



ARCHER  
RECRUITMENT

# IT JOBS MARKET IRELAND

Salary Survey January '21

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# ABOUT ARCHER

Archer's consultants are experts in recruiting in their specialist sector of the IT market in Dublin, Ireland. Our laser focus on these niches means that our consultants have an in-depth knowledge of the market and that keen insight forms the foundation for everything we do.

Our team shares a common goal: to unite the top IT employers in Ireland with the best IT talent. We have created this Salary Survey to share our insight into the market with candidates and hiring teams to help them make their next career move or to improve their recruitment process.

## Let's talk

If you would like further insight on any aspect of our Salary Survey, then why not get in touch?

Our consultants are on hand to help.  
Simply contact us on +353 1 649 8500 or [info@archer.ie](mailto:info@archer.ie)

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# MARKET OVERVIEW

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A lot of water has gone under the bridge since we last checked in in April 2020. Together we have gone through a lockdown, a reopening, another lockdown, a US Presidential election, enough Zoom calls to last each of us a lifetime and now news of vaccines which appears to be a glimmer of light at the end of the tunnel.

The IT market in Ireland has been through a similar journey, with a huge amount of change compressed into a short 6-month period. The rapid adoption of remote working, remote interviewing and remote onboarding has been a big adjustment for many, and with no fixed end date in sight, organisations have had to adapt and innovate their approach to collaboration and team work in particular.

Building teams where people haven't met remains a challenge, and at this point, there is a cohort of people out there who have joined a company and passed probation without ever meeting one of their new colleagues in person.

As far as hiring goes, there has been a remarkable level of resilience and robustness on display in organisations based in Ireland - after the inevitable pause in April and May, many companies resumed previous hiring plans and have not faltered with the second lockdown.

The demand for IT hires is a little reduced from the heights of 2019 and Q1 of 2020, but the fluidity of movement, availability of opportunities for IT professionals and buzz generated by organisations growing teams and opening offices is certainly back.

It is a great time to hire talented IT professionals and to look out for the next great career opportunity. There is considerable market activity, with a little less competition than at other times in the lifecycle.

# JAVA DEVELOPMENT

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The Java software engineer market was one of the most resilient to the industry-wide slowdown in hiring as a result of the pandemic and subsequent lockdown. While hiring did slow down drastically, software engineer hiring was first to bounce back.

Off the back of an 18-month period where hiring Java developers became increasingly difficult and costly, many organisations had a backlog of requirements to hire for. Financially stable and fast adapting companies designed a remote recruitment and onboarding process and found that the hiring market was less competitive.

Salaries have remained steady, but the supply and demand ratio for Java developers is much more balanced. There is strong demand in particular for back end Java developers with microservices, Spring Boot and cloud experience, as well as full stack engineers with experience in Angular or React.

The contract market slowed down considerably from March onwards, but particularly in Q3 2020, where we have seen a steady increase in contract hire. Daily rates have reduced compared to 2019, with many Java contracts being pitched in the 400 - 450 per day region.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Backend Java Developer</b>	32-50k	40-70k	55-85k	85-100k+
<b>Fullstack Java Developer with JS framework</b>	32-53k	40-70k	55-90k	75-100k
<b>Java Architect</b>	30-55k	45-75k	75-95k	95-120k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Backend Java Developer</b>	150-200	250-400	400-450	450-500
<b>Fullstack Java Developer with JS framework</b>	150-250	250-350	400-450	450-525
<b>Java Architect</b>	250-350	350-450	450-550+	550-650

## .NET DEVELOPMENT

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The .NET market was only moderately impacted by the changing market conditions of 2020, leaving the demand and supply balance at a similar ratio to pre-COVID times.

The progression in the technology stack has maintained the market interest in investments in the Microsoft technology stack. This progression continues to offer Software Engineers new learning opportunities and advanced capabilities.

We have also seen a swing towards JavaScript front-end being a more frequent bedfellow to back-end .NET engineered solutions.

