

Salary Guide / 2008



Manpower
Employment
Salary Guide
Ireland

A Manpower Research Report

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ABOUT THE SURVEY

The information provided in this document constitutes a guide to salaries being paid against particular job titles/functions, by region, at the time the guide was published. The figures shown are in euros per annum, unless otherwise stated.

The guide provides an indication against each listed job function, of the average we have observed being paid to such individuals coming onto our database within the preceding 6 months. It is not a formal survey and does not detail variances between sectors, company size or industry. These variances can be inferred from salary spreads e.g. in general terms an MIS manager in a very small company may be earning towards the lower end of the scale whereas the same role in a huge multinational corporation may attract much more in the way of salaries and benefits. The titles would be the same.

ABOUT MANPOWER

Manpower Ireland is part of Manpower Inc., the largest staffing company in the world and a Fortune 500 multinational company, listed on the NYSE. Manpower Inc. has been placing staff since its establishment in the USA in 1948. Today we operate from over 4,400 offices worldwide, in 73 countries. We recruit over 2 million people per annum for our 400,000 clients around the globe and have annual revenues in excess of \$12bn. Manpower's success is based on recognition of the contribution of individuals and the need to invest in people.

Manpower is an advocate of skills training and assessments and provides full HR solutions managements for many of its customers throughout the country. Manpower provides professionals at all levels within our specialist skill areas, from the most experienced senior management to young entry-level professionals entering the workplace. Manpower operates specialised teams that allow us to focus on particular sectors that ensure we provide the maximum knowledge and experience of the Irish and Global market to our clients.

ABOUT MANPOWER IRELAND

Manpower Ireland opened its headquarters on Grafton Street, Dublin in 1974. We also have offices in Harcourt Street, Dublin North and West. On a national level Manpower also operates in Cork, Limerick and Mullingar.

Two new branches in Dublin South and Kildare are scheduled to open mid 2008. The services provided by Manpower Ireland are carried out by a team of highly trained and skilled recruitment and HR professionals. We specialise in both permanent and temporary positions.

Our services include:

Areas of Expertise

- Accountancy • Banking & Finance
- Multilingual • Sales & Marketing
- Human Resources • Office & Administration
- Contact Centre • Technical and Engineering
- Manufacturing & Logistics • Scientific

Business Services

- Recruitment & Selection • Managed Services
- Outsourcing • HR Services • Global Resourcing
- Research & Market Intelligence
- Release Management • Payroll Services
- Master Vendor Assessments (Skills & Psychometric)
- Flexible Workforce Solutions

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BANKING & FINANCIAL SERVICES	Dublin	Leinster	Munster	Connaught	Midlands
Retail Banking					
Retail Banking Branch Manager	70-85	50-62	50-62	50-62	50-62
Assistant Bank Manager	50-60	35-40	35-40	29-37	35-40
Bank Clerk	22-27	20-22	20-22	19-23	20-22
Funds					
Fund Accounting Manager	80-100	55-62	55-62	42-52	50-60
Fund Accountant / Supervisor (Qualified)	45-65	35-40	35-40	40-47	35-40
Fund Accountant (Pt/Qual)	40-45	25-32	25-32	29-34	25-30
Fund Administrator (1-3 yrs experience)	30-40	25-27	25-27	21-26	23-27
Fund Administrator (0-1 yrs experience)	25-30	22-25	22-25	19-23	20-25
Settlements Manager	60-80	40-45	40-45	38-47	38-45
Settlement Team Leader	35-55	35-40	35-40	28-33	30-40
Settlements Administrator (1-3 yrs experience)	30-35	25-28	25-28	23-28	24-28
Settlements Administrator (0-1 yrs experience)	27-30	20-22	20-22	19-22	20-22
Share Registration (1yr+ experience)	37-32	23-25	23-25	20-23	22-28
Shareholder Services Manager	60-80	48-53	48-53	45-50	45-50
Shareholder Services Team Leader	35-55	38-40	38-40	29-36	32-40
Shareholder Services Admin (1-3 yrs experience)	30-35	27-28	27-28	23-27	25-28
Shareholder Services Admin (0-1 yrs experience)	27-30	22-24	22-24	20-22	20-25
Custody Manager	60-80	55-58	55-58	42-50	50-58
Custody Team Leader	35-55	45-48	45-48	29-33	40-48
Custody Administrator (1-3 yrs experience)	30-35	26-27	26-27	24-28	25-28
Custody Administrator (0-1 yrs experience)	27-30	23-24	23-24	19-22	20-23
Compliance/Trustee Manager	60-90	60-62	60-62	40-45	50-60
Compliance/Trustee Officer	40-60	28-32	28-32	26-36	26-32
Treasury (Banking)					
Treasury Manager	60-80	60-75	60-75	37-50	50-65
Treasury Analyst	45-60	40-45	40-45	34-42	35-45
Treasury Dept. (Within Industry)					
Head of Treasury	80-120	80-100	80-100	88-135	80-100
Treasury Manager	60-80	60-65	60-65	47-52	55-65
Treasury Analyst	45-60	40-45	40-45	33-48	35-45
Stockbroking					
Settlements Manager	50-60	50-55	50-55	38-47	45-55
Settlements Administrator	25-45	22-28	22-28	23-29	22-28
Private Client Portfolio Manager**	50-60	50-55	50-55	62-78	50-55
Equity Sales	30-50	30-45	30-45	52-88	30-45
Equity Research	25-30	25-28	25-28	49-57	25-28
Equity Analyst	38-50	40-55	40-55	32-42	40-50
Corporate Finance Director**	85+	80+	80+	73-83	80+
Corporate Finance Executive**	40-50	40-45	40-45	31-42	35-45
** Salaries reflected do not include bonuses, which amount to 50-100%+ of basic salary					
Corporate Banking-Lending					
Manager Corporate Lending	70-85	60-75	60-75	34-42	55-70
Corporate Actions	28-48	25-40	25-40	24-29	25-35
Commercial Banking-Lending					
Senior Credit Analyst	50-65	40-45	40-45	40-52	40-45
Credit Analyst	40-48	30-35	30-35	29-36	28-35
Junior Credit Analyst	28-32	25-30	25-30	23-26	24-28

