



2017 Salary Survey

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Foreward

Who is earning what and where?

HERO have now released the latest update of our Recruitment Salary Survey 2017

Our 2017 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 2017 market salary information provided through research, 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. We hope you find its content helpful.

Whilst every care is taken in the collection and compilation of data, the survey is interpretive and indicative, not conclusive. Therefore information should be used as a guideline only and should not be reproduced in total or by section without written prior permission from HERO.

We welcome hearing from you.

HERO Team

Salary Survey

Technical & Engineering

Job Title	Years' Exp	East €	South €	West €	Northwest €
Engineering Manager	0-3	65k – 75k	65k – 75k	65k – 75k	60k – 70k
	3-5	75k – 95k	75k – 85k	75k – 85k	70k – 80k
	5+	95k – 120k	85k – 105k	85k – 105k	80k – 100k
Automation Engineer	0-3	25k – 40k	25k – 40k	25k – 35k	25k – 35k
	3-5	40k – 55k	40k – 55k	35k – 45k	35k – 45k
	5+	55k – 80k	58k – 75k	45k – 75k	45k – 65k
Chemical Engineer	0-3	30k – 45k	30k – 45k	25k – 38k	25k – 38k
	3-5	45k – 60k	45k – 60k	38k – 55k	35k – 45k
	5+	60k – 70k	60k – 70k	55k – 65k	45k – 55k
Electrical / Electronic Engineer	0-3	28k – 38k	25k – 35k	25k – 35k	25k – 38k
	3-5	40k – 50k	40k – 50k	40k – 50k	35k – 45k
	5+	50k – 60k	50k – 60k	50k – 60k	45k – 55k
Packaging Engineer	0-3	28k – 40k	28k – 40k	25k – 40k	25k – 38k
	3-5	40k – 54k	40k – 54k	40k – 54k	38k – 48k
	5+	54k – 70k	54k – 65k	54k – 65k	48k – 60k
Electronic Technician	0-3	24k – 28k	22k – 26k	22k – 25k	22k – 25k
	3-5	28k – 35k	26k – 30k	25k – 28k	25k – 28k
	5+	35k – 40k	30k – 38k	28k – 38k	28k – 38k
Engineering Team Leader	0-3	50k – 60k	50k – 60k	45k – 50k	45k – 50k
	3-5	60k – 70k	60k – 70k	50k – 60k	50k – 60k
	5+	70k – 75k	70k – 75k	60k – 75k	60k – 65k

Salary Survey

Technical & Engineering

Job Title	Years' Exp	East €	South €	West €	Northwest €
Facilities					
Facilities Manager	0-3	55k – 65k	50k – 60k	50k – 60k	50k – 55k
	3-5	65k – 75k	60k – 70k	60k – 70k	55k – 65k
	5+	75k – 85k	70k – 80k	70k – 80k	65k – 75k
Facilities Engineer	0-3	25k – 35k	25k – 35k	25k – 35k	25k – 30k
	3-5	35k – 45k	35k – 45k	35k – 45k	30k – 40k
	5+	45k – 55k	45k – 55k	45k – 55k	40k – 50k
Facilities Technician	0-3	25k – 30k	25k – 30k	25k – 30k	22k – 30k
	3-5	30k – 40k	30k – 35k	30k – 35k	30k – 35k
	5+	40k – 45k	35k – 40k	35k – 40k	35k – 38k
Instrumentation / Calibration Technician	0-3	28k – 40k	28k – 40k	25k – 40k	25k – 38k
	3-5	40k – 54k	40k – 54k	40k – 54k	38k – 48k
	5+	54k – 70k	54k – 65k	54k – 65k	48k – 55k
Maintenance/Manufacturing					
Maintenance Manager	0-3	55k – 65k	50k – 60k	50k – 60k	50k – 55k
	3-5	65k – 75k	60k – 70k	60k – 70k	55k – 65k
	5+	75k – 80k	70k – 75k	70k – 75k	65k – 70k
Maintenance Engineer	0-3	30k – 38k	25k – 35k	25k – 35k	25k – 35k
	3-5	38k – 50k	35k – 45k	35k – 45k	35k – 45k
	5+	50k – 65k	45k – 65k	45k – 65k	45k – 65k
Maintenance Technician	0-3	25k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 42k	35k – 42k	35k – 42k	35k – 40k
	5+	42k – 53k	40k – 50k	40k – 50k	40k – 45k
Manufacturing Engineer	0-3	30k – 40k	30k – 40k	30k – 42k	30k – 38k
	3-5	40k – 54k	40k – 54k	42k – 54k	38k – 48k
	5+	54k – 75k	54k – 70k	54k – 72k	48k – 60k
Manufacturing Technician	0-3	25k – 35k	25k – 35k	25k – 32k	25k – 30k
	3-5	35k – 42k	35k – 42k	32k – 38k	30k – 35k
	5+	42k – 53k	40k – 50k	38k – 42k	35k – 40k
Mechanical Engineer	0-3	30k – 40k	30k – 40k	30k – 40k	25k – 38k
	3-5	40k – 54k	40k – 54k	40k – 54k	38k – 48k
	5+	54k – 75k	54k – 65k	54k – 72k	48k – 60k

