

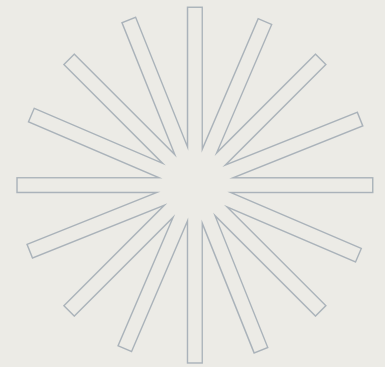


IT Market Insights Salary Guide

IRELAND- 2024



About E-Frontiers



Established in Dublin in 2006, E-Frontiers was founded by three individuals with a strong business background, deeply rooted in technology, people, and processes.

Drawing upon this domain expertise, E-Frontiers delivers end-to-end specialist recruitment services to a range of companies spanning diverse industries.

Initially focused on supplying permanent and contract/temporary technical resources, E-Frontiers has expanded its services to include non-technical resourcing.

Since its inception, E-Frontiers has experienced significant growth, expanding geographically within Ireland and further afield with operations in London, Madrid and New York.

With a dedicated management team and specialist recruiters in each area, we ensure a quality-driven approach, enhancing our ability to connect the right talent with the right opportunities.

With a robust 18-year track record in delivering tailored solutions for permanent, contract, and fixed-term roles, our commitment to transparency sets us apart.



About E-Frontiers

What We Believe

In our team, we prioritize quality over quantity for both candidates and clients alike. We firmly believe that delivering exceptional service does not require sacrificing attention to detail and the human touch in recruitment.

Our commitment to our 5 core values is what sets us apart and drives us to excel in all aspects of our business.

Showing Respect

Winning Together

Resilience

Responsiveness

Positive Energy



Market Trends in 2024 -Key Insights

Candidates looking for new roles in 2024



Six out of 10 IT workers (58%) will be looking for a new role at some point in 2024

Top 5 factors that candidates consider for a career move

- Basic Salary
- Career Progression
- Work-life balance/Well-being
- Fully Remote Work
- Company Culture

Top 3 Financial Benefits offered

- Health insurance
- Pension
- Bonus

Annual Leave

Most candidates enjoy 22 to 25 days of annual leave

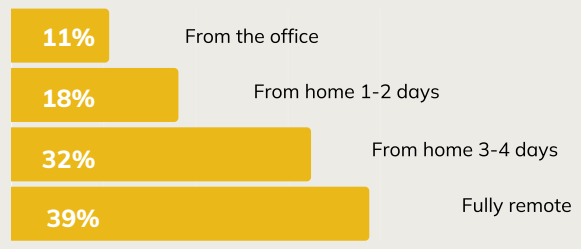
The majority (48%) of candidates typically enjoy 22 to 25 days of annual leave. Conversely, merely 5% of candidates are privileged to receive 30 days or more of paid time off.

On the lower end of the spectrum, 18% of surveyed candidates reported having fewer than 22 days of annual leave.

Remote work

The majority of candidates continue to work remotely for at least some days each week.

According to data, 39% of respondents work fully remote, while only 11% still primarily work from the office



Salary Guide 2024



Change and Business Analysis

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Agile Business Analyst	€40k - €50k	€45k - €55k	€60k - €70k	€65k - €75k+
Business Analyst	€40k - €50k	€55k - €65k	€60k - €70k	€65k - €70k+
IT Business Analyst	€45k - €55k	€50k - €60k	€55k - €65k	€65k - €80k+



Change Management

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Agile Coach	€45k - €65k	€55k - €85k	€65k - €95k	€65k - €100k+
Change and Transformation Manager	€55k - €65k	€60k - €85k	€65k - €110k	
Change Consultant\Analyst	€40k - €50k	€55k - €65k	€55k - €75k	€55k - €80k
Change Management Business Analyst	€40k - €50k	€45k - €55k	€60k - €70k	€65k - €80k+
Scrum Master	€45k - €65k	€55k - €85k	€65k - €95k	€65k - €100k+
Strategy Manager\Project Manager	€55k - €75k	€55k - €90k	€75k - €110k	
Transformation Program Manager	€70k - €120K+ DOE			

Salary is influenced by years of experience, but can vary based on factors such as geographic location within Ireland, company size, industry, and individual skill sets.

