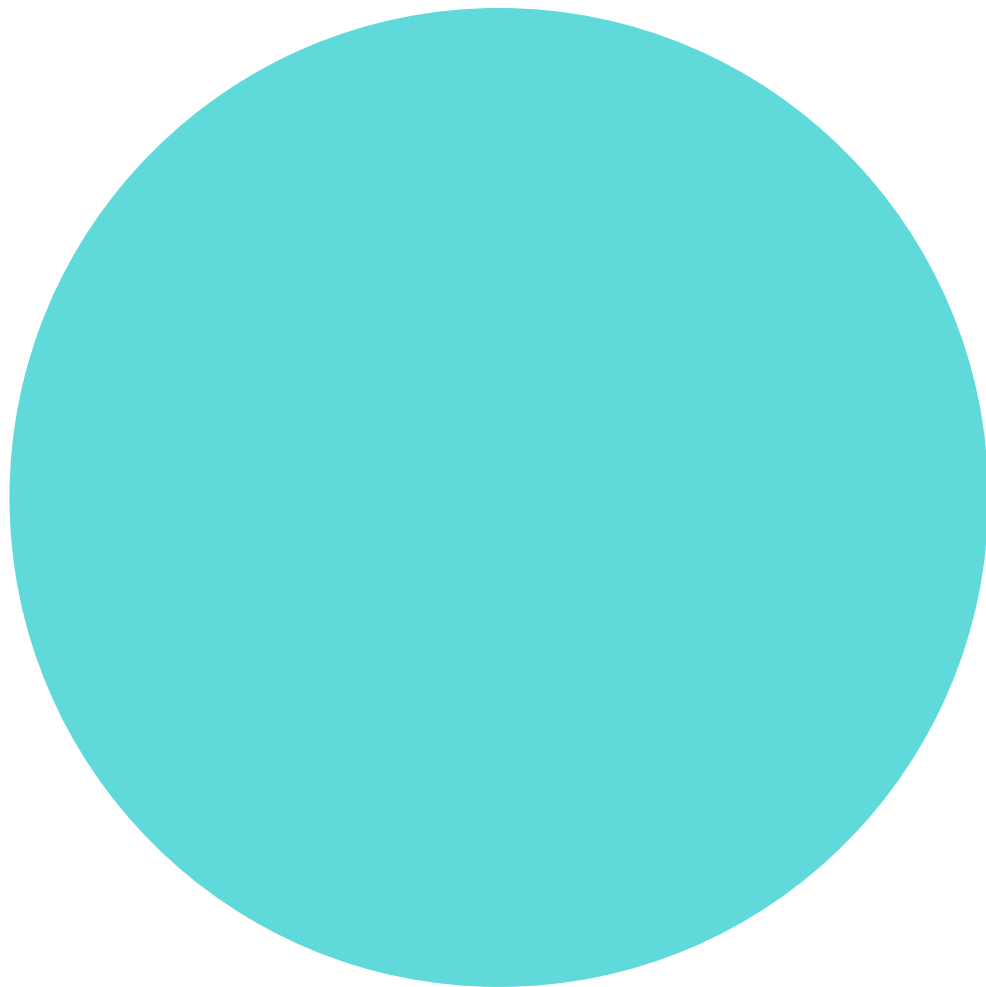
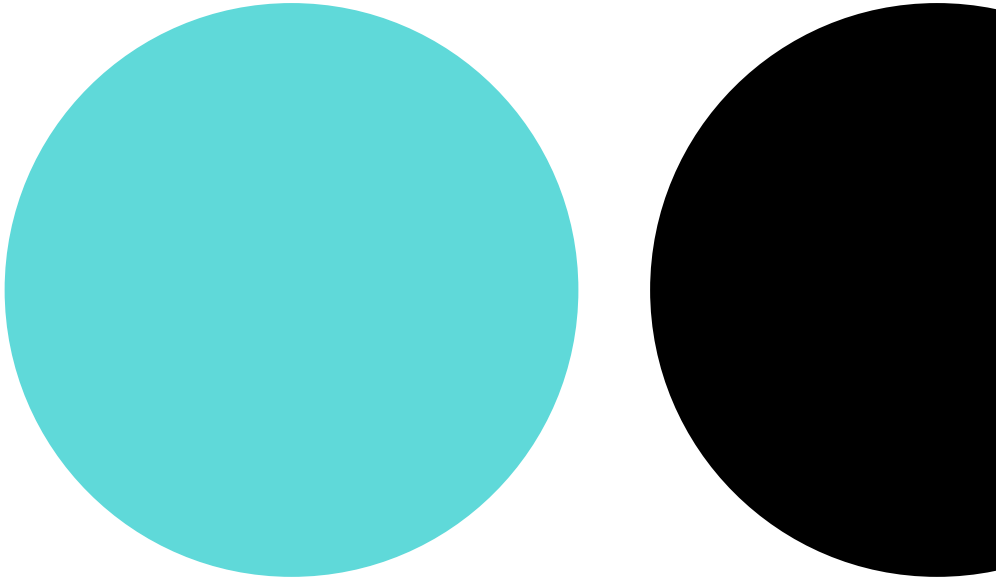


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Cpl Salary Guide for Northern Ireland 2026

