

SALARY GUIDE



2020

SALARY GUIDE 2020



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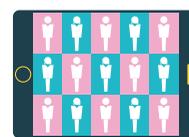
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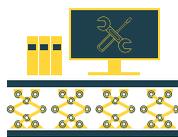
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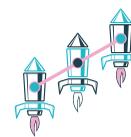
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Salary Guide Overview 2020

As we enter 2020, it is clear to see how much the world of work has changed over the last decade. New roles have risen in popularity, many of which didn't exist before; economic adjustments have altered how we engage with other markets and there has been a significant shift towards more flexible ways of working.

Ireland's position remains strong, with a 5.8% GDP increase from 2018; making us the fastest growing economy in the EU. This has created opportunities for people industry-wide and nationwide, with the largest regional employment growth levels in 17 years.

There has also been a strong and much-needed push for more diverse and inclusive workplaces and smarter ways of working. For 2020; it's anticipated that these advancements will continue, and within Cpl; our recruiters are noticing a desire across all sectors for meaningful work and a healthy work-life balance.

Due to Ireland's proximity to full employment, many companies now offer some form of flexible work along with other enticing benefits to attract and retain talent. With many candidates having multiple offers at any one time, employers recognise the importance of offering something unique to overcome the competition.

Challenges for Employers in 2020

With innovation and new ways of working come challenges. Many employers now struggle to keep their top people as the competition for skilled workers is challenging. SMEs and start-ups are competing with large multinational companies. The market is candidate-driven across industries including tech and sales, where candidates are mostly passive, only engaging with offers that meet their high expectations.

Brexit uncertainty is also a concern, resulting in some industries abating hiring plans until a clearer picture on the economic impact materialises. However, other sectors have benefited from the UK's position, with many international financial and legal firms setting up in Dublin over London.

Opportunities for 2020 & the Future

Looking at the bigger picture, we have a strong workforce in Ireland who are passionate about their career and the opportunities for lifelong learning. In a survey conducted for this guide, career progression was cited as the second most important thing when choosing a role, followed by fulfilling or challenging work.

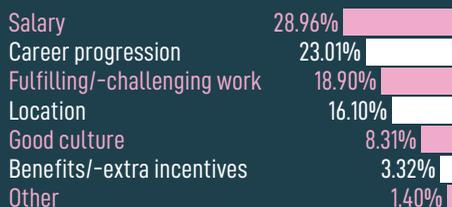
Businesses must continue to evolve the ways in which they engage their employees through continuous upskilling and investments in smarter ways of working. Where possible, automation is helping with this, removing the need for monotonous work and allowing employees to focus on more interesting and challenging aspects of their roles.

Looking towards the new decade, a combination of fulfilling work, a good salary and meaningful benefits are what will attract talent, while career progression opportunities and a suitable cultural fit will be necessary to retain that talent.

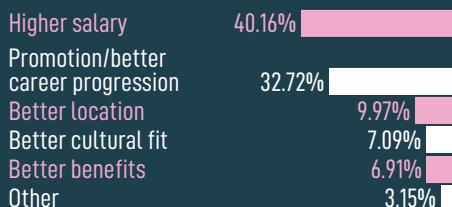
Key Talent Takeaways



What is most important to you when choosing a role?



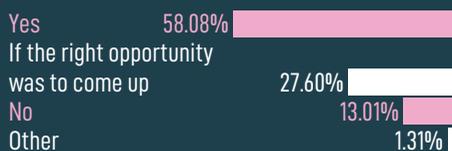
What would most likely make you leave your current job?



How did you find your last job?



Do you plan on changing job in 2020?



In December 2019, we conducted market research on salary and benefits trends in Ireland. The survey was completed by 1,145 professionals in Ireland across a number of industries.



Anne Heraty
Chief Executive Officer

SALARY GUIDE
2020



Accountancy & Finance

2020

Market Trends

Buoyancy within sectors including technology, pharmaceuticals, professional services and semi-state bodies created favourable hiring trends in 2019.

Brexit however remained a significant concern for hiring managers, leading to a rise in contract positions throughout the year, a trend that will persist for 2020.

At a junior level, recently qualified Big 4/Top 10 accountants with 0-3 years PQE are still the most sought-after and we are seeing the salaries they demand rising as well as the benefits they are offered.

At the senior end of the market, professionals including finance managers up to finance directors and CFO level are in ample supply. This is in sharp contrast to the lower end of the market where part and newly qualified accountants are scarce.

The healthy supply of senior professionals is down to a few key factors. Firstly, senior finance professionals who have been consulting for the last few years are now looking to return to permanent positions. Companies are also bringing in talent from overseas as part of a global rotational programme for their executives and senior leaders. Our international clients are increasingly making these roles more enticing for overseas talent by offering relocation, schooling and a strong benefits package.

While this is positive for our clients, the inventory of skilled professionals creates an increasingly competitive market for our candidates. However, we are optimistic that the number and seniority of these finance and accounting roles will grow throughout 2020.

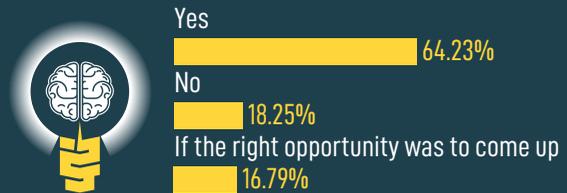
What Professionals are Most in Demand?

- Financial Accountant with PQE
- Finance Manager
- Financial Controller
- Regulatory Reporting Accountant/Analyst
- Commercial Accountant
- Payroll Specialist/ AP Specialist
- Newly Qual Big 4/Top 10 trained and qual with 1st time passes
- Senior Accountants with 3-5 years PQE

What Benefits do they Want Most?

- Flexible hours
- Onsite gym
- Work from home options/ remote working
- Better work/life balance
- Health and wellness programs

Do you plan on changing job in 2020?



* Figures based on finance professionals who completed our survey.



PERMANENT

ROI €k P/A

Audit & Practice	Low	High
Audit Partner	135	275
Audit Director	95	125
Senior Manager Audit	70	90
Audit Manager (2 yrs PQE)	65	75
Assistant Manager (1 yr PQE)	58	65
Audit Senior Big 4	45	55
Company Secretary (2-4 yrs PQE)	45	70
Audit Senior General Practice	42	52
Company Secretary	35	42
Audit Semi-Senior	28	38
Audit Junior	23	29
Graduate ACA	20	23

Tax	Low	High
Head of Tax	155	275
Tax Partner	150	275
Tax Director	100	180
Tax Senior Manager	90	135
Tax Manager	75	100
Tax Assistant Manager	65	80
Tax Accountant	50	75

Accounts Payable	Low	High
Accounts Payable Manager	50	65
Team Leader	40	48
Senior Accounts Payable	35	45
Junior Accounts Payable	28	32

Accounts Receivable/Credit Control/Payroll	Low	High
Credit Control Manager	50	65
Credit Control Team Leader	40	48
Senior Accounts Receivable	35	40
Junior Accounts Receivable	25	33
Senior Accounts Assistant	35	40
Junior Accounts Assistant	28	33
Senior Credit Control (3 yrs + exp)	35	40
Senior Payroll Administrator (2 yrs +)	38	45
Junior Payroll Administrator (up to 2 yrs exp)	28	32

Finance	Low	High
Chief Financial Officer	150	330
Financial Director	110	160
Group Financial Controller	80	100
Financial Controller	70	85
Finance Manager	65	80
Senior Accountant/Group Accountant (3-5 yrs PQE)	55	75
Financial Accountant (2 yrs PQE)	50	70

PERMANENT (continued)

ROI €k P/A

Finance (continued)	Low	High
Management Accountant (2 yrs PQE)	55	65
Cost Accountant (2 yrs PQE)	55	70
Project Accountant	55	75

Qualified	Low	High
Systems Accountant (Qualified)	55	70
Systems Accountant (Part-Qualified)	38	47
Treasury Accountant	45	75
Senior Financial Analyst	55	73
Financial Analyst	45	60
Newly Qualified Accountant	50	58

Part Qualified	Low	High
Part-Qualified - Level 3 Finalist (3+ years exp)	38	50
Part-Qualified - Level 2 (2-3 years exp)	32	40
Part-Qualified - Level 1 (1 years exp)	26	30
Assistant Accountant	35	40
Trainee Accountant	22	26

TEMPORARY/CONTRACT

Qualified	ROI €/Hour	
	Low	High
Financial Controller	36	48
Finance Manager	35	43
Senior Accountant/Group Accountant (3-5 yrs PQE)	32	37
Financial Accountant (2 yrs PQE)	28	35
Management Accountant (2 yrs PQE)	27	33
Cost Accountant (2 yrs PQE)	27	33
Project Accountant	29	34
Treasury Accountant	25	30
Senior Financial Analyst	29	36
Financial Analyst	26	31
Newly Qualified Accountant	26.5	29

Part Qualified	Low	High
Part-Qualified - Level 3 Finalist (3+ years exp)	20	25
Part-Qualified - Level 2 (2-3 years exp)	17	20
Part-Qualified - Level 1 (1 years exp)	16	18
Assistant Accountant	17	20
Accounts Assistant	15	18
Accounts Payable	15	18
Senior Accounts Payable	18	24
Accounts Payable Team Lead	24	31
Accounts Receivable	14	17
Credit Controller	16	20
Credit Control Manager	21	30
Payroll Administrator	15	18
Payroll Specialist	18	22
Senior Payroll Analyst	23	31
Billing Analyst	16	20

Financial Services

2020

Market Trends

As the 4th largest provider of wholesale financial services in the EU, Ireland is a leading hub of financial excellence. The sector employs approximately 42,000 people and contributes €2.3bn each year in taxes, creating lucrative opportunities for finance professionals. The vision of the IDA's 'Ireland for Finance' strategy is for this number to reach 50,000 by 2025, meaning a strong future for Ireland's finance industry.

