

PREPARED BY
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MANPOWER IRELAND SALARY GUIDE

2025



Manpower Ireland Salary Guide 2025

Welcome to Manpower Ireland's 2025 Salary Guide. This guide provides **valuable insights** to help you **benchmark salaries against key competitors**, **assess how your own salary or salary offerings compare to the Irish market average**, and explore industry-specific trends across Ireland.

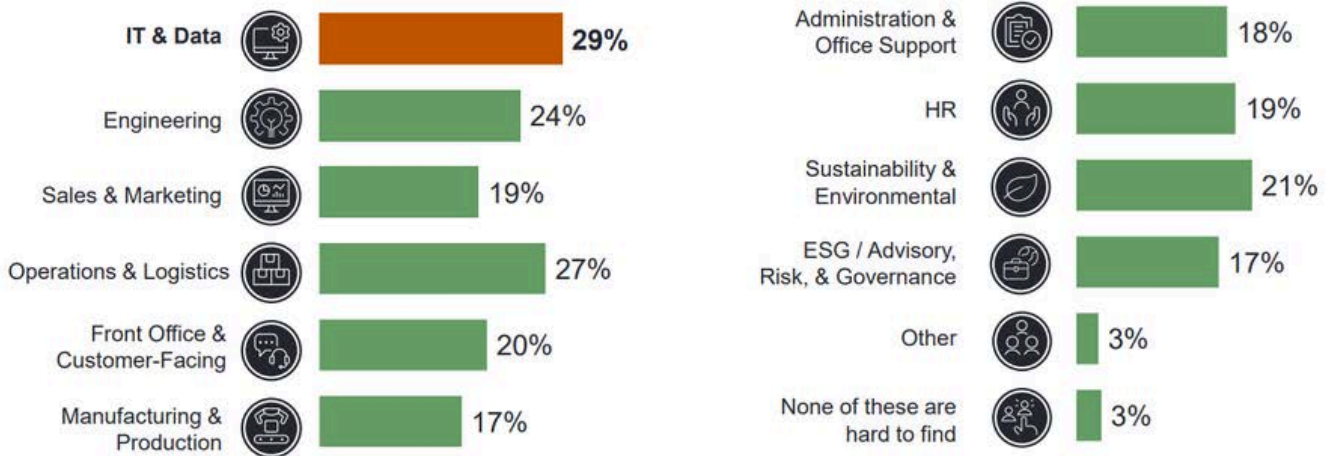
Manpower Ireland's Salary Guide covers the following industries (in order):

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What are the Main Characteristics of the Irish Talent Market?

What Are The Most Difficult to Find Skills in Ireland?

IT & Data skills are the most difficult skillset to source. Likely due to the multi-sectorial demand for this talent set.



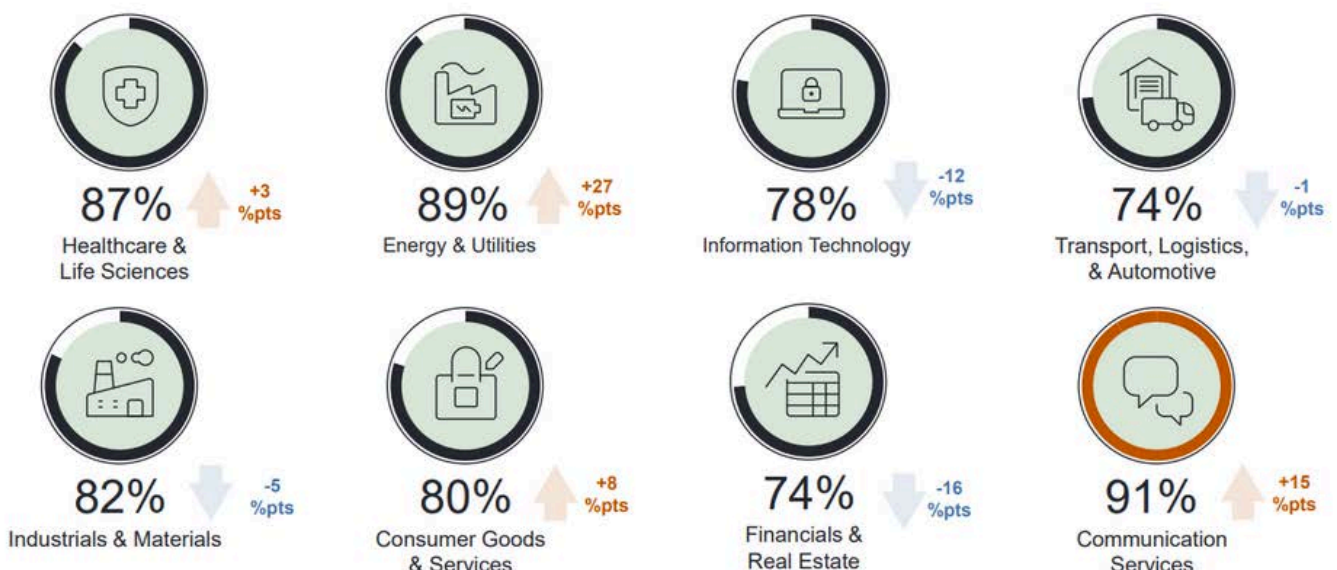
Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

Talent Shortage in Ireland - 2025 Snapshot

Talent shortages remain a significant challenge across all industries in Ireland, with 83% of employers struggling to find the right talent. While this marks a **2% decrease** from 2024, it still represents a dramatic **72% increase** since 2014, when the shortage was just 11%.

The snapshot below highlights the **current talent shortage across key sectors** in the Irish market for 2025.

