



# SALARY GUIDE

# 2024

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*Barry Whelan*

*Founder & CEO*

2024

## OUTLOOK FOR 2024

Welcome to our latest salary guide for 2024, where we delve deep into key industry trends and insights across our company's divisions. As we focus on the changing work environment, a variety of themes are influencing the current employment landscape. For instance, the pursuit of work-life balance is expected to remain a pivotal factor influencing employee turnover. Concurrently, the persistent demand for skilled talent across various sectors is shaping a candidate-driven market. Nevertheless, the impending challenges for companies in the upcoming year are significant, primarily driven by the escalating cost of wages due to the scheduled increase in the National Minimum Wage (NMW) starting in January 2024, with the largest-ever increase in the minimum wage, moving from €11.30 to €12.70 per hour, and the expectation of the implementation of a €15 per hour living wage by 2026. Adding to these changes, the statutory sick pay will increase, to five days in 2024, seven days in 2025, and ten days in 2026. Also planned is the phased introduction of pension auto-enrolment which will involve a 1.5% employer contribution of gross earnings up to €80,000 in the initial three years.

## BUSINESS CHALLENGES

Businesses are grappling with a myriad of challenges, including, interest rate hikes, and pronounced staff shortages, particularly in sectors like retail and hospitality. The reinstatement of the 13.5% VAT rate for the hospitality and tourism sector in September 2023 has added further financial pressure on this sector alone. Amidst these challenges, companies are adopting innovative approaches to attract talent, moving beyond monetary incentives where strategies include prioritising work-life balance, offering unique perks, reducing working hours, implementing flexible weekend rotations, and providing increased holidays, all while emphasising employee well-being and development. Despite these efforts, persistent challenges remain, such as the shortage of suitable talent, competition from other employers, and concerns about unrealistic salary requirements. Attracting and retaining top talent while maintaining profitability and addressing employee concerns will be crucial for employers looking to succeed in this dynamic work environment.



*Barry Whelan*  
Founder & CEO

2024

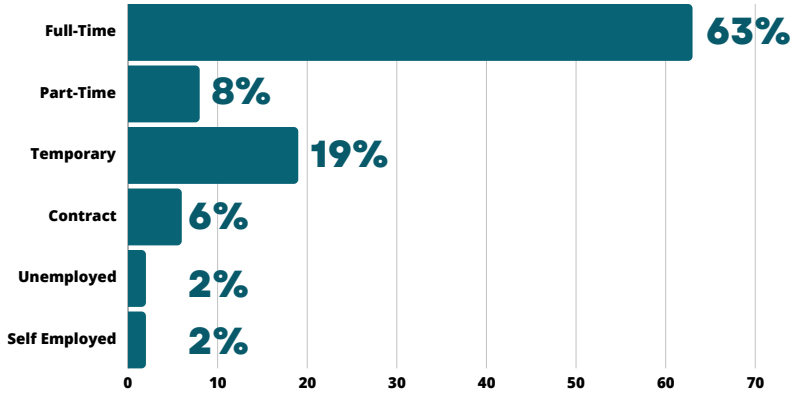
## CONCLUSION

Looking ahead to 2024, the employment landscape is poised to be characterised by a candidate-driven market, highlighting the importance of flexibility and holistic well-being. Businesses need to adapt by offering competitive packages, clear progression paths, and innovative benefits. In addition, the Government must clarify the increased employment costs faced by Irish SMEs as a result of rises in the national minimum wage, the introduction of the planned living wage, and other measures proposed to improve working conditions in Ireland, and they also need to put in place far greater business supports than those that are currently available to ensure a smooth transition for all. Despite these obstacles, Excel maintains a positive outlook and continues to advocate for the industries we serve by supporting our clients and candidates in achieving excellence throughout the coming year and beyond.

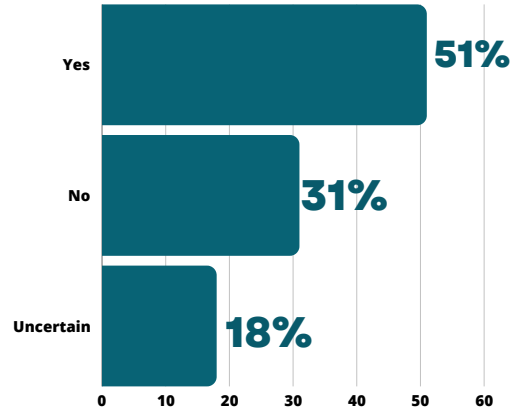
Excel Recruitment is dedicated to offering expert guidance and assistance to both employers and job seekers, ensuring a prosperous and satisfying experience in this evolving and ever-changing economic environment. We extend our best wishes for a successful 2024, and should you need more detailed analysis of market trends by sector, feel free to reach out to your Excel Recruitment Consultant or contact our company via email at [info@excelrecruitment.com](mailto:info@excelrecruitment.com).

# KEY TAKEAWAYS FOR 2024

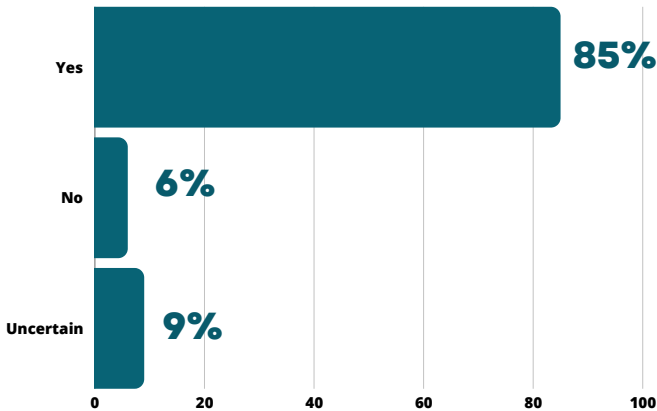
## WHAT IS YOUR EMPLOYMENT STATUS?



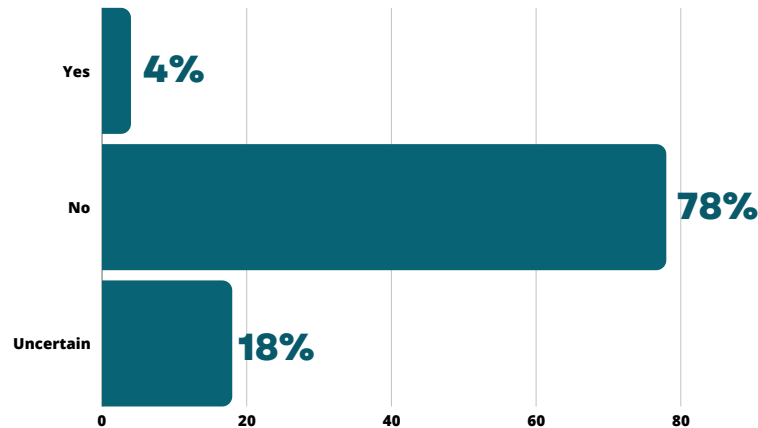
## ARE YOU CONSIDERING SWITCHING JOBS IN 2024?



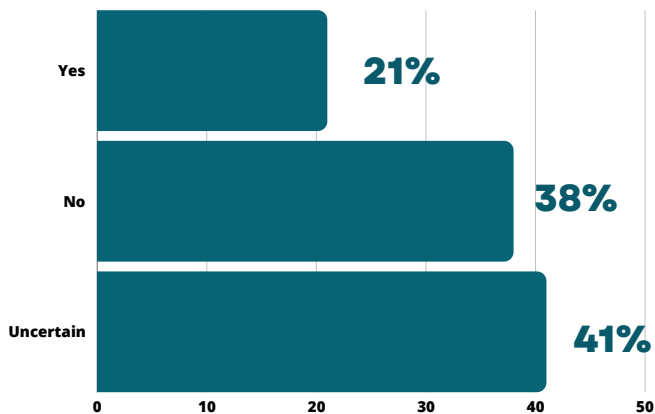
## DO EMPLOYERS EXPECT TO PAY A SALARY INCREASE IN 2024?