Funds & Asset Management

The funds sector continues to grow in Dublin, with interest from both domestic and international investment and €4.2 trillion worth of assets under administration. We have seen welcomed expansion outside of the IFSC with Northern Trust in Limerick, BNP and Fidelity in Galway, State Street in Kilkenny and Naas, Hedgeserv, Citco, Alter Domus in Cork, and Opus and Carne in Wexford. The funds and asset management markets are highly dynamic and it is going to be extremely competitive when engaging talent in 2020. Companies are focusing on candidates who can transition into new roles from different financial services backgrounds. To facilitate this, there has been increased investment in training and upskilling for new hires.

Mancos

A number of international investment and asset managers have set up management companies (mancos) in Dublin, with 97 new licenses being authorised by the central bank across various UCITS, AIFM, and MIFID firms on the back of Brexit. Front-office compliance and risk candidates are in particular demand to support this.

Third-party management companies have experienced significant growth in 2019 and firms including KB Associates,

DMS, Carne and Bridge have all expanded, giving high-calibre funds services professionals the opportunity to move into a more dynamic area of the industry.

Banking

In the banking space, there has been extensive growth in corporate and investment with companies and international banks choosing to escalate their operations in Dublin. In 2017, Bank of America Merrill Lynch became the first major UK-based entity to select Dublin as its new base for EU operations. 29 financial services companies have relocated either people or services to Dublin from the UK, creating ample opportunities in the capital.

Candidates with APA or QFA qualifications are in high demand again for 2020. Business underwriters and credit analysts for the SME market also remain popular, which is a positive reflection on the current domestic demand for mortgages, motor and lending.

The Need to Upskill

The financial services market continues to flourish but technological advancements mean companies will have to focus on upskilling their people to stay relevant. The rise of industries like fintech and blockchain require new skills to stay competitive on a global scale, which may involve overseas recruitment strategies to leverage these skills.

What Areas are Most in Demand?

- Fund Accounting
- Transfer Agency/Investor Services
- AML and Compliance
- Risk
- Credit Analyst
- Case Management
- Arrears
- Pensions

What is most important to you when choosing a role?



Career progression	28.09%	<div style="width: 28.09%;"></div>
Salary	26.97%	<div style="width: 26.97%;"></div>
Location	20.22%	<div style="width: 20.22%;"></div>
Fulfilling/ challenging work	15.73%	<div style="width: 15.73%;"></div>
Good culture	6.18%	<div style="width: 6.18%;"></div>
Benefits/ extra incentives	1.69%	<div style="width: 1.69%;"></div>
Other	1.12%	<div style="width: 1.12%;"></div>



* Figures based on financial services professionals who completed our survey.

FUND ADMINISTRATION		ROI €K P/A	
Exec-Level Funds Services	Low	High	
EMEA Head of, Board level	€220k	€350k	
Managing Director, Funds	€190k	€260k	
Director, Operations	€180k	€220k	
Head of Sales EMEA	€120k	€160k	
Chief Technology Officer	€150k	€220k	
Chief Financial Officer	€120k	€160k	
Chief Compliance Officer	€150k	€220k	
MD, Trustee/Depository	€180k	€240k	
Chief Risk Officer	€140k	€220k	
Head of Product	€140k	€180k	
Head of Operations Start-Up	€120k	€150k	
Fund Accounting	Low	High	
Managing Director, Fund Accounting (Multi-Jurisdictions)	€160k	€250k	
Managing Director Fund Accounting	€130k	€160k	
Director, Fund Accounting	€120k	€150k	
Group Manager, VP	€90k	€120k	
Senior Fund Accounting Manager	€75k	€90k	
Fund Accounting Manager	€55k	€70k	
Fund Accounting Supervisor	€48k	€55k	
Senior Fund Accountant	€35k	€45k	
Fund Accountant	€28k	€32k	
Graduate Fund Accountant	€23k	€25k	
Transfer Agency	Low	High	
Managing Director, TA	€140k	€180k	
Head of Transfer Agency	€110k	€150k	
Director TA	€90k	€120k	
Senior Transfer Agency Manager	€75k	€95k	
Transfer Agency Manager	€60k	€75k	
Transfer Agency Assistant Manager	€50k	€55k	
Transfer Agency Supervisor	€45k	€54k	
Senior Transfer Agency Administrator	€34k	€42k	
Transfer Agency Administrator	€25k	€32k	
Compliance	Low	High	
Chief Compliance Officer	€150k	€240k	
Head of Compliance	€120k	€160k	
Senior Compliance Manager	€75k	€100k	
Compliance Manager	€62k	€85k	
Compliance Officer	€32k	€55k	
Trustee	Low	High	
Managing Director, Trustee/Depository	€180k	€240k	
Head of Trustee	€120k	€180k	
VP Trustee	€90k	€135k	
Senior Trustee Manager	€75k	€90k	
Trustee Manager	€60k	€75k	
Trustee Supervisor	€45k	€54k	
Senior Trustee Administrator	€32k	€42k	
Trustee Administrator	€25k	€32k	

ROI €K P/A

	Low	High
Middle Office		
Head of Middle Office	€120k	€160k
Director, Middle Office	€90k	€130k
Senior Manager	€70k	€90k
Manager, Middle Office	€55k	€70k
Supervisor	€48k	€55k
Senior Middle Office	€34k	€44k
Middle Office Administrator	€28k	€34k
Custody		
Head of Custody	€110k	€140k
Custody VP	€85k	€100k
Custody Manager	€60k	€70k
Custody Administration	€28k	€38k
Custody Supervisor	€50k	€60k
Custody Senior Analyst	€38k	€48k
Relationship Management		
Head of Relationship Management	€115k	€140k
Senior Relationship Manager	€90k	€110k
Client Relationship Manager	€60k	€85k
Financial Reporting		
MD, Financial Reporting	€140k	€180k
Head of Financial Reporting	€110k	€140k
Senior Manager Financial Reporting	€85k	€100k
Financial Reporting Manager	€65k	€80k
Financial Reporting Accountant	€50k	€60k
Financial Reporting Senior Associate	€35k	€50k
Financial Reporting Associate	€28k	€35k
BA/PM/Onboarding		
Chief Data Officer	€150k	€250k
Director, Client Onboarding	€120k	€140k
Business Transformation Programme Manager	€100k	€125k
Senior Programme Manager	€90k	€120k
Programme Manager	€80k	€100k
Project Manager	€70k	€90k
Senior Business Analyst	€70k	€85k
Business Analyst	€40k	€70k
Client Onboarding	€40k	€55k+
Risk and Control		
Head of Risk and Control (Multi-Jurisdictions)	€140k	€200k
Senior Manager Risk and Control	€95k	€125k
Risk And Control Manager	€75k	€90k
Senior Risk and Control Executive	€60k	€75k
Risk and Control Executive	€45k	€55k
Manco		
Head of Management Company	€140k	€170k
Senior Product Manager	€90k	€110k
Product Manager	€70k	€90k
Senior Relationship Manager	€90k	€120k
Relationship Manager	€70k	€90k
Senior Compliance Manager	€90k	€100k
Compliance Manager	€80k	€90k
Senior Product Manager	€90k	€110k

ROI €K P/A

Risk	Low	High
Head of Enterprise Risk	€140k	€200k
Senior Enterprise Risk Manager	€90k	€110k
Enterprise Risk Specialist	€50k	€70k
Reporting and Governance Manager	€80K	€100k
Regulatory Risk Manager	€80k	€100k
Operational Risk Manager	€65k	€100k
Operational Risk Analyst	€40k	€60k
Market Risk Manager	€70k	€100k
Market Risk Analyst	€40k	€65k
Liquidity Risk Manager	€70k	€100k
Liquidity Risk Analyst	€40k	€65k
Quantitative Retail Credit Risk	€45k	€100K
Senior Quantitative Analyst	€70k	€100k
Quantitative Analyst	€40k	€70k
Junior Risk Analyst	€30k	€40k
Compliance	Low	High
Chief Compliance Officer	€140k	€250k
Head of Compliance	€100k	€160k
Deputy Head of Compliance	€85k	€130k
Senior Manager Compliance & AML	€80k	€100k
Compliance Manager	€55k	€80k
Compliance Officer	€38k	€50k
AML/KYC Analyst	€35k	€50k
Compliance Administrator	€25k	€38k

CORPORATE/COMMERCIAL/INVESTMENT BANKING

ROI €K P/A

Retail Banking	Low	High
Head of Function	100k	150k
Area Manager	90k	130k
Data Protection Manager	80k	100k
Data Protection Officer	40k	80k
Control Manager	60k	80k
Branch Manager	75k	120k
Assistant Branch Manager	50k	70k
Business Manager	70k	90k
Financial Planning Consultant	45k	70k
Customer Service Officer	28k	35k
Mortgage Manager	55k	80k
Mortgage Consultant	30k	50k
Mortgage Underwriter	30k	60k
Mortgage Customer Services	28k	35k
Mortgage Arrears	35k	45k
Restructuring Manager	50k	90k
Restructuring Officer	35k	50k
Direct Sales	29k	40k
Junior Underwriter	35k	45k
Senior Underwriter	45k	60k
Mortgage Resolutions Analyst	35k	45k
Credit Analyst	35k	45k

