

IT - PERMANENT

EXECUTIVE

JOB TITLE	Dublin €	ROI €
Chief Technical Officer	90,000 - 120,000	80,000 - 110,000
Operations Manager	65,000 - 85,000	60,000 - 80,000
Head of IT Function	85,000 - 110,000	80,000 - 100,000

SOFTWARE DEVELOPMENT

JOB TITLE	Dublin €	ROI €
Engineering / Development Manager	75,000 - 90,000	65,000 - 80,000
Senior Engineer / Technical Team Lead (J2EE / .Net)	60,000 - 70,000	55,000 - 65,000
Oracle Applications Consultant (Technical / Functional)	55,000 - 75,000	55,000 - 70,000
Mainframe Developer	40,000 - 50,000	35,000 - 45,000
Creative Manager	55,000 - 70,000	50,000 - 65,000
Interactive Designer	45,000 - 60,000	40,000 - 55,000
Usability Engineer	45,000 - 60,000	40,000 - 55,000
C / C++ Developer	30,000 - 60,000	30,000 - 55,000
C# / .Net Engineer	30,000 - 60,000	30,000 - 55,000
J2EE Developer	30,000 - 60,000	30,000 - 55,000
.Net Developer	30,000 - 60,000	30,000 - 55,000
Web Services Developer	35,000 - 65,000	30,000 - 55,000
Database Developer (Oracle / SQL Server / Sybase)	35,000 - 60,000	30,000 - 55,000
Multimedia / Graphical / Web Designer	25,000 - 45,000	20,000 - 40,000
Technical Writer / Editor	20,000 - 40,000	20,000 - 40,000

SYSTEM ANALYSIS

JOB TITLE	Dublin €	ROI €
Business Systems Analyst / Consultant	45,000 - 65,000	40,000 - 60,000
QA / Test Manager	50,000 - 70,000	45,000 - 65,000
Principal Engineer / Systems Architect	70,000 - 110,000	65,000 - 100,000
Software Test / QA Engineer	30,000 - 60,000	25,000 - 55,000
Business Intelligence Consultant	45,000 - 70,000	40,000 - 65,000
Datawarehousing Consultant	45,000 - 75,000	40,000 - 60,000

IT / PROJECT MANAGEMENT

JOB TITLE	Dublin €	ROI €
Programme Manager	75,000 - 90,000	70,000 - 85,000
Senior Project Manager	65,000 - 80,000	60,000 - 75,000
Project Manager	55,000 - 65,000	55,000 - 70,000
Product Manager	60,000 - 85,000	60,000 - 80,000
Management Consultant	50,000 - 80,000	45,000 - 75,000

IT - PERMANENT

SUPPORT / ADMINISTRATION

JOB TITLE	Dublin €	ROI €
Database Administrator (Oracle / SQL Server / Sybase)	35,000 - 70,000	30,000 - 65,000
Unix / Linux Administrator	35,000 - 65,000	30,000 - 60,000
Network / Systems Administrator	35,000 - 65,000	35,000 - 65,000
Network Engineer	35,000 - 65,000	35,000 - 65,000
Help Desk Support	20,000 - 35,000	18,000 - 30,000
Application Support Consultant	25,000 - 45,000	20,000 - 45,000

LOCALISATION / TECHNICAL WRITING

JOB TITLE	Dublin €	ROI €
Localisation Project Manager	30,000 - 50,000	30,000 - 40,000
Localisation Engineer	25,000 - 40,000	20,000 - 35,000
Localisation QA Engineer	25,000 - 35,000	20,000 - 35,000

ERP CONSULTANCY / SPECIALIST ROLES

JOB TITLE	Dublin €	ROI €
SAP Consultant (Functional / Technical)	45,000 - 65,000	40,000 - 60,000
SAP Basis Consultant	40,000 - 60,000	35,000 - 55,000
Oracle App (Functional / Technical)	45,000 - 70,000	40,000 - 65,000

