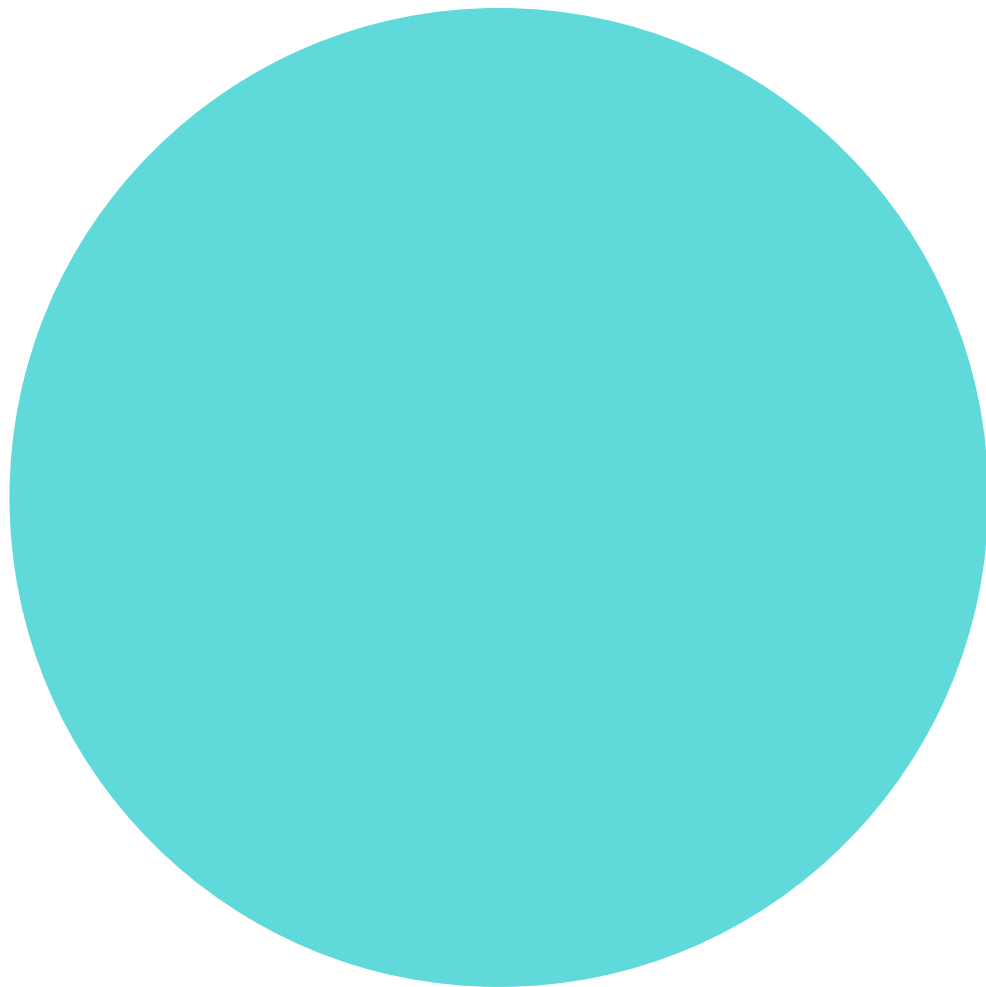
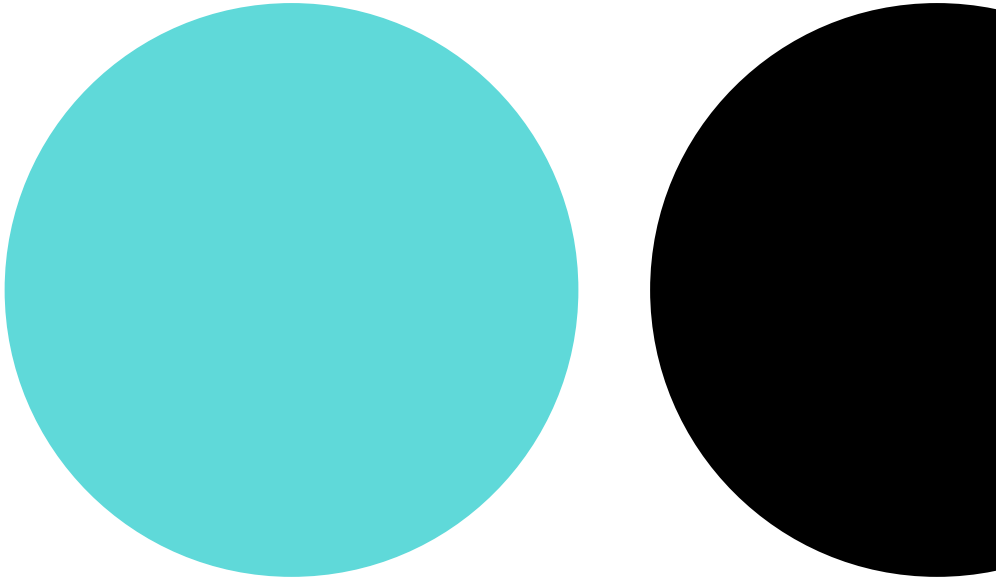


Cpl:

Cpl Salary Guide for Ireland 2026

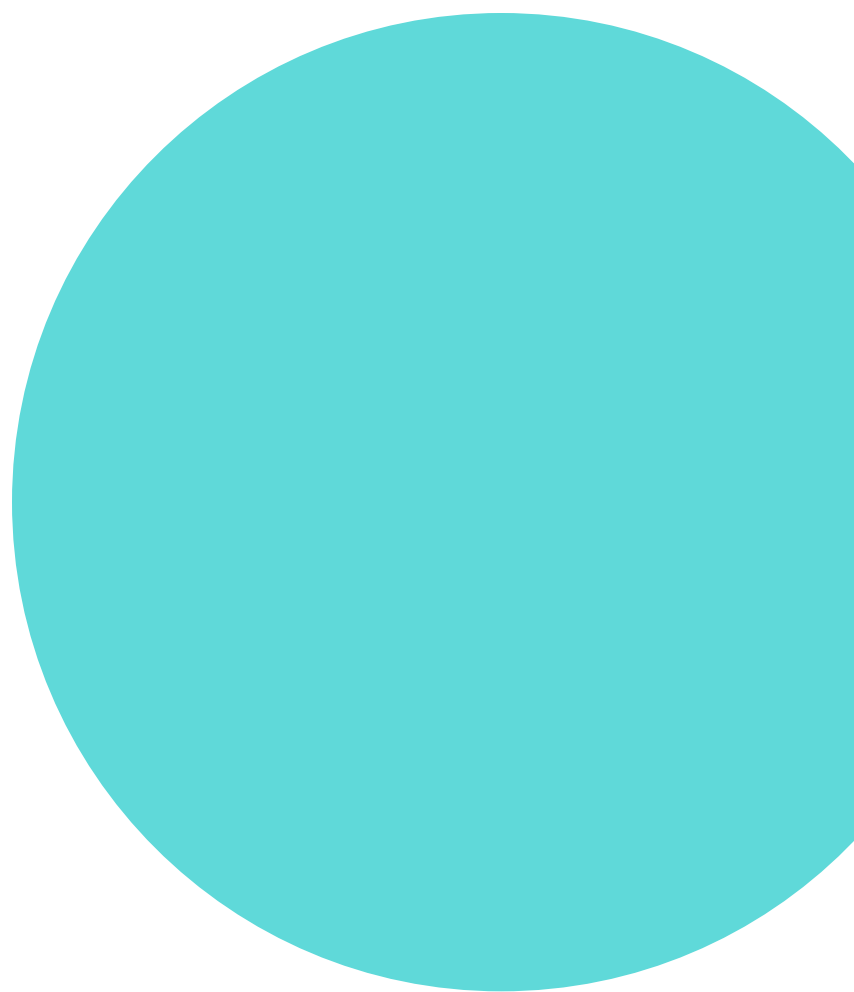




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Introduction from *Lorna Conn*



Ireland's Talent Landscape: Navigating a Period of Dynamic Change

Ireland's labour market is undergoing a period of dynamic evolution. While economic and technological pressures continue to reshape how organisations operate, one fundamental truth persists: talent is the key differentiator for growth. This Salary Guide sits at the intersection of pay, skills, flexibility, and leadership, drawing on insights from Cpl's Future of Work Institute, Ireland's 2026 talent trends, and our latest analysis of AI's impact on the workforce.

Skills: The Currency of Growth

Looking to 2026, skills remain the real currency of growth. Low unemployment and persistent skills shortages are accelerating investment in upskilling, reskilling, and internal mobility. Organisations are shifting from a heavy reliance on external hiring towards building resilient, adaptable workforces with clear career pathways. This trend is reinforced by the rise of alternative employment models, including self-employment and fractional leadership, as both organisations and talent seek flexibility, specialised expertise, and cost efficiency.

AI Maturity

Artificial Intelligence continues to be a defining force in the workforce, but the narrative is evolving. AI is moving from a specialist capability to a mainstream competency, increasingly embedded into existing roles rather than creating entirely new job titles.

Culture and Leadership

Compensation alone is no longer enough. Increasingly, employees evaluate employers based on leadership quality, organisational culture, and alignment with personal values. Culture, leadership behaviours, and work environment have become critical drivers of attraction, engagement, and retention, especially in hybrid settings where in-person experiences are so important.

The Rise of the Limited Company and Alternative Talent Models

Ireland has seen a near record level of limited company incorporations, reflecting a growing shift towards self-employment and alternative workforce models. Slower permanent hiring and continued skills shortages are prompting experienced professionals to operate through company structures, primarily delivering specialist services across technology, life sciences and financial services. For organisations, this model offers access to critical expertise with greater cost and workforce flexibility. This shift is also driving the emergence of fractional leadership and contingent talent models, signalling a structural change in how skills are accessed and deployed.

In a rapidly changing workforce environment, talent continues to be the key driver of success. The rise of limited company structures (LTDs) highlights a shift toward flexible, specialist, and self-directed work models, giving organisations access to critical expertise while empowering professionals. Those that combine a strong culture, future-ready skills, and AI-savvy teams will lead Ireland's workforce of tomorrow.



Lorna Conn
CEO, Cpl

Cpl:

Insights from Cpl's *Future of Work Institute*

"Compensation and benefits (especially flexibility) are still king but it's not a stretch to say that leadership and culture are getting closer to parity when it comes to the reasons people join and stay with an employer."

*- Barry Winkless,
Head of Cpl's Future of Work Institute*

In this section Barry Winkless, Head of Cpl's Future of Work Institute, shares some key insights from Cpl's Future of Work Institute's latest research programme¹, **"The Changing Expectations of Work and Life"** that explores why people join and stay in organisations.

¹Over 1,600 respondents took part in the study mid 2025, which consisted of a relatively comprehensive questionnaire based on previous research by Cpl's Future of Work Institute. Women made up 55.7% of respondents and men 43.0% (with 1.3% who did not identify) cutting across all age categories (under 35, 35-44, 45-54, 55+).

What We Want From Work

The Big 4

When we asked participants to prioritise between the four most important reasons for choosing an employer across Compensation & Benefits (which included flexible working); Leadership & Culture; Employee Experience and Organisation Structure & Dynamics (which included elements like business stability and reputation), Compensation & Benefits came out on top at 35%, followed by Leadership & Culture at 24%, Employee Experience at 21% narrowly ahead of Organisation Structure & Dynamics at 20%.



