense competition for these skills. This is reflected by employers' sentiment, 76% of whom expect to be challenged by a shortage of suitable candidates when hiring.

Most employers are taking direct action to address skills shortages. Nearly a quarter are increasing training and recruitment budgets, one in five are putting more effort into marketing and a similar number are transferring employees into skill shortage areas. Increasingly employers are also looking further afield to find talent. We are seeing this particularly in the construction sector where we have ongoing campaigns to attract engineers, architects and

other construction professionals to come back to Ireland. We are also encouraging those who left the sector during the recession to return, even lengthy 'career gaps' are not proving an obstacle to securing a new position.

Salaries are coming under increasing pressure, and candidates, aware of the new environment, are perhaps seeking to capitalise. Almost half of employers state that unrealistic salary expectations are a major issue when hiring. In this guide we present regional salary data for a broad range of professions, accompanied by detailed commentary on conditions affecting the recruitment market in key sectors. We also present insights into employer and employee priorities. This information will prove useful to both parties to ensure expectations can be aligned to aid and enhance the recruitment process.

A stylized, handwritten signature in black ink, consisting of a large 'R' followed by a series of loops and a long horizontal stroke.

**Richard Eardley**  
**Managing Director, Hays Ireland**



# RECRUITING TRENDS

## Methodology

This guide has been compiled using data gathered from our offices across Ireland. The salary data is based on job listings, job offers and candidate registrations.

The findings of our benefits survey are based on responses from over 2,000 employers and employees from organisations of all sizes throughout Ireland.

## Thank you

We would like to express our gratitude to all of the professionals and organisations who provided valuable insight and to those individuals who participated in the collection of data for this year's guide. Your contribution has allowed us to produce a comprehensive document which will help shape business and career decisions.



# ATTRACT AND RETAIN THE BEST SECURING TOP TALENT



The Irish economy is developing rapidly, resulting in skills shortages across many industries. Candidates now find themselves in the enviable position of receiving multiple offers, while those not previously looking to move are beginning to consider their options.

### Challenge of success

The future looks positive for Irish companies with 79% of those surveyed predicting an increase in their business activity. The construction, IT and the financial services sectors will experience the greatest rise as 2017 develops. 84% of businesses state they will recruit additional staff this year to manage their increased volumes of work.

However, this positive sentiment will bring its own challenges. A quarter of businesses believe they do not have the skills to meet their current business objectives and securing those skills may be a difficult proposition. A shortage of suitable skills is cited by 76% of employers as the biggest challenge when hiring staff, followed by competition from other employers (51%) for these highly sought-after candidates. Core operational and technical skills (36%) are most in demand followed by finance (26%), IT (24%), administration (23%) and leadership (23%).

Of those organisations planning to recruit, 49% will focus solely on permanent roles, 17% on temporary or interim positions and 33% will hire both. Use of temporary staff is planned principally to meet peaks in demand (68%), cover staff on long-term leave (26%) and attempt to gain access to specific skills for one-off projects (25%).

### On the move

As the economy regains its strength employees are becoming more confident in their career options. Nearly half of those surveyed plan to change jobs in the next 12 months, and 73% will do so in the next two years. Whilst this mobility of labour may give accessibility to some of the skills required, it will doubtless create further problems for those organisations already short of the resources that they need.

Survey findings indicate this problem can be addressed. Salary is generally the prime reason for moving, but it is closely followed by lack of future opportunities. Thus, employers who put a real focus on ensuring they have active and current career development plans for their employees will retain and nurture their resources better. We are seeing signs of this approach. A quarter of employers have allowed study leave for training, almost a quarter (23%) have increased training budgets and one fifth are transferring employees into skills-short areas.

### Shifting priorities

The focus on career development goes beyond existing staff, as, outside of salary, employers rate this as the most important element when attracting new staff. On this point, candidates and employers agree.

Divergence occurs, however, on the subject of work-life balance. Across the generations this is a top-two priority for candidates when considering a new role – and for Baby Boomers and Generation X, it is the most important factor. Yet, employers consider it only the third most important element when attracting candidates. How employers respond to this change in employee priorities could be a key factor when it comes to recruitment and retention strategies.

### Spotlight on salaries

Pay is accelerating. 65% of organisations increased pay in the last 12 months, and 65% plan to do so over the next year. This seems to be having an impact already, as nearly half (47%) of employees are happy with their salary. However, in reality increases have been relatively modest. In 2016, only slightly more than half gave pay rises of over 2.5%, a figure which drops to 43% when we look at planned increases in 2017. This, perhaps, indicates an element of re-adjustment in 2016, followed by more inflationary rises in the future.

### Mapping out the future

The recovery has gathered pace this year, evidenced by increased business confidence and more recruitment activity. Candidates are more mobile and will use the current skills shortages and positive jobs markets to seek out better career options. Employers who respond by mapping out attractive career development and taking account of the workforce and adjusting to the different generational demands, will be best placed to both attract and retain the skills they need in this much improved environment.

“ Pay is accelerating. 65% of organisations increased pay in the last 12 months, and 65% plan to do so in the next year. ”

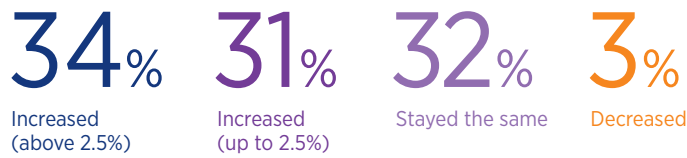
“ Employers who put a real focus on ensuring they have active and current development plans for their employees will retain and nurture their resources better. ”

# ATTRACT AND RETAIN THE BEST

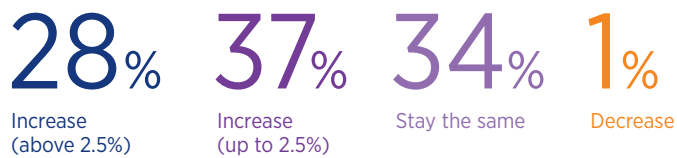
## SALARY TRENDS

### Salary changes

During the last 12 months, have the salaries of your workforce changed?



Over the next 12 months, how are your workforce's salaries likely to change?



### Salary satisfaction

Are you satisfied with your salary?



In the past year, have you asked for a pay rise?



NOTE: Numbers have been rounded to the nearest whole. N/A answers have been excluded.



# ATTRACT AND RETAIN THE BEST CONFIDENCE IN GROWTH

## Recruitment on the agenda

Over the next 12 months do you expect your organisation's business activity levels to change?



Are you planning on recruiting staff over the next 12 months?



Are you looking to recruit permanent or temporary staff?



Why do you plan to recruit temporary, contract or interim staff over the next 12 months?



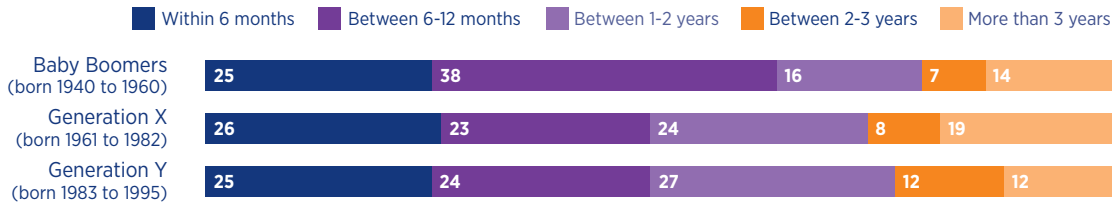
“ 84% of businesses state they will recruit additional staff this year to manage their increased volumes of work. ”

## On the move

When do you anticipate you will next move jobs?



By generation:



Top five reasons for wanting to leave:

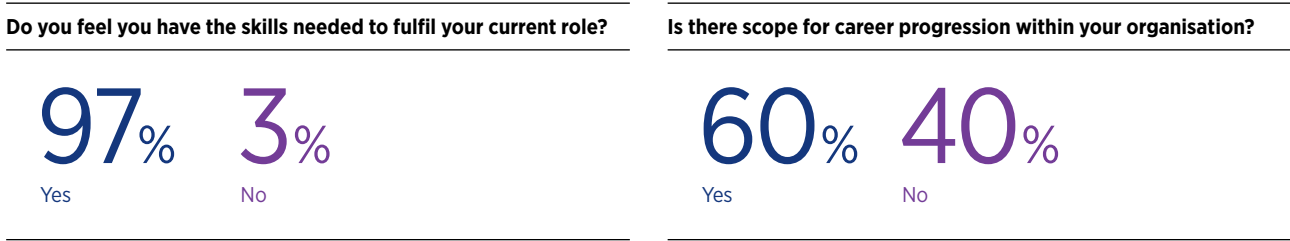


“ Nearly half of those surveyed plan to change jobs in the next 12 months and 73% will do so in the next two years. ”

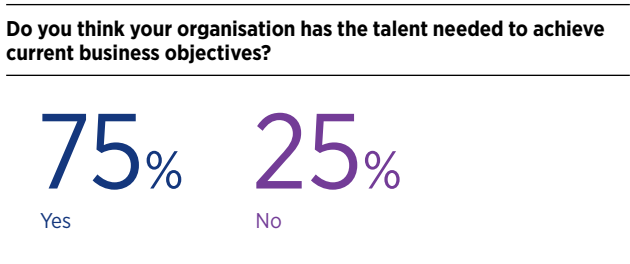
NOTE: Numbers have been rounded to the nearest whole. N/A answers have been excluded.

# ATTRACT AND RETAIN THE BEST CAREER PROGRESSION AND SKILLS

## Career prospects and scope for progression



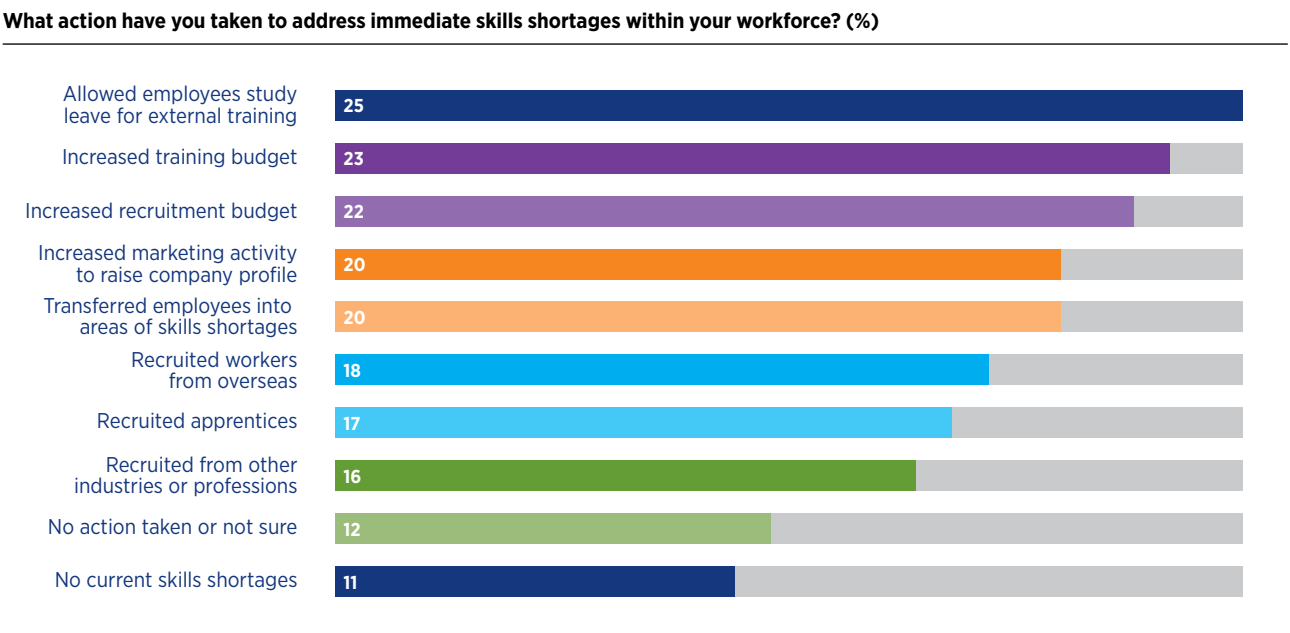
## Skills in demand



“ A shortage of skills is cited by 76% of employers as the biggest challenge when hiring staff. ”

NOTE: Numbers have been rounded to the nearest whole. N/A answers have been excluded.

## Skills in demand (continued)



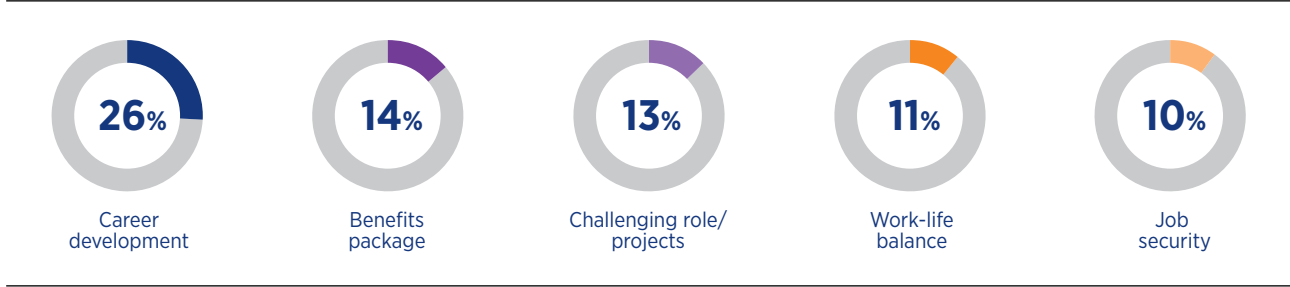
“ A quarter of employers have allowed study leave for training, almost a quarter (23%) have increased training budgets and one fifth are transferring employees into skills-short areas. ”



# ATTRACT AND RETAIN THE BEST VALUABLE BENEFITS

## What’s important?

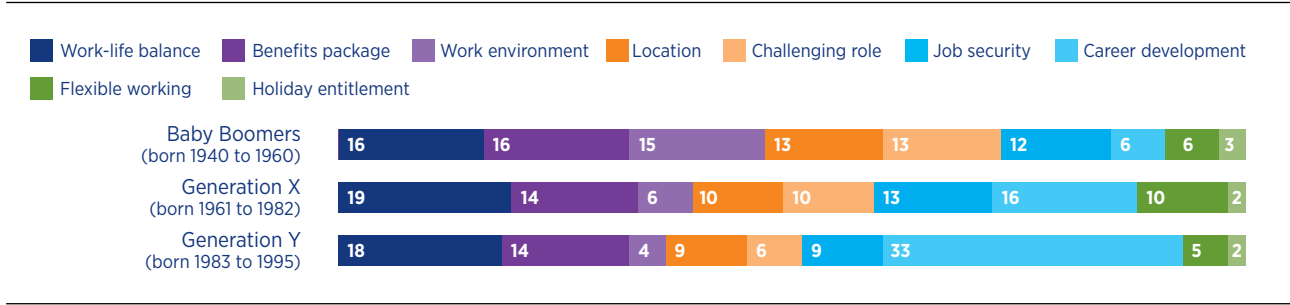
What employers think is most important in order to attract staff, aside from salary:



What candidates think is most important when considering a new role, aside from salary:



The most important factors for candidates when considering a change in jobs by generation: (%)

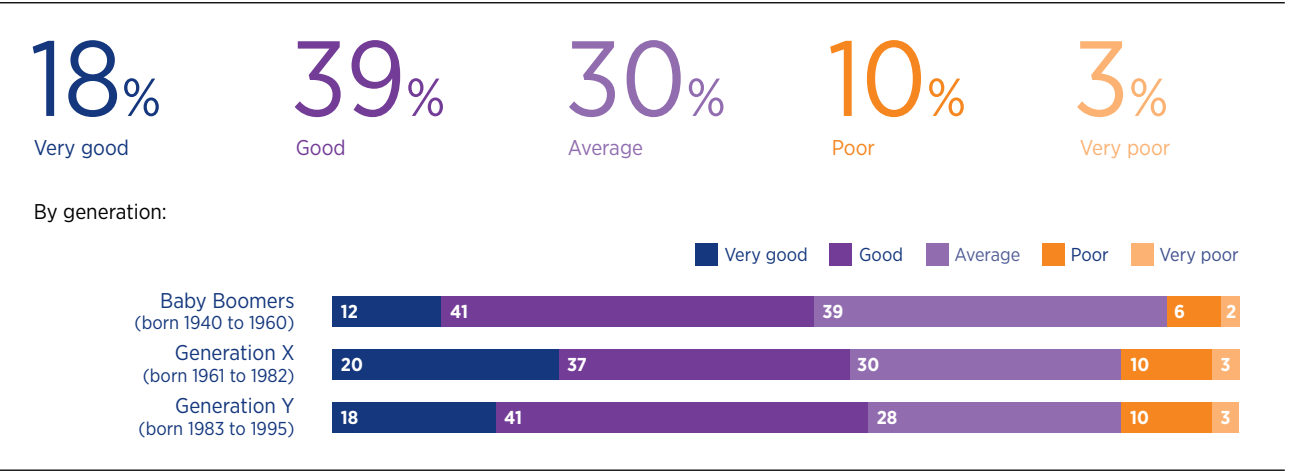


“ Across the generations work-life balance is the second highest priority for candidates when considering a new role – for Baby Boomers and Generation X it is the most important factor. ”

NOTE: Numbers have been rounded to the nearest whole. N/A answers have been excluded.

## Work-life balance

How would you rate your work-life balance?