CORPORATE/COMMERCIAL/INVESTMENT BANKING	ROI €K P/A	
Retail Banking (Continued)	Low	High
Case Manager	50k	70k
Asset Manager	40k	60k
Portfolio Manager	60k	75k
Residential Delivery Manager	80k	100k
Settlements Officer	35k	45k
AML/KYC Officer	35k	45k
Operations Manager	65k	90k
Credit Risk Analyst	40k	60k
Credit Risk Officer	30k	45k
Financial Crimes Officer	50k	60k
Regulatory Compliance Manager	70k	90k
Regulatory Compliance Officer	50k	65k
Personal Insolvency Executive	35k	50k
Collections Team Lead	45k	60k
Collections Officer	30k	40k
Arrears Support Executive	35k	45k
Arrears Support Team Lead	55k	70k
ASU Manager	70k	85k
Wealth Management/Brokerage	Low	High
Financial Consultant	50k	80k
Financial Planning Manager	60k	90k
Assistant Private Client Advisor	55k	65k
Tied Agent	100k	120k
Paraplanner	40k	55k
Senior Paraplanner	55k	70k
Customer Services Administrator	35k	45k
Investment Analyst	40k	80k
Pension Administrator	35k	55k
Investment Banking	Low	High
Senior Private Banking Manager	110k	150k
Private Banking Manager	75k	105k
Senior Wealth Manager	100k	160k
Wealth Manager	70k	100k
Senior Trader	80k	140k
Junior Trader	45k	65k
Investment Banking Analyst	35k	45k
Corporate Banking	Low	High
Head of Relationship Management	180k	250k
Senior Corporate Banking Manager	100k	130k
Corporate Banking Manager	75k	120k
Corporate Finance Manager	70k	90k
Corporate Finance Executive	40k	60k
Corporate Banking Analyst	45k	60k
Senior Corporate Banking Analyst	60k	80k
Credit Risk Manager	70k	85k
Senior Credit Risk Manager	90k	120k

CORPORATE/COMMERCIAL/INVESTMENT BANKING

ROI €K P/A

	Low	High
Commercial Banking		
Commercial Banking Manager	60k	80k
Commercial Credit Analyst	45k	65k
Senior Commercial Credit Analyst	50k	70k
Commercial Lending Manager	80k	100k
Senior Commercial Lending Manager	100k	130k
Head of Commercial Lending	130k	160k
Compliance		
Chief Compliance Officer	140k	250k
Head of Compliance	100k	160k
Deputy Head of Compliance	85k	130k
Senior Manager Compliance & AML	80k	100k
Compliance Manager	55k	80k
Compliance Officer	38k	50k
AML/KYC Analyst	35k	50k
Compliance Administrator	25k	38k
Treasury		
Head of Treasury	150k	180k
Treasury Director	110k	140k
Treasury Manager	75k	95k
Treasury Administration	40k	55k
Senior Treasury Sales Manager	75k	130k
Treasury Sales Manager	60k	70k
Treasury and Banking Ops Lead	55k	75k
Senior Appointments		
Head of Costumer Management	120k	180k
Head of Retail Debt Recovery	120k	180k
Head of MLU	120k	180k
Head of Asset Management	120k	180k
Head of Personal Insolvency	120k	180k
Head of Partner Services	120k	180k
Head of Retail Resolutions	120k	180k
Head of Contact Centre	100k	160k
Head of Home Mortgage Business	110k	170k
Head of Private Banking	180k	250k
Head of Credit Review, Retail and Business Banking	120k	175k
Head of Product Management	120k	160k
Head of Corporate & Institutional Treasury Sales	140k	200k
Head of First Line Anti-Money Laundering	140k	180k

Candidate Feedback

Having worked with Ben, I found him to be extremely professional, focused and with his client's best interests at heart. Ben wants the best for each individual he works with and will do his best to find you a role that suits your needs and skill set. I couldn't recommend him more highly – an absolute pleasure, Ben. Thank you.

Killian Cooney
Vice President at SMT

Hugh was key to placing me in my new role at Amundi. Hugh brought the role to my attention and guided me through the process step by step. His understanding of the businesses in which he places candidates provided key insights during the interview process. I would highly recommend Hugh to anybody looking for the next step in their career.

Sean Downey
Regulatory Risk Manager at Amundi





Legal

2020

Market Trends

The legal market has experienced another year of sustained growth, which has further driven the demand for talent within the industry. There has been a continued influx of UK and US law firms into Ireland, creating a reorganisation at all levels. The increase in partner moves this year has also created a wave of internal shifts in well-established firms.

Areas such as corporate, funds, aviation and banking remain the most buoyant specialisms. Solicitors in these areas seek a premium, which is leading to firms investing in more competitive bonuses and benefits to retain their top talent with some exceptional salaries. Solicitors in senior positions are also adopting alternative titles such as "head of", "director" and "of counsel" rather than moving directly to partnership.

Newly qualified solicitors are faced with more opportunities than in previous years and top performers are being paid favourably to remain with their training firms. The rise in partner movement has created an upward pressure on senior associate salaries and candidates moving at this level are seeking clear career progression. There is a high demand for solicitors at the 2-6 PQE level and firms are competing forcefully to entice and retain the market's top talent. Firms are also becoming more open to flexible working options to attract candidates.

On the in-house side, we have seen a move away from commercial contract-based roles to a wider variety of transactional and financing-based positions. This is offering lawyers more choice when changing jobs, leading more junior solicitors to move in-house.

Bonus culture is very strong within most industries and many employers are also offering flexible work, including work-from-home options.

The compliance market has once again been busy in areas such as AML and KYC, especially within the corporate banking space. Opportunities for GDPR and general compliance specialists are plentiful, with more roles being created in this area to answer the demands of the market.

The company secretarial market is an area of high demand and low supply of suitable talent, which has proven an obstacle this year for both in-house and private practice company secretarial departments. Strong ICSA candidates have been maximising value in 2019, a trend that will continue in 2020.

Hardest to Find Specialisms

- Tax
- Corporate
- Funds
- Banking

What to Expect in 2020

- Sustained influx of UK and US law firms
- Continued partner movement
- High competition to retain top-performing newly qualified solicitors
- More competitive incentives

What benefits would you most like?



* Figures based on legal professionals who completed our survey.

Legal – In-House	ROI €k P/A	
	Low	High
Head of Legal (Large/Multinational)	€120K	€275K+
Head of Legal (Small/Medium Organisation)	€110K	€150K
Senior Legal Counsel (6-8 yrs PQE)	€90K	€140K
Legal Counsel (3-5yrs PQE)	€75K	€120K
Legal Advisor (1-3 years PQE)	€55K	€80K
Legal Executive	€30K	€45K*

Legal – Practice – Top Tier	ROI €k P/A	
	Low	High*
Salaried Partner	€125K	€200K+
Solicitor (5 years+ PQE)	€85K	€130K
Solicitor (4 years PQE)	€85K	€95K
Solicitor (3 years PQE)	€80K	€87K
Solicitor (2 years PQE)	€75K	€82K
Solicitor (1 year PQE)	€70K	€75K
Newly Qualified Solicitor	€65K	€70K
Legal Executive/Paralegal	€35K	€45K

Legal – Practice – Mid Tier / Outside of Dublin	ROI €k P/A	
	Low	High
Salaried Partner	€120K	€180K
Solicitor (5 years+ PQE)	€75K	€110K
Solicitor (4 years PQE)	€70K	€85K
Solicitor (3 years PQE)	€67K	€78K
Solicitor (2 years PQE)	€60K	€75K
Solicitor (1 year PQE)	€55K	€68K
Newly Qualified Solicitor	€50K	€64K
Legal Executive/Paralegal	€30K	€40K

Legal - Company Secretarial	ROI €k P/A	
	Low	High
Senior Company Secretary	€80K	€100K
Company Secretary (2-6 yrs)	€50K	€75K
Company Secretary (1-2 yrs)	€45K	€60K
Company Secretary (Trainee)	€30K	€40K

*Where salaries have been marked with an asterisk, we have encountered outliers at a higher level in the market.

Engineering

2020

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.

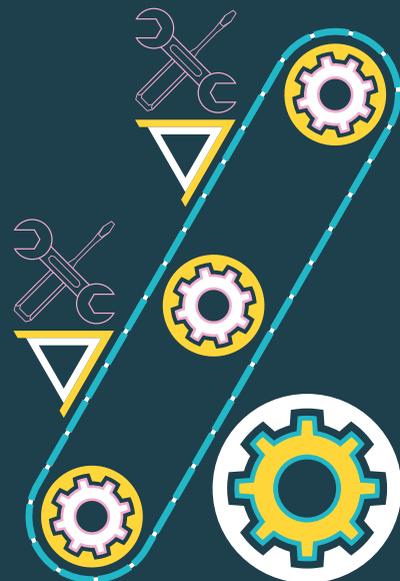
What Jobs are in Demand?

