



Construction & Engineering

2025 Salary Guide, Ireland

Construction & Engineering Market Overview

As 2025 approaches, Ireland's construction and engineering sectors face a highly competitive job market shaped by domestic and global factors. Over the past year, salary increases have been minimal, offering stability after the sharp rises during COVID. However, with the rising cost of living, especially in major cities, stagnant wages are failing to attract skilled professionals.

This challenge is intensified by growing opportunities abroad, shrinking the talent pool and diminishing the impact of compensation as a key incentive.

The Talent Drain and Hard-to-Fill Roles

Ireland's housing shortage has driven up demand for skilled professionals in construction, with roles like site managers, quantity surveyors, civil engineers, and tradespeople critical to meeting ambitious housing targets. However, a talent shortage is slowing progress, exacerbating the crisis. Emigration of skilled workers is a key issue, with professionals leaving for better opportunities abroad. To fill the gap, companies are increasingly sourcing talent from countries like Brazil and Turkey and other emerging markets. These regions are home to a growing number of qualified Construction and Engineering professionals eager to work in Ireland. However, the process of sponsorship is fraught with challenges/delays. Securing visas and navigating Ireland's employment regulations can be time-consuming and complex which can often lead to delays in filling key roles.

What's in Demand: Beyond Salaries

As salaries remain static, other factors have become paramount in attracting and retaining talent such as:

- Growing demand for **comprehensive benefits packages**, beyond just monetary compensation.
- **Flexible working** arrangements and enhanced **healthcare benefits** are increasingly sought after.
- Opportunities for continued **professional development** are now essential for a competitive offer.
- Candidates are prioritising **quicker hiring processes**, with lengthy recruitment seen as a major deterrent.
- Many professionals accept offers from competitors due to more **efficient hiring procedures**.

Looking Ahead to 2025: The War on Talent Continues

The shortage of skilled candidates in certain construction and engineering roles is expected to deepen. The hardest-hit positions include project managers, quantity surveyors, mechanical engineers, and those with specialised expertise in fields like renewable energy and building information modelling (BIM). These roles are vital to the industry's progress, and the competition to secure such talent is intensifying, both within Ireland and internationally.

Projections for 2025 suggest that the current trend of stagnant salaries is likely to continue. However, the war for talent is expected to intensify. As the global job market becomes more interconnected, competition for skilled Construction & Engineering professionals will only grow fiercer. Companies that rely solely on traditional recruitment methods and salary incentives risk falling behind. To stay ahead of the curve, businesses must innovate their approaches by adopting quicker, more agile hiring practices, offering compelling benefits, and fostering a work culture that values long-term growth and development.

The next few years will undoubtedly be challenging for both employers and employees in the construction and engineering sectors. However, those who proactively adjust their strategies whether through improved recruitment processes, investment in employee well-being, or tapping into international talent pools will be well-positioned to succeed in this rapidly evolving market.



84% of construction companies report difficulties finding skilled professionals for critical roles like project management, quantity surveying, and engineering.



Job vacancies in construction and engineering increased by 16% in the past year, reflecting high demand for talent.



Over 25% of construction and engineering firms are now sourcing talent from abroad, with countries like Brazil and Turkey being key markets.



Despite minimal salary growth, 65% of construction and engineering professionals cite rising living costs as a key factor in seeking new opportunities.

Construction & Engineering Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Junior Health and Safety Officer	€30K – €40K	€40K - €50K	€50K - €65K
Health and Safety Officer	€45K – €55K	€55K - €65K	€65K - €75K
Senior Health and Safety Officer	€55K – €65K	€65K - €75K	€75K - €90K
Health and Safety Manager	€65K – €75K	€75K - €85K	€85K - €100K
BIM Modeler/Revit Technician	€35K – €45K	€45K - €55K	€55K - €65K
BIM Coordinator	€45K – €50K	€50K - €60K	€60K - €70K
BIM Manager	€55K – €60K	€60K - €75K	€75K - €90K
Junior Estimator	€30K – €35K	€45K - €55K	€55K - €65K
Intermediate Estimator	€40K – €55K	€55K - €65K	€65K - €75K
Senior Estimator	€55K – €75K	€75K - €85K	€85K - €100K
Estimating Manager	€75K – €85K	€85K - €95K	€95K - €120K
Junior Quantity Surveyor	€35K – €45K	€45K - €55K	€55K - €65K
Intermediate Quantity Surveyor	€45K – €55K	€55K - €65K	€65K - €75K
Junior Building Service Engineer	€30K – €35K	€35K - €45K	€45K - €55K
Intermediate Building Service Engineer	€35K – €45K	€45K - €55K	€55K - €65K
Senior Building Service Engineer	€50K – €60K	€60K - €70K	€70K - €80K
Building Services Manager	€70K – €75K	€75K - €80K	€80K - €90K
Site Engineer	€30K – €40K	€40K - €50K	€50K - €60K
Senior Site Engineer	€50K – €60K	€60K - €70K	€70K - €90K
Quality Engineer	€50K – €55K	€55K - €65K	€65K - €75K
Finishing Foreman	€40K – €45K	€45K - €50K	€50K - €60K
General Foreman	€45K – €50K	€50K - €60K	€60K - €70K
Site Manager	€50K – €60K	€60K - €70K	€70K - €80K
Project Manager	€45K – €50K	€55K - €65K	€65K - €75K
Senior Project Manager	€65K – €70K	€70K - €80K	€80K - €90K
Director	€85K – €95K	€95K - €100K	€100K - €140K