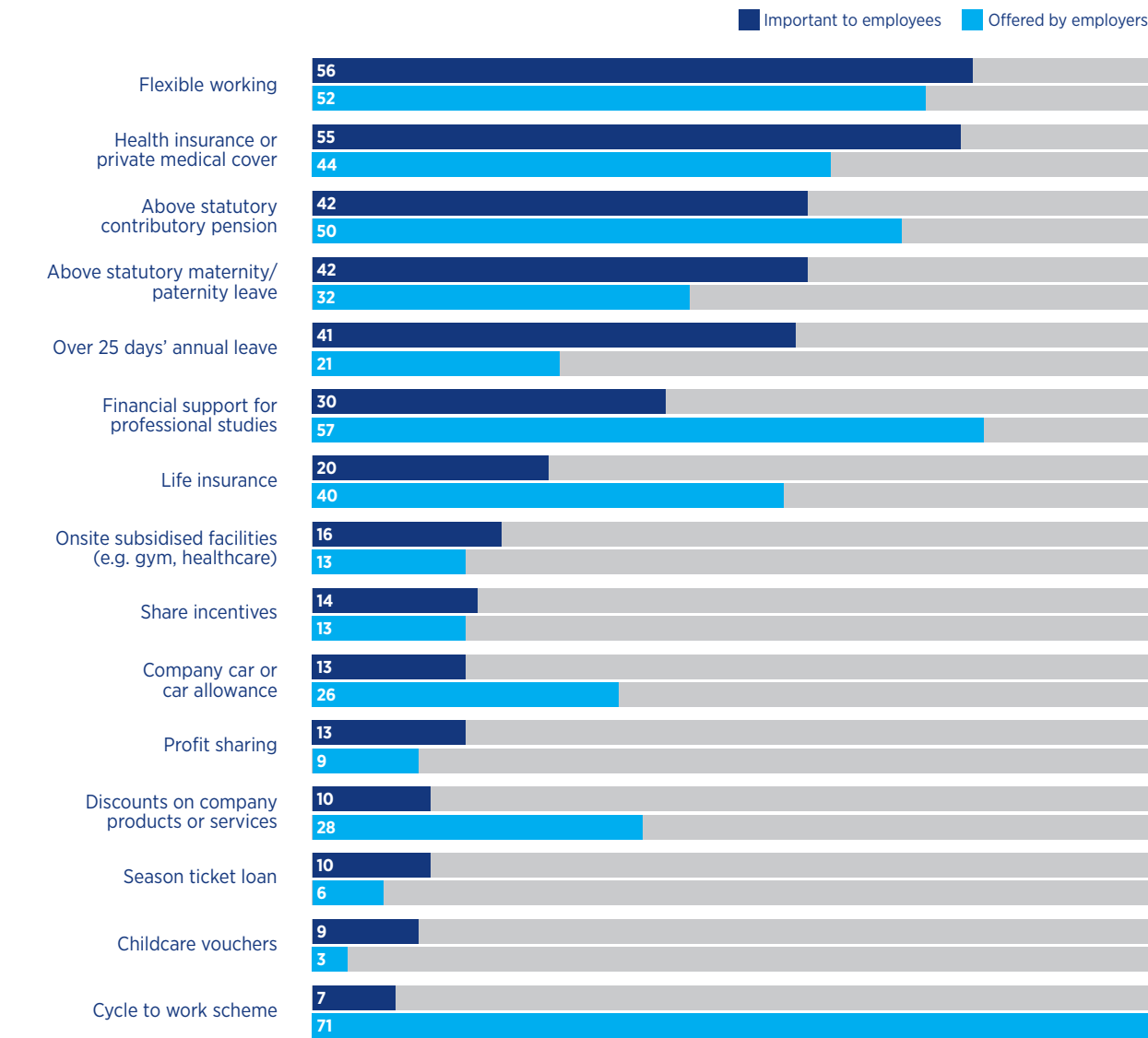


“ More than half of employees in Ireland believe they have a good or very good work-life balance. ”

ATTRACT AND RETAIN THE BEST  
VALUABLE BENEFITS

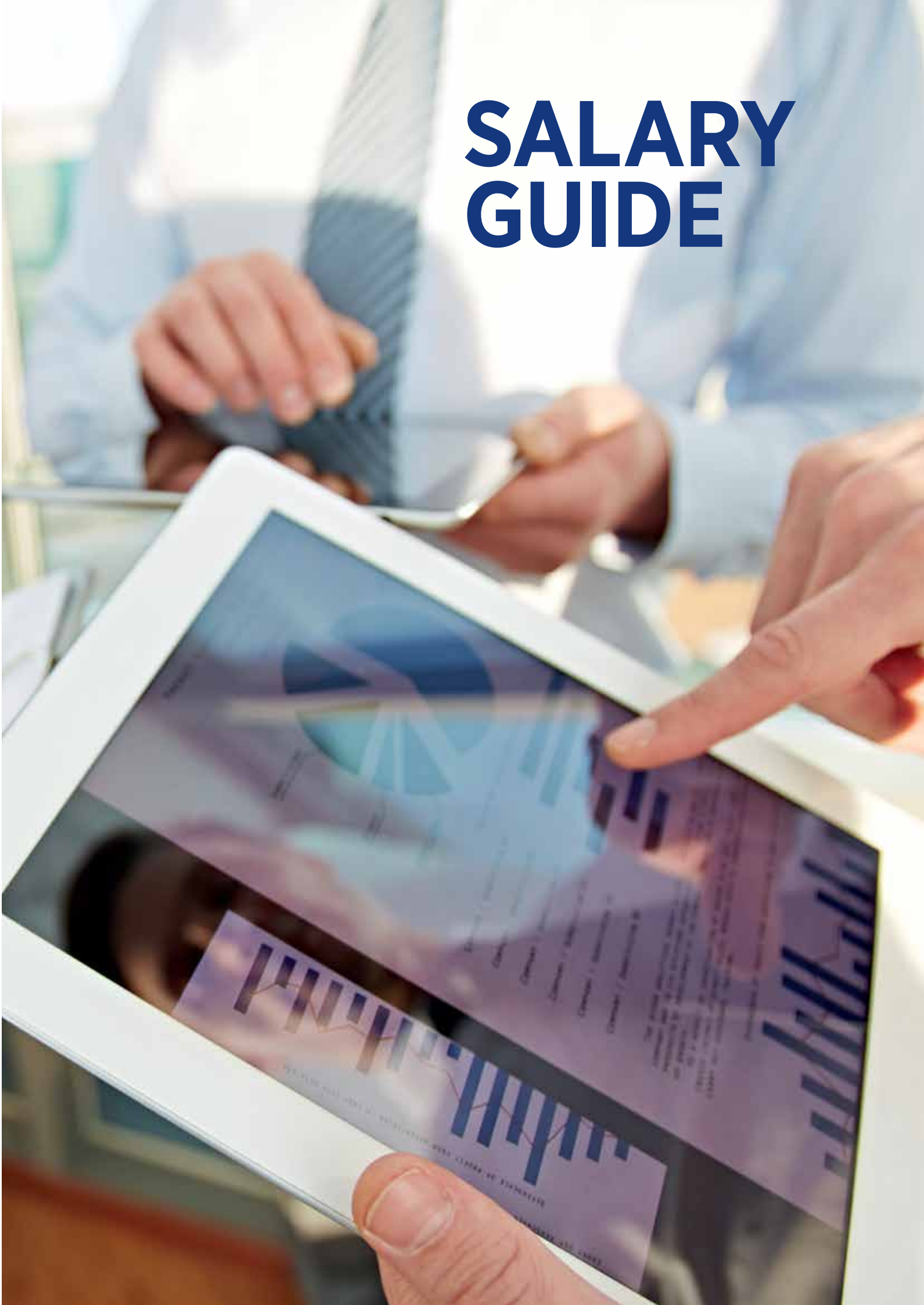
Benefits are key

Which benefits are important/offered? (%)



NOTE: Numbers have been rounded to the nearest whole. N/A answers have been excluded.

SALARY  
GUIDE



## ACCOUNTANCY & FINANCE INTENSE COMPETITION IN PERIOD OF GROWTH



The last twelve months have been extremely positive for accountancy and finance professionals, something we expect to continue in 2017. While salaries may have seen little upward movement in general, the presence of strong multinationals and Irish plcs continues to bring stability to the market.

The employment landscape that was previously dominated by multinational corporations is now beginning to change, with indigenous plcs and SMEs increasing their recruitment activity. Their resurgence will result in broader and more commercially focused roles becoming more common. The increase in headcount at many of these companies has resulted in a spike in demand for payroll professionals.

However, as certain sectors are developing at a rapid pace, skills shortages are emerging at graduate level, most notably in financial services. This demand for talented graduates is bringing about an upward shift in salaries on offer as organisations scramble to attract the best talent.

“ The employment landscape that was previously dominated by multinational corporations is now beginning to change, with indigenous plcs and SMEs increasing their recruitment activity. ”

The outcome of the EU Referendum in the UK has caused as much discussion amongst accountancy and finance firms in Ireland as in other sectors. However, as the landscape is as yet unclear and the impact unknown, employers are by and large adopting a business as usual approach.

The battle for personnel between practice and industry is intensifying as industry's demand increases. There is now a major shortage of experienced qualified accountants in practice, meaning firms are beginning to loosen their requirements. For example, where previously a firm may have been searching for a qualified accountant with 5 years' experience they will now hire the candidate with lesser experience as the talent pool shrinks.

The upturn in the economy has driven the Big 4 to announce expansion across the country. This welcome development has brought new life to the sector and with it increased competition for employees meaning a greater focus on benefits. We are beginning to see flexible working hours and remote work practices on a more regular basis as the battle for talent intensifies.

Overall, the accountancy and finance sector is slowly returning to pre-recession activity levels, even if salaries have not quite returned to their former heights. For those joining the profession, the future looks bright as entry level professionals are experiencing salary increases of between 10 and 15%.

“ The battle for personnel between practice and industry is intensifying as industry's demand increases. There is now a major shortage of experienced qualified accountants in practice, meaning firms are beginning to loosen their requirements. ”



# ACCOUNTANCY & FINANCE COMMERCE & INDUSTRY

## Accounts clerks and support staff

	General Accounts Assistant		Experienced Assistant Accountant		Trial Balance Bookkeeper	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-33,000	30,000	33,000-38,000	37,000	33,000-38,000	37,000
Cork & Region	25,000-28,000	26,000	28,000-34,000	32,000	25,000-34,000	32,000
Limerick & Mid-West	20,000-25,000	22,500	25,000-30,000	28,000	25,000-32,000	28,000
Galway, Midlands & West	18,000-25,000	22,500	27,000-32,000	30,000	25,000-34,000	32,000

	Payroll Clerk		Payroll Supervisor Large/Multinational		Senior Payroll Manager Large/Multinational	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-38,000	32,000	35,000-50,000	45,000	50,000-70,000	65,000
Cork & Region	28,000-35,000	31,000	35,000-48,000	43,000	45,000-65,000	60,000
Limerick & Mid-West	25,000-35,000	26,000	35,000-45,000	42,000	45,000-65,000	58,000
Galway, Midlands & West	28,000-35,000	31,000	35,000-45,000	42,000	45,000-65,000	60,000

## Credit control

	Credit Control Clerk		Credit Controller 5 years' experience		Senior Credit Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	27,000-32,000	30,000	30,000-40,000	35,000	60,000-80,000	70,000
Cork & Region	25,000-32,000	28,000	30,000-40,000	34,000	43,000-55,000	52,000
Limerick & Mid-West	22,000-28,000	24,000	30,000-40,000	34,000	43,000-55,000	52,000
Galway, Midlands & West	20,000-28,000	24,000	30,000-40,000	34,000	41,000-53,000	50,000

	Multinational Credit Manager	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000
Cork & Region	55,000-65,000	63,000
Limerick & Mid-West	55,000-65,000	63,000
Galway, Midlands & West	55,000-65,000	63,000

## AP and AR multinational

	AP Specialist 0-2 years' experience		AP Specialist 3-5 years' experience		AP Supervisor/Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	33,000-38,000	36,000	40,000-55,000	47,000
Cork & Region	26,000-30,000	28,000	33,000-38,000	35,000	40,000-55,000	46,000
Limerick & Mid-West	25,000-28,000	26,000	30,000-34,000	33,000	40,000-55,000	45,000
Galway, Midlands & West	25,000-28,000	26,000	30,000-34,000	33,000	40,000-50,000	45,000

	AP Specialist 0-2 years' experience with languages		AP Specialist 3-5 years' experience with languages	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	32,000-38,000	35,000
Cork & Region	24,000-30,000	28,000	30,000-35,000	33,000
Limerick & Mid-West	23,000-28,000	26,000	30,000-34,000	33,000
Galway, Midlands & West	23,000-28,000	26,000	30,000-35,000	33,000

	AR Specialist 0-2 years' experience		AR Specialist 3-5 years' experience		AR Supervisor/Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	32,000-38,000	35,000	40,000-55,000	47,000
Cork & Region	24,000-30,000	28,000	30,000-35,000	33,500	40,000-50,000	46,000
Limerick & Mid-West	24,000-28,000	26,000	30,000-35,000	33,500	40,000-50,000	45,000
Galway, Midlands & West	24,000-28,000	26,000	30,000-35,000	33,500	40,000-50,000	46,000

	AR Specialist 0-2 years' experience with languages		AR Specialist 3-5 years' experience with languages	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	32,000-38,000	36,000
Cork & Region	24,000-30,000	28,000	35,000-38,000	36,000
Limerick & Mid-West	24,000-28,000	26,000	32,000-36,000	34,000
Galway, Midlands & West	24,000-28,000	26,000	32,000-36,000	34,000

# ACCOUNTANCY & FINANCE COMMERCE & INDUSTRY

## Part-qualified accountants

	ACCA/CIMA Trainee 6 months' experience		ACCA Certificate/ CIMA	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	24,000-28,000	25,000	32,000-40,000	35,000
Cork & Region	22,000-25,000	23,000	32,000-38,000	35,000
Limerick & Mid-West	22,000-25,000	23,000	25,000-35,000	28,000
Galway, Midlands & West	22,000-25,000	23,000	25,000-35,000	28,000

## IATI – studying and qualified

	IATI		IATI Qualified 3+ years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	27,000	32,000-35,000	34,000
Cork & Region	26,000-28,000	27,000	30,000-33,000	32,000
Limerick & Mid-West	25,000-35,000	28,000	25,000-35,000	30,000
Galway, Midlands & West	25,000-35,000	28,000	25,000-35,000	30,000

## Qualified accountants

	Newly Qualified Accountant		Qualified Accountant 2 years' PQE with language		Financial/Management Accountant 2 years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-50,000	50,000	52,000-58,000	54,000	55,000-65,000	60,000
Cork & Region	38,000-45,000	42,000	42,000-50,000	48,000	44,000-55,000	50,000
Limerick & Mid-West	38,000-45,000	42,000	40,000-50,000	45,000	44,000-55,000	50,000
Galway, Midlands & West	35,000-43,000	40,000	40,000-50,000	45,000	44,000-55,000	50,000

	Financial/Management Accountant 5+ years' PQE		Internal Auditor Newly Qualified		Internal Audit Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000	50,000-55,000	50,000	60,000-75,000	65,000
Cork & Region	50,000-62,000	58,000	40,000-48,000	45,000	55,000-70,000	65,000
Limerick & Mid-West	50,000-62,000	58,000	40,000-48,000	45,000	55,000-70,000	60,000
Galway, Midlands & West	50,000-62,000	58,000	40,000-48,000	45,000	55,000-70,000	60,000

	Financial Analyst 2 years' PQE		Systems Accountant	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	55,000-65,000	58,000
Cork & Region	44,000-55,000	50,000	45,000-55,000	52,000
Limerick & Mid-West	44,000-52,000	50,000	45,000-55,000	52,000
Galway, Midlands & West	44,000-55,000	50,000	45,000-55,000	52,000

NOTE: PQE – Post-qualified experience

## Senior appointments

	Finance Manager EMEA		Financial Controller EMEA		Finance Director EMEA	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-85,000	80,000	75,000-90,000	80,000	120,000-150,000	120,000
Cork & Region	65,000-80,000	73,000	75,000-90,000	80,000	90,000-110,000	110,000
Limerick & Mid-West	65,000-80,000	73,000	75,000-90,000	80,000	90,000-110,000	110,000
Galway, Midlands & West	65,000-80,000	73,000	75,000-90,000	80,000	90,000-110,000	110,000

	Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)		Financial Controller (Turnover €100m+)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	75,000-85,000	80,000	80,000-95,000	90,000
Cork & Region	45,000-60,000	56,000	55,000-75,000	70,000	65,000-90,000	80,000
Limerick & Mid-West	45,000-60,000	56,000	55,000-75,000	65,000	65,000-90,000	80,000
Galway, Midlands & West	45,000-60,000	56,000	55,000-75,000	65,000	65,000-90,000	80,000

	Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)		Financial Director/CFO (Turnover €100m+)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	85,000-95,000	90,000	95,000-120,000	110,000	120,000-150,000	130,000
Cork & Region	65,000-85,000	75,000	80,000-100,000	85,000	110,000-140,000	120,000
Limerick & Mid-West	65,000-75,000	70,000	75,000-100,000	85,000	100,000-120,000	110,000
Galway, Midlands & West	65,000-85,000	75,000	80,000-100,000	85,000	110,000-140,000	120,000

# ACCOUNTANCY & FINANCE

## PUBLIC PRACTICE & TAX

### Practice Big 4

	Trainee		Semi-Senior		Senior	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	20,000-24,000	21,500	30,000-36,000	33,000	45,000-50,000	48,000
Cork & Region	16,000-20,000	18,000	28,000-35,000	32,000	38,000-45,000	44,000
Limerick & Mid-West	16,000-20,000	18,000	28,000-35,000	32,000	30,000-43,000	42,000
Galway, Midlands & West	16,000-20,000	18,000	28,000-35,000	32,000	30,000-43,000	42,000

	Assistant Manager		Manager		Senior Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000	60,000-75,000	65,000	75,000-95,000	85,000
Cork & Region	46,000-52,000	50,000	52,000-62,000	58,000	62,000-78,000	73,000
Limerick & Mid-West	44,000-50,000	48,000	52,000-60,000	55,000	60,000-74,000	70,000
Galway, Midlands & West	44,000-50,000	48,000	52,000-60,000	55,000	60,000-74,000	70,000

	Director	
Region	€ Range	€ Typical
Greater Dublin Area	95,000-125,000	110,000
Cork & Region	80,000-100,000	90,000
Limerick & Mid-West	75,000-100,000	80,000
Galway, Midlands & West	80,000-100,000	90,000

NOTE: PQE – Post-qualified experience

### Corporate services

	Qualified Corporate Finance/ Transaction Services		Corporate Finance/ Transaction Services Manager		Qualified Corporate Recovery & Insolvency	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-60,000	55,000	60,000-75,000	65,000	45,000-60,000	55,000
Cork & Region	35,000-45,000	42,000	55,000-70,000	60,000	40,000-55,000	45,000
Limerick & Mid-West	35,000-45,000	42,000	55,000-70,000	60,000	40,000-55,000	45,000
Galway, Midlands & West	35,000-45,000	42,000	55,000-70,000	60,000	40,000-55,000	45,000

	Corporate Recovery & Insolvency Manager		Qualified Forensics Litigation		Forensics Litigation Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	70,000	45,000-60,000	55,000	60,000-75,000	65,000
Cork & Region	55,000-70,000	65,000	35,000-45,000	40,000	55,000-70,000	60,000
Limerick & Mid-West	55,000-70,000	65,000	35,000-45,000	40,000	55,000-70,000	60,000
Galway, Midlands & West	55,000-70,000	65,000	35,000-45,000	40,000	55,000-70,000	60,000

