TECHNOLOGY

Ireland's tech sector demonstrated resilience throughout 2024, with hiring activity gradually recovering and gaining momentum in the latter half of the year.

While economic caution persists, demand remains robust in specialised areas including cybersecurity, artificial intelligence, cloud computing and regulatory compliance, with organisations focusing on strategic, high impact hiring for 2025.

Key Hiring Trends & In-Demand Skills

> **Cybersecurity & Compliance** – NIS2 and DORA (Digital Operational Resilience Act) regulations drove demand for cybersecurity specialists, risk analysts and compliance professionals in financial services and regulated industries. The European Accessibility Act (EAA), set for full implementation by June 2025, is also driving demand for UX designers and accessibility engineers as organisations prepare to meet new digital accessibility requirements.

> **AI & Data Science** – AI-driven automation, predictive analytics and machine learning are fuelling demand for AI engineers, data scientists and analytics specialists, particularly in medtech, fintech, e-commerce and utilities.

> **Cloud & DevOps** – the shift to cloud-based infrastructure has increased demand for cloud architects, DevOps engineers and system administrators skilled in AWS, Azure, Google Cloud, Kubernetes and CI/CD pipelines.

> **Software Development** – Hiring for full-stack, mobile and embedded software engineers remains steady, with an increasing focus on AI integration, fintech solutions and sustainable technology. Python, JavaScript, and embedded engineers (C/C++) continue to be the most sought-after programming languages, with growing interest in Rust for secure system programming.

Emerging Trends

> **Increased Talent Supply** – Industry restructuring in 2023-2024 led to greater competition for cybersecurity and cloud roles, slightly reducing contract rates while keeping demand high for specialised skills.

> **Selective Hiring for Long-Term Growth** – while early 2024 saw conservative hiring, the latter half saw increased investment in digital transformation, a trend expected to continue in 2025.

> **Moderate Salary Growth** – unlike the mega jumps of 2022/2023, 2024 saw average salary increases of 10%, reflecting budget constraints and a larger talent pool.

> **Candidate Priorities** – professionals now prioritise benefits, flexibility and career growth over salary alone, with equity options, remote work, wellness programs and continuous learning as key differentiators.

The Year Ahead

Ireland's tech sector remains competitive, with companies focusing on efficiency, innovation and talent retention. Employers offering strong career progression, flexible work policies and cutting-edge projects will have the edge in attracting top talent in 2025.

> *Talent remains the cornerstone of innovation and resilience within the thriving tech cluster along the AtlanTec Gateway.*

Caroline Cawley
CEO, ITAG

At itag, we work closely with our tech members, Skillnet Ireland, and academic institutions,to ensure our workforce is equipped with the capabilities to lead in an era increasingly shaped by AI and digital transformation. This includes fostering skills that technology alone cannot replicate – such as critical thinking, adaptability, and creativity.

Inspiring the next generation to pursue STEM careers will be critical to sustaining this momentum, ensuring a future pipeline of skilled professionals ready to power Ireland's digital economy. By cultivating a culture of collaboration, continuous learning, and strong community engagement, itag is helping to shape a future-ready, inclusive tech ecosystem. Strategic investment in talent today ensures the West of Ireland remains a powerful hub for innovation, sustainability, and global competitiveness."

