

# SALARY GUIDE 2022



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# CONTENTS

INTRODUCTION	3
HUMAN RESOURCES & TRAINING	4
ACCOUNTANCY	6
SALES	8
MARKETING	10
BUSINESS SUPPORT	12
ENVIRONMENTAL, HEALTH & SAFETY, QUALITY	14
MANUFACTURING	16
ENGINEERING - CONSTRUCTION	18
ENGINEERING - PRODUCTION & MANUFACTURING	20
SUPPLY CHAIN	22
LOGISTICS	24
IT	26



# INTRODUCTION

Clark are pleased to present our annual salary guide for 2022.

This guide has been compiled using the salary details provided to us by over 5000 candidates who have registered with us during the past 12 months, an in-depth review of salary levels across 500 vacancies in our region in the 2nd half of 2021 and the analysis of salary guides provided by national and international specialists in the recruitment sector for the year ahead.

What is evident is that salary rates are on the increase. Candidates and representative bodies are calling for salary increases at a minimum of 2 – 4%. In reality, we are seeing increases in certain sectors in excess of this.

A worldwide talent shortage, the change in the landscape of how we work as a result of the covid pandemic and the increase in the cost of living is driving salary expectations upwards.

Employers are fighting hard to attract and retain good people in a candidate market which is very aware of its worth. Ultimately, salary levels play a big part in this.

Our survey gives information across specific job sectors including Human Resources, Accountancy, Sales, Marketing, Business Support, Environmental Health & Safety, Quality, Manufacturing, Engineering, Supply Chain, Logistics and IT and includes salary information for over 209 roles.

The purpose of this survey is to provide you with detailed, accurate information about salary levels across Ireland with specific emphasis on the M7 corridor. We believe it will be a useful go-to tool for both employers and employees for planning purposes in 2022.

If you would like further information or we can help you regarding the information provided in this survey, please contact me directly via email [deirdre@clark.ie](mailto:deirdre@clark.ie) or a member of our team on 045 881888.



**Managing Director**  
Clark Recruitment and Executive Ltd.



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# HUMAN RESOURCES & TRAINING



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# HUMAN RESOURCES & TRAINING

Job title	1-2 years exp	3-5 years exp	5 years + exp
HR VP – Director	85-100k	100-120k	120-130k+
Senior HR Manager/Senior HR Business Partner	70-75k	75-80k	80-90k+
HR Manager	60-62k	68-74k	80k+
HR Business Partner	50-55k	55-60k	60-70k+
HR Advisor	34-40k	40-45k	50k +
HR Generalist/HR Officer	28-35k	35-40k	40-50k
HR Administrator	25-28k	28-34k	34-37k
L&D Manager	55-60k	60-65k	70k+
L&D Specialist	32-35k	38-45k	45k +
C&B/Reward Manager	60-70k	75-85k	85k +
C&B/Reward Specialist	43-48k	48-53k	53-63k
HR IS Manager	45-50k	55-65k	70k +
HR IS Analyst	35-40k	45-50k	65k +
OD Manager/Change Manager	70-80k	85-95k	100k +
Employee Relations Manager	55-60k	60-70k	70-75k +
Employee Relations Specialist	40-45k	45-50k	50-60k+
Global Mobility Manager	50-55k	60-70k	90k +
Global Mobility Specialist	40-45k	50-55k	65k +
Talent Acquisition/Recruitment Manager	50-55k	60-75k	75-80k+
Talent Acquisition/Recruitment Specialist	28-32k	35-40k	45-50k +
Talent Acquisition/Recruitment Coordinator	25-28k	30-35k	40k +