Figure 1:
Areas Explored Under Each of the 'Big 4' Categories

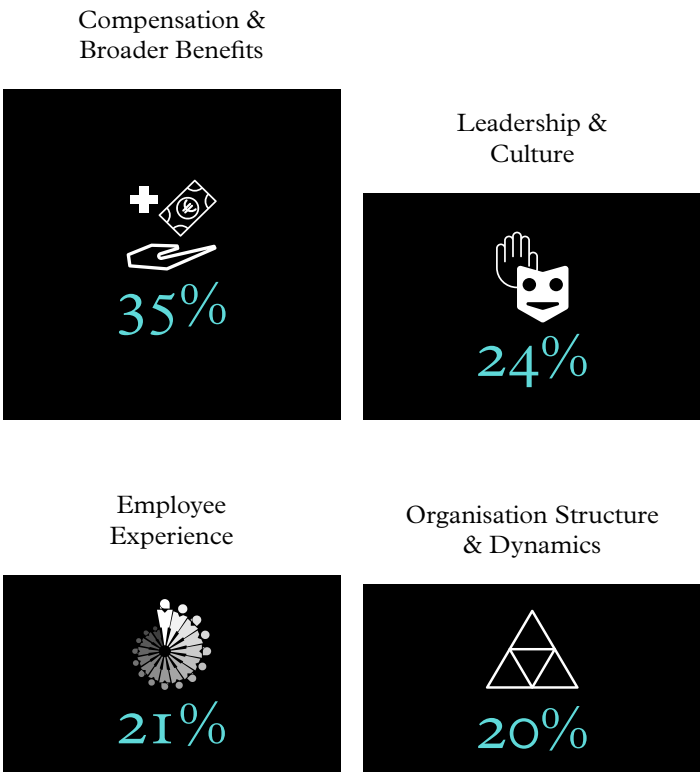


Figure 2:
The Big Four - The Most Important Factor for Joining an Organisation

At first glance probably no surprises, but when we delved a little deeper and combined the first and second most important reasons for joining an organisation, whilst Compensation & Benefits still came out top at 62% (35% as first most important reason, 27% as second most important reason), it wasn't followed too far behind by Leadership & Culture at 54% (24% as first most important reason, 30% as second most important reason). It's not quite **'Leadership & Culture eating Compensation & Benefits for breakfast'** but it is interesting to see a growing parity of importance between these two areas.

Compensation & Benefits: Still Number One with Flexibility the Big Benefit

When we delved deeper into the Compensation & Benefits part of the study, remuneration as expected was highlighted as the most important factor at 32%, but it was closely followed by flexible working arrangements at 26%.

We purposely included flexible working arrangements in the Compensation & Benefits element as from previous studies employees are now seeking these types of arrangements as a critical factor in their overall 'package'. Previously, from a study we conducted in 2024, 1 in 4 wouldn't proceed with a job opportunity unless it offered some level of flexible working. This study highlighted that 70% of us avail of some form of flexible working. After remuneration, flexible working arrangements are ranked as the second most desirable Compensation and Benefit factor when candidates are considering working for a new employer.

We went a little deeper to explore the types of flexible working arrangements (figure 3) that are being made available by employers. Overall, we found that many are providing a mix or portfolio (more than three) of different flexible arrangements. The predominant mode of flexibility provided to employees (more than 54%) is centred on hybrid, which predominantly has a 3/2 or 2/3 split (home/office). Interestingly, those working fully remotely approximated 12% and more than 7% avail of a compressed work week, highlighting a greater emergence of these 'next generation' working arrangements. Cpl's Future of Work Institute would recommend a design-led, strategic approach to flexible working, one that starts with a deep dive assessment on the wants and underlying needs of all stakeholders and employees throughout the organisation.

**Leadership and Culture:
A Big Opportunity for Employers**

Within the Leadership & Culture element of the study, the importance of culture, values and ethics was highlighted and came out on top at 27%, followed by work environment at 25% and leadership behaviours at 24%. We are seeing a growth in the importance of these areas in many of our studies and projects. 'Purpose-led organisations' is a little bit of an overused phrase, with only some true examples out there that are truly embracing a purpose before/with profit strategy. It is safe to say that employees prefer working for organisations that are more than 'just' money-making machines.

Work environment, which was included in this element as it can have a major impact on the culture of an organisation, is becoming more important due to normalised hybrid working practices. People expect when they do 'make the effort to come in' to have a welcoming, collaborative and inviting space.

It is an often-used quote that people don't leave companies, they leave leaders, and this is borne out by the study.

Leadership behaviours are a major attraction and retention but also, unfortunately, an attrition driver. Often, we see employees being elevated into leadership positions with very little leadership experience or leadership exposure which can in turn lead to a suboptimal culture. Working within the employer brand space, the Future of Work Institute has learned that it is critical that capable leaders are not just harnessed internally but are also used as external 'talent beacons' in an organisation's attraction and recruitment efforts.



Figure 3: The Models of Flexibility

Employee Experience: Seeking Balance & Meaning

Far and away, the most important factor within the employee experience element of the study was work-life balance at 40%, followed by meaningful and stimulating work at 21%. Some recent studies from other sources have highlighted that in some cases work-life balance is becoming even more important than compensation, but I'm not so sure. Over the past 5 years we have conducted multiple studies and yes, the importance of work-life balance is increasing but hasn't quite taken place of compensation just yet. However, taken alongside the relative importance of flexible working, it is safe to say that any meaningful talent strategy needs to have flexibility and work-life balance at its centre to be successful.

Organisation Dynamics & Stability: Last but not Least

The most important factor in this element was Organisation Stability & Growth at 34%, followed by Organisation Structure at 22%, and Mission & Purpose at 17%. Interestingly, CSR and sustainability were cited as the least important factor at 5%. So perhaps there is work to do by organisations in re-igniting the needs for net benefit organisations with a focus on positive community and environmental impact. It is probably no surprise that employees seek organisations that are growing and stable. What is interesting is the importance of organisation structure and design, highlighting employees' preference for companies that are well-structured and optimally designed.

Conclusion

In some ways what we want from work hasn't changed all that much, we will still want a job that pays well. However, we now have greater and broader expectations. We expect to have a healthy work-life balance enabled by structured flexibility programmes. We want to work for organisations with strong, defined cultures and pleasant work environments that enable us to be our best when we do 'come into the office'. We also expect a level of leadership that supports us, and we have a need to undertake stimulating and meaningful work. Organisations have an opportunity to take these aspects into account when designing their talent and people strategies. We would suggest moving away from disconnected, tactical 'initiatives' and focusing on the fundamentals like structured work-life balance strategies, ongoing and innovative leadership and team development programmes, that truly shift the dial and forensic cultural development that energises.

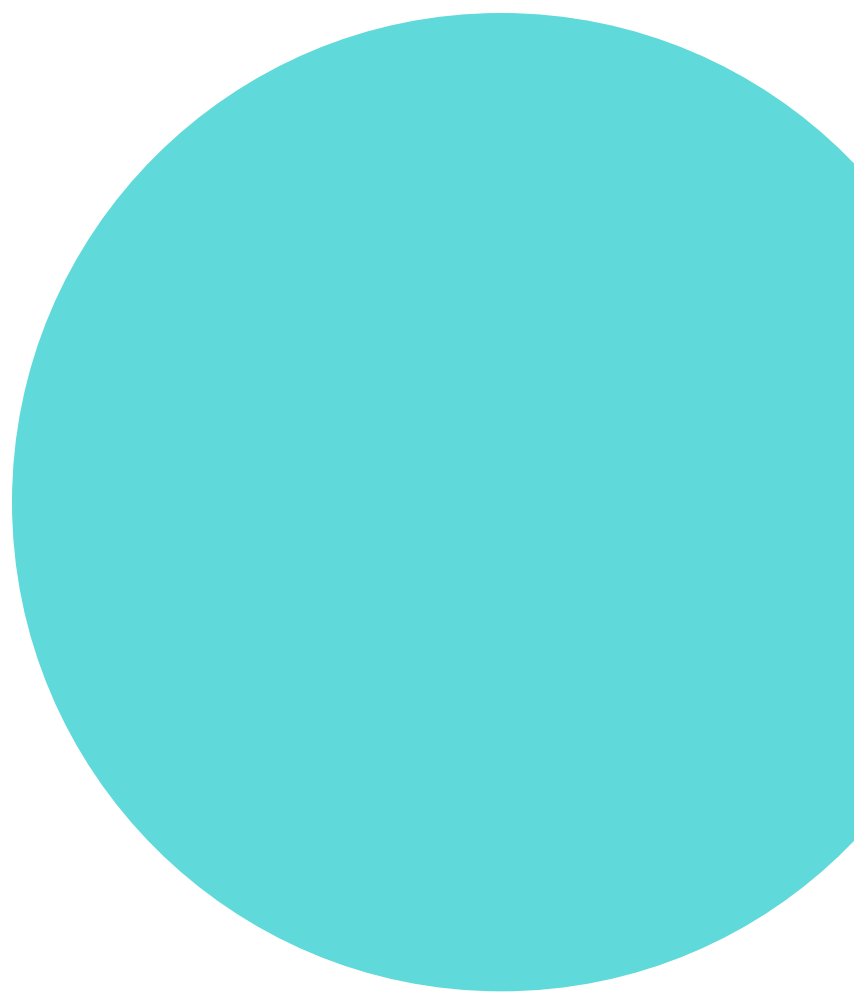
To explore these findings in more depth, along with the key trends shaping the now and next of work, or to book a future edge session for your team, contact the Future of Work Institute at Cpl by visiting www.cpl.com/ie.



Barry Winkless
*Head of Cpl's
Future of Work Institute*

Cpl:

Where Talent is Heading *in 2026*



Ireland's 2026 Talent Trends: What the Market Is Really Telling Us

Ireland's 2026 recruitment market offers exciting opportunities in a tight and competitive landscape. Low unemployment and rapid technological advancements are driving organisations to innovate in how they attract and develop talent. While headlines often highlight challenges, the reality reveals a dynamic environment full of potential.

While some global organisations are restructuring, Ireland's specialist employment market remains resilient. Demand for highly skilled talent is strong, candidates retain significant choice, and competition for experienced professionals continues to create opportunities for forward-thinking employers.

Evolving Skills Demand and Upskilling Needs

With Ireland's workforce continuing to grow, and unemployment remaining relatively low despite global influences and policy shifts, we see that skills and talent are the currency of growth for organisations into 2026 and beyond.

Digital literacy will continue to grow as a core requirement for all jobs into 2026. While some skills are increasingly automated, soft skills and core business skills remain crucial. Employers continue to rank analytical thinking, problem-solving and resilience among the most critical skills for the future.

Employers are increasingly investing in upskilling, reskilling, and internal mobility, all while leveraging alternative pathways such as on-the-job learning, micro-credentials, and targeted training. What is more, retaining existing talent has become just as important as attracting new hires.

This shift is very important as skills shortages make external hiring costly and competitive. On the other hand, employees expect visible career progression and development opportunities, and organisations need a resilient workforce to navigate ongoing economic and technological change.

Organisations that build visible career pathways and invest in learning are better positioned to retain critical skills and reduce long-term hiring pressure.

Hybrid vs Work from Office Mandates: The Battle Continues

This year has seen an increase and push for more work from the office mandates. The pressure coming from senior high profiled entrepreneurs across industries, pushing more in person work environments has continued apace. With some organisations mandating strict work from office policies with no compromise. This battle is only going to continue into 2026 and beyond.

What we are seeing is that candidates are looking for flexibility. Survey results continue to show that employees value flexibility and that it sits neck and neck with salary and security in terms of candidates' priorities.

What we have noted is that as strict policies are implemented, staff are much more likely to consider and to seek out new organisations. Recruiting for in demand skills with full-time in office roles takes longer and reduces candidate pools significantly.

At the same time, in a soft employee market in some sectors, candidates are much more flexible and if candidates are out of work for longer periods of time, they are happy to take on full in office roles.

The debate continues as the evidence varies on productivity gains for Hybrid vs onsite, with reports validating both sides. What we observe on the ground is that for high skilled roles where talent is tight, flexibility continues to be a key differentiator and a pivotal employee value proposition.

If skills shortages continue in key sectors, the organisations that create an environment that accommodates flexibility will give themselves a major competitive advantage.

The Rise of The Limited Company: Self-employment via Company Structures

Ireland experienced a near record high of limited company registrations in 2025. Preliminary data from the CRO indicated around 25,000 new companies incorporated in 2025 a 5-6% increase on 2024.

Layoffs and slower hiring for experienced talent into permanent roles across the industries have propelled a significant number of individuals to start up their own business. These company set-ups are very different to the larger funded startups in the US, with most providing individual professional services and technology consulting services into the pharmaceutical, IT and financial services industries.

This points to interesting dynamics across the industry where there are continued skills shortages, pressure on internal costs, slower market dynamics that is pushing both organisations and talent into these alternative structures of employment.

This growth is reflected now in the mainstream by the concept and growing use of the term “Fractional Leadership” which connects with some of the predictions indicating that contingent workforce models could reach higher growth figures than in previous generations.