In the first three quarters of 2010, Brightwater has seen in excess of a 60% increase on the number of IT positions registered in comparison to the same period in 2009. 2010 has been an interesting year for salary levels in the ICT sector where salary levels in most areas have improved along with the market. Last year we noted that although IT salary levels had been negatively affected, salary levels had held up better than other professional disciplines. Demand for skilled Software Engineers last year held relatively steady despite the economic climate. The areas within IT that were most adversely impacted upon were IT Support and Operational roles where candidates at all levels found the opportunities to be scarce. Salary levels for Programme and Project Managers fell back significantly as again senior level positions were in short supply and there was a lot of competition in the market place.

The most notable change in salary levels in 2010 have been in the software applications arena where salary levels are increasing. There has been a highly discernible rise in the volume of application development roles coming through particularly in the J2EE / Java space but also in the C# / .Net space. J2EE Developers with experience of Spring Frameworks in particular have been in high demand. Solid C# developers with strong web services skills have also had a lot of choice in the market. The positions have been coming through from a diverse range of companies from larger multinationals to smaller indigenous software product companies. Many of these companies have had to compete for a dwindling pool of experienced candidates. We have seen reluctance on the part of many software engineers to move in the current climate despite the array of opportunities on offer. We have also found that many of the non-national developers from Eastern European countries have returned home. Many of the companies we have been working with have been surprised to lose out to competitors in the fight to secure strong development talent and many have also lost out to a growing counter-offer culture. The demand for experienced software engineers is outstripping supply and salary levels have steadily improved as companies have responded to the shortage of high calibre developers. We expect to see further improvements in salaries for development candidates over the course of 2011.

Other areas in IT where there has been no shortage of positions is in Data Warehousing and Business Intelligence. Strong Oracle and SQL Server developers have been in high demand as have candidates with strong experience with Business Objects, Cognos and Hyperion. Salary levels have remained consistent and are also showing signs of improvement. For support based positions such as Helpdesk, Systems Administration and Networking, salary levels have remained static. We have seen an improvement in this market in 2010 in comparison to last year, however it remains slow as the trend has continued to be a reduction in in-house support services. Salary levels dropped for support based roles by as much as 20% in 2009 and we have seen no big improvement in 2010. There are signs however, that this market is beginning to improve.

For executive level positions and for Programme and Project Management roles, we have seen an increase in packages on offer in comparison to 2010. Senior level positions remain relatively scarce as there has been limited candidate movement at the top of the market and not too many new positions are being released. There is significant competition for senior level positions and many companies are also looking for strong industry experience and / or product knowledge for their senior hires. Month on month over 2010 we have seen more senior management roles coming on stream and we expect that trend to continue into 2011. For candidates with the requisite management capabilities and relevant industry experience, overall remuneration is generally improving in comparison to what was on offer last year. The only exception remains traditional IT Director / IT Operations management positions where salary levels have remained markedly down on what had been available at the height of the market.

Core benefits have changed little with DC pensions from 6% to 11% on offer in terms of employer contributions, healthcare benefits, life assurance and educational assistance being the norm. Discretionary bonuses were rarely given in the last 2 years and although many companies that responded to the survey don't anticipate any significant bonuses, there certainly has been a marked increase in terms of companies planning to offer something by way of a bonus at year end. In relation to holiday days which remain important to many candidates when making a move, the average remains at 23 days.

In summary, 2010 has seen improvements in salary levels in many IT areas but most notably for experienced software developers. In other areas where salary levels have remained static, the signs are that improvements will come throughout 2011 as the market continues to improve.

