



**Collins McNicholas**  
Recruitment & HR Services Group

**Salary Guide 2024**



Established in 1990, Collins McNicholas Recruitment & HR Services Group is a respected Irish firm dedicated to talent acquisition across diverse 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](http://www.collinsmcnicholas.ie)





## Introduction

The Collins McNicholas 2024 Salary Guide offers a comprehensive nationwide analysis of salaries across ten sectors and eight regions, including Dublin, South, South East, Midlands, Midwest, West, North West, and North East.



In the last 12 months, the world of work has continued to evolve with a persistent focus on remote and hybrid working opportunities. This flexibility in the work environment has continued to narrow the salary divide between regional and urban areas across various fields.

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. During the first quarter, our database saw an influx of 9,900 registered candidates. From this pool, we selected a sample of individuals possessing 3-5 years of experience, from whom we collected detailed salary data. We compared it to actual salary figures provided by our clients for over 450 job vacancies which we recruited for during that same timeframe.

Collins McNicholas stays abreast of market trends, leveraging our extensive nationwide presence to offer valuable insights to clients, candidates and stakeholders alike. This salary guide serves as a vital resource for companies and professionals operating within Ireland, as well as those contemplating Ireland as a prospective career destination.

If you have any queries regarding the information provided in this guide, please contact me at:

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**Niall Murray**  
**Managing Director**  
**Collins McNicholas Recruitment & HR Services Group**

# The Salary Guide - By Numbers



sample of

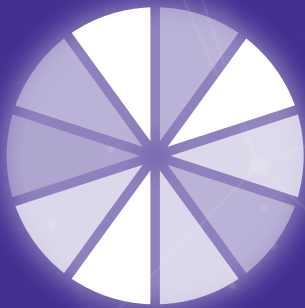
**9,900**

candidates



**450**

job vacancies



**10**

sectors



**8**

regional hubs

# Senior Management

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>MedTech &amp; Biopharma</b>								
	€	€	€	€	€	€	€	€
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-100k	80k-100k
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	70k-85k	70k-95k	70k-85k	70k-85k
<b>IT</b>								
	€	€	€	€	€	€	€	€
Chief Technology Officer/IT Director	120k-165k	110k-130k	95k-120k	95k-110k	110k-140k	120k-160k	100k-130k	100k-120k
Software Development Director	120k-140k	110k-120k	95k-110k	90k-110k	95k-120k	110k-140k	100k-120k	90k-100k
Software Development Manager	100k-130k	90k-110k	80k-100k	75k-95k	90k-110k	100k-120k	90k-110k	80k-95k
Operations/IT/MIS Manager	90k-110k	80k-95k	75k-85k	75k-85k	75k-85k	85k-100k	75k-85k	75k-85k
<b>Accountancy</b>								
	€	€	€	€	€	€	€	€
Finance Director	115k-165k	110k-160k	100k-150k	90k-125k	100k-120k	115k-150k	100k-125k	90k-100k
Financial Controller	95k-135k	85k-120k	80k-110k	75k-110k	80k-100k	85k-115k	80k-100k	70k-90k
<b>Customer Service</b>								
	€	€	€	€	€	€	€	€
Operations Director (Shared Services Centre)	100k-130k	100k-120k	95k-110k	85k-120k	95k-110k	90k-125k	80k-100k	85k-110k
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
<b>Human Resources</b>								
	€	€	€	€	€	€	€	€
HR Director	100k-140k	110k-130k	100k-120k	85k-110k	100k-120k	90k-120k	85k-110k	80k-110k
HR Manager	80k-100k	85k-100k	80k-95k	70k-85k	75k-90k	80k-95k	70k-90k	65k-85k
<b>Supply Chain &amp; Logistics</b>								
	€	€	€	€	€	€	€	€
Director of Supply Chain & Logistics	120k-150k	115k-135k	110k-125k	85k-110k	110k-125k	114k-145k	85k-110k	80k-110k
Supply Chain/Logistics/Purchasing Manager	90k-110k	85k-100k	85k-100k	70k-85k	85k-100k	85k-100k	80k-100k	70k-80k
<b>Sales &amp; Marketing</b>								
	€	€	€	€	€	€	€	€
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	55k-65k	65k-75k	55k-75k	50k-55k	50k-65k
Marketing Director	95k-130k	90k-125k	80k-110k	85k-110k	85k-110k	90k-120k	80k-110k	80k-110k
Marketing Manager	75k-85k	70k-85k	65k-80k	55k-75k	65k-80k	65k-80k	55k-70k	50k-70k

