

# LIFE SCIENCES – MEDTECH & PHARMA

Ireland's Life Sciences sector continues to be a cornerstone of the economy in 2025, however, a key concern for Ireland's economy is the potential impact of proposed U.S. tariffs on pharmaceutical exports, which could significantly affect this sector.

As companies navigate these pressures, talent acquisition is becoming increasingly complex. Employers must balance evolving candidate expectations, shifting project demands and external economic factors to secure top professionals in a competitive market.

## Contract Roles Dominate Hiring Strategies

Flexible, project-based hiring continues to be the norm, particularly in validation, automation, quality assurance and engineering. Contract roles offer higher pay and exposure to cutting-edge projects, but candidates now prioritise career growth, hybrid work options, commute feasibility and long-term stability over just pay alone.

## Permanent Hiring Faces New Challenges

While salaries saw modest inflation-linked increases in 2024, companies must offer more than competitive pay to attract talent. Benefits, career progression, hybrid flexibility and workplace culture are now key differentiators. Stricter headcount controls and lengthier approval processes are also slowing permanent hiring decisions.



## Emerging Trends

Dublin, Cork and Limerick face talent shortages due to high living costs, pushing firms to offer remote flexibility where possible. The pharmaceutical and biopharma sectors remain highly attractive for graduates, particularly in compliance-heavy roles. Meanwhile, returning Irish contractors from higher-paying European markets are adjusting salary expectations, though demand for specialised skills remains high.



## The Year Ahead

As innovation, regulation and global supply chain shifts reshape the sector, companies that invest in career development, work-life balance and forward-thinking talent strategies will have the best chance of securing and retaining top talent in 2025.



**Killian O'Driscoll**  
Chief Commercial Officer,  
NIBRT



“The success of the biopharma industry is well documented, with Ireland now ranked as the third largest exporter of biopharmaceuticals globally.

This success requires a continuous supply of a highly skilled workforce with a recent report from the Expert Group on Future Skills Needs forecasting there will be an additional 21,000 new biopharma jobs in Ireland by 2027. Roles are available across all levels with leading biopharma companies across the country. The sector requires a wide range of specific skills with a particular demand for advanced manufacturing expertise in areas such as automation, data analytics and digitalisation, as well as in core biopharma disciplines such as cell culture, protein purification, aseptic manufacturing, quality control and regulatory affairs.

Currently, over €5 billion is being invested across 15 sites by IDA global biopharma partners. During 2024, an additional €1.5 billion of new investment has been announced by IDA client companies. These new investments have been all over the country and they will ensure that the growth in employment in the sector will continue for some years to come.”

## 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-65k	55k-65k	45k-55k
Analytical Chemist	50k-60k	50k-65k	45k-55k	40k-55k	40k-50k	38k-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	85k-95k	75k-85k	70k-80k	70k-80k	65k-85k	80k-85k	75k-85k	70k-80k
Supervisor	55k-65k	50k-65k	45k-60k	50k-60k	50k-60k	60k-65k	55k-60k	45k-55k
Microbiologist	48k-55k	45k-65k	35k-45k	35k-50k	40k-50k	45k-55k	40k-50k	35k-50k
Biotechnologist	45k-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

