

# SALARY GUIDE 2023



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# INTRODUCTION

Clark are pleased to present our Annual Salary Guide for 2023.

This guide has been compiled using a review of the salary details provided to us by over 5500 jobseekers who have registered with us during the period March - October 2022, an in-depth review of salary levels across 500 vacancies in our region in the same 8 month period and the analysis of salary guides for the year ahead provided by national and international specialists involved in the recruitment sector in Ireland.

What is evident is that salary rates are on the increase. This is due to both a continued battle for skilled people as well as the impact of inflation on the cost of living.

According to the ESRI quarterly Economic commentary in October 2022, as the war in Ukraine and strain on the European energy market continues, inflation is expected to increase through the winter before moderating in 2023. Inflation is now forecast to average 8.1 per cent in 2022 and 6.8 per cent in 2023.

The IBEC annual HR update Workplace and Trend Insights Report (October 22) shows that 80% of employers are planning for pay increases in 2023, with an average increase of 3.8%. The reality is that we are seeing increases in excess of this in many skill sectors.

The change in the landscape of how we work and the future of work is creating both opportunities and threats to employers to attract and retain great people who know their worth. However, additional benefits such as more annual leave, the provision of a variety of well-being programmes and most importantly, the greater accommodation of flexible, hybrid/remote working all play a major part. With the unemployment rate set to fall to 4.1% and the IBEC annual HR Update Workplace Trends & Insights Report showing that more than half of respondents are planning to increase their headcount in 2023, there is little doubt that the high level of competition for talent will continue.

Our salary guide gives information across specific job sectors including Human Resources, Accountancy, Financial Services, Sales, Retail, 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 guide is to provide you with detailed, accurate information about salary levels across Ireland with specific emphasis on the M7 corridor. We are confident that it will be a useful go-to tool for both employers and employees for planning purposes for the year ahead.

If you would like further information or we can help you regarding the information provided in this survey, please contact me [deirdre@clark.ie](mailto:deirdre@clark.ie)



Deirdre Coghlan-Murray  
*Managing Director*  
*Clark Recruitment and Executive*





## SALARY GUIDE

# HUMAN RESOURCES & TRAINING



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# HUMAN RESOURCES & TRAINING

| Job title                                    | 0-2 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                     | 35-40k        | 40-45k        | 45-52k       |
| HR Administrator                             | 24-30k        | 30-33k        | 33-37k       |
| 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       |
| HRIS Manager                                 | 45-50k        | 55-65k        | 70k+         |
| HRIS Analyst                                 | 35-40k        | 40-48k        | 48-55k       |
| OD Manager/Change Manager                    | 70-80k        | 85-95k        | 100k+        |
| Employee Relations Manager                   | 55-60k        | 60-65k        | 65-75k+      |
| Employee Relations Specialist                | 40-45k        | 45-50k        | 55k+         |
| Global Mobility Manager                      | 50-55k        | 60-70k        | 90k+         |
| Global Mobility Specialist                   | 40-45k        | 50-55k        | 60k+         |
| Talent Acquisition/Recruitment Manager       | 45-55k        | 60-70k        | 75k+         |
| Talent Acquisition/Recruitment Specialist    | 28-32k        | 35-40k        | 50k+         |
| Talent Acquisition/Recruitment Coordinator   | 25-28k        | 30-35k        | 40k+         |



# ACCOUNTANCY



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# ACCOUNTANCY

| Job title                      | 0-2 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        | 60-70k+      |
| Project Accountant             | 55-60k        | 60-65k        | 65-70k+      |
| Cost Accountant                | 45-50k        | 50-60k        | 60-65k+      |
| Financial Accountant           | 40-50k        | 50-60k        | 60-70k       |
| Financial Analyst              | 45-50k        | 50-55k        | 55-65k       |
| Tax Accountant                 | 45-50k        | 50-55k        | 65k          |
| Internal Auditor               | 42-48k        | 48-58k        | 58-68k       |
| Audit Manager                  | 55-60k        | 60-70k        | 70k+         |
| Audit Senior                   | 38-43k        | 43-46k        | 47k+         |
| Audit Trainee                  | 21-26k        | -             | -            |
| Part-Qualified Accountant      | 28-32k        | 32-38k        | 38-40k+      |
| Accounts Supervisor            | 35-38k        | 38-42k        | 45k+         |
| Accounts Technician            | 27-32k        | 32-37k        | 37k+         |
| Accounts Payable Specialist    | 25-28k        | 30-35k        | 35-40k       |
| Accounts Receivable Specialist | 25-28k        | 28-35k        | 35k+         |
| Credit Controller              | 26-28k        | 28-35k        | 35k+         |
| General Accounts Clerk         | 26-30k        | 30-34k        | 34-38k       |
| Payroll Specialist             | 35-37k        | 37-40k        | 42-44k       |
| Accounts Assistant             | 24-28k        | 28-35k        | 35-38k       |
| General book-keeper            | 28-34k        | 34-36k        | 36-38k       |