Power Dynamics The Future 2026

As we look back at the different power dynamics over the last few years, we have gone from the Great Resignation, Great Reshuffle, the Great Stay and we now face into a reimagining of this dynamic between both employee and employer.

With organisations going through different challenges based on economic headwinds, tech changes such as AI integration and with employees facing cost of living pressures, both groups are entering into a very different dynamic compared to recent times.

Organisations that navigate this new dynamic, that make decisions that focus on their employee experience, that aim to address the potential friction of flexibility and upskilling are best placed to retain and win talent into the future.

Looking Ahead: Competing for Talent in 2026

Ireland's talent market will reward organisations that take a long-term focus on employee experience.

Organisations need to play to their strengths, balancing all their key differentiators. While not every organisation can compete on salary alone, those that adopt a joined-up approach across compensation and benefits, career development, innovation, flexible working, and upskilling are best positioned to attract and retain top talent.

AI Evolution: Shaping Ireland's Future Talent Landscape

For the past two years, artificial intelligence has dominated conversations about the future of work. Job titles, job descriptions and skills frameworks rapidly filled with references to AI, machine learning and data science. However, as we approach 2026, the data reveals a more nuanced and mature narrative.

Cpl's latest analysis of the Irish labour market, drawing on job titles and job descriptions from 2022 to 2025, shows that AI remains central to recruitment strategies. Today, AI skills are no longer a niche but an embedded and essential standard for any future-ready organisation.

From Surge to Correction

Between 2022 and 2024, references to AI in both job titles and job descriptions increased year-on-year, peaking in 2024. This reflected a period of rapid experimentation as organisations raced to build AI capability, often through specialist roles.

In 2025, however, we saw a slight correction as organisations reassess how and where AI capabilities are required.

Businesses are moving beyond early-stage exploration and starting to make clearer decisions about where AI capability truly sits, what needs to be built in-house, what is delivered through core systems, and what no longer requires dedicated headcount.

AI Distribution Across Sectors

AI demand remains heavily concentrated within the IT sector, which accounts for 55% of all AI-related hiring, followed by Life Sciences at 17% and Customer Service at 13%.

A few niche areas are also emerging. Regulatory roles account for 3%, while Business Intelligence has appeared as a distinct growth category since 2023, signalling a shift from experimentation to insight-led decision-making.

By contrast, AI is almost absent (at less than 1%) from sectors such as Construction and Hospitality. We also see slower growth in HR, Sales and Legal, highlighting how uneven and role-specific AI adoption continues to be across the Irish labour market.

Moving Beyond “AI-First” Job Titles

The data points to a growing gap between job titles and job descriptions, highlighting how AI is being embedded into roles without being reflected in titles. AI is no longer a specific job; AI use is becoming a skill requirement in many jobs.

We see this trend continuing with references to AI in job descriptions having doubled compared to job titles. By 2024–2025, AI-related roles made up just 3% of all jobs, yet within those roles, just under 50% of job titles still referenced AI.

Our data shows that references to generative AI, machine learning, and data science are frequently mentioned within standard job descriptions. This indicates that employers are integrating AI into existing roles rather than creating new 'AI-only' titles, although AI has become an integral part of the work itself.

“AI is no longer a specific job; AI use is becoming a skill requirement in many jobs.”

AI is Becoming Mainstream, Not Specialist

Our data supports this conclusion. As tools and platforms standardise, employers increasingly expect baseline AI literacy, much like proficiency with email, spreadsheets or enterprise systems. AI is no longer a differentiator that needs to be mentioned in a job title. It is becoming part of how work gets done.

Skills in AI-exposed roles are evolving rapidly, making adaptability and upskilling essential. AI is becoming a foundational workplace capability rather than a differentiator in recruitment language. Alongside this, we are seeing a decisive move towards skills-based hiring.

Rather than listing explicit AI requirements, organisations are prioritising:

- **Transversal skills such as problem-solving and adaptability**
- **Technical fluency that can evolve with changing tools**
- **Business understanding that connects technology to outcomes**

What This Means for Employers and Talent

For employers, our message is clear. The next phase of AI adoption is not about chasing specialist talent at scale. It is about embedding AI capability thoughtfully, aligning technology with business needs, and supporting people to adapt as roles change.

The era of AI is defined by transformation, but our focus must remain on the human element. The future belongs to those who empower talent as a strategic differentiator, not just manage it as a resource. By focusing on skills over jobs, prioritising continuous learning, and designing new roles to drive governance and growth, we can confidently build resilient, highly productive human enterprises.

For talent, AI skills still matter, but in a different way. The most valuable professionals are those who can apply AI tools effectively within their domain, not just those who can build them.

The Irish labour market is moving past the hype phase of AI. What we are seeing now is a more sustainable, integrated approach to skills, one that reflects how work is actually evolving.

At Cpl, our role is to help organisations and people navigate that reality with clarity and confidence. Because the future of work is not defined by technology alone, but by how effectively people are supported to use it.



Áine Fanning
*Chief Sales &
Marketing Officer*

Cpl:

Accounting and Finance



Accounting and Finance	Ireland		
Accounts	Low	Mid	High
APA or QFA Financial Advisor	€32,000	€45,000	€55,000
Accounts Payable	Low	Mid	High
Accounts Payable Supervisor	€48,000	€55,000	€65,000
Accounts Payable Specialist	€36,000	€42,000	€50,000
Accounts Officer	€31,000	€35,000	€38,000
AR/Credit Control/Payroll	Low	Mid	High
Payroll Manager	€60,000	€85,000	€120,000
Accounts Receivable Supervisor	€48,000	€55,000	€65,000
Payroll Specialist	€40,000	€48,000	€55,000
Accounts Receivable	€36,000	€42,000	€50,000
Credit Controller	€35,000	€40,000	€50,000
Pension Support Associate	€38,000	€45,000	€50,000
Payroll Associate	€35,000	€40,000	€45,000
Billing Administrator	€35,000	€38,000	€42,500
Finance	Low	Mid	High
Financial Controller	€90,000	€105,000	€120,000
FP&A Manager	€85,000	€95,000	€110,000
Treasury Manager	€80,000	€90,000	€110,000
FP&A Analyst	€65,000	€75,000	€90,000
Senior Finance Operations Administrator	€45,000	€58,000	€60,000
Senior Loan Administrator	€40,000	€48,000	€60,000
Bookkeeper	€38,000	€45,000	€50,000
Accounts Assistant	€35,000	€40,000	€45,000
Cash Applications Administrator	€34,000	€38,000	€42,000
Accounts Associate	€32,000	€35,000	€38,000
Part Qualified Accountant	Low	Mid	High
Treasury Analyst	€45,000	€60,000	€85,000
Assistant Accountant	€40,000	€45,000	€50,000
PQ Accountant/Accountant	Low	Mid	High
Accountant	€45,000	€54,000	€58,000

Accounting and Finance	Ireland		
Qualified Accountant	Low	Mid	High
Head of Finance	€120,000	€150,000	€180,000
Finance Business Partner	€70,000	€85,000	€110,000
Senior Statutory Accounting Manager	€85,000	€95,000	€110,000
Finance Manager	€78,000	€85,000	€100,000
Internal Audit Manager	€75,000	€82,500	€90,000
Senior Cost Accountant	€70,000	€80,000	€90,000
Senior Management Accountant	€70,000	€80,000	€90,000
Cost Accountant	€65,000	€75,000	€85,000
Finance Analyst	€50,000	€70,000	€85,000
Financial Reporting	€65,000	€72,500	€85,000
Management Accountant	€65,000	€75,000	€85,000
Senior Financial Accountant	€70,000	€78,000	€85,000
Senior Internal Auditor	€70,000	€78,000	€85,000
Group Accountant	€62,000	€70,000	€80,000
Revenue Accountant	€60,000	€65,000	€80,000
Financial Accountant	€55,000	€65,000	€75,000
Internal Auditor	€62,500	€65,000	€75,000
General Ledger Accountant	€58,000	€65,000	€70,000
Qualified Tax	Low	Mid	High
Head of Tax	€120,000	€130,000	€160,000
Tax Director	€100,000	€125,000	€130,000
Tax Manager	€75,000	€85,000	€95,000
Tax Accountant	€65,000	€75,000	€85,000
VAT Accountant	€62,000	€75,000	€85,000
Tax Specialist	€50,000	€65,000	€80,000

Construction and Property



Construction	Ireland		
Design	Low	Mid	High
Structural Engineer	€60,000	€75,000	€85,000
Planner	€45,000	€55,000	€65,000
Office Administrator	€35,000	€40,000	€50,000
Site Administrator	€35,000	€40,000	€50,000
Estimating	Low	Mid	High
Estimating Manager	€90,000	€100,000	€120,000
Estimator	€50,000	€75,000	€95,000
Senior Estimator	€70,000	€85,000	€90,000
Purchaser/ Buyer	€45,000	€50,000	€57,500
Junior Estimator	€35,000	€40,000	€45,000
Health & Safety	Low	Mid	High
Health & Safety Director	€90,000	€95,000	€105,000
Health & Safety Manager	€75,000	€85,000	€90,000
Senior Health & Safety Officer	€60,000	€65,000	€75,000
Health & Safety Officer	€45,000	€50,000	€55,000
Operations	Low	Mid	High
Electrician	€50,000	€54,000	€60,000
Plumber	€54,000	€56,000	€60,000
Carpenter	€43,000	€50,000	€56,000
Scaffolder	€43,000	€50,000	€56,000
Snagger	€43,000	€50,000	€56,000
HGV Mechanic	€40,000	€50,000	€55,000
Mechanic	€30,000	€40,000	€55,000
Motor Technician	€30,000	€40,000	€55,000
Crane Operator	€44,000	€48,000	€53,000
Skilled Labourer	€41,000	€46,000	€52,000
Welder	€32,000	€47,000	€52,000
Banksman	€43,000	€44,000	€48,000
Excavator Driver	€42,000	€44,000	€48,000
Spray Painters	€33,000	€38,000	€48,000
Teleporter	€42,000	€44,000	€48,000
Maintenance Technician	€40,000	€44,000	€47,000
Fabricator	€30,500	€40,000	€45,000
Painter	€32,000	€38,000	€45,000
Solar PV Installer	€28,000	€35,000	€45,000
CNC Operator	€33,000	€38,000	€42,000

Construction	Ireland		
Production	Low	Mid	High
Maintenance Lead - Electrical	€47,500	€55,000	€65,000
Maintenance Lead - Mechanical	€47,500	€55,000	€65,000
Contract Support	€32,000	€37,500	€42,000
Property Services - Commercial	Low	Mid	High
Senior Asset Manager	€45,000	€60,000	€75,000
Property Surveyor	€35,000	€50,000	€60,000
Valuations Surveyor	€35,000	€50,000	€60,000
Property Services - Residential	Low	Mid	High
Senior Property Manager	€60,000	€70,000	€75,000
Property Manager	€45,000	€60,000	€75,000
Senior Sales & Letting Negotiator	€50,000	€55,000	€65,000
Junior Sales & Letting Negotiator	€38,000	€45,000	€50,000
Quantity Surveying	Low	Mid	High
Senior QS	€80,000	€90,000	€100,000
Quantity Surveyor	€67,500	€70,000	€75,000
Intermediate QS	€52,000	€65,000	€72,000
Junior QS	€40,000	€45,000	€55,000
Site Operations	Low	Mid	High
Senior Project Manager	€85,000	€90,000	€105,000
Operations Supervisor - Building Services	€75,000	€85,000	€90,000
Project Manager	€70,000	€85,000	€90,000
Senior Site Manager	€70,000	€80,000	€90,000
Senior Engineer	€60,000	€75,000	€85,000
Setting Out Engineer	€65,000	€75,000	€85,000
Foreman	€65,000	€70,000	€80,000
Finishing Foreman	€60,000	€65,000	€75,000
Project QS	€50,000	€65,000	€75,000
Facilities Manager	€55,000	€65,000	€70,000
Health & Safety Business Partner	€55,000	€60,000	€70,000
Site Engineer	€50,000	€60,000	€70,000
Junior Engineer	€35,000	€45,000	€50,000
Site Clerk	€36,000	€40,000	€46,000
Junior Civil Engineer	€32,000	€37,500	€45,000
General Labourer	€33,000	€38,000	€44,000

