



# **SALARY GUIDE** IRELAND 2025

**DB | RECRUITMENT**

# CONTENTS

**3**

**Company  
Introduction**

**4**

**Meet the DB  
Recruitment team**

**5**

**IT & Software  
Engineering  
Insights**

**6**

**IT Infrastructure &  
Software Testing**

**7**

**Software  
Development,  
Cloud & DevOps**

**8**

**Data & Analytics &  
Executive Leadership**

**9**

**Project  
Management  
Insights**

**10**

**Project & Product  
Management**

**11**

**Accounting & Tax  
Insights**

**12**

**Finance Insights**

**13**

**Accountancy &  
Public Practice**

**16**

**Asset Management**

**19**

**Sustainability  
Insights**

**20**

**Sustainability &  
EHS**



# INTRODUCTION

Following 2023's correction after companies over hiring in 2021 & 2022, there was still a knock-on effect into 2024 with many companies still making redundancies and also hiring freezes.

Tech has still been slow to bounce back but there are certain areas like Data Analytics, AI and Cyber that are still growing. There has also still been a high demand for strong accounting and tax professionals in Ireland this year and that will continue into 2025.

AI adoption across Ireland is sparking change in an already rapidly evolving skills landscape, and we're seeing positive labour market activity across the economy as a result of growing economic confidence. However, hiring demand is being driven by hard-to-fill roles where demand far outpaces supply, with 90% of businesses in the tech space reporting difficulty filling roles.

On a positive note, employment continued to grow in 2024, with 70,800 jobs created in the year to Q2 2024 and total employment now stands at 2.74 million. Employment outside of Dublin increased by 43,600 in the year to Q2 2024 (+2.3%) and full time employment was up 62,300 (+3.0%) year on year in the second quarter, while part time employment was up 6,900 (+1.2%) year on year. Employers in Ireland report that they are equally likely to hire temporary and permanent staff when considering headcount expansion over the next 12 months.

Ibec, the group representing Irish businesses, revealed that 84% of businesses are planning to increase pay in 2025, with respondents forecasting an average increase of 3.4% across all business sectors. The report also indicates that businesses in Ireland had an average staff turnover rate of 8.3% in 2024, down slightly from 9.7% in 2023.

Additionally, 41% of respondent companies plan to increase their headcount in 2025. However, the average increase in overall headcount is expected to decline from a peak of 9.4% in 2024 to 7.2% in 2025. 85% of respondents increased basic pay by an average of 4.1% in 2024 while 84% of employers are planning to increase pay in 2025.



**David Brazil**  
Managing Director



# DB RECRUITMENT TEAM

DB Recruitment's expertise extends to permanent, temporary, and contract talent solutions, covering all levels of positions, from junior roles to executive search and C-level placements. With our extensive network of exceptional leaders across various industries, we ensure that we can connect organisations with the most talented individuals to drive their success.



**David Brazil**  
Managing Director

David has established himself as a specialist in the Recruitment industry, developing a deep understanding of the ever-evolving landscape, coupled with an extensive network of industry professionals.



**Stephen Harrington**  
Commercial Director

Stephen has more than 15 years of recruitment experience. He focuses on building relationships with new and existing clients, and end-to-end management of senior recruitment assignments.



**Ollie McCreesh**  
Head of Project Management

Ollie is a specialist recruiter across Ireland's Project, Transformation & Change Recruitment market who's main focus is adding value to the implementation of top tier contract and permanent talent.



**Claire Murray**  
Head of Software Engineering

Claire has worked for over 8 years in the Technology Recruitment space, hiring right up to C suite across all areas of technology along with specialising in data, dev-ops & software engineering spaces.



**Conor Brick**  
Accounting & Finance

Conor has over 8 years recruitment experience, across the Financial Services space. Specialising in Accounting & Tax, gives Conor an edge on understanding both clients and candidate needs.



