



Salary Guide

2026 Ireland

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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 2026.

Current salary benchmarks across specialisations to ensure competitive compensation.

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

Salary Guide 2026 - Foreword

As we move into 2026, Ireland's labour market continues to evolve at a rapid pace presenting both significant challenges and powerful opportunities for employers and employees alike. The 2026 Excel Recruitment Salary Guide offers in-depth insights into a landscape shaped by rising employment costs, shifting regulations, and an increasingly competitive European environment. Ireland remains at near full employment, with unemployment holding around 4.5% into late 2025. While this demonstrates the strength and resilience of the Irish economy, it also highlights a persistent talent shortage across key industries such as hospitality, industrial, warehousing, retail, and healthcare. These sectors continue to face mounting challenges, including staff shortages, high turnover, and rising employment costs, all of which intensify competition for skilled workers and drive up wage expectations.

This year brings several major legislative and cost developments that will shape the employment outlook. The National Minimum Wage has risen to €14.15 per hour, an increase of 4.8% from 2025, keeping Ireland among the highest in the EU. Adjustments to USC bands ensure that full-time minimum-wage earners remain within the lower USC rate, slightly offsetting the increased wage burden. Meanwhile, employer PRSI will increase by 0.15% on October 1st, 2026 - bringing the standard rate to 11.40% and the lower rate to 9.15%. These increases, combined with inflationary pressures, continue to squeeze margins, particularly for SMEs and indigenous companies.

The long-awaited pension auto-enrolment scheme will launch on January 1st 2026, with employers, employees, and the State each contributing 1.5% initially. This marks a major policy milestone in Ireland's social infrastructure, though the absence of traditional tax relief means the scheme is less tax-efficient than existing occupational pensions - an important consideration for both employers and workers planning for the future. Elsewhere, statutory sick pay entitlements remain at five days, following the government's decision to pause the planned 2025 increase. The entitlement continues to be paid at 70% of salary, capped at €110 per day, balancing employee welfare with business viability.

Despite these pressures, Ireland remains an attractive destination for investment and talent, supported by a highly skilled workforce, a stable economic outlook, and a proven record of adaptability and innovation. However, as competition from other European markets intensifies, 2026 must be a year of stability, collaboration, and strategic foresight - where government and industry work together to safeguard competitiveness while sustaining quality employment. At Excel Recruitment, we remain optimistic about the year ahead. Our mission is to empower employers to navigate complexity with confidence, helping them attract, reward, and retain the best talent in an increasingly demanding market. We are equally committed to supporting jobseekers in achieving their ambitions, ensuring every placement contributes to both personal success and business growth.

Barry Whelan

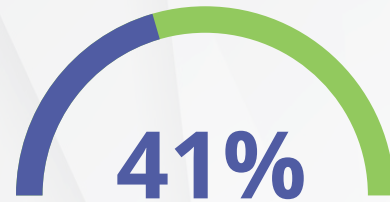
CEO & Founder of Excel Recruitment Group



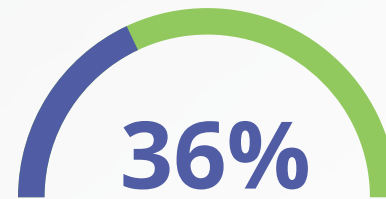
Key Takeaways



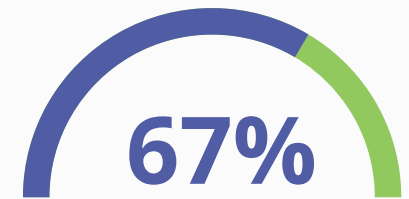
of businesses concerned at **sky rocketing cost** of employment.



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 2025.



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



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

2026 Salary Guide, Ireland

Accounting & Financial Services Market Overview

The Accountancy & Finance landscape in Ireland continues to evolve as businesses adapt to digital transformation, regulatory change, and an increasingly competitive talent market. Salary growth has been steady, with upward pressure at entry level driven by talent shortages, while mid-to-senior ranges remain stable. As a result, career development, hybrid working, and strong benefits packages are increasingly influencing hiring decisions and retention. Demand remains strong for finance talent who can blend technical expertise with commercial insight, systems capability, and cross-functional communication. Employers who offer flexibility, progression pathways, and modern finance environments are securing the strongest candidates.

AI, Automation & Evolving Finance Functions

Artificial intelligence, automation, and advanced analytics continue to reshape finance functions in Ireland. AI is enhancing accuracy, accelerating financial reporting, and improving forecasting and business decision-making. Rather than replacing roles, these technologies are shifting the focus of finance teams toward:

- Strategic advisory and commercial partnering
- Financial planning and analysis (FP&A)
- Data-driven decision support
- Controls, governance, and compliance

Finance professionals with strong digital literacy - particularly experience with ERP, BI and AI-supported finance tools - are in the highest demand. Employers investing in upskilling and change management are seeing the greatest productivity and retention benefits.

Talent Supply, Immigration & Skills Pipeline

- Talent shortages remain a challenge, particularly at part-qualified, newly qualified, and experienced qualified accountant levels. With ongoing pressure on the domestic talent pipeline, more employers are recruiting internationally and supporting relocation for specialist roles.
- Ireland continues to attract finance professionals from Europe and further afield - particularly those seeking opportunities in multinational environments and shared-services hubs - reinforcing the need for inclusive workplace practices and clear onboarding pathways.

Looking Ahead To 2026

Ireland's finance landscape is entering a period of significant evolution, shaped by the introduction of the pension auto-enrolment scheme and accelerating digital transformation across organisations. For finance and payroll teams, auto-enrolment will introduce a new layer of complexity in 2026, requiring precision in payroll processes, compliance readiness, and proactive employee communication. Finance teams will be at the centre of this implementation, balancing legislative accuracy with operational efficiency.

On the talent front, hybrid working remains a non-negotiable for qualified and senior finance professionals, while experience with ERPs, automation tools, and data platforms continues to drive hiring decisions. Salary remains important, but candidates are increasingly weighing career fulfilment, development opportunities, and workplace culture just as heavily.

As 2026 approaches, the Accountancy & Finance sector remains resilient, essential, and increasingly strategic. Employers that embrace digital transformation, invest in modern systems, and offer flexible, growth-oriented environments will attract and retain top talent. The function is shifting from traditional reporting toward a strategic growth engine - and organisations that empower finance teams to innovate and lead will gain a decisive competitive edge.

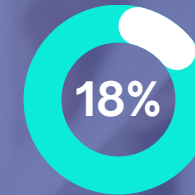
Why Finance Professionals Move Roles



Limited career progression or strategic exposure



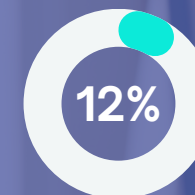
Desire for hybrid/remote working options



Need for stronger reward & recognition structures



Lack of investment in modern finance systems and tools



Poor leadership, culture, or support structures

Accounting & Finance Salary Guide - Permanent	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	€70k - €80k	€80k - €90k	€90k - €100k
Senior Accountant	€70k - €80k	€80k - €90k	€90k - €100k
Financial Accountant	€60k - €70k	€70k - €80k	€80k - €90k
Management Accountant	€60k - €70k	€70k - €80k	€80k - €90k
Project Accountant	€60k - €70k	€70k - €80k	€80k - €90k
Treasury Accountant	€60k - €70k	€70k - €80k	€80k - €90k
Part Qual'd Accountant	€35k - €40k	€40k - €45k	€45k - €50k
Financial Analyst	€55k - €65k	€65k - €70k	€70k - €75k
Accounts Payable Manager	€55k - €65k	€65k - €70k	€70k - €75k
Accounts Payable	€32k - €35k	€35k - €40k	€40k - €45k
Credit Control Manager	€55k - €65k	€65k - €70k	€70k - €75k
Accounts Receivable	€35k - €40k	€40k - €45k	€45k - €50k
Credit Control	€40k - €45k	€45k - €50k	€50k - €60k
Accounts Assistant	€33k - €35k	€40k - €45k	€45k - €50k
Payroll Specialist	€35k - €40k	€40k - €45k	€45k - €55k
Payroll Admin	€35k - €40k	€40k - €45k	€40k - €45k
Bookkeeper	€40k - €45k	€40k - €45k	€50k - €55k

Accounting & Finance Salary Guide - Temporary	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Chief Financial Officer	€75-€85ph	€85-€100ph	€100-€120ph
Financial Director	€50-€60ph	€60-€80ph	€80-€90ph
Financial Controller	€40-€50ph	€50-€60ph	€60-€70ph
Finance Manager	€40-€45ph	€45-€50ph	€50-€55ph
Senior Accountant	€40-€45ph	€45-€50ph	€50-€55ph
Financial Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Management Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Project Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Treasury Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Part Qual'd Accountant	€17-€20ph	€20-€23ph	€23-€26ph
Financial Analyst	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable	€16-€18ph	€18-€20ph	€20-€25ph
Credit Control Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Receivable	€16-€18ph	€18-€20ph	€20-€25ph
Credit Control	€16-€18ph	€18-€20ph	€20-€25ph
Accounts Assistant	€16-€18ph	€18-€20ph	€20-€25ph
Payroll Specialist	€16-€18ph	€18-€20ph	€20-€25ph
Payroll Admin	€15-€16ph	€16-€18ph	€18-€20ph
Bookkeeper	€16-€18ph	€18-€20ph	€20-€25ph

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

2026 Salary Guide, Ireland

Grocery Retail Market Overview

Rising Costs, Resilient Retail: Navigating Wage Increases and Operational Pressures in 2026

Another year, another jump in costs - the National Minimum Wage at €14.15 marks a 4.8% increase on 2025 and a total rise of nearly 40% since 2020.

