



Salary Guide

2025 Ireland

Table Of Contents



01	Overview	18	Non-Food & Fashion	46	Industrial & Warehousing
02	Foreword	24	Retail Buying & Merchandising	52	Construction & Engineering
03	Key Talent Takeaways	30	Hotel & Catering	59	Sales & Marketing
04	Accountancy & Finance	36	Healthcare	64	Office Support & Administration
11	Grocery Retail	41	Pharmacy	71	Future Proof Training Academy

Our Role Is To Help
You Excel By Building
Careers & Shaping Futures
Together. In this guide,
you will find:



Expert insights on Ireland's employment trends and strategies for success in 2025.

Current salary benchmarks across specialisations to ensure competitive compensation.

Key data from our latest research to inform and strengthen your talent strategy.

Foreword

As we enter 2025, Ireland's labour market presents both remarkable opportunities and significant challenges. This year's Excel Recruitment Salary Guide provides in-depth insights into an ever-evolving employment landscape marked by substantial legislative changes. Key among these are the upcoming rise in the National Minimum Wage (NMW) to €13.50 per hour, expanded statutory sick leave entitlements, and the implementation of pension auto-enrolment. While these measures represent progress in employee protections, they also introduce considerable cost pressures for businesses, particularly within the hospitality, retail, and industrial sectors. For many employers, balancing these new requirements with existing operational expenses will necessitate strategic planning and, ideally, additional government support to stay competitive.

The Employment Permits Act 2024 marks another substantial development, with the potential to modernise Ireland's employment permit system. While the act offers a promising framework, it does not fully meet the urgent needs of businesses and workers in high-demand sectors such as hospitality, healthcare, and construction. To strengthen Ireland's position in meeting labour demands, improvements in five key areas are needed, such as: faster permit processing times, expanded eligibility criteria, increased support for integration and training, more flexibility on work-hour restrictions for international students, and the reinstatement of the 9% VAT rate for hospitality. Addressing these areas would greatly assist Irish businesses in navigating labour shortages and would foster a more accessible, dynamic labour market.

In the face of these pressures, Ireland continues to be an attractive destination for investment, underpinned by a highly skilled workforce and a strong track record for economic resilience. However, as competition from other European markets intensifies, it is crucial that 2025 offers a period of stability for employers where a solid, predictable market environment will empower businesses to make informed decisions, invest confidently in their growth, and reward their employees to retain top talent. Greater support from the government would enable Irish businesses, particularly SMEs, to effectively manage increased employment costs while focusing on expansion and sustainable growth.

At Excel Recruitment, we are optimistic about the future of Ireland's employment landscape in the year ahead. With a strong commitment to providing tailored support and expert guidance, we empower both employers and job seekers to thrive in a rapidly evolving market. As we look to 2025 and beyond, we are dedicated to partnering closely with our clients and candidates, driving excellence through solutions that address challenges and unlock new opportunities. Together, we look forward to building a stronger, more resilient workforce that will define the future of success in Ireland.

Barry Whelan

CEO & Founder of Excel Recruitment Group



Key Takeaways



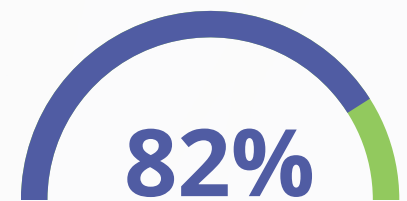
of employers see **'Lack of skilled candidates available'** as the main hiring challenge



of employers have **lost talent** in the last 6 months.



of businesses we spoke to are using **Temporary Staffing Solutions** in Ireland.



of businesses we spoke to **found sourcing top talent difficult** in 2024.



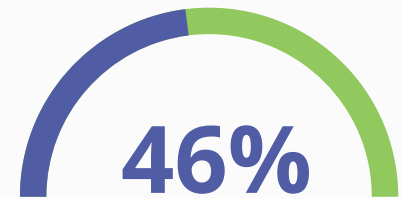
of businesses we spoke to **are optimistic about the Irish economy** in 2025.



of professionals in Ireland plan on **actively looking for a new job** in the next few months



of candidates we spoke to **prefer a mix of in office and remote work** options.



of candidates we surveyed said that the **lack of housing** options will directly impact their employment plans



Accounting & Financial Services

2025 Salary Guide, Ireland

Accounting & Financial Services Market Overview

2024 proved to be another demanding year for the accountancy and financial services sectors. Salaries remained relatively stagnant, with only minor increases tied to inflationary pressures. Despite a slight slowdown in the job market, it continues to be a candidate-driven landscape, underscoring the fierce competition for top talent.

One of the key trends shaping the sector is the prioritisation of flexible working arrangements. A striking 82% of respondents from this industry cited flexible work options as their most desired benefit. Furthermore, professional mobility is on the rise, with employees typically seeking new roles after just two years. For companies, this highlights the pressing need for robust career development and growth opportunities if they want to retain their workforce for the long term. In fact, 59% of respondents reported leaving their previous roles due to a lack of advancement prospects.

The demand for newly qualified accountants (1-5 years post-qualification experience) remains strong and is projected to grow into 2025. However, attracting talent at this level is becoming more challenging each year. With an increasing number of professionals migrating to Australia, New Zealand, Canada, and London, firms must adopt creative and competitive talent acquisition strategies to bridge the growing skills gap.

59%

would consider **leaving** their **current role** for the **right opportunity**.

Talent Retention & Attraction for 2025

- **Comprehensive Benefits Packages:** Candidates seek more than just a base salary - pension contributions, healthcare, and bonuses are now essential.
- **Flexible Work Options:** Hybrid work arrangements and flexible hours are highly valued by job seekers.
- **Career Development:** Employees expect clear opportunities for growth and advancement within the company.
- **Competitive, Transparent Hiring:** A well-structured, fast, and transparent interview process is crucial to attracting top talent.
- **Corporate Values Matter:** Candidates increasingly want employers whose ethics and values align with their own.
- **Innovative Talent Strategies:** Companies must offer unique perks and benefits to stand out in a crowded market.

Looking Ahead To 2025

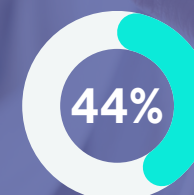
The employment market for accountancy and financial services professionals in Ireland is expected to remain robust in 2025, driven by economic growth, regulatory changes, and the continued digital transformation of the sector. As businesses and financial institutions navigate increasingly complex regulatory environments and strive to meet global standards, the demand for highly specialised skills will intensify throughout the coming year. To stay competitive, employers must offer flexible working arrangements, attractive salaries, and opportunities for continuous professional development to attract and retain the best talent in this dynamic market.

In-Demand Skills for 2025:

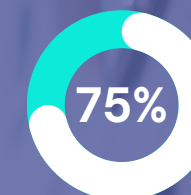
- **Regulatory Compliance and Risk Management:** Professionals with expertise in understanding and implementing new regulations will be highly sought after.
- **Digital and Data Proficiency:** Accountants with strong data analytics and fintech skills will be pivotal in helping businesses manage data-driven decision-making and automation processes.
- **Sustainability and ESG Reporting:** With an increasing focus on corporate sustainability, demand for professionals who can deliver ESG reporting and advise on environmental compliance is expected to rise.
- **Pensions:** With pension auto-enrolment expected to begin in late 2025, we anticipate a significant increase in demand for professionals with pensions expertise.