**Conor Murphy**  
Accounting & Finance

Conor helps connect the top Finance talent with Ireland's most reputable practice firms and enterprises, attracting the best talent with his demonstrated history of working in the industry.



# Key Insights: IT & Software Engineering

As we look to 2025, it's important to note what trends we have noticed throughout the various areas in this past year. In 2024, gender balance within technology remained a key area of focus for companies with hiring teams striving for a more diverse workforce along with hybrid working models continuing to dominate.

Although we see the continued demand for hybrid or fully remote roles from candidates, there has been a significant move away from fully remote teams within companies, with the majority of teams favouring 1-2 days onsite. Candidates are mainly happy to do a couple of days onsite providing valuable collaboration is taking place. We're also seeing that some Software Engineers are happy with 3 days onsite, although this is a deal breaker for others.

AI also continued to dominate conversations for all tech leaders throughout 2024. As legislations come into play such as DORA & the EU AI Act, companies are hiring individuals with strong regulatory knowledge. Data candidates who have AI exposure are in strong demand, as are AI Software Engineers, especially within the software product space.

Hiring within the various areas started slowly in 2024 but certainly picked up pace as the year progressed. Companies are starting to hire mid-level & senior Software Engineers across tech stacks, which should hopefully mean that more senior level (and managerial) roles within this area will also pick up going into the new year.

We've discovered that the permanent market has been slightly busier this year, with contract hiring starting to improve as new projects are announced.

Overall salaries within the technology space, especially within the software engineering sector, have remained stable but as the market continues to get busier, we expect to see salaries rise again.

2025 is likely to be a busy year with plenty of opportunities on the market for the right candidates.



**Claire Murray**  
Head of Software Engineering



## 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	75-120K	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



## 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

## 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: Project Management

In 2024, project management and PMOs in Ireland saw notable shifts driven by evolving technological, economic, and regulatory landscapes.

In AI Integration, we saw how this area significantly influenced project management, enhancing efficiency, decision-making, and cost savings. Around 74% of project management professionals in Ireland highlighted AI as a driver of innovation, particularly for predictive analytics, risk reduction, and process automation.

Regulatory focus in the area saw compliance with new frameworks, like the EU AI Act and Individual Accountability Framework, impacted project structures. These regulations emphasised risk management and transparency across projects.

Sustainability goals allowed for an increased emphasis on sustainability reporting reshaped PMO strategies, aligning project goals with environmental and social accountability.

Due to the ongoing economic conditions, inflation and energy costs shaped resource allocation in projects and further regulations and compliance with the EU AI Act and sustainability standards further developed more guided, strategic investments. Technological Advancements have also influenced the sector in 2024, with the adoption of AI and automation reshaping workflows and operational models.

Looking ahead to 2025, organisations are anticipating further adoption of AI to enhance project efficiency, with more roles focused on AI governance. Sustainability integration in the sector will lead the way for more green projects, meaning sustainable PM practices will continue to grow, aligned with EU climate goals. For the coming year, there will be a further push on the need for candidates to up-skill in digital tools as we see companies prioritising training in emerging technologies, particularly for project leaders.

Overall, PMOs in Ireland are evolving rapidly to integrate technology, comply with regulations, and address global challenges. These trends will likely continue, emphasising innovation and sustainability in project management.



**Ollie McCreesh**  
Head of Project Management



## 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	110-140K	750-950
Head of PMO	95-105K	110-140K	750-950

## Salary Guide: Product Management

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



# Key Insights: Accounting & Tax

The demand for accounting professionals throughout 2024 has remained high, with the outlook for 2025 looking promising. Previous years of a candidate driven market has shifted back to a more balanced supply and demand within the sector, something we expect to continue into the new year.

Over the course of this year, we have seen a push by our clients across the board to have employees more office based. Hybrid models are still in place with a number of our clients, but we have seen several shift back to a heavily office-based model. The growing preference for staff to return to the office has been quite apparent, a factor that will likely continue to be pushed in the coming year.