# FINANCIAL SERVICES



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# FINANCIAL SERVICES

| Job title                                 | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|---|---------------|---------------|--------------|
| <b>LIFE ASSURANCE/LIFE INSURANCE</b>      |               |               |              |
| Head of Claims/Director                   | 60-70k        | 70-80k        | 80-90k       |
| Claims Team Manager                       | 55-65k        | 65-70k        | 70-75k       |
| Claims Handler/Accessor                   | 28-35k        | 35-45k        | 45-55k       |
| Claims Technical Analyst                  | 30-40k        | 40-45k        | 55-65k       |
| Financial Advisor                         | 30-35k        | 35-40k        | 40-45k       |
| Life Assurance/Life Insurance Product Mgr | 35-40k        | 40-45k        | 45-55k       |
| Pensions Manager                          | 45-50k        | 50-55k        | 55-60k       |
| Pensions Administrator                    | 22-25k        | 25-32k        | 32-38k       |
| Broker Consultant                         | 27-35k        | 35-40k        | 40-45k       |
| Broker Support                            | 25-28k        | 28-32k        | 32-36k       |
| <b>RETAIL BANKING</b>                     |               |               |              |
| FS Area Manager                           | 80-95k        | 95-100k       | 100k+        |
| Branch Manager                            | 35-45k        | 45-50k        | 50-80k       |
| Lending Manager                           | 30-35k        | 35-40k        | 40-45k       |
| Customer Service Advisor                  | 25-28k        | 28-30k        | 30-33k       |
| Mortgage Advisor                          | 30-35k        | 35-40k        | 40-50k       |
| Bank Official                             | 28-30k        | 30-32k        | 32-25k       |
| Credit Manager                            | 40-45k        | 45-50k        | 50-55k       |
| Collections Agent                         | 27-30k        | 27-30k        | 30-33k       |



## FINANCIAL SERVICES (continued)

| Job title                          | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|------------------------------------|---------------|---------------|--------------|
| <b>FUND ADMINISTRATION</b>         |               |               |              |
| Head of Fund Accounting            | 60-65k        | 65-70k        | 70-90k       |
| Fund Accounting Manager            | 50-55k        | 55-60k        | 60-65k       |
| Senior Fund Accountant             | 33-38k        | 38-42k        | 42-50k       |
| Fund Administrator                 | 24-26k        | 26-28k        | 28-30k       |
| <b>COMPLIANCE</b>                  |               |               |              |
| Chief Compliance Officer           | 70-75k        | 75-90k        | 90-120k      |
| Compliance Manager                 | 50-55k        | 55-65k        | 65-80k       |
| Compliance Surveillance Officer    | 30-35k        | 35-40k        | 40-45k       |
| Money Laundering Reporting Officer | 35-40k        | 40-50k        | 50-60k       |
| Financial Crime Operations Analyst | 25-35k        | 35-45k        | 45-50k       |
| Head of Fraud                      | 60-70k        | 80-90k        | 90k          |
| Fraud Analyst                      | 25-30k        | 30-40k        | 40-50k       |
| Head of Data Protection            | 65-75k        | 75-85k        | 85-95k       |
| Data Protection Analyst            | 28-38k        | 38-50k        | 50-55k       |



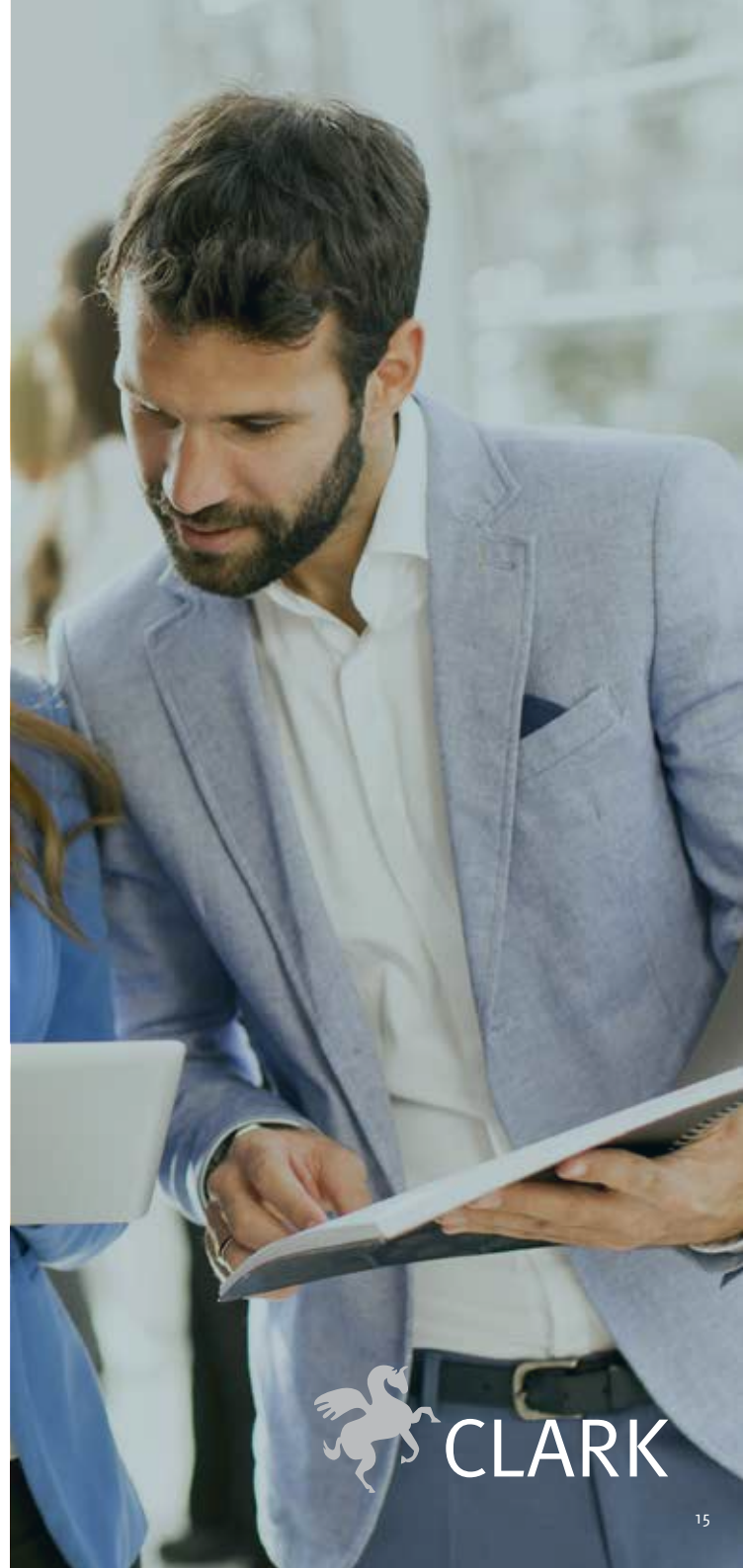
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SALES