# HR

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Human Resources</b>	€	€	€	€	€	€	€	€
<b>HR Director</b>	100k-140k	110k-130k	100k-120k	85k-110k	100k-120k	90k-120k	85k-110k	80k-110k
<b>HR Manager</b>	80k-100k	85k-100k	80k-95k	70k-85k	75k-90k	80k-95k	70k-90k	70k-85k
<b>HR Business Partner</b>	70k-80k	65k-75k	60k-70k	60k-70k	60k-70k	65k-80k	55k-65k	55k-70k
<b>HR Generalist</b>	50k-70k	45k-60k	40k-55k	45k-55k	40k-55k	45k-65k	40k-55k	40k-55k
<b>HR Administrator</b>	35k-45k	32k-40k	28k-34k	27k-35k	26k-32k	32k-40k	30k-38k	30k-38k
<b>Human Resources - Specialists</b>	€	€	€	€	€	€	€	€
<b>Compensation &amp; Benefits Manager</b>	70k-85k	70k-80k	65k-75k	55k-65k	65k-75k	65k-80k	55k-65k	55k-65k
<b>Compensation &amp; Benefits Specialist</b>	55k-65k	50k-60k	45k-55k	40k-55k	45k-55k	45k-60k	40k-55k	40k-55k
<b>Compensation &amp; Benefits Administrator</b>	32k-40k	32k-40k	30k-38k	30k-38k	30k-38k	32k-38k	28k-32k	30k-38k
<b>Employee Relations Manager</b>	70k-85k	70k-85k	65k-80k	55k-70k	60k-75k	65k-85k	55k-65k	55k-70k
<b>Employee Relations Specialist</b>	50k-65k	50k-65k	45k-60k	42k-50k	45k-55k	45k-65k	40k-55k	42k-50k
<b>HR Data Analyst</b>	38k-55k	35k-45k	30k-40k	30k-42k	30k-40k	35k-50k	30k-40k	30k-45k
<b>HR Information Systems Administrator</b>	35k-45k	30k-38k	30k-35k	30k-42k	30k-35k	35k-45k	30k-38k	30k-42k
<b>Payroll Administrator</b>	35k-45k	32k-40k	30k-38k	32k-40k	30k-38k	35k-45k	32k-40k	32k-40k
<b>Training &amp; Development</b>	€	€	€	€	€	€	€	€
<b>Learning &amp; Development Manager</b>	70k-85k	65k-80k	60k-75k	55k-70k	60k-75k	65k-90k	55k-70k	55k-70k
<b>Training Specialist/L&amp;D Specialist</b>	50k-65k	50k-60k	45k-55k	40k-55k	45k-55k	45k-65k	40k-55k	40k-55k
<b>Technical Trainer</b>	45k-60k	40k-55k	40k-50k	40k-55k	35k-45k	40k-55k	40k-50k	38k-50k
<b>Learning &amp; Development Coordinator</b>	35k-45k	30k-40k	30k-38k	32k-42k	28k-35k	35k-45k	30k-38k	32k-42k
<b>Recruitment (In-house)</b>	€	€	€	€	€	€	€	€
<b>Talent Acquisition Manager</b>	75k-90k	70k-85k	70k-80k	55k-75k	65k-75k	60k-80k	60k-70k	55k-75k
<b>Talent Acquisition Specialist</b>	50k-70k	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-55k	40k-55k
<b>Recruitment Administrator</b>	35k-45k	32k-40k	30k-35k	30k-35k	30k-35k	35k-45k	30k-35k	30k-35k

