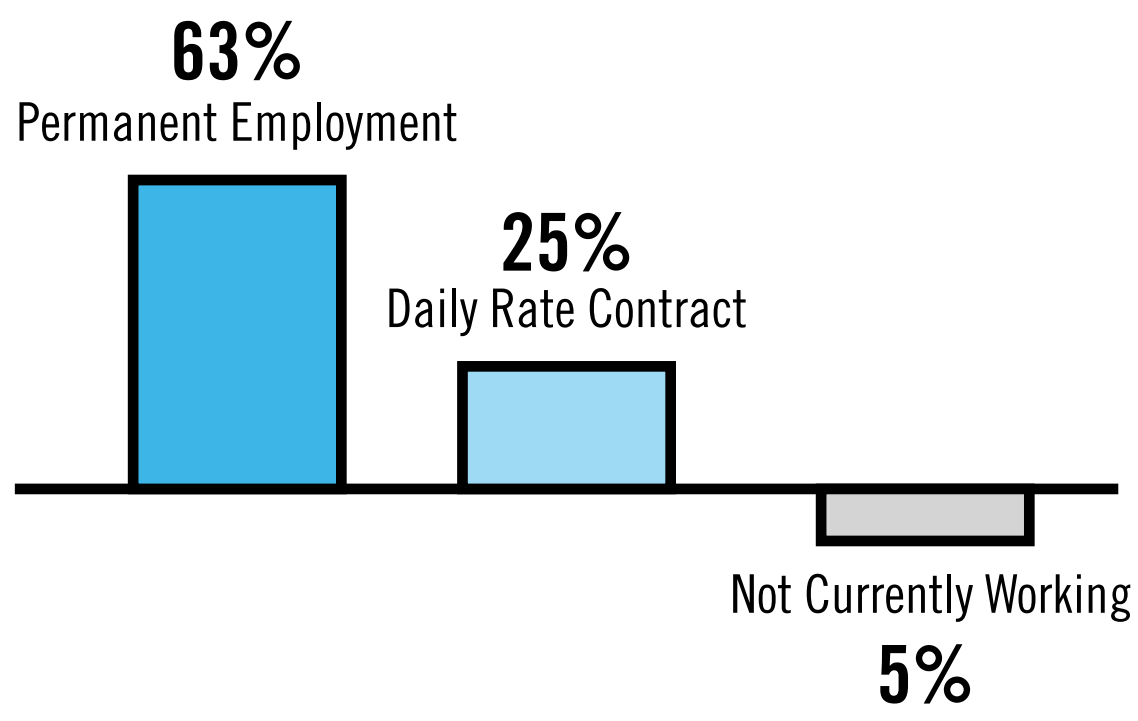


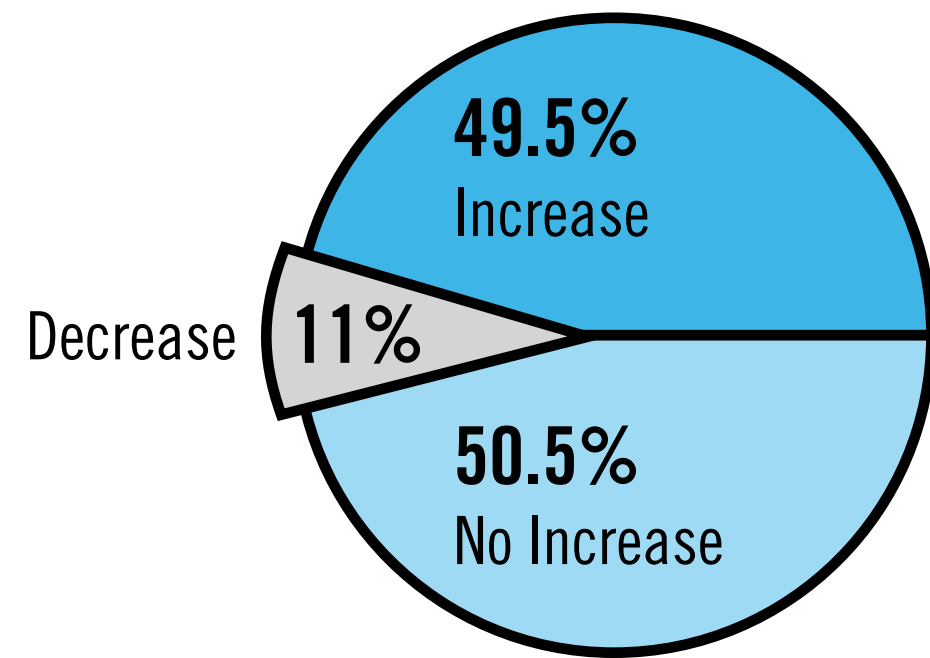
TECH SURVEY 2016

EMPLOYMENT STATUS



The contract market can offer excellent rates and interesting projects and this continues to be a big draw. As companies ramp up projects, the demand for quality contractors continues to grow.

SALARY INCREASE



Many candidates listed better location, a permanent role, better technology stack etc. as reasons for accepting lower rates.

