

HUMAN RESOURCES

After a period of stabilisation and caution in some sectors leading to a reduced demand for Talent Acquisition (TA) roles in 2024, the HR talent market in Ireland is poised for gradual recovery in 2025.

Companies are recalibrating their workforce strategies and focusing on long-term HR investments, which will drive measured hiring activity.



Emerging Trends

- **Talent Acquisition (TA) Roles** – the demand for TA professionals saw a significant dip leading to contract-based positions. However, as organisations stabilise, full-time TA positions are expected to make a slow return in sectors like tech, life sciences and construction, which are set for growth.



- **Core HR Functions** – HR Business Partners, Organisational Development Specialists and Employee Relations professionals remained in demand, particularly within regulated industries such as financial services, pharmaceuticals and the public sector. There is a growing emphasis on strategic workforce planning, Diversity & Inclusion, and employee well-being.
- **HR Technology & Analytics** – with increased investment in HR tech, automation and analytics, key hiring areas for 2025 include HRIS specialists, compensation & benefits analysts, and workforce planning experts. Businesses are focusing on leveraging technology to drive efficiency and improve decision-making processes.

Salary and Candidate Priorities

- **Stable Salary Growth** – HR salaries levelled off in 2024 and are expected to remain stable in 2025. While graduate salary expectations continue to rise, entry-level HR roles remain competitive, with a strong emphasis on internal mobility and upskilling within organisations.
- **Mid-to-Senior HR Professionals** – candidates are taking a more holistic approach when evaluating job offers, weighing factors such as long-term benefits, career progression, company culture and work-life balance alongside base salary. Benefits like pensions, private healthcare, wellness programs and hybrid work models are increasingly important to job decisions.



The Year Ahead

As companies stabilise post right-sizing activities and plan for long-term workforce needs, the demand for HR professionals is set for modest growth. Businesses will focus on strategic HR functions, such as workforce planning, employee engagement and technology adoption, to stay competitive and attract top talent. This shift towards long-term, sustainable growth will offer HR professionals a range of new opportunities for development and career progression.

“The people profession continues to grow and expand its influence in as we enable organisations to deliver people practices that meet the changing needs of employers and employees.

Mary Connaughton
CEO, CIPD Ireland



The profession responds and leads the transformation happening in workplaces – the impact of digitalisation and AI on work, people and jobs; the approach to hybrid working; and programmes to address resource and upskilling. These build on the ongoing commitment to wellbeing, equality and diversity, sustainability, collaboration and compliance. Continuous learning and CPD is at the heart of the profession, under the CIPD professional standards framework, and the principles of evidence-based decision-making, demonstrating impact and people centric decisions.”

Human Resources

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Human Resources	€	€	€	€	€	€	€	€
HR Director	115k-150k	110k-140k	100k-130k	90k-130k	100k-130k	90k-120k	85k-110k	80k-110k
HR Manager	85k-100k	85k-100k	80k-95k	60k-85k	80k-95k	80k-95k	70k-90k	70k-85k
HR Business Partner	75k-90k	70k-85k	65k-75k	60k-75k	65k-75k	65k-80k	55k-75k	55k-70k
HR Generalist	50k-65k	45k-60k	40k-55k	40k-60k	40k-55k	45k-65k	40k-55k	40k-55k
HR Administrator	35k-45k	32k-40k	30k-38k	30k-40k	30k-38k	32k-40k	32k-38k	32k-38k
Human Resources - Specialists	€	€	€	€	€	€	€	€
Compensation & Benefits Manager	85k-110k	80k-110k	75k-100k	65k-100k	75k-100k	70k-100k	60k-85k	55k-65k
Compensation & Benefits Specialist	55k-70k	50k-70k	45k-65k	45k-65k	45k-65k	45k-65k	40k-60k	40k-55k
Compensation & Benefits Administrator	35k-45k	32k-40k	30k-38k	30k-40k	30k-38k	32k-40k	28k-38k	30k-38k
Employee Relations Manager	75k-85k	70k-85k	70k-80k	50k-70k	70k-80k	65k-85k	55k-75k	55k-70k
Employee Relations Specialist	55k-65k	50k-65k	50k-60k	40k-55k	50k-60k	45k-65k	40k-60k	42k-50k
HR Data Analyst	45k-65k	40k-60k	35k-50k	40k-60k	35k-50k	40k-60k	38k-55k	30k-45k
HR Information Systems Administrator	40k-60k	35k-50k	35k-50k	35k-50k	35k-50k	35k-45k	30k-38k	30k-42k
Payroll Administrator	40k-50k	35k-50k	35k-45k	32k-45k	35k-45k	35k-45k	32k-45k	32k-40k
Training & Development	€	€	€	€	€	€	€	€
Learning & Development Manager	70k-90k	65k-85k	60k-75k	55k-80k	65k-85k	65k-90k	55k-80k	55k-70k
Training Specialist/L&D Specialist	55k-65k	50k-65k	50k-60k	35k-55k	50k-60k	50k-65k	40k-60k	40k-55k
Technical Trainer	50k-65k	50k-65k	45k-60k	40k-60k	45k-60k	45k-60k	40k-55k	38k-50k
Learning & Development Coordinator	40k-50k	32k-40k	30k-38k	32k-45k	30k-38k	35k-45k	30k-38k	32k-42k
Recruitment (In-house)	€	€	€	€	€	€	€	€
Talent Acquisition Manager	75k-90k	70k-85k	70k-80k	60k-80k	70k-80k	60k-80k	60k-75k	55k-75k
Talent Acquisition Specialist	55k-70k	50k-65k	45k-60k	40k-55k	45k-60k	45k-60k	45k-55k	40k-55k
Recruitment Administrator	38k-45k	32k-40k	32k-38k	30k-40k	32k-38k	35k-45k	30k-38k	30k-35k



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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