# MedTech

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Production Support</b>								
	€	€	€	€	€	€	€	€
Engineering Manager	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-100k	80k-100k
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-70k	45k-70k	45k-60k	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	55k-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	40k-50k	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
<b>Facilities</b>								
	€	€	€	€	€	€	€	€
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	40k-48k	35k-47k	35k-45k	32k-42k	35k-43k	35k-40k	35k-40k	32k-38k
Field Service Engineer	45k-55k	38k-55k	35k-50k	35k-50k	38k-50k	40k-50k	40k-50k	30k-45k
Instrumentation Engineer	50k-60k	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
<b>Maintenance / Manufacturing</b>								
	€	€	€	€	€	€	€	€
Maintenance Manager	70k-85k	60k-85k	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	32k-40k	33k-45k	35k-45k	35k-40k	30k-38k



# MedTech (continued)

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



# Biopharma

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Chemistry Lab</b>								
	€	€	€	€	€	€	€	€
Manager	75k-100k	70k-90k	60k-80k	70k-80k	65k-80k	70k-85k	70k-85k	70k-80k
Supervisor	60k-70k	50k-65k	45k-55k	50k-65k	50k-60k	55k-60k	55k-65k	45k-55k
Analytical Chemist	50k-60k	45k-60k	45k-55k	40k-55k	35k-45k	35k-45k	40k-55k	35k-45k
Analyst	35k-50k	33k-48k	33k-45k	32k-45k	32k-42k	32k-40k	32k-40k	32k-40k
<b>Microbiology Lab</b>								
	€	€	€	€	€	€	€	€
Manager	75k-100k	70k-85k	65k-80k	70k-80k	65k-85k	70k-85k	60k-75k	70k-80k
Supervisor	55k-65k	50k-65k	45k-60k	50k-60k	50k-60k	55k-60k	55k-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-50k	32k-44k	32k-42k	32k-40k	32k-40k	32k-40k	32k-40k	32k-40k
<b>Research &amp; Development</b>								
	€	€	€	€	€	€	€	€
Process Development Manager	75k-100k	75k-100k	70k-80k	70k-80k	70k-90k	75k-85k	65k-80k	70k-80k
PhD Biotechnology/Microbiology	50k-60k	45k-55k	40k-50k	40k-55k	40k-55k	45k-55k	45k-55k	40k-50k
PhD Chemist	50k-65k	45k-55k	40k-50k	40k-55k	40k-55k	45k-55k	45k-55k	40k-50k
<b>Quality</b>								
	€	€	€	€	€	€	€	€
Quality Manager	85k-100k	85k-100k	80k-95k	70k-90k	80k-100k	80k-100k	80k-90k	80k-100k
QC Manager	75k-95k	75k-95k	70k-90k	70k-85k	70k-85k	75k-85k	65k-75k	60k-75k
QC Supervisor	55k-70k	55k-75k	50k-65k	50k-65k	50k-70k	50k-70k	55k-65k	60k-80k
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	80k-100k	80k-100k	80k-90k	80k-100k
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-110k	70k-90k	80k-95k	70k-90k	70k-80k	70k-95k	70k-85k
Quality Technician	35k-45k	32k-45k	30k-40k	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
<b>Regulatory Affairs / Compliance / Documentation</b>								
	€	€	€	€	€	€	€	€
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-45k	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
<b>Validation</b>	€	€	€	€	€	€	€	€
Validation Manager	75k-95k	75k-90k	70k-85k	70k-85k	70k-85k	70k-85k	70k-85k	60k-80k
Validation Engineer	58k-75k	55k-75k	50k-65k	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
<b>Maintenance / Manufacturing</b>	€	€	€	€	€	€	€	€
Engineering Manager	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-100k	80k-100k
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-65k	45k-55k	50k-60k	50k-60k	40k-50k	45k-55k	45k-55k
Maintenance Technician	40k-55k	38k-55k	38k-47k	35k-45k	38k-48k	38k-48k	38k-45k	38k-45k
Manufacturing Engineer	55k-65k	45k-65k	45k-55k	50k-60k	45k-60k	45k-55k	45k-60k	40k-50k
<b>Production Support</b>	€	€	€	€	€	€	€	€
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
<b>Facilities / Utilities</b>	€	€	€	€	€	€	€	€
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
<b>Environmental Health &amp; Safety</b>	€	€	€	€	€	€	€	€
EHS Manager	70k-85k	70k-85k	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	40k-50k	38k-48k	35k-45k	35k-45k	35k-45k	40k-50k
<b>Manufacturing Operatives</b>	€ 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

