

Salary Guide / 2007

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 West and Swords. On a national level Manpower also operates in Cork, Limerick and Mullingar with further expansion planned for late 2007.

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
Retail Banking				
Branch Manager	50 - 65	50 - 62	50 - 62	50 - 62
Assistant Bank Manager	35 - 45	35 - 40	35 - 40	29 - 37
Bank Clerk	20 - 25	20 - 22	20 - 22	19 - 23
Funds				
Fund Accounting Manager	55 - 65	55 - 62	55 - 62	42 - 52
Fund Accountant / Supervisor (Qualified)	35 - 45	35 - 40	35 - 40	40 - 47
Accountant (Pt/Qual)	25 - 35	25 - 32	25 - 32	29 - 34
Fund Administrator (1-3 yrs experience)	25 - 27	25 - 27	25 - 27	21 - 26
Fund Administrator (0-1 yrs experience)	22 - 25	22 - 25	22 - 25	19 - 23
Settlements Manager	40 - 50	40 - 45	40 - 45	38 - 47
Settlement Team Leader	35 - 45	35 - 40	35 - 40	28 - 33
Settlements Administrator (1-3 yrs experience)	25 - 28	25 - 28	25 - 28	23 - 28
Settlements Administrator (0-1 yrs experience)	20 - 22	20 - 22	20 - 22	19 - 22
Share Registration (1+ yrs experience)	23 - 28	23 - 25	23 - 25	20 - 23
Shareholder Services Manager	48 - 55	48 - 53	48 - 53	45 - 50
Shareholder Services Team Leader	38 - 42	38 - 40	38 - 40	29 - 36
Shareholder Services Admin (1-3 yrs experience)	27 - 29	27 - 28	27 - 28	23 - 27
Shareholder Services Admin (0-1 yrs experience)	22 - 25	22 - 24	22 - 24	20 - 22
Custody Manager	55 - 60	55 - 58	55 - 58	42 - 50
Custody Team Leader	45 - 50	45 - 48	45 - 48	29 - 33
Custody Administrator (1-3 yrs experience)	27 - 28	26 - 27	26 - 27	24 - 28
Custody Administrator (0-1 yrs experience)	24 - 25	23 - 24	23 - 24	19 - 22
Compliance/Trustee Manager	60 - 65	60 - 62	60 - 62	40 - 45
Compliance/Trustee Officer	28 - 35	28 - 32	28 - 32	26 - 36
Treasury (Banking)				
Treasury Manager	60 - 80	60 - 75	60 - 75	37 - 50
Treasury Analyst	45 - 50	40 - 45	40 - 45	34 - 42
Treasury Dept. (Within Industry)				
Head of Treasury	80 - 120	80 - 100	80 - 100	88 - 135
Treasury Manager	60 - 70	60 - 65	60 - 65	47 - 52
Treasury Analyst	40 - 50	40 - 45	40 - 45	33 - 48
Stockbroking				
Settlements Manager	50 - 60	50 - 55	50 - 55	38 - 47
Settlements Administrator	22 - 30	22 - 28	22 - 28	23 - 29
Private Client Portfolio Manager**	50 - 60	50 - 55	50 - 55	62 - 78
Equity Sales	30 - 50	30 - 45	30 - 45	52 - 88
Equity Research	25 - 30	25 - 28	25 - 28	49 - 57
Equity Analyst	40 - 60	40 - 55	40 - 55	32 - 42
Corporate Finance Director**	85+	80+	80+	73 - 83
Corporate Finance Executive**	40 - 50	40 - 45	40 - 45	31 - 42
Corporate Banking - Lending				
Manager Corporate Lending	60 - 80	60 - 75	60 - 75	34 - 42
Corporate Actions	25 - 45	25 - 40	25 - 40	24 - 29
Commercial Banking - Lending				
Senior Credit Analyst	40 - 50	40 - 45	40 - 45	40 - 52
Credit Analyst	35 - 40	30 - 35	30 - 35	29 - 36
Junior Credit Analyst	25 - 35	25 - 30	25 - 30	23 - 26