Product

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Chief Product Officer	€110k - €300k DOE			
Product Director	€100k - €120k+ DOE			
Product Manager	€60k - €75k	€70k - €85k	€75k - €95k	€85k - €100k+
Product Owner / Analyst	€40k - €55k	€50k - €65k	€65k - €75k	€65k - €80k+
Technical Writer	€30k - €40k	€35k - €50k	€40k - €65k	

Project Management

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Engineering Manager	€90K - €120k+ DOE			
Head of PMO	€85k - €180k DOE			
Agile Project Manager	€40k - €60k	€55k - €85k	€70k - €100k	€75k - €100k+
IT Program - IT Programme Manager	€70k - €100k	€85k - €120k	€95k - €150k	
IT Project Manager	€35k - €65k	€45k - €85k	€85k - €110k+	
Program - Programme Manager	€65k - €90k	€70k - €100k	€75k - €120k+	
Project Manager	€35k - €55k	€45k - €75k	€60k - €100k	€75k - €120k+

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Data

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
BI Analyst	€30k - €50k	€45k - €65k	€70k - €90k	€90k - €90k+
BI Consultant	€40k - €50k	€50k - €75k	€75k - €85k	€85k - €90k+
BI Developer	€30k - €45k	€45k - €65k	€65k - €75k	€80k - €90k+
Data Analyst	€35k - €45k	€50k - €60k	€60k - €75k	€75k - €80k+
Data Architect	€60k - €65k	€65k - €75k	€80k - €100k	€100k - €120k
Data Consultant	€40k - €50k	€50k - €70k	€70k - €85k	€85k - €100k+
Data Engineer	€40k - €60k	€50k - €75k	€75k - €85k	€85k - €100k+
Data Governance Manager	€70k - €80k	€80k - €90k	€85k - €100k	€110k - €120k
Data Governance Analysts	€40k - €50k	€50k - €70k	€70k - €85k	€85k - €90k+
Data Migration Manager	€70k - €80k	€80k - €90k	€85k - €100k	€85k - €100k+
Data Scientist	€40k - €55k	€60k - €80k	€80k - €85k	€90k - €90k+
Data Visualisation Specialist	€40k - €50k	€50k - €75k	€75k - €85k	€85k - €90k+
Data Warehouse Specialist	€35k - €50k	€55k - €65k	€70k - €85k	€85k - €90k+
Director of Data	€90k - €120k+ DOE			
Senior Data Engineering Manager	€90k - €120k+ DOE			
Research Data Management	€90k - €120k+ DOE			

Machine Learning / AI

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
AI Data Scientist	€40k - €60k	€60k - €80k	€80k - €95k	€95k - €100k+
AI Engineer	€40k - €60k	€60k - €80k	€80k - €95k	€95k - €100k+
Generative AI Anotator	€30k - €50k			
Machine Learning Engineer	€40k - €60k	€60k - €80k	€80k - €95k	€95k - €100k+
Research Assistant	€30k - €50k			
Robotics Engineer	€40k - €55k	€60k - €70k	€70k - €85k	€85k - €100k+

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Cyber Security

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
IT Governance Manager	€60k - €110k DOE			
Penetration Tester	€30k - €50k	€40k - €70k	€60k - €90k	
Security Architect	€60 - €75k	€75k - €85k	€80k - €120k	
Security Consultant - Security Analyst - SOC Analyst	€40k - €50k	€55k - €70k	€65k - €85k	

DevOps

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Cloud Engineer	€35k - €55k	€45k - €65k	€55k - €85k	€55k - €85k
Cloud Solution Architect - Cloud Architect	€60k - €75k	€70k - €90k	€80k - €100k	€80k - €110K+
Database Administrator (DBA)	€30k - €40k	€40k - €55k	€55k - €70k	€60k - €90k
DevOps Engineer	€35k - €60k	€45k - €80k	€65k - €100k	€65k - €120k
Infrastructure Engineer	€45k - €55k	€55k - €75k	€60k - €85k	€60k - €90k
Platform Architect				€100k - €120k
Platform Engineer				€100k - €120k
Site Reliability Engineer (SRE)	€35k - €55k	€45k - €90k	€65k - €100k+	

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Infrastructure

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Cloud Site Reliability Engineer	€35k - €55k	€45k - €90k	€65k - €100k+	
Cloud Solution Architect - Cloud Architect	€60k - €75k	€70k - €90k	€80k - €100k	€80k - €110K+
Infrastructure Engineer	€30k - €50k	€40k - €65k	€55k - €90k	
Network Engineer	€30k - €50k	€40k - €65k	€55k - €90k	
Principal Systems Engineer			€70k - €100k+	
Systems Engineer	€50k - €60k	€55k - €75k	€60k - €85k	
Systems Administrator (Linux - Windows)	€25k - €55k	€40k - €65k	€45k - €85k	
Head of ICT Infrastructure	€80k - €110K+ DOE			

IT Support

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Desktop \ Helpdesk Support	€26k - €35k	€30k - €42k	€35k - €55k	
Field Service Engineer	€28k - €35k	€35k - €50k	€45k - €60k	
Technical Support Level 1	€24k - €30k	€28k - €35k	€32k - €40k	€35k - €45k
Technical Support Level 2	€32k - €38k	€35k - €45k	€38k - €45k	€40k - €55k
Technical Support Level 3	€40k - €55k	€50k - €65k	€55k - €80k	
Technical Engineer Team Lead	€60k - €70k+ DOE			
Technical Team \ Engineering Support Manager	€60k - €70k+ DOE			

