Brightwater

RECRUITMENT SPECIALISTS

SALARY SURVEY

IT

2022

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COMMERCIAL DIRECTOR
IT

PLAY FOR MORE INSIGHTS

GENERAL OVERVIEW

Throughout 2021, as other areas have faced really challenges, the Tech sector has remained extremely resilient. As a sector, it has seen a lot of growth and innovation down in no small part to most organisations making the enforced pivot to digital.

With customers and consumers also switching predominantly to online we saw many organisations go through huge innovation and change as they made the pivot to Digital creating thousands of new roles across the country and with several areas of Tech coming to the fore as most in demand, Front end development and design, UX and CX, Cloud and Cyber Security.

The technology sector contributed north of €44 billion to Ireland's economy in 2020 and, on its current trajectory, higher in 2021. The Technology sector continues to grow apace at 12% per annum with wages in the ICT sector remaining at 50% higher then the rest of the economy.

IN 2021 we reached some huge milestones. Ireland is now home to all of the top 10 global internet companies with their EU HQ's established here. WE are also home to 9 of the top 10 global software and US technology houses with you digital sector now accounting for 26% of Irish exports.

This market however isn't without its challenges. With a lack of inward migration brought about by continued severe travel restrictions we have far less tech talent entering the country. We have also observed huge reluctance in the market with passive candidates unwilling to leave a secure position as levels of uncertainty in the economy remain. This lack of available talent has contributed to upwards movement across the board in both salaries, daily rates and counter offers.

LOOKING AHEAD

As we look ahead to 2022, we will see the pace of Technology associated change continue to accelerate with AI, Cloud, Hyperconvergence and IoT continuing to proliferate daily life. The move to digital brings with it increased demand for talent in these areas along with other associated verticals such as networking, information and cyber security, and product.

Looking specifically at Ireland, we continue to punch above our weight on a global stage fast becoming the technology landscape of choice for many global pillar tech and start-up firms. As the tech economy grows the need to attract and grow a larger IT workforce becomes a huge challenge for next year, this should be bolstered by the returning EU labour force and indeed those candidates wishing to avoid the continued negative impacts of Brexit in the UK.

CHALLENGES:

- Continued uncertainty around our corporate tax rate, a staple of continued inward investment here, as other EU countries push for parity at a higher rate of 15% - a higher rate agreement could see less FDI
- Ireland's visa and work permit application processes requires some streamlining in order to help with the current talent deficits
- Continued investment and innovation around STEM and CS related courses at 3rd level need to continue again in order to bolster future talent gaps

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SOFTWARE

The job market for Software Engineering across all levels and all skillsets from Java to Python to React is extremely busy and competitive at the moment, arguably the most competitive vertical across all of technology in 2021. Ireland has seen a huge influx of Tech start-ups and Global technology companies and with that increased demand for these types of profiles. Over the last 12 months, we have seen businesses in the Pharma, Healthcare and Supply chain industries looking for Engineers as they build out their teams further owing to large digital projects directly related to the pandemic such as Healthcare and contact tracing applications.

Candidate flow across the Software Engineering sector is highly competitive. With so many options now open to them, candidates in the engineering world are always very open to hearing what is out there. Many candidates have started to notice the opportunities that are available to them and are curious about the options available to them especially if their current company plans to bring back a 5-day week, not attractive thing in most areas of the tech world especially for programmers where typically, things were remote prior to Covid.

Those employers that are most successful in securing these highly-sought-after Software Engineering professionals will be those more open and flexible in offering continued work from home or a hybrid approach along with those that move quickly to hire with most successful companies streamlining their interview processes to 2 weeks or so. Continuous adaptation to the new norm in particular around hiring is important and partnering closely with your recruiter is key to staying ahead of the curve in this regard.

