

SALARY GUIDE

Engineering



2020



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Market Trends

Ireland's engineering industry is thriving with new, large-scale projects announced and in progress across the country. The demand for the market's premier talent is immense, with clients offering competitive and lucrative packages to attract and retain candidates.

Contractor Growth

Contracting remains an appealing model for candidates, with an increase in the number of contractors across most areas of the sector. Engineers are being offered a minimum of 12-month contracts to ensure retention of both talent and knowledge in an organisation.

New Technologies

Virtual reality is a trend we are seeing within the manufacturing sector, and the technology offers teams a real-time look at equipment operations.

Sustainability

The role of sustainability as a way of increasing business efficiency has created a new specialised area. The role of the energy engineer is a relatively new position, commanding salaries in excess of €60k and illustrating the importance of this new function.

Single-Use Technologies

There has been an increase in single-use technologies in biopharma production, to maximise production output and minimise downtime on equipment.

Salaries

Salaries are still rising but have remained relatively stable over the last 12 months. The biggest challenge in the industry is finding the right talent, with candidates often having more than one offer at a time. The packages available are also improving, with flexible working options and healthcare becoming more commonplace. Completion bonuses on projects are also being offered to avoid talent going to a new site before the project is finished.

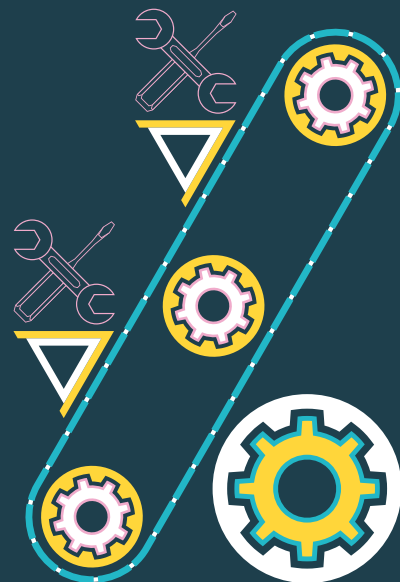
What Jobs are in Demand?

Permanent Engineering

- Validation Engineer
- Process Safety Engineer
- Process Engineer (Manufacturing)
- Project Engineer
- Skilled Trades (Electrical and Mechanical) Maintenance Technicians from High-Volume Manufacturing
- Engineering Supervisor and Manager
- Automation or Mechatronic Engineer
- Field Service Engineer

Contract Engineering

- Automation Engineer
- CSV Engineer
- CQV Engineer
- Utilities Engineer



PERMANENT	ROI €k P/A	
	Low	High
Engineering		
Automation Engineer	55	100
CAD Technician	27	45
Calibration Engineer	50	75
Chemical Engineer	70	90+
Commissioning Engineer	45	80+
Debug Technician	30	40
Design Engineer	40	70
Design Manager	60	80+
Electrical Engineer	50	90
Electronic Engineer	50	80
Electronic Technician	40	50
Engineering Manager	75	90+
Energy Engineer	50	65
EHS Engineer	50	70
Facilities Engineer	50	80
Facilities Manager	60	100
Facilities Technician	40	50
Field Service Engineer	40	50
General Manager	80	160
H&S Engineer	45	65+
H&S Manager	60	80+
Instrumentation Engineer	40	60
Instrumentation Technician	40	45
Lean Engineer	50	80
Maintenance Engineer	45	60
Maintenance Manager	50	80+
Maintenance Technician	40	55
Mechanical Engineer	50	75
Manufacturing Engineer	50	70
Manufacturing Technician	25	40
NPD Technologist	35	45
NPD Manager	50	65+
Operations Manager	60	90+
Process Engineer	55	90
Process Improvement Engineer	50	70+
Process Improvement Manager	60	80+
Process Technician	35	40
Production Engineer	30	45
Production Manager	55	65
Project Engineer	50	80
Project Manager	60	65+
QA/QC Technician	30	45
Quality Engineer	45	75
Quality Manager	60	80+
Quality Technician	28	35+
Technical Manager	55	75+
Test Engineer	45	65+
Validation Engineer	45	70+

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CONTRACT	ROI € P/ Hour	
	Low	High
Engineering		
Automation Engineer	45	85
CAD Technician	15	45
Calibration Engineer	25	60
Chemical Engineer	25	80
Commissioning Engineer	35	75
Debug Technician	15	20
Design Engineer	20	50
Design Manager	45	100
Electrical Engineer	35	60
Electronic Engineer	35	40
Electronic Technican	20	30
Engineering Manager	60	80
Energy Engineer	20	65
EHS Engineer	30	60
Facilities Engineer	30	50
Facilities Manager	45	60
Facilities Technician	18	30
Field Service Engineer	20	25
General Manager	30	60
H&S Engineer	40	55
H&S Manager	40	55
Instrumentation Engineer	25	60
Instrumentation Technician	20	30
Lean Engineer	40	60
Maintenance Engineer	40	50
Maintenance Manager	50	60
Maintenance Technician	17	30
Mechanical Engineer	40	75
Manufacturing Engineer	40	55
Manufacturing Technician	17	30
NPD Technologist	15	30
NPD Manager	50	65
Operations Manager	50	65
Process Engineer	35	80
Process Improvement Engineer	40	50
Process Improvement Manager	50	70
Process Technician	15	25
Production Engineer	40	50
Production Manager	55	65
Project Engineer	40	65
Project Manager	55	100
QA/QC Technician	17	25
Quality Engineer	30	65
Quality Manager	45	70
Quality Technician	17	25
Technical Manager	40	60
Test Engineer	25	35
Validation Engineer	35	80

