ARCHER RECRUITMENT

IT JOBS MARKET DUBLIN
Salary Survey April '20

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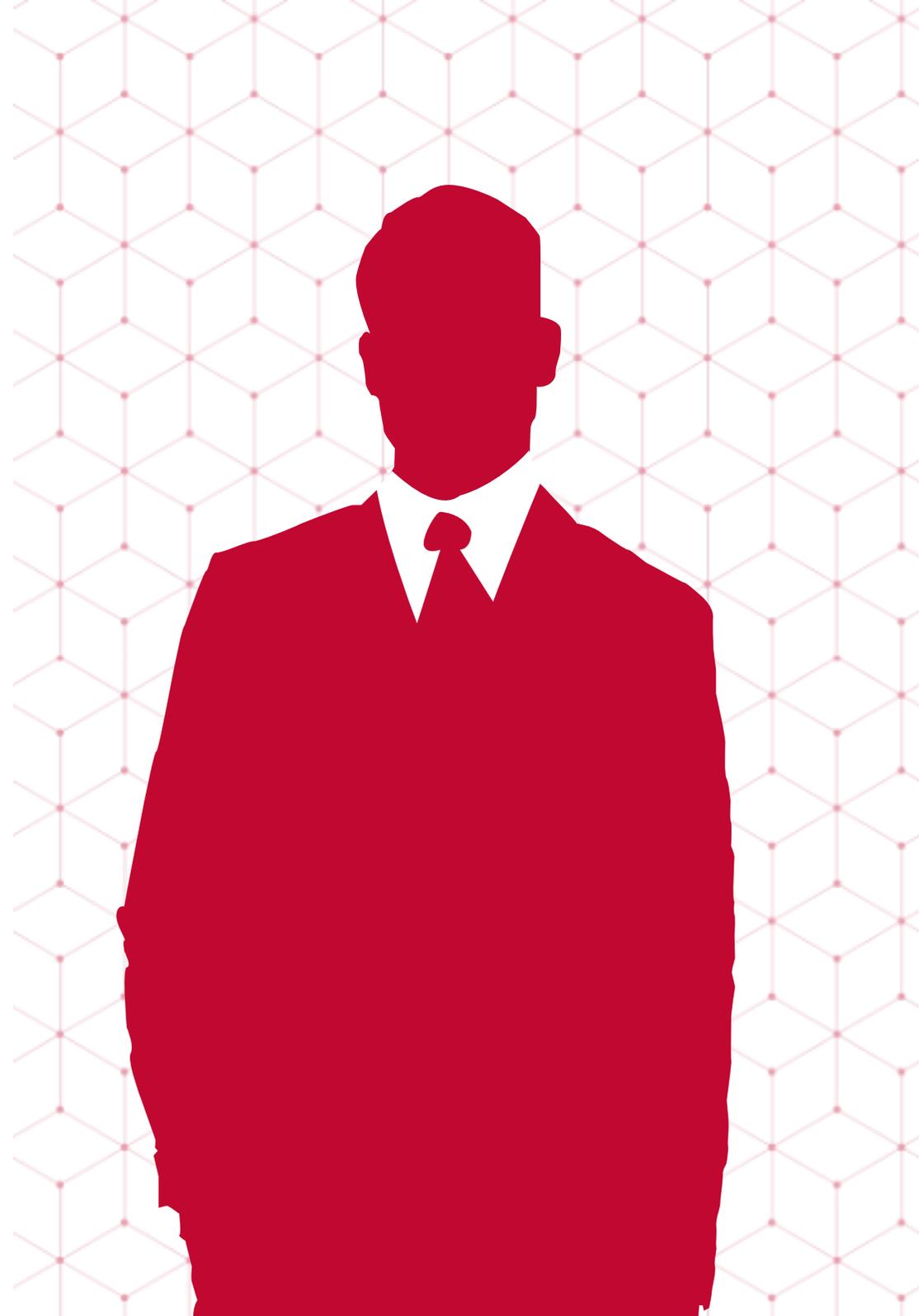
ABOUT ARCHER

Archer's consultants are experts in recruiting in their specialist sector of the IT market in Dublin. Our laser focus on the niches that we focus on 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 Dublin 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

Archer Recruitment

is a recruitment consultancy with a difference.

