



SALARY GUIDE 2024

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Winner of over 60 awards for recruitment excellence and workplace culture, we employ over 150 industry specialists in Dublin, Cork, Galway and Athlone.

Our experience extends across: Accountancy & Finance, Construction & Property Services, Engineering & Manufacturing, Financial Services, HR, Insurance, IT, Legal & Compliance, Life Sciences, Marketing, Multilingual, Office Support, Sales, Supply Chain, Public Sector and RPO.

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Salary forecasting for 2024 is one of the most challenging due to economic uncertainty and international volatility. Inflation and minimum wage increases are driving up salaries, while some professions are becoming easier to recruit for. Businesses need certainty to reward staff and hire more.

Foreword

Forecasting salaries for 2024 is undoubtedly the most difficult one we have ever had to do. Normally most of the general indicators are consistent but many are now contradicting each other. In Ireland in 2023 we have never had as many people employed, unemployment is low, but vacancies are down circa 30% year on year and job seekers are more proactive.

The difficulty in predicting is further complicated by the volatility internationally, high inflation and the continued rebalancing in workplaces as new Post Covid norms continue to emerge. I haven't even mentioned the impact of Artificial Intelligence or the lack of housing available. The latter's impact on the supply of candidates is hard to measure but in Sigmar in 2023 we saw more candidates than ever not able to take up a job due to lack of suitable accommodation. It was up 60% year on year.

As you read through our guide, you will see that salaries in different Labour Market sectors are not following the norms of the last 10 years. It is worth noting that some professions which were hard to recruit for have become much easier and that other sectors where salary inflation was high have now plateaued as more candidates are available. There are also some surprises in here of roles where we see significant salary growth based on demand. We have all the information here.

We do see inflation causing worker led increases in salaries, many have suffered real wage loss in 2023 and they will be looking for increases to fix this. The increase in the minimum wage from January will inflate salaries. The knock-on impact will inflate salaries at more junior levels.

There are many positives to this as it should help retain junior staff and help them cope with the increased cost of living.

There are headwinds facing Ireland in 2024 which will dampen down salaries. Salaries typically do not fall on small headwinds but rather flatten out.

As a small open economy, often the headwinds have more impact in Ireland. We saw that in 2023 where a lot of the bigger global giants cut staff numbers and it had a contagion effect on other companies and the confidence to make decisions.

Thankfully, Ireland is still in a relatively strong place. We are comparably a very attractive place for investment. While we face more competition for investment from countries such as Portugal, our track record will stand to us in uncertain times.

What we hope to see in 2024 is that the market bottoms out and we get more certainty. Certainty will give business's large and small the confidence to make decisions including rewarding staff and hiring more.


Frank

Frank Farrelly,
CEO



Accountancy & Finance

Salaries 2024



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.

INDUSTRY	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Accounts Assistant/Technician	35-40k	40-48k	48k+	31-36k	36-40k	40k+
Accounts Receivable/OTC	35-40k	40-48k	48k+	31-36k	36-40k	40k+
Accounts Payable/P2P	35-40k	40-48k	48k+	31-36k	36-40k	40k+
Accounts Payable Team Leader	45-52k	50-58k	58k+	40-44k	44-50k	50K+
Accounts Payable Manager	52-55k	55-62k	62k+	46-52k	52-58k	58k+
Credit Control	35-40k	40-48k	48k+	31-36k	36-42k	42k+
Credit Control/AR Team Leader	45-50k	50-58k	58k+	40-45k	45-50k	50k+
Credit Manager/AR Manager	52-58k	55-65k	65k+	46-52k	52-58k	58k+
Payroll Administrator	35-40k	40-50k	50k+	34-38k	38-40k	40k+
Payroll Manager	50-55k	55-60k	60k+	42-47k	47-52k	52k+
Part Qualified/Assistant GL Accountant	35-42k	42-48k	48k+	34-38k	38-42k	42k+
Professional Qualification Finalist	45-50k	48-53k	53k+	40-45k	45-47k	47k+
Financial/GL/R2R Accountant	60-65k	65-75k	75K+	55-58k	58-62k	62k+
Treasury Accountant	60-65k	65-75k	75K+	55-58k	58-62k	62k+
Revenue Accountant	60-65k	65-75k	75K+	55-58k	58-62k	62k+
Revenue Manager	72-76k	76-82k	82k+	65-70k	70-75k	75k+
Regulatory Accountant	60-65k	65-75k	80k+	55-58k	58-62k	62k+
Regulatory Manager	72-76k	76-82k	82k+	65-70k	70-75k	75k+
Statutory Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+
Cost Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+

INDUSTRY	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Management Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+
Fixed Assets Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+
Systems Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+
Process Improvement Accountant (LEAN,	63-70k	70-80k	80k+	60-65k	65-70k	70k+
Process Improvement Manager	75-85k	85-95k	95k+	68-72k	72-78k	78k+
Financial Analyst	63-72k	72-88k	88k+	57-62k	62-68k	68k+
FP&A Manager	80-90k	90-100k	100k+	68-72k	72-78k	78k+
VAT Accountant	58-63k	63-70k	70k+	52-58k	56-60k	60k+
VAT Manager	72-78k	78-90k	90k+	62-67k	67-72k	72k+
Tax Accountant	60-65k	65-75k	75k+	55-58k	58-62k	62k+
Tax Manager	75-85k	85-95k	95k+	68-72k	72-78k	78k+
Internal Auditor	65-75k	75-85k	85k+	60-67k	67-72k	72k+
Internal Audit Manager	75-90k	90-105k	105k+	67-72k	72-80k	80k+
Head of Audit & Compliance	100-120k	120-130k	130k+	90-100k	100-110k	110k+
Finance Manager	75-85k	85-90k	90k+	65-70k	70-75k	75k+
Financial Controller/Head of Finance	85-95k	95-115k	115k+	78-87k	87-95k	95k+
CFO/Financial Director	120-130k	130-140k	140k+	105-115k	115-125k	125k+

FINANCIAL SERVICES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Accounts Receivable	37-42k	42-48k	48k+	35-38k	38-42k	42k+
Accounts Payable	37-42k	42-48k	48k+	35-38k	38-42k	42k+
Transfer Pricing Specialist	38-42k	42-50k	50k+	36-40k	40-47k	47k+
Group Accountant	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Statutory Accountant	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Financial Planning and Analysis	65-72k	72-85k	85k+	58-65k	65-75k	75k+
MI Analyst	70-72k	72-78k	78k+	58-65k	65-70k	70k+
Business Analyst	70-72k	72-78k	78k+	58-65k	65-70k	70k+
Pensions Accountant	60-65k	65-70k	70k+	55-60k	60-65k	65k+
Solvency II Accountant	60-68k	68-75k	75k+	55-62k	62-67k	67k+
Part Qualified Accountant (Reg Reporting, Fin Reporting, Global Markets, Group Finance)	36-45k	45-50k	50k+	35-40k	40-46k	46k+
SPV Accountant	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Compliance Accountant	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Treasury Accountant	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Internal Auditor	62-68k	68-80k	80k+	58-62k	62-70k	70k+
Regulatory Reporting Accountant (Qualified)	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Financial Reporting Accountant (Qualified)	62-68k	68-75k	75k+	58-62k	62-70k	70k+
Finance Analyst (Qualified)	70-72k	72-78k	78k+	58-64k	64-70k	70k+

FINANCIAL SERVICES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Management Accountant (Qualified)	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Financial Accountant (Qualified)	60-68k	68-74k	74k+	55-62k	62-67k	67k+
Compliance Manager	72-78k	78-90k	90k+	68-75k	75-82k	82k+
Treasury Manager	72-78k	78-90k	90k+	68-75k	75-82k	82k+
Internal Audit Manager	72-78k	78-90k	90k+	68-75k	75-82k	82k+
Finance Manager	67-75k	75-87k	87k+	62-70k	70-75k	75k+
Financial Reporting Manager	72-77k	77-90k	90k+	70-75k	75-82k	82k+
Head of Financial Reporting	90-100k	100-120k	120k+	90-98k	98-115k	115k+
Financial Controller	85-95k	95-105k	105k+	80-88k	88-97k	97k+
Finance Director	120-130k	130-140k	140k+	105-115k	115-130k	130k+

