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IT Market Trends

2014 saw further strengthening of the ICT market in Ireland, with growth across all verticals and investment in ICT teams as multinationals, SMEs and both indigenous and international start-ups set up in Ireland. This looks set to continue in 2015 with over 85% of employers surveyed expecting to invest further in IT expertise.

Companies based in Ireland have evolved and adapted to an ever more globalised marketplace for their products, with web-based services an area of major growth. As a result there remains a skills shortage in Ireland for software developers in particular, with Java, .NET, Python and Ruby on Rails the most active areas. Roles with a crossover of this knowledge, aligned with strong business skills, continue to increase in popularity also.

The sector continues to embrace new technologies quickly, and we expect to see further activity in Cloud, Mobile, Big Data and Virtualisation in 2015.

Companies have recognised the necessity to deliver more flexible solutions to address talent shortages in Ireland, particularly in areas where development languages are in high demand (Python, Ruby, Android and iOS) and candidate availability in Ireland is limited.

This has led to solutions such as remote working becoming much more commonplace with developers now able to stay based at home while availing of an Irish-level salary or contract rate.

In line with recognising the need to bring talent into Ireland from all areas of Europe many companies have adjusted their interview processes to accommodate. We are seeing more companies utilising pre-interview technical assignments, online test simulations and technical interviews to validate candidate skill levels.

There is greater flexibility within the hiring process also, with more companies looking to teleconference and Skype to complete the majority of the interview process before meeting with candidates, and more frequently completing the full interview process and hiring candidates remotely if based out of the country.

The IT contract market in Ireland has continued to expand quickly, a trend that began in 2013 and accelerated further in 2014 and looks set to continue at an increased rate again in 2015.

The shortage of skills in development languages for candidates willing to work in Ireland on a permanent basis across Python, Ruby, Java, .Net, Android and iOS languages continues to contribute to the boom in IT Contracting in Ireland. The rates offered attract candidates from across the whole of Europe including the UK.

For the first time since the crash of 2008 IT Salaries are consistently showing an increase across the board, particularly in the development space. Salary increases are not incrementally as large as in the Celtic Tiger boom with companies ensuring more stable growth, although at the same time recognising the market is moving quickly enough to validate increases again.

Salary is one consideration for candidates to move into a new role, but is by no means the only factor. Technology considerations (particularly the opportunity to move into more cutting edge technology), career development and training, work-life balance, benefits and profit share schemes were among the major factors for ICT professionals considering remaining with their current employer or making the move to a new challenge.

Most in Demand Skills for 2015

1. Programming & Application Development

Technical areas/languages: Java, Python, Scala, Ruby, .NET.
With Java and .Net still widely dominating demand we have also seen rapidly increasing demand for other rising stars such as Python, Ruby and Scala, with teams being set up to work solely on these technologies, or in conjunction with larger development teams in multinational companies. Demand for candidates in these areas will continue throughout 2015, and salaries will increase accordingly.

2. Web Development and UI/UX Design

Technical areas/languages: Responsive Web Design, HTML, CSS, JavaScript (more powerful frameworks such as Backbone, Angular and Ember), PHP.

With companies more and more focusing on their web presence and the look and feel of websites, focus on web development and design has seen a large increase in 2014 and this trend will continue throughout 2015. Javascript frameworks, especially Angular, and also Backbone, Ember and Node have been very prevalent in demand.

UI and UX teams work closely with the web development area within many companies, often with web development and UI roles combined, and this is an area that will continue to evolve quickly.

Candidates with strong Javascript framework experience can expect to see salaries rise on 2014 levels.

3. Business Analysis/Project Management

Technical areas/skills: Agile, Waterfall, Scrum, Prince2, PMP Certification

Demand for BAs and PMs rose in 2014 compared to the previous year, with increased project activity a sign of the continuing growth and strength of the IT sector. This demand readdressed some of the over-supply created by the downturn with a good balance of candidate availability to requirements currently. 2015 should show a similar level of activity again.

Prince 2 and PMP certifications are often required, which are both very much in demand and often the differentiator for candidates with similarly matched experience. Agile experience continues to dominate for software-focused projects.

4. Information Security

Technical areas/skills: Wireless Network Security, Ethical Hacking, Risk Assessment, Cloud Security

This is an area that is set to continue increasing in levels of activity as companies address the threats posed to IT systems. And as Ireland capitalises on its position as a major IT Hub, this area will also see requirements for more senior positions, including management of security aspects for multinational companies from Ireland.

