

Salary & Benefits Guide 2008



Collins McNicholas
Recruitment & HR Services Group

www.collinsmcnicholas.ie

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ENGINEERING

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Automation Engineer	50-60	45-55	40-50	35-45	35-45
Chemical Engineer	35-50	35-50	40-50	35-45	35-45
Design Engineer	40-60	45-60	40-50	35-45	35-45
Electronic /Electrical Engineer	40-55	40-50	40-50	35-45	35-45
Electronic Technician	30-42	28-35	25-30	25-35	25-35
Engineering Manager	65-90	60-80	65-80	60-75	60-75
Engineering Team Leader	50-65	45-55	45-55	40-55	40-55
Environmental/Health & Safety Manager	60-70	50-70	60-80	50-65	50-65
Facilities					
Facilities Manager	60-70	50-70	60-70	55-65	55-65
Facilities Team Lead	50-60	50-55	40-50	35-45	35-45
Facilities Engineer	40-55	40-50	40-50	35-45	35-45
Facilities Technician	30-42	30-35	25-35	25-35	25-35
Field Service Engineer	40-50	38-48	38-50	28-38	28-38
Industrial Engineer	35-50	30-45	40-50	35-45	35-45
Instrumentation/Calibration Technician	30-42	30-35	28-35	25-35	25-35
Maintenance					
Maintenance Engineer	45-55	35-50	35-45	35-45	35-45
Maintenance Technician	30-42	30-37	28-35	25-35	25-35
Manufacturing Engineer	35-55	35-50	40-50	35-45	35-50
Manufacturing Technician	30-42	30-35	28-35	25-35	25-35
Mechanical Engineer	40-50	35-50	40-50	35-45	35-45
Process					
Process Engineer	45-55	35-50	40-50	35-45	35-45
Process Maintenance Technician	30-42	30-35	28-35	25-35	25-35
Production Manager	60-80	50-60	55-75	50-70	50-70
Production Supervisor	45-55	35-45	35-45	35-45	35-45
Quality					
Quality Manager	60-80	55-80	65-80	55-75	55-75
Quality Supervisor	45-55	35-45	35-45	35-45	35-45
Quality Engineer	40-50	35-50	35-45	32-45	30-45
Quality Technician	30-42	27-35	28-35	25-35	25-35

PHARMACEUTICAL & MEDICAL DEVICES

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Quality					
Director of Quality	85-100	75-100	70-100	70-100	70-95
QA/QC Manager	55-75	55-65	50-65	45-65	45-65
QA/QC Supervisor	45-55	45-55	40-50	40-50	38-48
QA/QC Analyst	30-40	30-40	27-38	27-35	27-35
Quality Engineer	45-55	45-55	40-50	35-45	35-45
Qualified Person	60-75	60-75	60-75	55-65	50-65
QA Technicians	25-35	20-32	25-35	25-30	25-30
Lab Technician	25-35	20-32	25-28	22-30	22-30
Analytical					
Microbiology Analyst	30-40	25-35	25-28	25-30	25-30
Biochemist	30-40	23-35	25-30	23-30	23-30
Chemist	30-40	28-40	25-28	25-30	25-30
Biotechnologist	30-40	25-40	25-28	25-30	25-30
Regulatory Affairs					
Regulatory Affairs Manager	65-80	50-60	70-85	55-65	55-65
Regulatory Affairs Officer	32-45	32-45	35-48	30-45	30-45
Compliance					
Compliance Manager	60-70	58-68	70-80	55-65	55-65
Compliance Officer	35-45	32-40	35-45	30-40	32-38
Compliance Auditor	30-40	25-32	25-35	25-30	25-30
Documentation					
Documentation Officer	25-35	25-35	22-25	25-30	25-30
Documentation Control Administrator	22-30	20-25	22-25	22-25	20-25
Validation					
Validation Manager	60-80	60-70	55-70	55-65	55-65
Validation Supervisor	55-75	55-65	50-60	45-55	45-55
Validation Engineer	35-65	35-60	35-55	35-50	35-50
Validation Analyst	30-45	30-45	28-35	25-35	25-35
Research and Development					
Process Development Manager	60-80	60-80	60-80	55-75	55-75
PhD Development – Biotech/ Chemist	45-55	45-55	40-45	35-40	35-40
Senior Scientist/Chemist	45-55	45-55	35-40	35-40	35-40
Process Development Chemist	45-55	45-55	30-35	30-35	30-35
R&D Engineer	45-55	45-55	40-50	40-50	40-50
R&D Scientist	45-55	45-55	35-40	35-40	35-40