SALARY INCREASES by JOB TITLE

#1 SOFTWARE DEVELOPMENT

#2 PROJECT MANAGEMENT

#3 BUSINESS ANALYSIS

60% Permanent Developers

44% Contract Developers

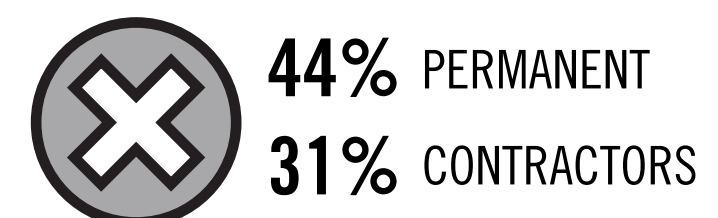
RECEIVED AN INCREASE OVER THE LAST 12 MONTHS

HAPPY WITH YOUR SALARY?

YES, I am!



NO, I'm not!



IT professionals in general are seen to be well paid relative to average wages in the economy, however dissatisfaction with salary may relate to a person's perception of rates paid to peers. Anyone interested in benchmarking their current salary or in seeing what other options are available in the market, should contact Brightwater for a confidential discussion.

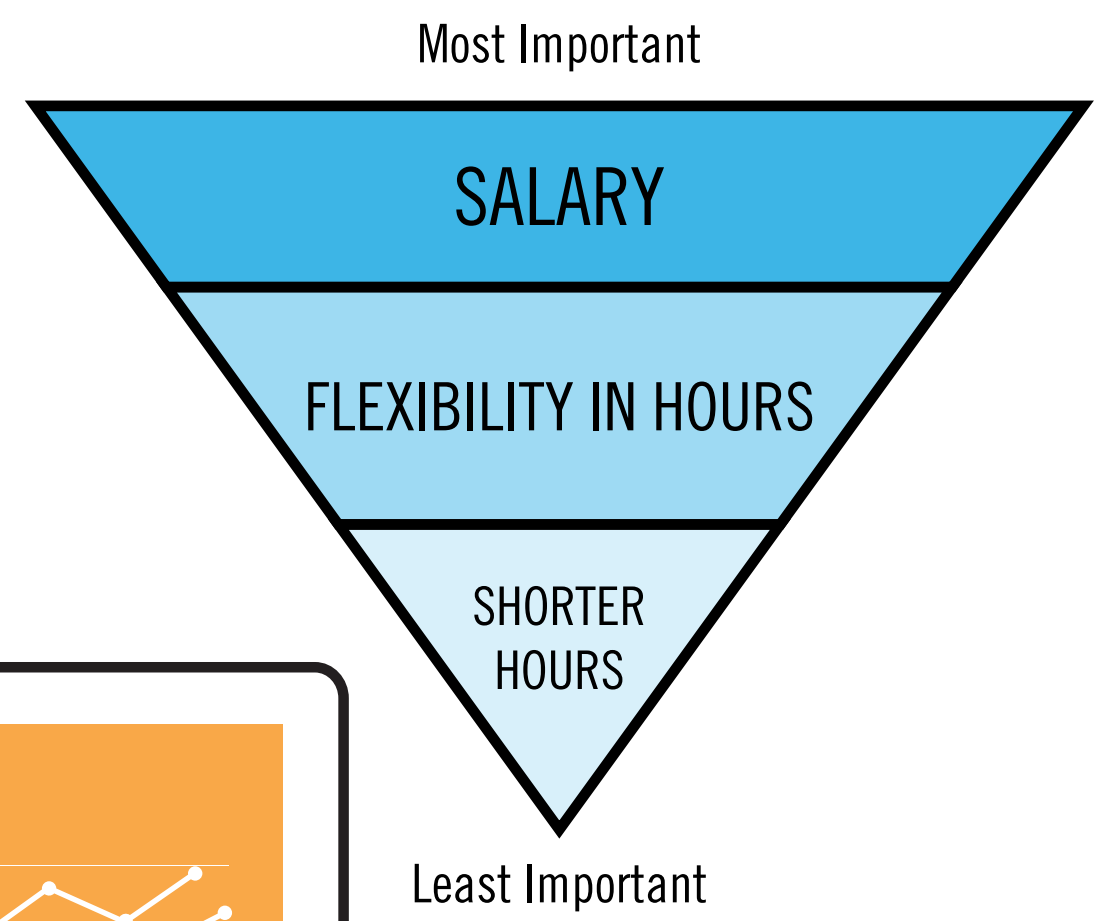
WHAT IS MOST VALUED?

- Work Culture & Career Development
- Good Prospects & Challenging Work

- Location & Job Security

Millennials are either already the largest generation currently in the workforce or soon will be and with that comes the mind-set of strategic "job hopping" over tenure to build a career.

REMUNERATION & BENEFITS



Want to get some advice or have a discussion about your next move in Tech?

Contact Hugh McCarthy at h.mccarthy@brightwater.ie or Derek Smyth at d.smyth@brightwater.ie or on 01 622 1000.

For a full detailed breakdown of all roles covering both permanent and contract, make sure to get a copy of our **2016 Salary Survey** - contact our marketing team today on 01 662 1000 and we will ensure you receive your copy over the coming weeks.



www.brightwater.ie

Brightwater
RECRUITMENT SPECIALISTS