



**SALARY  
SURVEY  
2014**



# IT

## Permanent

There were many similar themes and messages coming through from respondents to our 2014 IT Salary Survey. Again the IT market has performed very well in what is generally seen as an improving economic landscape. In many IT specialities, in particular software engineering and data analysis/business intelligence, salaries further improved in 2013. Other areas where there are upward pressures on salary levels are IT security, software QA and mobile application development. The unfortunate reality persists that there is a significant under-supply of IT candidates in many

skill areas and many of our respondents had mentioned they had to offer salaries beyond what they had budgeted for previously.

It was clear that smaller and medium sized companies especially in the indigenous software product space had to compensate on base salaries as they were not positioned or mature enough to offer the benefits packages of larger multi-nationals or financial services companies. It was also apparent that these smaller companies were more likely to offer more flexible working arrangements and

opportunities for remote working.

A significant proportion of our client respondents noted they had made job offers which were declined in the last year. In many instances, there still remains a divide between the expectations of both jobseekers and employers.

Another key trend that came through from the survey results was that many employers are looking at the retention of key staff as a corner piece of their employment strategy. Improved training, bonuses and benefits and more flexible working arrangements along with the

EXECUTIVE			
Job Title	Dublin €	Cork €	Regional €
Chief Technical Officer (CTO)	90,000 – 160,000	80,000 – 150,000	80,000 – 150,000
Chief Operations Officer (COO)	110,000 – 150,000	100,000 – 140,000	100,000 – 140,000
Chief Information Officer (CIO)	90,000 – 160,000	80,000 – 150,000	80,000 – 150,000
IT Director / Head of IT	90,000 – 125,000	85,000 – 115,000	85,000 – 115,000
IT Manager	75,000 – 90,000	70,000 – 85,000	70,000 – 85,000

SOFTWARE DEVELOPMENT			
Job Title	Dublin €	Cork €	Regional €
Engineering / Development Manager	75,000 – 85,000	70,000 – 80,000	70,000 – 80,000
Technical Architect	75,000 – 90,000	70,000 – 85,000	70,000 – 85,000
Senior Engineer / Technical Team Lead (JEE / .NET)	65,000 – 75,000	60,000 – 70,000	60,000 – 70,000
Mainframe Developer	40,000 – 50,000	35,000 – 45,000	35,000 – 45,000
Front End / UI Developer	50,000 – 65,000	45,000 – 55,000	45,000 – 55,000
C / C++ Developer	45,000 – 65,000	40,000 – 55,000	40,000 – 55,000
Mid level .Net / C# Engineer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Mid level JEE Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Web Services Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Android / IOS Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Ruby on Rails Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Cold Fusion Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
PHP Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Python Developer	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
SharePoint Developer	45,000 – 70,000	40,000 – 65,000	40,000 – 65,000
Release / Configuration Engineer	45,000 – 70,000	40,000 – 65,000	40,000 – 65,000



option to get more involved in high profile projects and with more career friendly technologies are becoming more common place. We saw the re-emergence of the counter offer in last year's survey. Some companies remain reluctant to do this, however more respondents had made a counter offer in 2013 than our 2012 respondents.

We in Brightwater have seen a 25% rise in the volume of IT roles registered in 2013 in comparison to 2012. There remains high demand in all core programming areas such as Java, JEE, C#.Net. Strong UI developers, Javascript experts, Ruby and Python developers remain very much sought after as do Android and iOS developers. There are still not enough developers to satisfy demand and salary levels are likely to climb for the foreseeable future.

We saw a very discernible increment in the volume of network and systems administration roles coming on to the market. Salary levels for strong Windows

and Linux engineers and network engineers are being pressured upwards due to an emerging under-supply. There is still a shortage of database developers, BI consultants, data analytics consultants and there is noticeable pressure on salary levels.

There remains a demand for project managers and business analysts with experience in specific sectors or with specific technology exposure; however, salary levels have remained stable this year due to a larger supply of candidates.