	Qualified Internal Audit		Qualified Internal Audit Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	60,000-75,000	70,000
Cork & Region	40,000-50,000	45,000	55,000-70,000	65,000
Limerick & Mid-West	40,000-50,000	45,000	55,000-70,000	65,000
Galway, Midlands & West	40,000-50,000	45,000	55,000-70,000	65,000

### Practice Top 10

	Trainee		Semi-Senior		Senior	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	20,000-24,000	21,500	28,000-35,000	30,000	40,000-48,000	43,000
Cork & Region	16,000-20,000	18,000	25,000-32,000	27,000	35,000-45,000	40,000
Limerick & Mid-West	16,000-20,000	18,000	25,000-32,000	27,000	35,000-45,000	40,000
Galway, Midlands & West	16,000-20,000	18,000	25,000-32,000	27,000	35,000-45,000	40,000

	Assistant Manager		Manager		Senior Manager/Director	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-50,000	45,000	55,000-63,000	58,000	60,000-70,000	65,000
Cork & Region	35,000-45,000	42,000	45,000-55,000	52,000	55,000-65,000	58,000
Limerick & Mid-West	34,000-40,000	37,000	45,000-52,000	48,000	55,000-65,000	58,000
Galway, Midlands & West	34,000-40,000	37,000	45,000-52,000	48,000	55,000-65,000	58,000



ACCOUNTANCY & FINANCE  
PUBLIC PRACTICE & TAX

Practice – other

	Trainee		Semi-Senior		Senior	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	18,000-22,000	20,000	26,000-30,000	28,000	35,000-45,000	38,000
Cork & Region	17,000-22,000	19,000	24,000-28,000	26,000	32,000-40,000	36,000
Limerick & Mid-West	15,000-20,000	18,000	24,000-28,000	26,000	32,000-40,000	36,000
Galway, Midlands & West	15,000-20,000	18,000	24,000-28,000	26,000	32,000-40,000	36,000

	Manager	
Region	€ Range	€ Typical
Greater Dublin Area	55,000-63,000	58,000
Cork & Region	45,000-55,000	52,000
Limerick & Mid-West	45,000-52,000	48,000
Galway, Midlands & West	45,000-52,000	48,000

Tax

	VAT Accountant		VAT Manager		Senior VAT Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-55,000	50,000	60,000-80,000	70,000	75,000-95,000	90,000
Cork & Region	35,000-45,000	45,000	45,000-60,000	56,000	60,000-75,000	70,000
Limerick & Mid-West	35,000-45,000	45,000	45,000-60,000	56,000	60,000-75,000	70,000
Galway, Midlands & West	35,000-45,000	45,000	45,000-60,000	56,000	60,000-75,000	70,000



Accounts clerks and support staff

	General Accounts Clerk 1-2 years' experience		Ledger Clerk 3+ years' experience		Experienced Supervisor	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	26,000-32,000	29,000	29,000-37,000	33,000	36,000-48,000	42,000

	Trial Balance Bookkeeper	
Region	€ Range	€ Typical
Nationwide	32,000-42,000	37,500

	Payroll Clerk		Payroll Supervisor		Senior Payroll Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	28,000-40,000	34,000	38,000-50,000	45,000	43,500-61,500	48,250

Credit control

	Credit Control Clerk		Credit Controller 5+ years' experience		Credit Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	28,000-33,000	30,000	33,000-40,000	38,000	50,000-60,000	55,000

Experienced unqualified accountants

	Unqualified Accountant 3-5 years' experience		Unqualified Accountant 6-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Nationwide	30,000-40,000	35,000	45,000-60,000	50,000

Part-qualified accountants

	ACCA Certificate/ CIMA managerial level	
Region	€ Range	€ Typical
Nationwide	33,000-38,000	35,000

IATI – studying and qualified

	IATI Qualified		IATI Qualified 3+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Nationwide	28,000-34,000	30,000	30,000-40,000	36,000

Qualified accountants

	Newly Qualified Accountant		Financial/Management Accountant 2-4 years' PQE		Financial/Management Accountant 5+ years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	43,000-50,000	48,000	52,000-60,000	55,000	57,000-73,000	65,000

	Internal Auditor Newly Qualified		Internal Audit Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Nationwide	45,000-54,000	50,000	61,750-78,000	70,000

Senior appointments

	Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)		Financial Controller (Turnover €100m+)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	61,750-78,000	68,500	76,000-95,500	86,500	81,000-125,000	105,000

	Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)		Financial Director/CFO (Turnover €100m+)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	76,000-110,000	88,000	81,000-135,000	105,000	99,000-150,000	128,500

NOTE: PQE – Post-qualified experience

# ACCOUNTANCY & FINANCE

## FINANCIAL SERVICES

### Entry-level and part-qualified accountants – permanent roles

	Bookkeeper		Graduate Accountant/ Trainee Accountant		Assistant Accountant 1-2 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	20,000-28,000	24,000	19,000-26,000	24,000	25,000-30,000	28,000
Cork & Region	20,000-24,000	22,000	19,000-24,000	22,000	23,000-28,000	26,000
Limerick & Mid-West	20,000-24,000	22,000	19,000-24,000	22,000	22,500-28,500	26,000
Galway, Midlands & West	20,000-24,000	22,000	19,000-24,000	22,000	22,000-28,000	26,000

	Assistant Accountant 3-4 years' experience		Assistant Accountant 5+ years' experience		Accounts Payable/Receivable Specialist, 1-3 years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	35,000-40,000	38,000	27,000-35,000	30,000
Cork & Region	26,000-30,000	28,000	28,000-35,000	30,000	22,000-30,000	25,000
Limerick & Mid-West	26,000-30,000	28,000	28,000-35,000	30,000	22,000-30,000	25,000
Galway, Midlands & West	26,000-30,000	27,000	28,000-35,000	30,000	22,000-30,000	24,000

	Financial Reporting Associate 2 years' experience		Expense Analyst		Part-Qualified Accountant with languages	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	30,000-35,000	33,500	30,000-40,000	35,000
Cork & Region	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000
Limerick & Mid-West	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000
Galway, Midlands & West	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000

	Client Accountant 2-4 years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	30,000-38,000	36,000
Cork & Region	26,000-32,000	28,000
Limerick & Mid-West	26,000-30,000	28,000
Galway, Midlands & West	26,000-30,000	28,000

NOTE: PQE – Post-qualified experience





# ACCOUNTANCY & FINANCE

## FINANCIAL SERVICES

### Qualified accountants

	Newly Qualified Accountant		Financial/Management Accountant 2-4 years' PQE		Financial/Management Accountant 5+ years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	55,000-60,000	55,000	60,000-70,000	65,000
Cork & Region	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000
Limerick & Mid-West	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000
Galway, Midlands & West	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000

	Financial Reporting Accountant		Treasury Accountant		Regulatory Accountant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	58,000	50,000-65,000	55,000	55,000-65,000	60,000
Cork & Region	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000
Limerick & Mid-West	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000
Galway, Midlands & West	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000

	Senior Regulatory Accountant		Insurance Accountant		Reinsurance Accountant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000	55,000-65,000	60,000	50,000-65,000	60,000
Cork & Region	55,000-65,000	60,000	45,000-50,000	47,000	45,000-55,000	50,000
Limerick & Mid-West	55,000-65,000	60,000	45,000-50,000	47,000	45,000-55,000	50,000
Galway, Midlands & West	55,000-65,000	60,000	45,000-50,000	47,000	45,000-55,000	50,000

	Financial Analyst 2 years' PQE		Senior Financial Analyst		Commercial Finance Analyst	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	60,000-75,000	70,000	70,000-90,000	80,000
Cork & Region	40,000-50,000	45,000	60,000-70,000	67,000	60,000-70,000	65,000
Limerick & Mid-West	40,000-50,000	45,000	60,000-70,000	67,000	60,000-70,000	65,000
Galway, Midlands & West	40,000-50,000	45,000	60,000-70,000	67,000	50,000-55,000	55,000

NOTE: PQE – Post-qualified experience

	Project Accountant		Internal Auditor Newly Qualified		Senior Auditor 2-5 years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000	50,000-55,000	52,000	60,000-70,000	65,000
Cork & Region	55,000-65,000	62,500	40,000-50,000	45,000	45,000-60,000	50,000
Limerick & Mid-West	55,000-65,000	62,500	40,000-50,000	45,000	45,000-60,000	50,000
Galway, Midlands & West	55,000-65,000	62,500	40,000-50,000	45,000	45,000-60,000	50,000

	Internal Audit Manager	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000
Cork & Region	50,000-60,000	55,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

# ACCOUNTANCY & FINANCE

## FINANCIAL SERVICES

### Finance manager and senior finance

	Finance Team Leader 3+ years' PQE		Finance Manager Solvency II		Financial Reporting Manager 8-10 years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	62,000	80,000-100,000	90,000	70,000-85,000	80,000
Cork & Region	50,000-60,000	55,000	65,000-75,000	68,000	65,000-75,000	70,000
Limerick & Mid-West	50,000-60,000	55,000	65,000-75,000	68,000	65,000-75,000	70,000
Galway, Midlands & West	50,000-60,000	55,000	60,000-70,000	65,000	65,000-75,000	70,000

	Finance Shared Services Manager		Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000	60,000-75,000	70,000	65,000-85,000	80,000
Cork & Region	65,000-75,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000
Limerick & Mid-West	65,000-75,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000
Galway, Midlands & West	65,000-80,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000

	Financial Controller (Turnover €100m+)		Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-90,000	85,000	95,000-115,000	100,000	105,000-120,000	115,000
Cork & Region	65,000-85,000	75,000	70,000-90,000	78,000	80,000-90,000	85,000
Limerick & Mid-West	65,000-85,000	75,000	70,000-90,000	78,000	80,000-90,000	85,000
Galway, Midlands & West	60,000-80,000	75,000	70,000-80,000	75,000	80,000-90,000	85,000

	Financial Director/CFO (Turnover €100m+)	
Region	€ Range	€ Typical
Greater Dublin Area	120,000-150,000	130,000
Cork & Region	90,000-110,000	98,000
Limerick & Mid-West	90,000-110,000	98,000
Galway, Midlands & West	90,000-100,000	95,000

NOTE: PQE – Post-qualified experience



# BANKING, FINANCIAL SERVICES & INSURANCE

## EXPANSION, GROWTH AND OPTIMISM



There is a positive outlook across the banking, financial services and insurance sectors. Expansion and growth are common themes across all three, with candidates in high demand as organisations look to capitalise on a variety of opportunities in their industries.

### Banking

As the Irish economy continues to grow, so does confidence within the banking sector. This renewed optimism creates new opportunities and in turn recruiting challenges. Demand is currently outstripping supply for experienced and qualified candidates. Not only does this make it difficult for line managers to grow their teams, but it also puts pressure on existing resources, impacting retention and creating a cycle which is difficult to break. Prospective jobseekers today are faced with the pick of available jobs and are very much in the driving seat when meeting hiring managers. Employers consequently have to adapt and act quickly to secure the best talent.

The strongest areas of banking in recent months are in funds and the retail and business banking sectors. In funds, this strength is driven by activity in fund accounting, transfer agency/shareholder and client services functions. 2016 has seen a number of banks off-shoring certain functions, resulting in a shift in focus from the current 'doing' function to oversight checking. Whilst this shift may see some jobs move overseas, the outlook here is still healthy and robust, with 40% of the world's hedge funds administered from Dublin.

As indigenous banks continue their return to profit, they are beginning to focus their attention on growing their customer base once more, resulting in a spike in hiring demand. Relationship, mortgage and branch managers are top of the recruitment list as sales teams begin to reform. Technological opportunities and developments ensure that non-traditional banking roles are also increasing, with significant demand for business analysts and project managers.

Demand for candidates is creating some upward pressure on salaries, but increases to date remain modest. The focus instead has shifted to all-round packages and an effective benefits package can be a very strong tool in the recruitment arsenal. We now see more negotiation around remote working, flexi-time and career development, as well as the traditional health and pension schemes. Employers who are reacting to this generational shift are at an advantage when hiring.

Whilst there has been much speculation that Dublin may benefit as a result of the Brexit vote, this is not as yet apparent. However, if jobs do migrate across the channel this will place further pressures on hiring and on salaries.

### Financial services

Ireland's financial services sector looks set to continue its recent recovery as the market expands and growth accelerates. The expansion of already established companies, along with the migration of certain functions within multinationals to Ireland, has created a market favourable to jobseekers.

Whilst the introduction of greater regulation has placed restrictions on institutions it has meant more opportunities for regulatory, financial planning and analysis and business partnering professionals. As lending returns to prominence, candidates with audit and risk experience are increasingly in demand, whilst the introduction of IFRS9 will require a greater number of extremely technical accountants who enjoy compliance as part of account preparation.

Permanent recruitment is still the preferred strategy, but we are seeing an increase in the use of short and medium term contracts, particularly as a result of new business model implementations.

“ The expansion of already established companies, along with the migration of certain functions within multinationals to Ireland, has created a market favourable to jobseekers. ”

Salaries in the industry will remain above average compared to other industries and could rise even further as the cost of living increases. We are already seeing newly qualified and part-qualified professionals demanding better salaries, especially in Dublin.

Traditionally, the financial services recruitment process has been slow, restricted by stringent and regimented policies. This is beginning to change as organisations realise the importance of hiring quickly in this ultra-competitive market and increase their focus on candidate attraction schemes and promotion of their brand. Those who would consider themselves 'not actively' looking for a new position are now also being targeted as the available talent pool decreases.

### Insurance

The insurance market in Ireland looks set to enjoy a positive 12 months as the bulk of the major insurers return to profitability. These encouraging signs are further aided by the possible introduction of major UK operators attempting to protect themselves from the potential impact of Brexit in Britain.

These developments are welcome in a sector where increased court awards are beginning to put pressure on costs and pricing.

As insurers react to these changes they realise that there is a need for a more diverse workforce. Actuaries, pricing analysts, risk modelling professionals, business analysts and IT experts are now seen as essential to growth. There also remains a high demand for traditional insurance employees including claims handlers, underwriters and account executives.

The number of new businesses opening across Ireland brings an inherent need for insurance, which will positively impact commercial and corporate salaries. As 2017 progresses, we will begin to see companies offer more permanent contracts in place of temporary versions. This will lead to further increases in salaries and benefits.

“ Actuaries, pricing analysts, risk modelling professionals, business analysts and IT experts are now seen as essential to growth. ”



# BANKING, FINANCIAL SERVICES & INSURANCE

## BANKING

### Fund accountants

	Fund Accountant 1-2 years' experience		Senior Fund Accountant 3-5 years' experience		Fund Accounting Supervisor	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-30,000	30,000	36,000-43,000	41,000	42,000-50,000	46,000
Cork & Region	24,000-30,000	27,000	35,000-40,000	37,000	40,000-45,000	42,000
Limerick & Mid-West	24,000-30,000	27,000	35,000-40,000	37,000	40,000-45,000	42,000
Galway, Midlands & West	24,000-30,000	27,000	35,000-40,000	37,000	40,000-45,000	42,000

	Fund Accounting Manager		Senior Fund Accounting Manager		Fund Accounting Group Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000	65,000-80,000	70,000	80,000-120,000	90,000
Cork & Region	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000
Limerick & Mid-West	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000
Galway, Midlands & West	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000

	Director of Funds	
Region	€ Range	€ Typical
Greater Dublin Area	120,000-170,000	150,000
Cork & Region	120,000-140,000	120,000
Limerick & Mid-West	120,000-140,000	120,000
Galway, Midlands & West	120,000-140,000	120,000

### Trustee

	Trustee Officer 1-3 years' experience		Senior Trustee Officer		Trustee Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-38,000	35,000	35,000-45,000	40,000	50,000-65,000	60,000
Cork & Region	25,000-38,000	32,000	35,000-45,000	40,000	45,000-55,000	50,000
Limerick & Mid-West	25,000-38,000	32,000	35,000-45,000	40,000	45,000-55,000	50,000
Galway, Midlands & West	25,000-38,000	32,000	35,000-45,000	40,000	45,000-55,000	50,000

	Senior Trustee Manager		Head of Trustee	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-80,000	77,000	100,000-120,000	115,000
Cork & Region	60,000-80,000	64,000	90,000-110,000	100,000
Limerick & Mid-West	60,000-80,000	64,000	90,000-110,000	100,000
Galway, Midlands & West	60,000-80,000	64,000	90,000-110,000	100,000

### Custody

	Custody Officer 1-3 years' experience		Senior Custody Officer		Custody Supervisor	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	30,000	30,000-39,000	36,000	35,000-45,000	44,000
Cork & Region	24,000-30,000	28,000	30,000-35,000	32,000	35,000-45,000	40,000
Limerick & Mid-West	24,000-30,000	28,000	30,000-35,000	32,000	35,000-45,000	40,000
Galway, Midlands & West	24,000-30,000	28,000	30,000-35,000	32,000	35,000-45,000	40,000

	Custody Manager		Senior Custody Manager		Head of Custody	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-62,000	60,000	70,000-80,000	75,000	90,000-115,000	110,000
Cork & Region	45,000-55,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000
Limerick & Mid-West	45,000-55,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000
Galway, Midlands & West	45,000-55,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000

# BANKING, FINANCIAL SERVICES & INSURANCE

## BANKING

### Compliance

	Compliance Officer 1-2 years' experience		Compliance Officer 3-5 years' experience		Compliance Supervisor	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-36,000	34,000	36,000-45,000	42,000	50,000-60,000	55,000
Cork & Region	24,000-30,000	28,000	35,000-45,000	40,000	45,000-55,000	50,000
Limerick & Mid-West	24,000-30,000	28,000	35,000-45,000	40,000	45,000-55,000	50,000
Galway, Midlands & West	24,000-30,000	28,000	35,000-45,000	40,000	45,000-55,000	50,000

	Compliance Manager		Senior Compliance Manager		Head of Compliance	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	62,000-80,000	72,000	75,000-85,000	80,000	85,000-135,000	120,000
Cork & Region	60,000-70,000	65,000	70,000-80,000	70,000	80,000-100,000	90,000
Limerick & Mid-West	60,000-70,000	65,000	70,000-80,000	70,000	80,000-100,000	90,000
Galway, Midlands & West	60,000-70,000	65,000	70,000-80,000	70,000	80,000-100,000	90,000