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# ACCOUNTANCY

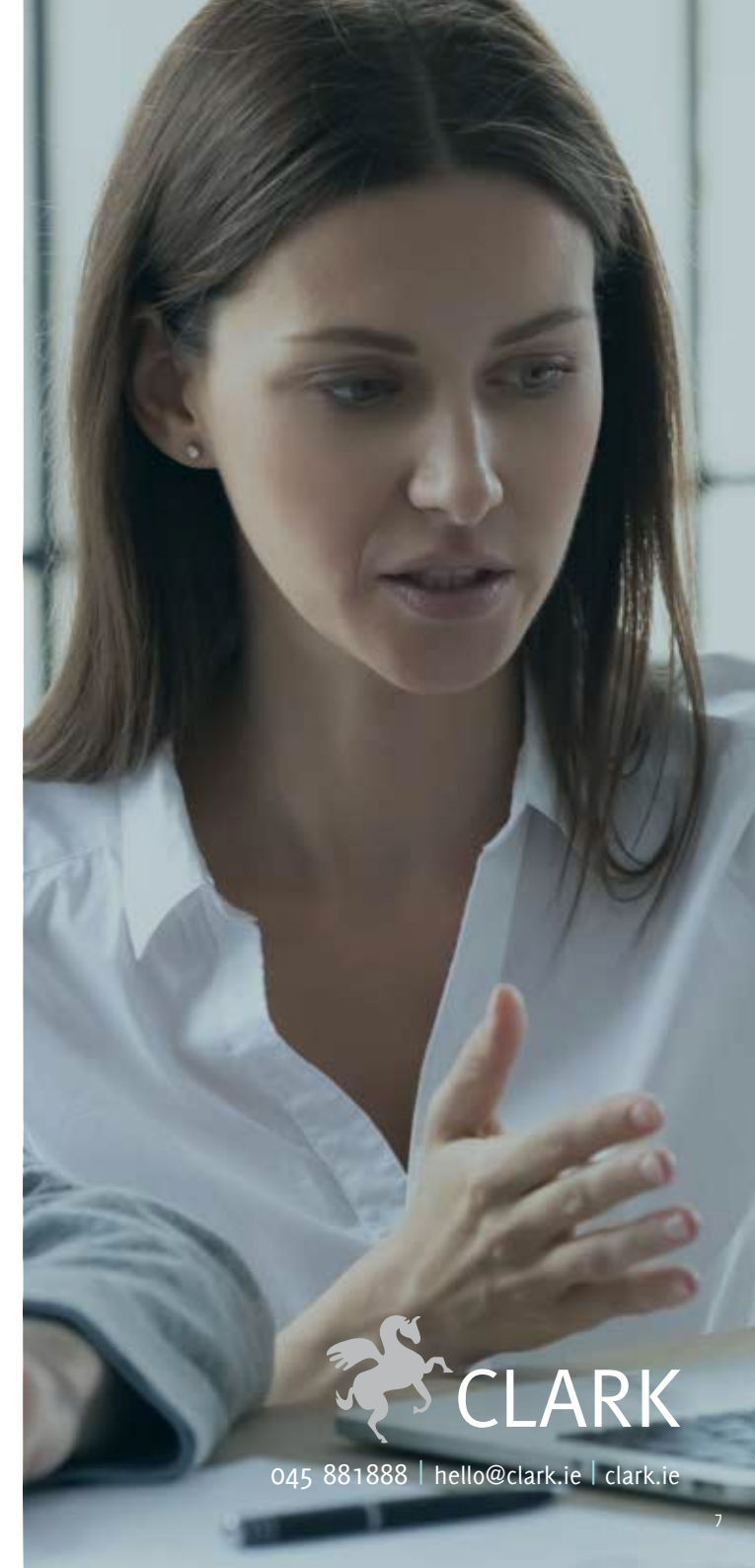


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# ACCOUNTANCY

Job title	1-2 years exp	3-5 years exp	5 years + exp
Financial Director	80-90k	90-100k	120k +
Financial Controller	75-85k	85-95k	100k +
Qualified Accountant	45-55k	55-60k	60-65k+
Project Accountant	55-60k	60-65k	65-70k+
Cost Accountant	45-50k	50-60k	60-65k+
Financial Accountant	40-50k	50-60k	60-65k+
Financial Analyst	45-50k	50-55k	55-60k
Tax Accountant	45-50k	50-55k	60k +
Internal audit	42-48k	48-58k	58-68k
Audit Manager	55-60k	60-70k	70-80k +
Audit Senior	38-43k	43-46k	46k+
Audit Junior	20-25k	-	-
Part-Qualified Accountant	28-32k	32-38k	38-40k +
Accounts Supervisor	35-38k	38-42k	42k +
Accounts Technician	26-30k	29-34k	34k +
Accounts Payable Clerk	25-28k	28-32k	32-38k
Accounts Receivable Clerk	24-27k	27-31k	31-35k
Credit Controller	26-28k	28-32k	32-40k+
General Accounts Clerk	26-30k	29-34k	34k +
Payroll Specialist	35-37k	37-40k	40k +
General book-keeper	28-34k	34-36k	36k +



