

# SALARY GUIDE

Technology



# 2020



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# Technology

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## Market Trends

### Software Engineering and Architecture

The software engineering and architecture market is one of the most competitive in tech recruitment, with these professionals being fundamental to the design and development of mission-critical systems. Most companies are trying to modernise their platforms by breaking down their existing monoliths to a more modular approach and implementing a microservices architecture.

Blockchain and cryptocurrency research and development are expanding in Dublin but finding these skillsets can be challenging. IoT is an immense area and connected health solutions are also an emerging market, with companies in these specialisms hiring an abundance of software engineers from a multitude of development backgrounds.

### Most in Demand Software Engineers

- Java Software Engineer (C# .Net with Azure and microservices)
- Full-Stack JavaScript Developer
- UI/UX Designer
- Python Developer
- C++ Engineer

A candidate-driven market has forced companies to be more flexible when it comes to hiring engineers. Employers are becoming less stringent about candidates' technical background. If they can demonstrate that they have an extensive grasp of engineering principles and computer science foundations, they can adopt any programming language quickly.

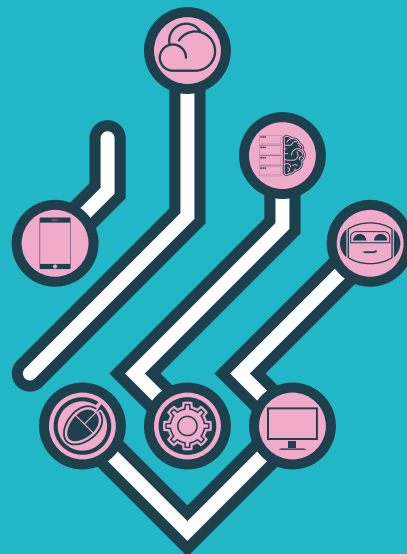
Engineers working on cloud-based microservices are the highest paid on the market. At the senior software engineer level, there is an emphasis on becoming more design-focused and building their own solutions for microservices. Engineers are owning their code from design and development to deployment and maintaining the production environment.

Salaries are also rising favourably in this area. Engineers are being paid for the depth of skills they have rather than years of experience. Permanent hires are favoured over contract as companies are trying to retain this knowledge base in-house.

Benefits are ever-evolving to keep on top of candidates' needs. Many candidates are looking for an increase in flexible working, with remote working a prerequisite for many engineers.

### What Benefits are Most in Demand?

- Lucrative share option schemes
- Free breakfast and lunches
- Public transport support
- Full healthcare plans
- Pension
- 25 days' holidays (minimum)
- Monetary bonuses
- Work from home one to three days per week (very in demand)



## UI/Front-End Development

The front-end development market is dynamic, with many open-source platforms (GitHub and Stack Overflow) pushing candidates to upskill quickly to stay competitive. This has led to the development of new frameworks and features. Companies are working hard to modernise their tech stack, moving from legacy to the latest technologies or framework versions (for example, from Angular 2 to Angular 8).

UX is in high demand, specifically HTML, CSS and WordPress. Marketing agencies are continuously looking for these individuals to create innovative experiences for their candidates. Cloud experience (deployment) has also emerged as a growing requirement.

Teams in this area are expanding, with an Agile/Scrum methodology being essential to make them work effectively.

## Data & BI

Companies across all industries are adopting a more data-driven approach, creating high demand for data talent. They are hiring specialists to help them leverage their data and make better-informed decisions about how they operate.

Data science talent is the most desirable as more companies are utilising advanced analytical techniques such as machine learning and AI to enable them to process their data more efficiently.

Data professionals want to work for companies that embrace an innovative culture and offer the opportunity to work on cutting-edge tech stacks. These are proving more desirable than companies that simply offer high salaries.

As companies invest in their analytics functions and platforms, the requirements for data engineers have also increased with skills in big data and cloud engineering being most desirable. BI, database and data warehouse professionals have remained in demand although many are looking to upskill and move into the more leading-edge data engineering space.

