



excel recruitment

CONSTRUCTION & ENGINEERING SALARY GUIDE

2024



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Brendan Rogers

Recruitment Consultant

2024

CONSTRUCTION & ENGINEERING TRENDS

2023 was a very busy year in the Construction & Engineering industry due to an ongoing skills shortage in the sector. In 2023 we didn't see the same salary increases as in previous years and salaries remained more stable. Salaries are set to increase within the Construction and Engineering industries in 2024, with the shortage of qualified candidates being the main factor contributing to this increase. Requirements for experienced intermediate to senior candidates will continue to create competition, fuelling the need for a more streamlined and quick hiring process which we have seen across the industry in 2023. The positions most in-demand are:

- Electrical & Mechanical Engineers
- Quantity Surveyors
- Site Engineers
- Project Managers
- Health & Safety Officers

The pharmaceutical and data centre sector is continuing with their growth plans causing a demand in the mechanical and electrical sectors. Residential projects throughout the country are driving a demand for Site Engineers and Quantity Surveyors, while demand for civil talent across the infrastructure industry is due to rise, with upgrades on water and road projects throughout the country.

WHAT'S NEXT?

With remote and hybrid work being offered less by employers, key benefits like health insurance, pension schemes, annual bonus, holiday entitlement, and clear pay transparency from employers is more prevalent than ever to attract talent in the year ahead. Many construction and engineering professionals are continuing to upskill with the hope of career progression, salary increase, and promotion to management positions within the industry. Looking to the year ahead, activity is set to rise, with most employers intending to hire. This is due to be felt throughout the sector across permanent, temporary, contract, and interim hires. The top hiring challenges for the year ahead will include the shortage of suitable talent, even though the government announced earlier in the year that a review of the occupations eligible for employment permits under the critical skills occupation list to help with the shortage of skilled labour, this is not yet in place. This followed by competition from other employers and unrealistic salary requirements round out the top three concerns for employers. If you wish to discuss the findings of this guide, the current market, or how we can assist with your recruitment needs, please contact Brendan Rogers, Recruitment Consultant at brendan.r@excelrecruitment.com.

Role	0-2 years	3-4 years	5+ years
Construction & Engineering Salaries			
Junior Health and Safety Officer	€30-€40K	€40-€50K	€50-€65K
Health and Safety Officer	€45- €55K	€55-€65K	€65-€75K
Senior Health and Safety Officer	€55-€65K	€65-€75K	€75-€90K
Health and Safety Manager	€65-€75K	€75-€85K	€85-€100K
BIM Modeler/Revit Technician	€35-€45K	€45-€55K	€55-€65K
BIM Coordinator	€45- €50K	€50-€60K	€60-€70K
BIM Manager	€55-€60K	€60-€75K	€75-€90K
Junior Estimator	€30-€35K	€45-€55K	€55-€65K
Intermediate Estimator	€40- €55K	€55-€65k	€65-€75K
Senior Estimator	€55-€75K	€75-€85K	€85-€100K
Estimating Manager	€75-€85K	€85-€95K	€95-€120K
Junior Quantity Surveyor	€35-€45K	€45-€55K	€55-€65K
Intermediate Quantity Surveyor	€45-€55K	€55-€65K	€65-€75K
Junior Building Service Engineer	€30-€35K	€35-€45K	€45-€55K
Intermediate Building Service Engineer	€35-€45K	€45-€55K	€55-€65K
Senior Building Service Engineer	€50-€60K	€60-€70K	€70-€80K
Building Services Manager	€70-€75K	€75-€80K	€80-€90K
Site Engineer	€30-€40K	€40-€50K	€50-€60K
Senior Site Engineer	€50-€60K	€60-€70K	€70-€90K
Quality Engineer	€50-€55K	€55-€65K	€65-€75K
Finishing Foreman	€40-€45K	€45-€50K	€50-€60K
General Foreman	€45-€50K	€50-€60K	€60-€70K
Site Manager	€50-€60K	€60-€70K	€70-€80K
Project Manager	€45-€50K	€55-€65K	€65-€75K
Senior Project Manager	€65-€70K	€70-€80K	€80-€90K
Director	€85-€95K	€95-€100K	€100-€140K
Operations Manager	€55-€60K	€60-€70K	€70-€90K
Planner	€45-€50K	€50-€55K	€55-€65K
Production Manager	€55-€65K	€65-€75K	€75-€85K
Production Supervisor	€40-€45K	€45-€50K	€50-€60K
HVAC Technician	€35-€45K	€45-€50K	€50-€70K
HVAC Engineer	€45-€55K	€55-€65K	€65-€75K
Maintenance Technician	€40-€50K	€50-€55K	€55-€60K
Maintenance Manager	€60-€70K	€70-€75K	€75-€80K
Technical Director	€80-€90K	€90-€100K	€100-€120K
Automation Engineer	€45-€50K	€50-€55K	€55-€65K
Chemical Engineer	€45-€50K	€50-€55K	€55-€65K
Structural Engineer	€45-€55K	€55-€65K	€65-€75K
Mechanical Engineer	€45-€55K	€55-€65K	€65-€85K
Electrical Engineer	€45-€55K	€55-€65K	€65-€85K
Packing Engineer	€45-€55K	€55-€60K	€60-€70K
R&D Engineer	€50-€60K	€60-€70K	€70-€80K
Electronic Technician	€35-€40K	€40-€50K	€50-€65K
Engineering Manager	€80-€85K	€85-€90K	€90-€100K
Engineering Team Leader	€65-€70K	€70-€75K	€75-€80K
Facilities Manager	€55-€60K	€60-€65K	€65-€80K
Facilities Engineer	€55-€60K	€65-€70K	€70-€75K
Facilities Technician	€35-€45K	€45-€50K	€50-€65K
Field Service Engineer	€35-€45K	€45-€50K	€50-€60K
Industrial Engineer	€40-€50K	€50-€60K	€60-€70K
Instrumentation / Calibration Technician	€35-€45K	€45-€50K	€50-€60K
Process Engineer	€45-€50K	€50-€55K	€55-€65K
Lean / Six Sigma Engineer	€45-€50K	€50-€55K	€55-€65K

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Construction & Engineering Salaries			
Process Technician	€30-€35K	€35-€40K	€40-€55K
Production Manager	€55-€65K	€65-€70K	€70-€90K
Production Supervisor	€55-€60K	€60-€65K	€65-€70K
Quality Director	€75-€85K	€85-€90K	€90-€100K
Quality Manager	€75-€85K	€85-€90K	€90-€100K
Quality Supervisor / Team Lead	€55-€60K	€60-€65K	€65-€75K
Quality Engineer	€45-€55K	€55-€60K	€60-€70K
Quality Technician	€35-€45K	€45-€50K	€50-€60K
Quality Director	€75-€80K	€80-€85K	€85-€100K
Carpenter	€38-€40K	€40-€50K	€50-€65K
Electrician	€50-€52K	€52-€55K	€55-€65K
Plumber	€38-€40K	€40-€45K	€45-€60K
Welder	€38-€40K	€40-€45K	€45-€60K
Labourer	€40-€42K	€42-€45K	€45-€55K
Tiler	€40-€42K	€42-€45K	€45-€55K

Get In Touch...

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