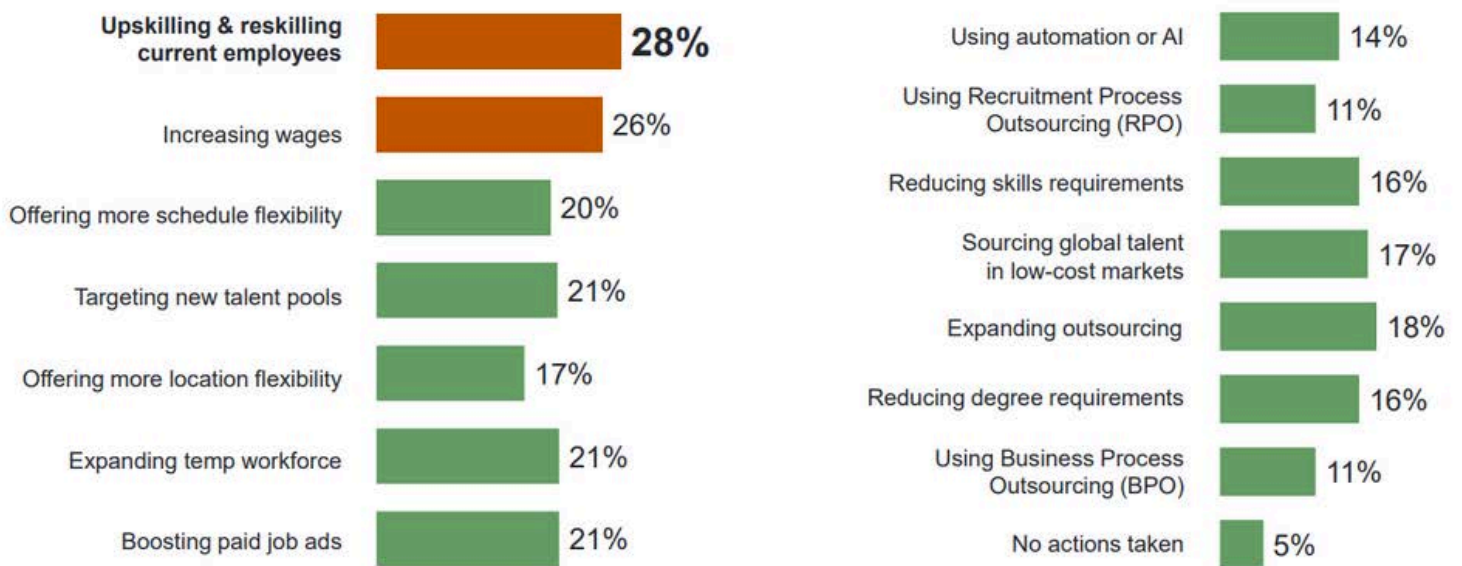
Ireland Talent Scarcity Across Industries



Manpower Ireland: Real-Time Hiring Insights & Solutions

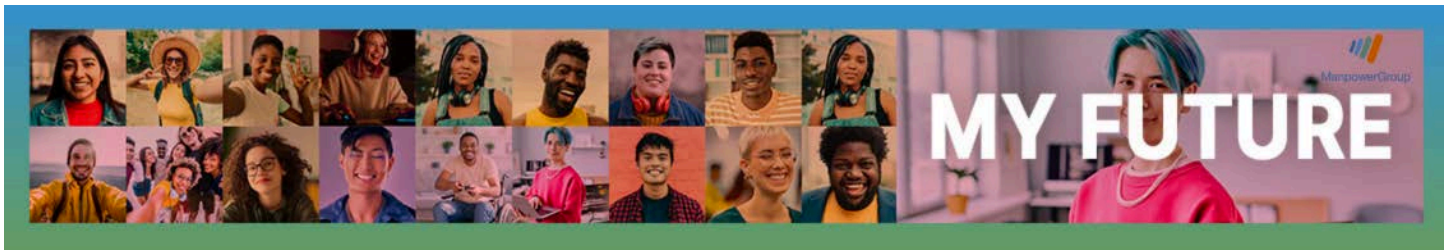
Manpower Ireland delivers **real-time hiring insights** for both clients and candidates while **offering practical staffing solutions** and **innovative strategies** for attracting and retaining talent. To address the **ongoing talent shortage**, many organizations are **implementing strategic action plans**, as illustrated in the infographic below.

Actions Irish Employers are Taking to Overcome Ongoing Scarcity



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

At **Manpower Ireland**, our mission is to bridge this gap by continuously connecting top-tier candidates with our clients. Our **Talent Attraction team** leverages a range of reliable sources—including Manpower vacancy and placement data, external job boards, and secondary market analysis—to **provide the most accurate and data-driven salary insights within the Irish market**.



Manpower Ireland 2025 Salary Guide - Marketing

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Chief Marketing Officer	€181,101	Digital Marketing Director	€130,000
Marketing Director	€105,441	Head of Marketing	€93,353
Email Marketing Manager	€70,000	Communications Manager	€63,944
Marketing Manager	€63,210	Web Content Manager	€60,000
Brand Manager	€59,849	CRM Manager	€58,383
Digital Marketing Manager	€57,189	Email Marketing Specialist	€55,000
PR Manager	€53,459	Senior Marketing Specialist	€52,500
SEO Manager	€51,823	Social Media Manager	€50,075
SEO Specialist	€48,770	Marketing Specialist	€46,892
Content Marketing Specialist	€46,073	Marketing Analyst	€45,241
PR Executive	€44,000	CRM Executive	€43,761
Marketing Executive	€42,027	Digital Marketing Executive	€40,032
Marketing Coordinator	€38,513	Marketing Administrator	€32,946
Social Media Executive	€31,989	Marketing Assistant	€31,739

Marketing Industry Overview

The demand for **Marketing Professionals** in Ireland remains high, with only **12% of this talent pool changing jobs in the past year**, leaving **88% as passive candidates**—a **4% increase from 2024**. On average, marketing professionals stay with their employers for **1.3 years**, marking a slight **one-month increase** from the previous year. Despite this, turnover remains relatively high within the sector.

The marketing industry boasts a **diverse talent pool**, with a **56% female and 44% male gender split**.

