



**Collins McNicholas**  
Recruitment & HR Services Group

Salary Guide 2020



## Introduction

Welcome to the Collins McNicholas 2020 Salary Guide. This is a comprehensive survey reviewing a range of salaries across various employment sectors nationwide encompassing **250 job titles** across **9 sectors** and covering **8 regions** (Dublin, South, South East, Midlands, Midwest, West, North West and North East), giving you a unique insight into the salary landscape in Ireland.

## Methodology

Compilation of the data involves a review of the salary levels provided by our clients who are recruiting in the sectors listed in addition to feedback from our candidates currently working in these sectors. We have reviewed current salary data from a sample of over 7,500 candidates who were registered on our database between January and August 2020. We further benchmark this data by reviewing actual salary figures provided by our clients for over 450 job vacancies that we recruited for between January and August 2020. The results presented in this document provide a current and accurate list of salary ranges across the regions of Ireland.

*Businesses are revisiting their strategies to implement new plans to transition out of this crisis hopefully newly transformed.*



## Impact of COVID-19

This guide was due for release in early April but due to the onset of the COVID-19 pandemic we chose to postpone its release to allow time to assess the initial impact this crisis was likely to have on salaries for the remainder of 2020 and beyond.

As we journey through such unprecedented times, the majority of businesses in Ireland have now advanced to mobilise their workforce response plans and have put in place new remote working arrangements for their people. Occupational health and well-being initiatives have been made available and many businesses are availing of the range of government supports put in place. Employees are now learning how to adapt to these new conditions and businesses are revisiting their strategies to implement new plans to transition out of this crisis hopefully newly transformed, perhaps restructured and ideally 'future ready'.



## Impacts on Salaries

In early 2020 we saw evidence of a slight rise in salaries in some sectors especially in IT and particular Engineering disciplines. The onset of the crisis has seen that potential rise in salary levels plateau and this will remain the case well into 2021. There have been a number of business sectors performing positively throughout including Pharma, MedTech, Healthcare, Gaming, Public Sector and Home Entertainment, etc. and we have observed salaries based in such areas as engineering, technology and supply chain remaining steadfast over the past number of months.

Within the Life Sciences sector there has been continuous onsite employee presence throughout the crisis and these companies are therefore considered to have best-in-class practices in place around a compliant health and safety workplace. We may see a slight uplift in the hourly rates and salaries where employees have been financially incentivised because of the risks of COVID-19 ensuring no disruption to manufacturing timelines.

*Benefits, rather than merely the base salary, are becoming more of a priority for employees especially in the IT and Engineering sectors.*

## Benefits

Benefits, rather than merely the base salary are becoming more of a priority for employees especially in the IT and Engineering sectors. Types of benefits depend very much on where they are in life. A flat structure environment with team-orientated work and the culture of the workplace is key for millennials. For employees in their 20's to 30's, bonuses, certifications, flexible working hours and remote work are all important. By their 30's to 40's the wish list has changed to reflect their changing circumstances such as healthcare packages, pensions, flexibility around family issues, maternity/paternity leave policies and part remote work. Exposure to progression and growth opportunities

are important at every stage. Companies are also becoming more flexible when it comes to hours of work and trying to come up with innovative benefits that are non-monetary.

## Contracting Services

The current market uncertainty has also driven a growth in demand for contracting services. COVID-19 will have a permanent impact on how companies think about different ways of working, including remote work and accessing talent so we feel there will be a surge in the number of contract positions created or available after the pandemic.

Many businesses are looking at ways to get back on their feet quickly, effectively and efficiently so the demand for skilled and experienced contractors that can bring new levels of expertise and innovation to a business for a specific period or project will certainly increase.

## Conclusion

Collins McNicholas continues to gauge the labour market to review trends and changes so we can share our insights with our clients, customers and key stakeholders. Our nationwide footprint gives us the ability to review such changes and allows us to make insightful commentary across these 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.