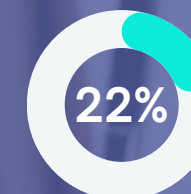
are open to new opportunities



say work-life balance would influence their decision the most



have a hybrid work arrangement



Did not receive a salary increase in the past 12 months

Accounting & Finance Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Chief Financial Officer	€130K - €150K	€150K - €180K	€180K - €250K
Financial Director	€100K - €120K	€120K - €150K	€150K - €180K
Financial Controller	€80K - €100K	€100K - €120K	€120K - €150K
Finance Manager	€72K - €78K	€78K - €85K	€85 - €95K
Senior Accountant	€80K - €85K	€85K - €90K	€90K - €100K
Financial Accountant	€65K - €74K	€74K - €85K	€85K - €95K
Management Accountant	€65K - €72K	€72K - €78K	€78K - €95K
Project Accountant	€65K - €70K	€70K - €80K	€80K - €90K
Treasury Accountant	€65K - €70K	€70K - €80K	€80K - €90K
Part-Qualified Accountant	€35K - €45K	€45K - €50K	€50K - €55K
Financial Analyst	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Payable Manager	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Payable	€30K - €35K	€35K - €40K	€40K - €45K
Credit Control Manager	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Receivable	€30K - €35K	€35K - €40K	€40K - €45K
Credit Control	€30K - €35K	€35K - €40K	€40K - €45K
Accounts Assistant	€30K - €40K	€40K - €45K	€45K - €50K
Payroll Specialist	€35K - €40K	€40K - €45K	€45K - €55K
Payroll Admin	€30K - €35K	€35K - €40K	€40K - €45K
Bookkeeper	€35K - €40K	€40K - €45K	€45K - €55K

Funds and Wealth Salary Guide	Salary 0-2 Years Exp +	Salary 2-5 Years Exp +	Salary 5 Years Exp +
Fund Accounting	€35K - €40K	€40K - €50K	€50K - €55K
Fund Accounting Manager	€60K - €70K	€70K - €80K	€80K - €95K
Head of Fund Accounting	€90K - €95K	€95K - €100K	€100K - €110K
Compliance Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Compliance Manager	€60K - €70K	€70K - €80K	€80K - €90K
Head of Compliance	€90K - €100K	€100K - €110K	€110K - €130K
Risk Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Risk Manager	€60K - €70K	€70K - €80K	€80K - €95K
Head of Risk	€90K - €95K	€95K - €110K	€110K - €150K
Back/Middle Office Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Back/Middle Office Manager	€60K - €70K	€70K - €80K	€80K - €90K
Investment Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Investment/Portfolio Manager	€60K - €65K	€65K - €75K	€75K - €90K
Financial Advisor	€35K - €40K	€40K - €50K	€50K - €55K
Wealth Manager	€35K - €45K	€45K - €55K	€55K - €65K
Head of Wealth	€90K - €100K	€100K - €110K	€110K - €130K
Paraplanner	€35K - €40K	€40K - €50K	€50K - €55K
Life and Pensions Admin	€30K - €35K	€35K - €40K	€40K - €45K

Insurance Salary Guide	Salary 0-2 Years Exp +	Salary 2-5 Years Exp +	Salary 5 Years Exp +
Customer Service00	€28K - €30K	€30K - €32K	€32K - €35K
Claims Handler	€30K - €35K	€35K - €40K	€40K - €55K
Claims Team Leader	€45K - €50K	€55K - €55K	€55K - €60K
Claims Manager	€60K - €65K	€65K - €75K	€75K - €95K
Sales Agent/Advisor/Executive	€30K - €35K	€35K - €40K	€40K - €55K
Relationship Manager	€45K - €55K	€55K - €65K	€65K - €100K
Product Executive	€40K - €45K	€45K - €55K	€55K - €60K
Product Manager	€55K - €65K	€65K - €85K	€85K - €105K
Trainee Actuary	€30K - €35K	€35K - €40K	N/A
Part-Qualified Actuary	€40K - €50K	€50K - €60K	€60K - €70K
Qualified Actuary	€70K - €80K	€80K - €100K	€100K - €150K
Underwriter - Personal Lines	€33K - €35K	€40K - €45K	€45K - €50K
Underwriter Commercial	€40K - €50K	€50K - €60K	€60K - €70K
Head of Underwriting	€90K - €100K	€100K - €140K	€140K - €180K
Compliance Admin	€32K - €35K	€35K - €38K	€38K - €42K
Compliance Executive	€35K - €40K	€40K - €45K	€45K - €55K
Compliance Manager	€60K - €70K	€70K - €80K	€90K - €110K
Risk Analyst	€35K - €40K	€40K - €45K	€45K - €55K
Risk Manager	€55K - €65K	€65K - €75K	€75K - €85K
Head of Risk	€85K - €95K	€95K - €110K	€110K - €150K



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Grocery Retail

2025 Salary Guide, Ireland

Grocery Retail Market Overview

Increasing operational costs

The Irish grocery market is heading into 2025 with a mix of challenges and optimism. With another minimum wage increase to €13.50 coming in January, retailers - especially smaller ones - face added pressure on already tight margins. New regulations on pension auto-enrolment and expanded sick leave benefits further drive up labour costs, making it increasingly tough for stores to keep prices steady and absorb these extra expenses without affecting their bottom lines.

This strain comes on top of last year's rollout of Deposit Return Scheme (DRS) equipment, which was a major capital expense for many stores and now requires on-going maintenance. Coupled with a rise in retail crime, including theft and anti-social behaviours, where grocery stores are now investing in extra security measures to keep employees and customers safe, adding yet another layer of costs.

Wage increases and the shift toward attracting key talent

As with 2024, the real impact of the national minimum wage increase isn't limited to entry-level staff; it has a ripple effect across the entire business. The 6.3% increase expected in 2025 is likely to lead to at least a 5% increase in wages across most stores, considering the need to maintain competitive hourly rates for employees based on their experience. Notably, the minimum wage has surged 32% since 2020.

With these forced increases, retailers are now shifting their focus to attracting and compensating top talent. They are willing to invest more in key roles to secure higher-calibre candidates, understanding that the salary for lower-skilled or less experienced employees still remains remarkably high.

Investment in fresh food offerings & quality talent for a competitive advantage

Despite these pressures, many retailers remain optimistic about trade in 2025. Recent store revamps or planned renovations reflect a commitment to freshening up the in-store experience. With a growing focus on fresh foods, retailers are doubling down on hiring skilled talent for deli and fresh food sections, seeing these areas as key to drawing in customers and enhancing their margin.

Some stores are even bringing chefs on board for the first time to elevate their food offerings, a move expected to increase both customer satisfaction and overall profitability. Bakers and butchers are also in high demand, with stores willing to pay more for candidates who bring this expertise.

Even in a tight labour market, retailers are prioritising these roles as they strengthen the fresh food sections that many believe will set them apart in a competitive landscape. With a focus on quality and an elevated in-store experience, retailers are betting that these investments in people and fresh offerings will foster customer loyalty and help balance out rising operational costs. While the path ahead may be challenging, the sector's commitment to adaptability and quality shows a clear drive to keep the Irish grocery market vibrant and resilient in the face of mounting financial pressures.



Key Trends Shaping the Grocery Retail Industry

Increase in Fresh Food Roles:

There has been a 20% rise in fresh food roles registered in the last quarter of 2024, indicating a growing focus on fresh produce and sustainable practices within retail

Contract Hours Adjustment:

60% of retailers have reduced contract hours since 2019 to attract candidates looking for better work-life balance, reflecting a significant shift in employee expectations

Flexibility as a Priority:

25% of candidates state flexibility as their top priority when considering a career move, highlighting the importance of flexible working conditions in recruitment

Impact of Comprehensive Offers:

Candidates are twice as likely to accept a job offer when provided with a full contract & a comprehensive overview of benefits at the offer stage, underscoring the need for transparency

Attraction of Senior Candidates:

The overall compensation package is increasingly significant in attracting senior candidates, with retailers recognising the necessity of competitive offers in a tight labour market

Emphasis on Diversity and Inclusion:

Retailers are actively prioritising diversity and inclusion in hiring processes, seeking to build a workforce that reflects their customer base and enhances the team as a whole

Focus on Employer Branding:

Companies are investing in their employer branding to highlight their culture, values, and work environment, helping them stand out in a competitive labour market.