Salary Survey

Technical & Engineering

Job Title	Years' Exp	East €	South €	West €	Northwest €
Process					
Process Engineer	0-3	30k – 40k	30k – 40k	30k – 42k	30k – 38k
	3-5	40k – 54k	40k – 54k	42k – 54k	38k – 48k
	5+	54k – 75k	54k – 70k	54k – 72k	48k – 60k
Lean /Six Sigma Engineer	0-3	30k – 45k	30k – 42k	30k – 42k	28k – 38k
	3-5	45k - 60k	42k – 55k	42k – 54k	38k – 52k
	5+	60k – 75k	55k – 70k	54k – 72k	52k – 60k
Process Technician	0-3	25k – 35k	25k – 35k	25k – 32k	25k – 30k
	3-5	35k – 42k	35k – 42k	32k – 38k	30k – 35k
	5+	42k – 53k	40k – 50k	38k – 42k	35k – 40k
Production Manager	0-3	55k – 65k	50k – 60k	50k – 65k	50k – 55k
	3-5	65k – 80k	60k – 70k	65k – 80k	55k – 65k
	5+	80k – 100k	70k – 100k	80k – 100k	65k – 75k
Production Supervisor	0-3	35k – 45k	32k – 45k	32k – 45k	32k – 45k
	3-5	45k – 55k	45k – 55k	45k – 55k	45k – 55k
	5+	55k – 70k	55k – 65k	55k – 65k	55k – 65k
Industrial Engineer	0-3	29k – 38k	25k – 38k	25k – 38k	25k – 38k
	3-5	38k – 50k	38k – 50k	38k – 50k	35k – 45k
	5+	50k – 60k	50k – 60k	50k – 60k	45k – 55k
Research & Development					
R&D Director	0-3	90k – 120k	90k – 120k	90k – 120k	90k – 120k
	3-5	120k-150k	120k 145k	120k 145k	120k – 140k
	5+	150k +	145k +	145k +	140k +
R&D Manager	0-3	60k – 70k	60k – 70k	60k – 70k	55k – 65k
	3-5	70k – 80k	70k – 80k	65k – 75k	65k – 70k
	5+	80k – 90k	80k – 90k	75k – 85k	70k – 85k
R&D Engineer	0-3	30k – 40k	30k – 40k	28k – 38k	28k – 38k
	3-5	40k – 55k	40k – 55k	38k – 55k	38k – 50k
	5+	55k – 65k	55k – 65k	55k – 65k	50k – 60k
EHS					
EHS Manager	0-3	45k - 50k	45k - 50k	45k - 50k	45k - 50k
	3-5	50k- 60k	50k- 60k	50k- 60k	50k- 60k
	5+	60k – 70k	60k – 70k	60k – 65k	60k – 65k
EHS Officer/Engineer	0-3	28k – 35k	28k – 35k	28k – 35k	28k – 35k
	3-5	35k – 45k	35k – 45k	35k – 45k	35k – 45k
	5+	45k – 55k	45k – 55k	45k – 50k	45k – 50k
Health & Safety Engineer	0-3	26k – 35k	26k – 35k	26k – 35k	26k – 35k
	3-5	35k – 45k	35k – 45k	35k – 45k	35k – 45k
	5+	45k – 55k	45k – 55k	45k – 50k	45k – 50k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Quality and Science					
Quality Director	0-3	55k – 65k	50k – 65k	50k – 60k	50k – 60k
	3-5	65k – 90k	65k – 85k	60k – 80k	60k – 80k
	5+	90k – 130k	85k – 120k	80k – 120k	80k – 120k
Quality Manager	0-3	55k – 60k	55k – 60k	50k – 55k	50k – 55k
	3-5	60k – 75k	55k – 70k	55k – 65k	55k – 65k
	5+	75k – 90k	70k – 85k	65k – 85k	65k – 85k
QA / QC Manager	0-3	60k – 70k	60k – 70k	60k – 65k	60k – 65k
	3-5	70k – 80k	70k – 80k	65k – 75k	65k – 75k
	5+	80k – 90k	80k – 90k	75k – 85k	75k – 85k
QA / QC Supervisor	0-3	40k – 45k	38k – 43k	38k – 43k	38k – 43k
	3-5	45k – 50k	43k – 48k	43k – 48k	43k – 48k
	5+	50k – 60k	48k – 58k	48k – 53k	48k – 53k
QA / QC Analyst	0-3	25k – 30k	25k – 28k	25k – 28k	25k – 28k
	3-5	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	5+	35k – 38k	33k – 35k	33k – 35k	33k – 35k
Qualified Person	0-3	60k – 70k	55k – 65k	55k – 65k	55k – 65k
	3-5	70k – 80k	65k – 75k	65k – 75k	65k – 75k
	5+	80k – 100k	75k – 95k	75k – 90k	75k – 90k
Supplier Quality Engineer	0-3	40k – 48k	40k – 45k	40k – 45k	40k – 45k
	3-5	48k – 55k	45k – 55k	45k – 55k	45k – 55k
	5+	55k – 65k	55k – 60k	55k – 60k	55k – 60k
Design Assurance Engineer	0-3	40k - 50k	40k – 48k	40k – 48k	40k – 48k
	3-5	50k – 60k	48k – 58k	48k – 58k	48k – 58k
	5+	60k – 70k	58k – 65k	58k – 65k	58k – 65k
Quality Engineer	0-3	30k – 40k	30k – 40k	30k – 35k	30k – 35k
	3-5	40k – 50k	40k – 50k	35k – 45k	35k – 45k
	5+	50k – 60k	50k – 60k	45k – 55k	45k – 55k
Quality Technician	0-3	27k – 33k	27k – 33k	27k – 33k	27k – 33k
	3-5	33k – 38k	33k – 38k	33k – 38k	33k – 38k
	5+	38k – 45k	38k – 45k	38k – 45k	38k – 45k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Analytical					
Microbiologist	0-3	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	3-5	35k – 45k	33k – 45k	33k – 45k	33k – 45k
	5+	45k – 60k	45k – 60k	45k – 55k	45k – 55k
Chemist	0-3	30k – 38k	30k – 35k	30k – 35k	30k – 35k
	3-5	38k – 45k	35k – 43k	35k – 43k	35k – 43k
	5+	45k – 55k	43k – 52k	43k – 52k	43k – 52k
Biochemist	0-3	35k – 40k	32k – 38k	32k – 38k	32k – 38k
	3-5	40k – 45k	38k – 45k	38k – 45k	38k – 45k
	5+	45k – 60k	45k – 55k	45k – 55k	45k – 55k
