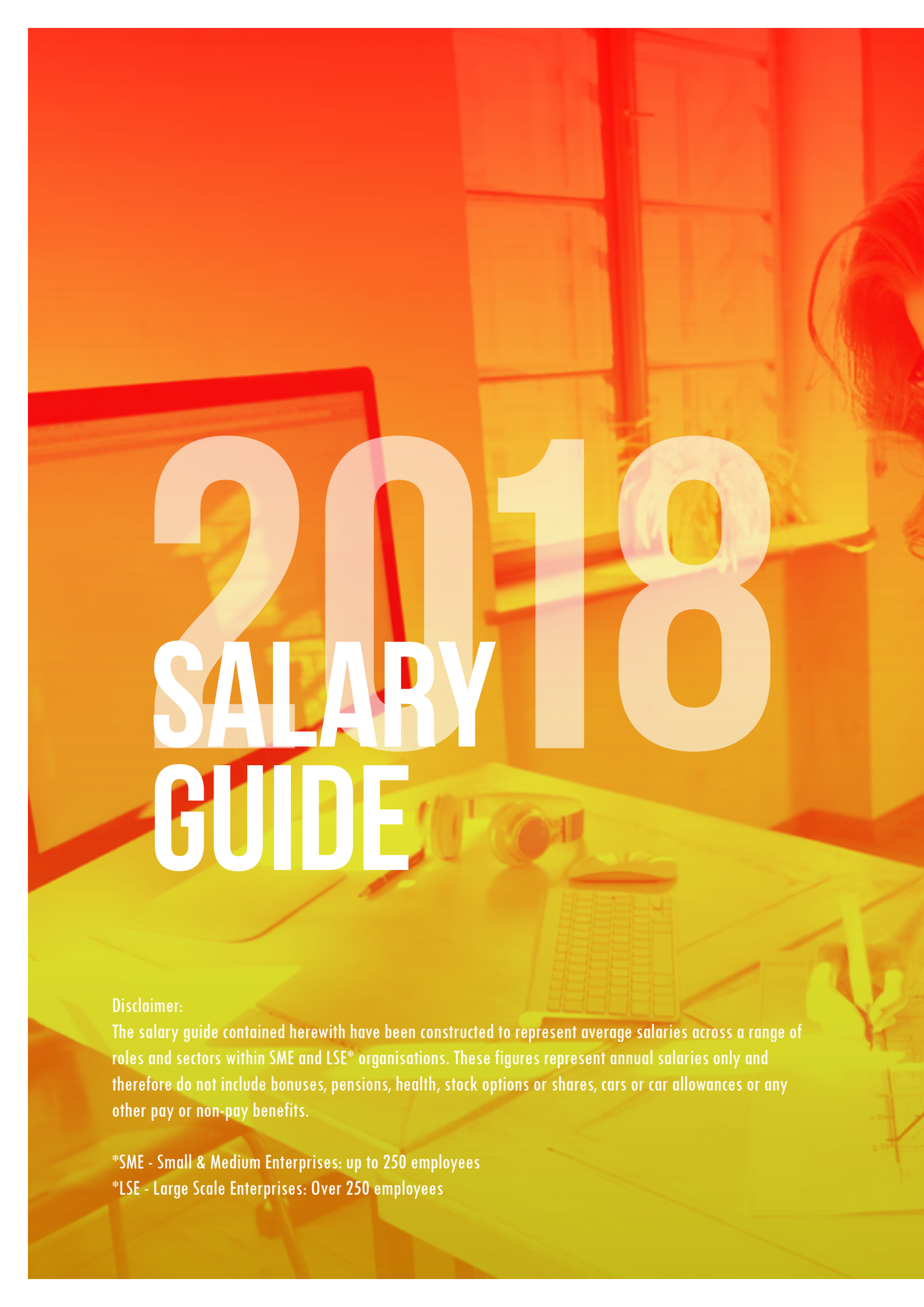


2018

SALARY GUIDE



techskills
resources



2018 SALARY GUIDE

Disclaimer:

The salary guide contained herewith have been constructed to represent average salaries across a range of roles and sectors within SME and LSE* organisations. These figures represent annual salaries only and therefore do not include bonuses, pensions, health, stock options or shares, cars or car allowances or any other pay or non-pay benefits.