TEMP & CONTRACT RATES	PER HOUR			PER DAY		
	Low	High	Average	Low	High	Average
Billing Administrator	17	21	19	130	165	148
Accounts Assistant	19	25	22	140	200	170
Accounts Receivable Specialist	19	24	22	140	190	165
Accounts Payable Manager	22	35	29	165	275	220
Payroll Specialist	19	35	27	160	280	220
Payroll Manager	30	43	37	220	350	285
Financial Planning and Analysis Manager	36	50	43	260	370	315
Tax Analyst	36	41	39	275	300	288
Tax Manager	39	52	46	300	405	353
Financial Accountant	30	40	35	220	300	260
Revenue Accountant	30	38	34	225	285	255
Systems Accountant	36	50	43	280	400	340
Project Accountant	36	52	44	280	400	340
Finance Business Partner	33	44	39	260	350	290
Finance Manager	40	56	48	300	420	360
FP&A Manager	40	53	47	325	400	363
Head of FP&A	53	93	73	450	750	585
Group Financial Controller	45	60	53	350	490	420
Financial Director	60	94	77	475	750	585



Construction & Property Service

Salaries 2024

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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.*

GENERAL CONTRACTOR	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Site Engineer	35-40k	45-60k	60-70k+	35-40k	45-60k	60-70k+
Document Controller	30-35k	35-45k	45k+	30-35k	35-45k	45k+
Site Manager	65k	70k+	80k+	65k	70k+	80k+
Finishing Foreman	55k+	60k	65k+	55k+	60k	65k+
Estimators	35-40k	40-55k	55-75k	35-40k	40-55k	55-75k
Quantity Surveyors	40-45k	45-60k	65-80k+	40-45k	45-60k	65-80k+
Health & Safety Officer	35-45k	45-60k	65k+	35-45k	45-60k	65k+
Health & Safety Manager	60k	60-70k	70-80k+	60k+	60-70k	70-80k+
Project Manager	65-70k	70-80k	80 -95k+	65-70k	70-80k	80-95k
Contracts Manager	80-85k	85-95k	95-110k	80-85k	85-95k	95-110k

BUILDING SERVICES CONTRACTING	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
M&E CAD/BIM Technician	32-40k	40-55k	55k+	35-40k	40-55k	55k+
Building Services Site Engineer	35-45k	45-60k	65k+	35-40k	45-60k	60k
Electrical Site Manager	55-60k	60-65k	70k+	50-55k	60-65k	65k+
Mechanical Site Manager	55-60k	60-65k	70k+	50-55k	60-65k	65k+
Mechanical/Electrical Project Manager	70-75k	75-80k	80-90k+	65-75k	75-80k	80k+
Mechanical/Electrical Contracts Manager	70-75k	75-80k	80-90k+	65-75k	75-80k	80-90k+
Mechanical Building Services Design Engineer	35-40k	40-50k	55-65k+	35-40k	40-50k	55-65k+
Electrical Building Services Design Engineer	35-40k	40-50k	55-65k+	35-40k	40-50k	55-65k+

CONSTRUCTION DESIGN SERVICES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Architectural Technician	32-37k	37-45k	45-55k	32-34k	34-40k	40-50k+
Architect	32-40k	45-55k	55-60k	32-36k	40-45k	50-55k
Civil Design Engineer	34-40k	40-55k	55-65k+	32k+	40-45k	50-55k
Structural Design Engineer	34-38k	40-55k	55-70k	32k+	40-45k	50k+
CAD/BIM Technician (CSA)	32-36	36-45k	45-55k	30-35k	40k+	45-50k
BIM Coordinator (CSA)	38k+	45-55k	55k+	35k+	40-45k	50k+
Resident Engineer	45-50k	55-60k	60-70k	45-50k	55-60k	60-65k

PROPERTY SERVICES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Property Manager	35-40k	40-50k	50k+	35-40k	40-50k	50k+
Facilities Engineer	40-45k	50-55k	55k+	40-45k	50-55k	55k+
Facilities Manager (Hard & Soft Services)	50-55k	55-60k	65-80k+	50-55k	55-60k	65-80k

Financial Services & Insurance

Salaries 2024

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FUND ADMINISTRATION	€
Graduate	28-35k
Fund Accountant	30-38k
Senior Fund Accountant	35-45k
Fund Accounting Team Leader	45-60k
Fund Accounting Assistant Manager	55-75k
Fund Accounting Manager	75-90k
Senior Fund Accounting Manager	80-110k
VP Fund Accounting	85-120k
Director Fund Accounting	100-150k
Director of Operations	180-230k
MD Funds	170-250k
Head of, Board Level	200-350k
TRANSFER AGENCY	€
Graduate	26-34k
Transfer Agency Administrator	30-35k
Senior Transfer Agency Administrator	35-45k
Transfer Agency Supervisor	45-50k
Transfer Agency Assistant Manager	45-55k
Transfer Agency Manager	55-80k
Transfer Agency Senior Manager	80-100k
Head of Transfer Agency	100-150k
MD Transfer Agency	140-180k

FINANCIAL REPORTING	€
Graduate	26-31k
Financial Reporting Administrator	28-33k
Financial Reporting Senior Administrator	35-44k
Financial Reporting Supervisor	40-50k
Financial Reporting Assistant Manager	45-60k
Financial Reporting Manager	60-80k
Financial Reporting Senior Manager	80-95k
Head of Financial Reporting	90-140k
MD Financial Reporting	120-170k

TRUSTEE/DEPOSITORY	€
Graduate	28-34k
Trustee/Depository Administrator	30-40k
Trustee/Depository Senior Administrator	35-45k
Trustee/Depository Supervisor	40-55k
Trustee/Depository Assistant Manager	48-65k
Trustee/Depository Manager	65-90k
Trustee/Depository Senior Manager	75-100k
Head of Trustee	100-180k
MD Trustee/Depository	150-220k

FRONT OFFICE	€
Investment Analyst	35-75k
Investment Manager	75-130k

MIDDLE OFFICE	€
Graduate	26-33k
Middle Office Administrator	30-40k
Middle Office Senior Administrator	35-45k
Middle Office Supervisor	45-55k
Middle Office Manager	55-75k
Senior Manager Middle Office	75-100k
Head of Middle Office	100-160k
MD Middle Office	150-220k

CUSTODY	€
Graduate	25-34k
Custody Administrator	30-35k
Custody Senior Administrator	35-40k
Custody Supervisor	40-55k
Custody Manager	55-75k
Senior Manager Custody	75-100k
Head of Custody	90-140k

COMPLIANCE	€
Graduate	28-33k
AML/KYC Analyst	36-55k
Compliance Administrator	35-45k
Compliance Senior Administrator	40-55k
Compliance Supervisor	50-65k
Compliance Manager	65-90k
Senior Compliance Manager	80-120k
Head of Compliance	110-160k
CCO	150-250k

OPERATIONS	€
Operations Analyst	28-45k
Operations Supervisor	45-65k
Operations Manager	65-80k
Senior Operations Manager	75-90k
Head of Operations	90-120k

RISK	€
Junior Risk Analyst	30-45k
Senior Risk Analyst	55-75k
Risk Manager	75-90k
Senior Risk Manager	90-130k
Operational Risk Analyst	35-50k
Operational Risk Specialist	50-70k
Operational Risk Manager	70-90k
Senior Operational Risk Manager	90-110k
Market Risk Analyst	40-65k
Market Risk Specialist	50-70k
Market Risk Manager	70-90k
Senior Market Risk Manager	90-120k
Risk Modeller Specialist	70-90k
Quantitative Risk Analyst	40-65k
Quantitative Risk Specialist	60-80k
Quantitative Risk Manager	70-110k
Senior Quantitative Risk Manager	90-150k
Enterprise Wide Risk Analyst	35-45k
Enterprise Wide Risk Specialist	50-65k
Enterprise Wide Risk Manager	65-90k
Senior Enterprise Wide Risk Manager	90-120k
Fraud Risk Analyst	30-45k
Fraud Risk Specialist	45-55k

RISK	€
Fraud Risk/AML Manager	60-75k
Senior Fraud Risk/AML Manager	75-100k
Head of Risk/AML	120-200k
CRO	140-240k