Biocompatibility Specialist	0-3	35k – 42k	32k – 38k	32k – 38k	30k – 36k
	3-5	42k – 55k	38k – 50k	38k – 50k	36k – 45k
	5+	55k – 70k	50k – 65k	50k – 65k	45k – 55k
Sterilization Engineer	0-3	35k – 45k	35k – 45k	35k – 40k	30k – 35k
	3-5	45k – 55k	45k – 55k	45k – 55k	35k – 45k
	5+	55k – 75k	55k – 75k	55k – 65k	45k – 55k
Formulations Scientist	0-3	39k – 47k	35k – 45k	35k – 45k	35k – 45k
	3-5	47k – 58k	45k – 55k	45k – 55k	45k – 55k
	5+	58k – 75k	55k – 65k	55k – 65k	55k – 65k
Microbiologist Technician	0-3	25k – 30k	25k – 28k	25k – 28k	25k – 28k
	3-5	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	5+	35k – 38k	33k – 35k	33k – 35k	33k – 35k
Chemistry Technician	0-3	25k – 30k	25k – 28k	25k – 28k	25k – 28k
	3-5	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	5+	35k – 38k	33k – 35k	33k – 35k	33k – 35k
Lab Technician	0-3	25k – 30k	25k – 28k	25k – 28k	25k – 28k
	3-5	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	5+	35k – 38k	33k – 35k	33k – 35k	33k – 35k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Regulatory Affairs					
Regulatory Affairs Manager	0-3	38k – 43k	35k – 40k	35k – 40k	35k – 40k
	3-5	43k – 48k	40k – 45k	40k – 45k	40k – 45k
	5+	48k – 60k	45k – 60k	45k – 50k	45k – 50k
Regulatory Affairs Officer	0-3	28k – 32k	25k – 30k	25k – 30k	25k – 30k
	3-5	32k – 35k	30k – 33k	30k – 33k	30k – 33k
	5+	35k – 45k	33k – 45k	33k – 40k	33k – 40k
Compliance					
Compliance Manager	0-3	45k – 50k	40k – 45k	40k – 45k	40k – 45k
	3-5	50k – 60k	45k – 55k	45k – 55k	45k – 55k
	5+	60k – 75k	55k – 65k	55k – 65k	55k – 65k
Compliance Officer	0-3	30k – 35k	25k – 30k	25k – 30k	25k – 30k
	3-5	35k – 40k	30k – 35k	30k – 35k	30k – 35k
	5+	40k – 55k	35k – 55k	35k – 45k	35k – 45k
Documentation					
Documentation Officer	0-3	26k – 30k	22k – 27k	22k – 27k	22k – 27k
	3-5	30k – 35k	27k – 30k	27k – 30k	27k – 30k
	5+	35k – 45k	30k – 40k	30k – 40k	30k – 40k
Validation					
Validation Manager	0-3	60k – 70k	55k – 65k	55k – 65k	55k – 65k
	3-5	70k – 80k	65k – 75k	65k – 75k	65k – 75k
	5+	80k – 90k	75k – 90k	75k – 80k	75k – 80k
Validation Engineer	0-3	40k – 50k	35k – 45k	35k – 45k	30k – 40k
	3-5	50k – 65k	45k – 60k	45k – 60k	40k – 50k
	5+	65k – 75k	60k – 70k	60k – 70k	50k – 60k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Finance					
Finance Manager	0-3	60k – 65k	55k – 60k	55k – 60k	50k – 55k
	3-5	65k – 70k	60k – 70k	60k – 70k	55k – 65k
	5+	70k – 85k	70k – 80k	70k – 80k	65k – 75k
Tax Manager - Practice	0-3	60k – 65k	60k – 65k	60k – 65k	60k – 65k
	3-5	65k – 75k	65k – 70k	65k – 70k	65k – 70k
	5+	75k – 85k	70k – 80k	70k – 80k	70k – 80k
Financial Analyst	0-3	50k – 60k	45k – 50k	45k – 50k	45k – 50k
	3-5	60k – 65k	50k – 55k	50k – 55k	50k – 55k
	5+	65k – 70k	55k – 60k	55k – 60k	55k – 60k
Fund Accountant	0-3	45k – 50k	43k – 48k	42k – 48k	42k – 48k
	3-5	50k – 65k	48k – 55k	48k – 55k	45k – 50k
	5+	65k – 75k	55k – 65k	55k – 60k	50k – 55k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Finance Director	0-3	85k – 90k	75k – 85k	75k – 85k	70k – 75k
	3-5	90k – 95k	85k – 90k	85k – 90k	75k – 85k
	5+	100k +	95k +	95k +	85k +
Financial Controller	0-3	70k – 75k	65k – 75k	65k – 75k	60k – 70k
	3-5	75k – 85k	75k – 85k	75k – 85k	70k – 80k
	5+	85k – 95k	85k – 90k	85k – 90k	80k – 85k
Financial Accountant	0-3	45k – 55k	35k – 40k	35k – 40k	35k – 40k
	3-5	55k – 65k	40k – 50k	40k – 50k	40k – 45k
	5+	65k – 70k	50k – 60k	50k – 60k	45k – 55k
Assistant Financial Accountant	0-3	30k – 35k	28k – 33k	28k – 33k	28k – 33k
	3-5	35k – 38k	33k – 36k	30k – 35k	33k – 36k
	5+	38k – 45k	36k – 40k	36k – 40k	36k – 40k
Cost / Management Accountant	0-3	45k – 55k	35k – 40k	35k – 40k	35k – 40k
	3-5	55k – 65k	40k – 50k	40k – 50k	40k – 45k
	5+	65k – 70k	50k – 60k	50k – 60k	45k – 55k
Internal Auditor	0-3	45k – 55k	35k – 40k	35k – 40k	35k – 40k
	3-5	55k – 65k	40k – 50k	40k – 50k	40k – 45k
	5+	65k – 70k	50k – 60k	50k – 60k	45k – 55k
New Qualified Accountant	0-3	50k – 55k	45k – 55k	42k – 48k	42k – 48k
Trainee Accountant	0-3	22k – 24k	20k – 22k	20k – 22k	20k – 22k
	3-5	24k – 26k	22k – 24k	22k – 24k	22k – 24k
	5+	26k – 28k	24k – 26k	24k – 26k	24k – 26k