MARKET OVERVIEW

The coronavirus pandemic and the resulting economic uncertainty have brought about sudden, significant changes in the IT Jobs market in Dublin. We have experienced strong growth over the last 5 years, which has led to steadily increasing salaries, skills shortages in certain areas (particularly software engineering) and excellent availability of career opportunities for candidates. Coming into Q2 of 2020 we're dealing with a very different set of circumstances.

We've seen a quick shift from a market where there was fierce competition between companies to hire highly skilled IT candidates, to one where there are much fewer available opportunities, and unfortunately a larger number of people on the market (due to redundancies, uncertain prospects in their current company etc.) While it is too early to see the impact this will have on compensation levels, it is likely that market average salaries and daily rates will drop over time.

Companies have adapted incredibly quickly to the evolving circumstances of the crisis, particularly in relation to recruitment, onboarding and remote working. On site interviews disappeared overnight, companies have developed the capability to onboard people remotely and entire teams are working remotely.

There is still a significant amount of hiring happening in the Dublin market, and we expect a very significant uptick as soon as offices reopen. Many companies have "pressed pause" on recruitment until then for logistics reasons, with their hiring plans remaining intact long term.

Companies who haven't experienced financial impact from the crisis are finding that now is an excellent time to hire great talent. People are readily available to participate in remote interview processes, there is less competition in the market, and some really talented people are available for a career move. Organisations in sectors more directly affected financially (e.g. travel, retail) have shelved recruitment plans and in some cases are looking at cost cutting measures instead.

We are all looking forward to seeing "things go back to normal". Until that happens, adaptable, flexible people and organisations are at a distinct advantage.

JAVA DEVELOPMENT

We are now in the midst of the coronavirus pandemic, which has resulted in substantial changes in the market over a short space of time. Companies have adapted quickly – almost all recruitment processes are now being conducted fully remotely, with many companies developing the capability to onboard people remotely too.

Some companies have pressed pause on recruitment, and others have shelved hiring plans altogether. Many organisations in the market are still hiring, with good quality roles available for people. The volume is lower than earlier in the year, but we can expect an upswing once offices are open again later in the year.

Salaries have stayed relatively steady over the last 6 months, while we've seen a slight increase in contractor rates. The market changes due to coronavirus will most likely have an effect, but it is too early to say.

The two kinds of profiles we see the most demand for are back end focused Java software engineers, with experience building microservices (usually cloud-based, on AWS or Google Cloud Platform) and fullstack java developers with React or Angular skills. As more organisations are adopting a DevOps culture, we see Kubernetes and Docker skills being highly valued in software engineers.

Companies hiring in this sector are those that are in industries that are less affected by coronavirus and ones that have a high degree of financial security. These companies are looking for versatile candidates who can solve new problems, learn new technologies and adapt to changing environments quickly.

In terms of job seeking, candidates are searching for opportunities where the company is financially secure, with a clear plan around hiring and onboarding. As ever – candidates look for opportunities with clear paths for career progression and developing new technical skills.

JAVA DEVELOPMENT

PERMANENT

Backend Java Developer	<3 yrs.	28-55k
	3 - 5 yrs.	55-65k
	5 - 9 yrs.	65-85k
	10+ yrs.	85-100k
Fullstack Java Developer with JS framework	<3 yrs.	28-55k
	3 - 5 yrs.	55-70k
	5 - 9 yrs.	70-80k
	10+ yrs.	80-100k
Java Architect	3 - 5 yrs.	50-70k
	5 - 9 yrs.	65-100k
	10+ yrs.	100-120k

CONTRACT

Backend Java Developer	<3 yrs.	150-200
	3 - 5 yrs.	250-400
	5 - 9 yrs.	400-500
	10+ yrs.	500+
Fullstack Java Developer with JS framework	<3 yrs.	150-250
	3 - 5 yrs.	250-350
	5 - 9 yrs.	350-500
	10+ yrs.	500+
Java Architect	<3 yrs.	250-350
	3 - 5 yrs.	350-450
	5 - 9 yrs.	450-550
	10+ yrs.	550-600

.NET DEVELOPMENT

The .Net Developer jobs market remains good in spite of the COVID-19 crisis. The market in Dublin is primarily driven by technology companies – the sector that has been able to adapt most quickly to running interview processes & on-boarding remotely. The number of available opportunities for .Net Developers has fallen a little, but there are great career moves available for .Net Developers.

