



Construction
& Property

2023

HAYS IRELAND
SALARY & RECRUITING
TRENDS **SALARIES**

hays.ie/construction



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ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

As one of the cornerstones of our economy, it is imperative that the construction industry continues to evolve and grow, with projects delivered on time and innovation allowed to flourish. To make this happen, you need the right professionals. We're not only ready to deliver against your immediate hiring needs in construction, but also have the scale, insight and understanding to shape your future workforce management strategy.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at hays.ie/all-offices

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Methodology

This guide is taken from the Hays Ireland Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.



CONSTRUCTION & PROPERTY CONSTRUCTION

Operations

	Foreman/Finishing Foreman		Site Manager		Project Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	65,000-80,000	70,000	70,000-90,000	80,000
Cork & Region	60,000-70,000	65,000	70,000-90,000	75,000	80,000-90,000	85,000
Limerick & Mid-West	55,000-65,000	60,000	60,000-80,000	65,000	70,000-90,000	80,000
Galway, Midlands & West	55,000-65,000	60,000	60,000-80,000	65,000	70,000-90,000	80,000

	Contracts Manager		Director	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	90,000-110,000	95,000	120,000-140,000	130,000
Cork & Region	90,000-110,000	95,000	110,000-140,000	130,000
Limerick & Mid-West	85,000-110,000	90,000	100,000-130,000	120,000
Galway, Midlands & West	85,000-110,000	90,000	100,000-130,000	120,000

	Junior Engineer		Site Engineer		Senior Site Engineer	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	40,000-60,000	55,000	60,000-75,000	68,000
Cork & Region	30,000-40,000	35,000	45,000-60,000	55,000	60,000-75,000	65,000
Limerick & Mid-West	30,000-40,000	35,000	40,000-50,000	45,000	50,000-60,000	55,000
Galway, Midlands & West	30,000-40,000	35,000	40,000-50,000	45,000	50,000-60,000	55,000

	Section Engineer/Site Agent		Junior/Intermediate Planner		Senior Planner	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000	40,000-55,000	45,000	75,000-95,000	90,000
Cork & Region	50,000-60,000	55,000	40,000-55,000	45,000	75,000-95,000	85,000
Limerick & Mid-West	50,000-60,000	55,000	35,000-45,000	40,000	60,000-80,000	70,000
Galway, Midlands & West	50,000-60,000	55,000	35,000-45,000	40,000	60,000-80,000	70,000

Commercial

	Junior Quantity Surveyor		Intermediate Quantity Surveyor		Project Quantity Surveyor	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-40,000	37,500	50,000-70,000	60,000	60,000-70,000	65,000
Cork & Region	35,000-40,000	37,500	50,000-70,000	60,000	60,000-70,000	65,000
Limerick & Mid-West	35,000-40,000	37,500	45,000-55,000	50,000	50,000-65,000	57,000
Galway, Midlands & West	35,000-40,000	37,500	45,000-55,000	50,000	50,000-65,000	57,000

	Senior Quantity Surveyor		Managing Surveyor/ Commercial Manager		Surveying/Commercial Director	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-90,000	82,000	90,000-110,000	100,000	120,000-150,000	120,000
Cork & Region	75,000-90,000	80,000	90,000-110,000	100,000	120,000-150,000	120,000
Limerick & Mid-West	60,000-80,000	70,000	80,000-110,000	90,000	90,000-120,000	110,000
Galway, Midlands & West	60,000-80,000	70,000	80,000-110,000	90,000	90,000-120,000	110,000

	Estimator		Senior Estimator 5-10 years' experience		Estimating Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	55,000	70,000-85,000	77,500	80,000-95,000	85,000
Cork & Region	55,000-65,000	60,000	70,000-85,000	80,000	85,000-95,000	90,000
Limerick & Mid-West	45,000-55,000	50,000	60,000-75,000	70,000	75,000-85,000	80,000
Galway, Midlands & West	45,000-55,000	50,000	60,000-75,000	70,000	75,000-85,000	80,000