For full-time retail employees, that's an increase of roughly €8,200 per year in just six years. Add in auto-enrolment, enhanced sick pay, higher insurance premiums, rising energy costs, and the ongoing maintenance of Deposit Return Scheme infrastructure, and it's no surprise that retailers are asking: how do we stay competitive, compliant, and still make a margin?

This is before we even touch on the escalation of retail crime over the past 18 months - a trend that continues to drive up security costs, shrink, and overall operational pressure across the sector.

Despite all this, the industry continues to show remarkable resilience. Grocery remains Ireland's largest private-sector employer, and recruitment data shows that store managers' salaries rose by an average of 5% in 2025, while fresh food and specialist roles continue to command strong premiums due to ongoing skill shortages

Compensation Strategy 2026: What Works

Focus on Total Rewards, Not Just Pay

- Pay rises are inevitable, but perks, recognition, flexibility, and career progression are what truly retain people. Offering predictable scheduling, health cover, or profit-share schemes can help offset the wage pinch.

Protect the Pay Hierarchy

- With minimum wage rising faster than inflation, internal relativities are under threat. The jump from General Assistant to Supervisor must remain meaningful - otherwise, your Supervisors will be next out the door.

Regional Pay Differentiation

- Dublin and commuter-belt stores continue to face approximately 10% higher salary expectations than rural or regional stores. Competitive premiums are now essential for stores in high-rent or hard-to-fill locations.

Retention Over Recruitment

- It can cost up to 30% of annual salary to replace a mid-level manager. Investing in structured development plans, mentorship, and internal promotions is far more cost-effective than constant external hiring.

Performance-Linked Pay

- More retailers are adopting tiered bonus schemes tied to KPIs such as shrink, waste, and customer satisfaction. Linking a portion of pay to store performance helps maintain motivation without inflating base costs



Key Trends Shaping the Grocery Retail Industry

Trainee Managers:

The continued rise in the National Minimum Wage has again pushed up Trainee Manager salaries, with average market increases of 5 - 7%.

Department and Duty Managers:

Also benefiting from the ripple effect of higher entry-level rates, these roles have seen more modest increases of 4 - 6% across most banners.

Store Managers:

After two years of movement at lower levels, 2025 saw Store Manager salaries begin to creep upwards, with an average increase of around 5% expected to carry into 2026.

Fresh Food Roles:

Fresh food talent remains in high demand, with retailers investing heavily in deli, bakery, and kitchen operations. Deli Managers have seen modest pay increases and greater flexibility, often setting their own schedules as retailers use work-life balance to attract experienced staff.

Bakers and Butchers:

Still firmly on the “most wanted” list. Interestingly, many supermarkets found themselves priced out of the market by specialist operators, such as craft butcher shops and independent bakeries. As a result, several retailers have turned to upskilling existing sales assistants, often with impressive success stories.

Specialised Retail Security Officers:

Unsurprisingly, there’s been a notable increase in demand for these roles. However, due to a healthy supply of trained officers, salaries have remained relatively stable over the past 12 months.

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	€45k	€50k - €55k	€60k
Assistant Manager	€36k	€37k	€38k
Trainee Manager	€35k	€36k	n/a
Supervisor	€15.00 - €15.50 ph	€15.50 - €16.00 ph	n/a
Small/Medium Supermarket			
Regional Manager	€70k	€80k	€90k
Area Manager	€65k	€70k	€75k
Store Manager	€50k	€50k - €55k	€60k - €65k
Assistant Manager	€38k	€40k	€45k
Department Manager	€37k	€38k	€40k
Trainee Manager	€35k	€36k	n/a
Supervisor	€15.00 - €15.50 ph	€15.50 - €16.00 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	€38k	€42k	€50k
Trainee Manager	€35k	€36k	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	€36k	€38k	€40k
Deli Supervisor	€15.50 ph	€16.00 ph	€16.50 ph
Night Manager	€35k	€36k	€36k
Small/Medium Supermarket			
Fresh Food Manager	€37k	€38k	€42k
Deli Manager	€36k	€38k	€42k
Deli Supervisor	€15.50 ph	€16.00 ph	€16.50 ph
Produce Manager	€35k	€35k	€36k
Butcher Manager	€40k	€42k	€45k
Butcher	€15.50 ph	€16.00 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	€35k	€36k	€37k
Checkout Manager	€35k	€36k	€38k
Night Manager	€35k	€36k	€36k

Grocery Retail Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Large Supermarket			
Fresh Food Manager	€40k	€43k	€48k
Deli Manager	€38k	€42k	€46k
Deli Supervisor	€15.50 ph	€16.50 ph	€17.00 ph
Produce Manager	€35k	€35k	€37k
Butcher Manager	€40k	€42k	€45k
Butcher	€15.50 ph	€16.00 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	€35k	€37k	€38k
Checkout Manager	€35k	€38k	€45k
Night Manager	€35k	€38k	€45k
Forecourt/Convenience			
Sales Assistant	€14.15 ph	€15.15 ph	€16.15 ph
Supermarket			
Sales Assistant	€14.15 ph	€15.15 ph	€16.15 ph
Security			
Retail Security Officers	€16.00 ph	€17.50 ph	€19.50 ph



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Non-Food & Fashion Retail

2026 Salary Guide, Ireland

Non-Food & Fashion Retail Market Overview

The Irish retail landscape continues to evolve, shaped by shifting consumer behaviours, new business models, and a renewed focus on operational efficiency. While consumer confidence has largely stabilised and both fashion/non-food retail are performing at steady levels, the sector remains in a period of transformation that directly impacts recruitment and talent retention. Over the past year, we've seen significant movement across retail, particularly in the latter part of 2025, when the number of new retail roles registered was more than three times higher than the same period the previous year. Yet, despite this surge in hiring activity, securing the right talent remains one of the sector's most persistent challenges.

A Market Full of Activity, but Short on People

The pace of change in retail shows no signs of slowing. Ongoing mergers, restructuring, and new store formats continue to reshape the market, while a shortage of experienced mid-level managers - those with three to four years' leadership experience earning €42,000 - €52,000 remains a key pressure point. As major retailers consolidate or reduce store footprints, traditional career paths have narrowed, leaving fewer "ready-now" candidates. Many experienced professionals have also moved into roles offering greater flexibility, work-life balance, and enhanced benefits. At the same time, tighter operational margins are forcing retailers to be more strategic with budgets. Rising supplier, transport, and energy costs, alongside continued investment in digital infrastructure, are stretching resources. Balancing the need to attract and retain talent against financial constraints has become a defining challenge. Despite strong vacancy levels, the pool of experienced department, store, and area managers remains limited - keeping competition for skilled retail leaders intense.

Recruitment Trends

Retail professionals are increasingly selective about career moves, prioritising location, balance, and long-term value over job titles. Many now seek shorter commutes and local roles that support a healthier work-life balance. With experienced talent in short supply, their priorities are clear - a balance of financial security and quality of life i.e. time and money.

What's Important To Candidates

Salary: Competitive salaries that genuinely reflect the cost of living, with meaningful pension contributions under the new automatic enrolment scheme.

More Annual Leave: Expectations have shifted from 20 days to 23-25 as standard.

Shorter working week: Ideally under 40 hours.

Four-day week options: which are being requested more frequently than ever, as candidates continue to prioritise flexibility and personal time.

