



SALARY
GUIDE
2016

2016

Collins McNicholas
Recruitment & HR Services Group

DUBLIN | CORK | GALWAY | SLIGO | ATHLONE

About the Salary Guide:

Ireland's most comprehensive national salary guide

- Over 240 job titles
- Covers the entire country, with 8 distinct regions
- Incorporating every major urban area:
 - Including Dublin, Dundalk, Drogheda, Cork, Tralee, Waterford, Athlone, Letterkenny, Sligo, Ennis, Limerick, Galway, Castlebar, Carrick-on-Shannon, Kilkenny, Wexford, Cavan, Mullingar, Monaghan, and many more.
- The data was compiled in the first 3 months of 2016, using over 450 new, registered vacancies, and over 4,000 newly registered job candidates

Salary Guide Regions



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Introduction:

Collins McNicholas Recruitment & HR Services Group is pleased to publish its 2016 Salary Guide – a comprehensive survey of management, professional and administrative salaries in Ireland.

The Collins McNicholas Salary Guide 2016 includes over 240 job titles across 10 industries and 8 regions: Dublin, South, South East, Midlands, Midwest, West, North West, and North East.

The information compiled in this guide uses the salary levels provided by our clients and candidates for the first three months of 2016. We collected current professional salary levels from a sample of 4,174 candidates, with 3-5 years' experience, who were newly registered on our database between January and March 2016. We combined this data with salary figures provided by our clients for 481 jobs that we recruited for between January and March 2016. The results of the survey give an accurate and robust list of salary ranges in Ireland.

There has been a significant increase in the number of vacancies and candidate registrations with Collins McNicholas compared to the last quarter of 2015. We recorded a 20% increase in the number of vacancies and our new candidate registrations are up by 26%. These increases are indicative of the overall improvement in the Irish economy, with the unemployment rate decreasing by 1.2% to 8.6% in the 12 months to March 2016.

The unemployment rate should continue to fall this year, although at a slower rate than in the previous two years, to below 8% by year end. The level of job creation is contingent on the demand for our exports, which in turn is reliant on the performance of the UK and US economies. A broader EU recovery would improve our exports further and drive job creation up, however there is considerable uncertainty over how the EU economy will perform with the EU Commission estimating growth of just 1.9%. Other concerns include the Brexit vote and a strengthening euro. Despite this international uncertainty most institutions remain confident in the ability of the Irish economy to show sustained growth over the next two years, with domestic demand now being one of the main drivers of growth. Estimates for GDP growth for 2016 range from 4.5% to 5.1%.

The findings of this survey show that salaries have remained largely stable in the last 12 months but there has been a slight upward trend in ICT and specialist engineering salaries. We expect salaries to remain broadly stable with only minor increases in certain categories over the next two years.

If you have any queries on the information provided in this guide, please contact me on 071 91 42411 or 087 286 0239 or email niall.murray@collinsmcnicholas.ie