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

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

# The Salary Guide - By Numbers



sample of

**7,500**

candidates



**250**

job titles



**9**

sectors



**8**

regional hubs



**30,000+**

people employed in the  
Biopharma sector



**40,000+**

people employed in the  
Med Tech sector



**42,000+**

people employed in the  
Financial Services sector



**37,000+**

people employed in the  
ICT sector

# Senior Management

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>MedTech &amp; Biopharma</b>								
	€	€	€	€	€	€	€	€
<b>Operations Director</b>	110k-140k	120k-130k	100k-120k	95k-125k	100k-125k	110k-130k	90k-110k	90k-110k
<b>Director of Quality</b>	110k-130k	110k-120k	90k-110k	95k-120k	100k-120k	110k-125k	90k-110k	90k-110k
<b>Engineering Manager</b>	90k-115k	90k-100k	75k-90k	75k-90k	85k-100k	85k-100k	75k-95k	75k-90k
<b>Production Manager</b>	85k-95k	75k-95k	70k-85k	70k-85k	70k-85k	70k-90k	65k-85k	65k-85k
<b>IT</b>								
	€	€	€	€	€	€	€	€
<b>Chief Technology Officer / IT Director</b>	120k-160k	110k-130k	90k-120k	95k-110k	95k-110k	100k-130k	90k-110k	90k-110k
<b>Software Development Director</b>	120k-140k	110k-120k	90k-100k	90k-110k	90k-110k	100k-125k	85k-100k	85k-100k
<b>Software Development Manager</b>	100k-130k	90k-110k	75k-95k	75k-95k	75k-95k	80k-105k	75k-90k	70k-90k
<b>Operations / IT / MIS Manager</b>	90k-110k	80k-95k	70k-80k	75k-85k	75k-85k	75k-85k	70k-85k	70k-80k
<b>Accountancy</b>								
	€	€	€	€	€	€	€	€
<b>Finance Director</b>	100k-130k	100k-120k	100k-110k	90k-110k	90k-110k	90k-120k	90k-100k	90k-100k
<b>Financial Controller</b>	80k-110k	80k-90k	70k-85k	70k-85k	70k-90k	80k-100k	65k-80k	65k-80k
<b>Customer Service</b>								
	€	€	€	€	€	€	€	€
<b>Operations Director (Shared Services Centre)</b>	100k-130k	100k-120k	90k-100k	85k-100k	90k-110k	90k-125k	80k-100k	80k-100k
<b>Call Centre / Shared Services Manager</b>	80k-120k	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-65k	50k-65k	60k-70k	50k-60k	50k-60k
<b>Human Resources</b>								
	€	€	€	€	€	€	€	€
<b>HR Director</b>	100k-140k	100k-120k	90k-110k	80k-110k	85k-120k	90k-120k	80k-100k	80k-110k
<b>HR Manager</b>	85k-100k	80k-90k	75k-90k	60k-80k	65k-85k	75k-90k	60k-80k	65k-75k
<b>Supply Chain</b>								
	€	€	€	€	€	€	€	€
<b>Director of Supply Chain</b>	120k-140k	110k-130k	100k-120k	80k-110k	100k-130k	110k-130k	80k-100k	80k-110k
<b>Supply Chain Manager</b>	80k-100k	90k-100k	80k-100k	60k-85k	75k-90k	70k-95k	65k-80k	60k-80k
<b>Sales &amp; Marketing</b>								
	€	€	€	€	€	€	€	€
<b>Sales Director</b>	85k-125k	90k-110k	80k-100k	70k-90k	85k-100k	80k-100k	70k-90k	70k-90k
<b>Business Development Manager</b>	75k-85k	70k-80k	45k-60k	50k-65k	50k-70k	50k-70k	40k-50k	50k-60k
<b>Marketing Manager</b>	75k-90k	60k-75k	50k-65k	50k-70k	50k-70k	50k-70k	45k-60k	50k-65k

# 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	100k-120k	90k-110k	80k-110k	85k-120k	90k-120k	80k-100k	80k-110k
<b>HR Manager</b>	85k-100k	80k-90k	75k-90k	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 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