The propensity of SAP and Oracle eBusiness consultants to take up contract positions as opposed to permanent roles means many companies are offering high salaries in these areas.

The shortage of IT professionals in many areas is an enduring problem. Although there are more applications coming through in particular from Spain, Portugal and Italy, most companies hiring IT staff have found it hard to get the right

people who have the right combination of technical abilities and communication skills. A loosening up of the work permit and visa application process in 2013 has helped matters, however many companies remain apprehensive about going down this route.

In conclusion, when looking at themes that have emerged from the survey data this year, the job market is continuing to improve and many companies are cautiously upbeat about 2014. Many are concerned that their plans to scale up will be affected by an inability to get the right people in at appropriate salary levels. Ireland's ability to remain a substantial player in the global information technology arena to a degree is predicated on our ability to bridge this under-supply of resources. Salary levels for now are likely to continue rising. Much depends on the ability of third level institutions to supply the types of IT graduates that industry is demanding. This remains a work in progress.

## CREATIVE / DESIGN

Job Title	Dublin €	Cork €	Regional €
Art Director	75,000 – 95,000	70,000 – 85,000	70,000 – 85,000
Creative Manager	55,000 – 70,000	50,000 – 60,000	50,000 – 60,000
Interactive Designer	45,000 – 60,000	40,000 – 60,000	40,000 – 60,000
UX / Usability Designer	50,000 – 65,000	45,000 – 60,000	45,000 – 60,000
Multimedia / Graphical / Web Designer	30,000 – 50,000	25,000 – 45,000	25,000 – 45,000
3D Modeller / Designer	35,000 – 55,000	30,000 – 50,000	30,000 – 50,000
Games Designer	40,000 – 60,000	35,000 – 55,000	35,000 – 55,000

## SECURITY / IT AUDIT

Job Title	Dublin €	Cork €	Regional €
IT Security Consultant	40,000 – 75,000	35,000 – 65,000	35,000 – 65,000
IT Auditor	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
IT Compliance Specialist	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000



### SYSTEM ANALYSIS

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
IT Management Consultant	45,000 – 90,000	40,000 – 85,000	40,000 – 85,000
Business Systems Analyst / Consultant	40,000 – 65,000	35,000 – 60,000	35,000 – 60,000
Reporting Analyst	35,000 – 50,000	30,000 – 45,000	30,000 – 45,000
QA / Test Manager	60,000 – 75,000	55,000 – 70,000	55,000 – 70,000
QA / Test Lead	55,000 – 65,000	50,000 – 60,000	50,000 – 60,000
Principal Engineer / Systems Architect	75,000 – 90,000	70,000 – 85,000	70,000 – 85,000
Software Test / QA Engineer	35,000 – 55,000	30,000 – 50,000	30,000 – 50,000
QA Automation Engineer	40,000 – 60,000	35,000 – 55,000	35,000 – 55,000
Data Warehouse Consultant	45,000 – 75,000	40,000 – 70,000	40,000 – 70,000
Database Developer (Oracle / SQL Server)	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000

### IT / PROJECT MANAGEMENT

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
Programme Manager	75,000 – 95,000	70,000 – 90,000	70,000 – 90,000
Senior Project Manager	70,000 – 85,000	65,000 – 80,000	65,000 – 80,000
Project Manager	65,000 – 75,000	60,000 – 70,000	60,000 – 70,000
Product Manager	65,000 – 80,000	60,000 – 75,000	60,000 – 75,000
PMO Coordinator / Project Administrator	40,000 – 50,000	35,000 – 45,000	35,000 – 45,000

