



Technology

2023

HAYS IRELAND SALARY & RECRUITING TRENDS **SALARIES**

expertsintechology.hays.ie



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.

We're ready to deliver against your current tech hiring needs, but also have the scale, insight and understanding to shape your talent strategy as it evolves. Whether your challenge is to mitigate the security risk that comes with the digital revolution, unlock the possibilities of a truly agile infrastructure, or turn Big Data into meaningful insights – we act as a true workforce management partner to your organisation.

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.



Cloud infrastructure

NATIONWIDE		€ Range	€ Typical
Engineer	VMware	60,000-90,000	80,000
	AWS	60,000-100,000	80,000
Senior Engineer	VMware	75,000-130,000	100,000
	AWS	80,000-150,000	110,000
Cloud Architect		90,000-180,000	120,000
Project Manager	Cloud Infrastructure	90,000-180,000	120,000

Infrastructure and DevOps

NATIONWIDE		€ Range	€ Typical
Helpdesk/Service Desk Analyst		30,000-45,000	35,000
Desktop Support Analyst		30,000-45,000	37,500
Application Support Analyst		40,000-60,000	50,000
Service Desk Manager		50,000-75,000	60,000
Field Engineer		35,000-50,000	45,000
Server Support Engineer		45,000-70,000	60,000
Network Engineer		50,000-75,000	60,000
Service Delivery Manager		65,000-90,000	85,000
Windows System Administrator		50,000-75,000	65,000
DevOps Engineer		65,000-100,000	80,000
DevOps Manager		80,000-150,000	110,000
Site Reliability Engineer		70,000-110,000	85,000
Platform Engineer		65,000-95,000	80,000
Cloud Operations Support		65,000-85,000	65,000
Cloud Engineer		70,000-100,000	85,000
Senior Cloud Engineer		85,000-150,000	95,000
Principal Cloud Engineer		100,000-240,000	150,000
Cloud Architect		100,000-250,000	150,000
Technical Architect		90,000-160,000	120,000
Solutions Architect		90,000-160,000	110,000

IT Governance

NATIONWIDE		€ Range	€ Typical
IT Auditor	Junior	50,000-65,000	60,000
	Senior	65,000-85,000	70,000
Data Quality Analyst	Junior	45,000-60,000	50,000
	Senior	55,000-75,000	60,000
Data Privacy/Data Protection Officer	Junior	60,000-85,000	65,000
	Senior	70,000-110,000	85,000
Data Governance Manager		75,000-120,000	90,000
Head of Data Governance		95,000-140,000	110,000

Leadership

NATIONWIDE		€ Range	€ Typical
Head of Infrastructure		90,000-150,000	130,000
Head of Service Delivery		82,500-115,000	95,000
Head of Business Intelligence		85,000-125,000	110,000
Enterprise Architect		95,000-140,000	120,000
IT Manager		85,000-125,000	95,000
Head of IT		100,000-220,000	120,000
Head of Development		90,000-140,000	125,000
Chief Information Security Officer		90,000-200,000	140,000
Chief Data Officer/Head of Data		90,000-200,000	150,000
Software Engineering Manager		100,000-115,000	108,000
Senior Software Engineering Manager/Head of Software Engineering		115,000-130,000	125,000
Director of Software Engineering		120,000-160,000	140,000
Senior Director of Software Engineering		130,000-200,000	160,000
VP of Engineering		110,000-180,000	140,000
CTO		100,000-250,000	160,000
CIO		100,000-250,000	160,000
IT Director		90,000-180,000	135,000
Business Architect		82,500-120,000	108,000
Head of IT Security		90,000-180,000	120,000

Enterprise Cloud Apps

NATIONWIDE		€ Range	€ Typical
Oracle Developer		60,000-85,000	76,000
ODI/OBIEE Developer (Oracle)		65,000-95,000	85,000
Oracle Consultant		70,000-90,000	82,000
SAP Consultant		75,000-95,000	83,000
Salesforce Project Manager		65,000-100,000	85,000
Salesforce Technical Consultant		70,000-100,000	86,000
Salesforce Functional Consultant		70,000-100,000	85,000
Salesforce Support Analyst		45,000-60,000	52,000
Salesforce Programme Manager		80,000-115,000	100,000
Salesforce Business Analyst		50,000-75,000	68,000
Workday Consultant		70,000-100,000	86,000

