

# BRIGHTWATER SALARY SURVEY 2017



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## Information Technology - Permanent

The permanent job market for IT professionals in 2016 has been very solid. Across all disciplines including application development, infrastructure, project delivery, business analysis etc., there has been a wealth of job opportunities. Certain disciplines have come to the fore, and 2016 saw data science arrive as a mainstream technology discipline. Increasingly, companies are embracing data analytics and are leveraging advancements in technologies to use data to look forward as well as backwards.

The job market remains very much candidate led. There is an increased competition for strong candidates and increased frequency of active candidates having multiple job offers with counter-offers becoming more of an issue. There is stiff competition for qualified candidates within software engineering, all data focused roles and increasingly systems administration and networking. Salary inflation has continued in 2016 and will likely carry on into 2017 as companies continue competing to hire a supply of talent that is not managing to meet demand.

There is also evidence that IT professionals are staying in their jobs for longer. Many companies in the last number of years have improved their benefits packages, given more significant annual salary increases and invested more heavily in training and career development. This has made it harder for companies setting up in Ireland or expanding existing sites to attract the locally based workforce.

**“THERE IS ALSO EVIDENCE THAT IT PROFESSIONALS ARE STAYING IN THEIR JOBS FOR LONGER”**

The IT job market has been strong on the back of continued inward investment from large multinationals. A number have set up large global hubs in Ireland in 2016. Smaller US entities are looking to Dublin's talent pool to expand operations as a very tight candidate market in Silicon Valley and New York and Boston makes it harder to hire. Corporation tax, our English speaking workforce and European market access remain big selling points for Ireland. The indigenous tech sector and tech services firms have largely been in growth mode. There has been a wealth of IT job opportunities across financial services, in retail and corporate banking, insurance and funds. The volume of job opportunities in financial services has discernibly tightened in the latter half of 2016 as many global firms have gone into a holding pattern post Brexit. SME hiring of IT professionals has been strong with many companies embarking on projects to overhaul their application / CRM environments or bring their applications and infrastructure to the cloud.

In software engineering, salary levels have again increased in the last year

### EXECUTIVE

	DUBLIN €	REGIONAL €
Chief Technical Officer (CTO)	100,000 - 200,000	85,000 - 120,000
Chief Operations Officer (COO)	100,000 - 150,000	100,000 - 140,000
Chief Information Officer (CIO)	90,000 - 240,000	85,000 - 120,000
Chief Data Officer (CDO)	100,000 - 150,000	90,000 - 130,000
Chief Information Security Officer (CISO)	90,000 - 130,000	85,000 - 120,000
IT Director / Head of IT	90,000 - 125,000	85,000 - 120,000
IT Manager	75,000 - 90,000	70,000 - 85,000

### SOFTWARE DEVELOPMENT

	DUBLIN €	REGIONAL €
Engineering / Development Manager	90,000 - 110,000	80,000 - 100,000
Technical Architect	80,000 - 95,000	75,000 - 85,000
Senior Engineer / Technical Team Lead (JEE / .NET)	70,000 - 80,000	65,000 - 75,000
Senior Front End / UI Developer	60,000 - 70,000	55,000 - 65,000
C / C++ Developer	45,000 - 70,000	40,000 - 65,000
Mid-level .NET / C# Engineer	50,000 - 70,000	45,000 - 65,000
Mid-level JEE Developer	50,000 - 70,000	45,000 - 65,000
Web Services Developer	50,000 - 70,000	45,000 - 65,000
Android / iOS Developer	45,000 - 65,000	40,000 - 60,000
Ruby on Rails Developer	55,000 - 72,000	50,000 - 65,000
PHP Developer	45,000 - 65,000	40,000 - 60,000
Python Developer	55,000 - 72,000	50,000 - 65,000
Scala Developer	55,000 - 75,000	50,000 - 70,000
SharePoint Developer	50,000 - 70,000	45,000 - 65,000
Release / Configuration Engineer	50,000 - 70,000	45,000 - 65,000