Salaries for Software Engineering professionals have increased by an average of 15% in the last 12 months, especially in Python, Java, React and Big Data Engineering, and in particular at the “associate”, “senior consultant”, “senior analyst”, “experienced” or equivalent level, which is around 3-7 years’ experience. Many companies are now seeing the benefit in considering those candidates on Stamp 1G graduate Visas, which remains a largely untapped resource of great Engineering professionals in Ireland.

SENIOR APPOINTMENTS

2021 has seen a resurgence in activity at the senior end of the Technology market and across most sectors with many Tech leadership roles appearing within Financial Services, Pharmaceuticals, IT and Software, Energy and Public sectors.

As we attract more and more FDI and big pillar companies the need to hire at leadership level has remained at least steady. Ireland has also proven successful in creating an ecosystem for successful start-up companies, both indigenous and not, with many successfully securing funding and then having to build appointing CTO, COO and CIO positions to help with that scaling process.

Ireland has a very strong pool of both passive and available talent at Head of / Director / C-suite level with strong exposure to new technologies we are increasingly seeing demand for (cloud, integration experience, vendor management, cyber security, data management, automation, design), however as the number of roles created has increased, a very positive sign of confidence in our economy, the numbers of available talent has decreased and so like all other areas of Technology, we note increased expectations around both Salaries and associated benefits.

We expect this trend to continue into 2022 as other less traditional C suite roles, Chief Product Officer, Chief Security Officer, Chief Network officer begin to move to the fore as those areas garner increased demand for leadership.

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PMO

The PMO market has remained one of the more resilient areas of technology throughout 2021 both across contract and permanent appointments.
We have seen a significant uplift in opportunities this year as organisations continued to shift their focus implementing wide scale transformative projects and strategic goals. The global movement towards digitalisation, accelerated by the pandemic has seen more organisations look to improve efficiencies, automate processes, and further develop their online presence and in turn customer experience. This has resulted in increased demand for Technical Project managers and Business analysts, scrum masters and agile coaches, agile project managers, product owners and product managers at all levels.
One huge issue facing this space right now is lack of available talent. Typically, an area that does well from the inward migration of talent into Ireland, we have seen many projects stall due to being understaffed. As restrictions lift and travel gets underway again, we anticipate the candidate base strengthening as we move into 2022.
Looking ahead, we anticipate the PMO, Change and Transformation sector to remain extremely strong, specifically within those sectors continuing to embrace digital or for those that are having to comply with new regulations within Financial Services or brought about by Brexit. We also expect demand to increase within the Utilities and Renewables sector, as these sectors will undoubtedly receive additional funding and new projects will be underway come early 2022.

INFRASTRUCTURE

Although the pandemic has adversely affected many areas of business, the IT sector has remained buoyant and in fact has grown in areas such as IT Audit and Infrastructure. We expect this to continue throughout 2021 and into 2022. Dublin has become a real tech hub and hybrid working models have widened the candidate pools and given more options to clients and candidates alike. Possessing the right combination of technical expertise, soft skills and practical experience can help candidates impress potential employers and land a competitive salary and package in Technology.
There has been marginal growth in salaries across most of IT infrastructure. Across security / audit roles, we're seeing marginal increases depending on the position. However, Helpdesk/Support roles are offering competitive salaries, with roles in this area being in more demand due to the pressure on businesses infrastructure with more staff working remotely.
Similar to the previous couple of years, counter-offers are particularly prevalent with employers afraid to lose key employees, especially in niche areas.

IT AUDITOR

In this space we are seeing that as always, a professional qualification in IT Internal Audit, such as CISA / CISM or similar is needed to be competitive. To add value, employers are looking for Experience/skills in data analysis for audit purposes – CAATs. For most IT Audit roles, a BA/BS/BSc (or equivalent) in Technical, Accounting or similar field is in demand. Knowledge or experience in IT standards and control frameworks, such as ITIL or NIST becoming requested more and more…. Alongside this, meaty practical experience combined with the above giving a comprehensive understanding of information technology risks and environments add huge value.