Consumer and Retail



Retail	Ireland		
Management	Low	Mid	High
Store Manager	€40,000	€50,000	€60,000
Assistant Manager	€32,000	€35,000	€38,000
Store Supervisor	€29,500	€32,000	€35,000
Customer Service	Low	Mid	High
Merchandising	€30,000	€33,000	€37,000
Goods in Warehouse Assistants	€29,000	€30,500	€33,000
Sales Advisors	€29,500	€31,000	€33,000
Stock Control	€29,000	€30,500	€32,500
Stock Room Sales Advisors	€29,000	€30,500	€32,500
Cashiers	€29,000	€30,000	€32,000
Customer Service Representative	€29,500	€31,000	€32,000
Back House Support	€29,000	€30,500	€32,000

Engineering



Engineering	Ireland		
Construction	Low	Mid	High
Design Director	€110,000	€115,000	€140,000
Design Manager	€80,000	€90,000	€120,000
Civil Project Manager	€70,000	€80,000	€100,000
Building Services Engineer	€75,000	€85,000	€95,000
Principal Design Engineer	€80,000	€85,000	€90,000
Architect	€60,000	€65,000	€80,000
Civil Engineer	€50,000	€60,000	€70,000
Architectural Technician	€50,000	€55,000	€60,000
Architectural Technologist	€45,000	€50,000	€60,000
CAD Technician	€45,000	€55,000	€60,000
Civil 3D Technician	€42,000	€45,000	€60,000
M+E CAD Tech	€35,000	€40,000	€45,000
Energy	Low	Mid	High
Department Head of Climate Action	€100,000	€120,000	€140,000
Power Systems Engineer	€75,000	€85,000	€95,000
Energy Modeller	€70,000	€80,000	€85,000
Energy Communications Officer	€55,000	€65,000	€75,000
Environmental Consultant	€50,000	€65,000	€75,000
Supply Network Planner	€55,000	€65,000	€68,000
Environmental Specialist	€50,000	€58,000	€60,000
ESG Administrator	€35,000	€38,000	€45,000
Junior Energy Analysts	€35,000	€40,000	€45,000
Manufacturing	Low	Mid	High
Engineering Director	€110,000	€130,000	€150,000
Manufacturing Director	€125,000	€130,000	€150,000
Senior Engineering Manager	€100,000	€110,000	€120,000
Engineering Manager	€90,000	€100,000	€110,000
Engineering Operations Manager	€95,000	€100,000	€110,000
Manufacturing Manager	€90,000	€100,000	€110,000
Electrical Design Engineer	€70,000	€85,000	€95,000
Maintenance Manager	€85,000	€90,000	€95,000
Continuous Improvement Engineer	€80,000	€85,000	€90,000
Electrical Engineer	€70,000	€80,000	€90,000
Engineering and Quality Manager	€80,000	€85,000	€90,000
Facilities Manager (Engineering)	€80,000	€85,000	€90,000
Senior Process Engineer	€80,000	€85,000	€90,000
Senior Validation Engineer	€80,000	€85,000	€90,000
Senior Controls Engineer	€75,000	€80,000	€85,000
Senior Engineer	€75,000	€80,000	€85,000

Engineering	Ireland		
Manufacturing	Low	Mid	High
Senior Manufacturing Engineer	€75,000	€80,000	€85,000
Site Reliability Engineer	€75,000	€80,000	€85,000
Senior Capacity Operations Engineer	€65,000	€70,000	€75,000
Maintenance Electrician	€55,000	€65,000	€70,000
Manufacturing Engineer	€60,000	€65,000	€70,000
Mechanical Design Engineer	€60,000	€65,000	€70,000
Facilities Engineer	€55,000	€60,000	€65,000
Project Engineer	€55,000	€60,000	€65,000
EHS Project Coordinator	€40,000	€50,000	€60,000
EHS Specialist	€50,000	€55,000	€60,000
Facilities Executive	€40,000	€50,000	€60,000
Fitter	€50,000	€55,000	€60,000
Machine Technician	€50,000	€57,000	€60,000
Maintenance Planner	€50,000	€55,000	€60,000
Mechanical Project Technician	€50,000	€55,000	€60,000
Mechanical Technician Chemical Production	€50,000	€55,000	€60,000
Quality Assurance Engineer	€50,000	€55,000	€60,000
Field Service Engineer	€50,000	€55,000	€58,000
Field Service Technician	€48,000	€55,000	€58,000
Maintenance Project Technician	€50,000	€57,500	€58,000
EHS Officer	€45,000	€50,000	€55,000
CNC Programmer	€42,000	€45,000	€50,000
Design Assurance Engineer	€30,000	€35,000	€50,000
Junior Engineer	€35,000	€45,000	€50,000
Manufacturing Operator	€33,000	€37,500	€40,000
Manufacturing Process Technician	€33,000	€37,500	€40,000
Graduate Engineer	€30,000	€32,000	€36,000
Operations	Low	Mid	High
Business Value Consultant	€70,000	€85,000	€90,000
Operational Excellence (Lean) Specialist	€75,000	€80,000	€85,000
Audio Visual Assistant	€30,000	€32,500	€35,000
Pharma	Low	Mid	High
Capital Projects Contract Engineer	€95,000	€125,000	€150,000

Executive Search

Cpl's Executive Search division partners with organisations across various sectors and scales to identify and secure exceptional senior leadership talent. Our experienced consultants provide comprehensive search solutions for C-suite executives, board members, and senior management positions.

Given the bespoke nature of executive compensation, which varies significantly based on organisation size, sector, and complexity, we recommend engaging directly with our specialist consultants for detailed, role-specific salary insights and benefits analysis. Our team offers nuanced and up-to-date market intelligence across public and private sectors, from high-growth startups to established multinational corporations.

For tailored guidance on executive compensation trends and benchmarking specific to your organisation's context, please contact our Executive Search consultants.

Robin Craig

Director, Executive Search

robin.craig@cpl.ie

+353 1 947 6336 / +353 86 380 5622

Deborah Crilly

Director, Executive Search

deborah.crilly@cpl.ie

+353 1 614 6103 / +353 86 856 5025



Financial Services



Financial Services	Ireland		
Corporate/Commercial/Investment Banking			
Commercial Banking	Low	Mid	High
Head of Commercial Lending	€130,000	€150,000	€180,000
Senior Commercial Lending Manager	€85,000	€100,000	€120,000
Commercial Banking Manager	€75,000	€85,000	€100,000
Commercial Lending Manager	€75,000	€85,000	€100,000
Senior Commercial Credit Analyst	€50,000	€60,000	€75,000
Commercial Credit Analyst	€45,000	€55,000	€65,000
Compliance	Low	Mid	High
Head of Compliance	€130,000	€150,000	€180,000
Senior Compliance Manager	€90,000	€100,000	€110,000
Compliance Manager	€75,000	€80,000	€90,000
Compliance Officer	€50,000	€60,000	€70,000
AML/KYC Analyst	€40,000	€47,000	€55,000
Compliance Administrator	€40,000	€47,000	€55,000
Corporate Banking	Low	Mid	High
Head of Relationship Management	€140,000	€160,000	€200,000
Senior Credit Risk Manager	€90,000	€110,000	€130,000
Corporate Banking Manager	€100,000	€110,000	€125,000
Corporate Finance Manager	€75,000	€90,000	€115,000
Credit Risk Manager	€70,000	€90,000	€110,000
Senior Corporate Banking Analyst	€55,000	€70,000	€90,000
Corporate Finance Executive	€55,000	€65,000	€85,000
Corporate Banking Analyst	€45,000	€55,000	€65,000
Investment Banking	Low	Mid	High
Senior Trader	€140,000	€160,000	€180,000
Senior Private Banking Manager	€100,000	€110,000	€120,000
Private Banking Manager	€75,000	€85,000	€95,000
Junior Trader	€60,000	€70,000	€80,000
Investment Banking Analyst	€50,000	€60,000	€70,000

Financial Services	Ireland		
Corporate/Commercial/Investment Banking			
Retail Banking	Low	Mid	High
Data Protection Officer (DPO)	€80,000	€90,000	€120,000
Head of Function	€100,000	€110,000	€120,000
Control Manager	€80,000	€90,000	€100,000
Regulatory Compliance Manager	€75,000	€85,000	€100,000
ASU Manager	€70,000	€80,000	€90,000
Operations Manager	€70,000	€80,000	€90,000
Portfolio Manager	€70,000	€80,000	€90,000
Restructuring Manager	€70,000	€80,000	€90,000
Branch Manager	€65,000	€75,000	€85,000
Mortgage Manager	€65,000	€75,000	€85,000
Asset Manager	€55,000	€65,000	€75,000
Credit Risk Analyst	€50,000	€60,000	€75,000
Financial Planning Consultant	€50,000	€60,000	€75,000
Senior Underwriter	€50,000	€60,000	€75,000
Assistant Branch Manager	€55,000	€60,000	€70,000
Data Protection Analyst	€50,000	€60,000	€70,000
Arrears Support Team Lead	€55,000	€60,000	€65,000
Mortgage Consultant	€45,000	€55,000	€65,000
Mortgage Underwriter	€45,000	€55,000	€65,000
Personal Insolvency Executive	€45,000	€50,000	€65,000
Regulatory Compliance Officer	€40,000	€50,000	€65,000
Collections Team Lead	€45,000	€52,000	€60,000
Case Manager	€45,000	€50,000	€55,000
Retail Credit Analyst	€42,000	€50,000	€55,000
Mortgage Arrears	€40,000	€45,000	€55,000
Restructuring Officer	€40,000	€45,000	€55,000
Arrears Support Executive	€35,000	€45,000	€50,000
Junior Underwriter	€40,000	€45,000	€50,000
Direct Sales	€35,000	€40,000	€44,000
Collections Officer	€32,000	€36,000	€42,000
Mortgage Customer Services	€32,000	€36,000	€40,000
Customer Service Officer	€30,000	€35,000	€38,000

Financial Services	Ireland		
Corporate/Commercial/Investment Banking			
Senior Appointments	Low	Mid	High
Head of Private Banking	€180,000	€200,000	€250,000
Head of Corporate & Institutional Treasury Sales	€160,000	€180,000	€200,000
Head of First Line Anti-Money Laundering	€130,000	€150,000	€180,000
MLRO	€130,000	€150,000	€180,000
Head of Product Management	€130,000	€150,000	€170,000
Head of Credit Review, Retail and Business Banking	€140,000	€150,000	€160,000
Head of Asset Management	€120,000	€130,000	€150,000
Head of Contact Centre	€100,000	€110,000	€120,000
Head of Mortgages	€100,000	€110,000	€120,000
Treasury	Low	Mid	High
Head of Treasury	€150,000	€200,000	€220,000
Senior Treasury Sales Manager	€110,000	€130,000	€150,000
Treasury Manager	€80,000	€100,000	€120,000
Treasury Sales Manager	€80,000	€100,000	€120,000
Treasury Administration	€40,000	€50,000	€60,000
Wealth Management/Brokerage	Low	Mid	High
Financial Planning Manager	€70,000	€80,000	€90,000
Private Client Advisor	€50,000	€60,000	€75,000
Financial Advisor	€50,000	€60,000	€75,000
Tied Agent	€45,000	€55,000	€75,000
Investment Analyst	€50,000	€60,000	€70,000
Pension Administrator	€40,000	€50,000	€70,000
Paraplanner	€42,000	€50,000	€65,000
Senior Paraplanner	€55,000	€60,000	€65,000