TREASURY & PAYMENTS	€
Treasury Settlements Admin	30-45k
Treasury Trader	45-90k
Treasury Senior Trader	90-145k
Treasury Sales Manager	55-70k
Payments Analyst	30-35k
Treasury Analyst	35-47k
Senior Payments Administrator	35-55k
Senior Treasury Administrator	35-50k
Payments Team Leader	45-65k
Treasury Team Leader	50-65k
Payments Manager	65-80k
Treasury Manager	60-110k
Head of Payments	90-120k
Head of Treasury	90-150k

LENDING/RESTRUCTURING	€
Loans Administrator	35-50k
Financial Services Administrator	30-35k
Underwriter	30-60k
Credit Analyst	30-45k
Senior Credit Analyst	45-70k
Portfolio Manager	50-95k
Resolution/Restructuring Customer Services	35-45k
Resolutions/Restructuring Executive	40-50k
Resolutions/Restructuring Team Leader	50-70k
Resolutions/Restructuring Manager	60-80k
Mortgage Customer Services	30-35k
Mortgage Underwriter	35-50k
Mortgage Consultant	35-50k
Mortgage Manager	50-70k
Litigation Executive	35-45k
Litigation Team Leader	50-65k
Litigation Manager	70-80k
PROJECT MANAGEMENT	€
Business Analyst	40-70k
Senior Business Analyst	65-85k
Project Manager	70-100k
Programme Manager	80-140k
Senior Programme Manager	110-150k

RELATIONSHIP MANAGEMENT	€
Relationship Manager	55-85k
Senior Relationship Manager	85-110k
Head of Relationship Management	110-145k
Investor Services Analyst	28-35k
Investor Services Senior Analyst	35-45k
Investor Services Team Leader	45-60k
Investor Services Assistant Manager	60-70k
Investor Services Manager	70-90k
RETAIL BANKING	€
Customer Service Administrator	28-35k
Financial Advisor	30-50k
Team Leader	45-60k
Business Manager	55-70k
Assistant Branch Manager	45-60k
Branch Manager	60-80k
Area Manager	70-100k
Head of Business Function	90-150k

GENERAL INSURANCE	€
Customer Service	25-35k
Claims Handler (1-5 years)	30-45k
Claims Handler (5+ years)	45-60k
Claims Team Lead	55-65k
Claims Manager	65-95k
Head of Claims	85-150k
Underwriter (1-5 years)	30-65k
Underwriter (5-10 years)	65-90k
Underwriting Manager	75-110k
Head of Underwriting	90-150k
Product Executive	35-65k
Product Manager	55-100k
Broker Development/Relationship Manager (1-5 years)	45-65k
Broker Development/Relationship Manager (5-10 years)	65-100k

GENERAL INSURANCE BROKER	€
Personal Lines Broker (1-3 years)	28-40k
Personal Lines Broker (3-5 years)	35-55k
Broker Administrator	25-40k
Personal Lines Team Leader	40-65k
Manager	50-75k
Commercial Account Handler (1-5 years)	30-55k
Commercial Account Handler (5-10 years)	55-75k
Commercial Account Executive (1-5 years)	35-50k
Commercial Account Executive (5+ years)	50-110k

LIFE & PENSIONS	€
Claims Officer	28-40k
Claims Team Leader	40-55k
Claims Manager	65-90k
Sales Agent	30-40k
Life/Pensions Admin (1-3 years)	32-45k
Life/Pensions Admin (3+ years)	40-65k
Pensions Manager	60-80k
Pensions Consultant	48-70k
Relationship Manager	70-120k
Senior Underwriter (5-10 years)	50-80k
Head of Underwriting	80-140k
Investment Analyst	40-70k

LIFE & PENSIONS BROKER	€
Customer Service/Contact Centre	28-33k
Client Services Executive	30-45k
Team Leader	40-65k
Operations Manager	50-70k
Financial Advisor (1-3 years)	30-40k
Financial Advisor (3-5 years)	35-50k
Financial Advisor (5+ years)	50-90k

CAPTIVE/REINSURANCE	€
Captive Account Executive	35-55k
Captive Account Manager	60-90k
Captive Underwriter	35-55k
Reinsurance Claims Agent	35-65k
Reinsurance Claims Manager	75-125k
Reinsurance Account Manager	60-100k
Reinsurance Underwriter	65-125k

PROJECT & PRODUCT MANAGEMENT, OPERATIONS, GOVERNANCE, OUTSOURCING	€
Operations Admin (1-3 years)	27-35k
Senior Operations Admin	35-45k
Operations Team Lead	40-55k
Insurance Analyst (1-3 years)	30-45k
Insurance Analyst (3-7 years)	45-55k
Governance/Regulatory Analyst	30-45k
Governance/Regulatory Specialist	45-70k
Vendor/Outsourcing Analyst	35-45k
Vendor Manager	50-70k
Product Development Specialist	40-60k
Senior Product Development Specialist	55-90k
Project/Change Manager	50-100k

RISK & COMPLIANCE	€
Risk Analyst (1-4 years)	32-50k
Risk Officer (5-8 years)	50-80k
Risk Manager	80-100k
Compliance Admin	28-35k
Compliance Analyst	35-55k
Compliance Officer	50-75k
Senior Compliance Officer/Senior Manager	75-110k
Head of Compliance/Head of Risk	100-150k
Chief Risk Officer/Chief Compliance Officer	120-200k

ACTUARIAL	€
Graduate/Trainee Actuary	35-55k
Part Qualified Actuary	45-65k
Newly Qualified Actuary	65-90k
Senior Actuary (3+ years PQE)	90-140k
Head of/Chief Actuary	160-280k

HR

Salaries 2024

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GENERALIST ROLES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
HR Graduate	26-37k	-	-	27-28k	-	-
HR Administrator/Co-ordinator	30-35k	40-45k	-	26-28k	30-35k	-
HR Generalist/Officer/Advisor/Executive	40-48k	50-55k	55k+	33-36k	38-45k	45k+
HR Business Partner	55-65k	70-80k	85k+	45-50k	55-65k	65k+
HR Manager (<100 headcount)	65-75k	80-90k	95k+	40-50k	50-70k	75k+
HR Manager (101-500 headcount)	80-90k	100-110k	120k+	50-60k	65-80k	80k+
HR Manager (500 + headcount)	90-100k	110-120k	120k+	60-70k	75-85k	90k+
HR Director/Lead/Head	110-120k	130-150k	150k+	80-95k	95-110k	120k+

SPECIALIST ROLES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Comp & Bens Analyst	45-47k	55-58k	60k+	30-40k	45-50k	55k+
Comp & Bens Manager	70-80k	80-90k	95k+	60-70k	75-85k	85k+
Employee Relations Specialist	45k	60-70k	60k+	35-40k	45-50k	55k+
Employee Relation Manager	70-85k	80-95k	95k+	55-60k	60-70k	75k+
Industrial Relations Specialist	40-47k	50-60k	60k+	35-40k	45-50k	55k+
Industrial Relations Manager	70-75k	80-90k	90k+	60-70k	75-85k	85k+
HR Project Manager	50-60k	65-75k	80k+	45-50k	55-65k	70k+
HRIS Analyst	40-50k	50-65k	65k+	35-40k	45-50k	65k+

SPECIALIST ROLES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Learning & Development/Training Co-ordinator	40-50k	45-50k	50k+	30-32k	35-40k	40k+
Learning & Development Specialist	45-55k	60-80k	60k+	32-35k	38-45k	45k+
Learning & Development/Training Manager	70-80k	85-100k	120k	50-55k	60-65k	70k+
Organisational Development Specialist	55k	60-75k	-	40-45k	50-60k	65k+
Organisational Development Manager	75-80k	80-100k	100k+	70-80k	85-95k	100k+
Talent Acquisition/Recruitment Co-ordinator	35-45k	45-55k	-	25-28k	30-35k	40k+
Tech Recruiter	40-50k	55-65k	70k+	38-42k	45-50k	55k+
Talent Acquisition/Recruitment Specialist	40-50k	55-65k	70+	28-32k	35-40k	45k+
Talent Acquisition/Recruitment Manager	50-55k	60-75k	85k+	45-55k	60-70k	75k+
Resource Planning Specialist	45-50k	50-70k	70k+	40-45k	50-55k	60k+
Talent Management Consultant	60-70k	80-100k	120k+	50-55k	60-70k	90k+

IT (PERM)

Salaries 2024

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.