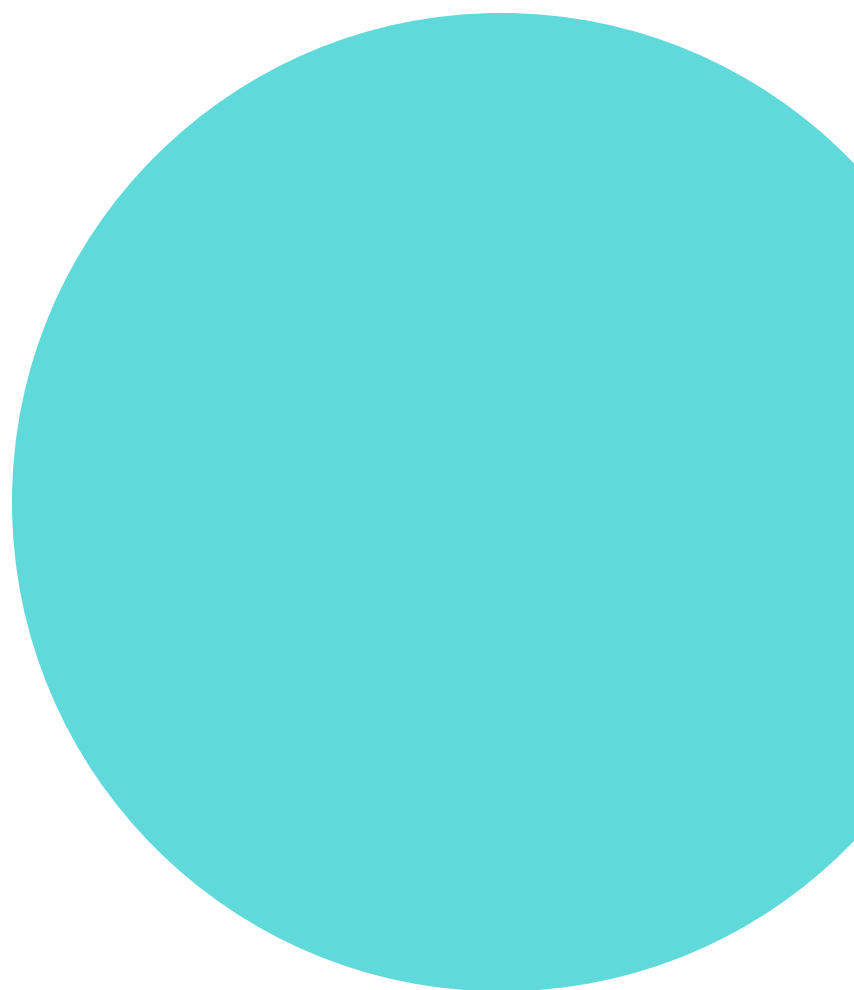




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Introduction from *Lorna Conn*



Redefining Talent Strategy in Northern Ireland's 2026 Market

Northern Ireland's workforce landscape in 2026 is not slowing down, it is becoming more selective. In a market shaped by low unemployment and rapid change, skilled professionals now hold greater influence, with strong demand across technology, financial services, engineering, life sciences and the public sector. Organisations are competing beyond roles, focusing on experience, opportunity and long-term value. This Salary Guide sits at the intersection of pay, skills, flexibility and leadership, drawing on insights from Cpl's Future of Work Institute, Northern Ireland's 2026 talent trends, and our latest analysis of AI's impact on the workforce.

Salary pressure is rising, but not evenly

Pay remains a key lever, but the story is more complex. Established sectors such as construction, engineering and healthcare continue to offer the highest salaries, reflecting specialist expertise. At the same time, faster wage growth is happening elsewhere, particularly in banking, finance, administration and hospitality, where competition for talent is intensifying.

Public sector pay increases have also reset expectations across the market, especially in health and education. The result is a more dynamic salary landscape, where both current pay and future earning potential influence decisions.

Skills: The Currency of Growth

Looking to 2026, skills remain the real currency of growth. The focus has shifted from roles to capabilities. Digital literacy is now expected across almost every function, but it is human skills, analytical thinking, problem-solving, communication and resilience, that are defining performance.

AI is becoming part of the job, not the job itself

AI is no longer confined to specialist roles. It is increasingly embedded across everyday work, from analysis and decision-making to operational efficiency.

For employers, the priority is not simply hiring AI specialists. It is:

- **Integrating AI capability into existing roles**
- **Supporting people to adapt and build confidence with new tools**
- **Aligning technology investment with real business outcomes**

For talent, value comes from applying AI effectively within their domain, not just technical expertise alone.

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.

Competing on Talent, Winning on Strategy

The organisations that succeed in 2026 will be those that treat talent as a strategic priority. Investing in skills, designing flexible ways of working, and creating clear career pathways are no longer optional, they are essential. In a market where candidates have choice, success comes from clarity, consistency and a strong, authentic employer proposition. Those who move beyond traditional hiring approaches and focus on long-term workforce strategy will not only compete more effectively, but also attract, retain and build resilient, future-ready teams.



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

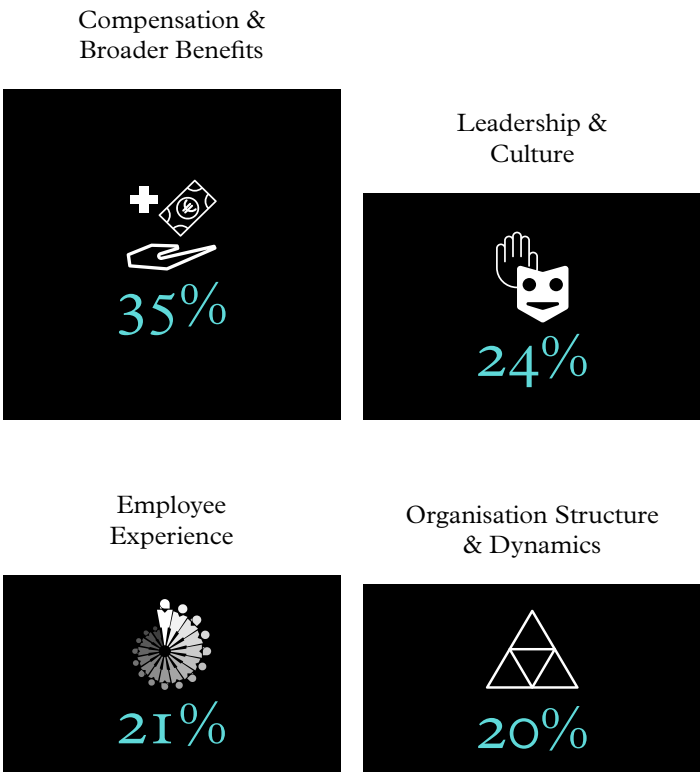


Figure 2:
The Big Four - The Most Important Factor for Joining an Organisation

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.