** Salaries reflected do not include bonuses, which amount to 50 - 100%+ of basic salary

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

ACCOUNTANCY	Dublin	Leinster	Munster	Connaught
CFO	120+	120+	120+	114 - 156
Shared Service Centre Director	100+	100+	100+	78 - 114
Group Finance Director	90+	85+	85+	80 - 114
Finance Director	80+	75+	75+	73 - 99
Financial Controller	70+	65+	65+	50 - 62
Financial / Management Accountant	45 - 60	45 - 55	45 - 55	45 - 62
Tax Director	80+	75+	75+	88-115
Tax Manager	50 - 70	50 - 65	50 - 65	50 - 68
Tax Assistant	25 - 30	25 - 28	25 - 28	21 - 27
Auditing Director - Practice	75 - 110	75 - 100	75 - 100	68 - 99
Audit Manager	50 - 70	50 - 65	50 - 65	47 - 73
Auditor	35 - 45	35 - 40	35 - 40	40 - 44
Cost Accountant	45 - 60	45 - 55	45 - 55	49 - 57
Financial Accountant	45 - 60	45 - 55	45 - 55	49 - 55
General Accounting & Part Qualified				
Part Qualified Accountant	25 - 35	25 - 30	25 - 30	24 - 29
Inter-Company Accounts	25 - 30	25 - 28	25 - 28	24 - 26
General Ledger Manager	50 - 55	45 - 50	45 - 50	50 - 53
General Ledger Team Leader	40 - 50	40 - 45	40 - 45	34 - 40
General Ledger Clerk	25 - 30	25 - 28	25 - 28	23 - 29
Book - Keeper	25 - 40	25 - 35	25 - 35	23 - 31
Payroll Manager	30 - 45	30 - 40	30 - 40	40 - 50
Payroll Supervisor	27 - 38	27 - 35	27 - 35	26 - 38
Payroll Clerk	20 - 30	20 - 25	20 - 25	23 - 29
Credit Controller/Manager	35 - 45	35 - 40	35 - 40	23 - 31
Credit Control (3+ yrs experience)	25 - 30	25 - 30	25 - 30	21 - 26
Credit Control (1-3 yrs experience)	22 - 26	20 - 25	20 - 25	19 - 24
Business Process Reengineering Team Member	30 - 32	30 - 32	30 - 32	31 - 34
Business Process Reengineering Specialist	40 - 43	40 - 43	40 - 43	31 - 34
Business Analyst	40 - 45	40 - 45	40 - 45	36 - 42
Accounts Receivable Manager	35 - 40	35 - 40	35 - 40	49 - 55
Accounts Receivable Team Leader	25 - 30	25 - 30	25 - 30	29 - 34
Accounts Receivable	20 - 23	20 - 23	20 - 23	21 - 26
Accounts Payable Manager	35 - 40	35 - 40	35 - 40	50 - 55
Accounts Payable Supervisor	25 - 30	25 - 30	25 - 30	29 - 34
Accounts Payable	22 - 24	20 - 23	20 - 23	21 - 26
Accounts Assistant	22 - 30	22 - 27	22 - 27	21 - 26
Accounts Clerk (3 yrs experience)	25 - 27	23 - 25	23 - 25	23 - 29
Accounts Clerk (2 yrs experience)	22 - 25	20 - 23	20 - 23	21 - 25
Accounts Clerk (1 yr experience)	20 - 22	19 - 20	19 - 20	19 - 23

CONTACT CENTRE	Dublin	Leinster	Munster	Connaught
Customer Service				
Call Centre Manager*	75 - 95	72 - 92	72 - 92	55 - 75
Call Centre Manager with language*	75 - 95	72 - 95	72 - 95	60 - 80
Customer Service Manager*	40 - 45	35 - 40	35 - 40	35 - 50
Customer Service Manager with language*	50 - 70	48 - 70	48 - 70	40 - 60
Customer Service Supervisor*	40 - 45	35 - 40	35 - 40	23 - 32
Customer Service Supervisor with language*	40 - 50	35 - 50	35 - 50	25 - 35
Customer Service Team Leader**	32 - 38	30 - 35	28 - 35	18 - 23
Customer Service Team Leader with language**	35 - 40	28 - 40	28 - 40	20 - 25
Customer Service Agent 3+ yrs**	28 - 30	24 - 28	24 - 28	17 - 20
Customer Service Agent 3+ yrs with language**	28 - 30	24 - 30	24 - 30	20 - 25
Customer Service Agent (0-3 yrs experience)**	21 - 25	21 - 25	21 - 25	15 - 18
Customer Service Agent (0-3 yrs experience) with language**	20 - 23	17 - 25	17 - 25	16 - 20
Order Entry Clerk	22 - 25	20 - 22	20 - 22	16 - 19
Order Entry Clerk with language**	22 - 25	20 - 24	20 - 24	17 - 20
Order Entry Manager	25 - 40	25 - 35	25 - 35	31 - 33
Order Entry Manager with language**	28 - 30	25 - 30	25 - 30	33 - 36
Telesales / Telemarketing				
Telesales Manager*	35 - 40	35 - 40	35 - 40	35 - 45
Telesales Manager with language*	40 - 45	35 - 45	35 - 45	38 - 50
Telesales Supervisor*	40 - 45	30 - 40	30 - 40	20 - 25
Telesales Supervisor (with language)*	40 - 45	30 - 40	30 - 40	25 - 30
Inbound Telesales*	26+ ote	22+ ote	22+ ote	16 - 20
Inbound Telesales with language**	23 - 28	20 - 28	20 - 28	17 - 20
Outbound Telesales**	25+ ote	25+ ote	25+ ote	17 - 23
Outbound Telesales with language**	26 - 36	20 - 30	20 - 30	18 - 25
Direct Marketing Specialist	19 - 34	19 - 30	19 - 30	17 - 29

