



Collins McNicholas

Recruitment & HR Services Group

Salary Survey

2014



Winner of the 2014 Deloitte Best Managed Companies Award

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Foreword

Collins McNicholas is pleased to publish its 'Salary Survey 2014' of management, professional and administrative salaries in Ireland.

These salaries are based on the actual salary information provided by our clients for vacancies we have worked on and/or filled in the first three months of this year. The information is largely based on salaries in the multinational sector which has accounted for the vast majority of the positions we have worked on/or filled this year to date. The information is corroborated by the salary data supplied to us by job seekers who register with us and are in employment at the time of registration. In the period between January and March 2014 we registered over 3,500 candidates. This is an increase of 6% from last year. For the purposes of this salary survey we have recorded salary levels for professionals with between 3-5 years' experience. These professionals tend to be the most sought after group and that is why we have used this sample.

It is also worth pointing out that the information is based on a significantly increased number of job vacancies and placements year to date which reflects market commentary relating to the significant pick up in the export sector in the last four years. In the period between January and March 2014 we registered over 440 new job vacancies. This shows an increase of 10% from last year. This is indicative of the overall improvement in the economy with the unemployment rate dropping 1.9% to 11.8% in the 12 months to March 2014. The increased number of vacancies, as well as being a tangible indicator of an increase in economic activity in 2013/14, also means there can be a high level of confidence in the accuracy of the information supplied in this salary survey, as it is based on a significantly larger sample of open vacancies this year.

Salaries have remained largely stable in the last 12 months but there have been some upward trends in specialist technical roles, mostly in the IT and pharma/medtech sectors. This is most likely due to the tightening of the supply of certain technical skills and does not reflect a broader trend of wage increases. The IT sector is often mentioned as the prime example of where salaries are on the increase but this is not reflected nationally. The increased IT/Software graduate output from the Universities and Institutes combined with the impact we expect to see from the various conversion courses should improve the supply of IT talent in Ireland over the coming years. In our view wage stability should continue to make Ireland more competitive internationally, particularly in a European context where Ireland has become steadily more cost competitive.

If you have any queries please feel free to contact me on **(071) 91 42411** or **087 2860239** or email me on niall.murray@collinsmcnicholas.ie.

Niall Murray

Niall Murray
General Manager
April 2014

Technical & Engineering

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Automation Engineer	50-60	45-60	40-55	40-55	40-55
Chemical Engineer	50-60	45-60	40-55	40-55	40-55
Design Engineer	40-60	45-60	40-50	35-45	35-50
Packaging Engineer	45-60	45-60	40-50	35-50	35-50
R & D Engineer	45-55	45-55	45-55	40-50	40-55
Electronic /Electrical Engineer	40-55	40-55	40-50	35-45	35-50
Electronic Technician	30-42	30-40	30-38	30-38	30-38
Engineering Manager	70-90	60-90	65-80	60-80	60-80
Engineering Team Leader	50-65	55-65	50-65	50-60	50-60
EHS Manager	65-80	60-75	60-75	60-70	60-70
Facilities					
Facilities Manager	60-80	60-80	60-70	60-70	60-70
Facilities Engineer	40-55	40-55	40-50	35-45	35-50
Facilities Technician	30-42	30-40	30-38	30-38	30-38
Field Service Engineer	40-50	38-48	38-50	30-40	30-40
Industrial Engineer	40-50	40-58	40-50	35-45	35-45
Instrumentation/Calibration Technician	30-42	30-40	30-38	30-38	30-38
Maintenance/Manufacturing					
Maintenance Engineer	45-55	40-55	40-50	35-45	35-45
Maintenance Technician	30-42	30-40	30-38	30-38	30-38
Manufacturing Engineer	45-55	40-55	40-50	35-45	40-50
Manufacturing Technician	30-42	30-40	30-38	30-38	30-38
Mechanical Engineer	45-55	40-55	40-50	35-45	35-50
Process					
Process Engineer	45-55	40-55	40-55	35-50	40-55
Lean/Six Sigma Engineer	45-60	45-60	45-55	45-55	45-55
Process Technician	30-42	30-40	30-38	30-38	30-38
Production Manager	60-80	60-80	55-75	55-70	55-70
Production Supervisor	45-60	50-60	40-50	35-50	35-50
Quality					
Quality Manager	60-80	65-80	65-80	55-75	55-75
Quality Supervisor	45-60	45-60	40-50	40-45	40-55
Quality Engineer	45-60	45-60	40-50	40-50	40-55
Quality Technician	30-42	30-40	30-40	30-38	30-38

