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ARE YOUR DAY RATES KEEPING PACE WITH DEMAND?

Contractor Day Rate Guide 2022

Experts in Technology

expertsintechnology.hays.com

Methodology

The day rate information included in this guide has been compiled using information gathered from Hays offices across Ireland. It is based on job listings, contract placements and candidate registrations.

If you have any questions about the information included in this guide or require any support with your hiring or career needs, please contact your local technology recruitment expert.

MARKET INSIGHTS

Many organisations are continuing to invest heavily in their technology teams to deliver better solutions to consumers and enable digital transformation. However, as skills shortages become more acute, demand for tech contractors is extremely high.

To secure the right contractors in such a competitive market, employers must strike the correct balance between a number of factors including competitive day rates and flexible working approaches.

Talk to our experts about what the findings mean for your organisation:

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Positive career prospects for contractors as clients struggle with skills gaps

With most tech employers projecting a strong activity forecast for the year ahead, skills shortages remain rife across most verticals. Demand for contractors is extremely high in cyber security, projects and change, software testing and DevOps, with competition particularly fierce for DevOps engineers with Python experience. This demand is partly the result of a move by organisations to prioritise the lingering gaps in their digital transformation, whether these comprise of delayed data and analytics programmes or suspended cloud migrations.

As a result, career prospects and opportunities for contractors continue to be strong, and the expectation is that work will be forthcoming, whether this is due to clients looking to meet peaks in demand, access specific skills for projects, or an ongoing difficulty in finding permanent workers.

Clients looking for a balance of technical and soft skills

Specialist experience and understanding is, of course, crucial to any technology role, whether this is knowledge of infrastructure, cloud, data analytics, cyber security or software development. On the softer side, however, human judgement remains irreplaceable. A lack of emotional intelligence is always going to expose the limitations of what technology is able to do, and just some of the soft skills clients prize most highly in contractors are the ability to adopt change, problem solving skills and effective communication.

> A lack of emotional intelligence is always going to expose the limitations of what technology is able to do.

Day rates rising as demand for skills soars

Technology day rates rose by an average of 4.3% over the last year, a sharp rise compared to a 0.2% increase the year prior. A combination of high demand for specialist skillsets and widespread remote or hybrid working since the height of the Covid-19 pandemic has made day rate variations in different regions of Ireland level out over recent months.

Some of the biggest rate rises were seen in cyber security roles (8.4%), which have remained consistently high since the onset of the pandemic and are now being driven by the need to improve security posture from the top level down, as well as an increased demand for high-level and hands-on security engineers. As a result, day rates for chief information security officers, security engineers and penetration testers all saw a sharp spike.

Rates for governance professionals increased by an average of 6.7%, as organisations move to secure data across organisations, whilst non-functional testing rates also rose by 6.2% in response to demand for skills.

These increased rates are being compounded by the high competition for talent, rising inflation rates and the high cost of living, particularly in Dublin.

The future remains flexible

For many tech contractors, the move to remote working during the pandemic has remained a permanent one. The elimination of a commute, and greater freedom to plan work around family lives and personal responsibilities led a lot of people to realise how it can transform their working lives for the better. For some, a role's potential for quality of life, flexibility and balance is taking even higher precedence than the rate being offered.

> For many tech contractors, the move to remote working during the pandemic has remained a permanent one.

As a result, it has become a good deal less important to organisations where contractors are based, and fully remote working remains common. Organisations are much more willing to hire further afield and are even looking to engage candidates from abroad, for example other countries in the EU. This will potentially open themselves up to a broader talent pool and a much more diverse set of skills.

For most contractors, however, a hybrid split remains the most common way of working, with some of the time spent in the office and some at home. Clients looking to differentiate themselves in a bid to secure skills would be well advised to offer flexibility on working hours and patterns, as this is something many contractors are looking for in a role.

