

Information Technology

MANAGERIAL

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
IT Director / Head of IT (EMEA / Global)	100,000 - 150,000	95,000 - 130,000	600 - 800	550 - 700
IT Manager	90,000 - 150,000	90,000 - 145,000	500 - 700	450 - 650
Enterprise Systems Architect	90,000 - 110,000	85,000 - 105,000	650 - 750	600 - 700

IT / PROJECT MANAGEMENT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Programme Manager	90,000 - 110,000	85,000 - 105,000	550 - 800	500 - 700
Senior Project Manager	75,000 - 100,000	70,000 - 90,000	500 - 650	450 - 600
Project Manager (Mid-level)	65,000 - 75,000	60,000 - 70,000	400 - 500	350 - 470
Software Product Manager	65,000 - 85,000	60,000 - 80,000	450 - 600	425 - 550
PMO Coordinator / Project Administrator	45,000 - 60,000	40,000 - 55,000	200 - 300	200 - 300

SENIOR SOFTWARE DEVELOPMENT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Software Engineering / Development Manager	85,000 - 120,000	80,000 - 110,000	500 - 700	500 - 650
Technical Architect	80,000 - 100,000	80,000 - 90,000	550 - 650	500 - 600
Technical Team Lead	80,000 - 100,000	75,000 - 90,000	550 - 650	500 - 600
Snr Level Front End / UI Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level C / C++ Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level .NET / C# Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Java Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Python Developer	75,000 - 90,000	70,000 - 85,000	500 - 600	450 - 550
Snr Level Cloud / Microservices Software Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Android / iOS Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Ruby on Rails Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level PHP Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Embedded Software Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr UX Designer	65,000 - 85,000	60,000 - 80,000	425 - 550	400 - 525

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

SOFTWARE DEVELOPMENT	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Mid Level Front End / UI Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level C / C++ Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level .NET / C# Engineer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Java Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Python Developer	60,000 - 70,000	55,000 - 65,000	375 - 450	350 - 450
Mid Level Cloud / Microservices Software Engineer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Android / iOS Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Ruby on Rails Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level PHP Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Scala Developer	60,000 - 70,000	55,000 - 65,000	375 - 475	350 - 450
Mid Level Embedded Software Engineer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level UX Designer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
SYSTEM ANALYSIS	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Business Advisory Consultant	60,000 - 90,000	50,000 - 85,000	350 - 500	350 - 500
Business Process Analyst / Consultant	50,000 - 80,000	48,000 - 70,000	400 - 550	350 - 500
Business Solutions Architect	85,000 - 105,000	80,000 - 95,000	500 - 650	500 - 625
QA / Test Manager	65,000 - 85,000	60,000 - 80,000	400 - 600	350 - 550
QA / Test Lead	55,000 - 80,000	55,000 - 70,000	325 - 500	300 - 450
Software Test / QA Engineer	40,000 - 60,000	38,000 - 55,000	250 - 350	250 - 350
QA Automation Engineer	55,000 - 75,000	48,000 - 65,000	325 - 500	300 - 450

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DATA ANALYTICS / DATA ENGINEERING

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Data Engineer	60,000 - 85,000	55,000 - 80,000	400 - 550	400 - 500
Data Scientist	80,000 - 120,000	70,000 - 100,000	450 - 650	400 - 600
Machine Learning Software Engineer	75,000 - 95,000	70,000 - 85,000	450 - 600	450 - 550
Data Architect	75,000 - 110,000	75,000 - 95,000	500 - 650	500 - 600
Business Intelligence Developer	55,000 - 80,000	55,000 - 75,000	450 - 600	350 - 500
Data Architect	80,000 - 100,000	75,000 - 95,000	550 - 650	550 - 625
Database Developer (Oracle / SQL Server)	70,000 - 85,000	65,000 - 75,000	450 - 550	400 - 500
Database Administrator	50,000 - 75,000	45,000 - 70,000	400 - 500	350 - 450

SECURITY / IT AUDIT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Chief Information Security Officer (CISO)	95,000 - 150,000	85,000 - 140,000	650 - 750	600 - 700
Information Security Consultant	60,000 - 90,000	55,000 - 80,000	320 - 480	300 - 450
Information Security Officer (ISO)	75,000 - 105,000	65,000 - 95,000	400 - 550	380 - 525
IT Auditor	60,000 - 85,000	55,000 - 75,000	320 - 450	350 - 450
IT Risk / Compliance Consultant	65,000 - 85,000	55,000 - 75,000	320 - 450	350 - 450
Information Security Architect	80,000 - 110,000	70,000 - 95,000	500 - 600	450 - 550
Information Security Officer	80,000 - 100,000	70,000 - 90,000	400 - 500	350 - 450
IT Compliance Specialist	50,000 - 65,000	45,000 - 55,000	350 - 425	350 - 425
Network Security Architect	85,000 - 100,000	80,000 - 95,000	450 - 600	400 - 550
Infosec / Security Operations Engineer	50,000 - 80,000	45,000 - 75,000	300 - 475	250 - 450
Software Application Security Specialist	55,000 - 70,000	50,000 - 65,000	320 - 400	300 - 400
IT Forensics / eDiscovery Consultant	60,000 - 75,000	55,000 - 70,000	400 - 450	400 - 450
Cyber Security Analyst Tier 2 SOC	50,000 - 70,000	45,000 - 65,000	300 - 400	300 - 400
Cyber Security Analyst Tier 3 SOC	60,000 - 90,000	55,000 - 85,000	400 - 525	400 - 500
Information Security Engineer	55,000 - 80,000	50,000 - 70,000	320 - 450	300 - 400