INSURANCE	Dublin	Leinster	Munster	Connaught	Midlands
Claims Manager	35-70+	40-75	40-75	35-45	35-55
Claims Administrator	25-40	25 -30	25 -30	23-30	23-30
General Insurance Administrator	25-40	20-30	20-30	22-30	20-28
Commercial Underwriting Admin	30-45	25-35	25-35	28-45	28-30
Underwriting Administrator	20-30	20-25	20-25	25-30	20-25
Life & Pensions Regional Manager	55-70	55-65	55-65	50-65	55-65
Life Assurance Administrator	20-35	20-30	20-30	20-30	20-30
Pensions Manager	50-70	45-65	45-65	40-50	45-55
Pensions Administrator	25-35	20-25	20-25	20-30	20-25

ACCOUNTANCY	Dublin	Leinster	Munster	Connaught	Midlands
CFO	120+	120+	120+	114-156	100+
Shared Service Centre Director	100+	100+	100+	78-114	80+
Group Finance Director	95+	85+	85+	80-114	80+
Finance Director	80+	75+	75+	73-99	70+
Financial Controller	70+	65+	65+	50-62	55+
Financl / Management Accountant	55-65	45-55	45-55	45-62	40-55
Tax Director	95+	75+	75+	88-115	75+
Tax Manager	60-75	50-65	50-65	50-68	50-65
Tax Assistant	25-40	25-28	25-28	21-27	25-28
Auditing Director-Practice	90-140	75-100	75-100	68-99	70-100
Audit Manager	60-75	50-65	50-65	47-73	50-65
Auditor	40-50	35-40	35-40	40-44	35-45
Cost Accountant	45-60	45-55	45-55	49-57	45-55
Financial Accountant	50-65	45-55	45-55	49-55	40-55
Accounts Assistant- Temp	14-15 ph	12-14	10-14	10-14	10-14
General Accounting & Part Qualified					
Part Qualified Accountant	32-42	25-30	25-30	24-29	25-30
Inter-Company Accounts	30-40	25-28	25-28	24-26	25-30
General Ledger Manager	50-55	45-50	45-50	50-53	40-55
General Ledger Team Leader	40-50	40-45	40-45	34-40	35-45
General Ledger Clerk	28-32	25-28	25-28	23-29	24-30
Book-Keeper	25-40	25-35	25-35	23-31	22-30
Payroll Manager	40-50	30-40	30-40	40-50	30-40
Payroll Supervisor	35-40	27-35	27-35	26-38	26-35
Payroll Clerk	32-36	20-25	20-25	23-29	20-26
Payroll Administrator- temp	14-15	13-14	12-14	12-14	12-14
Credit Controller/Manager	40-60	35-40	35-40	23-31	30-40
Credit Control (3+ yrs experience)	35-40	25-30	25-30	21-26	24-30
Credit Control (1-3 yrs experience)	25-35	20-25	20-25	19-24	20-25
Credit controller Admin- temp	15-17	14-16	13-15	13-15	13-16
Business Process Reengineering Team Member	30-32	30-32	30-32	31-34	30-32
Business Process Reengineering Specialist	40-43	40-43	40-43	31-34	40-43
Business Analyst	40-70	40-45	40-45	36-42	32-40
Accounts Receivable Manager	35-50	35-40	35-40	49-55	35-40
Accounts Receivable Team Leader	35-40	25-30	25-30	29-34	25-30
Accounts Receivable	32-36	20-23	20-23	21-26	20-25
Accounts Payable Manager	35-50	35-40	35-40	50-55	30-40
Accounts Payable Supervisor	35-40	25-30	25-30	29-34	25-30
Accounts Payable	32-36	20-23	20-23	21-26	20-25
Accounts Assistant	28-35	22-27	22-27	21-26	21-27

ACCOUNTANCY	Dublin	Leinster	Munster	Connaught	Midlands
Accounts Clerk (3 yrs experience)	28-32	23-25	23-25	23-29	23-28
Accounts Clerk (2 yrs experience)	27-28	20-23	20-23	21-25	22-25
Accounts Clerk (1 yr experience)	25-26	19-20	19-20	19-23	19-22
Accounts Assistant- temps	13-15	12-14	11-14	11-14	11-14
Accounts payable/ Accounts receiveable- temps	13-15	12-14	11-14	11-14	11-14