INFRASTRUCTURE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Helpdesk	35-45k	45-55k	55k+	30-40k	40-50k	50k+
Desktop	40-45k	45-55k	55k+	35-45k	45-55k	55k+
Systems Administrator (Windows)	50-55k	55-65k	65-75k	45-50k	50-65k	65-75k
Systems Administrator (UNIX/Linux)	50-55k	55-65k	65-75k	45-50k	55-65k	65-75k
Network Engineer	50-65k	65-75k	75-90k	50-65k	65-75k	75-90k
DevOps/SRE	55-70k	70-100k	100-120k	55-70k	70-100k	100-120k
SAN Storage Engineer	55-65k	65-75k	75-90k	55-65k	65-75k	75-90k
Field Service Engineer	40-45k	45-55k	60-70k	35-45k	45-55k	60-70k
Infrastructure Architect	85-95k	95-110k	110k+	85-95k	95-110k	110k+
IT Manager	65-75k	75-85k	85-100k+	65-75k	75-80k	80-95k+

APP SUPPORT	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
SQL Support	35-45k	50-60k	65-75k	35-45k	50-60k	65-75k

IT AUDIT & SECURITY	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
IT Security Analyst	40-55k	55-70k	70-80k	40-55k	55-70k	70-80k
IT Security Engineer	45-55k	55-70k	80-95k	45-55k	55-70k	80-95k
Pen-Tester	55-65k	65-80k	80-95k	55-65k	65-80k	80-95k
IT Security Manager	80-90k	90-110k	110-120k	80-90k	90-110k	110-120k
Head of Information Security	85-95k	100-110k	110-120k	85-95k	100-110k	110-120k
Incident Manager	50-65k	65-75k	75-90k	50-65k	65-75k	75-90k
Senior IT Auditor	70-85k	85-95k	95k+	70-85k	85-95k	95k+
Senior IT Risk Analyst	55-70k	70-80k	90-100k	55-70k	70-80k	90-100k
IT Audit Manager	70-85k	85-95k	95-105k	70-85k	85-95k	95-105k
IT Audit Director	95-105k	110-120k	120-130k	95-105k	110-120k	120-130k

IT COMMERCIAL	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Technical Business Analyst	55-70k	70-85k	85-95k	35-45k	50-60k	65-75k
Scrum Master	70-75k	75-90k	90-100k+	55-70k	70-85k	85-95k
Infrastructure Project Manager	65-75k	75-90k	90-100k+	70-75k	75-90k	90-100k+
Software Project Manager	65-75k	75-90k	90-100k+	65-75k	75-85k	85-95k+
Programme Manager	85-95k	95-120k	120-140k+	65-75k	75-85k	85-100k+
PMO Analyst	45-55k	55-75k	75-85k	45-55k	55-75k	75-85k

SOFTWARE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
PHP	40-50k	50-70k	70k+	35-50k	50-70k	70k+
Front End Developer	40-55k	55-80k	80k+	35-55k	55-80k	80k+
Ruby	40-60k	60-90k	90k+	40-60k	60-90k	90k+
Python	40-65k	65-90k	90k+	40-65k	65-90k	90k+
Full Stack Developer	40-65k	65-90k	90k+	40-65k	65-90k	90k+
Scala	40-65k	65-95k	95k+	40-65k	65-95k	95k+
Big Data Developer	45-70k	65-90k	90k+	45-70k	65-90k	90k+
Embedded Developer	40-50k	50-70k	70k+	40-50k	50-70k	70k+
Lead Embedded Developer	80-90k	90-100k	100-120k	80-90k	90-100k	100-120k
Java Developer	40-65k	65-90k	90k+	40-65k	65-90k	90k+
Java Team Lead	80-100k	100-125k	125k+	80-100k	100-125k	125k+
.NET Developer	40-60k	60-90k	90k+	40-60k	60-90k	90k+
.Net Team Lead	80-100k	100-125k	125k+	80-100k	100-125k	125k+
Node.js	40-60k	60-90k	90k+	40-60k	60-90k	90k+

SOFTWARE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Technical Architect	85-110k	110-125k	125k+	85-110k	110-125k	125k+
Solution Architect	85-110k	110-125k	125k+	85-110k	110-125k	125k+
Enterprise Architect	100-120k	130-150k	150k+	100-120k	130-150k	150k+
Payments Engineer	50-65k	70-85k	90-100k	50-65k	70-85k	90-100k
iOS Developer	40-60k	60-85k	85k+	40-60k	60-85k	85k+
Android Developer	40-60k	60-85k	85k+	40-60k	60-85k	85k+
Mobile Team Lead	90-100k	100-125k	125k+	90-100k	100-125k	125k+
Mobile Architect	100-120k	120-130k	130k+	100-120k	120-130k	130k+
UX Researcher	35-60k	55-80k	80-110k	35-60k	55-80k	80-110k
UI Designer	35-60k	55-80k	80-110k	35-60k	55-80k	80-110k
UX Designer	35-60k	55-80k	80-110k	35-60k	55-80k	80-110k
UX Lead	70-90k	80-100k	100k+	70-90k	80-100k	100k+
Product Owner	60-80k	80-100k	100k+	60-80k	80-100k	100k+
Product Designer	35-60k	55-80k	100k+	35-60k	55-80k	100k+
Product Manager	65-80k	80-110k	100-130k	65-80k	80-110k	100-130k


DATA	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
SQL DBA	50-60k	60-85k	85-110k	50-60k	60-85k	85-110k
SQL Developer	50-60k	60-85k	85-100k	50-60k	60-85k	85-100k
Oracle DBA	50-60k	60-85k	85-110k	50-60k	60-85k	85-110k
Oracle Developer	50-60k	60-85k	85-100k	50-60k	60-85k	85-100k
BI Analyst	45-60k	60-85k	90-100k	45-60k	60-85k	90-100k
BI Developer	45-60k	60-85k	85-100k	45-60k	60-85k	85-100k
Data Support Engineer	40-60k	60-75k	70-90k	40-60k	60-75k	70-90k
Data Analyst	40-60k	60-80k	70-100k	40-60k	60-75k	70-100k
Data Scientist	50-80k	80-120k	100-130k	50-80k	80-120k	100-140k
Machine Learning Engineer	60-80k	80-110k	110-140k	60-80k	80-110k	110-140k
Data Architect	90-110k	100-130k	120-140k	90-110k	100-130k	120-140k
Big Data Engineer	65-85k	80-110k	110-130k	65-85k	80-110k	110-130k
Data Analytics Manager	75-90k	85k-100k	100-115k	75-90k	85k-100k	100-115k
Head of Data Analytics	80-110k	100-120k	100-140k	80-110k	100-120k	100-140k
Director, Data Analytics	110-120k	115-130k	130-160k	110-120k	115-130k	130-160k
Chief Data Officer	100-130k	120-140k	130-170k	100-130k	120-140k	130-170k

QA	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Manual	30-45k	40-65k	60-80k	30-45k	40-65k	60-80k
Automated	45-65k	60-85k	75- 110k	45-65k	60-85k	75- 110k
SDET	45-65k	60-85k	75-110k	45-65k	60-85k	75-110k
Performance Testing	50-70k	60-85k	75-110k	50-70k	60-85k	75-110k
QA Manager (Hybrid)	60-70k	70-85k	75-100k	60-70k	70-85k	75-100k
Manual (Lead)	50-70k	60-75k	70-80k	50-70k	60-75k	70-80k
Manual (Manager)	60-75k	70-85k	75-90k	60-75k	70-85k	75-90k
Automated (Lead)	80-100k	90-110k	100-120k	80-100k	90-110k	100-120k
Automated (Manager)	90-110k	100-120k	120k +	90-110k	100-120k	120k +

SENIOR APPOINTMENTS	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Software Engineering Manager	110-120k	120-140k	140k+	110-120k	120-140k	140k+
Director of Engineering	140-160k	160-180k	180k+	140-160k	160-180k	180k+
IT Director	120-140k	140-170k	170k+	120-140k	140-170k	170k+
Chief Technology Officer	200-230k	230-250k	250k+	200-230k	230-250k	250k+

IT Contracts

Daily Rates 2024



All salaries taken as a daily rate 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 daily rate for each position.

