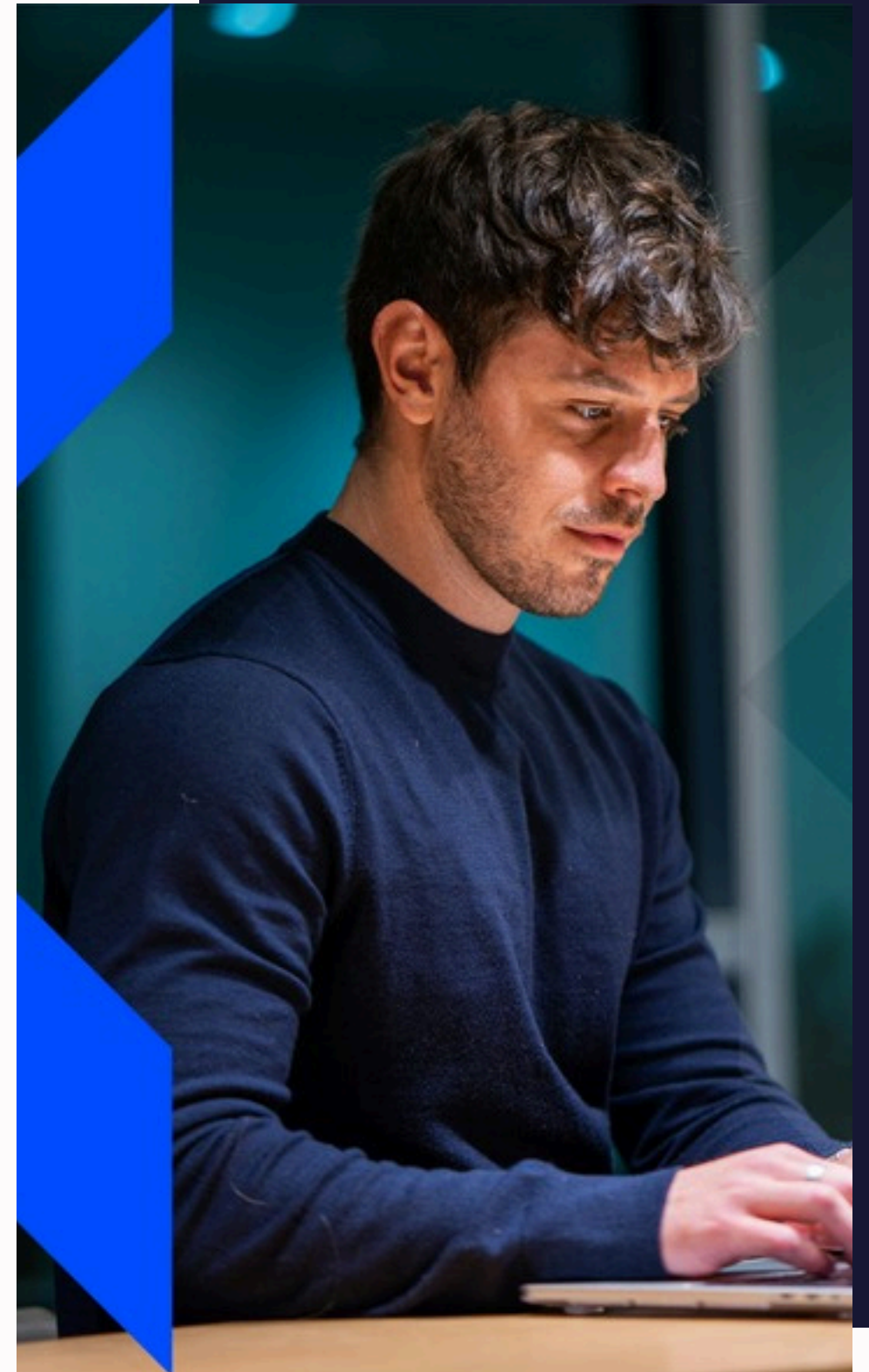


2026 Salary Guide Ireland



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Market Overview Introduction

Ireland 2026

Welcome to the Mason Alexander 2026 Salary Guide, designed to provide you with the most up-to-date insights into Ireland's evolving labour market and salary landscape. This guide draws on the latest economic data for Ireland and our own candidate survey findings to highlight how hiring conditions, salary expectations and work preferences are shifting across key sectors.

Despite global headwinds and evolving trade dynamics, Ireland's employment growth remains resilient, with unemployment near historic lows and job vacancies still elevated. However, the pace of growth is moderating, talent shortages persist and employers are increasingly focusing on strategic hires that drive value rather than broad headcount expansion.

In sectors such as Technology, Life Sciences, Financial Services and Legal, competition for high-calibre talent remains fierce. From AI and digital transformation to advanced manufacturing and regulatory complexity, skilled professionals remain a critical differentiator. This guide aims to equip both hiring managers and job-seekers with the current market trends, salary benchmarks and strategic insights needed to navigate the changing landscape.

Whether you are an employer seeking to attract and retain top talent or a candidate exploring your next career move, Mason Alexander is your trusted partner in understanding the dynamics of Ireland's professional market today.

Andrew Lynch,
CEO, Mason Alexander



a.lynch@masonalexander.ie



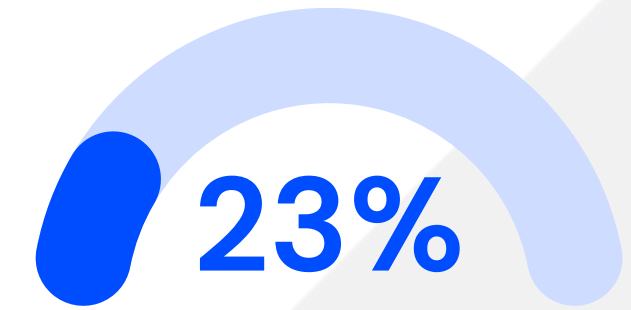
2026 Job Market Overview: Key Insights

Market Movement: Job Changes and Search Activity

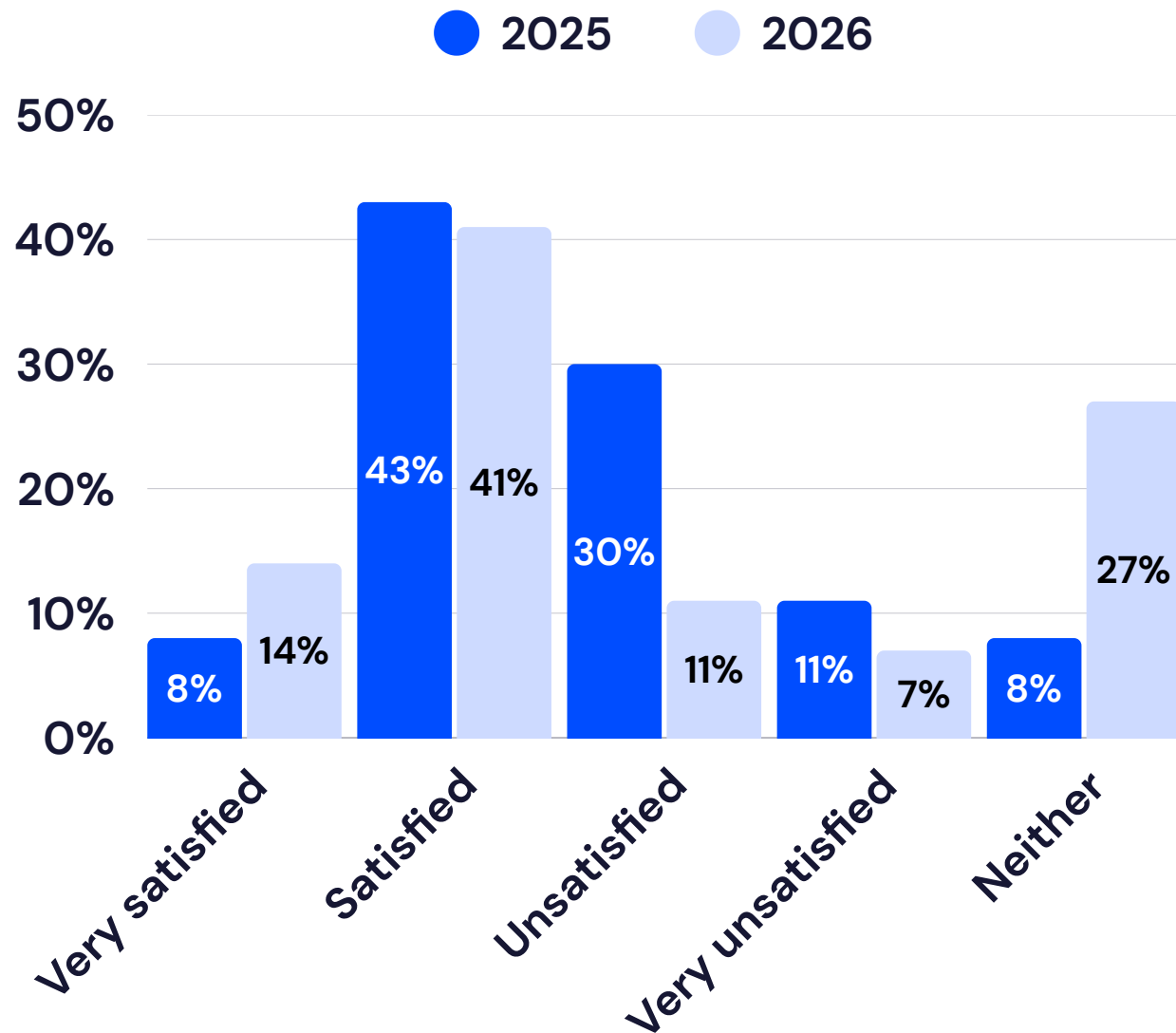
After several years of high mobility, 2026 brings a noticeable slowdown in job changes. **24%** of professionals changed jobs in the past year — down from **29%** — and just **23%** are actively seeking new opportunities, compared to **53%** in **2025**. Another **18%** plan to begin their search early next year, suggesting movement may rebound slightly in Q1.

This cautious sentiment reflects stabilising post-pandemic markets and a focus on job security. Yet among those actively looking now, **63%** expect to do so within three months — signalling strong intent when the right opportunity arises.

✓ Fewer employees may be actively looking, but those who are — are serious. Clear career paths, competitive salaries and cultures that inspire trust will be key differentiators in 2026.



of professionals are actively looking for a new job, with **63%** of the same respondents aiming to move **within the next 3 months.**



Job Satisfaction

Job satisfaction has edged upward this year, with **55%** of professionals feeling satisfied or very satisfied in their current roles — up from **51%** in **2025**. This suggests employers' renewed focus on engagement and retention is beginning to pay off.

However, **18%** of professionals remain **unsatisfied**, and **27%** are **neutral** — highlighting that while stability has improved, fulfilment is not universal.

The data shows that satisfaction correlates closely with recognition and growth. Those who received promotions or bonuses in the past year were more than twice as likely to describe themselves as **"very satisfied."**

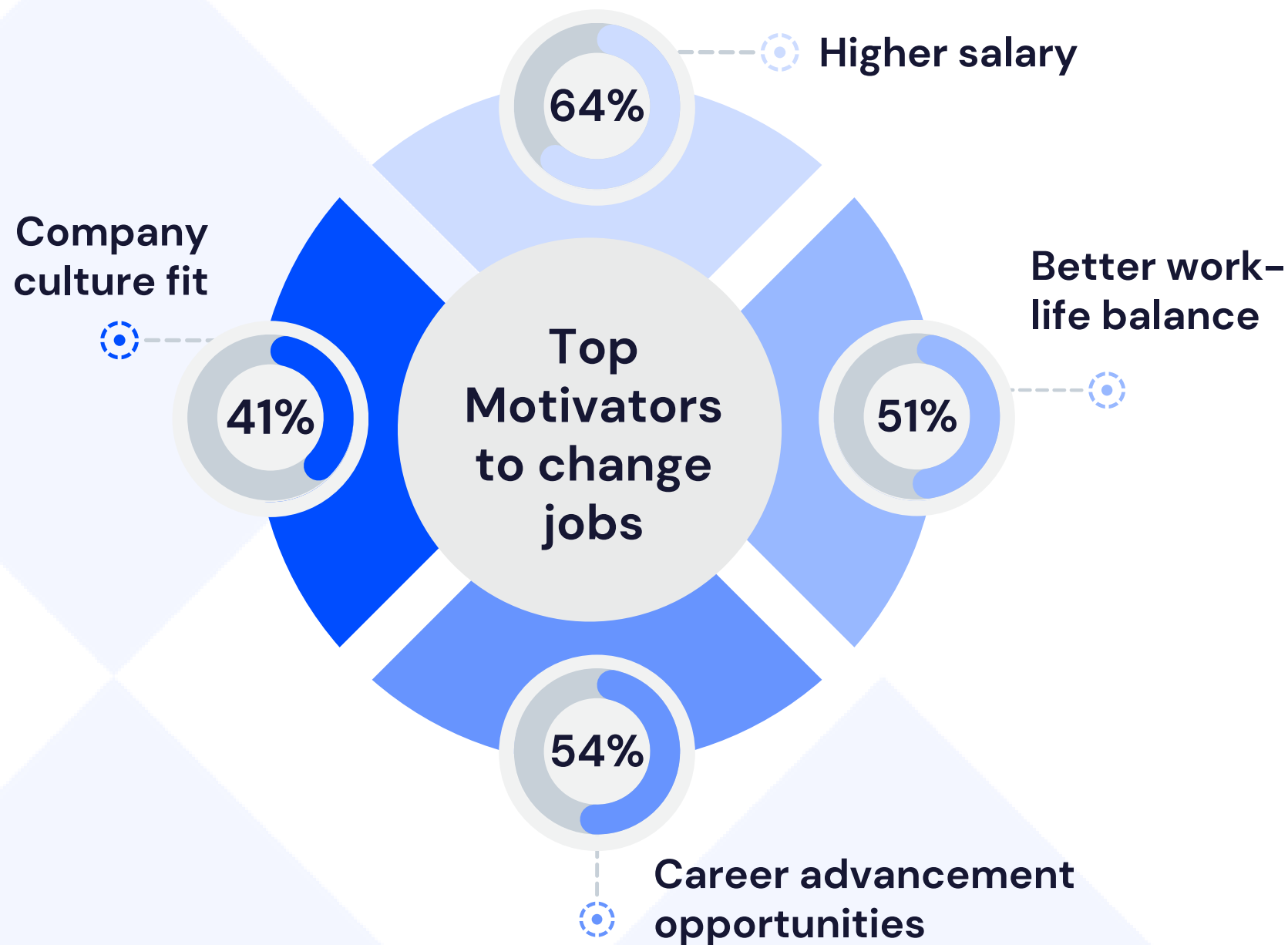
✓ Employees value stability, but they stay for opportunity and recognition. Employers should continue strengthening internal mobility, visible leadership communication, and reward structures to keep satisfaction on an upward trend

2026 Job Market Overview: Key Insights

Key Motivators for Job Changes

As with last year, higher salaries (64%) and career advancement opportunities (54%) remain the most compelling reasons for job changes.

However, better work-life balance (51%) and company culture fit (41%) also scored highly, underscoring a preference for roles that balance financial rewards with professional growth and lifestyle compatibility.



Gender Insights:

- **Men** are primarily influenced by salary (66%) and progression (57%)
- **Women** place greater value on work-life balance (62%), followed by salary (59%) and culture fit (54%).

These distinctions underscore the importance of **tailored engagement strategies** that reflect individual motivations and working styles rather than a one-size-fits-all approach.

While compensation is still king, culture, flexibility and progression are now part of the same equation. Employers who align all three — not just salary — will hold the strongest appeal in 2026.

*Above figures represent % of all candidates that selected each reason as a motivating factor to change job.

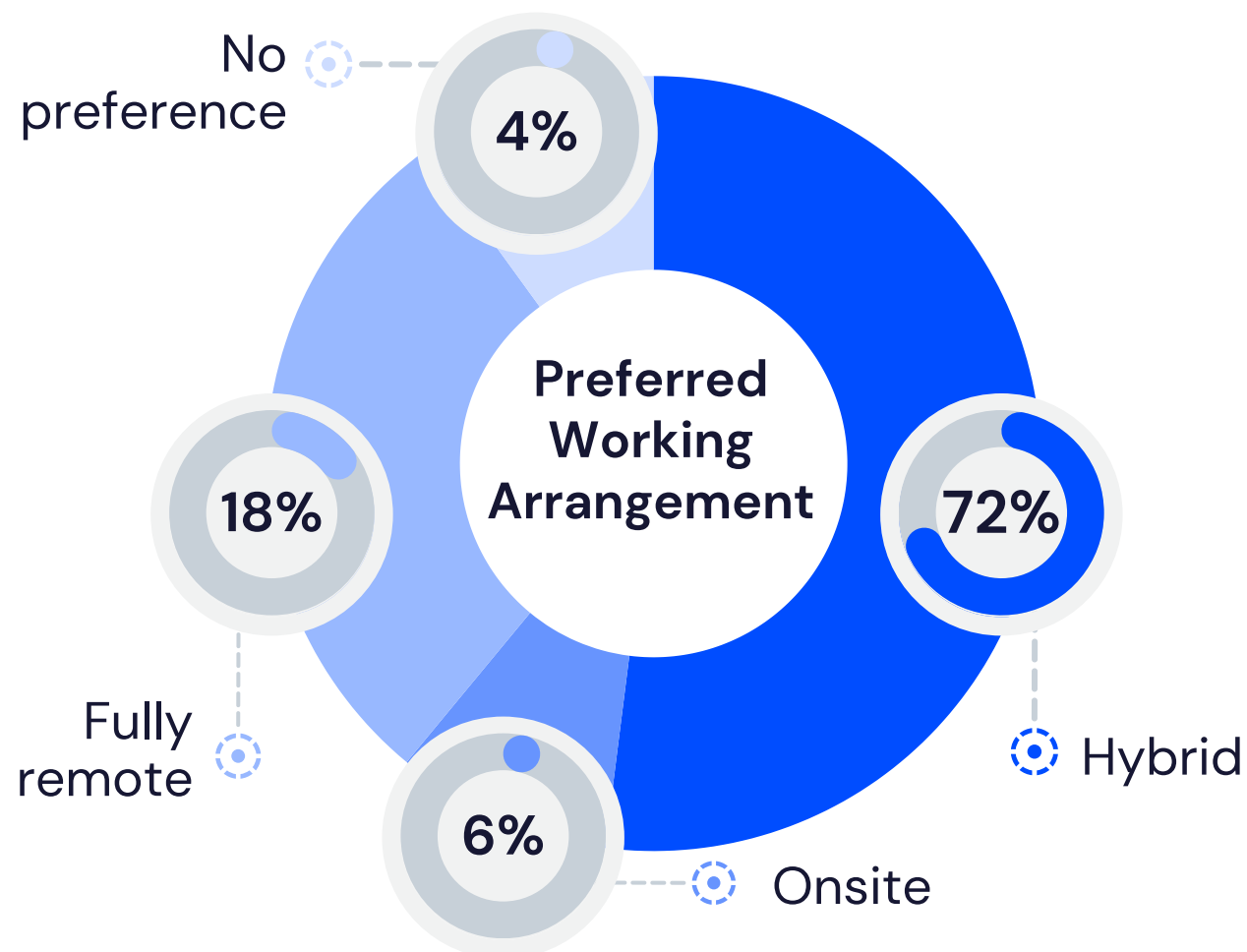
2026 Job Market Overview: Key Insights

Flexibility and Work Preferences

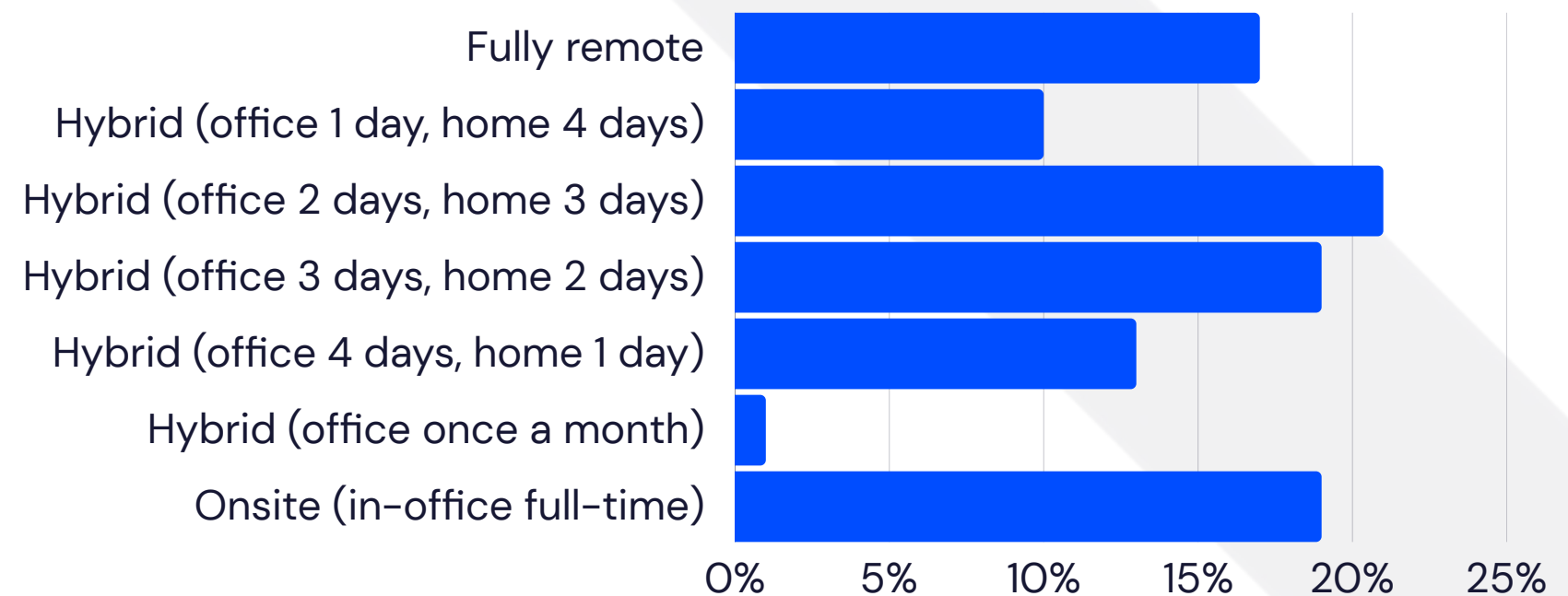
Hybrid working continues to dominate, solidifying its position as the preferred model for professionals across all sectors. The data shows a clear movement toward structured hybrid arrangements — with **hybrid** work rising from **55% last year to 64% this year**, while fully remote setups declined from **26% to 17%**. This shift reflects how employers are refining their return-to-office strategies and embedding more predictable hybrid structures within their operations.

- ◆ When it comes to preferred working arrangements, hybrid remains the clear favourite among professionals. Most professionals value the autonomy and focus that remote work allows, but also recognise the benefits of in-person collaboration and connection that come with time spent onsite.
- ◆ **41%** of professionals said they would trade a higher salary for greater flexibility and work-life balance — including **44%** of women and **40%** of men.
- ◆ Flexibility is not a perk — it’s an expectation. Employers who view hybrid and work-life balance as part of their value proposition, rather than a concession, will remain more competitive and attract a broader pool of candidates.