Emphasising the challenging nature and purpose of the role essential

Aside from day rate, flexibility and work-life balance, roles that have purpose and meaning are a key consideration for contractors. For example, professionals required to manage a digital transformation project for a healthcare provider might be much more attracted to the role if they understand how the successful completion of the work will help staff deliver clinical care and the improved outcomes this may have for their patients. Throughout both the engagement and onboarding process, clients should be reiterating to applicants just why they are going to be doing what they are doing, and how it will be making a real-life impact.

4.3%
average **day rate increase** over the last year

BEST PRACTICE TO HANDLE CO-EMPLOYMENT RISK

In order to mitigate risk of commercial and reputational damage when engaging with contractors, organisations in Ireland should follow best practice when identifying the employment status of the professionals they engage with.

The Office of the Revenue Commissioners lists a number of guidelines that determine whether an individual is an independent contractor or employee.* These include whether the individual:

- Is under the control of another person who directs as to how, when and where the work is to be carried out
- Supplies labour only
- Receives a fixed hourly, weekly or monthly wage
- Cannot subcontract the work - if the work can be subcontracted and paid on by the person subcontracting the work, the employer/employee relationship may simply be transferred on
- Does not supply materials for the job
- Does not provide equipment other than the small tools of the trade. The provision of tools or equipment might not have a significant bearing on their employment status however may influence certain cases
- Is not exposed to personal financial risk in carrying out the work
- Does not assume any responsibility for investment and management in the business
- Does not have the opportunity to profit from sound management in the scheduling of engagements or in the performance of tasks arising from the engagements
- Works set hours or a given number of hours per week or month
- Works for one person or for one business
- Receives expense payments to cover subsistence and/or travel expenses
- Is entitled to extra pay or time off for overtime

However, it is important to be aware that if a contractor fulfils one or several of the above conditions, it does not automatically deem them to be an employee. There is no guaranteed methodology to determine if an individual is an independent contractor or an employee.

While all the following factors may not apply to the job, an individual would normally be an independent contractor if they:

- Own their own business
- Are exposed to financial risk by having to bear the cost of making good faulty or substandard work carried out under the contract
- Assume responsibility for investment and management in the enterprise
- Have the opportunity to profit from sound management in the scheduling and performance of engagements and tasks
- Have control over what work is done, how, when and where it is completed and whether he or she does it personally
- Are free to hire other people on their terms to do the work which has been agreed to be undertaken
- Can provide the same services to more than one person or business at the same time
- Provide the materials for the job
- Provide the equipment and machinery necessary for the job, other than the small tools of the trade or equipment which in an overall context would not be an indicator of a person in business on their own account
- Have a fixed place of business where materials and equipment can be stored
- Cost and agree a price for the job
- Provide his or her own insurance cover such as public liability cover
- Control the hours of work in fulfilling the job obligations

Our solutions to help you manage your workforce

Whether you engage with an individual contractor, a handful or hundreds, working with Hays can help alleviate the risks your organisation could face when determining the employment status of an individual.

We have a comprehensive solution to audit your contractor and interim workforce, helping to reduce the burden and exposure to risk and costs due to incorrect determinations and potential liabilities. Our worldwide footprint and plc status combined with our industry leading processes will give you added peace of mind.

Regardless of the number of contractors, we have a solution that can be tailored to meet your unique requirements and ensure your processes are compliant.

Contract – ideal for a smaller number of contractors ▶
If you choose to engage with a small number of contractors through us, we make determinations on a case by case basis to assist with compliance as a standard part of our tailored delivery model. Our due diligence processes include:

- Bespoke vetting and referencing checks
- Standard and enhanced background checks
- Competency and experience assessment
- Confidentiality and codes of conduct

Managed Service Programmes – ideal for larger scale engagements with independent contractors ▶
Managed Service Programmes (MSP) ensure excellent ongoing provision of quality tech contractors. Key benefits of an MSP include:

- Full visibility and centralised control of all recruitment activity
- Better management of your supply chain and control of budgets
- Reduced costs by implementing best value policies and programmes

Non-permanent workforce assessments and end-to-end support for your projects through James Harvard ▶
James Harvard is a professional services business, delivering advisory services and deploying teams to deliver projects and outcomes.