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# SALES

| Job title                               | 0-2 years exp                      | 3-5 years exp                        | 5 years+ exp                          |
|---|------------------------------------|--------------------------------------|---------------------------------------|
| <b>GENERAL SALES</b>                    |                                    |                                      |                                       |
| Commercial Director                     | Base: 80k - 90k<br>OTE: 90k - 110k | Base: 90k - 110k<br>OTE: 120k - 130k | Base: 110k - 130k<br>OTE: 130k - 150k |
| Sales Director                          | Base: 70k - 80k<br>OTE: 80k - 90k  | Base: 80k - 95k<br>OTE: 90k - 120k   | Base: 95k - 120k<br>OTE: 120k - 150k  |
| Sales Manager                           | Base: 38k - 42k<br>OTE: 55k - 65k  | Base: 42k - 55k<br>OTE: 65k - 75k    | Base: 55k - 70k<br>OTE: 75k - 100k    |
| Account Manager                         | Base: 28k - 32k<br>OTE: 40k - 50k  | Base: 32k - 36k<br>OTE: 50k - 60k    | Base: 36k - 40k<br>OTE: 60k - 65k     |
| Sales Representative                    | Base: 24k - 26k<br>OTE: 30k - 40k  | Base: 26k - 28k<br>OTE: 40k - 45k    | Base: 28k - 32k<br>OTE: 45k - 50k     |
| Business Development Manager            | Base: 40k - 45k<br>OTE: 60k - 70k  | Base: 45k - 55k<br>OTE: 70k - 85k    | Base: 55k - 70k<br>OTE: 85k - 100k    |
| Business Development Executive          | Base: 30k - 35k<br>OTE: 35k - 45k  | Base: 35k - 38k<br>OTE: 45k - 52k    | Base: 38k - 42k<br>OTE: 52k - 65k     |
| Telesales Executive                     | Base: 22k - 24k<br>OTE: 26k - 32k  | Base: 24k - 26k<br>OTE: 32k - 40k    | Base: 26k - 28k<br>OTE: 40k - 45k     |
| <b>FMCG SALES</b>                       |                                    |                                      |                                       |
| Country Manager - FMCG Sales            | Base: 80k - 90k<br>OTE: 90k - 100k | Base: 90k - 100k<br>OTE: 100k - 120k | Base: 100k - 120k<br>OTE: 120k - 140k |
| Account Manager - FMCG Sales            | Base: 30k - 35k<br>OTE: 35k - 45k  | Base: 35k - 42k<br>OTE: 45k - 60k    | Base: 42k - 50k<br>OTE: 60k - 70k     |
| Field Sales Representative - FMCG Sales | Base: 28k - 32k<br>OTE: 35k - 40k  | Base: 32k - 38k<br>OTE: 40k - 45k    | Base: 38k - 45k<br>OTE: 45k - 55k     |