### SUPPORT / ADMINISTRATION

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
Database Administrator (Oracle / SQL Server / Sybase)	45,000 – 75,000	40,000 – 70,000	40,000 – 70,000
Unix / Linux Administrator	45,000 – 70,000	40,000 – 65,000	40,000 – 65,000
Systems Administrator	35,000 – 65,000	30,000 – 60,000	30,000 – 60,000
Network Engineer	40,000 – 70,000	35,000 – 65,000	35,000 – 65,000
Help Desk Support	23,000 – 35,000	20,000 – 32,000	20,000 – 32,000
Application Support Consultant	35,000 – 60,000	30,000 – 55,000	30,000 – 55,000
Service Delivery Manager	55,000 – 75,000	50,000 – 70,000	50,000 – 70,000



### LOCALISATION / TECHNICAL WRITERS

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
Localisation Project Manager	45,000 – 65,000	40,000 – 60,000	40,000 – 60,000
Localisation Engineer	25,000 – 45,000	25,000 – 45,000	25,000 – 45,000
Localisation QA Engineer	22,000 – 38,000	20,000 – 35,000	20,000 – 35,000
Technical Writer / Editor	35,000 – 55,000	30,000 – 50,000	30,000 – 50,000

### ERP CONSULTANCY / SPECIALIST ROLES

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
SAP Consultant (Functional / Technical)	55,000 – 75,000	50,000 – 70,000	50,000 – 70,000
SAP Basis Consultant	45,000 – 65,000	40,000 – 60,000	40,000 – 60,000
Oracle eBusiness (Functional / Technical)	60,000 – 80,000	55,000 – 75,000	55,000 – 75,000

### EMBEDDED (HARDWARE / SOFTWARE) ROLES

<i>Job Title</i>	<i>Dublin €</i>	<i>Cork €</i>	<i>Regional €</i>
Embedded Software Engineer (C / C++)	40,000 – 70,000	35,000 – 65,000	35,000 – 65,000

MANY EMPLOYERS  
ARE LOOKING AT  
THE RETENTION  
OF KEY STAFF  
AS A CORNER  
PIECE OF THEIR  
EMPLOYMENT  
STRATEGY.





# IT

## Temporary & Contract

2013 was another good year for the IT sector, with an overall increase in the volume of roles on offer. This year's survey has indicated that rates on offer across the contract IT market have stayed broadly in line with those on offer last year. According to respondents, there were no areas that saw significant salary decreases throughout the year, however there was some upward pressure on contract rates in certain niche areas.

While previous years saw good recovery in rates especially across development centric roles, during 2012 and 2013 we have seen more stability and smaller increases.

As the Irish economy has started to show more signs of improvement, confidence among IT professionals has continued

to increase, leading to a number of additional candidates considering contracting for the first time or deciding to return to contracting after a period in permanent employment. We have noted a rise in the number of candidates who are open to looking at contracting opportunities as the risks of not finding suitable employment after the contract comes to an end diminishes.

Brightwater recorded an 18% increase in the volume of contract IT jobs registered in 2013 compared to the previous year. Development is still extremely busy, however we did notice some good candidates (primarily developers, business analysts and project managers) who remained available on the market for slightly longer periods this year before finding a suitable assignment.

From a hiring perspective, there is still considerable difficulty staffing projects with key people. Clients have reported losing candidates to counter offers or paying a premium in rates to attract key candidates to projects.

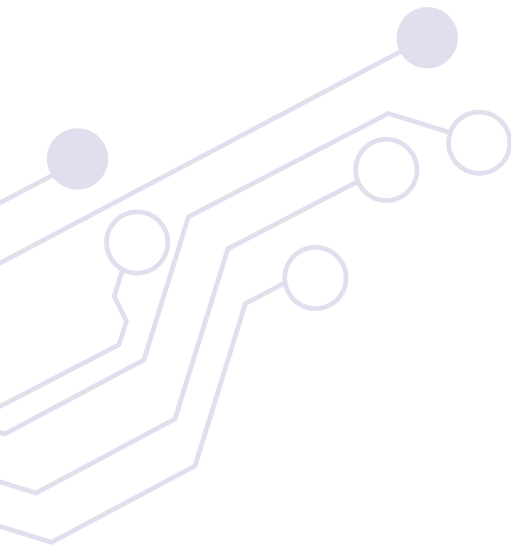
From the candidate perspective, there continues to be a good choice of roles available in the market. There are a wide variety of interesting projects underway throughout the country across both new and established companies and this is encouraging increasing numbers of candidates from abroad. Rates are comparatively strong in most areas, especially for those with niche skills. Most contracts are extending beyond their initial periods with many contracts being extended to two years or more.