5. DevOps

Technical skills/areas: Unix/Linux, Virtualisation, Scripting, Development, Automation (Puppet, Chef etc.)

A strong 2014 will see similar levels of demand in 2015 as organisations consolidate IT processes. Expect to see further evolution in this area as companies mature their development-to-operations processes. Further cross-over and changing responsibilities for systems and software-focused practitioners will see new opportunities created.

6. Database Administration

Technical areas/skills: Oracle, Microsoft SQL Server, IBM DB2, MySQL, PostgreSQL

Consistent demand throughout 2014 is expected to continue in 2015 with many of the multinationals locating their database teams in Ireland.

7. Business Intelligence

Technical areas/skills: SQL Development, IBM Cognos, Tableau, Oracle BI, SAS BI, SAP Business Objects, Soft Skills in Presentation, Critical Thinking and Creative Problem Solving

As with the database area demand was very consistent in 2014, and all indications are this will continue for 2015. Alongside the emergence of Big Data, companies are realising the potential of the data they generate at local level and smaller data groups, and are adopting business intelligence solutions to maximise their understanding - generating a stable demand for mid-senior level candidates.

8. Big Data

Technical areas/skills: Hadoop, MapReduce, NoSQL, Data Visualization Development, Statistical Analysis

With several multinationals undertaking Big Data projects last year activity in this area in 2015 will again be strong. As projects mature, expect to see teams grow in line with increased use of the capability platform established last year within Ireland. Candidates with strong academic backgrounds, often at PhD level, and good experience can command high salaries and this will continue.

9. Mobile Development & Device Management

Technical areas/skills: iOS App Development, Android App Development, BYOD Support, Mobile Security

2014 saw many companies concentrate attention on their mobile applications and mobile functionality. Competition within this space to ensure applications are user friendly, reliable and effective is a major battleground and this continues to be a key area where talent is required. Companies are restructuring to accommodate remote working and other solutions to attract talent, and expectations are that this will continue in 2015.

10. Networking

Technical areas/skills: Wireless Network Design & Administration, WiFi, LTE, RFID, Network Security

In line with a strengthening IT market 2014 saw increased activity in networking projects as companies assessed current solutions, and looked to adopt new solutions. Wireless networks, further advancement in cloud solutions and more attention focused on security requirements will drive activity in this area in 2015. Salaries will remain at similar levels to 2014 with possible slight increases in line with the further strengthening market.

11. QA and Test

Technical areas/skills: Automation, Performance, Functional Testing. Automation Test Tools – Selenium, QTP

The increasing software development activity has driven a resurgence in QA and testing activity accordingly. The Selenium automation tool has been particularly in demand, along with QTP and other mature solutions. Salaries will remain at similar levels to 2014 with a possible premium for those with strong Selenium experience.

12. Application Support

Technical areas/skills: Unix/Linux, Database Skills, Ability to Read Code, Debugging, Scripting

With established multinationals, start-ups and SMEs all having applications support teams based here in Ireland, there will be a lot of activity in this area in 2015. These positions can offer excellent progression to full hands-on development positions and will continue to create interest.

13. Technical Support

Technical areas/skills: Windows Desktop Support, Windows Admin, Unix/Linux Administration

This is one area where expertise is prevalent in Ireland and candidate availability is good. Further evolution of cloud solutions and technical advancements will drive demand this year.

Permanent Salaries

TECHNICAL SUPPORT

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
IT Director/CTO	90-120k	120-130k	130k +	90-100k	100-110k	110k +
IT Managers	60-70k	70-80k	80-90k	50-60k	60-70k	70-80k
Network Engineers	30-35k	35-50k	50-65k	30-35k	35-45k	45-60k
Systems Administrators (UNIX/Linux)	35-40k	40-55k	60k +	30-35k	35-45k	55k +
Systems Administrators (Windows)	35-40k	40-55k	55k +	30-35k	35-45k	50k +
Technical Support (with a language)	25-28k	28-35k	35-38k	24-27k	27-32k	32-35k
Technical Support (without a language)	22-25k	25-32k	35k +	22-24k	24-30k	30-35k