Pharmaceutical & Medical Devices

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Quality					
Director of Quality	100-130	100-120	85-120	80-110	90-120
QA/QC Manager	65-85	60-80	60-75	60-70	65-80
QA/QC Supervisor	45-60	45-60	45-55	45-55	45-55
QA/QC Analyst	30-40	30-40	30-35	30-35	30-40
Qualified Person	60-75	60-85	60-75	55-65	60-75
QA Technician	30-38	30-38	28-35	28-32	30-38
Lab Technician	28-38	30-38	28-32	28-32	28-38
Analytical					
Microbiologist	35-50	35-50	35-45	35-45	35-50
Chemist	35-50	35-50	35-45	35-45	35-50
Biotechnologist	35-50	35-50	35-40	35-45	35-50
Regulatory Affairs					
Regulatory Affairs Manager	65-80	65-80	65-75	60-70	65-80
Regulatory Affairs Officer	40-55	45-60	35-48	35-45	40-55
Compliance					
Compliance Manager	60-80	60-80	60-75	55-65	60-80
Compliance Officer	40-55	45-60	35-45	35-45	40-55
Compliance Auditor	30-40	30-45	28-35	25-35	30-40
Documentation					
Documentation Officer	35-45	35-45	25-35	25-35	35-45
Documentation Control Administrator	30-40	30-35	25-28	25-28	30-40
Validation					
Validation Manager	65-90	65-80	60-80	60-75	60-80
Validation Engineer	45-65	50-60	40-55	40-55	40-55
Validation Technician	35-45	35-45	32-40	32-40	30-40
Research and Development					
Process Development Manager	70-90	70-90	60-90	60-90	60-90
PhD Development – Biotech/Chemist	45-60	45-60	40-45	35-45	45-60

Accountancy - Industry

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Finance Director	90-120	80-100	80-100	80-100	80-100
Financial Controller	70-100	65-90	60-80	60-80	60-80
Financial Accountant	50-65	40-55	45-55	40-45	40-50
Assistant Financial Accountant	35-45	35-40	32-40	30-35	35-40
Cost/Management Accountant	45-60	40-55	45-55	40-50	40-55
Treasury Accountant	50-65	50-60	50-55	45-50	45-50
Internal Auditor	48-58	40-55	45-55	35-45	40-45
Newly Qualified Accountant	40-50	30-40	35-40	30-35	30-35
Trainee Accountant	22-28	22-28	23-28	20-25	20-25

Accountancy - Support

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Accounts Payable Manager	40-50	35-45	35-45	33-40	40-50
Accounts Payable	25-35	25-33	24-30	24-28	25-32
Accounts Receivable	25-35	25-33	24-30	24-28	25-32
Payroll Manager	38-50	38-50	38-45	35-40	35-40
Payroll Administrator	30-40	30-35	25-30	25-30	25-30
Credit Controller	28-35	28-33	28-32	25-30	25-30

Sales & Marketing

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Sales Director	80-120	70-100	70-90	60-90	60-90
National Sales Manager	70-90	50-70	50-60	45-55	55-75
National Accounts Manager	60-70	50-60	55-65	50-60	50-60
Business Development Manager	55-80	45-55	40-50	35-50	50-65
Business Development Executive	40-60	35-45	30-45	30-40	30-40
Corporate Account Manager	40-60	35-50	30-45	30-40	30-40
Marketing Manager	70-80	55-70	50-70	45-55	50-70
Marketing Executive	35-45	30-40	30-40	25-35	25-35
Marketing Assistant	25-33	25-30	22-30	20-26	20-26
Sales Representative	30-45	30-45	30-45	30-45	30-45
Medical Sales Representative	35-50	35-45	35-45	35-45	35-45
Telemarketing Executive	22-30	20-27	20-25	20-25	20-25
Merchandisers	22-30	20-25	20-25	20-25	20-25

Basic salaries only are listed, and do not take into consideration OTE

Customer Service

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Operations Director (Shared Services Centre)	80-120	80-100	80-95	70-95	75-95
Call Centre Manager/Shared Service Manager	65-95	60-85	60-80	60-70	60-70
Customer Service Manager	55-70	50-65	50-60	45-55	45-55
Customer Service Supervisor	45-55	35-50	35-45	28-40	30-40
Customer Service Team Leader	35-45	30-40	30-35	27-32	27-32
Customer Service Agent (3+ yrs. exp.)	28-32	22-30	22-27	20-24	22-26
Customer Service Agent (0-3 yrs. exp.)	21-25	18-24	19-22	18-20	18-22
Customer Service Agent & Language (3 + yrs. exp.)	28-35	22-28	23-28	22-25	23-28
Customer Service Agent & Language (0-3 yrs. exp.)	22-26	20-25	20-24	20-23	21-24