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

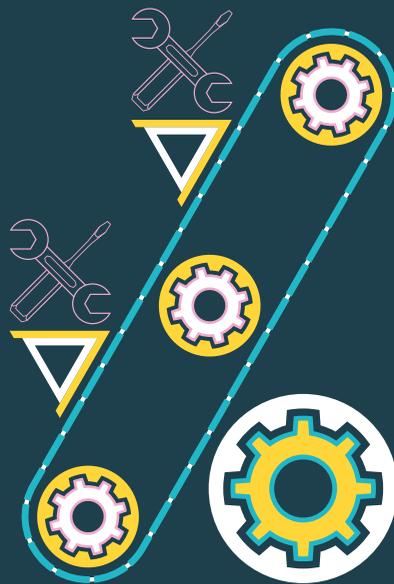
Contract Engineering

- 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+

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



Construction & Property

2020

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



* Figures based on construction professionals who completed our survey.



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.

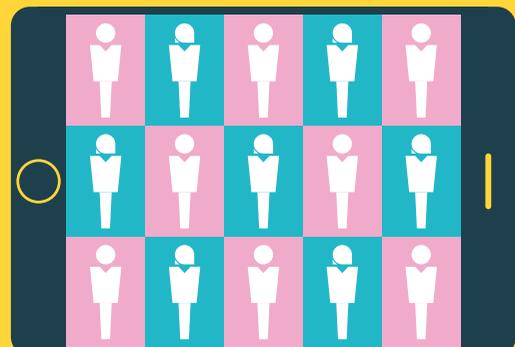
There has been a reduction in temporary roles/fixed-term contracts as clients recognise the need for permanency to compete for the most desirable talent. Clients offering temporary projects tend to opt for shorter-term with the view to extension or conversion. With these contracts, a higher rate on offer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

Insurance

2020

Market Trends

The uncertainty of Brexit has created a candidate-driven market across the insurance industry, enabling candidates to negotiate higher salaries, more covetable titles and better benefits. Companies are working hard to secure the market's top talent to ensure stability throughout the next 18 months. PCF and CF are again deciding factors for candidates; however, flexibility, salary and title remain key drivers influencing a candidate's decision to leave a role.

Claims

Claims specialists have been growing in demand throughout 2019 and we expect this to continue in 2020. Clients across the insurance industry are particularly interested in claims specialists with personal injury experience, meaning that professionals in this speciality can command attractive salaries.

Accountancy and Finance-Insurance

The insurance sector has experienced an increased requirement for accountancy professionals throughout 2019, particularly from the newly-qualified accountant level and upwards. The market remains competitive, with clients pursuing a more specialised talent pool for qualified accountants in the areas of solvency II, FP&A and internal audit.

Salary expectations rose in 2019, a trend that we anticipate will continue in 2020 as the market remains candidate-driven. It is almost a guarantee that a candidate who is actively interviewing will be in two to three processes with different companies at the one time. The deciding factor for professionals has become the benefits on offer, including working from home or flexibility options. Companies that can't enable their people to achieve a better work-life balance, will struggle to attract and retain the market's most sought-after professionals.

Risk & Compliance

With the continued uncertainty of Brexit, 2019 experienced a rise in risk and compliance openings as the insurance industry looked to get Brexit-ready. This surge in opportunities has created a subsequent increase in salaries.

Brokerage

The competition between traditional insurance brokers and their online equivalents continues to intensify. The demand for commercial lines executives has grown and will continue to be relevant in 2020.

Financial advisors and planners are also in high demand, with more brokers introducing educational support and training for those looking to pursue this path. The broker market is also becoming very competitive salary-wise, with companies paying attractively to entice and retain top talent.



ROI €k P/A

Personal Lines	Low	High
Life Underwriter (5+ years)	40	85
Operations Manager	60	85
Client Services Executive	40	60
Client Services Administrator	25	35
Pensions Administrator (1-3 years)	25	40
Senior Pensions Administrator (5+ years)	38	55
Pensions Consultant	40	80
Claims Team Manager	45	75
Claims Handler/Assessor (1-4 years)	30	50
Claims Handler (5+ years)	45	55
Financial Advisor (1-3 years)	30	50
Financial Advisor (3+ years)	40	85
Sales Manager	65	90
Area Manager	75	110
Mobile Mortgage Broker*	35	80
Wealth Manager	45	90
Life Insurance Administrator	25	38
Contact Centre	25	30

*Roles have a commission element in addition to basic salary

Risk	Low	High
Chief Risk Officer	120	250
Head of Risk	100	175
Senior Risk Manager	90	120
Risk Manager	70	95
Risk Specialist	43	65
Risk Officer/ Analyst	30	45
Risk Associate	25	35
Operational Risk Manager	65	85
Operational Risk Analyst	30	55
Quantitative Risk Manager	70	110
Quantitative Risk Analyst	40	75
Compliance	Low	High
Chief Compliance Officer	120	200
Head of Compliance	90	130
Compliance Manager	70	95
Compliance Specialist	45	65
Compliance Officer	30	50
Compliance Associate	25	35
Underwriting	Low	High
Head of Underwriting	90	135
Commercial Underwriting Manager	80	100
Commercial Underwriter (5-10 years)	50	80
Commercial Underwriter (1-5 years)	35	55
Assistant Underwriter (1-3 years)	25	32
Actuarial	Low	High
Chief Actuary	170	320
Qualified Actuary (3-8 years PQE)	85	135
Nearly/Newly Qualified Actuary	65	85
Part-Qualified Actuary	45	70
Trainee Actuary (Grad Level)	30	45
Policy Administrator	30	35

Languages

2020

Market Trends

The demand for multilingual professionals in Ireland is growing, especially among the many high-tech companies that have set up HQs in Ireland. These global companies require skilled multilingual professionals to support the demands in a number of international markets.

With language requirements from Albanian to Zulu, bespoke talent strategies are required to help match a candidate's cultural identity and capabilities with each client's individual needs. It is not just the tech sector experiencing a growing demand for language skills: from large multinationals to the education sector, multilingual professionals are proving to be invaluable to employers.

As of April 2016, there were 535,475 non-Irish nationals living in Ireland, creating a large pool of multilingual candidates to satisfy the market's needs. Professionals from across Europe and worldwide are moving to Ireland to advance their English language skills in the only English-speaking country that will remain in the European Union following Brexit. Moreover, many of the multinationals operating here have offices across the globe, creating an opportunity for these professionals to relocate in the future and grow their international experience.

What Jobs are Most in Demand?

- Senior Support Analyst
- Renewal Sales Representative
- Customer Success Support

What Jobs Pay the Most?

Sales professionals with the following language skills and market expertise:

- Germany
- The Netherlands
- Sweden
- Denmark
- France

These positions not only offer attractive basic salaries but also enticing commission and bonus structures, which can often double the income of these professionals.

What Languages are Most in Demand?

- German
- Dutch
- Nordic
- MENA (Pashto, Persian, Maghreb)
- APAC languages like Indonesian and Vietnamese
- SSA (Zulu, Afrikaans, Swahili)

Emerging Languages for 2020

The developing tech infrastructure of the MENA and SSA regions has created a subsequent demand for the languages spoken in these areas (Pashto, Persian, Maghreb, Zulu, Afrikaans and Swahili).



PERMANENT	Dublin €K P/A		ROI €K P/A	
	Low	High	Low	High
Call Centres-Customer Service				
Call Centre Operation Manager	60	90	50	80
Customer Service Manager	40	65	40	55
Customer Service Team Leader	30	48	28	40
Customer Service Team Leader & Language	35	45	30	45
Customer Service Agent	22	30	20	28
Customer Service Agent & Language	24	32	20	32
Account Manager	25	35	28	35
Account Manager & Language	30	45	28	36
Languages	Low	High	Low	High
Technical Support 1st level no Language	22	26	21	24
Technical Support 1st level with Language	24	30	24	25
Technical Support 2nd level with Language	30	32	28	30
Call Centre Team Leader no Language	30	45	28	40
Call Centre Team Leader with Language	35	48	34	45
Collection Analyst with Language	32	40	24	30
Customer Service no Language	22	25	22	25
Customer Service with Language	24	32	24	32
Account Manager with Language	30	45	28	36
IT Account/Agent Support with Language	27	30	29	35
Telesales Agent with Language	25	35	24	33
Business Development with Language	30	70	30	60
Technical Editor with Language	36	40	34	38
Order Management with Language	26	35	23	30
Editorial Compliance Specialist with Language	28	35	26	30
Data Entry with Language	26	26	24	26
Quality Analyst with Language	28	32	28	30
Team Manager with Language/Sales Operation	45	75	35	65
Inside Sales with Language	30	70	24	45
Lead Generation with Language	25	32	23	26
Content Analyst with Language	25	32	24	28
Procurement Coordinator	25	35	25	30
Cloud Sales with Language	35	65	34	65
Sales Manager with Language	55	80	50	70
Accounts Receivable with Language	30	40	24	30
Accounts Payable with Language	30	40	24	30
Customer Success Manager with no Language	30	35	28	35
Customer Success Manager with Language	35	45	32	38
Online Media no Language	26	28	24	26
Online Media with Language	28	30	26	28
Technical Engineer with Language	43	52	40	45

Marketing

2020

Salaries within the sector have remained relatively unmoved throughout 2019, with new openings taking longer to commence than in previous years. This hesitation has been due to an uncertain Brexit outcome, with companies and candidates holding until they can have more confidence in the stability of their next move.

