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Salary Surveys 2023



Outlook for 2023

As part of our service to clients and candidates, Link Personnel Services is happy to publish our annual salary surveys for 2023. We publish our surveys at this time every year to measure the impact January, traditionally a very busy month, has on pay in Ireland.

This January has brought change, as usual, but looking through a wider lens, it has continued the momentum built throughout the last 12-18 months. 2022 saw a tightness in the labour market, and consumer price inflation that has inevitably moved our salary bands compared to our last survey. In January 2022 we forecast wage growth of 4-6% for the full year. Most indicators have borne that out, showing growth hovering around the 5% mark. 2023 will also see wage growth, but it will be more muted. Link Personnel forecasts that growth will be between 2.5-5%. Continued high inflation, shortages of quality candidates and the fact that salary reviews complete in Q1, for most companies, mean the bulk of this increase will happen in the first half of the year. Q3 and Q4 are likely to see a lessening of wage increases as inflation cools and labour market conditions loosen.

Hybrid work policies, which have been in the beta testing stage up to now, look set to crystallise this year. While employers seem keen to bring staff back into the office on a more regular basis, early adopters of stricter WFH policies will be penalised. Yes, salary is still the most important factor when a candidate assesses a job opportunity (especially given recent cost of living increases), but applicants have not given up on flexibility. Salary is a necessary but not sufficient incentive to attract the right people. Employers must take heed of this, as well as keeping an eye on what industry competitors are offering with regard to all benefits, not just WFH.

Broadly speaking, the only certainty is that the economy and the labour market will be uncertain as the year progresses. If monetary and fiscal policy are handled adroitly, we may see a “soft landing”, however, history shows us that when inflation is this high and interest rates rise this much, this quickly, to combat it, there is fallout for the economy and the labour market. Of course, that doesn’t necessarily mean a brutal recession is on the way. At present, the sectors covered by Link Personnel are marked by a shortage of candidates, so any softening in labour market conditions may well bring more of a balance between available candidates and open vacancies, rather than suddenly turning a dearth of candidates into a dearth of jobs.

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 2023 and beyond.

(Please feel free to contact me to discuss the market in general, or your industry specifically)

Cormac Spencer
Director

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Explore Surveys

Accounts

Administration
& Customer Service

HR + L&D

Legal

Marketing
& Business
Development

Pharmaceutical
& Medical Devices

Accounts

Role	0-2 Years	2-4 years+
Accounts Administrator	€28-33k	€32-40k
Accounts Payable	€28-37k	€33-48k
AP Manager	€45-60k	€53-75k
Credit Controller	€28-37k	€34-50k
Credit Control Manager	€45-60k	€55-75k
Billing Administrator	€35-39k	€37-46k
Finance Assistant	€30-37k	€32-40k
Newly Qualified Accountant	€45-65k	
Qualified + 1-2 years' PQE	€53-75k	
Qualified + 2-5 years' PQE	€63-85k	
Qualified + 5+ years' PQE	€80-115k	
Finance Manager	€70-88k	€75-98k
Financial Controller	€85-105k	€100-125k
Finance Director	€105-130k	€115-165k
Payroll Administrator	€28-35k	€32-40k
Payroll Manager	€50-65k	€60-72k
Revenue Accountant	€52-65k	€65-95k
Cost Accountant	€52-65k	€65-95k

[See our latest roles in Accounting by clicking HERE](#)

Administration & Customer Service

Administration

Role	0-2 Years	2-4 years+
Office Administrator	€27-35k	€30-42k
Team Secretary	€33-40k	€35-50k
Personal Assistant	€36-50k	€40-60k
Executive Assistant	€40-55k	€48-70k
Office Manager	€44-60k	€46-70k
Data Entry Clerk	€26-30k	€29-35k
Database Administrator	€29-35k	€30-42k
Document Controller	€33-42k	€40-52k
Facilities Co-ordinator	€35-45k	€38-53k
Facilities Manager	€54-65k	€60-80k
Head of Facilities	€78-100k	€90-140k

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Administration & Customer Service

