



Collins McNicholas
Recruitment & HR Services Group

Salary Guide 2023



Established in 1990, Collins McNicholas Recruitment & HR Services Group is an Irish company that sources talent across a wide variety of sectors for its client companies.

Our mission is to consistently deliver a world-class customer experience to our clients and candidates by providing innovative people solutions.

Find out more about Collins McNicholas
www.collinsmcnicholas.ie



Introduction

The Collins McNicholas 2023 Salary Guide offers a comprehensive nationwide analysis of salaries across nine sectors and eight regions, including Dublin, South, South East, Midlands, Midwest, West, North West, and North East.



Over the past 12 months, the world of work has continued to evolve with a focus on remote and hybrid working opportunities very much to the fore for many candidates. This fluidity in the working environment has bridged the gap between regional and urban salaries across a number of disciplines.

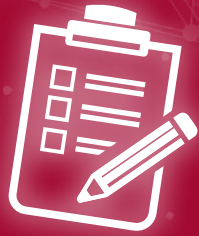
To gather data on salary levels in specific sectors, we review the information provided by clients recruiting in those areas and feedback from the candidates currently working in them. We collected salary data from a sample of over 4,100 candidates with 3-5 years of experience registered on our database between January and March 2023. We compared it to actual salary figures provided by our clients for over 502 job vacancies we recruited for during that same timeframe.

Collins McNicholas continually monitors market trends and changes using our nationwide presence to provide insights to clients, candidates, and stakeholders. This guide will be helpful for both companies and professionals based in Ireland, as well as those considering Ireland as a future career destination. The regional breakdown will guide organisations considering setting up a presence in Ireland when costing their headcount plan for a specific location.

If you have any queries regarding the information provided in this guide, please contact me at:
niall.murray@collinsmcnicholas.ie

Niall Murray
Managing Director
Collins McNicholas Recruitment & HR Services Group

The Salary Guide - By Numbers



sample of

4,100

candidates



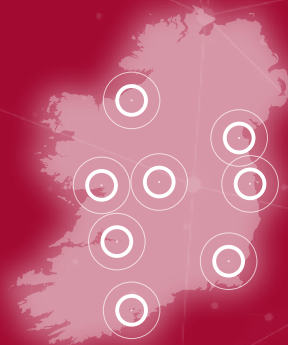
502

job vacancies



9

sectors



8

regional hubs

Senior Management

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
MedTech & Biopharma	€	€	€	€	€	€	€	€
Operations Director	120k-140k	120k-135k	110k-125k	95k-125k	100k-125k	110k-130k	90k-110k	90k-120k
Director of Quality	110k-140k	110k-120k	105k-120k	95k-125k	100k-120k	110k-125k	90k-110k	90k-110k
Engineering Manager	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-110k	80k-110k
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	70k-85k	70k-95k	70k-85k	70k-85k
IT	€	€	€	€	€	€	€	€
Chief Technology Officer/IT Director	120k-160k	110k-130k	95k-120k	95k-110k	100k-140k	120k-140k	100k-120k	100k-120k
Software Development Director	120k-140k	110k-120k	95k-110k	90k-110k	95k-110k	105k-120k	100k-120k	90k-100k
Software Development Manager	100k-130k	90k-110k	80k-100k	75k-95k	80k-100k	90k-110k	80k-100k	80k-95k
Operations/IT/MIS Manager	90k-110k	80k-95k	75k-85k	75k-85k	75k-85k	85k-100k	70k-85k	75k-85k
Accountancy	€	€	€	€	€	€	€	€
Finance Director	100k-145k	100k-140k	100k-130k	90k-120k	100k-120k	100k-130k	90k-110k	90k-100k
Financial Controller	90k-115k	85k-110k	80k-100k	70k-90k	80k-90k	85k-110k	70k-90k	70k-90k
Customer Service	€	€	€	€	€	€	€	€
Operations Director (Shared Services Centre)	100k-130k	100k-120k	95k-110k	85k-120k	95k-110k	90k-125k	80k-100k	85k-110k
Call Centre/Shared Services Manager	80k-120k	80k-95k	75k-90k	75k-85k	75k-90k	75k-90k	70k-80k	75k-90k
Customer Service Manager	65k-85k	60k-75k	55k-70k	50k-70k	55k-70k	60k-70k	50k-60k	50k-70k
Human Resources	€	€	€	€	€	€	€	€
HR Director	100k-140k	110k-130k	100k-120k	85k-110k	100k-120k	90k-120k	85k-110k	80k-110k
HR Manager	85k-100k	80k-95k	75k-90k	70k-85k	75k-90k	80k-95k	65k-85k	65k-85k
Supply Chain & Logistics	€	€	€	€	€	€	€	€
Director of Supply Chain & Logistics	120k-140k	115k-135k	110k-125k	85k-110k	110k-125k	110k-135k	80k-100k	80k-110k
Supply Chain/Logistics/Purchasing Manager	90k-110k	85k-100k	85k-100k	70k-85k	85k-100k	80k-100k	75k-85k	70k-80k
Sales & Marketing	€	€	€	€	€	€	€	€
Sales Director	85k-125k	95k-115k	85k-110k	70k-90k	85k-105k	80k-110k	75k-95k	70k-90k
Business Development Manager	75k-85k	70k-80k	65k-75k	50k-65k	65k-75k	55k-75k	45k-55k	50k-65k
Marketing Director	95k-130k	90k-125k	80k-110k	85k-110k	85k-110k	90k-120k	80k-110k	80k-110k
Marketing Manager	75k-90k	70k-85k	65k-80k	55k-75k	65k-80k	65k-80k	50k-65k	50k-70k