Top 5 In-Demand Skills in Marketing:

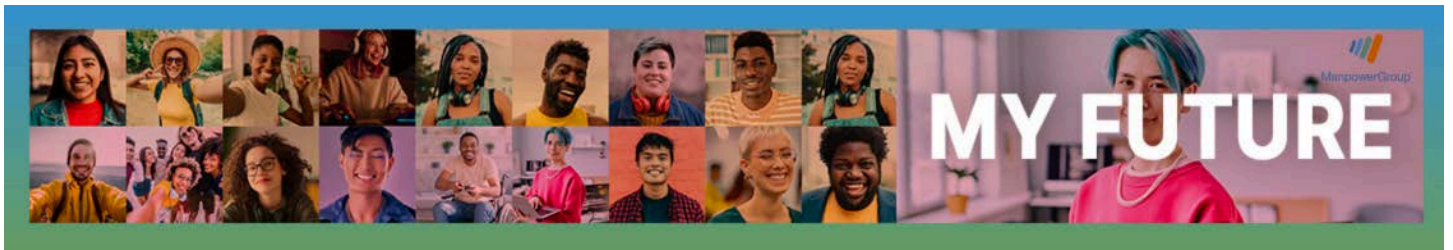
- **Social Media Marketing**
- **Digital Marketing**
- **Analytical Skills**
- **Adobe Photoshop**
- **Digital Copywriting**

With **91% of employers struggling to find the right marketing talent**, the sector faces the most severe talent shortage in Ireland. To remain competitive, employers must stay ahead of market trends and implement sustainable strategies to attract and retain top talent.



The **Manpower Ireland Salary Guide** has been expertly compiled by our **Talent Attraction team**, using data from a wide range of reliable sources.

For tailored hiring solutions, or further talent insights on the Irish Market, **contact our Sales & Marketing Recruitment team** today at info@manpower.ie or call **01 6455200**—we're here to help you find the best fit.



Manpower Ireland 2025 Salary Guide - Supply Chain & Logistics

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Supply Chain Director	€137,500	Procurement Director	€136,000
Director of Operations	€124,686	Senior Supply Chain Manager	€97,000
Head of Operations	€88,671	Procurement/Purchasing Manager	€76,956
Category Manager	€75,798	Supply Chain Manager	€68,007
Operations Manager	€64,555	Logistics Manager	€58,735
Inventory Manager	€56,625	Logistics Planner	€55,566
Transport Manager	€53,069	Supply Chain Analyst	€51,975
Supply Chain Specialist	€51,724	Procurement Specialist	€51,477
Warehouse Manager	€50,848	Logistics Analyst	€46,067
Transport Planner	€43,654	Warehouse Supervisor	€39,496
Operations Analyst	€38,139	Operations Coordinator	€37,860
Logistics Coordinator	€36,519	Forklift Driver	€33,999
Operations Administrator	€33,849	Logistics Administrator	€32,735
Warehouse Operative	€30,196		

Supply Chain & Logistics Industry Overview

The demand for Supply Chain & Logistics professionals in Ireland is on the rise, with organizations actively seeking top talent. Interestingly, job turnover within the sector remains relatively low, with just 12% of professionals making job changes over the past year—a modest 1% increase compared to 2024. On average, logistics and supply chain experts tend to stay with their current employers for 2.3 years, reflecting an 8-month increase in tenure since last year.

However, one challenge within the industry is the lack of gender diversity. Currently, the sector has a gender split of 70% male and 30% female professionals.

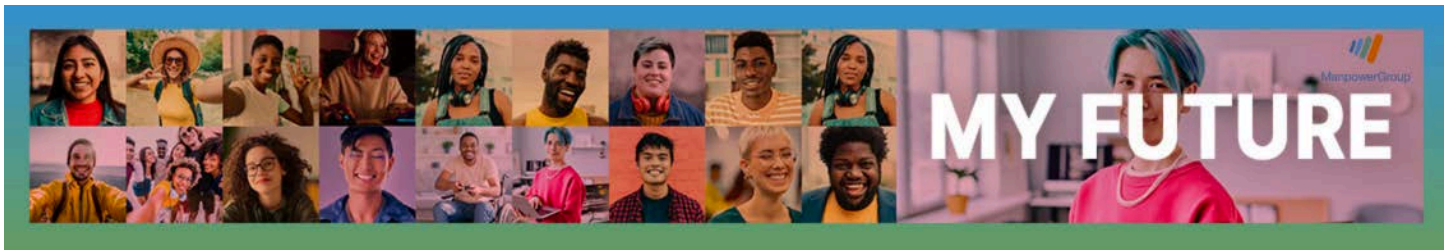
When it comes to in-demand skills, the top five areas driving the industry's growth are:

- Operational Management
- Supply Chain Optimization
- Supply Chain Management
- Logistics Management
- Operations

Additionally, 74% of employers in Ireland's logistics sector are finding it increasingly difficult to fill positions, a 1% decrease from the previous year in 2024.



The **Manpower Ireland Salary Guide** has been carefully crafted by our Talent Attraction team, with data sourced from a variety of trusted and credible references. For personalized assistance with your hiring needs, reach out to our dedicated **Supply Chain & Logistics Recruitment team** today at info@manpower.ie or give us a call at 01 6455200.



Manpower Ireland 2025 Salary Guide - Accounting & Finance

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Director of Finance/CFO	€131,452	Director of Tax	€119,709
Audit Director	€118,000	Head of Finance	€112,673
Financial Controller	€86,137	Accounting Manager	€82,461
Finance Manager	€81,550	Finance Business Partner	€79,700
Tax Manager	€77,667	Qualified Financial Accountant	€69,756
Audit Manager	€68,738	Accounts Payable Manager	€63,312
Payroll Manager	€63,253	Accounts Receivable Manager	€63,250
Senior Qualified Accountant	€61,956	Financial Analyst	€60,376
Tax Senior	€58,017	GL Accountant	€56,750
Audit Senior	€54,655	Assistant Accountant	€45,153
Payroll Specialist	€44,927	Tax Analyst	€43,782
Bookkeeper	€41,300	Accounts Payable Specialist	€40,940
Part-Qualified Accountant	€40,625	Accounts Receivable Specialist	€40,389
Fund Accountant (PQ)	€37,757	Finance Assistant	€35,362
Accountancy Graduate	€31,400	Audit/Tax Trainee	€28,500+

Accounting & Finance Industry Overview

There has been a **notable 12% increase to 24%** in the number of **Finance professionals** who have **switched jobs in Ireland over the past year**. This shift suggests that now could be an **ideal time to connect with these professionals**.