Candidates who are moving are looking for enticing packages to do so. Flexible working is one of the most attractive benefits in the market, which fortunately works well in an industry built upon evolving technology and communication. Marketers are creatives, which means being bound to a desk doesn't always work; for employers, offering a remote working option helps widen the talent pool.

In 2019, we found that SEO and PPC skilled professionals were in greatest demand despite a skills shortage of candidates who are solely specialised in these areas. Most candidates are looking for variety in their roles rather than focusing on just one specialty like PPC or SEO. These areas are very niche, so candidates with these skills are highly sought-after and can earn very lucrative salaries.

Emerging Job Titles in 2019

- External Communications and Engagement Specialist-55-65K
- Marketing and Fundraising Executive-40-50K
- Category and Insights Manager-60-70K
- Category Analyst-40-50K
- Medical Journalist/Sub Editor-35-40K
- Customer Marketing Manager-60K
- Insights Officer-45K

What Jobs are Most in Demand?

- Marketing Director/Digital Director
- Head of Digital and Customer Experience
- Marketing Manager/Digital Manager
- Communications Manager
- Communications Specialist
- Marketing Executive/Digital Marketing Executive
- eCommerce Executive

What Roles Pay the Most?

- Marketing Director/ Digital Director
- Head of Digital
- Head of Digital and Customer Experience

Do you plan on changing job in 2020?



Yes	58.33%	<div style="width: 58.33%;"></div>
If the right opportunity was to come up	27.78%	<div style="width: 27.78%;"></div>
No	11.11%	<div style="width: 11.11%;"></div>
Other (please specify)	2.78%	<div style="width: 2.78%;"></div>



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
General Marketing				
CMO	100	160	85	150
Marketing Director	100	150	85	130
Head of Marketing	85	125	70	115
Senior Marketing Manager	60	90	50	80
Marketing Manager	40	70	35	65
Assistant Marketing Manager	45	60	45	55
Marketing & Communications Manager	60	65	50	65
Events Manager	35	55	35	55
Marketing & Business Development Manager	45	60	42	55
Senior Marketing Executive	35	45	30	40
Marketing Executive	32	47	30	40
Online/Digital Marketing	Low	High	Low	High
Head of CRM	90	125	75	110
Head of Online	90	140	80	130
Head of Acquisition	85	120	75	110
Head of PPC	70	95	60	75
Dept/Section Manager	28	32	25	32
Head of SEO	70	95	60	70
Head of Display	90	120	75	90
Head of Social Media	70	85	60	75
PPC Manager	40	65	35	45
PPC Executive	30	45	30	35
SEO Executive	30	45	30	35
SEO Specialist	45	55	40	50
Digital/Online Marketing Executive	28	45	28	40
Demand Generation Marketing Manager	50	90	50	75
Lead Generation Marketing Executive	35	50	30	40
Affiliate Marketing Manager	45	70	40	60
E-Commerce Manager/ Executive	40	70	35	50
Online Marketing Manager	45	70	35	50
CRM Manager	45	65	35	45
CRM Executive	30	45	30	40
Social Media Manager	35	55	28	45
Content Manager/ Strategist/ Web Content Editor	35	55	35	50
Social Media Executive	28	45	25	40
E-mail Marketing Manager	45	65	35	50
E-mail Marketing Executive	35	50	28	40
Digital Marketing Analyst	35	45	30	40
Web Analytics Specialist	35	45	30	32

PERMANENT (continued)	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
FMCG				
Marketing Director	90	140	80	120
Marketing Manager	65	90	55	80
Head of Brands	90	110	80	100
Senior Brand Manager	55	75	50	65
Brand Manager	45	65	40	60
Assistant Brand Manager	35	50	35	45
Category Manager	45	65	50	60
Category Executive	35	45	35	40
Category Analyst	35	45	30	35
Channel Marketing Manager	55	80	50	60
Consumer/Insights Manager	60	90	50	70
Brand Activation Manager	40	55	35	45
Marketing Specialist	40	55	35	45
Visual Comms Specialist/Graphic design	30	40	25	35
Research				
Research Director	70	95	70	85
Account Director	60	90	70	85
Associate Director	50	65	60	65
Research Project Manager	55	65	45	55
Research Executive	35	40	32	35
Senior Research Executive	40	45	40	42
Quantitative Expert	50	75	45	60
Qualitative Expert	50	60	45	50
Telcos/Banking/Finance/Professional Services				
Head of Marketing	95	150	75	120
Head of Brand Communications	95	130	80	100
Head of Consumer	90	140	70	100
Head of Retention	90	120	80	100
Head of Product	80	120	70	100
Head of Base	80	120	70	100
Director of Consumer Insights	90	140	70	100
Product Development Manager	55	85	40	65
Base Manager	55	70	45	65
Propositions Manager	60	85	45	65
Segments Manager	60	75	45	65
Propositions Specialist	45	70	30	55
Insights Specialist	40	55	30	45
Trade Marketing Executive	35	50	30	40
Mobile Product Manager	60	85	50	70
Product Manager	55	80	50	65
Marketing Campaign Manager	40	65	30	55
Go-To-Market Specialist	45	65	30	55

PERMANENT (continued)	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Online Agency-Specific Roles				
Director of Digital Marketing	90	130	80	120
Head of Search & Analytics	85	120	70	85
Head of Digital Media	80	110	60	85
Client Director	75	90	60	75
Senior Client Manager	50	70	40	65
Client Manager	37	45	35	45
Client Associate	28	40	28	35
Pharma/Healthcare				
Global Head of Marketing	90	160	80	130
Product Marketing Manager	65	90	50	85
Senior Brand Manager	60	90	50	85
Product Manager	55	75	50	70
Brand Manager	55	75	50	70
Sales & Marketing Executive	30	45	27	50
Brand Executive	30	45	27	45
Product Executive	40	70	32	60
Communications & Public Relations				
Head of Communications	85	130	75	120
Communications Manager	55	80	50	70
Head of PR	85	120	70	100
Head of External Affairs	90	120	70	100
Public Affairs Specialist	45	75	40	60
Sponsorship Manager	50	70	45	55
CSR Manager	45	70	40	55
PR Manager	50	70	40	60
PR Executive	30	45	25	35
Communication Executive	30	45	30	35
PR Agency				
Account Director	55	90	50	75
Senior Account Manager	40	60	40	50
Senior Account Executive	35	45	30	40
Account Executive	28	35	25	32

Candidate Feedback

James was exceptionally helpful in helping me obtain my new role. He assisted me from the beginning of the interview process, right through to when I received the job offer. He is extremely thorough, helpful and knowledgeable, and I am extremely grateful for all of his help.

Sarah Nolan

Assistant Media Relations Executive at IDA Ireland

James was very helpful with the entire recruitment process from beginning to end. He provided me with pre-interview materials, both specific to the company and more general guides on how to prepare. I was delighted with his support because not all recruitment consultants are so pro-active. Thank you James!

Fionnuala Kilbane MPRII

Communications Specialist at the Institute of Banking





Office Support

2020

Market Trends

Cpl Office Support continued to see significant growth over the last 12 months. In 2019 we experienced an upward trend in permanent recruitment, with an increase of 17% on the previous year.

PA/EA roles are still our most popular job titles and we recruited for a record number of roles at the €50k and €60k mark in 2019. In 2020, we envisage more "business support/chief of staff" roles. These have historically been more prevalent with multinationals, but we've seen a significant number of C-Suite executives in Irish-owned companies choose this option over the traditional PA.

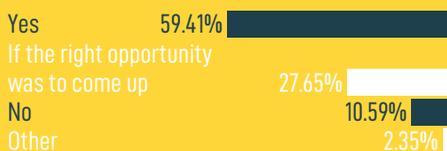
Our Legal Support Division, which was set up in 2017 and exclusively recruits for legal and professional services, is also experiencing great success. It is challenging to entice skilled legal secretaries to move from one practice to another, as the salaries and benefits are often similar as is, in many cases, the culture.

We partner with training and development professionals; Pitman; to ensure we can assist candidates in upskilling for the changing marketplace. This innovative approach to building a wider talent pool has helped in filling more niche legal roles.

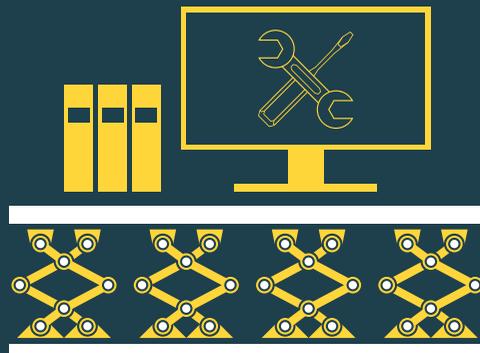
Our temporary division continues to flourish as we enter 2020. We have hubs in North Dublin, Blanchardstown and Kildare which attract candidates who are opting to work closer to home as rent prices increase in Dublin city centre. In addition, we've seen a significant uptake in senior EA and PA roles offered initially on a temporary basis. This is a great option for skilled candidates to try a role and experience the culture before fully committing to the position.

The outlook for the year ahead is optimistic and we forecast steady growth for 2020. Companies are beginning to understand the value that strong administrative staff bring to their business and are rewarding this with strong benefits and meaningful perks including flexibility.

Do you plan on changing job in 2020?