Preferred Working Arrangement:



Current Work Arrangements:

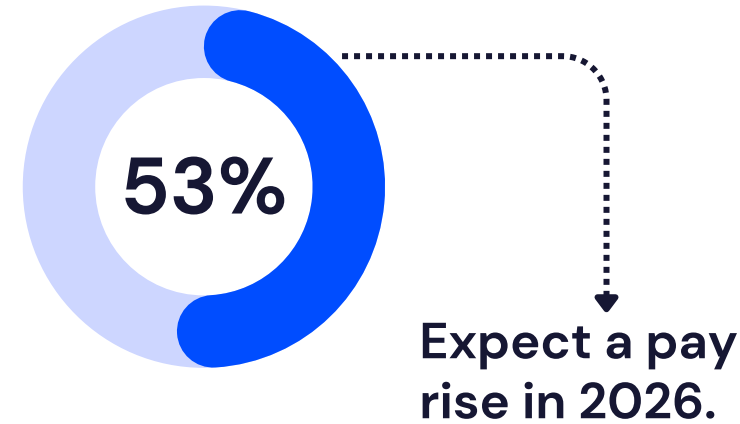


2026 Job Market Overview: Key Insights

Salary Satisfaction and Expectations

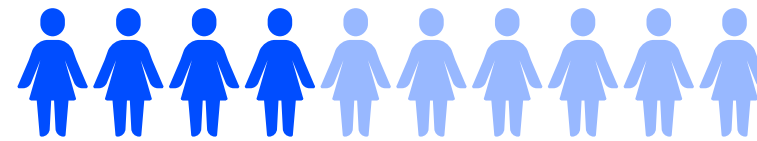
While most professionals feel their pay is fair, confidence in future earnings varies — particularly between men and women.

- **52%** believe they are paid in line with market averages.
- **29%** are dissatisfied with their pay.
- **67%** received a salary increase during 2025, and **53%** expect another in 2026.

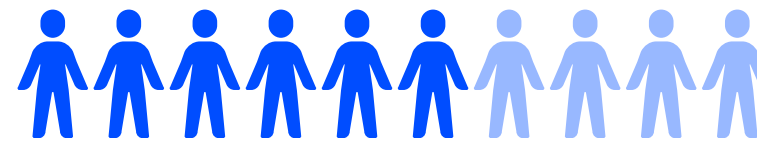


Gender-Specific Differences:

Men (**60%**) are significantly more likely than women (**38%**) to expect a pay rise next year — highlighting a confidence and expectation gap that continues to persist.



Nearly 4 in 10 women
expect a pay rise during 2026.



6 in 10 men
expect a pay rise during 2026.

Pay Rises and Bonuses:

Career progression remains limited:

- Only **18%** were promoted in the past year,
- while **27%** say they haven't been promoted in over 2 years

Meanwhile, **64%** received a bonus in the past 12 months, underscoring that financial reward remains a key engagement driver.



2026 Job Market Overview: Key Insights

Job Security and Recognition

Perceptions of job security remain strong:

- ◆ 73% feel secure in their role (37% very secure, 36% somewhat secure).
- ◆ Yet, men continue to feel more secure (40% very secure) than women (31%).

When it comes to feeling valued beyond pay:

- ◆ 56% say they feel recognised for their work,
- ◆ 22% are neutral, suggesting room for improvement in everyday recognition.

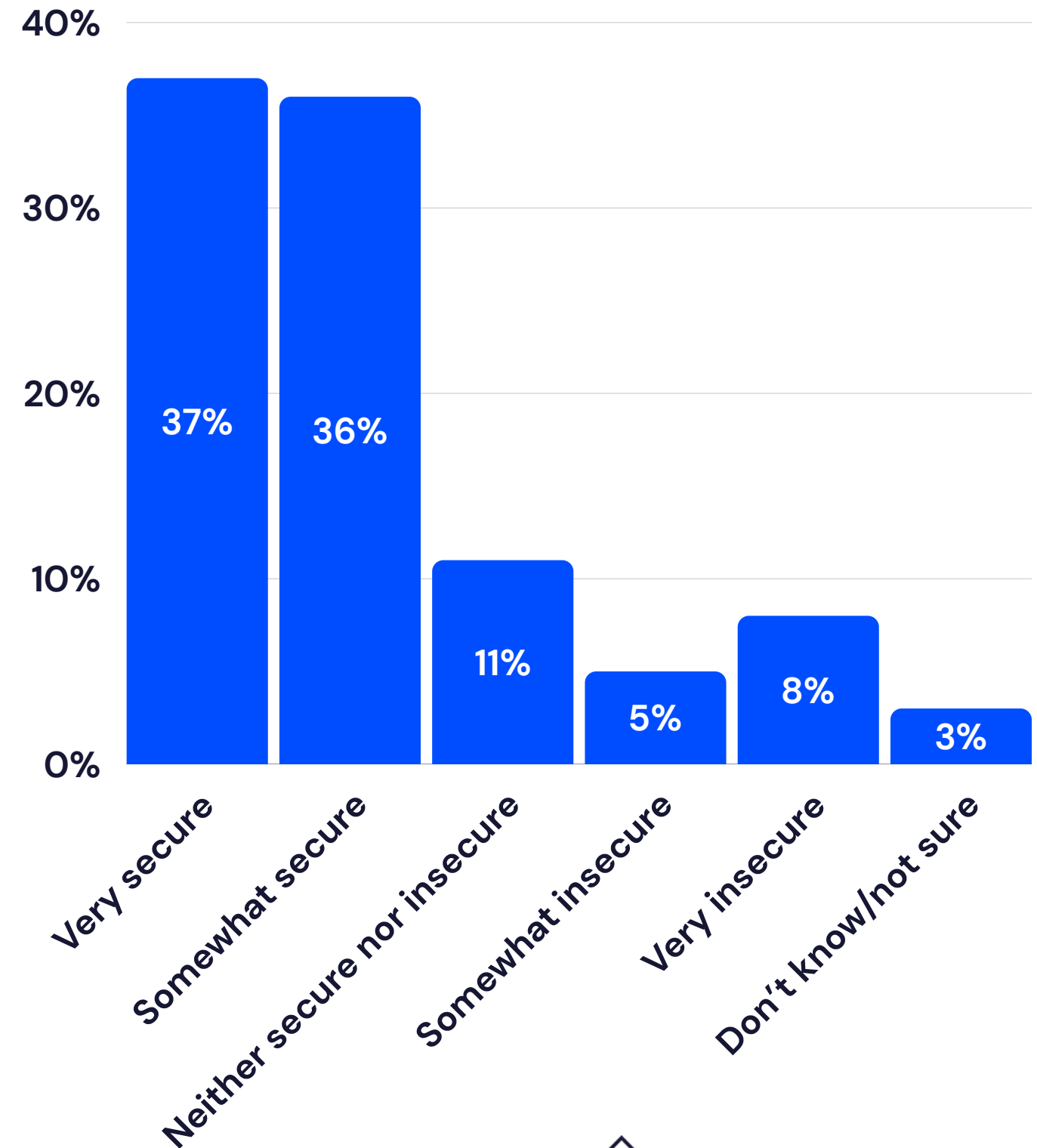


Insight for Employers:

Security and recognition go hand in hand. When employees feel seen and appreciated, they're less likely to seek stability elsewhere.

Building recognition into leadership communication — not just performance reviews — can have a powerful retention effect.

How secure do you feel in your current role?



2026 Job Market Overview: Key Insights

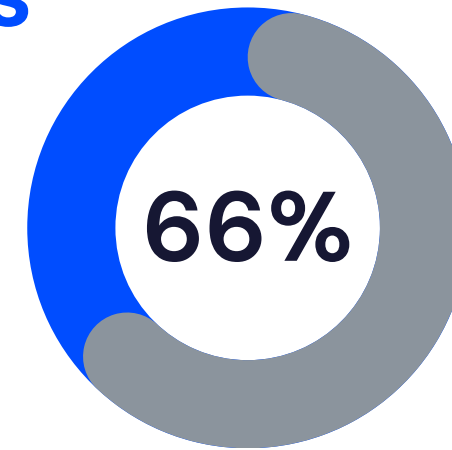
Artificial Intelligence in the Workplace

AI adoption has grown significantly, transforming workflows across every sector.

- **66%** of professionals now use AI tools in their roles — up from **42%** last year — and **56%** believe AI will affect their long-term career path.

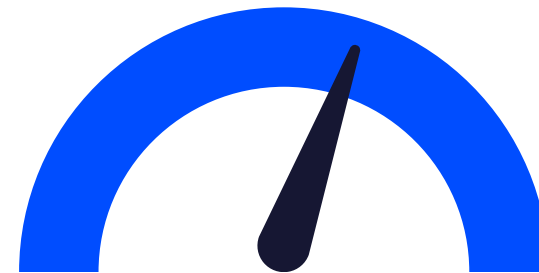
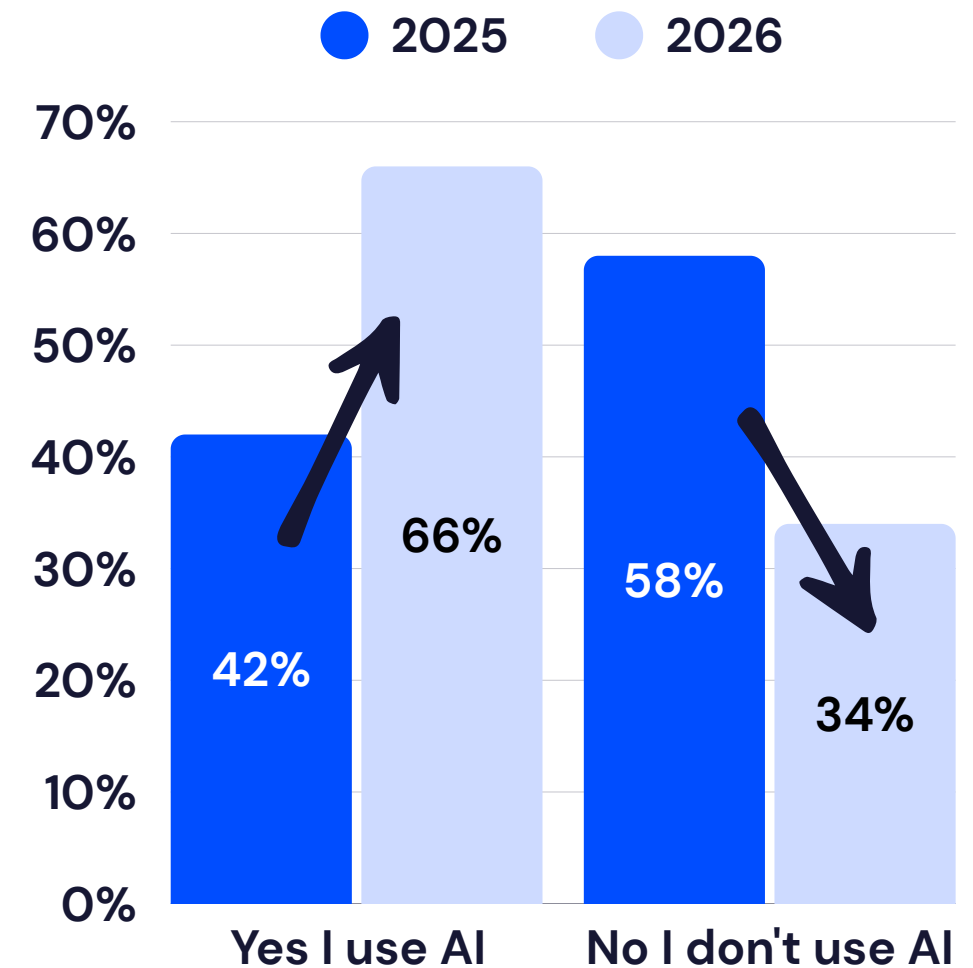
However, most professionals feel underprepared for this shift:

- Only **30%** believe their employer provides adequate training,
- while **61%** report limited or no support.



Use AI in their current role

Do you use AI in your current role?



The average impact rating for AI on career decisions is **6/10**, showing cautious optimism balanced by uncertainty.

AI is becoming an essential part of the modern skill set. Employers should focus on upskilling and support, ensuring employees feel equipped and empowered rather than replaced.

Training in both technical and soft skills will be key to long-term confidence and performance.



2026 Job Market Overview: Key Insights

Confidence and Job Application Behaviour

Confidence continues to influence how professionals approach job applications.

When asked how often they apply for roles without meeting all listed criteria:

- 26% of men said **always**, compared to just 13% of women.
- 13% of women said they never apply unless they meet 100% of the requirements – versus only 3% of men.



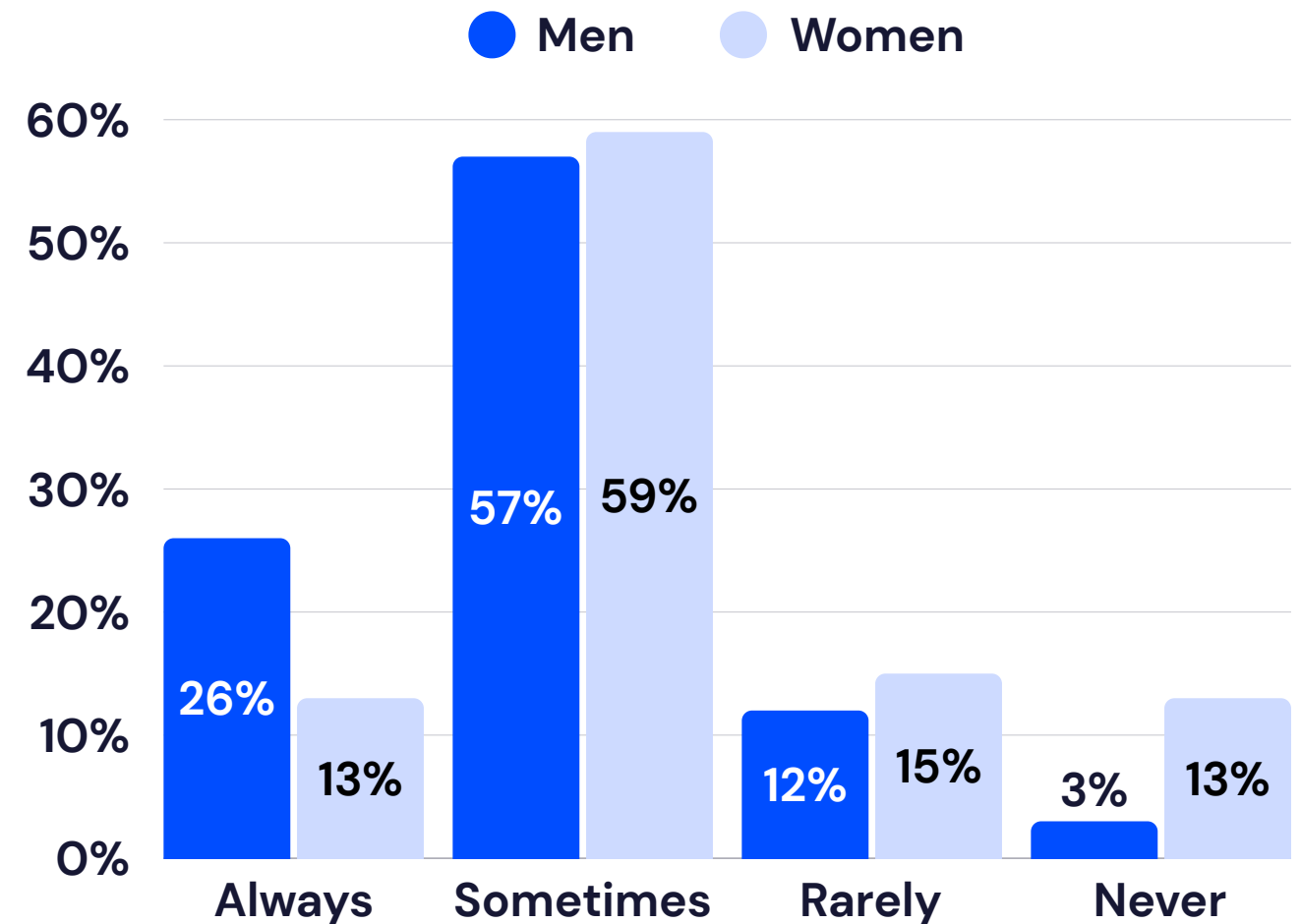
Overly rigid job specifications may unintentionally limit diversity in applicant pools. Employers should clearly distinguish between **essential** and **desirable skills**, and communicate openness to transferable experience to attract broader, more confident talent.

Working with Recruiters

Trust continues to define job seekers' relationships with recruiters.

- 44% of professionals prefer to **work exclusively with one trusted recruiter or agency** – valuing personalised support, transparency and guidance throughout their job search.

How often do you apply for a job if you don't meet 100% of the listed requirements?



Insight for Employers:

This trend reflects the growing importance of **relationship-led recruitment**. Employers who partner **exclusively** with an experienced recruiter gain access to **deeper candidate networks** and **stronger alignment** between role requirements and candidates' motivations.



Technology

Market Outlook 2026

Ireland's technology sector enters 2026 with strong momentum in **AI, cybersecurity, cloud** and **data**, supported by continued foreign direct investment and R&D activity. IDA Ireland reported a **37%** year-on-year increase in investments in H1 2025, creating a strong pipeline for digitalisation and sustainability projects in 2026.

At the same time, the market faces **infrastructure** and **regulatory pressures**—particularly around data centre capacity and new EU requirements—that are shaping where and how companies scale.

Skills and Roles in Demand

- **Applied & Generative AI:** As adoption moves from pilot to production, demand is high for ML engineers, MLOps/LLMOps specialists, AI product managers, responsible AI experts, and data scientists in risk, fraud, and personalisation.
- **Cybersecurity:** Driven by AI-related risks and the rollout of the EU NIS2 Directive, hiring is focused on CISOs, GRC/compliance specialists, security architects, cloud security engineers, IAM experts, and incident response teams.
- **Cloud & Data Platforms:** Skills in platform engineering, data migration, FinOps, and governance are essential as companies modernise systems and prepare for the EU AI Act's transparency and monitoring obligations.
- **Software & Infrastructure:** Ongoing demand for software engineers, SREs, developer productivity (DevEx) specialists, and edge/IoT engineers, particularly where firms are building proprietary capabilities in-house.
- **Healthtech & Public Sector Data:** Investment in health and government AI/data initiatives is creating roles in interoperability, privacy engineering, and analytics.

Market Signals for 2026

- **AI investment:** PayPal announced 100 new AI & data science roles in Dublin; OpenAI also confirmed plans to expand its Irish presence.
- **FDI growth:** 179 investments were approved in H1 2025, spanning R&D, digitalisation, and sustainability.
- **Infrastructure capacity:** Data centre growth continues, but power constraints are pushing providers to explore regional builds, on-site generation, and optimisation strategies.



Sophie Kelly
Director & Head of Technology
s.kelly@masonalexander.ie

Hiring Trends

- **Permanent roles** remain critical for long-term capabilities—particularly in AI/ML, security, data and software engineering—where firms need stable in-house teams.
- **Contract demand** stays strong for specialist delivery (AI integration, compliance uplift, data migrations, cloud modernisation), allowing organisations to bridge skill gaps and manage costs flexibly.

Technology

Trends and Survey Insights

Job Movement and Motivations

While the technology sector remains one of the most dynamic areas of the Irish job market, this year's data shows a cooling in movement compared to 2025.

- **35%** of technology professionals changed jobs in the past year (down from 39%), and **32%** are actively seeking new roles, a notable drop from **49%** last year.
- However, movement remains fluid — **80%** of those currently seeking new opportunities plan to make a move within the **next three months**, signalling that when tech talent decides to move, they move quickly.

Top motivators for job changes remain consistent:

Higher salary (58%), **new challenges (58%)** and **career advancement opportunities (52%)** are leading drivers. However, this year, **company culture fit (48%)** and **work-life balance (48%)** are equally influential.

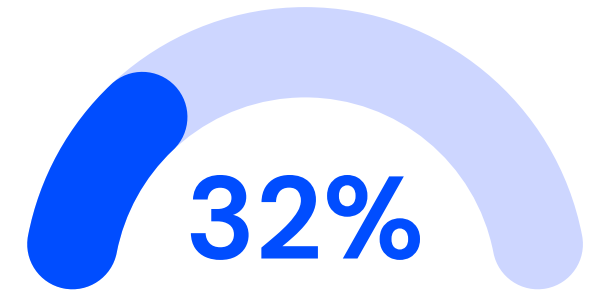
Meanwhile, better **leadership/management (39%)** and **job security/stability (39%)** are emerging as more prominent motivators than in previous years, reflecting the sector's cautious response to recent global tech layoffs and economic uncertainty.

Work Arrangements

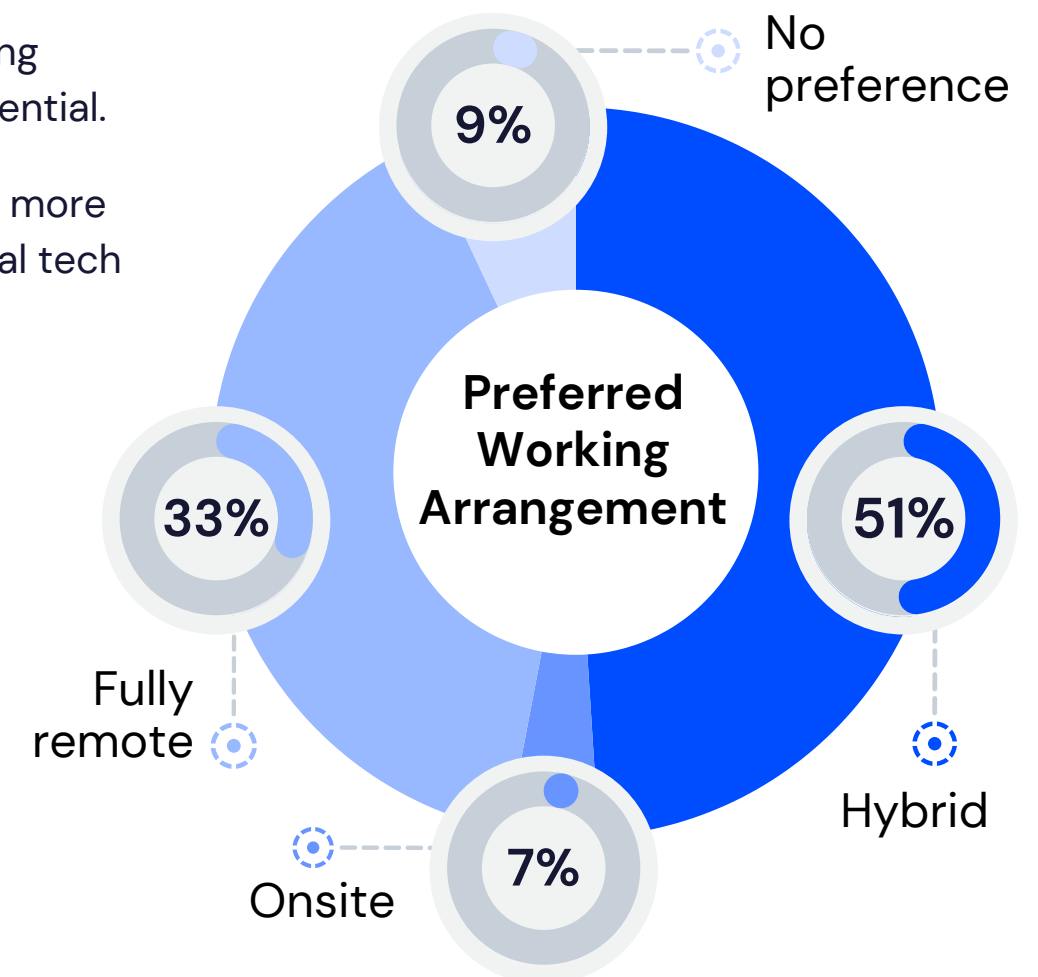
Flexibility remains a defining feature of technology roles — but hybrid working continues to dominate as the preferred model. **42%** of technology professionals work in a hybrid setup, with only a small percentage fully onsite. When looking ahead, **51% say hybrid is their ideal arrangement**, while **33%** would prefer **fully remote**, indicating that while autonomy remains important, **collaboration** and **in-person connection** are still valued.