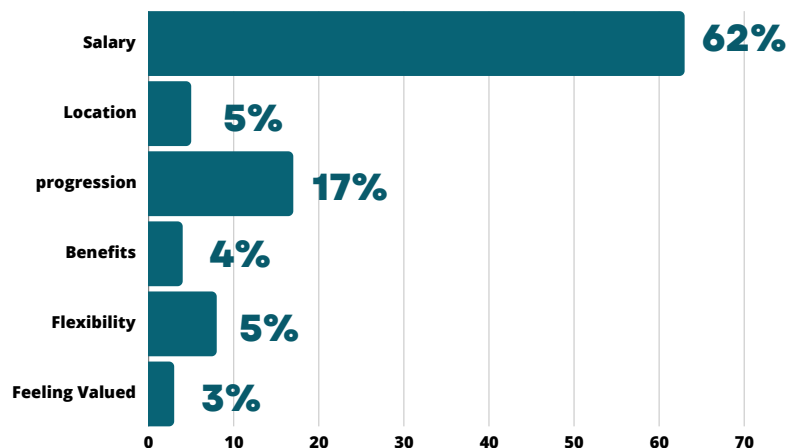
## DO EMPLOYERS UNDERSTAND THE AFFECT OF THE NEW LAWS AROUND PENSION AUTO-ENROLLMENT, PRSI, SICK LEAVE & DOMESTIC VIOLENCE?



## WOULD YOU BE WILLING TO RELOCATE FOR WORK?



## WHAT IS MOST IMPORTANT TO YOU IN A ROLE?







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# ACCOUNTING & FINANCE SALARY GUIDE

# 2024



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*Ciara Connolly*  
*Director of Commercial*  
*Recruitment*

2024

## ACCOUNTING & FINANCE TRENDS

2023 was yet another challenging year in the Accountancy and Finance sector. While we have seen a decrease in the number of roles in the sector, a lack of skilled candidates available due to Ireland being at record levels of full employment and a huge increase in qualified, particularly newly qualified, candidates moving abroad has posed significant challenges. Salaries at senior level have remained steady in 2023, but we have seen a significant increase in salaries for newly qualified to 3 years PQE. The most in-demand roles have been for newly qualified candidates coming from the Top 10, this has driven salaries up with companies trying to attract this talent and keep the candidates here in Ireland. We have seen a significant increase this year in the number of temporary vacancies available due to unsteadiness in the market and talent shortages, increasing time to hire for permanent roles.

## WHAT CAN EMPLOYERS DO?

Like the previous 2 years, hybrid working is hugely important to the majority of candidates and is a key factor when deciding on whether or not to change jobs. Fully office-based jobs can take 4 times as long to fill as jobs that offer hybrid or fully remote working. If a company can't offer hybrid working, they should look at other options to attract and retain talent, such as flexible start and finish times or condensed weeks to remain competitive in this candidate-driven market. Other prevalent benefits that employees are seeking include:

- Increased Annual Leave Days & Flexible Working Hours
- Pension
- Health Insurance
- Income Protection
- Bonus Schemes
- Continual Learning Opportunities

A key factor for employers retaining staff is to have clear progression paths, over 60% of candidates surveyed were looking for a move as they didn't feel they could progress in their current role.

## WHAT'S NEXT?

2024 will be an exciting but challenging year in the Accounting and Finance sector. The number of roles available will increase in 2024 as we see a sense of normality in the global economy. With the shortage of skilled talent due to near-full employment in Ireland and the brain drain to overseas becoming more of an issue, competition for the best talent will remain the biggest challenge for 2024. Employers will have to continue to ensure they are not only offering the right salary, but the right benefits package, company culture, and clear progression paths. Companies will have to adapt to a fast hiring process to ensure that they don't miss out on top talent.

Role	1+ Years	3+ Years	5+ Years
<b>Accounting and Finance Salaries</b>			
Chief Financial Officer	€130-€150K	€150-€180K	€180-€250K
Financial Director	€100-€120K	€120-€150K	€150-€180K
Financial Controller	€80-€100K	€100-€120K	€120-€150K
Finance Manager	€70-€80K	€80-€90K	€90-€100K
Senior Accountant	€70-€80K	€80-€90K	€90-€100K
Financial Accountant	€60-€70K	€70-€80K	€80-€90K
Management Accountant	€60-€70K	€70-€80K	€80-€90K
Project Accountant	€60-€70K	€70-€80K	€80-€90K
Treasury Accountant	€60-€70K	€70-€80K	€80-€90K
Part Qualified Accountant	€30-€40K	€40-€45K	€45-€50K
Financial Analyst	€55-€65K	€65-€70K	€70-€75K
Accounts Payable Manager	€55-€65K	€65-€70K	€70-€75K
Accounts Payable	€30-€35K	€35-€40K	€40-€45K
Credit Control Manager	€55-€65K	€65-€70K	€70-€75K
Accounts Receivable	€30-€35K	€35-€40K	€40-€45K
Credit Control	€30-€35K	€35-€40K	€40-€45K
Accounts Assistant	€30-€40K	€40-€45K	€45-€50K
Payroll Specialist	€35-€40K	€40-€45K	€45-€55K
Payroll Admin	€30-€35K	€35-€40K	€40-€45K
Bookkeeper	€35-€40K	€40-€45K	€45-€55K
<b>Temporary</b>			
Chief Financial Officer	€75-€85ph	€85-€100ph	€100-€120ph
Financial Director	€50-€60ph	€60-€80ph	€80-€90ph
Financial Controller	€40-€50ph	€50-€60ph	€60-€70ph
Finance Manager	€40-€45ph	€45-€50ph	€50-€55ph
Senior Accountant	€40-€45ph	€45-€50ph	€50-€55ph
Financial Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Management Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Project Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Treasury Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Part Qualified Accountant	€15-€20ph	€20-€23ph	€23-€26ph
Financial Analyst	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable	€15-€18ph	€18-€20ph	€20-€25ph
Credit Control Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Receivable	€15-€18ph	€18-€20ph	€20-€25ph
Credit Control	€15-€18ph	€18-€20ph	€20-€25ph
Accounts Assistant	€15-€18ph	€18-€20ph	€20-€25ph
Payroll Specialist	€15-€18ph	€18-€20ph	€20-€25ph
Payroll Admin	€14-€16ph	€16-€18ph	€18-€20ph
Bookkeeper	€15-€18ph	€18-€20ph	€20-€25ph



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# GROCERY RETAIL SALARY GUIDE

# 2024



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*Nikki Murran*  
*Director | Grocery Retail*

NOVA

## GROCERY RETAIL KEY TRENDS

2023 has continued to see a steady demand for talent across the grocery sector. The increase in the National Minimum Wage (NMW) in January 2023 saw a knock-on effect across the rates for all junior- level management, trainee, and fresh food roles. With a further 12% NMW increase scheduled for January 2024, we expect to see this continued impact across the grocery industry. The demand for candidates with fresh food experience continues to be high – with deli managers being particularly sought after. Many retailers are opting to fill these deli roles with trained chefs who are looking for more palatable hours. Bakers and butchers are still highly sought after but the market here has slightly levelled out, with more candidates available now than at any other time over the last 18 months.

## WHAT ARE EMPLOYERS DOING?

With a 21% NMW increase in just 24 months, many retailers are seeking alternative ways to attract talent outside of additional monetary commitments. The last couple of years has seen a special focus on WorkLife Balance and working hours. Many big retailers have reduced their working hours from 48 or 45 weekly hours to 39. With 40 fast becoming the new industry norm. Small benefits such as vouchers, “birthday days”, and discounts are becoming more important to candidates when accepting job offers, causing retailers to think creatively around their entire package on offer. A number of retailers are also expanding their portfolio into the rental market in order to secure accommodation for candidates coming from overseas, or indeed relocating throughout Ireland. Much like last year, 2024 looks set to be a challenging but exciting time for the Irish grocery retail market. Despite real challenges stemming from NMW, the cost of an additional Bank Holiday, enforced sick pay, and a near- perfect level of unemployment, retailers remain as passionate and as energetic about the industry as ever.