* Figures based on office support professionals who completed our survey.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Call Centres-Customer Service				
Executive Assistant to C-Level Appointments	45	70	38	70
Personal Assistant	35	60	28	50
Secretary	30	52	25	40
Team Secretary	28	45	25	40
Medical Secretary	30	45	25	45
Office Manager	34	60	30	60
Office Junior	24	25	20	25
Executive Assistant	35	60	28	50
Receptionist	24	40	20	30
Administrator	25	42	20	30
Sales Administrator	25	35	23	32
Accounts Clerk	27	30	20	25
Data Entry	23	30	19	25
Telesales Reps	24	35	20	27
Customer Service Reps	23	35	20	32
Dictaphone Typist	27	38	20	32
Legal Secretary	30	48	25	42
Legal Executive	32	50	24	42

TEMPORARY/CONTRACT	ROI €P/Hour	
	Low	High
Qualified		
Office Manager	15	20
Office Junior	11	13
PA/Executive Assistant	15	20
Receptionist	12	17
Administrator	12	16
Secretary/Team Secretary	14	17
Accounts Clerk	13	16
Data Entry	11	13
Telesales Reps	12	13
Customer Service Reps	12	13
Dictaphone Typist	15	17
Medical Secretary	14	17
Legal Secretary	15	18
Legal Executive	15	20

Retail

2020

Market Trends

In 2019, unemployment hit its lowest level since 2007, creating opportunities and challenges for Ireland's retail sector. Competition for talent resulted in salaries rising across all verticals within the sector and the greatest uplift in counter-offers in five years.

2019 was a candidate-driven market, with most active jobseekers having multiple offers at the one time, especially among experienced managers. Employers with the most condensed and agile recruitment processes won the year's top talent. Retention can be a common challenge in retail, with companies who embraced onboarding and induction programmes seeing the positive impact on their attrition counts.

Candidates can now be more selective with their career moves. They are choosing employers who offer flexible contracts and contracts that pay overtime or offer time in lieu. Other enticing benefits include pensions and healthcare.

In 2020, retail recruitment will continue to rise, with salaries and benefits increasing to match candidates' expectations. The war for talent will persevere due to the shortage of skills along with competition between brands for culture and remuneration packages. Retailers that are agile, early adaptors with innovative practices will win on talent acquisition.

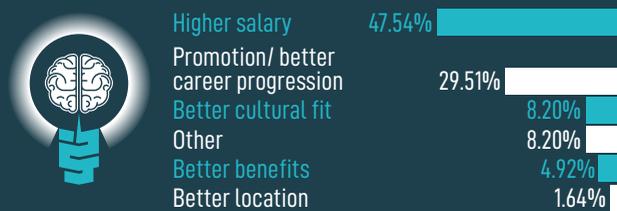
Most in Demand Retail Roles:

- Store managers 3+yrs – all verticals
- Grocery – Bakers, Butchers, Fresh Food/Deli Managers
- Luxury Goods Specialists – clothing and accessories
- Pharmacy OTC managers and technicians

How to Attract Top Talent?

- Competitive salary packages
- Flexibility and paid overtime beyond contracts or time in lieu
- Generous annual leave entitlements
- Pension and healthcare for permanent employees
- Well-facilitated work environments - canteens, breakout rooms, healthy snacks, social activities
- Wellbeing programmes

What would most likely make you leave your current job?



* Figures based on retail professionals who completed our survey.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Food Multiples				
Area Manager	60	110	60	100
Store Manager (100+ Staff)	55	100	50	90
Store Manager (50+ Staff)	42	70	42	60
Store Manager (10+ Staff)	30	45	30	40
Assistant Manager	30	42	28	40
Dept/Section Manager	28	38	26	35
Supervisor/Trainee Manager	22	30	20	28
Convenience/Forecourt				
Area Manager	45	70	40	65
Store Manager	30	50	28	45
Assistant Manager	24	32	24	32
Non-Food Multiples				
Area Manager	70	120	65	100
Store Manager	40	65	35	65
Deputy Manager	30	45	30	45
Assistant Manager	30	40	28	35
Dept/Section Manager	28	32	25	32
Trainee Managers	22	28	22	28
Area Manager	60	110	60	100
Telecoms				
Area Manager	60	90	60	80
Store Manager	28	45	28	40
Assistant Manager	25	34	25	32
Pharmacy				
Area Manager	55	80	55	70
Store Manager	32	50	30	45
Assistant Manager	25	30	25	30
Fashion-High Street				
Area Manager	50	85	50	85
Regional Visual Merchandiser	45	60	30	50
Store Manager (100+ Staff)*	55	90	50	80
Store Manager*	35	60	35	50
Deputy Manager	30	45	28	45
Assistant Manager	28	40	24	40
Department Managers	28	45	28	45
Head Cashier	25	35	25	35
Trainee Managers	23	28	23	28
Supervisor/Sales Manager	22	27	22	27
Brand Managers	28	32	28	32
Stylists/Personal Shopper	24	30	22	28

*Depends on staff and square footage/turnover

Please note that all salaries are dependent on turnover, staff and square footage rather than locations.

Sales

2020

Market Trends

Sales recruitment continued to thrive in 2019, creating a positive outlook for 2020. Sales salaries will remain high in 2020 as candidates understand their market value and have numerous opportunities to choose from at any one time.

Across the country, we have experienced an increase in demand for account managers and experienced field sales managers in all industries. We also continue to see a high demand for multilingual roles in the tech space, especially for the German, Dutch and Nordic markets. Salaries for these positions tend to be more flexible due to the extensive demand for these skills.

In 2019, many companies relocated their EMEA sales divisions to Dublin, where they are expanding their teams at a fast pace. The buoyancy of the market has created a challenge for employers, with the pool of available talent being shallower this year. The majority of sales candidates are passive and selective with their applications, only engaging with an offer that meets their demands. However, candidates are weighing up culture and packages in equal measure, leading to greater retention rates for employers who can attract candidates that are the right fit.

We are confident that the sales industry will continue to flourish in 2020, as more companies have identified Ireland as their EMEA HQ. This will bring opportunities for professionals looking to gain experience with international brands, but challenges for employers who must compete for this talent. Combating attrition and multiple offers for active candidates will remain the foremost challenge for companies.

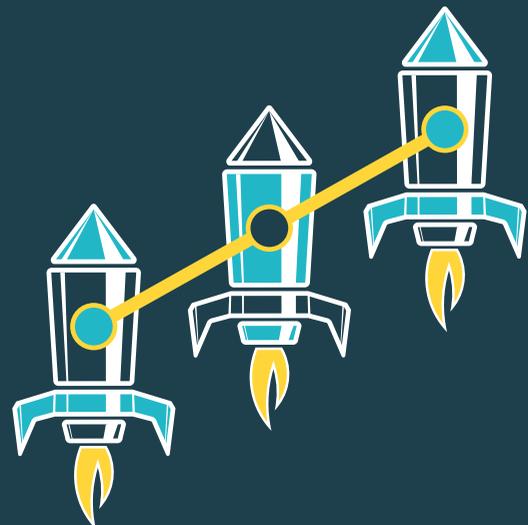
Most in Demand Sales Areas

- Inside Sales/Telesales – all verticals
- SaaS Sales – all levels
- Team Leads and Sales Managers – multiple sectors
- Food Service Sales – junior to mid-level
- Sales Engineers – mid to senior-level
- Property Sales – junior to mid-level
- FMCG Territory Sales – junior to mid-level

How to Attract Top Talent?

- Competitive base and bonus
- Flexibility and work from home options
- Pension and healthcare
- Well-facilitated offices and work environments – canteens, breakout rooms, healthy snacks, social calendars
- Wellbeing programmes
- Diverse and inclusive culture/brand

Do you plan on changing job in 2020?



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
General Sales				
Commercial Director	95	150	80	140
Sales Director	80	120	70	120
Sales Manager	60	90	55	80
Business Development Director	80	120	75	110
Business Development Manager	55	90	50	80
Business Development Executive	35	60	28	55
Corporate Account Manager	45	65	35	60
Account Manager	30	45	28	42
Sales Executive	30	40	28	35
Telesales Executive	22	35	22	32
IT Sales				
Sales Director	80	120	70	120
Client Delivery Director	80	120	70	110
Inside Sales Manager	55	80	50	70
Inside Sales Manager & Language	60	80	50	75
Channel Sales Manager	45	70	40	70
Senior Account Manager	50	65	45	55
Account Executive	35	50	35	50
Solution Sales Executive	45	65	40	65
Pre-Sales Consultants	60	110	50	90
Sales Team Leader	40	50	32	45
Sales Coach	45	65	35	50
Inside Sales Executive	30	45	25	40
Inside Sales Executive & Language	32	50	28	45
Lead Generation Executive	25	35	20	30
Contact Centre				
Contact Centre Manager	45	80	40	60
Sales Operations Manager	55	80	45	60
Retention Sales Executive	25	30	23	28
Inbound Sales Executive	23	28	22	28
Outbound Sales Executive	26	35	25	35
Team Leader	35	45	28	35
Trainer	40	50	30	45
Telecom Sales				
Field Sales Manager	55	75	50	70
Telesales Manager	50	65	45	65
Sales Team Leader	35	50	35	45
National Account Manager	60	90	60	80
Corporate Account Manager	45	70	45	60
Product Sales Specialist	60	80	55	75
Field Sales Representative	35	50	30	45
Sales Representative	30	42	25	40
Sales Executive	28	40	25	40
Telemarketing Executive	25	32	23	28
ICT Sales Specialist	45	70	38	62
FMCG Sales				
Country Manager	80	125	80	120
National Sales Manager	70	110	70	100
National Account Manager	55	90	50	70
Key Account Manager	40	70	40	70
Field Sales Representative	32	45	28	42
Area Sales Manager	50	65	40	60
Merchandisers	23	30	20	36
Van Sales	24	30	20	30