# Medical Technology

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Production Support</b>								
	€	€	€	€	€	€	€	€
<b>Engineering Manager</b>	90k-115k	90k-100k	75k-90k	75k-90k	85k-100k	85k-100k	75k-95k	75k-90k
<b>Engineering Team Leader</b>	60k-75k	60k-75k	55k-65k	55k-70k	60k-75k	60k-75k	50k-65k	50k-65k
<b>Automation Engineer</b>	50k-65k	50k-65k	45k-55k	60k-70k	50k-65k	50k-60k	50k-60k	45k-55k
<b>R&amp;D Engineer</b>	50k-60k	50k-60k	45k-55k	50k-60k	45k-55k	45k-55k	45k-55k	40k-55k
<b>Mechanical Design Engineer</b>	45k-60k	45k-60k	40k-50k	40k-55k	45k-55k	45k-50k	35k-45k	35k-50k
<b>Packaging Engineer</b>	45k-60k	45k-60k	40k-55k	40k-55k	40k-55k	45k-55k	40k-45k	45k-50k
<b>Biomedical Engineer</b>	45k-60k	45k-60k	40k-50k	45k-55k	40k-55k	45k-55k	40k-45k	40k-50k
<b>Polymer Engineer</b>	45k-60k	45k-60k	45k-55k	45k-60k	50k-60k	50k-60k	45k-55k	40k-50k
<b>Tooling Engineer</b>	45k-60k	45k-60k	40k-50k	40k-55k	40k-50k	40k-50k	40k-45k	40k-50k
<b>Electrical Engineer</b>	45k-60k	40k-55k	40k-50k	50k-60k	50k-60k	45k-55k	40k-45k	40k-50k
<b>Electronic Technician</b>	35k-45k	32k-42k	30k-40k	30k-40k	30k-40k	30k-40k	30k-38k	30k-38k
<b>R&amp;D Technician</b>	35k-45k	30k-45k	30k-40k	30k-40k	30k-45k	30k-45k	30k-40k	30k-40k
<b>CNC Programmer</b>	35k-45k	35k-45k	35k-45k	35k-45k	35k-40k	35k-40k	30k-35k	35k-40k
<b>CNC Operator</b>	30k-35k	30k-35k	27k-35k	30k-35k	27k-35k	27k-32k	25k-30k	25k-30k
<b>Facilities</b>								
	€	€	€	€	€	€	€	€
<b>Facilities Manager</b>	75k-85k	75k-85k	60k-70k	65k-75k	70k-80k	70k-80k	60k-75k	60k-70k
<b>Facilities / Utilities Engineer</b>	50k-65k	50k-60k	40k-50k	45k-60k	45k-60k	45k-55k	40k-50k	40k-55k
<b>Facilities / Utilities Technician</b>	35k-42k	30k-40k	30k-38k	30k-40k	30k-40k	35k-40k	30k-38k	32k-38k
<b>Field Service Engineer</b>	40k-50k	35k-50k	30k-45k	35k-50k	38k-50k	38k-50k	30k-40k	30k-45k
<b>Instrumentation Engineer</b>	45k-55k	45k-55k	40k-50k	40k-50k	40k-55k	40k-55k	40k-50k	40k-50k
<b>Instrumentation / Calibration Technician</b>	35k-42k	30k-40k	30k-38k	30k-45k	30k-38k	30k-40k	30k-38k	30k-38k
<b>Maintenance / Manufacturing</b>								
	€	€	€	€	€	€	€	€
<b>Maintenance Manager</b>	65k-80k	60k-80k	60k-70k	60k-70k	60k-75k	60k-75k	60k-70k	60k-70k
<b>Maintenance Engineer</b>	50k-65k	50k-60k	40k-50k	45k-55k	40k-50k	40k-50k	40k-50k	40k-50k
<b>Maintenance Technician</b>	35k-45k	35k-45k	35k-42k	35k-45k	35k-45k	35k-45k	35k-42k	35k-40k
<b>Manufacturing Engineer</b>	50k-65k	50k-60k	40k-55k	45k-60k	45k-60k	45k-60k	40k-55k	45k-55k
<b>Manufacturing Technician</b>	35k-45k	32k-42k	30k-40k	35k-45k	35k-45k	35k-45k	30k-40k	30k-38k
<b>Mechanical Engineer</b>	45k-60k	40k-55k	40k-50k	40k-55k	45k-60k	45k-55k	40k-50k	40k-50k
<b>Mechanical Technician</b>	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>	€	€	€	€	€	€	€	€
<b>Production Manager</b>	85k-95k	75k-95k	70k-85k	70k-85k	70k-85k	70k-90k	65k-85k	65k-85k
<b>Production Supervisor</b>	45k-65k	45k-60k	45k-55k	45k-60k	45k-65k	40k-50k	40k-50k	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-65k	50k-60k	45k-55k	45k-60k	50k-60k	50k-60k	45k-55k	45k-55k
<b>Project Engineer</b>	50k-65k	45k-60k	45k-55k	45k-60k	45k-60k	45k-60k	40k-55k	45k-55k
