



**Collins McNicholas**  
Recruitment & HR Services Group

**Salary Guide 2019**



## Introduction

Welcome to the Collins McNicholas 2019 Salary Guide. This is a comprehensive survey reviewing a range of salaries across various employment sectors in Ireland.

This Salary Guide includes over **250 job titles** across **9 sectors** and **8 regions**:

Dublin, South, South East, Midlands, Midwest, West, North West and North East.

## Methodology

Compilation of the data involves a review of the salary levels provided by our clients who are recruiting in the sectors listed and following discussions with our candidates currently working in these sectors. We have reviewed current salary data from a sample of over 5,000 candidates, with 3-5 years' experience, who were registered on our database between January and March 2019. We further benchmark this data by reviewing actual salary figures provided by our clients for over 500 jobs that we recruited for between January and March 2019. The results presented in this survey provides a current and accurate list of salary ranges across the regions of Ireland.

*In January 2019 the IDA announced that employment levels in its client companies have reached a record high of 229,057.*

## Labour Market Trends

2018 was another strong year for the Irish economy with continued momentum in employment and an expanding construction sector. However, as with the previous year, headline GDP figures remained influenced by the activities of multinational companies. We have seen an increase in employment spread across most sectors, supporting private consumption.



GDP is estimated to have grown by 6.8% in 2018 which was slightly below projections. This reflects weaker-than-expected growth in the third quarter and downward revisions to GDP statistics for the first half of 2019. Ireland's GDP growth is forecasted to moderate to 4.1% in 2019 and 3.7% in 2020. Consumer price inflation was low in 2018 at 0.7% and headline inflation is to remain low at 0.9% in 2019.

The domestic economy is expected to expand at an average rate of 4% in 2019 and 2020. Robust employment developments, stronger wage growth and weak inflation are set to further support this.

In January 2019 the IDA announced that employment levels in its client companies have reached a record high of 229,057. FDI's performance has exceeded targets set by Government contained in IDA Ireland's Strategy – Winning: Foreign Direct Investment 2015-2019. 58% of those employed in IDA companies in 2018 were outside of Dublin, which is the highest number of people in the history of the organisation.



During 2018 we have seen salaries increase again slightly across some key roles in the ICT and life sciences sectors. We continue to see a growing demand for software development skills and a range of engineering skills in the life sciences sector including quality, validation and regulatory affairs.

*Attrition should remain low in the regions as we find that talent, when moving into the regions or relocating home, are more likely to settle there on a longer-term basis.*

Outside of the slight increases in these areas we are confident that Ireland is still in a strong position to provide the necessary numbers of skilled professionals, whether through the steadily increasing output from higher education in STEM courses, or due to our ability to attract high quality international talent to the country. We certainly feel there will be sustained continued employment growth in high-tech industries such as biopharma, medtech, ICT and professional services over the next few years. We expect that this employment growth however will see an increase in the regions with some companies already considering second site options due to the pressures felt in Dublin around housing and traffic. But as with previous years, we see Dublin being hugely attractive due to the growing clusters of talent in ICT, global business services and financial services.

## Attrition

Encouraging for 2019, employee turnover continued to remain low in regional locations last year, but as with other years we see a slight rise in the larger cities as unemployment is at an all-time low. There remains strong competition for the best talent in the larger urban centres. Attrition should remain low in the regions as we find that talent, when moving into the regions or relocating home, are more likely to settle there on a longer-term basis. In the regions, there are fewer opportunities for individuals to change jobs frequently. As the regions experience greater economic growth over the next few years, we feel there will be a draw to taking up employment outside of the larger urban centres and we already see the formation of clusters of certain skill sets particularly in ICT and shared services. The urban centres such as Dublin, Cork, Galway and Limerick continue to see higher rates of attrition, which has been the case as our economy has improved exponentially year-on-year but are still not high relative to their European counterparts.

## Assessing Soft Skills and Workplace Flexibility

The 'LinkedIn 2019 Global Talent Trends Survey' presents some interesting stats around trends that are transforming the workplace and certainly gives food for thought as to how companies review their recruiting process to ensure they are attracting the right fit for their organisation. 5,000 people were surveyed across 35 countries and they identified four top trends including soft skills, work flexibility, anti-harassment and pay transparency.



*Psychometric tests, personality profiling and ability assessments are becoming standard practice in the recruitment process. These techniques bring greater standardisation to the process and provide employers with greater certainty regarding their final hiring decisions.*

The report highlighted that companies are still struggling to accurately assess the soft skills needed by new hires. Identifying poor soft skills is much harder which is why they're often discovered too late, after a hire has been made. We are seeing more and more companies utilising a variety of techniques to more accurately gauge the suitability of candidates. Psychometric tests, personality profiling and ability assessments are becoming standard practice in the recruitment process. These techniques bring greater standardisation to the process and provide employers with greater certainty regarding their final hiring decisions. These processes, when used appropriately, lead to reduced attrition among new hires.

As unemployment continues to fall and competition for talent increases, companies must differentiate themselves from their competitors in the minds of professionals by offering a variety of benefits and other supplementary perks to attract the best talent.

The 'LinkedIn 2019 Global Talent Trends Survey' also highlighted that 'workplace flexibility' is of major importance in this environment, so it is about empowering employees to work when and where they want. Employees today expect to reclaim their work-life balance through flexibility; the freedom to work around their own needs, within reason! Flexibility can improve productivity and retention but brings a new set of challenges e.g. difficulty in collaboration and team bonding. However, we see that more companies are adapting to this flexible workplace culture with platforms such as Slack, GoToMeeting, Webex and Skype for Business.