On average, **Accounting & Finance professionals remain with their employers for around 1.8 years**—an increase of 2 months since 2024.

The **Accounting and Finance sector** demonstrates a **healthy gender balance**, with a **near-equal split of 51% female and 49% male professionals**.

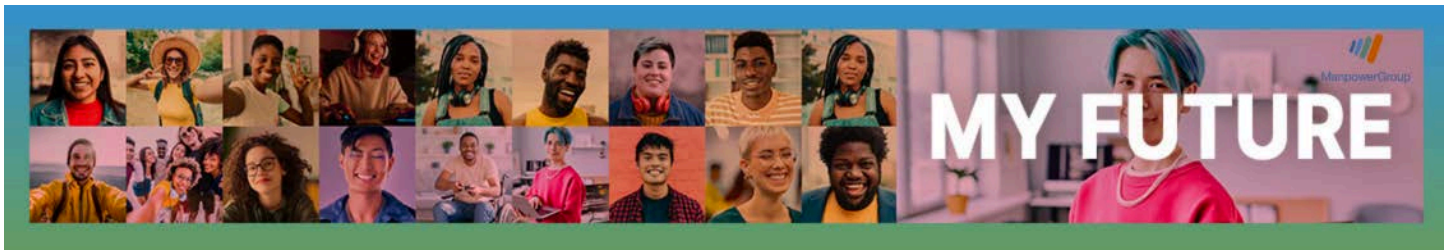
The top 5 in-demand skills in this industry, listed in chronological order, are:

- Accounting
- Financial Analysis
- U.S. GAAP Reporting
- Financial Reporting
- Finance

Additionally, **74% of employers within the Financial Industry in Ireland are finding it challenging to fill roles**, though this represents a 16% improvement compared to 2024.



The **Manpower Ireland Salary Guide** has been expertly crafted by our **Talent Attraction** team, with data sourced from a wide array of reliable and trusted references. For tailored support with your hiring needs, connect with our dedicated **Accounting & Finance Recruitment Team** today at info@manpower.ie or give us a call at **01 6455200**.



Manpower Ireland 2025 Salary Guide - Engineering

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
VP Engineering	€140,000	Director of Engineering	€137,333
Manufacturing Director	€132,500	Engineering Manager	€93,382
R&D Manager	€85,000	Design Manager	€78,435
Health & Safety Manager	€76,015	Contract Manager	€75,425
Project Manager	€75,386	Senior Engineer	€70,229
Quantity Surveyor	€68,451	Facilities Engineer	€60,761
Automation Engineer	€59,457	Maintenance Engineer	€58,854
Project Engineer	€58,823	Structural Engineer	€57,717
Mechanical Engineer	€57,009	Electrical Engineer	€56,764
Manufacturing Engineer	€54,942	Civil Engineer	€54,652
Equipment Engineer	€54,648	R&D Engineer	€54,500
Process Engineer	€53,461	Environmental Engineer	€53,455
Production Engineer	€51,481	Planner	€51,286
Design Engineer	€49,216	Construction Engineer	€48,854
Health & Safety Officer	€48,689	Process Technician	€42,363

Engineering Industry Overview

There has been a **notable decline in job switching among Engineering professionals**, with a **9% decrease**, leaving only **4% of Engineering professionals changing jobs** in the last year. This suggests a **significant resistance for professionals making career changes** within the sector.

The **median tenure for Engineering professionals is 1.8 years**, slightly below the overall sector-wide average of 2 years. However, this **marks an increase of one month** compared to the previous year.

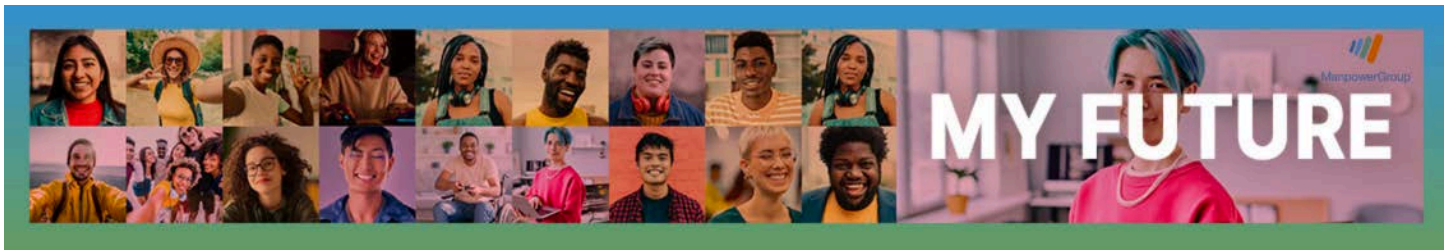
Diversity remains a challenge within the Engineering sector, with a **gender split of 83% male and 17% female professionals**.

Manpower Ireland recruits for a wide range of Engineering roles in Ireland, including:

- **Manufacturing:** Mechanical Engineers, Project Engineers, Quality Engineers, Senior Engineers, Engineering Managers
- **Automotive/Service:** Field Service Engineers, Automation Engineers, Electrical Engineers, Installation Engineers, AV Technicians
- **Consulting & Construction:** Data Centre Engineers, Site Managers, Foremen, Quantity Surveyors



The **Manpower Ireland Salary Guide** has been carefully crafted by our **Talent Attraction** team, with data gathered from a variety of trusted and reliable sources. For personalized support with your hiring needs, reach out to our dedicated **Engineering Team** today at info@manpower.ie or call us at **01 6455200**.