### Transfer agency

	Transfer Agent 1-2 years' experience		Senior Transfer Agent 3-5 years' experience		Transfer Agency Team Leader	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	30,000	32,000-40,000	38,000	40,000-45,000	42,000
Cork & Region	24,000-28,000	28,000	32,000-38,000	35,000	40,000-42,000	40,000
Limerick & Mid-West	24,000-28,000	28,000	32,000-38,000	35,000	40,000-42,000	40,000
Galway, Midlands & West	24,000-28,000	28,000	32,000-38,000	35,000	40,000-42,000	40,000

	Transfer Agency Manager		Senior Transfer Agency Manager		Transfer Agency Department Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000	60,000-75,000	75,000	100,000-120,000	115,000
Cork & Region	50,000-60,000	55,000	60,000-70,000	65,000	90,000-110,000	100,000
Limerick & Mid-West	50,000-60,000	55,000	60,000-70,000	65,000	90,000-110,000	100,000
Galway, Midlands & West	50,000-60,000	50,000	60,000-70,000	65,000	90,000-110,000	100,000

	Director of Transfer Agency	
Region	€ Range	€ Typical
Greater Dublin Area	120,000-150,000	140,000
Cork & Region	110,000-130,000	125,000
Limerick & Mid-West	110,000-130,000	125,000
Galway, Midlands & West	110,000-130,000	125,000

### Projects

	Business Analyst		Senior Business Analyst		Project Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-60,000	55,000	55,000-65,000	60,000	65,000-85,000	75,000
Cork & Region	30,000-50,000	50,000	50,000-60,000	60,000	60,000-75,000	70,000
Limerick & Mid-West	30,000-50,000	50,000	50,000-60,000	60,000	60,000-75,000	70,000
Galway, Midlands & West	30,000-50,000	50,000	50,000-60,000	60,000	60,000-75,000	70,000

	Senior Project Manager		Programme Manager		Senior Programme Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-90,000	90,000	90,000-120,000	100,000	110,000-140,000	120,000
Cork & Region	75,000-90,000	90,000	85,000-100,000	90,000	100,000-110,000	110,000
Limerick & Mid-West	75,000-90,000	90,000	85,000-100,000	90,000	100,000-110,000	110,000
Galway, Midlands & West	75,000-90,000	90,000	85,000-100,000	90,000	100,000-110,000	110,000

### Treasury

	Treasury Analyst		Senior Treasury Analyst		Treasury Team Leader	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	29,000-35,000	34,000	35,000-45,000	42,000	40,000-46,000	45,000
Cork & Region	27,000-34,000	32,000	35,000-45,000	40,000	40,000-46,000	44,000
Limerick & Mid-West	27,000-34,000	32,000	35,000-45,000	40,000	40,000-46,000	44,000
Galway, Midlands & West	27,000-34,000	32,000	35,000-45,000	40,000	40,000-46,000	44,000

	Treasury Manager		Director of Treasury	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	70,000	100,000-125,000	110,000
Cork & Region	60,000-75,000	70,000	80,000-120,000	100,000
Limerick & Mid-West	60,000-75,000	70,000	80,000-120,000	100,000
Galway, Midlands & West	60,000-75,000	70,000	80,000-120,000	100,000

# BANKING, FINANCIAL SERVICES & INSURANCE

## BANKING

### Private banking

	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	28,000	32,000-37,000	35,000	30,000-35,000	32,000
Cork & Region	24,000-30,000	27,000	30,000-35,000	32,000	29,000-35,000	30,000
Limerick & Mid-West	24,000-30,000	27,000	30,000-35,000	32,000	29,000-35,000	30,000
Galway, Midlands & West	24,000-30,000	27,000	30,000-35,000	32,000	29,000-35,000	30,000

	Banking Officer 3-5 years' experience		Banking Manager		Wealth Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-37,000	36,000	55,000-75,000	65,000	60,000-85,000	75,000
Cork & Region	30,000-35,000	34,000	45,000-65,000	60,000	50,000-70,000	65,000
Limerick & Mid-West	30,000-35,000	34,000	45,000-65,000	60,000	50,000-70,000	65,000
Galway, Midlands & West	30,000-35,000	32,000	45,000-65,000	60,000	50,000-70,000	65,000

### Corporate banking

	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	28,000	32,000-37,000	35,000	26,000-32,000	32,000
Cork & Region	24,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	30,000
Limerick & Mid-West	24,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	30,000
Galway, Midlands & West	24,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	30,000

	Banking Officer 3-5 years' experience		Banking Manager		Senior Banking Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	34,000-40,000	36,000	55,000-75,000	70,000	75,000-90,000	85,000
Cork & Region	32,000-37,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000
Limerick & Mid-West	32,000-37,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000
Galway, Midlands & West	32,000-37,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000

### Commercial banking

	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	28,000	32,000-37,000	35,000	30,000-35,000	32,000
Cork & Region	23,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	32,000
Limerick & Mid-West	23,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	32,000
Galway, Midlands & West	23,000-30,000	28,000	30,000-35,000	32,000	30,000-35,000	32,000

	Banking Officer 3-5 years' experience		Banking Manager		Senior Banking Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	34,000-40,000	38,000	55,000-75,000	70,000	75,000-90,000	85,000
Cork & Region	32,000-37,000	35,000	50,000-75,000	65,000	75,000-85,000	80,000
Limerick & Mid-West	32,000-37,000	35,000	50,000-75,000	65,000	75,000-85,000	80,000
Galway, Midlands & West	32,000-37,000	35,000	50,000-75,000	65,000	75,000-85,000	80,000

### Retail banking

	Customer Service Officer 1-2 years' experience		Customer Service Officer 3-5 years' experience		Financial Planning Consultant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	22,000-30,000	25,000	30,000-35,000	32,000	35,000-50,000	45,000
Cork & Region	22,000-27,000	24,000	27,000-32,000	30,000	30,000-50,000	40,000
Limerick & Mid-West	22,000-27,000	24,000	27,000-32,000	30,000	30,000-50,000	40,000
Galway, Midlands & West	22,000-27,000	24,000	27,000-32,000	30,000	30,000-50,000	40,000

	Assistant Branch Manager		Branch Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-60,000	52,000	55,000-85,000	70,000
Cork & Region	37,000-50,000	42,000	45,000-60,000	55,000
Limerick & Mid-West	37,000-50,000	42,000	45,000-60,000	55,000
Galway, Midlands & West	37,000-50,000	42,000	45,000-60,000	55,000

BANKING, FINANCIAL SERVICES & INSURANCE

BANKING

Recoveries

	Mortgages Customer Service		Mortgages Collections Officer		Mortgages Arrears Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	23,000-32,000	28,000	25,000-33,000	28,000	45,000-55,000	50,000
Cork & Region	23,000-30,000	26,000	23,000-30,000	28,000	35,000-50,000	46,000
Limerick & Mid-West	23,000-30,000	26,000	23,000-30,000	28,000	35,000-50,000	46,000
Galway, Midlands & West	23,000-30,000	26,000	23,000-30,000	28,000	35,000-50,000	46,000

	Mortgages Arrears Underwriter		Commercial Restructuring Officer		Commercial Restructuring Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	38,000	35,000-40,000	38,000	50,000-60,000	55,000
Cork & Region	29,000-35,000	35,000	30,000-36,000	36,000	45,000-50,000	50,000
Limerick & Mid-West	29,000-35,000	35,000	30,000-36,000	36,000	45,000-50,000	50,000
Galway, Midlands & West	29,000-35,000	35,000	30,000-36,000	36,000	45,000-50,000	50,000





# BANKING, FINANCIAL SERVICES & INSURANCE

## FINANCIAL SERVICES

### Entry-level and part-qualified accountants – permanent roles

	Bookkeeper		Graduate Accountant/ Trainee Accountant		Assistant Accountant 1-2 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	20,000-28,000	24,000	19,000-26,000	24,000	25,000-30,000	28,000
Cork & Region	20,000-24,000	22,000	19,000-24,000	22,000	23,000-28,000	26,000
Limerick & Mid-West	20,000-24,000	22,000	19,000-24,000	22,000	22,500-28,500	26,000
Galway, Midlands & West	20,000-24,000	22,000	19,000-24,000	22,000	22,000-28,000	26,000

	Assistant Accountant 3-4 years' experience		Assistant Accountant 5+ years' experience		Accounts Payable/Receivable Specialist, 1-3 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	35,000-40,000	38,000	27,000-35,000	30,000
Cork & Region	26,000-30,000	28,000	28,000-35,000	30,000	22,000-30,000	25,000
Limerick & Mid-West	26,000-30,000	28,000	28,000-35,000	30,000	22,000-30,000	25,000
Galway, Midlands & West	26,000-30,000	27,000	28,000-35,000	30,000	22,000-30,000	24,000

	Financial Reporting Associate 2 years' experience		Expense Analyst		Accountant with languages	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	30,000-35,000	33,500	30,000-40,000	35,000
Cork & Region	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000
Limerick & Mid-West	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000
Galway, Midlands & West	26,000-28,000	28,000	26,000-32,000	28,000	26,000-30,000	28,000

	Client Accountant 2-4 years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	30,000-38,000	36,000
Cork & Region	26,000-32,000	28,000
Limerick & Mid-West	26,000-30,000	28,000
Galway, Midlands & West	26,000-30,000	28,000

NOTE: PQE – Post-qualified experience

### Qualified accountants

	Newly Qualified		Financial/Management Accountant 2 years' PQE		Financial/Management Accountant 5+ years' PQE	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	52,000-55,000	52,000	55,000-60,000	55,000	60,000-70,000	65,000
Cork & Region	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000
Limerick & Mid-West	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000
Galway, Midlands & West	40,000-45,000	42,500	40,000-45,000	42,000	47,000-55,000	52,000

	Financial Reporting Accountant		Treasury Accountant		Regulatory Accountant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	58,000	50,000-65,000	55,000	55,000-65,000	60,000
Cork & Region	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000
Limerick & Mid-West	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000
Galway, Midlands & West	45,000-55,000	50,000	45,000-50,000	48,000	45,000-55,000	50,000

	Senior Regulatory Accountant		Pension Accountant		Insurance Accountant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000	45,000-55,000	50,000	55,000-65,000	60,000
Cork & Region	55,000-65,000	60,000	40,000-50,000	45,000	45,000-50,000	47,000
Limerick & Mid-West	55,000-65,000	60,000	40,000-50,000	45,000	45,000-50,000	47,000
Galway, Midlands & West	55,000-65,000	60,000	40,000-50,000	45,000	45,000-50,000	47,000

	Reinsurance Accountant		Financial Analyst 2 years' PQE		Senior Financial Analyst	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000	55,000-65,000	60,000	60,000-75,000	70,000
Cork & Region	45,000-55,000	50,000	40,000-50,000	45,000	60,000-70,000	67,000
Limerick & Mid-West	45,000-55,000	50,000	40,000-50,000	45,000	60,000-70,000	67,000
Galway, Midlands & West	45,000-55,000	50,000	40,000-50,000	45,000	60,000-70,000	67,000

	Commercial Finance Analyst		Project Accountant		Internal Auditor Newly Qualified	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-90,000	80,000	60,000-80,000	70,000	50,000-55,000	52,000
Cork & Region	60,000-70,000	65,000	55,000-65,000	62,500	40,000-50,000	45,000
Limerick & Mid-West	60,000-70,000	65,000	55,000-65,000	62,500	40,000-50,000	45,000
Galway, Midlands & West	50,000-55,000	55,000	55,000-65,000	62,500	40,000-50,000	45,000

BANKING, FINANCIAL SERVICES & INSURANCE

FINANCIAL SERVICES

Qualified accountants (continued)

Region	Senior Auditor 2-5 years' PQE		Internal Audit Manager	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	60,000-70,000	65,000
Cork & Region	45,000-60,000	50,000	50,000-60,000	55,000
Limerick & Mid-West	45,000-60,000	50,000	50,000-60,000	55,000
Galway, Midlands & West	45,000-60,000	50,000	50,000-60,000	55,000

Finance manager and senior finance

Region	Finance Team Leader 3 years' PQE		Finance Manager Solvency II		Financial Reporting Manager 8-10 years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	62,000	80,000-100,000	90,000	70,000-85,000	80,000
Cork & Region	50,000-60,000	55,000	65,000-75,000	68,000	65,000-75,000	70,000
Limerick & Mid-West	50,000-60,000	55,000	65,000-75,000	68,000	65,000-75,000	70,000
Galway, Midlands & West	50,000-60,000	55,000	60,000-70,000	65,000	65,000-75,000	70,000

Region	Finance Shared Services Manager		Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000	60,000-75,000	70,000	65,000-85,000	80,000
Cork & Region	65,000-75,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000
Limerick & Mid-West	65,000-75,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000
Galway, Midlands & West	65,000-80,000	70,000	60,000-70,000	65,000	60,000-70,000	65,000

Region	Financial Controller (Turnover €100m+)		Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-90,000	85,000	95,000-115,000	100,000	105,000-120,000	115,000
Cork & Region	65,000-85,000	75,000	70,000-90,000	78,000	80,000-90,000	85,000
Limerick & Mid-West	65,000-85,000	75,000	70,000-90,000	78,000	80,000-90,000	85,000
Galway, Midlands & West	60,000-80,000	75,000	70,000-80,000	75,000	80,000-90,000	85,000

Region	Financial Director/CFO (Turnover €100m+)	
	€ Range	€ Typical
Greater Dublin Area	120,000-150,000	130,000
Cork & Region	90,000-110,000	98,000
Limerick & Mid-West	90,000-110,000	98,000
Galway, Midlands & West	90,000-100,000	95,000

NOTE: PQE – Post-qualified experience



# BANKING, FINANCIAL SERVICES & INSURANCE

## INSURANCE

### Brokers

	Personal Lines Administrator		Personal Lines Team Leader		Personal Lines Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-35,000	30,000	35,000-45,000	40,000	45,000-65,000	55,000
Cork & Region	18,000-32,000	24,000	28,000-45,000	34,000	35,000-50,000	42,000
Limerick & Mid-West	18,000-32,000	24,000	28,000-45,000	34,000	35,000-50,000	42,000
Galway, Midlands & West	18,000-32,000	24,000	28,000-45,000	34,000	35,000-50,000	42,000

	Commercial Account Executive		Commercial Account Manager		Corporate Broker	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-60,000	50,000	45,000-65,000	57,000	50,000-70,000	62,000
Cork & Region	30,000-50,000	45,000	35,000-55,000	48,000	40,000-55,000	48,000
Limerick & Mid-West	30,000-50,000	45,000	35,000-55,000	48,000	40,000-55,000	48,000
Galway, Midlands & West	30,000-50,000	45,000	35,000-55,000	48,000	40,000-55,000	48,000

	Business Development Executive	
Region	€ Range	€ Typical
Greater Dublin Area	35,000-55,000	48,000
Cork & Region	30,000-50,000	40,000
Limerick & Mid-West	30,000-50,000	40,000
Galway, Midlands & West	30,000-50,000	40,000

### Claims

	Claims Handler		Senior Claims Handler		Team Leader	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-35,000	32,000	35,000-55,000	42,000	55,000-65,000	60,000
Cork & Region	20,000-28,000	24,000	28,000-38,000	32,000	35,000-45,000	40,000
Limerick & Mid-West	20,000-28,000	24,000	28,000-38,000	32,000	35,000-45,000	40,000
Galway, Midlands & West	20,000-28,000	24,000	28,000-38,000	32,000	35,000-45,000	40,000

	Claims Manager	
Region	€ Range	€ Typical
Greater Dublin Area	65,000-80,000	72,000
Cork & Region	40,000-55,000	50,000
Limerick & Mid-West	40,000-55,000	50,000
Galway, Midlands & West	40,000-55,000	50,000

### Underwriters

	Personal Lines Underwriter		Commercial Underwriter 1-4 years' experience		Commercial Underwriter 5+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	42,000	35,000-45,000	42,000	45,000-70,000	58,000
Cork & Region	22,000-35,000	25,000	35,000-45,000	38,000	45,000-60,000	50,000
Limerick & Mid-West	22,000-35,000	25,000	35,000-45,000	38,000	45,000-60,000	50,000
Galway, Midlands & West	22,000-35,000	25,000	35,000-45,000	38,000	45,000-60,000	50,000

	Business Development Underwriter	
Region	€ Range	€ Typical
Greater Dublin Area	50,000-75,000	62,000
Cork & Region	45,000-70,000	55,000
Limerick & Mid-West	45,000-70,000	55,000
Galway, Midlands & West	45,000-70,000	55,000



# BANKING, FINANCIAL SERVICES & INSURANCE

## INSURANCE

### Life insurance

	Life Administrator		Senior Life Administrator		Group Pension Administrator	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	30,000-40,000	35,000	30,000-50,000	35,000
Cork & Region	18,000-24,000	20,000	24,000-30,000	26,000	23,000-40,000	27,000
Limerick & Mid-West	18,000-24,000	20,000	24,000-30,000	26,000	23,000-40,000	27,000
Galway, Midlands & West	18,000-24,000	20,000	24,000-30,000	26,000	23,000-40,000	27,000

	Life Underwriter		Life Underwriting Manager		Pension Consultant	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-70,000	45,000	70,000-95,000	75,000	50,000-100,000	65,000
Cork & Region	23,000-45,000	32,000	40,000-70,000	55,000	40,000-80,000	55,000
Limerick & Mid-West	23,000-45,000	32,000	40,000-70,000	55,000	40,000-80,000	55,000
Galway, Midlands & West	23,000-45,000	32,000	40,000-70,000	55,000	40,000-80,000	55,000

	Broker Consultant		Financial Advisor/Sales Consultant/ Financial Planner		Compliance Administrator	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-80,000	55,000	30,000-60,000	45,000	28,000-35,000	32,000
Cork & Region	32,000-65,000	45,000	25,000-45,000	35,000	20,000-28,000	24,000
Limerick & Mid-West	32,000-65,000	45,000	25,000-45,000	35,000	20,000-28,000	24,000
Galway, Midlands & West	32,000-65,000	45,000	25,000-45,000	35,000	20,000-28,000	24,000

	Compliance Officer		Compliance Manager		Head of Compliance	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-55,000	40,000	55,000-70,000	65,000	65,000-110,000	85,000
Cork & Region	28,000-40,000	34,000	40,000-65,000	50,000	65,000-80,000	70,000
Limerick & Mid-West	28,000-40,000	34,000	40,000-65,000	50,000	65,000-80,000	70,000
Galway, Midlands & West	28,000-40,000	34,000	40,000-65,000	50,000	65,000-80,000	70,000

	Operational Risk		Operations Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-75,000	60,000	60,000-75,000	70,000
Cork & Region	40,000-70,000	50,000	50,000-70,000	55,000
Limerick & Mid-West	40,000-70,000	50,000	50,000-70,000	55,000
Galway, Midlands & West	40,000-70,000	50,000	50,000-70,000	55,000

### Reinsurance

	Reinsurance Trainee Underwriter		Reinsurance Underwriter		Reinsurance Underwriting Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-35,000	30,000	30,000-60,000	45,000	65,000-120,000	85,000
Cork & Region	24,000-30,000	26,000	30,000-55,000	38,000	55,000-90,000	65,000
Limerick & Mid-West	24,000-30,000	26,000	30,000-55,000	38,000	55,000-90,000	65,000
Galway, Midlands & West	24,000-30,000	26,000	30,000-55,000	38,000	55,000-90,000	65,000

### Captive insurance

	Captive Account Executive		Captive Account Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-50,000	45,000	40,000-80,000	55,000
Cork & Region	30,000-50,000	45,000	45,000-60,000	52,000
Limerick & Mid-West	30,000-50,000	45,000	45,000-60,000	52,000
Galway, Midlands & West	30,000-50,000	45,000	45,000-60,000	52,000

### Actuary

	Trainee Actuary		Part Qualified Actuary		Qualified Actuary	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-40,000	32,000	40,000-70,000	55,000	70,000-120,000	90,000
Cork & Region	28,000-40,000	28,000	40,000-65,000	45,000	65,000-115,000	75,000
Limerick & Mid-West	28,000-40,000	28,000	40,000-65,000	45,000	65,000-115,000	75,000
Galway, Midlands & West	28,000-40,000	28,000	40,000-65,000	45,000	65,000-115,000	75,000

	Actuarial Manager		Chief Actuary	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	100,000-155,000	125,000	155,000-270,000	220,000
Cork & Region	80,000-150,000	100,000	140,000-270,000	190,000
Limerick & Mid-West	80,000-150,000	100,000	140,000-270,000	190,000
Galway, Midlands & West	80,000-150,000	100,000	140,000-270,000	190,000



The human resources, office support and procurement and supply chain professions have built on 2016's steady recovery, ready to face the next 12 months with healthy optimism.

