



## *2016 Salary Survey*

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## *Foreword*

We have now released the latest version of our HERO Recruitment Salary Survey 2016. Our 2016 Salary Guide provides insights into the average salary ranges for Irish Professionals across key industry sectors.

Our HERO Recruitment Salary Guides are a compilation of 2016 market salary information provided by HERO consultants, clients, candidates and other sources across Ireland. Information was gathered by drawing on the extensive knowledge of our recruitment expertise and knowledge of the market.

Salaries are represented in 1K Per Annum.

We welcome hearing from you.

HERO Team

## Salary Survey

# Technical & Engineering

Job Title	Dublin €	South €	West €	Northwest €
Automation Engineer	55-65	50-60	50-60	50-60
Chemical Engineer	50-60	50-60	50-60	50-60
Electrical / Electronic Engineer	50-60	45-55	45-55	45-55
Packaging Engineer	45-55	45-55	45-55	40-50
R&D Engineer	45-60	45-55	45-55	45-55
Electronic Technician	35-40	30-38	28-38	28-38
Engineering Manager	80-110	80-110	75-110	75-110
Engineering Team Leader	60-75	60-75	60-75	60-75
EHS Manager	60-80	60-80	60-80	60-75
<b>Facilities</b>				
Facilities Manager	70-85	65-80	65-80	65-75
Facilities Engineer	40-55	45-55	45-55	40-55
Facilities Technician	35-45	28-40	28-40	28-35
Field Service Engineer	45-55	40-50	40-50	40-50
Industrial Engineer	45-55	40-50	40-50	40-50
Instrumentation / Calibration Technician	35-40	30-38	30-38	30-38
<b>Maintenance /Manufacturing</b>				
Maintenance Manager	60-75	60-75	60-70	60-70
Maintenance Engineer	45-55	45-55	40-55	40-50
Maintenance Technician	30-40	28-38	28-38	28-38
Manufacturing Engineer	45-60	45-55	40-55	40-55
Manufacturing Technician	30-40	28-38	28-38	28-38
Mechanical Engineer	45-60	45-55	45-55	45-55
<b>Process</b>				
Process Engineer	45-60	40-55	40-55	40-55
Lean /Six Sigma Engineer	50-60	50-60	50-60	50-60
Process Technician	30-40	28-38	28-38	28-38
Production Manager	80-95	80-95	80-95	75-85
Production Supervisor	45-65	45-55	40-55	40-55
<b>Quality</b>				
Quality Manager	70-90	70-85	70-85	65-75
Quality Supervisor / Team Lead	55-75	50-70	50-70	48-58
Quality Engineer	45-55	40-55	40-55	40-50
Quality Technician	32-38	32-38	32-38	32-38
Design Assurance Engineer	48-60	48-60	48-60	48-55
Design Assurance Technician	35-40	35-40	35-40	35-40
Supplier Quality Engineer	45-60	40-55	40-55	40-50

Job Title	Dublin €	South €	West €	Northwest €
Quality Director	90-130	85-120	85-120	85-120
QA / QC Manager	65-85	60-85	60-75	60-75
QA / QC Supervisor	45-60	45-60	45-55	45-55
QA / QC Analyst	30-40	28-35	28-35	28-33
Qualified Person	70-90	65-80	65-80	65-75
Lab Technician	30-35	28-32	28-32	28-32
<b>Analytical</b>				
Microbiologist	40-55	40-50	35-50	35-45
Chemist	35-50	35-50	35-45	35-45
<b>Compliance</b>				
Compliance Manager	60-80	60-80	60-75	55-65
Compliance Officer	40-65	40-60	35-45	35-45
Compliance Auditor	30-40	30-45	28-35	25-35
Chemist	40-45	35-45	35-45	35-45
<b>Documentation</b>				
Documentation Officer	35-45	30-40	30-38	30-38
Documentation Control Administrator	30-40	30-35	25-35	25-35
<b>Regulatory Affairs</b>				
Regulatory Affairs Manager	65-80	65-80	65-75	60-70
Regulatory Affairs Officer	40-55	45-55	35-50	35-50
<b>Validation</b>				
Validation Manager	70-90	65-85	65-85	65-75
Validation Engineer	45-60	45-60	45-55	40-50
<b>Reserach and Development</b>				
R&D Engineer	45-55	45-55	45-55	40-50
Senior R&D Engineer	60-70	60-70	55-70	55-65
Principal R&D Engineer	70-90	65-85	65-85	60-70