Projects and change management

NATIONWIDE		€ Range	€ Typical
Business Analyst	Junior	40,000-55,000	50,000
	Mid	50,000-70,000	65,000
	Senior	65,000-85,000	75,000
Technical Business Analyst	Junior	45,000-55,000	55,000
	Mid	55,000-75,000	67,000
	Senior	70,000-115,000	90,000
PMO Coordinator/Administrator		35,000-50,000	45,000
PMO Analyst		40,000-70,000	55,000
PMO Manager		90,000-125,000	108,000
Project Manager	Junior	50,000-60,000	56,000
	Mid	60,000-85,000	82,000
	Senior	85,000-110,000	97,000
Technical Project Manager	Junior	50,000-65,000	60,000
	Mid	60,000-85,000	83,000
	Senior	80,000-120,000	105,000
Product Owner	Junior	50,000-65,000	60,000
	Mid	60,000-85,000	83,000
	Senior	80,000-120,000	110,000
Release Manager		75,000-110,000	95,000
Change Manager		85,000-115,000	105,000
Portfolio Manager		90,000-130,000	110,000
Programme Manager		80,000-130,000	120,000
Head of Projects/Change		95,000-140,000	115,000
Programme Director		100,000-145,000	125,000
Transformation Director		100,000-160,000	140,000
Enterprise Architect		110,000-150,000	140,000
Scrum Master	Junior	45,000-65,000	55,000
	Mid	55,000-75,000	65,000
	Senior	70,000-110,000	85,000
Agile Coach		90,000-120,000	110,000

Testing - functional

NATIONWIDE	€ Range	€ Typical
Test Analyst	45,000-60,000	55,000
QA Analyst	52,000-65,000	60,000
Senior Test Analyst	50,000-75,000	65,000
Test Lead	65,000-90,000	78,000
Technical Lead	75,000-100,000	85,000
Test Manager	75,000-110,000	95,000

Testing - non-functional

NATIONWIDE	€ Range	€ Typical
Test Analyst	45,000-60,000	55,000
QA Analyst	50,000-65,000	60,000
Senior Test Analyst	50,000-80,000	65,000
Test Lead	65,000-85,000	70,000
Technical Lead	70,000-95,000	80,000
Test Manager	75,000-100,000	90,000
Automation Tester	60,000-90,000	75,000

Business intelligence

NATIONWIDE	€ Range	€ Typical
BI Analyst	55,000-75,000	70,000
BI Developer	60,000-85,000	78,000
ETL Developer	60,000-85,000	78,000
Database Developer	75,000-95,000	85,000
BI Manager	80,000-100,000	90,000
BI/Data Warehouse Architect	85,000-110,000	97,000
Data Analyst	50,000-60,000	58,000
Data Scientist	80,000-120,000	96,000
Machine Learning Engineer/Analyst	65,000-95,000	85,000
Deep Learning Engineer/Analyst	65,000-95,000	85,000
Computer Vision Engineer/Analyst	65,000-95,000	85,000

Development

NATIONWIDE		€ Range	€ Typical
Database Developer	MSSQL/PL/SQL	55,000-75,000	70,000
Junior Developer	Microsoft Stack	40,000-55,000	48,000
	Java/Opensource	40,000-55,000	48,000
Developer	Microsoft Stack	50,000-70,000	65,000
	Java/Opensource	55,000-80,000	70,000
Senior Analyst/Developer	Microsoft Stack	65,000-80,000	75,000
	Java/Opensource	70,000-100,000	85,000
Technical Lead	Microsoft Stack	80,000-110,000	100,000
	Java/Opensource	80,000-110,000	100,000
Software Architect	Microsoft Stack	80,000-120,000	110,000
	Java/Opensource	80,000-120,000	110,000
Development Manager		100,000-130,000	115,000
Development Director		100,000-150,000	125,000
Front End Web Developer		50,000-75,000	67,000
Web Developer		35,000-90,000	75,000
SharePoint Developer		55,000-90,000	80,000
Analyst Programmer	C/C++	55,000-100,000	80,000
Full Stack Developer		55,000-100,000	80,000
UI Developer		55,000-100,000	75,000
UX Developer		55,000-95,000	70,000
Product Owner		45,000-75,000	65,000
Senior Product Owner		65,000-110,000	85,000
Product Manager		65,000-125,000	95,000

Security

NATIONWIDE		€ Range	€ Typical
Information Security Analyst		55,000-75,000	65,000
Information Security Engineer		60,000-90,000	80,000
Information Security Architect		80,000-140,000	120,000
SOC Level 1		40,000-70,000	55,000
SOC L2		55,000-85,000	65,000
SOC L3		65,000-85,000	70,000
SOC Manager		75,000-120,000	85,000
Head of Security Operations		80,000-140,000	95,000
Security Engineer	Junior	65,000-85,000	75,000
	Senior	75,000-130,000	90,000
Application Security Engineer	Junior	65,000-85,000	75,000
	Senior	75,000-130,000	90,000
Cloud Security Engineer		75,000-140,000	95,000
Penetration Tester/ Vulnerability Analyst	Junior	65,000-85,000	70,000
	Senior	75,000-100,000	85,000
Network Security Specialist	Junior	65,000-85,000	75,000
	Senior	75,000-120,000	90,000
Threat Analyst	Junior	55,000-75,000	65,000
	Senior	65,000-95,000	75,000
Head of Information Security		80,000-160,000	120,000
CISO	SME	75,000-150,000	110,000
	Multinational	100,000-220,000	145,000
Digital Identity/IAM Specialist	Junior	65,000-90,000	75,000
	Senior	75,000-120,000	95,000
IT Security Architect		85,000-150,000	120,000
Cyber Security/Information Security Consultant	Junior	55,000-80,000	65,000
	Senior	65,000-95,000	75,000