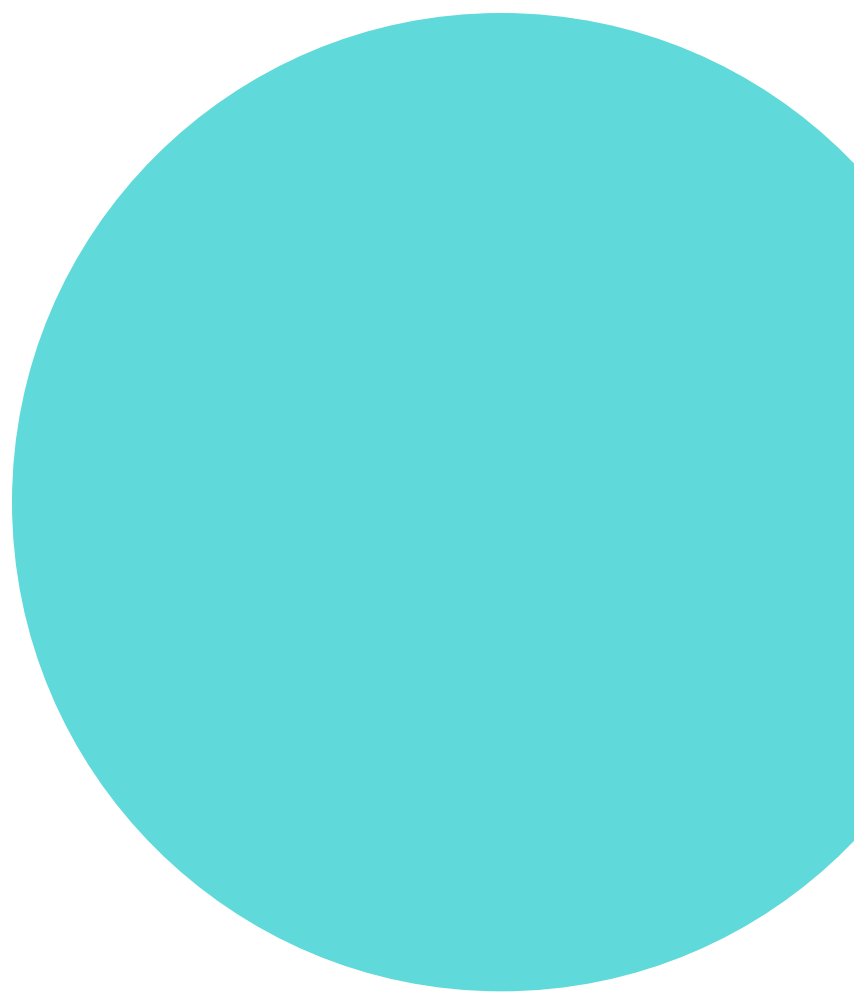
To explore these findings in more depth, along with the key trends shaping the now and next of work, or to book a future edge session for your team, contact the Future of Work Institute at Cpl by visiting www.cpl.com/ie.



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

Cpl:

Where Talent is Heading *in 2026*



Northern Ireland's 2026 Workforce Trends

Northern Ireland's 2026 recruitment market continues to offer exciting opportunities in a tight and competitive landscape. Low unemployment, combined with rapid technological change, is prompting organisations to reassess how they attract, develop and retain talent.

Despite restructuring and cost pressures in some sectors, specialist employment across Northern Ireland remains resilient. Labour-market insights reveal strong demand for higher-skilled roles in areas such as technology, financial services, life sciences, engineering, and the public sector, where vacancies continue to persist.

As a result, experienced professionals in key disciplines continue to have significant opportunities within the market. Competition for specialist skills also presents an opportunity for organisations to differentiate themselves through a compelling employer proposition and meaningful investment in their people.

Skills evolution and upskilling focus

The labour market has reached a more balanced phase after a period of historic tightness. With unemployment remaining low, skills shortages continue to shape the market. In this environment, access to the right skills and talent will remain a key driver of organisational growth through 2026 and beyond. Digital literacy is increasingly a core requirement across almost every role, from frontline operations to senior leadership. While some routine tasks are being automated, human capabilities remain critical. Employers consistently rank analytical thinking, problem-solving, communication and resilience among the most important skills for the future.

What is more, retaining existing talent has become just as important as attracting new hires. Organisations are increasingly investing in upskilling and reskilling their people, creating pathways for internal mobility, and embracing alternative talent solutions.

Hybrid work vs in-office requirements

Northern Ireland employers face similar pressures around flexibility. Candidate demand for hybrid and remote options remains strong. Organisations that offer flexible working

consistently report advantages in attracting and retaining top talent. Roles advertised as strictly on-site see smaller talent pools and longer time-to-hire for in-demand skills, confirming that rigid office mandates can make recruitment more challenging.