Predictable scheduling: with at least two weekends off per month and minimal late nights.

Flexibility that recognises life outside work: from family to personal development.

Location remains very much a focus.

Time vs. Cost: The New Retail Equation

Time has become a new form of currency for retail professionals. They're willing to give their best, but they also expect employers to respect their personal time and well-being in return. Adding to the challenge, Ireland's national budget has confirmed another rise in the minimum wage - from €13.50 to €14.15 per hour. While this supports workers and helps offset inflation, it introduces significant cost pressures for smaller retailers.

As wage costs increase, many businesses will need to review budgeted hours and overall payroll spend to keep these in line with turnover. The adjustment may also create upward pressure across pay bands, prompting retailers to reassess supervisory and management salaries to maintain fairness and motivation.

The Evolving Nature of Retail Leadership

As the industry continues to adapt and evolve, retailers are increasingly focused on experienced retail managers who demonstrate strong people leadership and change management skills. The demand has shifted toward leaders who can inspire, coach, and develop teams, not just manage operations. With external talent in short supply, companies are recognising the need to grow from within - ensuring their leadership teams have the tools, structure, and confidence to build capability across their workforce. Retailers are placing far greater emphasis on succession planning, developing future leaders through mentoring, internal promotion, and career progression pathways. In today's competitive environment, businesses that invest in their leadership culture and empower managers to nurture their teams are the ones best positioned to succeed. The final months of 2025 highlighted just how active and fast-moving Irish retail remains. Roles are being registered at record levels, but competition for strong managers is intense. Success will depend on how well retailers respond to what candidates value most — fair pay, balance, opportunity, and respect for time. The future of Irish retail will be defined not only by technology or consumer trends, but by how effectively the industry attracts and retains its next generation of leaders.

How Retailers Can Compete for Talent

To remain competitive in this demanding market, Irish retailers need to rethink their employment proposition. Some practical strategies include:

Invest in your employer brand: Celebrate retail as an exciting, creative, and people-driven career. Use storytelling, staff success stories, and visibility on social platforms to reposition retail as a progressive career choice.

Offer meaningful benefits: Beyond salary, candidates are assessing overall lifestyle value. Enhanced holiday allowances, realistic rosters, and genuine pension contributions are key to attraction and retention.

Support career development: Structured leadership pathways, mentorship programmes, and investment in management training show a long-term commitment to your people.

Embrace flexibility: Predictable scheduling, reduced weekend rotations, and openness to flexible working (including four-day week models) are powerful differentiators in a competitive market.

Promote succession and internal growth: Developing internal pipelines helps close the talent gap and strengthens retention by giving employees a clear path to progress.

Non-Food & Fashion Retail Salary Guide	Small	Medium	Large
DIY / Builders Providers			
Operations Manager / Regional Managers	€60k - €70k	€70k - €85k	€85k - €100k+
Store Manager	€50k - €55k	€55k - €65k	€70k - €80k
Assistant Manager	€38k - €40k	€42k - €50k	€50k - €55k
Duty Manager	N/A	€35k - €40k	€40k - €43k
Counter Manager	€34k - €36k	€38k - €40k	€40k - €45k
Non-Food & Electronics			
Operations Manager/ Regional Manager	€70k - €80k	€75k - €85k	€85k - €110k+
Area Manager / District Manager	€60k - €70k	€65k - €75k	€75k - €85k
Store Manager	€42k - €45k	€45k - €60k	€60k - €75k
Assistant Manager	€36k - €38k	€38k - €48k	€45k - €52k
Duty Manager	N/A	€35k - €36k	€37k - €40k
Supervisor / Team Leader	€32k - €33k	€32k - €35k	€32k - €35k
Pharmacy/ Healthcare Retail			
Regional Manager / Area Manager	€60k - €65k	€65k - €75k	€80k - €95k+
Store Manager	€40k - €48k	€45k - €52k	€55k - €70k+
Assistant Manager	€34k - €35k	€36k - €40k	€40k - €48k
Supervisor	€32k - €33k	€32k - €35k	€32k - €36k
Beauty Advisors	€14.15 - €15.00	€14.15 - €16.00	€14.15 - €17.00
High Street Fashion Retail			
Regional / Operations manager	N/A	€80k - €90k	€85k - €100k+
Area Manager	€60k - €65k	€65k - €75k	€75k - €85k+
Store Manager	€40k - €45k	€45k - €55k	€55k - €70k
Assistant Manager	€34k - €36k	€38k - €40k	€45k - €50k
Supervisor / Leam Leader	€32k - €33K	€32k - €34k	€33k - €37k

Non-Food & Fashion Retail Salary Guide	Small	Medium	Large
Sports Fashion Retail			
Regional / Operations manager	N/A	€80k - €85k	€85k - €100k+
Area Manager	€60k - €65k	€65k - €75k	€75k - €85k
Store Manager	€38k - €42k	€45k - €52k	€55k - €65k
Assistant Manager	€32k - €35k	€38k - €42k	€45k - €50k
Supervisor/ Team Leader	€32k - €33K	€33K - €35K	€36K - €40K
Premium/ Luxury Retail			
Regional / Area Manager	€55k - €65k	€65k - €75k	€80k - €95k
Store Manager	€45k - €50k	€50k - €65k	€65k - €75k
Assistant Manager	€38k - €40k	€40k - €45k	€45k - €52k
Supervisor / Team Leader	€32k - €33k	€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	€34k - €40k	N/A	N/A
Assistant Manager / Supervisor	€32k - €33k	N/A	N/A
Retail Department Store			
Store Manager	N/A	€60k - €75k	€80k - €120k+
Deputy Manager	N/A	€55k - €65k	€75k - €85k
Assitant Manager / Divisional Manager	N/A	€50k - €55k	€65k - €75k
Department Manager	N/A	€40k - €48k	€45k - €58k
Team Lead / supervisor		€33k - €35k	€33 - €36k
Entertainment & Telco			
Area Manager / Regional Manager	€55k - €65k	€65k - €70k	€70k - €80k+
Store Manager	€38k - €44k	€42k - €48k	€46k - €58k
Assistant manager	€33k - €35k	€35k - €37k	€37k - €40k
Duty Manager	N/A	N/A	€34k - €35k



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Retail Buying & Merchandising

2026 Salary Guide, Ireland

Retail Buying & Merchandising Market Overview

Beyond Pay: The Importance of Benefits & Employee Experience

As salary growth stabilises, benefits and employee experience have become key differentiators. Candidates now take a more holistic view of job offers beyond base pay, valuing security, wellbeing, development, and work-life balance. In response, employers are enhancing health and wellbeing support, private healthcare, mental health services, wellness initiatives and pension contributions, while offering structured learning opportunities for long-term growth. The most successful employers communicate their full value proposition clearly and early. Transparency around benefits, hybrid policies, and career development helps candidates make informed decisions and boosts offer acceptance rates. In a selective market, a transparent, compelling benefits package can be the deciding factor in securing top talent.

Candidate Behaviour: Reshaping Recruitment

Candidate behaviour has shifted notably. Across retail head office functions, candidates are more passive, settled in their roles and only engaging with opportunities that align with professional and personal priorities. Traditional advertising no longer delivers the same quality or volume of applicants, particularly for mid to senior-level buying and merchandising roles. Employers must adopt more proactive hiring strategies. Targeted headhunting, talent pooling, and relationship-building are now essential, supported by a strong employer brand, authentic messaging, and visible leadership. Candidates want to understand not just the role, but the organisation's values, culture, and ways of working. The recruitment process is also critical. Lengthy or unclear processes risk losing talent, while clear communication and timely feedback turn passive interest into genuine engagement. In a selective market, employers must position themselves not merely as offering roles, but as destinations for top talent.

The Rise In Demand For Remote Work

The tension between employers' expectations and candidates' preferences on working arrangements has become a defining feature of the current market. Many businesses are introducing structured hybrid policies, with defined anchor days and clear expectations around time spent in the office. This shift is driven by a desire to foster stronger team dynamics, enhance cultural cohesion, and improve collaboration on complex projects.

Candidates, however, continue to prioritise hybrid working and flexibility as fundamental elements of their decision-making process. For most professionals in buying, merchandising, and related functions, flexibility is not viewed as a perk but as an essential component of any role. It influences not only whether they engage with a role but also whether they accept an offer.

Employers that succeed in this environment provide clarity and consistency. Communicating hybrid expectations early, aligning policies across teams, and embedding flexibility into role design to build trust and avoid ambiguity. Conversely, organisations that adopt vague or shifting policies often struggle to engage candidates, particularly at mid to senior levels, where flexibility is seen as integral to productivity and retention.