INFRASTRUCTURE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Helpdesk	150-200	200-250	250-350	150-200	200-250	250-350
Desktop	150-200	200-250	250-350	150-200	200-250	250-350
Systems Administrator (Windows)	200-250	250-350	350-500	200-250	250-350	350-500
Systems Administrator (UNIX/Linux)	200-300	300-400	400-500	200-300	300-400	400-500
Network Engineer	200-250	250-300	350-450	200-250	250-300	350-450
DevOps/SRE	350-400	400-475	475-600	350-400	400-475	475-600
SAN Storage Engineer	200-250	250-350	350-500	200-250	250-350	350-500
Field Service Engineer	200-250	250-300	350-400	200-250	250-300	350-400
Infrastructure Architect	450-500	500-600	600-700	450-500	500-600	600-700
IT Manager	450-500	500-550	550-650	450-500	500-550	550-650

APP SUPPORT	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
SQL Support	200-250	250-300	350-400	200-250	250-300	350-400

IT AUDIT & SECURITY	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
IT Security Analyst	225-300	300-400	450-550	225-300	300-400	450-550
IT Security Engineer	225-300	300-400	450-550	225-300	300-400	450-550
Pen-Tester	300-350	350-400	400-500	300-350	350-400	400-500
IT Security Manager	400-450	450-500	500-650	400-450	450-500	500-650
Head of Information Security	500-550	550-650	650+	500-550	550-650	650+
Incident Manager	400-450	450-500	500-600	400-450	450-500	500-600
IT Audit	300-350	350-450	500-600	300-350	350-450	500-600
IT Audit Manager	400-450	450-500	500-600	400-450	450-500	500-600
IT Audit Director	600-650	650-700	700+	600-650	650-700	700+

IT COMMERCIAL	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Technical Business Analyst	300-350	350-450	450-550	300-350	350-450	450-550
Scrum Master	250-300	300-450	450-600	250-300	300-450	450-600
Infrastructure Project Manager	250-300	300-450	450-600	250-300	300-450	450-600
Software Project Manager	300-350	350-500	500-600	300-350	350-500	500-600
Programme Manager	350-400	400-500	500-650	350-400	400-500	500-650

SOFTWARE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
PHP	250-350	350-450	450-500	250-350	350-450	450-500
Front End Developer	250-350	400-500	500-600	250-350	400-500	500-600
Ruby	300-350	400-450	450-600	300-350	400-450	450-600
Python	300-350	400-450	450-600	300-350	400-450	450-600
Full Stack Developer	350-400	400-500	500-650	350-400	400-500	500-650
Scala	400-450	450-550	550-700	400-450	450-550	550-700
Big Data Developer	400-450	450-550	550-700	400-450	450-550	550-700
Embedded Developer	300-350	400-450	450-600	300-350	400-450	450-600
Lead Embedded Developer	400-450	450-550	550-650	400-450	450-550	550-650
Java Developer	350-400	400-500	500-650	350-400	400-500	500-650
Java Team Lead	400-450	450-550	550-650	400-450	450-550	550-650
.NET Developer	250-350	400-500	500-600	250-350	400-500	500-600
.Net Team Lead	400-450	450-550	550-650	400-450	450-550	550-650
Node.js	250-350	400-500	500-600	250-350	400-500	500-600

SOFTWARE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Technical Architect	450-500	500-550	600+	450-500	500-550	600+
Solution Architect	450-500	500-550	600+	450-500	500-550	600+
Payments Engineer	250-350	350-450	450-500	250-350	350-450	450-500
iOS Developer	300-350	350-450	450-550	300-350	350-450	450-550
Android Developer	300-350	350-450	450-550	300-350	350-450	450-550
Mobile Team Lead	350-450	450-500	500-550	350-450	450-500	500-550
Mobile Architect	500-550	550-600	600+	500-550	550-600	600+
UX Researcher	200-250	250-350	400-450	200-250	250-350	400-450
UI Designer	250-350	400-500	500-550	250-350	400-500	500-550
UX Designer	200-300	350-450	450-500	200-300	350-450	450-500
UX Lead	-	-	500-550	-	-	500-550
Product Owner	200-300	350-450	450-500	200-300	350-450	450-500
Product Designer	300-350	400-500	500-550	300-350	400-500	500-550
Product Manager	300-350	400-500	500-600	300-350	400-500	500-600

DATA	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
SQL DBA	350-400	450- 500	550- 600	350-400	450- 500	550- 600
SQL Developer	350-400	450-500	500-550	350-400	450-500	500-550
Oracle DBA	350-400	450-500	500-600	350-400	450-500	500-600
Oracle Developer	350-400	400-500	500-550	350-400	400-500	500-550
BI Analyst	350-400	450-500	500-550	350-400	450-500	500-550
BI Developer	350-400	450-500	500-550	350-400	450-500	500-550
Data Support Engineer	250-300	350-400	400-450	250-300	350-400	400-450
Data Analyst	300-350	450-500	500-600	300-350	450-500	500-600
Data Scientist	300-350	450- 500	550-600	300-350	450- 500	550-600
Machine Learning Engineer	400-450	450-500	500-600	400-450	450-500	500-600
Data Architect	500-550	600-650	700-800	500-550	600-650	700-800
Big Data Engineer	450-500	500-550	550-600	450-500	500-550	550-600
Data Analytics Manager	550-600	600-700	700-800	550-600	600-700	700-800
Head of Data Analytics	700-750	750-850	850-900	700-750	750-850	850-900
Director, Data Analytics	750-800	800-900	900-1000	750-800	800-900	900-1000
Chief Data Officer	800-850	850-1000	1000-1200	800-850	850-1000	1000-1200

QA	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Manual	200-250	250-300	300-400	200-250	250-300	300-400
Automated	300-350	350-400	400-500	300-350	350-400	400-500
SDET	300-350	350-400	450-550	300-350	350-400	450-550
Performance Testing	300-350	350-400	400-500	300-350	350-400	400-500
QA Manager	350-400	400-500	500-600	350-400	400-500	500-600
Manual (Lead)	250-300	300-400	400-450	250-300	300-400	400-450
Manual (Manager)	350-400	400-500	500-550	350-400	400-500	500-550
Automated (Lead)	450-500	500-550	550-600	450-500	500-550	550-600
Automated (Manager)	350-400	400-500	500-600	350-400	400-500	500-600

SENIOR APPOINTMENTS	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Software Engineering Manager	550-600	600-650	650+	550-600	600-650	650+
Director of Engineering	550-600	600-650	750+	550-600	600-650	750+
Chief Technology Officer	650-700	700-750	800+	650-700	700-750	800+

Legal & Compliance

Salaries 2024

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.

PRIVATE PRACTICE	DUBLIN (Top Tier Firms)	DUBLIN (Mid Tier Firms) & REST OF IRELAND
Legal Executive	35-50k	28-45k
NQ Solicitor	50-72k	35-55k
1 Years' PQE	55-75k	40-60k
2 Years' PQE	60-80k	45-65k
3 Years' PQE	65-90k	50-70k
4 Years' PQE	80-100k	50-75k
5 Years' PQE	90-115k	75-100k
6-8 Years' PQE	100k+	85k+
Salaried Partner	125k+	100k+
Equity Partner	150-250k	-
Company Secretary Trainee	30-40k	25-30k
Company Secretary (Junior)	40-60k	35-45k
Company Secretary	45-80k	45-70k
Company Secretary 5+ years PQE	75-140k	70-120k
Company Secretarial Manager	110k+	100k+

LEGAL SUPPORT	DUBLIN	REST OF IRELAND
Legal Admin	35-45k	25-37.5k
Legal Secretary (0-3 years' exp)	30-40k	28-35k
Legal Secretary (3-5 years' exp)	30-45k	28-40k
Legal Secretary (5+ years' exp)	35-55k	32-45k
Legal Executive/Paralegal (0-3 years' exp)	30-45k	30-40k
Legal Executive/Paralegal (3-5 years' exp)	35-50k	32-45k
Legal Executive/Paralegal (5+ years' exp)	40-60k	35-50k