## Biopharma (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Research &amp; Development</b>	€	€	€	€	€	€	€	€
Process Development Manager	80k-100k	75k-100k	70k-80k	70k-80k	70k-90k	75k-85k	70k-80k	70k-80k
PhD Biotechnology/Microbiology	55k-65k	45k-55k	40k-50k	40k-55k	40k-55k	50k-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	75k-90k	80k-100k	80k-100k	80k-100k	80k-100k
QC Manager	80k-95k	75k-95k	70k-90k	70k-85k	70k-85k	75k-85k	75k-80k	60k-75k
QC Supervisor	60k-70k	55k-75k	50k-65k	50k-65k	50k-70k	55k-70k	55k-70k	60k-80k
QC Team Leader	60k-70k	45k-55k	43k-55k	40k-55k	40k-55k	45k-60k	55k-65k	40k-60k
QA Manager	95k-105k	90k-100k	85k-95k	75k-85k	80k-100k	80k-100k	80k-100k	80k-100k
QA Supervisor	70k-85k	65k-75k	65k-75k	60k-75k	60k-75k	60k-75k	60k-70k	60k-70k
QA Team Leader	60k-70k	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-60k	42k-55k
Qualified Person	85k-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	30k-40k	30k-35k	32k-38k	30k-35k
QA Auditor	45k-70k	45k-65k	45k-60k	45k-60k	45k-60k	40k-50k	40k-50k	40k-50k
Quality Systems Specialist/Engineer	55k-65k	50k-65k	50k-60k	45k-60k	45k-60k	45k-55k	45k-55k	42k-55k
<b>Regulatory Affairs / Compliance / Documentation</b>	€	€	€	€	€	€	€	€
Regulatory Affairs Manager	80k-100k	75k-90k	70k-85k	70k-85k	70k-80k	70k-80k	65k-75k	65k-75k
Regulatory Affairs Officer	50k-70k	45k-65k	45k-65k	45k-65k	45k-65k	45k-50k	45k-60k	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	40k-45k	38k-45k
Compliance Auditor	45k-55k	40k-50k	40k-50k	35k-45k	35k-45k	35k-45k	32k-40k	35k-40k
Documentation Officer	38k-45k	35k-45k	27k-37k	35k-40k	30k-35k	30k-35k	30k-40k	30k-35k
Documentation Control Administrator	35k-45k	32k-45k	30k-35k	30k-40k	30k-35k	30k-35k	30k-38k	30k-35k
<b>Validation</b>	€	€	€	€	€	€	€	€
Validation Manager	85k-95k	75k-90k	70k-85k	70k-85k	70k-85k	70k-85k	80k-85k	60k-80k
Validation Engineer	58k-75k	55k-75k	50k-65k	55k-65k	50k-60k	50k-55k	50k-65k	50k-65k
Validation Technician	38k-50k	35k-47k	35k-45k	32k-42k	35k-45k	30k-40k	35k-45k	32k-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	85k-95k	85k-100k	85k-110k	80k-110k	80k-100k
Engineering Team Leader	70k-85k	70k-80k	65k-75k	68k-78k	55k-65k	60k-65k	60k-70k	60k-75k
Maintenance Manager	65k-90k	65k-85k	65k-80k	60k-75k	60k-75k	60k-80k	65k-80k	60k-70k
Maintenance Engineer	55k-65k	45k-65k	45k-60k	50k-60k	50k-60k	50k-60k	60k-65k	45k-55k
Maintenance Technician	40k-55k	40k-55k	38k-47k	35k-45k	38k-48k	40k-50k	45k-55k	38k-45k
Manufacturing Engineer	55k-65k	45k-65k	45k-55k	50k-60k	45k-60k	50k-58k	50k-60k	45k-52k

