



Human Resources

GENERALIST HR	Dublin €	Regional €
HR VP – Director	95,000 - 155,000	95,000 - 150,000
Senior HR Manager / Senior HR Business Partner	75,000 - 100,000	70,000 - 95,000
HR Manager / HR Business Partner	55,000 - 75,000	50,000 - 75,000
HR Advisor	45,000 - 60,000	40,000 - 50,000
HR Generalist / HR Officer	40,000 - 50,000	36,000 - 48,000
HR Administrator	30,000 - 40,000	27,000 - 35,000

LEARNING & DEVELOPMENT (L&D)	Dublin €	Regional €
L&D Manager	65,000 - 85,000	55,000 - 65,000
L&D Specialist	40,000 - 60,000	36,000 - 50,000

COMPENSATION & BENEFITS (C&B) / REWARD	Dublin €	Regional €
C&B / Reward Manager	75,000 - 115,000	70,000 - 100,000
C&B / Reward Specialist	50,000 - 80,000	45,000 - 65,000

HR INFORMATION SYSTEMS	Dublin €	Regional €
HR IS Manager	60,000 - 80,000	50,000 - 70,000
HR IS Analyst	40,000 - 55,000	35,000 - 50,000

KEY SPECIALIST AREAS	Dublin €	Regional €
OD Manager / Change Manager	65,000 - 95,000	55,000 - 70,000
Employee Relations (ER) Manager	55,000 - 75,000	50,000 - 60,000
Employee Relations (ER) Specialist	40,000 - 60,000	40,000 - 50,000
Global Mobility Manager	70,000 - 95,000	60,000 - 90,000
Global Mobility Specialist	45,000 - 80,000	40,000 - 60,000

TALENT ACQUISITION / RECRUITMENT	Dublin €	Regional €
Talent Acquisition / Recruitment Manager	65,000 - 85,000	55,000 - 75,000
Talent Acquisition / Recruitment Specialist	40,000 - 60,000	38,000 - 55,000
Talent Acquisition / Recruitment Coordinator	30,000 - 35,000	25,000 - 35,000

Contact Mark Byrne on m.byrne@brightwater.ie

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Changes in salaries across the HR market have been very much a mixed bag this year. There has been a slight increase in salaries (1-3%) particularly around the niche skills of organisational design development, MIS and talent development at the mid to senior levels. The majority of upward movement in salaries has occurred in growth sectors such as hi-tech, fintech, SaaS and engineering where recruitment needs have been greatest. Depending on the growth of employment over 2020, these skills may shift from growth to stabilising and downsizing. On the other end of the market, salaries for HR admin and junior recruitment roles have either stayed static or have been reduced slightly. This is down to fewer roles in the market and high competition at this level.

Brexit has caused some caution in the market due to uncertainty. The churn in movement has almost come to a halt and experienced HR professionals are staying put to see what happens thus affecting the flow of HR candidates and roles. At the moment, the majority of roles are centred around recruitment, training, staff retention, compensation & benefits and coaching/mentoring. Depending on the outcome and consequences of Brexit, this trend may continue or it may switch to the skillsets of internal communications and redundancies. Depending too on the perception of the economy, there may also be a shift from permanent recruitment within the HR sector to contract or temporary.

One area that's seeing some considerable growth for HR is in-house technical recruitment within IT and engineering. With a dramatic increase in roles within these sectors, candidates with good recruitment experience are at a premium. In an effort to keep existing staff with their valuable experience, employers are offering educational assistance and training opportunities to their HR employees as well as offering time off to complete studies. They are aware of the range of benefits that people are looking for in their job search, namely a full suite of benefits such as healthcare, pension, bonus, dental plans etc. Flexibility around working hours and remote working are also high on the agendas of those looking to move.

For more information, contact Mark Byrne on m.byrne@brightwater.ie