## Employee Value Proposition

Compared to just a few years ago, candidates now have far more power during the job search process and the workforce of today, especially with the emergence of millennials, seek meaningful positions that help them grow professionally, and as individuals. This all contributes to the perception of a company, which is crucial in this environment as jobseekers consider an employer's brand before they consider applying for a job. Many companies are reviewing their Employee Value Proposition (EVP), setting out what they as an employer, offer to their employees, which becomes a magnet for attracting new hires.

Employer brand is an increasingly powerful tool for creating competitive advantage in today's marketplace. Delivering a consistent and positive candidate experience as an integral part of the EVP will help companies remain one step ahead in attracting the strongest talent and creating a robust talent pipeline for the future.

## Conclusion

Collins McNicholas continues to gauge the labour market to review trends and changes so we can share our insight with our clients, customers and key stakeholders. We feel our national footprint with offices in Cork, Galway, Sligo, Athlone, Limerick and Dublin gives us the ability to review such changes and allows us to make insightful commentary across the regions.

The purpose of this salary guide is to provide a detailed and accurate account of salaries available across every region of Ireland and a broad range of sectors. We are confident that this guide will prove a useful tool for both companies and professionals in Ireland.

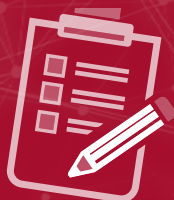
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If you have any queries regarding the information provided in this guide, please contact me at:

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# The Salary Guide - In Numbers



sample of

**5,000**

candidates



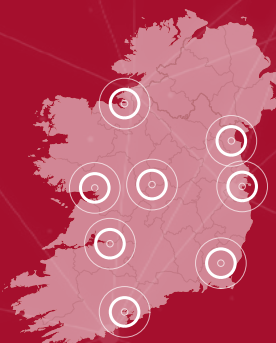
**250**

job titles



**9**

sectors



**8**

regional hubs

**6.8%**

GDP Growth  
in 2018

**4.1%**

forecasted  
GDP Growth  
for 2019

# Senior Management

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Medtech &amp; Biopharma</b>								
	€	€	€	€	€	€	€	€
Operations Director	110k-140k	110k-130k	90k-110k	95k-125k	100k-125k	110k-125k	90k-110k	90k-110k
Director of Quality	110k-130k	100k-120k	90k-110k	95k-120k	100k-120k	110k-125k	90k-110k	90k-110k
Engineering Manager	85k-100k	75k-100k	75k-90k	75k-90k	85k-100k	85k-100k	75k-95k	75k-90k
Production Manager	85k-95k	75k-95k	70k-80k	70k-80k	65k-80k	70k-90k	65k-80k	65k-80k
Quality Manager	85k-100k	80k-95k	70k-85k	70k-80k	75k-90k	75k-90k	70k-85k	70k-85k
<b>IT</b>								
	€	€	€	€	€	€	€	€
Chief Technology Officer / IT Director	120k-160k	100k-130k	90k-120k	95k-110k	95k-110k	95k-125k	90k-110k	90k-110k
Software Development Director	120k-140k	100k-120k	90k-100k	90k-110k	90k-110k	100k-120k	85k-100k	85k-100k
Software Development Manager	100k-130k	90k-110k	75k-90k	75k-95k	75k-95k	80k-100k	75k-90k	70k-90k
Operations / IT / MIS Manager	90k-110k	80k-95k	70k-80k	75k-85k	75k-85k	75k-85k	70k-85k	70k-80k
<b>Accountancy</b>								
	€	€	€	€	€	€	€	€
Finance Director	100k-130k	90k-120k	90k-110k	90k-110k	90k-110k	90k-120k	90k-100k	90k-100k
Financial Controller	80k-110k	70k-90k	70k-85k	70k-85k	70k-90k	70k-95k	65k-80k	65k-80k
<b>Customer Service</b>								
	€	€	€	€	€	€	€	€
Operations Director (Shared Services Centre)	100k-130k	90k-120k	90k-110k	85k-100k	90k-110k	90k-125k	80k-100k	80k-100k
Call Centre Manager / Shared Service Manager	80k-100k	75k-90k	70k-85k	70k-85k	70k-85k	75k-90k	70k-80k	75k-85k
Customer Service Manager	60k-75k	50k-70k	50k-65k	50k-65k	50k-60k	60k-70k	50k-60k	50k-60k
<b>Human Resources</b>								
	€	€	€	€	€	€	€	€
HR Director	100k-140k	90k-120k	80k-110k	80k-110k	85k-120k	90k-120k	80k-100k	80k-110k
HR Manager	85k-100k	70k-90k	65k-85k	60k-80k	65k-85k	75k-90k	60k-80k	65k-75k
<b>Supply Chain</b>								
	€	€	€	€	€	€	€	€
Director of Supply Chain	120k-140k	100k-130k	80k-100k	80k-110k	100k-130k	110k-130k	80k-100k	80k-110k
Supply Chain Manager	80k-100k	75k-95k	60k-80k	60k-85k	75k-90k	70k-95k	65k-80k	60k-80k
<b>Sales &amp; Marketing</b>								
	€	€	€	€	€	€	€	€
Sales Director	85k-125k	80k-110k	70k-90k	70k-90k	85k-100k	80k-100k	70k-90k	70k-90k
Business Development Manager	65k-80k	55k-75k	45k-60k	50k-65k	50k-70k	45k-60k	40k-50k	50k-60k
Marketing Manager	75k-90k	60k-75k	50k-65k	50k-70k	50k-70k	50k-70k	45k-60k	50k-65k