	Bid Manager		Bid/Tendering Coordinator		Bid/Tendering Coordinator 5+ years	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000	35,000-45,000	42,500	45,000-55,000	50,000
Cork & Region	60,000-80,000	70,000	35,000-45,000	42,500	45,000-55,000	50,000
Limerick & Mid-West	60,000-75,000	65,000	35,000-45,000	40,000	45,000-55,000	50,000
Galway, Midlands & West	60,000-75,000	65,000	35,000-45,000	40,000	45,000-55,000	50,000

CONSTRUCTION & PROPERTY

CONSTRUCTION

Health & Safety

REGION	Junior Health & Safety Officer		Health & Safety Officer		Senior Health & Safety Officer	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	45,000-55,000	50,000	60,000-70,000	65,000
Cork & Region	35,000-45,000	40,000	45,000-55,000	50,000	60,000-70,000	65,000
Limerick & Mid-West	33,000-42,000	37,000	40,000-50,000	45,000	50,000-65,000	58,000
Galway, Midlands & West	33,000-42,000	37,000	40,000-50,000	45,000	50,000-65,000	58,000

REGION	Health & Safety Manager	
	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000
Cork & Region	70,000-80,000	75,000
Limerick & Mid-West	55,000-70,000	62,000
Galway, Midlands & West	55,000-70,000	62,000

Other

REGION	Quality Manager		Site Clerk/Administrator	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	32,000-40,000	37,000
Cork & Region	55,000-65,000	60,000	32,000-40,000	38,000
Limerick & Mid-West	50,000-60,000	55,000	30,000-38,000	34,000
Galway, Midlands & West	50,000-60,000	55,000	30,000-38,000	34,000

BIM

REGION	Graduate BIM/Revit Technician		Junior BIM Coordinator 1-2 years' experience		BIM Coordinator 3-5 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-37,000	33,500	37,000-45,000	42,500	45,000-55,000	52,500
Cork & Region	30,000-35,000	35,000	35,000-45,000	40,000	45,000-55,000	50,000
Limerick & Mid-West	30,000-35,000	33,000	32,000-42,000	37,000	40,000-50,000	42,000
Galway, Midlands & West	30,000-35,000	33,000	32,000-42,000	37,000	40,000-50,000	42,000

REGION	BIM Coordinator 6-9 years' experience		BIM Manager	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000	65,000-72,500	67,500
Cork & Region	50,000-60,000	55,000	60,000-70,000	65,000
Limerick & Mid-West	42,000-50,000	45,000	55,000-65,000	60,000
Galway, Midlands & West	42,000-50,000	45,000	55,000-65,000	60,000

Building Services

REGION	M&E Coordinator 5+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000
Cork & Region	75,000-85,000	75,000
Limerick & Mid-West	50,000-65,000	60,000
Galway, Midlands & West	50,000-65,000	60,000

CONSTRUCTION & PROPERTY ARCHITECTURE

Architects

REGION	Architect Part I No experience		Graduate Architect Part II		Architect Part II 1-3 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-30,000	28,000	30,000-35,000	33,000	40,000-45,000	40,000
Cork & Region	25,000-28,000	26,000	30,000-35,000	33,000	34,000-42,000	38,000
Limerick & Mid-West	25,000-27,000	26,000	28,000-32,000	30,000	33,000-38,000	35,000
Galway, Midlands & West	25,000-27,000	26,000	28,000-32,000	30,000	33,000-38,000	35,000

REGION	Architect Part III 4-9 years' experience		Architect Part III 10+ years' experience		Associate Architect	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000	60,000-70,000	65,000	75,000-85,000	80,000
Cork & Region	45,000-55,000	50,000	55,000-65,000	62,000	70,000-80,000	75,000
Limerick & Mid-West	45,000-55,000	50,000	55,000-65,000	60,000	65,000-80,000	72,000
Galway, Midlands & West	45,000-55,000	50,000	55,000-65,000	60,000	65,000-80,000	72,000

REGION	Partner/Director	
	€ Range	€ Typical
Greater Dublin Area	85,000-100,000	90,000
Cork & Region	85,000-95,000	90,000
Limerick & Mid-West	75,000-90,000	85,000
Galway, Midlands & West	75,000-90,000	85,000