# Semi-conductor

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Engineering</b>	€	€	€	€	€	€	€	€
<b>Engineering Manager</b>	90k-115k	90k-110k	85k-110k	75k-95k	85k-100k	85k-100k	80k-100k	80k-100k
<b>Equipment Engineer</b>	50k-65k	50k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Equipment Technician</b>	40k-55k	38k-55k	38k-47k	35k-45k	35k-48k	38k-48k	38k-48k	38k-45k
<b>Electronic Engineer</b>	50k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Mechanical Engineer</b>	50k-65k	50k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Mechanical Technician</b>	38k-48k	36k-48k	33k-45k	32k-40k	35k-45k	35k-45k	35k-40k	30k-38k
<b>Analog Design Engineer</b>	45k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Reliability Engineer</b>	55k-65k	50k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Verification Engineer</b>	45k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>RF Test Engineer</b>	45k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Qualification Engineer</b>	55k-65k	45k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k
<b>Digital Design Engineer</b>	50k-65k	50k-60k	45k-60k	40k-60k	45k-55k	45k-50k	45k-50k	35k-50k

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Senior Management</b>								
	€	€	€	€	€	€	€	€
Chief Technology Officer/IT Director	120k-165k	110k-130k	95k-120k	95k-110k	110k-140k	120k-160k	100k-130k	100k-120k
Software Development Director	120k-140k	110k-120k	95k-110k	90k-110k	95k-120k	110k-140k	100k-120k	90k-100k
Software Development Manager	100k-130k	90k-110k	80k-100k	75k-95k	90k-110k	100k-120k	90k-110k	80k-95k
Operations/IT/MIS Manager	90k-110k	80k-95k	75k-85k	75k-85k	75k-85k	85k-100k	75k-85k	75k-85k
Infrastructure Manager	90k-115k	75k-90k	65k-80k	65k-80k	80k-100k	90k-110k	70k-80k	70k-80k
Chief Data Officer	120k-140k	80k-95k	65k-75k	65k-80k	85k-110k	115k-130k	80k-95k	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	75k-85k	70k-85k
Service Delivery Manager	75k-95k	75k-85k	70k-80k	60k-80k	70k-80k	70k-90k	70k-80k	60k-80k
Technical Lead	85k-110k	65k-75k	55k-70k	60k-75k	75k-100k	85k-100k	70k-85k	70k-80k
<b>Project Management</b>								
	€	€	€	€	€	€	€	€
Programme Manager	90k-110k	75k-85k	70k-80k	65k-80k	80k-100k	90k-100k	75k-85k	70k-80k
Project Manager	80k-110k	65k-85k	55k-70k	55k-65k	70k-95k	80k-95k	65k-75k	65k-75k
Product Manager	80k-110k	65k-85k	50k-70k	55k-65k	70k-95k	80k-100k	65k-75k	60k-75k
Scrum Master	75k-90k	60k-80k	60k-70k	55k-65k	65k-80k	75k-90k	65k-75k	60k-70k
Business Analyst	60k-85k	50k-60k	50k-60k	45k-60k	55k-75k	60k-80k	50k-60k	45k-60k
<b>Software Development</b>								
	€	€	€	€	€	€	€	€
Java Developer	70k-95k	50k-70k	50k-65k	60k-70k	55k-85k	65k-95k	50k-75k	50k-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	50k-70k	50k-70k
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	55k-80k	50k-60k	50k-60k	50k-65k	60k-90k	50k-75k	50k-70k
<b>QA &amp; Software Testing</b>								
	€	€	€	€	€	€	€	€
QA/Test Manager	80k-105k	75k-85k	60k-70k	60k-70k	65k-80k	75k-100k	65k-80k	60k-75k
QA/Test Lead	70k-95k	50k-60k	50k-60k	50k-60k	60k-70k	65k-90k	55k-65k	50k-60k
QA Automation Engineer	65k-95k	55k-80k	40k-55k	40k-50k	55k-75k	65k-90k	50k-60k	45k-60k
QA/Test Engineer	55k-75k	40k-50k	38k-50k	35k-45k	50k-60k	55k-70k	38k-45k	38k-45k