# Medical Technology

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



# Medical Technology (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Process</b>	€	€	€	€	€	€	€	€
Production Manager	85k-95k	75k-95k	70k-85k	70k-85k	70k-85k	70k-90k	65k-85k	65k-85k
Production Supervisor	45k-65k	45k-60k	45k-55k	45k-60k	45k-65k	40k-50k	40k-50k	40k-50k
Statistician	55k-65k	50k-60k	45k-55k	45k-55k	50k-60k	50k-60k	45k-55k	45k-55k
Lean / Six Sigma Engineer	55k-65k	50k-60k	45k-55k	45k-60k	50k-60k	50k-60k	45k-55k	45k-55k
Project Engineer	50k-65k	45k-60k	45k-55k	45k-60k	45k-60k	45k-60k	40k-55k	45k-55k
Process Engineer	50k-65k	45k-60k	45k-55k	40k-55k	40k-55k	45k-55k	45k-55k	40k-55k
Process Technician	38k-45k	32k-40k	32k-38k	32k-38k	32k-40k	32k-38k	32k-38k	32k-38k
Chemical Engineer	50k-65k	50k-65k	50k-60k	45k-60k	55k-65k	45k-60k	45k-60k	45k-55k
<b>Quality</b>	€	€	€	€	€	€	€	€
Quality Manager	85k-100k	80k-95k	70k-85k	70k-85k	75k-90k	75k-90k	70k-85k	70k-85k
Quality Supervisor	60k-75k	55k-65k	50k-65k	50k-65k	50k-60k	60k-70k	45k-60k	45k-60k
Quality Engineer	50k-65k	45k-60k	45k-55k	50k-60k	45k-60k	45k-60k	40k-50k	40k-55k
Quality Technician	35k-45k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	28k-35k	28k-35k
Validation Lead / Manager	70k-85k	65k-85k	65k-80k	70k-80k	65k-80k	70k-80k	65k-80k	65k-80k
Validation Engineer	55k-70k	50k-65k	50k-60k	55k-65k	45k-60k	45k-60k	45k-55k	40k-55k
Validation Technician	35k-48k	35k-45k	32k-42k	35k-42k	30k-40k	35k-42k	30k-40k	30k-40k
<b>Environmental Health &amp; Safety</b>	€	€	€	€	€	€	€	€
EHS Manager	65k-80k	60k-80k	60k-75k	60k-75k	60k-80k	60k-75k	60k-75k	60k-70k
EHS Engineer	45k-60k	40k-55k	40k-50k	40k-55k	40k-55k	40k-50k	35k-45k	35k-45k
EHS Officer	35k-50k	35k-50k	35k-45k	35k-45k	35k-50k	35k-50k	35k-40k	35k-40k
<b>Manufacturing Operatives</b>	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Production Operator	12-14	12-14	11-12	11-13	11-14	12-14	11-13	11-13
Warehouse Operator	13-15	11-13	11-12	11-13	12-14	12-14	11-13	11-13

# Biopharmaceuticals

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Chemistry Lab</b>								
	€	€	€	€	€	€	€	€
Manager	70k-90k	70k-90k	60k-75k	65k-80k	65k-80k	60k-75k	60k-75k	60k-75k
Supervisor	50k-65k	50k-65k	45k-55k	50k-60k	50k-60k	45k-60k	45k-60k	45k-55k
Analytical Chemist	45k-55k	45k-55k	40k-50k	40k-55k	35k-45k	35k-45k	35k-45k	35k-45k
Analyst	35k-45k	30k-40k	30k-40k	30k-40k	28k-40k	28k-35k	28k-35k	28k-35k
<b>Microbiology Lab</b>								
	€	€	€	€	€	€	€	€
Manager	70k-90k	70k-90k	60k-75k	65k-80k	65k-80k	60k-75k	60k-75k	60k-75k
Supervisor	55k-65k	50k-60k	45k-55k	50k-55k	50k-60k	45k-55k	45k-55k	45k-55k
Microbiologist	40k-55k	35k-50k	35k-45k	35k-50k	40k-50k	35k-45k	35k-45k	35k-50k
Biotechnologist	40k-55k	35k-50k	40k-50k	35k-50k	40k-50k	35k-45k	35k-45k	35k-45k
Analyst	30k-40k	30k-40k	30k-40k	30k-40k	28k-35k	28k-35k	28k-35k	28k-35k
<b>Research &amp; Development</b>								
	€	€	€	€	€	€	€	€
Process Development Manager	70k-90k	70k-90k	60k-80k	60k-80k	60k-80k	70k-80k	60k-80k	60k-80k
PhD Biotechnology / Microbiology	45k-60k	40k-55k	35k-50k	40k-55k	40k-50k	40k-45k	40k-45k	40k-45k
PhD Chemist	40k-50k	40k-50k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k
<b>Quality</b>								
	€	€	€	€	€	€	€	€
Quality Manager	85k-100k	80k-95k	70k-85k	70k-85k	70k-80k	75k-90k	70k-85k	70k-85k
QA / QC Manager	70k-90k	70k-90k	65k-85k	70k-85k	65k-80k	75k-85k	60k-75k	60k-75k
QA / QC Supervisor	50k-65k	55k-65k	50k-60k	45k-55k	45k-60k	45k-55k	45k-55k	45k-55k
QA / QC Analyst	35k-50k	35k-45k	35k-45k	35k-45k	30k-35k	30k-35k	30k-35k	30k-35k
QA Technician	35k-40k	30k-40k	28k-35k	30k-38k	28k-35k	28k-35k	28k-35k	28k-35k
Qualified Person	75k-90k	70k-90k	65k-85k	65k-80k	65k-85k	70k-80k	65k-80k	60k-75k
QA Auditor	45k-60k	40k-60k	40k-55k	45k-60k	40k-55k	40k-50k	35k-45k	40k-50k
Quality Systems Specialist / Engineer	50k-65k	45k-60k	45k-55k	45k-60k	40k-55k	45k-55k	40k-50k	40k-55k
<b>Regulatory Affairs / Compliance / Documentation</b>								
	€	€	€	€	€	€	€	€
Regulatory Affairs Manager	75k-85k	70k-85k	65k-80k	65k-80k	70k-80k	70k-80k	60k-75k	60k-75k
Regulatory Affairs Officer	45k-60k	45k-60k	40k-55k	45k-55k	40k-50k	45k-50k	40k-50k	40k-55k
Compliance Manager	70k-85k	70k-80k	60k-75k	65k-80k	65k-80k	70k-80k	60k-75k	60k-75k
Compliance Officer	45k-60k	45k-60k	40k-50k	40k-50k	40k-50k	45k-50k	35k-45k	35k-45k
Compliance Auditor	40k-50k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k	30k-40k	30k-40k
Documentation Officer	35k-45k	35k-45k	27k-37k	35k-40k	25k-35k	25k-35k	25k-35k	25k-35k
Documentation Control Administrator	30k-40k	30k-35k	25k-35k	30k-40k	25k-30k	25k-35k	28k-35k	25k-30k