* 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
VP of HR	100 - 150	90 - 140	90 - 140	90 - 135
HR Director (10+ yrs Mgmt experience)	80 - 100	75 - 95	75 - 95	80 - 90
HR Director (3-5 yrs Mgmt experience)	65 - 80	60 - 75	60 - 75	70 - 85
HR Manager (3-5 yrs Generalist experience)	55 - 65	50 - 60	50 - 60	45 - 55
HR Manager (1-3 yrs Generalist experience)	40 - 55	35 - 50	35 - 50	35 - 40
ER Manager	45 - 65	45 - 60	45 - 60	50 - 55
IR Manager	45 - 65	45 - 60	45 - 60	55 - 70
Comp & Bens Manager	45 - 65	45 - 60	45 - 60	50 - 60
HR Generalist/Specialist	30 - 45	25 - 40	25 - 40	28 - 33
HR Administrator	22 - 30	20 - 25	20 - 25	20 - 23
Recruitment				
Recruitment Manager (In-house)	40 - 60	35 - 50	35 - 50	40 - 55
Recruitment Manager (Agency)*	40 - 50	35 - 45	35 - 45	38 - 50
Recruitment Specialist (In-house)	30 - 40	25 - 35	25 - 35	23 - 30
Recruitment Consultant (Agency)*	25 - 30	20 - 28	20 - 28	20 - 25
Recruitment Administrator	20 - 25	19 - 24	19 - 24	16 - 20
Training				
Training & Development Manager	40 - 50	35 - 55	35 - 55	35 - 45
Training Specialist	25 - 35	22 - 30	22 - 30	22 - 30
Technical Trainer (3+ yrs experience)	30 - 35	28 - 35	28 - 35	25 - 30
Training Co-ordinator	25 - 30	20 - 30	20 - 30	18 - 20

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

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OFFICE & ADMINISTRATION	Dublin	Leinster	Munster	Connaught
Office Manager	36 - 42	30 - 38	30 - 35	25 - 30
PA / Executive Assistant (3-5 yrs experience)*	35 - 40	28 - 35	28 - 35	26 - 32
PA / Executive Assistant (1-3 yrs experience)*	32 - 34	32 - 34	32 - 34	25 - 28
Administrator (3-5 yrs experience)	29 - 35	27 - 30	27 - 30	20 - 25
Administrator (1-3 yrs experience)	23 - 30	25 - 28	25 - 28	17 - 24
Team Secretary/Administrator	29 - 35	25 - 29	25 - 29	23 - 27
Receptionist (3+ yrs experience)	27 - 29	24 - 28	24 - 28	24 - 28
Receptionist (0-3 yrs experience)	19 - 26	22 - 25	22 - 25	17 - 23
Data Entry Operator	21 - 23	19	18	16 - 20
Accounts Administration Assistant	26 - 28	22 - 25	22 - 25	17 - 20
Mailroom Clerk	22 - 24	20	20	16 - 20
Senior Sales Administrator	34 - 36	29	29	25 - 28
Junior Sales Administrator	24 - 26	21 - 25	21 - 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
Office Manager	17 - 20	16 - 18	13 - 15	13 - 15
PA / Executive Assistant (3-5 yrs experience)	14 - 17	15 - 16	12 - 13.50	12 - 13.50
PA / Executive Assistant (1-3 yrs experience)	13 - 14	10 - 13	10 - 12	10 - 12
Administrator (3-5 yrs experience)	12 - 14	10 - 13	11.50 - 12.50	11.50 - 12.50
Administrator (1-3 yrs experience)	11 - 13	10 - 12	10 - 11.50	10 - 11.50
Team Secretary/Administrator	14 - 16	12 - 15	10.50 - 11.50	10.50 - 11.50
Receptionist (3+ yrs experience)	14 - 15	12 - 14	10 - 11.50	10 - 11.50
Receptionist (0-3 yrs experience)	9 - 11	10 - 11	8.50 - 10	8.50 - 10
Data Entry Operator	10 - 11	10 - 11	8.50 - 10	8.50 - 10
Mailroom Clerk	10 - 11	10 - 11	9 - 11	9 - 11
Senior Sales Administrator	14 - 16	10 - 13	11 - 12	11 - 12
Junior Sales Administrator	11 - 13	10 - 13	10 - 11.10	10 - 11.10