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Operations Manager	€55K – €60K	€60K -€70K	€70K - €90K
Planner	€45K- €50K	€50K - €55K	€55K - €65K
Production Manager	€55K - €65K	€65K - €75K	€75K - €85K
Production Supervisor	€40K – €45K	€45K - €50K	€50K - €60K
HVAC Technician	€35K – €45K	€45K - €50K	€50K - €70K
HVAC Engineer	€45K – €55K	€55K - €65K	€65K - €75K
Maintenance Technician	€40K – €50K	€50K - €55K	€55K - €60K
Maintenance Manager	€60K – €70K	€70K - €75K	€75K - €80K
Technical Director	€80K – €90K	€90K - €100K	€100K - €120K
Automation Engineer	€45K – €50K	€50K - €55K	€55K - €65K
Chemical Engineer	€45K – €50K	€50K - €55K	€55K - €65K
Structural Engineer	€45K - €55K	€55K - €65K	€65K - €85K
Mechanical Engineer	€45K - €55K	€55K - €65K	€65K - €85K
Electrical Engineer	€45K – €55K	€55K - €65K	€65K- €85K
Packing Engineer	€45K – €55K	€55K - €60K	€60K - €70K
R&D Engineer	€50K – €60K	€60K - €70K	€70K - €80K
Electronic Technician	€35K – €40K	€40K - €50K	€50K - €65K
Engineering Manager	€80K – €85K	€85K - €90K	€90K- €100K
Engineering Team Leader	€65K – €70K	€70K - €75K	€75K - €80K
Facilities Manager	€55K- €60K	€60K- €65K	€65K - €80K
Facilities Engineer	€55K – €60K	€65K - €70K	€70K - €75K
Facilities Technician	€35K – €45K	€45K - €50K	€50K - €65K
Field Service Engineer	€35K – €45K	€45K - €50K	€50K - €60K
Industrial Engineer	€40K – €50K	€50K - €60K	€60K - €70K
Instrumentation / Calibration Technician	€35K – €45K	€45K - €50K	€50K- €60K
Process Engineer	€45K – €50K	€50K - €55K	€55K- €65K

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Lean / Six Sigma Engineer	€45K - €50K	€50K - €55K	€55K - €65K
Process Technician	€30K - €35K	€35K - €40K	€40K - €55K
Production Manager	€55K - €65K	€65K - €70K	€70K - €90K
Production Supervisor	€55K - €60K	€60K - €65K	€65K - €70K
Quality Director	€75K - €85K	€85K - €90K	€90K - €100K
Quality Manager	€75K - €85K	€85K - €90K	€90K - €100K
Quality Supervisor/Team Lead	€55K - €60K	€60K - €65K	€65K - €75K
Quality Engineer	€45K - €55K	€55K - €60K	€60K - €70K
Quality Technician	€35K - €45K	€45K - €50K	€50K - €60K
Quality Director	€75K - €80K	€80K - €85K	€85K - €100K
Planner	€40K - €45K	€45K - €50K	€50K - €60K
Architectural Technologist	€30K - €40K	€40K - €50K	€50K - €60K
Senior Architect	€50K - €60K	€60K - €70K	€70K - €90K
Design Engineer	€30K - €40K	€40K - €50K	€50K - €60K
Design/Technical Manager	€50K - €60K	€60K - €70K	€70K - €90K
Site Administrator	€30K - €35K	€35K - €40K	€40K - €55K
Carpenter	€38K - €40K	€40K - €50K	€50K - €65K
Electrician	€50K - €52K	€52K - €55K	€55K - €65K
Plumber	€38K - €40K	€40K - €45K	€45K - €60K
Welder	€38K - €40K	€40K - €45K	€45K - €60K
Labourer	€40K - €42K	€42K - €45K	€45K - €55K
Tiler	€40K - €42K	€42K - €45K	€45K - €55K



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