LOGISTICS/ SUPPLY CHAIN

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Supply Chain & Material					
Head of Supply Chain	85-120	80-100	80-100	70-90	79-85
Supply Chain Manger	60-80	60-75	60-80	60-75	60-75
Materials Manager	60-75	50-70	55-70	48-65	48-65
Inventory Analyst	25-35	25-35	25-30	25-30	25-28
Inventory Coordinator	25-35	20-35	25-30	20-25	20-25
Purchasing					
Purchasing Manager	55-75	50-65	50-65	50-60	45-55
Purchasing Specialist	35-50	35-45	35-45	30-45	30-45
Purchasing Officer	28-38	25-35	25-35	25-30	25-30
Warehousing					
Warehouse Manager	50-65	45-60	45-60	45-60	45-55
Warehouse Supervisor	45-50	30-40	30-40	30-40	28-40
Logistics					
Logistics Manager	55-75	50-65	50-65	48-60	45-55
Logistics/Supply Chain Analyst	45-55	40-55	40-55	38-45	38-45
Logistics Administrator	25-35	25-30	25-30	22-26	22-26
Buyers/ Planners					
Production Planner	40-55	35-50	35-50	32-45	32-45
Buyer/Planner	40-50	30-45	30-45	30-45	30-45

ACCOUNTANCY & FINANCE

ACCOUNTANCY- General

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Finance Director	90-120	80-100	80-100	80-100	80-100
Financial Controller	70-100	65-90	65-90	60-80	60-80
Financial Accountant	50-65	48-60	48-60	43-55	43-55
Assistant Financial Accountant	35-45	35-40	35-40	30-35	30-35
Management Accountant	45-60	45-55	45-55	45-55	45-55
Assistant Management Accountant	35-45	35-40	35-40	30-35	30-35
Treasury Accountant	50-65	50-60	48-55	45-55	45-55
Cost Accountant	45-60	45-55	45-55	40-50	40-50
Assistant Cost Accountant	35-45	35-45	33-40	35-40	30-38
Credit Control Accountant	35-45	45-55	30-35	30-40	35-50
Internal Auditor	48-58	45-55	45-55	40-50	40-50
Finance Analyst	55-65	50-60	50-60	45-55	45-55
Business Analyst	45-55	40-50	40-50	38-48	35-48
Newly Qualified Accountant	45-52	40-50	40-45	38-42	35-40
Part Qualified (1 -3 years exp)	30-40	28-38	28-38	27-35	27-35
Trainee Accountant	22-28	20-26	20-26	20-25	20-25

ACCOUNTANCY- Practice

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Audit Partner	120+	100+	100+	100+	100+
Audit Director	85-120	80-110	80-110	80-100	80-100
Audit Manager (Senior)	60-75	55-70	50-70	50-70	50-70
Audit Manager (2 year PQE)	50-65	50-60	50-60	48-55	45-55
Audit Supervisor (1 year PQE)	48-60	45-55	45-55	45-50	45-50
Audit Semi – Senior	25-30	25-30	25-30	22-30	22-30
Audit Junior	21-28	20-25	20-25	20-25	20-25
Corporate Finance Manager	60-70	55-65	55-65	50-60	50-60
Corporate Finance Executive	50-60	45-50	45-50	43-48	43-48
Risk Manager	60-75	55-70	50-70	50-65	50-65
Graduate ACA	23-26	19-23	19-23	18-22	18-22

ACCOUNTANCY & FINANCE

ACCOUNTANCY- Tax

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Tax Partner	150-240	90-150	90-150	80-140	80-140
Head of Tax	135-210	120-170	120-170	110-150	110-150
Tax Director	90-130	80-120	80-120	70-100	70-100
Senior Tax Manager	70-90	70-85	70-85	65-75	60-70
Tax Manager	60-70	50-65	50-65	45-60	45-60
Tax Assistant	25-35	23-32	23-32	23-30	20-30
Tax Trainee	20-25	19-25	20-25	19-23	19-23