Salary Survey

Finance Support

Job Title	Years' Exp	East €	South €	West €	Northwest €
Accounts Payable Manager	0-3	30k – 35k	28k – 32k	28k – 32k	26k – 28k
	3-5	35k – 40k	32k – 36k	32k – 36k	28k – 30k
	5+	40k – 45k	36k – 40k	36k – 40k	30k – 32k
Accounts Payable	0-3	26k – 29k	20k – 24k	20k – 24k	20k – 24k
	3-5	29k – 34k	24k – 29k	24k – 29k	24k – 29k
	5+	34k – 36k	29k – 32k	29k – 32k	29k – 32k
Accounts Receivable	0-3	26k – 29k	20k – 24k	20k – 24k	20k – 24k
	3-5	29k – 34k	24k – 29k	24k – 29k	24k – 29k
	5+	34k – 36k	29k – 32k	29k – 32k	29k – 32k
Payroll Manager	0-3	40k – 45k	36k – 42k	36k – 42k	36k – 42k
	3-5	45k – 50k	42k – 50k	42k – 50k	42k – 50k
	5+	50k – 60k	50k – 55k	50k – 55k	50k – 55k
Payroll Administrator	0-3	26k – 32k	25k – 30k	25k – 30k	25k – 30k
	3-5	32k – 36k	30k – 35k	30k – 35k	30k – 35k
	5+	36k – 40k	35k – 40k	35k – 40k	35k – 40k
Credit Controller	0-3	26k – 29k	20k – 24k	20k – 24k	20k – 24k
	3-5	29k – 34k	24k – 29k	24k – 29k	24k – 29k
	5+	34k – 36k	29k – 32k	29k – 32k	29k – 32k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Office Manager	0-3	28k – 32k	25k – 28k	25k – 28k	23k – 25k
	3-5	32k – 40k	28k – 34k	28k – 34k	25k – 30k
	5+	40k – 50k	34k – 40k	34k – 40k	30k – 35k
PA / Executive Assistant	0-3	28k – 35k	26k – 32k	26k – 32k	24k – 28k
	3-5	35k – 45k	32k – 38k	32k – 38k	28k – 34k
	5+	45k – 50k	38k – 45k	38k – 45k	34k – 40k
Receptionist	0-3	24k – 26k	22k – 24k	22k-24k	22k – 24k
	3-5	26k – 28k	24k – 26k	24k – 26k	24k – 26k
	5+	28k – 32k	26k – 28k	26k – 28k	26k – 28k
Senior Administrator	0-3	28k – 32k	26k – 30k	26k – 30k	23k – 28k
	3-5	32k – 36k	30k – 35k	30k – 35k	28k – 32k
	5+	32k – 43k	35k – 40k	35k – 40k	32k – 38k
Administrator	0-3	24k – 28k	21k – 24k	21k – 24k	20k – 22k
	3-5	28k – 32k	24k – 28k	24k – 28k	22k – 26k
	5+	32k – 38k	28k – 32k	28k – 32k	26k – 30k
Secretary	0-3	22k – 25k	21k – 24k	20k – 22k	19k – 22k
	3-5	25k – 32k	24k – 30k	24k – 28k	22k – 27k
	5+	32k – 40k	30k – 40k	28k – 35k	27k – 32k

