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Salary Surveys 2022





Outlook for 2022

As part of our service to clients and candidates, Link Personnel Services is happy to publish our annual salary surveys for 2022. We publish our surveys at this time every year to measure the impact January, traditionally a very busy month, has on salaries. This January has brought change, as usual, but looking through a wider lens, for the most part, it has continued the momentum built throughout the second half of 2021.

Predictions are difficult, especially if they are about the future! There are multiple factors which move labour markets over periods of days and weeks, let alone months or years. All we can do is establish where we are today, spot trends, and extrapolate. Our salary bands aim to establish the current state of the labour market, allowing a spread wide enough to provide a snapshot of the market, while remaining narrow enough to provide insight. Indeed, our bands have not changed significantly since last year. What is different in 2022 is that median salaries for each role are more likely to be grouped toward the upper end of the band than last year. A number of recent news reports have forecast pay rises of up to 30% in Ireland this year, and, although that is certainly feeding sentiment in a market where candidate power is already evident, we expect salary rises to stick to single digits in percentage terms. Our forecast is based on the replication of the 4-6% wage growth we saw last year, in addition to inevitable cost-push pressure on wages from inflation. It's possible that employers could avoid baking in higher wages by offering one-off cost of living bonuses, but if inflation does not slow down as forecast, and persists for longer than expected, we may see percentage wage rises creeping into double digits.

Salaries remain the headline that attracts candidates to jobs, but it is becoming less and less important. Put simply, people will accept lower wages for jobs that offer better balance. Candidates understand the diminishing returns from a job that expects late nights every week and are voting with their feet. Strategies to arrest that momentum by offering more money are having limited effect. Salary is a necessary, but not sufficient, incentive to attract the right people.

In terms of the economic outlook, the mood music is positive for both output and jobs growth in Ireland this year. Thankfully, there is lots of hope that both public health and the economy will continue to recover in 2022.

We are increasing our staffing levels this year, as well as adding to our search and selection capabilities, in order to enhance our service. We stand ready to provide our help, expertise, and analysis to candidates and clients alike, and we look forward to working with you throughout 2022.

Cormac Spencer
Director

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Accounts

Role	0-2 Years	2-4 years+
Accounts Administrator	€26-31k	€29-38k
Accounts Payable	€27-35k	€32-45k
AP Manager	€45-60k	€50-75k
Credit Controller	€26-35k	€32-55k
Credit Control Manager	€46-60k	€56-75k
Billing Administrator	€30-38k	€35-45k
Finance Assistant	€28-37k	€34-42k
Newly Qualified Accountant	€43-60k	
Qualified + 1-2 years' PQE	€50-70k	
Qualified + 2-5 years' PQE	€60-85k	
Qualified + 5+ years' PQE	€80-110k	
Finance Manager	€70-85k	€75-95k
Financial Controller	€85-100k	€95-120k
Finance Director	€100-120k	€105-150k
Payroll Administrator	€27-35k	€33-46k
Payroll Manager	€45-65k	€55-75k
Revenue Accountant	€45-65k	€65-90k
Cost Accountant	€45-58k	€55-85k



Administration & Front of House

Role	0-2 Years	2-4 years+
Office Administrator	€24-33k	€28-40k
Team Secretary	€30-40k	€33-44k
Personal Assistant	€34-45k	€38-55k
Executive Assistant	€40-50k	€45-65k
Office Manager	€40-53k	€45-62k
Data Entry Clerk	€24-28k	€26-35k
Database Administrator	€26-34k	€28-38k
Document Controller	€32-40k	€38-50k
Facilities Co-ordinator	€33-44k	€35-50k
Facilities Manager	€50-65k	€55-80k
Head of Facilities	€78-95k	€90-115k
Reception / Front of House	€25-30k	€28-35k
Corporate Receptionist	€28-36k	€32-45k
Front of House Manager	€40-50k	€44-56k
Archive / Postroom Operator	€25-30k	€28-37k
Archive / Records Manager	€40-52k	€47-62k

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Customer Service

Role	0-2 Years	2-4 years+
Customer Service Rep.	€26-32	€29-37k
Customer Service Team Lead	€36-45k	€40-50k
Customer Service Manager	€45-55k	€50-68k
Client Services Administrator	€31-40k	€35-42k
Helpdesk Support	€26-32k	€28-35k
Sales Administrator	€27-34k	€30-40k
Sales Admin Manager	€40-52k	€46-60k