APPLICATION SUPPORT

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Chief Technical Officers	85-100K	100-120k	130k +	70-80K	80-90k	90-100k
Business Analysts	30-35k	35-50k	50-70k	25-30k	30-45k	45-60k
Open Source Support	25-30k	30-45k	45-60k	25-30k	30-40k	40-50k
Microsoft Support	30-35k	35-45k	45-60k	25-30k	30-40k	40-55k
Java App Support	30-35k	35-45k	45-60k	25-30k	30-40k	40-55k

DATABASE ADMINISTRATORS

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Oracle DBA	45k	45-60k	70k +	35-40k	40-55k	55-70k
SQL DBA	45k	45-60k	70k +	35-40K	40-55k	55-70k
DB2	45k	45-60k	70k +	35-40K	40-55k	55-65k

PROJECT MANAGERS

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Program Managers	80-90k	90-100k	100k +	70-80k	80-90k	90k +
Software	40-50k	55-70k	70-85k +	40-45k	45-55k	55-75k +
Infrastructure	40-50k	50-65k	65-85k +	40-45k	45-55k	55-70k

QA MANAGERS

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Automated	65-70k	70-80k	80k +
Manual	60-65k	65-75k	75k +

REST OF IRELAND

1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
55-65k	65-75k	75k +
55-60k	60-70k	70k +

QA SPECIALISTS

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Automated	30-40k	40-55k	55-65k
Manual	30-35k	35-45k	45-60k

REST OF IRELAND

1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
30-35k	35-45k	45-65k
30-35k	35-45k	45-55k +

SOFTWARE DEVELOPERS

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Technical Architects	65-70k	70-85k	85k +
BIG DATA Developer	65k	75k	80k
Java Developer	30-35k	40-55k	55-70k
.NET Developer	30-35k	40-55k	55-70k
Front End Developer	30-35k	35-50k	50-60k
Ruby	30-40k	40-55k	55-65k
Python	30-35k	35-50k	50-65k
PHP	25-30k	35-45k	45-60k

REST OF IRELAND

1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
60-70k	70-80k	80-120k
65k	75k	80k +
30-35k	35-50k	50-70k +
30-35k	35-50k	50-70k +
30-35k	35-50k	50-70k +
30-37k	40-55k	50-70k +
25-30k	30-55k	45-65k +
25-30k	30-45k	45-65k

MOBILE DEVELOPERS

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
IOS/Android Developer (with prior development experience)	40-50k	50-60k	65k+
IOS/Android Developer (no prior development experience)	30-35k	35-60k	65k+

REST OF IRELAND

1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
40-45k	45-55k	55-70k
23-30k	35-55k	60k+

DEVELOPMENT MANAGERS

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Java Development Manager	65-75k	75-85k	90-110k
.NET Development Manager	65-75k	75-85k	90-110k
All others	60-70k	70-80k	80-95k
Scrum Master	70k	80k	85k
DATA Scientist	65k	80k	100k

REST OF IRELAND

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
	60-70k	70-80k	85-95k
	60-70k	70-80k	85-95k
	55-65k	65-75k	75-85k
	70k	80k	85k
	65k	80k	100k

DESIGN

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Graphic Designers	25-30k	30-40k	40-55k
UI Designer	40-45k	45-55k	55k
UX Designer	70k	75-90k	90k +
Product Manager	70k	75-85k	85k +

REST OF IRELAND

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
	25-30k	30-40k	40-50k
	35-40k	40-50k	50k +
	55-65k	65-70k	80k +
	70k	75-85k	85k +

SAP

DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
SAP Consultant	75-85k	85-95k	100k +
SAP Project Manager	65-75k	75-85k	85-95k +
SAP Business Analyst	60-70k	70-85k	85-90k +
SAP Developer	45-55k	55-65k	65-70k +
SAP Support	40-45k	45-55k	55k +

REST OF IRELAND

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
	75-85k	85-95k	100k +
	65-75k	75-85k	85-95k +
	60-70k	70-85k	85-90k +
	45-55k	55-65k	65-70k +
	40-45k	45-55k	55k +

Contractor Daily Rates

TECHNICAL SUPPORT

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
IT Director/CTO	425-475	475-550	550 +	400-450	450-500	500 +
IT Managers	350-400	400-450	450 +	325-375	375-425	425 +
Network Engineers	200-250	250-300	300-375	180-225	225-275	275-350
Systems Administrators (UNIX/Linux)	250-275	275-350	350 +	250-275	275-325	325 +
Systems Administrators (Windows)	250-275	275-350	350 +	250-275	275-325	325 +
Technical Support (with a language)	150-200	200-250	250 +	150-180	180-220	220 +
Technical Support (without a language)	150-175	175-225	225-250	150-175	175-200	200 +

