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Salary Surveys 2020





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Outlook for 2020

As part of our service to clients and candidates, Link Personnel is very happy to publish our annual salary surveys for 2020. The early part of the New Year, has seen a continuation of the trends established in 2019 - increased recruitment activity, firmness in salary levels, and job growth. In plain language, competition for candidates, and rises in the cost of living mean on the whole, it will be slightly more expensive to hire this year compared with the last number of years. Our salary surveys provide insight into remuneration levels across a number of sectors. We keep our spreads tight in order to provide the most accurate picture of the market, even if that means excluding some recorded salaries we are aware of, but which we see as outliers. We welcome any questions from candidates and clients alike and are always happy to provide insight. Simply call us directly on 01 845 6312 and speak to one of our consultants.

Of course, salary surveys are simply a snapshot in time. There are multiple factors which move labour markets over periods of days and weeks, let alone months or years, and in most cases we have no control over these forces. As a business and as a country, all we can do is spot trends, establish where we are today and extrapolate as to where we are going. The addition of so many new jobs in 2019 and the concomitant drop in unemployment brought with it the first significant growth in real wages for many years, and as noted above, nothing in the early part of 2020 suggests this rise in wages will abate. Candidates sense they have more choice and more leverage this year, while the realities of multiple job offers, counter offers and a whole host of other enticements for potential employees only serve to reinforce this feeling.

The question for employers, therefore, becomes “how do we attract the best people?”. There is no war for talent in 2020, there is only the law of attraction, and the key word for attracting the best in this year is - FLEXIBILITY. Salaries must, of course, remain competitive, but the companies who will find it easier to hire will be those who offer leeway on start times, better holidays, opportunities to work from home, and shorter working weeks. In essence, the companies who will hire the best in 2020 will be those that offer a better work-life balance. This is easier said than done for a lot of businesses, but what we hear from the thousands of candidates we interact with, is that being able to pick children up from creche in a stress free way or not having to face the motorway one day a week is worth more to them than a modest increase in salary.

There are lots of events on the horizon which could change the outlook for the Irish labour market in 2020 - Brexit (again), domestic and foreign elections, trade talks and more. Its impossible to say what the picture will look like in December, but we look forward to what the year brings. We have added to our team this year, as well as adding to our search and selection capabilities in order to enhance our service, and we stand ready to provide our help, expertise, and analysis to candidates and clients alike.

We look forward to working with you in 2020.

Cormac Spencer
Senior Consultant

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Accounts

Role	0-2 Years	2-4 years+
Accounts Administrator	€25-30k	€28-38k
Accounts Payable	€26-35k	€35-50k
AP Manager	€45-60k	€55-75k
Accounting Graduate	€28-33k	€40-55k
Credit Control	€26-35k	€35-50k
CC Manager	€45-60k	€55-70k
Newly Qualified ACCA	€40-55k	
Qualified ACCA 1-2 yr PQE	€45-60k	
Qualified ACCA 2-5 yr PQE	€55-80k	
Qualified ACCA 5yr PQE+	€80-110k	
Payroll Administrator	€26-36k	€35-45k
Payroll Manager	€45-55k	€50-65k
Revenue Accountant	€42-60k	€55-80k
Cost Accountant	€35-50k	€50-80k
Financial Controller	€60-75k	€70-110k

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Administration

Role	0-2 Years	2-4 years+
Executive Assistant	€38-46k	€45-65k
Personal Assistant	€32-45k	€40-55k
Office Administrator	€24-33k	€28-38k
Team Secretary	€30-38k	€35-45k
Data Entry Clerk	€23-28k	€26-32k
Database Administrator	€25-33k	€30-37k
Document Controller	€32-40k	€40-48k
Receptionist	€24-30k	€26-34k
Corporate Receptionist	€27-35k	€30-40k
Receptionist / Administrator	€24-30k	€28-35k
Front of House Manager	€38-48k	€42-55k
Archive/Post room Operator	€24-28k	€25-35k
Archivist/Records Manager	€40-50k	€48-60k
Client Services Admin.	€30-35k	€32-38k
Office Manager	€38-48k	€42-60k
Operations Manager	€40-55k	€55-75k
Facilities Co-ordinator	€36-48k	€42-50k
Facilities Manager	€50-65k	€60-82k
Head of Facilities	€75-95k	€85-110k