## SALES (continued)

| Job title                         | 0-2 years exp                     | 3-5 years exp                     | 5 years+ exp                       |
|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------------|
| <b>IT SALES</b>                   |                                   |                                   |                                    |
| IT Sales Manager                  | Base: 55k - 60k<br>OTE: 75k - 80k | Base: 60k - 65k<br>OTE: 80k - 95k | Base: 65k - 70k<br>OTE: 95k - 100k |
| Technical Sales Manager           | Base: 50k - 55k<br>OTE: 60k - 70k | Base: 55k - 65k<br>OTE: 70k - 80k | Base: 65k - 75k<br>OTE: 80k - 95k  |
| IT Inside Sales Executive         | Base: 25k - 28k<br>OTE: 30k - 35k | Base: 28k - 30k<br>OTE: 35k - 40k | Base: 30k - 38k<br>OTE: 40k - 55k  |
| <b>RETAILS SALES</b>              |                                   |                                   |                                    |
| Retail Store Manager (100+ Staff) | 50-60k                            | 60-70k                            | 80k                                |
| Retail Store Manager              | 35-40k                            | 40-50k                            | 51k+                               |
| Retail Store Assistant Manager    | 28-30k                            | 30-35k                            | 35-45k                             |
| Merchandising Manager             | 30-40k                            | 40-45k                            | 45-55k                             |
| Visual Merchandiser               | 23-27k                            | 27-32k                            | 32-38k                             |
| Department Manager                | 25-28k                            | 28-34k                            | 34-37k                             |
| Supervisor/Trainee Manager        | 21-25k                            | 25-28k                            | 28k+                               |
| Retail Sales Assistant            | 22-25k                            | 25-26k                            | 27k+                               |



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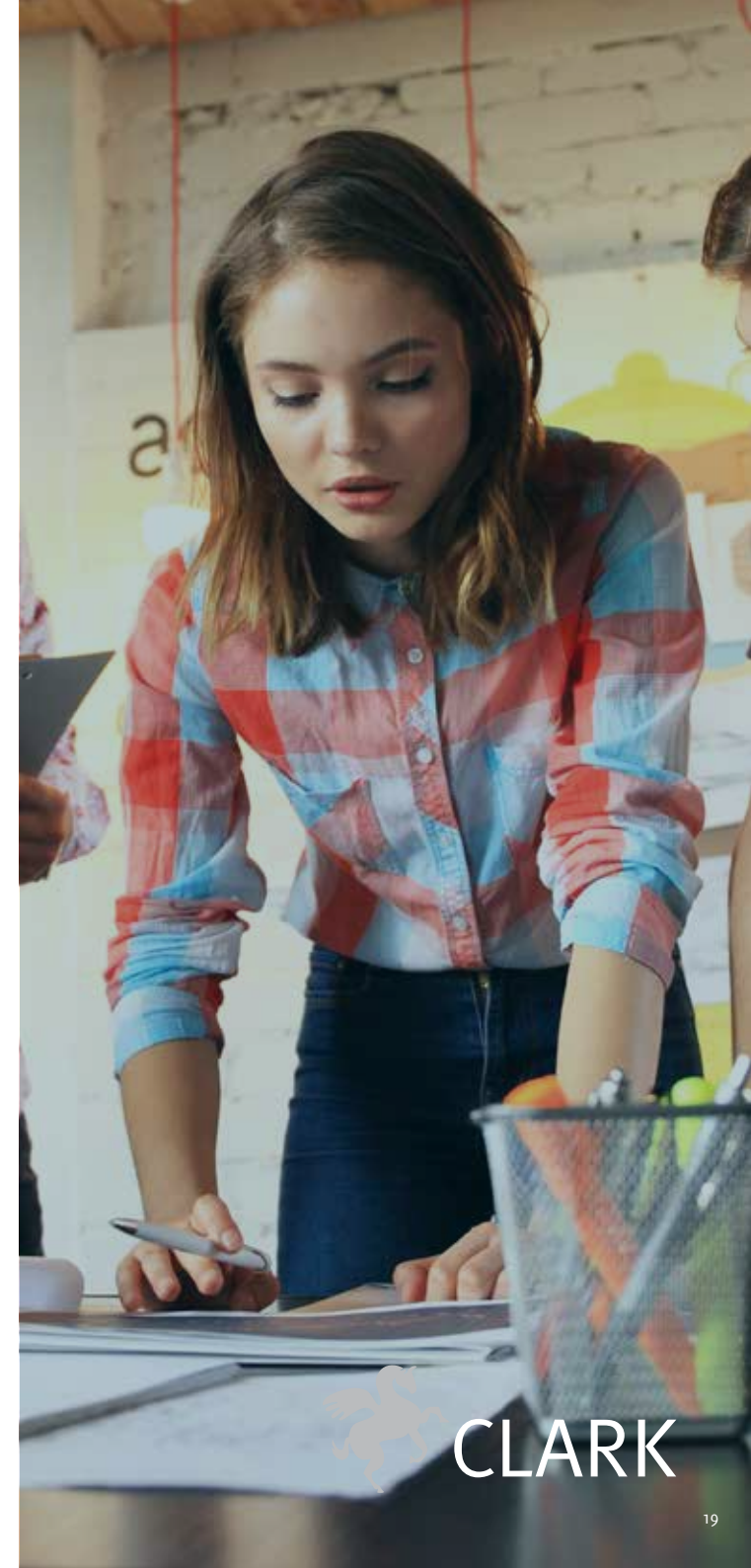
# MARKETING