## Human resources

The upturn in the Irish economy continued to positively impact human resources as headcount in companies across the country rose. Following a number of difficult years in HR we are now seeing renewed hiring activity across learning and development, compensation and benefits and recruitment.

With expansion occurring across most sectors, talent attraction and retention will be high on the agenda for at least the next 12 months. This is particularly true of ITC, digital technology and life sciences where there are particularly acute skills shortages in certain roles.

Competition, at mid-management level, is increasingly intense as organisations search for strategic partners by hiring the best HR managers and business partners.

Compensation and benefits is an area of strong focus for organisations leading to a spike in demand for HR professionals with these skills. The difficulty in attracting and hiring in this field has had a knock-on effect on salaries, with candidates sometimes seeing salary increases of between 10% and 20%.

As the HR sector continues to develop, so does the demand for more technically experienced employees. HR administrators and coordinators with 1-3 years' experience, a CIPD qualification and familiarity with HR information systems, such as Core HR, are highly sought after.

Salaries in HR will continue to rise across both specialist and generalist HR roles. Those in specialist roles will experience increases of 5-10% while generalists should benefit from increases of 3-5%. Across the sector, optimism and salaries are rising.

## Office support

Office support roles are increasing in volume, along with salaries, but the number of suitable candidates has now been surpassed by demand.

The economy's resurgence has positively impacted support staff, as they now have a wide variety of jobs to choose from. Professionals who have continued working throughout the recession are highly valued and it is not uncommon for jobseekers to have more than one offer to consider at the end of the recruitment process.

As established organisations begin to expand once again and new companies enter the market the demand for PAs, EAs, experienced administrators and receptionists and team/business support roles has risen. There is also a resurgence in demand for customer service professionals. This rise in headcount includes an increase in demand for managers.

The greatest indication of positivity in the office support sector is undoubtedly the increased number of permanent positions on offer. This change is most prevalent in the private sector but there are encouraging signs of renewed hiring in the public sector as well.

While the majority of recruitment for support professionals is driven by larger organisations, it is encouraging to note that SMEs are playing an increasingly important part. These firms can find it challenging to compete with the multinationals; but can often offer a breadth of roles and experience that appeal to those looking to broaden their skill set.

“The greatest indication of positivity in the office support sector is undoubtedly the increased number of permanent positions on offer.”

## Procurement and supply chain

The market for skilled procurement and supply chain professionals is healthy with consistent demand across a wide variety of industries including manufacturing, FMCG and pharmaceutical. In pharma, competition for qualified employees has resulted in an improvement across benefits, salaries and bonuses. We have also seen an uplift in competition for talent in the IT and medical device industries for candidates with industry-specific experience.

Across procurement, the demand for candidates who can demonstrate implementation of cost-saving strategies remains high. Category managers and procurement specialists continue to be much sought after, as are managers with direct experience sourcing goods from both inside and outside the EU. As a result of the upturn in the number of opportunities, jobseekers are becoming more selective when it comes to their career choices.

Qualifications are assuming ever greater importance in the recruitment process. The number of employees enrolling in supply chain courses with professional bodies, like the IIPMM, or third-level establishments has drastically risen in recent times and it is candidates with these qualifications, particularly when combined with ERP and MRP experience, who will receive the best offers.

Typically procurement professionals receive a higher salary than their supply chain counterparts, something that is likely to continue. While we haven't seen a dramatic increase in salaries over the last year, organisations are beginning to stretch their budgets as competition for specific talent increases.

“The number of employees enrolling in supply chain courses with professional bodies, like the IIPMM, or third-level establishments has drastically risen in recent times.”

# SUPPORT SERVICES

## HUMAN RESOURCES

### Generalist roles

	HR Administrator		HR Officer		HR Generalist	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-32,000	28,000	28,000-36,000	34,000	35,000-50,000	40,000
Cork & Region	22,000-32,000	28,000	27,000-36,000	34,000	35,000-50,000	40,000
Limerick & Mid-West	22,000-30,000	28,000	27,000-36,000	34,000	35,000-50,000	40,000
Galway, Midlands & West	22,000-30,000	28,000	27,000-36,000	34,000	35,000-50,000	40,000

	HR Business Partner		HR Manager		HR Director	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-80,000	65,000	55,000-80,000	65,000	75,000-120,000†	90,000
Cork & Region	50,000-70,000	60,000	50,000-80,000	65,000	75,000-110,000†	80,000
Limerick & Mid-West	50,000-70,000	60,000	50,000-80,000	65,000	75,000-110,000†	80,000
Galway, Midlands & West	50,000-70,000	60,000	50,000-80,000	65,000	75,000-110,000†	80,000

### Specialist roles

	Compensation/ Benefits Administrator		Compensation/ Benefits Analyst		Compensation/ Benefits Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	34,000-45,000	38,000	55,000-90,000	80,000
Cork & Region	25,000-28,000	28,000	28,000-40,000	34,000	55,000-85,000	75,000
Limerick & Mid-West	25,000-28,000	28,000	28,000-40,000	34,000	55,000-85,000	75,000
Galway, Midlands & West	25,000-28,000	28,000	28,000-40,000	34,000	55,000-85,000	75,000

	Learning/ Development Administrator		Learning/ Development Manager		Trainer	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	26,000-32,000	30,000	50,000-70,000	60,000	30,000-50,000	40,000
Cork & Region	24,000-30,000	28,000	50,000-70,000	60,000	30,000-40,000	35,000
Limerick & Mid-West	24,000-30,000	27,000	50,000-70,000	60,000	30,000-40,000	35,000
Galway, Midlands & West	24,000-30,000	27,000	50,000-70,000	60,000	30,000-40,000	35,000

	Training Manager		Recruitment Coordinator		In-house Recruiter	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-60,000	50,000	24,500-32,000	28,000	35,000-65,000	45,000
Cork & Region	40,000-55,000	45,000	23,000-30,000	28,000	25,000-50,000	38,000
Limerick & Mid-West	40,000-55,000	45,000	23,000-30,000	28,000	25,000-50,000	38,000
Galway, Midlands & West	40,000-55,000	45,000	23,000-30,000	28,000	25,000-50,000	38,000

	Recruitment Manager		Talent Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-80,000	70,000	60,000-90,000	75,000
Cork & Region	45,000-70,000	65,000	50,000-75,000	65,000
Limerick & Mid-West	45,000-70,000	65,000	50,000-75,000	65,000
Galway, Midlands & West	45,000-70,000	65,000	50,000-75,000	65,000

† Uncapped depending on the size of the organisation, plc status etc.



SUPPORT SERVICES  
OFFICE SUPPORT

Professional practice and SME

	PA		EA		Office Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	38,000	35,000-50,000	45,000	35,000-45,000	40,000
Cork & Region	30,000-40,000	33,000	30,000-40,000	34,000	30,000-35,000	32,000
Limerick & Mid-West	30,000-40,000	32,000	30,000-40,000	34,000	30,000-35,000	32,000
Galway, Midlands & West	30,000-40,000	32,000	30,000-40,000	34,000	30,000-35,000	30,000

	Administration		Receptionist	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	23,000-35,000	30,000	24,000-30,000	26,000
Cork & Region	23,000-35,000	25,000	22,000-25,000	23,000
Limerick & Mid-West	23,000-35,000	24,000	22,000-25,000	23,000
Galway, Midlands & West	23,000-35,000	24,000	22,000-25,000	23,000

Large organisations

	PA		EA		Office Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-50,000	45,000	40,000-70,000	48,000	40,000-58,000	45,000
Cork & Region	35,000-50,000	42,000	35,000-50,000	35,000	35,000-50,000	35,000
Limerick & Mid-West	35,000-50,000	38,000	30,000-42,000	34,000	35,000-50,000	35,000
Galway, Midlands & West	35,000-50,000	38,000	30,000-42,000	34,000	35,000-50,000	35,000

	Administration		Receptionist	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-40,000	32,000	25,000-32,000	30,000
Cork & Region	25,000-30,000	27,000	22,000-28,000	26,000
Limerick & Mid-West	25,000-30,000	27,000	22,000-25,000	23,000
Galway, Midlands & West	25,000-30,000	27,000	22,000-25,000	23,000

Contact centres

	Customer Service		Inside Sales		Order Management	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	22,000-30,000	28,000	28,000-38,000	35,000
Cork & Region	22,000-33,000	30,000	20,000-30,000	26,000	25,000-33,000	30,000
Limerick & Mid-West	22,000-27,000	25,000	22,000-27,000	25,000	22,000-30,000	25,000
Galway, Midlands & West	22,000-30,000	28,000	22,000-30,000	27,000	22,000-30,000	25,000

	Team Leader		Scheduler		Senior Management	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	35,000	28,000-50,000	40,000	50,000-80,000	65,000
Cork & Region	30,000-45,000	35,000	27,000-35,000	35,000	40,000-60,000	55,000
Limerick & Mid-West	30,000-45,000	35,000	27,000-35,000	35,000	40,000-60,000	55,000
Galway, Midlands & West	30,000-45,000	35,000	27,000-35,000	35,000	40,000-60,000	55,000

SUPPORT SERVICES
PROCUREMENT & SUPPLY CHAIN

Region	Logistics Executive		Logistics Team Lead		Logistics Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	40,000-55,000	42,000	50,000-90,000	60,000
Cork & Region	28,000-38,000	30,000	35,000-50,000	38,000	45,000-80,000	53,000
Limerick & Mid-West	28,000-38,000	30,000	35,000-50,000	38,000	45,000-80,000	53,000
Galway, Midlands & West	28,000-38,000	30,000	35,000-50,000	38,000	45,000-80,000	53,000

Region	Procurement Executive		Procurement Manager		Head of Procurement	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	60,000-80,000	70,000	70,000-200,000	80,000
Cork & Region	28,000-38,000	32,000	45,000-80,000	55,000	55,000-120,000	70,000
Limerick & Mid-West	28,000-38,000	32,000	45,000-80,000	55,000	55,000-120,000	70,000
Galway, Midlands & West	28,000-38,000	32,000	45,000-80,000	55,000	55,000-120,000	70,000





The standout areas of growth in the IT sector over the last 12 months have been data science, cyber security and DevOps with this trend likely to continue into 2017. This strong performance comes as a result of digital transformation programmes, a focus on security at board level and more agile working practices.

Salaries and contractor day rates continue to be largely sustainable in spite of the glaring skill shortages and heightened demand across the country. Unrealistic salary expectations remain a challenge when organisations are looking to hire. This has forced companies to be more creative with their benefits packages meaning mobile working, working from home and compressed hours are becoming more widespread. In a start-up, this often includes equity in the organisation in place of a higher base salary.

Even with these added incentives, many are still finding it difficult to secure professionals with relevant skill sets. Organisations are turning to the use of contractors and interims to manage projects or peaks in demand, which gives them the extra time and security they need to find and hire permanent candidates. It also affords them the opportunity to upskill their existing workforce to meet the developments in new technology.

“Organisations are turning to the use of contractors and interims to manage projects or peaks in demand, this gives them extra time and security to find and hire permanent candidates.”

Organisations are becoming more adept at dealing with the skills shortages and it is something they will need to continue through 2017.

The days of cloud as a concept are well and truly gone. We now live in an age where it is a key part of our everyday lives. The search is on to find cloud architects and engineers, with virtualisation experience, and knowledge of Citrix, VMware and Amazon Web Services.

As the demand for cost-effective, time-responsive and agile working practices grows, we are beginning to see a merger of various functions. These DevOps positions have sprung from the convergence of IT operations, software development and quality assurance roles. Filling these positions is proving challenging with many organisations opting for Linux System administrators whom they can upskill.

Cyber security has taken on even greater importance with the introduction of the EU's financial penalties for security breaches. Professionals in this area are already at a premium and this increased focus, especially in the financial services industry, will most certainly exacerbate the situation.

Digital transformation remains one of the biggest concerns for traditional organisations. The most obvious example is in the financial services sector where innovation is a high priority in order to fend off competition from fintech start-ups. Large IT consulting firms continue to grow their headcount in their digital practices as they respond to the demands of the public and private sector. This race for new products has intensified the search for professionals with mobile, front-end, user experience and user interface skills.

“The race for new products has intensified the search for professionals with mobile, front-end, user experience and user interface skills.”

This is in addition to the demand for back-end and full-stack developers in the native digital companies in fintech, edtech, healthtech and online retail across both the Microsoft and OpenSource Stacks.

The idea of merging technology, the business and quantitative skills is putting data science at the very centre of business-critical decision making. Where once business intelligence was key to progression, now data science is growing in importance, nowhere is this as prevalent as in Dublin. Organisations are choosing the city as their base for their 'centres of excellence'.

With so much change in the IT industry it would be foolish to think traditional roles are no longer popular. In order to fuel these developments IT operations must run smoothly. It is for this reason support and infrastructure, IT management and PMO roles are still prevalent.

“Cyber security has taken on even greater importance with the introduction of the EU's financial penalties for security breaches.”



# INFORMATION TECHNOLOGY

## PERMANENT

### Business intelligence

Title	€ Range	€ Typical
MI Analyst	40,000-60,000	50,000
BI Analyst	45,000-65,000	55,000
MI Developer	60,000-70,000	60,000
BI Developer	60,000-70,000	65,000
ETL Developer	65,000-75,000	70,000
Database Developer	50,000-65,000	60,000
MI Manager	70,000-85,000	75,000
BI Manager	70,000-85,000	75,000
BI/Data Warehouse Architect	75,000-95,000	85,000

### Cloud infrastructure

Title		€ Range	€ Typical
Engineer	VMware	60,000-80,000	70,000
	Citrix	50,000-70,000	60,000
	AWS	60,000-80,000	70,000
Senior Engineer	VMware	70,000-95,000	80,000
	Citrix	60,000-85,000	70,000
	AWS	70,000-95,000	80,000
Cloud Architect		90,000-120,000	110,000
Project Manager	Cloud Infrastructure	90,000-120,000	100,000

### Development

Title		€ Range	€ Typical
Database Developer	MSSQL/PL/SQL	55,000-75,000	65,000
Junior Developer	C#/ASP.net	30,000-45,000	35,000
	Java	35,000-45,000	40,000
	VB.net	30,000-45,000	35,000
Developer	C#/ASP.net	45,000-60,000	55,000
	Java	45,000-65,000	60,000
	VB.net	45,000-60,000	55,000
Senior Analyst/Developer	C#/ASP.net	60,000-75,000	65,000
	Java	60,000-80,000	70,000
	VB.net	60,000-75,000	65,000
Technical Lead	C#/ASP.net	65,000-75,000	70,000
	Java	65,000-80,000	75,000
	VB.net	65,000-75,000	70,000
Software Architect	C#/ASP.net	70,000-90,000	85,000
	Java	75,000-95,000	90,000
	VB.net	70,000-85,000	80,000
Development Manager		80,000-110,000	95,000
Development Director		90,000-130,000	110,000
Front End Web Developer	HTML/CSS/XML/etc	45,000-65,000	55,000
Web Developer	PHP/Ruby/Perl/etc	35,000-85,000	65,000
Mobile Developer	iOS/Android/Win	35,000-85,000	70,000
SharePoint Developer		55,000-80,000	65,000
Analyst Programmer	C/C++	55,000-80,000	70,000

### Enterprise resource planning

Title		€ Range	€ Typical
Oracle Developer		60,000-85,000	75,000
ODI/OBIEE Developer	Oracle	65,000-95,000	80,000
Oracle Consultant		70,000-90,000	80,000
SAP Consultant		75,000-95,000	80,000

# INFORMATION TECHNOLOGY

## PERMANENT

### Infrastructure and DevOps

Title	€ Range	€ Typical
Helpdesk/Service Desk Analyst	25,000-35,000	30,000
Desktop Support Analyst	30,000-40,000	35,000
Application Support Analyst	30,000-40,000	35,000
Service Desk Manager	40,000-60,000	50,000
Field Engineer	30,000-40,000	38,000
Server Support Engineer	40,000-55,000	45,000
Network Engineer	45,000-60,000	55,000
Service Delivery Manager	60,000-85,000	75,000
Linux System Administrator	45,000-70,000	55,000
Windows System Administrator	40,000-65,000	55,000
DevOps Engineer	45,000-65,000	55,000
DevOps Manager	55,000-75,000	65,000

### IT governance

Title		€ Range	€ Typical
IT Audit	Junior	45,000-60,000	55,000
	Senior	60,000-75,000	65,000
Data Governance Manager		75,000-90,000	80,000
Head of Data Governance		90,000-120,000	100,000
Chief Information Security Officer		90,000-120,000	110,000