IT - TEMPORARY & CONTRACT

EXECUTIVE

JOB TITLE	Dublin € Daily	ROI € Daily
Interim IT Director / Consultant	400 - 550	400 - 550
Interim IT / Development Manager	350 - 500	350 - 500

SOFTWARE DEVELOPMENT

JOB TITLE	Dublin € Daily	ROI € Daily
Engineering / Development Manager	350 - 450	325 - 400
Senior Engineer / Technical Team Lead (J2EE / .Net)	300 - 400	300 - 375
Oracle Applications Consultant (Technical / Functional)	350 - 450	350 - 450
Mainframe Developer	200 - 300	175 - 275
Creative Manager	300 - 400	275 - 375
Interactive Designer	250 - 350	225 - 325
Usability Engineer	250 - 350	225 - 325
C# / .Net Engineer	275 - 380	250 - 375
C / C++ Developer	275 - 375	250 - 350
J2EE Developer	275 - 380	250 - 375
.Net Developer	275 - 380	250 - 375
Web Services Developer	275 - 380	275 - 380
Database Developer (Oracle / SQL Server / Sybase)	275 - 380	250 - 375
Multimedia / Graphical / Web Designer	150 - 250	140 - 225
Technical Writer / Editor	125 - 225	120 - 225

SYSTEM ANALYSIS

JOB TITLE	Dublin € Daily	ROI € Daily
Business Systems Analyst / Consultant	250 - 350	225 - 325
QA / Test Manager	275 - 375	250 - 350
Principal Engineer / Systems Architect	375 - 475	350 - 450
Software Test / QA Engineer	275 - 350	250 - 350
Business Intelligence Consultant	275 - 375	250 - 350
Datawarehousing Consultant	300 - 450	275 - 400

IT / PROJECT MANAGEMENT

JOB TITLE	Dublin € Daily	ROI € Daily
Programme Manager	400 - 550	375 - 500
Senior Project Manager	350 - 500	325 - 475
Project Manager	300 - 400	275 - 375
Product Manager	300 - 400	275 - 375
Management Consultant	300 - 400	275 - 375

The above rates are inclusive of the candidate's pay, employer's PRSI, holiday pay, payroll charges and Brightwater's management fee.



IT - TEMPORARY & CONTRACT

SUPPORT / ADMINISTRATION

JOB TITLE	Dublin € Daily	ROI € Daily
Database Administrator (Oracle / SQL Server / Sybase)	300 - 400	275 - 375
Unix / Linux Administrator	300 - 400	275 - 375
Network / Systems Administrator	200 - 325	175 - 300
Network Engineer	200 - 325	175 - 300
Help Desk Support	125 - 175	115 - 165
Application Support Consultant	150 - 300	125 - 275

LOCALISATION / TECHNICAL WRITING

JOB TITLE	Dublin € Daily	ROI € Daily
Localisation Project Manager	200 - 300	175 - 275
Localisation Engineer	150 - 250	125 - 225
Localisation QA Engineer	150 - 250	125 - 225
Technical Writers	150 - 250	125 - 225

ERP CONSULTANCY / SPECIALIST ROLES

JOB TITLE	Dublin € Daily	ROI € Daily
SAP Consultant (Functional / Technical)	350 - 450	325 - 425
SAP Basis Consultant	300 - 400	300 - 400
Oracle Application	400 - 550	400 - 500

The above rates are inclusive of the candidate's pay, employer's PRSI, holiday pay, payroll charges and Brightwater's management fee.

We have seen pay rates in the IT contracts market in some areas increase over the course of 2010, in particular for developers coming from J2EE and C# backgrounds. Many career contractors over the last two years have been lured by the security of permanent positions and this has negatively impacted on the supply of experienced contractors in the market. We have seen a perceptible increase in the volume of daily rate contract roles and with the dearth of suitably experienced contract resources, rates have improved by as much as 15% for experienced developers.

The contract market for Programme and Project Managers is improving, however not to the same extent as it has for developers and rates on offer have remained static. Similarly, rates for contract IT support personnel remain 20% below the levels they were at two years ago. Taking the contracts market as a whole, we expect to see a continued improvement in this market in late 2010 and going into 2011 and we expect rates to improve with growth in the market.