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# MARKETING

| Job title                  | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|----------------------------|---------------|---------------|--------------|
| <b>GENERAL MARKETING</b>   |               |               |              |
| Marketing Director         | 70-80k        | 80-100k       | 100-130k     |
| Marketing Manager          | 40-50k        | 50-60k        | 60-75k+      |
| Brand Manager              | 35-40k        | 40-48k        | 48-60k       |
| Communications Manager     | 38-50k        | 50-65k        | 65-70k       |
| Channel Marketing Manager  | 32-35k        | 35-42k        | 42-65k       |
| Customer Marketing Manager | 32-35k        | 35-42k        | 42-55k       |
| CRM Manager                | 35-40k        | 40-45k        | 45-65k       |
| Product Manager            | 45-50k        | 50-60k        | 60-70k       |
| Senior Category Manager    | 45-50k        | 50-55k        | 55-75k       |
| Category Manager           | 35-43k        | 43-50k        | 50-65k       |
| Category Executive         | 25-28k        | 28-35k        | 35-45k       |
| Marketing Executive        | 25-30k        | 30-35k        | 38-45k       |
| Marketing Assistant        | 24-28k        | 28-32k        | 32-38k       |
| Marketing Analyst          | 23-28k        | 28-35k        | 35-40k       |



## MARKETING (continued)

| Job title                   | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|-----------------------------|---------------|---------------|--------------|
| <b>DIGITAL MARKETING</b>    |               |               |              |
| Head of Digital Marketing   | 70-80k        | 75-85k        | 85-100k      |
| Digital Marketing Manager   | 45-50k        | 50-60k        | 60-70k       |
| Digital Specialist          | 35-40k        | 40-45k        | 45-52k       |
| Digital Marketing Executive | 25-30k        | 32-38k        | 38-45k       |
| Social Media Specialist     | 24-30k        | 30-36k        | 36-40k       |
| Social Media Manager        | 32-38k        | 38-42k        | 42-50k       |
| SEO/SEM specialist          | 25-28k        | 28-36k        | 36-50k       |
| Graphic Designer            | 23-28k        | 28-36k        | 36-45k       |
| Content Editor/Manager      | 24-28k        | 28-40k        | 40-50k       |

‘SKILLED AND EXPERIENCED WORKERS IN THE DIGITAL SECTOR ARE LIKELY TO COMMAND HIGHER SALARIES AND MORE FLEXIBLE CONDITIONS AS ACTIVITY REMAINS HIGH FOR THESE TALENTED PROFESSIONALS.’



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# BUSINESS SUPPORT

# BUSINESS SUPPORT

| Job title                                 | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|---|---------------|---------------|--------------|
| Office Manager                            | 30-34k        | 34-38k        | 38-50k+      |
| Executive Assistant/Executive Secretary   | 30-33k        | 35-40k        | 45k+         |
| Personal Assistant                        | 28-32k        | 32-38k        | 38k+         |
| Senior Administrator                      | 28-30k        | 30-33k        | 33-35k+      |
| Administrator                             | 22-27k        | 27-30k        | 30-37k       |
| 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        | 45-52k+      |
| Customer Service Team Lead                | 25-27k        | 28-32k        | 32-37k       |
| 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        | 28-30k+      |
| Graduate                                  | 21-28k        | -             | -            |

## LEGAL SUPPORT

|                           |        |        |         |
|---------------------------|--------|--------|---------|
| Legal Admin               | 22-26k | 26-28k | 28-30k  |
| Legal Secretary           | 28-32k | 32-35k | 35-38k  |
| Legal Executive/Paralegal | 20-36k | 36-40k | 40-50k  |
| Inhouse                   |        |        |         |
| Compliance Officer        | 28-30k | 30-35k | 35-40k+ |
| Contracts Administrator   | 28-30k | 30-32k | 32-35k+ |



# ENVIRONMENTAL, HEALTH & SAFETY, QUALITY



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# ENVIRONMENTAL, HEALTH & SAFETY, QUALITY

| Job title                | 0-2 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  | 55-60k        | 60-65k        | 65-80k+      |
| Health & Safety Engineer | 30-45k        | 45-55k        | 55-65k+      |
| Health & Safety Officer  | 28-40k        | 40-50k        | 50-60k       |
| Quality Manager          | 60-55k        | 65-70k        | 70-80k+      |
| Quality Technician       | 30-32k        | 32-38k        | 38-50k       |
| Quality Administrator    | 25-27k        | 27-30k        | 30-32k       |

ACCORDING TO A RECENT REPORT BY THE ENVIRONMENTAL PROTECTION AGENCY  
*'THE NEED TO UNDERSTAND AND DISCLOSE INFORMATION ON CLIMATE RISK WILL SOON  
BECOME INCREASINGLY IMPORTANT FOR ALL BUSINESSES'.*

AS A RESULT, COMPANIES ARE FAST RE-DEVELOPING THEIR ENVIRONMENTAL, SOCIAL AND  
CORPORATE GOVERNANCE (ESG) POLICIES THEREBY CREATING A SERIOUS DEMAND FOR  
ENVIRONMENTAL, HEALTH & SAFETY AND REGULATORY QUALITY/COMPLIANCE ENGINEERS.