ACCOUNTANCY - Support

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Accounts Payable Manager	40-50	35-45	35-45	33-40	33-40
Accounts Payable Team Leader	35-45	35-45	33-40	30-38	30-38
Accounts Payable	24-30	23-28	23-28	21-28	21-28
Accounts Receivable	24-30	23-28	23-28	21-28	21-28
Payroll Manager	38-50	38-50	38-50	35-45	35-45
Payroll Administrator	25-30	23-30	23-30	22-28	22-28
Credit Analyst	32-38	30-35	30-35	28-32	28-32
Credit Controller	28-32	28-32	28-32	25-30	25-30

BANKING & FINANCIAL SERVICES

BANKING - Retail

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Retail Branch Manager	70-85	65-75	60-70	60-70	60-70
Assistant Bank Manager	50-60	45-60	40-55	40-55	40-55
Mortgage Advisor	30-45	30-40	28-40	28-40	28-40
Asset Finance Representative	35-45	35-45	33-42	33-42	33-42
Bank Clerk (Senior)	28-38	25-35	23-32	23-32	23-32
Bank Clerk (Junior)	22-27	20-25	19-25	19-25	19-25

BANKING - Financial Services

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Operations Manager	75-110	70-100	70-100	65-95	60-90
Risk Manager	75-110	70-100	70-100	65-95	60-90
Senior Credit Underwriter	70-100	65-90	65-90	65-90	65-90
Credit Underwriter	50-75	50-65	50-65	50-65	50-65
Commercial Lending Manager	65-90	60-80	55-80	55-80	55-80
Commercial Lending executive	55-65	50-60	45-58	40-50	40-50
Compliance					
Compliance/Trustee Manager	65-85	60-70	60-70	60-70	60-70
Compliance/Trustee Officer	50-60	45-55	45-55	45-55	45-55
Treasury					
Head of Treasury	75-125	70-120	70-115	70-100	70-100
Treasury Manager (Banking)	65-75	60-70	60-70	60-70	60-70
Treasury Analyst	45-55	40-50	40-50	40-50	40-50
Stock broking					
Portfolio Manager	52-58	N/A	N/A	N/A	N/A
Junior Stockbroker	25-30	N/A	N/A	N/A	N/A
Equity Analyst	30-60	N/A	N/A	N/A	N/A
Bond Analyst	30-60	N/A	N/A	N/A	N/A
Settlements Manager	60-75	60-70	N/A	N/A	N/A
Settlement Team Leader	50-65	50-60	N/A	N/A	N/A
Settlements Administrator (3+ yrs exp)	35-50	35-45	N/A	N/A	N/A
Settlements Administrator (0-3 yrs exp)	28-40	25-35	N/A	N/A	N/A

BANKING & FINANCIAL SERVICES

FUNDS

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Fund Accounting					
Fund Accounting Manager	65-80	60-75	60-75	55-65	50-60
Fund Administrator (3+ yrs exp)	40-50	35-45	35-45	35-45	35-45
Fund Administrator (0-3 yrs exp)	30-40	25-35	25-35	25-35	25-35
Shareholder Services					
Shareholder Services Manager	65-85	60-75	60-75	55-65	50-60
Shareholder Services Team Leader	50-70	50-60	50-60	50-60	50-60
Shareholder Services Admin (3+ yrs exp)	40-50	35-45	35-45	35-45	35-45
Shareholder Services Admin (0-3 yrs exp)	30-40	25-35	25-35	25-35	25-35
Custody					
Custody Manager	60-70	55-65	55-65	55-65	55-65
Custody Team Leader	50-60	40-55	40-55	40-55	40-55
Custody Administrator (3+ yrs exp)	40-50	35-45	35-45	35-45	35-45
Custody Administrator (0-3 yrs exp)	30-40	25-35	25-35	25-35	25-35