SYSTEMS ADMIN

Being a broad technical role, employers are requiring a range of skills across operating systems (Microsoft and VMware), hardware, communications, and security technologies. We are seeing a demand for candidates from within a Microsoft and VMware environment. Employers are looking for SAN technologies – preferably EMC… As well as the usuals like Office 365 and Teams administration, Azure Portal – Active Directory, Storage Account management etc. It really helps to have Data backup technologies e.g., Veeam Backup and Replication.

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CYBER / DEVOPS

As Infrastructure has been one of the most resilient areas of tech in 2021. Cyber Security and Devops have seen the most growth driven in large part by increased demand for cyber security, risk, cloud, and support professionals as a direct result of the pivot to remote working in 2020. This new way of working brings with it increased vulnerabilities with many companies open to cyber-attacks, data breaches and other threats to their company systems and information resulting in this higher demand.

In line with the above, there has been a significant increase in demand for both cloud and DevOps engineers due to the almost universal adoption of cloud technologies.

HELPDESK

We are seeing helpdesk roles that more and more hands-on, technical roles, that are much broader than a typical ticket-based support positions. Employers seems to be looking for candidates that partner with customers to tackle the challenging technical issues they face in innovative ways. Naturally employers are looking for previous experience with problem solving in troubleshooting environments. However, experience in Agile and Scrum methodology and ITIL is a bonus.

DATA

The job market for Data professionals of all types (Data Scientists, Data Analysts, Technical Business Analysts & Data Engineers) is hugely buoyant at the moment, arguably the most buoyant across all technology sectors in 2021. At any one time, there are at least 5-10 jobs suitable for any data professional. Traditionally, it has been large multinational entities across pharmaceutical, financial services, management consultancy, and similar global businesses that have a need for these types of profiles. Over the last 12-18 months, we have seen smaller businesses, multinational and indigenous, looking for Data Scientists and Engineers to drive the transformation of their data, whether that is building data lakes or converting their data into tangible meaning to drive profitability. We are also seeing a strong push from almost all businesses for Technical/Data Business Analysts to make sense of the data and visualise the information for commercial use in the business.

Candidate flow is still a bit apprehensive as Ireland moves out of pandemic restrictions. However, many candidates have started to notice the opportunities that are available to them and every week I get increasingly more calls from curious candidates that want to know about the options available to them. We expect a cautious approach to continue right through 2021 which will present difficulties for employers and will continue to develop the Battle Royale for great data professionals in Ireland. Those employers that are most successful in securing these highly-sought-after data professionals are those that move quickly to hire, with the most successful companies streamlining their interview processes to 2 weeks or so. This will be crucial to beat the competition for the best people. It is likely that many companies will adapt to this methodology over the year so continuous adaptation is important and partnering closely with your recruiter is key to staying ahead of the curve in this regard.

Salaries for Data professionals have increased by an average of 15% in the last 12 months, especially in Data Science and Engineering, and especially at the “associate”, “senior consultant”, “senior analyst”, “experienced” or equivalent level, which is around 3-7 years’ experience. Many companies are now seeing the benefit in considering those candidates on Stamp 1G graduate Visas, which remains a largely untapped resource of great Data professionals in Ireland.

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NO.	POSITION	€
01.	Head of IT	110,000 – 140,000
02.	Business Analyst	70,000 – 90,000
03.	Project Manager	80,000 – 100,000
04.	Product Manager	80,000 – 100,000
05.	Software Developer	60,000 – 95,000
06.	Data Engineer	60,000 – 90,000
07.	Cyber Security Specialist	50,000 – 80,000
08.	DevOps Engineer	60,000 – 90,000
09.	Infrastructure Engineer	50,000 – 80,000
10.	Level 2 Support	45,000 – 60,000

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 the Technology space (permanent roles), please contact Gareth Fleming on + 353 1 5927881 or g.fleming@brightwater.ie