## Finance

Job Title	Dublin €	South €	West €	Northwest €
Senior Audit Manager	70-85	75-80	50-65	50-65
Audit Manager	60-70	55-65	45-55	45-55
Tax Manager - Practice	55-75	45-65	40-50	40-50
Financial Analyst	55-65	48-60	40-50	40-50
Fund Accountant	35-40	33-38	32-35	32-35
Business Analyst	40-65	40-55	40-55	45-60
Data Analyst	50-70	50-65	50-60	50-60

Job Title	Dublin €	South €	West €	Northwest €
Finance Director	85-120	80-110	80-110	80-100
Financial Controller	75-95	70-85	70-80	65-75
Financial Accountant	55-60	45-55	45-55	40-55
Assistant Financial Accountant	35-40	30-35	25-35	30-35
Cost / Management Accountant	55-60	45-55	45-50	40-50
Treasury Accountant	50-65	50-60	50-55	45-50
Internal Auditor	48-58	40-55	45-55	35-45
New Qualified Accountant	50-55	45-46	38-42	38-42
Trainee Accountant	22-28	22-08	23-28	20-25

## Accountancy – Support

Job Title	Dublin €	South €	West €	Northwest €
Accounts Payable Manager	45-55	40-48	40-48	40-45
Accounts Payable	28-32	25-30	24-30	24-27
Accounts Receivable	28-32	25-30	25-28	24-28
Payroll Manager	40-50	40-50	38-45	35-40
Payroll Administrator	30-40	30-38	27-32	27-32
Credit Controller	28-32	25-30	25-28	25-28

## Office Administration

Job Title	Dublin €	South €	West €	Northwest €
Office Manager	32-40	30-35	28-34	25-35
PA / Executive Assistant	35-45	28-38	30-38	28-35
Senior Receptionist	26-32	24-28	24-28	22-25
Receptionist	24-30	23-26	22-26	18-24
Senior Administrator	30-38	30-36	30-36	30-34
Administrator	24-30	24-28	20-26	20-24
Medical Secretary	28-38	28-34	26-34	23-28
Legal Secretary	30-40	30-35	25-30	22-25

## Human Resources & Training

Job Title	Dublin €	South €	West €	Northwest €
HR Director	100-130	90-110	90-110	80-100
HR Manager	70-90	65-80	60-80	60-75
HR Generalist / Business Partner	60-75	55-65	55-65	50-60
HR Officer	35-50	33-45	33-45	30-45
HR Administrator	30-35	25-35	25-30	25-30
HR Coordinator	25-30	22-25	22-25	20-25
<b>HR Specialists</b>				
Compensation and Benefits Manager	60-80	60-75	60-70	55-65
Employee Relations Manager	60-75	55-70	50-75	50-70
Employee Relations Executive	50-70	45-60	45-60	40-50
Industrial Relations Manager	60-75	55-70	55-75	50-65
Payroll Administrator	30-40	30-35	28-30	25-30
<b>Training and Development</b>				
Training and Development Manager	50-65	50-60	50-65	50-60
Training Specialist	40-50	40-50	35-45	35-45
Technical Trainer	35-45	30-40	35-45	30-40
Training Coordinator	30-35	25-35	28-35	25-30
<b>Recruitment (In-house)</b>				
Recruitment Manager	60-75	58-70	50-65	50-65
Recruitment Co-Ordinator	35-45	30-40	30-40	28-35
Recruitment Administrator	28-30	25-33	25-30	22-26