# MANUFACTURING

# MANUFACTURING

| Job title                      | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|--------------------------------|---------------|---------------|--------------|
| Operations Director            | 90-100k       | 100-120k      | 125k+        |
| Operations Manager             | 60-70k        | 70-80k        | 100k+        |
| Plant Manager                  | 60-65k        | 65-75k        | 80-95k+      |
| Production Manager             | 45-50k        | 55-60k        | 70k+         |
| 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        | 65-75k       |
| Project Manager                | 55-60k        | 60-65k        | 65-75k       |
| Design Manager                 | 50-60k        | 60-70k        | 70-80k+      |

‘WITH THE CONSIDERABLE IMPORTANCE OF MANUFACTURING TO THE IRISH ECONOMY AND THE TRANSFORMATION OF MANUFACTURING ENVIRONMENTS, EXPERIENCED MANUFACTURING SKILLS CONTINUE TO BE IN DEMAND IMPACTING SALARIES’.



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# ENGINEERING - CONSTRUCTION



# ENGINEERING - CONSTRUCTION

| Job title                         | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|-----------------------------------|---------------|---------------|--------------|
| Project Director                  | 80k           | 85-90k        | 120k+        |
| Design Manager                    | 70-75k        | 75-80k        | 80-85k       |
| Project Manager                   | 60k+          | 65-70k        | 75-80k       |
| Planner                           | 25-35k        | 35-50k        | 50-90k       |
| 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        | 50-70k       |
| 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+          | 65k+         |
| CAD/Revit/Microstation Technician | 30-32K        | 40k+          | 45-50k       |
| Architect                         | 28-40k        | 40-50k        | 50-65k       |
| Architect Technician              | 25-35k        | 35-45k        | 45-60k       |

‘SEVERAL LARGE CONSTRUCTION PROJECTS CONTINUE IN IRELAND INCLUDING THE NATIONAL CHILDREN’S HOSPITAL AND INTEL IN NORTH KILDARE RESULTING IN THE NEED FOR SKILLS IN CONSTRUCTION ENGINEERING’.



# ENGINEERING - PRODUCTION & MANUFACTURING



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# ENGINEERING - PRODUCTION & MANUFACTURING

| Job title                       | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|---------------------------------|---------------|---------------|--------------|
| Project Engineer                | 35-40k        | 45-50k        | 55k+         |
| Lean Six Sigma Engineer         | 52-55k        | 55-64k        | 64-72k       |
| Continuous Improvement Engineer | 35-38k        | 45-50k        | 55k+         |
| Process Engineer                | 40-50k        | 50-60k        | 60k+         |
| 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          | 35-45k        | 45-55k        | 55-65k       |
| 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             | 40-55k        | 50-55k        | 60k+         |
| Control/Automation Engineer     | 40-50k        | 50-65k        | 55-75k+      |
| Maintenance Engineer            | 35-40k        | 45-50k        | 60k+         |
| Maintenance Technician          | 25-35k        | 35-45k        | 45-55k       |



# SUPPLY CHAIN



# SUPPLY CHAIN

| Job title                                      | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|--|---------------|---------------|--------------|
| <b>SUPPLY CHAIN</b>                            |               |               |              |
| Supply Chain Director                          | 115-120k      | 120-125k      | 125-135k     |
| Supply Chain Manager                           | 65-72k        | 72-75k        | 75-90k       |
| Supply Chain Specialist                        | 42-48k        | 48-54k        | 54-60k       |
| Supply Chain Analyst                           | 35-38k        | 38-45k        | 45-56k       |
| Vendor Manager                                 | 35-40k        | 40-50k        | 50-65k       |
| Materials Manager                              | 35-40k        | 40-50k        | 50-65k       |
| Order Management Representative (Multilingual) | 25-28k        | 28-32k        | 32-35k       |
| <b>PROCUREMENT</b>                             |               |               |              |
| Procurement/Purchasing Director                | 110-120k      | 120-125k      | 125-135k     |
| Procurement/Purchasing Manager                 | 60-65k        | 65-70k        | 70-85k       |
| Procurement/Purchasing Specialist              | 40-44k        | 44-48k        | 48-55k       |
| Procurement Co-ordinator                       | 32-35k        | 35-38k        | 38-42k       |
| Buyer  | 32-36k        | 36-42k        | 42-55k       |
| Buyer/Planner                                  | 32-36k        | 36-42k        | 42-55k       |
| Purchasing Manager                             | 55-60k        | 60-65k        | 65k+         |
| Purchasing Specialist                          | 28-35k        | 35-42k        | 45k          |
| Commodity/Category Manager                     | 55-60k        | 60-65k        | 65-80k       |





## SUPPLY CHAIN (continued)

| Job title             | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|-----------------------|---------------|---------------|--------------|
| PLANNING              |               |               |              |
| Planning Director     | 115-120k      | 120-125k      | 125-135k     |
| Planning Manager      | 65-72k        | 72-75k        | 75-90k       |
| Master Scheduler      | 45-50k        | 50-55k        | 55-75k       |
| Demand/Supply Manager | 33-42k+       | 42-50k+       | 55k+         |
| Production Planner    | 33-42k+       | 42-50k+       | 50k+         |

‘SUBSTANTIAL INCREASE IN SALARIES FOR SKILLED PERSONNEL IN LOGISTICS AND SUPPLY CHAIN ARE CONSISTENT WITH THE DEMAND FOR THESE SKILLS OVER THE COURSE OF THE PANDEMIC AND HAVE CONTINUED POST PANDEMIC’.