# IT (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Data Analytics</b>								
	€	€	€	€	€	€	€	€
Data Architect	85k-120k	75k-100k	70k-95k	60k-75k	80k-100k	85k-115k	70k-85k	60k-80k
Data Analyst	55k-85k	40k-60k	40k-50k	40k-50k	50k-75k	55k-80k	50k-60k	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	50k-60k	45k-55k
Data Scientist/Statistician	60k-85k	55k-65k	45k-55k	45k-55k	55k-75k	60k-80k	50k-60k	50k-60k
<b>Database &amp; SAP</b>								
	€	€	€	€	€	€	€	€
Oracle DBA	60k-80k	55k-65k	50k-60k	45k-65k	55k-65k	60k-70k	55k-65k	50k-60k
SQL DBA	60k-80k	55k-65k	50k-60k	45k-65k	55k-65k	60k-75k	55k-65k	50k-60k
DB2 DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	55k-65k	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
<b>IT Security</b>								
	€	€	€	€	€	€	€	€
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-65k	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
<b>Infrastructure &amp; Support</b>								
	€	€	€	€	€	€	€	€
DevOps Manager	100k-140k	70k-100k	60k-95k	80k-90k	90k-120k	100k-140k	80k-90k	70k-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 Administration (Multiplatform)	55k-75k	50k-65k	45k-55k	40k-50k	45k-55k	50k-70k	40k-50k	40k-50k
Technical Support 3rd Level	45k-60k	40k-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
<b>Industry</b>	€	€	€	€	€	€	€	€
<b>Finance Director</b>	110k-170k	110k-160k	100k-150k	90k-125k	100k-120k	115k-150k	100k-125k	90k-100k
<b>Financial Controller</b>	95k-135k	85k-120k	80k-110k	75k-110k	80k-100k	85k-115k	80k-100k	70k-90k
<b>Financial Accountant</b>	55k-85k	55k-80k	50k-70k	50k-70k	50k-60k	55k-70k	50k-65k	45k-60k
<b>Cost/Management Accountant</b>	60k-70k	55k-70k	50k-65k	55k-65k	50k-60k	60k-70k	50k-65k	45k-60k
<b>Treasury Manager</b>	80k-100k	75k-95k	70k-90k	60k-70k	70k-85k	70k-80k	60k-70k	60k-75k
<b>Treasury Accountant</b>	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	50k-60k	45k-55k	45k-55k
<b>Audit Manager</b>	60k-85k	60k-80k	55k-75k	50k-65k	55k-70k	60k-85k	60k-70k	50k-65k
<b>Audit Senior (General Practice)</b>	48k-55k	45k-55k	45k-55k	40k-45k	40k-50k	50k-60k	45k-55k	40k-45k
<b>Internal Auditor</b>	55k-65k	50k-60k	45k-55k	45k-55k	45k-55k	50k-60k	40k-55k	40k-55k
<b>Tax Manager</b>	70k-100k	70k-95k	65k-85k	65k-85k	65k-80k	70k-85k	60k-75k	60k-80k
<b>Tax Accountant</b>	55k-85k	50k-70k	45k-65k	45k-65k	45k-60k	50k-65k	40k-55k	40k-55k
<b>Newly Qualified Accountant</b>	50k-55k	42k-55k	40k-50k	45k-50k	38k-48k	40k-50k	35k-40k	38k-45k
<b>Part Qualified Accountant</b>	40k-50k	32k-45k	30k-40k	35k-45k	30k-38k	35k-40k	30k-38k	35k-40k
<b>Support</b>	€	€	€	€	€	€	€	€
<b>Accounts Payable Manager</b>	55k-75k	50k-60k	45k-55k	45k-65k	45k-55k	50k-60k	40k-50k	45k-60k
<b>Accounts Payable</b>	32k-50k	32k-42k	30k-40k	30k-40k	28k-38k	32k-40k	32k-38k	32k-38k
<b>Accounts Receivable</b>	32k-50k	32k-42k	30k-40k	30k-40k	28k-38k	32k-40k	32k-38k	32k-38k