SALES & MARKETING

SALES

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Sales Director	80-120	70-100	70-90	65-90	65-90
National Sales Manager	70-90	40-50	50-60	40-55	40-55
National Accounts Manager	60-70	55-65	55-65	50-60	50-60
Business Development Director	70-100	65-90	60-85	55-70	50-65
Business Development Manager	55-80	40-55	40-50	35-50	35-50
Business Development Executive	40-60	35-45	30-45	25-40	25-40
Corporate Account Manager	40-65	35-50	30-45	25-35	25-35
Account Executive	35-45	25-35	30-35	25-35	25-35
Sales Team Leader	35-50	35-45	40-45	35-45	35-45
Sales Executive	25-40	25-40	25-40	25-40	25-40
Sales Representative	20-30	20-30	25-35	25-35	25-35
Medical Sales Representative	30-45	30-45	30-45	30-45	30-45
Field Sales Representative	20-30	25-35	25-35	25-35	22-35
Telemarketing Executive	20-30	20-27	20-27	20-27	20-27
Merchandisers	20-30	20-26	20-30	20-26	20-25

Basic salaries only are listed, and do not take into consideration OTE.

MARKETING

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Marketing Director	80-110	70-100	70-90	65-90	65-90
Marketing Manager	70-80	55-65	50-70	50-65	50-65
Trade Marketing Manager	45-65	40-60	40-55	38-50	NA
Brand Manger	60-75	40-50	40-50	40-45	40-45
Product Manager	60-75	40-50	40-50	30-40	30-40
Category Manager	60-75	40-50	40-50	30-40	NA
Category Analyst	35-50	30-40	30-40	28-35	NA
Strategic Alliance Manager	60-75	30-45	35-45	30-40	NA
Market Research Manager	50-60	30-45	35-45	30-40	30-40
Market Analyst	40-50	35-40	35-40	35-40	35-40
Marketing Executive	35-45	25-35	30-40	25-35	25-35
Marketing Assistant	25-33	20-30	22-30	20-30	20-30

CUSTOMER SERVICE AND CALL CENTRE

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Operations Director (Shared Services Centre)	80-120	80-100	80-95	65-85	65-85
Shared Service Manager	65-95	58-85	60-80	60-70	60-70
Call Centre Manager & Language	60-90	55-85	60-85	60-70	60-70
Customer Service Manager	55-70	38-60	50-60	45-55	45-55
Customer Service Manager & Language	55-75	40-65	50-65	48-55	48-55
Customer Service Supervisor	45-55	30-40	32-47	28-40	25-40
Customer Service Supervisor & Language	48-60	33-45	35-50	30-44	30-40
Customer Service Team Leader	35-45	30-40	30-40	25-35	25-35
Customer Service Agent (3+ yrs exp)	28-32	22-25	22-26	20-25	20-25
Customer Service Agent (0-3 yrs exp)	21-28	18-24	16-23	16-23	16-23
Customer Service Agent & Language (3 + yrs exp)	28-35	20-26	21-25	20-25	20-25
Customer Service Agent & Language (0 -3 yrs exp)	22-27	18-24	20-24	18-21	18-21
Telesales Manager	45-60	35-50	35-55	30-45	30-45
Telesales Supervisor	40-50	35-45	40-50	25-35	25-35
Inbound Telesales	20-25	18-22	19-23	18-21	18-21
Inbound Telesales and Language	21-26	19-23	20-24	18-22	18-22
Outbound Telesales	20-25	18-22	19-23	18-21	18-21
Outbound Telesales and Language	21-26	19-24	20-24	18-23	18-23
Direct Marketing Specialist	25-30	22-30	25-30	20-30	20-30

OFFICE & ADMINISTRATION

OFFICE & ADMIN PERMANENT

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Office Manager (3+ yrs exp)	32-40	25-35	26-32	25-35	25-35
Office Manager (1-3+ yrs exp)	27-35	24-32	23-32	21-30	21-30
PA / Executive Assistant (3+ yrs exp)	30-35	27-35	25-33	23-30	23-35
PA / Executive Assistant (1-3+ yrs exp)	25-35	24-32	24-32	23-30	23-30
Receptionist (3+ yrs exp)	26-32	24-30	24-30	22-27	22-27
Receptionist (1-3 yrs exp)	23-28	21-26	21-25	19-23	19-23
Administrator (3+ yrs exp)	25-32	23-32	23-32	22-30	22-29
Administrator (1-3 yrs exp)	20-28	19-25	18-25	17-24	17-24
Accounts Clerks (3+yrs exp)	25-32	23-30	23-30	21-28	21-28
Accounts Clerks (1-3 yrs exp)	20-25	19-24	19-23	18-22	18-22
Data Entry (3 +yrs exp)	25-32	24-31	24-30	22-28	22-28
Data Entry (1-3 yrs exp)	22-28	21-25	21-25	19-24	19-24
Medical Secretary (3+ yrs exp)	28-36	26-34	26-34	23-30	23-30
Medical Secretary (1-3 yrs exp)	23-33	22-30	22-30	20-28	20-28
Legal Secretary	30-40	25-30	25-30	22-28	22-28