We support many organisations, in particular with their digital transformation agenda, and provide independent advice on how to deliver change in your organisation. Our portfolio of clients includes Central Government, Higher Education and numerous Fortune 500 companies.

We can also review how you engage with management consultancies, contractors and 'Statement of Work' providers, as well as with contractors and temporary workers to help you assess the efficiency and effectiveness of your entire non-permanent workforce.

This review provides recommendations on where you can save money and deliver projects more effectively.

Amongst other solutions, we offer short term assessments for:

- **Project and programme delivery**: a wide range of technology-based projects, including application migration, infrastructure design and change, development projects and business process change.
- **Project Management as a Service**: planning, monitoring, managing and reporting on project progress and benefit realisation.
- **Digital Maturity**: helping you get ready for the next wave of digitalisation. We assess your current maturity, where you want to be and develop a roadmap to get you there.
- **Programme Assurance**: with costs coming under increased scrutiny, we can look at the likelihood of success in existing programmes of work and set out changes to increase delivery chances and manage your costs effectively.

OUR
RECOMMENDATIONS

Digital projects are ramping up, so having the right skillsets to get projects over the line is vital. But almost all hiring organisations are facing skills shortages and it's becoming harder to find the right permanent staff. This means competition for tech contractors is high. To help organisations find the right contractors, and for contractors to make the most of this busy market, read our expert-led recommendations.

Tips for those **engaging with contractors**

Be competitive, and be quick to hire
There's no doubt about it – with high demand comes high day rates. You therefore might need to pay more than you expect. As a starting point, use the rates in this guide to benchmark your offering, and speak to one of our specialist recruiters for further information. It's important that your time to hire is quick, otherwise you risk a contractor being snapped up by another organisation. Keep the number of interviews to a minimum and make sure your hiring processes are as efficient as possible.

Shout about the positive impacts of your projects
Contractors value working on projects that bring real-world value. If your role fits the bill, shout about this when advertising roles and interviewing contractors. Perhaps your role has a strong social value? Or maybe it offers the chance for someone to hone a particular set of skills? Make the outcomes of the project clear, and you may be able to secure someone willing to work on the project at a lower rate.

Consider a remote working approach wherever possible
Tech contractors value a positive work-life balance and the option to work remotely. With the ball very much in the court of contractors at the moment in terms of job offers on the table, being able to give contractors the option to work remotely all or most of the time could tip the scales in your favour.

Rethink how you engage with contractors
With demand for tech contractors so high, think about how you can broaden your talent networks. You may want to give more consideration to contractors who meet most of the technical ability requirements, but who show they can pick up new skills quickly. How about rethinking the way you connect with contractors? Our CodeCo competitions link organisations with top contractors via coding competitions – find out more by speaking to your Hays specialist recruiter.

Tips for **tech contractors**

Look out for interesting projects
Competition is high for tech contractors at the moment, and as organisations invest more in their digital transformation projects, it's prime time for you to choose the projects that interest you the most.

Organisations may be more open to taking you on even if you don't have all the necessary skills if you can show evidence of learning and applying new skills quickly. Taking on varied projects can help make your CV stand out in the future and lets you diversify your knowledge.

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Don't stop investing in your upskilling
Although your skills are in high demand now, don't stop investing in improving your skillset. Upskill wherever possible and keep your certifications marketable so you can continue increasing your day rate over time.

EXPERT INSIGHT

'The Great Reassessment', as it has been dubbed, is a very real phenomenon and sure to pose a challenge for tech employers everywhere for the foreseeable future. A view to escaping from burnout cultures, greater desire for flexibility and an eagerness for work that provides valuable experience are all driving movement among tech contractors.