Niall Murray

Managing Director
Collins McNicholas Recruitment & HR Services Group
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Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Engineering								
Automation Engineer	50-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
Chemical Engineer	45-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
Mechanical Design Engineer	40-60	45-60	35-45	35-50	40-50	40-50	30-45	35-50
Packaging Engineer	45-60	45-60	35-45	35-50	40-50	40-50	35-45	35-50
R & D Engineer	45-55	45-55	40-50	40-55	45-55	45-55	40-50	40-55
CNC Operator	30-35	30-35	25-30	25-30	27-32	27-32	25-30	25-30
CNC Programmer	35-45	35-45	35-40	35-40	35-40	35-40	30-35	35-40
CAD Technician	35-45	35-45	30-40	30-40	30-45	30-40	30-40	30-40
Polymer Engineer	45-60	45-60	40-50	40-55	40-55	45-55	40-50	40-50
Electrical Engineer	40-55	40-55	35-45	35-50	40-50	40-50	35-45	35-50
Electronic Engineer	40-55	40-55	35-45	35-50	40-50	40-50	35-45	35-50
Electronic Technician	30-42	30-40	30-38	30-38	30-38	30-38	30-38	30-38
Facilities								
Facilities Manager	60-80	60-80	60-70	60-70	60-70	60-75	60-70	60-70
Facilities Engineer	40-55	40-55	35-45	35-50	40-50	40-50	40-50	35-50
Facilities Technician	30-42	30-40	30-38	30-38	30-38	35-40	30-38	30-38
Field Service Engineer	40-50	38-48	30-40	30-40	38-50	38-50	30-40	30-40
Industrial Engineer	40-50	40-55	35-45	35-45	40-50	40-50	40-50	35-45
Instrumentation Engineer	45-55	45-55	40-50	40-55	40-55	40-55	40-45	40-50
Instrumentation/Calibration Technician	30-42	30-40	30-38	30-38	30-38	30-40	30-38	30-38
Maintenance/Manufacturing								
Engineering Manager	75-100	75-100	65-85	70-90	70-90	70-95	70-90	65-85
Engineering Team Leader	50-65	55-65	50-60	50-60	50-65	50-65	50-60	50-60
Maintenance Manager	60-80	60-80	60-70	60-70	60-70	60-70	60-70	60-70
Maintenance Engineer	45-55	45-55	35-45	35-45	40-50	40-50	35-45	35-45
Maintenance Technician	30-45	35-45	30-40	30-38	30-40	30-40	30-38	30-38
Manufacturing Engineer	45-60	45-60	40-50	40-50	40-50	40-55	40-50	40-50
Manufacturing Technician	30-45	30-40	30-38	30-38	30-40	30-40	30-38	30-38
Mechanical Engineer	45-55	40-55	35-45	40-50	40-50	40-52	35-45	40-50
Mechanical Technician	30-45	30-40	30-38	30-38	30-40	30-40	30-38	30-38
Process								
Production Manager	60-80	60-80	55-70	60-70	60-75	60-80	60-70	55-70
Production Supervisor	45-60	45-55	45-55	35-50	40-50	40-50	40-50	35-50
Statistician	50-65	50-60	45-55	45-55	50-60	50-60	45-55	45-55
Lean/Six Sigma Engineer	45-60	45-60	45-55	45-55	45-55	45-55	50-60	45-55
Project Engineer	45-55	40-55	35-45	40-55	40-55	40-55	35-45	40-50
Process Engineer	45-55	40-55	35-45	40-55	40-55	40-55	40-50	40-50
Process Technician	30-42	30-40	30-38	30-38	30-40	30-40	30-38	30-38
Quality								
Quality Manager	70-90	70-90	65-75	65-80	65-80	65-85	70-80	65-75
Quality Supervisor	50-65	50-65	45-55	45-55	45-55	45-60	45-55	45-55
Quality Engineer	45-60	45-60	40-50	40-55	40-50	40-50	40-50	40-55
Quality Technician	30-40	30-40	28-35	30-38	28-35	30-35	28-35	28-35
Validation Manager	70-80	65-80	60-75	60-80	60-80	60-80	70-80	60-80
Validation Engineer	50-65	50-65	50-60	40-55	40-55	40-55	40-55	40-55
Validation Technician	35-45	35-45	30-40	30-40	30-40	30-40	30-40	30-40
Health & Safety								
EHS Manager	65-80	60-80	60-70	60-70	60-75	60-75	60-75	60-70
EHS Officer/Engineer	45-55	40-55	35-45	35-45	40-50	40-50	30-45	35-45
Health & Safety Engineer	35-45	35-45	30-40	30-40	30-40	40-45	30-40	30-40
Manufacturing Operatives (€ per hour)								
Machine Operator	13-15	12-14	10-12	12-14	12-14	12-14	10-12	10-12
Warehousing Operator	13-15	10-13	10-12	11-14	12-14	12-14	10-12	10-12
Production Operator	12-14	10-13	10-12	11-13	11-13	11-13	10-12	10-12