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A group of four business professionals (three men and one woman) are standing in a modern office with large windows overlooking a city. They are dressed in business attire. One man is holding a tablet, and another is holding a smartphone. The woman is also holding a smartphone. They appear to be in a meeting or discussion.

# SALES



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# SALES

Job title		Basic	Earnings
Sales Director	85-110k	100-130k+	
Sales Manager	38-70k	55-100k+	
Key Account Manager	40-50k	55-65k	
Field Sales Executive	38-45k	45-60k	
Business Development Manager	55-70k	85-100k	
Business Development Executive	38-42k	55-65k	
Inside Sales/ Telesales Team lead	30-40k	38-48k	
Inside Sales/Telesales Executive (0-2 years)	25-28k	30-35k	



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# MARKETING



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# MARKETING

Job title	1-2 years exp	3-5 years exp	5 years + exp
Marketing Director	70-80k	80-100k	100-120k+
E Commerce, Digital/Marketing/Brand Manager	60-70k	70-80k	80-90k
Activation/Trade Marketing Manager	35-40k	40-45k	45-60k
Channel Marketing Manager	32-35k	35-42k	42-55k
Customer Marketing Manager	32-35k	35-42k	42-55k
Senior Project Manager	40-50k	50-60k	60-70k
Project Manager	23-28k	28-35k	35-40k
Senior Category Manager	45-50k	50-55k	55-75k
Category Manager	35-43k	43-50k	50-55k
Category Executive	25-28k	28-35k	35-40k
E Commerce, Digital/Marketing/Brand Executive	30-40k	40-50k	50-65k
Marketing Assistant/Digital Marketing Assistant	24-28k	28-32k	23-38k
Marketing Analyst	23-28k	28-35k	30-40k



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# BUSINESS SUPPORT



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# BUSINESS SUPPORT

Job title	1-2 years exp	3-5 years exp	5 years + exp
Office Manager	30-34k	34-38k	38-45k+
Executive Assistant / Executive Secretary	30-35k	35-40k	40-45k+
Senior Administrator	25-28k	30-35k	35k +
Administrator	22-26k	27-30k	34k+
Project Administrator	25-28k	30-35k	35k +
Receptionist	24-28k	30-31k	30k +
Sales Administrator	25-28k	30-35k	35k+
Call Centre Manager	55-60k	65-70k	70-85k
Customer Service Manager	35-38k	40-45k	50k +
Customer Service Team Lead	25-27k	28-32k	32k-36k
Customer Service Representative	24-26k	28-32k	32-35k
Bilingual Customer Service Representative	23-25k	26-28k	30-32k
Data Entry Clerk	22-24k	26-28k	28k+
Office Junior	21-28k	-	-



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ENVIRONMENTAL,  
HEALTH & SAFETY,  
QUALITY



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# ENVIRONMENTAL, HEALTH & SAFETY, QUALITY

Job title	1-2 years exp	3-5 years exp	5 years + exp
Environmental Manager	45-55k	55-65k	65-80k
Environmental Engineer	40-45k	45-55k	55-65k
Environmental Technician	30-32K	40k+	45-50k
Health & Safety Manager	45-50k	55-60k	65k +
Health & Safety Engineer	30-35k	40-45k	50-55k
Health & Safety Officer	28-32k	38-45k	50-55k
Quality Manager	50-55k	55-65k	65k +
Quality Technician	30-32k	32-38k	38-45k