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Software Development

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Backend Developer	€45k - €55k	€55k - €70k	€70k - €80k	€80k - €90k+
Backend Developer - C/C++	€45k - €55k	€50k - €60k	€60k - €70k	€65k - €80k+
Backend Developer - .NET	€40k - €50k	€50k - €65k	€65k - €85k	€80k - €85k+
Backend Developer - C#	€45k - €55k	€55k - €70k	€60k - €80k	€80k - €85k+
Backend Developer - Java	€45k - €55k	€55k - €70k	€70k - €80k	€80k - €90k+
Backend Developer - Python	€40k - €50k	€50k - €70k	€70k - €80k	€80k - €90k+
Embedded Engineer	€35k - €45k	€45k - €60k	€65k - €85k	€80k - €90k+
Mobile Developer - Android	€30k - €50k	€40k - €70k	€60k - €75k	€65k - €90k+
Mobile Developer - iOS	€30k - €50k	€40k - €70k	€60k - €75k	€65k - €90k+
Frontend Developer	€30k - €45k	€45k - €55k	€55k - €75k	€60k - €85k+
Frontend Developer - Angular	€30k - €45k	€45k - €55k	€55k - €75k	€60k - €85k+
Frontend Developer - React	€35k - €45k	€50k - €70k	€55k - €85k	€65k - €90k+
Frontend Developer - Typescript	€30k - €45k	€45k - €55k	€55k - €75k	€60k - €85k+
Fullstack Developer - .NET	€35k - €45k	€45k - €65k	€60k - €75k	€75k - €85k+
Fullstack Developer - C#&Angular/React	€35k - €45k	€50k - €70k	€55k - €75k	€60k - €85k+
Fullstack Developer - Java&Angular/React	€35k - €45k	€45k - €70k	€55k - €75k	€60k - €85k+
Fullstack Developer- NodeJs&Angular/React	€35k - €45k	€50k - €70k	€55k - €75k	€60k - €85k+

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Software Development

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Director of Engineering	€100k - €120k+ DOE			
Engineering Manager	€90k - €120k+ DOE			
Software Development Manager	€90k - €120k+ DOE			
Head of Engineering	€100k - €120k+ DOE			
Enterprise Architect	€70k - €120k+ DOE			
Lead Software Developer	€60k - €75k	€65k - €90k	€75k - €90k	€85k - €100k+
Principal\Staff Software Engineer	€60k - €75k	€65k - €90k	€75k - €90k	€85k - €100k+
Software Architect	€45k - €65k	€60k - €80k	€80k - €100k	€80k - €110k+

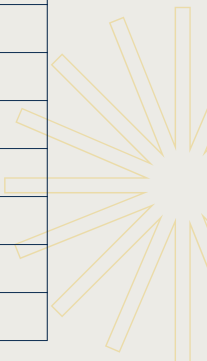
Test/QA

ROLE/EXPERIENCE	0 - 2 YEARS	3 - 5 YEARS	6 - 9 YEARS	10+ YEARS
Performance Tester Engineer	€35k - €45k	€45k - €65k	€50k - €75k	€60k - €75k+
QA Automation Engineer	€30k - €40k	€45k - €65k	€60k - €85k	€60k - €85k+
Software Test Manager	€70k - €80k	€75k - €90k	€80k - €100k	€80k - €100k
QA\Test Engineer	€30k - €40k	€35k - €55k	€40k - €65k	€55k - €70k+

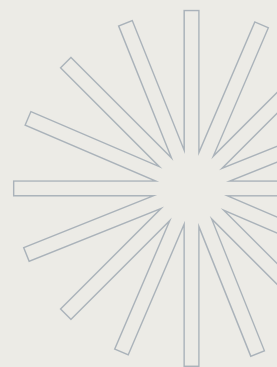
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Executive

ROLE/EXPERIENCE	SALARY RANGE
Chief Executive Officer (CEO)	€250k - €450k DOE
Chief Operations Officer (COO)	€110k - €300k DOE
Chief Technology Officer (CTO)	€110k - €300k DOE
Chief Information Officer (CIO)	€110k - €300k DOE
Chief Product Officer (CPO)	€110k - €300k DOE
Head of Engineering	€85k - €100k+ DOE
Head of IT Transformation	€85k - €120k DOE
Head of PMO	€85k - €180k DOE
IT Director	€100k - €120k + DOE



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About our survey and the data

E-Frontiers conducted a comprehensive survey in January 2024, encompassing insights from over 8.5k candidates across Ireland. The survey was designed to capture individuals' experiences and expectations of the Irish talent market this year. To construct our salary surveys, we integrated this data and our consultants' market expertise, drawn from their extensive engagement with candidates and clients alike.

Our guide present a range of salaries. This is reflective of all regions of Ireland to ensure inclusivity of all geographical regions.

Contact us

Feel free to get in touch with our [commercial team](#) to discuss your recruitment needs:

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E-FRONTIERS

THE **RECRUITMENT** SPECIALISTS