



Ireland – Salary and Labour Market Guide 09





Ireland – the recruitment market outlook

The Irish economy has been heavily hit by the current economic climate and as a result is suffering a deeper recession than any other European country. Whilst unemployment has risen quickly and redundancies have been commonplace, the job market continues to run albeit at a much leaner level.

Of the hardest hit sectors, the Financial sector has experienced one of the largest number of redundancies. In a similar situation to the UK, strategic recruitment is still happening, but this tends to be around the high-end niche areas and in the fund sector at the middle and supervisory levels. Elsewhere, Accountancy has been buoyant in the credit management and

insolvency side and has remained steady at senior financial controller/director level. In some cases, salaries have dropped as much as 20% on the previous years.

The Technology sector has been less affected by the economic downturn and salaries have remained consistent over the previous year. This is partly down to the concentration of foreign investment in this area; additionally, the Gaming industry has increased dramatically here and innovative, energetic candidates with experience in leading-edge software remain in demand by potential employers.

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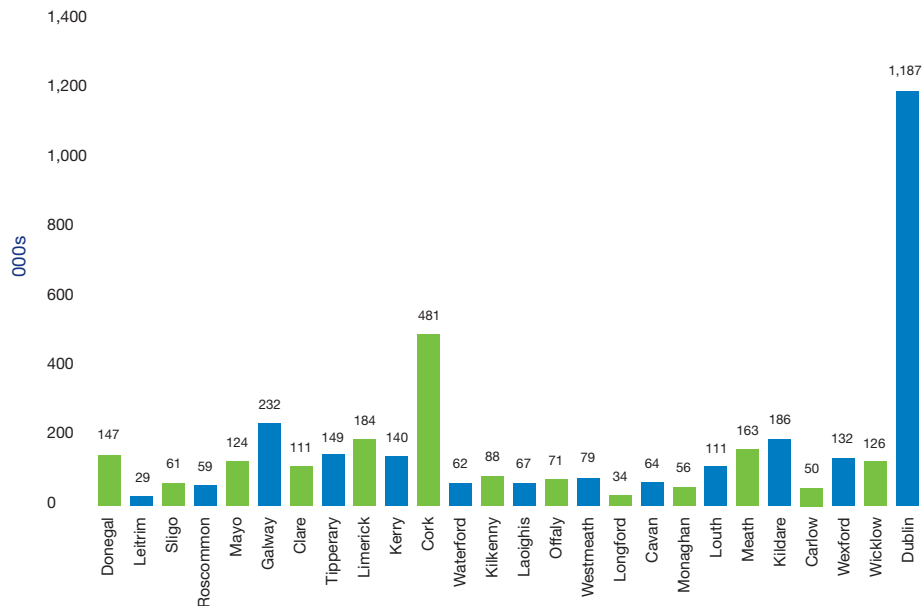
Ireland – labour market factors

This section provides a variety of information regarding the labour market in Ireland, factors that will influence its recruitment market, and the availability of the candidates required by employers. All data is taken from the Central Statistics Office in Ireland.

Population:

The chart below shows the population of each of Ireland's constituent counties:

Population – Irish Counties

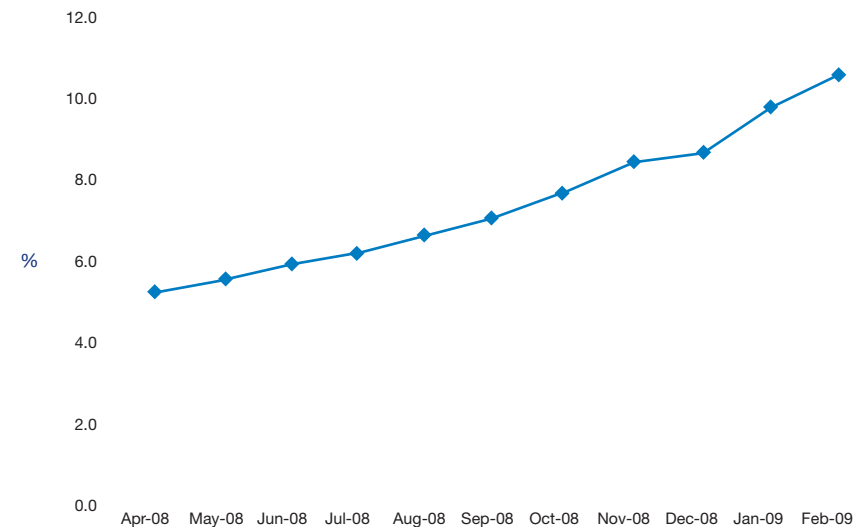


More than one-quarter of Ireland's population is resident in Dublin, which is also home to the capital city.

