

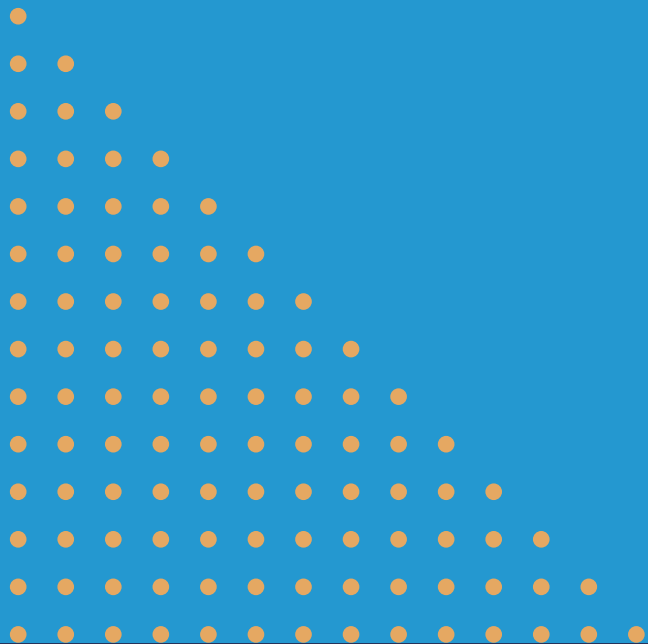


# Brightwater

RECRUITMENT SPECIALISTS

# SALARY SURVEY ENGINEERING

2022



# SALARY SURVEY

## ENGINEERING 2022



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COMMERCIAL DIRECTOR  
ENGINEERING



### ENGINEERING INSIGHTS 2022

If it's one thing the pandemic has shown us, it's the ability and desire within the engineering industry to change and adapt. In what was an unforeseen 2020, where everything stopped, instead of panic there was agility. Where some industries were panicking, engineering companies were coming up with innovative solutions to a global problem and in so taking the essence of engineering and using it to innovate and create.

### MANUFACTURING

After the initial shock of the lockdown, the industry slowly started to open up again. Projects still needed to be completed and people needed to work, and it was innovation that won through. Manufacturing facilities were forced to adapt in terms of social distancing where employees were required to be on site. The demand for products hadn't dissipated, and in some cases had increased. Some organisations pivoted into producing sanitizers, PPE and other such products.

### PHARMACEUTICAL

One of Ireland's most stalwart industries, pharmaceutical and medical devices, was also required to adapt to an increased demand for products both national and internationally. Shift patterns were staggered across the day to be mindful of social distancing guidelines and some companies introduced weekend working for the first time to keep up with demand. Where people could work from home, they were allowed and this enabled companies to have a lower number of people on site and any time. Scheduling was difficult but everyone gave what they could for their companies, their colleagues and their industry.

### CONSTRUCTION

The construction industry had similar issues and certain projects, under stringent safety levels, were able to continue in operation. Employees were forced to change their working practices, styles and habits to make this happen and a number of positive results for future working were the outcome. We are now in a much different world where, working from home, split weeks and flexitime are all now the norm. While the nature of the job will always have a requirement for an onsite presence, there will be some flexibility thus enhancing the employee experience.

Another area where we have seen demand is in the area of residential housing. Social housing has been a topic debated at the highest levels. Demand outweighs supply, particularly around the larger cities such as Dublin and Cork. With some of the new work practices that have been embraced however, we may see residential developments outside the main CBD's area become a realistic possibility for people. These developments should create not only construction related positions but also auxiliary positions that lead to productive development. We have also seen a number of refurbishment grant schemes where house owners and retrofit their homes to reduce their carbon footprint. As we are all spending more time at home these days, we can see an increase for demand in these services.

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### RENEWABLE ENERGY

What we saw was a huge drive toward renewable energy and the green environment. With the Government's 2019 Climate Action Plan and the 2030 Climate and Energy Framework we have to ensure that we reduce our carbon emissions to a satisfactory European level. This is where our engineering expertise will be focused for the coming years. With news of the energy consumption of our data centre markets, the time is now to focus all efforts on these programs to ensure a future for our families. We have seen an increase in land use for wind farms, offshore wind programs are on the table, energy usage across all industries is being analysed. On a global scale, the demand for engineers, particularly those who have an expertise in energy usage and saving will be in demand, and Ireland is no different. Most clients in this sector are interested in Electrical Engineers with MV and HV experience, project managers who can deliver on these programs and technology managers who can implement new technology to and are at the forefront of the energy saving sector. The demand in this area has been particularly high in 2021 and will continue into 2022 as the commitment is there from the government to hit these targets.

### DIVERSITY & INCLUSION

An area we have seen a push toward is that of diversity and inclusion across all areas of engineering. This starts at the school level where we have seen a drive towards encouraging all school goers to understand benefits of becoming an engineer and the career that it can offer them. Long gone are the days of the stereotypical engineer/builder and as technology advances, so must we as a people. Engineers Ireland have been a huge contributor to this, and it is welcomed across the industry. Ireland 2040 National development plan should also get an increased allocation in Budget 2022 where we will see additional funds allocated to housing, environment, climate action, education, justice, health, communications, and transport.

### LOOKING FORWARD TO 2022

Overall, we can see continued growth across the engineering sector in Ireland into 2022. We have talk in the media of large multinationals planning to expand across the island and in so, encouraging people to move outside to typical hot zones for jobs. Our renewable energy industry has the potential to grow and offer rewarding career paths for people. Our infrastructure spend should increase across housing, transport, water supply and energy usages and the demand for qualified engineers has never been so high. This is the bounce back we all hoped and it's a credit to everyone in the industry that we are now in such a strong place going into 2022. The demand for engineering staff has always been high, and the competition for employees will always be there however, we have also seen and increased demand for work life balance and in some cases the idea of a higher salary is not always the driver.

If there is one thing the pandemic has shown us, it's the ability and desire to adapt and it's this trend that we expect to continue throughout the engineering industry well into 2022.

# SALARY SURVEY

## ENGINEERING 2022

NO.	POSITION	€
01.	Electrical Engineer	60,000 - 70,000
02.	Senior Electrical Project Manager	80,000 - 95,000
03.	Project Manager (Renewables)	75,000 - 85,000
04.	Health & Safety Manager	70,000 - 80,000
05.	Facilities Manager (Hard Services)	65,000 - 75,000
06.	Offshore Manager (Renewables)	80,000 - 90,000
07.	Quantity Surveyor	65,000 - 90,000
08.	Civil/Structural Technician	55,000 - 60,000
09.	Junior Engineer (Electrical)	40,000 - 50,000
10.	QC Analyst	33,000 - 35,000

*Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.*

For further details on salaries across Engineering, please contact Cathal O Donnell on + 353 1 5927852 or [c.odonnell@brightwater.ie](mailto:c.odonnell@brightwater.ie)