A steady increase in salaries for Senior Developers has transpired since our last salary survey. In 2019, 80k was the usual ceiling for an extraordinary

Senior .NET Engineer; that has creeped up to 85k. This is for top talent – A Players with strong technical skills combined with the most desirable personal traits (self-starter, strong communicator, innovative and good at taking the lead).

One of the major transformations over the last year is the release of .NET Core 3 which is more efficient than previous versions of .NET Core. It's faster, generally more effective. It supports the development of desktop application software, artificial intelligence/ machine learning and IoT apps.

We have seen more demand for developers with experience in .NET Core, Azure DevOps, React and Angular. Candidates with experience completing migrations from Monolithic to microservices Architecture are highly sought after as many organisations continue to undertake this journey.

.Net Developers are attracted to companies offering exposure to new technologies; particularly with a cloud/DevOps focus. Tools like Docker, Kubernetes, AWS, Azure, Azure DevOps are highly sought after by candidates.

Flexible working hours and remote working options are becoming more commonly offered, and sought after by .Net Developers. As everyone is currently working remotely, now is a great time to smooth out all the technical and process bumps so that you're in a position to consider remote working as an offering when offices reopen.

.NET DEVELOPMENT

PERMANENT

.NET Developer

<3 yrs.	**35-45k**
4 - 5 yrs.	**50-65k**
5 - 9 yrs.	**70-80k**
10+ yrs.	**85k+**

.NET Architect

4 - 5 yrs.	**80-85k**
5 - 9 yrs.	**90-100k**
10+ yrs.	**100k+**

CONTRACT

.NET Developer

<3 yrs.	**300-350**
3 - 5 yrs.	**400-500**
5 - 9 yrs.	**500-650**
10+ yrs.	**650+**

.NET Architect

3 - 5 yrs.	**450-500**
5 - 9 yrs.	**550-650**
10+ yrs.	**650+**

BUSINESS INTELLIGENCE & DATA ANALYTICS

The coronavirus crisis has caused significant changes in the market over a very short space of time (at the time of writing). Some organisations are taking a "wait and see" approach the recruitment, as the situation continues to develop, while others are continuing recruitment plans while adapting their processes.

Salaries have been steadily trending upwards in data engineering and data science, while staying put in business intelligence. Although it's too early to say, the latest developments may mean an increased pool of available candidates and therefore some reduction in market salary rates. Other companies in this sector are working remotely and have paused their hiring process. The companies that are hiring are those that are less affected financially by the crisis and have a high degree of financial security.

The Data Science and Data Engineering markets have been busy over the last 6 months. In Data Science, we have seen more companies building teams with deep learning and AI capabilities. While it is still a small niche, there has been growth, particularly with innovative technology companies creating new products.

The BI & Analytics markets in Dublin have been growing and buoyant for several years but companies are now proceeding more cautiously. Office closures make on-boarding new employees tricky for some organisations but companies are adapting quickly, with more of our clients developing the capability to on-board people remotely.

There has been strong demand for Data Engineers with versatile skill sets. Python & AWS skills are the most common requirements. We saw a lot of movement for senior- level Business Intelligence and Data Leaders, with a large number of organisations making appointments at senior levels.

BUSINESS INTELLIGENCE & DATA ANALYTICS

PERMANENT

Data Scientist	<3 yrs.	40-60k
	3-5yrs.	60-80k
	5-9 yrs.	80-100k
	10+ yrs.	100-120k

BI/ Data Analyst	<3 yrs.	28-45k
	3-5yrs.	45-58k
	5-9 yrs.	58-75k
	10+ yrs.	75-85k

BI Engineer	<3yrs.	30-50k
	3-5 yrs.	50-65k
	5-9 yrs.	65-85k
	10+ yrs.	85-100k

Data Architect	5-9 yrs.	65-90k
	10+ yrs.	90-140k

Data Engineer	<3yrs.	35-60k
	3-5 yrs.	60-75k
	5-9 yrs.	75-90k
	10+ yrs.	90-120k

CONTRACT

Data Scientist	<3 yrs.	200-300
	3-5yrs.	300-500
	5-9 yrs.	500-650
	10+ yrs.	650-800