<b>Process Engineer</b>	50k-65k	45k-60k	45k-55k	40k-55k	40k-55k	45k-55k	45k-55k	40k-55k
<b>Process Technician</b>	38k-45k	32k-40k	32k-38k	32k-38k	32k-40k	32k-38k	32k-38k	32k-38k
<b>Chemical Engineer</b>	50k-65k	50k-65k	50k-60k	45k-60k	55k-65k	45k-60k	45k-60k	45k-55k
<b>Quality</b>	€	€	€	€	€	€	€	€
<b>Quality Manager</b>	85k-100k	80k-95k	70k-85k	70k-85k	80k-90k	80k-90k	70k-85k	70k-85k
<b>Quality Supervisor</b>	60k-75k	55k-65k	50k-65k	50k-65k	50k-60k	60k-70k	45k-60k	45k-60k
<b>Quality Engineer</b>	50k-65k	45k-60k	45k-55k	50k-60k	45k-60k	45k-60k	40k-50k	40k-55k
<b>Quality Technician</b>	35k-45k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	28k-35k	28k-35k
<b>Validation Lead / Manager</b>	70k-85k	65k-85k	65k-80k	70k-80k	65k-80k	70k-80k	65k-80k	65k-80k
<b>Validation Engineer</b>	55k-70k	50k-65k	50k-60k	55k-65k	45k-60k	45k-60k	45k-55k	40k-55k
<b>Validation Technician</b>	35k-48k	35k-45k	32k-42k	35k-42k	30k-40k	35k-42k	30k-40k	30k-40k
<b>Environmental Health &amp; Safety</b>	€	€	€	€	€	€	€	€
<b>EHS Manager</b>	65k-80k	60k-80k	60k-75k	60k-75k	60k-80k	60k-75k	60k-75k	60k-70k
<b>EHS Engineer</b>	45k-60k	40k-55k	40k-50k	40k-55k	40k-55k	40k-50k	35k-45k	35k-45k
<b>EHS Officer</b>	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
<b>Production Operator</b>	12-14	12-14	11-12	11-13	11-14	12-14	11-13	11-13
<b>Warehouse Operator</b>	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-80k	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	65k-85k	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	70k-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
QC Manager	70k-90k	70k-90k	65k-85k	70k-85k	65k-80k	75k-85k	60k-75k	60k-75k
QC Supervisor	55k-65k	55k-65k	50k-60k	45k-55k	45k-60k	45k-55k	45k-55k	45k-55k
QC Team Leader	50k-70k	45k-55k	40k-55k	40k-55k	40k-55k	45k-60k	40k-60k	40k-60k
QA Manager	70k-90k	80k-90k	75k-85k	70k-80k	65k-75k	65k-75k	60k-75k	60k-75k
QA Supervisor	65k-80k	65k-75k	60k-70k	60k-75k	60k-75k	60k-75k	60k-70k	60k-70k
QA Team Leader	50k-65k	55k-60k	55k-60k	50k-60k	45k-60k	50k-60k	50k-60k	50k-60k
QA Specialist	50k-65k	45k-60k	45k-55k	45k-55k	45k-55k	45k-60k	42k-55k	42k-55k
Qualified Person	75k-90k	70k-90k	65k-85k	65k-80k	65k-85k	70k-80k	65k-80k	60k-75k
Quality Technician	35k-40k	30k-40k	28k-35k	30k-38k	28k-35k	28k-35k	28k-35k	28k-35k
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	28k-35k	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>	€	€	€	€	€	€	€	€
<b>Validation Manager</b>	75k-90k	70k-85k	60k-75k	70k-85k	70k-85k	70k-85k	70k-85k	60k-80k
<b>Validation Engineer</b>	50k-65k	50k-65k	50k-60k	50k-65k	40k-55k	45k-55k	40k-55k	40k-55k
<b>Validation Technician</b>	35k-45k	35k-45k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k
<b>Calibration Technician</b>	35k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k
<b>Maintenance / Manufacturing</b>	€	€	€	€	€	€	€	€
<b>Engineering Manager</b>	90k-115k	90k-100k	75k-90k	75k-90k	85k-100k	85k-100k	75k-95k	75k-90k
<b>Engineering Team Leader</b>	65k-75k	65k-75k	60k-70k	60k-70k	55k-65k	55k-65k	55k-65k	50k-65k
<b>Maintenance Manager</b>	65k-85k	60k-80k	60k-70k	60k-70k	60k-75k	60k-75k	60k-70k	60k-70k