52% of technology professionals said they would **accept a lower salary for greater flexibility** or work-life balance — a significant rise from **29%** last year. This reinforces that flexibility is now seen as a core part of job satisfaction rather than an added benefit.

- ◆ For employers, finding the right balance between offering **flexibility** and maintaining a **connected, high-performing team environment** will be key to attracting and retaining top tech talent.



of Tech professionals are actively looking for a new job, with **80%** of the same respondents aiming to make a move within the **next 3 months**.



Technology

Trends and Survey Insights

Salary Expectations

Salary satisfaction among technology professionals has improved slightly, though room for growth remains. **19%** feel generously rewarded, while **52%** believe they earn about the average for their role. However, **22%** (combining those who are “very” or “quite” unhappy) still feel underpaid.

Expectations for pay increases in 2026 are moderate: **42%** expect a raise, down from **51%** last year, while **37%** do not expect any increase and **21%** remain unsure. This cautious outlook may reflect broader economic sentiment and employer restraint following a period of aggressive tech salary inflation.

- ◆ For employers, this signals that while **salary remains a top motivator**, tech professionals are increasingly weighing other factors — such as **recognition, learning opportunities** and **flexibility** — in their overall sense of value and satisfaction.



Job Satisfaction and Recognition

Job satisfaction levels among technology professionals remain mixed. **48%** describe themselves as **satisfied or very satisfied**, while **23%** are **unsatisfied or very unsatisfied**. This indicates that nearly half of tech talent may be open to new opportunities if engagement, recognition or growth prospects improve.

When it comes to feeling valued, only **16%** strongly agree that they feel recognised for their contributions beyond pay and a further **35%** somewhat agree. However, **25%** of professionals disagree to some degree, suggesting that **recognition** and **visibility** remain key areas for improvement — especially in remote and distributed teams where day-to-day feedback can be limited.

This year’s results highlight a growing expectation for more **transparent feedback**, **career development frameworks** and genuine **acknowledgment** of individual impact.

Technology

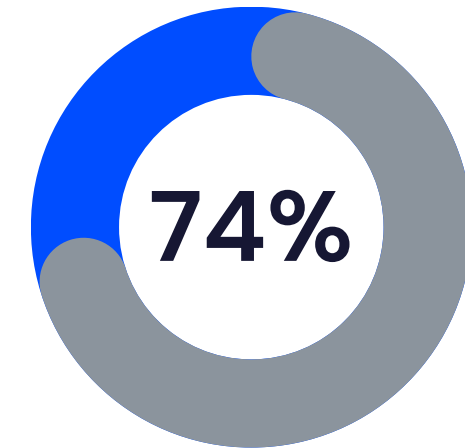
Trends and Survey Insights

AI Impact and Career Perception

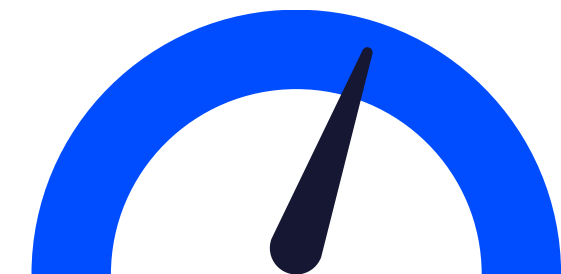
Artificial Intelligence continues to redefine the landscape of technology roles, and its influence is more pronounced than ever. **74%** of technology professionals now **use AI in their current roles** — up sharply from **51%** last year — **signalling rapid integration across engineering, product and data functions.**

The perceived long-term impact of AI is also intensifying. **71%** believe AI will affect their career plans, up from **56%**, and the average influence score of **6 out of 10** indicates a moderate but growing sense of transformation.

35% report receiving adequate training and support, while **44%** say their employer provides none at all, underscoring a widening skills gap that could impact both productivity and confidence.



Use AI in their current role



The average impact rating for AI on career decisions is **6/10**, showing cautious optimism balanced by uncertainty.

For employers, this presents both a challenge and an opportunity: to equip teams with the tools, learning and reassurance needed to navigate technological change effectively.

Organisations that invest in **AI literacy** and **continuous upskilling** will not only future-proof their workforce but also enhance **engagement** among tech talent eager to stay ahead of the curve.

Technology

Trends and Survey Insights

Conclusion

As we move into 2026, Ireland's technology sector stands at a pivotal point — shaped by steady market recovery, evolving workforce expectations, and the growing **influence of AI** across every area of business. While hiring activity remains competitive, stability has returned compared to the volatility of recent years. For employers, this means talent attraction is once again less about volume and more about value — **finding the right people with the right skills who can help drive innovation and performance.**

Our survey shows that career motivation within the tech community remains strong. Professionals are most drawn to opportunities where they can work on **innovative projects**, learn new technologies and make a tangible impact. While **salary** remains a key motivator, job satisfaction is increasingly tied to **recognition, meaningful work** and a **sense of progress** — factors that employers can influence through culture and career development as much as compensation.

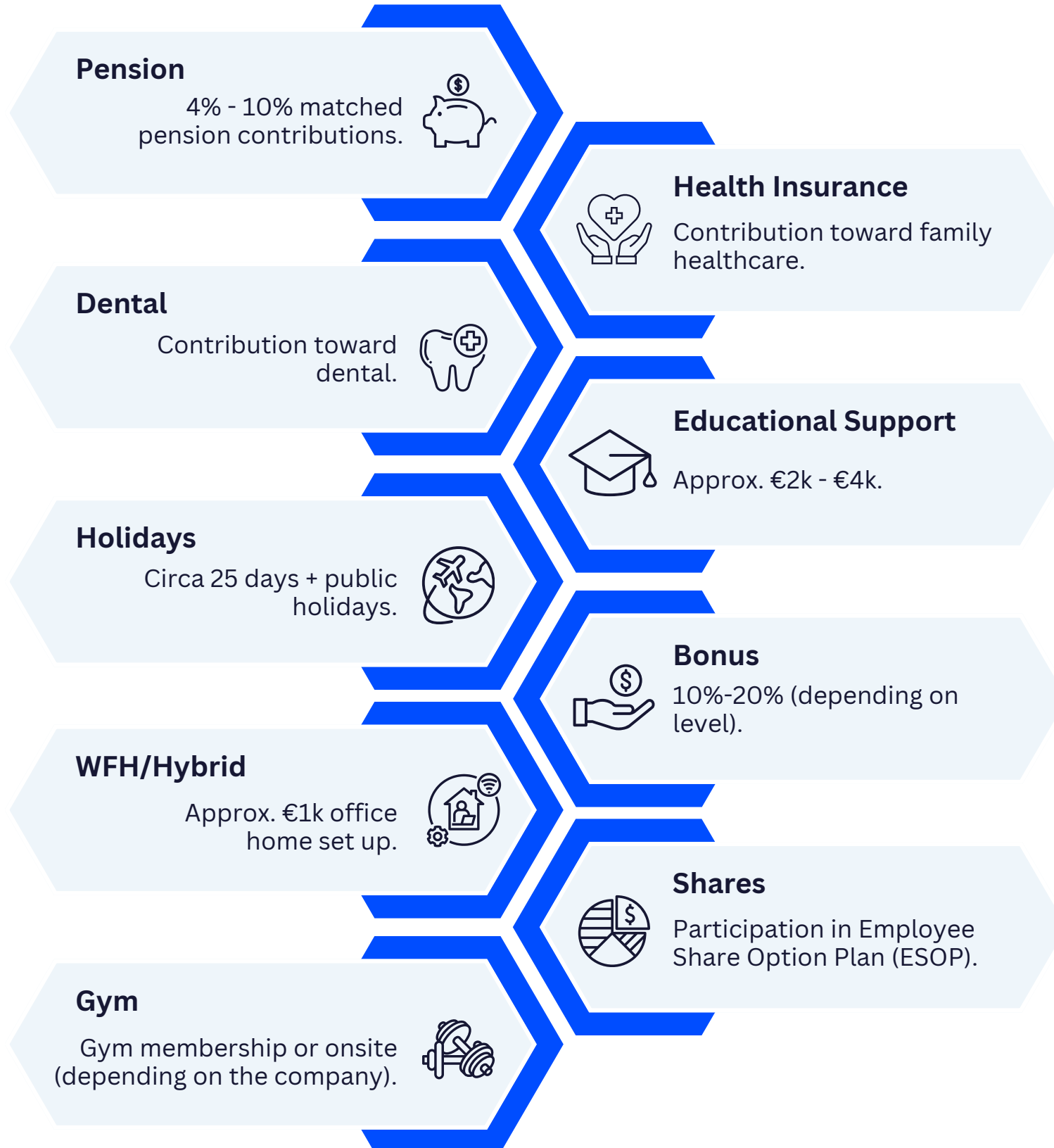
Work arrangements also continue to evolve. **Flexibility** is still expected, but many organisations are refining their hybrid models to strengthen **collaboration** and **connection**. Striking the right balance between **autonomy** and **in-person engagement** will be essential in 2026, particularly as teams scale and business priorities shift.

Finally, **AI** continues to redefine roles and reshape skills across the sector. Rather than replacing tech talent, it's amplifying demand for professionals who can integrate, manage and enhance these tools within real-world business contexts. Employers that proactively invest in AI readiness — **both through technology and upskilling** — will be best placed to stay ahead.

In short, success in 2026 will depend on how effectively organisations align evolving **employee motivations with business goals**. Those that offer purposeful work, fair rewards and an environment that fosters innovation and growth will not only attract top talent — **they'll retain it in an increasingly dynamic market.**



Technology Benefits



*All benefits are company dependant.



Technology

Permanent Salaries

Technology - Permanent Salaries

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Head of Data Engineering	0-3 years	€120k - €130k	€100k - €110k	€100k - €110k	€100k - €110k
	3-5 years	€130k - €140k	€110k - €120k	€110k - €120k	€110k - €120k
	5+ years	€140k - €155k	€120k - €135k	€120k - €135k	€120k - €135k
Head of Data Science	0-3 years	€100k - €110k	€95k - €100k	€95k - €100k	€95k - €100k
	3-5 years	€110k - €120k	€100k - €110k	€100k - €110k	€100k - €110k
	5+ years	€120k - €135k	€110k - €125k	€110k - €125k	€110k - €125k
IT Director	0-3 years	€100k - €120k	€100k - €120k	€100k - €120k	€100k - €120k
	3-5 years	€120k - €135k	€120k - €130k	€120k - €130k	€120k - €130k
	5+ years	€135k - €150k	€130k - €140k	€130k - €140k	€130k - €140k
IT Manager	0-3 years	€75k - €85k	€70k - €85k	€70k - €85k	€70k - €85k
	3-5 years	€85k - €95k	€85k - €95k	€85k - €95k	€85k - €95k
	5+ years	€95k - €110k	€95k - €110k	€95k - €110k	€95k - €100k
Infrastructure Manager	0-3 years	€70k - €85k	€60k - €70k	€60k - €65k	€60k - €65k
	3-5 years	€85k - €90k	€70k - €80k	€65k - €75k	€65k - €75k
	5+ years	€90k - €100k	€80k - €90k	€75k - €85k	€75k - €85k

Technology - Permanent Salaries

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Software Development Manager	0-3 years	€100k - €120k	€90k - €110k	€90k - €110k	€90k - €110k
	3-5 years	€120k - €130k	€100k - €120k	€100k - €120k	€100k - €120k
	5+ years	€130k - €145k	€120k - €130k	€120k - €130k	€120k - €130k
Software Test Manager	0-3 years	€80k - €85k	€70k - €75k	€70k - €75k	€70k - €75k
	3-5 years	€85k - €90k	€75k - €85k	€75k - €80k	€75k - €80k
	5+ years	€90k - €100k	€85k - €95k	€80k - €90k	€80k - €90k
Enterprise Architect	0-3 years	€90k - €100k	€80k - €90k	€80k - €90k	€80k - €90k
	3-5 years	€100k - €110k	€90k - €100k	€90k - €100k	€90k - €100k
	5+ years	€110k - €140k	€100k - €120k	€100k - €120k	€100k - €120k
Technical Architect	0-3 years	€85k - €95k	€85k - €90k	€85k - €90k	€85k - €90k
	3-5 years	€95k - €110k	€90k - €100k	€90k - €100k	€90k - €100k
	5+ years	€110k - €130k	€100k - €110k	€100k - €110k	€100k - €110k
Service Delivery Manager	0-3 years	€70k - €75k	€60k - €70k	€60k - €65k	€60k - €65k
	3-5 years	€75k - €90k	€70k - €80k	€65k - €75k	€65k - €75k
	5+ years	€90k - €110k	€80k - €90k	€75k - €85k	€75k - €85k
Head of PMO	0-3 years	€100k - €110k	€95k - €110k	€85k - €95k	€85k - €95k
	3-5 years	€110k - €130k	€110k - €125k	€95k - €115k	€95k - €115k
	5+ years	€130k - €180k	€125k - €150k	€115k - €130k	€115k - €130k

*k represents thousands

Technology - Permanent Salaries

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Programme Manager	0-3 years	€85k - €100k	€80k - €90k	€70k - €75k	€70k - €75k
	3-5 years	€100k - €110k	€90k - €110k	€75k - €85k	€75k - €85k
	5+ years	€110k - €130k	€110k - €130k	€85k - €100k	€85k - €100k
PMO Analyst	0-3 years	€40k - €50k	€35k - €45k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €60k	€45k - €60k	€40k - €50k	€40k - €50k
	5+ years	€60k - €70k	€60k - €70k	€50k - €60k	€50k - €60k
IT Project Manager	0-3 years	€45k - €65k	€40k - €55k	€35k - €45k	€35k - €45k
	3-5 years	€65k - €85k	€55k - €75k	€45k - €65k	€45k - €65k
	5+ years	€85k - €120k	€75k - €95k	€65k - €85k	€65k - €85k
Business Analyst	0-3 years	€35k - €55k	€30k - €55k	€30k - €40k	€30k - €45k
	3-5 years	€55k - €70k	€55k - €70k	€40k - €65k	€45k - €55k
	5+ years	€70k - €90k	€70k - €85k	€65k - €70k	€55k - €70k
System Analyst	0-3 years	€40k - €55k	€35k - €50k	€30k - €40k	€35k - €45k
	3-5 years	€55k - €65k	€50k - €60k	€40k - €55k	€45k - €55k
	5+ years	€65k - €70k	€60k - €70k	€55k - €70k	€55k - €70k
Head of Product Management	0-3 years	€90k - €100k	€90k - €100k	€80k - €90k	€90k - €95k
	3-5 years	€100k - €110k	€100k - €110k	€90k - €100k	€95k - €100k
	5+ years	€110k - €125k	€110k - €125k	€100k - €120k	€100k - €120k

*k represents thousands

Technology - Permanent Salaries

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Product Manager	0-3 years	€65k - €75k	€65k - €75k	€60k - €70k	€65k - €75k
	3-5 years	€75k - €85k	€75k - €85k	€70k - €80k	€75k - €85k
	5+ years	€85k - €100k	€85k - €100k	€80k - €90k	€85k - €100k
Product Owner	0-3 years	€50k - €60k	€50k - €60k	€45k - €60k	€50k - €60k
	3-5 years	€60k - €70k	€60k - €70k	€60k - €70k	€60k - €70k
	5+ years	€70k - €75k	€70k - €75k	€70k - €75k	€70k - €75k
Scrum Master	0-3 years	€45k - €65k	€45k - €65k	€45k - €60k	€45k - €65k
	3-5 years	€65k - €85k	€65k - €85k	€60k - €70k	€65k - €85k
	5+ years	€85k - €105k	€85k - €95k	€70k - €85k	€85k - €95k

*k represents thousands

Technology - Permanent Salaries

Web and Mobile

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
IOS Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k
Android Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k
Web Developer	0-3 years	€45k - €50k	€35k - €45k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €60k	€45k - €55k	€40k - €55k	€40k - €50k
	5+ years	€60k - €75k	€55k - €70k	€55k - €70k	€50k - €65k
Angular Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k
React.js Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k

*k represents thousands

Technology - Permanent Salaries

Web and Mobile

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Full Stack Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k
PHP Developer	0-3 years	€45k - €50k	€40k - €45k	€40k - €45k	€40k - €45k
	3-5 years	€50k - €60k	€45k - €55k	€45k - €55k	€45k - €55k
	5+ years	€60k - €80k	€55k - €75k	€55k - €75k	€55k - €75k
UX Manager	0-3 years	€60k - €75k	€55k - €65k	€50k - €60k	€55k - €60k
	3-5 years	€75k - €85k	€65k - €75k	€60k - €70k	€60k - €70k
	5+ years	€85k - €95k	€75k - €85k	€70k - €80k	€70k - €80k
UX Designer	0-3 years	€30k - €45k	€30k - €45k	€30k - €45k	€30k - €45k
	3-5 years	€45k - €65k	€45k - €55k	€45k - €55k	€45k - €55k
	5+ years	€65k - €90k	€55k - €75k	€55k - €75k	€55k - €75k
UI Designer	0-3 years	€30k - €45k	€30k - €40k	€30k - €35k	€30k - €35k
	3-5 years	€45k - €60k	€40k - €50k	€35k - €45k	€35k - €45k
	5+ years	€60k - €75k	€50k - €75k	€45k - €70k	€45k - €70k

*k represents thousands

Technology - Permanent Salaries

Web and Mobile

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Ruby On Rails Developer	0-3 years	€40k - €65k	€40k - €60k	€40k - €60k	€40k - €60k
	3-5 years	€65k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €110k	€75k - €100k	€75k - €100k	€75k - €100k
Web Designer	0-3 years	€30k - €45k	€30k - €35k	€28k - €35k	€28k - €35k
	3-5 years	€45k - €60k	€35k - €45k	€35k - €50k	€35k - €50k
	5+ years	€60k - €75k	€45k - €65k	€50k - €60k	€50k - €60k
Graphic Designer	0-3 years	€35k - €45k	€30k - €40k	€30k - €35k	€30k - €35k
	3-5 years	€45k - €55k	€40k - €50k	€35k - €45k	€35k - €45k
	5+ years	€55k - €65k	€50k - €60k	€45k - €55k	€45k - €55k

*k represents thousands

Technology - Permanent Salaries

Software Development and Testing

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Java Developer	0-3 years	€40k - €65k	€35k - €60k	€35k - €60k	€35k - €60k
	3-5 years	€65k - €85k	€60k - €80k	€60k - €80k	€60k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k
Scala Developer	0-3 years	€40k - €65k	€35k - €60k	€35k - €60k	€35k - €60k
	3-5 years	€65k - €85k	€60k - €80k	€60k - €80k	€60k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k
Python Developer	0-3 years	€40k - €65k	€35k - €60k	€35k - €60k	€35k - €60k
	3-5 years	€65k - €85k	€60k - €80k	€60k - €80k	€60k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k
C# Developer	0-3 years	€40k - €65k	€35k - €60k	€35k - €60k	€35k - €60k
	3-5 years	€65k - €85k	€60k - €80k	€60k - €80k	€60k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k
C++ / C Developer	0-3 years	€50k - €60k	€45k - €55k	€35k - €45k	€35k - €45k
	3-5 years	€60k - €75k	€55k - €65k	€45k - €55k	€45k - €55k
	5+ years	€75k - €90k	€65k - €75k	€55k - €65k	€55k - €65k
Software Development Architect	0-3 years	€60k - €70k	€50k - €60k	€45k - €55k	€45k - €55k
	3-5 years	€70k - €80k	€60k - €70k	€55k - €65k	€55k - €65k
	5+ years	€80k - €100k	€70k - €90k	€65k - €85k	€65k - €85k

*k represents thousands

Technology - Permanent Salaries

Software Development and Testing

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Principal / Lead / Staff Software Engineer	0-3 years	€70k - €80k	€65k - €70k	€60k - €65k	€60k - €65k
	3-5 years	€80k - €90k	€70k - €85k	€65k - €80k	€65k - €80k
	5+ years	€90k - €110k	€85k - €100k	€80k - €95k	€80k - €95k
Software Engineer	0-3 years	€40k - €50k	€30k - €45k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €70k	€45k - €60k	€40k - €55k	€40k - €55k
	5+ years	€70k - €90k	€60k - €80k	€55k - €65k	€55k - €65k
Software Development Engineer in Test (SDET)	0-3 years	€40k - €50k	€30k - €45k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €60k	€45k - €60k	€40k - €55k	€40k - €55k
	5+ years	€60k - €80k	€60k - €80k	€55k - €65k	€55k - €65k
Localisation Engineer	0-3 years	€35k - €40k	€24k - €32k	€24k - €28k	€24k - €28k
	3-5 years	€40k - €45k	€32k - €40k	€28k - €35k	€28k - €35k
	5+ years	€45k - €50k	€40k - €50k	€35k - €45k	€35k - €45k
AI Software Engineer	0-3 years	€40k - €70k	€50k - €60k	€50k - €60k	€50k - €60k
	3-5 years	€70k - €80k	€60k - €75k	€60k - €75k	€60k - €75k
	5+ years	€80k - €105k	€75k - €90k	€75k - €90k	€75k - €90k
Technical Writer	0-3 years	€40k - €45k	€35k - €40k	€30k - €35k	€30k - €35k
	3-5 years	€45k - €50k	€40k - €45k	€35k - €40k	€35k - €40k
	5+ years	€50k - €65k	€45k - €55k	€40k - €50k	€40k - €50k

*k represents thousands

Technology - Permanent Salaries

Software Development and Testing

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
QA / Test Engineer	0-3 years	€40k - €45k	€35k - €40k	€35k - €40k	€35k - €40k
	3-5 years	€45k - €55k	€40k - €48k	€40k - €45k	€40k - €45k
	5+ years	€55k - €65k	€48k - €55k	€45k - €55k	€45k - €55k
Automation QA Engineer	0-3 years	€35k - €45k	€30k - €45k	€30k - €45k	€30k - €45k
	3-5 years	€45k - €65k	€45k - €60k	€45k - €60k	€45k - €60k
	5+ years	€65k - €85k	€60k - €80k	€60k - €80k	€60k - €80k
System Tester	0-3 years	€40k - €50k	€28k - €35k	€28k - €35k	€28k - €35k
	3-5 years	€50k - €55k	€35k - €45k	€35k - €45k	€35k - €45k
	5+ years	€55k - €65k	€45k - €55k	€45k - €55k	€45k - €55k
Performance Tester	0-3 years	€50k - €55k	€40k - €50k	€40k - €50k	€40k - €50k
	3-5 years	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k
	5+ years	€65k - €75k	€60k - €70k	€60k - €70k	€60k - €70k
.Net Developer	0-3 years	€45k - €60k	€40k - €50k	€38k - €48k	€38k - €48k
	3-5 years	€60k - €70k	€50k - €65k	€48k - €65k	€48k - €65k
	5+ years	€70k - €90k	€65k - €80k	€65k - €75k	€65k - €75k
SharePoint Developer	0-3 years	€35k - €50k	€30k - €35k	€28k - €32k	€28k - €32k
	3-5 years	€50k - €70k	€35k - €55k	€32k - €55k	€32k - €55k
	5+ years	€70k - €90k	€55k - €75k	€55k - €75k	€55k - €75k