# Biopharmaceuticals (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Validation</b>	€	€	€	€	€	€	€	€
Validation Manager	75k-90k	70k-85k	60k-75k	70k-85k	70k-85k	70k-85k	70k-85k	60k-80k
Validation Engineer	50k-65k	50k-65k	50k-60k	50k-65k	40k-55k	45k-55k	40k-55k	40k-55k
Validation Technician	35k-45k	35k-45k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k
Calibration Technician	35k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k
<b>Maintenance / Manufacturing</b>	€	€	€	€	€	€	€	€
Engineering Manager	85k-100k	75k-100k	75k-90k	75k-90k	85k-100k	85k-100k	75k-90k	75k-90k
Engineering Team Leader	65k-75k	65k-75k	60k-70k	60k-70k	55k-65k	55k-65k	55k-65k	50k-65k
Maintenance Manager	65k-85k	60k-80k	60k-70k	60k-70k	60k-75k	60k-75k	60k-70k	60k-70k
Maintenance Engineer	50k-60k	45k-60k	40k-55k	45k-55k	50k-60k	40k-50k	40k-50k	40k-50k
Maintenance Technician	35k-50k	35k-50k	35k-40k	35k-45k	35k-45k	35k-45k	35k-45k	35k-40k
Manufacturing Engineer	50k-60k	45k-60k	40k-55k	40k-55k	45k-60k	45k-55k	40k-55k	40k-50k
<b>Production Support</b>	€	€	€	€	€	€	€	€
Production Manager	85k-95k	75k-95k	70k-80k	70k-80k	65k-80k	70k-90k	65k-80k	65k-80k
Chemical Engineer	50k-65k	50k-65k	50k-60k	48k-60k	50k-65k	50k-60k	45k-60k	45k-55k
Automation Engineer	50k-65k	45k-60k	45k-60k	45k-60k	50k-65k	50k-60k	45k-60k	45k-55k
Process Engineer	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-60k	45k-55k	45k-55k
Project Engineer	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-60k	45k-55k	45k-55k
<b>Facilities / Utilities</b>	€	€	€	€	€	€	€	€
Facilities Manager	65k-85k	65k-80k	60k-70k	60k-80k	65k-75k	60k-75k	60k-70k	60k-70k
Facilities Engineer	45k-60k	40k-55k	40k-50k	40k-50k	45k-55k	45k-55k	40k-50k	40k-55k
Facilities Technician	35k-42k	30k-40k	30k-38k	30k-40k	35k-40k	35k-40k	30k-38k	30k-38k
Utilities Engineer	45k-60k	40k-55k	40k-50k	40k-50k	40k-50k	45k-55k	40k-50k	40k-55k
Instrumentation Engineer	45k-60k	45k-55k	40k-50k	45k-55k	45k-55k	40k-55k	40k-50k	40k-50k
Instrumentation Technician	35k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k
<b>Health &amp; Safety</b>	€	€	€	€	€	€	€	€
EHS Manager	65k-80k	60k-80k	60k-70k	60k-75k	65k-75k	60k-75k	60k-75k	60k-70k
EHS Engineer	45k-55k	40k-55k	40k-50k	40k-55k	45k-55k	40k-50k	35k-45k	35k-45k
Health & Safety Officer	40k-50k	35k-45k	35k-40k	35k-45k	35k-45k	40k-45k	35k-40k	35k-45k
<b>Manufacturing Operatives</b>	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Warehouse Operator	13-15	11-13	11-13	12-14	12-14	12-14	11-13	11-13
Production Operator	12-14	12-14	11-13	12-14	11-14	11-13	11-13	11-13