CONTACT CENTRE	Dublin	Leinster	Munster	Connaught	Midlands
Call Centre Manager *	75-95	72-92	72-92	55-75	55-75
Call Centre Manager with language *	75-95	72-95	72-95	60-80	60-80
Customer Service Manager*	40-55	35-40	35-40	35-50	35-45
Customer Service Manager with Language*	50-70	48-70	48-70	40-60	40-50
Customer Service Supervisor*	35-50	35-40	35-40	23-32	28-40
Customer Service Supervisor with language*	35-55	35-50	35-50	25-35	30-45
Customer Service Team Leader**	32-38	30-35	28-35	18-23	24-30
Customer Service Team Leader with language**	35-45	28-40	28-40	20-25	25-32
Customer Service Agent 3+ years**	25-35	24-28	24-28	17-20	22-26
Customer Service Agent 3+ years with language **	28-35	24-30	24-30	20-25	24-30
Customer Service Agent (0-3 yrs exp)**	22-28	21-25	21-25	15-18	16-22
Customer Service Agent (0-3 yrs exp) with language **	22-28	17-25	17-25	16-20	17-24
Customer Service Agent- Temps	11.50-14	10-13.50	10-12	10-12	10-12
Order Entry Clerk	22-28	20-22	20-22	16-19	18-22
Order Entry Clerk with language**	22-28	20-24	20-24	17-20	20-24
Order Entry Manager	30-40	25-35	25-35	31-33	25-32
Order Entry Manager with language**	30-45	25-30	25-30	33-36	25-32
Order Entry Clerk-Temps	11-13	10-12	9.50-12	9.50-12	9.50-12
Telesales / Telemarketing					
Telesales Manager*	55-75	35-40	35-40	35-45	30-40
Telesales Manager with language*	55-75	35-45	35-45	38-50	32-40
Inbound Telesales- Temps	12-14	11-13.50	10-12	10-12	10-12.50
Telesales Supervisor *	40-50	30-40	30-40	20-25	24-30
Telesales Supervisor (With Language)*	40-50	30-40	30-40	25-30	24-32
Inbound Telesales*	25+ OTE	22+ OTE	22+ OTE	16-20	18-22
Inbound Telesales with language**	25-28	20-28	20-28	17-20	20-24
Outbound Telesales- Temps	12-14	11-13.50	10-12	10-12	10-12.50
Outbound Telesales**	26+ OTE	25 + OTE	25+ OTE	17-23	18-24
Outbound Telesales with language**	25-30	20-30	20-30	18-25	20-25
Direct Marketing Specialist	20-35	19-30	19-30	17-29	18-30

* Standard benefits incl. an annual performance bonus of 10%-15%, VHI, Pension

** Plus performance related bonus

Language bonus: 8-10% of salary per year, 800-1000.

HUMAN RESOURCES	Dublin	Leinster	Munster	Connaught	Midlands
VP of HR	100-150	90-140	90-140	90-135	80-100
HR Director (10+ yrs Mgmt experience)	80-100	75-95	75-95	80-90	70-90
HR Director (3-5 yrs Mgmt experience)	65-80	60-75	60-75	70-85	55-75
HR Manager (3-5 yrs Generalist experience)	55-65	50-60	50-60	45-55	45-60
HR Manager (1-3 yrs Generalist experience)	40-55	35-50	35-50	35-40	35-50
ER Manager	45-65	45-60	45-60	50-55	45-60
IR Manager	45-65	45-60	45-60	55-70	45-60

HUMAN RESOURCES	Dublin	Leinster	Munster	Connaught	Midlands
Comp & Bens Manager	45-65	45-60	45-60	50-60	40-55
HR Generalist/Specialist	30-45	25-40	25-40	28-33	25-35
HR Administrator- Temps	12-14	11-13	10-13	10-13	10-13
HR Administrator	22-30	20-25	20-25	20-23	20-26
Recruitment					
Recruitment Manager (In-house)	40-60	40-55	40-55	40-55	35-50
Recruitment Manager (Agency)*	40-50	35-45	35-45	38-50	35-50
Recruitment Specialist (In-house)	30-40	25-35	25-35	23-30	25-35
Recruitment Consultant (Agency)*	25-30	20-28	20-28	20-25	22-26
Recruitment Administrator	20-25	19-24	19-24	16-20	18-22
Training					
Training & Development Manager	40-50	45-60	45-60	45-55	20-45
Training Specialist	25-35	30-35	30-35	30-35	22-30
Technical Trainer (3+ yrs experience)	30-35	35-40	35-40	35-40	25-35
Training Co-ordinator	25-30	23-27	23-27	23-27	20-30

RETAIL	Dublin	Leinster	Munster	Connaught	Midlands
General/Store Manager	35-50	26-33	26-33	28-40	26-32
Assistant Manager	28-40	22-27	22-27	21-27	22-26
Department Manager	25-28	18-27	18-27	17-27	18-25
Retail Sales	20-24	15-19	15-19	16-19	17-20
Area Manager	45-60	35-55	35-55	31-55	30-45
Merchandiser	20-24	18-22	18-22	18-22	18-22
Sales Clerk/ Cashier	20-24	15-18	15-18	15-18	16-18
Internal Sales	35-50	17-22	17-22	17-22	18-22
Telemarketing Executive	28-35	18-22	18-22	18-22	18-22
Buyer	25-40	24-45	24-45	23-45	24-45
Assistant Buyer	30-50	18-30	18-30	18-28	18-28
Inventory /Stock Controller	20-30	14-25	14-25	14-25	15-25
Cust Service Manager	15-25	25-35	25-35	25-35	25-35
Cust Service Representative	18-25	16-22	16-22	16-22	18-22
Cust Service Representative- temps	11.50-14	10-13.50	10-12	10-12	10-12.50

* Salaries listed refer to basics only, and exclude bonuses and commissions

SALES, MARKETING, PR	Dublin	Leinster	Munster	Connaught	Midlands
Sales & Business Development					
Sales & Marketing Director	90-140	80-110	80-110	80-95	80-100
Sales Director	80-120	70-110	70-110	60-90	65-90
Business Development Director	70-100	50-85	50-85	50-85	50-80
Business Development Manager	55-80	35-55	35-55	30-50	30-50
Sales Manager	80-95	35-55	35-55	35-50	35-55
Channel Sales Manager	65-95	50-70	50-70	50-60	50-65
Key Accounts Manager	40-55	35-45	35-45	30-45	30-50
Account Executive	35-45	22-30	22-30	22-30	22-30
Business Development Executive	40-60	20-35	20-35	20-30	20-33
Sales Executive	25-40	20-30	20-30	18-23	20-30
Sales Representative	26-36	22-27	22-27	22-27	22-27
Field Sales Representative	27-55	20-35	20-35	18-27	18-30
Internal Sales	26-36	18-24	18-24	16-21	18-25
Telemarketing Executive	24-28	18-24	18-24	17-23	18-24
Marketing Director	80-120	70-100	70-100	50-90	50-90
Marketing Manager	40-90	40-65	40-65	40-65	40-65
Brand/Product Manager	35-55	30-50	30-50	30-45	30-45
Market Research Manager	40-60	30-38	30-38	30-38	30-40
Market Analyst	28-40	40-45	40-45	40-45	40-45
Marketing Executive	30-45	22-35	22-35	20-35	20-35
Marketing Assistant	28-32	20-30	20-30	20-30	20-30
Public Relations					
Public Relations Manager	40-60	30-50	30-50	30-50	30-50
Public Relations Officer	25-35	22-30	22-30	22-27	22-30
Advertising					
Creative Director	40-60	25-55	25-55	27-50	25-50
Art Director	35-50	28-45	28-45	28-45	28-45
Senior Designer	35-45	30-45	30-45	30-45	30-45
Junior Designer	25-30	20-28	20-28	18-25	18-28
Production Manager	35-45	28-32	28-32	28-32	28-32
Advertising Manager	45-55	35-50	35-50	35-45	35-50
Telesales Representative	25-30	18-24	18-24	16-20	18-24