Financial Services	Ireland		
Fund Administration			
Compliance	Low	Mid	High
Head of Compliance	€135,000	€150,000	€180,000
Senior Manager Compliance & AML	€94,500	€105,000	€115,500
Deputy Head of Compliance	€90,000	€105,000	€115,000
Senior Compliance Manager	€90,000	€100,000	€110,000
Compliance Manager	€75,000	€80,000	€90,000
Compliance Officer	€55,000	€60,000	€65,000
AML/KYC Analyst	€40,000	€47,000	€55,000
Compliance Administrator	€40,000	€47,000	€55,000
Custody	Low	Mid	High
Head of Relationship Management	€140,000	€160,000	€180,000
Head of Custody	€120,000	€130,000	€140,000
Senior Relationship Manager	€100,000	€110,000	€120,000
Custody VP	€90,000	€100,000	€110,000
Client Relationship Manager	€75,000	€80,000	€90,000
Custody Manager	€70,000	€80,000	€90,000
Custody Supervisor	€55,000	€62,000	€70,000
Custody Senior Analyst	€45,000	€50,000	€58,000
Custody Administrator	€35,000	€40,000	€44,000
Exec-Level Funds Services	Low	Mid	High
EMEA Head of, Board level	€261,000	€290,000	€319,000
Managing Director, Funds	€211,500	€235,000	€258,500
MD, Trustee/Depository	€193,500	€215,000	€236,500
Director, Operations	€170,000	€210,000	€231,000
Head of Sales EMEA	€150,000	€180,000	€200,000
Head of Product	€140,000	€160,000	€180,000
Financial Reporting	Low	Mid	High
MD, Financial Reporting	€145,000	€165,000	€180,000
Head of Financial Reporting	€117,000	€130,000	€145,000
Senior Manager Financial Reporting	€85,000	€95,000	€115,000
Financial Reporting Manager	€75,000	€80,000	€85,000
Financial Reporting Accountant	€60,000	€68,000	€75,000
Financial Reporting Senior Associate	€55,000	€60,000	€65,000

Financial Services	Ireland		
Fund Administration			
Fund Accounting	Low	Mid	High
Managing Director, Fund Accounting (Multi-Jurisdictions)	€190,000	€210,000	€235,000
Managing Director Fund Accounting	€150,000	€165,000	€200,000
Director, Fund Accounting	€120,000	€140,000	€165,000
Senior Fund Accounting Manager	€85,000	€95,000	€115,000
Vice President	€90,000	€100,000	€110,000
Fund Accounting Manager	€75,000	€85,000	€95,000
Fund Accounting Supervisor	€55,000	€65,000	€72,000
Senior Fund Accountant	€42,000	€55,000	€68,000
Fund Accountant	€38,000	€42,000	€45,000
Graduate Fund Accountant	€32,000	€35,000	€40,000
Management Companies (Mancos)	Low	Mid	High
Head of Management Company	€139,500	€155,000	€200,000
Senior Relationship Manager	€100,000	€110,000	€120,000
Senior Product Manager	€94,500	€105,000	€115,500
Relationship Manager	€80,000	€90,000	€110,000
Senior Compliance Manager	€90,000	€100,000	€110,000
Compliance Manager	€80,000	€90,000	€100,000
Product Manager	€75,000	€80,000	€100,000
Middle Office	Low	Mid	High
Head of Middle Office	€135,000	€150,000	€165,000
Director, Middle Office	€115,000	€125,000	€140,000
Senior Manager	€85,000	€95,000	€115,000
Manager, Middle Office	€75,000	€85,000	€95,000
Supervisor	€54,000	€60,000	€66,000
Senior Middle Office	€49,500	€55,000	€65,000
Middle Office Administrator	€36,000	€40,000	€44,000
Risk and Control	Low	Mid	High
Head of Risk and Control (Multi-Jurisdictions)	€150,000	€170,000	€190,000
Senior Manager Risk and Control	€100,000	€110,000	€120,000
Risk and Control Manager	€80,000	€90,000	€110,000
Senior Risk and Control Analyst	€60,000	€70,000	€80,000
Risk and Control Analyst	€45,000	€55,000	€65,000

Financial Services	Ireland		
Fund Administration			
Risk	Low	Mid	High
Head of Enterprise Risk	€153,000	€170,000	€187,000
Senior Quantitative Analyst	€80,000	€110,000	€140,000
Liquidity Risk Manager	€80,000	€100,000	€120,000
Market Risk Manager	€80,000	€100,000	€120,000
Operational Risk Manager	€80,000	€100,000	€120,000
Governance Manager	€85,000	€100,000	€120,000
Enterprise Risk Manager	€80,000	€100,000	€120,000
Quantitative Analyst	€60,000	€80,000	€100,000
Regulatory Risk Manager	€80,000	€90,000	€100,000
Enterprise Risk Specialist	€65,000	€75,000	€90,000
Liquidity Risk Analyst	€50,000	€60,000	€75,000
Market Risk Analyst	€50,000	€60,000	€75,000
Operational Risk Analyst	€50,000	€60,000	€75,000
Junior Risk Analyst	€45,000	€50,000	€55,000
Transfer Agency	Low	Mid	High
Managing Director, TA	€150,000	€165,000	€200,000
Head of Transfer Agency	€135,000	€150,000	€165,000
Director TA	€115,000	€125,000	€140,000
Senior Transfer Agency Manager	€85,000	€95,000	€115,000
Transfer Agency Manager	€75,000	€80,000	€88,000
Transfer Agency Assistant Manager	€63,000	€70,000	€77,000
Transfer Agency Supervisor	€54,000	€60,000	€66,000
Senior Transfer Agency Administrator	€49,500	€55,000	€60,500
Transfer Agency Administrator	€36,000	€40,000	€44,000
Trustee	Low	Mid	High
Managing Director, Trustee/Depository	€180,000	€220,000	€240,000
Head of Trustee	€135,000	€150,000	€165,000
VP Trustee	€85,000	€95,000	€125,000
Senior Trustee Manager	€85,000	€95,000	€115,000
Trustee Manager	€75,000	€80,000	€90,000
Trustee Supervisor	€54,000	€60,000	€72,000
Senior Trustee Administrator	€49,500	€55,000	€65,000
Trustee Administrator	€36,000	€40,000	€44,000

Hospitality and Catering



Hospitality & Catering	Ireland		
Hospitality & Catering	Low	Mid	High
Head Chef	€23.00/hr	€28.00/hr	€33.65/hr
Hotel Manager	€22.50/hr	€26.50/hr	€32.00/hr
Sous Chef	€19.07/hr	€22.50/hr	€26.73/hr
Catering Manager	€18.00/hr	€22.35/hr	€25.70/hr
Restaurant Manager	€19.35/hr	€21.75/hr	€24.15/hr
Baker	€14.50/hr	€16.00/hr	€20.00/hr
Front of House Manager	€16.50/hr	€17.75/hr	€19.15/hr
Housekeeper	€14.25/hr	€16.30/hr	€18.80/hr
Kitchen Porter	€14.15/hr	€16.20/hr	€18.30/hr
Deli Manager	€16.00/hr	€17.50/hr	€18.00/hr
Chef de Partie	€15.50/hr	€16.30/hr	€17.75/hr
Butcher	€15.50/hr	€16.00/hr	€17.50/hr
Hygiene Manager	€16.00/hr	€16.75/hr	€17.50/hr
Cleaner	€14.15/hr	€15.20/hr	€16.25/hr
Catering Assistant	€14.15/hr	€15.50/hr	€16.20/hr
Bar Person	€14.30/hr	€15.20/hr	€16.00/hr
Commis Chef	€14.15/hr	€15.00/hr	€15.75/hr
Barista	€14.15/hr	€14.50/hr	€15.00/hr
Hotel Porter	€14.15/hr	€14.75/hr	€15.00/hr
Waiter	€14.15/hr	€14.50/hr	€14.88/hr

Human Resources



Human Resources (HR)	Ireland		
Compensation & Benefits	Low	Mid	High
Head of Compensation & Benefits	€100,000	€120,000	€125,000
Compensation & Benefits Manager	€80,000	€100,000	€110,000
Compensation & Benefits Specialist	€60,000	€70,000	€80,000
Compensation & Benefits Analyst	€60,000	€65,000	€75,000
Employee Relations	Low	Mid	High
Industrial Relations/Employee Relations Manager	€75,000	€80,000	€100,000
Employee Relations Specialist	€60,000	€70,000	€80,000
General HR	Low	Mid	High
Group Head of People	€90,000	€120,000	€150,000
HR Director	€100,000	€120,000	€150,000
HR Project Lead	€75,000	€80,000	€100,000
Senior HR Manager	€80,000	€85,000	€100,000
HR Lead	€65,000	€75,000	€90,000
HR Manager	€65,000	€80,000	€90,000
Strategic HR Business Partner	€70,000	€80,000	€90,000
HR Business Partner	€65,000	€75,000	€85,000
HR Generalist	€50,000	€60,000	€65,000
HR Officer	€45,000	€50,000	€60,000
HR Administrator	€37,000	€40,000	€45,000
HR Coordinator	€37,000	€40,000	€45,000
Global Mobility	Low	Mid	High
Head of Global Mobility	€70,000	€80,000	€90,000
Global Mobility Specialist	€60,000	€70,000	€80,000
HRIS	Low	Mid	High
Senior HRIS Analyst	€65,000	€75,000	€80,000
HRIS Specialist	€50,000	€60,000	€75,000
HRIS Analyst	€50,000	€60,000	€65,000
Learning and Development	Low	Mid	High
Head of Learning and Development	€80,000	€90,000	€110,000
Learning and Development Manager	€60,000	€80,000	€90,000
Learning and Development Specialist	€45,000	€55,000	€65,000
Learning and Development Coordinator	€40,000	€45,000	€50,000
Organisational Development	Low	Mid	High
OD Manager	€75,000	€80,000	€100,000
OD Specialist	€60,000	€70,000	€80,000



Human Resources (HR)	Ireland		
Talent Acquisition	Low	Mid	High
Head of Recruitment	€80,000	€100,000	€110,000
Recruitment Manager	€75,000	€80,000	€100,000
Talent Acquisition Manager	€70,000	€75,000	€100,000
Technical Recruiter	€60,000	€70,000	€80,000
Recruiter	€50,000	€60,000	€75,000
Talent Acquisition Specialist	€50,000	€60,000	€75,000
Recruitment Coordinator	€37,000	€40,000	€45,000

Legal



Legal	Ireland		
In-House	Low	Mid	High
General Counsel	€150,000	€160,000	€170,000
Group Company Secretary	€120,000	€130,000	€135,000
Legal Counsel (5 + Years Experience)	€105,000	€110,000	€115,000
Paralegal (5 + Years Experience)	€48,000	€50,000	€55,000
Practice	Low	Mid	High
Partner	€170,000	€185,000	€200,000
Senior Associate Solicitor	€95,000	€100,000	€110,000
Associate Solicitor	€75,000	€80,000	€85,000
Company Secretary (5 + Years)	€75,000	€80,000	€85,000
Company Secretary (3 + Years)	€65,000	€70,000	€75,000
NQ Solicitor	€60,000	€62,000	€65,000
Legal Executive (5 + Years Experience)	€40,000	€45,000	€50,000

Life Sciences



Life Sciences	Ireland		
Clinical	Low	Mid	High
Access Partner	€78,000	€86,000	€90,000
Biostatistics Manager	€65,000	€82,000	€90,000
Senior CPM	€75,000	€83,000	€90,000
Senior Regulatory Affairs Officer	€58,000	€68,000	€90,000
Affiliate Safety Representative	€65,000	€82,000	€88,000
Clinical Data Manager	€65,000	€78,000	€85,000
Clinical Project Manager	€68,000	€75,000	€80,000
Clinical Development Lead	€60,000	€68,000	€75,000
Clinical Application Specialist	€55,000	€63,000	€70,000
Clinical Investigator/Project Manager	€55,000	€65,000	€70,000
Regulatory Specialist	€52,000	€62,000	€70,000
Clinical Research Associate	€50,000	€60,000	€68,000
Clinical Support Specialist	€40,000	€55,000	€60,000
Clinical Data Coordinator	€35,000	€47,000	€52,000
Clinical Trials Administrator	€30,000	€37,000	€45,000
Haematology Project Scientist	€32,000	€37,000	€45,000
Manufacturing	Low	Mid	High
Program Manager	€70,000	€85,000	€95,000
Quality Assurance Manager	€82,000	€88,000	€95,000
Technical Production Manager	€72,000	€82,000	€90,000
Senior R&D PhD Chemist	€56,000	€62,000	€85,000
Fermentation Scientist	€68,000	€73,000	€80,000
Quality Manager	€68,000	€73,000	€80,000
R&D PhD Chemist	€46,000	€52,000	€80,000
Process Manager	€68,000	€72,000	€78,000
Fermentation Manager	€62,000	€68,000	€75,000
R&D Engineer	€52,000	€58,000	€75,000
Senior Quality Assurance Associate	€62,000	€68,000	€75,000
Process Chemist	€48,000	€54,000	€70,000
Production Planner	€52,000	€55,000	€70,000
Quality Engineer	€50,000	€63,000	€70,000
Technical Specialist	€50,000	€58,000	€68,000
Packaging Designer	€52,000	€62,000	€67,000
Production Supervisor Final Assembly	€55,000	€58,000	€65,000
Production Duty Supervisor	€52,000	€56,000	€62,000
Quality Control Training Specialist Pharma	€50,000	€55,000	€60,000
Quality Specialist	€45,000	€52,000	€57,000
Product Engineer	€35,000	€48,000	€55,000