## PMO (Project Management Operations)

Moving into 2020, Ireland's PMO sector is set to be both challenging and opportunistic. Throughout 2019, the PMO industry experienced well-reported growth but has recently experienced a lull in opportunities. Global economic threats, such as Brexit and global trade wars have created uncertainty in the market and have slowed hiring plans. The skills shortage remains testing for employers but will present an opportunity for those who are highly specialised within their niche, enabling them to command an attractive daily rate or salary. The most in-demand programmes of work range from ERP migrations/ implementations, such as SAGE financial systems, to HRIS packages such as SAP's SuccessFactors.

The healthcare sector in Ireland is experiencing major growth within both private and public sectors, as they invest heavily in technology and physical infrastructure. Companies are looking for experienced project and programme managers and are increasingly looking to the UK and mainland Europe to find the right skills and experience. Cyber security remains a growing trend within the permanent and contracting market, as companies are competing for the best-in-class GDPR and data protection talent. As GDPR is a relatively new legislation, qualified and experienced GDPR consultants (DPO) represent some of the hardest professionals to find.

## Infrastructure

The infrastructure market remains highly competitive for 2020. There is demand across all levels, with a majority of these being permanent hires. Experienced NOC technicians, application support engineers and helpdesk support engineers are in high demand as more organisations are relocating these services to Ireland. Companies with an existing presence in Ireland are in pursuit of experienced candidates who can assist them with complex data migration projects. Candidates with large-scale data migration experience across all cloud platforms are also highly desired. This is driving the emerging trend of DevOps and Dev Sec Ops replacing traditional Linux, SysEng and Unixsys admin roles. The high demand in these emerging tech verticals will result in a subsequent increase in contract hires; however, as flexible talent will be needed to balance the skills shortage on these projects.

**PERMANENT**

ROI €k P/A

Software Development	Low	High	Years' Experience
Java Developer	38	60	0-3yrs
	60	75	3-5yrs
	75	110	5+ yrs
C/C++ Developer	35	55	0-3yrs
	55	70	3-5yrs
	70	100	5+ yrs
Java GUI Developer	35	50	0-3yrs
	50	65	3-5yrs
	65	80	5+ yrs
C#/VB.Net/Asp.Net/.Net	35	50	0-3yrs
	50	75	3-5yrs
	75	95	5+ yrs
Mobile (iOS/Android) Developer	35	55	0-3yrs
	55	75	3-5yrs
	75	100	5+ yrs
UX Developer	50	55	0-3yrs
	55	80	3-5yrs
	80	100	5+ yrs
Front-End/UI Developer	35	50	0-3yrs
	55	65	3-5yrs
	70	90	5+ yrs
PHP/Web Developer	30	50	0-3yrs
	50	65	3-5yrs
	65	85	5+ yrs
JavaScript/UX Developer	50	55	0-3yrs
	55	80	3-5yrs
	80	100	5+ yrs
Web Designer/Graphic Designer	35	50	0-3yrs
	50	55	3-5yrs
	55	65	5+ yrs
Ruby On Rails	35	50	0-3yrs
	50	75	3-5yrs
	75	100	5+ yrs
Sharepoint Developer	35	50	0-3yrs
	50	75	3-5yrs
	75	100	5+ yrs
Python Developer	35	50	0-3yrs
	50	75	3-5yrs
	75	100	5+ yrs
Solution Architect	65	72	0-3yrs
	72	85	3-5yrs
	80	110	5+ yrs
Technical Architect	68	75	0-3yrs
	75	85	3-5yrs
	100	120	5+ yrs

**CONTRACT**

ROI € P/Day

Software Development	Low	High
Java Developer	400	550
C/C++ Developer	400	550
C#/VB.Net/Asp.Net/.Net	350	550
Mobile (iOS/Android) Developer	400	550
PHP/Web Developer	350	550
JavaScript/UX Developer	400	550
UI/UX Designer	300	400
Web Designer/Graphic Designer	150	300

## CONTRACT (continued)

ROI € P/Day

Software Development	Low	High
Ruby On Rails	300	500
Sharepoint Developer	400	500
Python Developer	400	600
Solution Architect	600	700
RPA Developer	400	600
Cloud Developer	450	600
Angular	400	550
React	400	550
DevOps	500	700
Scala	500	700