As we've seen across the world of work in its entirety, working from home is now the norm. Pre-Covid, many organisations would not permit remote working due to security concerns, which have now dissipated significantly. This, along with the more flexible nature of contracting work, should offer contractors the opportunity to avail themselves of a better work-life balance. However, in many cases, contractors are less inclined to take holiday than their permanent counterparts.

With the forecast for activity strong and likely to grow further still, engagers of tech contractors face an uphill battle when it comes to securing the skills they need to deliver against organisational objectives. Achieving a balance when it comes to the type of blended workforce needed to achieve innovation, growth and agility is also a growing challenge, as is effectively managing collaboration in an increasingly distributed environment.

> Attracting talent also remains a significant obstacle, leading organisations to reflect carefully on what contractors are looking for in an overall offering.

Though day rates continue to be at the forefront of what matters, we are also now seeing contractors pay more attention to the culture of organisations, and how they treat their workforce. Historically, contractors tend to have been excluded from a lot of learning and development initiatives and social events available to permanent employees. This approach is seeing a change, with many contractors now being included in developmental programmes and other activities.

This is partly due to the fact that many organisations are now reliant on both permanent employees and contractors, and understand the importance of a dual talent strategy as well as the benefits it can provide when it comes to more complex challenges, such as managing the risks and cost of growth.

For a lot of contractors, Covid presented a period of increased activity that hasn't really slowed, and there will now be a focus on getting time back. This is at odds with the demand for their expertise, which continues to grow as tech skills become increasingly important to an ever-wider array of companies, not just those with a purely technological purpose. To secure the experience they need, organisations will need to ensure they have a clearly-defined and structured offering that includes not only a competitive rate, but more holistic and comprehensive benefits that take into account what contractors are looking for.

DAVID O'REILLY, DIRECTOR OF TAX

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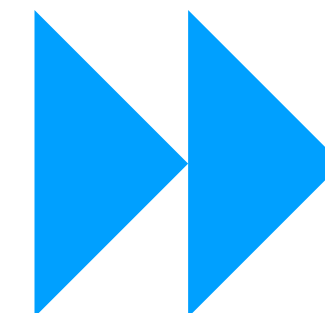
DAY **RATES**

CYBER SECURITY

NATIONWIDE	€ Range	€ Typical
Chief Information Security Officer	800-1,300	950
Head of Cyber Security	500-1,000	700
Head of Information Security	600-1,000	700
Information Security Architect	600-900	850
Cyber Security Architect	600-1,000	900
Information Security Manager	600-900	750
Cyber Security Manager	400-800	650
Security Engineer	400-1,000	750
Cyber Security Analyst	350-550	400
Information Security Analyst	350-550	400
Threat Intelligence	350-750	500
Penetration Tester	350-750	500

DATA & ADVANCED ANALYTICS

NATIONWIDE	€ Range	€ Typical
Data Architect	600-800	750
BI Manager	550-750	600
BI Developer	400-650	550
BI Analyst	400-500	475
Database Designer	500-600	550
Database Administrator	450-600	500
Database Developer	400-550	500
Data Manager	450-700	650
Data Engineer	450-675	600
Performance Analyst	400-450	425
Data Analyst	380-550	500
Data Scientist	400-650	550
Machine Learning Scientist	600-750	700
Deep Learning Scientist	650-850	750
Computer Vision Scientist	500-650	550

DEVELOPMENT

NATIONWIDE	€ Range	€ Typical
Development Director	800-1,000	900
Development Manager	650-800	750
Software Architect Java/Opensource	650-850	700
Software Architect Microsoft Stack	500-650	600
Technical Lead Java/Opensource	650-800	700
Technical Lead Microsoft Stack	550-700	600
Senior/Analyst Developer Java/Opensource	500-650	600
Senior/Analyst Developer Microsoft Stack	450-650	550
Full Stack Developer	500-650	550
Developer Java/Opensource	500-650	550
Developer Microsoft Stack	350-550	450
Junior Developer Java/Opensource	300-400	350
Junior Developer Microsoft Stack	300-400	350
SharePoint Developer	350-450	400
Analyst Programmer C/C++	400-450	425
Senior Front End Developer	550-650	600
Front End Developer	475-600	500
Junior Front End Developer	250-350	300
Senior Web Developer	450-600	500
Web Developer	350-450	425
Junior Web Developer	250-300	275
Product Manager	450-600	500
Product Analyst	350-500	400

