

2011 Salary Survey

“The candidate shortage in IT is reflected by the increase in salaries over the last 12 months.”

Contact us:

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IT Market



INTRODUCTION

The IT industry appeared to have turned a corner in the second half of 2009. This turn for the better continued unabated throughout the whole of 2010. In fact, it accelerated substantially. With Ireland facing arguably the most challenging economic period in the history of the State, the future for the IT industry is very robust and should comfortably navigate the choppy waters ahead facing the country. This positive outlook for the industry has been reflected in the upward movement of salaries and daily rates for IT professionals.

MARKET OVERVIEW

Throughout the year there has been a belief amongst some employers seeking resources, that quality IT staff are available in abundance. This is simply not true. IT professionals like everyone else are nervous and reluctant to leave a secure permanent job and as a result there has been a shortage of people available for most role types. Added to the significant increase in the volume of IT roles open in 2010, this candidate shortage is marked in some cases, particularly for software developers. One of the biggest challenges facing the IT industry is now attracting quality IT professionals.

RECRUITMENT

The candidate shortage in IT is reflected by the increase in salaries over the last 12 months. Naturally, the skill-sets where there are fewest candidates available have seen the biggest movement in salaries. Experienced Java and .NET developers who have been on the job market in 2010 have in many cases received up to 3 to 4 job offers and were in the fortunate position of negotiating salary increases, in some instances improving their salaries by over 20%. Business Intelligence/Datawarehousing Specialists could also be included in this category. People experienced in web technologies such as PHP, Python and Ruby on Rails also saw their salaries moving steadily upwards in 2010. Database Developers/Administrators, ERP/CRM Consultants and Infrastructure Specialists in technologies such as Cisco and VMware also saw a solid increase in remuneration.

In areas where the supply of candidates available was greater than demand, such as in technical support, testing and project management there were some minor increases in salaries, in some cases salaries remained stagnant from 2009.

The IT contract market has experienced an almost Phoenix like rise from the ashes in 2010 due to the shortage in IT candidates overall. The previous two years had seen many IT professionals who historically contracted obtaining perceived security through permanent jobs. 2010 saw many of these people come back into the contract market and daily rates climbed steadily upwards as the year progressed.

2011 EXPECTATIONS

The indications for 2011 on a whole, looks bright for the IT industry. On a daily basis, multinationals as well as indigenous firms with strong international client bases are announcing significant increases in headcount for IT professionals. The buoyant IT market will lead to further increases in salaries and daily rates in 2011.

ABOUT ABRIVIA IT AND TELECOMS

Abrivia IT and Telecoms specialises in the placement of permanent and contract IT and Telecoms professionals across the public and private sectors with many of Ireland's leading companies.

Abrivia IT and Telecoms is managed by Cormac Moore. Cormac, a BComm graduate, has over 10 years experience in IT recruitment with companies such as IBM, Sun Microsystems, Select Australia, IT Alliance, Eden Recruitment and Verkom Recruitment. Having worked in internal recruitment roles, IT Management Consulting positions as well as with some of Ireland's leading recruitment agencies, Cormac has a wide breadth of experience and success in helping organisations find key IT resources to drive their business forward.

Senior Appointments - Permanent	Dublin Low	Dublin High	Regional
CTO	€90,000	€140,000	€100,000
Software Development Manager	€75,000	€120,000	€90,000
Programme Manager	€70,000	€100,000	€80,000
Project Manager	€50,000	€85,000	€65,000
Infrastructure/Support Manager	€40,000	€80,000	€60,000
Business Analyst	€40,000	€70,000	€55,000
Systems Analyst	€40,000	€70,000	€55,000

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Senior Appointments - Contract	Dublin Low	Dublin High	Regional
CTO	€500	€1,000	€800
Software Development Manager	€400	€900	€650
Programme Manager	€400	€800	€600
Project Manager	€300	€750	€500
Infrastructure/Support Manager	€250	€700	€450
Business Analyst	€250	€600	€400
Systems Analyst	€250	€600	€400
Development and Design Roles – Permanent	Dublin Low	Dublin High	Regional
Technical Architect	€50,000	€100,000	€70,000
Java/J2EE	€30,000	€80,000	€55,000
VB/.NET/C#	€30,000	€80,000	€55,000
C/C++	€28,000	€60,000	€50,000
Oracle/SQL	€30,000	€70,000	€50,000
Datawarehousing/Business Intelligence	€30,000	€80,000	€60,000
Web Development	€30,000	€65,000	€50,000
Mainframe	€30,000	€60,000	€50,000
Development and Design Roles – Contract	Dublin Low	Dublin High	Regional
Technical Architect	€400	€700	€500
Java/J2EE	€250	€600	€400
VB/.NET/C#	€250	€600	€400
C/C++	€250	€550	€400
Oracle/SQL	€250	€600	€400
Datawarehousing / Business Intelligence	€250	€600	€400
Web Development	€200	€450	€300
Mainframe	€200	€400	€300
Infrastructure/Support – Permanent	Dublin Low	Dublin High	Regional
Helpdesk/Desktop Support	€25,000	€45,000	€35,000
Systems Administrator	€30,000	€50,000	€40,000
UNIX/Linux Administrator	€30,000	€60,000	€45,000
Network Specialist	€30,000	€70,000	€55,000
Security Specialist	€30,000	€70,000	€50,000
Virtualisation Specialist	€30,000	€70,000	€50,000
Database Administrator	€30,000	€65,000	€50,000

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Infrastructure/Support – Contract	Dublin Low	Dublin High	Regional
Helpdesk/Desktop Support	€150	€300	€250
Systems Administrator	€200	€350	€300
UNIX/Linux Administrator	€250	€400	€350
Network Specialist	€250	€450	€350
Security Specialist	€250	€450	€350
Virtualisation Specialist	€250	€450	€350
Database Administrator	€250	€450	€250
ERP/CRM - Permanent	Dublin Low	Dublin High	Regional
SAP Functional Consultant	€35,000	€70,000	€55,000
SAP ABAP Programmer	€35,000	€65,000	€50,000
Oracle Financials Business Analyst	€35,000	€70,000	€55,000
Oracle Financials Technical Consultant	€35,000	€65,000	€50,000
ERP (Other) Consultant	€30,000	€60,000	€50,000
Navision Consultant	€35,000	€70,000	€55,000
CRM Consultant	€30,000	€65,000	€50,000
ERP/CRM - Contract	Dublin Low	Dublin High	Regional
SAP Functional Consultant	€300	€600	€450
SAP ABAP Programmer	€300	€600	€450
Oracle Financials Business Analyst	€300	€600	€450
Oracle Financials Technical Consultant	€300	€600	€450
ERP (Other) Consultant	€250	€550	€400
Navision Consultant	€300	€600	€450
CRM Consultant	€300	€550	€400
QA/Testing/Localisation - Permanent	Dublin Low	Dublin High	Regional
Test/QA Manager	€45,000	€65,000	€50,000
Test/QA Team Leader	€200	€400	€350
QA Engineer	€150	€350	€250
Localisation Engineer	€100	€250	€200
QA/Testing/Localisation Contract	Dublin Low	Dublin High	Regional
Test/QA Manager	€250	€500	€400
Test/QA Team Leader	€200	€400	€350
QA Engineer	€150	€350	€250
Localisation Engineer	€100	€250	€200