HR

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Human Resources	€	€	€	€	€	€	€	€
HR Director	100k-140k	110k-130k	100k-120k	85k-110k	100k-120k	90k-120k	85k-110k	80k-110k
HR Manager	85k-100k	80k-95k	75k-90k	70k-85k	75k-90k	80k-95k	70k-85k	70k-85k
HR Business Partner	70k-80k	65k-75k	60k-70k	60k-70k	60k-70k	65k-80k	55k-65k	55k-70k
HR Generalist	48k-70k	45k-60k	40k-55k	45k-60k	40k-55k	45k-65k	40k-55k	40k-55k
HR Administrator	35k-42k	30k-35k	28k-34k	30k-38k	26k-32k	32k-40k	30k-38k	30k-38k
Human Resources - Specialists	€	€	€	€	€	€	€	€
Compensation & Benefits Manager	70k-85k	70k-80k	65k-75k	55k-65k	65k-75k	65k-80k	55k-65k	55k-65k
Compensation & Benefits Specialist	52k-60k	50k-60k	45k-55k	40k-55k	45k-55k	45k-60k	40k-55k	40k-55k
Compensation & Benefits Administrator	32k-40k	32k-40k	30k-38k	30k-38k	30k-38k	32k-38k	28k-32k	30k-38k
Employee Relations Manager	70k-85k	70k-85k	65k-80k	55k-70k	60k-75k	65k-85k	55k-65k	55k-70k
Employee Relations Specialist	50k-65k	50k-65k	45k-60k	42k-50k	45k-55k	45k-65k	40k-55k	42k-50k
HR Data Analyst	38k-55k	35k-45k	30k-40k	30k-42k	30k-40k	35k-50k	30k-40k	30k-45k
HR Information Systems Administrator	35k-45k	30k-38k	30k-35k	30k-42k	30k-35k	35k-45k	30k-38k	30k-42k
Training & Development	€	€	€	€	€	€	€	€
Learning & Development Manager	70k-85k	65k-80k	60k-75k	55k-70k	60k-75k	65k-90k	55k-70k	55k-70k
Training Specialist/L&D Specialist	50k-65k	50k-60k	45k-55k	40k-55k	45k-55k	45k-65k	40k-55k	40k-55k
Technical Trainer	45k-60k	40k-55k	40k-50k	40k-55k	35k-45k	40k-55k	40k-50k	38k-50k
Learning & Development Coordinator	35k-45k	30k-40k	30k-38k	32k-42k	28k-35k	35k-40k	30k-38k	32k-42k
Recruitment (In-house)	€	€	€	€	€	€	€	€
Talent Acquisition Manager	75k-85k	70k-85k	70k-80k	55k-75k	65k-75k	60k-80k	60k-70k	55k-75k
Talent Acquisition Specialist	50k-70k	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	40k-55k	40k-55k
Recruitment Administrator	35k-45k	32k-40k	30k-35k	28k-35k	28k-33k	32k-40k	30k-35k	28k-35k

MedTech

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Production Support	€	€	€	€	€	€	€	€
Engineering Manager	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-110k	80k-110k
Engineering Team Leader	60k-80k	65k-75k	60k-75k	55k-70k	60k-75k	60k-75k	60k-70k	50k-65k
Automation Engineer	60k-75k	55k-75k	55k-70k	55k-70k	55k-70k	55k-75k	55k-65k	45k-55k
R&D Engineer	55k-75k	55k-70k	55k-65k	50k-65k	50k-65k	50k-60k	45k-55k	40k-55k
Mechanical Design Engineer	45k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
Packaging Engineer	45k-60k	45k-70k	45k-65k	40k-55k	45k-60k	45k-55k	40k-45k	45k-50k
Biomedical Engineer	50k-60k	50k-60k	45k-55k	45k-55k	45k-55k	45k-55k	45k-50k	40k-50k
Polymer Engineer	45k-70k	50k-65k	45k-60k	45k-60k	50k-60k	50k-60k	45k-55k	45k-55k
Tooling Engineer	50k-65k	45k-60k	45k-60k	45k-65k	45k-60k	40k-50k	45k-55k	45k-55k
Electrical Engineer	50k-65k	50k-70k	50k-65k	50k-65k	50k-60k	45k-55k	48k-55k	45k-55k
Electronic Technician	40k-50k	38k-50k	35k-48k	30k-40k	32k-42k	30k-40k	32k-40k	30k-38k
R&D Technician	35k-45k	32k-45k	30k-42k	30k-40k	30k-45k	30k-45k	32k-40k	30k-40k
CNC Programmer	35k-45k	35k-45k	35k-45k	35k-45k	35k-40k	35k-40k	34k-40k	35k-40k
CNC Operator	30k-40k	30k-35k	27k-35k	30k-40k	27k-35k	27k-32k	28k-32k	25k-30k
Facilities	€	€	€	€	€	€	€	€
Facilities Manager	75k-90k	75k-85k	65k-75k	65k-75k	70k-80k	70k-80k	60k-75k	60k-70k
Facilities/Utilities Engineer	50k-65k	50k-65k	45k-60k	45k-60k	45k-60k	45k-55k	45k-60k	40k-55k
Facilities/Utilities Technician	35k-45k	35k-47k	35k-45k	32k-42k	35k-43k	35k-40k	35k-40k	32k-38k
Field Service Engineer	40k-55k	38k-50k	35k-48k	35k-50k	38k-50k	40k-50k	40k-50k	30k-45k
Instrumentation Engineer	45k-58k	45k-60k	45k-55k	40k-50k	40k-55k	45k-55k	40k-50k	40k-50k
Instrumentation/Calibration Technician	35k-48k	33k-45k	32k-43k	30k-45k	32k-43k	30k-40k	32k-38k	30k-38k
Maintenance / Manufacturing	€	€	€	€	€	€	€	€
Maintenance Manager	65k-85k	60k-80k	65k-75k	65k-75k	60k-75k	70k-80k	65k-80k	60k-70k
Maintenance Engineer	55k-68k	50k-60k	45k-60k	45k-65k	42k-60k	45k-50k	45k-55k	40k-50k
Maintenance Technician	42k-50k	38k-48k	36k-48k	35k-45k	35k-45k	35k-45k	40k-50k	35k-40k
Manufacturing Engineer	50k-65k	50k-62k	45k-55k	45k-60k	45k-60k	50k-55k	45k-60k	45k-55k
Manufacturing Technician	38k-50k	35k-48k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k	30k-38k
Mechanical Engineer	48k-68k	45k-60k	45k-55k	42k-60k	45k-60k	45k-55k	45k-55k	40k-50k
Mechanical Technician	38k-48k	36k-48k	33k-45k	30k-40k	33k-45k	30k-40k	35k-45k	30k-38k