Candidates are more selective than ever, actively filtering roles based on flexibility. They want clarity on what hybrid really means in practice, how office time is used, and whether flexibility is applied fairly.

Big gaps between highest pay and fastest growth

Salary trends show a clear distinction between the sectors offering the highest pay and those seeing the fastest salary growth.

Construction, engineering and healthcare continue to offer some of the strongest advertised salaries. These sectors rely on specialised skills and qualifications, which supports consistently higher salary levels. At the same time, the fastest year-on-year salary growth is emerging in banking and finance, administration and hospitality. Employers in these sectors are increasing wages at a faster pace to attract and retain talent, while responding to ongoing recruitment pressures and stronger competition for candidates.

Although salaries in these industries often start from a lower base, the pace of wage growth reflects tighter labour supply and rising demand for people with the right skills. Overall, the pattern highlights a labour market where established high-skill sectors maintain the highest pay levels, while service and support roles are seeing faster salary increases as employers compete for talent.

Public pay recovery and quality jobs in priority sectors

Public sector pay in Northern Ireland increased significantly in 2025 following the implementation of multi-year pay agreements. As a result, earnings in areas such as health, education and wider public services grew faster than those in the private sector, reshaping salary expectations across the labour market.

At the same time, several priority sectors continue to stand out for offering a higher share of what are considered high-quality roles, according to the Department of Economy (**Jobs with the Best Salary Prospects | Department for the Economy**). Industries such as financial/fintech services, life and health sciences, software and advanced manufacturing typically provide stronger pay levels and working conditions than the wider economy.

Together, these trends highlight a labour market where public sector pay adjustments are influencing overall wage expectations, while high-value sectors continue to attract talent through competitive salaries and high-quality roles.

Benefits, flexibility and wellbeing as part of “total reward”

Salary continues to be important, especially for high-demand specialist roles, but it is no longer the only factor influencing career decisions.

Candidates increasingly prioritise culture, career progression, wellbeing, and the quality of leadership, using reviews and peer networks to understand what working at an organisation is really like.

According to a NI Jobs report, work-life balance consistently ranks just behind salary as a top career priority, and nearly 40% of workers say they wouldn't consider a role without some flexibility, which is why guides emphasise the full range of rewards, not just base pay. **(NIJobs salary and benefits trends 2026 - NIJobs Recruiter News)**

Looking Ahead: Competing for Talent in 2026

In 2026, organisations that make talent strategy a core business priority will gain the strongest advantage in Northern Ireland's competitive labour market. Investing in people's skills, designing hybrid work thoughtfully, adopting AI responsibly, and creating clear career pathways are essential to attracting and retaining the right talent.

Organisations that focus only on salary or traditional hiring practices may struggle to compete for highly skilled professionals. Success comes from treating talent as a strategic asset, not a reactive function.

At Cpl, we see this every day, across regions, sectors and seniority levels. The organisations that succeed are those that treat talent strategy as a core business priority, not a reactive function.



Patrick Moore
*Senior Management/
Country Lead, Cpl NI*



Marc Doorish
*Senior Manager,
Cpl NI*

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	Northern Ireland		
AP/AR/Credit Control/Payroll	Low	Mid	High
Credit Control Manager	£45,000	£55,000	£60,000
Payroll Manager	£45,000	£48,000	£55,000
Accounts Payable Manager	£38,000	£45,000	£50,000
Accounts Receivable Manager	£38,000	£45,000	£50,000
Payroll Specialist	£32,000	£38,000	£42,000
Credit Controller	£26,000	£30,000	£35,000
Accounts Payable Assistant	£26,000	£28,000	£32,000
Accounts Receivable Assistant	£26,000	£28,000	£32,000
Payroll Assistant	£28,000	£30,000	£32,000
Finance	Low	Mid	High
Financial Director	£80,000	£90,000	£100,000+
Manager - Fund Administration	£60,000	£70,000	£85,000
Financial Controller	£65,000	£68,000	£80,000
Head of AML	£70,000	£75,000	£80,000
Head of Compliance & Risk	£52,500	£60,000	£70,000
Finance Business Partner	£55,000	£60,000	£65,000
Financial Reporting Manager	£50,000	£55,000	£65,000
Operational Risk Manager	£50,000	£60,000	£65,000
AML Compliance Officer	£35,000	£45,000	£60,000
Finance Manager	£47,000	£50,000	£60,000
Financial Advisor	£42,000	£46,200	£52,000
Financial Accountant	£40,000	£45,000	£50,000
KYC Team Lead	£35,000	£45,000	£50,000
Assistant Manager	£34,000	£40,000	£45,000
Finance Supervisor	£38,000	£39,000	£42,000
AML Business Controls	£30,000	£35,000	£40,000
Financial Analyst	£29,400	£32,340	£38,000
AML Review Analyst	£28,000	£35,000	£38,000
Assistant Accountant	£32,000	£35,000	£38,000
Corporate Finance & Development Analyst	£33,600	£36,960	£37,000
Part Qualified Accountant	£30,000	£32,000	£35,000
AML/KYC Analyst	£29,400	£32,340	£35,000
Accounts Assistant	£26,000	£28,000	£32,000
Finance Analyst	£26,000	£30,000	£32,000