*k represents thousands

Technology - Permanent Salaries

Cybersecurity

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Head of Security	0-3 years	€95k - €105k	€95k - €105k	€80k - €90k	€90k - €100k
	3-5 years	€105k - €120k	€105k - €120k	€90k - €105k	€100k - €115k
	5+ years	€120k - €165k	€120k - €165k	€105k - €120k	€115k - €160k
Security Manager	0-3 years	€80k - €90k	€80k - €90k	€65k - €75k	€75k - €85k
	3-5 years	€90k - €100k	€90k - €100k	€75k - €90k	€85k - €95k
	5+ years	€100k - €120k	€100k - €120k	€90k - €110k	€95k - €115k
Security Architect	0-3 years	€70k - €75k	€70k - €75k	€60k - €70k	€65k - €70k
	3-5 years	€75k - €90k	€75k - €90k	€70k - €80k	€70k - €85k
	5+ years	€90k - €145k	€90k - €145k	€80k - €120k	€85k - €140k
Security Engineer	0-3 years	€45k - €55k	€45k - €55k	€35k - €45k	€40k - €50k
	3-5 years	€55k - €80k	€55k - €80k	€45k - €65k	€50k - €75k
	5+ years	€80k - €140k	€80k - €140k	€65k - €80k	€75k - €135k
Security Analyst	0-3 years	€40k - €55k	€40k - €55k	€35k - €50k	€35k - €50k
	3-5 years	€55k - €70k	€55k - €70k	€50k - €65k	€50k - €65k
	5+ years	€70k - €95k	€70k - €95k	€65k - €75k	€65k - €85k

*k represents thousands

Technology – Permanent Salaries

Cybersecurity

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Penetration Tester	0-3 years	€50k - €55k	€50k - €55k	€45k - €50k	€45k - €50k
	3-5 years	€55k - €80k	€55k - €80k	€50k - €60k	€50k - €75k
	5+ years	€80k - €110k	€80k - €110k	€60k - €75k	€75k - €105k
IT Auditor	0-3 years	€55k - €65k	€55k - €65k	€30k - €40k	€50k - €60k
	3-5 years	€65k - €75k	€65k - €75k	€40k - €55k	€60k - €70k
	5+ years	€75k - €90k	€75k - €90k	€55k - €80k	€70k - €85k
IT Risk Consultant (GRC)	0-3 years	€45k - €60k	€45k - €60k	€40k - €55k	€40k - €55k
	3-5 years	€60k - €75k	€60k - €75k	€55k - €70k	€55k - €70k
	5+ years	€75k - €100k	€75k - €100k	€70k - €95k	€70k - €95k

Multilingual – Infrastructure & Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Multilingual Technical Support Level 2	0-3 years	€38k - €42k	€35k - €40k	€32k - €35k	€32k - €35k
	3-5 years	€42k - €48k	€40k - €45k	€35k - €38k	€35k - €38k
	5+ years	€48k - €55k	€45k - €50k	€38k - €40k	€38k - €40k
Multilingual Technical Support Level 1	0-3 years	€30k - €35k	€28k - €33k	€26k - €32k	€26k - €32k
	3-5 years	€35k - €40k	€33k - €38k	€32k - €36k	€32k - €36k
	5+ years	€40k - €45k	€38k - €42k	€36k - €40k	€36k - €40k

Technology - Permanent Salaries

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Systems Engineer	0-3 years	€55k - €65k	€55k - €60k	€50k - €55k	€50k - €55k
	3-5 years	€65k - €75k	€60k - €65k	€55k - €60k	€55k - €60k
	5+ years	€75k - €85k	€65k - €75k	€60k - €65k	€60k - €65k
Windows System Admin	0-3 years	€40k - €50k	€30k - €45k	€28k - €40k	€28k - €40k
	3-5 years	€50k - €60k	€45k - €55k	€40k - €55k	€40k - €55k
	5+ years	€60k - €70k	€55k - €70k	€55k - €65k	€55k - €65k
Linux Systems Admin	0-3 years	€35k - €50k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€50k - €65k	€40k - €65k	€38k - €60k	€38k - €60k
	5+ years	€65k - €85k	€65k - €85k	€60k - €80k	€60k - €80k
Site Reliability Engineer	0-3 years	€40k - €50k	€30k - €50k	€28k - €45k	€28k - €45k
	3-5 years	€50k - €70k	€50k - €70k	€45k - €65k	€45k - €65k
	5+ years	€70k - €100k	€70k - €100k	€65k - €90k	€65k - €90k
DevOps Engineer	0-3 years	€45k - €65k	€45k - €65k	€35k - €45k	€40k - €60k
	3-5 years	€65k - €80k	€65k - €80k	€45k - €65k	€60k - €75k
	5+ years	€80k - €130k	€80k - €130k	€65k - €90k	€75k - €125k

*k represents thousands

Technology – Permanent Salaries

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Cloud Architect	0-3 years	€70k - €80k	€70k - €80k	€60k - €70k	€65k - €75k
	3-5 years	€80k - €95k	€80k - €95k	€70k - €80k	€75k - €90k
	5+ years	€95k - €120k	€95k - €120k	€80k - €95k	€90k - €115k
Cloud Engineer	0-3 years	€45k - €55k	€45k - €55k	€35k - €45k	€40k - €50k
	3-5 years	€55k - €80k	€55k - €80k	€45k - €55k	€50k - €75k
	5+ years	€80k - €110k	€80k - €110k	€55k - €75k	€75k - €105k
Technical Support Engineer Level 3	0-3 years	€50k - €60k	€45k - €55k	€40k - €50k	€40k - €50k
	3-5 years	€60k - €70k	€55k - €60k	€50k - €55k	€50k - €55k
	5+ years	€70k - €80k	€60k - €70k	€55k - €65k	€55k - €65k
Technical Support Engineer Level 2	0-3 years	€35k - €38k	€34k - €38k	€32k - €35k	€32k - €35k
	3-5 years	€38k - €42k	€38k - €42k	€35k - €38k	€35k - €38k
	5+ years	€42k - €45k	€42k - €45k	€38k - €40k	€38k - €40k
Technical Support Engineer Level 1	0-3 years	€25k - €30k	€24k - €30k	€24k - €28k	€24k - €28k
	3-5 years	€30k - €35k	€30k - €35k	€28k - €32k	€28k - €32k
	5+ years	€35k - €40k	€35k - €38k	€32k - €35k	€32k - €35k
Helpdesk Support	0-3 years	€30k - €35k	€28k - €34k	€26k - €32k	€26k - €32k
	3-5 years	€35k - €42k	€34k - €42k	€32k - €40k	€32k - €40k
	5+ years	€42k - €50k	€42k - €50k	€40k - €50k	€40k - €50k

*k represents thousands

Technology – Permanent Salaries

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Desktop Support Engineer	0-3 years	€28k - €34k	€28k - €32k	€26k - €30k	€26k - €30k
	3-5 years	€34k - €42k	€32k - €40k	€30k - €37k	€30k - €37k
	5+ years	€42k - €50k	€40k - €45k	€37k - €42k	€37k - €42k
Application Support	0-3 years	€30k - €35k	€28k - €34k	€28k - €32k	€28k - €32k
	3-5 years	€35k - €45k	€34k - €45k	€32k - €42k	€32k - €42k
	5+ years	€45k - €60k	€45k - €60k	€42k - €50k	€42k - €50k
SAN Specialist	0-3 years	€40k - €45k	€35k - €45k	€35k - €45k	€35k - €45k
	3-5 years	€45k - €55k	€45k - €55k	€45k - €55k	€45k - €55k
	5+ years	€55k - €75k	€55k - €70k	€55k - €70k	€55k - €70k
Citrix Specialist	0-3 years	€40k - €50k	€35k - €42k	€35k - €42k	€35k - €42k
	3-5 years	€50k - €55k	€42k - €52k	€42k - €50k	€42k - €50k
	5+ years	€55k - €75k	€52k - €65k	€50k - €60k	€50k - €60k
Network Engineer	0-3 years	€50k - €55k	€50k - €55k	€35k - €42k	€45k - €50k
	3-5 years	€55k - €70k	€55k - €70k	€42k - €60k	€50k - €65k
	5+ years	€70k - €120k	€70k - €120k	€60k - €75k	€65k - €115k
Network Administrator	0-3 years	€40k - €45k	€28k - €38k	€28k - €35k	€28k - €35k
	3-5 years	€45k - €55k	€38k - €48k	€35k - €45k	€35k - €45k
	5+ years	€55k - €75k	€48k - €60k	€45k - €55k	€45k - €55k

*k represents thousands

Technology - Permanent Salaries

ERP & CRM

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
SAP OTC Consultant	0-3 years	€35k - €50k	€35k - €50k	€35k - €50k	€30k - €45k
	3-5 years	€50k - €70k	€50k - €70k	€50k - €70k	€45k - €65k
	5+ years	€70k - €95k	€70k - €90k	€70k - €95k	€65k - €80k
SAP HANA Consultant	0-3 years	€35k - €50k	€35k - €50k	€35k - €50k	€35k - €50k
	3-5 years	€50k - €70k	€50k - €70k	€50k - €70k	€50k - €70k
	5+ years	€70k - €95k	€70k - €95k	€70k - €95k	€70k - €95k
SAP P2P Consultant	0-3 years	€35k - €50k	€35k - €50k	€35k - €50k	€35k - €50k
	3-5 years	€50k - €70k	€50k - €70k	€50k - €70k	€50k - €70k
	5+ years	€70k - €85k	€70k - €85k	€70k - €85k	€70k - €85k
SAP FICO Consultant	0-3 years	€30k - €45k	€30k - €45k	€30k - €45k	€30k - €45k
	3-5 years	€45k - €65k	€45k - €65k	€45k - €65k	€45k - €65k
	5+ years	€65k - €75k	€65k - €75k	€65k - €75k	€65k - €75k
SAP Solutions Architect	0-3 years	€60k - €70k	€60k - €70k	€60k - €70k	€60k - €70k
	3-5 years	€70k - €85k	€70k - €85k	€70k - €85k	€70k - €85k
	5+ years	€85k - €110k	€85k - €100k	€85k - €95k	€85k - €95k
ABAP Developer	0-3 years	€30k - €42k	€30k - €42k	€30k - €35k	€30k - €35k
	3-5 years	€42k - €55k	€42k - €55k	€35k - €50k	€35k - €50k
	5+ years	€55k - €65k	€55k - €65k	€50k - €60k	€50k - €60k

*k represents thousands

Technology - Permanent Salaries

ERP & CRM

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
SAP Basis Administrator	0-3 years	€30k - €45k	€30k - €45k	€30k - €45k	€30k - €45k
	3-5 years	€45k - €65k	€45k - €65k	€45k - €65k	€45k - €65k
	5+ years	€65k - €90k	€65k - €90k	€65k - €90k	€65k - €85k
Oracle EBS Consultant	0-3 years	€35k - €55k	€35k - €55k	€35k - €55k	€35k - €55k
	3-5 years	€55k - €75k	€55k - €75k	€55k - €75k	€55k - €75k
	5+ years	€75k - €90k	€75k - €90k	€75k - €85k	€75k - €85k
Dynamics AX Consultant	0-3 years	€40k - €55k	€40k - €55k	€40k - €55k	€40k - €55k
	3-5 years	€55k - €70k	€55k - €70k	€55k - €70k	€55k - €70k
	5+ years	€70k - €90k	€70k - €90k	€70k - €90k	€70k - €90k
Dynamics NAV Consultant	0-3 years	€40k - €55k	€40k - €55k	€40k - €55k	€40k - €55k
	3-5 years	€55k - €70k	€55k - €70k	€55k - €70k	€55k - €70k
	5+ years	€70k - €90k	€70k - €90k	€70k - €90k	€70k - €90k
Salesforce Developer	0-3 years	€35k - €55k	€35k - €55k	€35k - €55k	€35k - €55k
	3-5 years	€55k - €70k	€55k - €70k	€55k - €70k	€55k - €70k
	5+ years	€70k - €95k	€70k - €90k	€70k - €90k	€70k - €90k
Salesforce Functional Consultant	0-3 years	€40k - €65k	€40k - €65k	€40k - €65k	€40k - €65k
	3-5 years	€65k - €80k	€65k - €80k	€65k - €80k	€65k - €80k
	5+ years	€80k - €100k	€80k - €95k	€80k - €95k	€80k - €95k

*k represents thousands

Technology – Permanent Salaries

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Data Scientist	0-3 years	€50k - €70k	€50k - €65k	€50k - €65k	€50k - €65k
	3-5 years	€70k - €85k	€65k - €80k	€65k - €80k	€65k - €80k
	5+ years	€85k - €115k	€80k - €110k	€80k - €110k	€80k - €110k
Data Architect	0-3 years	€80k - €90k	€70k - €80k	€70k - €80k	€70k - €80k
	3-5 years	€90k - €110k	€80k - €100k	€80k - €100k	€80k - €100k
	5+ years	€110k - €130k	€100k - €120k	€100k - €120k	€100k - €120k
Data Analytics Manager	0-3 years	€80k - €85k	€75k - €85k	€75k - €85k	€75k - €85k
	3-5 years	€85k - €100k	€85k - €95k	€85k - €95k	€85k - €95k
	5+ years	€100k - €130k	€95k - €120k	€95k - €120k	€95k - €120k
Data Engineer	0-3 years	€50k - €70k	€50k - €65k	€50k - €65k	€50k - €65k
	3-5 years	€70k - €85k	€65k - €80k	€65k - €80k	€65k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k
Big Data Developer	0-3 years	€50k - €70k	€50k - €65k	€50k - €65k	€50k - €65k
	3-5 years	€70k - €85k	€65k - €80k	€65k - €80k	€65k - €80k
	5+ years	€85k - €120k	€80k - €110k	€80k - €110k	€80k - €110k

Technology – Permanent Salaries

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
BI Manager	0-3 years	€70k - €80k	€65k - €75k	€60k - €70k	€60k - €70k
	3-5 years	€80k - €90k	€75k - €85k	€70k - €80k	€70k - €80k
	5+ years	€90k - €110k	€85k - €90k	€80k - €90k	€80k - €90k
BI Consultant	0-3 years	€35k - €50k	€30k - €40k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €60k	€40k - €55k	€40k - €55k	€40k - €55k
	5+ years	€60k - €85k	€55k - €70k	€55k - €70k	€55k - €70k
BI Developer	0-3 years	€35k - €50k	€30k - €40k	€30k - €40k	€30k - €40k
	3-5 years	€50k - €60k	€40k - €55k	€40k - €55k	€40k - €55k
	5+ years	€60k - €75k	€55k - €70k	€55k - €70k	€55k - €70k
BI Architect	0-3 years	€65k - €75k	€60k - €70k	€60k - €70k	€60k - €70k
	3-5 years	€75k - €85k	€70k - €80k	€70k - €80k	€70k - €80k
	5+ years	€85k - €100k	€80k - €95k	€80k - €95k	€80k - €95k
Data Analyst	0-3 years	€40k - €55k	€35k - €48k	€35k - €48k	€35k - €48k
	3-5 years	€55k - €70k	€48k - €65k	€48k - €65k	€48k - €65k
	5+ years	€70k - €100k	€65k - €90k	€65k - €90k	€65k - €90k

*k represents thousands

Technology – Permanent Salaries

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Data Warehouse Consultant	0-3 years	€35k - €45k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€45k - €55k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€55k - €75k	€55k - €70k	€55k - €70k	€55k - €70k
Data Warehouse Developer	0-3 years	€40k - €50k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€50k - €60k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€60k - €75k	€55k - €75k	€55k - €75k	€55k - €75k
SQL Developer	0-3 years	€35k - €45k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€45k - €60k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€60k - €80k	€55k - €75k	€55k - €65k	€55k - €65k
SQL DBA	0-3 years	€35k - €45k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€45k - €55k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€55k - €75k	€55k - €75k	€55k - €65k	€55k - €65k
Oracle DBA	0-3 years	€40k - €50k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€50k - €65k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€65k - €75k	€55k - €75k	€55k - €65k	€55k - €65k
Oracle Developer	0-3 years	€40k - €50k	€30k - €40k	€28k - €38k	€28k - €38k
	3-5 years	€50k - €60k	€40k - €55k	€38k - €55k	€38k - €55k
	5+ years	€60k - €80k	€55k - €80k	€55k - €70k	€55k - €70k

*k represents thousands

Technology - Permanent Salaries

AI & Machine Learning

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Machine Learning Engineer	0-3 years	€60k - €75k	€50k - €70k	€50k - €70k	€50k - €70k
	3-5 years	€75k - €85k	€70k - €80k	€70k - €80k	€70k - €80k
	5+ years	€85k - €110k	€80k - €105k	€80k - €105k	€80k - €105k
AI Engineer	0-3 years	€60k - €70k	€55k - €65k	€55k - €65k	€55k - €65k
	3-5 years	€70k - €80k	€65k - €75k	€65k - €75k	€65k - €75k
	5+ years	€80k - €95k	€75k - €90k	€75k - €90k	€75k - €90k
AI Product Manager	0-3 years	€80k - €90k	€75k - €85k	€75k - €85k	€75k - €85k
	3-5 years	€90k - €100k	€85k - €95k	€85k - €95k	€85k - €95k
	5+ years	€100k - €120k	€95k - €110k	€95k - €110k	€95k - €110k
AI Solutions Architect	0-3 years	€90k - €100k	€85k - €95k	€85k - €95k	€85k - €95k
	3-5 years	€100k - €110k	€95k - €105k	€95k - €105k	€95k - €105k
	5+ years	€110k - €130k	€105k - €120k	€105k - €120k	€105k - €120k
Deep Learning Engineer	0-3 years	€80k - €90k	€75k - €85k	€75k - €85k	€75k - €85k
	3-5 years	€90k - €100k	€85k - €95k	€85k - €95k	€85k - €95k
	5+ years	€100k - €120k	€95k - €110k	€95k - €110k	€95k - €110k
NLP Engineer	0-3 years	€70k - €80k	€65k - €75k	€65k - €75k	€65k - €75k
	3-5 years	€80k - €90k	€75k - €85k	€75k - €85k	€75k - €85k
	5+ years	€90k - €105k	€85k - €100k	€85k - €100k	€85k - €100k

*k represents thousands

Technology - Permanent Salaries

AI & Machine Learning

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Computer Vision Engineer	0-3 years	€75k - €85k	€70k - €80k	€70k - €80k	€70k - €80k
	3-5 years	€85k - €95k	€80k - €90k	€80k - €90k	€80k - €90k
	5+ years	€95k - €110k	€90k - €105k	€90k - €105k	€90k - €105k
AI Research Scientist	0-3 years	€85k - €95k	€80k - €90k	€80k - €90k	€80k - €90k
	3-5 years	€95k - €105k	€90k - €100k	€90k - €100k	€90k - €100k
	5+ years	€105k - €125k	€100k - €115k	€100k - €115k	€100k - €115k
MLOps Engineer	0-3 years	€70k - €80k	€65k - €75k	€65k - €75k	€65k - €75k
	3-5 years	€80k - €90k	€75k - €85k	€75k - €85k	€75k - €85k
	5+ years	€90k - €105k	€85k - €100k	€85k - €100k	€85k - €100k
AI Platform Engineer	0-3 years	€70k - €80k	€65k - €75k	€65k - €75k	€65k - €75k
	3-5 years	€80k - €90k	€75k - €85k	€75k - €85k	€75k - €85k
	5+ years	€90k - €105k	€85k - €100k	€85k - €100k	€85k - €100k
Responsible AI / AI Ethics Specialist	0-3 years	€65k - €75k	€60k - €70k	€60k - €70k	€60k - €70k
	3-5 years	€75k - €90k	€70k - €85k	€70k - €85k	€70k - €85k
	5+ years	€90k - €105k	€85k - €100k	€85k - €100k	€85k - €100k
AI Technical Lead / Head of AI	0-3 years	€90k - €100k	€85k - €95k	€85k - €95k	€85k - €95k
	3-5 years	€100k - €115k	€95k - €110k	€95k - €110k	€95k - €110k
	5+ years	€115k - €140k	€110k - €130k	€110k - €130k	€110k - €130k

*k represents thousands



Technology Contract Rates

Technology - Contract Rates

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Head of Data Engineering	0-3 years	€650 - €750	€650 - €700	€600 - €650	€600 - €650
	3-5 years	€750 - €850	€700 - €800	€650 - €750	€650 - €750
	5+ years	€850 - €1,000	€800 - €900	€750 - €850	€750 - €850
Head of Data Science	0-3 years	€650 - €750	€650 - €700	€600 - €650	€600 - €650
	3-5 years	€750 - €850	€700 - €800	€650 - €750	€650 - €750
	5+ years	€850 - €1,000	€800 - €900	€750 - €850	€750 - €850
IT Director	0-3 years	€600 - €700	€550 - €650	€500 - €600	€500 - €600
	3-5 years	€700 - €800	€650 - €750	€600 - €700	€600 - €700
	5+ years	€800 - €1,000	€750 - €900	€700 - €850	€700 - €850
IT Manager	0-3 years	€450 - €550	€450 - €500	€400 - €475	€450 - €500
	3-5 years	€550 - €650	€500 - €550	€475 - €550	€500 - €550
	5+ years	€650 - €750	€550 - €650	€550 - €600	€550 - €650
Infrastructure Manager	0-3 years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
	3-5 years	€550 - €650	€500 - €600	€500 - €550	€500 - €550
	5+ years	€650 - €700	€600 - €700	€550 - €650	€550 - €650

Technology - Contract Rates

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Software Development Manager	0-3 years	€450 - €500	€450 - €500	€450 - €500	€450 - €500
	3-5 years	€500 - €550	€500 - €550	€500 - €550	€500 - €550
	5+ years	€550 - €600	€550 - €600	€550 - €600	€550 - €600
Software Test Manager	0-3 years	€400 - €450	€375 - €425	€350 - €400	€350 - €400
	3-5 years	€450 - €500	€425 - €475	€400 - €450	€400 - €450
	5+ years	€500 - €600	€475 - €550	€450 - €500	€450 - €500
Enterprise Architect	0-3 years	€450 - €500	€425 - €475	€425 - €450	€425 - €450
	3-5 years	€500 - €550	€475 - €525	€450 - €500	€450 - €500
	5+ years	€550 - €600	€525 - €575	€500 - €550	€500 - €550
Technical Architect	0-3 years	€450 - €500	€425 - €475	€425 - €450	€425 - €450
	3-5 years	€500 - €550	€475 - €525	€450 - €500	€450 - €500
	5+ years	€550 - €600	€525 - €575	€500 - €550	€500 - €550
Service Delivery Manager	0-3 years	€400 - €450	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€450 - €500	€450 - €500	€450 - €475	€450 - €475
	5+ years	€500 - €600	€500 - €550	€475 - €525	€475 - €525
Head of PMO	0-3 years	€650 - €750	€600 - €675	€600 - €650	€600 - €650
	3-5 years	€750 - €850	€675 - €750	€650 - €700	€650 - €700
	5+ years	€850 - €1000	€750 - €900	€700 - €850	€700 - €850

Technology - Contract Rates

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Programme Manager	0-3 years	€500 - €600	€500 - €575	€500 - €550	€500 - €550
	3-5 years	€600 - €700	€575 - €650	€550 - €625	€550 - €625
	5+ years	€700 - €800	€650 - €750	€625 - €700	€625 - €700
PMO Analyst	0-3 years	€275 - €325	€275 - €300	€250 - €275	€250 - €275
	3-5 years	€325 - €375	€300 - €350	€275 - €325	€275 - €325
	5+ years	€375 - €475	€350 - €400	€325 - €375	€325 - €375
IT Project Manager	0-3 years	€350 - €450	€300 - €400	€300 - €375	€300 - €375
	3-5 years	€450 - €550	€400 - €450	€375 - €450	€375 - €450
	5+ years	€550 - €650	€450 - €550	€450 - €500	€450 - €500
Business Analyst	0-3 years	€300 - €400	€275 - €325	€250 - €300	€250 - €300
	3-5 years	€400 - €500	€325 - €375	€300 - €350	€300 - €350
	5+ years	€500 - €550	€375 - €450	€350 - €450	€350 - €450
System Analyst	0-3 years	€300 - €350	€275 - €325	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€325 - €375	€300 - €350	€300 - €350
	5+ years	€400 - €450	€375 - €450	€350 - €450	€350 - €450
Head of Project Management	0-3 years	€550 - €600	€500 - €575	€500 - €550	€500 - €550
	3-5 years	€600 - €650	€575 - €650	€550 - €625	€550 - €625
	5+ years	€650 - €750	€650 - €750	€625 - €700	€625 - €700