## PERMANENT

ROI €k P/A

QA/Technical Writing/ Localisation	Low	High	Years' Experience
Test Manager	60	65	0-3yrs
	70	85	3-5yrs
	90	110	5+ yrs
QA Engineers	40	45	0-3yrs
	50	55	3-5yrs
	60	70	5+ yrs
Localisation Engineers	30	35	0-3yrs
	50	55	3-5yrs
	55	60	5+ yrs
Technical Writers	30	35	0-3yrs
	40	45	3-5yrs
	45	50	5+ yrs

## CONTRACT

ROI € P/Day

QA/Technical Writing/Localisation	Low	High
Test Manager	450	550
Manual QA Engineers	300	400
Automation QA Engineer	350	450
Technical Writers	250	400

## PERMANENT

ROI €k P/A

Data Analytics, Data Science and BI	Low	High	Years' Experience
Machine Learning Engineer	50	65	0-3yrs
	65	80	3-5yrs
	80	110	5+ yrs
Analytics Consultant	30	55	0-3yrs
	55	65	3-5yrs
	65	80	5+ yrs
AI Specialist	50	70	0-3yrs
	70	90	3-5yrs
	90	120	5+ yrs
Data Scientist	40	60	0-3yrs
	60	80	3-5yrs
	80	100	5+ yrs
Data Analyst	30	50	0-3yrs
	50	65	3-5yrs
	65	90	5+ yrs
Insights Analyst	30	45	0-3yrs
	45	60	3-5yrs
	60	75	5+ yrs

**PERMANENT**

ROI €k P/A

Data Analytics, Data Science and BI (continued)	Low	High	Years' Experience
BI Analyst	30	45	0-3yrs
	50	65	3-5yrs
	65	75	5+ yrs
Analytics Manager	n/a	n/a	0-3yrs
	60	90	3-5yrs
	90	120	5+ yrs

**CONTRACT**

ROI € P/Day

Analytics, Data Science and Business Intelligence (BI)	Low	High
BI Analyst	300	450
BI Developer	350	500
Reporting Analyst	250	400
Data Analyst	300	500
Insights Analyst	250	400
Data Scientist	400	600

**PERMANENT**

ROI €k P/A

Database, Data Warehousing & Data Engineering	Low	High	Years' Experience
Data Engineer	40	60	0-3yrs
	60	75	3-5yrs
	75	100	5+ yrs
Big Data Developer	40	60	0-3yrs
	60	80	3-5yrs
	80	100	5+ yrs
Data Governance Quality	30	45	0-3yrs
	45	65	3-5yrs
	65	90	5+ yrs
Database Developer	30	50	0-3yrs
	50	65	3-5yrs
	65	80	5+ yrs
Data Warehouse Developer	40	60	0-3yrs
	60	70	3-5yrs
	70	90	5+ yrs
ETL Developer	35	50	0-3yrs
	50	65	3-5yrs
	65	80	5+ yrs
Data Modeller	35	50	0-3yrs
	50	60	3-5yrs
	60	75	5+ yrs
Data Architect	60	75	0-3yrs
	75	80	3-5yrs
	80	100	5+ yrs
Database Administrator	40	60	0-3yrs
	60	70	3-5yrs
	70	90	5+ yrs

**CONTRACT**

ROI € P/Day

Database, Data Warehouse and Data Engineering	Low	High
Database Developer	300	450
Data Warehouse Developer	400	500
ETL Developer	400	500
Data Architect	500	650
Database Administrator	350	500
Data Engineer	400	550
Big Data Developer	450	600