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

SALES, MARKETING, PR	Dublin	Leinster	Munster	Connaught
Sales & Business Development				
Sales & Marketing Director	80 - 120	80 - 110	80 - 110	80 - 95
Sales Director	80 - 120	70 - 110	70 - 110	60 - 90
Business Development Director	55 - 95	50 - 85	50 - 85	50 - 85
Business Development Manager	40 - 60	35 - 55	35 - 55	30 - 50
Sales Manager	40 - 75	35 - 55	35 - 55	35 - 50
Channel Sales Manager	50 - 75	50 - 70	50 - 70	50 - 60
Key Accounts Manager	40 - 50	35 - 45	35 - 45	30 - 45
Account Executive	25 - 40	22 - 30	22 - 30	22 - 30
Business Development Executive	25 - 40	20 - 35	20 - 35	20 - 30
Sales Executive	25 - 38	20 - 30	20 - 30	18 - 23
Sales Representative	26 - 36	22 - 27	22 - 27	22 - 27
Field Sales Representative	27 - 55	20 - 35	20 - 35	18 - 27
Internal Sales	24 - 30	18 - 24	18 - 24	16 - 21
Telemarketing Executive	22 - 26	18 - 24	18 - 24	17 - 23
Marketing				
Marketing Director	80 - 110	70 - 100	70 - 100	50 - 90
Marketing Manager	40 - 85	40 - 65	40 - 65	40 - 65
Brand/Product Manager	35 - 55	30 - 50	30 - 50	30 - 45
Market Research Manager	35 - 50	30 - 38	30 - 38	30 - 38
Market Analyst	40 - 55	40 - 45	40 - 45	40 - 45
Marketing Executive	25 - 45	20 - 35	20 - 35	20 - 33
Marketing Assistant	20 - 28	18 - 25	18 - 25	18 - 25
Public Relations				
Public Relations Manager	40 - 60	30 - 50	30 - 50	30 - 50
Public Relations Officer	25 - 35	22 - 30	22 - 30	22 - 27
Advertising				
Creative Director	40 - 60	25 - 55	25 - 55	27 - 50
Art Director	35 - 50	28 - 45	28 - 45	28 - 45
Senior Designer	35 - 45	30 - 45	30 - 45	30 - 45
Junior Designer	25 - 30	20 - 28	20 - 28	18 - 25
Production Manager	35 - 45	28 - 32	28 - 32	28 - 32
Advertising Manager	45 - 55	35 - 50	35 - 50	35 - 45
Telesales Representative	20 - 25	18 - 24	18 - 24	16 - 20

LOGISTICS	Dublin	Leinster	Munster	Connaught
Transport Manager	45 - 55	45 - 50	45 - 50	40 - 45
Assistant Transport Manager	38 - 45	35 - 40	35 - 40	35 - 38
Transport Co-ordinator	34 - 38	32 - 36	32 - 36	28 - 32
Logistics Co-ordinator	30 - 35	30 - 33	30 - 33	27 - 29
Logistics Manager	55 - 65	50 - 60	50 - 60	43 - 45
Logistics Supervisor	40 - 45	34 - 38	34 - 38	33 - 36
Artic/ Haz Chemical	32 - 36	30 - 35	30 - 35	30 - 33
Artic Driver	30 - 33	28 - 34	28 - 34	29 - 32
HGV + Haz Chem	30 - 33	30 - 33	30 - 33	28 - 32
C Licence	27 - 30	25 - 27	25 - 27	23 - 25
C1 Licence	24 - 27	23 - 26	23 - 26	20 - 22
Van Driver B licence	22 - 26	19 - 24	19 - 24	18 - 20
Reach Forklift	20 - 24	19 - 24	19 - 24	18 - 20
Counter balance Forklift	20 - 24	19 - 24	19 - 24	18 - 20

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LOGISTICS	Dublin	Leinster	Munster	Connaught
Diesel Fitter	30 - 33	30 - 35	28 - 33	28 - 32
General Manager	75 - 85	70 - 80	70 - 80	70 - 75
Operations Manager	70 - 80	65 - 75	65 - 75	50 - 60
Freight Manager	50 - 57	45 - 55	45 - 55	36 - 38
Freight Supervisor	35 - 38	33 - 36	33 - 36	33 - 35
Freight Clerk	22 - 27	22 - 25	22 - 25	20 - 22
Distribution / Logistics Manager	50 - 60	45 - 55	45 - 55	38 - 42
Distribution / Logistics Supervisor	35 - 40	33 - 38	33 - 38	33 - 36
Warehouse Manager	45 - 55	45 - 50	45 - 50	35 - 40
Warehouse Supervisor	35 - 40	33 - 38	33 - 38	33 - 35