# Information Technology

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Senior Management</b>								
	€	€	€	€	€	€	€	€
Chief Technology Officer / IT Director	120k-160k	100k-130k	90k-120k	95k-110k	95k-110k	95k-125k	90k-110k	90k-110k
Software Development Director	120k-140k	100k-120k	90k-100k	90k-110k	90k-110k	100k-120k	85k-100k	85k-100k
Software Development Manager	100k-130k	90k-110k	75k-90k	75k-95k	75k-95k	80k-100k	75k-90k	70k-90k
Operations / IT / MIS Manager	90k-110k	80k-95k	70k-80k	75k-85k	75k-85k	75k-85k	70k-85k	70k-80k
Infrastructure Manager	90k-110k	75k-90k	65k-80k	65k-80k	75k-85k	75k-85k	60k-80k	65k-80k
Chief Data Officer	100k-120k	75k-90k	65k-75k	65k-80k	70k-85k	70k-90k	70k-80k	65k-75k
Technical Support Manager	75k-95k	65k-75k	55k-65k	55k-65k	60k-70k	60k-70k	55k-65k	55k-65k
Technical Architect	80k-100k	60k-80k	65k-75k	65k-75k	60k-85k	60k-90k	60k-75k	60k-75k
Service Delivery Manager	75k-95k	75k-85k	70k-80k	60k-80k	70k-80k	70k-80k	60k-70k	60k-80k
Technical Lead	70k-85k	65k-75k	55k-70k	60k-75k	65k-75k	65k-85k	60k-70k	60k-75k
<b>Project Management</b>								
	€	€	€	€	€	€	€	€
Programme Manager	85k-100k	75k-85k	70k-80k	65k-80k	75k-80k	75k-85k	70k-80k	65k-80k
Project Manager	65k-80k	55k-70k	55k-70k	55k-65k	55k-65k	65k-75k	55k-65k	55k-65k
Product Manager	60k-75k	55k-70k	50k-70k	55k-65k	60k-70k	60k-70k	55k-65k	55k-65k
Scrum Master	65k-80k	60k-80k	60k-70k	55k-65k	65k-75k	65k-75k	60k-70k	55k-70k
Business Analyst	55k-65k	50k-60k	40k-50k	45k-60k	50k-60k	55k-65k	45k-55k	45k-55k
<b>Software Development</b>								
	€	€	€	€	€	€	€	€
Java Developer	60k-75k	50k-70k	45k-55k	45k-60k	55k-65k	50k-70k	45k-60k	45k-55k
.NET Developer	55k-75k	50k-65k	45k-55k	45k-60k	50k-60k	50k-65k	45k-60k	45k-55k
C / C++ Developer	55k-75k	50k-65k	45k-55k	45k-60k	50k-60k	50k-70k	40k-60k	45k-55k
Web Developer (PHP, Perl, Python, Ruby)	45k-65k	40k-60k	40k-55k	40k-60k	40k-60k	40k-60k	45k-60k	40k-55k
SharePoint Developer	55k-80k	50k-65k	45k-55k	50k-60k	50k-60k	50k-70k	40k-60k	45k-55k
Mainframe Developer	45k-60k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k
Oracle / SQL Developer	55k-75k	50k-70k	45k-60k	45k-55k	50k-60k	50k-65k	45k-60k	45k-55k
Solutions Architect	70k-85k	60k-80k	60k-75k	65k-75k	60k-75k	60k-75k	60k-70k	60k-70k
Android / iOS Developer	55k-70k	45k-60k	45k-60k	50k-60k	55k-60k	50k-65k	45k-60k	45k-60k
Front End Developer	55k-75k	50k-65k	45k-55k	45k-60k	50k-60k	50k-70k	45k-60k	45k-55k
UI / UX Designer	65k-80k	45k-65k	45k-55k	50k-60k	50k-65k	50k-70k	50k-60k	45k-55k
<b>QA &amp; Software Testing</b>								
	€	€	€	€	€	€	€	€
QA / Test Manager	80k-100k	75k-85k	60k-70k	60k-70k	65k-80k	70k-85k	60k-75k	60k-70k
QA / Test Lead	60k-75k	50k-60k	50k-60k	50k-60k	50k-60k	55k-65k	45k-55k	45k-55k
QA Automation Engineer	50k-70k	50k-65k	40k-55k	40k-50k	40k-50k	45k-55k	40k-50k	40k-55k
QA / Test Engineer	45k-55k	40k-50k	35k-50k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k

# Information Technology (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Data Analytics</b>								
	€	€	€	€	€	€	€	€
Data Architect	80k-100k	60k-75k	60k-70k	60k-75k	60k-75k	60k-75k	60k-75k	60k-70k
Data Analyst	55k-80k	40k-60k	40k-50k	40k-50k	45k-60k	45k-60k	50k-60k	40k-50k
Big Data Developer	55k-75k	50k-65k	45k-55k	45k-60k	50k-60k	50k-65k	50k-60k	45k-55k
Data Engineer	50k-70k	45k-60k	40k-50k	40k-50k	45k-60k	45k-60k	40k-50k	40k-50k
Business Intelligence Analyst	50k-70k	45k-60k	40k-50k	40k-50k	45k-60k	45k-60k	45k-55k	40k-50k
Data Scientist / Statistician	60k-80k	55k-65k	45k-55k	45k-55k	55k-65k	50k-60k	50k-60k	50k-60k
<b>Database &amp; SAP</b>								
	€	€	€	€	€	€	€	€
Oracle DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	50k-60k	50k-60k
SQL DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	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-85k	55k-70k	55k-65k	50k-65k	55k-70k	55k-70k	55k-65k	55k-65k
SAP Consultant	60k-80k	55k-65k	50k-60k	50k-65k	55k-70k	55k-70k	55k-65k	55k-65k
SAP Developer	60k-75k	45k-55k	45k-50k	45k-60k	50k-60k	50k-60k	45k-60k	45k-55k
<b>IT Security</b>								
	€	€	€	€	€	€	€	€
IS Security Architect	65k-85k	60k-75k	50k-60k	55k-70k	60k-70k	60k-80k	60k-70k	55k-70k
IT Security Consultant	65k-85k	60k-75k	50k-60k	55k-70k	60k-75k	60k-75k	60k-70k	55k-70k
IT Security Analyst	55k-70k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-50k
Risk Analyst	60k-75k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-50k
Security Engineer	65k-85k	55k-70k	45k-55k	50k-60k	55k-70k	55k-70k	45k-60k	45k-60k
<b>Infrastructure &amp; Support</b>								
	€	€	€	€	€	€	€	€
DevOps Manager	80k-100k	70k-100k	60k-80k	60k-70k	65k-75k	80k-100k	60k-70k	60k-70k
DevOps Engineer	60k-80k	55k-80k	45k-65k	50k-70k	55k-65k	60k-75k	50k-60k	50k-60k
Systems and Network Manager	65k-80k	65k-75k	55k-65k	50k-60k	60k-70k	60k-70k	55k-65k	55k-60k
Virtualisation Specialist	50k-65k	50k-65k	40k-55k	40k-50k	45k-55k	45k-55k	45k-50k	40k-50k
Telecoms Engineer	50k-65k	45k-60k	40k-50k	40k-50k	40k-55k	40k-55k	40k-55k	40k-50k
Network Engineer	45k-60k	40k-60k	40k-45k	40k-50k	55k-60k	45k-55k	40k-45k	40k-50k
Technical Writer	50k-60k	45k-55k	40k-50k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k
System Administration (Multiplatform)	55k-65k	50k-65k	45k-55k	40k-50k	45k-55k	45k-55k	40k-50k	40k-50k
Tech Support 3rd Level	40k-50k	35k-50k	32k-42k	32k-42k	35k-45k	35k-50k	32k-42k	32k-42k
Tech Support 2nd Level	35k-40k	30k-40k	26k-34k	25k-32k	28k-35k	28k-35k	25k-32k	25k-32k
Tech Support 1st Level	27k-32k	25k-30k	22k-27k	22k-27k	22k-27k	24k-28k	22k-27k	22k-27k
Technical Support with a Language	30k-40k	28k-32k	23k-28k	23k-28k	25k-30k	25k-35k	23k-28k	25k-30k