Architectural technologists

REGION	Graduate Technologist Diploma/Degree qualified		Junior Technologist, 1-2 years' experience, Diploma/Degree qualified		Technologist 3-5 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-32,000	32,000	32,000-36,000	35,000	40,000-50,000	45,000
Cork & Region	25,000-30,000	27,500	30,000-35,000	35,000	35,000-45,000	40,000
Limerick & Mid-West	28,000-32,000	30,000	32,000-35,000	33,000	35,000-40,000	38,000
Galway, Midlands & West	28,000-32,000	30,000	33,000-35,000	33,000	35,000-40,000	38,000

REGION	Architectural Technologist 6-9 years' experience		Senior Technologist 10+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000	55,000-65,000	60,000
Cork & Region	45,000-55,000	50,000	55,000-65,000	60,000
Limerick & Mid-West	40,000-50,000	45,000	50,000-60,000	58,000
Galway, Midlands & West	40,000-50,000	45,000	50,000-60,000	58,000

BIM

REGION	Graduate BIM/Revit Technician		Junior BIM Coordinator 1-2 years' experience		BIM Coordinator 3-5 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-36,000	35,000	38,000-45,000	40,000	40,000-50,000	45,000
Cork & Region	25,000-35,000	30,000	30,000-35,000	32,500	35,000-45,000	42,000
Limerick & Mid-West	30,000-34,000	32,000	32,000-36,000	34,000	38,000-45,000	42,000
Galway, Midlands & West	30,000-34,000	32,000	32,000-36,000	34,000	38,000-45,000	42,000

REGION	BIM Coordinator 6-9 years' experience		BIM Manager	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	54,000	60,000-70,000	65,000
Cork & Region	45,000-55,000	50,000	60,000-70,000	65,000
Limerick & Mid-West	45,000-50,000	50,000	55,000-65,000	60,000
Galway, Midlands & West	45,000-50,000	50,000	55,000-65,000	60,000

CIVIL & STRUCTURAL ENGINEERING

Civil & Structural – design

REGION	Graduate Design Engineer BEng or BSc, 0-2 years' experience		Design/Project Engineer 3-5 years' experience		Senior Design Engineer 6-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	31,000-37,000	34,000	38,000-48,000	43,000	50,000-62,000	55,000
Cork & Region	30,000-35,000	32,500	35,000-45,000	42,000	50,000-60,000	55,000
Limerick & Mid-West	28,000-33,000	32,000	35,000-45,000	42,000	45,000-55,000	52,000
Galway, Midlands & West	28,000-33,000	32,000	35,000-45,000	42,000	45,000-55,000	52,000

REGION	Associate/Chartered Engineer 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000
Cork & Region	65,000-80,000	72,500
Limerick & Mid-West	60,000-80,000	70,000
Galway, Midlands & West	60,000-80,000	70,000

C&S CAD technicians

REGION	CAD Technician 1-3 years' experience		CAD Technician 4-6 years' experience		CAD Technician 6+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-33,000	31,000	37,000-42,000	40,000	42,000-50,000	46,000
Cork & Region	25,000-35,000	32,000	35,000-45,000	40,000	40,000-50,000	45,000
Limerick & Mid-West	27,000-33,000	31,000	34,000-40,000	37,500	38,000-45,000	42,000
Galway, Midlands & West	27,000-33,000	31,000	34,000-40,000	37,500	38,000-45,000	42,000

REGION	Senior CAD Team Leader 7-10 years' experience		CAD Manager 11+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	47,000-55,000	50,000	50,000-60,000	57,000
Cork & Region	50,000-55,000	50,000	50,000-60,000	55,000
Limerick & Mid-West	45,000-55,000	48,000	50,000-60,000	53,000
Galway, Midlands & West	45,000-55,000	48,000	50,000-60,000	53,000

BIM

REGION	Structural Revit Technician	
	€ Range	€ Typical
Greater Dublin Area	45,000-65,000	60,000
Cork & Region	45,000-55,000	50,000
Limerick & Mid-West	45,000-60,000	50,000
Galway, Midlands & West	45,000-60,000	50,000