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# MANUFACTURING



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# MANUFACTURING

Job title	1-2 years exp	3-5 years exp	5 years + exp
Operations Director	90-100k	100-120k	120k +
Operations Manager	60-70k	70-80k	100k +
Plant Manager	60-65k	65-75k	80-95k
Production Manager	45-50k	55-60k	65k +
Engineering Manager	60-65k	65-70k	80-95k
Maintenance Manager	50-60k	60-70k	70-80k
Continuous Improvement Manager	45-55k	55-65k	65-80k
NPD Manager	40-45k	45-55k	55-65k
Technical Manager	50-55k	60-65k	65-70k
Project Manager	55-60k	60-65k	65-75k
Design Manager	50-60k	60-70k	70-80k



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# ENGINEERING - CONSTRUCTION



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# ENGINEERING - CONSTRUCTION

Job title	1-2 years exp	3-5 years exp	5 years + exp
Project Director	80k	85-90k	100k+
Design Manager	70-75k	75-80k	80-85k
Project Manager	60k +	65-70k	75-80k
Planner	25-35k	35-50k	50-80k
Civil Engineer	30-40k	40-55K	55-70k
Mechanical Engineer	35-45k	45-55k	55-65k
Electrical Engineer	35-45k	45-55k	55-65k
Building Services Engineer	30-35k	40-45k	50-60k
Road/Highway Engineer	30-40k	40-55k	55-70k
BIM Coordinator	30-40k	40-50k	50-60k
Water/Wastewater Engineer	32k +	40-45k	55k +
Geotechnical Engineer	32k +	40-45k	50k +
Environmental Engineer	45k +	50k +	60k +
CAD/Revit/Microstation Technician	30-32K	40k+	45-50k
Architect	28-40k	40-50k	50-65k
Architect Technician	25-35k	35-45k	45-55k



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A photograph of two men in a factory or workshop. The man in the foreground, with blonde hair and a beard, is wearing a blue shirt and is focused on working on a complex electronic assembly. The man in the background, with dark hair, is also working on a similar assembly. The background is slightly blurred, showing industrial equipment and wiring.

# ENGINEERING - PRODUCTION & MANUFACTURING



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# ENGINEERING - PRODUCTION & MANUFACTURING

Job title	1-2 years exp	3-5 years exp	5 years + exp
Project Engineer	35-40k	45-50k	50k +
Lean Six Sigma Engineer	35-40k	40-50k	50-65k
Continuous Improvement Engineer	35-38k	45-50k	55k +
Process Engineer	35-38k	45-50k	55k +
Manufacturing Engineer	35-38k	38-53k	55-70k
Quality Engineer	35-40k	40-50k	50-60k
Health & Safety Engineer	28-32k	38-45k	50-60k
Environmental Engineer	35-38k	45-50k	55k +
NPD Technologist	25-30k	30-40k	40-45k
QA Technician	30-32k	32-38k	38-45k
QC Technician	27-30k	30k	30-35k
Commissioning Engineer	35-40k	45-50k	50k +
Validation Engineer	35-40k	45-50k	50k +
Control/Automation Engineer	40-45k	45-55k	55-60k+
Maintenance Engineer	35-40k	45-50k	60k +
Maintenance Technician	25-35k	35-45k	45-50k