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

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TECHNICAL	Dublin	Leinster	Munster	Connaught
Telecommunications				
Data Capture Engineer	35 - 40	35 - 40	35 - 40	35 - 50
Data Installation Engineer	35 - 40	35 - 40	35 - 40	35 - 45
Data Installation Technician	25 - 30	25 - 30	25 - 30	25 - 30
Datacommes Engineer	35 - 40	35 - 40	35 - 40	30 - 45
Datacomms Technician	25 - 30	25 - 30	25 - 30	23 - 30
Debug & Repair Technician	25 - 30	23 - 27	23 - 27	21 - 30
Hardware Engineer	35 - 45	35 - 40	35 - 40	30 - 40
Cabling Supervisor	30 - 38	30 - 37	30 - 37	28 - 35
Cabling Technician	24 - 30	24 - 30	24 - 30	28 - 35
Facilities				
Facilities Manager	55 - 70	50 - 65	50 - 65	43 - 50
Facilities Supervisor	45 - 50	45 - 50	45 - 50	30 - 38
Facilities Technician	28 - 36	28 - 33	28 - 33	25 - 35
Failure Analysis Engineer	35 - 38	33 - 38	33 - 38	30 - 40
Failure Analysis Technician	29 - 33	28 - 33	28 - 33	20 - 30

CONSTRUCTION	Dublin	Leinster	Munster	Connaught
Quantity Surveyor 1 yr experience	30 - 35	30 - 35	28 - 32	30 - 35
Quantity Surveyor 2 yrs experience	35 - 40	35 - 40	33 - 38	35 - 38
Quantity Surveyor 3+ yrs experience	40 - 45	40 - 50	38 - 43	38 - 45
Quantity Surveyor (Civil) 1-3 yrs experience	32 - 37	32 - 38	30 - 35	32 - 37
Quantity Surveyor(Civil) 3+ yrs experience	35 - 45	35 - 45	33 - 43	35 - 45
Site Agent (Civil)	48 - 60	45 - 55	45 - 55	45 - 55
Site Agent (Buildings)	48 - 60	45 - 55	45 - 55	45 - 55
Project Manager	45 - 70	43 - 65	43 - 65	45 - 65
Project Manager 1 yr experience	40 - 48	38 - 45	38 - 45	40 - 45
Site Manager	45 - 65	41 - 60	41 - 60	41 - 60
Site Engineer 1-3 yrs	28 - 35	25 - 35	25 - 32	25 - 32
Site Engineer 3+ yrs	35 - 45	40 - 50	33 - 40	33 - 40
Civil Engineer	30 - 45	28 - 43	28 - 43	28 - 45
Civil Engineering Supervisor	40 - 50	37 - 48	37 - 48	39 - 45
Commissioning Engineer	35 - 43	33 - 40	33 - 40	35 - 40
Structural Engineer	40 - 55	35 - 50	35 - 50	35 - 50
Foreman	40 - 60	38 - 55	38 - 55	40 - 55
Building Services Manager	45 - 55	44 - 55	44 - 55	43 - 55
Building Services Engineer	35 - 45	33 - 40	33 - 40	35 - 38
Building Services Supervisor	30 - 35	28 - 33	28 - 33	30 - 35
Building Services Technician	25 - 28			25 - 27
Environmental Engineering Manager	50 - 70	41 - 50	41 - 50	45 - 50
Environmental Engineer	40 - 50	33 - 38	33 - 38	35 - 40

SCIENTIFIC	Dublin	Leinster	Munster	Connaught
Materials Management				
Materials Manager	55 - 70	55 - 70	55 - 70	45 - 60
Master Scheduler	45 - 50	40 - 45	40 - 45	40 - 50
Buyer/Planner 1-3 yrs	27 - 35	25 - 30	25 - 30	25 - 35
Buyer/Planner 3+ yrs	35 - 45	33 - 40	33 - 40	30 - 40