Manpower Ireland 2025 Salary Guide - Sales

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
VP of Sales	€205,000	Chief Commercial Officer	€202,500
Director of Business Development	€110,750	Sales Director	€108,772
Head of Sales	€97,917	Customer Success Director	€97,500
Country Manager	€81,502	Product Manager	€78,761
Sales Development Manager	€71,660	Sales Manager	€70,228
Technical Sales Manager	€68,042	Business Development Manager	€60,910
Technical Sales Engineer	€60,309	Area Sales Manager	€59,839
Customer Success Manager	€57,679	Key Account Manager	€56,524
Inside Sales Manager	€55,625	Field Sales Manager	€53,190
Product Specialist	€52,581	Account Manager	€56,077
Sales Development Team Lead	€55,167	Technical Sales Engineer	€55,028
Field Sales Manager	€51,881	Account Manager	€50,515
Account Executive	€48,908	Business Development Executive	€46,166
Customer Success Associate	€45,000	Sales Development Representative	€44,675
Business Development Representative	€44,031	Inside Sales Executive	€39,323

Sales Industry Overview

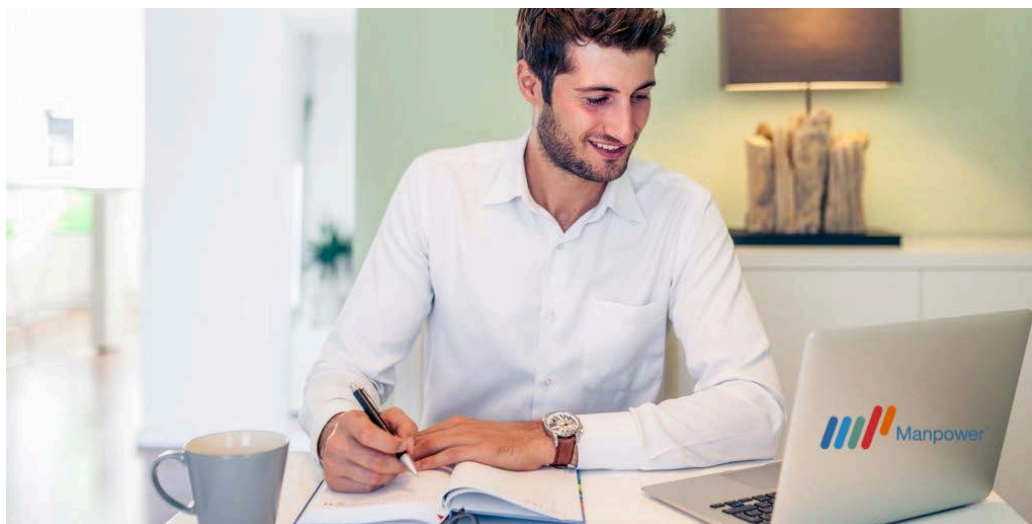
The **Sales industry** in Ireland continues to experience high demand for talent. Interestingly, only **1%** of this talent pool has made a job change in the past year, underscoring the fact that Sales professionals are often hesitant to leave their current employers. On average, Sales professionals remain with their employers for **1.8 years**, which is **3 months longer** than the median tenure in 2024.

The **Sales talent pool** has become slightly less diverse compared to the previous year, with a gender breakdown of **62% male** and **38% female**, shifting away from the near 50/50 split observed last year.

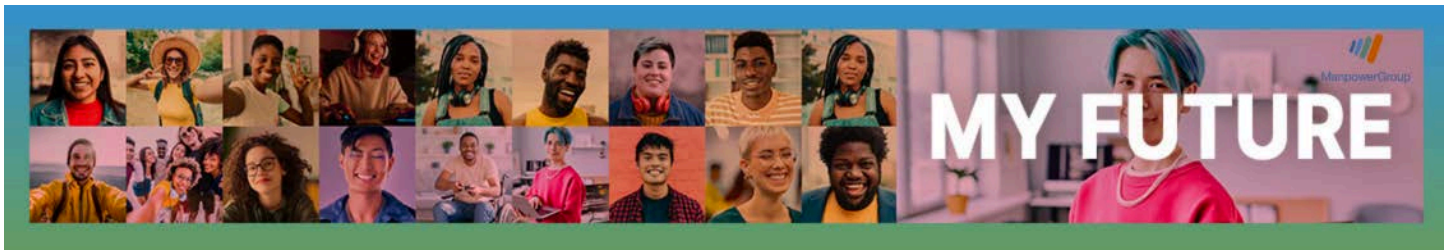
The most in-demand skills in the Sales sector include:

- Sales Management
- New Business Development
- Customer Relationship Management (CRM)
- Analytical Skills
- Social Media Marketing

A staggering **91% of employers** in the sales industry are facing increasing challenges in sourcing the right talent in **2025**. This sector is experiencing the **highest talent shortage**, which has grown by **19%** compared to 2024. The talent shortage is in line with the data showing that only **1%** of Sales professionals have switched jobs from **2024 to 2025**.



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Manpower Ireland 2025 Salary Guide - Life Sciences

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
VP of Quality	€150,371	Director of Quality	€129,509
Director of Regulatory Affairs	€118,750	Director of Quality Control (QC)	€117,500
Qualified Person	€87,500	Quality Assurance (QA) Manager	€77,438
Validation Manager	€77,000	Regulatory Affairs Manager	€73,875
Quality Control (QC Manager)	€73,597	Quality Control (QC) Supervisor	€65,833
Automation Engineer	€60,043	Validation Engineer	€59,982
NPI Project Manager	€56,833	Quality Control (QC) Specialist	€56,000
Research & Development Engineer	€56,000	Regulatory Affairs Specialist	€54,877
Quality Assurance (QA) Specialist	€54,744	Quality Engineer	€53,526
Process Engineer	€53,457	Process Chemist/Scientist	€51,417
Analytical Chemist	€50,090	Quality Control (QC) Analyst	€45,644
Quality Assurance (QA) Analyst	€42,241	Regulatory Affairs Officer	€41,125

Life Sciences Industry Overview

The **Life Sciences sector in Ireland is reporting a Net Employment Outlook (NEO) of 46%** for Q1 2025, indicating that employers in this field are the most eager to hire. This marks the **highest NEO in the last 12 months**, further solidifying the sector's strong hiring momentum.