# Accountancy

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Industry</b>	€	€	€	€	€	€	€	€
<b>Finance Director</b>	100k-130k	90k-120k	90k-110k	90k-110k	90k-110k	90k-120k	90k-100k	90k-100k
<b>Financial Controller</b>	80k-110k	70k-90k	70k-85k	70k-85k	70k-90k	70k-95k	65k-80k	65k-80k
<b>Financial Accountant</b>	55k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-60k	40k-50k	40k-55k
<b>Cost / Management Accountant</b>	55k-70k	50k-65k	45k-60k	45k-60k	55k-65k	45k-65k	40k-55k	40k-55k
<b>Treasury Manager</b>	80k-95k	65k-75k	55k-65k	55k-65k	60k-70k	60k-70k	55k-65k	55k-65k
<b>Treasury Accountant</b>	55k-70k	50k-60k	45k-50k	45k-55k	45k-60k	50k-60k	45k-50k	45k-50k
<b>Audit Manager</b>	60k-80k	55k-70k	50k-60k	50k-60k	50k-70k	55k-70k	50k-60k	50k-60k
<b>Audit Senior (General Practice)</b>	48k-55k	40k-50k	40k-45k	40k-45k	45k-50k	40k-50k	40k-45k	40k-45k
<b>Internal Auditor</b>	55k-65k	40k-50k	40k-50k	40k-55k	45k-60k	45k-60k	40k-45k	40k-45k
<b>Tax Manager</b>	65k-85k	60k-80k	60k-80k	60k-80k	60k-80k	60k-70k	55k-65k	55k-65k
<b>Tax Accountant</b>	55k-65k	50k-60k	45k-55k	45k-55k	45k-60k	45k-60k	40k-50k	40k-50k
<b>Newly Qualified Accountant</b>	48k-55k	35k-45k	35k-40k	38k-42k	38k-45k	38k-45k	35k-40k	35k-45k
<b>Part Qualified Accountant</b>	35k-45k	30k-35k	30k-35k	28k-35k	30k-40k	32k-40k	28k-35k	28k-35k
<b>Support</b>	€	€	€	€	€	€	€	€
<b>Accounts Payable Manager</b>	50k-65k	45k-55k	40k-50k	45k-60k	40k-50k	40k-50k	40k-45k	40k-45k
<b>Accounts Payable</b>	32k-40k	28k-35k	25k-32k	25k-35k	25k-35k	25k-35k	24k-28k	25k-32k
<b>Accounts Receivable</b>	32k-40k	28k-35k	25k-32k	25k-35k	25k-35k	25k-35k	24k-28k	25k-32k
<b>Payroll Manager</b>	55k-75k	45k-55k	40k-50k	40k-55k	40k-50k	40k-50k	35k-45k	35k-45k
<b>Payroll Specialist</b>	45k-55k	35k-45k	30k-35k	30k-35k	35k-40k	35k-40k	30k-35k	30k-35k
<b>Credit Controller</b>	32k-40k	28k-35k	25k-32k	25k-35k	30k-35k	30k-35k	25k-32k	25k-32k
<b>Accounts Assistant</b>	30k-40k	28k-35k	28k-32k	28k-35k	25k-35k	25k-35k	25k-32k	25k-32k