Technology in Recruitment:

The use of technology, such as AI and data analytics, is on the rise, helping retailers streamline their hiring processes and reach a broader candidate pool

Grocery Retail Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Forecourt/Convenience			
Regional Manager	€65k	€75k	€90k
Area Manager	€55k	€60k	€65k
Store Manager	€40k	€47k	€55k
Assistant Manager	€35k	€36k	38k
Trainee Manager	€32k	€34k	n/a
Supervisor	€14.25- €14.50 ph	€14.50 - €15.00 ph	n/a
Small/Medium Supermarket			
Regional Manager	€70k	€80k	€90k
Area Manager	€65k	€70k	€75k
Store Manager	€45k	€50k	€60k
Assistant Manager	€38k	€40k	€45k
Department Manager	€34k	€36k	€38k
Trainee Manager	€33k	€34k	n/a
Supervisor	€14.25 - €14.50 ph	€14.50 - €15.00 ph	n/a
Large Supermarket			
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	€33k	€34k	n/a
Supervisor	€14.50 - €15.00 ph	€15.00 - €16.00 ph	€16.00 - €17.00 ph
Hard Discounter			
Area Manager	€70k	€85k	€115k
Store Manager	€63k	€75k	€95k
Assistant Manager	€48k	€52k	€60k
Supervisor	€14.80 + Supplements	€15.35 + Supplements	€16.90 + Supplements

Grocery Retail Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Forecourt/Convenience			
Deli Manager	€35k	€37k	€40k
Deli Supervisor	€15.00 ph	€15.50 ph	€16.50 ph
Night Manager	€34k	€36k	€36k
Small/Medium Supermarket			
Fresh Food Manager	€35k	€38k	€42k
Deli Manager	€35k	€38k	€42k
Deli Supervisor	€15.00 ph	€15.50 ph	€16.50 ph
Produce Manager	€33k	€34k	€36k
Butcher Manager	€40k	€42k	€45k
Butcher	€14.50 ph	€15.00 ph	€17.00 ph
Baker Manager	€40k	€42k	€45k
Baker/ Confectioner	€16.00 ph	€16.50 ph	€17.00 ph
Fish Specialist	€36k	€38k	€40k
Cheese Monger	€35k	€38k	€40k
Off-Licence Manager	€33k	€35k	€37k
Checkout Manager	€35k	€36k	€38k
Night Manager	€33k	€34k	€36k

Grocery Retail Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Large Supermarket			
Fresh Food Manager	€38k	€43k	€48k
Deli Manager	€37k	€42k	€46k
Deli Supervisor	€15.00 ph	€15.50 ph	€16.50 ph
Produce Manager	€34k	€35k	€37k
Butcher Manager	€40k	€42k	€45k
Butcher	€14.50 ph	€15.00 ph	€17.00 ph
Baker Manager	€40k	€42k	€45k
Baker/ Confectioner	€16.00 ph	€16.50 ph	€17.50 ph
Fish Specialist	€36k	€38k	€40k
Cheese Monger	€35k	€38k	€40k
Off-Licence Manager	€33k	€35k	€37k
Checkout Manager	€35k	€38k	€45k
Night Manager	€34k	€38k	€45k
Forecourt/Convenience			
Sales Assistant	€14.00 ph	€15.00 ph	€16.00 ph
Supermarket			
Sales Assistant	€14.00 ph	€15.00 ph	€16.00 ph
Security			
Retail Security Officers	€14.50 ph	€16.50 ph	€19.50 ph



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Non-Food & Fashion Retail

2025 Salary Guide, Ireland

Non-Food & Fashion Retail Market Overview

The Irish fashion and non-food retail market is experiencing steady growth, driven by a combination of brick-and-mortar stores and e-commerce as consumer confidence stabilises. Although the wider economy is performing well, rising labour costs remain a significant challenge for retailers. Therefore, to succeed in this evolving landscape, businesses must re-evaluate their models, taking into account digital transformation, sustainability, and geopolitical factors. AI is already improving customer journeys and supply chain efficiencies, enabling retailers to deliver more personalised, in-store experiences where technology and human interaction blend seamlessly. As part of this shift, retailers are investing in staff training and development to ensure top-tier service and remain competitive in a fast-changing market.

In 2024, candidates were taking a more cautious and deliberate approach to job changes, asserting greater control over their career decisions. Location remains the top priority, with commuting distance and salary as key factors. Work-life balance is critical, with many seeking manageable schedules and reduced stress. Flexibility in hours and hybrid working options are increasingly attractive. The minimum wage increase to €13.50 in January 2025 benefits workers but may put pressure on smaller retailers. However, AI integration could alleviate some challenges by automating repetitive tasks, allowing employees to focus on higher-value activities. To attract and retain talent, retailers must offer competitive pay, flexibility, and a supportive work environment.

Recruitment Trends

With the retail job market stabilising in 2024, both employers and employees are approaching recruitment efforts in 2025 with greater consideration and strategic focus.

Salaries: Salaries across the sector largely plateaued, with only modest adjustments for certain roles. Early 2024 saw a surge in demand for duty managers and team managers, leading to salary increases of 10-12% for these positions. While overall salary growth was limited throughout the year, there was a slight upward shift towards the end of 2024, especially for senior management roles.

Strategy: In the last quarter of 2024, there was a growing demand for skilled senior leadership capable of providing a more strategic commercial and operational focus to businesses, while supporting their strategic direction in terms of engagement and standards.

Benefits: Benefit packages remain strong, featuring Salary, Pension, Bonus, Healthcare, Holidays, Well-being support, Charity affiliations, and expanded family leave options. By implementing these strategies, businesses alleviate some of the challenges faced when it comes to recruiting new staff..

Retail Talent Remains Challenging in Ireland

The retail talent market in Ireland remains challenging, with a shortage of highly experienced and skilled candidates. This talent gap is pushing companies to rethink their recruitment strategies and invest more in internal progression, training, and development. Employers are increasingly offering attractive incentives to bring new talent on board, including competitive benefits and career growth opportunities. Many retailers are adopting a long-term approach, emphasising strong investment in succession planning to nurture and retain their workforce. These companies aim to become employers of choice by creating clear paths for advancement, ensuring that employees see a future within the organisation. By promoting from within and enhancing skillsets through training, businesses can mitigate the risk of talent shortages and improve employee retention.

Incentive packages now commonly include structured development programs, mentorship, and leadership training to ensure that employees feel valued and equipped for future roles. This strategic focus on growth and development is not only addressing the current talent challenges but also strengthening the foundation for sustained success.

By focusing on long-term career progression and becoming more attractive employers, Irish retailers are positioning themselves to compete effectively for the best talent in a competitive 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. Alternatively, you can call us on **01 814 8747** or email Aislinn at aislinn@excelrecruitment.com.

A donut chart with a teal outer ring and a white inner section, representing 35% of the total.

35%

35% of fashion and non-food retailers in Ireland will prioritise hiring candidates with strong digital skills, such as e-commerce management and data analytics in 2025, reflecting the industry's shift towards online retail.

A donut chart with a teal outer ring and a white inner section, representing 15% of the total.

15%

There was an increase of 15% more senior management roles registered in the last quarter of 2024.

A donut chart with a teal outer ring and a white inner section, representing 25% of the total.

25%

of senior retail positions in Ireland's fashion and non-food sectors is projected to prioritise candidates with experience in sustainability and digital transformation, as retailers adapt to evolving consumer expectations and environmental regulations.

Non-Food & Fashion Retail Salary Guide	Small	Medium	Large
DIY / Builders Providers			
Operations Manager / Regional Managers	€55K - €65K	€65K - €80K	€80K - €100k+
Store Manager	€45K - €50K	€50K - €60K	€65K - €80K
Assistant Manager	€35K - €40K	€40K - €45K	€50K - €55K
Duty Manager	N/A	€33K - €36K	€36K - €40K
Non-Food & Electronics			
Operations Manager/ Regional Manager	€65K - €70K	€70K - €85K	€85K - €105k
Area Manager / District Manager	€55K - €65K	€65K - €70K	€75K - €80K
Store Manager	€40K - €45K	€45K - €55K	€60K - €75K
Assistant Manager	€35K - €38K	€38K - €45K	€45K - €50K
Duty Manager	N/A	€33K - €36K	€36K - €40K
Supervisor / Team Leader	€29K - €30K	€29K - €30K	€29K - €30K
Pharmacy/ Healthcare Retail			
Regional Manager / Area Manager	€55K - €65K	€65K - €75K	€80K - €95K +
Store Manager	€38K - €45K	€45K - €52K	€55K - €70K
Assistant Manager	€32K - €34K	€35K - €38K	€40K - €45K
OTC	€13.50 - €14.00 ph	€14.00 - €16.00 ph	€16.00 - €16.50 ph
Beauty Advisors	€13.50 - €14.00 ph	€14.00 - €16.00 ph	€16.00 - €16.50 ph
High Street Fashion Retail			
Regional / Operations manager	N/A	€80K - €85K	€85K - €100K +
Area Manager	€55K - €60K	€65K - €70K	€75K - €85K+
Store Manager	€38K - €42K	€45K - €50K	€55K - €65K
Assistant Manager	€32K - €35K	€36K - €40K	€42K - €48K
Supervisor / Leam Leader	€29K - €30K	€29K - €30K	€32K - €35K