Administration continued

Role	0-2 Years	2-4 years+
Reception / Front of House	€27-33k	€30-38k
Corporate Receptionist	€30-38k	€35-48k
Front of House Manager	€42-55k	€48-60k
Archive / Postroom Operator	€28-35k	€30-40k
Archive / Records Manager	€42-53k	€49-63k

Customer Service

Role	0-2 Years	2-4 years+
Customer Service Rep.	€27-34k	€29-38k
Customer Service Team Lead	€38-48k	€40-52k
Customer Service Manager	€48-60k	€50-70k
Client Services Administrator	€32-43k	€38-45k
Helpdesk Support	€28-34k	€30-39k
Sales Administrator	€28-35k	€32-41k
Sales Admin Manager	€42-53k	€47-62k

[See our latest roles in Customer Services by clicking HERE](#)

HR + L&D

Role	0-2 Years	2-4 years+
HR Administrator	€28-37k	€33k-42k
HR Generalist	€40-50k	€47-60k
HR Business Partner	€58-70k	€63-75k
HR Manager	€65-82k	€70-92k
Head of HR	€85-105k	€95-145k
HRIS Executive	€38-46k	€45-57k
HRIS Manager	€56-73k	€68-85k
Compensation/Benefits Manager	€59-75k	€72-95k
Grad. Recruitment Executive	€32-41k	€40-52k
Grad. Recruitment Manager	€58-75k	€66-86k
Grad. Programme Manager	€56-75k	€66-84k
In-House Recruiter	€32-52k	€45-62k
Recruitment / Talent Manager	€60-73k	€67-98k
Head of Recruitment / Talent	€78-100k	€90-140k
L&D Administrator	€30-39k	€35-43k
L&D Executive	€40-50k	€48-60k
L&D Manager	€60-80k	€70-90k
Head of L&D	€82-100k	€90-120k
Knowledge Management Executive	€34-46k	€40-58k
Knowledge Manager	€55-65k	€60-78k



Legal

Solicitors

Big 6 & International Firms	€
Newly Qualified	€69-86k
1-3 Years	€78-105k
3-5 Years	€90-125k
5 Years+	€100-150k
Salaried Partner	€120-240k

Mid-Sized Firms	€
Newly Qualified	€58-73k
1-3 Years' PQE	€65-90k
3-5 Years' PQE	€72-105k
5+ Years' PQE	€90-125k
Salaried Partner	€120-210k

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Legal

Solicitors

General Practice	€
Newly Qualified	€40-55k
1-3 Years	€50-77k
3-5 Years	€60-85k
5 Years+	€65-100k
Partner	€85-120k

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Legal

Company Secretaries

Part Qualified ICSA	€
Company Secretary Administrator	€30-40k
0-1 Years	€38-50k
1-3 Years	€47-65k
3-5 Years	€55-75k

Fully Qualified ICSA	€
0-1 Years	€40-55k
1-3 Years	€45-75k
3-5 Years	€65-90k
5-7 Years (incl. Team Lead & Manager roles)	€80-100k
7-10 Years (incl. Team Lead & Manager roles)	€90-125k
10+ Years (incl. Manager & Head of Dept roles)	€110-185k

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Legal

Legal Secretaries

Big 6 & International Firms	€
0-1 Years	€29-35k
1-3 Years	€33-48k
3-5 Years	€40-53k
5+ Years	€45-63k

General Practice/Mid-Sized Firms	€
0-1 Years	€28-33k
1-3 Years	€31-44k
3-5 Years	€38-50k
5+ Years	€40-55k

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Legal

Legal Executives

Experience	€
0-1 Years	€27-40k
1-3 Years	€32-50k
3-5 Years	€40-55k
5+ Years	€42-70k

Other Legal Roles

Role	€
Listing Executive	€35-60k
E-Discovery Analyst	€34-58k
E-Discovery Manager	€55-85k
Archivist	€39-45k
Head of Archives / Records	€50-80k
Knowledge Manager	€60-100k
Legal Researcher	€40-75k