Office Administration - Permanent

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Office Manager (3+ yrs. exp.)	35-45	30-35	30-35	25-35	28-38
PA / Executive Assistant (3+ yrs. exp.)	35-45	30-40	30-40	28-35	28-35
Receptionist (3+ yrs. exp.)	26-32	24-28	24-28	22-25	23-26
Receptionist (1-3 yrs. exp.)	23-28	21-25	21-25	18-20	19-23
Administrator (3+ yrs. exp.)	26-32	25-32	23-32	22-26	22-28
Administrator (1-3 yrs. exp.)	20-28	19-25	20-25	18-22	18-22
Accounts Clerks (3+yrs exp.)	25-32	28-33	23-30	21-28	23-28
Medical Secretary (3+ yrs. exp.)	28-36	28-34	26-34	23-28	23-30
Legal Secretary	30-40	30-35	25-30	22-26	25-30

Office Administration - Temporary

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Office Manager	15-20	14-16	14-16	13-16	13-16
PA / Executive Assistant (3+ yrs. exp.)	14-17	13-16	13-15	12-16	12-15
Receptionist (3+ yrs. exp.)	13-15	12-14	12-14	10-13	10-13
Administrator (3+ yrs. exp.)	12-14	12-15	11-13	11-12	11-12
Data Entry	10-13	9.5-12	10-12	9-11	9-11
Medical Secretary	13-16	12-15	12-15	11-14	11-14
Legal Secretary	15-18	13-15	13-15	11-14	11-14

Information Technology

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Management Roles					
Chief Technology Officer/IT Director	90-130	85-100	85-100	85-100	85-100
Operations/ IT Manager/MIS Manager	75-90	70-85	75-85	60-80	65-80
Software Development Manager	70-110	65-85	65-85	60-80	70-90
QA / Test Manager	60-75	60-70	60-70	55-65	55-70
Project Manager	60-80	55-65	55-65	50-60	55-70
Technical Support Manager	55-70	50-65	50-65	45-55	50-60
Technical Architect	65-85	60-70	60-70	60-70	60-75
Software Development					
Software Developer (Mainframe)	35-50	35-50	35-45	35-45	35-45
Software Developer (Java/ASP/C#/VB.net)	45-75	40-55	40-50	35-50	40-65
Web Developer	40-50	35-45	40-45	35-45	35-45
Business Analyst	45-65	40-55	40-55	40-50	35-50
SAP Project Manager	60-80	50-65	50-65	50-65	55-70
SAP Business Analyst	45-60	45-55	45-55	40-50	45-55
QA/Technical Support					
QA/Test Engineer	35-55	45-50	40-50	30-40	35-45
Tech Support 3rd Level	35-45	33-43	33-43	35-45	30-40
Tech Support 2nd Level	30-35	28-35	28-35	25-32	25-35
Tech Support 1st Level	23-30	22-27	22-27	20-25	20-25
Administration					
Telecoms Engineer	45- 60	40-50	40-50	40-45	40-45
Network Engineer	45-65	40-55	45-55	35-50	40-55
System Administration (Multiplatform)	45-65	40-55	40-55	35-50	40-55
Database Administrator	45-65	40-55	40-50	45-55	40-55

Human Resources & Training

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Human Resources					
HR Director	90-130	80-130	80-110	80-100	80-110
HR Manager	65-85	60-80	60-80	60-75	60-75
HR Generalist/Business Partner	50-65	45-60	45-65	40-55	40-55
HR Officer	35-45	30-40	30-40	30-40	30-40
HR Administrator	28-35	25-35	25-32	25-30	25-30
HR Coordinator	25-30	22-28	22-28	20-25	20-25
HR. - Specialists					
Compensation & Benefits Manager	60-75	55-70	55-70	50-60	50-60
Employee Relations Manager	60-75	50-70	50-75	50-60	50-60
Employee Relations Executive	50-70	45-60	45-60	40-50	40-50
Industrial Relations Manager	60-75	55-70	55-75	50-60	50-60
Payroll Administrator	30-40	30-35	28-30	25-30	25-30
Training & Development					
Training & Development Manager	50-65	50-60	50-65	50-60	50-60
Training Specialist	40-50	40-50	35-45	35-45	35-45
Technical Trainer	35-45	30-40	35-45	30-40	25-40
Training Coordinator	30-35	25-35	28-35	25-30	25-35
Recruitment (In-house)					
Recruitment Manager	55-75	55-75	50-65	45-55	45-60
Recruitment Co-Ordinator	35-45	35-45	30-40	28-35	30-35
Recruitment Administrator	25-30	25-33	25-30	22-26	22-28