### Leadership

Title	€ Range	€ Typical
Head of Infrastructure	90,000-120,000	100,000
Head of Service Delivery	80,000-110,000	90,000
Head of Business Intelligence	80,000-110,000	100,000
Technical Architect	90,000-130,000	110,000
Enterprise Architect	90,000-130,000	110,000
IT Manager	80,000-110,000	85,000
Head of IT	90,000-140,000	120,000
Head of Development	80,000-110,000	95,000
CTO	90,000-140,000	120,000
CIO	100,000-200,000	150,000
IT Director	90,000-140,000	120,000

### Projects and change management

Title		€ Range	€ Typical
Business Analyst	Junior	40,000-50,000	45,000
	Mid	50,000-65,000	60,000
	Senior	65,000-85,000	75,000
PMO Analyst/Coordinator		35,000-50,000	45,000
PMO Manager		90,000-115,000	100,000
Project Manager	Junior	45,000-60,000	50,000
	Mid	55,000-80,000	70,000
	Senior	70,000-120,000	100,000
Release Manager		80,000-110,000	95,000
Change Manager		80,000-110,000	95,000
Portfolio Manager		85,000-120,000	100,000
Programme Manager		80,000-110,000	95,000
Head of Projects/Change		90,000-110,000	100,000
Programme Director		90,000-125,000	110,000

### Security

Title	€ Range	€ Typical
Information Security Analyst	35,000-45,000	40,000
Information Security Engineer	60,000-80,000	70,000
Information Security Architect	70,000-100,000	90,000

### Telecoms

Title	€ Range	€ Typical
Network Deployment & Support Engineer	35,000-45,000	40,000
NOC/NMC Support Engineer	30,000-40,000	35,000
Project Coordinator	35,000-50,000	45,000
Voice & Contact Centre Engineer	45,000-55,000	50,000
Business Analyst	60,000-65,000	65,000
IP & Ethernet Engineer	40,000-60,000	55,000
Project Manager	70,000-90,000	80,000
Mobile Network Architect	85,000-95,000	90,000
Programme Manager	80,000-110,000	90,000

# INFORMATION TECHNOLOGY

## PERMANENT

### Testing – functional

Title	€ Range	€ Typical
Test Analyst	45,000-55,000	50,000
QA Analyst	45,000-55,000	50,000
Senior Test Analyst	50,000-70,000	55,000
Test Lead	60,000-80,000	65,000
Technical Lead	65,000-90,000	70,000
Test Manager	70,000-90,000	80,000

### Testing – non-functional

Title	€ Range	€ Typical
Test Analyst	45,000-55,000	50,000
QA Analyst	45,000-55,000	50,000
Senior Test Analyst	50,000-70,000	55,000
Test Lead	60,000-80,000	65,000
Technical Lead	65,000-90,000	70,000
Test Manager	70,000-90,000	80,000





# INFORMATION TECHNOLOGY CONTRACT

## Business intelligence

Title	€ Range	€ Typical
MI Analyst	350-450	400
Performance Analyst	350-450	400
BI Analyst	400-500	450
MI Developer	400-500	450
Database Developer	400-500	450
BI Developer	450-550	500
Database Administrator	450-550	500
MI Manager	500-650	550
BI Manager	500-650	550
Data Manager	500-650	550
ETL Developer	500-600	550
Database Designer	500-600	550
BI/Data Warehouse Architect	500-625	550

## Cloud infrastructure

Title		€ Range	€ Typical
Engineer	VMware	450-600	500
	Citrix	450-600	500
Senior Engineer	VMware	500-650	550
	Citrix	500-650	550
Architect	VMware	500-750	600
	Citrix	500-650	600
Enterprise Architect	VMware	500-800	650
	Citrix	500-700	600
Project Manager	VMware	550-700	600
	Citrix	550-700	600

NOTE: Figures shown represent day rates.

## Development

Title		€ Range	€ Typical
Database Developer	MSSQL/PL/SQL	400-500	450
	C#/ASP.net	250-350	300
Junior Developer	Java	250-350	300
	VB.net	250-350	300
Developer	C#/ASP.net	350-450	400
	Java	350-450	400
	VB.net	350-450	400
Senior Analyst/Developer	C#/ASP.net	400-500	450
	Java	400-500	450
	VB.net	400-500	450
Technical Lead	C#/ASP.net	450-550	500
	Java	450-550	500
	VB.net	450-550	500
Software Architect	C#/ASP.net	450-600	550
	Java	450-600	550
	VB.net	450-600	550
Development Manager		550-650	600
Development Director		650-950	800
Front End Web Developer	HTML/CSS/XML/etc	350-450	400
Web Developer	PHP/Ruby/Perl/etc	350-450	400
Mobile Developer	iOS/Android/Win	350-450	400
SharePoint Developer		350-450	400
Analyst Programmer		350-450	400

## Enterprise resource planning

Title		€ Range	€ Typical
ABAP Developer	SAP	500-650	550
OBIEE Developer	Oracle	550-700	600
ODI Developer	Oracle	450-600	500
UCM Developer	Oracle	450-600	500
Oracle Consultant		500-650	550
SAP Consultant		650-850	700
Salesforce Consultant		450-650	550

# INFORMATION TECHNOLOGY CONTRACT

## Infrastructure and DevOps

Title	€ Range	€ Typical
Helpdesk/Service Desk Analyst	120-180	150
Desktop Support Analyst	150-220	180
Field Engineer	200-300	250
Application Support Analyst	250-350	320
Server Support Engineer	280-380	320
Service Desk Manager	350-450	400
Network Engineer	400-550	500
Service Delivery Manager	450-500	480
Linux System Administrator	400-550	450
Windows System Administrator	350-500	450
DevOps Engineer	400-550	450
DevOps Manager	450-650	500

## Leadership

Title	€ Range	€ Typical
IT Manager	500-650	550
Business Architect	500-700	550
Technical Architect	600-800	650
Head of Service Delivery	550-650	600
Enterprise Architect	600-800	650
Head of IT	600-800	650
Head of Infrastructure	550-650	600
IT Director	650-800	700
Head of Development	600-700	650
Head of IT Security	600-800	675
Head of Business Intelligence	600-750	650
CIO	800-1,000	900
CTO	800-1,000	900

NOTE: Figures shown represent day rates.

## Projects and change management

Title		€ Range	€ Typical
Business Analyst	Junior	250-350	300
	Mid	350-450	450
	Senior	450-575	500
PMO Analyst/Coordinator		250-350	350
PMO Manager		400-500	450
Project Manager	Junior	300-400	350
	Mid	400-550	500
	Senior	550-700	600
Release Manager		400-550	500
Change Manager		400-550	500
Portfolio Manager		650-800	700
Programme Manager		600-750	650
Programme Director		700-900	800
Head of Projects/Change		700-900	800

## Security

Title	€ Range	€ Typical
Penetration Tester	400-550	450
Information Security Analyst	500-600	550
Information Security Engineer	400-600	500
Information Security Software Developer	450-600	500
Information Security Manager	550-700	650
Information Security Architect	600-800	680
CLAS Consultant	550-700	600

# INFORMATION TECHNOLOGY CONTRACT

## Telecoms

Title	€ Range	€ Typical
NOC/NMC Support Engineer	180-250	200
Voice & Contact Centre Engineer	200-350	300
Network Deployment & Support Engineer	250-350	300
Project Coordinator	250-350	350
RAN/RF Engineers	250-400	320
IP & Ethernet Engineer	300-400	350
Provisioning Engineer	300-450	380
Business Analyst	400-500	450
Network Capacity Planning Engineer	400-500	450
Product Manager	450-600	550
Project Manager	500-700	600
Mobile Network Architect	550-650	580
OSS/BSS Solutions Architect	550-700	600
Programme Manager	600-700	650

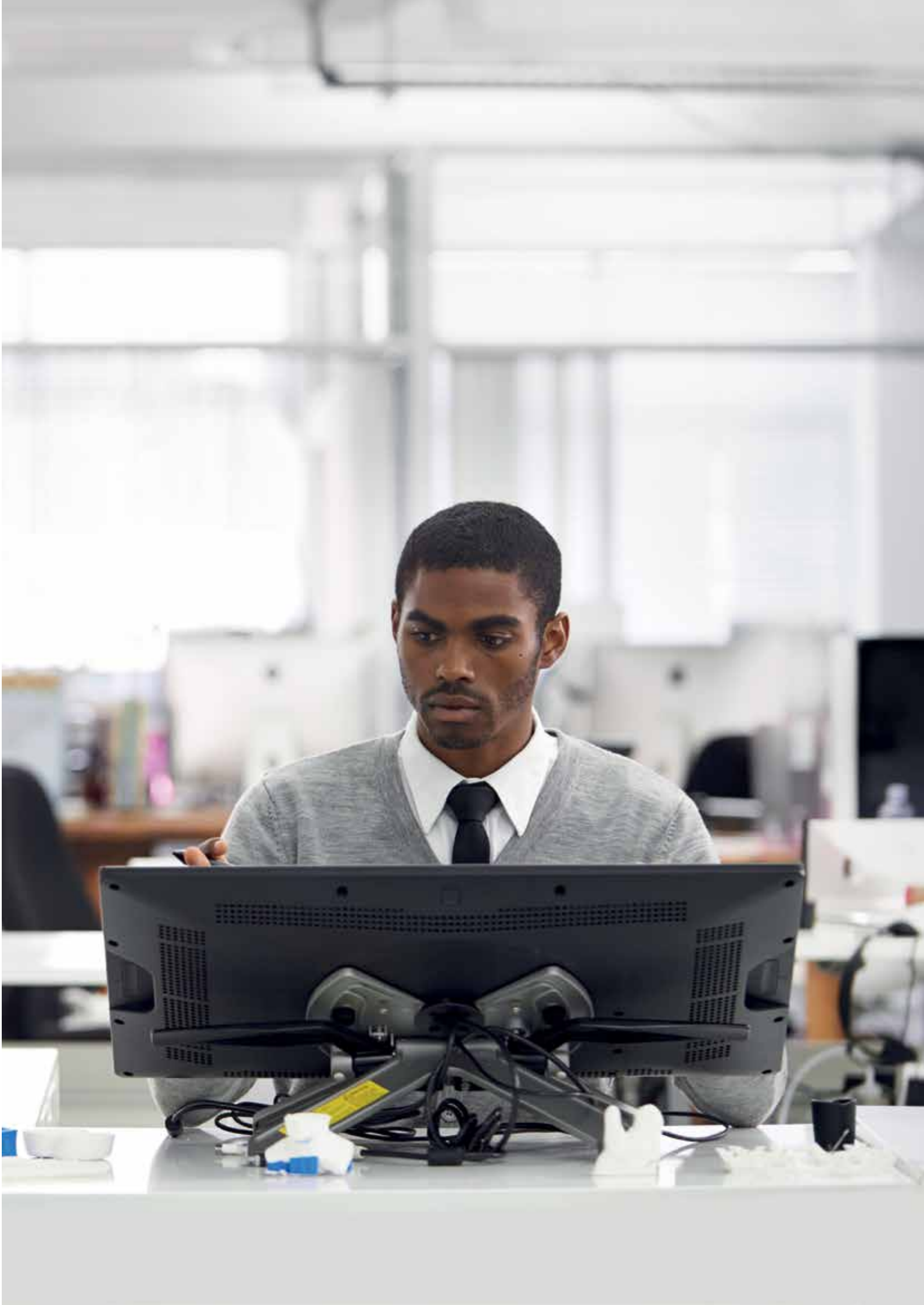
## Testing – functional

Title	€ Range	€ Typical
Test Analyst	350-450	375
QA Analyst	350-450	375
Senior Test Analyst	350-450	400
Test Lead	400-500	450
Technical Lead	450-550	500
Test Manager	450-550	500

## Testing – non-functional

Title	€ Range	€ Typical
Test Analyst	350-450	375
QA Analyst	350-450	375
Senior Test Analyst	350-450	400
Test Lead	400-500	450
Technical Lead	450-550	500
Test Manager	450-550	500

NOTE: Figures shown represent day rates.







Life sciences will continue to play a fundamental part in the Irish economy as 2017 progresses. Ireland's pharmaceutical, medical device and biotechnology industries accounted for more than €45 billion in exports and directly employed 50,000 people in 2016.

Ireland sets the bar globally when it comes to standards for the life sciences workforce. International companies operating in Ireland gain access to extremely motivated and highly skilled employees. Our life sciences personnel are consistently featured in the top 5 globally when ranked on labour productivity, skilled labour, flexibility and adaptability scales.

In 2017, the life sciences employment market will continue to be driven by the candidate as the battle rages among employers for the right skill sets and experience. As in many industries, organisations are beginning to compete on added benefits instead of salary. Multinationals often reward employees with healthcare cover, pension contributions, annual bonuses and flexitime. This shift has increased the pressure on smaller companies who are struggling to compete with their offerings.

“Multinationals often reward employees with healthcare cover, pension contributions, annual bonuses and flexitime. This shift has increased the pressure on smaller companies who are struggling to compete with their offerings.”

### Pharma

Ireland is the largest net exporter of pharmaceutical units in the world, over 445 billion last year. Allergan, GlaxoSmithKline (GSK), Lilly, MSD, Novartis and Pfizer all produce in Ireland. As with the rest of the life science industry, there is a continual demand for staff across multiple areas, depending on their set-up and size in Ireland. With the vast majority of these groups having substantial manufacturing and production operations in Ireland the greatest demand is seen in quality and engineering. Demand for senior quality professionals, especially QPs, is driven by manufacturing and as this activity increases it will also impact the quality area.

There is also increasing demand for project, process, validation and CQV engineers. Outside these core areas, many organisations have strong scientific facilities with requirements from junior lab-based positions through to senior research and development and group leader scientists.

Salary growth continues to be strong with no sign of tapering off and in some areas, in particular senior scientist, QP and senior engineer, we are seeing significant salary increases.

### Medical device sector

The global medical device market is predicted to reach €440 billion by 2018, growing at a rate of about 4.4% per year, by contrast the prescription drugs market will grow by 2.5%. There are 160 medical device firms operating in Ireland attracting ambitious candidates ready to realise their career aspirations.

Ireland also has the highest per capita employment of medical technologies personnel in Europe. Abbott, Bayer, Becton Dickinson, Boston Scientific, Johnson & Johnson, Guidant, Medtronic and Stryker power R&D activity in Ireland, with 80% of the world's stents produced here.

Demand is rising for research and development engineers, manufacturing engineers, injection moulding and polymer engineers, production supervisors, production managers, team leaders, Lean Six Sigma specialists, and maintenance technicians.

“Ireland has the highest per capita employment of medical technologies personnel in Europe.”

### Biopharma

Biopharmaceuticals has blossomed over the last number of years, so much so we are beginning to see candidates returning to university to re-skill. They are right to, as 8,400 potential job openings are expected in the Biopharma industry in the period to 2020. Biopharmaceutical companies have invested \$8 billion in Ireland over the last 10 years, one of the largest investments anywhere in the world.

The sector is facing into a challenging time as drugs move off patent and the focus of research and development moves to more specific disease states. Cancer and highly infectious diseases are the most lucrative areas for drugs companies at the moment but finding the highly specialised talent to deal with such complex subject matter is proving more difficult.

The salary and job outlook is impacted mostly by major projects coming on stream. Bristol Myers Squibb's €900 million manufacturing plant has created a need for quality, commercial, scientific and engineering personnel, while SME/start-up biotech firms are seeking senior scientists and highly qualified professionals to take up Lab chemist/scientist roles. The large manufacturing presence in Ireland means quality, engineering and production roles are in high demand, however key scientific roles also exist.

“Cancer and highly infectious diseases are the most lucrative areas for drugs companies at the moment but finding the highly specialised talent to deal with such complex subject matter is proving more difficult.”