Non-Food & Fashion Retail Salary Guide	Small	Medium	Large
Sports Fashion Retail			
Regional / Operations manager	N/A	€80K - €85K	€85K - €100k +
Area Manager	€55K - €60K	€65K - €70K	€75K - €85K
Store Manager	€38K - €42K	€45K - €50K	€55K - €65K
Assistant Manager	€32K - €35K	€36K - €40K	€40K - €48K
Supervisor/ Team Leader	€29K - €30K	€29K - €30K	€33K - €39K
Premium/ Luxury Retail			
Regional / Area Manager	€55K - €60K	€60K - €70K	€75K - €85K
Store Manager	€40K - €45K	€50K - €60K	€60K - €70K
Assistant Manager	€35K - €40K	€40K - €45K	€45K - €50K
Supervisor / Team Leader	€30K - €32K	€32K - €35K	€35K - €36K
Charity / Not for Profit Retail			
Regional Manager / Area Manager	€60K - €70K	N/A	N/A
Area Manager	€50K - €55K	N/A	N/A
Store Manager	€30K - €35K	N/A	N/A
Assistant Manager	€28K - €29K	N/A	N/A
Retail Department Store			
Store Manager	N/A	€60K - €70K	€80K - €120K +
Deputy Manager	N/A	€50K - €60K	€70K - €85K
Asssitant Manager / Divisional Manager	N/A	€45K - €50K	€60K - €70K
Senior Department Manager	N/A	N/A	€55K - €65K
Department Manager	N/A	€38K - €45K	€45K - €50K
Entertainment & Telco			
Area Manager / Regional Manager	€55K - €55K	€60K - €65K	€65K - €80K
Store Manager	€35K - €38K	€40K - €45K	€45K - €55K
Assistant manager	€30K - €32K	€32K - €35K	€35K - €40K
Duty Manager	N/A	N/A	€30K - €35K



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Retail Buying & Merchandising

2025 Salary Guide, Ireland

Retail Buying & Merchandising Market Overview

Demand Beyond Salaries: The Rise of Benefits Packages

In today's competitive Irish job market, candidates are increasingly prioritising benefits packages over salary alone. With a growing focus on employee well-being and work-life balance, companies are adapting their strategies to attract top talent by offering perks. Flexible work arrangements, wellness initiatives, and generous leave policies are now at the forefront of job seekers' considerations.

Generous Benefits & Wellness Initiatives

Organisations that offer broad benefits packages are more likely to enhance employee retention and satisfaction. Benefits such as private health insurance, childcare support, enhanced parental leave, and flexible working arrangements significantly help employees balance their work and family commitments. Pension schemes with employer matching contributions are increasingly valued, as they provide long-term financial security. Furthermore, educational benefits like reimbursement for university courses and professional development programmes are highly attractive to candidates eager to advance their careers. Additionally, innovative perks such as pet-friendly workplaces and casual dress codes are gaining popularity for adopting a positive workplace culture. Other benefits may include subsidised canteens, team-building activities, and on-site amenities like gyms or social spaces, all of which contribute to a more supportive work environment. In essence, a workplace that prioritises employee well-being has proven to be an excellent strategy for attracting and retaining top talent.

The Surge in Remote Work Demand

The demand for remote and hybrid work options has surged in recent years, transforming workforce dynamics where employees value the flexibility to choose their own working hours and locations. It is no surprise that companies who offer these arrangements are better positioned to attract and retain talent. This flexibility allows individuals to manage personal responsibilities, such as childcare or commuting, leading to improved job satisfaction and overall well-being.

Remote work eliminates barriers often faced in traditional office settings, such as physical accessibility issues, which can be particularly challenging for individuals with mobility impairments or health conditions. The demand for remote work is not just a passing trend but a fundamental shift in how people want to work in this industry and beyond.

As the trend continues to evolve, companies that adapt to these preferences will be better positioned to secure a committed and satisfied workforce.

Industry Outlook: A Candidate's Market

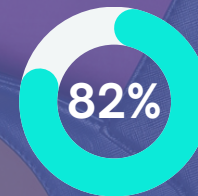
The current employment landscape has significantly shifted in favour of job seekers, establishing a true candidates' market. With low unemployment rates and a high demand for skilled professionals in Ireland, candidates now hold the reins in salary negotiations and benefit discussions. Interestingly, many candidates are prioritising benefits packages over higher salaries, particularly when looking for long-term financial security and a balanced lifestyle. Moreover, companies need to streamline their recruitment processes; delays can result in losing top talent to competitors that offer faster decision-making and more attractive packages. The challenge is particularly important for junior roles, with 82% of hiring managers reporting difficulty in finding skilled candidates for entry-level administrative positions.

Today's candidates are well-informed, often comparing benefits across potential employers and actively seeking roles that align with their personal values and lifestyles. In this evolving landscape, organisations must adapt to meet the expectations of job seekers, ensuring they remain competitive and attractive in the eyes of potential employees.

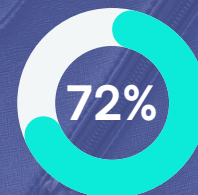
If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at www.excelrecruitment.com. Alternatively, you can call us on **01 814 8747** or email Aoife at aoife.clarke@excelrecruitment.com.



of job seekers consider benefits and perks as critical factors in their job acceptance decisions.



of hiring managers are reporting difficulty in finding skilled candidates for entry-level administrative positions.



of candidates looking for buying & merchandising roles opt for hybrid or remote work.

Buying Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 6 Years Exp +
Department Store			
Head of Buying	€120k	€150k	€180k
Buyer	€70k	€75k	€85k
Assistant Buyer	€50k	€55k	€65k
Buying Admin/ Assistant	€36k	€40k	€45k
High Volume Lifestyle			
Head of Buying	€120k	€180k	€200k
Buyer	€70k	€75k	€85k
Assistant Buyer	€55k	€60k	€65k
Trainee Buyer	€38k	€43k	€45k
Buying Admin/ Assistant	€36k	€40k	€45k
Lifestyle Retailer			
Head of Buying	€120k	€150k	€180k
Buyer	€70k	€75k	€85k
Assistant Buyer	€50k	€55k	€65k
Buying Admin/ Assistant	€36k	€40k	€43k
Grocery Retailer			
Head of Buying	€120k	€150k	€180k
Buyer	€80k	€85k	€95k
Assistant Buyer	€50k	€55k	€65k
Buying Admin/ Assistant	€36k	€40k	€45k
Non-Food Retail			
Head of Buying	€100k	€150k	€180k
Buyer	€70k	€75k	€85k
Assistant Buyer	€50k	€55k	€65k
Buying Admin/ Assistant	€36k	€40k	€45k

Merchandising Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 6 Years Exp +
Department Store			
Head of Merchandising	€120k	€150k	€180k
Merchandiser	€70k	€75k	€85k
Assistant Merchandiser	€50k	€55k	€65k
Merchandise Admin/ Assistant	€36k	€40k	€45k
High Volume Lifestyle			
Head of Merchandising	€120k	€180k	€200k
Merchandiser	€70k	€75k	€85k
Assistant Merchandiser	€55k	€60k	€65k
Trainee Merchandiser	€38k	€43k	€45k
Merchandise Admin/ Assistant	€36k	€40k	€43k
Lifestyle Retailer			
Head of Merchandising	€120k	€150k	€180k
Merchandiser	€70k	€75k	€85k
Assistant Merchandiser	€50k	€55k	€65k
Merchandise Admin/ Assistant	€36k	€40k	€45k



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Hotel & Catering

2025 Salary Guide, Ireland

Hotel & Catering Market Overview

Ireland is renowned for its vibrant tourism and warm hospitality, which has long attracted both national and international visitors. However, in recent years, restaurants, hotels, and other hospitality businesses have struggled to maintain their high standards amid rising operational costs. As the cost of living increases, particularly in 2025, the pressure on the industry will continue to mount, leading to the potential closure of beloved establishments that are unable to sustain themselves.

Rising Operating Costs and Minimum Wage Increases

Starting January 1st, 2025, the minimum wage in Ireland will rise to €13.50 per hour, adding significant costs for employers, especially in the labour-intensive hospitality sector. This wage hike, coupled with mandatory increases in sick pay, PRSI contributions, and pension auto-enrollment, places additional strain on businesses.

Many establishments already operate on thin profit margins, and these increased labour expenses are expected to result in more closures. Between September 2023 and October 2024, over 700 hospitality venues shut their doors due to escalating costs, underscoring the sector's financial fragility.

Impact of VAT and Lack of Government Support

The VAT rate for hospitality remains at 13.5%, a decision that has negatively impacted the industry. Advocacy groups such as the Restaurants Association of Ireland and the Vintners Federation have lobbied for a reduction back to the previous 9% rate, arguing that this would relieve financial pressure and help sustain jobs. Despite industry protests, the government has yet to take action, leaving hospitality businesses without crucial relief amid rising operating expenses.