Accounting and Finance	Northern Ireland		
Qualified Accountant	Low	Mid	High
Audit Partner	£85,000	£93,000	£100,000 +
Audit Director	£78,000	£80,000	£90,000
Head of Finance	£70,000	£75,000	£80,000
Senior Manager Audit	£50,000	£55,000	£65,000
Group Accountant	£45,000	£50,000	£60,000
Fund Accountant Manager	£45,000	£57,750	£60,000
Project Accountant	£40,000	£50,000	£60,000
Systems Accountant	£40,000	£50,000	£60,000
Management Accountant/Business Partner	£40,000	£50,000	£55,000
Accountant	£35,000	£40,000	£45,000
Cost Accountant	£36,000	£40,000	£45,000
Fund Accountant	£36,000	£40,000	£45,000
Fund Accounting Associate	£30,000	£35,000	£40,000
Qualified Tax	Low	Mid	High
Tax Partner	£85,000	£90,000	100,000+
Head of Tax	£88,000	£95,000	£98,000
Tax Director	£75,000	£80,000	£95,000
Tax Senior Manager	£50,000	£55,000	£57,000
Tax Manager	£45,000	£48,000	£52,000
Tax Assistant Manager	£40,000	£44,000	£50,000
Tax Accountant	£40,000	£42,000	£44,000

Construction and Engineering



Construction and Engineering	Northern Ireland		
Build	Low	Mid	High
Site Manager	£45,000	£55,000	£70,000
Mechanical/Electrical Engineer	£35,000	£55,000	£65,000
Contracts Manager	£40,000	£50,000	£60,000
Project Manager	£40,000	£50,000	£60,000
Roads/Highways Engineer	£35,000	£45,000	£60,000
Construction Project Manager	£48,000	£52,000	£55,000
M&E Coordinator	£35,000	£45,000	£55,000
Operations Supervisor (Building Services)	£35,000	£45,000	£55,000
Site Engineer	£35,000	£45,000	£55,000
Site Foreman	£40,000	£45,000	£55,000
Design	Low	Mid	High
Project Director	£75,000	£90,000	£120,000
Architect	£32,000	£40,000	£65,000
Civil Engineer	£32,000	£45,000	£65,000
Mechanical Engineer	£35,000	£55,000	£65,000
Structural Engineer	£35,000	£45,000	£65,000
Environmental Engineer	£32,000	£45,000	£60,000
Project Manager	£45,000	£50,000	£60,000
Architectural Technologist	£30,000	£35,000	£45,000
CAD Technician	£32,000	£35,000	£40,000
Junior Civil Engineer	£32,000	£35,000	£37,000
Engineering	Low	Mid	High
Engineering Operations Manager	£60,000	£70,000	£80,000
Engineering and Quality Manager	£55,000	£65,000	£75,000
Engineering Manager	£55,000	£65,000	£75,000
Manufacturing Manager	£60,000	£65,000	£75,000
Principal Design Engineer	£50,000	£55,000	£65,000
Process Manager	£55,000	£60,000	£65,000
Facilities Manager	£50,000	£55,000	£60,000
Maintenance Manager	£50,000	£55,000	£60,000
Quality Assurance Manager	£50,000	£55,000	£60,000
Facility & Business Manager	£50,000	£54,000	£57,000
Electrical Design Engineer	£35,000	£45,000	£55,000
Electrical Engineer	£35,000	£45,000	£55,000
Project Engineer	£45,000	£50,000	£55,000
Continuous Improvement Engineer	£38,000	£45,000	£50,000
EHSS Specialist	£35,000	£45,000	£50,000
Environmental Specialist	£40,000	£45,000	£50,000

Construction and Engineering	Northern Ireland		
Engineering	Low	Mid	High
Field/ Service Engineer	£43,000	£45,000	£50,000
Maintenance Electrician	£40,000	£45,000	£50,000
Manufacturing Engineer	£38,000	£45,000	£50,000
Mechanical Design Engineer	£40,000	£45,000	£50,000
Power Systems Engineer	£40,000	£45,000	£50,000
Quality Assurance Engineer	£40,000	£45,000	£50,000
Quality Engineer	£40,000	£45,000	£50,000
Facilities Engineer	£42,000	£45,000	£48,000
Capital Projects Contract Engineer	£38,000	£40,000	£45,000
Design Assurance Engineer	£37,000	£40,000	£45,000
EHS Officer	£35,000	£40,000	£45,000
Mechanical Project Technician	£35,000	£40,000	£45,000
Mobile Electrician	£38,000	£40,000	£45,000
Production Supervisor	£38,000	£40,000	£45,000
Maintenance Planner	£37,000	£40,000	£43,000
Maintenance Project Technician	£37,000	£40,000	£43,000
Production Planner	£37,000	£40,000	£43,000
Quality Control Analyst	£37,000	£40,000	£43,000
Field Service Technician	£37,000	£40,000	£42,000
Packaging Designer	£38,000	£40,000	£42,000
Environmental Consultant	£32,000	£37,000	£40,000
ESG Administrator	£35,000	£37,000	£40,000
EHS Coordinator	£32,000	£34,000	£38,000
Mechanics	£33,000	£35,000	£38,000
Process Technician	£33,000	£35,000	£38,000
Quality Coordinator	£33,000	£35,000	£38,000
Machine Technician	£28,000	£30,000	£35,000
Manufacturing Process Technician	£30,000	£32,000	£35,000
Manufacturing Operator	£28,000	£30,000	£32,000
Graduate Engineer	£26,000	£28,000	£30,000
Graduate Process Engineer	£26,000	£28,000	£30,000

Construction and Engineering	Northern Ireland		
Health & safety	Low	Mid	High
Health & Safety Director	£60,000	£75,000	£90,000
Health & Safety Business Partner	£32,000	£45,000	£60,000
Health & Safety Manager	£45,000	£50,000	£60,000
Health & Safety Lead	£40,000	£45,000	£55,000
Health & Safety Officer	£35,000	£40,000	£50,000
Surveying	Low	Mid	High
Managing Surveyor	£65,000	£75,000	£85,000
Quantity Surveyor	£45,000	£55,000	£65,000
Estimator	£35,000	£42,000	£50,000
Junior Quantity Surveyor	£30,000	£35,000	£40,000