CLOUD & INFRASTRUCTURE

NATIONWIDE	€ Range	€ Typical
Architect AWS	600-900	750
Architect VMware	550-800	650
Project Manager Cloud Infrastructure	600-800	600
Senior Engineer AWS	600-800	700
Senior Engineer VMware	500-650	550
Engineer AWS	500-650	600
Engineer VMware	450-550	500
Infrastructure Specialist/Architect	600-800	700
Server Support Engineer	300-400	350
Desktop Support Analyst	200-280	225
Application Support Analyst	250-450	400
Field Engineer	200-350	300
Helpdesk/Service Desk Analyst	150-270	200
Service Delivery Manager	500-600	550
Service Desk Manager	350-500	450
Network Engineer	400-550	500
DevOps Engineer	550-750	650
Windows Systems Administrator	400-550	500
Site Reliability Engineer	450-650	550
Platform Engineer	500-650	550

DAY **RATES**

ERP

NATIONWIDE	€ Range	€ Typical
SAP Architect	700-850	800
SAP S4/HANA	650-750	700
SAP Project Manager	550-700	600
SAP SuccessFactors Consultant	550-650	600
SAP BASIS Consultant	500-620	540
Oracle EBS DBA	550-650	600
Oracle EBS Functional Consultant	550-650	550
Oracle EBS Technical Consultant	525-600	550
Oracle EBS Project Manager	525-600	550
Oracle Netsuite Consultant	525-625	575
Oracle Fusion DBA	550-650	600
Oracle Fusion Technical Consultant	550-650	600
Oracle Fusion Functional Consultant	550-650	600
Oracle Fusion Project Manager	550-650	600
Oracle Trainer	410-460	450
ERP Project Manager	500-700	650
ERP Technical Consultant	450-600	500
ERP Functional Consultant	500-600	550
ERP Support Analyst	350-450	425
ERP Programme Manager	500-750	750
ERP Business Analyst	476-640	550
ServiceNow Engagement Manager	500-650	570
ServiceNow Consultant	500-650	580
ServiceNow Configuration Manager	400-500	440
ServiceNow Systems Administrator	350-450	380
ServiceNow Developer	500-750	580
ServiceNow Business Analyst	450-550	480
ServiceNow Project Manager	450-550	500
ServiceNow Programme Manager	500-650	600
ServiceNow Technical Consultant	550-750	650
ServiceNow Technical Architect	600-800	700
ServiceNow Solutions Architect	600-800	650
ServiceNow Pre-Sales Consultant	600-750	600
ServiceNow Service Delivery Manager	450-550	490

ERP

NATIONWIDE	€ Range	€ Typical
Workday Integration Consultant	550-650	600
Workday Configuration Consultant	650-750	700
Workday HCM Consultant	550-650	600
Workday Financial Consultant	650-750	700
Workday Payroll Consultant	550-650	600
Workday Project Manager	600-750	650
Workday Business Analyst	500-600	550

CRM

NATIONWIDE	€ Range	€ Typical
Salesforce Solutions Architect	600-875	775
Salesforce Technical Architect	625-875	800
Salesforce Developer	525-675	575
Salesforce Administrator	300-500	375
Salesforce Business Analyst	425-650	575
Salesforce Project Manager	450-700	600
Salesforce Programme Manager	575-875	750
Salesforce Product Owner	400-650	500
Salesforce Tester	350-550	400
Salesforce Functional Consultant	400-625	550
Salesforce Trainer	350-600	500
Technical Architect	850-1,000	900
Solutions Architect	800-1,000	850
Dynamics Support Consultant	400-475	425
Dynamics Functional Consultant	525-675	575
Dynamics Technical Consultant	500-625	550
Dynamics Project Manager	500-700	625
Dynamics Business Analyst	475-600	525
Dynamics Developer	550-675	625
Dynamics 365 Tech Lead	550-650	600