OFFICE & ADMIN - TEMPORARY

Job Title	Dublin € ph	Cork € ph	West € ph	North West € ph	Midlands € ph
Office Manager	15-20	14-16	14-16	13-15	13-15
PA / Executive Assistant (3+ yrs exp)	14-17	13-16	13-15	12-15	12-15
PA / Executive Assistant (1-3 yrs exp)	13-16	12-15	11-15	11-15	11-15
Receptionist (3+ yrs exp)	13-15	12-14	11-14	11-13	11-13
Receptionist (1-3 yrs exp)	9-12	9-11	9-11	9-11	9-11
Administrator (3+ yrs exp)	12-14	11-13	11-13	10-12	10-12
Administrator (1-3 yrs exp)	10-12	9-11	9-11	9-10	9-10
Data Entry	10-13	9.50-12	9.50-12	9-11	9-11
Medical Secretary	13-16	12-15	12-15	11-14	11-14
Legal Secretary	15-18	13-17	13-17	11-15	11-15

INFORMATION TECHNOLOGY

Job Title	Dublin € 000	Cork € 000	West € 000	North West € 000	Midlands € 000
Management Roles					
Chief Technology Officer/IT Director	80-120	85-100	85-100	85-100	85-100
Operations/ IT Manager/MIS Manager	70-90	70-85	75-85	70-85	70-85
Software Development Manager	70-90	65-75	65-75	55-65	55-65
QA / Test Manager	60-75	60-67	60-70	55-65	55-65
Project Manager	60-75	50-60	55-65	45-55	45-55
Technical Architect	55-80	55-65	60-70	45-55	45-55
Software Development					
Software Development Team Leader	50-60	55-65	55-70	45-55	45-55
Software Developer (Mainframe / C++/DB2)	35-60	30-55	32-55	30-45	30-45
Software Developer (Java/ Oracle/(ASP/C#/VB) .net)	35-65	30-60	32-60	30-45	30-45
ERP Consultancy/Business Systems					
Technical Consultant (Oracle)	50-70	45-60	45-60	38-55	38-55
Database Developer (Oracle)	35-50	30-48	32-48	30-45	30-45
Java Developer (EJB/J2EE)	38-65	35-55	40-55	30-45	30-45
Web Developer	30-42	35-40	40-45	30-35	30-35
Business Analyst	40-60	45-55	45-55	38-50	35-50
SAP Project Manager	50-70	45-60	45-60	38-55	38-55
SAP Business Analyst	40-60	45-55	45-55	38-50	35-50
SAP Consultant	35-60	30-55	32-55	30-50	35-55
QA/Technical Support					
QA / Test Engineer	40-55	43-50	40-50	30-35	43-50
Localisation Engineers	30-45	25-40	25-40	25-35	25-35
Automated test Engineer	35-65	30-60	32-60	30-40	30-40
Support Team Leader	40-55	35-45	40-45	35-45	35-45
3rd Level Support	35-45	33-43	33-43	30-38	29-35
2 nd Level Support	28-35	28-35	28-35	27-32	27-32
1 st Level Support	23-28	22-27	22-27	21-26	20-25
Administration					
System Administration (Unix/Linux/Multiplatform)	45-65	43-55	40-55	35-50	35-50
Database Administrator	40-65	43-53	40-53	35-45	35-45