Technology

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Senior Management	€	€	€	€	€	€	€	€
Chief Technology Officer/IT Director	135k-190k	110k-130k	100k-120k	100k-125k	110k-140k	130k-180k	100k-130k	100k-120k
Software Development Director	125k-150k	110k-120k	95k-110k	90k-110k	110k-130k	120k-150k	100k-120k	90k-100k
Software Development Manager	110k-130k	90k-110k	80k-100k	75k-95k	90k-110k	100k-120k	90k-110k	80k-95k
Operations/IT/MIS Manager	90k-110k	80k-95k	75k-85k	75k-85k	85k-100k	85k-100k	75k-85k	75k-85k
Infrastructure Manager	95k-115k	75k-90k	70k-80k	70k-80k	90k-110k	90k-110k	70k-80k	70k-80k
Chief Data Officer	120k-140k	80k-100k	80k-95k	80k-95k	115k-130k	115k-130k	80k-95k	75k-90k
Technical Support Manager	75k-95k	65k-75k	55k-65k	55k-65k	70k-90k	70k-90k	55k-65k	55k-65k
Technical Architect	85k-115k	70k-95k	70k-95k	70k-95k	80k-100k	80k-100k	75k-85k	70k-85k
Service Delivery Manager	75k-95k	75k-85k	70k-80k	60k-80k	70k-90k	70k-90k	70k-80k	60k-80k
Technical Lead	90k-110k	75k-85k	70k-85k	70k-85k	85k-100k	85k-100k	70k-85k	70k-80k
Project Management	€	€	€	€	€	€	€	€
Programme Manager	95k-110k	75k-85k	70k-80k	65k-80k	90k-100k	90k-100k	75k-85k	70k-80k
Project Manager	85k-110k	65k-85k	55k-70k	55k-65k	80k-95k	80k-95k	65k-75k	65k-75k
Product Manager	85k-110k	70k-95k	70k-95k	70k-95k	80k-100k	80k-100k	70k-95k	70k-95k
Scrum Master	85k-95k	70k-80k	60k-70k	55k-65k	75k-90k	75k-90k	65k-75k	60k-70k
Business Analyst	65k-95k	50k-60k	50k-60k	45k-60k	60k-90k	60k-80k	50k-60k	45k-60k
Software Development	€	€	€	€	€	€	€	€
Java Developer	70k-95k	50k-70k	50k-65k	60k-70k	65k-95k	65k-95k	50k-75k	50k-70k
.NET Developer	65k-100k	50k-75k	50k-75k	50k-75k	60k-90k	60k-90k	50k-75k	50k-70k
C/C++ Developer	75k-110k	50k-75k	50k-75k	50k-75k	70k-100k	70k-100k	70k-100k	50k-70k
Python Developer	60k-95k	50k-70k	45k-60k	45k-70k	55k-90k	55k-90k	55k-90k	50k-70k
SharePoint Developer	55k-80k	50k-65k	45k-55k	50k-60k	50k-70k	50k-70k	50k-70k	50k-70k
Oracle/SQL Developer	65k-75k	50k-70k	45k-60k	45k-55k	60k-80k	60k-80k	50k-70k	50k-70k
Solutions Architect	75k-95k	60k-80k	60k-75k	65k-75k	70k-90k	70k-90k	65k-85k	65k-85k
Android/iOS Developer	75k-95k	50k-65k	50k-65k	50k-65k	70k-90k	70k-90k	50k-75k	50k-65k
Front End Developer	70k-90k	50k-65k	50k-60k	50k-60k	65k-90k	65k-90k	50k-75k	48k-60k
UI/UX Designer	70k-100k	55k-80k	50k-60k	50k-60k	65k-90k	65k-100k	50k-75k	50k-70k