Life Sciences	Ireland		
Manufacturing	Low	Mid	High
Quality Control Specialist	€42,000	€48,000	€55,000
Research Chemist	€42,000	€48,000	€55,000
Quality Control Analyst	€42,000	€47,000	€52,000
Quality Control Microbiology	€42,000	€47,000	€52,000
Quality Coordinator	€42,000	€47,000	€52,000
Manufacturing Team Member	€30,000	€40,000	€47,000
Process Technician	€32,000	€40,000	€47,000
Quality Technician	€35,000	€40,000	€45,000
R&D Production Operator	€30,000	€37,000	€45,000
Operations	Low	Mid	High
Pricing Solutions Expert	€55,000	€63,000	€70,000
Associate Group Leader - Biopharma	€55,000	€60,000	€65,000
Pharma	Low	Mid	High
Lab Supervisor	€60,000	€72,000	€78,000
Analytical Chemist	€50,000	€60,000	€70,000
Chemist	€40,000	€45,000	€70,000
Associate/Scientist/Senior Scientist	€42,000	€55,000	€68,000
AR&D Senior Analytical Chemist	€53,000	€60,000	€65,000
Analytical Reviewer	€42,000	€51,000	€60,000
Lab Analyst	€33,000	€40,000	€52,000
Analytical Laboratory Technician	€30,000	€40,000	€47,000
Cleanroom Operator	€30,000	€37,000	€42,000

Marketing



Marketing	Ireland		
Digital Marketing	Low	Mid	High
Head of Growth	€90,000	€100,000	€120,000
B2B Marketing Manager	€65,000	€80,000	€90,000
Digital Marketing Analytics Manager	€65,000	€75,000	€85,000
Demand Generation Manager	€60,000	€70,000	€80,000
Marketing Automation Manager	€60,000	€70,000	€80,000
Product Marketing Manager	€60,000	€70,000	€80,000
E-Commerce Manager	€55,000	€70,000	€75,000
Campaign Planner	€60,000	€65,000	€70,000
Content Manager	€55,000	€60,000	€70,000
Digital Design Specialist	€55,000	€60,000	€70,000
Digital Marketing Manager	€55,000	€65,000	€70,000
Localization Manager	€50,000	€60,000	€70,000
Content Marketing Specialist	€50,000	€55,000	€60,000
Email Marketing Strategist	€50,000	€55,000	€60,000
Localization Writer	€40,000	€50,000	€55,000
Digital Marketing Executive	€38,000	€42,000	€50,000
Online Media Executive	€40,000	€45,000	€50,000
Digital Rights Operations Agent	€30,000	€35,000	€40,000
Communications and PR	Low	Mid	High
Head of Internal Communications	€80,000	€95,000	€110,000
Head of Communications and Stakeholder Engagement	€70,000	€85,000	€100,000
Head of PR	€80,000	€90,000	€100,000
Head of Public Affairs	€80,000	€90,000	€100,000
Communications Manager	€55,000	€65,000	€70,000
Communications Specialist	€40,000	€50,000	€55,000
Communications Executive	€40,000	€45,000	€50,000
Public Relations/Communications Executive	€36,000	€40,000	€45,000

Marketing	Ireland		
General Marketing	Low	Mid	High
Marketing Director	€90,000	€110,000	€150,000
Head of Marketing	€85,000	€100,000	€120,000
Head of Brand	€90,000	€100,000	€110,000
Head of Market Strategy	€85,000	€95,000	€110,000
Head of Marketing and Communications	€80,000	€90,000	€110,000
Head of Sponsorship	€80,000	€90,000	€110,000
Senior Marketing Manager	€80,000	€90,000	€100,000
Senior Brand Manager	€60,000	€75,000	€90,000
Brand Manager	€55,000	€65,000	€80,000
Sales & Marketing Manager	€60,000	€70,000	€80,000
Field Marketing Manager	€55,000	€65,000	€75,000
Marketing and Sales Manager	€55,000	€65,000	€75,000
Events Manager	€50,000	€60,000	€70,000
Fundraising Manager	€55,000	€60,000	€65,000
Knowledge Base Writer	€50,000	€55,000	€65,000
Channel Brand Executive	€40,000	€50,000	€55,000
Copywriter	€40,000	€50,000	€55,000
Graphic Designer	€40,000	€50,000	€55,000
Marketing Operations Executive	€40,000	€45,000	€55,000
Event Executive	€38,000	€45,000	€50,000
Fundraising Executive	€38,000	€45,000	€50,000
Marketing Executive	€40,000	€45,000	€50,000
Marketing Coordinator	€32,000	€40,000	€45,000
Advertising Executive	€35,000	€37,000	€42,000
Events Coordinator	€32,000	€38,000	€40,000
Junior Subeditor	€32,000	€35,000	€40,000

Multi-lingual Roles



Multi-Lingual	Ireland		
Languages	Low	Mid	High
Global Sales AC Manager	€60,000	€75,000	€100,000
Account Executive with Language	€40,000	€55,000	€90,000
Senior Sales Consultant with language	€42,000	€50,000	€70,000
Sales Renewal Consultant with language	€35,000	€50,000	€65,000
Senior Team Lead with languages	€38,000	€50,000	€65,000
B2B Tele Sales Representative	€34,000	€42,000	€60,000
Customer Service Manager with Language	€45,000	€50,000	€60,000
Inside Sales Representative with Language	€35,000	€45,000	€60,000
Localization Writer - with language	€30,000	€40,000	€55,000
Online Vet Agent/ Process Analyst	€30,000	€45,000	€55,000
Operations Team Lead with language	€31,000	€42,000	€55,000
Sales/Business Development Representative with language	€34,000	€42,000	€50,000
Content Moderator	€29,700	€32,000	€35,000
Customer Care with language	€30,000	€35,000	€40,000
Sales Operation Admin with language	€30,000	€35,000	€40,000
Customer Support Admin with language	€30,000	€33,000	€38,000
Generative AI Annotator	€29,700	€32,000	€35,000
Telesales with language	€28,000	€35,000	€38,000
Community Operations Analyst	€29,700	€32,000	€35,000
Customer Service Call Center Agent	€28,000	€31,000	€34,000
Junior Office Administrator with language	€27,000	€30,000	€32,000

Office Support



Office Support	Ireland		
Administration	Low	Mid	High
Executive Assistant	€55,000	€59,000	€65,000
Accounts Administrator	€35,000	€38,000	€40,000
Customer Experience Supervisor	€33,000	€35,000	€38,000
Administration Assistant	€30,000	€33,000	€35,000
Clerical Officer	€30,000	€33,000	€35,000
Customer Support Administrator	€30,000	€33,000	€35,000
Customer Service Team Member	€28,000	€30,000	€32,000
Assistant	Low	Mid	High
Executive Assistant to the CEO	€60,000	€67,000	€75,000
Litigation Secretary	€40,000	€50,000	€60,000
Office Manager	€40,000	€50,000	€60,000
Medical Secretary	€35,000	€42,000	€50,000
IT Administrator	€35,000	€40,000	€45,000
Legal Secretary	€37,000	€40,000	€42,000
Membership Service Customer Call Agent	€27,000	€31,000	€36,000
Customer Support	Low	Mid	High
Personal Assistant	€48,000	€55,000	€60,000
Operations Team Lead	€42,000	€48,000	€55,000
Operational Administrator	€33,000	€38,000	€45,000
Property and Facilities Administrator	€31,000	€33,000	€38,000
Operations	Low	Mid	High
Senior Administrator	€40,000	€43,000	€48,000
Purchasing Administrator	€30,000	€35,000	€42,000
Receptionist	€31,000	€33,000	€38,000

Office Support (Temp)	Ireland		
Administration (Temp)	Low	Mid	High
Bilingual Customer Service Manager (Temp)	€22/hr	€26/hr	€33/hr
Customer Experience Supervisor (Temp)	€20/hr	€23/hr	€26/hr
Accounts Administrator (Temp)	€17/hr	€19/hr	€22/hr
Administration Assistant (Temp)	€17/hr	€19/hr	€22/hr
Clerical Officer (Temp)	€17/hr	€19/hr	€22/hr
Customer Support Administrator (Temp)	€17/hr	€18/hr	€20/hr
Customer Service Team Member (Temp)	€15.5/hr	€17/hr	€19/hr
Data Entry (Temp)	€15.5/hr	€17/hr	€19/hr
Assistant (Temp)	Low	Mid	High
Executive Assistant to the CEO (Temp)	€30/hr	€33/hr	€38/hr
Executive Assistant (Temp)	€25/hr	€28/hr	€33/hr
Office Manager (Temp)	€22/hr	€25/hr	€28/hr
Legal Secretary (Temp)	€21/hr	€24/hr	€26/hr
Medical Secretary (Temp)	€20/hr	€23/hr	€26/hr
IT Administrator (Temp)	€18/hr	€20/hr	€23/hr
Customer Support (Temp)	Low	Mid	High
Personal Assistant (Temp)	€22/hr	€25/hr	€28/hr
Operations Team Lead (Temp)	€20/hr	€23/hr	€26/hr
Property and Facilities Administrator (Temp)	€19/hr	€21/hr	€24/hr
Operational Administrator (Temp)	€18/hr	€21/hr	€23/hr
Operations (Temp)	Low	Mid	High
Senior Administrator (Temp)	€21/hr	€25/hr	€30/hr
Purchasing Administrator (Temp)	€19/hr	€21/hr	€24/hr
Receptionist (Temp)	€15/hr	€18/hr	€22/hr

Production and Manufacturing



Production & Manufacturing	Ireland		
Medtech	Low	Mid	High
Plant Manager	€100,000	€125,000	€140,000
General Manager	€90,000	€100,000	€110,000
Production Manager	€75,000	€80,000	€90,000
Manufacturing Engineer	€65,000	€70,000	€75,000
Maintenance Technician Electrical	€55,000	€60,000	€68,000
Maintenance Technician Mechanical	€55,000	€60,000	€68,000
Production Supervisor / Team Lead	€55,000	€60,000	€65,000
Quality Supervisor / Team Lead	€50,000	€55,000	€60,000
Welders & Fitters	€50,000	€55,000	€60,000
Quality Control Operator	€45,000	€50,000	€55,000
Process Technician	€38,000	€45,000	€48,000
Production / Manufacturing Operator	€38,000	€42,000	€48,000
Assemblers and Fabricators (also known as Manufacturing or Process Operators)	€35,000	€40,000	€45,000
Industrial	Low	Mid	High
Quality Control	€45,000	€50,000	€55,000
Production Operative	€38,000	€42,000	€48,000
Assemblers and Fabricators (also known as Manufacturing or Process Operators)	€30,000	€34,000	€40,000