### CREATIVE / DESIGN

	DUBLIN €	REGIONAL €
Art Director	75,000 - 95,000	70,000 - 85,000
Creative Manager	55,000 - 70,000	50,000 - 60,000
Interactive Designer	45,000 - 60,000	40,000 - 55,000
UX / Usability Designer	50,000 - 75,000	45,000 - 70,000
Multimedia / Graphic / Web Designer	32,000 - 55,000	25,000 - 45,000
3D Modeller / Designer	35,000 - 55,000	30,000 - 50,000
Games Designer	40,000 - 60,000	35,000 - 55,000



for all of the core programming languages with mid to senior level Java, C#.Net, Python and Ruby developers seeing an average increase of 10% in their salary when making a decision to change jobs.

## “IN SOFTWARE ENGINEERING, SALARY LEVELS HAVE AGAIN INCREASED”

Data Scientists with proven commercial expertise in predictive analytics and machine learning can command a six figure salary with just several years' experience, in particular candidates with the academics to back it up, such as a PHD. There is still a relatively small pool of candidates with commercial experience applying machine learning and predictive analytics techniques in a commercial setting. Data Engineers or Software Engineers with experience in NoSQL environments such as the Hadoop ecosystem or other NoSQL environments have seen salary increases year on year of 10% plus. This is the same for Software Engineers with Python, Scala or Java skills that have built up experience building applications to support big data environments. DevOps and Platform Engineers with experience in large enterprise data heavy tech landscapes, especially DevOps candidates with experience using container technologies have seen increases of about 10% year on year.

In last year's salary survey we had seen an average 5% rise in salaries in the IT operations and infrastructure specialities. 2016 saw similar rises for Systems and Network Engineers, Systems Administrators and IT support staff.

For IT Project Managers and Business Systems Analysts, the job market has been strong. Candidates with strong project delivery experience or analysis skills and with specific industry knowledge have seen increases of about 7% on average year on year, according to the data we collated from our clients.

IT Security and IT Audit specialists are seeing salary levels in their area continuing to rise, however at a slightly more muted pace than we had seen in the previous year with average rises of 5%. Last year's Brightwater IT Salary survey saw 70% of our clients indicating their intention to give salary increments to their IT staff. This year the figure has fallen to 65%, perhaps an indication of a slight fall back in confidence due to Brexit.

For candidates, the top priorities in making career choices are first and foremost technology stack, training, both formal and informal, and career advancement opportunities. Salary follows at a close second. Most IT professionals do have choices when they make the decision to change jobs so the interview experience, the selling of the company culture at interview stage and a warm interview process are key to getting sought after

### SECURITY / IT AUDIT

	DUBLIN €	REGIONAL €
IT Security Consultant	45,000 - 75,000	40,000 - 65,000
IT Auditor	40,000 - 65,000	35,000 - 60,000
IT Compliance Specialist	40,000 - 65,000	35,000 - 60,000
Security Operations Engineer	35,000 - 55,000	30,000 - 50,000
Application Security Specialist	50,000 - 75,000	45,000 - 70,000
IT Forensics / eDiscovery Consultant	40,000 - 70,000	35,000 - 65,000

### SYSTEM ANALYSIS

	DUBLIN €	REGIONAL €
IT Management Consultant	45,000 - 90,000	40,000 - 85,000
Business Process Analyst / Consultant	50,000 - 75,000	45,000 - 70,000
Reporting Analyst	35,000 - 65,000	30,000 - 60,000
QA / Test Manager	65,000 - 80,000	60,000 - 75,000
QA / Test Lead	60,000 - 70,000	55,000 - 65,000
Solutions Architect	85,000 - 100,000	80,000 - 95,000
Software Test / QA Engineer	40,000 - 55,000	35,000 - 50,000
Business Intelligence Analyst	50,000 - 65,000	45,000 - 60,000
QA Automation Engineer	45,000 - 65,000	40,000 - 60,000
Big Data Engineer	60,000 - 80,000	55,000 - 75,000
Data Scientist / Data Analytics Consultant	60,000 - 110,000	55,000 - 100,000
Database Developer (Oracle / SQL Server)	45,000 - 60,000	40,000 - 55,000