# Sales & Marketing

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Sales</b>	€	€	€	€	€	€	€	€
<b>Sales Director</b>	85k-125k	80k-110k	70k-90k	70k-90k	85k-100k	80k-100k	70k-90k	70k-90k
<b>National Sales / Account Manager</b>	70k-90k	65k-85k	55k-75k	55k-75k	65k-80k	65k-80k	55k-65k	55k-75k
<b>Regional Sales Manager</b>	45k-55k	40k-45k	35k-40k	35k-45k	35k-45k	35k-45k	35k-40k	35k-40k
<b>Inside Sales Manager</b>	60k-75k	50k-70k	50k-60k	50k-60k	50k-65k	55k-65k	50k-60k	50k-60k
<b>Inside Sales Team Lead</b>	35k-50k	30k-40k	30k-35k	25k-28k	25k-28k	25k-30k	25k-28k	25k-30k
<b>Inside Sales &amp; Language (3+ yrs. exp.)</b>	35k-45k	28k-35k	27k-30k	28k-35k	28k-35k	28k-35k	25k-30k	28k-35k
<b>Inside Sales &amp; Language (0-3 yrs. exp.)</b>	28k-32k	24k-28k	23k-26k	25k-30k	25k-28k	25k-28k	23k-26k	25k-28k
<b>Inside Sales Agent (3+ yrs. exp.)</b>	30k-35k	25k-30k	23k-27k	25k-32k	25k-32k	25k-32k	24k-27k	25k-30k
<b>Inside Sales Agent (0-3 yrs. exp.)</b>	26k-30k	24k-26k	22k-24k	22k-28k	22k-24k	22k-25k	22k-24k	24k-26k
<b>Retail Manager</b>	45k-55k	35k-45k	30k-35k	28k-32k	28k-32k	28k-32k	28k-32k	28k-32k
<b>Medical Sales Representative</b>	45k-50k	45k-50k	40k-50k	40k-50k	35k-45k	35k-45k	35k-45k	35k-45k
<b>Sales Representative</b>	30k-45k	30k-45k	28k-35k	28k-35k	28k-35k	30k-40k	28k-35k	28k-35k
<b>Business Development</b>	€	€	€	€	€	€	€	€
<b>Business Development Manager</b>	65k-80k	55k-75k	45k-60k	50k-65k	50k-70k	45k-60k	40k-50k	50k-60k
<b>Business Development Executive</b>	45k-60k	40k-50k	35k-45k	30k-45k	30k-45k	35k-45k	30k-40k	30k-45k
<b>Marketing</b>	€	€	€	€	€	€	€	€
<b>Marketing Manager</b>	75k-90k	60k-75k	50k-65k	50k-70k	50k-70k	50k-70k	45k-60k	50k-65k
<b>Marketing Executive</b>	45k-50k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	28k-35k	28k-35k
<b>Marketing Assistant</b>	28k-34k	25k-30k	24k-28k	25k-30k	25k-30k	25k-30k	22k-28k	24k-30k

# Customer Service

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
	€	€	€	€	€	€	€	€
<b>Operations Director (Shared Services Centre)</b>	100k-130k	90k-120k	90k-110k	85k-100k	90k-110k	90k-125k	80k-100k	80k-100k
<b>Call Centre Manager / Shared Service Manager</b>	80k-100k	75k-90k	70k-85k	70k-85k	70k-85k	75k-90k	70k-80k	75k-85k
<b>Customer Service Manager</b>	65k-75k	50k-70k	50k-65k	50k-60k	50k-65k	60k-70k	50k-60k	50k-60k
<b>Customer Service Supervisor</b>	40k-48k	35k-45k	35k-42k	35k-40k	35k-42k	35k-50k	35k-40k	35k-42k
<b>Customer Service Agent &amp; Language (3+ yrs. exp.)</b>	35k-45k	28k-35k	27k-30k	28k-35k	28k-32k	28k-32k	24k-28k	28k-35k
<b>Customer Service Agent &amp; Language (0-3 yrs. exp.)</b>	28k-30k	24k-28k	23k-26k	25k-30k	25k-28k	25k-28k	23k-26k	25k-28k
<b>Customer Service Agent (3+ yrs. exp.)</b>	30k-35k	25k-30k	24k-27k	25k-32k	25k-32k	25k-32k	24k-26k	25k-30k
<b>Customer Service Agent (0-3 yrs. exp.)</b>	26k-30k	24k-26k	22k-24k	22k-26k	22k-24k	22k-26k	22k-24k	25k-28k

# Human Resources & Training

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Human Resources</b>								
	€	€	€	€	€	€	€	€
<b>HR Director</b>	100k-140k	90k-120k	80k-110k	80k-110k	85k-120k	90k-120k	80k-100k	80k-110k
<b>HR Manager</b>	85k-100k	70k-90k	65k-85k	60k-80k	65k-85k	75k-90k	60k-80k	65k-75k
<b>HR Business Partner</b>	65k-70k	60k-70k	55k-65k	50k-65k	55k-70k	55k-70k	50k-60k	50k-60k
<b>HR Generalist</b>	48k-55k	45k-55k	40k-50k	35k-50k	40k-50k	40k-50k	35k-45k	35k-45k
<b>HR Officer</b>	30k-40k	30k-35k	28k-32k	30k-35k	30k-35k	30k-35k	25k-32k	25k-32k
<b>HR Administrator</b>	28k-35k	25k-30k	25k-28k	25k-30k	25k-30k	25k-30k	24k-28k	24k-28k
<b>HR - Specialists</b>								
	€	€	€	€	€	€	€	€
<b>Compensation &amp; Benefits Manager</b>	70k-85k	65k-75k	55k-65k	50k-65k	50k-60k	55k-70k	55k-65k	50k-60k
<b>Compensation &amp; Benefits Specialist</b>	52k-60k	45k-55k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k
<b>Compensation &amp; Benefits Administrator</b>	28k-35k	28k-35k	25k-30k	25k-30k	25k-30k	25k-30k	25k-30k	24k-28k
<b>Employee Relations Manager</b>	70k-85k	65k-75k	55k-65k	50k-65k	60k-80k	60k-80k	55k-65k	50k-60k
<b>Employee Relations Specialist</b>	50k-65k	50k-60k	40k-50k	40k-50k	45k-55k	45k-60k	40k-50k	40k-50k
<b>Payroll Administrator</b>	35k-45k	30k-35k	28k-32k	25k-35k	28k-32k	28k-35k	25k-32k	25k-32k
<b>HR Data Analyst</b>	35k-45k	35k-45k	30k-40k	30k-40k	30k-40k	35k-40k	30k-35k	30k-35k
<b>HR Information Systems Administrator</b>	32k-40k	28k-38k	30k-35k	28k-35k	30k-35k	30k-35k	25k-30k	25k-30k
<b>Training &amp; Development</b>								
	€	€	€	€	€	€	€	€
<b>Learning &amp; Development Manager</b>	70k-80k	60k-75k	55k-65k	50k-65k	50k-70k	50k-70k	50k-60k	50k-60k
<b>Training Specialist / L&amp;D Specialist</b>	50k-60k	50k-60k	40k-50k	40k-45k	40k-50k	40k-50k	40k-45k	40k-45k
<b>Technical Trainer</b>	42k-50k	40k-50k	35k-45k	30k-45k	35k-45k	35k-45k	30k-40k	30k-40k
<b>Learning &amp; Development Coordinator</b>	32k-40k	28k-35k	25k-30k	28k-35k	28k-35k	28k-35k	25k-30k	25k-35k
<b>Recruitment (In-house)</b>								
	€	€	€	€	€	€	€	€
<b>Talent Acquisition Manager</b>	70k-85k	70k-80k	60k-70k	55k-70k	60k-70k	60k-70k	55k-65k	50k-65k
<b>Talent Acquisition Specialist</b>	55k-65k	45k-60k	40k-50k	40k-50k	40k-55k	40k-55k	35k-50k	35k-50k
<b>Recruitment Administrator</b>	30k-40k	28k-35k	25k-30k	25k-30k	28k-35k	28k-35k	25k-30k	25k-30k