INTELLIGENT AUTOMATION

NATIONWIDE	€ Range	€ Typical
RPA Business Analyst	300-500	400
RPA Developer	375-575	475
RPA Project Manager	400-550	475
RPA Architect	500-600	550
RPA Consultant	375-575	525
Head of RPA	500-700	600
Head of Machine Learning/ML Manager	500-700	600
Machine Learning Consultant	450-600	550
Machine Learning Engineer	375-575	475

TESTING

Functional testing

NATIONWIDE	€ Range	€ Typical
Test Manager	550-650	600
Test Lead	450-550	500
Senior Test Analyst	450-550	500
Test Analyst	400-500	450
Technical Lead	550-650	600
QA Analyst	450-650	450
Automation Tester	n/a	n/a

Non-functional testing

NATIONWIDE	€ Range	€ Typical
Test Manager	450-600	550
Test Lead	450-500	500
Senior Test Analyst	375-500	475
Test Analyst	350-450	425
Technical Lead	450-550	550
QA Analyst	350-450	450
Automation Tester	500-650	550

Contact your recruitment lead for more information

Contact us ▶

DAY **RATES**

GOVERNANCE

NATIONWIDE	€ Range	€ Typical
Head of Data Governance	700-1,000	800
Data Governance Manager	650-850	700
IT Auditor	450-650	500

LEADERSHIP

NATIONWIDE	€ Range	€ Typical
CIO	900-1,100	950
Chief Data Officer/Head of Data	800-1,200	800
Chief Information Security Officer	900-1,200	950
CTO	1,000-1,100	1,000
IT Director	550-750	700
Head of IT	600-800	750
Head of Service Delivery	600-800	670
Head of Infrastructure	600-750	600
Head of Development	700-900	800
Head of IT Security	750-900	800
Head of Business Intelligence	700-900	800
Enterprise Architect	600-900	750
VP of Engineering	800-1,100	900
Business Architect	550-750	600
Technical Architect	700-900	800
IT Manager	550-750	650

PROJECTS & CHANGE MANAGEMENT

NATIONWIDE	€ Range	€ Typical
Programme Director	1,000-1,200	1,100
Programme Manager	700-900	800
Portfolio Manager	650-800	750
Head of Projects/Change	900-1,100	1,000
Project Manager – Senior	600-850	750
Project Manager – Mid	550-700	600
Project Manager – Junior	450-600	500
Change Manager	600-700	650
Release Manager	600-700	650
Business Analyst – Senior	550-700	600
Business Analyst – Mid	450-550	500
Business Analyst – Junior	350-450	400
PMO Manager	500-650	575
PMO Analyst/Coordinator	300-450	375

Contact your recruitment lead for more information

Contact us ▶

TALK TO OUR
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ABOUT US

At Hays, we invest in lifelong partnerships that empower people and businesses to succeed. Over the years, we've evolved to become much more than just a specialist technology recruitment business, putting our customers at the heart of everything we do.

As your partner, we recruit for a wide range of roles across IT and Digital Technology, including cyber security, cloud, CRM, data and advanced analytics, development, enterprise resource planning, infrastructure, leadership, projects and change management, testing and much more.

What really sets us apart is our knowledge through scale, deep understanding and our ability to meaningfully innovate for our customers. By providing advice, insights and expertise on the tech issues you face today in the fast-paced world of work, we help you make the right decisions for tomorrow.

Offering an unrivalled suite of recruitment and workplace solutions, whether you're looking for what's next in your career, or have gap to fill, we'll help you get where you want to go. You can rely on us to deliver today and help you plan for tomorrow.

To speak to a recruiting expert at one of our offices across Ireland, find your nearest office at hays.ie/contact-us

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Rely on us to deliver today and help you **plan for tomorrow**