### IT / PROJECT MANAGEMENT

	DUBLIN €	REGIONAL €
Programme Manager	80,000 - 100,000	75,000 - 90,000
Senior Project Manager	75,000 - 85,000	70,000 - 80,000
Project Manager	65,000 - 75,000	60,000 - 70,000
Software Product Manager	65,000 - 80,000	60,000 - 75,000
PMO Coordinator / Project Administrator	38,000 - 55,000	35,000 - 50,000





candidates to accept a job offer. Frequently when candidates decline a job offer, the feedback is a negative perception of the company culture during the interview process.

In terms of benefits, 72% of our client respondents offer discretionary bonuses and confirmed bonus payments of on average 8% for the year. Pensions with an average employer contribution of 6% were offered by the bulk of our client respondents. Healthcare packages are being offered by 45% of respondent companies, an increase of 5% on last year. Again half of companies offering healthcare also covered employee dependents. Companies that are not offering pension or healthcare noted that they have to compensate with slightly above market base salaries, or flexible working arrangements such as remote working options. Remote working is a benefit that is now being offered by a higher percentage of respondents than last year.

Salary levels have continued to increase in most areas of IT, some more aggressively than others, e.g. data scientists. Supply remains a challenge. Hiring non EU staff is increasingly common with improvements made to the visa application process making this an easier prospect for many employers.

## “SALARY LEVELS HAVE CONTINUED TO INCREASE IN MOST AREAS OF IT, SOME MORE AGGRESSIVELY THAN OTHERS”

Many of our clients pointed out possible threats to their growth plans; the rental market in the main Irish cities, especially Dublin being a barrier to hiring. In particular, candidates relocating to Dublin are finding rental prices a serious obstacle in their ability to take up employment. Ultimately this could be a good thing for the regions with Cork, Limerick and Galway potentially benefiting from Dublin's rental crisis.

Brexit and its implications are still not fully clear and this was noted by some of our client companies as something that may temper more aggressive expansion plans in 2017. Many other respondents did not feel Brexit was going to restrict their expansion plans in the next calendar year.

To conclude, the IT jobs market remains very solid. Salary levels have increased in the last three calendar years. Candidates are cautious about moving and select carefully when they do so. Training, company culture and career advancement are their core drivers. For hiring companies, selling this to prospective hires is key.

### SUPPORT / ADMINISTRATION

	DUBLIN €	REGIONAL €
Database Administrator (Oracle / SQL Server / Sybase)	55,000 - 75,000	50,000 - 70,000
DevOps / Platform Engineer	55,000 - 75,000	50,000 - 70,000
Openstack Engineer	65,000 - 85,000	60,000 - 80,000
Cloud Architect	75,000 - 100,000	70,000 - 95,000
Unix / Linux Administrator	45,000 - 65,000	40,000 - 60,000
IT Systems Engineer	60,000 - 75,000	55,000 - 65,000
Systems Administrator	45,000 - 65,000	40,000 - 60,000
Network Engineer	40,000 - 70,000	35,000 - 65,000
Help Desk Support	28,000 - 35,000	26,000 - 34,000
Application Support Consultant	40,000 - 65,000	35,000 - 60,000
Service Delivery Manager	55,000 - 75,000	50,000 - 70,000

### ERP CONSULTANCY / SPECIALIST ROLES

	DUBLIN €	REGIONAL €
SAP Consultant (Functional / Technical)	60,000 - 80,000	50,000 - 70,000
SAP Basis Consultant	45,000 - 70,000	40,000 - 65,000
Oracle eBusiness (Functional / Technical)	60,000 - 80,000	50,000 - 70,000