OFFICE & ADMINISTRATION	Dublin	Leinster	Munster	Connaught	Midlands
Office Manager	36-42	30-38	30-35	25-30	30-35
PA / Executive Assistant (3-5 yrs experience)*	35-50	28-35	28-35	26-32	26-35
PA / Executive Assistant (1-3 yrs experience)*	32-34	32-34	32-34	25-28	24-28
Administrator (3-5 yrs experience)	29-35	27-30	27-30	20-25	25-30
Administrator (1-3 yrs experience)	23-30	25-28	25-28	17-24	18-25
Team Secretary/Administrator	29-35	25-29	25-29	23-27	22-26
Receptionist (3+ yrs experience)	27-33	24-28	24-28	24-28	24-28
Receptionist (0-3 yrs experience)	20-26	22-25	22-25	17-23	18-23
Data Entry Operator	21-23	19	18	16-20	18-21
Accounts Administration Assistant	26-28	22-25	22-25	17-20	20-25
Mailroom Clerk	22-24	20	20	16-20	20
Senior Sales Administrator	34-36	29	29	25-28	25-30
Junior Sales Administrator	24-26	21-25	21-25	20-25	20-25

* Standard benefits incl. an annual performance bonus of 10%-15%, VHI, Pension

TEMPORARY OFFICE & ADMIN (hourly temp rates)	Dublin	Leinster	Munster	Connaught	Midlands
Office Manager	17-20	16-18	13.00-15.00	13.00-15.00	13-16
PA / Executive Assistant (3-5 yrs experience)	14-17	15-16	12.00-13.50	12.00-13.50	13-16
PA / Executive Assistant (1-3 yrs experience)	13-14	10-13	10.00-12.00	10.00-12.00	11-14
Administrator (3-5 yrs experience)	12-14	10-13	11.50-12.50	11.50-12.50	11-14
Administrator (1-3 yrs experience)	11-13	10-12	10.00-11.50	10.00-11.50	10-12
Team Secretary/Administrator	14-16	12-15	10.50-11.50	10.50-11.50	10-12
Receptionist (3+ yrs experience)	14-15	12-14	10.00-11.50	10.00-11.50	11-13
Receptionist (0-3 yrs experience)	9-11	10-11	8.50-10.00	8.50-10.00	9-11
Data Entry Operator	10-11	10-11	8.50-10.00	8.50-10.00	9-10
Mailroom Clerk	10-11	10-11	9.00-11.00	9.00-11.00	9-10
Senior Sales Administrator	14-16	10-13	11.00-12.00	11.00-12.00	11-13
Junior Sales Administrator	11-13	10-13	10.00-11.10	10.00-11.10	10-12

LOGISTICS	Dublin	Leinster	Munster	Connaught	Midlands
Transport Manager	45-55	45-50	45-50	40-45	40-50
Assistant Transport Manager	38-45	35-40	35-40	35-38	35-40
Transport Co-ordinator	34-38	32-36	32-36	28-32	28-35
Logistics Co-ordinator	30-35	30-33	30-33	27-29	28-35
Logistics Manager	55-65	50-60	50-60	43-45	45-55
Logistics Supervisor	40-45	34-38	34-38	33-36	35-40
Artic/ Haz Chemical	32-36	30-35	30-35	30-33	30-35
Artic Driver	30-33	28-34	28-34	29-32	28-34
HGV + Haz Chem	30-33	30-33	30-33	28-32	28-33
C Licence	27-30	25-27	25-27	23-25	25-27
C1 Licence	24-27	23-26	23-26	20-22	22-26
Van Driver B licence	22-26	19-24	19-24	18-20	20-25
Reach Forklift	20-24	19-24	19-24	18-20	19-25
Counter balance Forklift	20-24	19-24	19-24	18-20	19-25
Diesel Fitter	30-33	30-35	28-33	28-32	30-35
General Manager	75-85	70-80	70-80	70-75	65-80
Operations Manager	70-80	65-75	65-75	50-60	50-75
Freight Manager	50-57	45-55	45-55	36-38	35-50
Freight Supervisor	35-38	33-36	33-36	33-35	33-36
Freight Clerk	22-27	22-25	22-25	20-22	20-25
Distribution / Logistics Manager	50-60	45-55	45-55	38-42	35-45
Distribution / Logistics Supervisor	35-40	33-38	33-38	33-36	30-35
Warehouse Manager	45-55	45-50	45-50	35-40	35-45
Warehouse Supervisor	35-40	33-38	33-38	33-35	30-40