Industry Outlook: A Market Defined by Focus & Quality

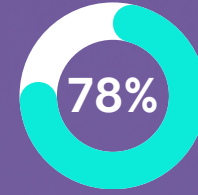
The retail head office market is continuing to shift. After several years of rapid hiring and organisational change, businesses are now approaching growth more strategically. Recruitment strategies are now targeting roles that drive commercial performance, strengthen operational teams, and support longer-term development. Demand for talent remains healthy across buying, merchandising, planning and supply chain functions, but the focus has moved towards quality over quantity.

A key trend is the renewed focus on structured collaboration. Employers are rethinking how their teams work together, placing more emphasis on being in the office for critical moments such as range sign-off, planning reviews and supplier negotiations. This isn't about reverting to the old way of working, but balancing commercial effectiveness with the flexibility that candidates now expect.

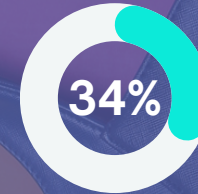
Recruitment approaches are evolving. Candidates are more passive, waiting to be approached with standout opportunities rather than actively applying. Clients must adapt accordingly. Relying on adverts alone is no longer enough. To attract top talent, recruitment needs clear messaging on hybrid work, benefits, and career growth, combined with an efficient hiring process.

Overall, the market is defined by both opportunity and complexity. Roles continue to arise at all levels, but competition for experienced professionals remains fierce. Employers who clearly articulate their strategy, working practices and culture, backed by a compelling offer will attract and retain the strongest candidates.

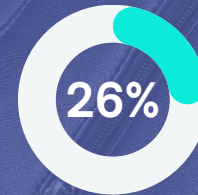
If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at www.excelrecruitment.com. Or, call us on **01 814 8747** or email Aoife at aoife.clarke@excelrecruitment.com.



of candidates now expect clear hybrid policies to be detailed in job ads.



of buying & merchandising professionals say flexibility is the top factor influencing job acceptance, ahead of salary.



of employers have introduced or increased office anchor days.

Buying Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 6 Years Exp +
Department Store			
Head of Buying	€120k	€150k	€180k
Buyer	€80k	€90k	€100k
Assistant Buyer	€60k	€65k	€70k
Buying Admin/ Assistant	€38k	€45k	€50k
High Volume Lifestyle			
Head of Buying	€140k	€180k	€200k
Buyer	€80k	€90k	€100k
Assistant Buyer	€60k	€65k	€70k
Trainee Buyer	€40k	€45k	€50k
Buying Admin/ Assistant	€38k	€40k	€45k
Lifestyle Retailer			
Head of Buying	€120k	€150k	€180k
Buyer	€80k	€90k	€100k
Assistant Buyer	€60k	€65k	€70k
Buying Admin/ Assistant	€38k	€45k	€50k
Grocery Retailer			
Head of Buying	€150k	€180k	€250k
Buyer	€90k	€100k	€110k
Assistant Buyer	€60k	€65k	€70k
Buying Admin/ Assistant	€38k	€45k	€50k
Non-Food Retail			
Head of Buying	€120k	€150k	€180k
Buyer	€80k	€90k	€100k
Assistant Buyer	€60k	€65k	€70k
Buying Admin/ Assistant	€38k	€45k	€50k

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	€38k	€40k	€45k
High Volume Lifestyle			
Head of Merchandising	€140k	€180k	€200k
Merchandiser	€80k	€90k	€100k
Assistant Merchandiser	€60k	€65k	€70k
Trainee Merchandiser	€40k	€45k	€50k
Merchandise Admin/ Assistant	€38k	€40k	€45k
Lifestyle Retailer			
Head of Merchandising	€120k	€150k	€180k
Merchandiser	€80k	€90k	€100k
Assistant Merchandiser	€60k	€65k	€70k
Merchandise Admin/ Assistant	€38k	€45k	€50k

Food Quality - NPD & Innovation Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 6 Years Exp +
Head of Quality	€100k	€120k	€140k
Quality Manager	€70k	€80k	€90k
Assistant Quality Manager	€50k	€55k	€60k
Quality Assistant	€35k	€40k	€45k
Food Technologist	€55k	€65k	€70k
Assistant Food Technologist	€50k	€55k	€60k
NPD Manager	€70k	€80k	€90k
Product Developer	€55k	€65k	€70k



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Hotel & Catering

2026 Salary Guide, Ireland

Hotel & Catering Market Overview

The Hospitality and Tourism sector remains one of Ireland's largest private-sector employers, supporting over 254,000 jobs nationwide. However, the industry continues to face mounting challenges including persistent staff shortages, high turnover, and increasing employment costs. These pressures are particularly acute for critical roles such as chefs, accommodation staff, and experienced front-of-house professionals.

With the recent minimum wage increase and the introduction of auto-enrolment pensions, labour costs are set to rise even further. Auto-enrolment pension and PRSI increases are creating a noticeable rise in employment costs going in to 2026. For a minimum wage worker, the additions will result in a 6% increase in their total employment cost in 2026. Wage growth alone is predicted to be around 5.6% in 2026, increasing overall payroll costs. From October 1, 2026, employee and employer PRSI rates will increase by a further 0.15%. These figures refer to additional employment costs driven by government policy measures (minimum wage increases, employer pension/PRSI changes, etc) above "normal" wage-trend costs.

Employment Trends

Recent labour market data (Q2 2025) shows a decline in overall hospitality employment compared to the previous year. Full-time roles have fallen, while part-time positions have increased. Key factors include rising wage and employment costs, skills shortages, limited training access, long and unpredictable hours, and the high cost and scarcity of housing - especially in urban areas. The sector now faces tougher competition from industries offering higher pay and more structured hours, adding to ongoing recruitment challenges.

Strategic Employer Responses

To remain competitive and attract talent, employers must take proactive measures such as:

- Offering enhanced remuneration and improved working conditions.
- Providing predictable scheduling and greater work-life balance.
- Investing in training and upskilling programmes to support career progression.
- Supporting staff through accommodation assistance or housing partnerships.
- Embrace technology to improve efficiency and reduce workload.

Such strategies can improve retention, enhance job satisfaction, and reposition hospitality as a long-term career choice rather than a temporary occupation.

Changing Dynamics in Hospitality Employment

Ireland's hospitality sector is undergoing significant change as economic pressures, government policies, and shifting workforce trends reshape how businesses operate. The following sections explore how rising costs and policy measures are affecting employers, what these changes mean for employees, and how evolving workforce models are helping the industry adapt.

Government Policy Impact

While the reduction in the VAT rate for hospitality is a welcome development, other measures introduced in the latest budget have effectively offset this benefit. The combined impact of wage growth, pension auto-enrolment, and increased PRSI contributions has intensified financial strain on employers. For instance, the average hourly rate for an accommodation assistant has risen from €10.10 in 2020 to €15.00 in 2025 an increase of roughly 48%, excluding the additional costs of employment. Simultaneously, the rise in aparthotel developments has increased accommodation supply while requiring fewer staff, further reshaping the labour landscape.

Employee Perspective

From the employee standpoint, this year's budget offers little relief. The absence of cost-of-living supports, energy credits, and rising education expenses have all reduced disposable income. Moreover, under auto-enrolment, workers aged 23–60 earning over €20,000 must contribute 1.5% of their gross salary without immediate tax relief. While this encourages long-term savings, it significantly limits short-term financial flexibility - particularly for younger workers. This raises a critical question: Can employers sustain higher employment costs while ensuring that employees can afford to remain in the industry?

Evolving Workforce Models

An increasing number of businesses are now adopting temporary and contingent workforce models, particularly for key roles such as chefs, waiting staff, and accommodation teams. Partnering with a specialist recruitment agency provides flexibility, enabling employers to scale their workforce in response to seasonal demand while maintaining operational continuity. This strategic approach helps businesses manage cost pressures, ensure service quality, and remain agile in a rapidly evolving labour market.