Job Title	Years' Exp	East €	South €	West €	Northwest €
HR Director	0-3	85k – 115k	80k – 100k	80k – 100k	80k – 90k
	3-5	115k -130k	100k -110k	100k -120k	90k – 100k
	5+	130k+	110k +	120k +	100k +
HR Manager	0-3	60k – 75k	65k – 75k	55k – 70k	55k – 65k
	3-5	75k – 90k	75k – 85k	70k – 90k	65k – 75k
	5+	90k – 100k	85k – 100k	90k – 100k	75k – 85k
HR Generalist / Business Partner	0-3	40k – 50k	35k – 45k	35k – 45k	30k – 35k
	3-5	50k – 60k	45k – 60k	45k – 60k	35k – 45k
	5+	60k – 75k	60k – 70k	60k – 70k	45k – 60k
HR Specialist	0-3	30k – 40k	30k – 35k	28k – 35k	25k – 32k
	3-5	40k – 48k	35k – 45k	35k – 42k	32k – 38k
	5+	48k – 55k	45k – 52k	42k – 50k	38k – 45k
HR Administrator	0-3	25k – 30k	24k – 28k	24k – 28k	22k – 25k
	3-5	30k – 35k	28k – 32k	28k – 32k	25k – 28k
	5+	35k – 40k	32k – 38k	32k – 38k	28k – 35k
HR Graduate	0-3	25k – 30k	25k – 28k	24k – 28k	22k – 24k
HR Specialists					
Compensation and Benefits Manager	0-3	60k – 70k	55k – 65k	55k – 65k	50k - 60k
	3-5	70k – 85k	65k – 78k	65k – 75k	60k – 70k
	5+	85k – 100k	78k – 100k	75k – 95k	70k – 80k
Employee Relations Manager	0-3	60k – 70k	50k – 60k	50k – 60k	50k – 55k
	3-5	70k – 80k	60k – 70k	60k – 70k	55k – 60k
	5+	80k – 90k	70k – 80k	70k – 80k	60k – 70k
Employee Relations Executive	0-3	40k – 50k	35k – 42k	35k – 42k	30k – 35k
	3-5	50k – 60k	42k – 55k	42k – 55k	35k – 45k
	5+	60k – 75k	55k – 65k	55k – 65k	45k – 60k
Payroll Administrator	0-3	25k – 30k	22k – 26k	25k – 28k	21k – 25k
	3-5	30k – 35k	26k – 35k	28k – 30k	25k – 30k
	5+	38k – 45k	35k – 42k	38k – 44k	30k – 35k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Training and Development					
Training and Development Manager	0-3	50k – 60k	45k – 55k	45k – 55k	40k – 45k
	3-5	60k – 75k	55k – 70k	55k – 70k	45k – 55k
	5+	75k – 85k	70k – 80k	70k – 80k	55k – 65k
Training Specialist	0-3	45k – 50k	40k – 45k	40k – 45k	35k – 40k
	3-5	50k – 55k	45k – 50k	45k – 50k	40k – 45k
	5+	55k – 65k	50k – 55k	50k – 55k	45k – 50k
Training Coordinator	0-3	25k – 30k	24k – 28k	24k – 28k	22k – 25k
	3-5	30k – 35k	28k – 33k	28k – 33k	25k – 28k
	5+	35k – 40k	33k – 37k	33k – 37k	28k – 32k
Recruitment (In-house)					
Recruitment Manager	0-3	50k – 60k	45k – 55k	45k – 55k	40k – 45k
	3-5	60k – 70k	50k – 55k	50k – 55k	45k – 50k
	5+	70k – 75k	55k – 65k	55k – 65k	50k – 58k
Recruitment Co-Ordinator	0-3	25k – 30k	24k – 28k	24k – 28k	22k – 25k
	3-5	30k – 35k	28k – 32k	28k – 32k	25k – 28k
	5+	35k – 45k	32k – 38k	32k – 38k	28k – 35k
Recruitment Administrator	0-3	25k – 28k	22k – 24k	22k – 24k	20k – 22k
	3-5	28k – 32k	24k – 28k	24k – 28k	22k – 25k
	5+	32k – 35k	28k – 32k	28k – 32k	25k – 30k
Recruiter (Technical)	0-3	30k – 35k	28k – 32k	28k – 32k	25k – 28k
	3-5	35k – 45k	32k – 40k	32k – 40k	28k – 32k
	5+	45k – 55k	40k – 50k	40k – 50k	32k – 45k