Professionals within the Life Sciences industry tend to remain with their current employers for an average of **1.9 years, which is slightly below the industry-wide average of 2 years**. However, this is a 2-month improvement compared to 2024.

The **Life Sciences sector** also boasts a **diverse talent pool**, with a gender split of **52% female and 48% male**.

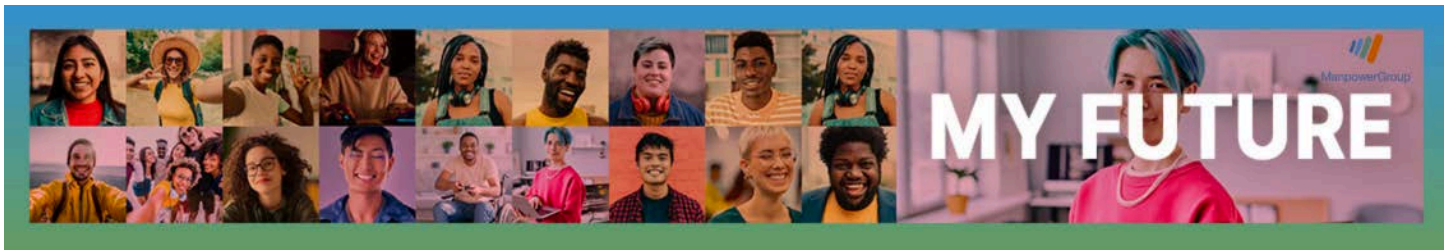
The most in-demand skills in the industry include:

- Good Manufacturing Practice (GMP)
- Good Laboratory Practice (GLP)
- GxP
- QA Engineering
- Validation

Despite the positive NEO, the sector still faces a **significant talent shortage, with 87% of Life Sciences employers reporting difficulty in finding the right candidates**. This represents a 3% increase in talent shortages compared to the previous year.



The **Manpower Ireland Salary Guide** has been carefully crafted by our **Talent Attraction** team, using data gathered from a variety of trusted and reliable sources. For personalized support with your hiring needs, get in touch with our dedicated **Life Sciences Team** today at info@manpower.ie or call **01 6455200**.



Manpower Ireland 2025 Salary Guide - Manufacturing

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Manufacturing Director	€132,500	Director of Operations	€127,265
Plant Manager	€91,249	Manufacturing Manager	€78,300
Operations Manager	€71,463	Production Manager	€69,838
Senior Manufacturing Engineer	€65,910	Materials Manager	€60,000
Manufacturing Engineer	€56,954	Warehouse Manager	€52,239
Production Engineer	€49,861	Production Supervisor	€49,391
Production Planner	€46,639	Fitter	€45,613
Health & Safety Officer	€49,727	Maintenance Planner	€49,066
Warehouse Manager	€48,304	Fitter	€48,006
Manufacturing Technician	€44,059	Welder	€41,348
Production Technician	€38,919	Warehouse Supervisor	€38,731
Operations Analyst	€38,139	Operations Coordinator	€37,860
Forklift Driver	€33,999	Production Operator	€33,324
Warehouse Operator	€31,067	Material Handler	€30,848
Machinist	€29,398		

Manufacturing Industry Overview

With only **13% of Manufacturing Professionals** changing jobs in the past year, it's evident that many within this sector are reluctant to leave their roles.

As one of Ireland's **leading staffing solution providers**, **Manpower Ireland** places Manufacturing candidates daily, connecting top talent with industry-leading employers.

Manufacturing professionals typically remain with their employers for **1.8 years**, a tenure similar to that of the **Life Sciences industry**—which comes as no surprise, given the significant overlap between the two sectors. The industry continues to have a **predominantly male workforce**, with a **79% male to 21% female** gender split.

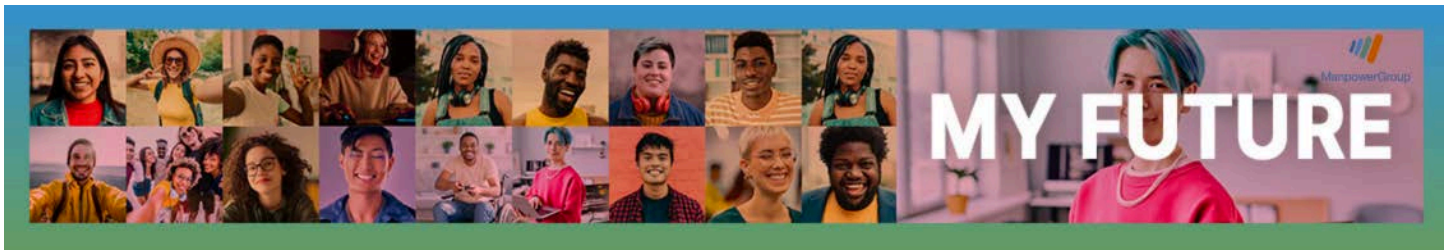
Top Trending Skills in Manufacturing:

- Manufacturing
- Good Manufacturing Practice (GMP)
- Continuous Improvement
- Lean Manufacturing
- Engineering

While the **talent shortage remains high at 82%**, there has been a **5% improvement since 2024**, signaling gradual progress in addressing hiring challenges.



The **Manpower Ireland Salary Guide** has been developed by the Manpower Talent Attraction team, all relevant data has been correlated from a wide range of reliable sources. Contact our dedicated **Manufacturing Team** today at info@manpower.ie or call **01 6455200** to see how we can assist with your hiring needs.