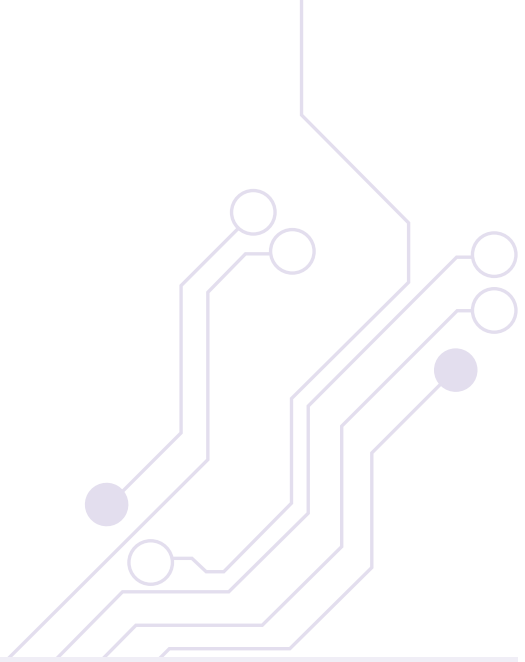
### EXECUTIVE

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Chief Technical Officer (CTO)	550 – 850	500 – 750	500 – 750
IT Director	500 – 650	450 – 550	450 – 550
IT Manager	400 – 650	350 – 650	315 – 600

### SOFTWARE DEVELOPMENT

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Engineering / Development Manager	400 – 550	350 – 500	350 – 500
Technical Architect	450 – 600	450 – 550	450 – 550
Senior Engineer / Technical Team Lead (JEE / .NET)	400 – 500	350 – 450	350 – 450
Mainframe Developer	250 – 400	250 – 350	250 – 350
C / C++ Developer	250 – 400	250 – 350	275 – 400
Mid level .Net / C# Engineer	300 – 420	275 – 400	275 – 400
Mid level JEE Developer	300 – 420	275 – 400	275 – 400
Web Services Developer	300 – 400	275 – 375	275 – 375
Android / IOS Developer	300 – 450	300 – 450	300 – 450
Ruby on Rails Developer	300 – 450	300 – 450	300 – 450
Cold Fusion Developer	300 – 400	300 – 400	300 – 400
PHP Developer	250 – 400	250 – 400	250 – 400
Python Developer	250 – 400	300 – 450	300 – 450
SharePoint Developer	350 – 550	300 – 500	300 – 500
Release / Configuration Engineer	250 – 350	250 – 350	250 – 350





Throughout 2013, we have seen a further increase in the number of IT support roles available, especially around systems and network administration. Rates have increased slightly around the more specialised roles e.g. Linux administrators. This area had been slower to improve after the worst years of the recession, but an increase in demand for these candidates from many of the large Internet companies has helped push up rates over the past two years.

Across development, there have been some increases across the main development languages and also some of the more niche languages. Web developers have been in strong demand this year, and there has been upward pressure on rates across PHP, Ruby and Python roles. Android and iOS roles also have seen a small increase in contract rates. Database developers also saw a small increase in rates driven by increased demand.

Across programme and project management, there has been more competition for roles and rates have stayed relatively flat compared to last year. We have noticed some increase in rates across systems analysis and also in QA, principally in automated testing and management roles.

Data warehousing, business intelligence and data analysis have continued to grow in importance and there has been a corresponding push on rates, particularly on the more highly skilled roles. This is driven by a lack of experience in the market and candidates with those skills are in high demand.