*SME - Small & Medium Enterprises: up to 250 employees

*LSE - Large Scale Enterprises: Over 250 employees

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Growing, competitive & a skills shortage

Construction output is at its highest level since 2001, but skills shortages are hampering the ability to meet demand and uncertainty around Brexit is causing concern. The construction industry escalated activity in 2017 and this momentum is forecast to continue into 2018. However, the majority of movement is in the commercial sector, with the cost of construction being a barrier to more activity in the residential space.

While the economy is set to expand, the requirements for adequate housing and infrastructure is a challenge, particularly at a time when the sector is struggling to recruit skilled crafts people and professionals. Increasing infrastructure investment was a central element of Budget 2018. The recently revealed National Development Plan 2018-2027 together with "Project Ireland 2040" is the first ever joined-up plan for Ireland. The big plan comes with a big €116 billion budget and the construction and allied sectors will enjoy the lion's share of the budget. Infrastructure and house-building currently operating below capacity, will see a huge increase in activity over the next few years and consequently a corresponding increase in demand for workers with the right-fit skills sets.

While Brexit and the global geopolitical climate may lead to considerable uncertainty, the impact of this on the construction and property sector is yet to be seen. In fact, Brexit has led to a spike in inquiries from the UK with regards to commercial office space in Dublin. We have also found that there is an increasing number of construction and property professionals looking to move back from the UK.



Client feedback

"We have engaged Tech Skills Resources for recruitment purposes since early 2012, under the leadership of Des Maguire. We have found Des and his Team to be thoroughly professional in their approach for our recruitment requirements. Their process for sourcing and screening candidates has proven to be both compatible with our respective job specifications and has been most effective. Tech Skills have successfully provided us with candidates for key roles."

Tech Skills Resources have always correctly interpreted our specific requirements for the respective roles. Their screening process has ensured that candidates provided for interview have been prospects for the fulfilment of the particular role. Tech Skills have always been immediately responsive to our requests and I look forward to working with them in the future. I have no hesitation in recommending their services.

For all of the above reasons, I would highly recommend working with Tech Skills Resources."

Senior Contracts EMEA, Multinational Construction Consultancy.



Most
in demand
jobs **2018**

- Quantity Surveyors
- Health & Safety
- Project Managers
- Contracts Managers

Growth in salaries: Growth in roles in Cost Control & Site Operations, particularly in Residential.

New benefits: Performance Related Bonus, Pension & Healthcare becoming more mainstream.

2018

Construction & Property

PERMANENT	Dublin €k P/A		Regions €k P/A		NI €k P/A	
Design	Low	High	Low	High	Low	High
Project Director	90	125	85	120	80	120
Design Manager	65	85	60	70	40	80
Project Manager	55	90	50	65	30	50
Structural Engineer	33	55	30	45	30	45
Chartered Structural Engineer	45	75	43	65	35	60
Associate Structural Engineer	55	85	50	75	50	70
Civil Engineer	35	55	30	45	30	45
Chartered Civil Engineer	45	75	45	65	40	55
Associate Civil Engineer	55	85	45	70	40	60
Roads/Highway Engineer	35	70	30	60	30	60
Water/Wastewater Engineer	35	90	33	80	30	60
Environmental Engineer	30	60	30	50	30	50
Electrical Engineer	35	85	33	75	30	65
Mechanical Engineer	35	80	33	70	30	60
Geotechnical Engineer	35	65	35	60	30	60
Building Services Engineer	28	75	27	65	27	50
Associate - Building Services Engineer	60	85	50	75	45	70
Architectural Director	60	80	55	75	55	70
Associate Architect	50	65	45	60	45	60
Architect	28	60	27	55	25	50
Architectural Technologist	25	55	25	50	23	45
CAD Technician	25	55	20	45	20	40
Surveying	Low	High	Low	High	Low	High
Managing Surveyor	75	130	65	90	50	90
Senior Quantity Surveyor	65	110	55	75	40	60
Estimator	55	75	45	60	30	60
Intermediate Quantity Surveyor	45	65	40	60	30	40
Junior Quantity Surveyor	30	45	28	40	20	30
Health & Safety	Low	High	Low	High	Low	High
Health & Safety Director	85	100	85	100	50	85
Health & Safety Lead	65	85	65	85	40	60
Health & Safety Manager	55	65	50	60	40	50
Health & Safety Agent	45	55	40	50	35	45
Health & Safety Officer	35	45	30	40	20	35
Build	Low	High	Low	High	Low	High
Contracts Manager	75	120	70	85	40	80
Project Manager	60	90	55	70	40	60
Site Manager	55	65	50	60	30	60
Site Foreman	45	55	40	55	25	50
Site Engineer	35	55	30	45	30	40
M&E Coordinator	45	75	40	65	30	50
M&E Engineer	30	75	28	70	25	50
Electrical Engineer	30	80	30	75	30	55
Mechanical Engineer	30	75	30	70	28	50
Project Engineer	40	85	35	75	30	55
Resident Engineer	50	75	40	60	30	55
Roads/Highways Engineer	30	75	50	75	30	60
Property	Low	High	Low	High	Low	High
Associate Surveyor	55	70	50	60	40	55
Property Surveyor	25	50	25	45	20	40
Senior Property Manager	45	65	40	55	30	50
Property Manager	35	45	30	40	20	35
Senior Negotiator	40	55	40	50	20	40
Sales Letting Agent	25	40	25	40	20	30
Senior Asset Manager	65	100	50	90	45	70
Asset Manager	45	65	45	55	35	50
Building Surveyor	28	50	25	45	20	45

