



HUMAN RESOURCES SALARY GUIDE 2022

Sigmar 
Recruitment



Sigmar Recruitment, established in 2002, is a leading Irish recruitment services company with 14 specialist divisions across the entire recruitment process and managed service spectrum.

Winner of over 50 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 and Supply Chain.

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Human Resources

GENERALIST ROLES	DUBLIN			REST OF IRELAND		
	1-2 Years	3-5 Years	5 + Years	1-2 Years	3-5 Years	5 + Years
HR Graduate	25-28k	-	-	23-26k	-	-
HR Administrator/Co-ordinator	28-35k	36-38k	45k	25-28k	28-35k	35k +
HR Generalist/Officer/Advisor/Executive	34-40k	40-45k	50k	30-38k	38-45k	45k +
HR Business Partner	50-60k	60-70k	75k +	40-50k	50-65k	65k +
HR Manager (<100 headcount)	60-70k	70-80k	80k +	37-50k	50-70k	75k +
HR Manager (101-500 headcount)	65-75k	75-85k	90k +	50-60k	65-80k	80k +
HR Manager (500 + headcount)	70-80k	90-100k	110k +	60-70k	75-85k	90k +
HR Director/Lead/Head	100-110k	110-120k	130k +	80-95k	95-110k	120k +
SPECIALIST ROLES	1-2 Years	3-5 Years	5 + Years	1-2 Years	3-5 Years	5 + Years
Comp & Bens Analyst	40-45k	50-55k	55k +	30-40k	45-50k	55k +
Comp & Bens Manager	70-75k	80-85k	90k +	60-70k	75-85k	85k +
Employee Relations Specialist	40-45k	50-55k	55k +	35-40k	45-50k	55k +
Employee Relations Manager	70-75k	80-85k	90k +	55-60k	60-70k	75k +
Industrial Relations Specialist	40-45k	50-55k	55k +	35-40k	45-50k	55k +
Industrial Relations Manager	70-75k	80-85k	90k +	60-70k	75-85k	85k +
HR Project Manager	50-55k	60-65k	70k +	45-50k	55-65k	70k +
HRIS Analyst	40-50k	55-65k	65k +	35-40k	45-50k	65k +

Human Resources

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	32-35k	38-45k	45k +	30-32k	35-40k	40k +
Learning & Development Specialist	40-45k	50-55k	55k +	32-35k	38-45k	45k +
Learning & Development/Training Manager	55-65k	70-75k	80k +	50-55k	60-65k	70k +
Organisational Development Specialist	45-55k	55-70k	75k +	40-45k	50-60k	65k +
Organisational Development Manager	70-80k	85-95k	100k +	70-80k	85-95k	100k +
Talent Acquisition/Recruitment Co-ordinator	35-40k	40-50k	50k +	25-28k	30-35k	40k +
Tech Recruiter	40-45k	50-70k	70k +	38-42k	45-50k	55k +
Talent Acquisition/Recruitment Specialist	35-40k	45-50k	60k +	28-32k	35-40k	45k +
Talent Acquisition/Recruitment Manager	55-70k	80-90k	100k +	45-55k	60-70k	75k +
Resource Planning Specialist	40-50k	55-60k	65k +	40-45k	50-55k	60k +
Talent Management Consultant	50-55k	60-70k	90k +	50-55k	60-70k	90k +

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.

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