BI/ Data Analyst	<3 yrs.	200-250
	3-5yrs.	250-350
	5-9 yrs.	350-450
	10+ yrs.	450-550

BI Engineer	<3 yrs.	200-250
	3-5 yrs.	250-350
	5-9yrs.	350-500
	10+ yrs.	500-600

Data Architect	5-9yrs.	400-650
	10+ yrs.	650-800

Data Engineer	3-5 yrs.	350-450
	5-9 yrs.	450-550
	10+ yrs.	550-650

JAVASCRIPT DEVELOPMENT

JavaScript Developers have seen significant growth in average salaries and daily rates in recent years, and has been one of the most "candidate driven" markets in Dublin. While some markets have seen recruitment slow down significantly, we are seeing many organisations continue with hiring plans for JavaScript Developers. Some companies have spotted an opportunity to hire "A-Player" level talent that they normally would have to compete for, while others are already well set up for remote working and interviewing and have been easily able to adapt to our new situation.

Security has suddenly become a hot topic for JavaScript Developers considering a move. They want to understand the financial stability of a company and their plans to deal with the current crisis before committing to a move. Candidates in the JavaScript space appear less attracted to start-up companies due to a perception of lower job security.

JavaScript Developers are drawn to more established organisations with a dedicated engineering team rather than working autonomously.

Functional programming understanding and experience with JS is becoming a more valued skillset. Many organisations are valuing this skill over experience in frameworks/libraries – which they are usually happy for engineers with strong enough core JS to pick up on the job.

Most Senior Level Frontend Engineer salaries seem to have plateaued around 90k, at the higher end of the scale. The only increase in salaries has been with Mid-Level candidates with experience in the latest frameworks/technologies (particularly React and Node).

Over the last 6 months, candidates with in-demand skill sets have sought significant salary increases along with learning and career development opportunities, great company culture and interesting technology when making a move. If the current economic trends continue and there are fewer available opportunities, JavaScript Developers that the perfect opportunity that ticks all of these boxes becomes harder to come by.

The most in-demand technical skills in 2020 so far have been Node, TypeScript, React, Vue, Angular 4+, while companies look for people to also have leadership skills, mentoring and strong communication skills.

JAVASCRIPT DEVELOPMENT

PERMANENT

UI Engineer (Advanced JS Framework)		
	<3 yrs.	35-50k
	3 - 5 yrs.	45-65k
	5 - 9 yrs.	65-90k
	10+ yrs.	90-110k
Core JavaScript Engineer		
	<3 yrs.	25-35k
	3 - 5 yrs.	35-55k
	5 - 9 yrs.	55-75k
	10+ yrs.	75-90k
Fullstack JavaScript Engineer		
	<3 yrs.	35-55k
	3 - 5 yrs.	55-70k
	5 - 9 yrs.	70-90k
	10+ yrs.	90-110k

CONTRACT

UI Engineer (Advanced JS Framework)		
	<3 yrs.	200-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	450-550
	10+ yrs.	550-600
Core JavaScript Engineer		
	<3 yrs.	150-250
	3 - 5 yrs.	250-300
	5 - 9 yrs.	300-400
	10+ yrs.	450-500
Fullstack JavaScript Engineer		
	<3 yrs.	200-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	450-550
	10+ yrs.	550-600

PYTHON, RUBY & PHP DEVELOPMENT

Until March 2020, salaries in the Python, PHP and Ruby development spaces had all increased, due to the demand within the Software Development market increasing for high-quality, experienced developers. The coronavirus crisis is likely to result in a plateau in market salaries and rates, with a reduction becoming more probable the longer it continues.

However, like other areas of software engineering, companies are continuing to recruit strong Python, Ruby and PHP Developers in many cases. Generally, these are business critical positions in companies where technology is their core product, and could quickly adapt their processes to running remotely.

Python is becoming a key programming language in the Dublin market for its ease of use and conventionality in regards to multiple different sectors. The demand for skilled Python software engineers has greatly increased in recent years. In particular, companies look for software engineers with experience building web applications using frameworks like Django or Flask, and also with experience working with cloud infrastructure.

For development in PHP, the most in-demand skill sets are having worked with modern PHP frameworks such as Laravel and Lamina (Zend), and more modern JavaScript frameworks such as React or Angular, as well as CSS and HTML. A technical skill that is becoming more sought after is Continuous Integration/ Continuous Deployment practices within a commercial setting.