Hotel & Catering Salary Guide	Low	Average	Good
Chef Salaries			
Executive Chef	€90,000	€105,000	€120,000
Head Chef	€75,000	€80,000	€85,000
Sous Chef	€55,000	€65,000	€70,000
Jnr Sous Chef	€42,000	€45,000	€50,000
Breakfast Chef	€35,000	€38,000	€40,000
Chef De Partie	€38,000	€40,000	€45,000
Pastry Chef	€38,000	€40,000	€45,000
Head Pastry Chef	€45,000	€50,000	€56,000
Commis 1st Year	€29,000	€30,000	€32,000
Commis 2nd Year	€31,000	€32,000	€34,000
Commis 3rd Year	€33,000	€34,000	€36,000
Commis 4th Year	€35,000	€38,000	€40,000
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	€45,000
Executive Chef / Culinary Director	€75,000	€85,000	€120,000
Chef Manager	€45,000	€50,000	€55,000
Head Chef Industrial Catering	€50,000	€60,000	€65,000
Sous Chef Industrial Catering	€42,000	€45,000	€48,000
Chef De Partie Industrial Catering	€37,500	€39,000	€42,000
Kitchen Porter	€14.15	€14.15	€15.00
Catering Assistant	€14.15	€14.15	€15.00
Waiting Staff	€14.15	€15.00	€15.50
Barista	€14.15	€15.00	€15.50

Hotel & Catering Salary Guide	Low	Average	Good
Hotel Salaries			
GM	€80,000 +Bonus	€100,000 +Bonus	€145,000 +Bonus
DGM	€60,000 +bonus	€70,000 +Bonus	€80,000 +Bonus
Operations Manager	€55,000 +Bonus	€65,000 +Bonus	€80,000 +Bonus
Food & Beverage Manager	€45,000	€47,500	€50,000
Accommodation Manager	€45,000	€47,500	€50,000
Accommodation Staff	€30,000	€32,000	€34,000
Restaurant Manager	€45,000	€47,000	€50,000
Restaurant Supervisor	€32,000	€35,000	€37,000
Director of Sales	€80,000	€90,000	€120,000
Sales & Marketing Manager	€60,000	€70,000	€80,000
Wedding Coordinator	€40,000	€45,000	€48,000
Sales Executive	€42,000	€45,000	€50,000
C&B Manager	€48,000	€52,000	€55,000
M&E Coordinator	€38,000	€40,000	€42,000
Revenue Manager	€90,000	€100,000	€110,000
HR Manager	€60,000	€70,000	€85,000
HR Assistant Manager	€40,000	€45,000	€50,000
Reservations Manager	€46,000	€50,000	€55,000
Front Office Manager	€40,000	€45,000	€50,000
Reception Supervisor	€34,000	€38,000	€43,000
Receptionist	€32,000	€34,000	€36,000
Night Manager	€45,000	€48,000	€50,000
Duty Manager	€36,000	€39,000	€43,000
Spa & Leisure Manager	€37,000	€40,000	€45,000
Spa Therapist	€32,000	€34,000	€37,000
Bar Manager	€48,000	€50,000	€55,000
Bar Staff	€32,000	€34,000	€37,000
Waiting Staff	€32,000	€34,000	€37,000



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Healthcare

2026 Salary Guide, Ireland

Healthcare Market Overview

Ireland's healthcare sector continues to face major challenges heading into 2026. Staffing shortages, rising costs, and an ageing population are straining both public and private systems. Over 15% of the population is now aged 65 or older, driving higher demand for hospital, nursing home, and community care.

Despite new facilities and investment, staffing remains the biggest issue. Ireland has around 92,385 nurses and midwives (up 3% from 2024) and 21,000 doctors, yet many roles remain unfilled. Burnout, workload, and living costs are pushing staff to cut hours or leave, while visa costs, housing shortages, and limited career progression make retention of international recruits difficult.

Nursing homes and long-term care providers are under particular strain. Rising costs and a Fair Deal Scheme that hasn't kept pace with inflation have forced some smaller nursing homes to close. Larger private groups are acquiring them, but capacity remains short - the ESRI projects a need for 60% more long-term care beds and home support hours by 2040. Pay gaps between public and private sectors continue to widen, prompting private employers to offer better benefits and flexible work options. Many healthcare professionals are prioritising work-life balance. Technology is helping ease pressures through virtual wards, remote monitoring, and digital systems, creating new admin and tech roles. Overall, 2026 will bring continued pressure but also opportunity - employers investing in retention, flexibility, and strong onboarding are seeing the best results.

- The lifting of the HSE recruitment freeze has helped rebuild staff numbers, but competition for experienced healthcare professionals remains strong. The HSE continues to win on pay and job security, and in many cases environments offering better staffing ratios than in the private sector.
- The new minimum wage of €14.15 per hour, effective from January 2026, is pushing up costs across the private healthcare sector by roughly 8–10%. Average salaries for nurses are now sitting between €44,000 and €48,000, and €33,000–€36,000 for healthcare assistants, depending on experience and region. These pay rises are helping with retention but are also putting pressure on smaller, independent providers.
- Funding continues to be a sticking point in long-term care. The Fair Deal Scheme, now more than 16 years old, still hasn't been properly updated. Industry voices like Shane Scanlon from The Alliance for Nursing Home Care and Tadhg Daly from Nursing Homes Ireland are calling for a new cost-of-care model and an extra €160–€170 million a year to keep the sector sustainable.
- The private healthcare market will keep expanding in 2026, with new nursing homes, sub-acute units, and hospital developments planned nationwide. International recruitment will continue to be central to this growth, supported by better onboarding, sign-on bonuses, and retention incentives.



Key Trends Shaping the Healthcare Industry

Market Pressure Still High

Demand for healthcare professionals continues to outstrip supply. Vacancy rates are high, especially for nurses, healthcare assistants, and allied health workers. Hiring processes are taking longer which is adding to this pressure.

Public vs Private Pay

The pay gap between public/private healthcare has widened to circa 15–20% for many frontline roles. Public sector increases have made the HSE more competitive, while private employers are responding with better rosters, smaller teams, and a stronger focus on culture and flexibility.

Changing Priorities

A lot of healthcare professionals are prioritising balance over pay. Step-down facilities, home-care roles, and community settings are attracting more candidates because they can offer more flexibility and a better work life balance

Technology Creating New Roles

Digital transformation is accelerating, with electronic records, virtual wards, and telehealth expanding. Demand is rising for staff with digital skills and adaptability alongside clinical experience.

Recruitment and Retention Challenges

Demand for nurses, healthcare assistants, and allied health professionals will stay high in 2026. International hiring remains vital, but the 50:50 non-EU staffing rule, high housing costs, and visa hurdles make retention a major challenge.

Outlook for 2026

With Ireland's population growing and ageing, demand for skilled healthcare staff will keep rising. Excel expects another busy year, with strong demand across temporary and permanent roles. Employers who prioritise flexibility, culture, and retention will be best placed to attract and keep talent.


Healthcare Salary Guide	Low	Average	Good
Residential Care			
Director of Nursing	€82,000	€98,000	€128,000
Assistant Director of Nursing	€65,000	€70,000	€82,000
Clinical Nurse Manager	€25.00 ph	€26.50 ph	€29.50 ph
Senior Staff Nurse	€24.00 ph	€25.50 ph	€27.00 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	€14.90 ph	€15.20 ph	€15.50 ph
1 - 2 years	€16.00 ph	€16.50 ph	€17.00 ph
3+ years	€17.00 ph	€17.50 ph	€18.00 ph
Healthcare Assistant Night			
Entry Level	€15.00 ph	€16.00 ph	€17.00 ph
1 - 2 years	€16.50 ph	€17.00 ph	€18.00 ph
3+ years	€18.50 ph	€19.00 ph	€19.50 ph
Senior Healthcare Assistant	€16.50 ph	€18.00 ph	€20.00 ph
Office			
Activities Coordinator	€16.20 ph	€17.00 ph	€18.50 ph
Human Resource Manager	€38,000	€44,000	€48,000
Human Resource Administrator	€32,000	€33,000	€35,000
Reception/ Administrator	€30,000	€32,000	€36,000
Catering and Household			
Head/ Senior Chef	€23.00 ph	€24.00 ph	€25.00 ph
Chef	€19.00 ph	€20.00 ph	€21.00 ph
Kitchen Porter	€14.50 ph	€15.00 ph	€15.50 ph
Catering Assistant	€14.50 ph	€15.00 ph	€15.50 ph
Housekeeper/ Cleaner	€14.50 ph	€15.00 ph	€15.50 ph




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Pharmacy

2026 Salary Guide, Ireland

Pharmacy Retail Market Overview

Pharmacists at the Heart of Irish Healthcare

Pharmacists continue to play a pivotal role in Ireland's healthcare system, particularly in the community sector, where they manage medicines, advise patients, and support public health initiatives. The Irish Pharmacy Union (IPU) remains active in advancing the profession, working with the Department of Health's Expert Taskforce to expand prescribing rights, enable pharmacists to manage common conditions, and deliver structured care protocols. These initiatives continue to elevate the profession and enhance patient access to healthcare services. With around 1,900 community pharmacies across the country, demand for qualified pharmacists remains strong. While 2025 was a stable year overall, the final quarter saw a tightening in candidate availability and increased competition for experienced professionals.