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Quality								
Director of Quality	100-130	100-120	80-110	90-120	100-120	100-120	90-110	80-110
QA/QC Manager	70-90	70-90	60-75	65-80	65-80	60-75	60-75	60-75
QA/QC Supervisor	45-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
QA/QC Analyst	35-45	35-45	35-45	30-40	30-35	30-35	30-35	30-35
QA Technician	30-40	30-40	28-35	30-38	28-35	28-35	28-35	28-35
Qualified Person	65-80	65-85	60-70	60-75	65-75	65-75	65-75	60-75
QA Auditor	40-60	40-60	40-50	40-50	40-50	40-50	35-45	40-50
Quality Manager	70-90	70-90	65-75	65-80	65-80	65-80	65-75	65-75
Quality Systems Specialist/Engineer	40-60	40-60	40-50	40-50	40-50	40-50	40-50	40-50
Validation								
Validation Manager	70-80	65-80	60-75	60-80	60-80	60-80	60-75	60-80
Validation Engineer	50-65	50-65	50-60	40-55	40-55	40-55	40-55	40-55
Validation Technician	35-45	35-45	30-40	30-40	30-40	30-40	30-40	30-40
Calibrations Co-ordinator	35-45	35-45	35-40	35-40	35-40	35-40	35-40	35-40
Chemistry Lab								
Manager	70-90	70-90	60-75	65-80	65-80	60-75	60-75	60-75
Supervisor	45-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
Analytical Chemist	40-50	45-55	40-50	35-50	35-50	35-45	35-45	35-45
Analyst	28-38	30-38	28-35	28-38	28-35	28-35	28-35	28-35
Microbiology Lab								
Manager	70-90	70-90	60-75	65-80	65-80	60-75	60-75	60-75
Supervisor	45-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
Microbiologist	35-50	35-50	35-45	35-50	35-45	35-45	35-45	35-50
Biotechnologist	40-50	35-50	40-50	35-50	35-50	35-45	35-45	35-45
Analyst	28-38	30-38	28-35	28-38	28-35	28-35	28-35	28-35
Regulatory Affairs/Compliance/Documentation								
Regulatory Affairs Manager	65-80	65-80	60-70	65-75	65-75	65-75	60-70	60-70
Regulatory Affairs Officer	45-60	45-60	40-50	40-55	40-50	40-50	40-50	40-50
Compliance Manager	60-80	60-80	60-75	60-80	60-75	60-75	55-65	55-70
Compliance Officer	45-60	45-60	35-45	40-50	40-50	40-50	35-45	35-45
Compliance Auditor	30-40	30-45	30-40	30-40	30-40	30-40	28-40	30-40
Documentation Officer	35-45	35-45	25-35	35-40	25-35	25-35	25-35	25-35
Documentation Control Administrator	30-40	30-35	25-35	30-40	25-30	25-35	28-35	25-30
Research & Development								
Process Development Manager	70-90	70-90	60-80	60-80	60-80	60-80	60-80	60-80
PhD Biotechnology/Microbiology	45-60	45-60	35-45	40-50	40-45	40-45	40-45	40-45
PhD Chemistry	35-50	35-50	35-45	35-45	35-45	35-45	35-45	35-45
Food								
NPD Manager	45-55	45-55	40-50	40-50	40-50	40-50	40-50	40-50
Food Chemist	35-42	33-40	32-40	32-40	32-40	32-40	32-40	32-40
Food Microbiologist	35-45	33-45	30-40	30-40	30-40	30-40	30-40	30-40
NPD Technologist	30-40	30-40	30-40	30-40	30-40	30-40	30-40	30-40
Engineering & Production								
Production Manager	70-90	70-90	60-80	60-80	60-80	60-80	60-80	60-80
Quality Engineer	40-60	40-60	40-50	40-50	40-50	40-50	40-50	40-50
Chemical Engineer	45-60	45-60	45-55	45-55	45-55	45-55	45-55	45-55
Automation Engineer	50-60	45-60	40-55	40-55	40-55	40-55	40-55	40-55
Biomedical Engineer	45-60	45-60	35-45	40-55	40-55	40-55	35-45	40-50
Polymer Engineer	45-60	45-60	40-50	40-55	40-55	40-55	40-50	40-50
Process Engineer	45-55	40-55	35-45	40-55	40-55	40-55	40-50	40-50
Project Engineer	45-55	40-55	35-45	40-55	40-55	40-55	40-50	40-50
Manufacturing Operatives (€ per hour)								
Machine Operator	13-15	12-14	10-12	12-14	12-14	12-14	10-12	10-12
Warehousing Operator	13-15	10-13	10-12	11-14	12-14	12-14	10-12	10-12
Production Operator	12-14	10-13	10-12	11-13	11-13	11-13	10-12	10-12