The Return of Cash In Hand and Black Market Risks

With the cost of living and employment expenses at record highs, many establishments are resorting to "cash in hand" payments, driving a resurgence of the black market. This trend poses a serious risk to the economy, undermining legitimate businesses and, without government intervention, could worsen - leading to worker exploitation and diminished job security.

Technology Replacing Human Touch

To cut costs, many hotels are increasingly implementing technology solutions like online check-ins, check-outs, and in-room tablets for booking meals, spa treatments, and other services. While these innovations improve efficiency, they can detract from the personal touch and warmth that visitors expect from Irish hospitality. The shift toward automation and digital interaction, while beneficial for profit margins, challenges the traditional appeal of Irish hospitality, which relies heavily on face-to-face engagement.

The Rise of Staffing Agencies

To adapt to fluctuating staffing needs and to avoid the costs associated with permanent employees, many hospitality businesses are turning to staffing agencies. These agencies provide trained, compliant workers, enabling establishments to adjust staffing levels based on demand. Agency staff also help reduce recruitment costs, saving time on job ads, CV screening, and initial interviews.

This flexibility has become a valuable asset, particularly for businesses trying to maintain high service standards while reducing overhead costs.

Salary Adjustments and Employee Retention Strategies

In response to rising labour costs, the hospitality industry has seen significant changes in wages across various roles. Entry-level and supervisory positions are experiencing salary adjustments, while management salaries have largely remained flat.

In 2025, for example, Kitchen Porters can expect an average annual wage of around €28,000 - slightly above the minimum wage threshold.

Chefs de Partie can anticipate earnings between €38,000 and €42,000, depending on the setting. To counteract turnover, many employers are offering minor salary bumps alongside additional benefits and flexibility, though these measures are challenging in a service-oriented industry.

Future Outlook: Smaller Management Teams and Operational Changes

As the hospitality industry continues to evolve, a few key trends are emerging. Many businesses are shrinking their management teams and narrowing the salary gap between entry-level and supervisory roles.

Additionally, establishments are increasingly adopting live-in positions for employees, closing on select days, reducing menu selections, and investing in self-service and automation.

While these changes aim to streamline operations and manage costs, they may further alter the traditional hospitality experience in Ireland.

Hotel & Catering Salary Guide	Low	Average	Good
Chef Salaries			
Executive Chef	€90,000	€100,000	€110,000
Head Chef	€70,000	€75,000	€80,000
Sous Chef	€55,000	€65,000	€70,000
Jnr Sous Chef	€42,000	€45,000	€48,000
Breakfast Chef	€34,000	€36,000	€38,000
Chef De Partie	€38,000	€40,000	€42,000
Pastry Chef	€38,000	€40,000	€45,000
Head Pastry Chef	€44,000	€49,000	€55,000
Commis 1st Year	€29,000	€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	€35,000	€36,000	€38,000
Industrial, Corporate and Retail Catering Salaries			
Regional Manager	€80,000 + Bonus	€95,000 + Bonus	120,000 + Bonus
Area Manager Industrial Catering	€65,000 + Bonus	€75,000 + Bonus	€85,000 + Bonus
Unit Manager	€48,000	€55,000	€65,000
Unit Supervisor	€35,000	€40,000	€42,000
Executive Chef / Culinary Director	€75,000	€85,000	€120,000
Chef Manager	€45,000	€50,000	€55,000
Head Chef Industrial Catering	€42,000	€45,000	€50,000
Sous Chef Industrial Catering	€39,000	€42,000	€45,000
Chef De Partie Industrial Catering	€37,500	€39,000	€42,000
Kitchen Porter	€13.50	€14.00	€14.50
Catering Assistant	€13.50	€14.00	€14.50
Waiting Staff	€14.00	€15.00	€15.50
Barista	€14.00	€15.00	€15.50

Hotel & Catering Salary Guide	Low	Average	Good
Hotel Salaries			
GM	€80,000 +Bonus	€100,000 +Bonus	€140,000 +Bonus
DGM	€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
Accommodation Manager	€42,000	€45,000	€50,000
Accommodation Staff	€28,500	€30,000	€33,000
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	€55,000	€68,000	€75,000
Wedding Coordinator	€38,000	€40,000	€48,000
Sales Executive	€40,000	€45,000	€50,000
C&B Manager	€45,000	€50,000	€55,000
M&E Coordinator	€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	€45,000
Reservations Manager	€46,000	€50,000	€55,000
Front Office Manager	€36,000	€42,000	€48,000
Reception Supervisor	€32,000	€36,000	€42,000
Receptionist	€30,000	€34,000	€36,000
Night Manager	€42,000	€45,000	€48,000
Duty Manager	€35,000	€38,000	€42,000
Spa & Leisure Manager	€35,000	€37,500	€45,000
Spa Therapist	€30,000	€33,000	€35,000
Bar Manager	€45,000	€48,000	€55,000
Bar Staff	€30,000	€32,000	€35,000
Waiting Staff	€30,000	€32,000	€35,000



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Healthcare

2025 Salary Guide, Ireland

Healthcare Market Overview

Ireland's healthcare sector is currently navigating significant pressures due to demographic shifts, workforce challenges, and structural constraints in long-term care. The population increase, particularly among those aged 65 and older, emphasises the urgent need for a healthcare system equipped to handle an aging population. By 2026, over 15% of the Irish population will be 65 or older, with projections indicating a 66% rise in those over 65 and a doubling of those over 85 in the next two decades. This demographic shift will inevitably heighten demand for healthcare and long-term care services. The healthcare workforce, with around 80,000 nurses and 25,000 doctors, is strained, with only about 50-70% of registered practitioners actively working. International recruitment, which is increasingly relied upon, faces significant barriers. Nurse exam fees nearing €3,000, limited housing, and the 50/50 non-EU recruitment rule are all significant factors contributing to the high attrition rate of non-EU employees, with over 50% leaving within 18 months.

Another challenge complicating the healthcare landscape is the wave of nursing home closures. Since 2018, 77 nursing homes have shut down, removing 2,600 beds from the system. In 2024 alone, 17 closures occurred, driven by rising operational costs that are not offset by the 15-year-old Fair Deal Scheme. At the Nursing Home Ireland conference, most nursing home owners expressed concerns about rising costs and insufficient government support, calling for updated policies and better funding. In 2024, private sector additions of 1,000 beds in healthcare and sub-acute facilities have helped offset nursing home closures. However, sustaining this capacity will require stronger policies on recruitment, retention, and support for long-term care providers to meet growing demands.

Outlook For 2025

- The recent lifting of the HSE recruitment freeze offers the potential to boost public healthcare staffing, with some professionals shifting to private roles in 2025 to manage workloads.
- The minimum wage rise on January 1st to €13.50 will increase private healthcare salaries by up to 10%. The salaries for non-EU nurses will increase to €44,000, and non-EU healthcare assistants will rise to €34,000. This will have a ripple effect across both the public and private sectors, raising operational costs and driving up wages for many roles.
- In a recent interview, Shane Scanlon, CEO of The Alliance - a new network supporting nursing homes - emphasised the urgent need for a revised cost-of-care model to replace the outdated Fair Deal scheme, calling for sustained government support. Tadhg Daly, CEO of Nursing Homes Ireland, echoed these concerns, stating that at least €145 million is needed to fully cover care costs in private and voluntary nursing homes - 50% more than the current 2025 funding allocation. This needs to be put in place to avoid more closures in this sector.
- With population growth, the private healthcare sector is set to expand in 2025, with new nursing homes, hospital groups, and sub-acute facilities opening. Staffing will likely rely on continued international recruitment, supported by competitive salaries, loyalty and sign-on bonuses, retention initiatives, and additional leave benefits.

Recruitment Trends for 2025

- **Public vs. Private Pay Gap:** Rising operational costs have led private organisations to offer lower salaries than the HSE. Salary hikes in the HSE during 2023 and 2024 have widened the pay gap between public and private sectors by nearly 20%. This disparity has prompted some private organisations to match HSE pay rates and increase leave entitlements to retain staff. Additional benefits in 2025, such as enhanced statutory sick pay and pension options, are expected to further improve working conditions, helping staff manage health-related expenses and inflation.
- **Shift Toward Work-Life Balance:** Many healthcare professionals are increasingly prioritising work-life balance and are moving away from high-stress hospital roles to less demanding settings, like step-down facilities and nursing homes, to reduce burnout.
- **Technology and Virtual Care:** Technology remains pivotal in healthcare. Virtual care has expanded, enabling more patients to receive treatment at home, which helps reduce hospital visits and eases facility demands. In 2024, Ireland introduced its first virtual wards at University Hospital Limerick and St. Vincent's University Hospital in Dublin. This initiative is part of a nationwide strategy to improve patient care and reduce hospital bed demand, with plans to expand these virtual services across the country in the coming year.