Pharmacy Technicians – A Growing Need

Pharmacy technicians are an integral part of pharmacy operations, supporting pharmacists in dispensing, stock management, and patient safety.

However, technician shortages remain one of the sector's most pressing issues.

High locum rates have made it difficult to attract permanent staff, creating additional pressure on community pharmacies. As pharmacy services expand and patient demand grows, the need to train, recruit, and retain technicians has never been greater.

Education and Workforce Development

A major milestone for the profession came with the accreditation of South

East Technological University (SETU)'s Master of Pharmacy (MPharm) programme in 2025.

This new course will create an additional training pathway for future pharmacists, helping to strengthen regional talent pipelines and support workforce sustainability nationwide.

Key Market Insights 2026

The Irish pharmacy sector remained stable through most of 2025, though the final quarter highlighted growing challenges around talent availability and retention. As demand continues to rise and locum rates remain elevated, the market is becoming increasingly competitive across all pharmacy roles.

Pharmacist Recruitment:

Stable through 2025, but Q4 revealed renewed challenges as locum rates remained high, making permanent hires more competitive.

Pharmacy Technicians:

Shortages persist, impacting workload balance and long-term stability.

Locum Market:

Elevated locum rates remain attractive to professionals but make consistent permanent staffing difficult for employers.

Looking Ahead In 2026

In addition to pharmacist recruitment, 2026 will continue to place a heavy focus on addressing the ongoing shortage of Pharmacy Technicians across Ireland. Technician availability remains one of the sector's most critical challenges, and ensuring sustainable staffing in community settings will be a top priority throughout the year.

Our team is actively partnering with technician colleges and participating in pharmacy technician events to strengthen our recruitment pipeline. We're also collaborating with education providers and supporting initiatives such as the newly accredited SETU Master of Pharmacy programme, which will help to build future workforce capacity and strengthen the profession across Ireland.

Furthermore, while locum rates remain elevated compared to historic norms, our clients are responding with enhanced attraction and retention strategies. These include flexible rosters, professional development pathways, relocation support, and additional benefits to secure and retain skilled professionals in an increasingly competitive market. Similarly, recruiting Supervising Pharmacists and senior professionals continues to be a key challenge for many employers. These leadership roles are vital to compliance, patient safety, and the smooth operation of community pharmacies.

At Excel Healthcare, we continue to address this talent gap through:

- Targeted campaigns that highlight leadership opportunities and the wider impact of these roles on patient care and career progression.
- Active engagement with industry networks, associations, and key pharmacy events to connect with senior professionals.
- Enhanced visibility across job boards, professional platforms, and social media channels to attract experienced candidates.

Through these focused strategies, we consistently help our clients fill senior pharmacy roles and maintain operational stability within their businesses. Moreover, with an experienced recruitment partner like Excel Healthcare, who truly understands the industry, we will continue to do everything possible to minimise staff shortages, support long-term workforce planning, and bridge the talent gap across the pharmacy sector in 2026.



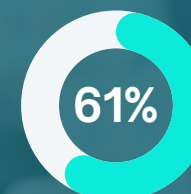
of pharmacists leave their job due to a lack of career structure and progression.



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	€60k - €65k	€65k - €75k	€80k - €95k
Store Manager	€40k - €48k	€45k - €52k	€55k - €70k
Assistant Manager	€34k - €35k	€36k - €40k	€40k - €48k
Supervisor	€32k - €33k	€32k - €35k	€32k - €36k
OTC	€14.15 - €14.50 ph	€14.50 - €16.50 ph	€16.50 - €17.00 ph
Beauty	€14.15 - €15.00 ph	€14.15 - €16.00 ph	€14.15 - €17.00 ph

Quiet Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€16.00 ph	€18.00 ph	€20.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€36.00 ph	€36.00 ph	NA
Supervising Pharmacist	NA	€45.00 ph	€46.00 ph

Moderate Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€17.00 ph	€19.00 ph	€21.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€37.00 ph	€39.00 ph	NA
Supervising Pharmacist	NA	€47.00 ph	€48.00 ph

Busy Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€17.50 ph	€20.00 ph	€23.00 ph
Dispensary Assistant	€16.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€39.00 ph	€40.00 ph	NA
Supervising Pharmacist	NA	€49.00 ph	€52.00 ph




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Industrial & Warehousing

2026 Salary Guide, Ireland

Industrial & Warehousing Market Overview

Ireland's industrial and logistics ecosystem stayed resilient through 2025: unemployment stayed low by historical standards (hovering in the mid-4% range), logistics property fundamentals were steady with prime Dublin warehouse rents holding around €13.00 psf and select deals pushing above that, and take-up recovered toward long-run averages. That resilience continues into 2026 - but with tighter margins for employers as Minimum Wage, PRSI, and Pension costs rise.

2026 Outlook: What's Happening In The Market?

Hiring market: tight, ageing, and skills-shifting:

- **Full employment dynamics persist.** CSO estimated that throughout late 2025, unemployment was around 4 - 5%, keeping candidate supply tight for entry-level warehousing, drivers and experienced supervisors. The industry can expect continued competition for reliable temporary and permanent hires throughout 2026.
- **Driver pipeline pressure.** Government-backed "Logistics & Supply Chain Skills Week" and the HGV/Logistics apprenticeships expanded in 2025, but Ireland's driver workforce remains older (31% of HGV drivers 55+) keeping replacement demand high in 2026.
- **Automation tilts demand.** Large operators continue investing in robotics, Autonomous Mobile Robots (AMRs), and data-driven Warehouse Management Systems (WMS). Ireland's robotics market expanded again in 2025, nudging demand toward mechatronics maintenance, controls, and data roles inside the warehouse. It's important to note that automation isn't replacing people in this industry, but it is changing what employers value - with strong demand for adaptable workers who can combine hands-on experience with basic technical or digital know-how.

Cost pressures that matter for 2026 budgets:

- **Minimum wage:** Rising to €14.15/hour from 1 January 2026 (up from €13.50). USC bands have been adjusted to keep full-time minimum-wage earners within the lower USC rate.
- **PRSI:** Employer PRSI will increase by 0.15% on October 1st 2026 (standard rate 11.40%, lower rate 9.15%), after 0.10% hikes in 2024 and 2025. What's emerging is a twice-yearly squeeze on payroll costs - January brings minimum-wage and threshold changes, while October delivers PRSI rate hikes, often timed just days before the Budget. Is this the new norm?
- **Statutory sick pay:** The planned step-up was paused in 2025, leaving entitlement at five days (paid at 70% of salary, capped at €110/day).
- **Pension auto-enrolment:** Launching 1 January 2026, with employees, employers, and the State each contributing 1.5% initially. However, unlike traditional schemes, it offers no tax relief or rebate, making it less tax-efficient than existing occupational pensions.

These cumulative cost pressures are tightening margins, particularly for industrial and warehousing SMEs, forcing employers to balance higher payroll costs with competitive pay to attract scarce labour. For employees, this may mean higher entry-level pay but slower progression, as firms manage budgets under pressure. Both sides will need to adapt - employers through efficiency and retention, and workers through upskilling to remain competitive in a more cost-conscious environment.



Key Trends Still Shaping the Industry in 2026

- 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 2026:

- **High volume / essential ops:** HGV Drivers (C/CE) & Last-Mile Van Drivers - ageing workforce + apprenticeship ramp-up still leaves gaps; firms paying for licensing/CPC and offering fixed-route rosters will hire faster. Warehouse Operatives (with tech fluency) - RF scanners, voice/vision pick, basic WMS reporting; premium for night shifts and cold-chain experience.
- **Skilled technical:** Maintenance Technicians (electro-mechanical), PLC/Controls Techs, Mechatronics Engineers - to keep automation uptime high. WMS/OMS Superusers & Data Analysts - SQL/BI literacy to improve pick rates, slotting, and labour planning.
- **Leadership & compliance:** Warehouse/Operations Managers & Shift Leads - throughput, safety, labour efficiency; experience commissioning automation a plus. EHS/ESG Coordinators - carbon data capture, ESRS familiarity, contractor management. Customs/Trade Compliance Specialists - BTOM/SPS know-how, food safety chains, GB-IE-EU routings.