MedTech (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Process	€	€	€	€	€	€	€	€
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	70k-85k	70k-90k	65k-85k	65k-85k
Production Supervisor	50k-70k	45k-65k	45k-62k	45k-60k	45k-65k	40k-50k	45k-60k	40k-50k
Statistician	55k-65k	50k-60k	45k-55k	45k-55k	50k-60k	50k-60k	45k-55k	45k-55k
Lean/Six Sigma Engineer	55k-72k	50k-70k	50k-66k	48k-68k	50k-65k	50k-65k	45k-65k	45k-55k
Project Engineer	60k-75k	50k-75k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k	45k-55k
Process Engineer	60k-75k	45k-70k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k	45k-55k
Process Technician	38k-45k	35k-42k	32k-40k	32k-38k	32k-40k	32k-38k	35k-40k	32k-38k
Chemical Engineer	55k-75k	50k-75k	50k-70k	45k-65k	50k-65k	45k-60k	45k-65k	45k-60k
Quality	€	€	€	€	€	€	€	€
Quality Manager	85k-105k	80k-100k	75k-95k	70k-85k	75k-95k	80k-90k	70k-85k	70k-85k
Quality Supervisor	60k-75k	55k-70k	50k-65k	55k-70k	50k-65k	60k-70k	55k-65k	45k-60k
Quality Engineer	50k-70k	50k-70k	45k-65k	55k-65k	50k-65k	50k-60k	45k-60k	40k-55k
Quality Technician	38k-45k	32k-43k	30k-42k	30k-40k	30k-40k	35k-40k	30k-35k	28k-35k
Validation Lead/Manager	70k-95k	70k-90k	65k-85k	70k-85k	65k-85k	70k-80k	65k-80k	65k-80k
Validation Engineer	55k-75k	55k-75k	50k-70k	55k-65k	50k-65k	50k-65k	45k-60k	40k-55k
Validation Technician	35k-48k	35k-45k	32k-42k	35k-42k	30k-40k	35k-42k	35k-42k	30k-40k
Environmental Health & Safety	€	€	€	€	€	€	€	€
EHS Manager	65k-85k	60k-80k	60k-75k	65k-75k	60k-80k	60k-75k	65k-75k	60k-70k
EHS Engineer	50k-65k	50k-65k	45k-60k	40k-55k	40k-55k	40k-50k	45k-60k	45k-60k
EHS Officer	45k-55k	35k-50k	35k-45k	35k-45k	35k-50k	35k-50k	35k-45k	40k-50k
Manufacturing Operatives	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Production Operator	13-16	14-16	13-15	12-14	12-14	12-14	12-14	12-14
Warehouse Operator	13-15	14-16	13-15	12-14	12-14	12-14	12-14	12-14