## WHAT'S NEXT?

If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at **[www.excelrecruitment.com](http://www.excelrecruitment.com)**. Alternatively, you can call us on **01 814 8747** or email Nikki, our Director of Grocery Retail at **[nikki@excelrecruitment.com](mailto:nikki@excelrecruitment.com)**. We have compiled this guide which is supported by data from the best retail managers across the country. This guide is designed to give our clients a guide to the current market prices for the various roles within the Irish grocery market.



Role	1+	3+	10+
<b>Forecourt/Convenience</b>			
Regional Manager	€60k	€70k	€90k
Area Manager	€45k	€55k	€65k
Store Manager	€38k	€45k	€50k
Assistant Manager	€33k	€35k	€35k
Trainee Manager	€30k	€32k	n/a
Supervisor	€13.50p/h	€14.00p/h	n/a
<b>Small/Medium Supermarket</b>			
Regional Manager	€70k	€80k	€90k
Area Manager	€50k	€60k	€70k
Store Manager	€40k	€50k	€60k
Assistant Manager	€34k	€36k	€38k
Department Manager	€32k	€35k	€38k
Trainee Manager	€32k	€33k	n/a
Supervisor	€13.50p/h	€14.00p/h	n/a
<b>Large Supermarket</b>			
Regional Manager	€110k	€120k	€130k
Area Manager	€80k	€100k	€120k
Store Manager	€70k	€90k	€120k
Assistant Manager	€45k	€50k	€55k
Department Manager	€35k	€40k	€50k
Trainee Manager	€32k	€33k	n/a
Supervisor	€13.50p/h	€14.00p/h	n/a
<b>Hard Discounter</b>			
Area Manager	€69k	€76k	€104k
Store Manager	€59k	€66k	€86k
Assistant Manager	€45k	€48k	€54k
Supervisor	€14.00p/h + Supplements	€15.00p/h + Supplements	€16.00p/h + Supplements

Role	1+	3+	10+
<b>Forecourt/Convenience</b>			
Deli Manager	€35k	€37k	€40k
Deli Supervisor	€14.50 p/h	€15.00 p/h	€16.00 p/h
Night Manager	€32k	€34k	€34k
<b>Small / Medium Supermarket</b>			
Fresh Food Manager	€34k	€38k	€40k
Deli Manager	€35k	€37k	€42k
Deli Supervisor	€14.50 p/h	€15.00 p/h	€16.00
Produce Manager	€32k	€33k	€35k
Butcher	€14.50 p/h	€15.50 p/h	€17 p/h
Butcher Manager	€40	€42k	€45k
Baker/Confectioner	€15.00	€15.50	€16p/h
Baker Manager	€40k	€42k	€45k
Fish Specialist	€35k	€38k	€40k
Cheese Monger	€13.50p/h	€14.00p/h	€15.00p/h
Off-Licence Manager	€32k	€34k	€36k
Checkout Manager	€33k	€34k	€36k
Night Manager	€33k	€34k	€36k
<b>Large Supermarket</b>			
Fresh Food Manager	€38k	€43k	€48k
Deli Manager	€37k	€42k	€46k
Deli Supervisor	€15.00p/h	€15.50 p/h	€16.00 p/h
Produce Manager	€33k	€34k	€36k
Butcher	€14.50p/h	€15.50 p/h	€17.00 p/h
Butcher Manager	€40k	€42k	€45k
Baker /Confectioner	€15.00 p/h	€15.50 p/h	€16.00 p/h
Baker Manager	€40k	€42k	€45k
Fish Specialist Cheese	€35k	€38k	€40k
Monger Off-Licence	€13.50p/h	€14.00p/h	€15.00p/h
Manager Checkout	€34k	€38k	€45k
Manager Night	€34k	€38k	€45k
Manager	€35k	€38k	€45k

Role	1+	3+	10+
<b>Forecourt/Convenience</b>			
Sales Assistant	€12.70p/h NMW*	€13.50p/h	€14.50p/h
<b>Supermarket</b>			
Sales Assistant	€12.70p/h NMW*	€13.50p/h	€14.50p/h
Sales Assistant	€14.00p/h	€15.00p/h	€16.00p/h

Role	1+	3+	10+
<b>Forecourt</b>			
Deli Assistant	€13.50p/h	€14.00p/h	€15.00p/h
<b>Supermarket</b>			
Deli Assistant	€13.50p/h	€14.00p/h	€15.00p/h

\*NMW - National Minimum Wage



# Get In Touch...

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# NON-FOOD & FASHION RETAIL SALARY GUIDE

# 2024



[www.excelrecruitment.com](http://www.excelrecruitment.com)





*Aislinn Lea*

*Director | Non-Food/Fashion*

2024

## NON-FOOD & FASHION RETAIL KEY TRENDS

In 2023, recruiting talent has presented challenges for many companies, but a positive outcome has been a significant improvement in employee retention. Companies are investing in succession planning, internal training, and development, resulting in increased employee satisfaction. Additionally, employers and employees are working together in delivering best place to work practices from salaries, benefits and culture. This year has been marked by transformative reforms as companies engage in reflection, change, and innovation to better cater to their employees' needs. Employers are actively listening to their teams and implementing changes and a notable shift in employee priorities is evident, with a focus on more than just fair compensation but also a desire for time off and an improved work-life balance.

### Key trends in the retail sector over the last year include:

- 1.Reduced Working Hours:** Non-food and fashion retail sectors are reverting to a standard 37.5 to 40-hour working week, reflecting a commitment to promoting work-life balance.
- 2.Flexible Weekend Rotations:** Saturday and Sunday schedules are now commonly rotated, with a 2-in-4 schedule being the most popular, providing employees with flexibility and time for personal activities.
- 3.Increased Holidays:** Companies are offering more vacation days, with the average ranging from 22 to 23 days. Some progressive companies are even extending this to 25 days, recognising the importance of downtime for employee well-being.

In addition to these work-related changes, there is a notable emphasis on employee wellness and support:

- 1.Maternity and Paternity Supports:** Companies are providing comprehensive support for employees during maternity and paternity periods, recognising the importance of family and work-life integration.
- 2.Mind and Body Wellness Focus:** Employers are prioritising employee well-being by offering a range of physical and online support services, including counseling, yoga, and meditation.
- 3.Pension Scheme Contributions:** Companies are enhancing their employee benefits by contributing to pension schemes, acknowledging the long-term financial well-being of their workforce.





*Aislinn Lea*

*Director | Non-Food/Fashion*

2024

## CHALLENGES AND OUTLOOK FOR 2024

The high cost of living adds to the challenge, making it imperative for businesses to offer competitive financial packages.

Smaller businesses, in particular, are grappling with the task of competing with larger stores that often have more resources at their disposal. To stay in the game, smaller businesses are forced to increase salaries by 10-12%, putting a strain on their budgets.

In senior management roles, while salaries might not see significant increases, candidates are placing greater emphasis on clear career progression, comprehensive benefits, and a healthy work-life balance. This shift in priorities reflects a changing landscape where employees seek more than just monetary compensation.

For retailers, especially smaller ones, the challenge lies in attracting and retaining junior talent, such as Sales Assistants and Supervisors. This necessitates a concerted effort to educate potential candidates about the opportunities for growth within the industry, the company culture, and the flexibility offered by the workplace.

In summary, the current dynamics in the retail job market demand a strategic approach from businesses. Whether it's adapting to the rising cost of living, competing with larger chains, or addressing the evolving expectations of job seekers, retailers need to navigate these challenges to attract and retain the best talent in the industry.

If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com). Alternatively, you can call us on **01 814 8747** or email Aislinn, our Director of Non-Food & Fashion Retail at [aislinn@excelrecruitment.com](mailto:aislinn@excelrecruitment.com).