CIVIL & STRUCTURAL ENGINEERING

Traffic engineers

REGION	Graduate Engineer 0-2 years' experience		Project Engineer 3-5 years' experience		Senior Engineer 6-10 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	31,000-35,000	32,000	37,000-47,000	44,000	46,000-60,000	52,000
Cork & Region	30,000-38,000	35,000	40,000-50,000	45,000	45,000-55,000	55,000
Limerick & Mid-West	30,000-35,000	32,000	38,000-45,000	42,000	45,000-55,000	50,000
Galway, Midlands & West	30,000-35,000	32,000	38,000-45,000	42,000	45,000-55,000	50,000

REGION	Principal Engineer/Chartered Engineer 11+ years' experience		Associate Engineer/Chartered Engineer 15+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	70,000-80,000	75,000
Cork & Region	60,000-75,000	68,000	75,000-85,000	80,000
Limerick & Mid-West	55,000-65,000	60,000	65,000-80,000	72,000
Galway, Midlands & West	55,000-65,000	60,000	65,000-80,000	72,000

Transportation Planners

REGION	Graduate Planner BSc		Planner 3-5 years' experience		Senior Planner 6-10 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-32,000	32,000	35,000-45,000	42,000	50,000-60,000	55,000
Cork & Region	28,000-33,000	31,000	35,000-40,000	38,000	45,000-55,000	50,000
Limerick & Mid-West	28,000-33,000	31,000	35,000-40,000	38,000	45,000-55,000	50,000
Galway, Midlands & West	28,000-33,000	31,000	35,000-40,000	38,000	45,000-55,000	50,000

REGION	Principal Planner/Chartered Engineer 11-15 years' experience		Associate Planner/Chartered Engineer 15+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	70,000-80,000	75,000
Cork & Region	55,000-65,000	60,000	60,000-80,000	70,000
Limerick & Mid-West	55,000-65,000	60,000	60,000-80,000	70,000
Galway, Midlands & West	55,000-65,000	60,000	60,000-80,000	70,000

Water and wastewater engineers

REGION	Graduate Engineer 0-2 years' experience		Project Engineer 3-5 years' experience		Senior Engineer 6-10 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	33,000	38,000-50,000	47,000	53,000-63,000	58,000
Cork & Region	30,000-35,000	33,000	40,000-45,000	45,000	50,000-60,000	55,000
Limerick & Mid-West	30,000-34,000	32,000	35,000-45,000	42,000	45,000-58,000	52,000
Galway, Midlands & West	30,000-34,000	32,000	35,000-45,000	42,000	45,000-58,000	52,000

REGION	Principal Engineer/Chartered Engineer 11+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	65,000-80,000	75,000
Cork & Region	70,000-80,000	75,000
Limerick & Mid-West	60,000-75,000	68,000
Galway, Midlands & West	60,000-75,000	68,000

Resident engineer

REGION	Principal Engineer/Chartered Engineer 11+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	70,000
Cork & Region	70,000-80,000	75,000
Limerick & Mid-West	65,000-85,000	75,000
Galway, Midlands & West	65,000-85,000	75,000

FACILITIES MANAGEMENT/HEALTH & SAFETY

Maintenance technicians – mechanical/electrical

REGION	Qualified Technician 0-3 years' experience		Maintenance Technician 4-6 years' experience		Maintenance Technician 7-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	48,000-53,000	50,000	52,000-55,000	53,000	55,000-60,000	55,000
Cork & Region	45,000-52,000	50,000	50,000-55,000	52,000	50,000-60,000	53,000
Limerick & Mid-West	35,000-45,000	40,000	40,000-50,000	45,000	45,000-55,000	52,000
Galway, Midlands & West	35,000-45,000	40,000	40,000-50,000	45,000	45,000-55,000	52,000

REGION	Maintenance Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-65,000	63,000
Cork & Region	55,000-65,000	62,000
Limerick & Mid-West	50,000-65,000	60,000
Galway, Midlands & West	50,000-65,000	60,000

Facilities managers – soft services

REGION	Facilities Manager 0-3 years' experience		Facilities Manager 4-6 years' experience		Facilities Manager 7-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-50,000	48,000	50,000-55,000	52,000	55,000-65,000	55,000
Cork & Region	40,000-50,000	48,000	50,000-55,000	52,000	45,000-55,000	50,000
Limerick & Mid-West	38,000-45,000	42,000	40,000-50,000	45,000	45,000-55,000	50,000
Galway, Midlands & West	38,000-45,000	42,000	40,000-50,000	45,000	45,000-55,000	50,000

