

# Link Personnel Services

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# Salary Surveys 2024



# Outlook for 2024

As part of our service to clients and candidates, Link Personnel Services is happy to publish our annual salary surveys for 2024. We publish our surveys around this time of year to measure the impact that January, traditionally a very busy month for hiring, has on pay across Ireland.

In honesty, January 2024 has not moved the dial very much, however looking back on surveys since 2021, we have seen significant growth in wages across all sectors. Of course, there are many reasons for this growth, and it is by no means uniform across sectors, but inflation and a very tight labour market over that time have been the main drivers of higher pay. Looking back on the last number of years, Link Personnel has accurately predicted wage growth in the economy, with growth in 2023 (close to 4%) falling comfortably within our estimate of 2.5-5%, made this time last year. What about growth in 2024? Our estimate of wage growth of between 2.5-4.5% for 2024 is similar to last year. It is underpinned by a near 10% rise in the minimum wage, by sticky inflation (at least for the first half of the year), and by a healthy level of activity in the labour market, albeit at a more muted level than in 2023.

Hybrid work policies, which seemed a fanciful idea mere years ago, and firmly bedded down this time last year, are up for discussion again in advanced economies, including Ireland. While some employers are seeking to bring employees back to base more often, we see that as a counter productive step in securing staff. Salary is a necessary, but not sufficient tool to attract candidates, while benefits, including hybrid or remote work, remain a powerful tool of attraction for employers when it comes to finding the right people. Who gains the upper hand in the tussle over hybrid work, may depend on the course of the economy over the next 12-24 months. Continued strength will mean candidates hold the upper hand.

As with last year, the only certainty is that the economy and the labour market will be uncertain in 2024. 2023 saw many major Western economies go into, or skirt, a recession. The eagle eyed will remember that Ireland fell into a recession last year, but it certainly didn't "feel" like a recession. The Irish economy has remained remarkably resilient despite obvious challenges, as well as shortcomings around infrastructure. Despite slowdowns in hiring in some sectors, overall employment growth was noteworthy, and by the end of Q3 2023, 2.65m people were employed in the state. We don't see 2024 being a bumper year for jobs growth, but equally we don't see particularly dark clouds on the horizon. Assuming Central Banks don't do anything unexpected, and excepting any 2008 style surprises, 2024 should be steady as she goes.

Link Personnel intends to increase its staffing levels this year to take advantage of new opportunities, and has already implemented new processes we believe will help find the right candidates for our clients, and the right roles for our candidates throughout this year. We stand ready to provide our help, expertise and analysis to candidates and clients alike and we look forward to working with you throughout the rest of 2024 and beyond.

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

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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	€29-35k	€33-42k
Accounts Payable	€30-40k	€34-50k
AP Manager	€47-63k	€55-76k
Credit Controller	€28-38k	€35-52k
Credit Control Manager	€48-62k	€58-78k
Billing Administrator	€36-42k	€40-50k
Billing Manager	€50-60k	€58-75k
Finance Assistant	€30-38k	€33-40k
Newly Qualified Accountant	€50-68k	
Qualified + 1-2 years' PQE	€54-75k	
Qualified + 2-5 years' PQE	€65-85k	
Qualified + 5+ years' PQE	€85-125k	
Finance Manager	€70-90k	€77-100k
Financial Controller	€86-110k	€100-125k
Finance Director	€105-135k	€110-170k
Payroll Administrator	€29-37k	€33-43k
Payroll Manager	€50-65k	€60-75k
Revenue Accountant	€53-65k	€65-95k
Cost Accountant	€55-67k	€65-98k

[See our latest roles in Accountancy & Finance by clicking HERE](#)

# Administration & Customer Service

## Administration + Front of House

Role	0-2 Years	2-4 years+
Office Administrator	€28-35k	€31-42k
Team Secretary	€33-42k	€35-52k
Personal Assistant	€37-52k	€40-65k
Executive Assistant	€52-58k	€50-75k
Office Manager	€45-65k	€50-78k
Data Entry Clerk	€27-32k	€30-36k
Database Administrator	€30-37k	€32-44k
Document Controller	€35-45k	€42-55k
Facilities Co-ordinator	€35-45k	€40-55k
Facilities Manager	€55-67k	€62-85k
Head of Facilities	€80-105k	€95-150k
Reception \ Front of House	€28-34k	€31-42k
Corporate Receptionist	€30-40k	€38-52k
Front of House Manager	€45-56k	€50-63k
Archive \ Postroom Operator	€30-36k	€30-40k
Archive \ Records Manager	€45-55k	€50-65k

