

CONSTRUCTION

CONSULTANT	Dublin €	Regional €
Project Director	110,000 - 135,000	100,000+
Design Manager	75,000 - 95,000	75,000 - 85,000
Project Manager	65,000 - 85,000	65,000 - 75,000
Planner	40,000 - 65,000	45,000 - 50,000
Civil Engineer	45,000 - 65,000	40,000 - 50,000
Structural Engineer	45,000 - 65,000	45,000 - 55,000
Mechanical Engineer	50,000 - 65,000	45,000 - 50,000
Electrical Engineer	45,000 - 65,000	45,000 - 50,000
Building Services Engineer	50,000 - 65,000	65,000 - 65,000
Roads/Highway Engineer	45,000 - 60,000	35,000 - 45,000
BIM Coordinator	40,000 - 65,000	35,000 - 40,000
Water / Wastewater Engineer	45,000 - 65,000	40,000 - 50,000
Geotechnical Engineer	40,000 - 60,000	35,000 - 50,000
Environmental Engineer	55,000 - 75,000	50,000 - 60,000
CAD / Revit / Microstation Technician	35,000 - 60,000	35,000 - 45,000
Architect	60,000 - 70,000	50,000 - 60,000
Architectural Technician	40,000 - 60,000	40,000 - 50,000

CONTRACTOR	Dublin €	Regional €
Project Manager	70,000 - 90,000	65,000 - 80,000
Project Engineer	45,000 - 65,000	45,000 - 55,000
Contracts Manager	75,000 - 95,000	80,000 - 90,000
Site Manager	60,000 - 85,000	60,000 - 80,000
Site Engineer	50,000 - 60,000	45,000 - 55,000
Site Foreman	50,000 - 65,000	50,000 - 55,000
Senior Quantity Surveyor	65,000 - 90,000	55,000 - 75,000
Quantity Surveyor	50,000 - 80,000	50,000 - 60,000
Senior Estimator	60,000 - 70,000	45,000 - 60,000
Estimator	45,000 - 65,000	40,000 - 50,000
Electrical Engineer	50,000 - 65,000	40,000 - 50,000
Mechanical Engineer	50,000 - 65,000	45,000 - 55,000
Health & Safety Manager	65,000 - 80,000	50,000 - 70,000
Health & Safety Officer	45,000 - 55,000	45,000 - 50,000
M&E Coordinator	45,000 - 60,000	45,000 - 50,000
M&E Engineer	50,000 - 65,000	45,000 - 55,000
Senior Resident Engineer	60,000 - 90,000	60,000 - 70,000
Resident Engineer	55,000 - 75,000	55,000 - 60,000
Roads / Highways Engineer	50,000 - 60,000	40,000 - 50,000

OPERATIONS

PRODUCTION & MANUFACTURING - MANAGERIAL	Dublin €	Regional €
General Manager	90,000 - 140,000	80,000 - 120,000
Operations Manager	85,000 - 115,000	70,000 - 90,000
Plant Manager	85,000 - 115,000	75,000 - 95,000
Production Manager	70,000 - 95,000	55,000 - 70,000
Engineering Manager	85,000 - 115,000	60,000 - 75,000
Maintenance Manager	65,000 - 85,000	55,000 - 65,000
Continuous Improvement Manager	75,000 - 100,000	65,000 - 80,000
NPD Manager	65,000 - 85,000	55,000 - 65,000
Technical Manager	60,000 - 80,000	50,000 - 70,000
Quality Manager	65,000 - 85,000	55,000 - 70,000
H&S Manager	60,000 - 80,000	50,000 - 60,000
Project Manager	70,000 - 95,000	65,000 - 90,000
Design Manager	65,000 - 80,000	50,000 - 60,000

PRODUCTION & MANUFACTURING - ENGINEERING	Dublin €	Regional €
Project Engineer	60,000 - 85,000	45,000 - 50,000
Lean Six Sigma Engineer	70,000 - 85,000	55,000 - 60,000
Continuous Improvement Engineer	60,000 - 75,000	45,000 - 55,000
Process Engineer	50,000 - 65,000	50,000 - 60,000
Manufacturing Engineer	50,000 - 65,000	50,000 - 60,000
Quality Engineer	50,000 - 75,000	45,000 - 55,000
Health & Safety Engineer	45,000 - 60,000	45,000 - 55,000
Environmental Engineer	50,000 - 65,000	45,000 - 55,000
NPD Technologist	45,000 - 65,000	32,000 - 42,000
QA Technician	35,000 - 50,000	30,000 - 40,000
QC Technician	35,000 - 50,000	30,000 - 35,000
Commissioning Engineer	65,000 - 80,000	45,000 - 50,000
Validation Engineer	70,000 - 85,000	45,000 - 50,000
Controls / Automation Engineer	65,000 - 85,000	45,000 - 60,000
Maintenance Engineer	50,000 - 70,000	40,000 - 50,000
Maintenance Technician	40,000 - 60,000	30,000 - 45,000