# Supply Chain

Job Title	Dublin €	South €	West €	Northwest €
Director of Supply Chain	100-150	90-130	90-110	90-110
Supply Chain Manager	70-90	70-90	70-90	70-90
Materials Manager	65-75	65-75	60-70	60-70
<b>Purchasing</b>				
Purchasing Manager	60-80	60-80	60-70	60-70
Purchasing Specialist	35-50	40-55	40-45	35-45
<b>Warehousing</b>				
Warehouse Manager	50-70	45-70	45-70	45-70
Warehouse Supervisor	40-45	35-40	35-40	35-40
<b>Logistics</b>				
Logistics Manager	50-70	50-65	50-65	50-60
Logistics / Supply Chain Analyst	40-55	45-50	40-50	40-50
Logistics Administrator	25-35	27-35	25-32	25-30
<b>Buyer / Planners</b>				
Production Planner	45-55	40-55	40-50	40-50
Buyer / Planner	40-55	40-55	40-50	35-50

Job Title	Dublin €	South €	West €	Northwest €
<b>Management</b>				
IT Director (CTO)	90-130	80-100	80-100	80-100
Operations / IT Manager / MIS Manager	80-90	70-90	75-85	60-80
Software Development Manager	80-100	80-90	75-85	70-80
QA / Test Manager	65-80	60-75	60-75	60-70
Project Manager	60-75	55-70	55-65	50-60
Change Manager	60-95	55-90	50-75	50-75
Technical Support Manager	60-70	50-65	50-70	45-60
Technical Architect	65-80	60-70	60-70	60-70
<b>Software Development &amp; Design</b>				
Software Developer (Java/C#/.net/etc.)	50-70	50-65	50-65	45-55
Web Developer	45-65	45-60	45-60	40-60
Business Analyst	50-75	50-65	50-65	50-60
UI Designer	45-60	40-55	45-55	45-50
UX Developer	75-95	65-75	65-75	65-72
SAP Project Manager	60-85	50-65	50-65	50-65
SAP Business Analyst	45-60	45-55	45-55	40-50
<b>QA / Technical Support</b>				
QA / Test Engineer	35-55	40-50	40-50	30-40
Technical Support 1st Level	23-30	22-27	22-27	20-25
Technical Support 2nd Level	30-35	28-35	28-35	25-32
Technical Support 3rd Level	35-45	33-43	33-43	30-40
<b>Administration</b>				
Telecoms Engineer	45-60	40-50	40-50	40-45
Network Engineer	40-55	35-50	35-50	35-50
Technical Writer	32-55	28-55	28-53	28-53
System Administration	45-60	40-55	40-55	35-50
Database Administrator	45-65	40-55	40-55	45-50
UI Designer	30-65	30-65	25-55	25-55
UX Developer	38-85	35-80	25-55	25-55



## Sales & Marketing (Basic Salary)

Job Title	Dublin €	South €	West €	Northwest €
Sales Director	80-120	70-100	70-100	70-90
Sales Manager (National)	70-90	55-80	55-80	55-75
Accounts Manager	40-65	50-60	50-60	50-60
Business Development Executive	40-55	35-45	30-45	30-40
Corporate Account Manager	45-65	35-55	35-55	35-50
Marketing Manager	60-80	55-70	50-70	45-65
Marketing Executive	35-45	30-40	30-40	25-35
Marketing Assistant	25-33	25-30	22-30	20-26
Sales Executive	30-45	28-40	28-40	28-40
Medical Sales Representative	35-50	35-45	35-45	35-45
Telesales Executive	22-30	20-30	20-30	20-25

## Customer Services

Job Title	Dublin €	South €	West €	Northwest €
Operations Director (Shared Services Centre)	80-120	80-100	80-95	70-95
Customer Service Manager	45-65	45-60	45-60	45-55
Customer Service Team Leader	35-45	35-45	32-45	32-38
Customer Service	25-30	25-28	25-28	25-28
Customer Service Agent with language	25-35	25-32	25-32	25-30