Technology - Contract Rates

Senior IT Management & Project Management

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Product Manager	0-3 years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
	5+ years	€600 - €650	€500 - €550	€500 - €550	€500 - €550
Product Owner	0-3 years	€400 - €450	€300 - €400	€300 - €400	€300 - €400
	3-5 years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
	5+ years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
Scrum Master	0-3 years	€400 - €450	€375 - €425	€350 - €400	€350 - €400
	3-5 years	€450 - €500	€425 - €475	€400 - €450	€400 - €450
	5+ years	€500 - €550	€475 - €550	€450 - €525	€450 - €525

Technology – Contract Rates

Web and Mobile

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
IOS Developer	0-3 years	€300 - €400	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€400 - €450	€300 - €375	€300 - €375	€300 - €375
	5+ years	€450 - €550	€375 - €450	€375 - €450	€375 - €450
Android Developer	0-3 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€300 - €375	€300 - €375	€300 - €375
	5+ years	€400 - €450	€375 - €450	€375 - €450	€375 - €450
Web Developer	0-3 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	5+ years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
Angular Developer	0-3 years	€350 - €450	€300 - €400	€300 - €350	€300 - €350
	3-5 years	€450 - €500	€400 - €450	€350 - €400	€350 - €400
	5+ years	€500 - €550	€450 - €500	€400 - €475	€400 - €475
React.js Developer	0-3 years	€400 - €450	€300 - €400	€250 - €350	€250 - €350
	3-5 years	€450 - €500	€400 - €450	€350 - €400	€350 - €400
	5+ years	€500 - €550	€450 - €500	€400 - €475	€400 - €475

Technology – Contract Rates

Web and Mobile

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Full Stack Developer	0-3 years	€400 - €450	€300 - €400	€250 - €350	€250 - €350
	3-5 years	€450 - €500	€400 - €450	€350 - €400	€350 - €400
	5+ years	€500 - €550	€450 - €500	€400 - €475	€400 - €475
PHP Developer	0-3 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	5+ years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
UX Manager	0-3 years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
	5+ years	€550 - €650	€500 - €550	€500 - €550	€500 - €550
UX Designer	0-3 years	€280 - €330	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€380 - €430	€300 - €400	€300 - €400	€300 - €400
	5+ years	€430 - €500	€400 - €450	€400 - €450	€400 - €450
UI Designer	0-3 years	€300 - €350	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€350 - €425	€350 - €425	€350 - €425	€350 - €425
	5+ years	€425 - €500	€425 - €500	€425 - €500	€425 - €500

Technology – Contract Rates

Web and Mobile

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Ruby On Rails Developer	0-3 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
	5+ years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
Web Designer	0-3 years	€250 - €300	€200 - €225	€200 - €225	€200 - €225
	3-5 years	€300 - €350	€225 - €250	€225 - €250	€225 - €250
	5+ years	€350 - €400	€250 - €300	€250 - €300	€250 - €300
Graphic Designer	0-3 years	€250 - €300	€200 - €250	€200 - €250	€200 - €250
	3-5 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	5+ years	€350 - €400	€300 - €375	€300 - €350	€300 - €350

Technology - Contract Rates

Software Development and Testing

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Java Developer	0-3 years	€300 - €350	€250 - €325	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€325 - €375	€300 - €375	€300 - €375
	5+ years	€400 - €500	€375 - €475	€375 - €475	€375 - €475
Scala Developer	0-3 years	€300 - €400	€300 - €400	€300 - €400	€300 - €400
	3-5 years	€400 - €500	€400 - €475	€400 - €475	€400 - €475
	5+ years	€500 - €550	€475 - €550	€475 - €550	€475 - €550
Python Developer	0-3 years	€400 - €450	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€450 - €550	€350 - €425	€350 - €425	€350 - €425
	5+ years	€550 - €650	€425 - €525	€425 - €525	€425 - €525
C# Developer	0-3 years	€300 - €350	€250 - €325	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€325 - €375	€300 - €375	€300 - €375
	5+ years	€400 - €500	€375 - €475	€375 - €475	€375 - €475
C++/ C Developer	0-3 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	5+ years	€400 - €500	€375 - €425	€375 - €425	€375 - €425

Technology - Contract Rates

Software Development and Testing

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Principal / Lead / Staff Software Engineer	0-3 years	€500 - €600	€400 - €450	€375 - €425	€375 - €425
	3-5 years	€600 - €700	€450 - €500	€425 - €475	€425 - €475
	5+ years	€700 - €800	€500 - €600	€475 - €550	€475 - €550
Software Engineer	0-3 years	€400 - €500	€325 - €375	€300 - €350	€300 - €350
	3-5 years	€500 - €600	€375 - €450	€350 - €425	€350 - €425
	5+ years	€600 - €700	€450 - €550	€425 - €500	€425 - €500
Software Development Engineer in Test (SDET)	0-3 years	€350 - €450	€325 - €375	€300 - €350	€300 - €350
	3-5 years	€450 - €550	€375 - €450	€350 - €425	€350 - €425
	5+ years	€550 - €650	€450 - €550	€425 - €500	€425 - €500
Localisation Engineer	0-3 years	€180 - €230	€150 - €200	€150 - €200	€150 - €200
	3-5 years	€230 - €280	€200 - €250	€200 - €250	€200 - €250
	5+ years	€280 - €330	€250 - €300	€250 - €300	€250 - €300
Technical Writer	0-3 years	€250 - €300	€200 - €250	€200 - €250	€200 - €250
	3-5 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	5+ years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
Software Development Architect	0-3 years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
	5+ years	€550 - €650	€500 - €600	€500 - €600	€500 - €600

Technology - Contract Rates

Software Development and Testing

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Q/A Test Engineer	0-3 years	€250 - €300	€200 - €250	€200 - €250	€200 - €250
	3-5 years	€300 - €350	€250 - €325	€250 - €300	€250 - €300
	5+ years	€350 - €400	€325 - €400	€300 - €375	€300 - €375
Automation QA Engineer	0-3 years	€300 - €350	€250 - €350	€250 - €350	€250 - €350
	3-5 years	€350 - €450	€350 - €425	€350 - €425	€350 - €425
	5+ years	€450 - €550	€425 - €500	€425 - €500	€425 - €500
System Tester	0-3 years	€250 - €300	€200 - €250	€200 - €250	€200 - €250
	3-5 years	€300 - €350	€250 - €325	€250 - €300	€250 - €300
	5+ years	€350 - €400	€325 - €400	€300 - €375	€300 - €375
Performance Tester	0-3 years	€300 - €400	€250 - €350	€250 - €325	€250 - €325
	3-5 years	€400 - €500	€350 - €425	€325 - €375	€325 - €375
	5+ years	€550 - €600	€425 - €500	€375 - €475	€375 - €475
.Net Developer	0-3 years	€300 - €350	€250 - €325	€250 - €300	€250 - €300
	3-5 years	€350 - €450	€325 - €375	€300 - €375	€300 - €375
	5+ years	€450 - €550	€375 - €475	€375 - €475	€375 - €475
SharePoint Developer	0-3 years	€300 - €400	€275 - €375	€275 - €375	€275 - €375
	3-5 years	€400 - €500	€375 - €450	€375 - €450	€375 - €450
	5+ years	€550 - €600	€450 - €550	€450 - €550	€450 - €550

Technology - Contract Rates

Cybersecurity

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Head of Security	0-3 years	€500 - €600	€500 - €575	€500 - €575	€500 - €575
	3-5 years	€600 - €700	€575 - €650	€575 - €650	€575 - €650
	5+ years	€700 - €800	€650 - €750	€650 - €750	€650 - €750
Security Manager	0-3 years	€400 - €500	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€500 - €550	€450 - €525	€450 - €525	€450 - €525
	5+ years	€550 - €650	€525 - €650	€525 - €600	€525 - €600
Security Architect	0-3 years	€500 - €600	€450 - €500	€450 - €500	€450 - €500
	3-5 years	€600 - €700	€500 - €600	€500 - €600	€500 - €600
	5+ years	€700 - €800	€600 - €750	€600 - €700	€600 - €700
Security Engineer	0-3 years	€400 - €500	€350 - €400	€350 - €400	€350 - €400
	3-5 years	€500 - €550	€400 - €475	€400 - €475	€400 - €475
	5+ years	€550 - €600	€475 - €575	€475 - €575	€475 - €575
Security Analyst	0-3 years	€350 - €400	€250 - €350	€250 - €350	€250 - €350
	3-5 years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
	5+ years	€450 - €500	€400 - €500	€400 - €500	€400 - €500

Technology – Contract Rates

Cybersecurity

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Penetration Tester	0-3 years	€350 - €400	€300 - €375	€300 - €375	€300 - €375
	3-5 years	€400 - €450	€375 - €425	€375 - €425	€375 - €425
	5+ years	€450 - €500	€425 - €475	€425 - €475	€425 - €475
IT Auditor	0-3 years	€350 - €400	€250 - €350	€250 - €350	€250 - €350
	3-5 years	€400 - €450	€350 - €450	€350 - €450	€350 - €450
	5+ years	€450 - €500	€450 - €550	€450 - €550	€450 - €550
Risk Analyst	0-3 years	€350 - €400	€250 - €350	€250 - €350	€250 - €350
	3-5 years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
	5+ years	€450 - €550	€400 - €450	€400 - €450	€400 - €450

Multilingual – Infrastructure & Support

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Multilingual Technical Support Level 2	0-3 years	€19 - €22	€18 - €21	€16 - €18	€16 - €18
	3-5 years	€22 - €25	€21 - €23	€18 - €19	€18 - €19
	5+ years	€25 - €28	€23 - €26	€19 - €21	€19 - €21
Multilingual Technical Support Level 1	0-3 years	€15 - €18	€14 - €17	€13 - €16	€13 - €16
	3-5 years	€18 - €21	€17 - €19	€16 - €18	€16 - €18
	5+ years	€21 - €23	€19 - €22	€18 - €21	€18 - €21

Technology – Contract Rates

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Systems Engineer	0-3 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €450	€350 - €400	€350 - €400	€350 - €400
	5+ years	€450 - €500	€400 - €450	€400 - €450	€400 - €450
Windows Systems Admin	0-3 years	€300 - €350	€250 - €300	€225 - €250	€225 - €250
	3-5 years	€350 - €400	€300 - €350	€250 - €300	€250 - €300
	5+ years	€400 - €450	€350 - €400	€300 - €375	€300 - €375
Linux Systems Admin	0-3 years	€300 - €350	€250 - €300	€225 - €250	€225 - €250
	3-5 years	€350 - €400	€300 - €350	€250 - €300	€250 - €300
	5+ years	€400 - €450	€350 - €400	€300 - €375	€300 - €375
Site Reliability Engineer	0-3 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €500	€350 - €425	€350 - €425	€350 - €425
	5+ years	€500 - €600	€425 - €500	€425 - €500	€425 - €500
DevOps Engineer	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	5+ years	€550 - €700	€550 - €700	€550 - €700	€550 - €700

Technology - Contract Rates

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Cloud Architect	0-3 years	€450 - €500	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€500 - €600	€500 - €600	€500 - €600	€500 - €600
	5+ years	€600 - €800	€600 - €750	€600 - €750	€600 - €750
Cloud Engineer	0-3 years	€400 - €450	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	5+ years	€550 - €650	€550 - €650	€550 - €650	€550 - €650
Technical Support Engineer Level 3	0-3 years	€300 - €350	€250 - €300	€225 - €275	€225 - €275
	3-5 years	€350 - €400	€300 - €350	€275 - €325	€275 - €325
	5+ years	€400 - €450	€350 - €400	€325 - €375	€325 - €375
Technical Support Engineer Level 2	0-3 years	€250 - €300	€200 - €225	€175 - €200	€175 - €200
	3-5 years	€300 - €350	€225 - €275	€200 - €250	€200 - €250
	5+ years	€350 - €400	€275 - €300	€250 - €275	€250 - €275
Technical Support Engineer Level 1	0-3 years	€200 - €225	€150 - €175	€140 - €160	€140 - €160
	3-5 years	€225 - €275	€175 - €200	€160 - €180	€160 - €180
	5+ years	€275 - €300	€200 - €225	€180 - €200	€180 - €200
Helpdesk Support	0-3 years	€150 - €200	€150 - €200	€150 - €200	€150 - €200
	3-5 years	€200 - €250	€200 - €225	€200 - €225	€200 - €225
	5+ years	€250 - €300	€225 - €250	€225 - €250	€225 - €250

Technology - Contract Rates

Infrastructure & Support

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Desktop Support Engineer	0-3 years	€150 - €200	€150 - €200	€150 - €200	€150 - €200
	3-5 years	€200 - €250	€200 - €225	€200 - €225	€200 - €225
	5+ years	€250 - €300	€225 - €275	€225 - €275	€225 - €275
Application Support	0-3 years	€200 - €250	€150 - €200	€150 - €200	€150 - €200
	3-5 years	€250 - €300	€200 - €250	€200 - €250	€200 - €250
	5+ years	€300 - €350	€250 - €325	€250 - €325	€250 - €325
SAN Specialist	0-3 years	€250 - €300	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€300 - €350	€300 - €350	€300 - €350	€300 - €350
	5+ years	€350 - €450	€350 - €400	€350 - €400	€350 - €400
Citrix Specialist	0-3 years	€250 - €300	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€300 - €400	€300 - €350	€300 - €350	€300 - €350
	5+ years	€400 - €500	€350 - €450	€350 - €400	€350 - €400
Network Engineer	0-3 years	€400 - €450	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€450 - €500	€350 - €450	€350 - €450	€350 - €450
	5+ years	€500 - €700	€450 - €550	€450 - €550	€450 - €550
Network Administrator	0-3 years	€250 - €300	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€300 - €350	€300 - €350	€300 - €350	€300 - €350
	5+ years	€400 - €450	€350 - €400	€350 - €400	€350 - €400

Technology – Contract Rates

ERP & CRM

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
SAP OTC Consultant	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	5+ years	€550 - €650	€550 - €650	€550 - €650	€550 - €650
SAP HANA Consultant	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	5+ years	€550 - €650	€550 - €650	€550 - €650	€550 - €650
SAP P2P Consultant	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	5+ years	€550 - €700	€550 - €700	€550 - €700	€550 - €700
SAP FICO Consultant	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €525	€450 - €525	€450 - €525	€450 - €525
	5+ years	€525 - €625	€525 - €625	€525 - €625	€525 - €625
SAP Solutions Architect	0-3 years	€500 - €600	€500 - €600	€500 - €600	€500 - €600
	3-5 years	€600 - €700	€600 - €700	€600 - €700	€600 - €700
	5+ years	€700 - €750	€700 - €750	€700 - €750	€700 - €750
ABAP Developer	0-3 years	€325 - €375	€325 - €375	€325 - €375	€325 - €375
	3-5 years	€375 - €475	€375 - €475	€375 - €475	€375 - €475
	5+ years	€475 - €550	€475 - €550	€475 - €550	€475 - €550

Technology – Contract Rates

ERP & CRM

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
SAP Basis Administrator	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €525	€450 - €525	€450 - €525	€450 - €525
	5+ years	€525 - €600	€525 - €600	€525 - €600	€525 - €600
Oracle EBS Consultant	0-3 years	€400 - €500	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€500 - €600	€500 - €600	€500 - €600	€500 - €600
	5+ years	€600 - €750	€600 - €750	€600 - €750	€600 - €750
Dynamics AX Consultant	0-3 years	€400 - €500	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€500 - €600	€500 - €600	€500 - €600	€500 - €600
	5+ years	€600 - €750	€600 - €750	€600 - €750	€600 - €750
Dynamics Nav Consultant	0-3 years	€400 - €450	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€450 - €525	€450 - €525	€450 - €525	€450 - €525
	5+ years	€525 - €650	€525 - €650	€525 - €650	€525 - €650
Salesforce Developer	0-3 years	€400 - €500	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€500 - €600	€500 - €600	€500 - €600	€500 - €600
	5+ years	€600 - €700	€600 - €700	€600 - €700	€600 - €700
Salesforce Functional Consultant	0-3 years	€450 - €550	€450 - €550	€450 - €550	€450 - €550
	3-5 years	€550 - €650	€550 - €650	€550 - €650	€550 - €650
	5+ years	€650 - €800	€650 - €800	€650 - €800	€650 - €800

Technology - Contract Rates

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
BI Manager	0-3 years	€450 - €550	€400 - €450	€400 - €450	€400 - €450
	3-5 years	€550 - €600	€450 - €500	€450 - €500	€450 - €500
	5+ years	€600 - €650	€500 - €550	€500 - €550	€500 - €550
BI Consultant	0-3 years	€300 - €350	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€350 - €450	€350 - €450	€350 - €450	€350 - €450
	5+ years	€450 - €550	€450 - €500	€450 - €500	€450 - €500
BI Developer	0-3 years	€300 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €500	€350 - €400	€350 - €400	€350 - €400
	5+ years	€500 - €600	€400 - €500	€400 - €500	€400 - €500
BI Architect	0-3 years	€500 - €550	€450 - €500	€450 - €500	€450 - €500
	3-5 years	€600 - €650	€500 - €550	€500 - €550	€500 - €550
	5+ years	€650 - €700	€550 - €650	€550 - €650	€550 - €650
Data Analyst	0-3 years	€300 - €350	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€350 - €450	€300 - €350	€300 - €350	€300 - €350
	5+ years	€450 - €550	€350 - €425	€350 - €425	€350 - €425

Technology - Contract Rates

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Data Scientist	0-3 years	€400 - €450	€300 - €375	€300 - €375	€300 - €375
	3-5 years	€450 - €550	€375 - €450	€375 - €450	€375 - €450
	5+ years	€550 - €650	€450 - €550	€450 - €550	€450 - €550
Data Architect	0-3 years	€400 - €500	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€500 - €600	€450 - €525	€450 - €525	€450 - €525
	5+ years	€600 - €700	€525 - €600	€525 - €600	€525 - €600
Data Analytics Manager	0-3 years	€450 - €550	€400 - €475	€400 - €475	€400 - €475
	3-5 years	€550 - €600	€475 - €550	€475 - €550	€475 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
Data Engineer	0-3 years	€400 - €450	€400 - €425	€400 - €425	€400 - €425
	3-5 years	€450 - €550	€425 - €475	€425 - €475	€425 - €475
	5+ years	€550 - €600	€475 - €500	€475 - €500	€475 - €500
Big Data Developer	0-3 years	€500 - €550	€400 - €475	€400 - €475	€400 - €475
	3-5 years	€550 - €600	€475 - €550	€475 - €550	€475 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650

Technology - Contract Rates

Data & Business Intelligence

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Data Warehouse Consultant	0-3 years	€400 - €500	€300 - €375	€300 - €375	€300 - €375
	3-5 years	€500 - €550	€375 - €450	€375 - €450	€375 - €450
	5+ years	€550 - €650	€450 - €550	€450 - €550	€450 - €550
Data Warehouse Developer	0-3 years	€400 - €500	€300 - €375	€300 - €375	€300 - €375
	3-5 years	€500 - €550	€375 - €450	€375 - €450	€375 - €450
	5+ years	€550 - €600	€450 - €550	€450 - €550	€450 - €550
SQL Developer	0-3 years	€350 - €400	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€400 - €450	€300 - €350	€300 - €350	€300 - €350
	5+ years	€450 - €550	€350 - €450	€350 - €450	€350 - €450
SQL DBA	0-3 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €500	€350 - €425	€350 - €425	€350 - €425
	5+ years	€500 - €550	€425 - €500	€425 - €500	€425 - €500
Oracle DBA	0-3 years	€350 - €400	€300 - €350	€300 - €350	€300 - €350
	3-5 years	€400 - €450	€350 - €425	€350 - €425	€350 - €425
	5+ years	€450 - €500	€425 - €500	€425 - €500	€425 - €500
Oracle Developer	0-3 years	€350 - €400	€250 - €300	€250 - €300	€250 - €300
	3-5 years	€400 - €450	€300 - €350	€300 - €350	€300 - €350
	5+ years	€450 - €550	€350 - €450	€350 - €450	€350 - €450

Technology - Contract Rates

AI & Machine Learning

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Machine Learning Engineer	0-3 years	€450 - €550	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€550 - €650	€500 - €600	€500 - €600	€500 - €600
	5+ years	€650 - €750	€600 - €700	€600 - €700	€600 - €700
AI Engineer	0-3 years	€400 - €500	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
AI Product Manager	0-3 years	€450 - €550	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€550 - €650	€500 - €600	€500 - €600	€500 - €600
	5+ years	€650 - €750	€600 - €700	€600 - €700	€600 - €700
AI Solutions Architect	0-3 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	3-5 years	€600 - €750	€550 - €700	€550 - €700	€550 - €700
	5+ years	€750 - €900	€700 - €850	€700 - €850	€700 - €850
Deep Learning Engineer	0-3 years	€450 - €550	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€550 - €650	€500 - €600	€500 - €600	€500 - €600
	5+ years	€650 - €750	€600 - €700	€600 - €700	€600 - €700
NLP Engineer	0-3 years	€400 - €500	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650

Technology - Contract Rates

AI & Machine Learning

Job Title	Experience	Dublin (€ Per Day)	Cork (€ Per Day)	Limerick (€ Per Day)	Galway (€ Per Day)
Computer Vision Engineer	0-3 years	€450 - €550	€400 - €500	€400 - €500	€400 - €500
	3-5 years	€550 - €650	€500 - €600	€500 - €600	€500 - €600
	5+ years	€650 - €750	€600 - €700	€600 - €700	€600 - €700
AI Research Scientist	0-3 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	3-5 years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
	5+ years	€700 - €850	€650 - €750	€650 - €750	€650 - €750
MLOps Engineer	0-3 years	€400 - €500	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
AI Platform Engineer	0-3 years	€400 - €500	€350 - €450	€350 - €450	€350 - €450
	3-5 years	€500 - €600	€450 - €550	€450 - €550	€450 - €550
	5+ years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
Responsible AI / AI Ethics Specialist	0-3 years	€350 - €450	€300 - €400	€300 - €400	€300 - €400
	3-5 years	€450 - €550	€400 - €500	€400 - €500	€400 - €500
	5+ years	€550 - €650	€500 - €600	€500 - €600	€500 - €600
AI Technical Lead / Head of AI	0-3 years	€600 - €700	€550 - €650	€550 - €650	€550 - €650
	3-5 years	€700 - €850	€650 - €800	€650 - €800	€650 - €800
	5+ years	€850 - €1,000	€800 - €950	€800 - €950	€800 - €950

Life Sciences

Life Sciences Market Outlook 2026

Workforce growth remains a defining feature of the Irish MedTech sector. According to the Irish **Medtech Skillnet** report, the Irish MedTech workforce is projected to reach approximately **56,000 by 2028** — representing around **3% annual growth** — with particularly strong demand in **R&D and innovation roles** (growing at **~7% annually**). This ongoing expansion reflects the sector's continued evolution from manufacturing excellence toward higher-value innovation, product development, and digital health capabilities.

While the funding landscape will remain selective, Ireland's strong talent base, established manufacturing ecosystem and proven track record of innovation position it well for sustained, medium-term growth. As the sector continues to balance cost pressures with the need for innovation, organisations that **strategically invest in skills, automation and cross-functional R&D collaboration** will be best placed to capture new opportunities in 2026 and beyond.