<b>Payroll Manager</b>	55k-90k	50k-80k	50k-70k	50k-70k	45k-65k	40k-50k	35k-45k	45k-60k
<b>Payroll Specialist</b>	45k-55k	40k-50k	35k-45k	32k-40k	35k-45k	35k-40k	32k-40k	32k-40k
<b>Credit Controller</b>	34k-50k	32k-42k	30k-40k	32k-38k	28k-35k	32k-40k	30k-35k	30k-35k
<b>Accounts Assistant</b>	35k-50k	35k-45k	32k-42k	30k-42k	28k-35k	32k-38k	30k-35k	30k-38k
<b>Funds</b>	€	€	€	€	€	€	€	€
<b>Fund Accounting VP - Director</b>	120k-140k	110k-130k	105k-125k	100k-120k	105k-125k	110k-130k	110k-120k	110k-120k
<b>Senior Manager/VP Fund Accounting</b>	90k-110k	85k-105k	80k-100k	70k-95k	80k-100k	80k-100k	80k-100k	80k-100k
<b>Senior Manager/VP Fund Accounting (Private Equity)</b>	90k-120k	85k-110k	80k-105k	75k-95k	80k-105k	85k-105k	85k-105k	85k-105k
<b>Manager/AVP/Account Manager Fund Accounting</b>	75k-95k	65k-85k	60k-80k	55k-75k	60k-80k	60k-80k	60k-80k	60k-80k
<b>Manager / AVP / Account Manager Fund Accounting (Private Equity)</b>	75k-95k	65k-85k	60k-80k	60k-75k	60k-80k	65k-85k	65k-85k	65k-85k
<b>Fund Accounting Supervisor/Team Leader</b>	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	45k-55k	45k-55k	45k-55k
<b>Fund Accounting Supervisor/Team Leader (Private Equity)</b>	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	50k-60k	50k-60k	50k-60k
<b>Senior Fund Accountant</b>	48k-65k	42k-52k	40k-50k	35k-42k	38k-48k	35k-45k	35k-45k	35k-45k
<b>Senior Fund Accountant (Private Equity)</b>	45k-65k	42k-55k	40k-52k	35k-45k	40k-50k	40k-55k	40k-55k	40k-55k
<b>Fund Accountant</b>	40k-45k	35k-42k	30k-40k	30k-35k	30k-40k	32k-38k	32k-38k	32k-38k
<b>Fund Administrator</b>	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
<b>Sales</b>	€	€	€	€	€	€	€	€
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	26k-32k	28k-36k
Inside Sales Agent (3+ yrs. exp.)	33k-42k	35k-40k	32k-38k	32k-38k	30k-38k	30k-35k	30k-35k	32k-38k
Inside Sales Agent (0-3 yrs. exp.)	28k-35k	30k-35k	28k-32k	28k-32k	26k-30k	28k-32k	26k-30k	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-60k	40k-55k	42k-55k	40k-50k	45k-65k	38k-45k	42k-55k
Sales Representative	35k-55k	32k-50k	30k-45k	35k-45k	28k-40k	35k-50k	30k-40k	30k-40k
<b>Business Development</b>	€	€	€	€	€	€	€	€
Business Development Manager	75k-85k	70k-80k	65k-75k	55k-65k	65k-75k	55k-75k	50k-55k	50k-65k
Business Development Executive	45k-60k	45k-55k	38k-50k	35k-45k	38k-50k	38k-50k	35k-45k	35k-45k
<b>Marketing</b>	€	€	€	€	€	€	€	€
Marketing Manager	75k-85k	70k-85k	65k-80k	55k-75k	65k-80k	65k-80k	55k-70k	50k-70k
Marketing Executive	45k-55k	40k-50k	35k-45k	38k-48k	35k-45k	35k-45k	35k-45k	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	32k-40k	30k-38k
Digital Marketing Specialist	38k-48k	35k-45k	32k-40k	35k-45k	35k-45k	38k-50k	34k-40k	32k-40k
Graphics Designer	38k-50k	38k-45k	32k-40k	35k-45k	35k-48k	40k-60k	35k-40k	32k-40k