HUMAN RESOURCES AND TRAINING

Job Title	Dublin € 000	South € 000	West € 000	North West € 000	Midlands € 000
Human Resources					
HR Director (8+ yrs snr exp)	90-150	80-130	75-130	80-120	75-110
HR Director (5+ years snr exp)	80-100	70-95	70-95	65-90	60-85
HR Manager (5+ years mgt exp)	60-85	55-80	55-80	50-75	50-75
HR Generalist/Specialist	40-55	40-55	40-55	35-50	35-50
HR Officer	35-45	30-40	30-40	27-35	27-35
HR Administrator	28-35	25-35	25-32	23-30	23-30
HR Coordinator	25-30	22-28	22-28	20-25	20-25
HR Graduate	22-26	20-25	20-25	20-25	19-25
Human Resources - Specialists					
Compensation & Benefits Partner	75-100	70-90	70-90	50-70	50-70
Compensation & Benefits Manager	60-75	55-70	55-70	50-60	50-60
Employee Relations Manager	58-75	50-70	50-70	50-60	50-60
Employee Relations Executive	50-70	45-60	45-60	45-55	45-50
Industrial Relations Manager	60-75	55-70	55-70	50-60	50-60
Payroll Administrator	35-45	25-35	25-35	35-45	35-45
Training & Development					
Training & Development Manager	50-65	40-55	40-55	40-55	40-55
Training Specialist	35-45	35-45	35-45	35-45	35-45
Technical Trainer	35-45	25-35	25-35	35-45	35-45
Training Coordinator	30-35	20-30	20-30	25-35	25-35
Recruitment (In House)					
Recruitment Manager	50-65	40-55	40-55	40-50	40-50
Recruitment Co-Ordinator	30-45	30-40	30-40	28-35	26-35
Recruitment Administrator	20-30	20-30	20-30	20-28	20-28
Recruitment (Agency)					
Recruitment Consultant (Senior)	30-45	30-40	30-40	28-35	26-35
Recruitment Consultant	25-35	25-35	25-35	25-32	25-30
Recruitment Consultant (Trainee)	20-25	20-25	20-25	18-23	18-23
Recruitment Administrator	22-26	20-30	20-30	20-25	20-25

BENEFITS

Commissions and/or bonuses can vary dramatically between industry sectors and generally range between 10% and 30% of base salary. Overall benefits continue to move towards 'quality of life' options such as working from home and flexible working. The following are typical benefits that can be offered as part of the remuneration package.

- Annual Holidays: 20 Days per annum – Statutory Minimum. Increasing with years of service.
- Education Assistance Programme/Allowance.
- Life Assurance.
- Individual Training & Development Plan.
- Bonus: performance related 0-20% depending on seniority within organisation.
- Healthcare Plan – eg. VHI Plan B. (Standard Individual Plan costs €500 per annum)
- Pension Contribution: Typically companies will pay into a contributory Pension fund.
(Average contribution c.5% of salary)
- Relocation Allowance: Amount depends on whether individual is Married/Single and where they are relocating from. Typically only offered to middle and senior management.

Sample Benefits Include:

- | | |
|----------------------------|------------------------------|
| - Expenses | - Medical checks/ screening |
| - Car parking | - On-site medical facilities |
| - Pension Scheme | - Luncheon vouchers |
| - Education subsidies | - Relocation expenses |
| - Long term service awards | - Club subscriptions |
| - Health Insurance | - Shopping vouchers |
| - Subsidised restaurant | - Holiday fund |
| - Life Assurance | - Crèche |
| - Full medical cover | |
| - Sports/social club | |

ABOUT THE GUIDE

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The Collins McNicholas Salary guide is produced annually and incorporates salaries from eleven sectors/disciplines. The salaries listed in this guide are compiled from our group database, which captures all market intelligence relating to persons placed in full-time employment in the preceding year. The data is then analysed by our experienced consultants to ensure that they are in line with current market trends.

The salaries listed in this guide are for reference purposes only, and will vary in accordance with factors such as company size, industry, turnover etc. Basic salaries only are listed, and do not take into consideration OTE, commission, and bonuses. Please see Benefits and Perks sections for more details. All salaries are listed in Euro.

ABOUT COLLINS MCNICHOLAS

Established in 1990, Collins McNicholas is an independently owned Irish recruitment and training company servicing the resourcing needs of many major multinational, small to medium sized enterprises and government organisations. The company provides services across a wide range of sectors including Technical/Engineering, Accountancy, Finance and Banking, Sales & Marketing, Administration, Human Resources, ICT and Executive Search. The organisation has offices in Galway (1990), Dublin (1992), Cork (1995), Sligo (1998) and Athlone (2000) and became first Recruitment/HR Consultancy to achieve ISO 9002 certification in 1994.

The firm enjoys an excellent reputation, benefits from high levels of repeat business and offers a personalised service to employers and employee alike.

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