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Customer Service

Role	0-2 Years	2-4 years+
Customer Service Rep.	€24-30k	€25-35k
Customer Service Team Lead	€32-42k	€38-48k
Customer Service Manager	€42-52k	€45-60k
Client Services Administrator	€30-35k	€32-40k
Helpdesk Support	€23-30k	€25-35k
Sales Administrator	€26-32k	€30-38k

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HR + L&D

Role	0-2 Years	2-4 years+
HR Administrator	€26-35k	€32-42k
HR Executive/Generalist	€35-45k	€42-55k
HR Business Partner	€55-65k	€65-75k
HR Manager	€60-85k	€75-90k
Head of HR Dept	€90-105k	€100-120k
L&D Administrator	€27-35k	€32-42k
L&D Executive	€38-50k	€45-55k
L&D Manager	€55-75k	€70-85k
Head of L&D Dept	€80-95k	€85-110k
Grad. Recruitment Co-ord.	€26-32k	€30-40k
In House Recruiter	€35-50k	€45-65k
Head of Recruitment	€60-85k	€75-105k

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Marketing

Role	0-2 Years	2-4 years+
Marketing Graduate	€25-32k	
Marketing Administrator	€26-35k	€30-40k
Marketing Executive	€35-48k	€43-62k
Digital Marketing Executive	€35-48k	€43-62k
Communications Executive	€35-48k	€43-62k
Social Media Executive	€30-38k	€36-52k
Marketing Manager	€60-80k	€75-95k
Head of Marketing	€85-110k	€95-140k

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Business Development

Role	0-2 Years	2-4 years+
Graduate	€25-32k	
BD Administrator	€27-35k	€33-40k
BD Executive	€35-48k	€45-65k
BD Manager	€65-80k	€80-100k
Head of BD	€90-110k	€95-140k
Bids Administrator	€28-36k	€35-45k
Bids Executive	€40-50k	€50-65k
Bids Manager	€60-75k	€70-95k
Pitch Champion	€40-50k	€48-60k
CRM Administrator	€32-45k	€40-55k
CRM Specialist	€45-55k	€50-70k

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Legal

Company Secretaries

Part Qualified	€
0-1 Years	€32-43k
1-3 Years	€40-60k
3-5 Years	€45-65k
5-7 Years	N/A
7-10 Years	N/A
10+ Years	N/A
Fully Qualified	€
0-1 Years	€35-46k
1-3 Years	€45-65k
3-5 Years	€60-80k
5-7 Years (incl. Team Lead & Manager roles)	€70-90k
7-10 Years (incl. Team Lead & Manager roles)	€80-100k
10+ Years (incl. Team Lead & Manager roles)	€90-125k

Legal

Solicitors

Big 6 & Niche Intl. Firms	€
Newly Qualified	€60-75k
1-3 Years	€75-90k
3-5 Years	€80-110k
5 Years+	€95-125k
Salaried partner	€120-220k

Big 10 & Mid Tier Firms	€
Newly Qualified	€50-65k
1-3 Years' PQE	€55-80k
3-5 Years' PQE	€75-95k
5+ Years' PQE	€85-115k
Salaried partner	€110-200k

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Legal

Legal Executives

	€
0-1 Years	€25-32k
1-3 Years	€30-40k
3-5 Years	€35-45k
5-10+ Years	€41-54k

Other Legal Roles

Role	0-2 Years	2-4 years+
Listing Executive	€32-42k	€42-55k
Knowledge Management Executive	€33-42k	€37-48k
Knowledge Manager	€48-58k	€58-75k
Head of Knowledge Information Services	€75-85k	€85-110k
Legal Review Analyst	€35-40k	€40-50k
E-Discovery Analyst	€32-42k	€40-50k
E-Discovery Manager	€48-58k	€53-75k

Legal

Secretaries

Big 6 & Niche Intl. Firms	€
0-1 Years	€25-32k
1-3 Years	€30-45k
3-5 Years	€38-50k
5-10+ Years	€44-52k