Salary levels haven't altered significantly over the course of the year which is a reflection of a marginal softening of the market that has subsequently stabilised.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>.NET Developer</b>	35-50k	50-65k	70-85k	85k+
<b>.NET Architect</b>		80-85k	90-100k	100k+

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>.NET Developer</b>	300-350	350-500	450-550	600+
<b>.NET Architect</b>		450-500	550-650	600+

**.NET** DEVELOPMENT

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# BUSINESS INTELLIGENCE & DATA ANALYTICS

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A lot has happened since April 2020 in the BI & Data Analytics hiring market in Ireland - recruitment ground to a halt with the announcement of the lockdown and remained slow over the summer. Flexible, financially solid organisations who value their data capabilities highly kept things moving, and from August onwards, we've seen hiring steadily return closer to normal levels.

We have seen companies adopt a slightly more cautious approach, incrementally growing teams in ones and twos rather than announcing bigger strategic hiring plans, such as putting a new team in place.

Most demand has been for mid and senior level engineers and analysts - it has been a relatively quiet period for leadership and senior architect movement.

We have seen strongest demand for candidates with Microsoft BI stack skills, in particular with the Azure suite and PowerBI. We are seeing the trend towards cloud based BI & Analytics continue in a big way, with Azure and AWS being by far the 2 most selected providers.

In Q3 we saw a notable increase in demand for contractors, as we have in other spaces. We expect this trend to continue.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Data Scientist</b>	35-65k	60-85k	70-100k	85-120k
<b>BI/Data Analyst</b>	28-45k	45-60k	58-75k	75-90k
<b>BI Engineer</b>	30-55k	50-65k	65-85k	85-100k
<b>Data Architect</b>			65-90k	90-140k
<b>Data Engineer</b>	38-55k	55-75k	75-90k	90-120k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Data Scientist</b>	200-300	300-500	500-650	650-800
<b>BI/Data Analyst</b>	200-250	250-350	350-450	450-550
<b>BI Engineer</b>	200-250	250-350	350-500	500-600
<b>Data Architect</b>			400-650	650-800
<b>Data Engineer</b>		350-450	450-550	550-650

# JAVASCRIPT DEVELOPMENT

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Hiring plans still continue for JavaScript Developers. Over the past six months, both organisations and candidates have become more comfortable and accustomed to remote onboarding and interviewing with strong signs of growth compared to that of Q2. Companies in Healthcare, Financial Services, Utilities and Security have had consistent growth and continue to hire in this sector.

Strong communication skills are of particular importance with the majority of companies introducing remote working which has hindered the ease of ad hoc communication. Strong Native JS skills, alongside a modern Framework/Library reign supreme, with React and Angular (4+) remaining the most popular. Vue, Node and in some cases, Ember are also being used but less so than React and Angular.

There is a growing interest in candidates that have experience with other sought-after tools and technologies such as GraphQL for building APIs, having an understanding of Cloud Providers, DevOps, and Testing Best Practices are all coming into play for a Frontend Software Engineer.

The contracting market has experienced a growth spurt as organisations are able to use it as a way to grow without the challenge of requiring approval for a perm hire. Candidates continue to be more diligent and attentive when it comes to the organisations they select to interview with. Utilities, Telecoms, eLearning, Environmental, Healthcare, and Finance continue to be the most stable sectors for candidates seeking new opportunities. Organisations that have successfully continued their recruitment plans throughout 2020 are also seen as viable options for candidates.

There have been no significant changes to Permanent or Contract salaries within the JavaScript sphere in 2020 and some organisations are able to expand their bandwidth when it comes to the candidate's location, and if located outside of the GDA, candidates' expectations can be lowered. Organisations are keen to have staff return to the office 1-2 days per week when it's both safe and practical for them to do so.

A noticeable trend of organisations linking programs and teams together to encourage diverse and inclusive hiring has grown substantially. Companies are interested in being involved in conferences and forums to learn how to improve diversity in the workplace.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>UI Engineer (Advanced JS Framework)</b>	30-45k	45-65k	65-85k	85-100k
<b>Core JavaScript Engineer</b>	25-35k	35-55k	55-75k	75-90k
<b>Fullstack JavaScript Engineer</b>	35-55k	55-70k	70-90k	90-110k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>UI Engineer (Advanced JS Framework)</b>	200-300	300-400	400-500	500-550
<b>Core JavaScript Engineer</b>	150-250	250-300	300-400	450-500
<b>Fullstack JavaScript Engineer</b>	200-300	300-400	400-500	500-550

# PYTHON, RUBY & PHP DEVELOPMENT

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Over the last 3 years we have seen strong growth in demand for Python software engineers in particular, and that trend has continued throughout 2020. Hiring paused in many cases from March onwards, but the Python space was one that resumed quickly.