Hospitality and Catering



Hospitality & Catering	Northern Ireland		
Hospitality & Catering	Low	Mid	High
Hotel Manager	£37,500	£41,250	£45,000
Head Chef	£31,500	£34,250	£37,000
Baker	£30,000	£32,500	£35,000
Restaurant Manager	£30,000	£32,500	£35,000
Assistant Cleaning Manager	£30,000	£32,250	£34,500
Front of House Manager	£27,500	£30,000	£32,500
Deli Manager	£26,000	£28,250	£30,500
Chef de Partie	£26,500	£28,250	£30,000
Commis Chef	£26,500	£28,250	£30,000
Sous Chef	£26,500	£28,250	£30,000
Hotel Porter	£25,000	£27,250	£28,500
Housekeeper	£24,000	£26,250	£28,500
Barista	£24,000	£25,750	£28,000
Kitchen Porter	£24,000	£25,750	£28,000
Waiter	£24,000	£25,750	£28,000
Hygiene Manager	£30,000	£35,250	£40,000
Catering Manager	£33,000	£39,000	£46,500
Butcher	£26,436	£34,000	£36,400
Bar Person	£26,436	£28,000	£30,000
Catering Assistant	£26,000	£27,200	£27,800
Cleaner	£24,000	£25,200	£25,700

Human Resources



Human Resources (HR)	Northern Ireland		
General HR	Low	Mid	High
HR Director	£90,000	£120,000	£150,000
Head of HR	£60,000	£75,000	£90,000
People Operations Manager	£50,000	£60,000	£70,000
HR Business Partner	£45,000	£52,000	£62,000
HR Manager	£40,000	£50,000	£60,000
HRIS/ HR Systems Manager	£40,000	£50,000	£60,000
HR Reporting/ HR Analyst	£45,000	£50,000	£55,000
HR Generalist	£40,000	£45,000	£50,000
HR Project Lead	£35,000	£40,000	£45,000
HR Advisor	£30,000	£35,000	£40,000
HR Officer	£30,000	£32,500	£35,000
HR Administrator	£28,000	£30,000	£32,000
Learning and Development	Low	Mid	High
L&D Director	£60,000	£75,000	£90,000
L&D Manager	£50,000	£60,000	£70,000
L&D Specialist	£30,000	£35,000	£40,000
L&D Coordinator	£28,000	£32,000	£36,000
Talent Acquisition	Low	Mid	High
Head of Recruitment/ Talent Director	£70,000	£80,000	£90,000
Talent Acquisition Manager	£45,000	£50,000	£55,000
Technical Recruiter	£40,000	£45,000	£50,000
Senior Talent Acquisition	£35,000	£40,000	£45,000
Talent Acquisition Specialist	£30,000	£35,000	£40,000

Legal



Legal	Northern Ireland		
In-House	Low	Mid	High
Head of Legal	£80,000	£100,000	£120,000
Legal Counsel	£60,000	£70,000	£80,000
Legal Advisor	£40,000	£45,000	£50,000
Practice	Low	Mid	High
Salaried Partner	£80,000	£110,000	£140,000
Solicitor 5 years PQE	£50,000	£55,000	£60,000
Solicitor 3 years PQE	£40,000	£45,000	£50,000
Solicitor 1 years PQE	£35,000	£40,000	£45,000
Legal Secretary (2-5 Years)	£30,000	£35,000	£40,000
Legal Secretary (1-2 Years)	£28,000	£32,000	£36,000

Life Sciences



Life Sciences	Northern Ireland		
Analytical	Low	Mid	High
Senior Analytical Chemist	£40,500	£45,000	£49,500
Associate/Scientist/Senior Scientist	£38,600	£42,800	£48,200
Biotechnologist	£38,600	£42,800	£47,200
Food QA Technologist	£38,600	£42,800	£46,600
Analytical Lab Analyst	£33,700	£37,500	£42,400
Analytical Reviewer	£33,700	£37,500	£42,400
Analytical Chemist	£33,700	£37,500	£41,400
Analytical Laboratory Technician	£33,700	£37,500	£40,800
Clinical / Statistician	Low	Mid	High
Clinical Operations Manager	£53,000	£58,900	£64,500
Clinical Application Specialist	£48,200	£53,600	£59,800
Clinical Development Lead	£48,200	£53,600	£58,800
Clinical Support Specialist	£43,400	£48,200	£54,000
Clinical Data Manager	£43,400	£48,200	£52,000
Clinical Trials Administrator	£33,700	£37,500	£40,600
Compliance	Low	Mid	High
Compliance Manager	£57,800	£64,300	£70,400
Compliance Auditor	£43,400	£48,200	£53,000
Compliance Analyst	£33,700	£37,500	£40,400
Operations	Low	Mid	High
Operations Manager	£57,800	£64,300	£70,300
Technical Production Manager	£53,000	£58,900	£63,500
Production Manager	£48,200	£53,600	£57,800
Program Manager	£48,200	£53,600	£57,800
Process/Pharmaceutical Engineer	£43,400	£48,200	£52,000
Product Engineer	£38,600	£42,800	£46,200
Shift Team Lead	£38,600	£42,800	£46,200
Technical Specialist	£38,600	£42,800	£46,200
Manufacturing Team Member	£24,100	£26,800	£34,900
Cleanroom Operator	£28,900	£32,100	£34,700