2025 looks set to be another busy year for our healthcare division, with significant demand for our temporary & permanent workforce. For more information on these trends, the current market, or to discuss how we can support your recruitment needs, please contact Claire Timmon at claire.t@excelrecruitment.com or call **01 8717 666**.



The turnover rate for non-EU healthcare staff in Ireland is over 50% within the first 18 months, highlighting retention challenges, especially in high-demand, high-stress roles.



By 2026, over 15% of Ireland's population will be aged 65 and older, with those over 85 expected to double by 2044. This demographic shift will significantly increase demand for healthcare workers, especially in long-term care.




Approximately 30% of registered healthcare professionals in Ireland (both nurses and doctors) are not actively practicing, contributing to staffing shortages across the sector.

Healthcare Salary Guide	Low	Average	Good
Residential Care			
Director of Nursing	€80,000	€95,000	€128,000
Assistant Director of Nursing	€60,000	€70,000	€80,000
Clinical Nurse Manager	€24.50 ph	€26.50 ph	€29.50 ph
Senior Staff Nurse	€23.50 ph	€25.50 ph	€27.50 ph
Staff Nurse Day	€21.00 ph	€23.00 ph	€24.50 ph
Staff Nurse Night	€23.00 ph	€24.50 ph	€27.50 ph
Healthcare Assistant Day			
Entry Level	€14.00 ph	€14.50 ph	€15.00 ph
1 - 2 years	€15.50 ph	€16.00 ph	€16.50 ph
3+ years	€16.00 ph	€16.50 ph	€17.00 ph
Healthcare Assistant Night			
Entry Level	€14.50 ph	€16.00 ph	€17.00 ph
1 - 2 years	€16.00 ph	€17.00 ph	€17.50 ph
3+ years	€17.00 ph	€17.50 ph	€18.00 ph
Senior Healthcare Assistant	€16.50 ph	€17.00 ph	€17.50 ph
Activities Coordinator			
1 - 2 years	€14.50 ph	€15.50 ph	€16.50 ph
3+ years	€16.20 ph	€17.50 ph	€18.20 ph
Human Resource Manager	€38,000	€44,000 ph	€48,000 ph
Human Resource Administrator	€30,000	€32,000 ph	€34,000 ph
Reception/ Administrator	€30,000	€34,000	€36,000
Catering and Household			
Head/ Senior Chef	€55,000	€60,000	€65,000
Chef	€40,000	€45,000	€50,000
Kitchen Porter	€13.50	€15.00	€16.00
Catering Assistant	€13.50	€15.00	€16.00
Housekeeper/ Cleaner	€13.50	€15.00	€16.00




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Pharmacy

2025 Salary Guide, Ireland

Pharmacy Retail Market Overview

Pharmacists play a key role in the Irish healthcare industry, particularly in the community sector, where they manage medications, offer health advice, and promote disease prevention. With circa 1,900 community pharmacies in Ireland, the demand for skilled workers will remain strong throughout 2025.

In addition to this, the Irish Pharmacy Union (IPU) has been working actively to advance the role of pharmacists, collaborating closely with the Department of Health's Expert Taskforce to empower them in areas such as extending prescription authority, prescribing within their scope of practice, managing common clinical conditions, and supplying medication under structured protocols. These measures present a key opportunity to enhance healthcare accessibility across Ireland.

As these initiatives develop, the demand for both pharmacists and pharmacy technicians are set to increase. Pharmacy technicians play a crucial supporting role in dispensing, medication management, and ensuring the smooth operation of pharmacy services. The growing scope of pharmacy practice, along with increasing patient needs, means that there will be a higher demand for pharmacy technicians to support pharmacists in delivering expanded services. Consequently, the establishment of a new pharmacy school and efforts to attract more students to both the pharmacist and pharmacy technician professions are more critical than ever to meet the rising demands of the sector.

The Talent Drain:

The industry as a whole has faced challenges in recruiting Senior Supervising Pharmacists. To bridge this gap, we at Excel Healthcare:

Run Targeted Campaigns:

Promote the Supervising Pharmacist role by highlighting leadership, career growth, and patient care impact.

Utilise Industry Networks:

Connect with industry associations and attend relevant events to engage senior professionals.

Enhance Online Presence:

Boost visibility through social media, job boards, and professional networks to attract qualified candidates.

By implementing these strategies, we effectively fill the Supervising Pharmacist positions and alleviate the challenges our clients face when it comes to recruiting these roles.

Looking Ahead To 2025

In addition to pharmacist recruitment, in 2025, we will continue to place a heavy focus on addressing the growing shortage of Pharmacy Technicians across Ireland.

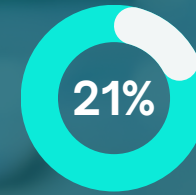
Our team is actively engaging with technician colleges and attending pharmacy technician events to strengthen our recruitment pipeline and find solutions to meet the increasing demand in this critical supporting role.

Furthermore, while locum pharmacist rates have remained stable compared to previous years, our clients are offering additional benefits to attract and retain pharmacists, reflecting the competitive nature of this sectors job market.

Moreover, with an experienced recruitment partner like Excel Healthcare who truly understands the industry, we will do everything we can to minimise staff shortages and help bridge the gap in this competitive market.

If you would like to discuss the findings of this guide or explore how we can assist with your recruitment needs, please don't hesitate to contact us at www.excelhealthcare.com.

You can also reach us by phone at [087 737 9636](tel:0877379636), or email Barbara, our Senior Pharmacy Recruiter, at barbara@excelrecruitment.com.



of pharmacists leave their job due to a lack of career structure and progression.



of pharmacists would like increased autonomy, support and pay.



of pharmacists would like a better work-life balance.



of pharmacists are happy in their role.

Pharmacy/Healthcare Retail	Small	Medium	Large
Regional Manager / Area Manager	€55k - €65k	€65k - €75k	€80k - €95k
Store Manager	€38k - €48k	€45k - €52k	€55k - €70k
Assistant Manager	€32k - €34k	€35k - €38k	€40k - €45k
Supervisor	€55k - €65k	€65k - €75k	€80k - €95k
OTC	€13.50 - €14.00 ph	€14.00 - €16.00 ph	€16.00 - €16.50 ph
Beauty	€13.50 - €14.00 ph	€14.00 - €16.00 ph	€16.00 - €16.50 ph

Quiet Dispensary	1+ years	3+ years	6+ years
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

Moderate Dispensary	1+ years	3+ years	6+ years
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

Busy Dispensary	1+ years	3+ years	6+ years
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




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Industrial & Warehousing

2025 Salary Guide, Ireland

Industrial & Warehousing Market Overview

The Irish industrial and warehousing sector has experienced consistent growth in recent years, but 2025 is set to present significant challenges, particularly for small and medium-sized enterprises (SMEs) reliant on temporary or permanent staff. With Ireland at full employment, the availability of candidates for many essential roles is shrinking.

The rising cost of living has also curtailed the influx of overseas workers, who traditionally make up a large portion of the industrial and warehousing workforce. As living expenses increase, fewer people are willing to relocate for work, leading to a shortage of talent and intensified competition for available workers.

Key Trends and Challenges for 2025:

Wage Pressures:

In 2025, wage pressures will pose a major challenge. The new €13.50 minimum wage in January will strain wage budgets, especially for SMEs. While junior roles will see pay increases, senior-level salaries may stagnate due to limited room for raises. This, combined with higher statutory sick pay and PRSI costs, will add more pressure to staffing budgets.

Automation and Technological Advancements:

To offset rising labour costs, larger companies are likely to invest in automation and digital transformation. Smart factories and robotics will reduce the need for low-skilled labour but increase demand for skilled technicians in robotics, AR, and digital manufacturing. This shift will intensify competition for tech-savvy professionals.

Talent Scarcity:

Competition for skilled workers will be fierce, especially for essential roles. In sectors like industrial and warehousing, fewer foreign workers are relocating due to high living and accommodation costs in Ireland. This talent shortage is particularly challenging for SMEs, which may struggle to compete with larger companies for top talent.