Both clients and candidates have expressed increased confidence looking towards 2014. As in previous years, skills shortages will continue to be a factor and that will maintain an upward pressure on salaries particularly in software development and business intelligence. We expect further growth in the volume of contracting roles available, and an increase in the number of candidates taking up contracting roles. We expect Ireland will continue to attract candidates from both Europe and beyond, as professionals arrive to take advantage of

### CREATIVE / DESIGN

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Art Director	450 – 550	400 – 500	400 – 500
Creative Manager	300 – 450	275 – 400	275 – 400
Interactive Designer	275 – 400	225 – 350	225 – 350
UI / UX Engineer	300 – 400	300 – 400	250 – 350
Multimedia / Graphical / Web Designer	150 – 300	150 – 275	150 – 250
3D Modeller / Designer	175 – 300	150 – 275	150 – 275
Games Designer	300 – 450	250 – 400	250 – 400

### SECURITY / IT AUDIT

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
IT Security Consultant	350 – 500	300 – 450	300 – 450
IT Auditor	300 – 450	275 – 400	275 – 400
IT Compliance Specialist	300 – 400	275 – 350	275 – 350

### SYSTEM ANALYSIS

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
IT Management Consultant	400 – 650	400 – 550	400 – 550
Business Systems Analyst / Consultant	300 – 500	300 – 450	300 – 425
Reporting Analyst	250 – 450	250 – 450	250 – 450
QA / Test Manager	300 – 500	300 – 500	300 – 450
QA / Test Lead	300 – 450	250 – 400	250 – 400
Principal Engineer / Systems Architect	400 – 600	400 – 550	400 – 500
Software Test / QA Engineer	200 – 400	200 – 350	200 – 350
QA Automation Engineer	250 – 400	250 – 400	250 – 350
Data Warehouse Consultant	400 – 550	400 – 500	370 – 450
Database Developer (Oracle / SQL Server)	350 – 500	350 – 500	350 – 500

the opportunities available throughout Ireland.

Overall the outlook for IT remains positive for 2014, and hopefully this will be true of the overall economy in general.





### IT / PROJECT MANAGEMENT

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Programme Manager	450 – 650	450 – 600	400 – 600
Senior Project Manager	450 – 550	400 – 550	500 – 500
Project Manager	400 – 500	400 – 500	400 – 500
Product Manager	350 – 450	350 – 450	300 – 400
PMO Coordinator / Project Administrator	200 – 300	200 – 300	200 – 300

### SUPPORT / ADMINISTRATION

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Database Administrator (Oracle / SQL Server / Sybase)	325 – 500	325 – 450	300 – 450
Unix / Linux Administrator	250 – 350	250 – 350	225 – 350
Systems Administrator	200 – 325	200 – 350	200 – 350
Network Engineer	200 – 350	200 – 350	200 – 350
Help Desk Support	100 – 250	100 – 200	100 – 200
Application Support Consultant	125 – 300	125 – 275	125 – 275
Service Delivery Manager	300 – 450	300 – 400	300 – 400

### LOCALISATION / TECHNICAL WRITERS

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Localisation Project Manager	200 – 325	175 – 275	125 – 275
Localisation Engineer	150 – 250	125 – 225	125 – 225
Localisation QA Engineer	150 – 250	125 – 225	125 – 225
Technical Writer / Editor	150 – 250	150 – 250	150 – 250

### ERP CONSULTANCY / SPECIALIST ROLES

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
SAP Consultant (Functional / Technical)	400 – 550	400 – 500	400 – 500
SAP Basis Consultant	350 – 450	350 – 450	350 – 450
Oracle Application (Functional / Technical)	450 – 650	450 – 600	450 – 600

### EMBEDDED (HARDWARE / SOFTWARE) ROLES

Job Title	Dublin € p/d	Cork € p/d	Regional € p/d
Embedded Windows / Linux Software Engineer (C / C++)	350 – 450	300 – 450	300 – 450
Hardware Engineer	300 – 450	300 – 450	300 – 450





  
**Brightwater**  
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