

DB | RECRUITMENT

GLOBAL TALENT SEARCH

SALARY GUIDE

IRELAND 2024



Following two of the busiest years in memory for recruitment in Ireland, 2023 was definitely a correction due to companies over hiring in recent years and we also saw mass layoffs especially from tech giants like Amazon and Meta.

Most employees who were laid off were still able to take advantage of low unemployment rates and talent shortages and found their next role relatively easy. These positive hiring trends however, are contrasted against the ongoing challenge faced by 81% of Irish businesses in finding talented individuals. With a low unemployment rate of 4.1%, employers are finding it particularly difficult to source skilled candidates for their open positions.

Employers in Ireland report that they are equally likely to hire temporary and permanent staff when considering headcount expansion over the next 12 months.

In 2023, salaries have been increasing but are struggling to match high inflation rates, however day rate contracts have maintained their pay levels without any noticeable increases. At the start of this year, rising costs and employee retention were key issues and we can see that these concerns will persist into 2024 and impact salary budget planning.

Although big American multinationals in Ireland have brought in many hiring freezes, local companies at all levels continue to grow at a steady rate and this is also similar for the main consulting firms. The feeling is cautious optimism for employers moving into 2024 and with talent shortages still in areas of tech and finance, employees are confident there are enough options out there for them.

Forty-three percent of Irish companies are planning to hire new staff in the fourth quarter of 2023, hiring activity will steadily pick up in 2024. With the talent drain to overseas a growing issue, competition for the best talent will remain strong.

Workers in the tech sector in Ireland continue to enjoy the highest annual earnings in Ireland. We have surveyed finance and technology professionals to find out what salary increases they have achieved, what they are expecting, and importantly for employers, what they plan to do if those expectations cannot be met.

We hope this information may help our clients make more informed decisions on retention and attraction of talent.

It was announced in Budget 2024 that the minimum wage will increase from 1 January 2024. The national minimum wage for people aged 20 and over will increase by €1.40 to €12.70 per hour and we expect to see this increase transfer through all levels with an average 4% increase in salaries across all levels



David Brazil
Managing Director

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Salary Guide: IT Infrastructure

Job Title	€ Low	€ High	€ Day Rate
Tech Support Level 1-3	30-50K	50-80K	200-450
Windows Systems Administrator	30-50K	50-80K	300-500
Linux Systems Administrator	40-50K	50-80K	300-500
Network Engineer (CCNP)	40-60K	60-90K	400-600
Network Architect (CCIE)	80-100K	100-130K	550-900
Field Service Engineer	30-50K	50-75K	200-400
IT Manager	70-90K	90-110K	500-700

Salary Guide: Software Testing & QA Test

Job Title	€ Low	€ High	€ Day Rate
Manual Tester	40-50K	50-65K	300-425
Automation Tester	45-60K	60-90K	425-600
Performance Tester	45-60K	60-95K	425-600
SDET	45-60K	60-95K	425-600
Test Lead	60-70K	70-95K	475-650
Test Manager	70-80K	80-105K	500-700

Salary Guide: Software Development

Job Title	€ Low	€ High	€ Day Rate
Java Developer	50-75K	75-110K	450-750
.Net Developer	50-75K	75-110K	450-700
Python Developer	50-80K	80-110K	450-750
Ruby Developer	50-75K	75-110K	450-700
Scala Developer	50-75K	75-110K	450-750
Full Stack Developer	50-75K	75-110K	450-750
Front End Developer	50-75K	75-100K	450-700
Mobile Developer	50-75K	75-110K	450-700
C/C++ Developer	50-75K	75-110K	450-750
Database Developer	50-75K	75-95K	450-650
Database Admin	50-75K	75-90K	450-650

Salary Guide: Cloud & Devops

Job Title	€ Low	€ High	€ Day Rate
Devops Engineer	50-75K	75-110K	500-650
SRE (Site Reliability Engineer)	50-75K	75-110K	500-650
Cloud Engineer	50-75K	75-110K	500-650
Cloud Architect	70-90K	90-130K	600-800



Key Insights: Cyber Security

Gavin Brennan - Principal Technology Consultant

Cybersecurity in Ireland is booming, growing over 10% every year. If this keeps up, it could mean jobs for more than 17,000 people and add a whopping €2.5 billion to the economy by 2030.