Within the Ruby/ Ruby on Rails development sector, having very good experience with JavaScript and Cloud Infrastructure are key areas that are most in demand. Also, working with common libraries such as RSpec and Resque would be a must for any Ruby on Rails Developer.

In this current market, candidates are looking for the guarantee of a challenging, unique and impactful project, which will offer them the opportunity to work with modern technology stacks but can also offer them autonomy in their development projects.

Flexible working schemes are becoming a popular option offered by many companies in Ireland, which can include flexibility around the company's core hours or the availability to work from home.

PYTHON, RUBY & PHP DEVELOPMENT

PERMANENT

Python Developer		
	<3 yrs.	35-50k
	3 - 5 yrs.	45-65k
	5 - 9 yrs.	65-90k
	10+ yrs.	90-110k

Ruby Developer		
	<3 yrs.	25-35k
	3 - 5 yrs.	35-55k
	5 - 9 yrs.	55-75k
	10+ yrs.	75-90k

PHP Developer		
	<3 yrs.	35-55k
	3 - 5 yrs.	55-70k
	5 - 9 yrs.	70-90k
	10+ yrs.	90-110k

CONTRACT

Python Developer		
	<3 yrs.	200-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	450-550
	10+ yrs.	550-600

Ruby Developer		
	<3 yrs.	150-250
	3 - 5 yrs.	250-300
	5 - 9 yrs.	300-400
	10+ yrs.	450-500

PHP Developer		
	<3 yrs.	200-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	450-550
	10+ yrs.	550-600

C++ DEVELOPMENT

C++ continues to be a stalwart technology for many organisations and if anything over the last 12 months there has been an increase in the number of vacancies in this specialism. It is common for companies to value experience of multi-threading more highly and knowledge of Boost libraries is also in demand.

Over the preceding 6 months C++ developers have had more career opportunities than the same time a year before. The growth in demand has resulted in both increases in salaries by up to 10% and more companies having to help relocate international candidates into the Irish market.

The organisations that use C++ as a primary software engineering language vary across multiple business sectors while sharing the common thread of need to building software that is stable and efficient which includes financial services, robotics, telecommunications industry, semiconductor producers and more.

Two of the candidate trends that we have seen are, a desire to gain exposure to AI and for many C++ engineers to add strong Python skills to their tool set.

Having a genuine enthusiasm for the C++ language and software engineering as a whole is a mentality companies prize and are willing to invest in.

C++ DEVELOPMENT

PERMANENT

C++ Developer		
	<3 yrs.	35-45k
	3 - 5 yrs.	45-65k
	5 - 9 yrs.	65-85k
	10+ yrs.	85k+
Embedded C++ Developer		
	<3 yrs.	30-45k
	3 - 5 yrs.	45-55k
	5 - 9 yrs.	55-70k
	10+ yrs.	70k+

CONTRACT

C++ Developer		
	<3 yrs.	250-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	500+
Embedded C++ Developer		
	<3 yrs.	200-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	500+

BUSINESS ANALYSIS & PRODUCT

The Business Analysis and Product sector was very competitive in Q1 2020, with high numbers of available opportunities and many companies going the extra mile on compensation to secure the talent needed. COVID-19 is sure to have a major impact on the market, as in all areas.

Many organisations have changed or postponed hiring plans until later in the year – which will most likely mean a shift in the market to there being fewer permanent opportunities for more available candidates. We expect more companies to hire contractors, so for Business Analysts who have been considering switching to contracting, the right time may present itself in the next 6 – 12 months.

Salaries increased in 2019, but we expect them to hold steady in 2020.

Candidates demonstrating strong client facing and Agile exposure, SaaS/Cloud experience and new Product Development have been particularly in demand.

Current benefits packages have remained the same with Healthcare and Pension being a priority, however, flexible working (from home) hours is the main attribute candidates consider when taking on a new role.