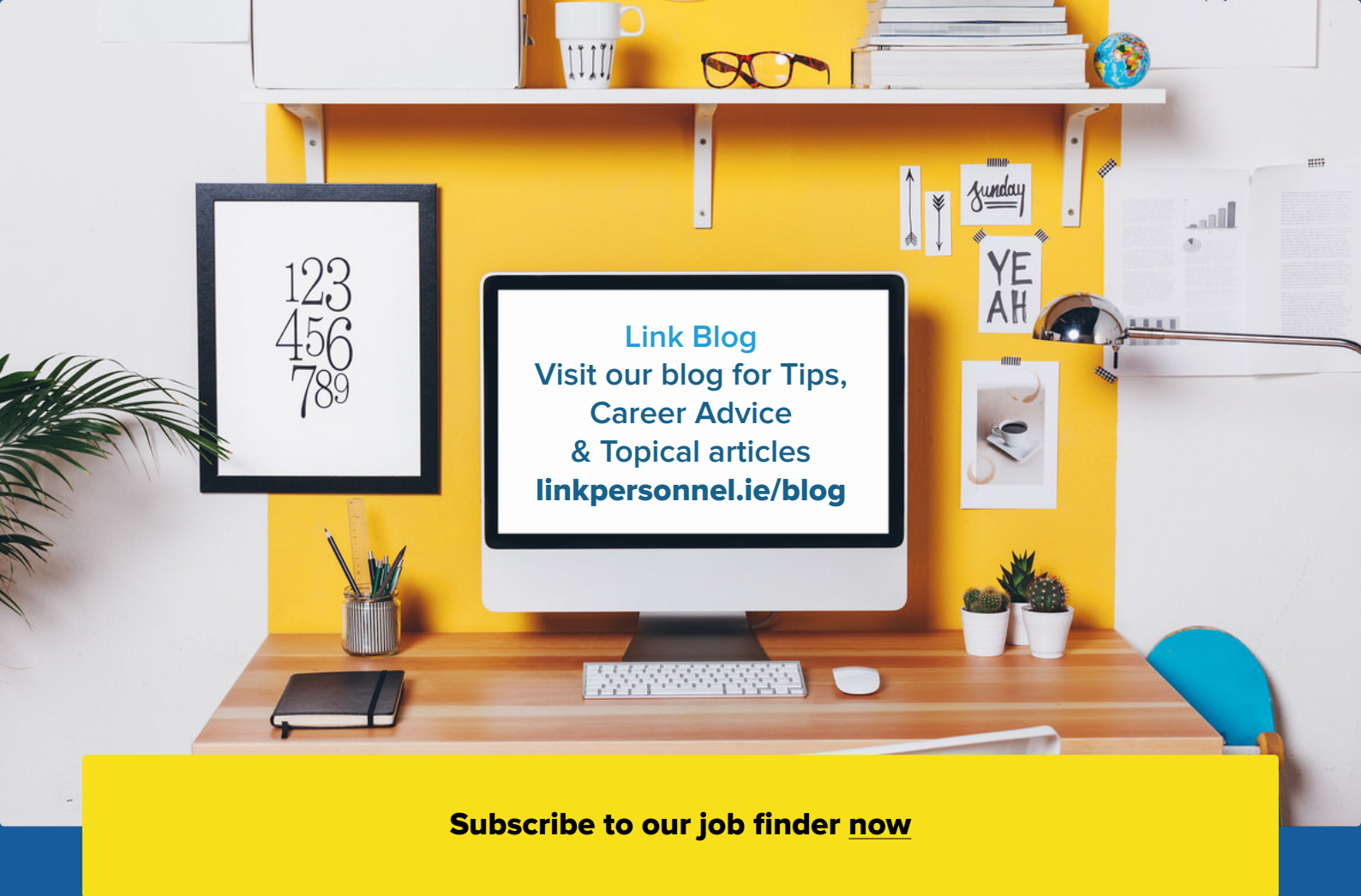
Big 10 and other Firms	€
0-1 Years	€24-31k
1-3 Years	€29-42k
3-5 Years	€36-45k
5-10+ Years	€40-48k

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Pharmaceutical & Medical

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€25-32k	€30-38k
Manufacturing Operative	€28-35k	€32-40k
Test Technician	€36-45k	€40-50k
Field Service Engineer	€36-45k	€40-52k
Electronic/Mechanical Engineer	€36-50k	€45-58k
Senior Engineer	€55-70k	€63-90k
Supply Chain Administrator	€30-37k	€35-46k
Supply Chain Specialist	€50-70k	€65-78k
Supply Chain Manager	€65-85k	€80-110k
QC Analyst	€29-37k	€32-42k
Quality Assurance Analyst	€30-40k	€40-50k
Quality Assurance Manager	€45-60k	€55-75k
EHS Technician	€30-40k	€38-48k
EHS Manager	€50-65k	€60-85k
Facilities Assistant	€30-45k	€40-52k
Services Manager	€60-75k	€75-95k
Procurement Assistant	€30-40k	€35-45k
Procurement Specialist	€50-70k	€65-80k
Procurement Manager	€65-85k	€80-105k



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