Unemployment:

The chart below shows unemployment rates between April 2008 to February 2009, across Ireland:

Unemployment rate



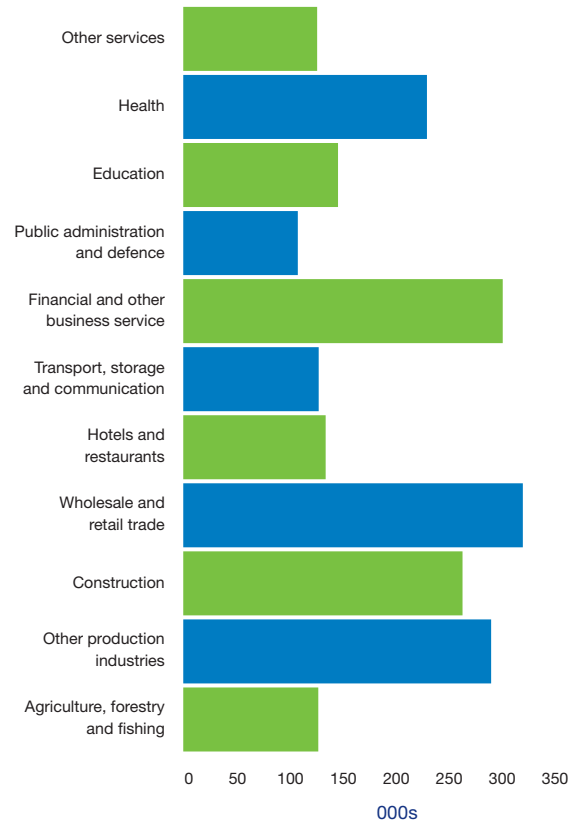
Levels of unemployment in Ireland have increased throughout 2008 and have continued to do so through the start of 2009. Over this period, levels have increased from 5.4% to 11%.



Industries:

The chart below shows the number of staff in Ireland, by industry:

Staff by Industry

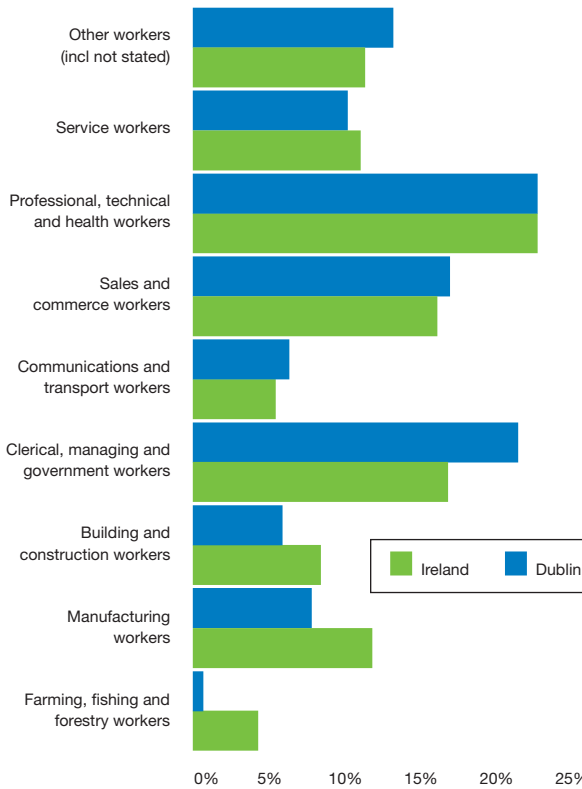


Ireland's economy incorporates a wide range of industries with a relatively high number of staff employed in each sector. The largest numbers are employed in Wholesale and Retail Trade as well as Financial and other Business Services.

Occupations:

The chart below shows the percentage of Irish residents employed in different occupational groups:

Workers by Occupation

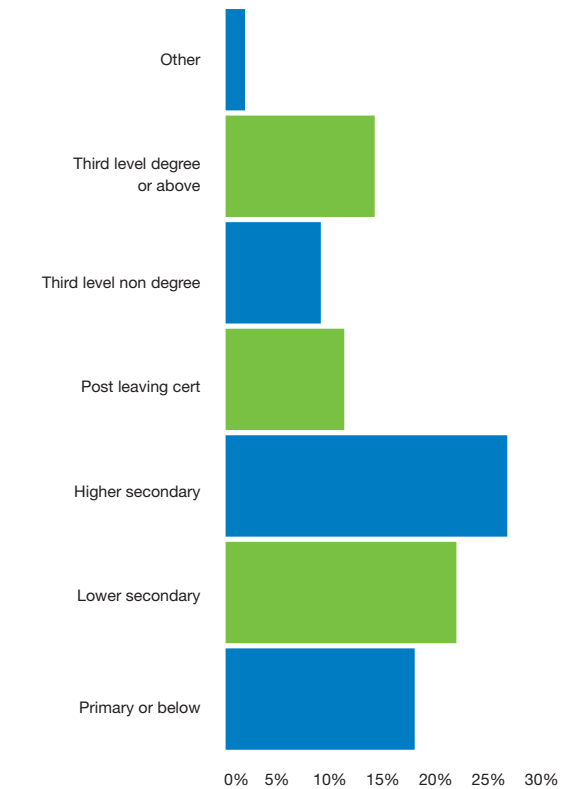


This data demonstrates how varied the jobs undertaken by Irish workers can be. The majority of roles across the country fall into the 'Clerical, Managing and government workers' group followed by 'Professional, Technical and Health workers' category. There is also a reasonable proportion of workers in manufacturing roles, reflecting the presence of the manufacturing industry.