## Biopharma (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Production Support</b>	€	€	€	€	€	€	€	€
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	75k-90k	80k-95k	80k-90k	70k-85k
Chemical Engineer	50k-75k	50k-75k	50k-70k	50k-65k	50k-65k	55k-60k	55k-65k	45k-55k
Automation Engineer	55k-75k	55k-75k	55k-70k	45k-65k	50k-65k	55k-60k	55k-65k	50k-65k
Process Engineer	60k-75k	50k-70k	45k-65k	45k-65k	50k-65k	50k-60k	50k-65k	45k-65k
Project Engineer	60k-75k	50k-75k	45k-65k	45k-65k	45k-65k	50k-65k	45k-65k	45k-65k
<b>Facilities / Utilities</b>	€	€	€	€	€	€	€	€
Facilities Manager	75k-85k	70k-80k	60k-70k	60k-80k	65k-75k	70k-80k	70k-80k	60k-70k
Facilities Engineer	45k-60k	45k-55k	43k-50k	45k-55k	43k-55k	50k-55k	50k-55k	42k-55k
Facilities Technician	35k-50k	35k-45k	32k-45k	30k-40k	32k-45k	35k-40k	35k-40k	32k-38k
Utilities Engineer	45k-60k	45k-55k	43k-55k	45k-55k	45k-55k	50k-55k	55k-60k	43k-55k
Instrumentation Engineer	48k-60k	45k-55k	40k-50k	45k-55k	45k-55k	50k-55k	45k-55k	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	65k-80k	65k-80k	65k-75k	65k-80k	70k-80k	70k-80k	60k-70k
EHS Engineer	55k-65k	50k-60k	50k-60k	45k-55k	50k-60k	50k-60k	50k-60k	45k-60k
EHS Officer	50k-58k	45k-50k	45k-50k	38k-48k	45k-50k	40k-50k	40k-50k	40k-50k
<b>Manufacturing Operatives</b>	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Production Operator	13.50-15	15-18	13.50-15	13.50-15	13.50-15	13.50-14.50	13.50-15	13.50-14.50
Warehouse Operator	13.50-15	14-16	13.50-15	13.50-15	13.50-15	13.50-15	13.50-15	13.50-14.50

## MedTech

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Production Support</b>	€	€	€	€	€	€	€	€
Director of Engineering	110k - 140k	100k - 130k	95k - 120k	95k - 120k	100k - 125k	100k - 125k	95k - 120k	95k - 120k
Engineering Manager	90k-115k	90k-110k	85k-110k	85k-100k	90k-110k	85k-110k	85k-100k	80k-100k
Engineering Team Leader	70k-85k	65k-75k	60k-75k	55k-70k	60k-75k	60k-75k	60k-75k	50k-65k
Automation Engineer	60k-75k	55k-75k	55k-70k	55k-70k	55k-70k	55k-75k	55k-70k	45k-55k
R&D Engineer	60k-75k	55k-70k	55k-65k	50k-65k	50k-65k	50k-65k	45k-60k	40k-55k
Mechanical Design Engineer	50k-65k	45k-60k	45k-60k	40k-60k	45k-55k	50k-60k	45k-55k	35k-50k
Packaging Engineer	55k-70k	45k-70k	45k-65k	40k-55k	45k-60k	50k-60k	45k-55k	45k-50k
Biomedical Engineer	55k-65k	50k-60k	45k-55k	45k-55k	45k-55k	50k-60k	45k-55k	40k-50k
Polymer Engineer	55k-70k	50k-65k	45k-60k	45k-60k	50k-60k	50k-65k	45k-55k	45k-55k
Tooling Engineer	55k-65k	45k-65k	45k-60k	45k-65k	45k-60k	45k-55k	45k-55k	45k-55k
Electrical Engineer	55k-65k	50k-65k	50k-65k	50k-65k	50k-60k	50k-65k	48k-55k	45k-55k
Electronic Technician	40k-50k	38k-50k	35k-45k	30k-40k	32k-42k	38k-48k	32k-40k	30k-38k
R&D Technician	40k-50k	32k-45k	30k-42k	30k-40k	30k-45k	38k-48k	38k-48k	30k-40k
CNC Programmer	40k-50k	35k-45k	35k-45k	35k-45k	35k-40k	35k-42k	32k-42k	35k-40k
CNC Operator	35k-40k	30k-40k	30k-40k	30k-40k	30k-35k	32k-38k	32k-38k	30k-34k