This was driven in particular by financial services organisations where Python is a popular language of choice for quantitative engineering, data science and web application development. Python salaries have remained steady, with high demand in place for permanent and contract python software engineers at both mid and senior level.

Summer was a quieter period for PHP developer hiring, but from August onwards we have seen demand steadily increase, primarily with technology companies. Market salaries have reduced a little compared to 2019.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Python Developer</b>	32-50k	40-75k	60-95k	85-110k+
<b>Ruby Developer</b>	32-53k	40-70k	55-90k	75-100k
<b>PHP Developer</b>	28-45k	45-55k	55-70k	70-80k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Python Developer</b>	200-300	300-400	450-550	550-600
<b>Ruby Developer</b>	150-250	250-300	300-400	450-500
<b>PHP Developer</b>	200-300	300-350	350-425	400-500

# BUSINESS ANALYSIS & PRODUCT

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Product Owner roles have gradually been rising in popularity along with the Agile adoption over the last number of years. 2020 saw a broadly similar pattern albeit allowing for a somewhat subdued period over the summer.

The market sentiment continues towards reshaping businesses towards Agile resulting in a leaning towards Product Owner as a required role. This said there is still a very large portion of the market that retains interest in the more established role of Business Analyst and in some cases in combination with Product Owner roles.

The events of 2020 have resulted in a stagnation of salaries but no significant softening. The reduction in market activity for permanent positions has been balanced with a high level of interest in contract opportunities so the supply and demand balance of the market has remained aligned this year.

Product Management is an area that has further grown in importance as the need to spot market trends and directions in a changing landscape has been more crucial than ever before.

This said there hasn't been a significant change in salaries in this area. One of the hottest spaces for such roles is the software industry which has seen a continuation of companies opening engineering centres and European HQs in Ireland.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Business Analyst</b>	30-45k	40-60k	55-70k	65-80k
<b>Business System Analyst</b>	30-45k	45-60k	50-75k	65-85k
<b>Product Owner</b>	25-43k	40-58k	60-70k	70-85k
<b>Product Manager</b>		45-60k	70-90k	85-110k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Business Analyst</b>	250-300	300-400	390-470	420-520
<b>Business System Analyst</b>	260-300	300-400	390-480	450-550
<b>Product Owner</b>	300-350	350-400	400-450	450-550
<b>Product Manager</b>		500-600	600+	



# PROJECT & PROGRAMME MANAGEMENT

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Project Management has been bouncing back in Q4 having been an area that was hit more than others in the technology domain through Q2. There were lots of projects mothballed or cancelled indefinitely in Q2 but we've been pleasantly surprised by the number of businesses that have been able to regroup, work out how to deliver remotely and to initiate projects again.

There has been a big trend towards Agile across the PM world in general with candidate that are able to demonstrate practical experience of introducing Agile practices being particularly in demand.

With a positive uptick in activity across all market segments for project management skills, things are looking positive in this area going forward.

Scrum Master is certainly a role of the moment and due to its relative immaturity can still be a job title that is interpreted differently by businesses and candidates alike.

In time, this will be resolved but for now, the hottest ticket tends to be having hands-on practical experience of advancing the Agile journey towards Scaled Agile Framework (SAFe).

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Scrum Master</b>	40-50k	50-65k	60-80k	75-90k
<b>Project Manager</b>	40-45k	50-65k	65-85k	85-100k
<b>Programme Manager</b>	40-45k	50-65k	65-85k	85-100k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Scrum Master</b>	250-350	350-450	450-600	600-750
<b>Project Manager</b>	250-350	350-480	450-650	600-750
<b>Programme Manager</b>		350-480	450-650	600-750

## SENIOR APPOINTMENTS

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Executive level recruitment has been significantly affected by the change in market conditions of the last 6 months. Roles at this level tend to follow a domino effect since the options are thinner on the ground. So while senior executives feel less confident about making a move, it can cause somewhat of a traffic jam for others. A particularly interesting point of note here is that we have completed a similar number of senior appointments in the last 6 months as we placed in the same period a year earlier.