Investments and Growth

- **Irish VC funding hit a decade low in seed-stage availability**, with capital heavily concentrated into a small number of large later-stage deals.
- **Early-stage medical device start-ups struggled most**, due to longer regulatory timelines and higher capital intensity.
- Despite the challenging environment, standout deals like **FIRE1** raising **\$120M** signalled strong investor confidence in high-potential Irish MedTech companies. Such deals helped validate the sector and attracted attention from international and domestic investors. **Scale-ups felt the funding squeeze**, particularly in the €1–5m "missing middle" round size.
- **Multinationals remained stable**, continuing to invest in Irish manufacturing and engineering talent, though cost competitiveness and selective consolidation emerged.
- Galway-based **Neurent Medical** who are developing the **NEUROMARK® system**, opened a new manufacturing facility in Oranmore in June 2025, which will create **125 high-skilled jobs by the end of 2028**. This is a local "success case" in the Irish MedTech ecosystem: **a start-up that has scaled to manufacturing, created jobs, and given investors' confidence in the region.**



Mary Joyce
Director & Head of Life Sciences
m.joyce@masonalexander.ie

Life Sciences

Trends and Survey Insights

Job Movement and Motivations

The Life Sciences sector continues to demonstrate strong stability. Just **13%** of professionals changed jobs in the past year, down from **19%**, suggesting greater **satisfaction** or more **cautious movement** amid ongoing uncertainty. However, **36%** are actively seeking new opportunities, and a further **22%** plan to start searching in early 2026, indicating steady but measured mobility.

Motivators driving Life Sciences professionals to consider job changes:

Motivations for change have evolved. While **higher salary (53%)** remains important, it has dropped significantly from 76% last year. **Career advancement (67%)**, **seeking new challenges (60%)** and **company culture fit (47%)** are now leading drivers — showing professionals are increasingly motivated by **growth, innovation** and alignment with **purpose**, rather than pay alone.

- ◆ For employers, the message is clear: to attract and retain Life Sciences talent, focus on clear progression pathways, strong leadership, and opportunities to contribute to meaningful, cutting-edge work.

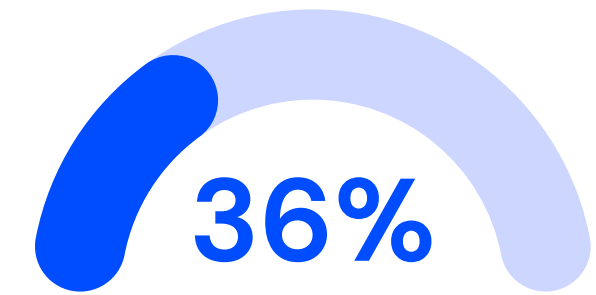
Work Arrangements

Hybrid work remains the dominant model in Life Sciences, reflecting the sector's need to balance **flexibility** with the **collaborative** and **regulated nature** of lab and manufacturing environments. According to our survey results, **73%** currently work **hybrid**, matching their preferred setup for future roles. Only **6%** work **fully remotely**, while **21%** remain **fully on-site**.

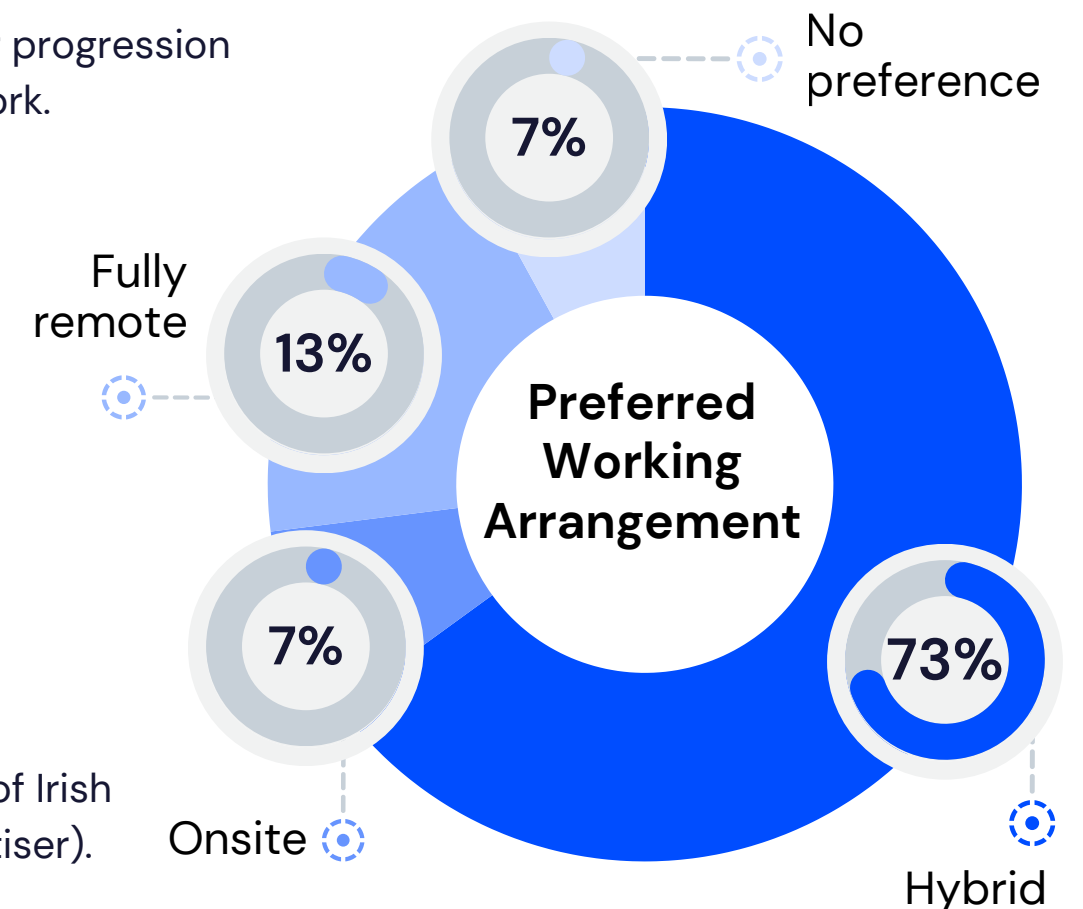
This alignment between current and preferred arrangements marks progress from last year, when on-site requirements were more restrictive. It signals that employers are adapting to **employee expectations** and integrating **flexible** options where possible.

- ◆ Hybrid and flexible work have now become decisive factors for candidates, with nearly **half** of Irish job-seekers saying they would reject roles without hybrid or remote options (Galway Advertiser).

Our survey results reinforce this trend: 40% would trade a higher salary for better work-life balance and **53%** say they might, underlining how **flexibility** continues to be a key factor in talent attraction and retention across the sector.



of Life Science professionals are actively looking for a new job, with **34%** of the same respondents aiming to make a move within the next 3 months.



Life Sciences

Trends and Survey Insights

Salary Expectations

Salary sentiment has strengthened notably since last year. While **60%** of Life Sciences professionals now feel they are **paid around the market average** (up from 50%), **13% feel generously rewarded** — suggesting gradual improvement in compensation satisfaction across the sector.

However, expectations for further growth remain high: **71%** expect a **salary increase in 2026**, a sharp rise from 58% in 2025. This confidence likely reflects both the ongoing demand for specialised skills and the perception that salary growth should keep pace with inflation and industry expansion.

- ◆ For employers, this presents an opportunity to reinforce **transparency** around pay structures and **review cycles**, ensuring compensation strategies remain **competitive** while aligning with clear **performance** and **progression** frameworks.



Job Satisfaction and Recognition

Overall job satisfaction levels have held steady, though there is room for improvement. Just under half (**47%**) of Life Sciences professionals describe themselves as **satisfied**, while **2%** are very satisfied. However, **35%** fall into the **unsatisfied or very unsatisfied** categories, signalling an ongoing challenge in engagement and motivation.

Recognition appears to play a key role in shaping satisfaction. Although **54%** agree they feel recognised for their contributions, **19% strongly disagree** — suggesting that recognition may not be distributed evenly across teams or seniority levels.

- ◆ This data reinforces the importance of **regular feedback**, **visible appreciation** and **recognition** beyond salary. Creating a **stronger culture of acknowledgment** — particularly in complex, high-pressure environments like Life Sciences — can significantly influence **retention** and **morale**.



Life Sciences

Trends and Survey Insights

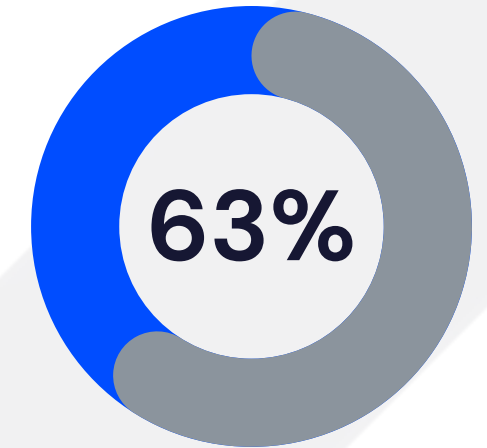
AI Impact and Career Perception

Artificial Intelligence is rapidly transforming the Life Sciences landscape, and employees are acutely aware of its growing influence. **63% now use AI** in their current roles, doubling from **31% last year**, indicating mainstream adoption across research, analytics and operational functions.

According to Ibec, the **manufacturing** sector is outpacing national averages in automation and AI integration — with **54% of MedTech manufacturers now adopting AI or automation technologies**, compared to **39%** across the wider Irish economy.

Despite this progress, **61%** of our survey respondents say that only **limited training or support** is provided by their employers, while **20% receive none at all**. This gap highlights a pressing need for structured AI training and development to help employees confidently adapt to evolving technologies.

The growing demand for AI and data-driven skill sets is also influencing pay structures. Across the Irish labour market, roles that require **AI, data analytics** or **automation** skills now command an estimated **56% wage premium** (according PWC 2025 AI Jobs Barometer Report), underscoring the value of technical capability within Life Sciences.



Use AI in their current role

Over half (**53%**) of our survey respondents believe AI will affect their long-term career plans, and the perceived level of influence rates **4 out of 10** — a moderate but growing awareness of its future impact.



The average impact rating for AI on career decisions is **4/10**, showing cautious optimism balanced by uncertainty.

Employers that proactively integrate AI literacy and digital transformation initiatives will be best positioned to enhance employee confidence and competitiveness in this rapidly changing environment.

Life Sciences

Trends and Survey Insights

Conclusion

Ireland's Life Sciences sector remains a cornerstone of **economic growth** and **innovation** heading into 2026. Continued investment in pharmaceuticals, biopharma and medtech — alongside the rise of **AI-enabled discovery and manufacturing** — is sustaining strong demand for specialised professionals.

This year's candidate data reflects measured confidence. Professionals are largely secure in their roles but open to opportunities offering **growth, innovation** and **stronger value alignment**. The **steady rise in hybrid** working highlights how the sector is adapting, while rapid **AI adoption** shows a workforce determined to stay **relevant** and **future-ready**.

Employability will increasingly hinge on **cross-functional expertise** — those combining **engineering** with **data, AI, regulatory** or **quality skills**, or contributing to new product and commercialisation launches, will advance fastest.

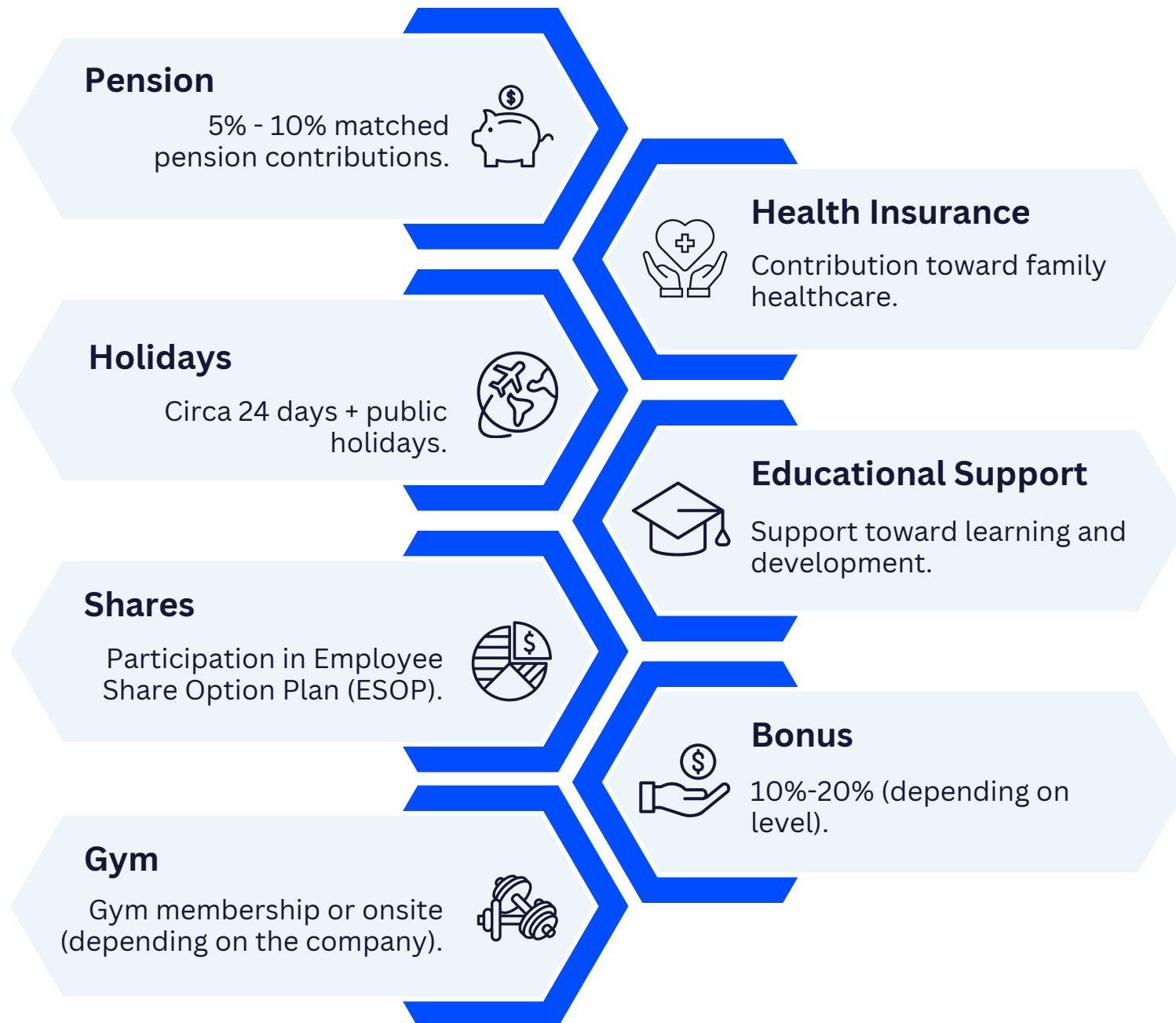
For employers, **talent competition will intensify**. **Competitive pay, hybrid** or **flexible** models, **digital** and **AI training** and **clear progression pathways** will define the winners. **Employer branding** and **culture** also matter: emphasising flexibility, modern tech stacks, continuous learning and a meaningful role in innovation will attract scarce high-skill talent.

Start-ups must lean on non-salary incentives — equity, fast-growth roles and innovation-driven cultures — to compete with larger firms, while established employers must stay agile to retain innovation-focused talent.

Ultimately, 2026 will reward organisations that **balance competitive rewards** with **culture, flexibility** and **investment in people** — ensuring Ireland remains a global leader in Life Sciences talent and innovation.



Life Sciences Benefits



*All benefits are company dependant.



Life Sciences

Permanent Salaries

Life Sciences – Permanent Salaries

Medical Device

Research and Development

Job Title	Experience	Salary (€ Per Annum)
CTO	20+ years	€180k - €220k
R&D Director	15+ years	€150k - €200k
R&D Manager	10+ years	€130k - €150k
Principal R&D Engineer	1-5 years 5+ years	€85k - €90k €95K - €110k
Senior R&D Engineer	1-5 years 5+ years	€65k - €80k €80k - €90k
R&D Engineer	1-5 years 5+ years	€50k - €65k €65k - €70k

Life Sciences – Permanent Salaries

Medical Device

Engineering

Job Title	Experience	Salary (€ Per Annum)
Engineering Director	15+ years	€150k - €200k
Engineering Manager	1-5 years 5+ years	€80k - €90k €90k - €110k
Engineering Team Leader	1-5 years 5+ years	€60k - €75k €75k - €90k
Senior Electronic Engineer	1-5 years 5+ years	€70k - €85k €85k - €110k
Electronic Engineer	1-5 years 5+ years	€55k - €70k €70k - €75k
Electronic Technician	1-5 years 5+ years	€35k - €40k €45k - €60k
Automation Engineer	1-5 years 5+ years	€45k - €80k €85k - €110k
Packaging Engineer	1-5 years 5+ years	€45k - €75K €80k - €95k

*k represents thousands

Life Sciences – Permanent Salaries

Medical Device

Quality

Job Title	Experience	Salary (€ Per Annum)
Vice President of Quality Assurance	5+ years	€150k - €200k
Quality Director	1-5 years 5+ years	€100k - €120k €120k - €150k
Quality Manager	1-5 years 5+ years	€75k - €80k €80k - €100k
Quality Supervisor / Team Lead	1-5 years 5+ years	€65k - €75k €70k - €85k
Senior Quality Engineer	1-5 years 5+ years	€70k - €75k €75k - €80k
Quality Engineer	1-5 years 5+ years	€55k - €60k €60k - €70k
Quality Technician	1-5 years 5+ years	€30k - €40k €40k - €45k
Senior Design Assurance Engineer	1-5 years 5+ years	€72k - €75k €75k - €85k
Design Assurance Engineer	1-5 years 5+ years	€50k - €65k €60k - €80k
Design Assurance Technician	1-5 years 5+ years	€30k - €40k €40k - €45k

Life Sciences – Permanent Salaries

Medical Device

Quality

Job Title	Experience	Salary (€ Per Annum)
Senior Supplier Quality Engineer	1-5 years 5+ years	€65k - €75k €75k - €80k
Supplier Quality Engineer	1-5 years 5+ years	€50k - €65k €60k - €70k
Software Quality Engineer	1-5 years 5+ years	€55k - €65k €65k - €80k
Senior Quality Systems Engineer	1-5 years 5+ years	€65k - €75k €75k - €80k
Quality Systems Engineer	1-5 years 5+ years	€50k - €65k €60k - €70k

Life Sciences – Permanent Salaries

Medical Device

Regulatory Affairs

Job Title	Experience	Salary (€ Per Annum)
Vice President of Regulatory Affairs	5+ years	€150k - €200k
Regulatory Affairs Director	1-5 years 5+ years	€110k - €125k €125k - €150k
Regulatory Affairs Manager	1-5 years 5+ years	€90k - €95k €95k - €110k
Principal Regulatory Affairs Specialist	1-5 years 5+ years	€90k - €95k €95k - €110k
Senior Regulatory Affairs Specialist	1-5 years 5+ years	€75k - €80k €80k - €85k
Regulatory Affairs Specialist	1-5 years 5+ years	€55k - €60k €60k - €65k
Regulatory Affairs Project Manager	1-5 years 5+ years	€65k - €70k €70k - €80k

Life Sciences – Permanent Salaries

Manufacturing

Job Title	Experience	Salary (€ Per Annum)
Director of Manufacturing	1-5 years 5+ years	€120k - €140k €140k+
Manufacturing Manager	1-5 years 5+ years	€90k - €110k+ €110k+
Principal Manufacturing Engineer	1-5 years 5+ years	€85k - €100k €100k+
Senior Manufacturing Engineer	1-5 years 5+ years	€60k - €75k €75+
Manufacturing Engineer	1-5 years 5+ years	€45k - €60k €60k+
Technician	1-5 years 5+ years	€30k - €42k €42k+

Process Development

Job Title	Experience	Salary (€ Per Annum)
Director of Process Development	1-5 years 5+ years	€120k - €140k €140k+
Process Development Manager	1-5 years 5+ years	€90k - €110k+ €110k+
Principal Process Development Engineer	1-5 years 5+ years	€85k - €100k €100k+
Senior Process Development Engineer	1-5 years 5+ years	€60k - €75k €75+
Process Development Engineer	1-5 years 5+ years	€45k - €60k €60k+
Process Development Technician	1-5 years 5+ years	€30k - €42k €42k+

Life Sciences – Permanent Salaries

Production

Job Title	Experience	Salary (€ Per Annum)
Production Manager	1-5 years	€70k - €90k
	5+ years	€90 - €110k
Production Supervisor	1-5 years	€55k - €70k
	5+ years	€70k - €85k
Lean / Six Sigma Engineer	1-5 years	€60k - €80k
	5+ years	€80k - €100k
Operator	1-5 years	€28k - €33k
	5+ years	€33k - €37k+

Life Sciences – Permanent Salaries

Pharmaceutical

Validation

Job Title	Experience	Salary (€ Per Annum)
QA Validation	1-5 years	€50k - €75k
	5+ years	€75k - €90k
CQV Engineer	1-5 years	€55k - €80k
	5+ years	€80 - €100k
Cleaning Validation	1-5 years	€45k - €75k
	5+ years	€75k - €90k
Equipment Validation	1-5 years	€45k - €70k
	5+ years	€70 - €85k
CSV Engineer	1-5 years	€45k - €80k
	5+ years	€80k - €110k

Maintenance / Manufacturing

Job Title	Experience	Salary (€ Per Annum)
Maintenance Manager	1-5 years	€65k - €80k
	5+ years	€80K - €100k
Maintenance Technician	1-5 years	€35k - €50k
	5+ years	€50K - €65k
Manufacturing Engineer	1-5 years	€50k - €75k
	5+ years	€75k - €90k
Manufacturing Technician	1-5 years	€35k - €45k
	5+ years	€45k - €60k
Mechanical Engineer	1-5 years	€45k - €65k
	5+ years	€65 - €90k

Life Sciences – Permanent Salaries

Pharmaceutical

Quality Assurance

Job Title	Experience	Salary (€ Per Annum)
Quality Director	1-5 years	€95k - €120k
	5+ years	€120k - €160k
QA / QC Manager	1-5 years	€75k - €85k
	5+ years	€85k - €95k
QA / QC Supervisor	1-5 years	€65k - €75k
	5+ years	€75k - €85k
QA / QC Analyst	1-5 years	€50k - €60k
	5+ years	€60k - €70k
Qualified Person	1-5 years	€80k - €95k
	5+ years	€95k - €120k
Responsible Person	1-5 years	€60k - €80k
	5+ years	€80k - €120k
Lab Technician	1-5 years	€38k - €45k
	5+ years	€45k - €55k

Life Sciences – Permanent Salaries

Pharmaceutical

Regulatory Affairs

Job Title	Experience	Salary (€ Per Annum)
Regulatory Affairs Manager	1-5 years	€75k - €85k
	5+ years	€85k - €90k
Regulatory Affairs Specialist	1-5 years	€50k - €60k
	5+ years	€60k - €70k

Compliance

Job Title	Experience	Salary (€ Per Annum)
Compliance Director	1-5 years	€85k - €120k
	5+ years	€120k - €160k
Compliance Manager	1-5 years	€75k - €85k
	5+ years	€90k - €110k
Compliance Officer	1-5 years	€45k - €55k
	5+ years	€55k - €65k
Compliance Auditor	1-5 years	€55k - €65k
	5+ years	€65k - €75k

Life Sciences – Permanent Salaries

Pharmaceutical

Clinical

Job Title	Experience	Salary (€ Per Annum)
Director of Clinical	1-5 years	€90k - €125k
	5+ years	€125k - €150k
Clinical Trials Manager	1-5 years	€60k - €80k
	5+ years	€80k - €95k
Clinical Program Manager	1-5 years	€50k - €70k
	5+ years	€70k - €90k
R&D Engineer	1-5 years	€45k - €60k
	5+ years	€60k - €70k



Life Sciences

Contract Rates

Life Sciences – Contract Rates

Medical Device

Engineering

Job Title	Contract €
R&D Engineer	€30 - €65 ph
Senior R&D Engineer	€65 - €75 ph
Automation Engineer	€35 - €75 ph
Electrical / Electronic Engineer	€30 - €65 ph
Packaging Engineer	€30 - €65 ph
Electronic Technician	€20 - €30 ph
Engineering Manager	€65 - €100 ph
Engineering Team Leader	€50 - €70 ph

Life Sciences – Contract Rates

Medical Device

Quality Assurance

Job Title	Contract €
Quality Director	€70 - €110 p/h
Quality Manager	€60 - €80 p/h
Quality Supervisor / Team Lead	€45 - €65 p/h
Quality Engineer	€25 - €55 p/h
Quality Technician	€15 - €25 p/h
Design Assurance Engineer	€30 - €65 p/h
Design Assurance Technician	€14 - €24 p/h
Supplier Quality Engineer	€30 - €60 p/h

Life Sciences – Contract Rates

Maintenance / Manufacturing

Job Title	Contract €
Maintenance Manager	€55 - €75 p/h
Maintenance Technician	€20 - €30 p/h
Manufacturing Engineer	€30 - €60 p/h
Manufacturing Technician	€20 - €30 p/h
Mechanical Engineer	€35 - €60 p/h

Process

Job Title	Contract €
Process Engineer	€40 - €80 p/h
Lean / Six Sigma Engineer	€35 - €65 p/h
Process Technician	€20 - €30 p/h
Production Manager	€40 - €65 p/h
Production Supervisor	€30 - €60 p/h

Life Sciences – Contract Rates

Pharmaceutical

Manufacturing

Job Title	Contract €
Technician	€25 - €30 p/h
Manufacturing Engineer	€30 - €60 p/h
Senior Manufacturing	€60 - €65+ p/h
Manufacturing Manager	€65+ p/h

Validation

Job Title	Contract €
QA Validation	€30 - €70 p/h
CQV Engineer	€35 - €85 p/h
Cleaning Validation	€35 - €65 p/h
Equipment Validation	€35 - €65 p/h
CSV Engineer	€35 - €75 p/h

Life Sciences – Contract Rates

Pharmaceutical

Pharmaceutical

Job Title	Contract €
Quality Director	€75 - €150 p/h
QA / QC Manager	€60 - €80 p/h
QA / QC Supervisor	€30 - €45 p/h
QA / QC Analyst	€20 - €35 p/h
Qualified Person	€75 - €110 p/h
Lab Technician	€20 - €27 p/h

Regulatory Affairs

Job Title	Contract €
Regulatory Affairs Manager	€50 - €110 p/h
Regulatory Affairs Officer	€25 - €70 p/h

Compliance

Job Title	Contract €
Compliance Manager	€35 - €55 p/h
Compliance Officer	€20 - €37 p/h
Compliance Auditor	€25 - €42 p/h

Research & Development

Job Title	Contract €
R&D Engineer	€25 - €45 p/h
Senior R&D Engineer	€30 - €65 p/h
Principal R&D Engineer	€40 - €70 p/h

Financial Services

Market Outlook 2026

Ireland's financial services sector enters 2026 in a position of strength, supported by sustained foreign investment, fintech innovation, and continued growth in private funds and asset management. With over 60,000 professionals now employed in international financial services—well above the original 2025 “Ireland for Finance” target—the sector's economic contribution is set to deepen further, reinforcing Ireland's role as a leading European hub.