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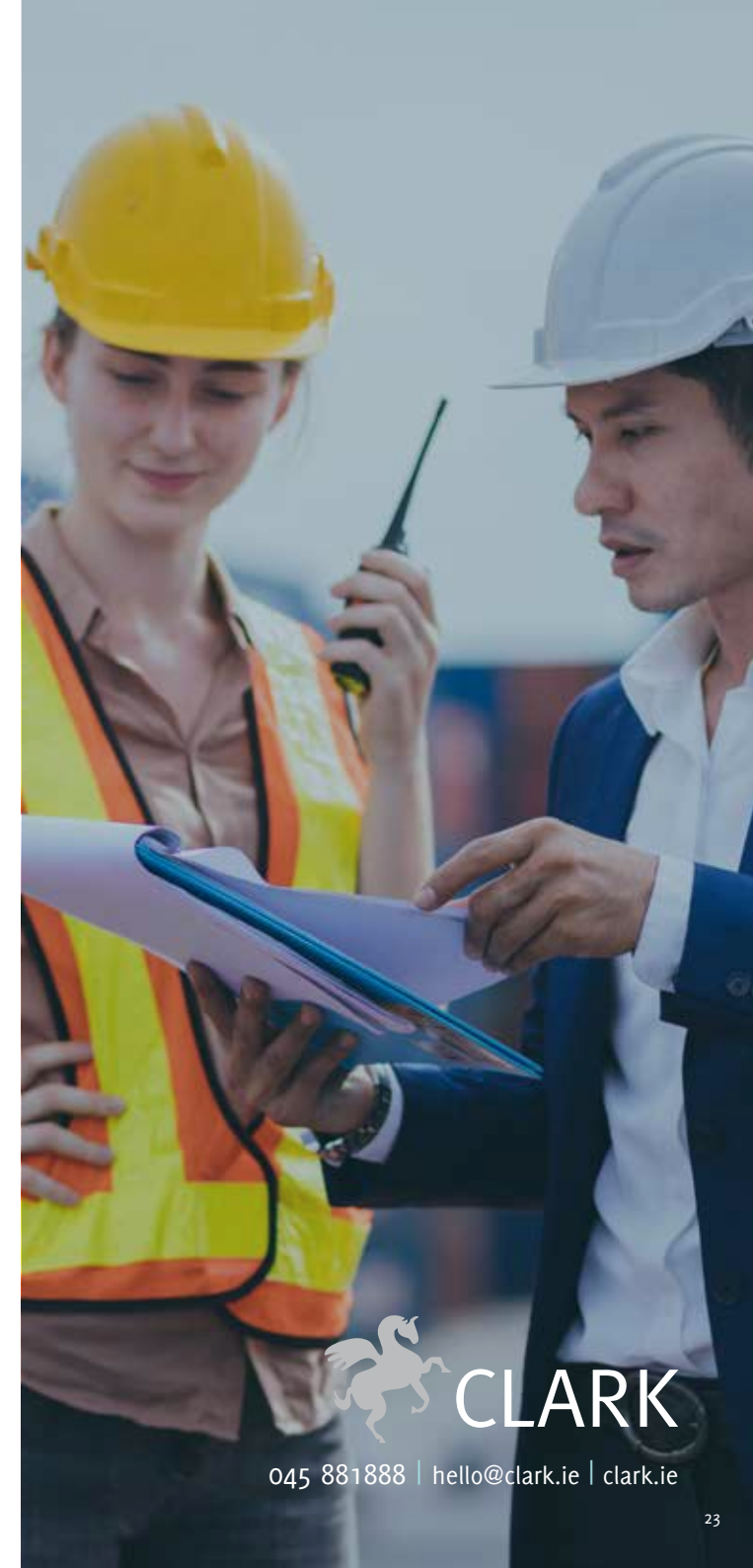
# SUPPLY CHAIN



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# SUPPLY CHAIN

Job title	1-2 years exp	3-5 years exp	5 years + exp
Supply Chain Director	110-120k	120-125k	125-130k
Supply Chain Manager	65-72k	72-75k	75-85k
Supply Chain Specialist	42-48k	48-52k	52-60k
Supply Chain Analyst	32-36k	36-42k	42-52k
Procurement/Purchasing Director	110-120k	120-125k	125-130k
Procurement/Purchasing Manager	38-55k	55-70k	85k +
Procurement/Purchasing Specialist	37-43k	43-50k	55k +
Buying Manager	55-60k	60-65k	65-80k
Senior Buyer	37-43k	43-50k	50k +
Buyer	32-36k	36-40k	40-50k
Purchasing Manager	55-60k	60-65k	65k+
Purchasing Specialist	28-35k	35-42k	45k
Commodity/Category Manager	55-60k	60-65k	65-80k
Vendor Manager	35-40k	40-50k	50-65k
Materials Manager	35-40k	40-50k	50-65k
Inventory Manager	35-40k	40-50k	50-65k
Inventory Analyst	32-38k	38-45k	45k +
Planning Manager	60-70k +	60-70k +	70-80k +
Master Scheduler	45-50k	50-55k	55-60k
Demand/Supply Manager	33-42k +	42-50k +	55k +
Production Planner	33-42k +	42-50k +	50k +
Buyer/Planner	40-45k	45-50k	50-55k