# Supply Chain

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Management</b>	€	€	€	€	€	€	€	€
<b>Director of Supply Chain</b>	120k-140k	100k-130k	80k-100k	80k-110k	100k-130k	110k-130k	80k-100k	80k-110k
<b>Supply Chain / Logistics / Purchasing Manager</b>	80k-100k	75k-95k	65k-80k	65k-85k	75k-95k	70k-95k	65k-80k	65k-80k
<b>Purchasing</b>	€	€	€	€	€	€	€	€
<b>Purchasing Specialist</b>	50k-55k	45k-55k	35k-45k	35k-45k	40k-50k	40k-50k	35k-45k	35k-45k
<b>Purchasing Officer</b>	38k-45k	30k-45k	28k-32k	30k-35k	30k-40k	30k-40k	28k-32k	28k-32k
<b>Warehousing</b>	€	€	€	€	€	€	€	€
<b>Warehouse Manager</b>	60k-80k	55k-70k	50k-65k	50k-60k	60k-70k	60k-70k	50k-60k	50k-60k
<b>Warehouse Supervisor</b>	50k-55k	40k-55k	35k-50k	35k-50k	40k-50k	40k-50k	35k-45k	35k-45k
<b>Logistics / Inventory</b>	€	€	€	€	€	€	€	€
<b>Master Scheduler</b>	45k-60k	40k-55k	40k-50k	40k-50k	40k-55k	45k-60k	40k-50k	40k-50k
<b>Supply Chain Analyst / Inventory Analyst</b>	45k-60k	40k-55k	38k-45k	38k-45k	38k-45k	40k-50k	38k-45k	38k-45k
<b>Supply Chain Coordinator</b>	35k-45k	30k-40k	28k-35k	30k-40k	30k-32k	30k-40k	28k-35k	28k-35k
<b>Inventory Controller</b>	35k-40k	30k-35k	25k-30k	25k-35k	28k-34k	25k-35k	25k-30k	25k-30k
<b>Logistics Administrator</b>	32k-38k	30k-35k	28k-32k	25k-35k	28k-32k	28k-35k	28k-35k	25k-30k
<b>Materials Handler</b>	30k-35k	30k-35k	25k-30k	25k-32k	25k-30k	25k-30k	25k-30k	25k-30k
<b>Buyers / Planners</b>	€	€	€	€	€	€	€	€
<b>Buyer / Planner</b>	50k-65k	45k-60k	40k-55k	40k-55k	40k-50k	45k-55k	40k-50k	40k-55k
<b>Production Planner</b>	50k-60k	45k-60k	40k-55k	35k-45k	40k-50k	40k-50k	38k-45k	38k-45k
<b>Demand / Supply Planner</b>	50k-60k	45k-60k	40k-55k	35k-50k	40k-50k	40k-50k	38k-45k	38k-45k

# Office Support

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Permanent</b>	€	€	€	€	€	€	€	€
<b>Office Manager</b>	45k-50k	40k-50k	30k-45k	30k-45k	35k-45k	35k-45k	28k-35k	28k-38k
<b>PA / Executive Assistant</b>	40k-50k	30k-45k	28k-35k	28k-38k	32k-42k	32k-42k	28k-35k	28k-35k
<b>Receptionist (3+ yrs. exp.)</b>	28k-35k	25k-30k	22k-26k	25k-30k	25k-30k	25k-30k	23k-26k	24k-27k
<b>Receptionist (1-3 yrs. exp.)</b>	25k-28k	22k-25k	22k-24k	22k-25k	22k-25k	22k-25k	21k-23k	21k-24k
<b>Administrator (3+ yrs. exp.)</b>	30k-36k	26k-32k	22k-26k	28k-32k	28k-32k	24k-32k	23k-28k	23k-28k
<b>Administrator (1-3 yrs. exp.)</b>	27k-30k	22k-26k	21k-24k	22k-26k	22k-26k	22k-26k	21k-24k	21k-25k
<b>Medical Secretary</b>	30k-35k	26k-32k	23k-28k	27k-33k	25k-35k	26k-34k	23k-28k	26k-33k
<b>Legal Secretary</b>	35k-40k	30k-35k	25k-30k	26k-35k	28k-35k	25k-35k	23k-30k	26k-32k



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