## MedTech (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Facilities</b>	€	€	€	€	€	€	€	€
Facilities Manager	75k-90k	75k-85k	65k-75k	65k-75k	70k-80k	70k-80k	60k-75k	60k-70k
Facilities/Utilities Engineer	55k-65k	50k-65k	45k-60k	45k-60k	45k-60k	50k-60k	45k-60k	40k-55k
Facilities/Utilities Technician	45k-52k	40k-47k	35k-45k	32k-42k	35k-43k	40k-45k	38k-42k	32k-38k
Field Service Engineer	45k-55k	40k-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	35k-45k	32k-43k	30k-45k	32k-43k	35k-45k	35k-40k	30k-38k
<b>Maintenance / Manufacturing</b>	€	€	€	€	€	€	€	€
Maintenance Manager	70k-85k	65k-85k	65k-75k	65k-75k	60k-75k	70k-80k	65k-80k	60k-70k
Maintenance Engineer	55k-68k	50k-65k	45k-60k	45k-65k	50k-60k	45k-55k	45k-55k	40k-50k
Maintenance Technician	42k-50k	40k-50k	36k-48k	35k-45k	35k-45k	42k-55k	42k-55k	35k-40k
Manufacturing Engineer	50k-65k	50k-62k	45k-60k	45k-60k	45k-60k	48k-60k	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	32k-38k
<b>Process</b>	€	€	€	€	€	€	€	€
Production Manager	85k-100k	80k-100k	80k-95k	70k-85k	70k-85k	80k-95k	70k-85k	70k-85k
Production Supervisor	50k-70k	45k-65k	45k-62k	45k-60k	45k-65k	40k-50k	45k-60k	40k-50k
Statistician	55k-65k	50k-60k	45k-55k	45k-55k	50k-60k	50k-60k	45k-55k	45k-55k
Lean/Six Sigma Engineer	55k-72k	50k-70k	50k-66k	48k-68k	50k-65k	50k-65k	45k-65k	45k-55k
Project Engineer	60k-75k	50k-75k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k	45k-55k
Process Engineer	60k-75k	45k-70k	45k-65k	45k-65k	45k-65k	45k-65k	45k-65k	45k-55k
Process Technician	38k-45k	35k-42k	32k-40k	32k-38k	32k-40k	35k-40k	35k-40k	32k-38k
Chemical Engineer	55k-75k	50k-75k	50k-70k	45k-65k	50k-65k	45k-60k	45k-65k	45k-60k
<b>Quality</b>	€	€	€	€	€	€	€	€
Quality Manager	85k-105k	80k-100k	75k-95k	75k-85k	80k-100k	80k-90k	75k-85k	70k-85k
Quality Supervisor	60k-75k	55k-70k	50k-65k	55k-70k	50k-65k	60k-70k	55k-65k	45k-60k
Quality Engineer	50k-70k	50k-70k	45k-65k	55k-65k	50k-65k	50k-60k	45k-60k	40k-55k
Quality Technician	38k-45k	32k-43k	32k-42k	32k-40k	30k-40k	35k-40k	35k-40k	32k-36k
Validation Lead/Manager	70k-95k	70k-90k	65k-85k	70k-85k	65k-85k	70k-85k	65k-80k	65k-80k
Validation Engineer	55k-75k	55k-75k	50k-70k	55k-65k	50k-65k	50k-65k	45k-60k	40k-55k
Validation Technician	35k-48k	35k-45k	32k-42k	35k-42k	30k-40k	35k-42k	35k-42k	32k-40k
<b>Environmental Health &amp; Safety</b>	€	€	€	€	€	€	€	€
EHS Manager	70k-85k	65k-80k	65k-80k	65k-80k	65k-80k	70k-85k	65k-80k	60k-70k
EHS Engineer	55k-65k	50k-65k	50k-60k	50k-60k	50k-60k	50k-65k	45k-60k	45k-60k
EHS Officer	50k-58k	45k-50k	45k-50k	35k-45k	45k-50k	40k-50k	38k-50k	40k-50k
<b>Manufacturing Operatives</b>	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour	€ per hour
Production Operator	15-18	15-18	13.50-15	13.50-15	13.50-15	13.50-14.50	13.50-14.50	13.50-14.50
Warehouse Operator	15-17	14-16	13.50-15	13.50-15	13.50-14.50	13.50-14.50	13.50-14.50	13.50-14.50



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.

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