Biopharma

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Chemistry Lab								
	€	€	€	€	€	€	€	€
Manager	70k-90k	70k-90k	60k-80k	65k-80k	65k-80k	60k-75k	60k-75k	60k-75k
Supervisor	60k-70k	50k-65k	45k-55k	50k-65k	50k-60k	45k-60k	45k-60k	45k-55k
Analytical Chemist	50k-60k	45k-60k	45k-55k	40k-55k	35k-45k	35k-45k	40k-55k	35k-45k
Analyst	35k-48k	33k-47k	33k-45k	30k-45k	30k-42k	28k-35k	32k-40k	28k-35k
Microbiology Lab								
	€	€	€	€	€	€	€	€
Manager	70k-90k	65k-85k	65k-80k	65k-80k	65k-80k	60k-75k	60k-75k	60k-75k
Supervisor	55k-65k	50k-65k	45k-60k	50k-55k	50k-60k	45k-55k	45k-60k	45k-55k
Microbiologist	45k-55k	35k-50k	35k-45k	35k-50k	40k-50k	35k-45k	35k-50k	35k-50k
Biotechnologist	40k-55k	40k-53k	40k-50k	35k-50k	40k-50k	35k-45k	35k-45k	35k-45k
Analyst	35k-45k	32k-44k	30k-42k	30k-40k	28k-35k	28k-35k	32k-40k	30k-35k
Research & Development								
	€	€	€	€	€	€	€	€
Process Development Manager	70k-90k	70k-90k	70k-80k	60k-80k	65k-80k	70k-80k	60k-80k	60k-80k
PhD Biotechnology/Microbiology	50k-60k	40k-55k	40k-50k	40k-55k	40k-50k	40k-50k	45k-50k	40k-50k
PhD Chemist	50k-60k	40k-50k	38k-45k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k
Quality								
	€	€	€	€	€	€	€	€
Quality Manager	85k-100k	85k-95k	80k-95k	70k-90k	70k-80k	75k-90k	70k-85k	70k-85k
QC Manager	75k-95k	75k-95k	70k-90k	70k-85k	70k-85k	75k-85k	65k-75k	60k-75k
QC Supervisor	55k-70k	55k-65k	50k-60k	50k-65k	45k-60k	45k-55k	55k-65k	45k-55k
QC Team Leader	50k-70k	45k-55k	43k-55k	40k-55k	40k-55k	45k-60k	55k-65k	40k-60k
QA Manager	90k-105k	90k-100k	85k-95k	75k-85k	75k-95k	65k-75k	70k-85k	60k-75k
QA Supervisor	70k-85k	65k-75k	65k-75k	60k-75k	60k-75k	60k-75k	55k-65k	60k-70k
QA Team Leader	55k-65k	55k-65k	55k-60k	50k-60k	45k-60k	50k-60k	55k-65k	50k-60k
QA Specialist	50k-65k	45k-65k	45k-60k	45k-60k	45k-60k	45k-60k	45k-55k	42k-55k
Qualified Person	80k-120k	80k-95k	70k-90k	80k-95k	70k-90k	70k-80k	70k-95k	70k-85k
Quality Technician	35k-45k	32k-42k	30k-30k	30k-40k	28k-35k	28k-35k	32k-38k	30k-35k
QA Auditor	45k-70k	45k-65k	45k-60k	45k-60k	45k-60k	40k-50k	35k-45k	40k-50k
Quality Systems Specialist/Engineer	55k-65k	50k-65k	50k-60k	45k-60k	45k-55k	45k-55k	45k-55k	42k-55k
Regulatory Affairs / Compliance / Documentation								
	€	€	€	€	€	€	€	€
Regulatory Affairs Manager	80k-95k	75k-90k	70k-85k	70k-85k	70k-80k	70k-80k	65k-75k	65k-75k
Regulatory Affairs Officer	45k-70k	45k-65k	45k-65k	45k-65k	45k-65k	45k-50k	40k-55k	40k-55k
Compliance Manager	75k-90k	70k-85k	70k-80k	65k-80k	70k-90k	70k-80k	60k-75k	65k-75k
Compliance Officer	48k-65k	45k-60k	45k-55k	40k-50k	45k-55k	45k-50k	35k-45k	38k-45k
Compliance Auditor	45k-55k	40k-50k	40k-50k	35k-45k	35k-45k	35k-45k	30k-40k	35k-40k
Documentation Officer	38k-45k	35k-45k	27k-37k	35k-40k	25k-35k	25k-35k	28k-38k	30k-35k
Documentation Control Administrator	35k-45k	32k-42k	27k-33k	30k-40k	27k-33k	25k-35k	28k-38k	28k-30k

Biopharma (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Validation	€	€	€	€	€	€	€	€
Validation Manager	75k-95k	75k-90k	70k-85k	70k-85k	70k-85k	70k-85k	70k-85k	60k-80k
Validation Engineer	58k-75k	50k-70k	50k-60k	55k-65k	50k-60k	48k-55k	50k-65k	50k-65k
Validation Technician	38k-50k	35k-47k	35k-45k	32k-42k	35k-45k	30k-40k	35k-45k	30k-40k
Calibration Technician	38k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-45k
Maintenance / Manufacturing	€	€	€	€	€	€	€	€
Engineering Manager	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-110k	80k-110k
Engineering Team Leader	70k-85k	70k-80k	65k-75k	68k-78k	55k-65k	55k-65k	60k-70k	60k-75k
Maintenance Manager	65k-90k	65k-85k	65k-80k	60k-75k	60k-75k	60k-75k	65k-80k	60k-70k
Maintenance Engineer	55k-65k	45k-60k	45k-55k	50k-60k	50k-60k	40k-50k	45k-55k	45k-55k
Maintenance Technician	40k-55k	38k-50k	38k-47k	35k-45k	35k-45k	38k-48k	38k-48k	38k-45k
Manufacturing Engineer	55k-65k	45k-60k	45k-55k	50k-60k	45k-60k	45k-55k	45k-60k	40k-50k
Production Support	€	€	€	€	€	€	€	€
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	75k-90k	70k-95k	70k-85k	70k-85k
Chemical Engineer	50k-75k	50k-75k	50k-70k	50k-65k	50k-65k	50k-60k	50k-65k	45k-55k
Automation Engineer	55k-75k	55k-75k	55k-70k	45k-65k	50k-65k	50k-60k	50k-65k	50k-65k
Process Engineer	60k-75k	50k-70k	45k-65k	45k-65k	50k-65k	45k-60k	45k-65k	45k-65k
Project Engineer	60k-75k	50k-75k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k
Facilities / Utilities	€	€	€	€	€	€	€	€
Facilities Manager	70k-85k	65k-80k	60k-70k	60k-80k	65k-75k	60k-75k	60k-75k	60k-70k
Facilities Engineer	45k-60k	45k-55k	43k-50k	45k-55k	43k-55k	45k-55k	45k-55k	42k-55k
Facilities Technician	35k-50k	35k-45k	32k-45k	30k-40k	32k-45k	35k-40k	30k-38k	32k-38k
Utilities Engineer	45k-60k	45k-55k	43k-55k	45k-55k	40k-50k	45k-55k	45k-60k	43k-55k
Instrumentation Engineer	48k-60k	45k-55k	40k-50k	45k-55k	45k-55k	40k-55k	40k-50k	40k-50k
Instrumentation Technician	38k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k
Environmental Health & Safety	€	€	€	€	€	€	€	€
EHS Manager	70k-85k	60k-80k	60k-70k	65k-75k	65k-75k	60k-75k	60k-75k	60k-70k
EHS Engineer	50k-65k	45k-60k	45k-55k	45k-55k	45k-55k	40k-50k	45k-60k	45k-60k
EHS Officer	45k-55k	40k-50k	35k-45k	38k-48k	35k-45k	35k-45k	35k-45k	40k-50k
Manufacturing Operatives	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Production Operator	13-15	14-16	13-15	12-13	12-14	12-14	12-14	12-14
Warehouse Operator	13-15	14-16	13-15	12-14	12-14	12-14	12-14	12-14