Salary Survey Supply Chain

Job Title	Years' Exp	East €	South €	West €	Northwest €
Director of Supply Chain	0-3	100k -120k	100k -120k	100k-120k	100k – 110k
	3-5	120k -135k	120k -130k	100k -130k	100k – 120k
	5+	135k +	130k +	130k +	120k +
Supply Chain Manager	0-3	60k – 70k	55k – 65k	55k – 65k	50k – 60k
	3-5	70k – 80k	65k – 75k	65k – 75k	60k – 70k
	5+	80k – 100k	75k –95k	75k – 95k	70k – 85k
Supply Chain Project Manager	0-3	60k – 70k	55k – 65k	55k – 65k	50k – 60k
	3-5	70k – 80k	65k – 75k	65k – 75k	60k – 70k
	5+	80k – 100k	75k – 85k	75k – 85k	70k – 80k
Supply Chain Coordinator	0-3	25k – 30k	25k – 30k	25k – 30k	20k – 25k
	3-5	30k – 35k	30k – 35k	30k – 35k	25k – 30k
	5+	35k – 40k	35k – 40k	35k – 40k	30k – 40k
Purchasing Director	0-3	95k – 115k	90k – 110k	90k – 110k	85k – 95k
	3-5	115k -135k	110k -120k	110k -120k	95k – 110k
	5+	135k+	120k +	120k+	110k+
Purchasing Manager	0-3	60k – 70k	60k – 70k	60k – 70k	55k – 65k
	3-5	70k – 80k	70k – 80k	70k – 80k	65k – 75k
	5+	80k – 100k	80k – 90k	80k – 85k	75k – 80k
Warehouse Manager	0-3	50k – 55k	45k – 50k	45k – 50k	40k – 45k
	3-5	55k – 60k	50k – 55k	50k – 55k	45k – 50k
	5+	60k – 70k	55k – 65k	55k – 65k	50k – 60k
Warehouse Supervisor	0-3	35k – 40k	30k – 35k	30k – 35k	28k – 35k
	3-5	40k – 45k	35k – 45k	35k – 45k	35k – 40k
	5+	45k – 50k	45k – 50k	45k – 50k	40k – 50k
Logistics Manager	0-3	50k – 55k	50k – 55k	40k – 50k	40k – 45k
	3-5	55k – 65k	55k – 60k	50k – 60k	45k – 55k
	5+	65k – 80k	60k – 75k	60k – 70k	55k – 65k
Logistics / Supply Chain Analyst	0-3	30k - 35k	28k - 35k	28k - 35k	28k - 35k
	3-5	35k – 40k	35k – 40k	35k – 40k	35k – 40k
	5+	40k – 60k	40k – 55k	40k – 55k	40k – 50k
Logistics Administrator	0-3	25k – 30k	25k – 30k	25k – 30k	22k – 28k
	3-5	30k – 35k	30k – 35k	30k – 35k	28k – 32k
	5+	35k – 40k	35k – 40k	35k – 40k	32k – 38k
Buyer	0-3	30k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 55k	50k – 55k	50k – 55k	45k – 50k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Senior Buyer	0-3	50k – 55k	50k – 55k	50k – 55k	45k – 50k
	3-5	55k – 60k	55k – 60k	55k – 60k	50k – 55k
	5+	60k – 68k	60k – 65k	60k – 65k	55k – 60k
Buyer / Planner	0-3	30k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 55k	50k – 55k	50k – 55k	45k – 50k
Senior Buyer / Planner	0-3	50k – 55k	50k – 55k	50k – 55k	45k – 50k
	3-5	55k – 60k	55k – 60k	55k – 60k	50k – 55k
	5+	60k – 68k	60k – 65k	60k – 65k	55k – 60k
Procurement Director	0-3	95k -120k	95k – 120k	95k – 120k	80k – 110k
	3-5	120k -140k	120k -140k	120k -140k	110k – 120k
	5+	140k +	140k+	140k+	120k+
Procurement Manager	0-3	60k – 70k	60k – 70k	60k – 70k	55k – 65k
	3-5	70k – 90k	70k – 85k	70k – 80k	65k – 75k
	5+	90k – 100k	85k – 95k	80k – 90k	75k – 80k
Planner	0-3	28k – 35k	25k – 35k	28k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 60k	50k – 60k	50k – 60k	45k – 55k
Senior Planner	0-3	50k – 55k	50k – 55k	50k – 55k	45k – 50k
	3-5	55k – 60k	55k – 60k	55k – 60k	50k – 55k
	5+	60k – 68k	60k – 65k	60k – 65k	55k – 60k
Production Planner	0-3	30k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 55k	50k – 55k	50k – 55k	45k – 50k
Demand Planner	0-3	30k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 55k	50k – 55k	50k – 55k	45k – 50k
Master Scheduler	0-3	30k – 35k	25k – 35k	25k – 35k	25k – 35k
	3-5	35k – 50k	35k – 50k	35k – 50k	35k – 45k
	5+	50k – 55k	50k – 55k	50k – 55k	45k – 50k
Vendor Manager	0-3	55k – 65k	50k – 60k	50k – 60k	50k – 55k
	3-5	65k – 70k	60k – 70k	60k – 70k	55k – 65k
	5+	70k – 80k	70k – 80k	70k – 80k	65k – 75k

Salary Survey

Information Technology

Job Title	Years' Exp	East €	South €	West €	Northwest €
Management					
IT Director (CTO)	0-3	95k – 120k	95k – 115k	95k – 115k	90k – 110k
	3-5	120k – 160k	115k – 135k	115k – 145k	110k – 120k
	5+	160k+	125k +	145k +	120k +
Operations / IT Manager / MIS Manager	0-3	60k – 70k	55k – 65k	55k – 65k	55k – 65k
	3-5	70k – 85k	65k – 75k	65k – 80k	65k – 75k
	5+	85k – 100k	80k – 95k	80k – 95k	75k – 90k
Software Development Manager	0-3	75k – 80k	70k – 75k	70k – 75k	65k – 75k
	3-5	85k – 90k	75k – 85k	75k – 85k	75k – 80k
	5+	90k – 100k	85k – 95k	85k – 95k	80k – 90k
QA / Test Manager	0-3	55k – 65k	55k – 65k	50k – 60k	50k – 60k
	3-5	65k – 75k	60k – 70k	60k – 75k	60k – 70k
	5+	75k – 90k	75k – 85k	70k – 85k	70k – 80k
Project Manager	0-3	50k – 60k	40k – 50k	40k – 50k	40k – 50k
	3-5	60k – 70k	50k – 65k	50k – 65k	50k – 65k
	5+	70k – 95k	60k – 85k	60k – 55k	60k – 85k
Technical Support Manager	0-3	40k – 55k	40k – 55k	35k – 40k	35k – 40k
	3-5	55k – 65k	45k – 55k	40k – 50k	40k – 50k
	5+	65k – 85k	55k – 75k	50k – 70k	50k – 70k
Technical Architect	0-3	70k – 80k	65k – 75k	60k – 70k	60k – 70k
	3-5	80k – 90k	75k – 85k	70k – 80k	70k – 80k
	5+	90k – 100k	85k – 95k	80k – 90k	80k – 90k
Programme Manager	0-3	65k – 80k	65k – 75k	65k – 75k	65k – 75k
	3-5	80k – 95k	75k – 85k	75k – 85k	75k – 85k
	5+	95k – 105k	85k – 100k	85k – 100k	85k – 100k
Analyst					
Systems Analyst	0-3	30k – 40k	30k – 40k	25k – 35k	25k – 35k
	3-5	40k – 50k	40k – 50k	35k – 50k	35k – 50k
	5+	50k – 65k	50k – 65k	50k – 60k	50k – 60k
Business Analyst	0-3	30k – 40k	30k – 40k	25k – 35k	25k – 35k
	3-5	40k – 70k	40k – 70k	35k – 70k	35k – 70k
	5+	70k – 75k	70k – 75k	70k – 75k	70k – 75k