BUSINESS ANALYSIS & PRODUCT

PERMANENT

Business Analyst		
	<3 yrs.	30-45k
	3 - 5 yrs.	40-60k
	5 - 9 yrs.	65-70k
	10+ yrs.	65-80k

Business System Analyst		
	<3 yrs.	30-45k
	3 - 5 yrs.	45-60k
	5 - 9 yrs.	65-75k
	10+ yrs.	65-85k

Product Owner		
	<3 yrs.	25-43k
	3 - 5 yrs.	40-58k
	5 - 9 yrs.	65-80k
	10+ yrs.	75-90k

Product Manager		
	3 - 5 yrs.	45-60k
	5 - 9 yrs.	70-90k
	10+ yrs.	85-110k

CONTRACT

Business Analyst		
	<3 yrs.	250-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	450-550

Business System Analyst		
	<3 yrs.	260-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	450-550

Product Owner		
	3 - 5 yrs.	400-500

Product Manager		
	3 - 5 yrs.	500-600
	5 - 9 yrs.	600+

PROJECT & PROGRAMME MANAGEMENT

With the influx of tech firms in Ireland, a war on tech talent has ensued which has resulted in a strong increase in the number of permanent roles available and increases in salaries in recent years. We expect the coronavirus crisis to cause a swing from permanent hiring to contract in the project and programme management space. This has been a trend in previous recessions, as companies put permanent hiring freezes in place and bring in contractors to supplement the team.

The implementation of IR35 in the UK this year has led to an influx of contractors to the Dublin market and daily rates have remained steady.

Digital Transformation projects has become even more prevalent in the last 6 months. Financial Services, Transport/Logistics, Pharma, Health and Tech organisations are starting to move their solutions online to keep up with the fast-evolving market.

There is a high demand for skilled candidates. These include PMs with Cloud, SaaS Project/Programme Management, external client-facing abilities and digital transformation experience.

In the current market, experienced PMs are in search of opportunities to own a project (start to finish), work autonomously and grow their career along with a growing business. From a hiring perspective; Project Managers with client-facing skills, entrepreneurial spirit, a technical background and the ability to bridge the gap between technology and business are the most in demand PM candidates.

PROJECT & PROGRAMME MANAGEMENT

PERMANENT

Scrum Master		
<3 yrs.	50-60k
3 - 5 yrs.	60-70k
5 - 9 yrs.	70-85k
10+ yrs.	85-110k+

Project Manager		
<3 yrs.	40-45k
3 - 5 yrs.	50-65k
5 - 9 yrs.	65-85k
10+ yrs.	85-100k

Programme Manager		
<3 yrs.	45-55k
3 - 5 yrs.	55-70k
5 - 9 yrs.	70-90k
10+ yrs.	90-120k+

CONTRACT

Scrum Master		
<3 yrs.	250-350
3 - 5 yrs.	350-500
5 - 9 yrs.	500-600
10+ yrs.	600+

Project Manager		
<3 yrs.	250-350
3 - 5 yrs.	350-480
5 - 9 yrs.	450-650
10+ yrs.	600-750

Programme Manager		
<3 yrs.	250-350
3 - 5 yrs.	350-480
5 - 9 yrs.	450-650
10+ yrs.	650-850

SENIOR APPOINTMENTS

Until the start of March, there had been continued buoyancy in senior appointments at both a CXO level as well as Head of Department & Senior Management.

The trend towards data and cloud that existed in 2019 had continued with tech organisations that either consume or provide services in these domains faring well. Within the software engineering domain, the push towards microservices had been a major focus.

The first phase of the impact of the COVID-19 global pandemic is being felt immediately with companies broadly split into 3 factions of similar size. One third have ceased recruitment immediately and for an indefinite period of time. The second third are holding their breath but intend to continue with their plans as normal service resumes and a third of businesses need to continue recruiting IT professionals for a varied number of reasons. The second phase will be the new economic outlook once the healthcare crisis passes and it is only guesswork that paints that picture.

Over the last 6 months, the director or head of department salaries had seen an increase of between 5-15%. Companies had been very focused on growth and scaling so experience in these areas was well rewarded. In terms of hiring, tech companies right across industry sectors had been proactively scaling. This is now shifting to organisations that are less impacted by an immediate change in consumer habits or have a business that is insulated to changes in market confidence.

Experience of scaling teams had been the most common skill being sought but this is likely to change for some organisations. The scale of the challenge and the opportunity to put one's mark on things are the most common reasons that senior executives give for making a change. Compensation packages have to be correct at the same time.