Role	Small	Medium	Large
<b>DIY / Builders Providers</b>			
Operations Manager / Regional Managers	€55k - €65k	€65k - €80k	€80k - €100k
Store Manager	€42k - €45k	€50k - €60k	€65k - €80k
Assistant Manager	€35k - €38k	€38k - €45k	€50k - €55k
Duty Manager	N/A	€32 - €34k	€35k - €38k
<b>Non-Food &amp; Electronics</b>			
Regional Manager	N/A	N/A	€85k - €100k
Area Manager / District Manager	€55k - €60k	€65k - €70k	€75k - €80k
Store Manager	€35k - €42k	€45k - €55k	€60k - €75k
Assistant Manager	€32k - €33k	€35k - €38k	€42k - €50k
Duty Manager	N/A	€32k - €33k	€34k - €38k
Supervisor / Team Leader	€28 - €30k	€28 - €30k	€28k - €30k
<b>Pharmacy/Healthcare Retail</b>			
Regional Manager / Area Manager	€55k - €65k	€65k - €75k	€80k - €95k
Store Manager	€38k - €42k	€42k - €50k	€55k - €70k
Assistant Manager	€32k - €34k	€35k - €38k	€40k - €45k
Supervisor	N/A	€28 - €30K	€28 - €30K
<b>High Street Fashion Retail</b>			
Regional Manager / Area Manager	€55k - €60k	€60k - €70k	€70k - €80k
Store Manager	€38k - €42k	€42k - €50k	€55k - €65k
Assistant Manager	€31k - €34k	€36k - €40k	€40k - €45k
Supervisor / Team Leader	€28k - €30K	€28k - €30K	€32k - €34k
<b>Sports Fashion Retail</b>			
Regional Manager/ Area Manager	€55k - €60k	€60k - €70k	€75k - €85k
Store Manager	€38k - €42k	€45k - €50k	€55k - €65k
Assistant Manager	€33k - €34k	€36k - €40k	€42k - €46k
Supervisor/ Team Leader	€28k - €30k	€28k - €30k	€33k - €39k
<b>Premium/Luxury Retail</b>			
Regional Manager /Area Manager	€55k - €60k	€60k - €70k	€70k - €80k
Store Manager	€40k - €45k	€50k - €60k	€60k - €70k
Assistant Manager	€35k - €40k	€40k - €45k	€45k - €50k
Supervisor / Team Leader	€29k - €31K	€31k - €34k	€35k - €36k
<b>Charity / Not for Profit Retail</b>			
Regional Manager	€60k - €70k	N/A	N/A
Area Manager	€50k - €55k	N/A	N/A
Store Manager	€29k - €35k	N/A	N/A
Assistant Manager	€27k - €28k	N/A	N/A
<b>Retail Department Store</b>			
Store Manager	N/A	€60k - €70k	€80k - €120k
Deputy Manager	N/A	€50k - €60k	€70k - €80k
Asssitant Manager	N/A	€45k - €50k	€60k - €65k
Senior Department Manager	N/A	N/A	€50k - €55k
Department Manager	N/A	€36k - €43k	€45k - €50k
<b>Entertainment &amp; Telco</b>			
Regional Manager / Area Manager	€55k - €60k	€55k - €65k	€65k - €75k
Store Manager	€35k - €36k	€40 - €45k	€45k - €55k
Assistant manager	€30k - €32k	€32k - €34k	€35k - €38k
Duty Manager / Supervisor	N/A	N/A	€30k - €32k

Role	1+ Years Experience	3+ Years Experience	6+ Years Experience
<b>Other Roles</b>			
Furniture Sales	€13.50 - €14.00 ph	€15.00 - €16.00 ph	€16.00 - €16.50 ph
OTC	€12.70 - €13.50 ph	€13.50 - €16.00 ph	€16.00 - €16.50 ph
Beauty	€12.70 - €13.50 ph	€13.50 - €16.00 ph	€16.00 - €16.50 ph
High Street fashin retail	€12.70 - €13.00 ph	€13..50 - €14.00 ph	€14.50 - €16.00 ph
Premium / Luxury retail	€12.70 - €13.75 ph	€14.00 - €15.00 ph	€15.00 - €16.50 ph

## Get In Touch...

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# BUYING AND MERCHANDISING SALARY GUIDE

# 2024



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*Senior Recruitment Consultant*

2024

## CULTIVATING WORKPLACE WELL-BEING

In today's dynamic market, prioritising wellness in the workplace has become imperative for fostering a thriving and productive environment. Candidates are now looking beyond salary considerations, recognising the importance of work-life balance. The emphasis on positive employee health and behaviour, coupled with a nurturing company culture, has become a key factor in their job choices. Employers are responding by enriching their packages, incorporating increased annual leave, flexible work options, including remote days, and comprehensive wellness support like healthcare and exercise classes. In essence, a workplace that prioritises employee well-being has proven to be an excellent strategy for attracting and retaining top talent.

## DEMAND FOR REMOTE WORK

The current market is witnessing a growing demand for remote working with an increasing number of candidates seeking fully remote positions. The majority of job seekers now prioritise roles that, at the very least, offer a hybrid work model. Recent studies indicate that employees who balance working from home with occasional office or hub-based work and travel report higher levels of satisfaction in both their professional and personal lives. Employers have observed that adopting agile working practices can lead to reduced operating costs through more efficient space management. Consequently, an agile workplace has become a compelling attraction for clients seeking to draw in new talent.

## INDUSTRY OUTLOOK

In the current job market, candidates are actively exploring multiple opportunities, and delayed hiring timelines can increase the likelihood of candidates accepting offers from other organisations that move with greater urgency. Candidates are also adopting a holistic approach, focusing on the bigger picture when considering employment opportunities. Beyond immediate job responsibilities, individuals are increasingly prioritising roles that offer guaranteed career progression. Candidates are also making more deliberate decisions about applying for positions due to the evolving landscape. To tackle this trend, companies can elevate their employer branding, emphasising a compelling company culture and avenues for career advancement. The rising cost of living is reshaping candidate's priorities, prompting a greater emphasis on securing improved salaries and comprehensive benefits packages. Employers who are aware of these evolving priorities and embody a proactive talent acquisition approach are more likely to attract and retain top talent by offering competitive salaries, robust benefits, and streamlined interview processes. If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com).

Alternatively, you can call us on 01 814 8747 or email Aoife at [Aoife.McCaul@excelrecruitment.com](mailto:Aoife.McCaul@excelrecruitment.com).



Role	1+	3+	6+
<b>Buying Salaries</b>			
<b>Department Store</b>			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
<b>High Volume Lifestyle</b>			
Head of Buying	€120k	€180k	€200k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Trainee Buyer	€36k	€40k	€45k
Buying Admin/ Assistant	€33k	€36k	€40k
<b>Lifestyle Retailer</b>			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
<b>Grocery Retailer</b>			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
<b>Non-Food Retail</b>			
Head of Buying	€110k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
<b>Merch Salaries</b>			
<b>Department Stores</b>			
Head of Merchandising	€100k	€150k	€180k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Merchandise Admin/ Assistant	€33k	€36k	€38k
<b>High Volume Lifestyle</b>			
Head of Merchandising	€120k	€180k	€200k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Trainee Merchandiser	€35k	€40k	€45k
Merchandise Admin/ Assistant	€33k	€36k	€40k
<b>Lifestyle Retailer</b>			
Head of Merchandising	€100k	€150k	€180k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Merchandise Admin/ Assistant	€33k	€36k	€40k

# Get In Touch...

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excel recruitment

# HOTEL & CATERING SALARY GUIDE

# 2024



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## HOTEL & CATERING OUTLOOK 2024

Without a doubt, the biggest threat facing the hospitality industry in 2024 is the spiralling cost of employment and not a shortage of staff. Data from a recent IBEC report shows us that while 84% of businesses increased wages in 2023, a further 82% plan on increasing them again in 2024. Like many other industries, seven things are happening that are driving the cost of employment up, and this will no doubt result in many small and independent establishments closing their doors for the last time.