IN-HOUSE	DUBLIN	REST OF IRELAND
Legal Admin	35-45k	25-38k
Paralegal	30-50k	25-40k
Senior Paralegal (4+ years)	45-65k	35-45k
Compliance Officer	35-60k	30-40k
Contracts Administrator	35-45k	30-40k
Senior Contracts Administrator	40-55k	35-45k
Contracts Specialist	55-85k	45-75k
Company Secretary 1-3 years' PQE	35-65k	35-45k
Company Secretary 3-5 years' PQE	60-95k	45-65k
Company Secretarial Manager	65-115k	52-80k
Associate Director Company Secretarial	85-130k	55-90k
Director of Company Secretarial	90-160k	60-95k
Assistant Data Protection Officer	35-65k	28-40k
Data Protection Officer	55-110k	40-60k
Head of Data Privacy	110-140k	-
Junior Counsel (NQ - 3 years PQE)	55-85k	45-75k
Legal Counsel	80-130k	60-90k
Senior Legal Counsel	110-165k	85-125k
Head of Legal (3-20 lawyers)	110-180k	90-130k



Life Sciences

Salaries 2024

*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.*

QUALITY & VALIDATION	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Qualified Person	85-90k	90-110k	110-130k	75-85k	85-100k	110-130k
Validation Specialist	60-62k	65-70k	75-85k	45-55k	55-70k	70-85k
Validation Manager	85-95k	95-100k	105-120k	75-85k	85-95k	95-110k
QC Analyst	37-40k	45-60k	65k+	37-40k	45-60k	65k+
QC Supervisor	58-60k	65-75k	75k+	58-60k	65-75k	75k+
QC Manager	85-90k	90-95k	95-110k	85-90k	90-95k	95-110k
QC Director	120-125k	130-135k	140-160k	110-120k	120-130k	130-150k
QA Specialist	42-45k	45-55k	60-75k	42-45k	45-55k	60-75k
QA Manager	85-92k	95-100k	100-110k	75-85k	85-95k	95-100k
QA Director	125-130k	135-145k	145-150k	110-120k	120-130k	130-150k

REG & COMPLIANCE	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Compliance Officer	33-35k	35-50k	50-60k	35-40k	42-50k	52-60k
Compliance Manager	75-85k	85-100k	110-130k	70-80k	80-90k	90-110k
Regulatory Affairs Specialist	50-60k	65-80k	85K+	50-60k	65-80k	85K+
Regulatory Affairs Manager	85-95k	95-100k	105-130k	75-85k	85-95k	95-120k

RESEARCH & DEVELOPMENT	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Process Chemist	45-50k	55-65k	70-80k	40-45k	45-55k	55-70k
Microbiologist	35-40k	40-48k	50-60k	35-40k	40-48k	50-60k
R&D Scientist	35-45k	45-60k	60-65k	30-35k	35-45k	45-55k
R&D Engineer	40-50k	50-60k	65-70k	35-45k	50-65k	60-75k
R&D Manager	80-95k	95-100k	100-110k	75-85k	80-95k	90-110k
R&D Director	100-110k	120-140k	140-160k	90-105k	100-115k	125-145k

EHS	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
EHS Officer/Specialist	35-40k	40-55k	55-70k	35-40k	45-55k	55-70k
EHS Manager	75-85k	85-95k	95-100k	60-70k	70-85k	85-100k

DOCUMENTATION	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Documentation Specialist	35-40k	40-45k	45-55k	35-40k	40-45k	45-55k
Documentation Controller	32-35k	35-45k	45k+	32-35k	35-45k	45k+

CLINICAL TRIALS/RESEARCH	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Clinical Trials Assistant	32-35k	35-40k	40-50k	32-35k	35-40k	40-45k
Clinical Research Associate	35-45k	45-55k	55-70k	35-45k	45-55k	55-65k
Clinical Research Manager	65-70k	70-75k	75k+	65-70k	70-75k	75k+
Clinical Trials Manager	70-75k	75-80k	80-90k+	70-75k	75-85k	85-100k
Clinical Project Manager	60-70k	70-80k	80-90k	55-60k	60-70k	70-80k
Clinical Trials Associate	45-50k	50-55k	55k+	40-45k	45-55k	55k+
Clinical Development Manager	70-75k	75-80k	80-85k+	70-75k	75-80k	80-85k+
Clinical Operations Manager	75-80k	80-90k	90-100k	70-75k	75-85k	85-90k+
Director of Clinical Operations	110-120k	120-130k	130k+	100-110k	110-120k	120k+

CLINICAL DATA/STATISTICS	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Clinical Data Manager	50-55k	55-60k	60-70k	50-55k	55-60k	60-70k
Biostatistician	40-50k	50-60k	60-80k	40-50k	50-60k	60-80k
Biostatistician Manager	80-90k	90-100k	100-125k	80-90k	90-100k	100-120k



Manufacturing & Engineering Salaries 2024

*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.*

	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Automation Technician	35-45k	45-52k	50-60k	35-40k	40-50k	50k+
Automation Engineer	40-50k	55-70k	75k+	40-50k	55-70k	75k+
Automation Manager	65-75k	75-85k	85-110k	60-70k	70-80k	85-110k
CAD Technician	35-40k	40-50k	50-55k	35-40k	40-50k	50k+
Chemical Engineer	35-45k	45-65k	70k+	35-45k	45-65k	70k+
CNC Operator	30-35k	35-40k	40-45k	30-35k	35-40k	40k+
CNC Programmer	32-40k	40-45k	45-55k	32-40k	40-45k	50k+
CQV Engineer	40-50k	50-65k	65-85k	40-50k	50-65k	65-85k
CSV Engineer	40-50k	50-65k	65-85k	40-50k	50-65k	65-85k
Design Assurance Engineer	40-45k	45-65k	65-75k	35-45k	45-65k	65-75k
EHS Officer/Engineer	35-40k	40-55k	55-70k	35-40k	45-55k	55-70k
EHS Specialist	35-40k	40-55k	55-70k	35-40k	45-55k	55-70k
EHS Manager	75-85k	85-95k	95-100k	60-70k	70-85k	85-100k
Electrical/Electronic Engineer	45-50k	55-60k	60-75k	45-50k	55-60k	60-70k
Engineering Supervisor	50-55k	55-65k	65-75k	45-50k	55-60k	60-75k
Engineering Manager	65-75k	75-85k	85-110k	60-70k	70-80k	85-110k
Field Service Engineer	40-50k	50-60k	60-75k	35-45k	40-55k	55-65k
Facilities Engineer	35-40k	45-55k	55-65k	35-40k	40-55k	60k
Facilities Manager	50-65k	65-85k	85-105k	50-60k	60-75k	80-95k

	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Food Technologist	32-35k	35-40k	40-45k	32-35k	35-40k	40-45k
Instrumentation/Calibration Technician	40-45k	45-55k	55-75k	35-42k	42-55k	55-75k
Industrial Engineer	40-45k	45-60k	60-80k	38-45k	45-60k	60-80k
Lean Engineer	40-45k	50-65k	70-80k	35-45k	45-65k	65-80k
Maintenance Technician	40-45k	45-55k	55-65k	35-40k	45-55k	60k+
Maintenance Engineer	45-50k	50-55k	55-65k	40-45k	45-55k	60k+
Maintenance Manager	50-60k	60-75k	75-90k	50-60k	60-70k	70-85k
Manufacturing Technician	40-45k	45-55k	55-65k	35-42k	42-55k	55-65k
Manufacturing Engineer	40-45k	45-60k	60-80k	38-45k	45-60k	60-80k
Manufacturing Supervisor	50-55k	55-65k	65-75k	45-55k	55-65k	65-75k
Manufacturing Manager	55-60k	60-75k	75-90k	50k	60-70k	75-90k
Mechanical Design Engineer	35-40k	45-55k	60k+	35-40k	45-55k	60k+
Mechanical Engineer	35-40k	40-55k	55-60k	35-40k	45-55k	60k+
NPD Technologist	30-35k	35-45k	45-55k	30-35k	35-45k	45-55k
NPD Manager	50-55k	55-60k	60-75k	50-55k	55-60k	60-75k
Operations Manager	65-70k	70-85k	90-110k	65-70k	70-85k	90-110k
Polymer Engineer	40-45k	45-65k	65-75k	35-45k	50-60k	60-70k
Packaging Engineer	35-40k	40-65k	65-75k	35-45k	50-60k	60-70k
Process Technician	35-40k	40-45k	45-55k	35-40k	40-45k	50k+