To get the scoop on all of this, Cyber Ireland released their first-ever 'State of the Cyber Security Sector in Ireland' Report in 2022-2023. This is a report card for the cybersecurity world in Ireland. They looked at how big the industry is, how it helps the economy and where it's headed.

In 2024 we predict to see growth in;

SOC teams: Catching the bad guys and protecting our data.

Offensive and Defensive Security: In the cybersecurity game, helping to keep everything secure.

Security Architects: Those who build the fortresses to keep the digital world safe.

Infosec: Safeguarding sensitive information from prying eyes

Companies are also putting a big focus on (IAM) Identity access management as the world of work keeps evolving, we are always keen to speak with this skill set.

All in all, the cybersecurity sector has given jobs to 7,351 professionals in Ireland. There's a lot of room to grow and to meet demand in 2024.

Salary Guide: Cyber Security

Job Title	€ Low	€ High	€ Day Rate
IT Security Analyst	45-70K	70-95K	450-600
IT Security Engineer	45-70K	70-95K	450-600
Pen Tester	50-70K	70-95K	450-650
IT Security Manager	70-80K	80-110K	500-700
Head of Information Security	100-115	115-130	700-850
Chief Security Officer	130-160	160-200K	850-1100

Salary Guide: Data & Analytics

Job Title	€ Low	€ High	€ Day Rate
Data Analyst	40-55K	55-70K	250-350
Modelling Analyst	40-55K	55-70K	250-350
Data Scientist	55-70K	70-100K	450-600
Data Engineer	55-70K	70-95K	450-600
Analytics/BI Manager	70-90K	90-110K	500-700
Data Governance Manager	70-85K	85-100K	450-650
Head of Analytics	90-100K	110-135K	600-800
Insights Analyst	45-65K	65-75K	400-600
Insights Manager	65-80K	80-100K	600-700



Key Insights: Project Management

Ollie McCreesh - Senior Recruitment Consultant

Professional incomes in most industries are expected to change very little or not at all in the upcoming year. Wage growth is predicted to closely track the rate of inflation, which is predicted to decline to about 3% in the upcoming year. However, individuals with highly sought-after talents may see pay rises of up to 15%.

In 2023, hiring was a challenge for 80% of Irish firms, and 40% of employers found it challenging to locate individuals who had the necessary abilities for the positions they were opening up, which made it harder to keep their current employees on board.

We anticipate a change in behaviour regarding more careful decision-making processes, especially as professionals evaluate occupational opportunities in the face of persistent economic uncertainty. In terms of hiring, employers will have two priorities in 2024. Businesses will keep adopting a methodical approach to staffing up, thoroughly evaluating each replacement's need before deciding who to bring on staff and making sure that new employees will be profitable and successful. Second, we anticipate managers will focus on keeping their best personnel and meeting expectations from staff around flexible work schedules, chances for professional growth, and a positive workplace culture.

Demand for positions with the Project Management saw an increase in positions within the IT Project Management space, especially with professionals' experience working on cloud migrations as we saw many clients upgrade Legacy systems to a cloud-based infrastructure to future proof businesses. Due to new regulatory reforms coming in throughout the financial services sector, we also saw an increase in companies look to onboard candidates who had experience with MiFID & Basel II in an aid to bring their establishments up to new European standards. Looking ahead to 2024, we believe the trend for IT Project Managers with experience working on cloud migrations will continue as well as data migrations. While a stronger emphasis will be placed upon a person's soft skills. With several multi national companies moving departments to Eastern Europe and Asia, the ability to communicate across internationally based cross functional teams is becoming more prevalent.