Staffing Structures:

Many of these businesses may be forced to rethink their staffing structures and operational strategies to remain viable in the face of these cost pressures. Larger companies, with greater financial resources will likely pursue automation more aggressively, further widening the gap between large corporations and SMEs.



Key Trends Shaping the Industry

- Digitalisation and Automation
- E-commerce and Last-Mile Delivery
- Green Logistics
- Improved Employee Benefits Packages
- Increased Flexibility for The Temporary Workforce

In-Demand Roles for 2025:

- **Drivers and Logistics Coordinators:** Demand for drivers is expected to remain high, even amid economic uncertainties. As e-commerce continues to grow, last-mile delivery services will require a steady supply of drivers, making this a crucial role in 2025.
- **Skilled Technicians:** With the rise of automation and smart factories, there will be high demand for technicians skilled in maintaining and operating robotics, AR systems, and other digital manufacturing technologies.
- **Warehouse Managers and Operations Specialists:** As competition in the market increases, experienced leadership in warehouse management and operations will be critical to ensuring efficiency and sustainability.

Looking Ahead To 2025

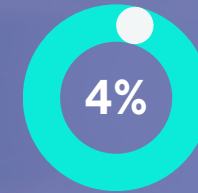
Despite the mentioned challenges, the Irish industrial and warehousing sector is expected to continue growing, driven by the demand for green products, ongoing digital transformation, and rising e-commerce.

The ability of companies to adapt, upskill workers, and embrace automation will be critical to navigating the hurdles of 2025. While the increase in the National Minimum Wage brings positive news for employees, it raises concerns for employers that Ireland may become one of the most expensive countries in Europe for operating a business.

In response, companies are advised to explore non-monetary incentives, such as flexible working conditions and meaningful benefits packages, to attract and retain talent in this competitive environment.

The sector's future success will hinge on how well businesses - especially SMEs - can balance rising costs with the need for innovation, flexibility, and investment in their workforce.

Having a reliable recruitment partner who truly understands the industry can significantly alleviate the stress of hiring and managing staff. With over 150,000 candidates on our database and a temporary workforce of 8,600, Excel Recruitment is uniquely positioned to support all your recruitment needs. Whether you're seeking permanent staff or temporary solutions, our deep industry knowledge and vast talent pool allow us to find the right candidates quickly and efficiently, helping your business stay ahead in this competitive market.



Ireland's full employment status, with unemployment hovering around 4%, means there will be a continued shortage of available candidates for roles in warehousing, logistics, and industrial operations. This will drive fierce competition among employers to attract talent.



With the ongoing boom in e-commerce, the demand for drivers and logistics coordinators is expected to grow by 30% in 2025, as companies seek to meet rising consumer expectations for fast and efficient deliveries, particularly in last-mile logistics.



As more companies invest in automation and smart factories to reduce labour costs, the demand for technicians skilled in robotics, AI, and digital manufacturing is expected to increase by 50%. This shift will create a higher demand for tech-savvy workers capable of maintaining advanced machinery.

Industrial & Warehousing Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Warehouse Manager	€35K - €40K	€40K - €50K	€50K - €60K
Assistant Warehouse Manager	€30K - €35K	€35K - €40K	€40K - €45K
Warehouse/General Operative/Production Operative	€13.50 - €13.80 ph	€13.80 - €14.20 ph	€15.00 - €15.80 ph
Voice Picker	€13.50 - €13.80 ph	€14.40 ph	€16.00 ph
Forklift - Counterbalance Operative	€14.00 ph	€15.00 ph	€17.00 ph
Forklift Reach Operative	€14.20 - €14.40 ph	€15.00 - €15.20 ph	€17.00 ph
Forklift Bendi Operative	€14.20 ph	€15.00 ph	€17.00 ph
Forklift - VNA Operative	€14.20 ph	€15.00 ph	€18.00 ph
PPT Operative	€13.70 ph	€14.00 ph	€16.00 ph
Handballer	€13.50 ph	€13.80-€14.00 ph	€14.00 - €15.00 ph
Rigid Truck Driver	€17.00 ph	€18.00 - €19.00 ph	€20.00 - €22.00 ph
Artic Truck Driver	€19.00 ph	€19.00 - €20.00 ph	€22.00 - €24.00 ph
Van Driver	€14.00 ph	€15.00 ph	€16.00 ph
C1 Driver	€15.00 ph	€16.00 ph	€17.00 ph
Bus Driver	€16.00 ph	€18.00 ph	€20.00 ph
Transport Manager	€40K - €45K	€45K - €50K	€50K - €60K
Transport Planner	€35K - €40K	€40K - €45K	€45K - €50K
Transport Coordinator	€30K - €32K	€32K - €35K	€35K - €40K
Operations Manager	€60K - €70K	€70K - €80K	€80K - €100K
Supply Chain Director	€90K - €100K	€100K - €120K	€120K - €150K
Supply Chain Manager	€70K - €80K	€80K - €90K	€90K - €100K
Supply Chain Specialist	€40K - €45K	€45K - €50K	€50K - €60K
Planning Manager	€70K - €75K	€75K - €80K	€80K - €85K
Demand Planner	€40K - €45K	€45K - €50K	€50K - €60K
Freight Specialist	€40K - €45K	€45K - €50K	€50K - €60K
Customs Specialist	€40K - €45K	€45K - €50K	€50K - €60K
Customs Administrator	€28K - €32K	€32K - €38K	€38K - €45K
EHS Manager	€70K - €80K	€80K - €90K	€90K - €100K
EHS Specialist	€40K - €45K	€45K - €50K	€50K - €60K
EHS Officer	€40K - €45K	€45K - €50K	€50K - €60K



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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

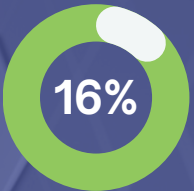
The shortage of skilled candidates in certain construction and engineering roles is expected to deepen. The hardest-hit positions include project managers, quantity surveyors, mechanical engineers, and those with specialised expertise in fields like renewable energy and building information modelling (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

Construction & Engineering Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
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

Construction & Engineering Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
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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Sales & Marketing

2025 Salary Guide, Ireland

Sales & Marketing Market Overview

2024 has been a strong year for the job market in Ireland, with salaries on the rise and more generous benefits packages across industries. The gap between candidate expectations and client offerings has significantly narrowed, resulting in a faster and more efficient hiring process. Candidates, especially those in senior roles, have become more selective, typically requiring at least a 10% salary increase to consider a move, while also being unwilling to sacrifice any existing benefits.

Key Trends in Candidate Preferences

- **Benefits:** Alongside salary, benefits are increasingly pivotal in attracting talent. Employers are offering a minimum of 22 days holidays, pension contributions, and hybrid work options. However, the demand for 25 days annual leave & contributory health insurance is rising, though still rare.
- **Work Flexibility:** The majority of candidates (95%) are either working from home or have a strong preference for hybrid arrangements, making remote or flexible work non-negotiable for most. Jobs that do not offer these options are challenging and time-consuming to fill.
- **Location:** Commuting is a critical factor, with no one willing to travel more than 40 minutes to the office.

Shifts in Job Categories

- **Senior Roles:** There has been a welcome increase in senior positions, such as "Head of" roles across departments like Marketing, Ecommerce, and Sales. These roles, which had been scarce in recent years, now make up 25% of job opportunities, with salaries ranging from €70k to €120k.
- **Junior Roles:** The market for junior positions (e.g., admin, telesales, customer service) remains difficult, with a lack of high-calibre candidates and salaries in the €28k-€33k range. These roles are the hardest to fill, a trend that's expected to continue into 2025.
- **Digital Marketing Specialists:** A growing demand for in-house digital marketing roles, such as PPC & SEO specialists, is expected to continue, as companies look to reduce their reliance on third-party agencies.

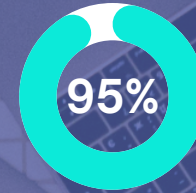
Industry Outlook: Predictions for 2025

Looking ahead, the positive momentum from 2024 is expected to carry into 2025. While salary increases may slow down, benefits are likely to improve further to attract and retain top talent. The job market remains candidate-driven, and employers must be prepared to meet high expectations for salaries, benefits, and work flexibility. This is especially important as candidates are becoming increasingly selective and confident in their demands.