	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Process Engineer	40-45k	45-65k	65-75k	35-45k	45-60k	60k+
Production Manager	50-55k	55-65k	65-80k	45-50k	55-65k	65k+
Production Shift Manager	45-50k	55-65k	65-80k	45-50k	55-65k	65k+
Quality Technician	33-40k	40-45k	45-50k	35-40k	40-45k	45k+
Quality Engineer	40-45k	45-55k	58-70k	38-45k	45-58k	58-70k
Quality Supervisor	45-50k	50-60k	70-80k	40-50k	50-60k	70-80k
Quality Manager	60-65k	65-75k	75-90k	60-65k	65-75k	75-90k
Quality Director	100-110k	110-120k	120k+	90-100k	100-120k	125k+
R&D Engineer	40-45k	45-65k	65-75k	40-45k	45-65k	65-75k
R&D Manager	65-70k	75-90k	85-110k	65-70k	75-90k	85-110k
R&D Director	90-100k	100-120k	120k+	90-100k	100-120k	120k+
Service Engineer	40-45k	45-55k	58-70k	40-45k	45-55k	58-70k
Six Sigma Engineer	35-45k	45-65k	65-80k	35-45k	45-65k	65-80k
Six Sigma Black Belt	60-70k	70-80k	80k+	60-70k	70-80k	85k+
Validation Engineer	50-55k	55-65k	65-80k	45-55k	55-65k	65-80k

Marketing

Salaries 2024

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GENERAL MARKETING ROLES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Marketing Assistant	26-28k	28-30k	32-33k	22-25k	25-27k	28-32k
Marketing Executive	30-35k	37-45k	45-55k	26-32k	32-37k	40-45k
Communications & Marketing Executive	32-35k	36-40k	42-50k	26-28k	30-35k	36-42k
Brand Manager	35-45k	45-55k	52-68k	35-40k	40-45k	45-60k
Category Manager	40-45k	47-55k	55-65k	35-43k	43-50k	50-55k
CRM Manager	38-42k	45-58k	60-70k	40-46k	45-52k	52-60k
Insights & Analytics Manager	45-55k	52-65k	65-78k	36-40k	42-50k	52-65k
Product Manager	50-55k	55-60k	65-85k	45-50k	50-60k	60-70k
Internal Communications Manager	40-46k	47-56k	58-75k	36-40k	42-50k	52-65k
Communications Manager	45-52k	52-65k	65-80k	40-46k	47-55k	57-65k
Marketing Manager	45-55k	55-65k	60-70k	40-50k	52-60k	57-65k
Marketing Director	75-80k	80-90k	90-120k	70-80k	75-90k	85-100k

PR	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Public Relations Officer	30-36k	37-42k	45-50k	27-32k	32-36k	36-42k
Public Relations Manager	47-54k	52-60k	62-65k	40-45k	46-52k	52-62k
Events Manager	34-36k	38-46k	48-60k	32-35k	34-40k	42-45k

DIGITAL MARKETING	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Social Media Specialist	30-32k	36-42k	47-55k	26-30k	32-36k	38-42k
Social Media Manager	42-47k	47-52k	55-60k	34-40k	40-45k	45-52k
Content Editor/Manager	36-42k	42-55k	50-60k	26-30k	30-40k	42-50k
PPC Specialist	30-36k	34-42k	42-55k	26-30k	30-36k	38-45k
SEO/SEM Specialist	32-36k	36-46k	46-60k	26-30k	30-38k	38-50k
Graphic Designer	32-42k	42-47k	52-60k	25-30k	30-35k	40-45k
Demand Generation Specialist	42-47k	47-57k	62-75k	36-40k	42-50k	52-62k
eCommerce Specialist	37-46k	45-60k	60-80k	30-40k	42-50k	52-65k
Digital Marketing Executive	30-35k	35-45k	45-60k	27-32k	32-40k	40-46k
Digital Specialist	36-38k	38-45k	45-60k	36-42k	42-46k	46-52k
Digital Marketing Manager	55-60k	62-68k	72-80k	45-50k	52-60k	62-75k
Performance Marketing Manager	55-60k	68-78k	78-90k	46-55k	57-60k	67-76k
Head of Digital Marketing	80-85k	85-95k	85-110k	70-80k	76-85k	85-95k
Head of eCommerce	70-80k	80-95k	90-120k	60-70k	72-85k	80-95k

Multilingual Salaries 2024

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.

	DUBLIN	REST OF IRELAND
Customer Service (Junior)	28-35k	27-35k
<i>German, Dutch or Nordic</i>	32-35k	31-35k
<i>French</i>	30-34k	29-34k
<i>Spanish, Italian, Portuguese</i>	28-33k	27-33k
Customer Service (Senior)	32-40k	30-40k
<i>German, Dutch or Nordic</i>	35-40k	34-40k
<i>French</i>	33-40k	32-40k
<i>Spanish, Italian, Portuguese</i>	32-38k	30-38k
Technical Support Level 1	30-38k	30-38k
<i>German, Dutch or Nordic</i>	34-38k	34-38k
<i>French</i>	32-37k	32-37k
<i>Spanish, Italian, Portuguese</i>	30-37k	30-37k
Technical Support Level 2	35-47k	35-47k
<i>German, Dutch or Nordic</i>	38-47k	38-47k
<i>French</i>	36-45k	36-45k
<i>Spanish, Italian, Portuguese</i>	34-42k	34-42k
Business Development/Lead Generation	30-45k	28-45k
<i>German, Dutch or Nordic</i>	35-45k	35-45k
<i>French</i>	32-43k	32-41k
<i>Spanish, Italian, Portuguese</i>	30-40k	30-38k
Telesales/Outbound Sales	28-40k	26-38k
<i>German, Dutch or Nordic</i>	32-40k	30-38k
<i>French</i>	30-38k	28-36k
<i>Spanish, Italian, Portuguese</i>	28-36k	26-34k
Inside Sales/Account Executive/Account Manager	40-75k	38-68k
<i>German, Dutch or Nordic</i>	45-75k	42-68k
<i>French</i>	45-70k	40-65k
<i>Spanish, Italian, Portuguese</i>	40-65k	38-63k

	DUBLIN	REST OF IRELAND
Sales Support	32-40k	30-40k
<i>German, Dutch, Nordic</i>	35-40k	34-40k
<i>French</i>	33-38k	32-38k
<i>Spanish, Italian, Portuguese</i>	32-36k	30-36k
Order Management/Order Support	33-45k	32-45k
<i>German, Dutch, Nordic</i>	37-45k	36-45k
<i>French</i>	35-42k	34-42k
<i>Spanish, Italian, Portuguese</i>	33-40k	32-40k
Team Leader (Customer Service)	48-60k	47-60k
<i>German, Dutch, Nordic</i>	53-60k	50-60k
<i>French</i>	50-58k	50-58k
<i>Spanish, Italian, Portuguese</i>	48-56k	47-56k
Team Leader (Sales)	50-70k	45-65k
<i>German, Dutch, Nordic</i>	55-70k	55-65k
<i>French</i>	52-68k	50-60k
<i>Spanish, Italian, Portuguese</i>	50-65k	45-55k
Sales Manager	70-95k	65-80k
<i>German, Dutch, Nordic</i>	70-90k	65-80k
<i>French</i>	65-85k	65-77k
<i>Spanish, Italian, Portuguese</i>	65-80k	63-75k
Content Reviewer	32k	32k
<i>German, Dutch, Nordic</i>	33-38k	33-38k
<i>French</i>	32-36k	32-36k
<i>Spanish, Italian, Portuguese</i>	32-35k	32-35k
Digital Marketing	38-52k	36-52k
<i>German, Dutch, Nordic</i>	41-52k	40-52k
<i>French</i>	40-48k	39-48k
<i>Spanish, Italian, Portuguese</i>	38-48k	36-48k