<b>Maintenance Engineer</b>	50k-60k	45k-60k	40k-55k	45k-55k	50k-60k	40k-50k	40k-50k	40k-50k
<b>Maintenance Technician</b>	35k-50k	35k-50k	35k-40k	35k-45k	35k-45k	35k-45k	35k-45k	35k-40k
<b>Manufacturing Engineer</b>	50k-60k	45k-60k	40k-55k	40k-55k	45k-60k	45k-55k	40k-55k	40k-50k
<b>Production Support</b>	€	€	€	€	€	€	€	€
<b>Production Manager</b>	85k-95k	75k-95k	70k-85k	70k-85k	65k-80k	70k-90k	65k-85k	65k-85k
<b>Chemical Engineer</b>	50k-65k	50k-65k	50k-60k	48k-60k	50k-65k	50k-60k	45k-60k	45k-55k
<b>Automation Engineer</b>	50k-65k	45k-60k	45k-60k	45k-60k	50k-65k	50k-60k	45k-60k	45k-55k
<b>Process Engineer</b>	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-60k	45k-55k	45k-55k
<b>Project Engineer</b>	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-60k	45k-55k	45k-55k
<b>Facilities / Utilities</b>	€	€	€	€	€	€	€	€
<b>Facilities Manager</b>	65k-85k	65k-80k	60k-70k	60k-80k	65k-75k	60k-75k	60k-70k	60k-70k
<b>Facilities Engineer</b>	45k-60k	40k-55k	40k-50k	40k-50k	45k-55k	45k-55k	40k-50k	40k-55k
<b>Facilities Technician</b>	35k-42k	30k-40k	30k-38k	30k-40k	35k-40k	35k-40k	30k-38k	30k-38k
<b>Utilities Engineer</b>	45k-60k	40k-55k	40k-50k	40k-50k	40k-50k	45k-55k	40k-50k	40k-55k
<b>Instrumentation Engineer</b>	45k-60k	45k-55k	40k-50k	45k-55k	45k-55k	40k-55k	40k-50k	40k-50k
<b>Instrumentation Technician</b>	35k-45k	35k-45k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k	35k-40k
<b>Health &amp; Safety</b>	€	€	€	€	€	€	€	€
<b>EHS Manager</b>	65k-80k	60k-80k	60k-70k	60k-75k	65k-75k	60k-75k	60k-75k	60k-70k
<b>EHS Engineer</b>	45k-55k	40k-55k	40k-50k	40k-55k	45k-55k	40k-50k	35k-45k	35k-45k
<b>Health &amp; Safety Officer</b>	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
<b>Warehouse Operator</b>	13-15	11-13	11-13	12-14	12-14	12-14	11-13	11-13
<b>Production Operator</b>	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>								
	€	€	€	€	€	€	€	€
<b>Chief Technology Officer / IT Director</b>	120k-160k	100k-130k	90k-120k	95k-110k	95k-110k	100k-130k	90k-110k	90k-110k
<b>Software Development Director</b>	120k-140k	110k-120k	90k-100k	90k-110k	90k-110k	100k-125k	85k-100k	85k-100k
<b>Software Development Manager</b>	100k-130k	90k-110k	75k-95k	75k-95k	75k-95k	85k-105k	75k-90k	70k-90k
<b>Operations / IT / MIS Manager</b>	90k-110k	80k-95k	70k-80k	75k-85k	75k-85k	75k-85k	70k-85k	70k-80k
<b>Infrastructure Manager</b>	90k-110k	75k-90k	65k-80k	65k-80k	75k-85k	80k-90k	60k-80k	65k-80k
<b>Chief Data Officer</b>	100k-120k	75k-90k	65k-75k	65k-80k	85k-100k	90k-110k	70k-80k	65k-75k
<b>Technical Support Manager</b>	75k-95k	65k-75k	55k-65k	55k-65k	60k-70k	60k-70k	55k-65k	55k-65k
<b>Technical Architect</b>	80k-100k	60k-80k	65k-75k	65k-75k	70k-90k	75k-95k	60k-75k	60k-75k
<b>Service Delivery Manager</b>	75k-95k	75k-85k	70k-80k	60k-80k	70k-80k	70k-80k	60k-70k	60k-80k
<b>Technical Lead</b>	75k-100k	65k-75k	55k-70k	60k-75k	70k-90k	70k-95k	60k-70k	60k-75k
<b>Project Management</b>								
	€	€	€	€	€	€	€	€
<b>Programme Manager</b>	85k-100k	75k-85k	70k-80k	65k-80k	75k-80k	80k-95k	70k-80k	65k-80k
<b>Project Manager</b>	65k-80k	55k-70k	55k-70k	55k-65k	60k-75k	70k-80k	55k-65k	55k-65k
<b>Product Manager</b>	60k-80k	55k-70k	50k-70k	55k-65k	60k-70k	70k-80k	55k-65k	55k-65k