TECHNICAL	Dublin	Leinster	Munster	Connaught	Midlands
Applications Engineering Manager	50-60	50-60	50-60	45-60	45-60
Applications Engineer	36-40	33-37	33-37	32-40	32-40
Component Engineer	32-38	30-34	30-34	33-37	30-35
Customer Engineer	35-40	33-38	33-38	35-45	33-38
Engineering Manager	55-70	50-65	50-65	50-70	50-65
Engineering Supervisor	50-60	48-55	48-55	25-50	45-55
Engineering Clerk	24-27	22-27	22-27	20-25	22-27
Engineering Co-ordinator	45-48	40-45	40-45	35-40	35-45
CAD Engineer	34-38	30-36	30-36	28-32	28-35
CAD Technician	30-35	24-30	30-33	28-32	22-28
Calibration Engineer	35-40	32-38	32-38	35-40	32-38
Calibration Technician	28-32	27-34	27-34	25-35	25-35
Documentation Manager	38-43	35-40	35-40	35-45	35-40
Documentation Engineer	30-38	30-35	30-35	35-40	30-35
Documentation Clerk	23-28	22-26	22-26	20-30	20-26
Documentation Co-ordinator	38-42	32-38	32-38	25-30	26-32
Automation					
Automation Manager	60-75	50-55	50-55	45-60	45-60
Automation Engineer	40-55	36-43	36-43	30-40	35-45
Automation Supervisor	50-60	43-47	43-47	38-45	40-45
Automation Technician	30-40	27-32	27-32	23-30	25-30
Mechanical					
Mechanical Engineer Supervisor	45-60	40-50	40-50	35-50	38-50
Mechanical Engineer	35-50	30-40	30-40	33-40	30-40
General Manager	80-100	75-90	75-90	65-80	65-85

TECHNICAL	Dublin	Leinster	Munster	Connaught	Midlands
Equipment Engineering Manager	55-65	50-60	50-60	45-50	45-55
Equipment Engineer	35-50	33-37	33-37	35-45	33-40
Electrical					
Electrical Engineering Manager	60-70	55-65	55-65	48-65	50-65
Electrical Eng Sup	50-60	40-45	40-45	33-45	35-45
Electrical Engineer	35-50	33-38	33-38	28-38	33-38
Electrical Technician	28-34	25-30	25-30	23-30	24-30
Electro-Mechanical Technician	28-34	25-30	25-30	23-30	24-30
Chemical					
Chemical Engineer Supervisor	50-65	45-55	45-55	38-50	40-55
Chemical Engineer	40-60	40-50	40-50	35-40	40-50
Chemical Technician	24-32	23-30	23-30	25-35	23-30
FPGA Design Engineer	45-65	40-60	40-60	45-60	40-60
Telecommunications					
Data Capture Engineer	35-40	35-40	35-40	35-50	35-40
Data Installation Engineer	35-40	35-40	35-40	35-45	35-40
Data Installation Technician	25-30	25-30	25-30	25-30	25-30
Datacomms Engineer	35-40	35-40	35-40	30-45	30-40
Datacomms Technician	25-30	25-30	25-30	23-30	25-30
Debug & Repair Technician	25-30	23-27	23-27	21-30	23-27
Hardware Engineer	35-45	35-40	35-40	30-40	35-40
Cabling Supervisor	30-38	30-37	30-37	28-35	30-35
Cabling Technician	24-30	24-30	24-30	28-35	24-30
Facilities					
Facilities Manager	55-70	50-65	50-65	43-50	45-60
Facilities Supervisor	45-50	45-50	45-50	30-38	35-50
Facilities Technician	28-36	28-33	28-33	25-35	25-35
Failure Analysis Engineer	35-38	33-38	33-38	30-40	30-40
Failure Analysis Technician	29-33	28-33	28-33	20-30	25-35

CONSTRUCTION	Dublin	Leinster	Munster	Connaught	Midlands
Quantity Surveyor 1 years Exp	30-35	30-35	28-32	30-35	28-35
Quantity Surveyor 2 years Exp	35-45	35-40	33-38	35-38	32-40
Quantity Surveyor 3+ years Exp	50-75	40-50	38-43	38-45	35-50
Quantity Surveyor (Civil) 1-3+ years Exp	35-45	32-38	30-35	32-37	30-40
Quantity Surveyor(Civil) 3+ years Exp	45-60	35-45	33-43	35-45	35-45
Site Agent (Civil)	48-60	45-55	45-55	45-55	45-55
Site Agent (Buildings)	48-60	45-55	45-55	45-55	45-55
Project Manager	70-90	43-65	43-65	45-65	45-65
Project Manager 1 years Exp	40-50	38-45	38-45	40-45	35-45
Site Manager	70-90	41-60	41-60	41-60	40-60
Site Engineer 1-3 years	30-45	25-35	25-32	25-32	25-32
Site Engineer 3+ years	45-65	40-50	33-40	33-40	33-40
Civil Engineer	60-80	28-43	28-43	28-45	28-40
Civil Engineering Supervisor	70-90	37-48	37-48	39-45	35-50
Commissioning Engineer	45-60	33-40	33-40	35-40	33-40
Structural Engineer	60-80	35-50	35-50	35-50	35-50
Foreman	70-90	38-55	38-55	40-55	35-55

CONSTRUCTION	Dublin	Leinster	Munster	Connaught	Midlands
Building Services Manager	45-55	44-55	44-55	43-55	40-55
Building Services Engineer	35-45	33-40	33-40	35-38	33-40
Building Services Supervisor	30-35	28-33	28-33	30-35	28-35
Building Services Technician	25-28	25-27	24-28	24-28	24-29
Environmental Engineering Manager	50-70	41-50	41-50	45-50	41-50
Environmental Engineer	45-65	33-38	33-38	35-40	32-40