This year, we saw a strong start with demand across all parts of the accounts function. However, this strong demand tapered off towards the end of the second quarter and there was an uptick toward the end of the third and throughout the fourth quarter with a noticeable increase with several practice clients.

From a salary perspective, we have again seen marginal increases, but the gap with the prior year's inflation has not yet been closed. Though it is always critical in a candidate's move, as we move in to 2025 we feel there will be added weight on this piece as candidates evaluate the options available to them.



**Conor Brick**  
Accounting & Finance



# Key Insights: Finance

The accounting and finance sector in Ireland continues to see strong activity, with businesses across various industries seeking highly skilled professionals to support their growth and compliance needs.

There's significant demand for roles like Finance Business Partners and FP&A specialists, particularly those who can combine technical expertise with commercial insight to drive business performance.

Post-pandemic, flexible working arrangements have become a key expectation among candidates, and businesses offering hybrid or remote options are finding it easier to attract and retain top talent.

Alongside flexibility, job seekers are increasingly focused on career development opportunities and a supportive company culture, making these critical considerations for employers aiming to secure the best candidates.



**Conor Murphy**  
Accounting & Finance



# Salary Guide: Accountancy Permanent

Job Title	€ Low	€ High
CFO	180K	300K
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
Financial Analyst	55K	70K
Internal Auditor	60K	75K
Financial Accountant	55K	75K
Management Accountant	60K	75K
Newly Qualified Accountant	55K	70K
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 - Audit

Job Title	€ Low	€ High
Partner	150K	200K+
Director	95K	160K
Senior Manager	80K	98K
Manager	68K	78K
Assistant Manager	55K	62K
Senior/Associate	45K	60K
Semi-Senior/Finalist	34K	45K
Junior	30K+	35K
Trainee/Graduate	27K	31K



# Salary Guide: Public Practice & Taxation - Tax

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
Trainee/Graduate	27K	31K



# 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
Investment Manager	90K	160K
Senior Investment Analyst	75K	95K
Investment Analyst	55K	75K
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	70K	90K
Fixed Income Analyst	45K	70K



## 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	75K	100K
Treasury Supervisor/Team Lead	60K	85K
Senior Treasury Analyst	55K	65K
Treasury Analyst	40K	55K
Treasury Administrator	35K	42K



# 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



# Key Insights: Sustainability

In 2024, Ireland's employment landscape has been shaped by evolving work models, sector-specific trends, and shifting employee expectations.

Hybrid work continues to be an option for candidates, with the proportion of job vacancies offering hybrid work arrangements fluctuating between 11.2% and 12.4% over the past six quarters. This indicates that hybrid working is becoming a lasting feature of the Irish labor market. However, there has been a noticeable decline in fully remote roles as 2024 comes to an end. Fully remote job vacancies have decreased to 1.9% in Q3 2024, the lowest in nearly four years, continuing a downward trend over the past four quarters.

In the Sustainability sector, salaries for this industry along with EHS roles have seen modest increases, averaging 2–3%, aligning with inflation adjustments. Employers are enhancing non-financial benefits, including hybrid working models, flexible hours, and wellness programs, to attract and retain talent.

The fields of Sustainability and Environmental Health & Safety are experiencing steady demand across Ireland, with competitive salaries and benefits reflecting market needs. Employers are increasingly leveraging non-monetary incentives like flexible working models to attract top talent.



**Stephen Harrington**  
Commercial Director



# Salary Guide: Sustainability

Job Title	€ Low	€ High
Sustainability Specialist	40K	50K
Sustainability Manager	55K	75K
Environmental Health & Safety (EHS) Officer	35K	45K
EHS Specialist	50K	60K
EHS Manager	70K	85K
Head of Sustainability	90K	120K
Director of EHS	100K	140K



# DB | RECRUITMENT

[www.db-recruitment.ie](http://www.db-recruitment.ie) | [info@db-recruitment.ie](mailto:info@db-recruitment.ie) | +353 57 935 5614