Qualifications:

The chart below shows the highest educational level/qualification held by those of usual working age in Ireland:

Highest Level of Educational Attainment



Ireland's population offers employers candidates with a range of educational backgrounds, with the largest proportion of the population attaining Higher Secondary education and 14% educated to degree level or above.



Accountancy & Finance

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Core Finance	ANNUAL EARNINGS	
Job roles	Dublin	
	Min (EURO)	Max (EURO)
ACCA Part 1	25,000	33,000
ACCA Part 2	30,000	35,000
ACCA Part 3	35,000	45,000
CIMA Foundation	25,000	30,000
CIMA Managerial	30,000	35,000
CIMA Strategic	35,000	45,000
Finance Director (6+ years pqe)	80,000	135,000
Finance Manager (2-4 years pqe)	50,000	70,000
Financial Analyst	30,000	65,000
Financial Controller (4-8 years pqe)	60,000	80,000
Financial Planner	40,000	100,000

Internal Audit	ANNUAL EARNINGS	
Job roles	Dublin	
	Min (EURO)	Max (EURO)
Auditor	45,000	55,000
Director	65,000	85,000
Manager	55,000	70,000

Credit Control/Accounts Payable/Payroll	ANNUAL EARNINGS	
Job roles	Dublin	
	Min (EURO)	Max (EURO)
Accountant	40,000	55,000
Accounting Manager	40,000	55,000
Accounts Assistant	23,000	30,000
Credit Controller	25,000	35,000
Credit Control Manager	40,000	70,000
Payroll Assistant	25,000	35,000
Payroll Manager	35,000	55,000



Sales & Marketing

Sales & Marketing	ANNUAL EARNINGS	
	Dublin	
	Min (EURO)	Max (EURO)
Account Manager	30,000	45,000
Brand Manager	35,000	60,000
Business Development Manager	45,000	70,000
Communications Manager	30,000	45,000
Field Sales Representative	23,000	50,000
Market Research Manager	36,000	50,000
Marketing Administrator	20,000	32,000
Marketing Director	70,000	125,000
Marketing Executive	30,000	45,000
Marketing Manager	34,200	80,000
Marketing Specialist	35,000	50,000
Product Manager	30,000	50,000
Sales Director	72,000	115,000
Sales Executive	20,000	30,000
Sales Manager	35,000	65,000
Telesales Advisor	20,000	30,000



Secretarial & Office Support

Secretarial & Office Support	ANNUAL EARNINGS	
	Dublin	
	Min (EURO)	Max (EURO)
Administrator	22,000	25,000
Customer Services Administrator	21,000	26,000
Data Entry Operator	19,000	25,000
Executive Assistant	25,000	40,000
General Manager	35,000	80,000
Legal Secretary	32,000	48,000
Logistical Coordinator	25,000	35,000
Office Assistant	24,000	32,000
Office Manager	28,000	38,000
Personal Assistant	30,000	48,000
Receptionist	21,000	26,000
Secretary	28,000	48,000
Senior Administrator	24,000	32,000
Team Leader	25,000	45,000



Technology

Technology	ANNUAL EARNINGS	
	Dublin	
	Min (EURO)	Max (EURO)
.NET Developer/Senior .NET Developer	30,000	50,000
Architect (Business Intelligence)	60,000	75,000
Business Intelligence Consultant	35,000	50,000
C++ Developer	30,000	50,000
Change Manager	60,000	70,000
Data Analyst	30,000	55,000
Enterprise Architect	40,000	65,000
Infrastructure Architect	40,000	65,000
Integration Architect	40,000	65,000
Java Developer/Senior Java Developer	30,000	50,000
Network Engineer	30,000	55,000
PL/SQL Developer	35,000	45,000
Program Manager	70,000	95,000
Project Manager	45,000	65,000
Senior Business Analyst/Business Analyst	50,000	55,000
Service Delivery Manager	40,000	60,000
Software Engineer	25,000	50,000
Software Engineering Manager	40,000	45,000
Solutions Architect	40,000	65,000
Storage Engineer	20,000	35,000
Technical Support (1st, 2nd & 3rd Levels)	22,000	37,000
Technical Writer	25,000	40,000
Tester/Test Analyst	17,000	22,700
Unix Administrator	35,000	45,000
Voice Engineer	30,000	50,000
Windows Administrator	35,000	45,000

Salary bands throughout this guide are quoted as base salaries (i.e. Excluding 9% superannuation)

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Energy	Mortgages	Training Professionals
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