SCIENTIFIC	Dublin	Leinster	Munster	Connaught	Midlands
Materials Management					
Materials Manager	65-75	55-70	55-70	45-60	45-65
Master Scheduler	35-55	40-45	40-45	40-50	40-45
Buyer/Planner 1-3 years	35-40	25-30	25-30	25-35	25-35
Buyer/Planner 3+ years	45-50	33-40	33-40	30-40	30-40
Quality					
QA/ QC Manager	50-65	50-65	50-65	55-70	50-65
QA/ QC Supervisor	40-55	40-55	40-55	35-55	35-55
Microbiology Analyst 1-3 years	25-35	25-35	25-30	25-35	25-35
Microbiology Analyst 3+ years	35-42	35-42	32-40	35-40	32-40
QA/ QC Analyst 1-3 years	25-35	25-35	24-30	25-35	25-35
QA/ QC Analyst 3+ years	35-45	35-45	30-38	35-45	35-45
Lab Assistant	22-32	20-24	20-24	20-25	20-25
Laboratory Technicians	22-32	22-25	22-25	20-25	22-25
Analytical Chemist 1-3 years	26-35	25-35	25-32	25-35	25-35
Analytical Chemist 3+ years	35-45	35-45	32-39	35-45	35-45
QA Technicians	26-40	25-30	21-26	25-30	22-30
Regulatory Affairs					
Regulatory Affairs Officer	27-45	30-40	30-40	30-40	30-40
Regulatory Affairs Specialist	35-45	42-50	42-50	40-55	40-50
Regulatory Affairs Manager	50-70	55-60	55-60	45-55	50-60
Health/Safety & Environment					
Health & Safety Officer	28-45	27-35	27-35	25-35	25-35
Environmental Officer	25-45	30-38	30-38	25-30	28-38
Lab Technician	22-45	22-26	22-26	19-25	20-26
Technical & Production Operations					
Instrumentation/Elect Engineer	35-45	33-42	33-42	30-45	30-45
Pharmaceutical Engineering Manager	80-110	80-100	80-100	45-60	60-90
Production Engineer	35-45	35-35	35-35	30-40	30-40
Chemical Engineer 3+ years	42-55	42-55	42-55	30-50	40-55
Chemical Engineer 1-3 years	30-35	26-35	26-35	30-40	26-35
Production Technologists (op)	25-38	20-24	18-22	20-25	18-24
Research & Development					
Process Chemist 1-3 years	30-35	25-36	25-36	20-25	25-35
Process Chemist 3+ years	40-45	33-42	33-42	31-40	32-42
Development Chemist 1-3 years	30-35	28-35	28-35	23-35	25-35
Development Chemist 3+ years	40-45	35-48	35-48	30-40	35-45
R&D Engineer	26-55	33-43	33-43	30-40	30-43

SCIENTIFIC	Dublin	Leinster	Munster	Connaught	Midlands
R&D Technicians	30-35	25-30	25-30	20-25	24-30
Senior Scientist/Chemist	35-45	38-46	38-46	35-45	35-45
PhD Development Chemist	30-50	28-40	28-40	30-40	28-40
Process Development Manager	60-80	60-80	60-80	45-60	50-70
Compliance					
Compliance Manager	55-75	45-60	45-60	40-55	40-55
Compliance Officer	26-40	28-38	28-38	30-40	28-38
Documentation					
Documentation Engineer	30-45	30-35	30-35	30-40	30-35
Documentation Officer	26-40	25-28	25-28	25-30	24-28
Training					
Quality & GMP Trainers	30-50	30-35	30-35	30-40	30-35
Validation					
Validation Manager	65-80	45-55	45-55	45-60	45-55
Validation Engineer 1-3 years	30-45	30-45	28-38	30-45	30-40
Validation Engineer 3+ years	45-55	45-55	38-55	45-55	40-55
Validation Scientist 1-3 years	28-35	25-35	28-35	25-35	25-35
Validation Scientist 3+ years	35-45	35-45	35-45	35-45	35-45

INFORMATION TECHNOLOGY	Dublin	Leinster	Munster	Connaught	Midlands
IT Director	80-150	75-140	75-140	75-120	75-140
MIS Manager	50-70	47-67	47-67	47-67	47-67
Software Development Manager	55-75	50-70	50-70	50-70	50-70
Systems Manager	50-60	45-55	45-55	45-55	45-55
Systems Administrator	30-50	28-45	28-45	28-45	28-45
Operations Manager	40-55	38-50	38-50	38-50	38-50
Project Manager (Development)	40-60	38 -55	38-55	38 -55	38-55
Project Leader (Development)	35-55	30-50	30-50	30-45	30-50
Systems Analyst	30-55	30-50	30-50	28-50	30-50
Business Analyst	35-55	30-50	30-50	30-50	30-50
Analyst Programmer (3-5 yrs experience)	35-55	33-50	33-50	33-50	33-50
Analyst Programmer (1-3 yrs experience)	28-35	25-30	25-30	25-30	25-30
Software Engineer (3-5 yrs experience)	30-55	28-50	28-50	28-50	28-50
Software Engineer (1-3 yrs experience)	28-35	26-30	26-30	26-30	26-30
Programmer (1-3 yrs experience)	28-35	26-30	26-30	26-30	26-30
Web Specialist	28-35	25-35	25-35	25-33	25-35
DBA	35-60	35-55	35-55	33-55	35-55
IT Consultant (IT, CRM, ERP)	8-60	35-60	35-60	35-60	35-60
Technical Writer	28-40	25-38	25-38	25-38	25-38
Telecoms Engineer	30-50	30-45	30-45	28-43	30-45
Systems Operator (1-5 yrs experience)	20-40	18-38	18-38	18-35	18-38
Software Tester (1-3 yrs experience)	20-30	18-25	18-25	18-25	18-25
Software Tester (3-5 yrs experience)	25-45	23-38	23-38	23-38	23-38
Systems Administrator Unix	35-55	33-55	33-55	33-55	33-55
Web Developer	23-38	22-35	22-35	22-35	22-35
E-Comm Consultant (3-5 yrs experience)	35-55	33-50	33-50	33-50	33-50
E-Comm Consultant (1-3 yrs experience)	30-35	28-33	28-33	28-33	28-33