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



# Administration & Customer Service

## Customer Service

Role	0-2 Years	2-4 years+
Customer Service Rep.	€27-35k	€30-38k
Customer Service Team Lead	€38-50k	€40-55k
Customer Service Manager	€50-64k	€53-75k
Client Services Administrator	€33-43k	€40-47k
Helpdesk Support	€30-38k	€32-42k
Sales Administrator	€29-36k	€33-43k
Sales Admin Manager	€42-55k	€46-63k

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

# HR + L&D

Role	0-2 Years	2-4 years+
HR Administrator	€30-40k	€33-43k
HR Generalist	€40-54k	€50-65k
HR Business Partner	€60-75k	€65-80k
HR Manager	€68-85k	€72-97k
Head of HR	€88-120k	€105-170k
HRIS Executive	€40-49k	€46-60k
HRIS Manager	€58-76k	€70-88k
Compensation/Benefits Manager	€60-77k	€75-96k
Grad. Recruitment Executive	€33-43k	€41-55k
Grad. Recruitment Manager	€60-75k	€68-92k
Grad. Programme Manager	€57-76k	€66-85k
In-House Recruiter	€32-52k	€45-63k
Recruitment / Talent Manager	€60-75k	€67-98k
Head of Recruitment / Talent	€78-100k	€90-145k
L&D Executive	€40-50k	€48-60k
L&D Manager	€60-80k	€70-92k
Head of L&D	€82-105k	€90-130k
Knowledge Management Executive	€35-47k	€40-60k
Knowledge Manager	€55-70k	€62-80k

[See our latest roles in Human Resources & Training by clicking HERE](#)

# Legal

## Solicitors

<b>Big 6 &amp; International Firms</b>	<b>€</b>
Newly Qualified	€72-88k
1-3 Years	€78-110k
3-5 Years	€90-130k
5 Years+	€100-165k
Salaried Partner	€130-260k

<b>Mid-Sized Firms</b>	<b>€</b>
Newly Qualified	€60-68k
1-3 Years' PQE	€65-90k
3-5 Years' PQE	€75-115k
5+ Years' PQE	€95-135k
Salaried Partner	€120-220k

[See our latest jobs for Solicitors by clicking HERE](#)





# Legal

## Solicitors

General Practice	€
Newly Qualified	€45-60k
1-3 Years	€52-85k
3-5 Years	€62-85k
5 Years+	€70-100k
Partner	€90-150k

[See our latest jobs for Solicitors by clicking HERE](#)



# Legal

## Company Secretaries

Part Qualified ICSA	€
Company Secretary Administrator	€32-42k
0-1 Years	€40-53k
1-3 Years	€47-68k
3-5 Years	€47-68k

Fully Qualified ICSA	€
0-1 Years	€40-58k
1-3 Years	€47-80k
3-5 Years	€65-95k
5-7 Years (incl. Team Lead & Manager roles)	€80-110k
7-10 Years (incl. Team Lead & Manager roles)	€95-130k
10+ Years (incl. Manager & Head of Dept roles)	€115-200k

[See our latest jobs for Company Secretaries by clicking HERE](#)



# Legal

## Legal Secretaries

<b>Big 6 &amp; International Firms</b>	<b>€</b>
0-1 Years	€29-37k
1-3 Years	€34-50k
3-5 Years	€40-56k
5+ Years	€47-68k

<b>General Practice/Mid-Sized Firms</b>	<b>€</b>
0-1 Years	€29-35k
1-3 Years	€32-45k
3-5 Years	€40-52k
5+ Years	€42-58k

[See our latest jobs for Legal Secretaries by clicking HERE](#)



# Legal

## Legal Executives

Experience	€
0-1 Years	€27-40k
1-3 Years	€35-50k
3-5 Years	€43-56k
5+ Years	€45-75k