SENIOR APPOINTMENTS

PERMANENT

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

CONTRACT

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

QA AND SOFTWARE TESTING

QA Software Testing continues to evolve, and the trend towards automation testing has kept up over the last 6 months. We are seeing a growing demand for Automation Engineers and Automation Leads to enhance organisations' software offerings. Automating the software test process allows QA Engineers to focus on new aspects of the product or application, collaborating with the development teams to deliver better solutions for their clients.

As many organisations build out their Automation function within the Dublin market, we are seeing a growing demand for Principal/ Lead Automation Engineers who can deliver both hands-on technical solutions in addition to leading a team and devising the overall Automation strategy. These are typically highly technical candidates with a strong background in coding, in many cases coming from a development background having transitioned to Automation QA.

A key element for this profile is that they must also have strong knowledge and background in traditional QA and Software Testing, applying the fundamental principles of Software Testing. Proven experience in building out automation environments and frameworks is essential, working with a range of tools and technology such as Selenium, Appium, Protractor, Cyprus, in conjunction with strong coding experience with Java, C#, Python, JavaScript or other.

As more organisations adopt Agile methodology, a collaboration between different engineers has never been more visible as QA Automation Engineers, Software Development Engineers and DevOps Engineers are now working together within the SDLC and full product lifecycle. This allows Automation Engineers to have more visibility on their work but also upskill alongside other engineers and expand their technical skills, with potential to transition their career into another vertical. We have noticed several organisations transitioning from Selenium WebDriver to Protractor or similar automaton tools such as Cyprus, working with JavaScript.

The coronavirus pandemic has caused significant disruption in all markets in one way or another, but the long-term impacts remain to be seen. In the last 12 months, salaries had remained steady even as companies found it challenging to hire talented QA engineers. We expect a reduced amount of permanent opportunities and possibly an increase in the number of contract hires made compared to permanent.

QA AND SOFTWARE TESTING

PERMANENT

Test Engineer — Manual		
	<3 yrs.	30-45k
	3 - 5 yrs.	40-50k
	5 - 9 yrs.	50-65k
	10+ yrs	60-80k

Test Engineer— Automated / SDET		
	<3 yrs.	35-55k
	3 - 5 yrs.	50-65k
	5 - 9 yrs.	65-75k
	10+ yrs.	70-85k

Testing Manager/ Lead		
	<3 yrs.	55-65k
	3 - 5 yrs.	60-75k
	5 - 9 yrs.	75-90k
	10+ yrs.	90-110k

Automation Manager/ Lead		
	<3 yrs.	65-80k
	3 - 5 yrs.	75-85k
	5 - 9 yrs.	80-95k
	10+ yrs.	95-120k

CONTRACT

Test Engineer — Manual		
	<3 yrs.	150-200
	3 - 5 yrs.	200-300
	5 - 9 yrs.	300-350
	10+ yrs	350-450

Test Engineer— Automated / SDET		
	<3 yrs.	150-250
	3 - 5 yrs.	250-350
	5 - 9 yrs.	350-450
	10+ yrs.	450-550

Testing Manager/ Lead		
	<3 yrs.	350-400
	3 - 5 yrs.	400-450
	5 - 9 yrs.	450-550
	10+ yrs.	550-600

Automation Manager/ Lead		
	<3 yrs.	350-450
	3 - 5 yrs.	400-500
	5 - 9 yrs.	450-550
	10+ yrs.	500-600

SYSTEMS ADMINISTRATION

Linux & Cloud Engineering are the hottest tickets, while System Administrators will always need core competencies such as networking and security anyone with mastery of cloud new platforms and tools has a distinct advantage. AWS, Google Cloud, Azure or open cloud platforms such as OpenStack are all of interest.

Just as Linux has become the default platform, Cloud Engineering is also becoming the de facto for any company that is operating at scale. Clearly Software companies in the SaaS domain rely heavy on these technologies but equally, most businesses are coming to the same conclusion.

The coronavirus is impacting all areas but this that that is least affected since the underlying infrastructure needs to the maintained. The impact of this is that candidates that have strong experience in these areas are sought after and, in a position, to pick and choose which opportunities will best meet their career goals.

The continued demand in this space has resulted in a steady progression in the financial rewards. Having the opportunity to work at scale and gain exposure to new technologies are the two biggest draws for candidates in a role.