Salary Survey

Information Technology

Job Title	Years' Exp	East €	South €	West €	Northwest €
S/W Development & Design					
Developer (IOS/Android)	0-3	30k – 45k	30k – 40k	25k – 40k	25k – 65k
	3-5	45k – 70k	40k – 55k	40k – 55k	35k – 55k
	5+	70k – 80k	55k – 75k	55k – 65k	55k – 65k
Developer (Python/PHP)	0-3	30k – 45k	30k – 40k	25k – 40k	25k – 40k
	3-5	45k – 60k	40k – 55k	40k – 50k	40k – 50k
	5+	60k – 70k	55k – 65k	50k – 60k	50k – 60k
UX Developer	0-3	30k – 45k	30k – 40k	25k – 40k	25k – 40k
	3-5	45k – 65k	40k – 55k	40k – 55k	40k – 50k
	5+	65k – 80k	55k – 75k	55k – 70k	55k – 70k
UI Designer	0-3	30k – 45k	30k – 40k	25k – 40k	25k – 40k
	3-5	45k – 60k	40k – 55k	40k – 55k	40k – 50k
	5+	60k – 70k	55k – 65k	55k – 65k	55k – 65k
Java Developer	0-3	30k – 45k	25k – 40k	25k – 40k	25k – 40k
	3-5	45k – 65k	40k – 55k	40k – 55k	40k – 50k
	5+	65k – 80k	55k – 75k	55k – 70k	55k – 70k
.Net Developer	0-3	30k – 40k	25k – 40k	25k – 40k	25k – 40k
	3-5	40k – 60k	40k – 55k	40k – 55k	40k – 55k
	5+	60k – 75k	55k – 75k	55k – 65k	55k – 65k
Sharepoint/ASP.Net/C# Dev	0-3	30k – 40k	25k – 40k	25k – 40k	25k – 40k
	3-5	40k – 60k	40k – 55k	40k – 55k	40k – 55k
	5+	60k – 80k	55k – 75k	55k – 70k	55k – 65k
SQL Developer	0-3	30k – 45k	30k – 45k	25k – 40k	25k – 40k
	3-5	45k – 55k	45k – 55k	40k – 55k	40k – 55k
	5+	55k – 75k	55k – 70k	55k – 65k	55k – 65k
Software Testing & QA					