APPLICATION SUPPORT

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Business Analysts	250-275	275-325	325-450	200-250	250-325	325-400
Open Source Support	180-220	220-300	300-350	180-200	200-250	250-320
Microsoft Support	200-250	250-320	320-375	180-225	225-275	275-350
Java App Support	200-250	250-320	320-375	180-225	225-275	275-350

DATABASE ADMINISTRATORS

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Oracle DBA	250-300	300-400	400-500	200-250	250-350	350-450
SQL DBA	250-300	300-400	400-550	200-250	250-350	350-450
DB2	250-300	300-400	400-500	200-250	250-350	350-450

PROJECT MANAGERS

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Program Managers	500-550	550-650	650 +	450-500	500-600	600 +
Software	300-350	350-450	450 +	300-350	350-425	425 +
Infrastructure	300-350	350-450	450 +	300-350	350-425	425 +

QA MANAGERS

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
Automated	350-420	420-475	475 +	325-375	375-450	450 +
Manual	350-400	400-450	450 +	350-400	400-450	450 +

QA SPECIALISTS

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
Automated	200-250	250-350	350-400	200-250	250-320	320 +
Manual	175-220	220-300	320 +	175-200	200-300	300 +

SOFTWARE DEVELOPERS

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
Technical Architects	450-500	500-550	550 +	425-475	475-525	525 +
BIG DATA Developer	300-350	400-450	450 +	300-350	350-425	425 +
Java Developer	225-275	275-400	400-475	200-250	250-350	350-425
.NET Developer	225-275	275-400	400-450	200-250	250-350	350-425
Front End Developer	200-250	250-350	350-450	200-250	250-350	350-425
Ruby	275-300	300-400	400-500	250-300	300-400	400-450
Python	250-300	300-400	400 +	225-275	275-350	350 +
PHP	200-250	250-350	350 +	200-250	250-300	300 +

MOBILE DEVELOPERS

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
IOS/Android Developer (with prior development experience)	300-350	350-400	400-500 +	275-325	325-375	375-450
IOS/Android Developer (with no prior development experience)	200-250	250-350	350-450 +	200-250	250-325	325-400

DEVELOPMENT MANAGERS

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
Java Development Manager	400-450	450-550	550 +	400-450	450-500	500 +
.NET Development Manager	400-450	450-550	550 +	400-450	450-500	500 +
All others	400-450	450-550	550 +	400-450	450-500	500 +
DATA Scientist	300-350	400-450	450-600 +	300-350	350-425	425 +
Scrum Master	300-350	400-450	450-600	300-350	350-425	425 +

DESIGN

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
Graphic Designers	150-200	200-275	275-320	105-175	175-250	250-300
UI Designer	300-350	350-400	400 +	250-300	300-350	350 +
UX Designer	375-400	400-450	500 +	300-350	350-400	400 +
Product Manager	350-400	400-450	450-500	300-350	350-400	400 +

SAP

	DUBLIN			REST OF IRELAND		
	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>	<i>1-2 Years Exp</i>	<i>3-5 Years Exp</i>	<i>5 Years+ Exp</i>
SAP Consultant	-	600-800	800-1000	-	600-800	800-1000
SAP Project Manager	-	500-700	700 +	-	500-700	700 +
SAP Business Analyst	-	450-650	650 +	-	450-650	650 +
SAP Developer	-	350-400	400 +	-	350-400	400 +
SAP Support	-	250-350	350 +	-	250-350	350 +

All salaries taken as annual in Euros, based on working in Ireland. Bonus/Car Allowance not included. Figures are based on current market rates. Salaries are subject to variances based on the individual, the company size and other external factors. Parameters indicate the highest and lowest salary level for each position.

Contacts

Dublin

13 Hume Street,
Dublin 2

Tel: +353 (0)1 4744600

Email: info@sigmar.ie

Cork

33 South Bank,
Crosses Green,
Cork

Tel: +353 (0)21 431 5770

Email: cork@sigmar.ie

Galway

Dockgate,
Dock Road,
Galway

Tel: +353 (0)91 563868

Email: galway@sigmar.ie

www.sigmar.ie