Companies are obviously being very discerning but they always are and, in many ways, have found that recruiting in this area has been clearer for them since the playing field has been somewhat flattened as lots of businesses have had to hit a reset button of sorts and come up with a new strategy.

Another point of note is the number of companies that have requested a more discrete approach to the search and selection process which has resulted in a reduced number of roles being visible in the open market.

As infrastructure continues to barrel into the software world via Cloud and automation, it has changed how businesses think about infrastructure as a whole. This gives rise to new opportunities for Infrastructure Managers and Heads of Infrastructure since it has become an area of transformation and investment for many businesses.

Salaries haven't increased by much this year but that is more due to the shift in the market than the value being put on these roles. We could see an uplift in the area in 2021 based on the supply to demand ratio.

## PERMANENT

	5-9 yrs.	10+ yrs.
<b>CTO/CIO</b>	90-140k	120-180k
<b>Head of Engineering</b>	90-120k	110-150k
<b>Head of IT Infrastructure</b>	80-110k	90-130k
<b>Software Development Manager</b>	75-90k	80-130k
<b>Infrastructure Manager</b>	65-85k	80-120k

## CONTRACT

	5-9 yrs.	10+ yrs.
<b>CTO/CIO</b>	600-900	900-1400
<b>Head of Engineering</b>	600-800	750-900
<b>Head of IT Infrastructure</b>	450-600	550-800
<b>Software Development Manager</b>	450-600	500-800
<b>Infrastructure Manager</b>	380-480	450-650

# QA & SOFTWARE TESTING

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The march towards automation has continued in the software testing market is an overarching trend. There is still a place for manual testing (and there always will be) but the area most organisations are looking to invest in is automation. This is a natural consequence of the further acceptance of DevOps as an approach for companies to be able to deliver software.

Since March there has been a marked reduction in activity in the broader QA spectrum which is something we have seen in previous market downturns.

Some companies see QA or software testing as an area they are able to either reduce headcount in or stretch resources in, to avoid reducing the software engineering headcount when they have a reduced headcount budget to work with.

Salaries for manual QA roles have been impacted to a small degree but there haven't been wholesale reductions and the demand for automation skills has bucketed that trend with a strong demand and a moderate increase in packages.

Having programming skills as a QA Automation Engineer is the sweet spot that companies are seeking.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Test Engineer - Manual</b>	30-45k	40-50k	50-65k	60-80k
<b>Test Engineer - Automated/SDET</b>	35-55k	50-65k	65-75k	70-85k
<b>Testing Manager/Lead</b>	55-65k	60-75k	75-90k	90-110k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Test Engineer - Manual</b>	150-200	200-300	300-400	350-450
<b>Test Engineer - Automated/SDET</b>	250-350	350-450	400-500	450-550
<b>Testing Manager/Lead</b>	350-400	400-450	450-550	550-600

# SYSTEMS ADMINISTRATION

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Infrastructure has been going through a transition to the cloud and as such is a market segment that was relatively unaffected by the pandemic. Roles still remained plentiful as the underlying infrastructure remains a crucial element to any business. As companies had to transition to remote working, they further realised the value in having a strong infrastructure underpinning their systems as well as the value of cloud-based systems.

Linux administration and engineering are becoming the default flavour of Unix and the use of Linux in combination with the wholesale transition to cloud-based approaches has continued to fuel the demand in the market with certifications relating to Cloud engineering are becoming more of a standard expectation for companies when they are seeking to hire in this area.

Automation scripting with the likes of BASH, Python, PowerShell or similar is a defining difference for Linux engineers that want to progress furthest in their technical careers with senior level positions expecting a strong scripting ability.

With a steady advancement towards IaC (Infrastructure as Code) from web scaling businesses, there is a growing interest in candidates with knowledge of technologies such as Terraform and Ansible.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Windows Systems Administration</b>	40-50k	50-60k	60-70k	70-85k
<b>Linux Systems Administrator</b>	60-65k	65-70k	70-75k	75-80k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Windows System Administration</b>	150-250	200-350	350-500	450-600
<b>Linux Systems Administrator</b>	200-250	250-255	255-300	300-350



# DEVOPS, SRE & CLOUD ENGINEERING

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DevOps, Cloud Engineers and SREs continue to be highly prized hires and therefore a particularly competitive space to secure talent in. The disruption of 2020 has not only failed to dampen the market but it has actually further driven demand.