SCIENTIFIC	Dublin	Leinster	Munster	Connaught
Quality				
QA/ QC Manager	50 - 65	50 - 65	50 - 65	55 - 70
QA/ QC Supervisor	40 - 55	40 - 55	40 - 55	35 - 55
Microbiology Analyst 1-3 yrs	25 - 35	25 - 35	25 - 30	25 - 35
Microbiology Analyst 3+ yrs	35 - 42	35 - 42	32 - 40	35 - 40
QA/ QC Analyst 1-3 yrs	25 - 35	25 - 35	24 - 30	25 - 35
QA/ QC Analyst 3+ yrs	35 - 45	35 - 45	30 - 38	35 - 45
Lab Assistant	20 - 24	20 - 24	20 - 24	20 - 25
Laboratory Technicians	22 - 25	22 - 25	22 - 25	20 - 25
Analytical Chemist 1-3 yrs	25 - 35	25 - 35	25 - 32	25 - 35
Analytical Chemist 3+ yrs	35 - 45	35 - 45	32 - 39	35 - 45
QA Technicians	25 - 30	25 - 30	21 - 26	25 - 30
Regulatory Affairs				
Regulatory Affairs Officer	30 - 42	30 - 40	30 - 40	30 - 40
Regulatory Affairs Specialist	42 - 50	42 - 50	42 - 50	40 - 55
Regulatory Affairs Manager	55 - 65	55 - 60	55 - 60	45 - 55
Health/Safety & Environment				
Health & Safety Officer	27 - 35	27 - 35	27 - 35	25 - 35
Environmental Officer	30 - 38	30 - 38	30 - 38	25 - 30
Lab Technician	22 - 27	22 - 26	22 - 26	19 - 25
Technical & Production Operations				
Instrumentation/Elect Engineer	35 - 45	33 - 42	33 - 42	30 - 45
Pharmaceutical Engineering Manager	80 - 110	80 - 100	80 - 100	45 - 60
Production Engineer	35 - 45	35 - 35	35 - 35	30 - 40
Chemical Engineer 3+ yrs	42 - 55	42 - 55	42 - 55	30 - 50
Chemical Engineer 1-3 yrs	28 - 38	26 - 35	26 - 35	30 - 40
Production Technologists (op)	19 - 25	20 - 24	18 - 22	20 - 25
Research & Development				
Process Chemist 1-3 yrs	25 - 37	25 - 36	25 - 36	20 - 25
Process Chemist 3+ yrs	34 - 45	33 - 42	33 - 42	31 - 40
Development Chemist 1-3 yrs	28 - 35	28 - 35	28 - 35	23 - 35
Development Chemist 3+ yrs	35 - 48	35 - 48	35 - 48	30 - 40
R&D Engineer	35 - 45	33 - 43	33 - 43	30 - 40
R&D Technicians	25 - 30	25 - 30	25 - 30	20 - 25
Senior Scientist/Chemist	38 - 46	38 - 46	38 - 46	35 - 45
PhD Development Chemist	28 - 40	28 - 40	28 - 40	30 - 40
Process Development Manager	60 - 80	60 - 80	60 - 80	45 - 60
Compliance				
Compliance Manager	45 - 60	45 - 60	45 - 60	40 - 55
Compliance Officer	28 - 38	28 - 38	28 - 38	30 - 40
Documentation				
Documentation Engineer	30 - 35	30 - 35	30 - 35	30 - 40
Documentation Officer	25 - 28	25 - 28	25 - 28	25 - 30
Training				
Quality & GMP Trainers	30 - 35	30 - 35	30 - 35	30 - 40
Validation				
Validation Manager	50 - 60	45 - 55	45 - 55	45 - 60
Validation Engineer 1-3 yrs	30 - 45	30 - 45	28 - 38	30 - 45
Validation Engineer 3+ yrs	45 - 55	45 - 55	38 - 55	45 - 55
Validation Scientist 1-3 yrs	25 - 35	25 - 35	28 - 35	25 - 35
Validation Scientist 3+ yrs	35 - 45	35 - 45	35 - 45	35 - 45