TECHNICAL SERVICES	Dublin €	Regional €
Service Manager	65,000 - 80,000	45,000 - 55,000
Service Engineer	40,000 - 50,000	35,000 - 45,000
Facilities Manager	60,000 - 85,000	50,000 - 65,000
Facilities Technician	45,000 - 60,000	35,000 - 40,000



Engineering & Construction

This sector was hit very hard in the downturn but in recent years, it has enjoyed a resurgence as investments and the release of capital give projects the green light again. As a result, we have seen an increase in salaries now that the construction sector is more stable. In some areas, such as QS and BIM, salary increases could be as high as 10-12%. Candidates are able to choose what projects they want to work on so that has helped to drive salaries up.

Much of the construction in Ireland is related to housing and as such, is not directly impacted by Brexit. We may see some slow down on the release of capital but the mood of the market is relatively positive. The housing shortage means that residential development is a huge growth sector particularly in the Dublin area but this may level off towards the end of 2020.

BIM and new design practices are going to be in demand as the engineering process becomes more streamlined. There will always be a need for QS professionals based on the level of supply in that area. RICS are doing a huge amount of work to create alignment between charterships so that may have a positive effect on supply.

Employers are heavily investing in their staff particularly in the area of design. The number of employees going for charterships has also increased. Employers are also doing their best to keep staff so counter-offers, always prevalent in this area, are increasing. Potential new hires are also looking for a range of benefits but what seems to be driving career moves is the freedom to work on iconic projects and creativity.

For more information, contact Cathal O'Donnell on c.donnell@brightwater.ie or Andrew Rowley on a.rowley@brightwater.ie

There has been an increase in salaries across the maintenance function within manufacturing of between 6% and 9%. Service engineer salaries have also seen increases in the same range. Payscale across the regional manufacturing sector remain fairly static. A move may offer a small increase in base salary (2-5%) but some companies particularly the international ones are waiting to see the outcome of Brexit before advising on changing salary scales. Within the operations sector, most salaries have increased with general inflation as opposed to major changes due to supply and demand. Anecdotal evidence points to very competitive global trading conditions with concerns around the impact of international political posturing (tariffs / Brexit / geopolitical disputes), regulatory restraints, raw material pricing and availability, cost of manufacturing and pricing pressures all leading manufacturers to minimise all operational overheads, pay not withstanding.

Growth sectors in manufacturing are food, pharmaceutical and technology. Exports are increasing all the time with the current economic climate. Companies are also focusing on the eco side of production and energy related projects are on the increase so innovation is vital in this sector. Engineers who can innovate and design new processes to increase productivity and reduce energy demands / carbon footprint are in huge demand as the issue of sustainability takes a leading role. The Irish agri-food sector has had time to realign its product portfolio with new markets in Europe, Asia, the Middle East and Africa. There is a near constant demand for skills across project engineering, maintenance, process and manufacturing engineering, quality and compliance, operation leadership and product development. Conversely, the supply of electronic and electromechanical components to the international automotive consumer electronics and consumer goods market has been negatively impacted as OEMs source products outside of Ireland / UK market to avoid impact on “just-in-time” supply chains.

There is a clear trend over the last few years of employers implementing cross-training programmes, seeking outsourced academic and professional training programmes (eg best practice) and fast-tracking high performing individuals through management development programmes. In addition, employers are increasingly turning to academic institutions to strengthen ties in an attempt to build future talent pools. Employers are also turning to overseas talent pools to align with future requirements.

Margin and pricing pressures across the manufacturing sector are the main constraints on companies spending on employee healthcare and pension benefits which continue to be at the top of employees' wishlists. Flexibility around working hours and an openness to remote working are gathering pace but in many cases are limited by operational requirements. Every engineer is also looking to work on a solid

product with innovative engineering processes. Their dream employer would be someone who would embrace their engineering skills and allow them to be creative.

For more information, contact Conor Bannon on c.bannon@brightwater.ie or Andrew Rowley on a.rowley@brightwater.ie