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HR + L&D

Role	0-2 Years	2-4 years+
HR Administrator	€26-35k	€32-40k
HR Generalist	€40-48k	€44-56k
HR Business Partner	€57-66k	€60-72k
HR Manager	€62-80k	€70-90k
Head of HR	€85-105k	€95-140k
HRIS Executive	€36-45k	€43-56k
HRIS Manager	€55-72k	€66-80k
Compensation/Benefits Manager	€57-72k	€70-85k
Grad. Recruitment Executive	€30-40k	€40-55k
Grad. Recruitment Manager	€58-72k	€65-85k
Grad. Programme Manager	€55-75k	€65-80k
In-House Recruiter	€30-50k	€45-58k
Recruitment / Talent Manager	€55-68k	€65-85k
Head of Recruitment / Talent	€70-90k	€80-110k
L&D Administrator	€28-36k	€33-43k
L&D Executive	€38-48k	€42-58k
L&D Manager	€55-78k	€67-88k
Head of L&D	€82-100k	€90-115k
Knowledge Management Executive	€33-45k	€40-50k
Knowledge Manager	€50-62k	€55-75k



Marketing

Role	0-2 Years	2-4 years+
Marketing Administrator	€27-35k	€32-42k
Marketing Executive	€36-46k	€40-62k
Digital Marketing Executive	€36-48k	€43-65k
Communications Executive	€36-46k	€40-62k
Events Executive	€35-45k	€40-62k
Social Media Executive	€30-42k	€37-56k
PR Executive	€32-42k	€38-52k
Marketing Manager	€55-75k	€70-92k
Digital Marketing Manager	€58-78k	€70-95k
Communications Manager	€55-75k	€70-92k
Events Manager	€55-75k	€70-88k
Social Media Manager	€55-68k	€65-80k
PR Manager	€55-68k	€63-78k
Head of Marketing	€80-100k	€95-150k
Graphic Designer (In House)	€32-48k	€45-65k

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Business Development

Role	0-2 Years	2-4 years+
BD Administrator	€28-37k	€35-40k
BD Executive	€36-46k	€45-70k
BD Manager	€60-75k	€70-95k
Head of BD	€80-100k	€95-150k
Bids Administrator	€30-40k	€37-43k
Bids Executive	€40-53k	€50-70k
Bids Manager	€60-85k	€75-100k
Head of Bids	€80-110k	€100-150k
CRM Administrator	€33-45k	€42-52k
CRM Specialist	€50-60k	€55-70k
CRM Manager	€60-75k	€70-90k

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Legal

Solicitors

Big 6 & International Firms	€
Newly Qualified	€65-74k
1-3 Years	€71-95k
3-5 Years	€85-115k
5 Years+	€95-135k
Salaried partner	€120-220k

Mid-Sized Firms	€
Newly Qualified	€54-65k
1-3 Years' PQE	€58-85k
3-5 Years' PQE	€70-95k
5+ Years' PQE	€85-115k
Salaried Partner	€100-200k

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Legal

Company Secretaries

Part Qualified ICSA	€
Company Secretary Administrator	€28-38k
0-1 Years	€35-44k
1-3 Years	€39-52k
3-5 Years	€47-65k

Fully Qualified ICSA	€
0-1 Years	€35-45k
1-3 Years	€42-65k
3-5 Years	€60-85k
5-7 Years (incl. Team Lead & Manager roles)	€75-94k
7-10 Years (incl. Team Lead & Manager roles)	€85-115k
10+ Years (incl. Manager & Head of Dept roles)	€100-170k



Legal

Legal Secretaries

Big 6 & International Firms	€
0-1 Years	€27-32k
1-3 Years	€32-45k
3-5 Years	€40-50k
5+ Years	€43-60k

Mid-Sized Firms	€
0-1 Years	€25-30k
1-3 Years	€30-42k
3-5 Years	€37-46k
5+ Years	€40-50k

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Legal

Legal Executives

Experience	€
0-1 Years	€27-36k
1-3 Years	€29-43k
3-5 Years	€38-48k
5+ Years	€40-65k