Supply Chain

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Director of Supply Chain	90-130	95-120	90-110	80-100	80-110
Supply Chain Manager	75-90	60-90	60-80	60-80	60-80
Materials Manager	60-75	60-75	55-70	55-65	55-70
Purchasing					
Purchasing Manager	60-80	60-80	55-65	50-60	55-70
Purchasing Specialist	35-50	40-55	40-45	35-45	35-45
Purchasing Officer	35-45	30-40	25-35	25-30	25-30
Warehousing					
Warehouse Manager	50-70	55-70	50-60	45-60	50-60
Warehouse Supervisor	45-55	50-55	40-45	30-40	30-40
Logistics					
Logistics Manager	60-80	60-80	50-65	50-60	50-70
Logistics/Supply Chain Analyst	45-55	30-45	35-45	38-45	38-45
Logistics Administrator	25-35	28-35	25-30	22-26	22-26
Buyers/Planners					
Production Planner	40-55	40-55	40-50	35-45	35-45
Buyer/Planner	40-55	40-55	40-50	35-45	35-45

Graduate Positions

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Athlone € 000
Engineering Graduates					
Mechanical Engineer	25-30	25-30	22-26	20-26	23-28
Quality Engineer	25-30	25-30	22-26	20-26	23-28
Design Engineer	25-30	25-30	22-26	20-26	23-28
Science Graduates					
Biotechnologist/Microbiologist	25-30	25-30	23-28	23-28	23-28
Chemist	25-30	25-30	23-28	23-28	23-28
Chemical Engineer	27-32	28-32	22-27	25-30	25-30
Lab Analyst	24-28	25-30	22-27	22-27	22-27
Software/Computer Graduates					
Software Engineer	26-32	25-30	23-28	24-28	25-30
Support Engineer	21-25	21-25	20-24	18-22	20-24
Business Graduates					
Accounting and Finance	24-28	22-26	20-24	18-22	20-22
Business (General)	22-24	22-24	17-20	16-20	20-22
Business with a Language	22-25	22-24	19-23	18-22	20-23

We are

Collins McNicholas was established in 1990 and has since become one of Ireland's leading Recruitment and HR. Services providers. We have five offices across Ireland – Galway (Head Office), Dublin, Cork, Athlone and Sligo.

Our Expertise

We work across all levels of experience from entry level to senior management, specialising in the following areas:

- Pharmaceutical
- Medical Devices
- Technical & Engineering
- Information Technology
- Production / Manufacturing
- Accountancy, Banking & Finance
- Sales & Marketing
- Business Support Systems
- Executive Search & Selection

Our Services

Collins McNicholas offers a wide range of Recruitment and HR. Services that are uniquely tailored to each client's specific requirements. We provide these bespoke solutions to companies all across Ireland from SMEs to multinationals, public sector and semi-state organisations.

Recruitment Services

- Permanent Solutions
- Temporary & Contract Solutions
- Campaign Management
- Executive Search & Selection
- Public Sector Recruitment
- Volume Recruitment
- Master Vendor Services
- Payroll Services

HR. Consultancy

- Outplacement
- Contracts of Employment
- Career Transition Services
- Job Description Development
- Executive Coaching
- Interview Skills Training
- Psychometric / Aptitude Testing
- Executive Hiring Best Practice

Contact Details

Galway (Head Office)

Briarhill Business Park,
Briarhill,
Galway.

Tel: (091) 706706

galway@collinsmcnicholas.ie

Dublin Office

25/26 Windsor Place,
Dublin 2.

Tel: (01) 6620088

dublin@collinsmcnicholas.ie

Cork Office

SIAC House,
Ballycurreen Cross,
Airport Road,
Cork.

Tel: (021) 4809118

cork@collinsmcnicholas.ie

Athlone Office

Inish Carraig,
Business Centre,
Athlone,
Co. Westmeath.

Tel: (090) 6478104

athlone@collinsmcnicholas.ie

Sligo Office

Millbrook House,
Kennedy Parade,
Sligo.

Tel: (071) 9142411

sligo@collinsmcnicholas.ie