Sales



Sales	Ireland		
Sales	Low	Mid	High
Sales Director	€100,000	€130,000	€160,000
Head of Sales	€100,000	€120,000	€140,000
Sales Engineer	€70,000	€80,000	€90,000
Sales Operations Manager	€80,000	€85,000	€90,000
Technical Sales Manager	€70,000	€80,000	€90,000
National Account Manager	€67,000	€75,000	€85,000
Inside Sales Manager & language	€65,000	€70,000	€80,000
Inside Sales Manager	€60,000	€65,000	€75,000
Pre-Sales Consultants	€65,000	€70,000	€75,000
Product Sales Specialist	€60,000	€70,000	€75,000
Corporate Account Manager	€55,000	€60,000	€70,000
Senior Account Manager	€55,000	€60,000	€70,000
Account Executive	€45,000	€55,000	€65,000
Channel Sales Manager	€55,000	€60,000	€65,000
Senior Team Lead	€50,000	€57,000	€65,000
Client Success Manager	€50,000	€55,000	€60,000
Field Sales Manager	€50,000	€55,000	€60,000
Renewals Manager with language	€45,000	€50,000	€55,000
Sales Team Leader	€40,000	€50,000	€55,000
Client Success Specialist with language	€40,000	€45,000	€50,000
Field Sales Representative	€40,000	€45,000	€50,000
Sales/Business Development Representative	€38,000	€43,000	€50,000
Client Success Specialist	€37,000	€43,000	€48,000
Sales Administrator	€35,000	€42,000	€48,000
Inside Sales Executive/ Representative	€35,000	€40,000	€45,000
Van Sales	€32,000	€35,000	€38,000
Lead Generation Executive	€30,000	€33,000	€36,000
Insurance Sales	Low	Mid	High
Insurance Sales Manager	€65,000	€80,000	€90,000
Insurance Sales Team Leader	€50,000	€65,000	€75,000
Senior Insurance Sales Specialist	€45,000	€55,000	€60,000
Insurance Sales Executive	€35,000	€40,000	€45,000
Junior Insurance Sales Executive	€28,000	€32,000	€35,000

Supply Chain and Procurement



Supply Chain	Ireland		
Operations	Low	Mid	High
Global Director of Supply Chain	€130,000	€135,000	€150,000
Procurement Director	€115,000	€125,000	€140,000
Senior Supply Chain Manager	€90,000	€100,000	€110,000
Head of Fleet Operations	€75,000	€80,000	€85,000
Senior Procurement Systems Manager	€75,000	€77,000	€83,000
Category Manager	€65,000	€75,000	€80,000
Procurement Manager	€65,000	€75,000	€80,000
Warehouse Manager	€55,000	€65,000	€75,000
Inventory Manager	€53,000	€58,000	€65,000
Demand / Supply Planner	€53,000	€55,000	€60,000
Production Planner	€53,000	€55,000	€60,000
Technical Procurement Role	€53,000	€55,000	€60,000
Buyer	€40,000	€48,000	€58,000
Supply Chain Specialist	€45,000	€50,000	€55,000
Inventory Management Analyst	€40,000	€48,000	€53,000
Transport Planner	€38,000	€45,000	€50,000
Logistics Warehouse Supervisor	€38,000	€42,000	€48,000
Logistics Coordinator	€33,000	€37,000	€42,000
Logistics Administrator	€31,200	€34,000	€38,000
Transport & Logistics	Low	Mid	High
Senior Supply Chain Manager	€75,000	€85,000	€90,000
Fleet Manager	€55,000	€65,000	€75,000
Logistics Manager	€60,000	€65,000	€70,000
ADR Artic Driver	€52,000	€56,000	€65,000
Artic Driver	€45,000	€50,000	€55,000
Car Transporter	€45,000	€50,000	€55,000
HGV Driver	€45,000	€50,000	€55,000
Shunter Driver	€45,000	€50,000	€55,000
Truck Driver Trainer	€52,000	€53,000	€55,000
Freight Forwarder	€38,000	€42,000	€50,000
Logistics Supervisor	€45,000	€47,000	€50,000
Roadside Motor Technician	€42,000	€45,000	€50,000
Bus Driver	€36,000	€41,000	€48,000
Rigid Driver	€40,000	€44,000	€48,000
Road Maintenance Driver	€44,000	€46,000	€48,000
Van Driver	€38,000	€42,000	€46,000
B Licence Driver	€33,500	€38,000	€42,000
Driver Helper	€31,000	€34,000	€38,000
Car Valetor	€32,000	€34,000	€37,000
Truck Washer	€31,000	€32,000	€33,000

Technology (Permanent)



Technology	Ireland		
CRM/ERP (Salesforce/MS Dynamics/SAP)	Low	Mid	High
CRM Architect	€90,000	€110,000	€120,000
CRM Team Lead	€80,000	€90,000	€100,000
ERP Project Manager/Lead	€75,000	€85,000	€95,000
CRM Developer	€70,000	€85,000	€90,000
ERP Delivery Lead	€60,000	€75,000	€90,000
ERP Consultant	€65,000	€75,000	€90,000
ERP Developer	€70,000	€75,000	€85,000
ERP Analyst	€65,000	€70,000	€80,000
CRM Admin	€50,000	€60,000	€70,000
Cybersecurity	Low	Mid	High
Head of Cyber Security	€120,000	€150,000	€200,000
Security Architect	€75,000	€90,000	€125,000
Cloud Security Specialist	€65,000	€75,000	€120,000
Cyber Security Pen Tester	€65,000	€85,000	€120,000
SOC Lead	€70,000	€85,000	€120,000
Network Security Engineer	€60,000	€80,000	€120,000
Information Security Officer	€80,000	€95,000	€115,000
IT Security Operations Manager	€85,000	€95,000	€110,000
Technology Risk Manager	€80,000	€90,000	€100,000
Cloud Security Engineer	€65,000	€75,000	€90,000
Cyber Security Engineer	€65,000	€80,000	€90,000
IT Governance Lead	€70,000	€80,000	€90,000
IT Security Engineer	€55,000	€70,000	€90,000
Cyber Security Risk Analyst	€55,000	€70,000	€85,000
OT/IT Security Consultant	€55,000	€60,000	€80,000
Cyber Security Analyst	€45,000	€55,000	€70,000
Identity Access Management Analyst	€50,000	€60,000	€70,000
IT Risk Consultant	€50,000	€60,000	€70,000
Data Analytics, Data Science & BI	Low	Mid	High
Head of Data Science	€120,000	€140,000	€160,000
Head of Data Analytics	€110,000	€125,000	€140,000
Data Science Manager	€100,000	€120,000	€140,000
AI Engineer	€80,000	€100,000	€125,000
Data Analytics Manager	€90,000	€110,000	€120,000
Machine Learning Engineer	€70,000	€90,000	€110,000
Data Scientist	€60,000	€80,000	€100,000
BI Developer	€60,000	€75,000	€90,000
Data Analyst	€50,000	€70,000	€90,000
Data Analytics Consultant	€50,000	€65,000	€85,000
Data Visualization Engineer	€60,000	€70,000	€85,000

Technology	Ireland		
Data Analytics, Data Science & BI	Low	Mid	High
Insights Analyst	€50,000	€65,000	€80,000
BI Analyst	€50,000	€60,000	€70,000
Data Engineering	Low	Mid	High
Head of Data Engineering	€120,000	€140,000	€160,000
Data Engineering Lead	€100,000	€110,000	€125,000
Data Architect	€90,000	€110,000	€125,000
Big Data Engineer	€70,000	€90,000	€110,000
Data Engineer	€60,000	€80,000	€100,000
Database Administrator (DBA)	€70,000	€85,000	€95,000
Infrastructure & Support	Low	Mid	High
IT Director	€90,000	€120,000	€160,000
Enterprise Integration Architect	€85,000	€115,000	€125,000
IT Manager	€80,000	€100,000	€120,000
Dev Ops Engineer	€65,000	€95,000	€115,000
ICT Manager	€70,000	€90,000	€110,000
Network Engineer	€65,000	€85,000	€110,000
SRE	€70,000	€90,000	€110,000
Citrix Consultant	€55,000	€85,000	€100,000
Cloud DevOps Engineer	€65,000	€85,000	€100,000
Cloud Engineer	€60,000	€80,000	€100,000
Service Delivery Manager	€60,000	€80,000	€100,000
Applications Support Manager	€60,000	€75,000	€90,000
Linux/Unix Engineer	€65,000	€75,000	€90,000
IT Systems Support Engineer	€60,000	€70,000	€85,000
Application Support Specialist	€50,000	€65,000	€75,000
IT Systems Developer	€55,000	€65,000	€75,000
IT Field Engineer	€50,000	€60,000	€70,000
Systems Administrator	€55,000	€65,000	€70,000
Data Centre Infrastructure Operations	€40,000	€50,000	€65,000
EndUser Support Specialist	€35,000	€45,000	€65,000
EndUser Support Engineer	€35,000	€45,000	€60,000
Help Desk Specialist	€35,000	€40,000	€55,000
IT Support Technician	€35,000	€45,000	€55,000
Service Desk Analyst	€35,000	€45,000	€55,000
PMO	Low	Mid	High
Project Director	€120,000	€140,000	€160,000
Product Manager	€95,000	€105,000	€120,000
Agile Coach	€85,000	€95,000	€100,000
Management Consultant	€50,000	€75,000	€100,000

Technology	Ireland		
PMO	Low	Mid	High
Project Manager	€70,000	€85,000	€100,000
Scrum Master	€75,000	€90,000	€100,000
Business Analyst	€60,000	€80,000	€95,000
IT Business Analyst	€70,000	€85,000	€95,000
Change Manager	€75,000	€85,000	€95,000
PMO Manager	€75,000	€85,000	€95,000
Product Owner	€75,000	€85,000	€95,000
Digital Consultant	€70,000	€80,000	€90,000
Systems Analyst	€60,000	€75,000	€90,000
Process Improvement Specialist	€60,000	€70,000	€80,000
Technical Writer	€65,000	€70,000	€75,000
PMO Analyst	€50,000	€60,000	€70,000
Project Support/Administrator	€50,000	€55,000	€65,000
Project Co-Ordinator	€45,000	€50,000	€65,000
QA/Test/Automation	Low	Mid	High
Test Manager	€75,000	€85,000	€100,000
Automation QA Engineers	€60,000	€70,000	€80,000
Manual QA Engineers	€60,000	€65,000	€75,000
QA Tester	€50,000	€60,000	€70,000
Software Engineering / Development	Low	Mid	High
Head of Software Development	€100,000	€125,000	€150,000
Solutions Architect	€100,000	€120,000	€140,000
Software Development Manager	€90,000	€110,000	€130,000
Staff Engineer	€90,000	€110,000	€130,000
Lead Engineer	€95,000	€110,000	€125,000
Development Manager	€100,000	€110,000	€125,000
Technical Architect	€100,000	€110,000	€120,000
Head of Application Development	€80,000	€100,000	€120,000
Cloud Manager	€90,000	€100,000	€110,000
Principal Software Engineer	€90,000	€100,000	€110,000
Python Developer	€80,000	€90,000	€100,000
Scala Developer	€80,000	€90,000	€100,000
Front End Engineer	€75,000	€85,000	€95,000
Back End Software Engineer	€75,000	€80,000	€90,000
Full Stack Developer	€75,000	€80,000	€90,000
Mobile (iOS/Android) Developer	€70,000	€80,000	€90,000
MS Power Platform/Apps Developer	€70,000	€80,000	€90,000
Java Developer	€65,000	€75,000	€85,000
JavaScript/UX Developer	€65,000	€75,000	€85,000
C#/VB.Net/ASP.Net/.Net	€65,000	€70,000	€80,000

Technology	Ireland		
Software Engineering / Development	Low	Mid	High
C/C++ Developer	€65,000	€70,000	€80,000
PHP Developer	€65,000	€70,000	€80,000
Ruby on Rails Developer	€65,000	€70,000	€80,000
Solutions Engineer	€60,000	€65,000	€75,000
UX Designer	€55,000	€65,000	€75,000
Sharepoint Developer	€55,000	€60,000	€70,000
Associate Software Engineer	€50,000	€60,000	€65,000
Web Designer/Graphic Designer	€50,000	€55,000	€65,000

Technology (Contract)