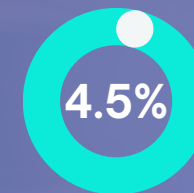
Looking Ahead To 2026

Despite rising labour costs and tightening margins, Ireland's industrial and warehousing sector is set to remain resilient in 2026. Demand continues to be driven by sustained e-commerce activity, nearshoring trends, and growing investment in automation and green logistics. However, one of the most significant shifts in the past year has been the sharp increase in the national minimum wage. While entry-level pay has risen, many higher-tier salaries have remained largely stagnant, creating compression across wage bands and new challenges for employers. Drivers - from forklift and truck drivers to entry-level general operatives remain in exceptionally high demand, yet supply continues to fall short. These roles should command wages above the new minimum, but escalating labour costs are making it increasingly difficult for businesses to maintain that balance. The result is growing nervousness around the overall cost of employment, with some employers hesitant to expand headcount or invest in large-scale recruitment.

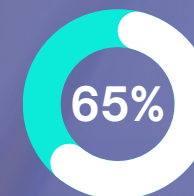
As hiring becomes more expensive, there's a growing risk that companies - particularly SMEs will look abroad or outsource to manage costs. While multinational firms benefit from significant tax incentives, Ireland must ensure that small and indigenous businesses aren't left behind. We can't lose sight of the local haulage firm or the operator with ten trucks on the road - they are vital to the backbone of Ireland's logistics network and deserve meaningful support.

The year ahead will reward companies that can strike the right balance between cost control, innovation, and workforce development. Upskilling, digital literacy, and technical training will remain key differentiators as automation reshapes traditional roles and creates new opportunities for skilled technicians, supervisors, and data-driven professionals. Non-monetary incentives such as predictable shift patterns, training pathways, and enhanced benefits will also play a crucial role in attracting and retaining talent in a tight labour market.

Having a trusted recruitment partner who understands these evolving challenges can make all the difference. With a database of over 150,000 candidates and a temporary workforce exceeding 9,000, Excel Recruitment offers the scale, speed, and sector expertise to help your business stay agile, well-staffed, and ready for the opportunities ahead in 2026.



Ireland remains at or near full employment, with unemployment holding around 4.5% into late 2025. This underlines the ongoing talent scarcity in warehousing, logistics, and manufacturing roles - especially for experienced drivers and warehouse managers.



According to the Department of Enterprise's 2025 Logistics & Supply Chain Skills Survey, 65% of employers in transport, logistics, and warehousing reported moderate to severe skills shortages, particularly in HGV driving, maintenance, and digital operations. This reinforces the growing need for upskilling and technical training as automation and digitalisation reshape the sector.



Ireland's robotics and smart manufacturing investment grew sharply in 2025, with recruitment demand for mechatronics, automation, and controls technicians up around 50% year-on-year, based on national job postings and industry data, it highlights a shift toward tech-enabled roles and the premium now placed on technically skilled talent across industrial operations.

Industrial & Warehousing Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Warehouse Manager	€40k	€45K - €50k	€55k - €70k
Assistant Warehouse Manager	€31k - €35k	€40K - €45k	€50k - €60k
Warehouse/General Operative/Production Operative	€14.15 ph	€14.15 ph - €15.50 ph	€15.50 ph - €16.00 ph
Voice Picker	€14.15 ph	€15.50 ph	€17.00 ph
Forklift - Counterbalance Operative	€14.50 ph	€15.00 ph	€16.00 ph
Forklift Reach Operative	€14.50 - €14.80 ph	€15.00 ph - €16.00 ph	€17.00 ph
Forklift Bendi Operative	€15.00 ph	€16.25 ph	€17.00 ph
Forklift - VNA Operative	€15.00 ph	€16.00 ph	€17.00 ph
PPT Operative	€14.15 ph	€15.50 ph	€16.50 ph
Handballer	€14.15 ph	€14.15 ph - €15.00 ph	€16.00 ph
Rigid Truck Driver	€18.00 ph	€19.00 ph - €21.00 ph	€22.00 ph - €24.00 ph
Artic Truck Driver	€20.00 ph	€21.00 ph - €22.00 ph	€24.00 ph
Van Driver	€15.00 ph	€16.00 ph	€17.00 ph
C1 Driver	€16.00 ph	€17.00 ph - €17.50 ph	€18.00 ph
Bus Driver	€17.00 ph	€18.00 ph	€20.00 ph - €22.00 ph
Transport Manager	€40k - €45k	€45k - €50k	€50k - €60k
Transport Planner	€35k - €40k	€40k - €45k	€45k - €50k
Transport Coordinator	€33k	€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 - €80k	€80k - €85k	€85k - €90k
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	€30k - €32k	€32k - €38k	€38k - €42k
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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Sales & Marketing

2026 Salary Guide, Ireland

Sales & Marketing Market Overview

The Changing Dynamics of Salary Expectations, Flexibility & Hiring Practices

The recruitment landscape has always been shaped by a delicate balance between what candidates expect and what employers are prepared to offer. In recent years, that balance has often been difficult to achieve, with both sides navigating shifting market conditions and evolving workforce priorities. However, as we progress through the year, the outlook is becoming more optimistic. The market is showing encouraging signs, with greater alignment between salary expectations, flexibility, and hiring practices.

Bridging the Salary Expectation Gap

This year has seen significant progress in narrowing the gap between candidates' salary expectations and what clients are offering. In previous years, the market was often characterised by frustration. Candidates were reluctant to adjust their salary expectations, while clients remained firm on budget constraints. This mismatch limited access to top talent and frequently led to last-minute withdrawals as candidates accepted higher offers elsewhere.

Today, however, the landscape is shifting. Employers are recognising that salary is not only a tool for attracting talent but also a key factor in retention. Offering a competitive package from the outset minimises the risk of dropouts, enhances engagement, and fosters long-term commitment.

The improved alignment between expectations and offers has created better outcomes for candidates, clients, and recruiters alike.

Entry Level Challenges Continue

Certain segments of the market remain difficult to fill. Entry-level roles particularly in administration, telesales, and customer service are still challenging.

Although there has been some improvement, candidates for these positions remain highly salary-driven, often just as much as their senior counterparts, if not more so. This trend is unlikely to change in the short term, though recent increases to the minimum wage may help ease some pressure.

Nevertheless, organisations will need to think creatively about how to make these roles more appealing. Offering clear development opportunities, progression pathways, or additional non-financial benefits that resonate with early-career candidates.

The Ongoing Value of Flexibility

Alongside salary, flexibility continues to be one of the most important factors in candidate decision-making. Even as many employers attempt to bring staff back into the office, employees consistently demonstrate that hybrid and remote arrangements are high on their list of priorities. Increasingly, workers are willing to make sacrifices, sometimes even taking a salary reduction or step back in seniority, to secure roles that offer flexibility.

For employers, this reality cannot be overlooked. Hybrid and remote structures not only improve retention but also expand the available talent pool, allowing organisations to access skilled professionals who might otherwise be limited by commuting distance. This is particularly valuable in regions affected by infrastructure limitations, high housing costs, or limited transport options.

The Hiring Process: Momentum is Key

While salary and flexibility continue to dominate discussions, the efficiency of the hiring process has become just as critical to securing top talent. It's clear that many employers have learned important lessons from recent years. Those who once allowed recruitment processes to stall now recognise the risks, strong candidates are quickly lost to competitors when momentum slows.

Successful hiring is increasingly dependent on speed, clarity, and decisiveness. This streamlined approach is quickly becoming the norm. Employers who act quickly, offering swift feedback, moving interviews along without unnecessary delays, and making quick decisions, are now finding it much easier to secure top talent.

Enthusiasm naturally wanes if too much time passes between stages, and once lost, it can rarely be regained. Speed, responsiveness, and respect for a candidate's time are now essential components of a successful hiring strategy.

Industry Outlook: Looking Ahead

The shifts that are emerging signal a healthier, more balanced recruitment market. Greater salary alignment is delivering improved outcomes for all stakeholders, flexibility continues to reshape how candidates evaluate opportunities, and streamlined hiring processes are reducing inefficiencies.

For employers, the takeaway is clear: a competitive salary, flexibility and an efficient hiring process is now the baseline expectation in a candidate-driven market.

For candidates, realistic salary expectations, coupled with openness to opportunities that prioritise career growth and work-life balance, will be key to long-term success.

If current trends continue, 2026 may well mark the beginning of a more sustainable, transparent, and collaborative era in recruitment, one defined by alignment, trust, and long-term value for both employers and candidates.

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.

Or, call us on **01 814 8747** or email Ambyr at ambyr@excelrecruitment.com.