<b>Scrum Master</b>	65k-85k	60k-80k	60k-70k	55k-65k	65k-80k	70k-85k	60k-70k	55k-70k
<b>Business Analyst</b>	55k-75k	50k-60k	40k-50k	45k-60k	55k-65k	60k-70k	45k-55k	45k-55k
<b>Software Development</b>								
	€	€	€	€	€	€	€	€
<b>Java Developer</b>	60k-75k	50k-70k	50k-65k	60k-70k	50k-70k	50k-70k	45k-60k	45k-55k
<b>.NET Developer</b>	55k-75k	50k-65k	45k-55k	45k-60k	50k-65k	50k-65k	45k-60k	45k-55k
<b>C/C++ Developer</b>	55k-75k	50k-65k	45k-55k	45k-60k	50k-70k	50k-70k	45k-60k	45k-60k
<b>Web Developer (PHP, Perl, Python, Ruby)</b>	45k-65k	40k-60k	40k-55k	40k-60k	45k-60k	50k-65k	45k-60k	45k-60k
<b>SharePoint Developer</b>	55k-80k	50k-65k	45k-55k	50k-60k	50k-60k	50k-70k	40k-60k	45k-55k
<b>Mainframe Developer</b>	45k-60k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k	40k-50k
<b>Oracle / SQL Developer</b>	55k-75k	50k-70k	45k-60k	45k-55k	50k-60k	50k-65k	45k-60k	45k-55k
<b>Solutions Architect</b>	70k-95k	60k-80k	60k-75k	65k-75k	65k-80k	70k-90k	65k-80k	60k-75k
<b>Android / iOS Developer</b>	70k-95k	45k-60k	45k-60k	50k-60k	70k-90k	70k-90k	45k-60k	45k-60k
<b>Front End Developer</b>	55k-85k	50k-65k	50k-60k	45k-60k	50k-75k	50k-80k	45k-60k	45k-55k
<b>UI/UX Designer</b>	65k-80k	45k-65k	50k-60k	50k-60k	50k-65k	50k-75k	50k-60k	45k-55k
<b>QA &amp; Software Testing</b>								
	€	€	€	€	€	€	€	€
<b>QA / Test Manager</b>	80k-100k	75k-85k	60k-70k	60k-70k	65k-80k	70k-90k	60k-75k	60k-70k
<b>QA / Test Lead</b>	60k-75k	50k-60k	50k-60k	50k-60k	60k-70k	60k-70k	45k-55k	45k-55k
<b>QA Automation Engineer</b>	50k-70k	50k-65k	40k-55k	40k-50k	50k-65k	50k-65k	40k-50k	40k-55k
<b>QA / Test Engineer</b>	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>								
	€	€	€	€	€	€	€	€
<b>Data Architect</b>	80k-100k	60k-75k	60k-70k	60k-75k	60k-85k	75k-90k	60k-75k	60k-70k
<b>Data Analyst</b>	55k-80k	40k-60k	40k-50k	40k-50k	45k-60k	45k-60k	45k-55k	40k-50k
<b>Big Data Developer</b>	55k-80k	50k-65k	45k-55k	45k-60k	50k-70k	50k-80k	50k-60k	45k-55k
<b>Data Engineer</b>	60k-90k	45k-60k	40k-50k	40k-50k	50k-80k	50k-85k	40k-50k	40k-50k
<b>Business Intelligence Analyst</b>	50k-70k	45k-60k	40k-50k	40k-50k	45k-60k	45k-60k	45k-55k	40k-50k
<b>Data Scientist / Statistician</b>	60k-80k	55k-65k	45k-55k	45k-55k	50k-60k	50k-60k	50k-60k	50k-60k
<b>Database &amp; SAP</b>								
	€	€	€	€	€	€	€	€
<b>Oracle DBA</b>	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	50k-60k	50k-60k
<b>SQL DBA</b>	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	50k-60k	50k-60k
<b>DB2 DBA</b>	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	50k-60k	50k-60k
<b>SAP Project Manager</b>	70k-85k	55k-70k	55k-65k	50k-65k	55k-70k	55k-70k	55k-65k	55k-65k
<b>SAP Consultant</b>	60k-80k	55k-65k	50k-60k	50k-65k	55k-70k	55k-70k	55k-65k	55k-65k
<b>SAP Developer</b>	60k-75k	45k-55k	45k-50k	45k-60k	50k-60k	50k-60k	45k-60k	45k-55k
<b>IT Security</b>								
	€	€	€	€	€	€	€	€
<b>IS Security Architect</b>	70k-95k	60k-75k	50k-60k	55k-70k	60k-70k	70k-90k	60k-75k	55k-70k
<b>IT Security Consultant</b>	65k-85k	60k-75k	50k-60k	55k-70k	60k-75k	60k-75k	60k-70k	55k-70k
<b>IT Security Analyst</b>	55k-70k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-50k