Salary Survey

Information Technology

Job Title	Years' Exp	East €	South €	West €	Northwest €
Test/QA Engineer	0-3	30k – 40k	25k – 35k	25k – 35k	25k – 35k
	3-5	40k – 50k	35k – 45k	35k – 45k	35k – 45k
	5+	50k – 60k	45k – 55k	45k – 55k	45k – 55k
Software Test Engineer	0-3	30k – 40k	25k – 35k	25k – 35k	25k – 35k
	3-5	40k – 50k	35k – 45k	35k – 45k	35k – 45k
	5+	50k – 60k	45k – 55k	45k – 55k	45k – 55k
System Tester	0-3	25k – 30k	25k – 30k	25k – 30k	25k – 30k
	3-5	30k – 45k	30k – 45k	30k – 40k	30k – 40k
	5+	45k – 55k	45k – 50k	40k – 50k	40k – 50k
Automation QA Engineer	0-3	25k – 40k	25k – 40k	25k – 35k	25k – 35k
	3-5	40k – 50k	40k – 50k	35k – 45k	35k – 45k
	5+	50k – 60k	50k – 60k	45k – 60k	45k – 55k
Technical Support/Admin					
Tech Support	0-3	25k – 30k	25k – 30k	22k – 28k	22k – 28k
	3-5	30k – 35k	30k – 35k	28k – 35k	28k – 35k
	5+	35k – 50k	35k – 45k	35k – 42k	35k – 42k
Senior Support Analyst	0-3	30k – 40k	30k – 40k	30k – 35k	30k – 35k
	3-5	40k – 55k	40k – 50k	35k – 45k	35k – 45k
	5+	55k – 65k	50k – 65k	45k – 55k	45k – 55k
App Support	0-3	30k – 40k	25k – 40k	25k – 35k	25k – 35k
	3-5	40k – 45k	40k – 45k	35k – 45k	35k – 40k
	5+	45k – 55k	45k – 55k	45k – 50k	40k – 50k
Network Engineer	0-3	30k – 40k	25k – 40k	25k – 35k	25k – 35k
	3-5	40k – 50k	40k – 50k	35k – 45k	35k – 45k
	5+	50k – 65k	50k – 65k	45k – 55k	45k – 55k
Technical Writer	0-3	30k – 35k	30k – 35k	30k – 35k	30k – 35k
	3-5	35k – 50k	35k – 45k	35k – 45k	35k – 45k
	5+	50k – 60k	45k – 55k	45k – 55k	45k – 55k
System Administration	0-3	30k – 40k	30k – 40k	30k – 35k	30k – 35k
	3-5	40k – 50k	40k – 50k	35k – 50k	35k – 45k
	5+	50k – 65k	50k – 65k	50k – 60k	45k – 60k
SQL Database Administrator	0-3	30k – 40k	30k – 40k	30k – 40k	30k – 35k
	3-5	40k – 50k	40k – 50k	40k – 50k	35k – 50k
	5+	50k – 70k	50k – 70k	50k – 60k	50k – 65k
Oracle Database Administrator	0-3	35k – 40k	35k – 40k	35k – 40k	30k – 35k
	3-5	40k – 50k	40k – 50k	40k – 50k	35k – 50k
	5+	50k – 70k	50k – 70k	50k – 60k	50k – 65k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Sales Director	0-3	80k – 90k	70k – 80k	70k – 80k	70k – 85k
	3-5	90k – 110k	80k – 90k	80k – 90k	80k – 85k
	5+	110k+	90k+	90k+	85k+
Sales Manager (National)	0-3	70k – 75k	55k – 60k	55k – 60k	55k – 60k
	3-5	75k – 80k	65k – 70k	65k – 70k	60k – 65k
	5+	85k – 90k	70k – 80k	70k – 80k	65k – 75k
Accounts Manager	0-3	40k – 45k	35k – 40k	35k – 40k	35k – 40k
	3-5	45k – 55k	40k – 50k	40k – 50k	40k – 50k
	5+	55k – 65k	50k – 55k	45k – 50k	45k – 50k
Business Development Executive	0-3	25k – 40k	25k – 35k	25k – 35k	25k – 35k
	3-5	40k – 50k	35k – 45k	35k – 45k	35k – 45k
	5+	50k – 60k	45k – 55k	45k – 55k	45k – 55k
Corporate Account Manager	0-3	45k – 50k	35k – 40k	35k – 40k	35k – 40k
	3-5	50k – 55k	40k – 50k	40k – 50k	40k – 45k
	5+	60k – 65k	50k – 55k	50k – 55k	45k – 50k
Marketing Manager	0-3	40k – 50k	35k – 50k	35k – 40k	35k – 40k
	3-5	50k – 65k	50k – 65k	40k – 55k	40k – 50k
	5+	65k – 90k	65k – 75k	55k – 70k	50k – 65k
Marketing Executive	0-3	24k – 33k	24k – 30k	24k – 30k	22k – 28k
	3-5	33k – 40k	30k – 35k	30k – 35k	28k – 32k
	5+	40k – 50k	35k – 45k	35k – 45k	32k – 40k
Marketing Assistant	0-3	26k – 32k	23k – 25k	23k – 25k	21k – 23k
	3-5	28k – 32k	25k – 27k	25k – 27k	23k – 25k
	5+	32k – 35k	27k – 30k	27k – 30k	25k – 28k
Sales Executive	0-3	24k – 33k	24k – 30k	24k – 30k	22k – 27k
	3-5	33k – 40k	30k – 35k	30k – 35k	27k – 32k
	5+	40k – 48k	35k – 42k	35k – 42k	32k – 38k
Telesales Executive	0-3	22k – 24k	20k – 23k	20k – 23k	20k – 22k
	3-5	24k – 26k	23k – 26k	23k – 26k	24k – 24k
	5+	26k – 30k	26k – 30k	26k – 30k	24k – 26k

Job Title	Years' Exp	East €	South €	West €	Northwest €
Operations Director (Shared Services Centre)	0-3	75k – 95k	70k – 80k	70k – 80k	65k – 85k
	3-5	95k – 105k	80k – 90k	80k – 90k	75k – 85k
	5+	105k+	90k+	90k+	85k+
Customer Service Manager	0-3	40k – 55k	35k – 45k	35k – 45k	35k – 40k
	3-5	55k – 60k	45k – 50k	45k – 50k	40k – 50k
	5+	60k – 70k	50k – 65k	50k – 65k	55k – 60k
Customer Service Team Leader	0-3	35k – 40k	35k – 40k	35k – 40k	32k – 37k
	3-5	40k – 45k	40k – 45k	40k – 45k	37k – 41k
	5+	45k – 50k	45k – 50k	45k – 50k	41k – 44k
Customer Service	0-3	22k – 26k	20k – 24k	20k – 24k	20k – 24k
	3-5	26k – 28k	24k – 28k	24k – 28k	24k – 28k
	5+	28k- 32k	28k – 30k	28k – 30k	28k – 30k
Customer Service Agent with language	0-3	24k – 27k	23k – 26k	23k- 26k	23k – 26k
	3-5	27k – 31k	26k – 30k	26k – 30k	26k – 30k
	5+	31k – 35k	30k – 32k	30k – 32k	30k – 32k