Manpower Ireland 2025 Salary Guide - Construction

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Construction Director	€133,750	Commercial Director	€123,184
Director of Operations	€119,312	Design Director	€108,323
Commercial Manager	€93,505	Estimating Manager	€91,875
Senior Quantity Surveyor	€87,250	Contract Manager	€85,944
Senior Estimator	€84,212	Senior Planner	€82,082
Design Manager	€78,851	Project Manager	€77,052
Health & Safety Manager	€74,511	Senior Site Engineer	€72,667
Construction Manager	€71,926	Senior Facilities Manager	€71,579
Site Manager	€69,382	Bid Manager	€69,209
Quantity Surveyor	€68,709	Resident Engineer	€66,792
Foreman/Finishing Foreman	€66,333	BIM Manager	€65,524



MY MANPOWER

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Facilities Manager	€61,638	Estimator	€58,586
Site Engineer	€58,320	CAD Manager	€56,000
Valuation Surveyor	€55,000	Construction Engineer	€52,569
Maintenance Technician	€52,063	BIM Coordinator	€48,500
Health & Safety Officer	€48,074	CAD Technician	€44,779
Bid/Tendering Coordinator	€44,000	Facilities Coordinator	€42,314
Junior Quantity Surveyor	€41,000	Junior Engineer	€40,328
Site Administrator	€37,796		



CONSTRUCTING
JOBS THAT BUILD
THE FUTURE

Lam, Project Management Officer

Construction Industry Overview

The demand for construction professionals in Ireland remains high, yet **job mobility within the sector remains low**. Over the past year, only **11% of professionals** changed jobs—a **1% decrease from 2024**.

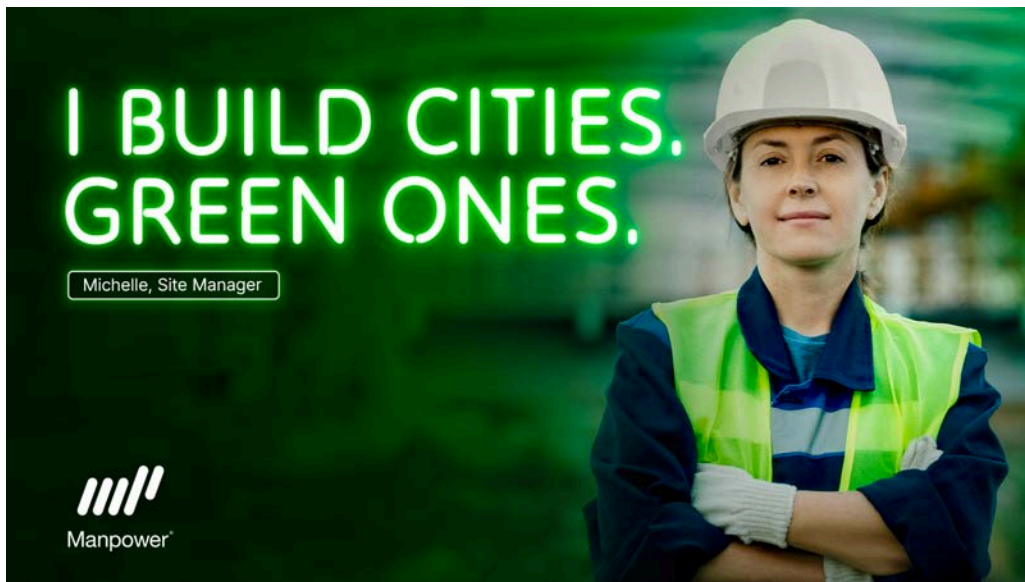
On average, **construction professionals stay with their employers for 1.6 years**, a **shorter tenure** compared to other industries. This figure has remained **unchanged** since last year.

The industry continues to face **gender diversity challenges**, with a workforce split of **84% male and 16% female**.

Top 5 In-Demand Skills in Construction:

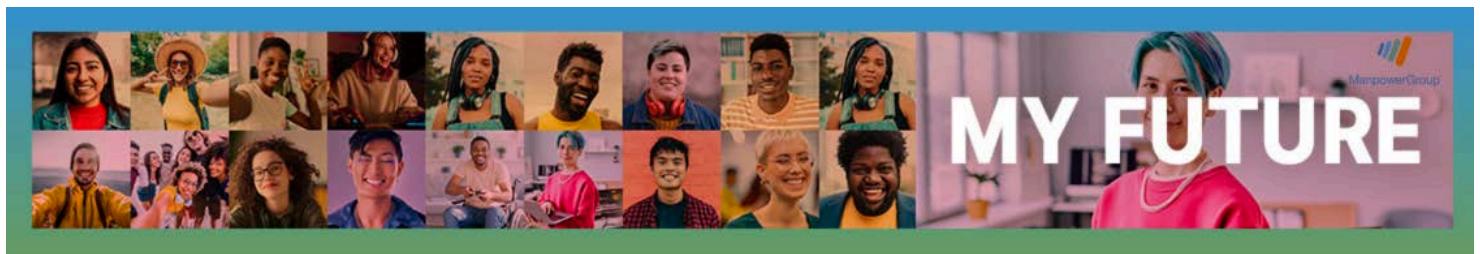
- Construction
- Construction Management
- AutoCAD
- Contractor Management
- Engineering

The **Industrials & Materials sector** is experiencing a significant **talent shortage**, with **82% of employers struggling to find skilled professionals**.



The **Manpower Ireland Salary Guide** has been carefully compiled by our **Talent Attraction team**, using data from a wide range of reliable sources.

Get in touch with our **specialist Construction recruitment team** today at info@manpower.ie or call **01 6455200** to learn how we can support your hiring needs.