The tide of momentum towards "operational excellence", Agile and CICD are all positive market forces in this regard. When combined with the accelerated shift towards SaaS and cloud-native software platforms it is largely a matter of when rather than if companies need to hire for these roles.

DevOps engineers that can build CI/CD pipelines, automate deployments, containerise, build internal tools and have deep knowledge of AWS, Azure or GCP are the hottest tickets in town and companies are willing to pay a premium to secure them. SREs with programming or scripting skills that can help to automate come at a premium as the SRE market has held steady throughout the year.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
DevOps Engineer	60-65k	65-70k	70-90k	90-120k
Cloud Engineer	60-65k	65-70k	70-75k	70-80k
Site Reliability Engineer	50-65k	65-75k	75-95k	85-120k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
DevOps Engineer	250-300	300-400	400-500	500-700
Cloud Engineer	200-250	255-300	300-400	400-500
Site Reliability Engineer	250-300	300-400	400-500	500-700

# IT SECURITY & NETWORKS

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Network and Security has been one of the winners in recent times. As the world transitioned to remote working there was a renewed emphasis for companies to shore up their networking and security teams as yawning gaps were exposed that needed to be addressed hastily.

The additional stress on internal networks and security weaknesses exposed the underinvestment at the strategic level which has resulted in a correction in this area at a senior level as well as at a hands-on engineering level to attacks.

There has been an upsurge in organisations security hiring particularly at senior level as a result. Senior security roles are looking for CISP certification (or equivalent) as essential requirements rather than desirable.

Network engineering roles are often now seeking candidates with experience and certifications in the security domain. In addition, the progression towards automation scripting is picking up the pace which is another area an exceptional candidate can demonstrate additional value.

The combination of the advancements and progression in this area has resulted in salaries making a slight upswing over the course of the year.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Network Engineer</b>	35-40k	40-55k	55-70k	70-79k
<b>Network Manager</b>	50-60k	60-70k	70-90k	90k+
<b>SOC Analyst</b>	35-45k	45-55k	55-77k	77k+
<b>Security Architect</b>	60-70k	70-80k	80-90k	100k+
<b>IT/Risk Compliance</b>	50-60k	60-70k	70-100k	100-120k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Network Engineer</b>	300-350	350-400	450-600	700+
<b>Network Manager</b>	400-500	500-700		
<b>SOC Analyst</b>	300-400	400-550	550-600	600+
<b>Security Architect</b>	350-500	500-600	600-800	800-1000+
<b>IT/Risk Compliance</b>	300-400	400-500	500-700	

## IT SUPPORT

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Since organisations are having to support a remote workforce under dramatically different circumstances this year there has been a little more activity in the IT Support portion of the market. There has been an emphasis on the optimisation of existing infrastructures and upgrading from legacy systems as business-critical projects for many organisations this year.

As more data centres are established around Ireland, there is likely to be a continued need for infrastructure engineers with this kind of experience.

The growth in the use of tools such as e-signature, remote learning and video conferencing have encouraged a small amount of growth in support positions. The salaries haven't changed to any great extent over the year.

Application support positions continue to lean more towards hands-on coding with a background as a software engineer being the most valued as having great technical depth.

Salaries have been stable in this area throughout 2020 with a marginal amount of growth in Q3 and could well continue to move upwards into 2021.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Application Support</b>	25-35k	33-50k	45-60k	55-65k
<b>IT Infrastructure Support</b>	25-37k	32-45k	40-60k	50-65k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Application Support</b>	150-190	180-220	200-260	250-300
<b>IT Infrastructure Support</b>	150-190	180-220	200-260	250-300

Archer Recruitment is a specialist IT recruitment agency, but we're more than that too. We're an expert hand throughout the complete recruitment process. We're a trusted partner in the IT market.

For us, recruitment is truly personal. So, our team always acts with the best interests of both clients and candidates at heart. We help companies find the right people with the right skills and IT professionals figure out their next step.

If you would like any information or a consultation, please feel free to contact our team on

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