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Senior Management								
	€	€	€	€	€	€	€	€
Chief Technology Officer/IT Director	120k-160k	110k-130k	95k-120k	95k-110k	100k-140k	120k-140k	100k-120k	100k-120k
Software Development Director	120k-140k	110k-120k	95k-110k	90k-110k	95k-110k	105k-120k	100k-120k	90k-100k
Software Development Manager	100k-130k	90k-110k	80k-100k	75k-95k	80k-100k	90k-110k	80k-100k	80k-95k
Operations/IT/MIS Manager	90k-110k	80k-95k	75k-85k	75k-85k	75k-85k	85k-100k	70k-85k	75k-85k
Infrastructure Manager	90k-115k	75k-90k	65k-80k	65k-80k	80k-100k	90k-110k	60k-80k	70k-80k
Chief Data Officer	120k-140k	80k-95k	65k-75k	65k-80k	85k-110k	115k-130k	75k-85k	75k-90k
Technical Support Manager	75k-95k	65k-75k	55k-65k	55k-65k	60k-80k	70k-90k	55k-65k	55k-65k
Technical Architect	80k-115k	70k-95k	65k-75k	65k-75k	75k-95k	80k-100k	70k-85k	70k-85k
Service Delivery Manager	75k-95k	75k-85k	70k-80k	60k-80k	70k-80k	70k-80k	60k-70k	60k-80k
Technical Lead	85k-110k	65k-75k	55k-70k	60k-75k	75k-100k	85k-100k	65k-85k	70k-80k
Project Management								
	€	€	€	€	€	€	€	€
Programme Manager	90k-110k	75k-85k	70k-80k	65k-80k	80k-100k	90k-100k	70k-80k	70k-80k
Project Manager	80k-100k	55k-70k	55k-70k	55k-65k	70k-95k	80k-95k	60k-75k	65k-75k
Product Manager	75k-95k	55k-70k	50k-70k	55k-65k	70k-85k	75k-90k	60k-75k	60k-75k
Scrum Master	75k-90k	60k-80k	60k-70k	55k-65k	65k-80k	75k-90k	60k-75k	60k-70k
Business Analyst	60k-85k	50k-60k	50k-60k	45k-60k	55k-75k	60k-80k	45k-60k	45k-60k
Software Development								
	€	€	€	€	€	€	€	€
Java Developer	70k-95k	50k-70k	50k-65k	60k-70k	55k-85k	65k-95k	50k-75k	45k-70k
.NET Developer	60k-100k	50k-65k	45k-55k	45k-60k	55k-85k	60k-90k	50k-75k	50k-70k
C/C++ Developer	60k-95k	50k-65k	45k-55k	45k-60k	55k-85k	60k-90k	50k-75k	50k-70k
Web Developer (PHP, Perl, Python, Ruby)	55k-85k	40k-60k	40k-55k	40k-60k	50k-75k	55k-80k	50k-70k	50k-70k
SharePoint Developer	55k-80k	50k-65k	45k-55k	50k-60k	50k-60k	50k-70k	48k-70k	50k-70k
Mainframe Developer	55k-80k	40k-60k	40k-55k	40k-50k	40k-55k	45k-55k	40k-50k	40k-55k
Oracle/SQL Developer	55k-75k	50k-70k	45k-60k	45k-55k	55k-75k	60k-80k	50k-70k	50k-70k
Solutions Architect	70k-95k	60k-80k	60k-75k	65k-75k	65k-80k	70k-90k	65k-85k	65k-85k
Android/iOS Developer	70k-95k	45k-60k	45k-60k	50k-60k	70k-90k	70k-90k	50k-75k	48k-65k
Front End Developer	60k-90k	50k-65k	50k-60k	45k-60k	50k-75k	65k-90k	50k-75k	48k-60k
UI/UX Designer	65k-90k	45k-65k	50k-60k	50k-60k	50k-65k	60k-85k	50k-75k	50k-70k
QA & Software Testing								
	€	€	€	€	€	€	€	€
QA/Test Manager	80k-105k	75k-85k	60k-70k	60k-70k	65k-80k	75k-100k	60k-80k	60k-75k
QA/Test Lead	70k-95k	50k-60k	50k-60k	50k-60k	60k-70k	65k-90k	50k-65k	50k-60k
QA Automation Engineer	65k-95k	55k-80k	40k-55k	40k-50k	55k-75k	65k-90k	45k-55k	45k-60k
QA/Test Engineer	45k-55k	40k-50k	38k-50k	35k-45k	40k-60k	45k-65k	38k-45k	38k-45k