So, what is happening? Well, first, we have the biggest-ever raise in the minimum wage about to hit, taking us from €11.30 to €12.70 per hour. Secondly, we have plans to get the minimum wage to the living wage over the next two years, so we can expect two more large jumps in the very near future. Thirdly, we have an increase in employer-paid sick leave rising to five days in 2024 and then ten days in two years. Fourth up, we have pension auto-enrolment; we have just seen the Domestic Violence and Abuse Act come into play, adding a potential five days of full pay (and while we can all agree this is a worthy cause, it may be very open to abuse due to how it has been delivered). The sixth factor we have is the lack of rental accommodation and the spiralling cost of living, driving people out of the cities with a reluctance to commute in and making work-from-home positions more desirable, an option that is rarely possible for most positions in the hospitality industry.

Lastly, we have increases in employer PRSI coming in annually over the next few years. Flexibility in the workplace has increasingly become a desire for many, and they are simply not willing to work the same traditional hours anymore. Having spoken to many of our clients, we have seen an increase in the standard benefits being offered to their staff, like pensions, extra holidays, 4-day weeks, etc. The current unemployment rate of 4.2%, combined with the rising cost of living in Ireland, is putting increased pressure on the labour market. Our business survey reports that over 68% of respondents are struggling to attract and retain talent and are utilising the services offered by recruitment agencies daily for both permanent hires and temporary or contingency workforce in 2024.



*Shane McLave*  
*Managing Director*

2024



*Shane McLave*  
*Managing Director*

2024

As always, one of the highest demands in the hospitality industry is for chefs. We performed an open poll on social media, which was very well received. We asked a simple question: "What is a fair salary for a Chef de Partie?" Over 75% of the hospitality professionals who took part voted that a fair salary would range from between €38k to €42k, and we found that this salary range was in line with what most employers were currently paying. With the increase in the minimum wage, we are seeing that what were once supervisory salaries have now been offered for entry-level positions as well as bar and waiting staff, raising from €13 to €15 per hour. Skilled staff are harder to come by, which has created a candidate-driven market.

If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com). Alternatively, you can call us on **01 871 7676** or email Shane at [shane@excelrecruitment.com](mailto:shane@excelrecruitment.com).



Role	Low	Average	Good
<b>Chef Salaries</b>			
Executive Chef	€70,000	€77,000	€100,000
Head Chef	€55,000	€65,000	€80,000
Sous Chef	€50,000	€52,000	€55,000
Jnr Sous Chef	€42,000	€45,000	€48,000
Breakfast Chef	€34,000	€36,000	€38,000
Chef De Partie	€35,000	€38,000	€40,000
Pastry Chef	€35,000	€40,000	€45,000
Head Pastry Chef	€44,000	€49,000	€55,000
Commis 1st Year	€28,000	€30,000	€32,000
Commis 2nd Year	€30,000	€32,000	€33,000
Commis 3rd Year	€31,000	€33,000	€34,000
Commis 4th Year	€33,000	€34,000	€36,000
<b>Industrial, Coporate, and Retail Catering Salaries</b>			
Regional Manager	€80,000+ Bonus	€95,000 + Bonus	120,000 + Bonus
Area Manager Industrial Catering	€70,000+ Bonus	€75,000 + Bonus	€85,000 + Bonus
Unit Manager	€48,000	€55,000	€65,000
Unit Supervisor	€32,000	€35,000	€38,000
Executive Chef / Cullinary Director	€75,000	€85,000.00	€120,000
Chef Manager	€45,000	€50,000.00	€55,000
Head Chef Industrial Catering	€42,000	€45,000.00	€50,000
Sous Chef Industrial Catering	€38,000	€40,000.00	€45,000
Chef De Partie Industrial Catering	€36,500	€37,000.00	€40,000
Kitchen Porter	€12.70	€13.00	€13.50
Catering Assistant	€12.70	€13.00	€13.50
Waiting Staff	€13.00	€13.50	€14.00
Barista	€13.00	€14.50	€15.00
<b>Hotel Salaries</b>			
GM	€80,000+ Bonus	€90,000+ Bonus	€140,000+ Bonus
DM	€55,000+ Bonus	€65,000+ Bonus	€80,000+ Bonus
Operations Manager	€50,000+ Bonus	€55,000+ Bonus	€80,000+ Bonus
Food & Beverage Manager	€44,500	€46,000	€47,500
Accomodation Manager	€42,000	€45,000	€50,000
Accomodation Staff	€25,756	€27,500	€28,000
Restaurant Manager	€44,500	€46,000	€47,500
Restaurant Supervisor	€30,500	€32,500	€35,000
Director of Sales	€80,000	€90,000	€120,000
Sales & Marketing Manager	€70,000	€80,000	€90,000
Wedding Coordinator	€38,000	€40,000	€48,000
Sales Exexecutive	€50,000	€55,000	€60,000
C&B Manager	€45,000	€50,000	€55,000
M&E Coodinator	€35,000	€38,000	€42,000
Revenue Manager	€85,000	€100,000	€110,000
HR Manager	€55,000	€60,000	€85,000
HR Assistant Manager	€38,000	€40,000	€48,000
Front Office / Res Manager	€46,000	€50,000	€55,000
Reception Supervisor	€36,000	€42,000	€48,000
Receptionist	€32,000	€36,000	€42,000
Night Manager	€30,000	€34,000	€36,000
Duty Manager	€42,000	€45,000	€48,000
Spa & Leisure Manager	€35,000	€38,000	€45,000
Spa Therapist	€30,000	€33,000	€35,000
Bar Manager	€45,000	€48,000	€55,000
Bar Staff	€30,000	€33,000	€35,000
Waiting Staff	€26,364	€29,500	€30,420

# Get In Touch...

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excel healthcare

# HEALTHCARE SALARY GUIDE

# 2024

 [www.excelhealthcare.com](http://www.excelhealthcare.com)





*Claire Timmon*  
*Head of Healthcare*

2024

## HEALTHCARE INDUSTRY OVERVIEW

Over the past few years, the Healthcare Sector has faced significant challenges, including the impact of COVID-19, Brexit, and increased inward immigration. These factors have created hurdles for private healthcare operators in delivering services effectively. Furthermore, the 3.8% unemployment rate in Ireland, and an increasing cost of living has led to an intense pressure on the labour market. Our salary survey reveals that more than 85% of healthcare respondents are struggling to attract and retain talent, leading to a growing reliance on agency and overseas recruitment.

In 2021, only 30% of new nurse registrants qualified from Irish institutions, with 10% from other EU countries and 60% from outside the EU, including 250 from the UK. The scarcity of housing has forced many operators to become landlords for their employees, making accommodation a significant concern for candidates.

It's projected that by 2035, Ireland's population will reach 5.4 million, with a 50% increase in the elderly demographic, and despite having one of the highest life expectancies in Europe, a critical question emerges: Is our healthcare system adequately prepared for the challenges posed by an aging population?

Decision-makers must grapple with the imperative of planning for a bolstered workforce to meet the burgeoning demands.

The most substantial workforce expansions are anticipated in health and social care, particularly within nursing homes, residential care, and hospitals catering to the elderly. This challenge is not unique to Ireland, and the looming threat of burnout is palpable as the pressure to navigate diverse care pathways and reduce waiting lists intensifies. To mitigate burnout in the healthcare industry, management must integrate employee health and well-being initiatives into the core values of their organisations to improve retention strategies. Furthermore, as the labour force ages and service demand escalates, the gap between workforce supply and demand is poised to widen, necessitating proactive measures to sustain a resilient and effective healthcare system. This calls for a comprehensive strategy that addresses recruitment challenges, invests in employee well-being, and prepares for the evolving needs of an aging population. The healthcare sector must collaborate with policymakers, educational institutions, and industry stakeholders to implement sustainable solutions that ensure the continued delivery of high-quality care in the face of these complex challenges.