<b>Risk Analyst</b>	60k-75k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-50k
<b>Security Engineer</b>	65k-85k	55k-70k	45k-55k	50k-60k	55k-70k	55k-70k	45k-60k	45k-60k
<b>Infrastructure &amp; Support</b>								
	€	€	€	€	€	€	€	€
<b>DevOps Manager</b>	80k-110k	70k-100k	60k-80k	80k-90k	70k-95k	80k-100k	60k-80k	60k-80k
<b>DevOps Engineer</b>	60k-85k	55k-80k	45k-65k	60k-75k	65k-80k	65k-80k	50k-60k	50k-60k
<b>Systems and Network Manager</b>	65k-80k	65k-75k	55k-65k	50k-60k	60k-70k	60k-70k	55k-65k	55k-60k
<b>Site Reliability Engineer</b>	65k-85k	60k-75k	55k-70k	55k-70k	60k-80k	60k-80k	55k-65k	55k-65k
<b>Virtualisation Specialist</b>	50k-65k	50k-65k	40k-55k	40k-50k	45k-55k	45k-55k	45k-50k	40k-50k
<b>Telecoms Engineer</b>	50k-65k	45k-60k	40k-50k	40k-50k	40k-55k	40k-55k	40k-55k	40k-50k
<b>Network Engineer</b>	45k-60k	40k-60k	40k-45k	40k-50k	55k-60k	45k-55k	40k-45k	40k-50k
<b>Technical Writer</b>	50k-60k	45k-55k	40k-50k	35k-45k	35k-45k	35k-45k	35k-45k	35k-45k
<b>System Administration (Multiplatform)</b>	55k-65k	50k-65k	45k-55k	40k-50k	45k-55k	50k-60k	40k-50k	40k-50k
<b>Tech Support 3rd Level</b>	40k-55k	35k-50k	32k-42k	32k-42k	35k-45k	35k-50k	32k-42k	32k-42k
<b>Tech Support 2nd Level</b>	35k-45k	30k-40k	26k-34k	25k-32k	28k-35k	28k-35k	25k-32k	25k-32k
<b>Tech Support 1st Level</b>	27k-32k	25k-30k	22k-27k	22k-27k	22k-27k	24k-28k	22k-27k	22k-27k
<b>Technical Support with a Language</b>	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	100k-120k	100k-110k	90k-110k	90k-110k	90k-120k	90k-100k	90k-100k
<b>Financial Controller</b>	80k-110k	80k-90k	70k-85k	70k-85k	70k-90k	80k-100k	65k-80k	65k-80k
<b>Financial Accountant</b>	55k-70k	45k-60k	40k-55k	45k-60k	45k-60k	45k-65k	40k-50k	40k-55k
<b>Cost / Management Accountant</b>	55k-70k	50k-65k	45k-60k	45k-60k	55k-65k	50k-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	28k-35k	24k-28k	25k-32k
<b>Accounts Receivable</b>	32k-40k	28k-35k	25k-32k	25k-35k	25k-35k	28k-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
<b>Funds</b>	€	€	€	€	€	€	€	€
<b>Fund Accounting VP - Director</b>	110k-140k	110k-130k	100k-120k	100k-120k	110k-130k	N/A	N/A	N/A
<b>Senior Manager / VP Fund Accounting</b>	90k-110k	80k-100k	70k-90k	70k-90k	80k-100k	N/A	N/A	N/A
<b>Senior Manager / VP Fund Accounting (Private Equity)</b>	90k-120k	85k-105k	75k-95k	75k-95k	85k-105k	N/A	N/A	N/A
<b>Manager / AVP / Account Manager Fund Accounting</b>	70k-90k	60k-80k	55k-75k	55k-75k	60k-80k	N/A	N/A	N/A
<b>Manager / AVP / Account Manager Fund Accounting (Private Equity)</b>	70k-95k	65k-85k	60k-75k	60k-75k	65k-85k	N/A	N/A	N/A
<b>Fund Accounting Supervisor / Team Leader</b>	50k-70k	45k-55k	40k-45k	40k-45k	45k-55k	N/A	N/A	N/A
<b>Fund Accounting Supervisor / Team Leader (Private Equity)</b>	50k-75k	50k-60k	40k-50k	40k-50k	50k-60k	N/A	N/A	N/A
<b>Senior Fund Accountant</b>	40k-55k	35k-45k	35k-42k	35k-42k	35k-45k	N/A	N/A	N/A
<b>Senior Fund Accountant (Private Equity)</b>	45k-60k	40k-55k	35k-45k	35k-45k	40k-55k	N/A	N/A	N/A
<b>Fund Accountant</b>	35k-45k	32k-38k	28k-35k	28k-35k	32k-38k	N/A	N/A	N/A
<b>Fund Administrator</b>	32k-40k	26k-35k	25k-30k	25k-30k	26k-35k	N/A	N/A	N/A