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Senior & Management Roles								
Chief Technology Officer / IT Director	110-140	85-100	85-100	85-100	85-100	85-100	85-100	85-100
Operations / IT Manager / MIS Manager	100-120	70-85	60-80	65-80	75-85	75-85	60-80	65-80
Software Development Manager	80-100	75-95	60-80	70-90	75-95	75-95	70-90	70-90
QA / Test Manager	70-90	60-70	50-65	55-70	60-70	60-70	55-65	55-70
Project Manager	60-80	55-65	50-60	55-70	55-65	55-70	55-65	55-70
Technical Support Manager	60-80	50-65	45-55	50-60	50-65	50-65	45-55	50-60
SAP Project Manager	65-85	55-65	50-65	55-70	55-65	55-65	55-65	55-70
Technical Architect	60-85	60-70	50-60	55-60	60-70	60-70	60-70	50-60
Data Centre Infrastructure Operations Manager	65-85	70-85	55-70	60-75	75-85	75-85	60-80	65-80
Business Analyst	40-65	40-55	40-50	40-50	40-55	40-55	45-55	40-50
Software Development								
Java Developer	55-70	50-65	40-55	45-55	50-60	50-60	40-60	45-55
.NET (ASP / VB) Developer	55-70	50-65	40-55	45-55	50-60	50-60	40-60	45-55
C/C++ Developer	55-70	50-65	40-55	45-55	50-60	50-60	40-60	45-55
Web Developer (PHP, Perl, Python, Ruby)	45-65	40-60	40-55	40-55	40-60	40-60	40-60	40-55
Mobile Developer	45-65	40-60	40-55	40-55	40-60	40-60	40-60	40-55
SharePoint Developer	55-75	50-65	40-55	45-55	50-60	50-60	40-60	45-55
Mainframe Developer	40-50	40-50	35-45	35-45	35-45	35-45	40-50	35-45
Oracle / SQL Developer	55-75	50-70	40-55	45-55	45-55	45-55	40-60	40-55
IT Support, Admin, QA and Database								
Security Engineer	55-70	45-60	40-55	40-55	45-60	45-60	45-60	40-55
Telecoms Engineer	50-65	45-60	40-50	40-50	40-55	40-55	40-55	40-50
Network Engineer	45-60	40-55	35-45	40-50	45-55	45-55	35-45	40-50
QA/Test Engineer	40-55	40-50	30-40	35-40	40-50	40-50	30-40	35-40
Data Scientist/Statistician	50-65	50-60	45-55	45-55	50-60	50-60	45-55	45-55
Technical Writer	35-50	35-45	30-40	30-40	35-45	35-45	35-45	30-40
System Administration (Multiplatform)	45-60	40-55	35-45	40-50	45-55	45-55	35-45	40-50
Database Administrator	50-65	50-65	45-55	45-55	45-60	45-60	50-60	45-55
CITRIX Specialist	50-60	45-55	40-50	40-50	45-55	45-55	40-50	40-50
Tech Support 3rd Level	35-50	35-45	32-42	32-42	35-45	35-45	32-42	32-42
Tech Support 2nd Level	30-35	28-35	25-32	25-32	28-35	28-35	25-32	25-32
Tech Support 1st Level	23-30	22-27	22-27	22-26	22-27	22-27	22-27	22-27
Technical Support with a Language	28-34	28-32	23-28	23-28	25-30	25-30	23-28	24-30

