



Human Resources

2023

HAYS IRELAND
SALARY & RECRUITING
TRENDS **SALARIES**

hays.ie/hr



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.

Putting people at the centre of the business agenda has become an increasing priority for organisations, and to make this happen, you need the right HR professionals. Looking to develop your leadership selection criteria? Drive transparency in reward and pay? Bring purpose and sustainability to the fore? Whatever your challenge, our specialist recruiters have the knowledge, hands-on experience and insight to secure the people you need.

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

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.

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

Stay up-to-date with Hays insight into the world of work.


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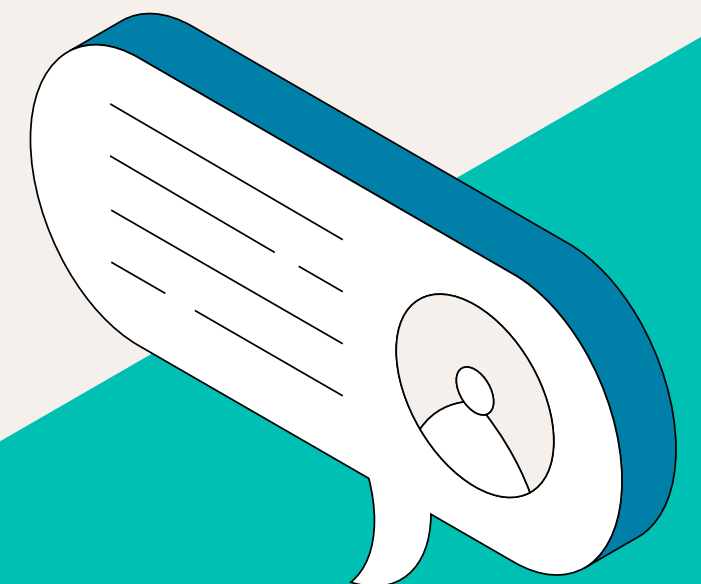
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HUMAN RESOURCES

Generalist roles

REGION	HR Administrator		HR Officer		HR Generalist	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-38,000	37,000	38,000-42,000	40,000	45,000-55,000	52,000
Cork & Region	32,000-38,000	35,000	33,000-40,000	36,000	45,000-55,000	50,000
Limerick & Mid-West	32,000-37,000	35,000	33,000-40,000	36,000	42,000-55,000	47,000
Galway, Midlands & West	30,000-35,000	32,000	32,000-40,000	35,000	40,000-50,000	45,000

REGION	HR Business Partner		HR Manager		HR Director	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-90,000	75,000	65,000-85,000	82,000	80,000-160,000	115,000
Cork & Region	60,000-80,000	70,000	65,000-85,000	80,000	80,000-120,000	100,000
Limerick & Mid-West	63,000-75,000	68,000	65,000-75,000	72,000	90,000-120,000	100,000
Galway, Midlands & West	50,000-70,000	60,000	55,000-70,000	65,000	80,000-100,000	90,000

Specialist roles

REGION	Compensation/Benefits Administrator		Compensation/Benefits Analyst		Compensation/Benefits Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	42,000	40,000-50,000	50,000	70,000-120,000	90,000
Cork & Region	35,000-40,000	38,000	40,000-50,000	45,000	60,000-90,000	85,000
Limerick & Mid-West	35,000-40,000	38,000	40,000-50,000	48,000	60,000-95,000	85,000
Galway, Midlands & West	35,000-40,000	36,000	40,000-50,000	45,000	60,000-90,000	80,000

REGION	Learning/Development Administrator		Learning/Development Manager		Trainer	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-42,000	38,000	65,000-80,000	70,000	45,000-60,000	55,000
Cork & Region	30,000-40,000	38,000	60,000-75,000	65,000	40,000-60,000	50,000
Limerick & Mid-West	32,000-40,000	37,000	60,000-70,000	67,000	40,000-60,000	48,000
Galway, Midlands & West	32,000-40,000	36,000	55,000-70,000	65,000	40,000-60,000	45,000

REGION	Training Manager		Recruitment Coordinator		In-house Recruiter	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-75,000	65,000	35,000-40,000	37,000	50,000-75,000	65,000
Cork & Region	50,000-70,000	60,000	30,000-45,000	40,000	45,000-70,000	60,000
Limerick & Mid-West	50,000-70,000	60,000	32,000-38,000	34,000	45,000-65,000	58,000
Galway, Midlands & West	50,000-70,000	60,000	32,000-37,000	33,000	40,000-60,000	55,000

REGION	Talent Acquisition Manager	
	€ Range	€ Typical
Greater Dublin Area	65,000-90,000	85,000
Cork & Region	65,000-80,000	75,000
Limerick & Mid-West	65,000-85,000	78,000
Galway, Midlands & West	60,000-85,000	75,000