Market Growth & Expansion

- **Private Funds & Asset Management:** Reforms to the Irish Investment Limited Partnership (ILP) regime have positioned Dublin as a key destination for private equity, infrastructure and alternative investment managers. This is a major driver of fund-related hiring going into 2026.
- **International Banking & Funds:** Employment in international banking has grown to almost 14,700 professionals, with firms contributing €5.5 billion annually to the Irish economy. Brexit-related relocations continue to boost Dublin's standing as a competitive EU hub.
- **Fintech:** Ireland is home to 300 indigenous firms and 140 international fintechs, employing around 7,000 people. Investment in R&D and government-backed initiatives keeps digital finance, regtech and payments at the forefront of growth.
- **Regionalisation:** Nearly half of funds sector jobs are now located outside Dublin, with Cork, Limerick, and Galway benefiting from this broader geographic spread.

Hiring Trends 2026

- **Private Funds & Asset Management:** Increased opportunities for fund accountants, private credit analysts, portfolio managers, compliance experts and structuring/legal specialists.
- **International Banking:** Hiring remains strong in risk, AML/KYC, regulatory relations, operations and corporate banking roles.
- **Fintech & Digital Finance:** Demand for professionals in AI-driven banking, digital payments, regtech and cybersecurity will continue to climb.
- **Cross-Sector Skills:** Roles blending finance and technology—including sustainable finance, quantitative analytics and fintech product leadership—are highly sought after.
- **Work Models:** 4 days in-office with 1 day WFH is becoming more standard, though **fully on-site arrangements are becoming increasingly common** as organisations strengthen collaboration and oversight.



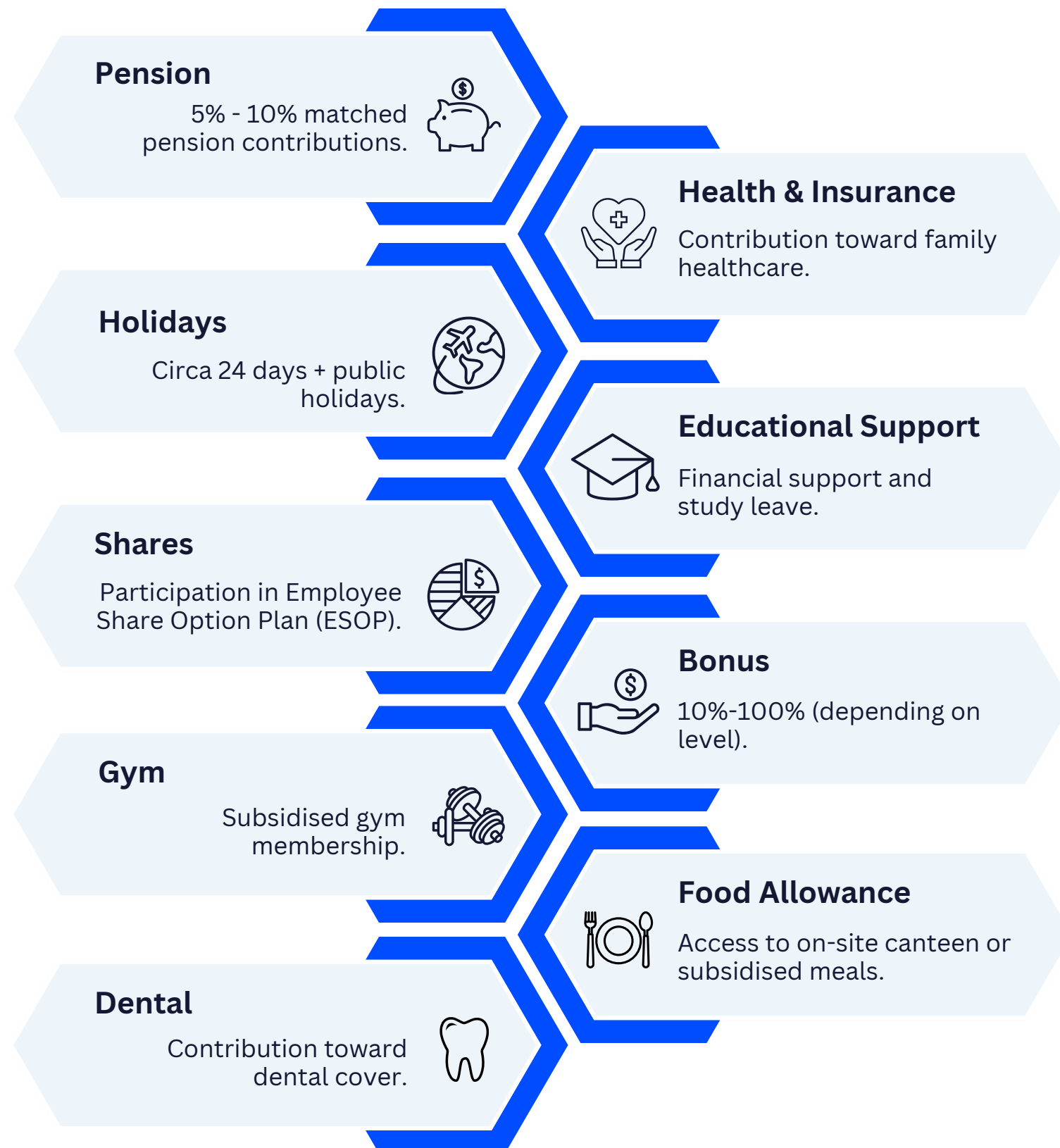
James Lynch
Financial Services
j.lynch@masonalexander.ie

With an ambitious new Ireland for Finance strategy (2026–2030) due to launch, the sector is positioned for continued expansion.

Employers will need to focus on competitive pay, career development and flexible working to attract and retain the talent needed to support Ireland's next phase of growth in financial services.

Financial Services

Benefits



*All benefits are company dependant.



Financial Services

Permanent Salaries

Private Markets

Private Equity

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Managing Director	€200,000 - €400,000	€180,000 - €350,000
Investment Director	€125,000 - €200,000	€120,000 - €160,000
Senior Investment Manager / AD	€110,000 - €130,000	€100,000 - €130,000
Investment Manager	€105,000 - €125,000	€100,000 - €120,000
Senior Investment Associate	€85,000 - €105,000	€80,000 - €100,000
Investment Associate	€75,000 - €95,000	€70,000 - €90,000
Investment Analyst	€60,000 - €85,000	€60,000 - €70,000

Private Credit

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Managing Director	€200,000 - €400,000	€180,000 - €350,000
Investment Director	€125,000 - €200,000	€120,000 - €160,000
Senior Investment Manager / Principal / AD	€120,000 - €140,000	€105,000 - €140,000
Investment Manager	€100,000 - €130,000	€95,000 - €125,000
Investment Principal	€100,000 - €130,000	€95,000 - €125,000
Investment Associate	€75,000 - €100,000	€70,000 - €95,000
Investment Analyst	€55,000 - €65,000	€50,000 - €60,000

Investment / Asset Management

Front Office

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Trader	€55,000 - €140,000	€40,000 - €100,000
Trader / Dealer Manager	€75,000 - €100,000	€55,000 - €85,000
Dealer	€55,000 - €75,000	€30,000 - €40,000
Senior Portfolio Manager	€100,000 - €185,000	€80,000 - €110,000
Portfolio Manager	€65,000 - €95,000	€40,000 - €70,000
Investment Manager	€80,000 - €125,000	€60,000 - €105,000
Senior Investment Analyst	€75,000 - €95,000	€50,000 - €80,000
Investment Analyst	€50,000 - €75,000	€40,000 - €50,000
Senior Equity Analyst	€80,000 - €135,000	€55,000 - €95,000
Equity Analyst	€40,000 - €75,000	€30,000 - €40,000
Senior Credit Analyst	€85,000 - €145,000	€60,000 - €70,000
Credit Analyst	€30,000 - €70,000	€30,000 - €50,000
Senior Quantitative Investment Analyst	€90,000 - €145,000	€60,000 - €115,000
Quantitative Investment Analyst	€50,000 - €90,000	€35,000 - €70,000

Investment / Asset Management

Middle Office

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Country Head	€180,000 - €250,000	€160,000 - €220,000
Chief Risk Officer	€120,000 - €220,000	€100,000 - €180,000
Head of Risk (PCF)	€110,000 - €170,000	€90,000 - €150,000
Risk Manager	€65,000 - €95,000	€50,000 - €80,000
Risk Analyst	€40,000 - €65,000	€40,000 - €55,000
Head of Middle Office	€105,000 - €160,000	€90,000 - €130,000
Middle Office Manager	€65,000 - €105,000	€60,000 - €80,000
Middle Office Analyst	€40,000 - €60,000	€30,000 - €50,000
Corporate Actions Manager	€55,000 - €70,000	€35,000 - €55,000
Corporation Actions Specialist	€35,000 - €60,000	€30,000 - €45,000
Pricing Manager	€50,000 - €70,000	€40,000 - €60,000
Pricing / Market Data Specialist	€35,000 - €50,000	€30,000 - €45,000
Trade Support Manager	€50,000 - €70,000	€40,000 - €50,000
Trade Support Specialist	€40,000 - €50,000	€30,000 - €40,000
Custody Manager	€55,000 - €95,000	€50,000 - €75,000
Custody Administrator	€30,000 - €40,000	€30,000 - €35,000

Investment / Asset Management

Middle Office

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Chief Compliance Officer	€120,000 - €160,000	€100,000 - €140,000
Head of Compliance (PCF)	€125,000 - €180,000+	€100,000 - €160,000
Compliance VP - Director	€110,000 - €150,000	€95,000 - €145,000
Compliance Manager (VP) (5-7 years' exp.)	€80,000 - €115,000	€70,000 - €105,000
Compliance Manager (AVP) (3-5 years' exp.)	€55,000 - €85,000	€50,000 - €70,000
Compliance Officer (1-3 years' exp.)	€30,000 - €52,000	€30,000 - €50,000

Investment / Asset Management

Back Office & Operations

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Fund Accounting Director / Head of FA	€115,000 - €180,000	€95,000 - €130,000
Fund Accounting Senior Manager / VP	€85,000 - €115,000	€75,000 - €95,000
Fund Accounting Manager / AVP	€60,000 - €90,000	€60,000 - €80,000
Fund Accounting Supervisor	€45,000 - €60,000	€40,000 - €55,000
Senior Fund Accountant	€35,000 - €50,000	€30,000 - €50,000
Fund Accountant	€30,000 - €40,000	€30,000 - €40,000
Transfer Agency Director / Head of TA	€115,000 - €170,000	€95,000 - €130,000
Transfer Agency VP	€80,000 - €115,000	€70,000 - €95,000
Transfer Agency AVP	€45,000 - €80,000	€45,000 - €70,000
Senior Transfer Agent	€40,000 - €50,000	€30,000 - €45,000
Transfer Agency Administrator	€30,000 - €35,000	€25,000 - €30,000

Corporate Banking

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Managing Director	€160,000 - €240,000	€130,000 - €180,000
Director	€130,000 - €150,000	€110,000 - €130,000
SVP / Senior Manager	€90,000 - €125,000	€80,000 - €100,000
VP/ Manager	€65,000 - €95,000	€50,000 - €70,000
AVP / Assistant Manager	€50,000 - €70,000	€40,000 - €60,000
Analyst	€40,000 - €50,000	€35,000 - €40,000

Treasury

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Head of Treasury	€100,000 - €145,000	€90,000 - €120,000
Treasury Manager	€65,000 - €100,000	€60,000 - €80,000
Treasury Team Leader	€50,000 - €65,000	€45,000 - €60,000
Treasury Analyst	€30,000 - €45,000	€30,000 - €40,000
Treasury Administrator	€30,000 - €40,000	€25,000 - €35,000
Cash Manager	€60,000 - €70,000	€50,000 - €65,000
Cash Analyst	€40,000 - €60,000	€30,000 - €50,000

Private Banking & Wealth Management

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Head of Wealth Management	€250,000 - €350,000	€160,000 - €200,000
Investment Director	€140,000 - €180,000	€100,000 - €120,000
Head of Relationship Management	€120,000 - €180,000	€90,000 - €110,000
Director, Wealth Management	€120,000 - €200,000	€100,000 - €120,000
Director, Private Banking	€100,000 - €160,000	€90,000 - €120,000
Senior Relationship Manager	€80,000 - €150,000	€70,000 - €100,000
Relationship Manager	€50,000 - €80,000	€40,000 - €60,000

Retail Banking

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Branch Manager	€60,000 - €90,000	€50,000 - €70,000
Retail Banking Team Leader	€35,000 - €45,000	€30,000 - €40,000
Senior Financial Advisor	€50,000 - €60,000	€40,000 - €50,000
Financial Advisor	€40,000 - €50,000	€30,000 - €40,000
Customer Service Executive	€30,000 - €40,000	€24,000 - €30,000

Risk and Compliance

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Chief Risk Officer	€120,000 - €220,000	€100,000 - €180,000
Head of Risk (PCF)	€110,000 - €170,000	€90,000 - €150,000
Risk Manager	€65,000 - €95,000	€50,000 - €80,000
Risk Analyst	€40,000 - €65,000	€40,000 - €55,000
Chief Compliance Officer	€120,000 - €160,000	€100,000 - €140,000
Head of Compliance (PCF)	€125,000 - €180,000+	€100,000 - €160,000
Compliance VP - Director	€110,000 - €150,000	€95,000 - €145,000
Compliance Manager (VP) (5-7 years' exp.)	€80,000 - €115,000	€70,000 - €105,000
Compliance Manager (AVP) (3-5 years' exp.)	€55,000 - €85,000	€50,000 - €70,000
Compliance Officer (1-3 years' exp.)	€30,000 - €52,000	€30,000 - €50,000
Head of AML	€105,000 - €140,000	€95,000 - €125,000
AML Manager	€70,000 - €100,000	€60,000 - €95,000
AML Specialist	€30,000 - €60,000	€30,000 - €40,000
Data Protection Officer	€70,000 - €105,000	€60,000 - €90,000
Data Protection Specialist	€40,000 - €50,000	€30,000 - €45,000
Fraud Manager	€60,000 - €80,000	€55,000 - €75,000
Fraud Analyst	€30,000 - €50,000	€30,000 - €45,000

Accounting & Finance

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Chief Financial Officer	€120,000 - €250,000	€100,000 - €180,000
Finance Director T/O >10m	€110,000 - €180,000	€90,000 - €160,000
Financial Director T/O <10m	€100,000 - €150,000	€90,000 - €120,000
Financial Controller T/O >10m	€90,000 - €120,000	€80,000 - €110,000
Financial Controller T/O <10m	€80,000 - €100,000	€80,000 - €90,000
Head of FP&A	€100,000 - €150,000	€80,000 - €120,000
Head of Tax	€125,000 - €200,000	€110,000 - €150,000
Tax Senior Manager	€85,000 - €130,000	€75,000 - €100,000
Tax Manager	€70,000 - €90,000	€60,000 - €80,000
Finance Manager	€75,000 - €90,000	€60,000 - €80,000
Internal Audit Manager	€75,000 - €95,000	€65,000 - €80,000
Financial Reporting Manager	€75,000 - €90,000	€65,000 - €80,000
Senior Financial Accountant	€60,000 - €70,000	€55,000 - €65,000

Accounting & Finance

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Senior Financial Analyst	€60,000 - €75,000	€55,000 - €70,000
Internal Auditor	€55,000 - €65,000	€50,000 - €60,000
Financial Reporting Accountant	€55,000 - €70,000	€50,000 - €60,000
Project Accountant	€60,000 - €80,000	€55,000 - €70,000
Treasury Accountant	€50,000 - €75,000	€50,000 - €65,000
Tax Accountant	€55,000 - €70,000	€50,000 - €60,000
Commercial Accountant	€55,000 - €75,000	€50,000 - €60,000
Management Accountant	€50,000 - €65,000	€48,000 - €60,000
Financial Analyst	€55,000 - €75,000	€50,000 - €60,000
FP&A Analyst	€55,000 - €70,000	€50,000 - €60,000
Cost Accountant	€50,000 - €60,000	€50,000 - €55,000
Financial Accountant	€50,000 - €65,000	€45,000 - €55,000
Assistant Accountant	€35,000 - €40,000	€30,000 - €40,000

Accounting & Finance

Accounting

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Newly Qualified Accountant	€50,000 - €60,000	€45,000 - €55,000
Part-Qualified Accountant	€35,000 - €45,000	€30,000 - €40,000
Credit Control Manager	€50,000 - €65,000	€45,000 - €55,000
Credit Controller	€30,000 - €40,000	€30,000 - €35,000
Accounts Payable Manager	€55,000 - €70,000	€45,000 - €65,000
Accounts Receivable	€30,000 - €40,000	€30,000 - €35,000
Accounts Payable	€30,000 - €40,000	€30,000 - €35,000

Accounting & Finance

Corporate Finance / Corporate Development

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Managing Director	€140,000 - €250,000	€110,000 - €200,000
Director	€110,000 - €140,000	€90,000 - €120,000
Senior Manager / AD	€75,000 - €100,000	€70,000 - €90,000
Manager	€65,000 - €80,000	€60,000 - €75,000
Assistant Manager	€55,000 - €65,000	€50,000 - €60,000
Analyst / Exec / Senior	€40,000 - €55,000	€35,000 - €45,000

Aircraft Leasing

Finance

Job Title	Salary (€ Per Annum)
Head of Internal Audit	€70,000 - €135,000
Internal Audit Director	€75,000 - €100,000
Audit Manager	€65,000 - €85,000
VP Financial Planning & Analysis	€65,000 - €160,000
SVP/Head of Finance	€75,000 - €180,000
VP Finance	€65,000 - €150,000
Financial Reporting Accountant	€45,000 - €65,000
Financial Accountant	€45,000 - €90,000
PQ Accountant	€35,000 - €45,000
Accounts Payable/Receivable	€30,000 - €45,000

Aircraft Leasing

Pricing/Portfolio Management

Job Title	Salary (€ Per Annum)
Head of Pricing/Portfolio Management	€105,000 - €185,000
VP Pricing/Portfolio Management	€100,000 - €150,000
Director Pricing/Portfolio Management	€100,000 - €120,000
Manager Pricing/Portfolio Management	€100,000 - €115,000
Analyst Pricing/Portfolio Management	€50,000 - €85,000

Insurance

Reinsurance / Captive

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Reinsurance Underwriting Director	€110,000 - €160,000	€90,000 - €120,000
Reinsurance Underwriting Manager	€90,000 - €145,000	€65,000 - €95,000
Reinsurance Underwriter	€75,000 - €135,000	€55,000 - €90,000
Reinsurance Claims Manager	€85,000 - €135,000	€55,000 - €95,000
Reinsurance Claims Agent	€35,000 - €65,000	€30,000 - €55,000
Captive Account Manager	€60,000 - €90,000	€45,000 - €80,000
Captive Account Executive	€35,000 - €55,000	€25,000 - €45,000

Actuarial

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Chief Actuary	€160,000 - €300,000	€120,000 - €250,000
Qualified Actuary	€65,000 - €125,000	€50,000 - €100,000
Part-Qualified Actuary	€45,000 - €65,000	€35,000 - €45,000
Trainee Actuary (Grad Level)	€30,000 - €45,000	€30,000 - €35,000

Insurance

General / Life Insurance

Job Title	Dublin (€ Per Annum)	Regional (€ Per Annum)
Underwriting Director	€90,000 - €135,000	€90,000 - €100,000
Commercial Underwriting Manager	€80,000 - €100,000	€55,000 - €65,000
Commercial Underwriter (5-10 years)	€50,000 - €80,000	€35,000 - €65,000
Commercial Underwriter (1-5 years)	€35,000 - €55,000	€25,000 - €40,000
Life Underwriter	€40,000 - €85,000	€30,000 - €65,000
Operations Manager	€60,000 - €80,000	€35,000 - €60,000
Client Services Supervisor	€40,000 - €65,000	€25,000 - €45,000
Client Services Administrator	€25,000 - €40,000	€20,000 - €30,000
Broker Developer	€40,000 - €70,000	€30,000 - €50,000
Claims Manager	€45,000 - €75,000	€30,000 - €55,000
Claims Technical Analyst	€35,000 - €55,000	€25,000 - €40,000

Legal

Market Outlook 2026

The Irish legal market continues to evolve rapidly, driven by the expansion of international firms, ongoing consolidation, and sustained, though increasingly selective hiring trends across some practice areas.