INFORMATION TECHNOLOGY	Dublin	Leinster	Munster	Connaught
IT Director	80 - 150	75 - 140	75 - 140	75 - 120
MIS Manager	50 - 70	47 - 67	47 - 67	47 - 67
Software Development Manager	55 - 75	50 - 70	50 - 70	50 - 70
Systems Manager	50 - 60	45 - 55	45 - 55	45 - 55
Systems Administrator	30 - 50	28 - 45	28 - 45	28 - 45
Operations Manager	40 - 55	38 - 50	38 - 50	38 - 50
Project Manager (Development)	40 - 60	38 - 55	38 - 55	38 - 55
Project Leader (Development)	35 - 55	30 - 50	30 - 50	30 - 45
Systems Analyst	30 - 55	30 - 50	30 - 50	28 - 50
Business Analyst	35 - 55	30 - 50	30 - 50	30 - 50
Analyst Programmer (3-5 yrs experience)	35 - 55	33 - 50	33 - 50	33 - 50
Analyst Programmer (1-3 yrs experience)	28 - 35	25 - 30	25 - 30	25 - 30
Software Engineer (3-5 yrs experience)	30 - 55	28 - 50	28 - 50	28 - 50
Software Engineer (1-3 yrs experience)	28 - 35	26 - 30	26 - 30	26 - 30
Programmer (1-3 yrs experience)	28 - 35	26 - 30	26 - 30	26 - 30
Web Specialist	28 - 35	25 - 35	25 - 35	25 - 33
DBA	35 - 60	35 - 55	35 - 55	33 - 55
IT Consultant (IT, CRM, ERP)	38 - 60	35 - 60	35 - 60	35 - 60
Technical Writer	28 - 40	25 - 38	25 - 38	25 - 38
Telecoms Engineer	30 - 50	30 - 45	30 - 45	28 - 43
Systems Operator (1-5 yrs experience)	20 - 40	18 - 38	18 - 38	18 - 35
Software Tester (1-3 yrs experience)	20 - 30	18 - 25	18 - 25	18 - 25
Software Tester (3-5 yrs experience)	25 - 45	23 - 38	23 - 38	23 - 38
Systems Administrator Unix	35 - 55	33 - 55	33 - 55	33 - 55
Web Developer	23 - 38	22 - 35	22 - 35	22 - 35
E-Comm Consultant (3-5 yrs experience)	35 - 55	33 - 50	33 - 50	33 - 50
E-Comm Consultant (1-3 yrs experience)	30 - 35	28 - 33	28 - 33	28 - 33
QA Manager	35 - 55	33 - 50	33 - 50	33 - 50
BSc Computer Graduate	18 - 25	17 - 24	17 - 24	17 - 24
Hotline Technical Support				
Technical Support Manager	35 - 65	35 - 60	35 - 60	33 - 60
Hotline Support Supervisor	28 - 40	25 - 35	25 - 35	25 - 35
Hotline Support Supervisor (with 2nd language)	28 - 40	25 - 35	25 - 35	25 - 35
Support Engineer (6 mths - 2 yrs experience)	20 - 30	18 - 28	18 - 28	18 - 28
Line Support Engineer (0-2 yrs experience + 2nd language)	18 - 25	17 - 24	17 - 24	17 - 24
Line Support Engineer (2-4 yrs experience)	25 - 28	23 - 26	23 - 26	23 - 26
Line Support Engineer (4+ yrs experience)	25 - 32	23 - 30	23 - 30	23 - 30
Line Support Engineer (4+ yrs experience + 2nd language)	28 - 35	26 - 32	26 - 32	26 - 32
ACD/CTI Specialist	30 - 40	28 - 35	28 - 35	28 - 35
Technical Support				
Field Service Manager	35 - 55	33 - 50	33 - 50	33 - 50
Field Service Engineer (3-5 yrs experience)	35 - 45	33 - 43	33 - 43	33 - 43
Field Service Engineer (1-3 yrs experience)	28 - 35	26 - 32	26 - 32	26 - 32
Network Manger	38 - 60	35 - 55	35 - 55	35 - 55
Network Engineer (2+ yrs experience)	30 - 45	28 - 40	28 - 40	28 - 40
PC/Network Support (0-2 yrs experience)	23 - 27	22 - 25	22 - 25	22 - 25
Technical Trainer	25 - 45	23 - 40	23 - 40	23 - 40
Software Trainer	28 - 48	25 - 45	25 - 45	25 - 45
IS Support Technician	20 - 28	18 - 25	18 - 25	18 - 25

INFORMATION TECHNOLOGY	Dublin	Leinster	Munster	Connaught
Localisation				
Localisation Development Manager	50 - 70	45 - 65	45 - 65	40 - 60
Regional Vendor Manager	35 - 50	33 - 45	33 - 45	33 - 47
Senior S/ware Localisation Test Engineer	28 - 35	26 - 33	26 - 33	26 - 33
S/ware Localisation Test Engineer	25 - 35	22 - 32	22 - 32	22 - 32
Senior Localisation Engineer	28 - 35	26 - 33	26 - 33	26 - 33
Localisation Engineer	20 - 32	20 - 30	20 - 30	18 - 30
Senior QA Engineer	28 - 40	26 - 38	26 - 38	26 - 36
QA Engineer	23 - 28	21 - 26	21 - 26	21 - 26
Evaluation Engineer	25 - 30	23 - 28	23 - 28	23 - 28
Junior Evaluation Engineer	18 - 25	17 - 24	17 - 24	17 - 24
Localisation Co-ordinator	22 - 25	21 - 23	21 - 23	21 - 23
Team Leader	25 - 35	22 - 32	22 - 32	22 - 32
Senior Program Manager	25 - 48	22 - 45	22 - 45	22 - 45
Junior Program Manager	23 - 27	21 - 26	21 - 26	21 - 26