Manpower Ireland 2025 Salary Guide - Administration

<i>Job Title</i>	<i>Manpower Salary Guidance</i>	<i>Job Title</i>	<i>Manpower Salary Guidance</i>
Customer Service Manager	€52,882	Executive Assistant	€51,236
Personal Assistant	€50,792	Office Team Lead	€47,000
Office Manager	€46,883	Senior Administrator	€41,139
Document Controller	€41,127	Project Administrator	€37,560
Contracts Administrator	€35,560	Finance Administrator	€35,285
Administrator	€34,872	Office Co-Ordinator	€34,818
Sales Administrator	€34,046	Administrative Assistant	€34,035
Office Administrator	€33,990	Receptionist/Front of House	€31,841
Clerical Officer	€31,706	Data Entry Clerk	€31,150
Customer Service Representative	€31,100	Customer Service Administrator	€30,331

Administration Industry Overview

The hiring demand for **Administrative Professionals** in Ireland remains **moderately low**, with **job mobility also relatively low**. Over the past year, only **14% of professionals** in this sector changed jobs—a figure unchanged since 2024.

On average, **administration professionals stay with their employers for 1.2 years**, making it one of the **shortest median tenures** recorded across all industries.

The industry continues to face **gender diversity challenges**, with a workforce split of **74% female and 26% male**.

Top In-Demand Skills in Administration:

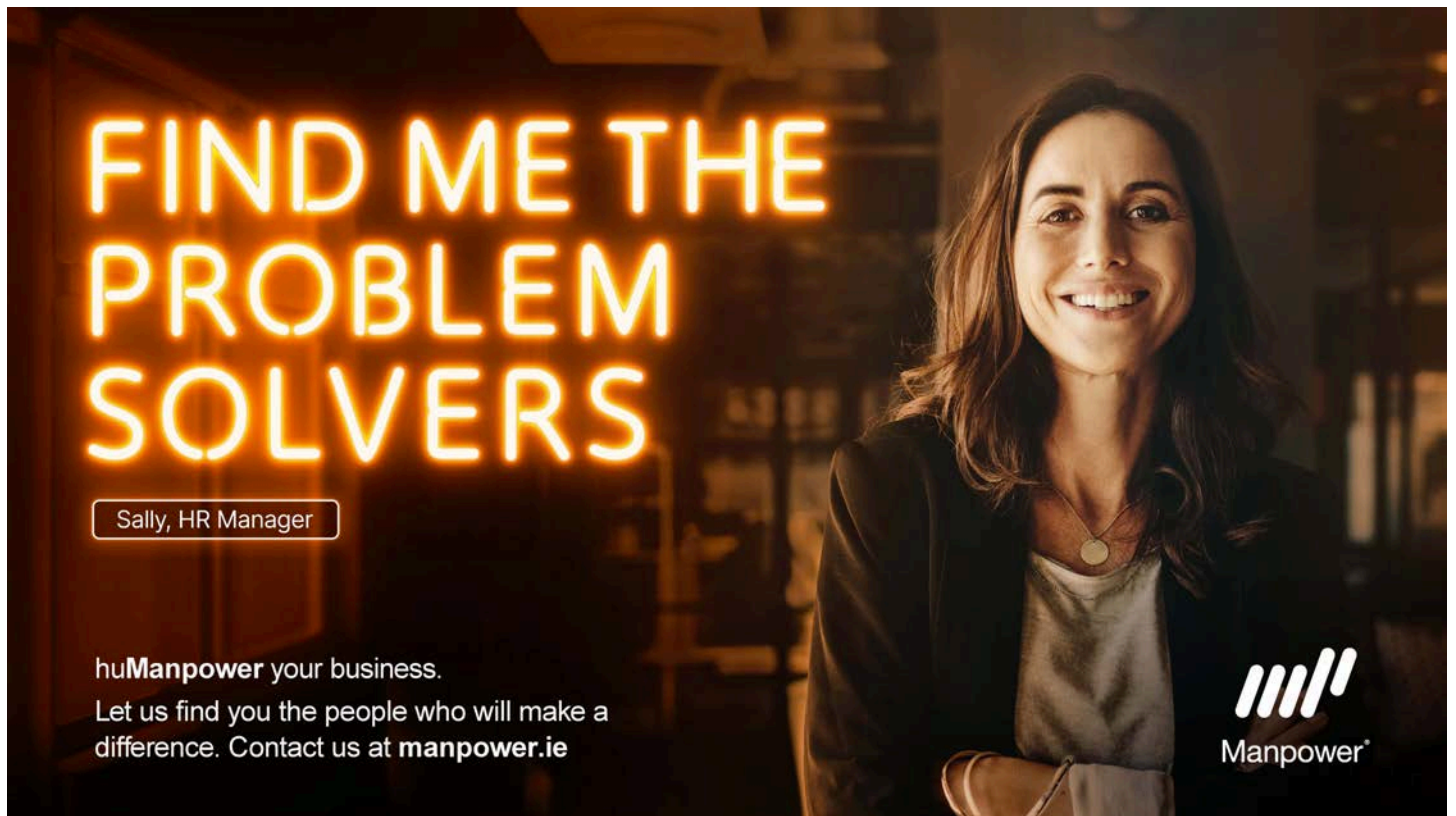
- Executive Office Administration
- Personal Assistance
- Analytical Skills
- Administrative Assistance
- Attention to Detail

The **Communication Services Industry** reports the **highest hiring challenges**, with **91% of employers struggling to find the right talent** in Ireland.



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Get in touch with our **specialist Administration Recruitment team** today at info@manpower.ie or call **01 6455200** to discover how we can support your hiring needs.



How was this Data Compiled?

We've compiled these salary guidance data points from hundreds of **successful placements** made by **Manpower Ireland** over the past year, alongside valuable direct insights. To ensure accuracy, we also incorporated data from **external job boards**, **global job board partnerships**, and **secondary market analysis**.

Our comprehensive **talent insights** cover each industry, providing a well-rounded view of the Irish market. These insights were gathered through our **paid third-party research tools**, along with **Global Manpower Market Intelligence**, which enables us to access accurate data from **thousands of candidates and employers**.

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