IT (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Data Analytics								
	€	€	€	€	€	€	€	€
Data Architect	85k-120k	75k-100k	70k-95k	60k-75k	80k-100k	85k-115k	65k-80k	60k-80k
Data Analyst	55k-85k	40k-60k	40k-50k	40k-50k	50k-75k	55k-80k	45k-55k	45k-55k
Big Data Developer	70k-95k	50k-65k	45k-55k	45k-60k	60k-80k	70k-90k	50k-70k	50k-65k
Data Engineer	70k-100k	45k-60k	45k-55k	45k-55k	60k-95k	70k-90k	45k-55k	45k-55k
Business Intelligence Analyst	55k-80k	45k-60k	40k-50k	40k-50k	50k-70k	55k-75k	45k-55k	45k-55k
Data Scientist/Statistician	60k-85k	55k-65k	45k-55k	45k-55k	55k-75k	60k-80k	50k-60k	50k-60k
Database & SAP								
	€	€	€	€	€	€	€	€
Oracle DBA	60k-80k	55k-65k	50k-60k	45k-65k	55k-65k	60k-70k	50k-60k	50k-60k
SQL DBA	60k-80k	55k-65k	50k-60k	45k-65k	55k-65k	60k-75k	50k-60k	50k-60k
DB2 DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	50k-60k	50k-60k
SAP Project Manager	70k-90k	55k-70k	55k-65k	50k-65k	55k-70k	60k-85k	55k-70k	55k-70k
SAP Consultant	60k-80k	55k-65k	50k-60k	50k-65k	55k-70k	60k-70k	55k-65k	55k-65k
SAP Developer	60k-80k	45k-55k	45k-50k	45k-60k	50k-65k	55k-75k	55k-65k	45k-60k
IT Security								
	€	€	€	€	€	€	€	€
IS Security Architect	75k-95k	60k-75k	50k-60k	55k-70k	65k-80k	70k-90k	65k-80k	60k-75k
IT Security Consultant	75k-85k	60k-75k	50k-60k	55k-70k	65k-80k	70k-80k	70k-80k	55k-70k
IT Security Analyst	55k-70k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	45k-55k
Risk Analyst	60k-75k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-55k
Security Engineer	65k-85k	55k-70k	45k-55k	50k-60k	55k-70k	55k-70k	45k-60k	45k-65k
Infrastructure & Support								
	€	€	€	€	€	€	€	€
DevOps Manager	90k-125k	70k-100k	60k-80k	80k-90k	80k-100k	90k-115k	75k-85k	60k-85k
DevOps Engineer	80k-105k	55k-80k	45k-65k	60k-75k	75k-95k	80k-100k	60k-75k	50k-75k
Systems and Network Manager	70k-100k	65k-75k	55k-65k	50k-65k	65k-85k	70k-95k	55k-65k	55k-65k
Site Reliability Engineer	70k-95k	60k-75k	55k-70k	55k-70k	65k-85k	70k-90k	55k-65k	55k-65k
Virtualisation Specialist	55k-80k	50k-65k	40k-55k	40k-50k	50k-65k	50k-75k	45k-50k	40k-50k
Telecoms Engineer	50k-65k	45k-60k	40k-50k	40k-50k	40k-55k	40k-55k	40k-55k	40k-55k
Network Engineer	45k-70k	40k-60k	40k-45k	40k-50k	55k-60k	45k-65k	45k-50k	40k-55k
Technical Writer	50k-75k	45k-55k	40k-50k	35k-45k	45k-70k	50k-70k	40k-55k	40k-55k
System Administrator (Multiplatform)	55k-65k	50k-65k	45k-55k	40k-50k	45k-55k	50k-60k	40k-50k	40k-50k
Technical Support 3rd Level	45k-60k	35k-50k	32k-42k	32k-42k	40k-55k	45k-55k	35k-45k	35k-45k
Technical Support 2nd Level	35k-50k	30k-40k	26k-34k	25k-32k	30k-45k	35k-48k	30k-35k	30k-38k
Technical Support 1st Level	30k-35k	25k-30k	22k-27k	22k-27k	22k-27k	30k-35k	25k-30k	25k-30k
Technical Support with a Language	30k-42k	28k-32k	23k-28k	23k-28k	28k-35k	30k-40k	25k-30k	25k-30k