### EMBEDDED (HARDWARE / SOFTWARE) ROLES

	DUBLIN €	REGIONAL €
Embedded Software Engineer (C / C++)	40,000 - 70,000	35,000 - 65,000



“REMOTE WORKING IS A BENEFIT  
THAT IS NOW BEING OFFERED  
BY A HIGHER PERCENTAGE OF  
RESPONDENTS THAN LAST YEAR”

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## Information Technology - Contracts

Throughout 2016, we have seen a continued increase in the overall volume of IT contract roles. While many organisations are continuing to supplement their permanent workforce with temporary and contract staff for a variety of operational reasons, this year the survey indicated that there was particular growth relating to a number of particular areas, and as a result, these areas were where the bulk of rate increases were most evident.

2016 also saw an increase in the number of candidates that were open to moving to contracting as we felt the perception of a stronger market was there leading to a rise in confidence. This meant that there was a notable rise in competition for many roles which offered hiring managers more choice particularly in non-niche areas. Candidates moving to new contracts typically seemed more open to negotiation on rate, with some seeing modest increases in contract rate, some looking to match the last rate they were on, and others open to taking a drop in their expected rate. Candidates renewing existing contracts have typically pushed for increases of approximately 3%-10% over the full 12 month period.

Those candidates specialising in data migrations, IT security, business intelligence, data analytics, data science or one of a number of niche development roles were best placed to push for increases in 2016, and will continue to be in strong demand throughout 2017. Clients trying to secure experienced contractors in these areas have to be relatively open regarding rates.

### “SKILL SHORTAGES ARE LIKELY TO MAINTAIN AN UPWARD PRESSURE ON RATES THROUGH 2017”

While there is still an overall shortage of developers across the main cities in Ireland, we feel there were more modest increases on offer for mid-level .NET and Java developers, but those specialising in JavaScript, Python, Scala and Ruby are seeing better than average increases, and a notable rise in the number of roles open to them. Many operational and support roles have seen little movement in terms of rates but there have been a marked increase in the number of roles available during the year when compared to previous years, particularly relating to Dev Ops and Cloud migration. These areas have seen increases of over 5%. Equally, demand for strong Linux engineers saw slight increases in rates on offer.

IT Security is continuing to grow in importance for organisations and while the majority of roles tend to be on the permanent side, contractors working in this area can command a premium in rate. Project management and business analyst roles have been broadly similar to last year in terms of volume, and there has been no significant rate increase, other than in niche

roles which require specific experience.

Skill shortages are likely to maintain an upward pressure on rates through 2017. To secure good contractors, the message to hiring managers is to invest the time to really sell the opportunity, to ensure that the recruitment process is as quick and painless for the applicant as possible, and to maintain strong communication with contractors for the entire duration of the contract.

Looking forward to 2017, in the wake of the Brexit vote there is obviously more uncertainty in the market, particularly relating to financial services which could have a negative impact on recruitment of IT contractors. However our survey saw some optimism for 2017 on the volume of recruitment expected, coupled with an expectation of further increases in rates.

#### EXECUTIVE

	DUBLIN p/d €	REGIONAL p/d €
Chief Technical Officer (CTO)	600 - 800	550 - 750
IT Director	550 - 800	600 - 700
IT Manager	450 - 700	400 - 600

#### SOFTWARE DEVELOPMENT

	DUBLIN p/d €	REGIONAL p/d €
Engineering / Development Manager	500 - 650	450 - 650
Technical Architect	500 - 650	500 - 600
Senior Engineer / Technical Team Lead (JEE / .NET)	430 - 560	400 - 550
C / C++ Developer	400 - 470	400 - 450
Mid-level .NET / C# Engineer	350 - 430	325 - 400
Mid-level JEE Developer	350 - 430	325 - 400
Web Services Developer	350 - 450	350 - 450
Android / iOS Developer	380 - 450	350 - 450
Ruby on Rails Developer	360 - 500	360 - 500
PHP Developer	350 - 450	350 - 450
Python Developer	380 - 500	350 - 500
Scala Developer	360 - 450	350 - 425
SharePoint Developer	450 - 600	400 - 575
Release / Configuration Engineer	350 - 480	300 - 450