Life Sciences	Northern Ireland		
Quality	Low	Mid	High
VP of Quality	£110,800	£123,200	£132,800
Director of Quality Control	£96,400	£107,100	£115,500
Manufacturing Director	£96,400	£107,100	£115,500
Head of Quality	£86,800	£96,400	£104,000
QA/QC Manager	£48,200	£53,600	£57,800
QA/QC Supervisor	£38,600	£42,800	£46,200
Quality Control Training Specialist	£38,600	£42,800	£46,200
Quality Engineer	£34,700	£38,600	£41,600
QA Technician	£33,700	£37,500	£40,400
QA/QC Analyst	£33,700	£37,500	£40,400
Quality Control Microbiology	£33,700	£37,500	£40,400
Lab Technician	£30,800	£34,300	£37,000
Regulatory Affairs	Low	Mid	High
Director of Regulatory Affairs	£96,400	£107,100	£115,500
Regulatory Affairs Manager	£67,500	£75,000	£80,900
Regulatory Affairs Officer	£38,600	£42,800	£46,200
Research & Development	Low	Mid	High
R&D Director	£110,800	£123,200	£132,800
Senior R&D Chemist	£53,000	£58,900	£63,500
Packaging Engineer	£48,200	£53,600	£57,800
Process Development Chemist	£48,200	£53,600	£57,800
R&D Scientist	£48,200	£53,600	£57,800
R&D Engineer	£38,600	£42,800	£46,200
R&D PhD Chemist	£38,600	£42,800	£46,200
Research Chemist	£38,600	£42,800	£46,200
Validation	Low	Mid	High
Validation Manager	£57,800	£64,300	£69,300
CSV Engineer	£48,200	£53,600	£57,800
Senior Validation Analyst	£43,400	£48,200	£54,000
Validation Engineer	£43,400	£48,200	£53,000
Validation Analyst	£33,700	£37,500	£40,400

Marketing



Marketing	Northern Ireland		
Digital Marketing	Low	Mid	High
E-Commerce Manager	£45,000	£50,000	£55,000
Content Manager	£30,000	£40,000	£50,000
Digital Design Specialist	£30,000	£40,000	£50,000
Content Marketing Specialist	£28,000	£35,000	£45,000
Digital Marketing Executive	£28,000	£35,000	£45,000
General Marketing	Low	Mid	High
Head of Communications	£60,000	£75,000	£90,000
Marketing Director	£70,000	£80,000	£90,000
Account Director	£60,000	£70,000	£80,000
Global Brand Manager	£50,000	£65,000	£80,000
Communications Manager	£45,000	£55,000	£65,000
Account Manager	£40,000	£50,000	£60,000
Communications Specialist	£32,000	£40,000	£55,000
Public Affairs Specialist	£45,000	£50,000	£55,000
Advertising Executive	£25,000	£35,000	£45,000
Copywriter	£28,000	£35,000	£45,000
Events Manager	£35,000	£40,000	£45,000
Marketing Manager	£24,000	£35,000	£44,500
Account Executive	£30,000	£35,000	£40,000
Marketing Executive	£30,000	£35,000	£40,000
Events Coordinator	£28,000	£32,000	£35,000
Marketing Coordinator	£28,000	£32,000	£35,000

Production and Manufacturing



Production & Manufacturing	Northern Ireland		
Medtech	Low	Mid	High
Maintenance Technician Electrical	£52,500	£55,000	£57,500
Maintenance Technician Mechanical	£52,500	£55,000	£57,500
Welders & Fitters	£41,000	£45,000	£49,000
Quality Supervisor / Team Lead	£40,000	£42,250	£44,500
Process Technician	£39,500	£42,000	£44,000
Production Supervisor / Team Lead	£36,500	£39,500	£42,000
Quality Control Operator	£35,500	£38,500	£41,000
Production / Manufacturing Operator	£33,000	£35,000	£36,500
Assemblers & Fabricators	£31,500	£33,500	£35,000

Retail



Retail	Northern Ireland		
Customer Service	Low	Mid	High
Merchandising	£28,000	£31,000	£33,000
Stock Control	£26,450	£27,500	£30,000
Customer Service Representative	£26,450	£27,000	£29,500
Stock Room Sales Advisors	£26,450	£27,000	£29,500
Back House Support	£26,450	£27,000	£27,500
Cashiers	£26,450	£27,000	£27,500
Goods in Warehouse Assistants	£26,450	£27,000	£27,500
Sales Advisors	£26,450	£27,000	£27,500
Management	Low	Mid	High
Store Manager	£32,000	£37,000	£41,000
Assistant Manager	£28,000	£31,000	£34,000
Store Supervisor	£26,450	£29,000	£32,000

Sales



Sales	Northern Ireland		
Sales	Low	Mid	High
Commercial Director	£80,000	£110,000	£140,000
Sales Director	£80,000	£110,000	£140,000
Business Development Director	£80,000	£100,000	£120,000
National Sales Manager	£60,000	£70,000	£80,000
Business Development Manager	£45,000	£55,000	£70,000
Field Sales Manager	£45,000	£55,000	£70,000
Sales Manager	£45,000	£55,000	£70,000
Area Sales Manager	£40,000	£45,000	£50,000
Account Manager	£28,000	£35,000	£45,000
Business Development Executive	£30,000	£38,000	£45,000
Field Sales Representative	£30,000	£38,000	£45,000
Sales Consultant	£30,000	£38,000	£45,000
B2B Sales Representative	£28,000	£32,000	£35,000
Sales Representative	£28,000	£32,000	£35,000
Customer Service Sales Administrator	£28,000	£30,000	£32,000
Sales Support Executive	£28,000	£30,000	£32,000