*Claire Timmon*  
*Head of Healthcare*

2024

## LOOKING TO 2024

The Minister for Public Expenditure, Paschal Donohoe, has said that the Budget in 2024 has provided for a total allocation of €22.5 billion for the public health system. The Government will continue the targeted recruitment of additional staff to enhance capacity across a range of acute hospital and community settings. The INMO responded with worry that specific figures had not been provided detailing exactly how the Safe Staffing Framework will be implemented into 2024. Private nursing homes are also expecting an increased demand as the government announcement to place elderly patients into available homes earlier to ease pressure. The HSE is also looking to formalise the process in which these beds are made available to them.

## RECRUITMENT TRENDS FOR 2024

This year, healthcare candidates have emphasised the importance of flexibility, recognising that a one-size-fits-all approach is impractical and more needs to be done for a better work-life balance. To enhance long-term retention, organisations must embrace flexibility without compromising safety or patient care. Innovative tools like shift-swapping systems can facilitate this flexibility while addressing staffing gaps. Many healthcare providers, particularly outside of Dublin, are offering accommodation to attract professionals from different regions, both within and outside Ireland. The rise of contract work, with fixed-term contracts ranging from 3 to 12 months, has provided healthcare professionals with the desired flexibility. These contracts often include accommodation, and there has been an increase in retention and sign-on bonuses, along with improved benefits mirroring public packages in private facilities.

The healthcare workforce has shown a growing interest in agency work, citing higher pay and flexibility as the primary motivations. In response to staffing challenges, organisations are exploring various strategies, including offering competitive benefits such as pension options, sick leave, extra holidays, and sign-on bonuses of up to €5K. Looking ahead, staffing and recruitment pose significant challenges in the healthcare sector, with factors like mandatory sick pay, pension scheme changes, an additional bank holiday, and a minimum wage increase contributing to rising costs. Despite these challenges, the healthcare sector has demonstrated resilience, emphasising the need for long-term recruitment strategies to navigate the evolving landscape. If you wish to discuss the findings of this guide, the current market, or how we can assist with your recruitment needs, please contact Claire Timmon at [claire.t@excelrecruitment.com](mailto:claire.t@excelrecruitment.com).

Role	Low	Average	Strong
<b>Residential Care</b>			
Director of Nursing	€72,000	€88,000	€125,000
Assistant Director of Nursing	€59,000	€68,000	€75,000
Clinical Nurse Manager	€24.00 ph	€26.00 ph	€29.00 ph
Senior Staff Nurse	€23.00 ph	€25.00 ph	€27.00 ph
Staff Nurse Day	€19.50 ph	€21.00 ph	€24.00 ph
Staff Nurse Night	€22.00 ph	€24.00 ph	€27.00 ph
<b>Healthcare Assistant Day</b>			
Entry Level	€13.50 ph	€14.00 ph	€14.50 ph
1 - 2 years	€15.40 ph	€15.90 ph	€16.40 ph
3 + years	€15.20 ph	€15.60 ph	€16.90 ph
<b>Healthcare Assistant Night</b>			
Entry Level	€13.90 ph	€15.15 ph	€15.40 ph
1 - 2 years	€15.60 ph	€16.40 ph	€16.90 ph
3 + years	€16.40 ph	€16.90 ph	€17.90 ph
Senior Healthcare Assistant	€16.40 ph	€17.40 ph	€19.40 ph
Care Manager	€31,000	€34,000	€36,000
<b>Activities Coordinator</b>			
1 - 2 years	€13.80 ph	€15.00 ph	€16.00 ph
3 + years	€16.00 ph	€17.00 ph	€18.00 ph
Human Resource Manager	€37,000	€42,000	€47,000
Human Resource Administrator	€28,000	€30,000	€32,000
<b>Catering and Household</b>			
Head / Senior Chef	€22.00 ph	€25.00 ph	€28.00 ph
Chef	€18.00 ph	€20.00 ph	€22.00 ph
Kitchen Porter	€12.70 ph	€13.80 ph	€15.00 ph
Catering Assistant	€12.70 ph	€13.50 ph	€15.00 ph
Housekeeper / Cleaner	€12.70 ph	€13.50 ph	€14.50 ph
<b>Allied Health Professionals</b>			
Medical Social Worker	€40,000	€45,000	€52,000
Speech and Language Therapist	€42,000	€46,000	€55,000
Occupational Health Therapist	€42,000	€46,000	€55,000
Physiotherapist	€42,000	€46,000	€55,000
Social Care Worker	€33,000	€35,000	€37,000
Medical Officer Nursing Home	€90,000	€110,000	€130,000

# Get In Touch...

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# PHARMACY SALARY GUIDE

# 2024



[www.excelhealthcare.com](http://www.excelhealthcare.com)







*Barbara Kelly*

*Senior Recruitment Consultant*

2024

## PHARMACY KEY TRENDS

In the ever-evolving landscape of pharmacy, excellent career opportunities are always on the horizon. Pharmacists play a crucial role in the Irish healthcare system, and their importance has been consistently recognised. It's no secret that the Irish Pharmacy Union (IPU) has been actively engaged in advancing the role of pharmacists, working closely with the Department of Health's Expert Taskforce to empower pharmacists in various ways, such as extending prescriptions, prescribing within their scope of practice, managing common clinical conditions, and supplying medication under structured protocol. This represents a notable opportunity to improve healthcare accessibility in Ireland. If this measure is put into action, there will be an increased demand for workers to undertake pivotal roles in pharmacies and meet these evolving requirements. As a result, the need for establishing a new pharmacy school in the country and attracting more students to the profession has never been more evident to address the escalating demands of the sector.

## WHAT CAN WE DO?

Here at Excel Healthcare, we are always looking for new solutions to help and support our clients. While Support Pharmacist roles are successfully being filled, a notable gap exists in the recruitment of more senior Supervising Pharmacist positions. Our recruitment efforts continue to extend in European countries to fill this talent shortfall, and the Pharmacy Regulator (PSI) has seen a surge in registered EU pharmacists over the past two years.

Additionally, Locum pharmacist rates remained stable compared to previous years. However, clients continue to offer additional benefits to try to retain and attract pharmacists to work in their business.

## WHAT'S NEXT?

Looking to 2024, the staffing issue won't go away overnight, but with an experienced recruitment partner who knows the industry as much as we do - we'll do all we can to keep pharmacy staff shortages to a minimum and bridge the gap in this market. If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelhealthcare.com](http://www.excelhealthcare.com). Alternatively, you can call us on **01 814 8747** or email Barbara, our Senior Pharmacy Recruiter at [barbara@excelrecruitment.com](mailto:barbara@excelrecruitment.com).

Role	1+	3+	6+
<b>Quiet Dispensary</b>			
Pharmacy Technician	€15.00 ph	€17.00 ph	€19.00 ph
Dispensary Assistant	€14.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€35.00 ph	€35.00 ph	NA
Supervising Pharmacist	NA	€41.00 ph	€43.00 ph
<b>Moderate Dispensary</b>			
Pharmacy Technician	€16.00 ph	€18.00 ph	€20.00 ph
Dispensary Assistant	€14.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€36.00 ph	€38.00 ph	NA
Supervising Pharmacist	NA	€43.00 ph	€46.00 ph
<b>Busy Dispensary</b>			
Pharmacy Technician	€16.50 ph	€19.00 ph	€22.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€38.00 ph	€39.00 ph	NA
Supervising Pharmacist	NA	€45.00 ph	€49.00 ph

Role	Small	Medium	Large
<b>Pharmacy/ Healthcare Retail</b>			
Regional Manager / Area Manager	€55k - €65k	€65k - €75k	€80k - €95k
Store Manager	€38k - €42k	€42k - €50k	€55k - €70k
Assistant Manager	€32k - €34k	€35k - €38k	€40k - €45k
OTC	N/A	€28k - €30K	€28k - €30K
Beauty Advisors	€12.70 - 13.50 ph	€13.50 - €16.00 ph	€16.00 - €16.50 ph

# Get In Touch...

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Barbara on 087 737 9636.