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Sales Director	80-120	70-100	60-90	60-90	70-90	70-90	70-90	60-90
National Sales Manager	70-90	50-70	45-55	55-75	50-60	50-60	50-60	55-75
National Account Manager	60-70	50-60	50-60	50-60	55-65	55-65	50-60	50-60
Business Development Manager	55-80	45-55	35-50	50-65	40-50	40-50	40-50	50-65
Business Development Executive	40-55	35-45	30-40	30-35	30-45	30-45	30-40	30-40
Corporate Account Manager	40-60	35-50	30-40	30-40	30-45	30-45	30-40	30-40
Marketing Manager	70-80	55-70	45-55	50-70	50-70	50-70	45-60	50-70
Marketing Executive	35-45	30-40	25-35	25-35	30-40	30-40	25-35	25-35
Marketing Assistant	25-33	25-30	20-26	20-26	22-30	22-30	20-26	20-26
Sales Representative	30-45	30-45	30-45	25-40	30-45	30-45	30-45	30-45
Medical Sales Representative	35-50	45-50	40-50	35-45	35-45	35-45	35-45	35-45
Telemarketing Executive	22-30	20-27	20-25	20-25	20-25	20-25	20-25	20-25
Merchandisers	22-30	20-25	20-25	20-25	20-25	20-25	20-25	20-25

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Industry								
Finance Director	90-120	80-100	80-100	80-100	80-100	80-100	80-100	80-100
Financial Controller	70-110	65-80	60-80	60-80	60-80	65-85	60-80	60-80
Financial Accountant	50-65	40-55	40-50	40-50	45-55	45-55	40-45	40-50
Assistant Financial Accountant	35-45	35-40	30-35	35-40	32-40	32-40	30-35	35-40
Cost/Management Accountant	45-60	45-55	45-55	40-55	45-55	45-55	40-50	40-55
Treasury Manager	70-80	65-75	55-65	55-65	60-70	60-70	55-65	55-65
Treasury Accountant	50-65	50-60	45-50	45-50	50-55	50-55	45-50	45-50
Audit Manager	55-70	50-65	50-60	50-60	55-65	55-65	50-60	50-60
Audit Senior General Practice	45-50	40-50	40-45	40-45	40-45	40-45	40-45	40-45
Internal Auditor	50-60	40-50	40-50	40-45	45-55	45-55	35-45	40-45
Tax Manager	65-85	60-80	60-80	55-65	60-70	60-70	55-65	55-65
Tax Accountant	50-60	50-55	40-50	40-50	45-55	45-55	40-50	40-50
Newly Qualified Accountant	40-50	30-40	30-35	30-35	35-40	35-40	30-35	30-35
Part Qualified Accountant	35-42	30-40	28-35	28-35	30-35	30-35	28-35	28-35
Trainee Accountant	22-28	22-28	20-25	20-25	23-28	23-28	20-25	20-25
Support								
Accounts Payable Manager	40-50	35-45	33-40	40-50	35-45	35-45	33-40	40-50
Accounts Payable	25-35	25-33	24-28	25-32	24-30	25-30	24-28	25-32
Accounts Receivable	25-35	25-33	24-28	25-32	24-30	25-30	24-28	25-32
Payroll Manager	40-50	40-50	35-45	35-40	38-45	38-45	35-40	35-40
Payroll Administrator	30-40	30-35	25-30	24-28	25-30	25-30	25-30	25-30
Credit Controller	28-35	28-33	25-30	25-30	28-32	28-32	25-30	25-30
Accounts Technician	32-40	30-38	27-34	27-34	30-36	30-38	27-34	27-34

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Operations Director (Shared Services Centre)	80-120	80-110	75-95	75-95	80-95	80-95	75-95	75-95
Call Centre Manager/Shared Service Manager	75-95	70-85	65-75	65-75	65-80	70-85	65-75	65-80
Customer Service Manager	55-70	50-65	45-55	45-55	50-60	55-65	45-55	45-55
Customer Service Supervisor	35-45	35-45	30-40	32-40	35-45	35-45	30-40	30-40
Customer Service Agent & Language (3+ yrs. exp.)	28-35	25-28	24-26	24-28	24-28	24-28	23-25	24-28
Customer Service Agent & Language (0-3 yrs. exp.)	22-26	21-25	21-24	21-24	21-24	21-24	21-24	21-24
Customer Service Agent (3+ yrs. exp.)	25-30	24-26	21-24	22-24	22-25	22-26	22-24	22-26
Customer Service Agent (0-3 yrs. exp.)	21-25	21-24	20-22	20-22	20-22	20-22	20-22	20-24