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SUPPORT / ADMINISTRATION

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
DevOps / Platform Engineer	60,000 - 85,000	55,000 - 75,000	500 - 650	450 - 600
Cloud Infrastructure Architect	90,000 - 120,000	85,000 - 110,000	600 - 750	550 - 700
IT Systems Administrator	45,000 - 70,000	42,000 - 65,000	250 - 400	250 - 375
IT Systems Engineer	60,000 - 80,000	60,000 - 75,000	350 - 450	300 - 450
Unix / Linux Systems Administrator	50,000 - 75,000	45,000 - 65,000	350 - 450	350 - 450
Network Engineer	60,000 - 80,000	60,000 - 75,000	350 - 450	300 - 450
Help Desk Support	28,000 - 45,000	25,000 - 40,000	180 - 275	150 - 275
Application Support Consultant	45,000 - 65,000	40,000 - 60,000	250 - 350	200 - 300
Service Delivery Manager	60,000 - 85,000	55,000 - 80,000	450 - 520	400 - 500
Storage / SAN Engineer	55,000 - 75,000	50,000 - 70,000	300 - 450	300 - 450
Servicedesk / Helpdesk Lead	50,000 - 65,000	45,000 - 60,000	250 - 300	250 - 300

ERP CONSULTANCY / SPECIALIST

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
SAP Consultant (Functional / Technical)	75,000 - 100,000	70,000 - 90,000	550 - 700	500 - 675
SAP Enterprise Architect	90,000 - 110,000	85,000 - 100,000	550 - 700	525 - 725
Oracle eBusiness (Functional / Technical)	75,000 - 95,000	70,000 - 85,000	550 - 700	500 - 650
MS Dynamics / Navision Consultant	75,000 - 95,000	65,000 - 80,000	525 - 650	500 - 625

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The IT sector has remained buoyant and we expect this to continue throughout 2020. Dublin has become a real tech hub whilst Cork is quickly becoming a hub for cyber security with leading companies basing themselves there. There has been a sizable growth in salaries across IT, both on permanent and daily contract rates.

Across software development it very much depends on the development language and additional tech attached. 2019 saw massive increases in salaries with some developers demanding (and getting) between a €5,000 and €20,000 increase on their basic salaries.

- Those with Python / Scala / Machine Learning/Big Data with niche skillsets are seeing increases of between 4% and 8%
- Java skills with Big Data/Spark / Apache command between 5-10% increase
- Normal Java Spring / .NET and Front End developers receiving 5% increments
- DevOps / Kubernetes / Cloud / Cloud Engineers / Ruby commanding between 4-6% increases

Across security / audit roles, we're seeing increases of between 6-12% depending on the role. Security architects and engineers would be at the higher end of this range. There is a healthy supply of project management, business analysis and test IT professionals in the market so we're only looking at relatively smaller increases (between 2-8% depending on experience and level).

It is important to note that counter-offers are particularly prevalent in IT and are skewing perceptions of market rate salaries. Where % increases have been mentioned above, those can be even larger (up to 20%) when employers are conscious of losing key employees, especially in niche areas like security and IT audit.

So far Brexit has not negatively impacted the IT market here. IT professionals with EU citizenship are now looking to move to Ireland instead of the UK, Ireland being the only English speaking country in the EU so that has had a positive effect on the supply of candidates. A number of companies have moved technical teams and roles to Dublin that would have previously been based in the UK. These roles are often well paid, need a high level of skills and offer exposure to new technologies, thereby creating some exciting roles. However, companies may choose to fill roles and projects with contract staff instead of committing to permanent hires while there is uncertainty in the market.

We have seen a huge amount of growth in machine learning, AI, Big Data, Python, Scala, Cloud and

React Native / Android roles. These are all new modern tech stacks that companies are adopting to stay relevant and attractive to candidates. Business intelligence and data analysis are steadily increasing in the larger organisations, companies can see the added value and opportunities for permanent jobs in this area are growing in all sectors. Cyber security will continue to grow. More shared service centres need IT professionals with languages and this sector is becoming even more competitive, particularly in the Munster region.

IT across the board is suffering from a skills shortage, especially at the mid to senior levels. Universities are trying to adapt to market requirements but the sector evolves so quickly. Organically there is not enough skillset to service the job requirements. While we're seeing more and more skilled IT workers moving to Ireland, we also still have a major problem with housing and visas. Companies are offering sponsorship and relocation allowances to attract new-comers and changes to visa regulations for spouses / dependents have helped ease some pressures in the market.

Upskilling and redeploying existing staff is high on the agenda of HR departments especially when it comes to IT professionals. Employers often pay for the relevant certs, provide ample study and exam leave. At the moment the most demand is for AWS certified or training in new modern tech stacks. Performance management is key. Most organisations will look to promote internally if they can before going to market. Counter-offers are huge and companies are pushing retention programmes internally as well.

Benefits, rather than merely the base salary are becoming more of a priority for employees especially in the tech sector. Types of benefits depend very much on where they are in life. A flat structure environment with team orientated work and the culture of the workplaces is key for millennials. In their 20's to 30's, bonuses, certifications, flexible working hours and remote work are all important. By their 30's to 40's the wish list has changed to reflect their changing circumstances such as healthcare packages, pensions, flexibility around family issues, maternity/paternity leave policies and part remote work. Exposure to modern tech stack and progression and growth opportunities are important at every stage. Companies are also becoming more flexible when it comes to hours of work and trying to come up with innovative benefits that are non-monetary.

For more information, contact Derek Smyth on d.smyth@brightwater.ie