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# INDUSTRIAL & WAREHOUSING SALARY GUIDE

# 2024



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*John Kearns*  
*Industrial Division*  
*Manager*

Award Winning Industrial  
Recruitment Agency



ERF Best In Practice: Industrial,  
Warehousing & Logistics 2023

## INDUSTRIAL & WAREHOUSING TRENDS

As we look towards 2024, the industrial and warehousing sector is buzzing with innovation and growth. With trends such as robot automation, wearables, and an upswing in construction, the industry is on a trajectory of transformation.

The top 6 latest trends in logistics & supply chain management for 2024 include:

- Digitalisation and Automation
- Ecommerce and Last-Mile Delivery
- Green Logistics
- Supply Chain Visibility
- Increasing Flexibility for the Casual Workforce

Production in manufacturing industries fell by almost 23% compared to the same period a year ago. According to the Central Statistics Office, the highly globalised modern sector, which includes the chemical, pharmaceutical, computer, and electronic sectors, experienced a 24.1% decrease in industrial production from July to September 2023, compared with the same period in 2022. This compares with a 6.2% drop in the traditional sector over the same period. Manufacturing industries did increase in September by 1.3% when compared with August and food production grew by 7.9% in the three months compared to 2022. The fall off in output is being cancelled out by the increasing costs of employment and the shrinking talent pool, in addition to the biggest ever increase in minimum wage and sick pay entitlements.

Trends are showing that the industrial sector outside of the Dublin region are struggling less. The current housing shortage, rental crisis, and high costs of living in Dublin is negatively affecting entry level logistics and industrial candidates. This is further reflected by Dublin falling into the easier-to-find-a-job category, with more job openings available than job seekers. The average salary in Dublin is listed as €2,937 per month and the monthly cost of living at €2,066. In January 2024 National Minimum Wage is to increase from €11.30 to €12.70 with the focus on improving this.

## IS IT HARD FOR FOREIGN NATIONALS TO WORK IN IRELAND ?

Despite the necessity of visas and work permits, working in Ireland as a foreign national is not as difficult as it is in other European countries.



*John Kearns*  
*Industrial Division*  
*Manager*

Award Winning Industrial  
Recruitment Agency



ERF Best In Practice: Industrial,  
Warehousing & Logistics 2023

Even though Ireland was one of the economies hit the hardest by the global recession, it is also one of the fastest to bounce back. We have seen a steady flow of foreign nationals in the industrial sector coming to work in Ireland due to it being the primary English-speaking country within the EU. However, these candidates are not staying in Dublin, dispersing to areas outside of the capital due to the cost of living.

## **AUTO-ENROLMENT & NATIONAL MINIMUM WAGE 2024**

The government is set to roll out Auto-Enrolment in 2024 which is something that employers must be cognisant of. The scheme will see employer and employee pension contributions matched on a one-for-one basis, with the state providing up to €1 for every €3 saved. The concern for employers and employees is the uncertainty around Auto-Enrolment, and the finer details of what it will take out of the pockets of both employees and employers, and when exactly it will come into play.

The government's commitment to increasing the National Minimum Wage (NMW) up to the living wage level is causing fear amongst employers, as it will price Ireland out of the market at a global level and make us one of the most expensive countries in Europe. With a 21% NMW increase in just 24 months, many employers are seeking alternative ways to attract talent outside of additional monetary commitments. Management salaries in the sector haven't seen the same increases as more entry-level and junior roles, which rose due to NMW increases. Clients can't give any more financially and are encouraged to give flexibility and benefits instead, in order to retain and attract staff.

Although there has been some difficulties for the sector including NMW increases, rising cost of living, a shrinking talent pool and higher costs of employment, we are seeing a lot more people applying to work temporary roles with the additions of benefits like sick pay, pension, as well as improving conditions in the labour market.

If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com). Alternatively, you can call us on **01 871 7676** or email John, our Industrial Division Manager at [john@excelrecruitment.com](mailto:john@excelrecruitment.com).

Role	Low	Average	Good
<b>Industrial &amp; Warehousing Salaries</b>			
Warehouse Manager	€35-€40K	€40-€50K	€50-€60K
Assistant Warehouse Manager	€30-€35K	€35-€40K	€40-€45K
Warehouse/General Operative/Production Operative	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Voice Picker	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Forklift - Counterbalance Operative	€12.70-€13ph	€13.30-€14ph	€14.50-€15ph
Forklift Reach Operative	€14ph	€15ph	€16ph
Forklift Bendi Operative	€14ph	€15ph	€16ph
Forklift - VNA Operative	€14ph	€15ph	€16ph
PPT Operative	€12.70-€13ph	€13.20-€14ph	€14ph-€15ph
Handballer	€12.70-€13ph	€13.20-€14ph	€14ph-€15ph
Rigid Truck Driver	€16ph	€18-€19ph	€20-€22ph
Artic Truck Driver	€17ph	€19-€20ph	€22-€24ph
Van Driver	€13.50-€14ph	€15ph	€17ph
C1 Driver	€15-€16ph	€16-€17ph	€17-€18ph
Bus Driver	€16ph	€18ph	€20ph
Transport Manager	€40-€45K	€45-€50K	€50-€60K
Transport Planner	€35-€40K	€40-€45K	€45-€50K
Transport Coordinator	€30-€32K	€32-€35K	€35-€40K
Operations Manager	€60-€70K	€70-€80K	€80-€100K
Supply Chain Director	€90-€100K	€100-€120K	€120-€150K
Supply Chain Manager	€70-€80K	€80-€90K	€90-€100K
Supply Chain Specialist	€40-€45K	€45-€50K	€50-€60K
Planning Manager	€70-€75K	€75-€80K	€80-€85K
Demand Planner	€40-€45K	€45-€50K	€50-€60K
Freight Specialist	€40-€45K	€45-€50K	€50-€60K
Customs Specialist	€40-€45K	€45-€50K	€50-€60K
Customs Administrator	€28-€32K	€32-€38K	€38-€45K
EHS Manager	€70-€80K	€80-€90K	€90-€100K
EHS Specialist	€40-€45K	€45-€50K	€50-€60K
EHS Officer	€40-€45K	€45-€50K	€50-€60K



# Get In Touch...

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[john@excelrecruitment.com](mailto:john@excelrecruitment.com) or call John on 087 701 2094.



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# CONSTRUCTION & ENGINEERING SALARY GUIDE

# 2024



[www.excelrecruitment.com](http://www.excelrecruitment.com)





*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](mailto:brendan.r@excelrecruitment.com).

Role	0-2 years	3-4 years	5+ years
<b>Construction &amp; Engineering Salaries</b>			
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

Role	0-2 years	3-4 years	5+ years
<b>Construction &amp; Engineering Salaries</b>			
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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# SALES & MARKETING SALARY GUIDE

# 2024



[www.excelrecruitment.com](http://www.excelrecruitment.com)





*Ambyr Medford*

*Senior Recruitment Consultant*

2024

## SALES AND MARKETING KEY TRENDS

Like this time last year, the market has very much continued to be candidate driven and employers are aware and accepting of this. In the past, employers were set in stone on package and benefits where they are now flexible, depending on the candidate and their expectations. Employers are thinking outside the box and seeing the value in bringing on junior, less experienced candidates who demonstrate good soft skills such as drive, energy and ambition, where previously a CV would need to jump off the page with relevant experience. This is reflected in the salaries for Junior Marketing and Sales roles increasing on average by 7% from 2023.

## DEMAND FOR REMOTE & FLEXIBLE WORK

The demand for remote working is continuing and this is not set to change. In fact, the trend we are now seeing is three days at home instead of two. It is evident that people do not want to make long journeys to their place of work and a job near their home has become especially important. Due to family commitments flexible working is also particularly important to candidates, allowing them to start work later or perhaps pop out for a few hours during the day and log back in after. Employers are becoming more flexible to such options for the right candidate.