Accountancy & Finance

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Industry	€	€	€	€	€	€	€	€
Finance Director	110k-145k	110k-140k	100k-130k	90k-120k	100k-120k	100k-130k	90k-110k	90k-100k
Financial Controller	90k-115k	85k-110k	80k-100k	70k-90k	80k-90k	85k-110k	70k-90k	70k-90k
Financial Accountant	55k-70k	55k-70k	50k-65k	50k-65k	50k-60k	50k-65k	45k-60k	45k-60k
Cost/Management Accountant	60k-70k	55k-70k	50k-65k	55k-65k	50k-60k	55k-65k	45k-60k	45k-60k
Treasury Manager	80k-100k	75k-90k	70k-85k	60k-70k	70k-85k	70k-80k	60k-70k	60k-75k
Treasury Accountant	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	50k-60k	45k-55k	45k-55k
Audit Manager	60k-85k	60k-80k	55k-75k	50k-65k	55k-70k	60k-80k	50k-65k	50k-65k
Audit Senior (General Practice)	48k-55k	45k-55k	40k-50k	40k-45k	40k-50k	45k-55k	40k-45k	40k-45k
Internal Auditor	55k-65k	50k-60k	45k-55k	45k-55k	45k-55k	50k-60k	40k-55k	40k-55k
Tax Manager	70k-90k	70k-85k	65k-80k	60k-80k	65k-80k	70k-85k	60k-75k	60k-80k
Tax Accountant	55k-68k	50k-65k	45k-60k	40k-55k	45k-60k	50k-65k	40k-55k	40k-55k
Newly Qualified Accountant	50k-55k	40k-52k	40k-50k	40k-50k	38k-48k	40k-50k	35k-40k	38k-45k
Part Qualified Accountant	40k-50k	32k-45k	30k-40k	35k-45k	30k-38k	35k-40k	30k-38k	35k-40k
Support	€	€	€	€	€	€	€	€
Accounts Payable Manager	55k-70k	50k-60k	45k-55k	45k-60k	45k-55k	50k-60k	40k-50k	45k-60k
Accounts Payable	33k-42k	30k-40k	30k-38k	30k-35k	28k-38k	32k-38k	30k-35k	32k-38k
Accounts Receivable	33k-42k	30k-40k	30k-38k	30k-35k	28k-38k	32k-38k	30k-35k	32k-38k
Payroll Manager	55k-75k	50k-70k	45k-65k	45k-60k	45k-65k	40k-50k	35k-45k	45k-60k
Payroll Specialist	45k-55k	40k-50k	35k-45k	30k-35k	35k-45k	35k-40k	32k-40k	32k-40k
Credit Controller	34k-42k	32k-40k	30k-35k	32k-38k	28k-35k	32k-40k	30k-35k	30k-35k
Accounts Assistant	35k-45k	34k-40k	32k-38k	30k-38k	28k-35k	32k-38k	30k-35k	30k-38k
Funds	€	€	€	€	€	€	€	€
Fund Accounting VP - Director	120k-140k	110k-130k	105k-125k	100k-120k	105k-125k	110k-130k	110k-120k	110k-120k
Senior Manager/VP Fund Accounting	90k-110k	85k-105k	80k-100k	70k-95k	80k-100k	80k-100k	80k-100k	80k-100k
Senior Manager/VP Fund Accounting (Private Equity)	90k-120k	85k-110k	80k-105k	75k-95k	80k-105k	85k-105k	85k-105k	85k-105k
Manager/AVP/Account Manager Fund Accounting	75k-95k	65k-85k	60k-80k	55k-75k	60k-80k	60k-80k	60k-80k	60k-80k
Manager / AVP / Account Manager Fund Accounting (Private Equity)	75k-95k	65k-85k	60k-80k	60k-75k	60k-80k	65k-85k	65k-85k	65k-85k
Fund Accounting Supervisor/Team Leader	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	45k-55k	45k-55k	45k-55k
Fund Accounting Supervisor/Team Leader (Private Equity)	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	50k-60k	50k-60k	50k-60k
Senior Fund Accountant	48k-65k	42k-52k	40k-50k	35k-42k	38k-48k	35k-45k	35k-45k	35k-45k
Senior Fund Accountant (Private Equity)	45k-65k	42k-55k	40k-52k	35k-45k	40k-50k	40k-55k	40k-55k	40k-55k
Fund Accountant	40k-45k	35k-42k	30k-40k	30k-35k	30k-40k	32k-38k	32k-38k	32k-38k
Fund Administrator	32k-40k	30k-35k	30k-35k	25k-30k	28k-32k	28k-35k	28k-35k	28k-35k

Sales & Marketing

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Sales	€	€	€	€	€	€	€	€
Sales Director	85k-125k	95k-115k	85k-110k	70k-90k	85k-105k	80k-110k	75k-95k	70k-90k
National Sales/Account Manager	70k-90k	70k-85k	65k-80k	55k-75k	65k-80k	65k-85k	55k-65k	55k-75k
Regional Sales Manager	55k-65k	45k-65k	45k-60k	45k-60k	40k-50k	45k-65k	50k-60k	50k-60k
Inside Sales Manager	60k-75k	55k-70k	50k-65k	50k-60k	50k-65k	55k-65k	50k-60k	50k-60k
Inside Sales Team Lead	40k-50k	40k-50k	35k-45k	38k-45k	35k-45k	35k-45k	32k-38k	38k-45k
Inside Sales & Language (3+ yrs. exp.)	38k-45k	35k-45k	32k-42k	32k-40k	32k-42k	30k-40k	30k-35k	32k-40k
Inside Sales & Language (0-3 yrs. exp.)	32k-38k	30k-38k	26k-35k	30k-36k	26k-33k	28k-35k	24k-32k	28k-36k
Inside Sales Agent (3+ yrs. exp.)	33k-42k	35k-40k	32k-38k	32k-38k	30k-38k	30k-35k	25k-30k	32k-38k
Inside Sales Agent (0-3 yrs. exp.)	28k-35k	30k-35k	28k-32k	28k-32k	26k-30k	28k-32k	23k-25k	26k-30k
Retail Manager	50k-55k	40k-55k	40k-50k	35k-45k	35k-45k	40k-55k	35k-45k	35k-45k
Medical Sales Representative	50k-65k	45k-55k	40k-50k	42k-55k	40k-50k	45k-65k	38k-45k	42k-55k
Sales Representative	35k-55k	30k-45k	28k-40k	35k-45k	28k-40k	35k-50k	28k-35k	30k-40k
Business Development	€	€	€	€	€	€	€	€
Business Development Manager	75k-85k	70k-80k	65k-75k	50k-65k	65k-75k	55k-75k	45k-55k	50k-65k
Business Development Executive	45k-60k	45k-55k	38k-50k	35k-45k	38k-50k	38k-50k	30k-40k	35k-45k
Marketing	€	€	€	€	€	€	€	€
Marketing Manager	75k-90k	70k-85k	65k-80k	55k-75k	65k-80k	65k-80k	50k-65k	50k-70k
Marketing Executive	45k-55k	40k-50k	35k-45k	38k-48k	35k-45k	32k-45k	32k-40k	30k-40k
Marketing Analyst	40k-50k	38k-45k	32k-40k	35k-45k	35k-45k	35k-45k	32k-40k	32k-40k
Marketing Specialist	40k-50k	38k-45k	34k-42k	38k-45k	38k-45k	38k-45k	34k-42k	34k-42k
Marketing Coordinator	34k-45k	34k-45k	30k-38k	32k-40k	32k-40k	32k-40k	30k-38k	30k-38k
Marketing Assistant	32k-38k	30k-35k	28k-33k	28k-35k	28k-33k	30k-38k	28k-33k	28k-35k
Digital Marketing Specialist	38k-48k	35k-45k	32k-40k	35k-45k	35k-45k	35k-45k	32k-40k	32k-40k
Graphic Designer	38k-50k	38k-45k	32k-40k	35k-45k	35k-48k	35k-50k	32k-40k	32k-40k