LIFE SCIENCES

Quality and validation

	Quality Systems Specialist 0-5 years' experience		Quality Systems Specialist 5+ years' experience		Quality Engineer 0-5 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	55,000-65,000	60,000	35,000-45,000	40,000
Cork & Region	40,000-50,000	45,000	50,000-60,000	55,000	30,000-40,000	35,000
Limerick & Mid-West	40,000-50,000	45,000	50,000-60,000	55,000	30,000-40,000	35,000
Galway, Midlands & West	40,000-50,000	45,000	50,000-60,000	55,000	30,000-40,000	35,000

	Quality Engineer 5+ years' experience		Validation Engineer 0-5 years' experience		Validation Engineer 5+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	35,000-45,000	43,000	45,000-60,000	55,000
Cork & Region	40,000-50,000	45,000	35,000-45,000	40,000	45,000-60,000	55,000
Limerick & Mid-West	40,000-50,000	45,000	35,000-45,000	40,000	45,000-60,000	55,000
Galway, Midlands & West	40,000-50,000	45,000	35,000-45,000	40,000	45,000-60,000	55,000

	Validation Manager		QA/QC Analyst 0-5 years' experience		QA/QC Analyst 5+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-85,000	70,000	30,000-35,000	33,000	35,000-45,000	40,000
Cork & Region	60,000-80,000	65,000	27,000-30,000	28,000	30,000-40,000	35,000
Limerick & Mid-West	60,000-80,000	65,000	27,000-30,000	28,000	30,000-40,000	35,000
Galway, Midlands & West	60,000-80,000	65,000	27,000-30,000	28,000	30,000-40,000	35,000

	QA/QC Supervisor		Quality Manager		Qualified Person	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-60,000	55,000	60,000-85,000	75,000	75,000-95,000	85,000
Cork & Region	40,000-55,000	50,000	60,000-80,000	70,000	70,000-90,000	80,000
Limerick & Mid-West	40,000-55,000	50,000	60,000-80,000	70,000	70,000-90,000	80,000
Galway, Midlands & West	40,000-55,000	50,000	60,000-80,000	70,000	70,000-90,000	80,000

	Director of Quality	
Region	€ Range	€ Typical
Greater Dublin Area	90,000-140,000	120,000
Cork & Region	80,000-130,000	100,000
Limerick & Mid-West	80,000-130,000	100,000
Galway, Midlands & West	80,000-130,000	100,000



# LIFE SCIENCES

## Regulatory affairs

	Regulatory Affairs Specialist 0-5 years' experience		Regulatory Affairs Specialist 5+ years' experience		Regulatory Affairs Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-60,000	50,000	65,000-80,000	75,000
Cork & Region	30,000-40,000	35,000	40,000-55,000	48,000	60,000-70,000	68,000
Limerick & Mid-West	30,000-40,000	35,000	40,000-55,000	48,000	60,000-70,000	68,000
Galway, Midlands & West	30,000-40,000	35,000	40,000-55,000	48,000	60,000-70,000	68,000

## Research and development

	R&D Engineer 0-5 years' experience		R&D Engineer 5+ years' experience		Process Chemist	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-55,000	50,000	30,000-40,000	35,000
Cork & Region	30,000-40,000	35,000	40,000-50,000	45,000	30,000-40,000	35,000
Limerick & Mid-West	30,000-40,000	35,000	40,000-50,000	45,000	30,000-40,000	35,000
Galway, Midlands & West	30,000-40,000	35,000	40,000-50,000	45,000	30,000-40,000	35,000

	Senior Process Chemist		Analytical Chemist		Senior Analytical Chemist	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-55,000	50,000	35,000-45,000	40,000	45,000-65,000	50,000
Cork & Region	40,000-50,000	45,000	30,000-40,000	32,000	40,000-55,000	45,000
Limerick & Mid-West	40,000-50,000	45,000	30,000-40,000	32,000	40,000-55,000	45,000
Galway, Midlands & West	40,000-50,000	45,000	30,000-40,000	32,000	40,000-55,000	45,000

	Development Chemist		Senior Development Chemist		Formulation Scientist	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-60,000	50,000	35,000-45,000	42,000
Cork & Region	30,000-40,000	35,000	40,000-55,000	45,000	30,000-40,000	38,000
Limerick & Mid-West	30,000-40,000	35,000	40,000-55,000	45,000	30,000-40,000	38,000
Galway, Midlands & West	30,000-40,000	35,000	40,000-55,000	45,000	30,000-40,000	38,000

	Senior Formulation Scientist		Microbiologist		Process Engineer	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-65,000	55,000	35,000-60,000	55,000	35,000-45,000	40,000
Cork & Region	40,000-60,000	50,000	30,000-55,000	50,000	30,000-40,000	35,000
Limerick & Mid-West	40,000-60,000	50,000	30,000-55,000	50,000	30,000-40,000	35,000
Galway, Midlands & West	40,000-60,000	50,000	30,000-55,000	50,000	30,000-40,000	35,000

	Senior Process Engineer		Project Engineer		Project Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-65,000	55,000	35,000-50,000	45,000	50,000-65,000	60,000
Cork & Region	40,000-60,000	50,000	30,000-45,000	40,000	45,000-65,000	55,000
Limerick & Mid-West	40,000-60,000	50,000	30,000-45,000	40,000	45,000-65,000	55,000
Galway, Midlands & West	40,000-60,000	50,000	30,000-45,000	40,000	45,000-65,000	55,000

	Production Manager	
Region	€ Range	€ Typical
Greater Dublin Area	55,000-70,000	65,000
Cork & Region	50,000-65,000	60,000
Limerick & Mid-West	50,000-65,000	60,000
Galway, Midlands & West	50,000-65,000	60,000

## Compliance

	Compliance Officer		Compliance Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	40,000	60,000-75,000	70,000
Cork & Region	28,000-40,000	35,000	45,000-65,000	55,000
Limerick & Mid-West	28,000-40,000	35,000	45,000-65,000	55,000
Galway, Midlands & West	28,000-40,000	35,000	45,000-65,000	55,000



# LIFE SCIENCES

## NPI-NPD

	NPD Technologist		NPD Manager		NPI Engineer 0-5 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	38,000	45,000-60,000	55,000	35,000-45,000	38,000
Cork & Region	25,000-35,000	32,000	40,000-60,000	50,000	30,000-45,000	35,000
Limerick & Mid-West	25,000-35,000	32,000	40,000-60,000	50,000	30,000-45,000	35,000
Galway, Midlands & West	25,000-35,000	32,000	40,000-60,000	50,000	30,000-45,000	35,000

	NPI Engineer 5+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000
Cork & Region	45,000-55,000	50,000
Limerick & Mid-West	45,000-55,000	50,000
Galway, Midlands & West	45,000-55,000	50,000

## Manufacturing

	Manufacturing Technician		Manufacturing Engineer 0-5 years' experience		Manufacturing Engineer 5+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	38,000	35,000-45,000	40,000	45,000-55,000	55,000
Cork & Region	30,000-40,000	35,000	35,000-45,000	35,000	45,000-55,000	50,000
Limerick & Mid-West	30,000-40,000	35,000	35,000-45,000	35,000	45,000-55,000	50,000
Galway, Midlands & West	30,000-40,000	35,000	35,000-45,000	35,000	45,000-55,000	50,000





The construction and property industry in Ireland continues to grow and output is expected to pass the €15 billion mark in 2017. This activity is fuelled largely by increased demand for commercial space in Dublin and has led to a 20% rise in jobs registered with Hays Ireland over the last 12 months.

### Construction

Large-scale commercial developments, hospitals, data centres, biopharma, apartment blocks, student accommodation and mixed-use developments have kept main contractors busy over the last 12 months. Facebook, Amazon and BMS have all expanded significantly into West Dublin and Meath this year. 'Grade A' office space is scarce and as a result both new build and fit-out activity is soaring. This scarcity gives rise to large Dublin city centre projects including the Project Wave, 1 Windmill Lane, The Reflector at Hanover Quay and Dublin Landings.

Housebuilding is firmly back on the agenda as well. The government plans to spend €5.5 billion over 5 years, creating 47,000 new houses; which will account for a large portion of activity. When unsustainable rent increases are taken into account new house builds will continue to be highly sought after.

“The government plans to spend €5.5 billion over 5 years, creating 47,000 new houses; this will account for a large portion of activity.”

The need for widespread improvements to Ireland's water infrastructure is also having a positive impact on demand for skilled workers.

The challenge of finding these skilled workers grows increasingly difficult as the economy recovers. The industry was decimated in 2008 with almost 100,000 jobs lost and mass emigration of talented construction professionals. These emigrants are now beginning to return. Recent political events in the UK have made Ireland a more attractive place to work, convincing highly qualified jobseekers to return home. Irish nationals in Australia, Canada and the Middle East are also beginning to return, albeit at a slower rate. As the available jobseeker pool decreases, companies will be forced to recruit from abroad.

While Irish salary levels are not yet at those enjoyed in these destinations, they are beginning to rise. We are seeing a 10% increase across construction, with senior levels receiving up to 15% more. Salaries across property and facilities management are more stable but are likely to rise once buildings are completed and are ready to be managed.

The last 12 months have also brought about an increase in the number of students choosing property related CAO courses, another indicator of confidence seeping back into the construction and property jobs market.

### Architecture

Permanent positions have reappeared on the back of the upturn in the construction sector. Architects and senior technicians, who left Ireland, are now being attracted home as their presence is essential for the many large-scale projects to succeed. Demand is also high for architecture technologists with up to five years of experience and Revit skills.

While a return to pre-2008 salary levels is far off, we are seeing a 10% increase in those offered for senior positions. Beyond salary, architects are increasingly examining overall benefits packages and improvements here can be key to making a new hire.

“The last 12 months have also brought about an increase in the number of students choosing property related CAO courses, another indicator of confidence seeping back into the construction and property jobs market.”

### Civil and structural engineering

Engineering consultancies are rapidly expanding, creating massive competition for skilled employees. Structural engineers are at the top of the wish list with residential, commercial, educational and healthcare projects coming on stream, while water/wastewater engineers are highly sought after as works begin on the nation's water infrastructure.

A dearth of civil and structural engineering graduates over the past year has resulted in a shortage of junior engineers with up to 2 years' experience. Higher up the experience ladder is where the greatest pressure point exists due to the emigration of engineers with 4-6 years' experience.

Irish salaries are yet to match those in Australia or the UK but there are signs of growth. Engineers with 1-5 years' experience, civil and structural engineering technicians with 3D experience and senior civil and structural engineers with 8-12 years' experience are all receiving increased pay packets.

### Building services

Commercial and industrial projects are driving activity in the building services industry and the use of Revit has added a new dimension when it comes to hiring qualified personnel.

Revit creates a need for 3D BIM coordinators and modellers but, they are not the only candidates experiencing high levels of interest in their skillset. Building services engineers with 3-7 years' experience are sought by consultancies, as well as M&E and building contractors. Once again, it is those returning from abroad who will have an array of options in front of them, 10 years' experience delivering high-class engineering projects can command salaries close to €90,000.

Demand for plumbers and electricians is now beginning to outstrip supply as the available talent pool struggles to cope.



## CONSTRUCTION & PROPERTY BUILDING ON INVESTMENT

### Property and surveying

The residential market has dominated the property and surveying sector as the demand for new homes continues. These heightened activity levels have caused many organisations to grow their headcount in order to cope. The commercial sector will undoubtedly flourish in 2017 as new builds spring up across the country, attracting interest from Irish and foreign investment funds.

The largest salary changes can be seen in property management roles, followed by surveyors in both valuations and office agency.

There has been a noticeable jump in the number of CAO applications for property related courses, in particular the essential APC qualification. This spike will provide more qualified surveyors to the jobs market in 2017.

“ The introduction of facilities management qualifications has had a positive impact on the industry already and may lead to further restructuring of traditional teams, allowing for greater career opportunities. ”

### Facilities management

The facilities management sector is enjoying a settled period with large market demand for specialist FM experience across blue-chip contracts. This competition, for both hard and soft services, has resulted in increased salaries and more attractive benefits. This has been most prevalent at senior level but it will become more frequent across technical and hard services roles, as well as at facilities coordinator level, with between three and five years of experience.

The introduction of facilities management qualifications has had a positive impact on the industry already and may lead to further restructuring of traditional teams, allowing for greater career opportunities.

With many outsourcing companies offering fully integrated services there will be a demand for both spectrums of hard and soft service professionals in the upcoming year.



# CONSTRUCTION & PROPERTY

## CONSTRUCTION

### Operations

	Foreman/ Finishing Foreman		Site Manager		Project Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	55,000-65,000	60,000	70,000-80,000	75,000
Cork & Region	45,000-55,000	50,000	50,000-60,000	55,000	60,000-75,000	67,000
Limerick & Mid-West	45,000-55,000	50,000	50,000-60,000	55,000	60,000-75,000	67,000
Galway, Midlands & West	45,000-55,000	50,000	50,000-60,000	55,000	60,000-75,000	67,000

	Contracts Manager		Director		Junior Engineer	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-100,000	90,000	110,000-140,000	120,000	25,000-30,000	28,000
Cork & Region	70,000-90,000	80,000	90,000-120,000	110,000	25,000-30,000	27,000
Limerick & Mid-West	70,000-90,000	80,000	90,000-120,000	110,000	25,000-30,000	27,000
Galway, Midlands & West	70,000-90,000	80,000	90,000-120,000	110,000	25,000-30,000	27,000

	Site Engineer		Senior Site Engineer		Section Engineer/ Site Agent	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-50,000	45,000	50,000-60,000	55,000	50,000-60,000	55,000
Cork & Region	30,000-40,000	35,000	40,000-50,000	45,000	45,000-50,000	47,000
Limerick & Mid-West	30,000-40,000	35,000	40,000-50,000	45,000	45,000-50,000	47,000
Galway, Midlands & West	30,000-40,000	35,000	40,000-50,000	45,000	45,000-50,000	47,000

	Junior/Intermediate Planner		Senior Planner	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	60,000-80,000	70,000
Cork & Region	30,000-45,000	37,000	50,000-60,000	55,000
Limerick & Mid-West	30,000-45,000	37,000	50,000-60,000	55,000
Galway, Midlands & West	30,000-45,000	37,000	50,000-60,000	55,000

### Commercial

	Junior Quantity Surveyor		Intermediate Quantity Surveyor		Project Quantity Surveyor	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	33,000	45,000-55,000	50,000	55,000-65,000	60,000
Cork & Region	24,000-35,000	30,000	40,000-50,000	45,000	50,000-60,000	55,000
Limerick & Mid-West	24,000-35,000	30,000	40,000-50,000	45,000	50,000-60,000	55,000
Galway, Midlands & West	24,000-35,000	30,000	40,000-50,000	45,000	50,000-60,000	55,000

	Senior Quantity Surveyor		Managing Surveyor/ Commercial Manager		Surveying/ Commercial Director	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-80,000	75,000	90,000-110,000	100,000	100,000-140,000	120,000
Cork & Region	50,000-65,000	58,000	60,000-80,000	70,000	80,000-120,000	100,000
Limerick & Mid-West	50,000-65,000	58,000	60,000-80,000	70,000	80,000-120,000	100,000
Galway, Midlands & West	50,000-65,000	58,000	60,000-80,000	70,000	80,000-120,000	100,000

	Estimator		Senior Estimator 5-10 years' experience		Estimating Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	60,000-70,000	65,000	80,000-90,000	85,000
Cork & Region	40,000-55,000	46,000	45,000-60,000	55,000	55,000-70,000	65,000
Limerick & Mid-West	40,000-55,000	46,000	45,000-60,000	55,000	55,000-70,000	65,000
Galway, Midlands & West	40,000-55,000	46,000	45,000-60,000	55,000	55,000-70,000	65,000

	Bid Manager		Bid/Tendering Coordinator		Buyer/ Purchaser	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-90,000	85,000	35,000-45,000	40,000	35,000-45,000	40,000
Cork & Region	65,000-85,000	70,000	35,000-45,000	40,000	35,000-45,000	40,000
Limerick & Mid-West	65,000-85,000	70,000	35,000-45,000	40,000	35,000-45,000	40,000
Galway, Midlands & West	65,000-85,000	70,000	35,000-45,000	40,000	35,000-45,000	40,000

	Procurement/Purchasing Manager	
Region	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000
Cork & Region	45,000-55,000	50,000
Limerick & Mid-West	45,000-55,000	50,000
Galway, Midlands & West	45,000-55,000	50,000



Health and safety

	Health & Safety Officer		Senior Health & Safety Officer		Health & Safety Manager	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-55,000	50,000	60,000-70,000	65,000
Cork & Region	35,000-45,000	40,000	42,000-55,000	47,000	45,000-60,000	55,000
Limerick & Mid-West	35,000-45,000	40,000	42,000-55,000	47,000	45,000-60,000	55,000
Galway, Midlands & West	35,000-45,000	40,000	42,000-55,000	47,000	45,000-60,000	55,000

Other

	Quality Manager		Site Clerk/ Administrator	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	55,000	30,000-35,000	33,000
Cork & Region	50,000-65,000	55,000	20,000-30,000	25,000
Limerick & Mid-West	50,000-65,000	55,000	20,000-30,000	25,000
Galway, Midlands & West	50,000-65,000	55,000	20,000-30,000	25,000

BIM

	Coordinator		Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-50,000	45,000	50,000-60,000	55,000
Cork & Region	40,000-50,000	45,000	50,000-60,000	55,000
Limerick & Mid-West	40,000-50,000	45,000	50,000-60,000	55,000
Galway, Midlands & West	40,000-50,000	45,000	50,000-60,000	55,000

Building services

	M&E Coordinator 5+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	55,000-70,000	62,500
Cork & Region	45,000-60,000	55,000
Limerick & Mid-West	45,000-60,000	55,000
Galway, Midlands & West	45,000-60,000	55,000



# CONSTRUCTION & PROPERTY ARCHITECTURE

## Architects

	Architect Part I No experience		Graduate Architect Part II		Architect Part II 1-3 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	18,000-20,000	18,000	24,000-27,000	25,000	31,000-36,000	33,000
Cork & Region	18,000-20,000	18,000	22,000-26,000	24,000	26,000-32,000	30,000
Limerick & Mid-West	18,000-20,000	18,000	22,000-26,000	24,000	26,000-32,000	30,000
Galway, Midlands & West	18,000-20,000	18,000	22,000-26,000	24,000	26,000-32,000	30,000

	Architect Part III 4-9 years' experience		Architect Part III 10+ years' experience		Associate Architect	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	48,000	55,000-65,000	60,000	70,000-80,000	75,000
Cork & Region	40,000-48,000	44,000	45,000-55,000	50,000	60,000-70,000	65,000
Limerick & Mid-West	40,000-48,000	44,000	45,000-55,000	50,000	60,000-70,000	65,000
Galway, Midlands & West	40,000-48,000	44,000	45,000-55,000	50,000	60,000-70,000	65,000

	Partner/ Director	
Region	€ Range	€ Typical
Greater Dublin Area	90,000-100,000	100,000
Cork & Region	80,000-90,000	90,000
Limerick & Mid-West	80,000-90,000	90,000
Galway, Midlands & West	80,000-90,000	90,000

## Architectural technologists

	Graduate Technologist Diploma/Degree qualified		Junior Technologist, 1-2 years' experience, Diploma/Degree qualified		Technologist 3-5 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	23,000-26,000	25,000	26,000-28,000	27,000	30,000-37,000	35,000
Cork & Region	20,000-24,000	22,000	22,000-26,000	24,000	27,000-35,000	32,000
Limerick & Mid-West	20,000-24,000	22,000	22,000-26,000	24,000	27,000-35,000	32,000
Galway, Midlands & West	20,000-24,000	22,000	22,000-26,000	24,000	27,000-35,000	32,000

	Architectural Technologist 6-9 years' experience		Senior Technologist 10+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-50,000	44,000	50,000-60,000	55,000
Cork & Region	35,000-43,000	40,000	38,000-45,000	43,000
Limerick & Mid-West	35,000-43,000	40,000	38,000-45,000	43,000
Galway, Midlands & West	35,000-43,000	40,000	38,000-45,000	43,000

## BIM

	BIM/ Revit Technician		BIM Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-40,000	37,000	50,000-55,000	50,000
Cork & Region	32,000-38,000	35,000	40,000-50,000	45,000
Limerick & Mid-West	32,000-38,000	35,000	40,000-50,000	45,000
Galway, Midlands & West	32,000-38,000	35,000	40,000-50,000	45,000

# CONSTRUCTION & PROPERTY

## CIVIL & STRUCTURAL ENGINEERING

### Civil & Structural – design

	Graduate Design Engineer BEng or BSc, 0-2 years' experience		Design/Project Engineer 3-5 years' experience		Senior Design Engineer 6-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	27,000	35,000-40,000	38,000	40,000-50,000	45,000
Cork & Region	22,000-28,000	25,000	30,000-40,000	35,000	40,000-50,000	45,000
Limerick & Mid-West	22,000-28,000	25,000	30,000-40,000	35,000	40,000-50,000	45,000
Galway, Midlands & West	22,000-28,000	25,000	30,000-40,000	35,000	40,000-50,000	45,000