## INDUSTRY OUTLOOK

Overall, employers are willing to think outside the box and embracing more junior candidates with the right soft skills for roles they wouldn't have been considered for in the past. Employers are a lot more open minded and flexible when it comes to salary packages and benefits, as well as remote and flexible working options. The number of candidates for Marketing and Ecommerce roles declined in 2023, with this decline being attributed to high candidate satisfaction within their current roles, due to competitive salaries and packages. Making these roles more challenging to fill. There was a rise in Sales candidates with no shortage of applications for registered roles, with main reasons for moving coming down to money and extra benefits. Overall, there have been some very positive changes in 2023 and the gap between what candidates want and what employers are offering has shortened. This is to continue into 2024. If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelrecruitment.com](http://www.excelrecruitment.com). Alternatively, you can call us on **01 814 8747** or email Ambyr at [ambyr@excelrecruitment.com](mailto:ambyr@excelrecruitment.com).



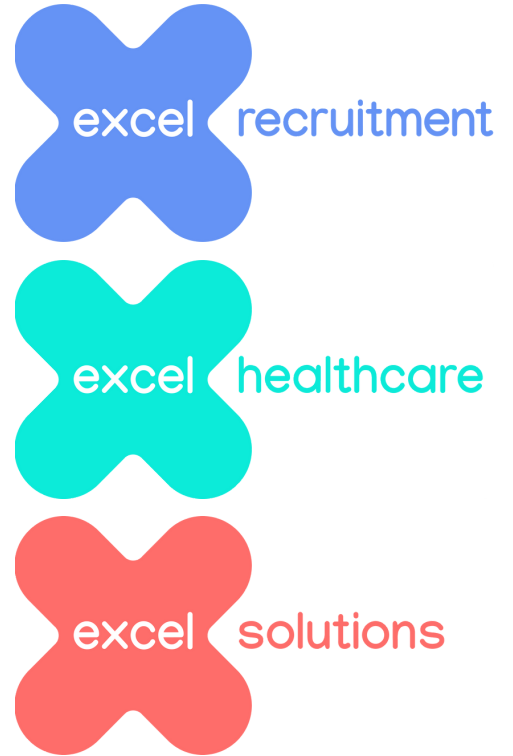
Sales & Marketing		
Role	Salary Band 2024	2023 Comparison
<b>Marketing</b>		
Marketing Assistant	€30k-€33k	€28k-€32k
Marketing Executive	€35k-€45k	€35k-€45k
Marketing Manager	€55k-€70k	€55k-€70k
Head of Marketing	€85k-€110k	€85k-€110k
<b>Ecommerce</b>		
Ecommerce Assistant	€30k-€32k	€30k-€32k
Ecommerce Executive	€37k-€47k	€35k-€45k
Ecommerce Manager	€55k-€70k	€55k-€70k
Head of Ecommerce	€85k-€110k	€85k-€110k
<b>Sales</b>		
Telesales	€30k-€35k	€28k-€32k
Telesales Team Leader	€45k-€50k	€45k-€50k
Business Developer	€37k-€47k	€37k-€45k
Business Development Manager	€45k-€60k	€45k-€60k
Sales Manager	€65k-€85k	€65k-€85k
Head of Sales	€90k-€110k	€90k-€110k
Key Account Manager	€55k-€65k	N/A
Key Account Executive	€45k-€55k	N/A
Sales Support	€35k-€40k	N/A

## Get In Touch...

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# OFFICE SUPPORT SALARY GUIDE

# 2024

 [www.excelrecruitment.com](http://www.excelrecruitment.com)





*Ciara Connolly*  
*Director of Commercial*  
*Recruitment*

2024

## OFFICE SUPPORT TRENDS

2023 was yet another busy and competitive year in the Office Support sector, seeing significant increases in the number of long-term temporary roles available. Salaries have remained relatively the same in 2023 but will see increases into 2024, with the increase in minimum wage. Recruitment has been a challenge for companies this year due to skills shortages, record-level employment in Ireland and a huge increase in talent moving abroad. A lot of companies have been working on trying to get staff back to the office throughout 2023 and have seen an increase in leavers due to this. The most in demand roles in 2023 have been Office Administration and Clerical roles.

## WHAT CAN EMPLOYERS DO?

Like the previous 2 years, hybrid working is hugely important to the majority of candidates and is a key factor when deciding on whether or not to change jobs. Fully office-based jobs can take 4 times as long to fill as jobs that offer hybrid or fully remote working. If a company can't offer hybrid working, they should look at other options to attract and retain talent, such as flexible start and finish times or condensed weeks to remain competitive in this candidate-driven market. Companies need to work on time to hire, with a limited talent pool it is important to have a fast and efficient recruitment process to ensure you don't miss out on talent. Other prevalent benefits that employees are seeking include:

- Increased Annual Leave Days & Flexible Working Hours
- Health Insurance
- Bonus Schemes
- Pension
- Income Protection
- Continual Learning Opportunities

A key factor for employers retaining staff is to have clear progression paths, over 60% of candidates surveyed were looking for a move as they didn't feel they could progress in their current role.

## WHAT'S NEXT?

2024 will be an exciting but challenging year in the Office Support sector. The number of roles available will increase in 2024 as we see a sense of normality return in the global economy. With the shortage of skilled talent due to near-full employment in Ireland and the brain drain to overseas becoming more of an issue, competition for the best talent will remain the biggest challenge for 2024. Employers will have to continue to ensure they are not only offering the right salary, but the right benefits package, company culture, and clear progression paths. Companies will have to adapt to a fast hiring process to ensure that they don't miss out on top talent.

Role	1+ Years	3+ Years	5+ Years
<b>Office Support Salaries</b>			
Executive Assistant	€40-€45K	€45-€55K	€55-€65K
Personal Assistant	€35-€40K	€40-€45K	€45-€50K
Receptionist	€26-€28K	€28-€32K	€32-€35K
Administrator	€26-€28K	€28-€32K	€32-€35K
Secretary	€35-€40K	€40-€45K	€45-€50K
Medical Secretary	€30-€32K	€32-€38K	€38-€45K
Legal Secretary	€30-€32k	€32-€38K	€38-€45K
Typist	€28-€32K	€32-€37K	€37-€40K
Data Entry	€26-€28K	€28-€32K	€32-€35K
Project Administrator	€28-€32K	€32-€37K	€37-€40K
Sales Administrator	€26-€28K	€28-€32K	€32-€35K
Accounts Administrator	€30-€32K	€32-€38K	€38-€45K
Office Manager	€40-€45K	€45-€55K	€55-€65K
Telesales	€26-€28K	€28-€32K	€32-€35K
Customer Service	€26-€28K	€28-€32K	€32-€35K
Customer Service Team Leader	€35-€40K	€40-€45K	€45-€50K
Customer Service Manager	€40-€45K	€45-€55K	€55-€65K
<b>Temporary</b>			
Executive Assistant	€15-€20ph	€20-€25ph	€25-€30ph
Personal Assistant	€14-€15ph	€15-€16ph	€16-€18ph
Receptionist	€14-€15ph	€15-€16ph	€16-€18ph
Administrator	€14-€15ph	€15-€16ph	€16-€18ph
Secretary	€14-€15ph	€15-€16ph	€16-€18ph
Medical Secretary	€15-€18ph	€18-€20ph	€20-€25ph
Legal Secretary	€15-€18ph	€18-€20ph	€20-€25ph
Typist	€14-€15ph	€15-€16ph	€16-€18ph
Data Entry	€14-€15ph	€15-€16ph	€16-€18ph
Project Administrator	€14-€15ph	€15-€16ph	€16-€18ph
Sales Administrator	€14-€15ph	€15-€16ph	€16-€18ph
Accounts Administrator	€15-€18ph	€18-€20ph	€20-€22ph
Office Manager	€15-€20ph	€20-€25ph	€25-€30ph
Telesales	€14-€15ph	€15-€16ph	€16-€18ph
Customer Service	€14-€15ph	€15-€16ph	€16-€18ph
Customer Service Team Leader	€15-€20ph	€20-€25ph	€25-€30ph
Customer Service Manager	€18-€20ph	€20-€25ph	€25-€30ph



# Get In Touch...

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