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



## CREATIVE / DESIGN

	DUBLIN p/d €	REGIONAL p/d €
Art Director	450 - 550	400 - 500
Creative Manager	400 - 550	350 - 500
Interactive Designer	300 - 450	350 - 450
UI / UX Engineer	350 - 480	350 - 500
Multimedia / Graphic / Web Designer	200 - 350	225 - 350
3D Modeller / Designer	250 - 400	200 - 400
Games Designer	350 - 450	300 - 450

## SECURITY / IT AUDIT

	DUBLIN p/d €	REGIONAL p/d €
IT Security Consultant	400 - 550	400 - 500
IT Auditor	350 - 500	300 - 450
IT Compliance Specialist	350 - 500	350 - 500
Application Security Engineer	300 - 400	275 - 375

## SYSTEM ANALYSIS

	DUBLIN p/d €	REGIONAL p/d €
IT Management Consultant	500 - 800	500 - 700
IT Business Process Analyst	300 - 550	280 - 450
Reporting Analyst	250 - 430	200 - 400
QA / Test Manager	350 - 600	300 - 515
QA / Test Lead	300 - 500	300 - 415
Business Intelligence Analyst	300 - 450	300 - 450
Solutions Architect	500 - 700	450 - 665
Software Test / QA Engineer	250 - 400	250 - 400
QA Automation Engineer	300 - 500	300 - 515
Data Engineer	400 - 600	350 - 600
Data Scientist	400 - 600	350 - 545
Database Developer (Oracle / SQL Server)	400 - 550	375 - 500

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.

## IT / PROJECT MANAGEMENT

	DUBLIN p/d €	REGIONAL p/d €
Programme Manager	500 - 750	400 - 650
Senior Project Manager	500 - 700	500 - 700
Project Manager	400 - 550	350 - 515
Product Manager	450 - 600	415 - 600
PMO Coordinator / Project Administrator	200 - 300	200 - 300

## SUPPORT / ADMINISTRATION

	DUBLIN p/d €	REGIONAL p/d €
Database Administrator (Oracle / SQL Server / Sybase)	350 - 500	300 - 450
Unix / Linux Administrator	300 - 400	275 - 400
Systems Administrator	250 - 400	250 - 395
Network Engineer	300 - 500	250 - 450
Help Desk Support	150 - 280	115 - 250
Application Support Consultant	250 - 350	200 - 300
Service Delivery Manager	450 - 600	400 - 600
Cloud Architect	500 - 800	500 - 700
Openstack Engineer	400 - 550	350 - 500

## ERP CONSULTANCY / SPECIALIST ROLES

	DUBLIN p/d €	REGIONAL p/d €
SAP Consultant (Functional / Technical)	500 - 750	500 - 675
SAP Basis Consultant	500 - 700	500 - 600
Oracle Application (Functional / Technical)	500 - 750	500 - 700

## EMBEDDED (HARDWARE / SOFTWARE) ROLES

	DUBLIN p/d €	REGIONAL p/d €
Embedded Windows / Linux Software Engineer (C / C++)	350 - 500	300 - 450

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.





**Brightwater**  
*TakeControl*



**Dublin** +353 1 662 1000 | [dublin@brightwater.ie](mailto:dublin@brightwater.ie) | [brightwater.ie](http://brightwater.ie)

**Cork** +353 21 422 1000 | [cork@brightwater.ie](mailto:cork@brightwater.ie) | [brightwater.ie](http://brightwater.ie)

**Belfast** +44 28 90 325 325 | [belfast@brightwaterNI.com](mailto:belfast@brightwaterNI.com) | [brightwaterNI.com](http://brightwaterNI.com)