Competitive, diverse, fast moving

Roles are becoming increasingly focused on Technical transfers, NPI and cross over between traditionally narrow job roles. In other words, employers are seeking out candidates with a variety of skills. Salaries are rising steadily, particularly in Pharma and Biotech companies, reflecting the increased market demand for skilled employees. Contracting within this sector is also becoming increasingly common across all skill levels.

We are seeing challenges with candidate attraction in the traditional manufacturing setting. There is however new opportunities for Engineering professionals in the DATA Centre Support and Power Generation space. Additionally, the return to activity in the construction and civil engineering sector is creating an increased demand for skilled professionals. Many of these are being sourced outside of Ireland and enticed back home where they are guaranteed long term job opportunities in their area of expertise.



Most in demand jobs **2018**

- Validation engineers
- Process engineers
- Chemical engineers
- Skilled Trade professionals (both electrical and mechanical)
- Construction plant Fitters for the Civil engineering Support sector
- Refrigeration and HVAC Engineers
- UPS Qualified Engineers or Technician

Critical Environments Engineering Expanding, Competitive, Innovative

The IT & Technology world is evolving which brings new career paths to Mission Critical Environments; Data Centres, Hospitals, Pharmaceutical Production and Power Plant Industries. Opportunities are growing across the engineering related sectors from installation to coordination and integration aspects of electrical and mechanical systems, operations, and maintenance for critical and non-critical electrical and mechanical systems alike. This includes experience in; state of the art electrical distribution systems, static UPS, emergency standby Generation, Fuel Systems, Building Management Systems and Controls, Air handling units, Variable Frequency Drives (VSDs), Fire Alarm systems, Fire Suppression systems, monitoring systems as well as chiller and large scale cooling systems. Institutes of Technology have introduced an online BEng in Data Centre Facilities Engineering to meet the growing need for upskilling of service personnel.

Contract Engineering

The contracting sector is going to be very busy in 2018 with a number of new projects commencing around the country. This in turn will lead to a lot of competition for the best calibre of candidates.



Most in demand jobs **2018**

- Power & Energy engineers
- Structural engineers & technicians
- Chemical engineers
- Data Centre engineers & technicians
- Building Services engineers
- BIM Modellers & Coordinators
- Traffic & Transport engineers & technicians
- CAD Designers & Technicians
- REVIT technician