REGION	Facilities Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	58,000
Cork & Region	50,000-65,000	55,000
Limerick & Mid-West	50,000-65,000	55,000
Galway, Midlands & West	50,000-65,000	55,000

Facilities managers – hard services

REGION	Facilities Manager 0-3 years' experience		Facilities Manager 4-6 years' experience		Facilities Manager 7-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-60,000	58,000	60,000-65,000	63,000	58,000-65,000	60,000
Cork & Region	50,000-60,000	55,000	60,000-65,000	62,000	50,000-60,000	55,000
Limerick & Mid-West	38,000-45,000	42,000	45,000-55,000	50,000	50,000-60,000	55,000
Galway, Midlands & West	38,000-45,000	42,000	45,000-55,000	50,000	50,000-60,000	55,000

REGION	Facilities Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000
Cork & Region	65,000-75,000	70,000
Limerick & Mid-West	60,000-70,000	65,000
Galway, Midlands & West	60,000-70,000	65,000

Technical services

REGION	Technical Services Coordinator 4-6 years' experience		Contracts Facilities Engineer 6-10 years' experience		Technical Services Manager 7-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-50,000	45,000	60,000-65,000	63,000	60,000-70,000	65,000
Cork & Region	50,000-60,000	52,000	60,000-65,000	62,500	60,000-70,000	62,500
Limerick & Mid-West	40,000-50,000	45,000	50,000-65,000	55,000	55,000-65,000	57,500
Galway, Midlands & West	40,000-50,000	45,000	50,000-65,000	55,000	55,000-65,000	57,500

REGION	Technical Services Operations 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000
Cork & Region	65,000-75,000	70,000
Limerick & Mid-West	60,000-75,000	65,000
Galway, Midlands & West	60,000-75,000	65,000

FACILITIES MANAGEMENT/HEALTH & SAFETY

Senior appointments

REGION	General Manager 10+ years' experience		Nationwide Manager 10+ years' experience		Regional Operations Manager 10+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-90,000	80,000	60,000-90,000	80,000	60,000-90,000	80,000
Cork & Region	60,000-80,000	80,000	60,000-80,000	80,000	85,000-100,000	85,000
Limerick & Mid-West	60,000-80,000	75,000	65,000-85,000	75,000	70,000-90,000	75,000
Galway, Midlands & West	60,000-80,000	75,000	65,000-85,000	75,000	70,000-90,000	75,000

Sales/business development managers*

REGION	FM Business Development Manager 0-5 years' experience		FM Business Development Manager 6-7 years' experience		FM Business Development Manager 8-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	50,000-60,000	50,000	53,000-60,000	60,000
Cork & Region	45,000-55,000	50,000	50,000-60,000	52,000	55,000-65,000	60,000
Limerick & Mid-West	40,000-45,000	42,000	45,000-55,000	48,000	50,000-60,000	55,000
Galway, Midlands & West	40,000-45,000	42,000	45,000-55,000	48,000	50,000-60,000	55,000

REGION	FM Business Development Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	70,000
Cork & Region	65,000-75,000	70,000
Limerick & Mid-West	60,000-70,000	65,000
Galway, Midlands & West	60,000-70,000	65,000

Health and safety – including EHS and SHEQ

REGION	Health & Safety Advisor 0-3 years' experience		Health & Safety Manager 4-5 years' experience		Health & Safety Manager 6-10 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	50,000-60,000	55,000	60,000-70,000	65,000
Cork & Region	35,000-45,000	40,000	45,000-55,000	52,000	60,000-70,000	65,000
Limerick & Mid-West	33,000-43,000	36,000	45,000-55,000	50,000	55,000-65,000	58,000
Galway, Midlands & West	33,000-43,000	36,000	45,000-55,000	50,000	55,000-65,000	58,000

REGION	Health & Safety Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	70,000-80,000	75,000
Cork & Region	70,000-80,000	72,500
Limerick & Mid-West	60,000-75,000	68,000
Galway, Midlands & West	60,000-75,000	68,000