Customer Service

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Customer Service	€	€	€	€	€	€	€	€
Operations Director (Shared Services Centre)	100k-130k	100k-120k	95k-110k	85k-120k	95k-110k	95k-125k	80k-100k	85k-110k
Call Centre Manager/Shared Service Manager	80k-120k	80k-95k	75k-90k	75k-85k	75k-90k	75k-90k	70k-80k	75k-90k
Customer Service Manager	65k-85k	60k-75k	55k-70k	50k-70k	55k-70k	60k-70k	50k-60k	50k-70k
Customer Service Supervisor	40k-55k	40k-55k	38k-50k	40k-45k	38k-50k	35k-50k	35k-40k	38k-45k
Customer Service Agent & Language (3+ yrs. exp.)	35k-45k	32k-40k	30k-38k	32k-40k	30k-38k	32k-38k	30k-35k	32k-40k
Customer Service Agent & Language (0-3 yrs. exp.)	35k-45k	28k-35k	26k-33k	32k-38k	26k-33k	28k-32k	25k-30k	30k-35k
Customer Service Agent (3+ yrs. exp.)	32k-38k	28k-35k	26k-32k	32k-38k	26k-32k	30k-35k	25k-30k	30k-35k
Customer Service Agent (0-3 yrs. exp.)	28k-32k	26k-32k	25k-30k	28k-32k	25k-30k	27k-30k	24k-28k	26k-30k

Supply Chain & Logistics

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Management	€	€	€	€	€	€	€	€
Director of Supply Chain & Logistics	120k-140k	115k-135k	110k-125k	85k-110k	110k-125k	110k-135k	80k-100k	80k-110k
Supply Chain/Logistics/Purchasing Manager	90k-110k	85k-100k	85k-100k	70k-85k	85k-100k	80k-100k	75k-85k	70k-80k
Purchasing	€	€	€	€	€	€	€	€
Purchasing Specialist	50k-65k	50k-60k	45k-55k	40k-55k	45k-55k	40k-50k	38k-45k	40k-48k
Purchasing Officer	38k-45k	35k-45k	32k-42k	35k-42k	32k-42k	35k-40k	32k-38k	32k-38k
Warehousing	€	€	€	€	€	€	€	€
Warehouse Manager	65k-85k	60k-75k	55k-70k	55k-65k	55k-70k	60k-70k	50k-60k	55k-65k
Warehouse Supervisor	50k-60k	45k-55k	40k-50k	40k-55k	40k-50k	40k-50k	35k-45k	38k-45k
Logistics / Inventory	€	€	€	€	€	€	€	€
Master Scheduler	55k-70k	45k-55k	40k-50k	45k-55k	40k-50k	45k-60k	40k-50k	40k-55k
Supply Chain Analyst/Inventory Analyst	50k-60k	45k-55k	40k-50k	45k-55k	40k-50k	40k-50k	38k-48k	38k-48k
Supply Chain Coordinator	45k-55k	40k-50k	35k-45k	40k-50k	35k-45k	32k-40k	32k-38k	32k-38k
Inventory Controller	35k-42k	35k-42k	30k-40k	30k-40k	30k-40k	28k-35k	28k-32k	28k-32k
Logistics Administrator	35k-42k	35k-40k	30k-38k	30k-38k	30k-38k	28k-35k	28k-35k	28k-35k
Materials Handler	35k-45k	35k-40k	30k-38k	30k-38k	30k-38k	25k-30k	28k-32k	28k-32k
Buyers / Planners	€	€	€	€	€	€	€	€
Buyer/Planner	55k-68k	50k-65k	50k-60k	50k-60k	50k-60k	50k-60k	40k-55k	40k-55k
Production Planner	50k-65k	50k-60k	45k-55k	45k-55k	45k-55k	45k-50k	38k-45k	40k-45k
Demand/Supply Planner	50k-65k	45k-60k	40k-55k	45k-55k	40k-55k	40k-50k	38k-45k	40k-45k

Office Support

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Permanent	€	€	€	€	€	€	€	€
Office Manager	45k-65k	40k-55k	35k-45k	40k-55k	35k-45k	40k-50k	35k-40k	40k-55k
PA/Executive Assistant	40k-55k	35k-50k	32k-45k	32k-40k	32k-45k	35k-45k	30k-37k	32k-40k
Receptionist (3+ yrs. exp.)	32k-42k	30k-35k	28k-35k	30k-40k	26k-33k	28k-35k	28k-34k	30k-40k
Receptionist (1-3 yrs. exp.)	30k-38k	28k-33k	26k-32k	28k-35k	25k-32k	27k-30k	25k-30k	28k-32k
Administrator (3+ yrs. exp.)	32k-40k	30k-36k	28k-35k	28k-35k	26k-34k	30k-35k	30k-34k	30k-35k
Administrator (1-3 yrs. exp.)	30k-35k	28k-33k	26k-32k	28k-32k	25k-33k	28k-32k	25k-30k	26k-32k
Medical Secretary	35k-40k	30k-38k	28k-35k	30k-38k	26k-35k	30k-35k	30k-34k	30k-38k
Legal Secretary	35k-42k	33k-40k	28k-35k	28k-35k	28k-35k	28k-35k	25k-30k	28k-35k





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