Marketing & Business Development

Marketing

Role	0-2 Years	2-4 years+
Marketing Administrator	€29-37k	€33-43k
Marketing Executive	€38-50k	€45-63k
Digital Marketing Executive	€38-51k	€47-65k
Communications Executive	€38-50k	€46-63k
Events Executive	€35-50k	€43-62k
Social Media Executive	€33-43k	€38-58k
PR Executive	€33-45k	€40-60k
Marketing Manager	€59-77k	€70-94k
Digital Marketing Manager	€60-79k	€72-96k
Communications Manager	€60-77k	€72-92k
Events Manager	€55-75k	€70-90k
Social Media Manager	€55-72k	€68-90k
PR Manager	€55-75k	€70-92k

[See our latest roles in Marketing & Business Development by clicking HERE](#)

Marketing & Business Development

Marketing continued

Role	0-2 Years	2-4 years+
Head of Marketing	€90-125k	€100-155k
Graphic Designer (In House)	€35-50k	€45-70k

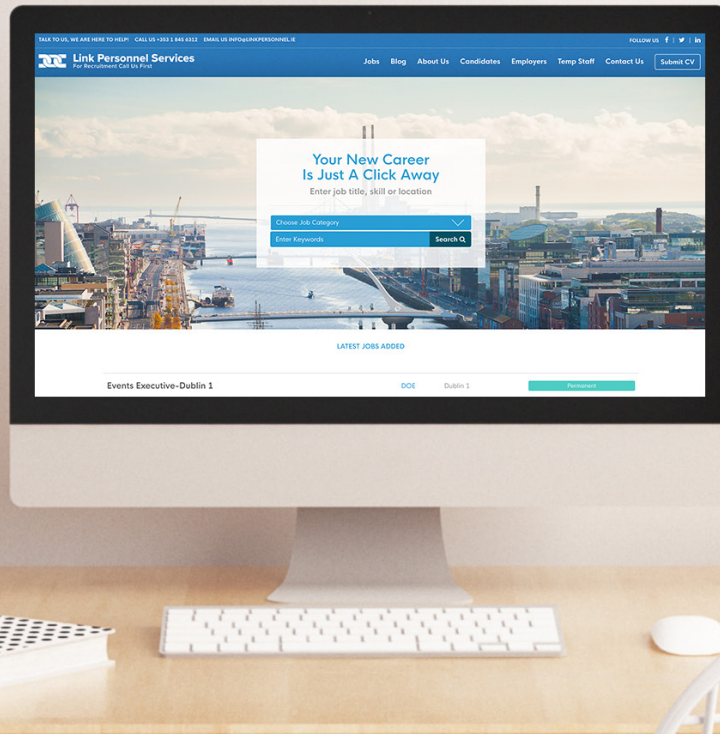
Business Development

Role	0-2 Years	2-4 years+
BD Administrator	€30-39k	€36-34k
BD Executive	€38-52k	€48-70k
BD Manager	€62-80k	€75-98k
Head of BD	€85-115k	€105-165k
Bids Administrator	€32-42k	€38-48k
Bids Executive	€43-54k	€50-70k
Bids Manager	€60-85k	€80-100k
Head of Bids	€85-115k	€100-140k
CRM Administrator	€34-45k	€42-53k
CRM Specialist	€50-60k	€58-72k
CRM Manager	€65-80k	€70-95k

Pharmaceutical & Medical Devices

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€27-34k	€30-44k
Product Assembler	€30-36k	€32-42k
Technician/Service Engineer	€38-46k	€43-55k
Graduate Engineer	€38-45k	
Electrical/Electronic/Mechanical Engineer	€38-55k	€50-65k
Senior Engineer	€60-80k	€72-100k
QC Analyst	€32-40k	€35-45k
QA Analyst	€33-44k	€40-55k
QA Manager	€50-67k	€62-82k
Head of Quality	€80-100k	€95-140k
Qualified Person	€75-95k	€90-120k
Supply Chain Specialist	€50-60k	€55-75k
Supply Chain Manager	€70-85k	€80-100k
Head of Supply Chain	€90-120k	€100-145k
Buyer/Procurement Specialist	€50-62k	€60-80k
Procurement Manager	€72-86k	€78-98k
Head of Procurement	€90-125	€105-150k
EHS Technician	€35-45k	€42-55k
EHS Manager	€55-80k	€65-90k
Facilities Manager	€58-73k	€65-90k

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