Supply Chain and Procurement



Supply Chain	Northern Ireland		
Transport & Logistics	Low	Mid	High
Logistics Manager	£50,000	£60,000	£70,000
Fleet Manager	£50,000	£55,000	£60,000
ADR Artic Driver	£42,000	£47,000	£50,000
Car Transporter	£43,000	£45,000	£50,000
Truck Driver Trainer	£40,000	£45,000	£50,000
Artic Driver	£37,000	£42,000	£45,000
Freight Forwarder	£37,000	£40,000	£45,000
HGV Driver	£38,000	£40,000	£45,000
Logistics Supervisor	£38,000	£40,000	£45,000
Road Maintenance Driver	£40,000	£43,000	£45,000
Roadside Motor Technician	£38,000	£40,000	£45,000
Bus Driver	£36,000	£40,000	£44,000
Rigid Driver	£36,000	£38,000	£42,000
Logistics Coordinator	£33,000	£36,000	£40,000
Logistics Planner	£33,000	£35,000	£40,000
Van Driver	£35,000	£37,000	£40,000
Shunter Driver	£33,000	£35,000	£38,000
B Licence Driver	£30,000	£33,000	£37,000
Logistics Administrator	£31,000	£33,000	£35,000
Car Valetor	£28,000	£30,000	£32,000
Truck Washer	£27,000	£28,000	£31,000
Driver Helper	£26,000	£28,000	£30,000

Technology



Technology	Northern Ireland		
Cybersecurity	Low	Mid	High
IT Security Engineer	£40,000	£50,000	£60,000
Data Analytics, Data Science & BI	Low	Mid	High
Data Architect	£60,000	£70,000	£80,000
Data Engineer	£40,000	£55,000	£70,000
BI Developer	£38,000	£50,000	£60,000
Data Analyst	£30,000	£36,000	£44,000
Infrastructure & Support	Low	Mid	High
Head of IT	£90,000	£110,000	£130,000
IT Director	£80,000	£90,000	£100,000
IT Manager	£60,000	£70,000	£80,000
Systems & Network Manager	£50,000	£65,000	£80,000
Business Applications Manager	£50,000	£60,000	£70,000
DevOps Engineer	£50,000	£57,500	£65,000
Network Support Engineer	£35,000	£50,000	£60,000
Application Support Specialist	£34,000	£42,000	£50,000
IT Field Engineer	£40,000	£45,000	£50,000
Systems Administrator	£35,000	£40,000	£45,000
Deskside Support Engineer	£35,000	£37,500	£40,000
Helpdesk Support Technician	£30,000	£34,000	£38,000
PMO	Low	Mid	High
Programme Manager	£70,000	£85,000	£100,000
Product Manager	£55,000	£70,000	£90,000
Management Consultant IT	£65,000	£75,000	£85,000
PMO Manager	£60,000	£70,000	£80,000
Production Manager	£60,000	£70,000	£75,000
Project Manager	£50,000	£60,000	£75,000
Change Manager	£60,000	£65,000	£70,000
Product Owner	£60,000	£65,000	£70,000
Scrum Master	£50,000	£60,000	£70,000
Business Analyst	£35,000	£45,000	£55,000
System Analyst	£45,000	£50,000	£55,000
Technical Writer	£40,000	£45,000	£50,000
QA/Test Automation	Low	Mid	High
Test Manager	£50,000	£60,000	£70,000
QA Engineer	£30,000	£42,000	£50,000

Technology	Northern Ireland		
Software Engineering & Development	Low	Mid	High
Solution Architect	£80,000	£90,000	£100,000
Head of Software Development	£70,000	£80,000	£90,000
Software Development Manager	£60,000	£70,000	£80,000
Frontend Developer	£40,000	£55,000	£70,000
Full Stack Developer	£40,000	£55,000	£70,000
JavaScript / UX Developer	£45,000	£50,000	£60,000
Java Developer	£40,000	£50,000	£60,000
Mobile (iOS/Android) Developer	£40,000	£50,000	£60,000
PHP / Web Developer	£40,000	£50,000	£60,000
UI/UX Designer	£40,000	£50,000	£60,000
C#/VB.Net/Asp.Net/.Net	£40,000	£50,000	£60,000
C/C Developer	£40,000	£50,000	£60,000

Warehouse and Distribution



Warehouse & Distribution	Northern Ireland		
Operations	Low	Mid	High
Warehouse Manager	£51,000	£56,000	£63,000
Assistant Warehouse Manager	£42,500	£46,000	£49,500
Warehouse Supervisor	£37,000	£40,000	£43,000
Supply Chain Specialist	£33,500	£37,000	£40,500
Warehouse Team Leader	£31,000	£34,000	£38,000
Warehouse Administrator	£27,000	£28,500	£31,000
Production & Manufacturing	Low	Mid	High
Quality Assurance	£42,500	£47,000	£51,500
Assembly Line Operative	£26,500	£27,500	£28,500
Forklift - VNA Operative	£26,500	£27,500	£28,500
Forklift Bendi Operative	£26,500	£27,500	£28,500
Forklift - Counterbalance Operative	£26,500	£27,500	£28,500
Forklift Reach Operative	£26,500	£27,500	£28,500
PPT Operative	£26,500	£27,500	£28,500
Production Operative	£26,500	£27,500	£28,500
Voice Picker	£26,500	£27,500	£28,500
Warehousing	Low	Mid	High
Stock Controller	£31,500	£34,500	£35,500
Goods In/Out Coordinator	£29,500	£32,000	£34,500
Goods In/Out Operative	£28,000	£29,000	£31,000
Warehouse Cleaner	£26,500	£27,500	£29,500
Warehouse Operative	£26,500	£27,500	£29,500
Order Picker	£26,500	£27,500	£28,500

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