Facilities management – support staff

REGION	Facilities Assistant 0-3 years' experience		Facilities Coordinator 0-5 years' experience		Maintenance Coordinator/ PPM scheduler	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	35,000-45,000	40,000	40,000-45,000	40,000
Cork & Region	30,000-40,000	35,000	32,500-42,500	40,000	35,000-45,000	40,000
Limerick & Mid-West	25,000-32,000	27,000	30,000-40,000	35,000	35,000-45,000	40,000
Galway, Midlands & West	25,000-32,000	27,000	30,000-40,000	35,000	35,000-45,000	40,000

REGION	Facilities Coordinator (hard services) 0-5 years' experience		Senior Facilities Coordinator 6+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	40,000	40,000-45,000	45,000
Cork & Region	40,000-47,500	40,000	45,000-55,000	50,000
Limerick & Mid-West	35,000-40,000	38,000	40,000-50,000	45,000
Galway, Midlands & West	35,000-40,000	38,000	40,000-50,000	45,000

* In addition to commission and car/car allowance

MECHANICAL & ELECTRICAL ENGINEERING

With design office

REGION	Graduate M&E Design Engineer		Junior M&E Design Engineer 2-3 years' experience		Intermediate M&E Design Engineer 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-32,000	32,000	40,000-45,000	42,500	50,000-60,000	55,000
Cork & Region	30,000-32,000	32,000	35,000-45,000	40,000	50,000-60,000	52,000
Limerick & Mid-West	28,000-35,000	30,000	35,000-42,000	38,000	42,000-52,000	48,000
Galway, Midlands & West	28,000-35,000	30,000	35,000-42,000	38,000	42,000-52,000	48,000

REGION	Senior M&E Design Engineer 8+ years' experience		Associate Director	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	75,000-85,000	85,000
Cork & Region	65,000-72,000	68,000	75,000-85,000	85,000
Limerick & Mid-West	55,000-65,000	60,000	75,000-85,000	80,000
Galway, Midlands & West	55,000-65,000	60,000	75,000-85,000	80,000

With M&E contractor

REGION	Graduate M&E Project Engineer		Junior M&E Project Engineer 3-5 years' experience		M&E Project Manager 6-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	35,000	45,000-55,000	50,000	85,000-95,000	90,000
Cork & Region	32,000-38,000	35,000	45,000-55,000	50,000	85,000-95,000	85,000
Limerick & Mid-West	30,000-38,000	35,000	40,000-55,000	47,000	75,000-85,000	80,000
Galway, Midlands & West	30,000-38,000	35,000	40,000-55,000	47,000	75,000-85,000	80,000

REGION	M&E Contracts Manager 10+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	100,000-120,000	105,000
Cork & Region	100,000-120,000	100,000
Limerick & Mid-West	80,000-100,000	90,000
Galway, Midlands & West	80,000-100,000	90,000

M&E BIM technicians

REGION	M&E BIM Technician 0-3 years' experience		M&E BIM Coordinator		Senior M&E BIM Technician 7+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-32,000	30,000	35,000-45,000	40,000	42,500-50,000	45,000
Cork & Region	28,000-35,000	32,000	35,000-45,000	42,000	45,000-55,000	47,500
Limerick & Mid-West	25,000-35,000	32,000	35,000-45,000	40,000	42,500-50,000	45,000
Galway, Midlands & West	25,000-35,000	32,000	35,000-45,000	40,000	42,500-50,000	45,000

REGION	MEP BIM Technician	
	€ Range	€ Typical
Greater Dublin Area	50,000-60,000	55,000
Cork & Region	50,000-60,000	55,000
Limerick & Mid-West	40,000-50,000	47,000
Galway, Midlands & West	40,000-50,000	47,000

Commercial M&E

REGION	M&E Quantity Surveyor 0-4 years' experience		M&E Quantity Surveyor 5-9 years' experience		Senior M&E Quantity Surveyor 10+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-55,000	50,000	65,000-75,000	75,000	85,000-95,000	85,000
Cork & Region	45,000-55,000	50,000	65,000-75,000	70,000	85,000-95,000	85,000
Limerick & Mid-West	35,000-45,000	42,000	55,000-70,000	60,000	70,000-85,000	80,000
Galway, Midlands & West	35,000-45,000	42,000	55,000-70,000	60,000	70,000-85,000	80,000