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# LOGISTICS



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# LOGISTICS

Job title	1-2 years exp	3-5 years exp	5 years + exp
Director of Operations	80-90k	90-100k	100k +
Plant/Operations Manager	38-45k	45-55k	55-60k
Logistics Manager	43-50k	50-55k	55-75k
Logistics Coordinator	28-33k	33-38k	38k +
Warehouse Manager	35-45k	45-50k	50-60k
Warehouse Supervisor	32-37k	37-43k	43-45k
Stock Control Manager	37-42k	42-50k	50-60k
Inventory Controller	32-35k	35-40k	40-45k
Transport/Distribution Manager	40-45k	50-55k	55-60k
Transport Supervisor	32-37k	37-43k	43-48k
Shipping Manager	38-55k	55-70k	70k +
Freight Forwarding	24-27k	27-33k	33-44k
Freight Specialist	37-43k	43-50k	50k +



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A man with glasses and a light blue shirt is smiling and looking at a computer screen. A woman with long brown hair and a white shirt is sitting next to him, also smiling and looking towards the camera. They are in an office environment with a computer monitor and keyboard visible in the foreground.

IT

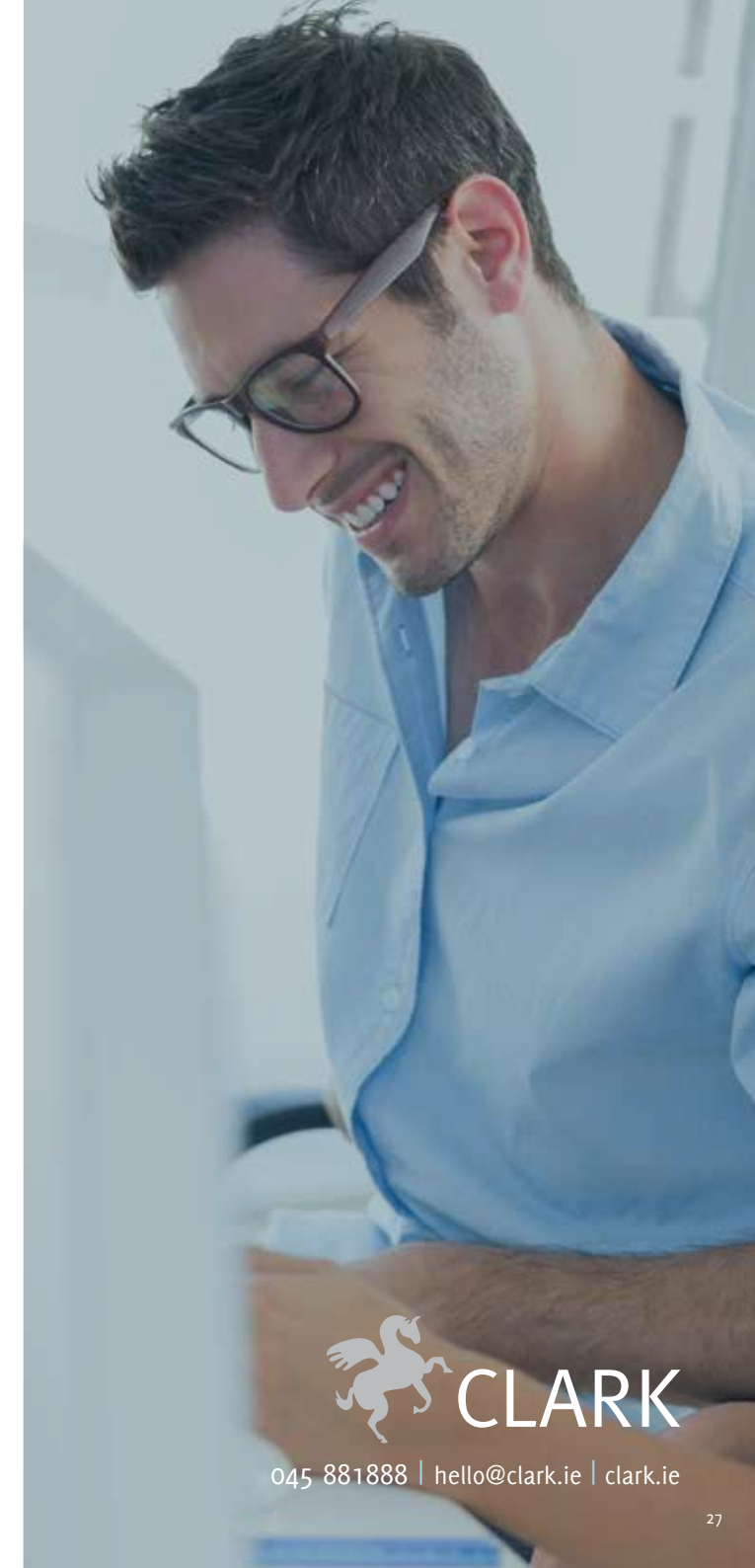


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# IT

Job title	1-2 years exp	3-5 years exp	5 years + exp
IT Director/Head of IT (EMEA/Global)	100-110k	110-130k	130k +
IT Manager	55-65k	65-75k	75-90k +
Programme Manager	90-95k	100-110k	110k +
Senior Project Manager	65-70k	70-75k	75-90k
Project Manager (mid-level)	45-50k	50-55k	65-75k
Software Product Manager	45-60k	60-80k	80k +
Software Engineering Development Manager	75-85k	80-95k	90-110k
Technical Architect	70-80k	80-90k	90-110k
Technical Team lead	70-80k	80-90k	90k +
Senior Specialist Developer	30-35k	35-60k	65-80k
Mid-level Developer	30-40k	40-50k	50-65k