Technology (Contract)	Ireland		
CRM/ERP (Salesforce/MS Dynamics/SAP)	Low	Mid	High
CRM Solution Architect	€650 Per Day	€750 Per Day	€900 Per Day
CRM Technical Architect	€650 Per Day	€750 Per Day	€900 Per Day
ERP Delivery Lead	€650 Per Day	€750 Per Day	€850 Per Day
ERP Developer	€650 Per Day	€750 Per Day	€850 Per Day
ERP Project Manager/Lead	€650 Per Day	€750 Per Day	€850 Per Day
CRM Developer	€500 Per Day	€600 Per Day	€800 Per Day
CRM Team Lead	€500 Per Day	€600 Per Day	€800 Per Day
ERP Consultant	€550 Per Day	€650 Per Day	€750 Per Day
ERP Analyst	€500 Per Day	€550 Per Day	€600 Per Day
CRM Admin	€300 Per Day	€400 Per Day	€500 Per Day
Cybersecurity	Low	Mid	High
Head of Cyber Security	€650 Per Day	€800 Per Day	€900 Per Day
IT Risk Consultant	€600 Per Day	€750 Per Day	€900 Per Day
Information Security Officer	€650 Per Day	€700 Per Day	€850 Per Day
Security Architect	€600 Per Day	€700 Per Day	€800 Per Day
Technology Risk Manager	€600 Per Day	€700 Per Day	€800 Per Day
Network Security Engineer	€500 Per Day	€650 Per Day	€750 Per Day
Cloud Security Engineer	€450 Per Day	€600 Per Day	€700 Per Day
Cyber Security Risk Analyst	€550 Per Day	€600 Per Day	€700 Per Day
Lead Cyber SOC Analyst	€500 Per day	€600 Per Day	€700 Per Day
OT/IT Security Consultant	€500 Per Day	€600 Per Day	€700 Per Day
Cyber Security Pen Tester	€450 Per Day	€550 Per Day	€700 Per Day
IT Security Operations Manager	€450 Per Day	€550 Per Day	€700 Per Day
Cyber Security Analyst	€400 Per Day	€550 Per Day	€650 Per Day
Cyber Security Engineer	€450 Per Day	€550 Per Day	€650 Per Day
Cloud Security Specialist	€350 Per Day	€500 Per Day	€600 Per Day
IT Security Engineer	€450 Per Day	€500 Per Day	€600 Per Day
IT Governance Lead	€300 Per Day	€450 Per Day	€600 Per Day
Identity Access Management Analyst	€220 Per day	€ 300 Per day	€400 Per Day
Data Analytics, Data Science & BI	Low	Mid	High
Machine Learning Engineer	€600 Per Day	€800 Per Day	€1000 Per Day
Head of Data Analytics	€800 Per Day	€900 Per Day	€1000 Per Day
AI Specialist	€600 Per Day	€800 Per Day	€1000 Per Day
Analytics Manager	€700 Per Day	€800 Per Day	€900 Per Day
Data Scientist	€600 Per Day	€800 Per Day	€900 Per Day
Analytics Consultant	€600 Per Day	€700 Per Day	€800 Per Day
BI Analyst	€400 Per Day	€500 Per Day	€600 Per Day
BI Developer	€400 Per Day	€500 Per Day	€600 Per Day
Data Analyst	€400 Per Day	€500 Per Day	€600 Per Day

Technology (Contract)	Ireland		
Data Analytics, Data Science & BI	Low	Mid	High
Insights Analyst	€400 Per Day	€500 Per Day	€600 Per Day
Data Visualization Engineer	€350 Per Day	€450 Per Day	€550 Per Day
Data Engineering	Low	Mid	High
Data Architect	€700 Per Day	€800 Per Day	€900 Per Day
Big Data Engineer	€500 Per Day	€600 Per Day	€700 Per Day
Data Engineer	€450 Per Day	€550 Per Day	€650 Per Day
Database Administrator (DBA)	€400 Per Day	€500 Per Day	€600 Per Day
Data Warehouse/ ETL Developer	€500 Per Day	€550 Per Day	€600 Per Day
Infrastructure & Support	Low	Mid	High
IT Director	€800 Per Day	€900 Per Day	€1000 Per Day
Enterprise Integration Architect	€550 Per Day	€700 Per Day	€800 Per Day
IT Manager	€500 Per Day	€650 Per Day	€750 Per Day
Cloud Engineer	€500 Per Day	€600 Per Day	€700 Per Day
Dev Ops Engineer	€500 Per Day	€600 Per Day	€700 Per Day
ICT Manager	€550 Per Day	€600 Per Day	€700 Per Day
Network Engineer	€520 Per Day	€600 Per Day	€700 Per Day
Cloud DevOps Engineer	€550 Per Day	€600 Per Day	€700 Per Day
Unix and Linux Engineer	€500 Per Day	€600 Per Day	€650 Per Day
Applications Support Manager	€300 Per Day	€450 Per Day	€600 Per Day
SRE	€450 Per Day	€500 Per Day	€600 Per Day
Citrix Consultant	€450 Per Day	€550 Per Day	€600 Per Day
Linux/Unix Engineer	€300 Per Day	€420 Per Day	€500 Per Day
IT Systems Support Engineer	€300 Per Day	€350 Per Day	€450 Per Day
IT Systems Developer	€350 Per Day	€400 Per Day	€450 Per Day
Systems Administrator	€280 Per Day	€350 Per Day	€450 Per Day
Application Support Specialist	€300 Per Day	€380 Per Day	€420 Per Day
Service Delivery Manager	€275 Per Day	€350 Per Day	€400 Per Day
Data Centre Infrastructure Operations	€180 Per Day	€250 Per Day	€350 Per Day
IT Field Engineer	€220 Per Day	€280 Per Day	€350 Per Day
Deskside Support Engineer	€180 Per Day	€230 Per Day	€300 Per Day
Desktop Support Specialist	€180 Per Day	€230 Per Day	€300 Per day
Help Desk Specialist	€180 Per Day	€220 Per Day	€250 Per Day
IT Support Technician	€180 Per Day	€200 Per Day	€250 Per Day
Service Desk Analyst	€175 Per Day	€200 Per Day	€220 Per Day
PMO	Low	Mid	High
Project Director	€800 Per Day	€1000 Per Day	€1500 Per Day
Change Manager	€600 Per Day	€750 Per Day	€1000 Per Day
Agile Coach	€700 Per Day	€800 Per Day	€900 Per Day
Digital Consultant	€500 Per Day	€700 Per Day	€900 Per Day

Technology (Contract)	Ireland		
PMO	Low	Mid	High
Management Consultant	€650 Per Day	€750 Per Day	€850 Per Day
Product Manager	€575 Per Day	€675 Per Day	€775 Per Day
Agile Project Manager	€550 Per Day	€650 Per Day	€750 Per Day
PMO Manager	€550 Per Day	€650 Per Day	€750 Per Day
Process Improvement Specialist	€450 Per Day	€600 Per Day	€750 Per Day
Project Manager	€550 Per Day	€650 Per Day	€750 Per Day
Infrastructure Project Manager	€525 Per Day	€625 Per Day	€725 Per Day
Product Owner	€500 Per Day	€600 Per Day	€700 Per Day
Business Analyst	€450 Per Day	€550 Per Day	€650 Per Day
IT Business Analyst	€400 Per Day	€550 Per Day	€650 Per Day
Scrum Master	€450 Per Day	€550 Per Day	€650 Per Day
System Analyst	€450 Per Day	€550 Per Day	€650 Per Day
PMO Analyst	€350 Per Day	€450 Per Day	€600 Per Day
Project Co-Ordinator	€350 Per Day	€450 Per Day	€550 Per Day
Project Support/Administrator	€275 Per Day	€375 Per Day	€475 Per Day
Technical Writer	€250 Per Day	€350 Per Day	€450 Per Day
QA/Test/Automation	Low	Mid	High
Automation QA Engineer	€450 Per Day	€500 Per Day	€650 Per Day
Robotic Process Automation (RPA) Developer	€450 Per Day	€500 Per Day	€650 Per Day
Quality Assurance Automation Tester	€450 Per Day	€500 Per Day	€600 Per Day
Test Manager	€400 Per Day	€450 Per Day	€550 Per Day
Manual QA Engineer	€350 Per Day	€400 Per Day	€500 Per Day
Software Development	Low	Mid	High
Senior SRE	€450 Per Day	€600 Per Day	€700 Per Day
Software Engineering / Development	Low	Mid	High
Head of Software Development	€700 Per Day	€800 Per Day	€900 Per Day
Solution Architect	€500 Per Day	€600 Per Day	€800 Per Day
Technical Architect	€600 Per Day	€700 Per Day	€800 Per Day
Mobile Network Manager	€650 Per Day	€700 Per Day	€750 Per Day
Development Manager	€500 Per Day	€600 Per Day	€700 Per Day
Lead Engineer	€600 Per Day	€650 Per Day	€700 Per Day
Principal Software Engineer	€500 Per Day	€600 Per Day	€700 Per Day
Python Developer	€450 Per Day	€550 Per Day	€700 Per Day
Quantitative Engineer	€500 Per Day	€600 Per Day	€700 Per Day
Scala Developer	€500 Per Day	€600 Per Day	€700 Per Day
Senior DevOps Engineer	€500 Per Day	€600 Per Day	€700 Per Day
Senior Network Engineer	€350 Per Day	€550 Per Day	€700 Per Day
Software Development Manager	€500 Per Day	€600 Per Day	€700 Per Day
Staff Engineer	€600 Per Day	€650 Per Day	€700 Per Day

Technology (Contract)	Ireland		
Software Engineering / Development	Low	Mid	High
UX Designer	€400 Per Day	€500 Per Day	€700 Per Day
Back End Software Engineer	€400 Per Day	€500 Per Day	€600 Per Day
Front End Engineer	€450 Per Day	€550 Per Day	€650 Per Day
Front-End/UI Developer	€450 Per Day	€550 Per Day	€650 Per Day
Full Stack Developer	€450 Per Day	€550 Per Day	€650 Per Day
Java Developer	€450 Per Day	€550 Per Day	€650 Per Day
JavaScript/UX Developer	€450 Per Day	€550 Per Day	€650 Per Day
MS Power Platform/Apps Developer	€450 Per Day	€550 Per Day	€650 Per Day
Senior API Engineer	€550 Per Day	€600 Per Day	€650 Per Day
Senior Back End Engineer	€550 Per Day	€600 Per Day	€650 Per Day
Senior Full Stack Software Engineer	€550 Per Day	€600 Per Day	€650 Per Day
Solutions Engineer	€400 Per Day	€500 Per Day	€650 Per Day
AWS Manager	€500 Per Day	€550 Per Day	€600 Per Day
C#/VB.Net/ASP.Net/.Net	€450 Per Day	€550 Per Day	€600 Per Day
C/C++ Developer	€450 Per Day	€500 Per Day	€600 Per Day
Cloud Developer	€450 Per Day	€550 Per Day	€600 Per Day
Full Stack Web Developer	€450 Per Day	€550 Per Day	€600 Per Day
Head of Application Development	€500 Per Day	€550 Per Day	€600 Per Day
Mobile (iOS/Android) Developer	€400 Per Day	€500 Per Day	€600 Per Day
Ruby on Rails Developer	€450 Per Day	€500 Per Day	€600 Per Day
Sharepoint Developer	€450 Per Day	€500 Per Day	€600 Per Day
PHP/Web Developer	€300 Per Day	€400 Per Day	€500 Per Day
Web Designer/Graphic Designer	€350 Per Day	€400 Per Day	€500 Per Day
Associate Software Engineer	€300 Per Day	€350 Per Day	€400 Per Day
Junior Developer	€300 Per Day	€350 Per Day	€400 Per Day

Warehouse and Distribution



Warehouse & Distribution	Ireland		
Operations	Low	Mid	High
General Manager	€70,000	€75,000	€80,000
Assistant Warehouse Manager	€42,000	€47,000	€52,000
Supply Chain Specialist	€40,000	€45,000	€50,000
Warehouse Administrator	€32,000	€37,000	€42,000
Warehouse Supervisor	€38,000	€40,000	€42,000
Warehouse Team Leader	€38,000	€40,000	€42,000
Production & Manufacturing	Low	Mid	High
Quality Assurance	€38,000	€42,500	€50,000
Forklift - VNA Operative	€34,000	€38,000	€42,000
Forklift Bendi Operative	€34,000	€38,000	€42,000
Forklift - Counterbalance Operative	€32,000	€36,000	€40,000
Forklift Reach Operative	€32,000	€36,000	€40,000
Assembly Line Operative	€30,000	€35,000	€38,500
PPT Operative	€30,000	€35,000	€38,500
Production Operative	€30,000	€35,000	€38,500
Voice Picker	€30,000	€35,000	€38,500
Warehousing	Low	Mid	High
Stock Controller	€38,000	€40,000	€42,000
Order Picker	€30,000	€35,000	€38,500
Warehouse Operative	€30,000	€35,000	€38,500
Warehouse Cleaner	€31,000	€32,000	€33,000

Cpl:

Cpl,
One Haddington Buildings
Haddington Road, Dublin,
D04 FD83, Ireland
T +353 (0)1 321 7654 | cpl.com