# Sales & Marketing

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Sales</b>	€	€	€	€	€	€	€	€
<b>Sales Director</b>	85k-125k	90k-110k	80k-100k	70k-90k	85k-100k	80k-100k	70k-90k	70k-90k
<b>National Sales / Account Manager</b>	70k-90k	70k-80k	65k-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	40k-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	28k-34k	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	23k-26k	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>	75k-85k	70k-80k	45k-60k	50k-65k	50k-70k	50k-70k	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	100k-120k	90k-100k	85k-100k	90k-110k	90k-125k	80k-100k	80k-100k
<b>Call Centre Manager / Shared Service Manager</b>	80k-120k	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-65k	50k-65k	60k-70k	50k-60k	50k-60k
<b>Customer Service Supervisor</b>	40k-55k	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

# 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	110k-130k	100k-120k	80k-110k	100k-130k	110k-130k	80k-100k	80k-110k
<b>Supply Chain / Logistics / Purchasing Manager</b>	80k-100k	90k-100k	80k-100k	60k-85k	75k-90k	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-65k	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

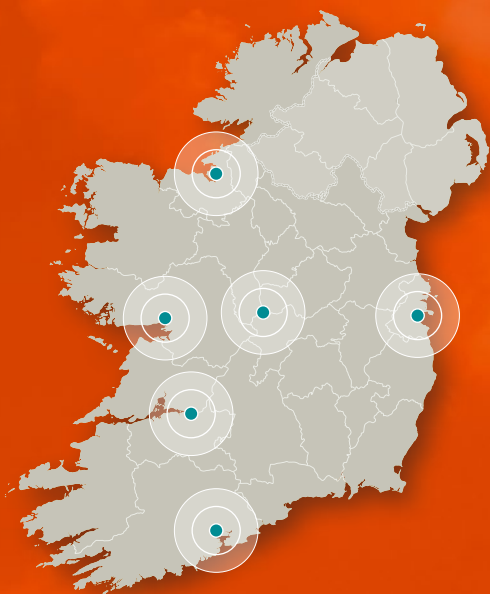
Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Permanent</b>	€	€	€	€	€	€	€	€
<b>Office Manager</b>	45k-50k	40k-50k	30k-45k	30k-45k	35k-45k	35k-45k	28k-35k	28k-38k
<b>PA / Executive Assistant</b>	40k-50k	30k-45k	28k-35k	28k-38k	32k-42k	32k-42k	28k-35k	28k-35k
<b>Receptionist (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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