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Permanent								
Office Manager (3+ yrs. exp.)	35-45	35-40	25-35	28-38	30-35	30-35	25-35	28-38
PA / Executive Assistant (3+ yrs. exp.)	35-45	30-40	28-35	28-35	30-40	30-40	28-35	28-35
Receptionist (3+ yrs. exp.)	26-32	24-28	22-25	23-26	24-28	24-28	22-25	23-26
Receptionist (1-3 yrs. exp.)	23-28	21-25	20-22	20-23	21-25	21-25	20-22	20-23
Administrator (3+ yrs. exp.)	26-32	25-32	22-26	22-28	23-32	23-32	22-26	22-28
Administrator (1-3 yrs. exp.)	20-28	20-25	20-22	20-23	20-25	20-25	20-22	20-22
Accounts Clerks (3+ yrs. exp.)	25-35	28-35	25-30	23-28	23-30	23-30	21-28	23-28
Medical Secretary (3+ yrs. exp.)	28-36	28-34	23-28	23-30	26-34	26-34	23-28	23-30
Legal Secretary	30-40	30-35	22-26	25-30	25-30	25-30	22-26	25-30
Temporary (€ Per Hour)								
Office Manager	15-20	16-18	13-16	13-16	14-16	14-16	13-16	13-16
PA / Executive Assistant (3+ yrs. exp.)	14-17	13-16	12-16	11-15	13-15	13-15	12-16	12-15
Receptionist (3+ yrs. exp.)	13-15	12-14	10-13	10-13	12-14	12-14	10-13	10-13
Administrator (3+ yrs. exp.)	12-14	12-15	11-12	11-12	11-13	11-13	11-12	11-12
Data Entry	10-13	9.5-12	9.5-11	9.5-11	10-12	10-12	10-11	9.5-11
Medical Secretary	13-16	12-15	11-14	11-14	12-15	12-15	11-13	11-14
Legal Secretary	15-18	13-15	11-14	11-14	13-15	13-15	11-13	11-14

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Human Resources								
HR Director	90-130	80-120	80-100	80-110	80-110	80-110	80-100	80-110
HR Manager	70-90	65-80	60-80	60-75	65-80	65-80	60-75	60-75
HR Business Partner	55-70	50-65	50-60	50-60	50-65	50-65	50-60	50-60
HR Officer/Generalist	35-50	35-45	35-45	35-45	35-45	35-45	35-45	35-45
HR Administrator	28-35	25-35	25-30	25-30	25-32	25-32	25-30	25-30
HR Coordinator	25-30	22-28	22-28	21-26	22-28	22-28	20-25	20-25
HR - Specialist								
Compensation & Benefits Manager	60-75	55-70	50-60	50-60	55-70	55-70	55-65	50-60
Compensation & Benefits Administrator	25-30	25-30	25-30	22-28	25-30	25-30	22-26	22-28
Compensation & Benefits Specialist	45-60	40-55	40-45	40-50	40-50	40-50	45-55	40-45
Employee Relations Manager	60-75	55-70	50-60	50-60	50-75	50-75	55-65	50-60
Employee Relations Executive	50-70	45-60	40-50	40-50	45-60	45-60	40-50	40-50
Industrial Relations Manager	60-75	55-70	50-60	50-60	55-75	55-75	55-65	50-60
Payroll Administrator	30-40	30-35	25-30	25-30	28-30	28-30	25-30	25-30
HR Data Analyst	35-45	30-35	28-35	28-36	35-40	35-40	25-30	30-35
HR Information Systems Administrator	30-40	28-35	25-30	28-35	30-35	30-35	25-30	25-30
Training & Development Manager								
Learning & Development Manager	50-65	50-60	50-60	50-60	50-65	50-65	50-60	50-60
Training Specialist	40-50	40-50	35-45	35-45	35-45	35-45	35-45	35-45
Technical Trainer	35-45	30-40	30-40	25-40	35-45	35-45	30-40	25-40
Learning & Development Coordinator	30-35	25-35	25-30	25-35	28-35	28-35	25-30	25-35
Recruitment (In-house)								
Talent Acquisition Manager (in-house)	60-75	55-70	50-60	50-60	50-65	50-65	55-65	50-60
Talent Acquisition Specialist	50-60	45-55	35-45	35-45	35-50	35-50	35-50	35-45
Recruitment Co-Ordinator	35-45	28-35	28-35	30-35	30-40	30-40	28-35	30-35
Recruitment Administrator	25-30	25-30	22-26	22-28	25-30	25-30	22-26	22-28

