

CONSTRUCTION

The construction sector will continue to expand in 2025, driven by major public and private investment in housing, infrastructure and sustainability projects.

However, a severe shortage of skilled professionals remains the industry's biggest challenge.

Talent shortages are widespread, particularly for:

- Quantity Surveyors
- Project Managers
- Civil Engineers
- Site Managers
- Environmental Health & Safety (EH&S) Specialists
- Skilled Tradespeople (Electricians, Plumbers, Carpenters)

Beyond traditional roles, employers are increasingly seeking professionals with expertise in Modern Methods of Construction (MMC), Building Information Modelling (BIM) and digital construction technologies. As sustainability and climate targets gain momentum, demand for specialists in green construction, energy efficiency and retrofitting continue to rise.



Emerging Trends

With local talent stretched thin, companies are turning to international hires to fill critical gaps. Salaries are rising, particularly in specialist areas like EH&S and project management, as firms compete for limited expertise. Employers are also prioritising permanent hires to stabilise project pipelines and reduce turnover risks.



The Year Ahead

Strong Demand, Abundant Opportunities

The construction boom shows no signs of slowing with continued investment in:

- Residential and commercial housing
- Transport and infrastructure
- Renewable energy and utilities
- Healthcare, education and public sector projects
- Retrofitting and sustainability initiatives

For construction professionals, whether experienced specialists, returning Irish talent, or international hires, Ireland offers strong career prospects in a dynamic and evolving industry.

“The key priority for the Construction Industry Federation is to continue the work on highlighting career opportunities available to new apprentices, trainees and graduates.

Hubert Fitzpatrick

Director General,
Construction Industry Federation



The range of career options is only expanding as we diversify with new technologies and modern methods of construction. Emerging technologies present new opportunities for construction to attract diversity in the next generation of employees in the race for talent. There are fantastic new roles being offered, from data scientist to digital design, in off-site manufacturing, logistics and co-ordination. The existing traditional management roles are also shifting to meet new ways of working, planning, and delivering projects.

Our industry continues to train a significant number of new entrants through the traditional craft programmes. These internationally recognised qualifications offer a license to practise where young people can experience working on exciting projects ranging from industrial, to medical, pharmaceutical, housing or civil engineering.”

Construction

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Construction	€	€	€	€	€	€	€	€
Commercial Manager	95k-110k	90k-105k	90k-105k	85k-105k	90k-105k	90k-105k	85k-100k	90k-105k
Contracts Manager	80k-110k	70k-90k	70k-85k	70k-85k	70k-85k	70k-85k	70k-80k	70k-85k
Project Manager (Mech & Electrical)	70k-85k	60k-80k	55k-75k	55k-75k	60k-75k	60k-75k	55k-70k	55k-75k
Project Manager (Civil Engineering)	70k-85k	60k-80k	55k-75k	55k-75k	60k-75k	60k-75k	55k-70k	55k-75k
Site Manager	65k-85k	60k-75k	60k-75k	60k-75k	60k-75k	60k-80k	60k-75k	60k-75k
Foreman	65k-80k	60k-70k	60k-70k	55k-70k	60k-70k	60k-75k	60k-70k	60k-70k
Resident Engineer	60k-75k	60k-70k	60k-70k	60k-70k	60k-70k	60k-70k	55k-65k	55k-65k
Site Engineer	60k-75k	60k-70k	60k-70k	60k-70k	60k-70k	60k-70k	55k-65k	55k-65k
Setting Out Engineer	60k-75k	60k-70k	60k-70k	60k-70k	60k-70k	60k-70k	55k-60k	55k-60k
Commissioning Engineer	55k-75k	50k-75k	45k-70k	45k-70k	45k-65k	50k-65k	45k-65k	45k-65k
Civil Engineer	60k-70k	55k-65k	50k-65k	50k-65k	50k-65k	50k-65k	50k-60k	50k-65k
Quantity Surveyor (General)	55k-75k	50k-70k	50k-70k	50k-70k	50k-70k	50k-70k	50k-65k	50k-70k
Quantity Surveyor (Civil)	55k-75k	50k-70k	50k-70k	50k-70k	50k-70k	50k-70k	50k-65k	50k-70k
Quantity Surveyor (Residential)	55k-75k	50k-70k	50k-70k	50k-70k	50k-70k	50k-70k	50k-70k	50k-70k
Estimator	50k-60k	45k-52k	45k-52k	45k-52k	45k-52k	45k-52k	45k-52k	45k-52k
BIM Coordinator	45k-60k	40k-55k	40k-55k	40k-55k	40k-55k	40k-55k	40k-50k	40k-55k
Site Clerk	40k-55k	35k-50k	35k-50k	35k-50k	35k-50k	35k-50k	35k-45k	35k-50k



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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