Sales

2020 ■

PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Technical/Service Sales				
Senior Business Developer	60	80	50	70
Technical Sales Rep	35	60	30	50
Technical Sales Manager	50	80	50	80
Professional Service Sales	35	60	32	50
Sales Engineer	50	75	50	70
Residential Sales	22	28	20	25
Property Sales	25	35	20	30
Construction Sales	40	65	35	55
Medical/Pharma Sales				
Country Manager	115	150	90	130
Sales Director	85	120	75	110
Sales Manager	65	85	55	75
Product Manager	45	80	40	55
Territory Manager	45	55	40	50
Sales Rep	30	45	28	40

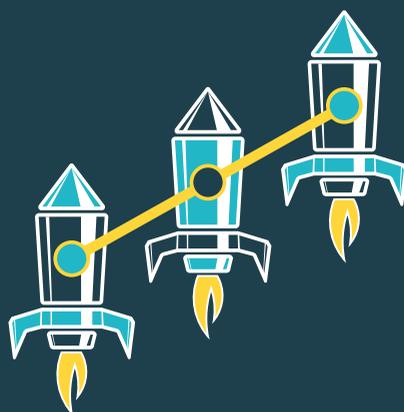
Note: All sales salaries are basic and exclude commission, benefits and bonus payments.

Client Feedback

Ritchie led from the front on the entire process, keeping me informed on roles that may have been suitable. Through his knowledge of both the marketplace and my skill set, he found me a career-defining role with an incredibly prestigious organisation. He acted as a trainer, mentor and coach, and his expertise and patience made all the difference. I am delighted to recommend his skill, dedication, professionalism and passion to any organisation or professional.

Gary M

Business Development Manager at Accounting Technicians Ireland



Science & Pharmaceuticals

2020

Market Trends

Over the past two decades, the pharmaceutical, biotech and medical device industries have become key pillars of the Irish economy. In 2019, there were 22 biotech sites under construction and there are currently 90 bio-pharma plants in full manufacturing operations across Ireland, 40 of which are FDA-approved.

The Irish pharmaceutical landscape is thriving, with companies such as Pfizer and BMS achieving consistent, ground-breaking work in the industry. New companies that have recently entered the market are also making an impact such as WuXi Biologics and Takeda. Takeda, Japan's largest pharmaceutical company, has opened a state-of-the-art cancer drug plant in Dublin, delivering the first active pharmaceutical ingredient for Takeda outside of Japan. The company now employs over 300 people across two plants in Ireland.

Over the last decade, approximately €10 billion has been invested in the Irish bio-pharmaceutical sector, illustrating one of the biggest waves of biotech investment globally. This growth has resulted in an increased competition for talent, with flexible and contract work rising to accommodate the demands of the market's top candidates. Companies are now competing aggressively for candidates, which can be seen from the pro-active recruitment strategies being introduced by Ireland's top bio-pharma companies.

Opportunities Beyond the Capital

Areas outside of Dublin have experienced the most significant growth in seven years, with a 32% increase in regional investment by the end of June 2019 according to the IDA. This enables candidates to work in locations outside of the capital and other cities, where rent and house prices remain high. Life sciences and pharma companies have continued to grow in the Munster area, with international players like BioMarin, Janssen and Eli Lilly all establishing a presence in the south. Eli Lilly employs over 1,300 people at their manufacturing plant in Kinsale, while Janssen in Ringaskiddy had a €300 million addition to their existing site, creating up to 200 new jobs between 2019 and 2020. Abbvie and Abbott are also helping to build Sligo's profile in the industry.

Most in-Demand Knowledge Areas

- Quality Control
- Quality Assurance
- R&D
- Regulatory Affairs
- Manufacturing Technology Transfer

What Benefits are Most in Demand?

Many blue-chip and multinational companies are putting an emphasis on unique benefits and compensation. Full private healthcare for both staff and their families is prevalent with many employers offering long-term future planning, paying favorable pension contributions to attract and retain talent. We have also seen instances where employers are offering the option to take annual bonuses in the form of equity or shares. These tangible rewards have been instrumental in attracting new talent and helping to retain talent when other offers have been made.

Flexible and remote working also remain the most sought-after benefits from candidates who are looking for a better work-life balance.

How to Grow Your Career?

When starting out your career, longevity is often valued by employers. Staying in your first role for a few years, will not only help you develop your skills and experience, but it will help you to be seen as a loyal and committed employee. Try to bring new ideas and innovations to your role and go beyond your remit to be make an impact.

The Irish market is small, which means you can easily build up a reputation as a desirable employee. The newer generations of millennials and generation Z tend to move jobs more frequently, but staying with your first employer long enough to gain that early experience will help you prosper in the long term.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Quality				
VP of Quality Dublin	180	275	180	210
Director of Quality Control	110	125	90	110
Manufacturing Director	120	170	120	150
QA/QC Supervisor	50	75	50	60
QA/QC Analyst	32	48	28	45
QA Technician/Specialist	30	45	30	45
Lab Technician	26	32	25	32
Lab Assistant	28	34	26	35
Director of Quality	90	180	90	137
Qualified Person	75	150	65	100
Quality Engineer	44	65	40	60
Analytical	Low	High	Low	High
Microbiology Analyst	32	42	28	38
Biochemist /Chemist	32	45	28	43
Analytical Chemist	34	50	30	45
Biotechnologist	35	55	33	40
Food QA Technologist	28	40	26	40
Regulatory Affairs	Low	High	Low	High
Director of Regulatory Affairs	80	120	80	110
Regulatory Affairs Manager	66	85+	60	80+
Regulatory Affairs/Registration Officer	30	50	30	50
Regulatory Affairs Officer	30	60	30	45
Drug Safety Associate	28	55	30	55
Compliance	Low	High	Low	High
Compliance Manager	65	85	55	85
Compliance Auditor	50	70	50	55
Compliance Analyst	35	45	30	40
Documentation	Low	High	Low	High
Documentation Officer	30	60	25	50
Documentation Control Administrator	28	37	25	35
Validation	Low	High	Low	High
Validation Manager	75	90	65	90
Validation Engineer	45	75	45	65
Validation Analyst	30	45	30	45
Health/Safety & Environment	Low	High	Low	High
Health & Safety Officer	45	60	40	55
Environmental Officer	40	50	30	45
Operations Manufacturing	Low	High	Low	High
Site Director/General Manager	180	275	180	275
QA/QC Manager	75	90	55	75

PERMANENT (continued)	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Research & Development				
R&D Director	90	125	100	110
Process Development Manager	70	90	65	85
PhD Development Chemist	42	65	45	70
Senior Scientist/Chemist	42	57	40	55
Process Development Chemist	40	55	35	55
R&D Engineer	40	60	40	60
R&D Scientist	40	55	35	55
R&D Specialist	40	55	45	60
Formulation Scientist	40	60	40	60

Clinical	Low	High	Low	High
Director of Pharmacovigilance	110	160	85	110
Clinical Operations Manager	65	95	60	90
Biostatistics Manager	60	75+	55	75+
Clinical Research Officer	30	50	30	50
Clinical Data Manager	45	70	40	70

Statistician	Low	High	Low	High
Clinical Data Manager	45	70	40	70
Clinical Data Coordinator	28	35	28	35
Clinical Project Manager	40	80	50	90
Clinical Research Associate	35	70	35	65
Clinical Trials Assistant	28	35	25	35

Pharmaceutical	Low	High	Low	High
Pharmaceutical Engineer	40	70	37	65

Training	Low	High	Low	High
Training & Development Manager	55	80	50	65+
Quality & GMP Trainers	47	60	45	60

Tech Services	Low	High	Low	High
Director of Technical Services	90	125	90	110

CONTRACT	Dublin €P/Hour		ROI €P/Hour	
	Low	High	Low	High
Quality				
QA/QC Manager	33	40	17	28
QA/QC Supervisor	27	35	15	22
QA/QC Analyst	15	25	15	20
QA Technician/Specialist	15	30	10	15
Lab Technician	14	18	10	15
Lab Assistant	13	17	10	13

Analytical	Low	High	Low	High
Microbiology Analyst	15	25	13	17
Biochemist/Chemist	15	25	13	20
Analytical Chemist	17	30	13	16
Biotechnologist	15	25	14	25
Food QA Technologist	13	17	10	22
Microbiology Analyst	15	25	13	17

CONTRACT (continued)	Dublin €P/Hour		ROI €P/Hour	
	Low	High	Low	High
Regulatory Affairs				
Regulatory Affairs/Registration Officer	25	45	18	25
Regulatory Affairs Manager	35	49	30	45
Drug Safety Associate	19	24	18	25
Compliance				
Compliance Manager	35	45	30	40
Compliance Specialist	27	33	20	35
Compliance Auditor	33	38	18	25
Documentation				
Documentation Officer	18	33	18	25
Documentation Control Administrator	16	20	18	25
Validation				
Validation Manager	55	100	40	50
Validation Engineer	40	80	30	40
Validation Analyst	30	40	20	30
Health/Safety & Environment				
Health & Safety Officer	20	50	18	25
Environmental Officer	15	23	18	25
Lab Technician	13	17	18	25
Research & Development				
Process Development Manager	40	50	30	40
PhD Development Chemist	20	33	18	30
Senior Scientist/Chemist	22	33	25	35
R&D Engineer	22	30	20	30
R&D Scientist	22	30	20	30
Formulation Scientist	20	33	20	30
Clinical				
Medical Scientific Liaison	35	60	20	30
Biostatistics Manager	35	46	25	30
Statistician				
Clinical Data Manager	27	37	20	30
Clinical Data Coordinator	16	21	18	25
Clinical Project Manager	27	40	20	35
Clinical Research Associate	23	37	18	25
Clinical Trials Assistant	15	19	18	25
Pharmaceutical				
Pharmaceutical Engineer	42	60	25	25
Training				
Training & Development Manager	27	32	30	40
Quality & GMP Trainers	21	31	18	30

Supply Chain

2020

Market Trends

The supply chain and procurement industry has experienced an unprecedented 12 months: with Brexit approaching many companies adopted a "wait and see" approach to their supply chain activity.