# LOGISTICS

# LOGISTICS

| Job title                      | 0-2 years exp | 3-5 years exp | 5 years+ exp |
|--------------------------------|---------------|---------------|--------------|
| Director of Operations         | 80-90k        | 90-100k       | 120k+        |
| Plant/Operations Manager       | 38-45k        | 45-55k        | 55-60k+      |
| Logistics Manager              | 43-50k        | 50-58k        | 58-78k       |
| Logistics Coordinator          | 30-35k        | 35-40k        | 40-45k       |
| Warehouse Manager              | 35-45k        | 45-50k        | 50-60k       |
| Warehouse Supervisor           | 32-37k        | 37-43k        | 43-48k       |
| Stock Control Manager          | 37-42k        | 42-50k        | 50-70k       |
| Inventory Manager              | 35-40k        | 40-50k        | 50-65k       |
| Inventory Controller           | 32-35k        | 35-40k        | 40-45k       |
| Inventory Analyst              | 32-38k        | 38-45k        | 45k+         |
| Transport/Distribution Manager | 40-45k        | 50-55k        | 55-60k       |
| Transport Supervisor           | 32-37k        | 37-43k        | 43-48k       |
| Shipping Manager               | 38-55k        | 55-70k        | 75k+         |
| Freight Forwarding             | 24-27k        | 27-33k        | 33-44k       |
| Freight Specialist             | 37-43k        | 43-50k        | 50k+         |



IT



CLARK

# IT

| Job title                                | 0-2 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        | 35-55k        | 55-70k+      |
| 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                | 28-38k        | 38-55k        | 55-60k       |
| QA Automation Engineer                   | 30-45k        | 45-60k        | 60-80k       |
| Data Engineer                            | 40-50k        | 50-65k        | 65-90k       |
| Data Scientist                           | 40-50k        | 50-60k        | 60-80k       |
| Machine learning Software Engineer       | 50-60k        | 60-70k        | 70-85k       |
| Data Architect                           | -             | -             | 65-100k+     |



## IT (continued)

| Job title                          | 0-2 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          | 28-45k        | 45-65k        | 65-90k       |
| Cloud Infrastructure Architect     | 80-90k        | 90-100k       | 100k+        |
| IT Systems Administrator           | 26-38k        | 38-45k        | 45-60k       |
| IT Systems Engineer                | 50-55k        | 55-60k        | 60-65k       |
| Unix/Linux System Administrator    | 28-38k        | 38-50k        | 50-75k       |
| Network Engineer                   | 35-40k        | 50-65k        | 65-85k       |
| 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        | 85-100k      |
| Cyber Security Analyst             | 28-32k        | 32-50k        | 65k+         |
| Information Security Engineer      | 30-36k        | 40-55k        | 60k+         |



# TEMPORARY DIVISION

The Irish market has seen an increase for the demand of Temporary staff across all sectors. Hiring immediately available resources for long and short term projects has allowed employers to manage heavy workflow by temporarily increasing their headcount.

Hiring temporary staff allows employers to manage and fill gaps in their work force and respond to the needs of the market in which they operate. We have seen an increase in rates payable to temporary staff in the last 12 months - a trend that will only escalate with the introduction of a new minimum wage of €11.30 p/hr from January 1st 2023.