Salary Guide: Project Management

Job Title	€ Low	€ High	€ Day Rate
Project Coordinator	40-50K	50-60K	250-400
Business Analyst	50-60K	60-80K	450-600
Service Delivery Manager	60-75K	75-95K	400-650
Project Manager	60-75K	75-95K	400-700
Programme Manager	80-95K	95-110K	550-800
Programme Director	95-105K	105-130K	750-950
Head of PMO	95-105K	105-130K	750-950

Salary Guide: Product

Job Title	€ Low	€ High	€ Day Rate
Head of Product	100-120	120-150K	750-1000
Product Manager	75-85K	85-100K	450-650
Product Owner	70-80K	80-95K	450-650
Scrum Master	55-70K	70-90K	450-650
Agile Coach	55-70K	70-90K	450-650
UX Designer	40-55K	55-75K	350-550
Graphic Designer	40-55K	55-70K	350-550

Salary Guide: Executive Leadership

Job Title	€ Low	€ High	€ Day Rate
Chief Executive Officer	250K	350K	1200+
Director of IT	140K	200K	900+
Chief Technology Officer	180K	250K	1000+
Head of Software Engineering	150K	200K	900+
Head of Architecture	140K	190K	900+
Chief Data Officer	160K	220K	1000+



Key Insights: Accounting & Financial Services

Conor Brick - Principal Recruitment Consultant

The demand for skilled accountancy professionals remains high. Where previously supply may not have met demand, the balance has shifted somewhat over the past 12 months. Removing basic salary, the key pieces for candidates that remain are working policy, career progression and benefits that are offered by the employer.

Although the year wasn't as buoyant as previous from a recruitment perspective, we anticipate an uptick in demand for accountants across all levels moving in to 2024. The permanent accountancy market has picked up again as we have entered the final quarter and we anticipate this will continue in to Q1 of next year. Demand remains strong as ever for newly qualified candidates. Most of whom have finished their exams have a number of options available to them upon leaving practice.

We have seen high levels of inflation over the past 12 to 18 months and employers have in turn taken stock of this. We have seen an increase in salaries from where they were this time last year, but relative to inflation this gap has not yet been bridged. Benefits in the industry will vary depending on the scale of the business and the specific sector, but more generally multinationals would offer in the region of 10-30% depending on individual/company performance and seniority. Pension would normally be 5-10% with some outliers. Health insurance, life insurance, death in service, gym, wellness are all brought to the table as well.

While there was a slowdown in FS recruitment from 2022, there was still a steady amount of recruitment over the course of the year. Quite like 2022, there was a very strong Q1 from a recruitment perspective with consistent hiring throughout most sectors. There was a slowdown during the middle part of the year (moving in to the third quarter), but again we have seen an uptick these past couple of months and anticipate this will continue largely in to 2024 as companies take on critical hiring. While flexibility around the working model remains a key piece for employees, we have seen a shift by a lot of our clients to have their employees on site 3 of the 5 working days with several of our clients wanting their employees on site four of the working days.

From a salary perspective, we have again seen marginal increases, but generally speaking this gap has not yet been closed with the inflation that has taken place over the past 12 to 15 months. Though it is always critical in a candidate's move, as we move in to 2024 we feel there will be added weight on this piece as candidates evaluate the options available to them.