	Associate/Chartered Engineer 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000
Cork & Region	48,000-60,000	55,000
Limerick & Mid-West	48,000-60,000	55,000
Galway, Midlands & West	48,000-60,000	55,000

### C&S CAD technicians

	CAD Technician 1-3 years' experience		CAD Technician 4-6 years' experience		CAD Technician 6+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-28,000	25,000	30,000-35,000	32,000	35,000-42,000	38,000
Cork & Region	20,000-25,000	22,000	25,000-35,000	30,000	30,000-38,000	35,000
Limerick & Mid-West	20,000-25,000	22,000	25,000-35,000	30,000	30,000-38,000	35,000
Galway, Midlands & West	20,000-25,000	22,000	25,000-35,000	30,000	30,000-38,000	35,000

	Senior CAD Team Leader 7-10 years' experience		CAD Manager 11+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	40,000-50,000	45,000
Cork & Region	30,000-40,000	37,000	40,000-45,000	42,000
Limerick & Mid-West	30,000-40,000	37,000	40,000-45,000	42,000
Galway, Midlands & West	30,000-40,000	37,000	40,000-45,000	42,000

### BIM

	Structural Revit Technician	
Region	€ Range	€ Typical
Greater Dublin Area	32,000-40,000	35,000
Cork & Region	30,000-40,000	35,000
Limerick & Mid-West	30,000-40,000	35,000
Galway, Midlands & West	30,000-40,000	35,000

### Traffic engineers

	Graduate Engineer 0-2 years' experience		Project Engineer 3-5 years' experience		Senior Engineer 6-10 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	27,000	35,000-40,000	38,000	45,000-55,000	50,000
Cork & Region	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000
Limerick & Mid-West	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000
Galway, Midlands & West	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000

	Principal Engineer/Chartered Engineer 11+ years' experience		Associate Engineer/Chartered Engineer 15+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000	65,000-80,000	78,000
Cork & Region	50,000-60,000	55,000	60,000-75,000	70,000
Limerick & Mid-West	50,000-60,000	55,000	60,000-75,000	70,000
Galway, Midlands & West	50,000-60,000	55,000	60,000-75,000	70,000

### Transportation planners

	Graduate Planner BSc		Planner 3-5 years' experience		Senior Planner 6-10 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	27,000	35,000-40,000	38,000	45,000-55,000	50,000
Cork & Region	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000
Limerick & Mid-West	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000
Galway, Midlands & West	22,000-28,000	25,000	32,000-40,000	36,000	45,000-50,000	48,000

	Principal Planner/Chartered Engineer 11-15 years' experience		Associate Planner/Chartered Engineer 15+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000	70,000-85,000	80,000
Cork & Region	50,000-60,000	55,000	60,000-75,000	70,000
Limerick & Mid-West	50,000-60,000	55,000	60,000-75,000	70,000
Galway, Midlands & West	50,000-60,000	55,000	60,000-75,000	70,000



# CONSTRUCTION & PROPERTY

## CIVIL & STRUCTURAL ENGINEERING

### Water and wastewater engineers

	Graduate Engineer 0-2 years' experience		Project Engineer 3-5 years' experience		Senior Engineer 6-10 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	27,000	35,000-40,000	38,000	42,000-52,000	48,000
Cork & Region	22,000-28,000	25,000	32,000-40,000	36,000	42,000-52,000	46,000
Limerick & Mid-West	22,000-28,000	25,000	32,000-40,000	36,000	42,000-52,000	46,000
Galway, Midlands & West	22,000-28,000	25,000	32,000-40,000	36,000	42,000-52,000	46,000

	Principal Engineer/Chartered Engineer 11+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000
Cork & Region	50,000-60,000	55,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

### Resident engineer

	Resident Engineer 5+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	40,000-60,000	50,000
Cork & Region	40,000-50,000	45,000
Limerick & Mid-West	40,000-50,000	45,000
Galway, Midlands & West	40,000-50,000	45,000





# CONSTRUCTION & PROPERTY

## FACILITIES MANAGEMENT/HEALTH & SAFETY

### Maintenance technicians – mechanical/electrical

	Qualified Technician 0-3 years' experience		Maintenance Technician 4-6 years' experience		Maintenance Technician 7-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-33,000	28,000	32,000-38,000	35,000	45,000-50,000	45,000
Cork & Region	28,000-33,000	28,000	32,000-38,000	35,000	35,000-45,000	40,000
Limerick & Mid-West	28,000-33,000	28,000	32,000-38,000	35,000	35,000-45,000	40,000
Galway, Midlands & West	28,000-33,000	28,000	32,000-38,000	35,000	35,000-45,000	40,000

	Maintenance Technician 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	65,000
Cork & Region	60,000-75,000	65,000
Limerick & Mid-West	60,000-75,000	65,000
Galway, Midlands & West	60,000-75,000	65,000

### Facilities managers – soft services

	Facilities Manager 0-3 years' experience		Facilities Manager 4-6 years' experience		Facilities Manager 7-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-40,000	35,000	38,000-45,000	42,000	40,000-50,000	45,000
Cork & Region	35,000-40,000	35,000	38,000-45,000	42,000	40,000-50,000	45,000
Limerick & Mid-West	35,000-40,000	35,000	38,000-45,000	42,000	40,000-50,000	45,000
Galway, Midlands & West	35,000-40,000	35,000	38,000-45,000	42,000	40,000-50,000	45,000

	Facilities Manager 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000
Cork & Region	50,000-60,000	55,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

### Facilities managers – hard services

	Facilities Manager 0-3 years' experience		Facilities Manager 4-6 years' experience		Facilities Manager 7-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-40,000	38,000	42,000-48,000	45,000	45,000-55,000	52,000
Cork & Region	35,000-40,000	38,000	42,000-48,000	45,000	45,000-55,000	52,000
Limerick & Mid-West	35,000-40,000	38,000	42,000-48,000	45,000	45,000-55,000	52,000
Galway, Midlands & West	35,000-40,000	38,000	42,000-48,000	45,000	45,000-55,000	52,000

	Facilities Manager 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000
Cork & Region	55,000-65,000	60,000
Limerick & Mid-West	55,000-65,000	60,000
Galway, Midlands & West	55,000-65,000	60,000

### Technical services

	Technical Services Coordinator 4-6 years' experience		Contracts Facilities Engineer 6-10 years' experience		Technical Services Manager 7-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-52,000	48,000	42,000-52,000	45,000	50,000-65,000	55,000
Cork & Region	40,000-50,000	45,000	40,000-50,000	45,000	45,000-60,000	52,000
Limerick & Mid-West	40,000-50,000	45,000	40,000-50,000	45,000	45,000-60,000	52,000
Galway, Midlands & West	40,000-50,000	45,000	40,000-50,000	45,000	45,000-60,000	52,000

	Technical Services Operations 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	60,000-70,000	65,000
Galway, Midlands & West	60,000-70,000	65,000

# CONSTRUCTION & PROPERTY

## FACILITIES MANAGEMENT/HEALTH & SAFETY

### Account/contract managers – hard/soft single services

	Client Services Manager 0-3 years' experience		Client Services Manager 4-6 years' experience		Client Services Manager 7-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-38,000	35,000	38,000-45,000	45,000	48,000-55,000	50,000
Cork & Region	30,000-35,000	33,000	35,000-45,000	40,000	45,000-55,000	48,000
Limerick & Mid-West	30,000-35,000	33,000	35,000-45,000	40,000	45,000-55,000	48,000
Galway, Midlands & West	30,000-35,000	33,000	35,000-45,000	40,000	45,000-55,000	48,000

	Client Services Manager 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000
Cork & Region	50,000-60,000	55,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

### Senior appointments

	General Manager 10+ years' experience		Nationwide Manager 10+ years' experience		Regional Operations Manager 10+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000	60,000-75,000	65,000	65,000-75,000	70,000
Cork & Region	50,000-60,000	55,000	60,000-75,000	65,000	60,000-65,000	63,000
Limerick & Mid-West	50,000-60,000	55,000	60,000-75,000	65,000	60,000-65,000	63,000
Galway, Midlands & West	50,000-60,000	55,000	60,000-75,000	65,000	60,000-65,000	63,000

### Sales/business development managers\*

	FM Business Development Manager 0-5 years' experience		FM Business Development Manager 6-7 years' experience		FM Business Development Manager, 8-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	38,000-48,000	42,000	45,000-52,000	46,000	50,000-60,000	55,000
Cork & Region	38,000-48,000	42,000	45,000-52,000	46,000	50,000-60,000	55,000
Limerick & Mid-West	38,000-48,000	42,000	45,000-52,000	46,000	50,000-60,000	55,000
Galway, Midlands & West	38,000-48,000	42,000	45,000-52,000	46,000	50,000-60,000	55,000

	FM Business Development Manager 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	60,000-70,000	65,000
Galway, Midlands & West	60,000-70,000	65,000

\* In addition to commission and car/car allowance

### Health and safety – including EHS and SHEQ

	Health & Safety Advisor 0-3 years' experience		Health & Safety Manager 4-5 years' experience		Health & Safety Manager 6-10 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-33,000	30,000	32,000-45,000	40,000	45,000-55,000	48,000
Cork & Region	25,000-33,000	30,000	32,000-45,000	38,000	40,000-50,000	45,000
Limerick & Mid-West	25,000-33,000	30,000	32,000-45,000	38,000	40,000-50,000	45,000
Galway, Midlands & West	25,000-33,000	30,000	32,000-45,000	38,000	40,000-50,000	45,000

	Health & Safety Manager 10+ years' experience		Regional Health & Safety Manager	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-70,000	65,000	60,000-80,000	70,000
Cork & Region	50,000-60,000	55,000	50,000-65,000	60,000
Limerick & Mid-West	50,000-60,000	55,000	50,000-65,000	60,000
Galway, Midlands & West	50,000-60,000	55,000	50,000-65,000	60,000

### Facilities management – support staff

	Facilities Assistant 0-3 years' experience		Facilities Coordinator 0-5 years' experience		Maintenance Coordinator/ PPM scheduler	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-28,000	28,000	30,000-38,000	35,000	32,000-42,000	35,000
Cork & Region	25,000-28,000	28,000	30,000-38,000	35,000	32,000-42,000	35,000
Limerick & Mid-West	25,000-28,000	28,000	30,000-38,000	35,000	32,000-42,000	35,000
Galway, Midlands & West	25,000-28,000	28,000	30,000-38,000	35,000	32,000-42,000	35,000

	Facilities Coordinator (hard services) 0-5 years' experience		Senior Facilities Coordinator 6+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	38,000	36,000-42,000	40,000
Cork & Region	30,000-40,000	36,000	36,000-42,000	40,000
Limerick & Mid-West	30,000-40,000	36,000	36,000-42,000	40,000
Galway, Midlands & West	30,000-40,000	36,000	36,000-42,000	40,000

# CONSTRUCTION & PROPERTY

## MECHANICAL & ELECTRICAL ENGINEERING

### With design office

	Graduate M&E Design Engineer		Junior M&E Design Engineer 2-3 years' experience		Intermediate M&E Design Engineer, 4-7 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	32,000-37,500	35,000	35,000-45,000	40,000
Cork & Region	25,000-30,000	28,000	28,000-32,000	32,000	30,000-40,000	35,000
Limerick & Mid-West	25,000-30,000	28,000	28,000-32,000	32,000	30,000-40,000	35,000
Galway, Midlands & West	25,000-30,000	28,000	28,000-32,000	32,000	30,000-40,000	35,000

	Senior M&E Design Engineer 8+ years' experience		Associate Director	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	58,000	80,000-100,000	85,000
Cork & Region	45,000-60,000	55,000	70,000-90,000	80,000
Limerick & Mid-West	45,000-60,000	55,000	70,000-90,000	80,000
Galway, Midlands & West	45,000-60,000	55,000	70,000-90,000	80,000

### With M&E contractor

	Graduate M&E Project Engineer		Junior M&E Project Engineer 3-5 years' experience		M&E Project Manager 6-9 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	37,500-45,000	42,000	70,000-80,000	70,000
Cork & Region	28,000-32,000	30,000	35,000-42,000	40,000	60,000-75,000	62,000
Limerick & Mid-West	28,000-32,000	30,000	35,000-42,000	40,000	60,000-75,000	62,000
Galway, Midlands & West	28,000-32,000	30,000	35,000-42,000	40,000	60,000-75,000	62,000

	M&E Contracts Manager 10+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	80,000-100,000	90,000
Cork & Region	65,000-80,000	75,000
Limerick & Mid-West	65,000-80,000	75,000
Galway, Midlands & West	65,000-80,000	75,000

### M&E CAD/BIM technicians

	M&E CAD Technician 0-3 years' experience		M&E CAD Technician 4-6 years' experience		M&E CAD Coordinator	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	20,000-30,000	28,000	30,000-35,000	33,000	30,000-40,000	35,000
Cork & Region	20,000-30,000	28,000	30,000-35,000	33,000	30,000-40,000	35,000
Limerick & Mid-West	20,000-30,000	28,000	30,000-35,000	33,000	30,000-40,000	35,000
Galway, Midlands & West	20,000-30,000	28,000	30,000-35,000	33,000	30,000-40,000	35,000

	Senior M&E CAD Technician 7+ years' experience		MEP BIM Technician	
Region	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-55,000	50,000
Cork & Region	35,000-45,000	40,000	40,000-50,000	45,000
Limerick & Mid-West	35,000-45,000	40,000	40,000-50,000	45,000
Galway, Midlands & West	35,000-45,000	40,000	40,000-50,000	45,000

### Commercial M&E

	M&E Quantity Surveyor 0-4 years' experience		M&E Quantity Surveyor 5-9 years' experience		Senior M&E Quantity Surveyor 10+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	45,000-55,000	50,000	60,000-70,000	65,000
Cork & Region	30,000-40,000	35,000	45,000-55,000	50,000	50,000-65,000	60,000
Limerick & Mid-West	30,000-40,000	35,000	45,000-55,000	50,000	50,000-65,000	60,000
Galway, Midlands & West	30,000-40,000	35,000	45,000-55,000	50,000	50,000-65,000	60,000

	Senior M&E Estimator	
Region	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	68,000
Cork & Region	50,000-65,000	60,000
Limerick & Mid-West	50,000-65,000	60,000
Galway, Midlands & West	50,000-65,000	60,000

# CONSTRUCTION & PROPERTY

## SURVEYING & PROPERTY

### Property surveyors

	Graduate Property Surveyor		Property Surveyor 1-3 years' experience		Property Surveyor 4-7 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	30,000-40,000	38,000	40,000-50,000	47,000
Cork & Region	25,000-30,000	28,000	30,000-40,000	35,000	38,000-48,000	44,000
Limerick & Mid-West	25,000-30,000	28,000	30,000-40,000	35,000	38,000-48,000	44,000
Galway, Midlands & West	25,000-30,000	28,000	30,000-40,000	35,000	38,000-48,000	44,000

	Property Surveyor, Associate/Chartered, 8+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000
Cork & Region	50,000-65,000	55,000
Limerick & Mid-West	50,000-65,000	55,000
Galway, Midlands & West	50,000-65,000	55,000

### Valuation surveyors – residential/commercial

	Graduate Valuation Surveyor		Valuation Surveyor 1-3 years' experience		Valuation Surveyor 4-7 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	30,000-40,000	37,000	42,000-55,000	48,000
Cork & Region	25,000-30,000	27,000	30,000-40,000	35,000	40,000-55,000	48,000
Limerick & Mid-West	25,000-30,000	27,000	30,000-40,000	35,000	40,000-55,000	48,000
Galway, Midlands & West	25,000-30,000	27,000	30,000-40,000	35,000	40,000-55,000	48,000

	Valuation Surveyor Associate/Chartered, 8+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	55,000-68,000	65,000
Cork & Region	55,000-68,000	60,000
Limerick & Mid-West	55,000-68,000	60,000
Galway, Midlands & West	55,000-68,000	60,000

### Property managers – residential/commercial

	Graduate Property Manager		Property Manager 1-3 years' experience		Property Manager 4-7 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	30,000-40,000	35,000	40,000-50,000	47,000
Cork & Region	22,000-28,000	24,000	25,000-35,000	30,000	33,000-45,000	38,000
Limerick & Mid-West	22,000-28,000	24,000	25,000-35,000	30,000	33,000-45,000	38,000
Galway, Midlands & West	22,000-28,000	24,000	25,000-35,000	30,000	33,000-45,000	38,000

	Property Manager, Associate 8+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000
Cork & Region	45,000-55,000	50,000
Limerick & Mid-West	45,000-55,000	50,000
Galway, Midlands & West	45,000-55,000	50,000

### Sales and letting agents

	Graduate Sales & Letting Agent		Sales & Letting Agent 1-3 years' experience		Sales & Letting Agent 4-7 years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	22,000-25,000	23,000	25,000-33,000	30,000	33,000-40,000	35,000
Cork & Region	22,000-25,000	23,000	25,000-30,000	28,000	30,000-40,000	35,000
Limerick & Mid-West	22,000-25,000	23,000	25,000-30,000	28,000	30,000-40,000	35,000
Galway, Midlands & West	22,000-25,000	23,000	25,000-30,000	28,000	30,000-40,000	35,000

	Sales & Letting Agent, Associate 8+ years' experience	
Region	€ Range	€ Typical
Greater Dublin Area	40,000-50,000	45,000
Cork & Region	40,000-50,000	45,000
Limerick & Mid-West	40,000-50,000	45,000
Galway, Midlands & West	40,000-50,000	45,000



# CONSTRUCTION & PROPERTY SURVEYING & PROPERTY

## Asset managers

	Asset Manager 1-3 years' experience		Asset Manager 4-7 years' experience		Asset Manager/Associate Director 8+ years' experience	
Region	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	33,000	40,000-50,000	45,000	50,000-60,000	58,000
Cork & Region	27,000-35,000	30,000	35,000-50,000	42,000	50,000-60,000	55,000
Limerick & Mid-West	27,000-35,000	30,000	35,000-50,000	42,000	50,000-60,000	55,000
Galway, Midlands & West	27,000-35,000	30,000	35,000-50,000	42,000	50,000-60,000	55,000

# CONTACT US

---

If you require any advice on your career strategy, salaries, CV advice, interview tips or you'd like to find out about hiring someone, contact your local expert on one of the numbers below:

**Dublin**  
**01 897 2492**

**Cork**  
**021 425 1020**

**Limerick**  
**061 435 750**

**Galway**  
**091 533 417**

Stay up-to-date with Hays insight into the world of work.



**Hays**



**@HaysIreland**



**Facebook.com/haysIreland**

**hays.ie**