## PERMANENT

ROI €k P/A

Senior/IT Professional Services	Low	High	Years' Experience
Programme Manager	70	90	0-3yrs
	90	100	3-5yrs
	100	130	5+ yrs
Project Manager	45	55	0-3yrs
	55	80	3-5yrs
	80	95	5+ yrs
Infrastructure Project Manager	45	55	0-3yrs
	55	60	3-5yrs
	60	85	5+ yrs
Development Project Manager	45	60	0-3yrs
	60	75	3-5yrs
	75	95	5+ yrs
PMO Manager	55	65	0-3yrs
	65	85	3-5yrs
	85	100	5+ yrs
Business Process Manager	45	55	0-3yrs
	55	75	3-5yrs
	75	105	5+ yrs
Change Manager	45	55	0-3yrs
	55	75	3-5yrs
	75	105	5+ yrs
Management Consultant	35	50	0-3yrs
	50	65	3-5yrs
	65	100	5+ yrs
Product Manager	45	60	0-3yrs
	60	75	3-5yrs
	75	105	5+ yrs
Systems Analyst	40	50	0-3yrs
	50	70	3-5yrs
	70	80	5+ yrs
Business Analyst	45	55	0-3yrs
	55	65	3-5yrs
	65	85	5+ yrs
Project Support/Administrator	30	40	0-3yrs
	40	50	3-5yrs
	50	60	5+ yrs

## CONTRACT

ROI € P/Day

Senior/IT Professional Services	Low	High
PMO Manager	400	600
Programme Manager	650	750
Project Manager	450	650
Change Manager	450	650
Management Consultant	450	750
Systems Analyst	350	550
Business Analyst	350	550
Reporting Analyst	275	400
Project Support/ Administrator	250	350

**PERMANENT**

ROI €k P/A

Infrastructure & Support	Low	High	Years' Experience
IT Security Engineer	45	55	0-3yrs
	55	70	3-5yrs
	70	100	5+ yrs
Information Security Architect	60	75	0-3yrs
	75	85	3-5yrs
	85	120	5+ yrs
DevOps Engineer	55	65	0-3yrs
	65	75	3-5yrs
	75	100	5+ yrs
Linux Systems Engineer	40	45	0-3yrs
	45	60	3-5yrs
	60	85	5+ yrs
Unix System Administrator	40	45	0-3yrs
	45	60	3-5yrs
	60	85	5+ yrs
Network Support Engineer	40	55	0-3yrs
	55	65	3-5yrs
	65	90	5+ yrs
Systems Administrator	35	40	0-3yrs
	40	55	3-5yrs
	55	75	5+ yrs
Application Support Engineer	30	35	0-3yrs
	35	50	3-5yrs
	50	70	5+ yrs
IT Manager	50	60	0-3yrs
	60	70	3-5yrs
	70	90	5+ yrs
Systems and Network Manager	45	50	0-3yrs
	50	60	3-5yrs
	60	85	5+ yrs
Data Centre Infrastructure Operations Manager	45	50	0-3yrs
	50	70	3-5yrs
	70	95	5+ yrs
Service Delivery Manager	45	55	0-3yrs
	55	70	3-5yrs
	70	85	5+ yrs
Application Support Manager	40	50	0-3yrs
	50	65	3-5yrs
	65	80	5+ yrs
Helpdesk Support	28	35	0-3yrs
	35	40	3-5yrs
	40	55	5+ yrs

**CONTRACT**

ROI € P/Day

Infrastructure & Support	Low	High
IT Security Engineer	400	750
Information Security Architect	500	750
Linux Dev/Ops Engineer	450	750
Linux Systems Engineer	400	550
Network Support Engineer	300	600
Systems Administrator	250	550
Application Support Engineer	300	450
Service Delivery Manager	300	450
Helpdesk Support	150	230
Desk Side Support	180	280
Field Services	180	250



## Permanent

ROI €k P/A

Senior Technology Appointments	Low	High
CTO (Strategic Leadership-focused)	150	200
CTO (Hands-on Architect, Start-Ups Specific)	120	140
CIO	120	150
Head of DevOps/Site Reliability Engineering	120	140
VP of Engineering/Site Lead	130	165
Head of Solutions/Software Architecture	120	140
Director of Engineering	115	130
Software Development Manager	110	125
IT Manager or Head of IT	100	125
Head of Engineering	110	130
Head of Analytics/Data Science	100	150

## Candidate Feedback

I have been working with Julie over the past six months on a number of key roles and, through this partnership, she has successfully identified stellar candidates and has significantly improved our time-to-hire for these roles. What I value most about Julie is that she is supportive, dependable, high in integrity and – put quite simply – she delivers! It's a pleasure to recommend Julie as an accomplished recruiting professional.

### Joanna Holly

Enterprise Programme Manager – VHI