



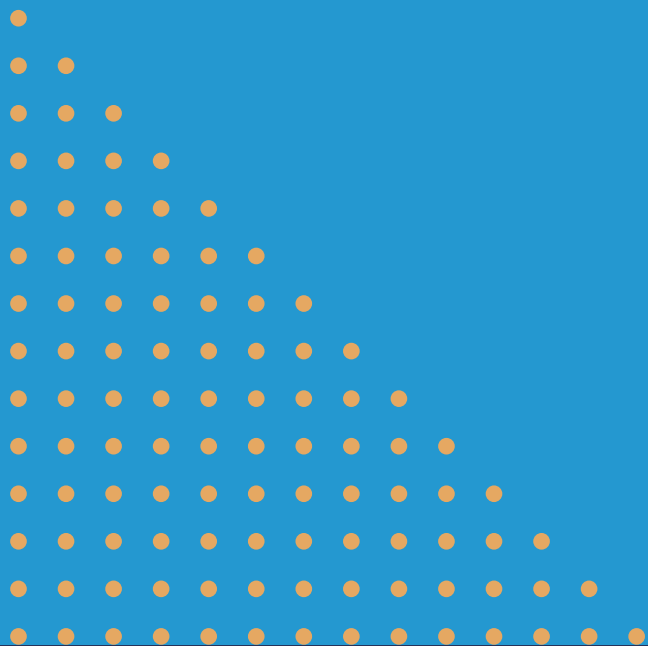
Brightwater

RECRUITMENT SPECIALISTS

SALARY SURVEY

HR

2022



SALARY SURVEY

HR 2022



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PLAY FOR MORE INSIGHTS

HUMAN RESOURCES

The shift to remote work in the last two years has an impact on several HR trends. One of the most visible changes in 2020 was the global overnight shift to remote work for much of the workforce and that has continued for the majority of organisations throughout 2021. Though working from home had already become an increasingly common occurrence for workers before the start of the pandemic, there weren't many organisations with an established work from home policy in place or that were ready to go fully remote in a matter of days.

HR has had a busy year safeguarding company culture remotely. In many instances, HR were responsible for implementing safer workplaces and technology to ensure business operations ran smoothly. Activities like recruiting and onboarding are forever changed. These activities, as well as performance management have relied on in-person conversations. HR have needed to reinvent current practices to effectively deal with these situations in a digital world.

HR departments have had to redesign the employee journey and measure the virtual employee experience. Elements like work-life balance, wellbeing, connection, and collaboration are crucial both for employee satisfaction and the optimisation of business outcomes.

Continuing our HR trends is one in the learning and development space. Although there was already a strong need for upskilling a large part of the global workforce before COVID-19, this need has only become more apparent in the months since. HR professionals with finely tuned performance management skills together with a capacity for managing change with a blended learning approach are in high demand.

HR departments of many organisations have been on the frontline, facilitating employees, handling business requirements, managing concerns and questions of their employees, supporting them, and focusing on people's mental and emotional wellbeing. The outlook for 2022 is positive as employers embrace HR initiatives that encourage cultural re-engagement and development.

HR ROLES IN DEMAND NOW

- Interim and contract positions
- Senior leaders
- HR Managers and Business partners- with a larger scope, they are keeping their titles, but they are having to do a lot more on a day-to-day basis.
- Change Managers
- Learning and Development Consultants
- Recruiters/onboarding

Many companies had to deal with a rapidly changing landscape in terms of their market, remote work, government supports and varying degrees of lockdown. Progressive companies hired professionals on a temporary or contract basis, and even on a remote basis, so demand and rates did increase for contractors.

Base salary inflation has remained stagnant or at 3%. Organisations have had to become creative with bonus schemes and other staff initiatives to boost performance, morale and job quality. Attracting the right talent with the right skills remains the biggest challenge for employers in 2022 .

Overall, most employers feel that attracting the right talent with the right skills will be the biggest challenge when hiring in 2022. The second biggest challenge for employers relates to a shortage of suitable applicants applying to their roles and competition from other employers a close third. Despite the many operational challenges of working remotely, hiring and onboarding new staff remotely is the fifth biggest challenge for employers after the challenge of hiring budget constraints.

Demand is outstripping supply, so naturally there are several HR professionals pivoting to pursue a career in recruitment given the buoyancy in the market. Most importantly, however, despite the number of opportunities, candidates are being selective about who they will work for, putting a heavy emphasis on job security and organisations with a good company culture.

SALARY SURVEY

HR 2022

NO.	POSITION	€
01.	HR Business Partner	55,000 - 70,000
02.	Talent Acquisition Specialist	55,000 - 65,000
03.	Recruiter	35,000 - 45,000
04.	HR Generalist	40,000 - 50,000
05.	HR Administrator	30,000 - 40,000
06.	HR Specialist/ Analyst	55,000 - 65,000

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 Human Resources, please contact Emma Anglim on + 353 1 5927851 or e.anglim@brightwater.ie