Sales & Marketing Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Marketing			
Content Creator	€30k - €35k	€35k - €40k	€40k - €50k
Marketing Assistant	€30k - €32k	€32k - €33k	€33k - €35k
Marketing Executive	€33k - €38k	€38k - €42k	€42k - €47k
Marketing Manager	€60k - €65k	€65k - €75k	€75k - €80k
Head of Marketing	€85k - €100k	€100k - €110k	€110k - €120k
Ecommerce			
Ecommerce Assistant	€30k - €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
Sales			
Telesales	€30k - €32k	€32k - €35k	€35k - €40k
Telesales Manager	€40k - €50k	€50k - €60k	€60k - €70k
Key Account Executive	€45k - €50k	€50k - €55k	€55k - €60k
Key Account Manager	€55k - €60k	€60k - €65k	€65k - €70k
Merchandiser	€30k - €33k	€33k - €35k	€35k - €37k
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
Fashion Wholesale Representative	€35k - €40k	€40k - €45k	€45k - €50k
Fashion Wholesale Manager	€40k - €50k	€50k - €60k	€60k - €70k

Sales & Marketing Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Showroom			
Showroom Sales Advisor	€35k - €40k	€40k - €50k	€50k - €55k
Showroom Assistant Store Manager	€40k - €50k	€50k - €60k	€60k - €65k
Showroom Store Manager	€50k - €55k	€55k - €65k	€65k - €70k
Admin & Customer Service			
Administrator	€30k - €35k	€35k - €40k	€40k - €45k
Customer Service Executive	€30k - €32k	€32k - €35k	€35k - €40k
Customer Service Manager	€40k - €50k	€50k - €60k	€60k - €70k



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Office Support & Administration

2026 Salary Guide, Ireland

Office Support & Administration Market Overview

The Office Support landscape in Ireland continues to evolve as organisations balance digital innovation while maintaining strong human support functions. While salary growth across the sector has been steady rather than dramatic, increases in the minimum wage have lifted entry-level pay, while mid-to-senior level salaries have remained largely stable.

Demand for adaptable, tech-savvy administrative talent remains strong, especially for roles that blend administration with customer service, systems support, and project coordination.

With near-full employment still influencing the market, competition for experienced office support talent persists. Employers who move quickly, provide clarity around career pathways, and offer flexible working structures continue to hire most successfully. Entry-level opportunities have grown as businesses look to build talent pipelines, supported by structured onboarding and development programmes.

Increasingly, office support functions are recognised as strategic drivers of organisational success — enabling efficient operations, effective communication, and a consistent employee and customer experience. Organisations investing in modern tools and training are seeing the greatest gains in productivity and retention.

What's Driving **Hiring Trends?**

1. Ongoing **digital transformation** is reshaping administrative roles
2. Organisations are prioritising candidates with **strong software & CRM capability**
3. **Customer-focused**, multi-function support roles are on the rise
4. **Hybrid work** remains a key deciding factor in candidate acceptances
5. Businesses value **adaptable team members** who can contribute across functions



Many employers are **prioritising long-term value and alignment** over quick hires, focusing on **hiring the right people** rather than simply filling roles.

Technology & AI

Technology is playing a transformative role in how office and administrative teams operate. The integration of AI and automation is streamlining routine tasks, freeing up staff to focus on higher-value work. Rather than replacing roles, this shift is creating opportunities for employees with strong digital literacy and the ability to adapt quickly to new systems. The most successful employers are those investing in upskilling and helping their teams evolve alongside technology.

Evolving Priorities: Benefits That Matter in 2026

While salary remains important, it is no longer the only factor shaping candidate decisions. Increasingly, candidates are seeking well-rounded employment packages that support both career growth and lifestyle balance. Employers who prioritise quality of life alongside compensation are more likely to attract and retain top talent in a competitive market.



The Most **Valued Benefits** in 2026

Structured hybrid working
(2-3 days in-office)

Enhanced pension contributions
with Auto Enrolment commencing,
pensions are becoming an area of
real focus

**Healthcare & wellbeing
support**

Additional leave
or the option to purchase
extra days

**Commuter benefits &
parking where required**

**Professional development &
funded training**

Why Office Support Professionals Move Roles

The key motivators driving career moves in 2026 are clear:

- Limited career growth or mentorship opportunities
- Need for greater work flexibility
- Desire for stronger benefits and rewards
- Lack of managerial support or poor workplace culture
- Interest in companies embracing modern technology and processes

Office Support Professionals want to feel valued, supported, and empowered to grow. They want employers who invest in their careers.

Temporary & Contract Market

Demand for longer-term contract and temporary office support staff continues to grow.

Organisations are using this model to:

- Respond to operational peaks
- Support transformation and systems projects
- Backfill during internal promotions or leave
- Maintain agility in uncertain market conditions

Many candidates see temporary roles as an attractive way to gain diverse experience, particularly early in their careers. Employers who treat temporary talent as part of the team see the strongest outcomes and conversion rates to permanent roles.

Looking Ahead in 2026

The Office Support sector remains stable and essential, with more emphasis than ever on digital fluency, people skills, and organisational agility. Businesses that invest in:

- Modern systems
- Professional development
- Hybrid working structures
- Employee wellbeing and inclusion

will attract motivated professionals and build long-term engagement and loyalty.

Office Support continues to be the backbone of operational excellence. The organisations that recognise this and invest in this talent will be the ones that thrive in 2026 and beyond.

Office Support & Administration Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Permanent			
Executive Assistant	€42k - €45k	€45k - €58k	€58k - €65k
Personal Assistant	€36k - €42k	€42k - €48k	€48k - €52k
Receptionist	€30k - €32k	€32k - €34k	€34k - €36k
Administrator	€30k - €32k	€32k - €35k	€35k - €38k
Secretary	€35k - €40k	€40k - €45k	€45k - €50k
Medical Secretary	€32k - €35k	€35k - €40k	€40k - €45k
Legal Secretary	€32k - €35k	€35k - €40k	€40k - €45k
Typist	€30k - €32k	€32k - €35k	€35k - €38k
Data Entry	€30k - €32k	€32k - €34k	€34k - €36k
Project Administrator	€32k - €35k	€35k - €40k	€40k - €45k
Sales Administrator	€30k - €32k	€32k - €34k	€34k - €36k
Accounts Administrator	€30k - €32k	€32k - €38k	€38k - €45k
Office Manager	€42k - €48k	€48k - €55k	€55k - €65k
Telesales	€30k - €32k	€32k - €34k	€34k - €36k
Customer Service	€30k - €32k	€32k - €34k	€34k - €36k
Customer Service Team Leader	€35k - €40k	€40k - €45k	€45k - €50k
Customer Service Manager	€40k - €45k	€45k - €55k	€55k - €65k

Office Support & Administration Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Temporary			
Executive Assistant	€17 - €20ph	€20 - €25ph	€25 - €30ph
Personal Assistant	€15 - €17ph	€17 - €20ph	€20 - €24ph
Receptionist	€15 - €16ph	€16 - €18ph	€18 - €19ph
Administrator	€15 - €16ph	€16 - €18ph	€18 - €19ph
Secretary	€15 - €16ph	€16 - €18ph	€18 - €19ph
Medical Secretary	€16 - €18ph	€18 - €20ph	€20 - €25ph
Legal Secretary	€15 - €18ph	€18 - €20ph	€20 - €25ph
Typist	€15 - €16ph	€16 - €18ph	€18 - €19ph
Data Entry	€15 - €16ph	€16 - €18ph	€18 - €19ph
Project Administrator	€15 - €16ph	€16 - €18ph	€18 - €19ph
Sales Administrator	€15 - €16ph	€16 - €18ph	€18 - €19ph
Accounts Administrator	€15 - €18ph	€18 - €20ph	€20 - €24ph
Office Manager	€17 - €20ph	€20 - €25ph	€25 - €30ph
Telesales	€15 - €16ph	€16 - €18ph	€18 - €19ph
Customer Service	€15 - €16ph	€16 - €18ph	€18 - €19ph
Customer Service Team Leader	€17 - €20ph	€20 - €25ph	€25 - €30ph
Customer Service Manager	€18 - €20ph	€20 - €25ph	€25 - €30ph



For further information contact:

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STELFOX SALARY GUIDE 2026





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Key Trends

- ✓ AI Adoption continues to accelerate
- ✓ Hybrid Working & Flexible Working is here to stay
- ✓ Skills based hiring is a priority
- ✓ DEI remains vital part of recruitment strategies