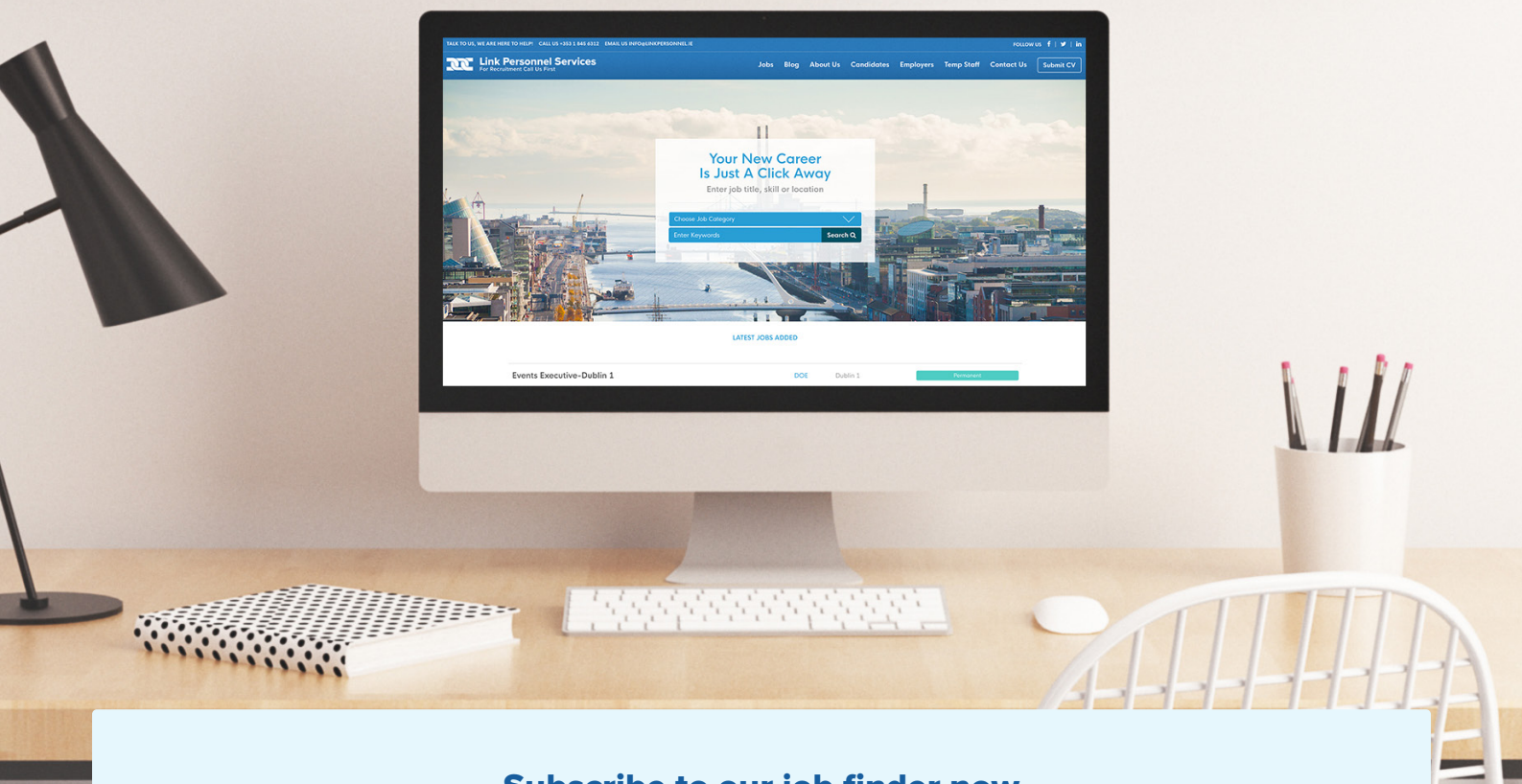
Other Legal Roles

Role	€
Listing Executive	€35-55k
E-Discovery Analyst	€32-50k
E-Discovery Manager	€52-80k
Archivist	€26-42k
Head of Archives / Records	€50-75k
Knowledge Manager	€55-80k



Pharmaceutical & Medical Devices

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€27-33k	€30-43k
Product Assembler	€29-36k	€32-40k
Technician	€38-48k	€42-53k
Graduate Engineer	€36-42k	
Electronic/Mechanical Engineer	€36-50k	€45-65k
Senior Engineer	€56-75k	€65-95k
QC Analyst	€30-38k	€33-43k
QA Analyst	€32-43k	€40-52k
QA Manager	€45-65k	€60-80k
Head of Quality	€75-95k	€90-125k
Supply Chain Specialist	€45-55k	€55-72k
Supply Chain Manager	€67-85k	€70-95k
Head of Supply Chain	€90-110k	€95-125k
Procurement Specialist	€50-60k	€60-75k
Procurement Manager	€68-85k	€75-95k
Head of Procurement	€85-115k	€95-145k
EHS Technician	€32-45k	€40-50k
EHS Manager	€50-75k	€60-85k
Facilities Manager	€55-70k	€65-90k



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