Office Support & Administration

Salaries 2024

*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.*

	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Receptionist	30-32k	33-40k	38-45k	26-30k	32-35k	36-40k
Executive Assistant	40-45k	50-55k	60-65k	32-36k	38-42k	45k+
Personal Assistant	38-40k	45-50k	55-60k	32-35k	36-40k	42k+
Administrator	30-33k	35-40k	40-48k	28-30k	32-35k	38-40k
Client Service Administrator	30-32k	35-38k	40-43k	28-30k	32-34k	35-37k
Database Administrator	30-32k	34-38k	40-42k	28-30k	32-35k	36-38k
Project Administrator	38-40k	42-46k	48-55k	32-34k	36-38k	40-42k
Student Support Executive	32-35k	36-40k	45-50k	30-32k	34-34k	38-40k
Programme Executive	34-36k	38-42k	45-55k	30-33k	34-37k	40-47k
Accreditation Executive	32-34k	35-38k	40-42k	30-32k	34-36k	38-40k
Sales Support Administrator	30-34k	35-40k	42-46k	28-32k	33-35k	36-40k
Contracts Administrator	32-36k	38-40k	42-50k	30-32k	34-36k	38-42k
Facilities Administrator	32-35k	36-40k	42-46k	28-32k	33-35k	36-38k
Customer Service Representative	28-32k	34-40k	42-45k	28-30k	32-34k	36-38k
Customer Service Team Lead	36-42k	45-52k	55-65k	32-35k	36--40k	45-55k
Customer Service Manager	55-65k	68-75k	78-85k	40-48k	50-60k	65-78k
Office Manager	40-45k	46-52k	55-60k	36-40k	42-46k	48k+
Operations Manager	60-68k	72-80k	82-90k	58-62k	65-75k	80k+
Data Entry	28-32k	-	-	28-30k	26-28k	30k+
Graduate	28-30k	-	-	26-29k	-	-
Filing/Clerical Officer	26-30k	34-38k	40-45k	26-30k	32-36k	38k+



Sales

Salaries 2024

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.

GENERAL B2B	DUBLIN		REST OF IRELAND	
	Basic	Earnings	Basic	Earnings
Inside Sales/Telesales (0-2 years)	30-35k	40-45k	28-35k	30-42k
Inside Sales/Telesales (2 years +)	35-45k	45-55k	32-40k	40-52k
Inside Sales Team Leader	40-50k	45-60k	38-50k	42-55k
Inside Sales Manager	50-65k	55-75k	46-55k	52-70k
Field Sales/Area Sales	40-50k	50-70k	40-45k	45-52.5k
Key Account Manager/Territory Sales	50-65k	60-75k	45-58k	55-65k
Field Sales Manager	67.5-80k	75-100k	57.5-70k	65-80k
Commercial Manager	80-100k	85-120k	75-90k	90-100k
Sales Director	110-150k	150-180k	100-120k	120-140k

CONSTRUCTION & ENGINEERING	DUBLIN		REST OF IRELAND	
	Basic	Earnings	Basic	Earnings
Field Sales/Business Development Executive (0-3 years)	40-48k	45-58k	35-45k	42-55k
Area Sales/Business Development Manager (3-5 years)	50-55k	60-65k	45-50k	52.5-60k
Technical Sales/Sales Engineer (Qual required)	55-70k	65-80k	50-65k	60-75k
Specification Sales (Tendering)	65-80k	80-95k	60-80k	75-95k
International/Global Sales	65-90k	70-100k	65-90k	70-100k
Sales Manager	85-100k	95-120k	75-90k	85-100k
Sales Director/Country Manager	100-120k	120-150k	100-120k	120-150k

FMCG	DUBLIN		REST OF IRELAND	
	Basic	Earnings	Basic	Earnings
Sales Merchandiser	32-36k	35-40k	28-32k	32-38k
Field Sales Representative (0-5 years)	40-45k	45-60k	35-45k	40-50k
Field Sales Representative (2-5 years)	45-50k	55-65k	45-50k	55-65k
Field Sales Manager	65-75k	71.5-80k	60-70k	65-77k
Key Account Manager	50-65k	60-75k	50-55k	50-65k
National Account Manager	65-80k	70-100k	55-65k	65-85k
Commercial Manager	85-100k	100-120k	80-90k	88-110k

Pharmaceutical & Medical	DUBLIN		REST OF IRELAND	
	Basic	Earnings	Basic	Earnings
GP Sales Representative (Primary Care) (0-2 years)	40-50k	45-60k	40-50k	45-60k
Area/Territory Manager (3 years +)	50-65k	60-80k	45-65k	60-80k
Hospital Sales Representative (Secondary Care)	50-65k	60-75k	45-55k	55-70k
Clinical Sales Specialist	65-85k	75-95k	60-75k	66-85k
Sales Manager	70-80k	80-110k	65-80k	70-90k
Commercial Manager	90-120k	110-150k	90-120k	110-150k

IT & SOFTWARE SALES	DUBLIN		REST OF IRELAND	
	Basic	Earnings	Basic	Earnings
SDR/BDR (Graduate)	35-40k	42.5-55k	35-40k	42.5-55k
BDR (1-2 years exp)	40-50k	55-72k	30-38k	40-55k
Account Executive (1-2 years exp)	45-55k	80-100k	45-55k	80-110k
Account Executive (2-5 years+ exp)	55-70k	100-140k	55-75k	90-110k
Enterprise Account Executive (7 years+ exp)	75-100k	140-200k	60-80k	110-150k
Account Manager (1-2 years exp)	45-60k	65-75k	37-48k	45-65k
Enterprise or Strategic Account Manager (2-5 years+ exp)	60-80k	80-140k	45-55k	65-80k
Channel Manager	48-65k	65-95k	40-60k	60-85k
Customer Success Manager (1-2 years exp)	40-55k	45-70k	30-45k	32-45k
Customer Success Manager (2-5 years+ exp)	55-80k	65-100k	45-60k	40-75k
Inside Sales Manager	70-90k	100-180k	55-70k	85-120k
Enterprise Sales Manager	100-140k	200-280k	70-90k	130-150k
VP of Sales	120-180k	200-300k	90-130k	120-200k



Supply Chain

Salaries 2024

*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.*

LOGISTICS	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Freight Clerk	35-45k	45-50k	45-50k	32-37k	37-43k	43-48k
Freight Manager	50-55k	55-60k	60-70k	40-45k	45-55k	55-70k
Inventory Manager	42-48k	48-55k	55-65k	40-28k	45-55k	60-65k
Logistics Administrator	30-32k	35-40k	40-45k	30k	35-40k	40-45k
Logistics Coordinator	35-40k	40-50k	50-55k	32-37k	37-43k	43-48k
Logistics Manager	50-55k	55-65k	65-75k	40-45k	45-50k	50-55k
Logistics/Supply Chain Analyst	42-47K	47-52K	52-65K	40-45K	45-50K	50-60k
Operations Manager	55-60k	60-65k	65-85k	50-55k	55-65k	65-75k
Transport Manager	50-55k	55-65k	65-75k	50-55k	55-65k	65-75k
Warehouse Manager	50-55k	55-65k	65-75k	50-55k	55-65k	65-75k
Warehouse Supervisor	40-45k	45-50k	50-60k	40-45k	45-50k	50-55k

SUPPLY CHAIN	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Materials Manager	50-65K	65-80K	80- 90K	50-65K	65-80K	80- 90K
Supply Chain Specialist	35-40k	45-55k	55-65k	35-45k	45-55k	55-65k
Supply Chain Analyst	35-40k	45-55k	55-65k	35-45k	45-55k	55-65k
Supply Chain Manager	60-70k	70-80k	80-100k	60-70k	70-80k	80-100k
Supply Chain Director	90-100k	95-105k	105-110k	85-90k	90-95k	100k+

PROCUREMENT	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Buyer/Purchasing Specialist	35-40k	40-55k	55-70k	35-40k	40-55k	55-70k
Procurement Specialist	35-40k	40-55k	55-70k	35-40k	40-55k	55-70k
Procurement Category Manager	60-65k	65-70k	80-90k	60-65k	65-70k	80-90k
Procurement Manager	60-65k	65-70k	80-90k	60-65k	65-70k	80-90k
Procurement Director	90-95k	95-110k	110-140k	85-90k	90-100k	105-120k

PLANNING	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5+ Years	1-2 Years	3-5 Years	5+ Years
Supply Planner	35-45k	45-55k	55-65k	35-45k	45-55k	55-65k
Demand Planner	35-45k	45-55k	55-65k	35-45k	45-55k	55-65k
Production Planner	35-45k	45-55k	55-65k	40-45k	45-55k	55-65k
Planning Manager	65-75k	75-80k	80-100k	60-70k	70-80k	80-100k
Planning Director	90-k	90-100k	100k+	85-90k	90-95k	100k+



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