

Procurement

2023

HAYS IRELAND
SALARY & RECRUITING
TRENDS **SALARIES**

hays.ie/procurement



ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

For any business, but particularly those experiencing periods of change and uncertainty, procurement plays a central role in the management of shifting supply market dynamics. We can be a partner for growth for your business during this time of recalibration for procurement functions. Our specialist industry knowledge and breadth of experience mean we're perfectly placed to find the procurement professionals your organisation needs as it adapts to market shifts, navigates increasingly volatile supply chains and adopts new digital and analytics models.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

Methodology

This guide is taken from the Hays Ireland Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach


Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at hays.ie/all-offices

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


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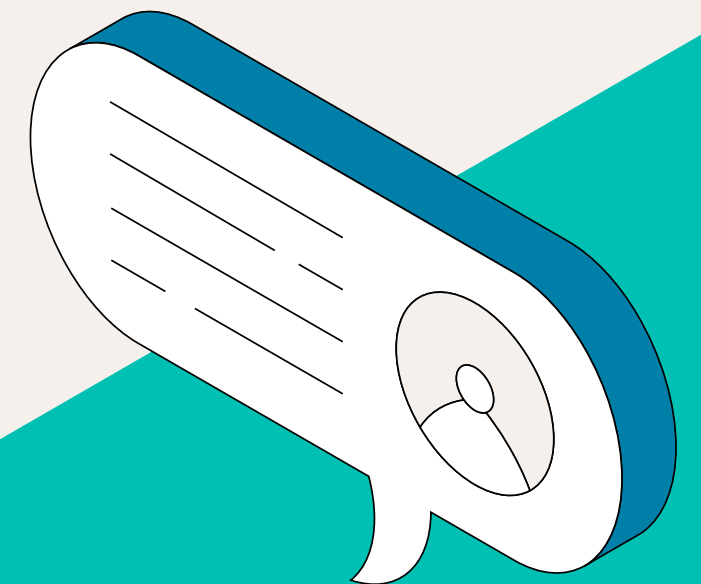
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PROCUREMENT

	Procurement/ Purchasing Coordinator		Junior/ Assistant Buyer		Contracts Officer/ Coordinator	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	37,000-42,000	40,000	32,000-40,000	37,000
Cork & Region	35,000-45,000	38,000	35,000-40,000	38,000	32,000-40,000	37,000
Limerick & Mid-West	35,000-45,000	38,000	35,000-40,000	38,000	32,000-40,000	37,000
Galway, Midlands & West	35,000-45,000	38,000	35,000-40,000	38,000	32,000-40,000	37,000

	Procurement Analyst		Buyer		Procurement Specialist	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-55,000	53,000	40,000-55,000	53,000	45,000-60,000	55,000
Cork & Region	40,000-55,000	50,000	40,000-55,000	50,000	45,000-60,000	52,000
Limerick & Mid-West	40,000-55,000	50,000	40,000-55,000	50,000	45,000-60,000	52,000
Galway, Midlands & West	40,000-55,000	50,000	40,000-55,000	50,000	45,000-60,000	52,000

	Supplier Relationship Manager		Procurement Contracts Manager		Senior Buyer	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-70,000	65,000	55,000-70,000	65,000	50,000-60,000	55,000
Cork & Region	55,000-70,000	55,000	55,000-70,000	60,000	50,000-60,000	55,000
Limerick & Mid-West	55,000-70,000	55,000	55,000-70,000	60,000	50,000-60,000	55,000
Galway, Midlands & West	55,000-70,000	55,000	55,000-70,000	60,000	50,000-60,000	55,000

	Category Manager		Sourcing Manager		Purchasing Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-90,000	80,000	60,000-80,000	70,000	75,000-85,000	80,000
Cork & Region	55,000-75,000	70,000	60,000-80,000	70,000	75,000-85,000	80,000
Limerick & Mid-West	55,000-75,000	70,000	60,000-80,000	70,000	75,000-85,000	80,000
Galway, Midlands & West	55,000-75,000	70,000	60,000-80,000	70,000	75,000-85,000	80,000

	Procurement Manager		Senior Category Manager		Head of Procurement	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-90,000	80,000	70,000-90,000	80,000	80,000-120,000	100,000
Cork & Region	75,000-90,000	80,000	70,000-90,000	80,000	80,000-100,000	90,000
Limerick & Mid-West	75,000-90,000	80,000	70,000-90,000	80,000	80,000-100,000	90,000
Galway, Midlands & West	75,000-90,000	80,000	70,000-90,000	80,000	80,000-100,000	90,000

	Head of Sourcing		Procurement Director	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	85,000-100,000	95,000	90,000-150,000	120,000
Cork & Region	80,000-95,000	90,000	90,000-120,000	100,000
Limerick & Mid-West	80,000-95,000	90,000	90,000-120,000	100,000
Galway, Midlands & West	80,000-95,000	90,000	90,000-120,000	100,000