IT CONTRACTS MARKET	Dublin	Leinster	Munster	Connaught
<i>(salaries represent daily rates paid to contractor)</i>				
ASP/VB.NET	250 - 350	230 - 300	230 - 300	230 - 300
Business Analyst	250 - 400	230 - 400	230 - 400	230 - 400
C/C++/OOD Team Leader	300 - 400	275 - 375	275 - 375	275 - 375
C/C++/OOD (3-5 yrs experience)	280 - 350	270 - 345	270 - 345	270 - 345
C/C++/OOD (1-3 yrs experience)	250 - 300	230 - 280	230 - 280	230 - 280
C/UNIX (3-8 yrs experience)	300 - 450	285 - 435	285 - 435	285 - 435
C/UNIX (1-3 yrs experience)	220 - 300	210 - 300	210 - 285	210 - 285
Citrix Consultant	360 - 600	350 - 600	350 - 580	360 - 580
CISCO Engineer	250 - 280	220 - 280	220 - 280	210 - 280
Change Manager	280 - 400	250 - 380	250 - 380	250 - 380
Client / Account Manager	220 - 250	200 - 240	200 - 240	220 - 240
Database Controller / Administrator	250 - 350	240 - 350	220 - 350	220 - 340
Graduate Trainee	90 - 120	90 - 120	90 - 110	90 - 110
Head of IT / IT Director	400+	400+	400+	400+
Help Desk Staff	110 - 140	100 - 130	100 - 130	100 - 130
Help Desk Team Leader	140 - 180	120 - 160	120 - 160	120 - 160
IT Consultant	200 - 400	200 - 380	200 - 380	200 - 380
IT Manager	180 - 350	200 - 380	200 - 380	170 - 300
IT Trainer	150 - 300	150 - 250	150 - 250	150 - 250
J2EE	280 - 350	260 - 330	260 - 330	260 - 330
Java (1-3 yrs experience)	200 - 250	185 - 245	185 - 245	185 - 245
Network Controller / Administrator	180 - 220	180 - 220	180 - 220	180 - 210
Network / Communications Analyst	180 - 220	180 - 220	180 - 220	180 - 220
Network / Communications Support	160 - 200	160 - 200	160 - 200	160 - 200
NOVELL (LAN)	180 - 220	175 - 215	175 - 210	175 - 210
NT/WINDOWS (LAN)	180 - 220	175 - 215	175 - 215	175 - 215
Operations / Data Centre Manager	220 - 300	220 - 300	220 - 300	210 - 280
Operator	130 - 175	120 - 160	120 - 160	120 - 160
ORACLE/INGRES/RDB (3-5 yrs experience)	340 - 450	320 - 430	320 - 430	320 - 430
ORACLE/INGRES/RDB (1-3 yrs experience)	280 - 350	280 - 330	280 - 330	280 - 330
ORACLE Developer	300 - 350	280 - 340	280 - 340	280 - 340
ORACLE Applications	330 - 400	320 - 390	320 - 390	320 - 390
Peoplesoft Consultant	300 - 400	280 - 400	250 - 400	250 - 370
Perl	180 - 260	180 - 250	180 - 250	180 - 250

IT CONTRACTS MARKET (salaries represent daily rates paid to contractor)	Dublin	Leinster	Munster	Connaught
Project Manager	250 - 450	220 - 420	220 - 420	220 - 420
SAP (3-5 yrs experience)	400 - 600	385 - 590	385 - 590	385 - 590
SAP (1-3 yrs experience)	300 - 450	285 - 445	285 - 445	285 - 445
SAP ABAP	400 - 500	400 - 500	400 - 500	400 - 550
SAP Function Consultant	400 - 600	400 - 600	400 - 600	400 - 600
Senior Operator	160 - 220	160 - 200	150 - 200	150 - 200
Senior Systems Analyst	300 - 400	300 - 400	300 - 400	300 - 400
Senior Technical Support	160 - 240	150 - 220	140 - 220	140 - 220
Siebel Consultant	330 - 400	330 - 400	330 - 400	320 - 400
Software Tester (3-5 yrs experience)	200 - 300	185 - 280	185 - 280	185 - 280
Software Tester (1-3 yrs experience)	150 - 220	140 - 210	140 - 210	140 - 210
System Analyst	250 - 350	230 - 320	230 - 320	230 - 320
Systems Developer (1-3 yrs experience)	200 - 350	190 - 300	180 - 300	180 - 300
Systems Developer (3-5 yrs experience)	330 - 420	320 - 400	320 - 400	300 - 400
Systems Development Manager	350 - 450	340 - 430	340 - 430	340 - 430
T-COMMS/CISCO	300 - 380	285 - 375	285 - 375	285 - 375
Technical Support	140 - 230	130 - 200	130 - 200	130 - 190
Technical Support Manager	160 - 250	150 - 230	150 - 230	150 - 230
Technician/Engineer	180 - 240	160 - 220	160 - 220	160 - 220
UNIX	300 - 350	285 - 345	285 - 345	285 - 345
User Support Analyst	180 - 220	180 - 220	180 - 220	180 - 220
User Support Manager	280 - 350	250 - 320	250 - 320	250 - 320
VB/MS Access Team Leader	300 - 400	290 - 390	285 - 385	285 - 385
VB/MS Access (3-5 yrs experience)	250 - 350	230 - 320	230 - 320	230 - 320
VB/MS Access (1-3 yrs experience)	180 - 300	160 - 280	160 - 280	160 - 280
VMS/IMS/COBOL/PL/1 (3-5 yrs experience)	300 - 400	285 - 385	285 - 385	285 - 385
VMS/IMS/COBOL/PL/1 (1-3 yrs experience)	250 - 320	245 - 315	245 - 315	245 - 315
Web Design	170 - 300	160 - 280	160 - 280	160 - 280
Webmaster	200 - 300	190 - 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 most 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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