INFORMATION TECHNOLOGY	Dublin	Leinster	Munster	Connaught	Midlands
QA Manager	35-55	33-50	33-50	33-50	33-50
BSc Computer Graduate	18-25	17-24	17-24	17-24	17-24
Hotline Technical Support					
Technical Support Manager	35-65	35-60	35-60	33-60	33-60
Hotline Support Supervisor	28-40	25-35	25-35	25-35	25-35
Hotline Support Supervisor (with 2nd Language)	28-40	25-35	25-35	25-35	25-35
Support Engineer (6 mths-2 yrs exp)	20-30	18-28	18-28	18-28	18-28
Line Support Engineer (0-2yrs exp +2nd lang)	18-25	17-24	17-24	17-24	17-24
Line Support Engineer (2-4yrs exp)	25-28	23-26	23-26	23-26	23-26
Line Support Engineer (4yrs+ exp)	25-32	23-30	23-30	23-30	23-30
Line Support Engineer (4yrs+ exp + 2nd language)	28-35	26-32	26-32	26-32	26-32
ACD/CTI Specialist	30-40	28-35	28-35	28-35	28-35
Technical Support					
Field Service Manager	35-55	33-50	33-50	33-50	33-50
Field Service Engineer (3-5 yrs experience)	25-45	33-43	33-43	33-43	33-43
Field Service Engineer (1-3 yrs experience)	28-35	26-32	26-32	26-32	26-32
Network Manger	38-60	35-55	35-55	35-55	35-55
Network Engineer (2+yrs experience)	30-45	28-40	28-40	28-40	28-40
PC/Network Support (0-2 yrs experience)	23-27	22-25	22-25	22-25	22-25
Technical Trainer	25-45	23-40	23-40	23-40	23-40
Software Trainer	28-48	25-45	25-45	25-45	25-45
IS Support Technician	20-28	18-25	18-25	18-25	18-25
Localisation					
Localisation Development Manager	50-70	45-65	45-65	40-60	40-60
Regional Vendor Manager	35-50	33-45	33-45	33-47	33-47
Senior S/ware Localisation Test Engineer	28-35	26-33	26-33	26-33	26-33
S/ware Localisation Test Engineer	25-35	22-32	22-32	22-32	22-32
Senior Localisation Engineer	28-35	26-33	26-33	26-33	26-33
Localisation Engineer	20-32	20-30	20-30	18-30	18-30
Senior QA Engineer	28-40	26-38	26-38	26-36	26-36
QA Engineer	23-28	21-26	21-26	21-26	21-26
Evaluation Engineer	25-30	23-28	23-28	23-28	23-28
Junior Evaluation Engineer	18-25	17-24	17-24	17-24	17-24
Localisation Co-ordinator	22-25	21-23	21-23	21-23	21-23
Team Leader	25-35	22-32	22-32	22-32	22-32
Senior Program Manager	25-48	22-45	22-45	22-45	22-45
Junior Program Manager	23-27	21-26	21-26	21-26	21-26

IT CONTRACTS MARKET (salaries represent daily rates paid to contractor)	Dublin	Leinster	Munster	Connaught	Midlands
ASP/VB.NET	250-350	230-300	230-300	230-300	230-300
Business Analyst	250-400	230-400	230-400	230-400	230-400
C/C++/OOD Team Leader	300-400	275-375	275-375	275-375	275-375
C/C++/OOD (3-5 yrs experience)	280-350	270-345	270-345	270-345	270-345
C/C++/OOD (1-3 yrs experience)	250-300	230-280	230-280	230-280	230-280
C/UNIX (3-8 yrs experience)	300-450	285-435	285-435	285-435	285-435
C/UNIX (1-3 yrs experience)	220-300	210-300	210-285	210-285	210-285
Citrix Consultant	360-600	350-600	350-580	360-580	360-580
CISCO Engineer	250-280	220-280	220-280	210-280	210-280