Junior Developer	25-35k	35-45k	45-55k
Business Advisory Consultant	55-60k	60-70k	75-85k
Business Process Analyst/Consultant	30-35k	35-45k	45-60k+
Business Solutions Architect	75-85k	80-95k	90-110k +
QA Test Manager	55-65k	65-75k	75-85k
QA Test Lead	40-45k	45-55k	55k
Software Test/QA Engineer	30-35k	35-45k	45-55k
QA Automation Engineer	30-35k	35-45k	45-60k
Data Engineer	30-35k	35-60k	65-80k +
Data Scientist	40-55k	55-75k	75-90k +
Machine learning Software Engineer	50-60k	60-70k	70-85k
Data Architect	-	-	65-90k +



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## IT (continued)

Job title	1-2 years exp	3-5 years exp	5 years + exp
Database Developer	30-40k	45-60k	60-75k +
Database Administrator	30-40k	45-60k	60-75k +
Dev/Ops Platform Engineer	30-40k	40-60k	60-75k +
Cloud Infrastructure Architect	80-90k	90-100k	100k +
IT Systems Administrator	33-36k	40-45k	42-50k
IT Systems Engineer	25-30k	35-45k	50k +
Unix/Linux System Administrator	33-36k	40-45k	55k +
Network Engineer	28-40k	40-55k	55-65k
Helpdesk Support	26-32k	32-40k	40-50k +
Applications Support Consultant	40-45k	45-55k	60k
Service Delivery Manager	65-75k	75-80k	80k +
Storage/SAN Engineer	45-50k	55-60k	60k +
Service desk/Helpdesk lead	45-50k	55-60k	60k +
Chief Information Security Officer	100-110k	110-130k	130k +
Information Security Consultant	30-35k	35-60k	65-80k +
Information Security Officer	60-70k	70-80k	95k+
IT Auditor	60-65k	65-70k	70-75k
IT Risk/Compliance Consultant	45-50k	60-70k	70k +
Information Security Architect	60-70k	70-80k	95k+
IT Compliance Specialist	30-36k	40-55k	55k +
Network Security Architect	75-80k	80-85k	85-90k+
Cyber Security Analyst	28-32k	32-50k	50k +
Information Security Engineer	30-36k	40-55k	55k +



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