Salary Guide: Accountancy Permanent

Job Title	€ Low	€ High
Financial Director	120K	180K
Financial Controller VP - Director	100K	130K
Finance Manager	80K	110K
Internal Audit Manager	85K	105K
Financial Planning & Analysis Manager (FP&A)	75K	110K
Group Financial Accountant	70K	85K
Finance Business Partner	65K	85K
Commercial Accountant	65K	85K
Project Accountant	70K	90K
Cost Accountant	65K	80K

Salary Guide: Accountancy Permanent

Job Title	€ Low	€ High
Financial Analyst	55K	70K
Internal Auditor	60K	75K
Financial Accountant	60K	65K
Management Accountant	60K	70K
Newly Qualified Accountant	55K	60K
Credit Control Manager	60K	80K
Accounts Payable Manager	55K	75K
Payroll Manager	60K	80K

Salary Guide: Accountancy Part-Qualified

Job Title	€ Low	€ High
Finalist	50K	55K
Part-Qualified Accountant (1–3 years' exp.)	45K	55K
Assistant Accountant	40K	50K
Accounts Assistant	40K	45K
Credit Controller	35K	50K
Payroll Administrator	40K	55K
Accounts Receivable	40K	50K
Accounts Payable	40K	50K
Finance Assistant	30K	35K

Salary Guide: Public Practice & Taxation - Public Practice & Audit

Job Title	€ Low	€ High
Partner	150K	180K
Director	110K	150K
Senior Manager	80K	110K
Manager	65K	80K
Assistant Manager	60K	65K
Senior/Associate	45K	60K
Semi-Senior/Finalist	35K	40K
Junior	30K+	35K
Trainee/Graduate	25K+	25K+

Salary Guide: Public Practice & Taxation - Tax- Public Practice

Job Title	€ Low	€ High
Partner	200K+	200K+
Director	90K	130K
Senior Manager	75K	90K
Manager	65K	75K
Assistant Manager	60K	65K
Senior/Associate	50K	55K
Semi-Senior/Finalist	40K	45K
Junior	25K	25K

Salary Guide: Asset/Investment Management & Corporate Banking

Front Office

Job Title	€ Low	€ High
Trader VP -Director	150K	300K
Senior Trader	95K	155K
Trader	70K	90K
Trade Execution Manager	75K	90K
Trade Execution Dealer	50K	65K
Senior Portfolio Manager	100K	160K
Portfolio Manager	85K	115K
Assistant Portfolio Manager	70K	80K
Senior Product Specialist	65K	75K
Product Specialist	45K	65K

Salary Guide: Asset/Investment Management & Corporate Banking

Front Office

Job Title	€ Low	€ High
Investment Manager	80K	140K
Senior Investment Analyst	60K	75K
Investment Analyst	45K	55K
Quantitative Investment Analyst	85K	145K
Senior Equity Analyst	55K	65K
Equity Analyst	50K	60K
Senior Credit Analyst	50K	60K
Credit Analyst	45K	55K
Senior Fixed Income Analyst	60K	70K
Fixed Income Analyst	45K	55K

Salary Guide: Asset/Investment Management & Corporate Banking

Back Office

Job Title	€ Low	€ High
Settlements /Cash Management/ Reconciliations Manager	70K	85K
Settlements/ Cash management/ Reconciliations Supervisor / Assistant manager	65K	75K
Cash Management/Settlements/ reconciliations Administrator	40K	45K
Senior Settlements/ Cash Management/ Reconciliations Analyst	50K	60K
Payments Manager	70K	80K
Senior Payments Specialist	50K	60K
Payments Specialist	40K	45K

Salary Guide: Asset/Investment Management & Corporate Banking

Treasury

Job Title	€ Low	€ High
Treasury Product VP -Director	90K	130K
Treasury Manager	80K	90K
Treasury Supervisor/Team Lead	60K	70K
Senior Treasury Analyst	55K	65K
Treasury Analyst	45K	55K
Treasury Administrator	40K	45K

Salary Guide: Asset/Investment Management & Corporate Banking

Private Banking / Wealth Management

Job Title	€ Low	€ High
Private Banking VP - Director	140K	160K
Portfolio/Wealth Manager	95K	130K
Assistant Portfolio Manager	65K	85K
Private Clients Advisor	50K	60K
Client Service Executive	30K	40K

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