

SALARY GUIDE

HR



2020



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Market Trends

Senior Market

There has been improved buoyancy in the senior HR market in the last year, with more opportunities available and increasing likelihood of those in permanent positions searching for new roles. Candidates are actively pursuing roles in the market across all industries, in particular financial services.

What Areas are Most in Demand?

- Change Management
- Organisational Development
- Compensation and Benefits
- Reward and Remuneration
- Employee and Industrial Relations
- Employment Law and Communications

Opportunities have been limited within learning and development, where either very specialist technical training (financial services/technology/pharmaceutical) or executive coaching are needed. We have also experienced an increase in the demand for HR and employment legislation experience from outside of Ireland, especially those professionals with UK, EMEA or US exposure.

Salaries will remain relatively stable for 2020 at all levels of the market except for those with speciality knowledge and experience who can demand more from their prospective employers.

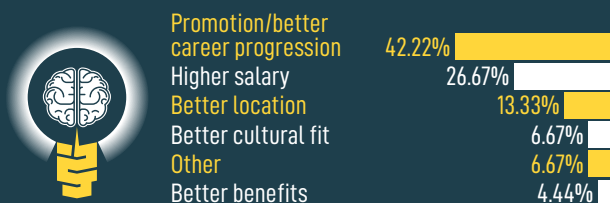
Junior to Mid-Level Market

In 2019 and entering 2020, the high cost of living and accommodation in Dublin continue to influence the HR market's salary expectations. Graduates, particularly those relocating to Dublin, anticipate salaries in the high-twenties, which is not always available for entry-level HR roles. These more generous salaries tend to be extended by multinational organisations for more specialised junior positions such as recruitment coordinators, interview schedulers and L&D coordinators. Similar to last year, candidates with one years+ experience are looking for over €30K, plus an attractive benefits package to entice them to move. Security and a clear career path are becoming increasingly important, which is reflected in their need for healthcare, pension and bonuses. Candidates are also enticed by newer, niche benefits including free meals onsite, dental, and unlimited annual leave, which can often be deciding factors with some job offers.

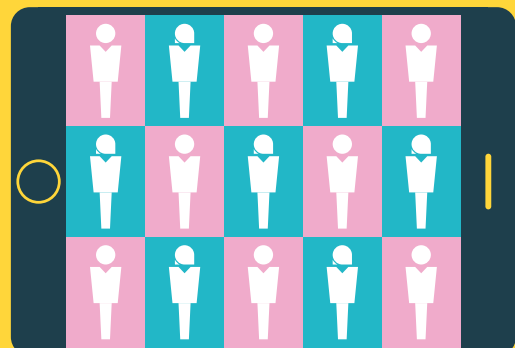
There has been a reduction in temporary roles/fixed-term contracts as clients recognise the need for permanency to compete for the most desirable talent. Clients offering temporary projects tend to opt for shorter-term with the view to extension or conversion. With these contracts, a higher rate on offer is expected.

As always, experienced in-house recruiters are in high-demand. For more senior talent acquisition positions, employers will typically have a strong preference for candidates with previous in-house experience as opposed to just agency. Salaries remain high and competitive, with longer-term contracts on offer, but finding good-quality profiles to match high expectations can entail lengthy searches and processes.

What would most likely make you leave your current job?



* Figures based on HR professionals who completed our survey.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
General				
HR Director	110	180	100	160
Senior HR Manager	80	120	80	100
HR Manager	55	80	55	100
Strategic HR Business Partner	80	105	55	80
HR Business Partner	55	75	45	70
Industrial Relations/Employee Relations Manager	60	90	55	80
HR Generalist	35	60	30	50
HR Administrator	24	35	24	35

	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Recruitment				
Head of Recruitment	90	130	80	100
Recruitment Manager (In-House)	70	100	50	80
Recruitment Specialist (In-House)	45	75	35	55
Technical Recruiter	50	80	35	65
Recruitment Administrator	24	35	24	30

	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Learning & Development / Organisational Development				
Head of Talent & OD	90	130	85	120+
Head of Learning & Development	80	110	75	120+
Learning & Development Manager	60	80	35	65
Organisational Development Manager	70	100	50	70
Learning & Development Specialist	45	65	50	65
Organisational Development Specialist	55	70	40	65
Training Coordinator	24	35	24	35
Head of Talent & OD	90	130	85	120+

	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Reward/Compensation & Benefits				
Head of Compensation & Benefits	100	160	90	150
Compensation & Benefits Manager	80	120	70	120
Compensation & Benefits Specialist	50	70	50	70
Compensation & Benefits Analyst	35	50	30	45
Head of Global Mobility	65	95	60	90
Global Mobility Specialist	45	65	40	60

	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
HRIS				
HRIS Manager	50	80	50	80
HRIS Analyst	30	55	30	45