IT CONTRACTS MARKET (salaries represent daily rates paid to contractor)	Dublin	Leinster	Munster	Connaught	Midlands
Change Manager	280-400	250-380	250-380	250-380	250-380
Client / Account Manager	220-250	200-240	200-240	220-240	220-240
Database Controller / Administrator	250-350	240-350	220-350	220-340	220-340
Graduate Trainee	90-120	90-120	90-110	90-110	90-110
Head of IT / IT Director	400+	400+	400+	400+	400+
Help Desk Staff	110-140	100-130	100-130	100-130	100-130
Help Desk Team Leader	140-180	120-160	120-160	120-160	120-160
IT Consultant	200-400	200-380	200-380	200-380	200-380
IT Manager	180-350	200-380	200-380	170-300	170-300
IT Trainer	150-300	150-250	150-250	150-250	150-250
J2EE	280-350	260-330	260-330	260-330	260-330
Java (1-3 yrs experience)	200-250	185-245	185-245	185-245	185-245
Network Controller / Administrator	180-220	180-220	180-220	180-210	180-210
Network / Communications Analyst	180-220	180-220	180-220	180-220	180-220
Network / Communications Support	160-200	160-200	160-200	160-200	160-200
NOVELL (LAN)	180-220	175-215	175-210	175-210	175-210
NT/WINDOWS (LAN)	180-220	175-215	175-215	175-215	175-215
Operations / Data Centre Manager	220-300	220-300	220-300	210-280	210-280
Operator	130-175	120-160	120-160	120-160	120-160
ORACLE/INGRES/RDB (3-5 yrs experience)	340-450	320-430	320-430	320-430	320-430
ORACLE/INGRES/RDB (1-3 yrs experience)	280-350	280-330	280-330	280-330	280-330
ORACLE Developer	300-350	280-340	280-340	280-340	280-340
ORACLE Applications	330-400	320-390	320-390	320-390	320-390
Peoplesoft Consultant	300-400	280-400	250-400	250-370	250-370
Perl	180-260	180-250	180-250	180-250	180-250
Project Manager	250-450	220-420	220-420	220-420	220-420
SAP (3-5 yrs experience)	400-600	385-590	385-590	385-590	385-590
SAP (1-3 yrs experience)	300-450	285-445	285-445	285-445	285-445
SAP ABAP	400-500	400-500	400-500	400-550	400-550
SAP Function Consultant	400-600	400-600	400-600	400-600	400-600
Senior Operator	160-220	160-200	150-200	150-200	150-200
Senior Systems Analyst	300-400	300-400	300-400	300-400	300-400
Senior Technical Support	160-240	150-220	140-220	140-220	140-220
Siebel Consultant	330-400	330-400	330-400	320-400	320-400
Software Tester (3-5 yrs experience)	200-300	185-280	185-280	185-280	185-280
Software Tester (1-3 yrs experience)	150-220	140-210	140-210	140-210	140-210
System Analyst	250-350	230-320	230-320	230-320	230-320
Systems Developer (1-3 yrs experience)	200-350	190-300	180-300	180-300	180-300
Systems Developer (3-5 yrs experience)	330-420	320-400	320-400	300-400	300-400
Systems Development Manager	350-450	40-430	340-430	340-430	340-430
T-COMMS/CISCO	300-380	285-375	285-375	285-375	285-375
Technical Support	140-230	130-200	130-200	130-190	130-190
Technical Support Manager	160-250	150-230	150-230	150-230	150-230
Technician/Engineer	180-240	160-220	160-220	160-220	160-220
UNIX	300-350	285-345	285-345	285-345	285-345
User Support Analyst	180-220	180-220	180-220	180-220	180-220
User Support Manager	280-350	250-320	250-320	250-320	250-320
VB/MS Access Team Leader	300-400	290-390	285-385	285-385	285-385
VB/MS Access (3-5 yrs experience)	250-350	230-320	230-320	230-320	230-320
VB/MS Access (1-3 yrs experience)	180-300	160-280	160-280	160-280	160-280
VMS/IMS/COBOL/PL/1 (3-5 yrs experience)	300-400	285-385	285-385	285-385	285-385
VMS/IMS/COBOL/PL/1 (1-3 yrs experience)	250-320	245-315	245-315	245-315	245-315
Web Design	170-300	160-280	160-280	160-280	160-280
Webmaster	200-300	190-280	180-280	180-280	180-280

MANAGEMENT / EXECUTIVE SALARY INFORMATION

Manpower has an unrivalled reputation for recruiting high-calibre management executives necessary for a company's future success in today's competitive environment. By having comprehensive knowledge of the current marketplace as well as access to premier candidates who are pre-qualified by reputation, we can adopt a proactive approach to recruitment that differentiates us from our competitors. We provide companies with a competitive, cost-effective program to help build a stronger business that is more efficient.

It is recommended that the salaries included in this guide be used in accordance with certain criteria, set out below, that will result in greater accuracy relevant to each position. Salaries at the higher end of the scale are usually associated with larger companies i.e. Greater Company Size, Turnover, Degree of responsibility. Salaries at the lower end of the scale are usually associated with SME's

For example, a Finance Director in a company with a turnover of less than €4 million earns an average basic salary of €85,000 and an average total remuneration package of €97,000, while his counterpart in a larger company with a turnover of between €100 and €200 million could expect to receive an average basic salary of €170,000 and an average total remuneration of €190,000.

Job Title	Salary Guide
Managing Director	90-200
General Manager	65-160
Finance Manager	75-125
Finance Director	80-190
Sales Director	75-100
IT/Technical Director	75-125
Marketing Director	70-120
Operations Director	60-120
HR Director	60-110
Director of Engineering	70-95

The above salaries illustrate some of the long established job titles and salary ranges usually associated with executive management positions in traditional businesses e.g. manufacturing, retail, FMCG etc. In more recent industry sectors/technology areas, new titles have been introduced, some of which are reflected in the sample below, with a guideline of the associated salaries.

Job Title	Salary Guide
CEO	150-205
CFO	90-200
COO	125-175
CIO	120-155
CTO	110-150
VP Operations	105-135
E-Commerce Director	70-100

BENEFITS PACKAGE

Of particular interest to candidates at senior executive level or management level, are the benefits packages associated with the particular role.

BENEFITS

The provision of a comprehensive benefits package to staff has become almost standard, in all industries and is a means of attracting and retaining top talent. Benefits range from region to region and from industry to industry.

The main benefits that are across the board range from the following:

- Full medical cover, (Vivas Health or VHI) *
- Participation in a defined contribution pension scheme, (up to 15% of gross annual salary) *
- Life Assurance (4 times annual salary) and in many cases permanent health insurance *

* Benefits are usually offered after the 6-month probationary period and backdated to start date.

In addition to these standard benefits, employers are increasingly seeking to reward high performance with attractive bonus schemes, which can range from 10% of salary to in some cases 100% of salary.

Educational assistance programs exist in virtually all companies but there are many diverse ways in which this can feature, from fully subsidising an educational program to refunding fees on successful completion of exams. Some companies allow a certain period of time for their employees to participate in online courses.

The following benefits were the most popular amongst companies surveyed, the first being the popular and the last being least popular.

- Expenses
- Car parking
- Pension Scheme
- Education subsidies
- Long term service awards
- Health Insurance
- Subsidised restaurant
- Life Assurance
- Full medical cover
- Sports/social club
- Medical checks/screening
- On-site medical facilities
- Luncheon vouchers
- Relocation expenses
- Club subscriptions
- Shopping vouchers
- Interest free loans
- Holiday fund
- Crèche

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