Technology (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
QA & Software Testing	€	€	€	€	€	€	€	€
QA/Test Manager	80k-105k	75k-85k	60k-70k	60k-70k	65k-80k	75k-100k	65k-80k	60k-75k
QA/Test Lead	70k-95k	50k-60k	50k-60k	50k-60k	60k-70k	65k-90k	55k-65k	50k-60k
QA Automation Engineer	65k-95k	55k-80k	50k-60k	50k-60k	55k-75k	65k-90k	50k-60k	50k-60k
QA/Test Engineer	55k-75k	40k-50k	40k-50k	40k-50k	50k-60k	55k-70k	40k-50k	40k-50k
Data Analytics	€	€	€	€	€	€	€	€
Data Architect	85k-120k	75k-100k	70k-95k	60k-75k	80k-100k	85k-115k	70k-85k	70k-80k
Data Analyst	65k-85k	40k-60k	40k-50k	40k-50k	50k-75k	55k-80k	50k-60k	45k-55k
Big Data Developer	75k-95k	50k-65k	45k-55k	45k-60k	60k-80k	70k-90k	50k-70k	50k-65k
Data Engineer	75k-100k	60k-70k	45k-55k	45k-55k	60k-95k	70k-90k	45k-55k	45k-55k
Business Intelligence Analyst	60k-80k	60k-70k	40k-60k	45k-55k	50k-70k	55k-75k	50k-60k	45k-55k
Data Scientist	75k-105k	60k-75k	55k-65k	55k-75k	55k-75k	70k-100k	70k-100k	60k-75k
Database & SAP	€	€	€	€	€	€	€	€
Oracle DBA	65k-80k	55k-65k	50k-60k	45k-65k	60k-70k	60k-70k	55k-65k	50k-60k
SQL DBA	65k-80k	55k-65k	50k-60k	45k-65k	60k-75k	60k-75k	55k-65k	50k-60k
DB2 DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	55k-65k	50k-60k
SAP Project Manager	70k-90k	55k-70k	55k-65k	50k-65k	60k-85k	60k-85k	55k-70k	55k-70k
SAP Consultant	65k-90k	55k-65k	50k-60k	50k-65k	60k-70k	60k-85k	55k-65k	55k-65k
SAP Developer	65k-80k	50k-60k	50k-60k	50k-60k	55k-75k	60k-75k	55k-65k	50k-60k
IT Security	€	€	€	€	€	€	€	€
IS Security Architect	95k-125k	70k-85k	70k-80k	65k-75k	90k-110k	90k-110k	65k-80k	60k-80k
IT Security Consultant	90k-110k	70k-85k	65k-75k	65k-75k	80k-100k	80k-100k	70k-80k	60k-70k
IT Security Analyst	55k-70k	50k-60k	40k-50k	40k-50k	45k-65k	45k-65k	45k-55k	45k-55k
Risk Analyst	60k-75k	50k-60k	50k-60k	50k-60k	45k-55k	45k-55k	45k-55k	45k-55k
Security Engineer	80k-95k	55k-70k	55k-65k	50k-60k	75k-95k	75k-95k	50k-60k	50k-65k
Infrastructure & Support	€	€	€	€	€	€	€	€
DevOps Manager	110k-145k	80k-100k	70k-95k	80k-90k	100k-140k	100k-140k	80k-90k	70k-85k
DevOps Engineer	85k-105k	55k-80k	55k-75k	60k-75k	80k-100k	80k-100k	60k-75k	50k-75k
Systems and Network Manager	75k-100k	65k-75k	65k-75k	65k-75k	70k-95k	70k-95k	55k-65k	55k-65k
Site Reliability Engineer	80k-95k	60k-75k	55k-70k	55k-70k	75k-95k	75k-95k	55k-65k	55k-65k
Network Engineer	50k-70k	50k-60k	50k-60k	45k-55k	45k-65k	45k-65k	45k-50k	45k-55k
Technical Writer	55k-75k	45k-55k	45k-50k	45k-55k	50k-70k	50k-70k	40k-55k	40k-55k
System Administration (Multiplatform)	55k-75k	50k-65k	45k-55k	40k-50k	50k-70k	50k-70k	40k-50k	40k-50k
Technical Support 3rd Level	50k-65k	40k-50k	35k-45k	35k-45k	45k-55k	45k-55k	35k-45k	35k-45k
Technical Support 2nd Level	38k-50k	30k-40k	30k-40k	30k-40k	35k-48k	35k-48k	30k-35k	30k-38k
Technical Support 1st Level	32k-38k	30k-35k	30k-35k	30k-35k	30k-35k	30k-35k	28k-32k	28k-32k
Technical Support with a Language	35k-42k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	30k-34k	30k-34k

CMcN
Collins McNicholas

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.

Find out more about Collins McNicholas:

www.collinsmcnicholas.ie