Employers looking to stay competitive should consider offering:

- More than 22 days of annual leave and contributory health insurance, as these benefits are increasingly sought after by top-tier candidates.
- Hybrid and remote work options must be a priority to attract marketing candidates, given the overwhelming preference for flexible working arrangements.
- A quick and efficient hiring process to ensure candidates remain engaged and don't get lost to competitors is a must.

2025 promises to be another strong year for recruitment, with continued opportunities for employers and candidates alike in Ireland's growing and competitive job market.



of marketing candidates either work from home or actively prefer hybrid work arrangements. Any marketing roles that do not offer flexible or remote work options are significantly harder to fill, indicating the importance of work-life balance for top talent in the industry.



Demand for roles like PPC and SEO Specialists is predicted to rise by 20%, with 1 in 5 companies expected to increase hiring for these positions as they look to bring digital marketing in-house.

Sales & Marketing Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Marketing Assistant	€28K - €31K	€31K - €33K	€33K - €35K
Marketing Executive	€33K - €38K	€38K - €42K	€42K - €47K
Marketing Manager	€55K - €60K	€60K - €70K	€70K - €75K
Head of Marketing	€85K - €100K	€100K - €110K	€110K - €120K
Ecommerce Assistant	€29K - €32K	€32K - €34K	€34K - €36K
Ecommerce Executive	€35K - €40K	€40K - €44K	€44K - €50K
Ecommerce Manager	€55K - €60K	€60K - €70K	€70K - €75K
Head of Ecommerce	€85K - €100K	€100K - €110K	€110K - €120K
Telesales	€28K - €32K	€32K - €35K	€35K - €37K
Telesales Team Leader	€45K - €50K	€50K - €55K	€55K - €65K
Business Developer	€35K - €40K	€40K - €47K	€47K - €50K
Business Development Manager	€45K - €50K	€50K - €60K	€60K - €65K
Sales Manager	€65K - €75K	€75K - €85K	€85K - €90K
Head of Sales	€100K - €110K	€110K - €120K	€120K - €130K
Key Account Executive	€45K - €50K	€50K - €55K	€55K - €60K
Key Account Manager	€55K - €60K	€60K - €65K	€65K - €70K
Sales Support	€30K - €35K	€35K - €40K	€40K - €45K



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Office Support & Administration

2025 Salary Guide, Ireland

Office Support & Administration Market Overview

Salaries in the office support sector remained relatively stable in 2024, with some increases primarily at entry level driven by rising minimum wage levels. With Ireland at near full employment, 2024 has been another challenging year for filling key roles.

Jobs in customer service, accounts administration, and HR support are in high demand, but attracting candidates with the necessary expertise has proven difficult for companies. Positions such as executive assistants, office managers, and senior administrative professionals have also been hard to fill.



61%
of **Office Support** employers
reported **significant
challenges** recruiting talent
due to intense competition for
skilled candidates.

Benefits Beyond Salary for Senior Roles

For more experienced administrative positions, where salary levels have remained relatively stable over the past two to three years, the focus has shifted to company benefits. Candidates are increasingly looking for comprehensive benefits packages that include pension contributions, healthcare, and other perks. These offerings are becoming crucial differentiators for employers seeking to attract senior administrative professionals who are not just looking at the base salary but also the overall value proposition of their employment package.

The top 5 most sought after **company benefits** in this sector are

1. Flexible working hours
2. Hybrid work model
3. Contributory Pension
4. 23+ days annual leave
5. Private Medical Insurance



The top 5 reasons for their **leaving current role** are

- Lack of career progression
- Compensation not satisfactory
- Poor Management
- Work/Life Balance
- Concerns about longevity of sector/company

Shift Towards Long - Term Temp Positions

We've also observed a shift in hiring preferences towards long-term temporary contracts for administrative positions. This approach offers companies greater flexibility in managing staffing levels, especially in response to fluctuating business needs. This trend is particularly relevant for organisations navigating economic uncertainty or those in growth phases, as it allows them to scale their workforce dynamically while still maintaining essential administrative support.

Demand for Hybrid Work Options

From the candidate's perspective, flexibility is a significant driving factor in job choice. Many are willing to accept a slight reduction in salary for roles that offer hybrid work arrangements. Candidates are prioritising positions that align with their personal lives, rather than the traditional model of adapting their lives to fit the job. Companies that do need to bring people back to the office and can't offer hybrid working are really feeling the struggle to attract talent.

Outlook For 2025

Heading into 2025, salary expectations are forecast to remain flat for many roles, despite the growing competition for talent. This stagnation is largely due to economic uncertainties, and companies seeking to control operational costs. While increases tied to inflation are anticipated in the long run, the focus for many companies will shift toward providing non-monetary incentives to remain competitive. The only salaries expected to rise are entry-level positions, in line with increases in minimum wage.

2025 will be another challenging year for the office support sector. The war for talent will persist, driven by near-full employment and continued emigration of skilled professionals. Companies that want to stay ahead of the competition will need to rethink their approach by emphasising workplace flexibility, benefits, and efficient hiring practices. While salary increases may not be significant, those offering strong non-monetary incentives like career progression, professional development, and health benefits will be better positioned to attract and retain top talent.

In summary, while salaries may not see drastic increases, companies must focus on broader employee value propositions and faster hiring processes to keep up with demand in 2025.



of employers are focusing on enhancing non-monetary benefits such as flexible working options, career progression and professional development to attract and retain talent.



of businesses wish to streamline their recruitment processes in 2025 to improve their hiring process efficiency.



of businesses will seek to use more temporary staffing solutions to assist with peak periods.



of candidates are seeking hybrid working.

Office Support & Administration Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Permanent			
Executive Assistant	€40K - €45K	€45K - €55K	€55K - €65K
Personal Assistant	€35K - €40K	€40K - €45K	€45K - €50K
Receptionist	€28K - €30K	€30K - €32K	€32K - €35K
Administrator	€28K - €30K	€30K - €32K	€32K - €35K
Medical Secretary	€30K - €32K	€32K - €38K	€38K - €45K
Legal Secretary	€30K - €32K	€32K - €38K	€38K - €45K
Typist	€28K - €32K	€32K - €37K	€37K - €40K
Data Entry	€28K - €30K	€30K - €32K	€32K - €35K
Project Administrator	€28K - €32K	€32K - €37K	€37K - €40K
Sales Administrator	€28K - €30K	€30K - €32K	€32K - €35K
Office Manager	€40K - €45K	€45K - €55K	€55K - €65K
Telesales	€28K - €30K	€30K - €32K	€32K - €35K
Customers Service	€28K - €30K	€30K - €32K	€32K - €35K
Customers Service Team Leader	€35K - €40K	€40K - €45K	€45K - €50K
Customer Service Manager	€40K - €45K	€45K - €55K	€55K - €65K
Accounts Administrator	€30K - €32k	€32K - €38K	€38K - €45K
Accounts Payable	€30K - €35K	€35K - €40K	€40K - €45K
Accounts Receivable	€30K - €35K	€35K - €40K	€40K - €45K
Credit Control	€30K - €35K	€35K - €40K	€40K - €45K
Accounts Assistant	€30K - €40K	€40K - €45K	€45K - €50K
Payroll Specialist	€35K - €40K	€40K - €45K	€45K - €55K
Payroll Admin	€30K - €35K	€35K - €40K	€40K - €45K
Bookkeeper	€35K - €40K	€40K - €45K	€45K - €55K

Office Support & Administration Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Temporary			
Executive Assistant	€15 - €20ph	€20 - €25ph	€25 - €30ph
Personal Assistant	€14 - €16ph	€16 - €18ph	€18 - €22ph
Receptionist	€14 - €15ph	€15 - €16ph	€16 - €18ph
Administrator	€14 - €15ph	€15 - €16ph	€16 - €18ph
Medical Secretary	€16 - €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 Adminiatrator	€14 - €15ph	€15 - €16ph	€16 - €18ph
Office Manager	€15 - €20ph	€20 - €25ph	€25 - €30ph
Telesales	€15 - €16ph	€16 - €18ph	€18 - €22ph
Customers Service	€15 - €16ph	€16 - €18ph	€18 - €22ph
Customers Service Team Leader	€15 - €20ph	€20 - €25ph	€25 - €30ph
Customer Service Manager	€18 - €20ph	€20 - €25ph	€25 - €30ph
Accounts Administrator	€15 - €18ph	€18 - €20ph	€20 - €22ph
Accounts Payable	€15 - €18ph	€18 - €20ph	€20 - €25ph
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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