

Summary overview of Ireland's IT
Marketplace for salaries in 2017

Information Technology

Salary Guide 2017



TalentScope
Recruitment Solutions



Throughout 2016, the IT job market in Ireland continued to grow at a steady level as per 2015.

This will be the second consecutive year of sustained growth in job numbers in the Irish marketplace within the Technology sector especially, and 2017 should continue this trend, based on early predictive job registration numbers and forecasting from market leaders within the Industry.

Job numbers grew not only for permanent hires but also in the IT contract market, with more companies feeling it necessary to hire in short to medium term expertise in particular areas, particularly for Project-related work. Those organisations not operationally involved in technology still had some growth in IT headcount to accommodate projects and overseas/international demands. Ireland has again remained a destination of choice for many organisations considering a new base for their IT operations and there was and still is a large number of international candidates who are sought after by Irish IT organisations and there has been a flexing on the work permit approval process for certain skills.

The main demand for IT skills in 2016 was still in the Software Development areas with strong call continuing for C++, Java, .Net and Mobile Developers at all levels. Also in demand were Full-Stack Developers as well as Testers, both manual and automated. Big Data/BI and Data Analytics roles also continued to be popular.

Overall salaries have increased by 7-10% throughout 2016. This is a trend we can now expect to continue over the coming years as the number of new jobs and positions in the Technology Industry continue to increase. Benefits and performance related bonuses also continue to improve and a broader range of benefits are being offered by the larger organisations, in particular those with an International presence. Again, those SME organisations have had to move their base line salaries where they have not been able to offer the same benefits as their larger global competitors in order to attract the same level of talent for their positions. Those companies who have not adjusted upwards their salaries are finding they are losing staff to those companies hiring unless substantial counter-offers are being made.

In general, the atmosphere for the IT job market is a positive one amongst employers and job seekers at present with the long-term outlook remaining a lucrative one for both parties over the coming years.

The expectation for salaries levels throughout 2017 is again a slight increase on salary levels from 2016 with a steady upwards curve in both base salaries/benefits and bonuses.

<u>C-Suite/Senior/Executive</u>	<u>€ Low</u>	<u>€ High</u>
Chief Operations Officer (COO)	115,000	165,000
Chief Information Officer (CIO)	112,000	170,000
Chief Technology Officer (CTO)	98,000	170,000
Head of IT	95,000	120,000
IT Director	95,000	150,000
Programme Director	95,000	135,000
Head of Professional Services	95,000	150,000
Director of Development	100,000	130,000
Development Manager	75,000	120,000
Chief Technical Officer	120,000	165,000
<u>IT/Project Management</u>	<u>€ Low</u>	<u>€ High</u>
Programme Manager	80,000	95,000
Project Manager	55,000	85,000
Infrastructure Project Manager	58,000	80,000
Software Development Manager	80,000	100,000
Applications Support Manager	55,000	80,000
Business Process Manager	58,000	75,000
Business Solutions Consultant	48,000	70,000
PMO Manager	65,000	85,000
Build/Release Manager	50,000	73,000
Management Consultant	55,000	85,000
Change Manager	65,000	90,000
Product Manager	65,000	85,000
IT Manager	60,000	95,000

The salaries contained within this document are intended for guidance only. For a more comprehensive outline of a specific role, please contact info@talentscope.ie

Infrastructure & Support	€ Low	€ High
1 st Level Systems Administrator (Windows)	22,000	32,000
2 nd /3 rd Level Systems Administrator (Windows)	32,000	55,000
Field Service Engineer	35,000	50,000
Network Support Engineer (CCNA)	32,000	58,000
Network Support Engineer (CCNP/CCDA)	36,000	68,000
Network Support Engineer (CCIE)	40,000	70,000
Senior Network Support Engineer	50,000	85,000
IT Network Support Administrator	30,000	55,000
Application Support Engineer	35,000	60,000
UNIX Systems Administrator	45,000	75,000
Linux Systems Engineer	48,000	80,000
IT Security Analyst	30,000	65,000
Security Engineer (CISSP/CISA/CISM)	45,000	85,000
Information Security Architect	60,000	100,000
Systems & Network Manager	55,000	85,000
Data Centre Manager	65,000	90,000
Software Development	€ Low	€ High
Java Developer	40,000	80,000
Java GUI Developer	34,000	75,000
C/C++ Developer	45,000	80,000
C#/VB.Net/ASP.Net/.Net	40,000	75,000
Mobile (iOS/Android Developer	35,000	78,000
PHP/Web Developer	32,000	75,000
Web Designer/Graphic Designer	30,000	65,000
UX/UI Designer	30,000	65,000
JavaScript/UX Developer	28,000	78,000

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Ruby on Rails Developer	30,000	75,000
SharePoint Developer	32,000	70,000
Python Developer	40,000	80,000
Solution Architect	75,000	100,000
Technical Architect	75,000	100,000

<u>QA/Technical Writing/Localisation</u>	<u>€ Low</u>	<u>€ High</u>
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Test Manager	65,000	95,000
QA Engineers	30,000	65,000
QA Engineers (Automated)	35,000	70,000
Localisation Engineers	30,000	50,000
Technical Writers/Authors	35,000	60,000

<u>Analytics Roles</u>	<u>€ Low</u>	<u>€ High</u>
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Analytics Manager	68,000	88,000
Data Architect	55,000	85,000
Data Scientist	45,000	83,000
Data Analyst	40,000	80,000
BI Analyst	50,000	80,000
Business Analyst	50,000	75,000
Business Systems Analyst	50,000	75,000

<u>Database Related Roles</u>	<u>€ Low</u>	<u>€ High</u>
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Oracle /SQL Database Administrator	60,000	85,000
Oracle PL SQL Developer	63,000	85,000
SQL/Oracle BI Developer	60,000	80,000
SQL/Oracle BI Architect	73,000	95,000
SQL/Oracle BI Manager	90,000	120,000

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