## Other Legal Roles

Role	€
Listings Executive	€35-60k
E-Discovery Analyst	€35-60k
E-Discovery Manager	€55-90k
Archivist	€30-50k
Head of Archives / Records	€50-80k
Knowledge Manager	€65-110k
Legal Researcher	€40-80k
Client On-boarding Executive	€35-70k

[See our latest Legal Executive roles by clicking HERE](#)

# Marketing & Business Development

## Marketing

Role	0-2 Years	2-4 years+
Marketing Administrator	€30-40k	€35-43k
Marketing Executive	€39-50k	€45-65k
Digital Marketing Executive	€40-50k	€48-68k
Communications Executive	€39-50k	€46-65k
Events Executive	€35-50k	€43-63k
Social Media Executive	€35-45k	€40-60k
PR Executive	€33-45k	€40-62k
Marketing Manager	€60-78k	€70-95k
Digital Marketing Manager	€60-80k	€72-96k
Communications Manager	€60-78k	€72-94k
Events Manager	€55-75k	€70-90k
Social Media Manager	€55-72k	€68-90k
PR Manager	€55-75k	€70-93k

[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	€90-130k	€100-160k
Graphic Designer (In House)	€35-50k	€45-75k

## Business Development

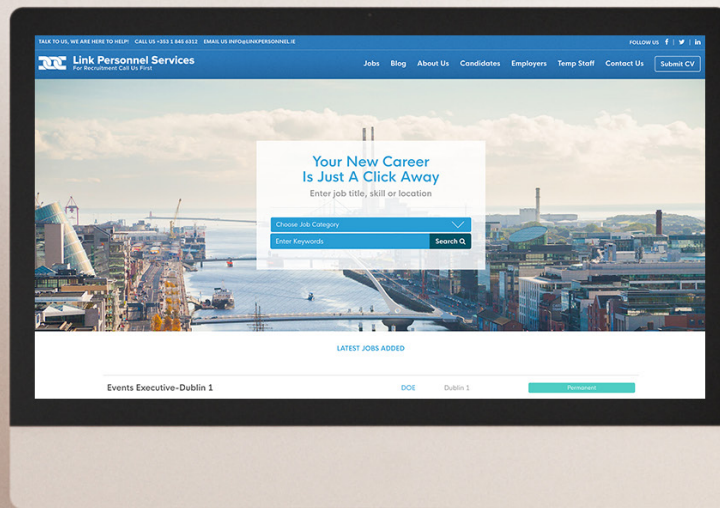
Role	0-2 Years	2-4 years+
BD Administrator	€30-40k	€36-45k
BD Executive	€38-53k	€48-72k
BD Manager	€64-82k	€75-100k
Head of BD	€90-120k	€105-170k
Bids Administrator	€35-45k	€40-50k
Bids Executive	€45-55k	€50-75k
Bids Manager	€63-90k	€80-110k
Head of Bids	€90-120k	€100-160k
CRM Administrator	€35-45k	€43-55k
CRM Specialist	€50-63k	€60-75k
CRM Manager	€68-82k	€74-100k

# Pharmaceutical & Medical Devices

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€28-40k	€30-46k
Product Assembler	€30-38k	€32-43k
Technician/Service Engineer	€38-48k	€45-60k
Graduate Engineer	€38-50k	
Electrical/Electronic/Mechanical Engineer	€40-60k	€55-70k
Senior Engineer	€62-82k	€75-105k
QC Analyst	€32-42k	€36-46k
QA Analyst	€33-45k	€40-55k
QA Manager	€50-70k	€65-85k
Head of Quality	€80-110k	€100-155k
Qualified Person	€80-100k	€95-130k
Supply Chain Specialist	€50-65k	€55-78k
Supply Chain Manager	€72-92k	€85-100k
Head of Supply Chain	€90-120k	€100-155k
Buyer/Procurement Specialist	€50-65k	€60-86k
Procurement Manager	€75-90k	€80-100k
Head of Procurement	€95-125k	€105-155k
EHS Technician	€35-48k	€45-56k
EHS Manager	€55-85k	€70-100k
Facilities Manager	€60-77k	€65-95k

[See our latest roles in Pharma & Medical Devices by clicking HERE](#)

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