Expansion of International Firms

Since Brexit, Ireland has seen significant growth in **international law firms** establishing and scaling their operations. Many of these firms, initially entering the market, now offer full-service capabilities and are hiring aggressively across most practice areas.

Salary Trends

2025 marked the first notable increase in legal salaries in a few years. The benchmark newly-qualified (NQ) salary rose from **€75,000 to €80,000** at most top-tier firms. International firms are paying at or above these rates, exerting competitive pressure across the market. With continued market competitiveness, **further upward salary adjustments are anticipated in 2026**.

Sign-on bonuses have become less common, now used only in exceptional circumstances where recruitment challenges persist in specific niche areas or to attract London returners.

Market Consolidation

2025 was a significant year for **mergers** and **acquisitions** within the Irish legal sector, and one highly publicised merger that did not proceed.

With international firms continuing to expand their presence in Ireland, **further high-profile mergers and acquisitions are expected in 2026**. This activity has contributed to **increased candidate mobility**, particularly at senior levels.



Michael Minogue
Associate Director, Legal
m.minogue@masonalexander.ie

Legal

Market Outlook 2026

Hiring Trends

Hiring activity remained steady throughout 2025. Firms are, however, adopting a more targeted and selective approach, prioritising:

- Demonstrable technical expertise
- Sector-specific experience
- Strong commercial acumen

Practice areas in highest demand include:

- **Finance:** general banking, structured finance, and especially aviation finance, which continues to be an active and competitive area for associates at all levels
- **Employment:** demand has risen, driven in part by international firms establishing new employment practices

Hybrid Working Patterns

Hybrid working arrangements remain the norm across the market. While some firms have increased expectations for office attendance, the typical pattern now stabilises around **3–4 days per week onsite**.

In-House Legal Market

The in-house legal sector, though smaller than the private practice market, remains active. Demand is particularly strong in:

- Data protection and privacy
- Regulatory and compliance
- Intellectual property
- Commercial contracts

These roles are especially prevalent in the fintech, payments, technology, and healthcare sectors. Employers are increasingly seeking legal professionals with hybrid skill sets, including legal operations and commercially focused profiles. Privacy and regulatory counsel roles continue to be in steady demand across both Dublin and regional hubs.





Legal Permanent Salaries

Legal

Private Practice

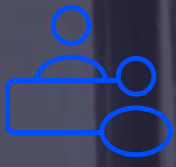
Job Title	Salary Range (Per Annum)
Salary Partner	€165,000+
Of Counsel	€130,000 - €150,000
Senior Associate (5+ PQE)	€100,000 - €140,000
4 PQE	€95,000 - €110,000
3 PQE	€90,000 - €105,000
2PQE	€85,000 - €95,000
1PQE	€80,000 - €90,000
Newly Qualified	€75,000 - €85,000
Professional Support Lawyer	€90,000 - €120,000
Paralegal / Legal Executive	€35,000 - €60,000

In-House

Job Title	Salary Range (Per Annum)
Head of Legal / General Counsel	€150,000 - €300,000
Senior Legal Counsel	€90,000 - €150,000
Junior Legal Counsel	€65,000 - €90,000

Company Secretarial

Job Title	Salary Range (Per Annum)
Head of Company Secretary Function	€120,000 - €200,000
Company Secretary Manager	€90,000 - €120,000
Senior Company Secretary (3+ years)	€55,000 - €75,000
Junior Company Secretary (0-3 years)	€35,000 - €55,000



Business Support Permanent Salaries

Business Support – Permanent Salaries

Administration

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Administrative Assistant	0-3 years	€26k - €30k	€25k - €28k	€25k - €28k	€25k - €28k
	3-5 years	€30k - €35k	€28k - €32k	€28k - €32k	€28k - €32k
	5+ years	€35k - €40k	€32k - €35k	€32k - €35k	€32k - €35k
Administrator	0-3 years	€30k - €35k	€25k - €28k	€25k - €28k	€23k - €25k
	3-5 years	€35k - €40k	€28k - €32k	€28k - €32k	€25k - €28k
	5+ years	€40k - €45k	€32k - €35k	€32k - €35k	€28k - €32k
Contracts Administrator	0-3 years	€30k - €35k	€28k - €32k	€28k - €30k	€28k - €30k
	3-5 years	€35k - €40k	€32k - €34k	€30k - €32k	€30k - €32k
	5+ years	€40k - €45k	€34k - €40k	€32k - €35k	€32k - €35k
Finance Administrator	0-3 years	€30k - €35k	€26k - €30k	€26k - €28k	€26k - €28k
	3-5 years	€35k - €40k	€30k - €35k	€28k - €30k	€28k - €30k
	5+ years	€40k - €45k	€35k - €40k	€30k - €35k	€30k - €35k
Policy Administrator	0-3 years	€30k - €35k	€28k - €32k	€28k - €32k	€28k - €32k
	3-5 years	€35k - €40k	€32k - €35k	€32k - €35k	€32k - €35k
	5+ years	€40k - €45k	€35k - €40k	€35k - €40k	€35k - €40k

Business Support – Permanent Salaries

Administration

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Project Administrator	0-3 years	€30k - €35k	€26k - €28k	€25k - €28k	€25k - €28k
	3-5 years	€35k - €40k	€28k - €32k	€28k - €32k	€28k - €32k
	5+ years	€40k - €45k	€32k - €38k	€32k - €35k	€32k - €35k
Purchasing Administrator	0-3 years	€30k - €35k	€28k - €32k	€26k - €28k	€26k - €28k
	3-5 years	€35k - €40k	€32k - €36k	€28k - €30k	€28k - €30k
	5+ years	€40k - €45k	€36k - €40k	€30k - €35k	€30k - €35k
Quality Administrator	0-3 years	€30k - €35k	€26k - €28k	€26k - €28k	€26k - €28k
	3-5 years	€35k - €40k	€28k - €35k	€28k - €32k	€28k - €32k
	5+ years	€40k - €45k	€35k - €40k	€32k - €35k	€32k - €35k
Sales Administrator	0-3 years	€30k - €35k	€28k - €32k	€28k - €30k	€28k - €30k
	3-5 years	€35k - €40k	€32k - €35k	€30k - €32k	€30k - €32k
	5+ years	€40k - €45k	€35k - €38k	€32k - €36k	€32k - €36k
Senior Administrator	0-3 years	€35k - €40k	€32k - €36k	€32k - €34k	€32k - €34k
	3-5 years	€40k - €45k	€36k - €40k	€34k - €36k	€34k - €36k
	5+ years	€45k - €50k	€40k - €50k	€36k - €40k	€36k - €40k

Business Support – Permanent Salaries

Legal

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Legal Administrator	0-3 years	€30k - €35k	€28k - €32k	€28k - €30k	€28k - €30k
	3-5 years	€35k - €40k	€32k - €36k	€30k - €33k	€30k - €33k
	5+ years	€40k - €45k	€36k - €40k	€33k - €35k	€33k - €35k
Legal Secretary / PA (small / medium sized practice)	0-3 years	€30k - €36k	€28k - €32k	€28k - €30k	€28k - €30k
	3-5 years	€36k - €42k	€32k - €38k	€30k - €34k	€30k - €34k
	5+ years	€42k - €46k	€38k - €42k	€34k - €40k	€34k - €40k
Legal Secretary / PA (large practice)	0-3 years	€32k - €36k	€28k - €32k	€28k - €32k	€28k - €32k
	3-5 years	€36k - €45k	€32k - €40k	€32k - €38k	€32k - €38k
	5+ years	€45k - €55k	€40k - €48k	€38k - €45k	€38k - €45k

Business Support – Permanent Salaries

Medical

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Medical Receptionist	0-3 years	€30k - €32k	€26k - €29k	€26k - €28k	€26k - €28k
	3-5 years	€32k - €38k	€29k - €34k	€28k - €32k	€28k - €32k
	5+ years	€38k - €40k	€34k - €38k	€32k - €36k	€32k - €36k
Medical Secretary	0-3 years	€32k - €35k	€25k - €30k	€23k - €28k	€23k - €28k
	3-5 years	€35k - €45k	€30k - €40k	€28k - €35k	€28k - €35k
	5+ years	€45k - €55k	€40k - €45k	€35k - €40k	€35k - €40k

Order Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Order Management Co-ordinator	0-3 years	€32k - €38k	€26k - €28k	€26k - €28k	€26k - €28k
	3-5 years	€38k - €42k	€28k - €32k	€28k - €30k	€28k - €30k
	5+ years	€42k - €50k	€32k - €35k	€30k - €32k	€30k - €32k
Order Management Representative	0-3 years	€30k - €35k	€28k - €32k	€28k - €30k	€28k - €30k
	3-5 years	€35k - €38k	€32k - €35k	€30k - €32k	€30k - €32k
	5+ years	€38k - €42k	€35k - €38k	€32k - €35k	€32k - €35k
Order Management Specialist	0-3 years	€32k - €36k	€30k - €32k	€30k - €32k	€30k - €32k
	3-5 years	€36k - €42k	€32k - €35k	€32k - €35k	€32k - €35k
	5+ years	€42k - €50k	€35k - €40k	€35k - €40k	€35k - €40k

Business Support – Permanent Salaries

Office Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Audio Typist	0-3 years	€30k - €32k	€24k - €26k	€24k - €26k	€24k - €26k
	3-5 years	€32k - €36k	€26k - €28k	€26k - €28k	€26k - €28k
	5+ years	€36k - €38k	€28k - €32k	€28k - €32k	€28k - €32k
Clerical Officer	0-3 years	€25k - €28k	€23k - €25k	€22k - €24k	€22k - €24k
	3-5 years	€28k - €35k	€25k - €30k	€24k - €26k	€24k - €26k
	5+ years	€35k - €40k	€30k - €34k	€26k - €28k	€26k - €28k
Data Entry Clerk	0-3 years	€25k - €28k	€22k - €24k	€22k - €24k	€22k - €24k
	3-5 years	€28k - €35k	€24k - €26k	€24k - €26k	€24k - €26k
	5+ years	€35k - €38k	€26k - €28k	€26k - €28k	€26k - €28k
Document Controller	0-3 years	€34k - €38k	€30k - €35k	€30k - €32k	€30k - €32k
	3-5 years	€38k - €50k	€35k - €45k	€32k - €35k	€32k - €35k
	5+ years	€50k - €55k	€45k - €50k	€35k - €40k	€35k - €40k
Executive Assistant	0-3 years	€45k - €52k	€40k - €45k	€30k - €35k	€30k - €35k
	3-5 years	€52k - €60k	€45k - €50k	€35k - €40k	€35k - €40k
	5+ years	€60k - €80k	€50k - €60k	€40k - €45k	€40k - €45k

Business Support – Permanent Salaries

Office Support

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Office Administrator	0-3 years	€30k - €35k	€25k - €28k	€25k - €28k	€25k - €28k
	3-5 years	€35k - €40k	€28k - €32k	€28k - €32k	€28k - €32k
	5+ years	€40k - €45k	€32k - €35k	€32k - €35k	€32k - €35k
Office Co-ordinator	0-3 years	€32k - €38k	€23k - €25k	€22k - €24k	€22k - €24k
	3-5 years	€38k - €45k	€25k - €28k	€24k - €26k	€24k - €26k
	5+ years	€45k - €55k	€28k - €32k	€26k - €30k	€26k - €30k
Office Manager	0-3 years	€40k - €50k	€33k - €35k	€32k - €34k	€32k - €34k
	3-5 years	€50k - €60k	€35k - €40k	€34k - €38k	€34k - €38k
	5+ years	€60k - €70k	€40k - €50k	€38k - €40k	€38k - €40k
Personal Assistant	0-3 years	€45k - €52k	€30k - €35k	€28k - €32k	€28k - €32k
	3-5 years	€52k - €60k	€35k - €40k	€32k - €35k	€32k - €35k
	5+ years	€60k - €70k	€40k - €50k	€35k - €40k	€35k - €40k
Receptionist/ Front of House Executive	0-3 years	€28k - €35k	€23k - €25k	€23k - €25k	€23k - €25k
	3-5 years	€35k - €40k	€25k - €28k	€25k - €28k	€25k - €28k
	5+ years	€40k - €45k	€28k - €32k	€28k - €30k	€28k - €30k

Business Support – Permanent Salaries

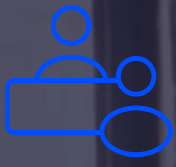
Customer Service

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Customer Service Administrator	0-3 years	€28k - €32k	€22k - €26k	€21k - €24k	€21k - €24k
	3-5 years	€32k - €36k	€26k - €30k	€24k - €28k	€24k - €28k
	5+ years	€36k - €38k	€30k - €35k	€28k - €34k	€28k - €34k
Customer Service Co-ordinator	0-3 years	€30k - €35k	€24k - €26k	€24k - €26k	€24k - €26k
	3-5 years	€35k - €38k	€26k - €28k	€26k - €28k	€26k - €28k
	5+ years	€38k - €45k	€28k - €32k	€28k - €30k	€28k - €30k
Customer Service Manager	0-3 years	€40k - €50k	€30k - €35k	€30k - €33k	€30k - €33k
	3-5 years	€50k - €55k	€35k - €40k	€33k - €38k	€33k - €38k
	5+ years	€55k - €70k	€40k - €55k	€38k - €52k	€38k - €52k
Customer Service Operations Manager	0-3 years	€42k - €55k	€45k - €50k	€40k - €45k	€40k - €45k
	3-5 years	€55k - €65k	€50k - €55k	€45k - €50k	€45k - €50k
	5+ years	€65k - €80k	€55k - €70k	€50k - €65k	€50k - €65k
Customer Service Representative	0-3 years	€28k - €32k	€22k - €23k	€22k - €23k	€22k - €23k
	3-5 years	€32k - €36k	€23k - €26k	€23k - €26k	€23k - €26k
	5+ years	€36k - €38k	€26k - €28k	€26k - €28k	€26k - €28k
Customer Service Team Leader	0-3 years	€35k - €42k	€28k - €34k	€28k - €32k	€28k - €32k
	3-5 years	€42k - €48k	€34k - €38k	€32k - €34k	€32k - €34k
	5+ years	€48k - €55k	€38k - €40k	€34k - €37k	€34k - €37k

Business Support – Permanent Salaries

Facilities Management

Job Title	Experience	Dublin (€ Per Annum)	Cork (€ Per Annum)	Limerick (€ Per Annum)	Galway (€ Per Annum)
Facilities Manager	0-3 years	€40k - €50k	€33k - €35k	€32k - €34k	€32k - €34k
	3-5 years	€50k - €60k	€35k - €40k	€34k - €38k	€34k - €38k
	5+ years	€60k - €75k	€40k - €50k	€38k - €45k	€38k - €45k
Facilities Co-ordinator	0-3 years	€32k - €38k	€30k - €32k	€30k - €32k	€30k - €32k
	3-5 years	€38k - €45k	€32k - €35k	€32k - €35k	€32k - €35k
	5+ years	€45k - €50k	€35k - €40k	€35k - €40k	€35k - €40k



Business Support Contract Rates

Business Support – Contract Rates

Administration

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Administrative Assistant	0-3 years	€13 - €15	€13 - €14	€13 - €14	€13 - €14
	3-5 years	€15 - €18	€14 - €16	€14 - €16	€14 - €16
	5+ years	€18 - €21	€16 - €18	€16 - €18	€16 - €18
Administrator	0-3 years	€15 - €18	€13 - €14	€13 - €14	€12 - €13
	3-5 years	€18 - €21	€14 - €16	€14 - €16	€13 - €14
	5+ years	€21 - €23	€16 - €18	€16 - €18	€14 - €16
Contracts Administrator	0-3 years	€15 - €18	€14 - €16	€14 - €15	€14 - €15
	3-5 years	€18 - €21	€16 - €17	€15 - €16	€15 - €16
	5+ years	€21 - €23	€17 - €21	€16 - €18	€16 - €18
Finance Administrator	0-3 years	€15 - €18	€13 - €15	€13 - €14	€13 - €14
	3-5 years	€18 - €21	€15 - €18	€14 - €15	€14 - €15
	5+ years	€21 - €23	€18 - €21	€15 - €18	€15 - €18
Policy Administrator	0-3 years	€15 - €18	€14 - €16	€14 - €16	€14 - €16
	3-5 years	€18 - €21	€16 - €18	€16 - €18	€16 - €18
	5+ years	€21 - €23	€18 - €21	€18 - €21	€18 - €21

Business Support – Contract Rates

Administration

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Project Administrator	0-3 years	€15 - €18	€13 - €14	€13 - €14	€13 - €14
	3-5 years	€18 - €21	€14 - €16	€14 - €16	€14 - €16
	5+ years	€21 - €23	€16 - €19	€16 - €18	€16 - €18
Purchasing Administrator	0-3 years	€15 - €18	€14 - €16	€13 - €14	€13 - €14
	3-5 years	€18 - €21	€16 - €18	€14 - €15	€14 - €15
	5+ years	€21 - €23	€18 - €21	€15 - €18	€15 - €18
Quality Administrator	0-3 years	€15 - €18	€13 - €14	€13 - €14	€13 - €14
	3-5 years	€18 - €21	€14 - €18	€14 - €16	€14 - €16
	5+ years	€21 - €23	€18 - €21	€16 - €18	€16 - €18
Sales Administrator	0-3 years	€15 - €18	€14 - €16	€14 - €15	€14 - €15
	3-5 years	€18 - €21	€16 - €18	€15 - €16	€15 - €16
	5+ years	€21 - €23	€18 - €19	€16 - €18	€16 - €18
Senior Administrator	0-3 years	€18 - €21	€16 - €18	€16 - €17	€16 - €17
	3-5 years	€21 - €23	€18 - €21	€17 - €18	€17 - €18
	5+ years	€23 - €28	€21 - €26	€18 - €21	€18 - €21

Business Support – Contract Rates

Legal

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Legal Administrator	0-3 years	€15 - €18	€14 - €16	€14 - €15	€14 - €15
	3-5 years	€18 - €21	€16 - €18	€15 - €17	€15 - €17
	5+ years	€21 - €23	€18 - €21	€17 - €18	€17 - €18
Legal Secretary / PA (small / medium sized practice)	0-3 years	€15 - €18	€14 - €16	€14 - €15	€14 - €15
	3-5 years	€18 - €22	€16 - €19	€15 - €17	€15 - €17
	5+ years	€22 - €24	€19 - €22	€17 - €21	€17 - €21
Legal Secretary / PA (large practice)	0-3 years	€16 - €18	€14 - €16	€14 - €16	€14 - €16
	3-5 years	€18 - €23	€16 - €21	€16 - €19	€16 - €19
	5+ years	€23 - €28	€21 - €25	€19 - €23	€19 - €23

Medical

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Medical Receptionist	0-3 years	€15 - €16	€13 - €15	€13 - €14	€13 - €14
	3-5 years	€16 - €19	€15 - €17	€14 - €16	€14 - €15
	5+ years	€19 - €21	€17 - €19	€16 - €18	€15 - €16
Medical Secretary	0-3 years	€16 - €18	€13 - €15	€12 - €14	€12 - €14
	3-5 years	€18 - €23	€15 - €21	€14 - €18	€14 - €18
	5+ years	€23 - €28	€21 - €23	€18 - €21	€18 - €21

Business Support – Contract Rates

Order Management

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Order Management Co-ordinator	0-3 years	€16 - €19	€13 - €14	€13 - €14	€13 - €14
	3-5 years	€19 - €22	€14 - €16	€14 - €15	€14 - €15
	5+ years	€22 - €26	€16 - €18	€15 - €16	€15 - €16
Order Management Representative	0-3 years	€15 - €18	€14 - €16	€14 - €15	€14 - €15
	3-5 years	€18 - €19	€16 - €18	€15 - €16	€15 - €16
	5+ years	€19 - €22	€18 - €19	€16 - €18	€16 - €18
Order Management Specialist	0-3 years	€16 - €18	€15 - €16	€15 - €16	€15 - €16
	3-5 years	€18 - €22	€16 - €18	€16 - €18	€16 - €18
	5+ years	€22 - €26	€18 - €21	€18 - €21	€18 - €21

Facilities Management

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Facilities Manager	0-3 years	€21 - €26	€17 - €18	€16 - €17	€16 - €17
	3-5 years	€26 - €31	€18 - €21	€17 - €19	€17 - €19
	5+ years	€31 - €38	€21 - €26	€19 - €23	€19 - €23
Facilities Co-ordinator	0-3 years	€16 - €19	€15 - €16	€15 - €16	€15 - €16
	3-5 years	€19 - €23	€16 - €18	€16 - €18	€16 - €18
	5+ years	€23 - €26	€18 - €21	€18 - €21	€18 - €21

Business Support – Contract Rates

Office Support

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Audio Typist	0-3 years	€15 - €16	€12 - €13	€12 - €13	€12 - €13
	3-5 years	€16 - €18	€13 - €14	€13 - €14	€13 - €14
	5+ years	€18 - €19	€14 - €16	€14 - €16	€14 - €16
Clerical Officer	0-3 years	€13 - €14	€13 - €14	€11 - €12	€11 - €12
	3-5 years	€14 - €18	€14 - €15	€12 - €13	€12 - €13
	5+ years	€18 - €21	€15 - €17	€13 - €14	€13 - €14
Data Entry Clerk	0-3 years	€13 - €14	€11 - €12	€11 - €12	€11 - €12
	3-5 years	€14 - €18	€12 - €13	€12 - €13	€12 - €13
	5+ years	€18 - €19	€13 - €14	€13 - €14	€13 - €14
Document Controller	0-3 years	€17 - €19	€15 - €18	€15 - €16	€15 - €16
	3-5 years	€19 - €26	€18 - €23	€16 - €18	€16 - €18
	5+ years	€26 - €28	€23 - €26	€18 - €21	€18 - €21
Executive Assistant	0-3 years	€23 - €27	€21 - €23	€15 - €18	€15 - €18
	3-5 years	€27 - €31	€23 - €26	€18 - €21	€18 - €21
	5+ years	€31 - €36	€26 - €31	€21 - €23	€21 - €23

Business Support – Contract Rates

Office Support

Job Title	Experience	Dublin (€ Per Hour)	Cork (€ Per Hour)	Limerick (€ Per Hour)	Galway (€ Per Hour)
Office Administrator	0-3 years	€15 - €18	€13 - €14	€13 - €14	€13 - €14
	3-5 years	€18 - €21	€14 - €16	€14 - €16	€14 - €16
	5+ years	€21 - €23	€16 - €18	€16 - €18	€16 - €18
Office Co-ordinator	0-3 years	€16 - €19	€12 - €13	€11 - €12	€11 - €12
	3-5 years	€19 - €23	€13 - €14	€12 - €13	€12 - €13
	5+ years	€23 - €28	€14 - €16	€13 - €15	€13 - €15
Office Manager	0-3 years	€21 - €26	€17 - €18	€16 - €17	€16 - €17
	3-5 years	€26 - €31	€18 - €21	€17 - €19	€17 - €19
	5+ years	€31 - €36	€21 - €26	€19 - €21	€19 - €21
Personal Assistant	0-3 years	€23 - €27	€15 - €18	€14 - €16	€14 - €16
	3-5 years	€27 - €31	€18 - €21	€16 - €18	€16 - €18
	5+ years	€31 - €36	€21 - €26	€18 - €21	€18 - €21
Receptionist/ Front of House Executive	0-3 years	€13 - €16	€12 - €13	€12 - €13	€12 - €13
	3-5 years	€16 - €18	€13 - €14	€13 - €14	€13 - €14
	5+ years	€18 - €19	€14 - €16	€14 - €16	€14 - €15

MASON ALEXANDER

www.masonalexander.ie

hello@masonalexander.ie

+353 1 685 4414