Numerous senior strategic procurement and supply chain roles have also been taken out of Ireland and returned to HQ in the U.S, U.K, Luxembourg and Switzerland. With pressure for businesses to reduce costs, some individuals have effectively outsourced their own roles to lower-cost economies and third-party vendors.

The news isn't all bad, however, and in September 2019, we saw a resurgence of activity within the supply chain sector.

What Roles are Growing?

- Supply Chain Manager
- Logistics Manager
- Supply Chain Consultant
- Procurement Manager

Changes in supply chain have also brought a significant shift in the type of skills in demand. The industry has seen a move towards more analytical roles, with an emphasis on systems, particularly SAP. Candidates with end-to-end supply and project management experience are highly valued and there has been an uplift in supply chain analyst and data analyst roles.

Industries Experiencing Supply Chain Expansion

- Pharmaceutical
- FMCG
- Logistics
- Healthcare
- Construction/Capital Expenditure

The capital expenditure boom in construction is having a ripple effect in supply chain, as buyers with CapEx experience are

highly sought-after and are benefiting from lucrative salaries. Other industries are seeing roles created through churn, but not necessarily growth.

Many candidates are seeking to move into the pharmaceutical industry as typically salaries are typically higher and career development opportunities are plentiful. While most pharmaceutical companies require previous GMP experience, some clients see the benefit of hiring people from other industries who bring new thinking, innovative ideas and a fast pace to the role.

There is a greater volume of positions requiring candidates at intermediate level (three to five years' experience) and less movement at more senior level. As a result, we have seen candidates at intermediate level finding more job options than those in more senior positions.

Our logistics and transport clients are experiencing a severe lack of candidates with experience in freight and transport at junior and intermediate level. One client is starting their own graduate programme to address this shortage of talent and grow out their own business.

In procurement; there has been a considerable shift in demand from indirect procurement experience to direct procurement experience, particularly in pharma and food companies. Experience of sourcing raw ingredients, packaging and external manufacturing is very well remunerated and attractive to employers.

Graduates from supply chain and procurement degree and masters' courses also command high salaries as these areas continue to align closely with overall company objectives and targets.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Production Planner	45	55	45	55
Purchasing Director	100	160	95	135
Purchasing Manager	70	120	70	90
Purchasing Officer	35	45	35	45
Buyer	35	55	35	60
Supply Chain Manager	65	85	65	75
Supply Chain Coordinator	35	45	32	42
Supply Chain Director	110	150	110	150
VP Supply Chain	180	220	180	220
Logistics Manager	55	75	55	75
Logistics Analyst	35	45+	32	45+
Logistics Coordinator	33	45	30	45
Order Management Team Lead	40	55	38	50
Order Management Rep	28	35	28	33
Warehouse Manager	50	70	45	60
Warehouse Supervisor	40	55	35	50+
Production Operatives	25*	40*	25*	38*
Inventory Analyst	35	45	32	42
Inventory Coordinator	35	45+	35	45+
Master Scheduler	60	70	50	65
Demand Planner	45	65	45	55
Vendor Manager	65	75	65	70
Vendor Coordinator	35	45	35	45
SC Customer Care Manager	50	65	50	65
Stock Control Manager	40	55	30	50+
Stock Control Officer	27	38+	26	38+
Materials Handler	32	40+	25	40+
Shipping Manager	55	70	60	65
Shipping Clerk	25	40	28	40
Procurement Manager	65	100	65	80
Procurement Officer	40	60	35	58
Procurement Director	110	150	110	150
VP Procurement/ CPO	190	260	180	260

Note: *not including shift premium

CONTRACT	ROI € P/Hour	
	Low	High
Plant/Operations Manager	45	55
Production Manager	45	55
Production Planner	35	45
Production Operatives	10	20
Purchasing Director	55	65
Purchasing Manager	40	50
Purchasing Officer	30	40
Supply Chain Manager	50	60
Supply Chain Coordinator	30	40
Logistics Manager	40	55
Logistics Analyst	25	35
Logistics Coordinator	20	25
Warehouse Manager	30	40
Warehouse Supervisor	25	35
Master Scheduler	40	55
Demand Planner	30	45
Procurement Manager	40	60
Procurement Officer	25	30

Technology

2020

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.

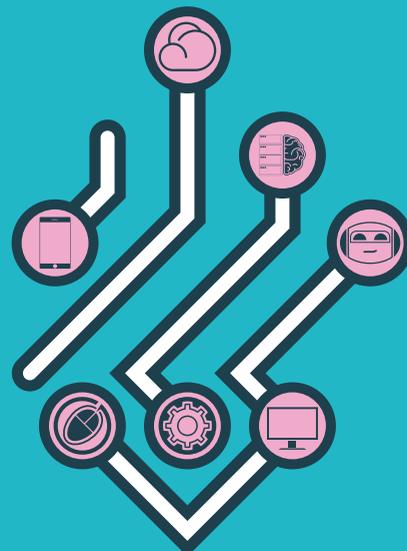
Engineers working on cloud-based microservices are the highest paid on the market. At the senior software engineer level, there is an emphasis on becoming more design-focused and building their own solutions for microservices. Engineers are owning their code from design and development to deployment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

Executive Search

2020

Cpl Exec specialise in headhunting and placing the best global talent across all industries and sectors. The team has over 20 years' experience managing C- and D-level appointments including CEO's, CFO's, CTO's, MD's and sales directors.

Buoyant C- and D-Level Activity

Over the past year there has been little change in C-level salaries, with roles at the upper level still commanding €500k+ for chief executive positions. According to Ibec, more than three quarters of companies plan to increase basic pay in 2020. The buoyancy of the market can be attributed to a resilient jobs market and increased investment in technology, which has attracted FDI and a growing indigenous sector.

Similarly, roles at the lower end of the scale remain stable and attract a median salary of €120k for senior executive positions, underlining resilience within the C-level sphere. In 2019, roles including CIO, CTO and CFO all saw incremental increases. Outside of Dublin there has been growth and a demand for senior-level appointments in global firms and fast-growth start-ups. The competition for executive professionals is steep and companies are looking both at home and abroad to fill positions – particularly within the technology and life sciences industries.

Diversity & Inclusion

The demand for women on boards and in senior positions will continue to grow in 2020. There is also greater demand for diversity in the workplace as a whole. Executive teams and boards of directors are responsible for ensuring that the organisation has a clear and actionable diversity and inclusion strategy, aligned to the organisation's mission. This is then projected throughout the organisation, in actions and initiatives from the top down.

Growth areas for 2020

Cyber-security: Everyone is producing data – an estimated one thousand times more data than just five years ago. This has created demand for C-level roles such as chief cybersecurity officer and chief risk officer. At a time when companies seek to become more open and offer more flexible ways of doing business, the chief cybersecurity officer needs to find the optimum balance between risk and responsibility. There is a significant skills shortage in this profession in Ireland leading to recruitment overseas to find suitable talent.

Legal Services: Despite the uncertainty of Brexit and its outcome, Ireland's legal sector is expected to benefit, strengthened by global law firms whose clients still need to work within the framework of EU law, including GDPR. This also has the potential to boost technology jobs in Ireland including CIO's and CDO's (digital).

Financial Services: Dublin remains the most popular choice for financial services companies to relocate post-Brexit.



PERMANENT Roles	ROI €k P/A	
	Low	High
CEO	180	500
CFO	140	400
COO	150	260
CTO/CIO	130	250
CMO	140	200
Site Lead (FDI)	150	300
General Counsel	140	300
Strategy Director	120	200
Finance Director	120	200
Operations Director	120	170
Treasury Director	140	220
Engineering Director	100	180
Manufacturing Director	120	200
Business Development/Sales Director	120	200
Marketing/PR/Public Affairs Director	120	170
HR Director	120	190

Locations

2020

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SALARY GUIDE
2020





SALARY GUIDE 2020



The salary guide contained herewith has been constructed to represent average salaries across a range of roles and sectors within SME and LSE* organisations. These figures represent annual salaries only and therefore do not include bonuses, pensions, health, stock options or shares, cars or car allowances, or any other pay or non-pay benefits.

***SME - Small & Medium Enterprises: up to 250 employees**

***LSE - Large Scale Enterprises: over 250 employees**

SALARY GUIDE



2020