Work-life balance is the other consistent comment, avoiding excessive on-call hours and being able to work remotely at times are certainly helpful when trying to attract the best talent. Benefit schemes typically include pension, health insurance, bonus, stock options/ long-term incentive plan (LTIP).

SYSTEMS ADMINISTRATION

PERMANENT

Windows Systems Administrator		
<3 yrs.	45-50k
3 - 5 yrs.	50-60k
5 - 9 yrs.	60-70k
10+ yrs.	70-80k

Linux Systems Administrator		
<3 yrs.	60-65k
3 - 5 yrs.	65-70k
5 - 9 yrs.	70-75k
10+ yrs.	75-80k

CONTRACT

Windows Systems Administrator		
<3 yrs.	150-250
3 - 5 yrs.	200-350
5 - 9 yrs.	350-500
10+ yrs.	450-600

Linux Systems Administrator		
<3 yrs.	200-250
3 - 5 yrs.	250-255
5 - 9 yrs.	255-300
10+ yrs	300-350

DEVOPS, SRE & CLOUD ENGINEERING

DevOps, Site Reliability and Cloud Engineering are sectors that are relatively new to the Dublin market, and have grown substantially and quickly over the last 3 years. This is also the sector that seems to be impacted least by the coronavirus pandemic. While some companies have paused recruitment, the market remains extremely active. Most organisations quickly adapted their hiring processes, with many organisations on-boarding engineers remotely.

We are in the midst of a game changing trend – moving from on premise to cloud based IT systems. The pace of change in the Dublin market has increased in the last 12 months, and the demand for candidates with strong Cloud skills has increased sharply (with salaries following). AWS, Azure and GCP are the most sought after technologies (in that order).

Containerisation continues to gain in popularity. Kubernetes has been slightly more demanded than Docker, reversing the situation in previous years.

There has been significant growth in the Site Reliability Engineering market in Dublin over the last 12 months. Global software companies continue to build SRE teams in Dublin, offering very strong compensation packages.

The DevOps Engineering market is more diverse, with great opportunities available in organisations of all sizes, across different sectors (the largest being Financial Services, SaaS, Fintech and enterprise software companies). Companies look for experience of CI/CD pipeline automation with Jenkins (or similar), cloud and containers. Experience with Infrastructure as Code with tools such as Terraform is also desirable.

Having said that most hiring companies are in search of candidates with the right attitude, who are willing to learn and evolve with the continuous enhancement of technology. Top organisations are on the hunt for people who want to consistently learn new trends and make a difference in the company.

DEVOPS, SRE & CLOUD ENGINEERING

PERMANENT

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

CONTRACT

DevOps Engineer	<3 yrs.	250-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	500-700
Cloud Engineer	<3 yrs.	200-250
	3 - 5 yrs.	250-255
	5 - 9 yrs.	255-300
	10+ yrs.	300-350
Site Reliability Engineer	<3 yrs.	250-300
	3 - 5 yrs.	300-400
	5 - 9 yrs.	400-500
	10+ yrs.	500-700

IT SUPPORT

The ongoing transition towards cloud services and virtual systems has been changing the IT support area incrementally and now the COVID-19 crisis has accelerated the commitment to this journey.

Salaries had crept up a little (circa 2-3%) over the last 6 months but there is an expected softening by 5-10% as the market conditions evolve from a growth mentality to a consolidation approach.

The demand for desktop support engineers has kept an even keel over the last 6 months. There has been an upswing for project based work as enterprise-scale organisations transition to newer versions of existing platforms There continues to be a shift towards cloud-based solutions IaaS, PaaS and SaaS and IT engineers with experience of these are more in demand.

The enforced remote working experiment that the Irish market has undergone has resulted in a pause in many recruitment processes while businesses work out their needs as well as their ability to hire and on-board people remotely. We predict that this will result in an upswing for IT support engineers as the technology catches up.

A need for IT support tends to be a universal truth across nearly all organisations. Technical is more user friendly now than ever before but maintaining a consistent, company wide technology approach is important which means even technology companies need a competent IT support function.

A strong sense of the customer (internal or external) remains the 'must-have' soft skill that most tech and software companies consider when hunting for top-quality candidates. However, exposure to newer technology and learning new skills combined with some degree of flexibility seem to be the preferred features for candidates.

IT SUPPORT

PERMANENT

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

CONTRACT

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

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.

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 for the people.