REGION	Senior M&E Estimator	
	€ Range	€ Typical
Greater Dublin Area	70,000-80,000	75,000
Cork & Region	70,000-80,000	75,000
Limerick & Mid-West	70,000-80,000	75,000
Galway, Midlands & West	70,000-80,000	75,000

SURVEYING & PROPERTY

Property surveyors

REGION	Graduate Property Surveyor		Property Surveyor 1-3 years' experience		Property Surveyor 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	27,000-32,000	30,000	35,000-42,000	38,000	50,000-60,000	55,000
Cork & Region	25,000-32,000	28,000	32,000-42,000	38,000	50,000-60,000	55,000
Limerick & Mid-West	25,000-32,000	28,000	32,000-40,000	35,000	40,000-50,000	45,000
Galway, Midlands & West	25,000-32,000	28,000	32,000-40,000	35,000	40,000-50,000	45,000

REGION	Property Surveyor, Associate/ Chartered, 8+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	67,500
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

Valuation surveyors – residential/commercial

REGION	Graduate Valuation Surveyor		Valuation Surveyor 1-3 years' experience		Valuation Surveyor 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	34,000	35,000-40,000	38,000	50,000-60,000	55,000
Cork & Region	30,000-35,000	32,000	35,000-40,000	38,000	50,000-60,000	55,000
Limerick & Mid-West	25,000-32,000	28,000	32,000-40,000	35,000	40,000-50,000	45,000
Galway, Midlands & West	25,000-32,000	28,000	32,000-40,000	35,000	40,000-50,000	45,000

REGION	Valuation Surveyor Associate/ Chartered, 8+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	67,500
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

Building surveyors

REGION	Building Surveyor 1-3 years' experience		Building Surveyor 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-39,000	35,000	47,500-57,500	55,000
Cork & Region	33,000-40,000	35,000	42,000-52,000	45,000
Limerick & Mid-West	32,000-40,000	35,000	38,000-45,000	42,000
Galway, Midlands & West	32,000-40,000	35,000	38,000-45,000	42,000

Property managers – residential/commercial

REGION	Graduate Property Manager		Property Manager 1-3 years' experience		Property Manager 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-35,000	34,000	36,000-42,000	40,000	47,500-57,500	52,500
Cork & Region	32,000-36,000	32,000	35,000-42,000	35,000	40,000-50,000	45,000
Limerick & Mid-West	26,000-32,000	28,000	28,000-35,000	32,000	35,000-45,000	42,000
Galway, Midlands & West	26,000-32,000	28,000	28,000-35,000	32,000	35,000-45,000	42,000

REGION	Property Manager, Associate 8+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	70,000
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	50,000-60,000	55,000
Galway, Midlands & West	50,000-60,000	55,000

Sales and letting agents

REGION	Graduate Sales & Letting Agent		Sales & Letting Agent 1-3 years' experience		Sales & Letting Agent 4-7 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	27,000-30,000	27,500	32,500-37,000	35,000	37,000-45,000	42,000
Cork & Region	25,000-30,000	28,000	32,000-38,000	32,500	37,000-45,000	40,000
Limerick & Mid-West	25,000-30,000	26,000	28,000-35,000	30,000	33,000-42,000	36,000
Galway, Midlands & West	25,000-30,000	26,000	28,000-35,000	30,000	33,000-42,000	36,000

REGION	Sales & Letting Agent, Associate 8+ years' experience	
	€ Range	€ Typical
Greater Dublin Area	45,000-50,000	47,500
Cork & Region	45,000-50,000	45,000
Limerick & Mid-West	40,000-50,000	45,000
Galway, Midlands & West	40,000-50,000	45,000

Asset managers

REGION	Asset Manager 1-3 years' experience		Asset Manager 4-7 years' experience		Asset Manager/Associate Director 8+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-40,000	37,500	45,000-55,000	50,000	60,000-70,000	65,000
Cork & Region	35,000-40,000	35,000	45,000-52,000	47,500	55,000-65,000	60,000
Limerick & Mid-West	32,000-40,000	35,000	40,000-50,000	42,000	50,000-65,000	58,000
Galway, Midlands & West	32,000-40,000	35,000	40,000-50,000	42,000	50,000-65,000	58,000