



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

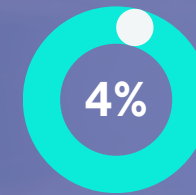
Despite the mentioned challenges, the Irish industrial and warehousing sector is expected to continue growing, driven by the demand for green products, ongoing digital transformation, and rising e-commerce.

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.

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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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