# Customer Service

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Customer Service</b>	€	€	€	€	€	€	€	€
Operations Director (Shared Services Centre)	100k-130k	100k-120k	95k-110k	85k-120k	95k-110k	95k-125k	80k-100k	85k-110k
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.)	38k-45k	35k-42k	32k-40k	35k-40k	30k-38k	34k-38k	30k-35k	32k-40k
Customer Service Agent & Language (0-3 yrs. exp.)	35k-45k	30k-38k	28k-35k	35k-38k	26k-33k	30k-32k	28k-32k	30k-35k
Customer Service Agent (3+ yrs. exp.)	32k-38k	30k-35k	30k-35k	32k-38k	26k-32k	32k-35k	28k-32k	30k-35k
Customer Service Agent (0-3 yrs. exp.)	30k-32k	28k-32k	28k-32k	28k-32k	25k-30k	28k-30k	25k-30k	26k-30k

# Supply Chain & Logistics

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Management</b>	€	€	€	€	€	€	€	€
Director of Supply Chain & Logistics	120k-150k	115k-135k	110k-125k	85k-110k	110k-125k	115k-145k	85k-110k	80k-110k
Supply Chain/Logistics/Purchasing Manager	90k-110k	85k-100k	85k-100k	70k-85k	85k-100k	85k-100k	80k-100k	70k-80k
<b>Purchasing</b>	€	€	€	€	€	€	€	€
Purchasing Specialist	50k-65k	50k-60k	45k-55k	40k-55k	45k-55k	40k-50k	40k-50k	40k-48k
Purchasing Officer	38k-45k	35k-45k	32k-42k	35k-42k	32k-42k	35k-40k	32k-38k	32k-38k
<b>Warehousing</b>	€	€	€	€	€	€	€	€
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
<b>Logistics / Inventory</b>	€	€	€	€	€	€	€	€
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
<b>Buyers / Planners</b>	€	€	€	€	€	€	€	€
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	40k-50k	40k-45k
Demand/Supply Planner	50k-65k	45k-60k	40k-55k	45k-55k	40k-55k	40k-50k	40k-50k	40k-45k

# Office Support

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





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