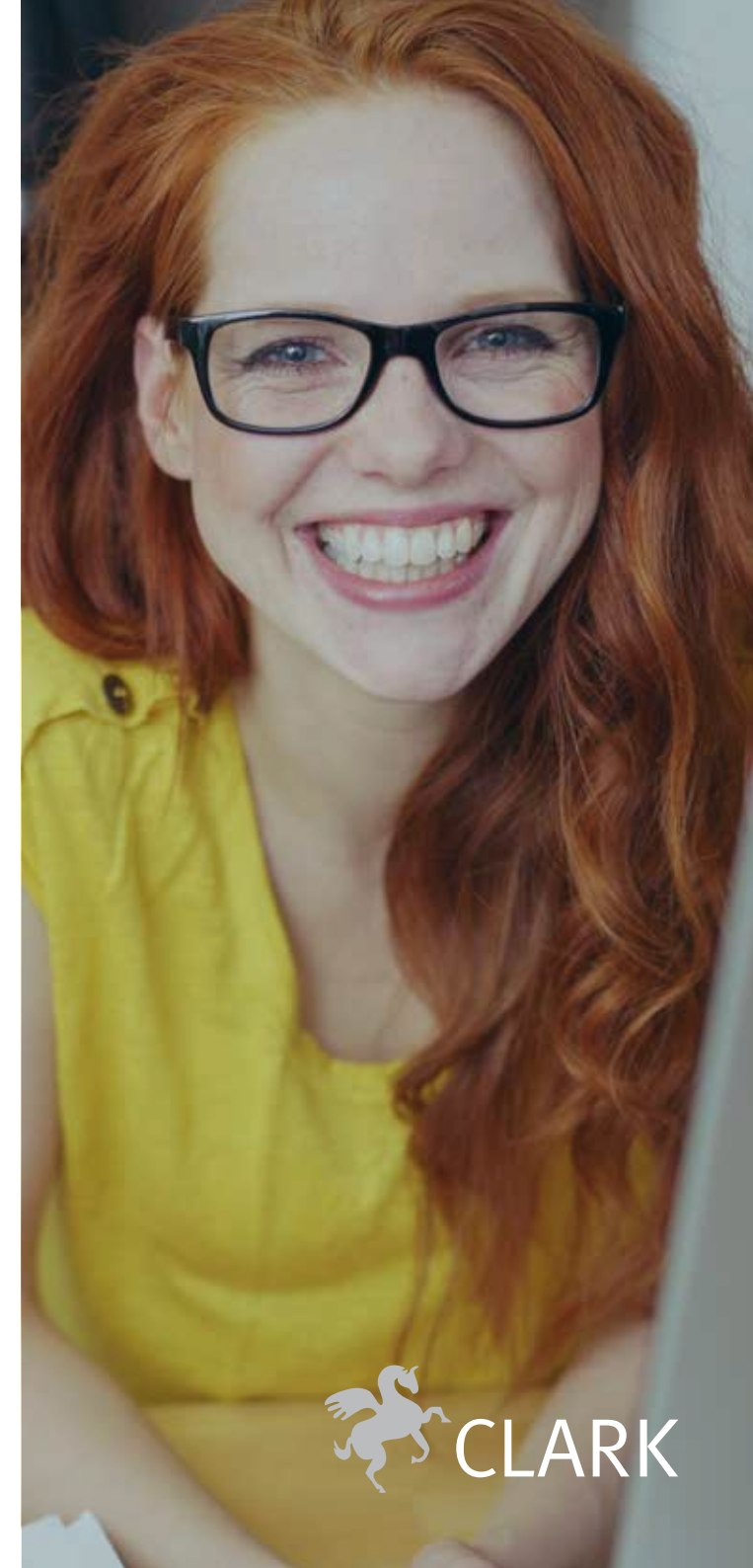
Hourly pay rates for temporary staff should always be comparable to what a permanent staff member is being paid and on occasion there may be a premium.

We have outlined below some of the hourly payrates for the most common roles our temporary division recruits for.



# TEMPORARY DIVISION

| Job Title                               | Hourly Rate   |
|---|---------------|
| <b>BUSINESS SUPPORT</b>                 |               |
| Executive Assistant/Executive Secretary | 15.00 - 17.00 |
| Personal Assistant                      | 15.00 - 17.00 |
| Senior Administrator                    | 14.00 - 16.00 |
| Administrator                           | 12.00 - 15.00 |
| Project Administrator                   | 14.00 - 15.00 |
| Receptionist                            | 12.00 - 15.00 |
| Sales Administrator                     | 12.00 - 15.00 |
| Customer Service Representative         | 12.50 - 14.00 |
| Data Entry Clerk                        | 12.00 - 14.00 |
| <b>HUMAN RESOURCES &amp; TRAINING</b>   |               |
| HR Generalist/HR Officer                | 18.00 - 20.00 |
| HR Administrator                        | 15.00 - 17.00 |
| <b>ACCOUNTANCY AND FINANCE</b>          |               |
| Project Accountant                      | 30.00 - 35.00 |
| Accounts Technician                     | 14.00 - 17.00 |
| Accounts Payable Specialist             | 14.00 - 16.00 |
| Accounts Receivable Specialist          | 14.00 - 16.00 |
| Credit Controller                       | 14.00 - 15.00 |
| General Accounts Clerk                  | 13.00 - 15.00 |
| Payroll Specialist                      | 15.00 - 18.00 |
| <b>RETAIL</b>                           |               |
| Retail Sales Assistant                  | 10.50 - 13.50 |





## CLARK - RECRUITMENT DONE DIFFERENTLY

We are a multi-award-winning team of experienced professionals who have been providing industry-leading people solutions across three divisions for almost 25 years.

Our innovative **Recruitment and Selection** service provides opportunities to both jobseekers and solutions to employers across our specialist permanent, contracting and temporary divisions.

We also deliver tailored and results-focused **Coaching** to business professionals looking to develop leadership, management and team performance.

Our **Outsourced Solutions** helps organisations meet their unique needs with professionally staffed, well planned and managed departments that complement their existing procedures.

We do all this underpinned by our core values of professionalism, integrity and a focus on people.



# CLARK

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