

SALARY GUIDE

Construction & Property



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2020

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Ireland's construction sector is ever-evolving, meaning businesses must work hard to stay relevant. Some key trends we have seen in 2019 that will continue in 2020.

Green Technology

As part of a growing drive towards sustainability, more construction plans are incorporating green technology. Projects designed to be more environmentally conscious, sustainable and resource-efficient are expanding and becoming common practice. This includes every step of the project: planning, design, construction, maintenance and demolition.

The construction industry accounts for about 20% of global emissions, creating a fundamental need for action in this area. While the trend towards LEED certification (Leadership in Energy and Environmental Design) started a number of years ago, contractors continue to incorporate green building practices into a high percentage of their projects. Constructing environmentally friendly buildings is not just about being more environmentally conscious, but also ensuring the longevity of the building.

Use of Technology

Thanks to technology advances, construction professionals now have better options to gather information in more cost-effective ways. Over time, we expect the cost of drones to fall as the demand becomes greater, creating exciting ways of working.

Modular, Prefabricated Construction Projects

This is a rising trend due to the ability to save construction companies a lot of time and material costs. Modular buildings tend to be quicker to build and less expensive as leftover materials can be immediately recycled.

Focus on Health & Safety

Health and safety has always been a priority in the construction industry and there has been a push recently for better equipment to counter the high number of construction-related accidents and fatalities seen in recent years. (Reports from the National Irish Safety Organisation indicate that while injuries decreased, the construction sector still has the highest number of fatalities, all of which could be prevented.)

Most in Demand Professionals

Looking ahead, the single biggest challenge for the sector is finding the right talent. Emigration has led to high-volume requirements from senior right down to junior graduate level.

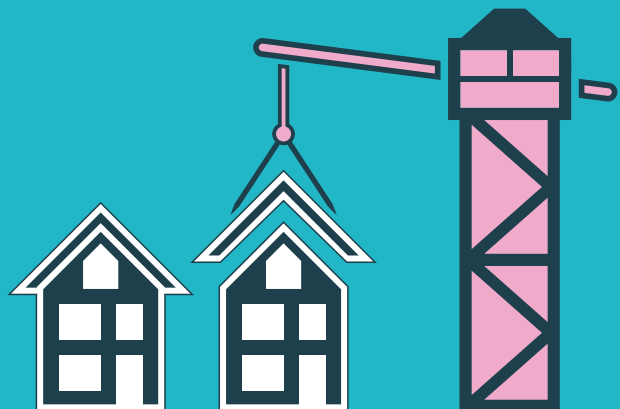
- Quantity Surveyor/Cost Manager
- Site Engineer/Project Engineer
- Architectural Technologist
- Civil and Structural Engineer
- Scheduler/Planner
- Health and Safety
- Property Manager
- Property Surveyor

Salaries & Benefits

Salaries and packages continue to trend upwards given the scarcity of qualified talent. Basic salaries may not have increased dramatically but benefits packages have, typically including:

- Profit distributions, LTIPS, equity (director-level)
- Pension and healthcare schemes, life assurance
- Death-in-service and professional subscriptions benefits
- Transport or travel allowance

While salaries and packages outside of the greater Dublin area have been lower, there is evidence of the gap closing with large projects being undertaken in the Midlands, Galway, Limerick, Cork and Waterford, creating buoyancy in the markets outside of Dublin.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Design				
Design Director	95	120	85	105
Design Manager	65	80	55	70
Structural Engineer	35	80	30	70
Civil Engineer	35	80	30	70
Building Services Engineer	35	65	30	55
Architect	35	70	30	65
Architectural Technologist	35	60	30	55
Cad Technician	35	55	30	50
Commercial	Low	High	Low	High
Commercial Director	140	200	120	180
Commercial Manager	100	120	90	110
Quantity Surveying	Low	High	Low	High
Senior QS	70	90	60	80
Project QS	45	65	40	55
Intermediate QS	35	45	30	40
Junior QS	28	35	25	30
Estimating	Low	High	Low	High
Purchaser/Buyer	30	60	25	50
Estimating Manager	80	100	70	90
Senior Estimator	60	80	50	70
Estimator	35	55	30	45
Junior Estimator	28	35	25	30
Site Operations	Low	High	Low	High
Construction Director	150	300	110	200
Construction Manager	100	120	85	100
Contracts Manager	90	110	80	100
Project Manager	70	85	60	75
Senior Site Manager	65	75	55	65
Site Manager	50	60	45	55
Finishing Foreman	50	65	45	55
Foreman	50	65	45	55
Engineering	Low	High	Low	High
Senior Engineer	55	70	50	30
Setting Out Engineer	38	50	35	45
Junior Engineer	28	35	25	30
Safety	Low	High	Low	High
Health & Safety Director	80	100	70	85
Health & Safety Manager	65	80	55	70
Senior Health & Safety Officer	50	65	45	55
Health & Safety Officer	28	45	25	40
Other	Low	High	Low	High
Site Clerk	26	38	20	35
Site Administrator	26	38	20	35
BIM	28	50	25	45
CAD	28	50	25	45
Office Administrator	26	40	20	35
Planner	30	70	25	60
Plant Manager	40	55	35	40
Business Development Manager	50	75	45	65
Business Development Coordinator	27	45	25	40
Bid Manager	65	75	55	70
Bid Writer	30	45	25	45

PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Property Services-Commercial				
Chartered/Associate Surveyor	50	80	45	70
Property Surveyor	30	60	25	55
Valuations Surveyor	30	55	25	50
Commercial Property Manager	40	60	35	55
Senior Asset Manager	75	120	65	105
Asset Manager	45	75	40	65
Property Services-Residential				
Senior Property Manager	55	70	50	60
Property Manager	30	55	25	50
Senior Sales & Letting Negotiator	33	55	25	50
Junior Sales & Letting Negotiator	25	33	20	30

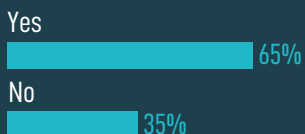
Candidate Feedback

I have had the benefit of Mark's expertise and services on many occasions. He takes the time to determine what the core attributes for the role are and then selects candidates with the necessary skill set and experience for your position. I would highly recommend his services to anyone either seeking staff or looking for someone to place them in a role.

Conor Fitzsimmons

Senior Engineer

Are you happy with your salary?



* Figures based on construction professionals who completed our survey.