2018

Engineering

PERMANENT	Dublin €k P/A		Regions €k P/A		NI £k P/A	
Engineering	Low	High	Low	High	Low	High
Automation Engineer	40	75+	35	65	35	45
CAD Technician	25	55	20	45	20	35
Chemical Engineer	35	90	30	60	28	50
Civil Engineer	30	60	30	60+	30	40
Commissioning Engineer	40	65+	40	65+	30	40
Debug Technician	30	40	32	42	25	40
Design Engineer	30	55	40	60	25	35
Design Manager	50	80+	65	85	35	45
Electrical Engineer	30	80	45	60	30	45
Electronic Engineer	30	75	30	65	25	40
Electronic Technician	25	45	22	42	20	30
Engineering Manager	70	90+	60	80	35	40
Environmental Engineer	30	60	30	58	25	45
Facilities Engineer	30	65	30	60	25	35
Facilities Manager	50	80	45	70	30	45
Facilities Technician	35	60	30	50	30	45
Field Service Engineer	30	50	30	45	20	30
General Manager	70	150	60	100	50	70
H&S Manager	55	80+	50	70+	40	50
Health & Safety Engineer	45	65+	40	60	30	40
Industrial Engineer	30	50	30	45	20	30
Instrumentation Engineer	35	70	30	60	20	30
Instrumentation Technician	30	55	32	50	25	35
Lean Six Sigma Engineer	40	80	40	75	30	40
Maintenance Engineer	40	60	35	55	25	35
Maintenance Manager	50	80+	45	75	25	35
Maintenance Technician	35	55	32	45	30	45
Manufacturing Engineer	30	60	30	55	20	35
Manufacturing Technician	25	45	30	40	25	35
Mechanical Engineer	30	70	30	65	20	30
Mechanical Technician	30	50	30	45	20	35
NPD Manager	50	65+	50	70	20	35
NPD Technologist	35	45	32	42	30	35
Operations Manager	60	90+	70	90	40	50
Process Engineer	40	70	40	65	30	40
Process Engineer (Chemical)	45	75+	40	65+	25	35
Process Improvement Engineer	40	60+	40	65	25	35
Process Improvement Manager	55	80+	60	75	35	45
Process Technician	30	40+	32	42	20	30
Production Engineer	30	45+	30	45+	25	35
Production Manager	55	65	45	65+	30	45
Project Engineer	50	70	40	55	25	35
Project Manager	50	75	40	65	30	40
QA / QC Technician	30	45	30	42	20	30
Quality Engineer	35	55	35	55	20	30
Quality Manager	60	80	50	70	25	35
Quality Technician	28	35	32	40	20	30
Technical Manager	50	75	5	75	30	40
Test Engineer	30	50	30	50	20	30
Validation Engineer	45	75	40	60	25	35

Contract Engineering

SALARY GUIDE

CONTRACT	ROI € P/ HOUR		RNI £ P/ HOUR	
Engineering	Low	High	Low	High
Automation Engineer	45	65	25	30
CAD Technician	15	45	10	15
Chemical Engineer	25	60	10	25
Civil Engineer	25	50	30	40
Commissioning Engineer	35	70	30	35
Debug Technician	15	20	10	15
Design Engineer	20	50	25	30
Design Manager	45	80	30	35
Electrical Engineer	35	55	30	35
Electronic Engineer	35	40	25	30
Electronic Technician	20	30	15	20
Engineering Manager	60	80	35	40
Environmental Engineer	20	50	30	40
Facilities Engineer	30	50	30	40
Facilities Manager	45	60	20	30
Facilities Technician	17	25	25	35
Field Service Engineer	20	25	10	15
Process Safety Engineer	30	60	20	25
Reliability Engineer	45	60	30	35
H&S Manager	40	60	30	40
Health & Safety Engineer	40	50	25	30
Industrial Engineer	40	45	30	30
Instrumentation Engineer	35	50	20	25
Instrumentation Technician	20	30	20	25
Lean Six Sigma Engineer	40	50	35	40
Maintenance Engineer	40	50	30	35
Maintenance Manager	50	60	30	30
Maintenance Technician	17	30	25	25
Manufacturing Engineer	40	50	30	40
Manufacturing Technician	17	30	20	25
Mechanical Engineer	30	60	30	35
Mechanical Technician	17	25	20	25
NPD Manager	50	65	30	35
NPD Technologist	15	30	30	35
Operations Manager	50	65	40	50
Process Engineer	35	80	30	35
Process Improvement Engineer	40	50	35	40
Process Improvement Manager	50	70	40	50
Process Technician	15	25	20	25
Production Engineer	40	50	20	30
Production Manager	55	65	40	50
Project Engineer	40	65	20	30
Project Manager	55	100	35	40
QA / QC Technician	17	25	20	25
Quality Engineer	30	50	20	30
Quality Manager	45	60	30	40
Quality Technician	17	25	20	25
Technical Manager	40	55	35	40
Test Engineer	25	35	30	35
Validation Engineer	35	60	35	42

Notes

Notes



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