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Management								
Director of Supply Chain	90-130	95-120	80-100	80-110	90-110	90-110	80-100	80-110
Supply Chain Manager	75-90	60-90	60-80	60-80	60-80	60-80	60-80	60-80
Materials Manager	60-75	60-75	55-65	55-70	55-70	55-70	55-65	55-70
Purchasing								
Purchasing Manager	60-80	60-80	50-60	55-70	55-65	55-65	50-60	55-70
Purchasing Specialist	35-50	40-55	35-45	35-45	40-45	40-45	35-45	35-45
Purchasing Officer	35-45	30-40	25-30	25-30	25-35	25-35	25-35	25-30
Warehousing								
Warehouse Manager	50-70	55-70	45-60	45-60	50-60	50-60	45-65	50-60
Warehouse Supervisor	45-55	50-55	30-40	30-40	40-45	40-45	30-40	30-40
Warehouse Operator (€ per hour)	13-15	10-13	10-12	11-14	12-14	12-14	10-12	10-12
Logistics/Inventory								
Logistics Manager	60-80	60-80	50-60	50-70	50-65	50-65	50-60	50-70
Logistics/Supply Chain Analyst	45-55	30-45	38-45	38-45	35-45	35-45	38-45	38-45
Logistics Administrator	25-35	28-35	22-26	22-26	25-30	25-30	22-26	22-26
Planning Manager	60-80	60-80	50-60	55-70	55-65	55-65	50-65	55-70
Inventory Manager	60-80	60-80	50-60	55-70	55-65	55-65	50-60	55-70
Inventory Analyst	45-55	30-45	38-45	38-45	35-45	35-45	38-45	38-45
Master Scheduler	45-60	40-55	35-45	35-45	35-45	35-45	35-50	35-45
Inventory Co-Ordinator	30-40	30-40	28-35	30-38	30-38	30-38	28-35	28-35
Supply Chain Coordinator	30-40	30-40	28-35	30-38	30-38	30-38	28-35	28-35
Inventory Controller	30-35	30-35	25-30	25-30	25-30	25-30	25-30	25-30
Materials Handler	30-35	30-35	25-30	25-30	25-30	25-30	25-30	25-30
Buyers/Planners								
Buyer/Planner	40-55	40-55	40-45	35-45	40-50	40-50	35-45	35-45
Production Planner	40-55	40-55	45-50	35-45	40-50	40-50	35-50	35-45
Demand / Supply Planner	40-55	40-55	40-50	35-45	40-50	40-50	35-45	35-45

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Engineering Graduates								
Mechanical Engineer	25-30	25-30	22-26	23-28	22-26	22-26	22-26	23-28
Quality Engineer	25-30	25-30	22-26	23-28	22-26	22-26	22-26	23-28
Design Engineer	25-30	25-30	22-26	23-28	22-26	22-26	22-26	23-28
Science Graduates								
Biotechnologist/Microbiologist	25-30	25-30	23-28	23-28	23-28	23-28	23-28	23-28
Chemist	25-30	25-30	23-28	23-28	23-28	23-28	23-28	23-28
Chemical Engineer	27-32	28-32	25-30	25-30	22-27	22-27	27-32	25-30
Lab Analyst	24-28	25-30	22-27	22-27	22-27	22-27	23-28	22-27
Software/Computer Graduates								
Software Engineer	28-32	26-32	25-30	25-30	25-30	25-30	25-30	25-30
Support Engineer	23-28	23-28	22-25	22-25	22-25	22-25	22-25	22-25
Business Graduates								
Accounting and Finance	24-28	22-26	20-22	22-24	20-24	20-24	20-23	20-22
Business (General)	23-24	22-24	20-22	22-24	20-22	20-22	20-23	20-22
Business with a Language	23-25	22-24	20-22	22-25	20-23	20-23	20-23	20-23

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