



ARCHER  
RECRUITMENT

# IT JOBS MARKET IRELAND

Salary Survey July '21

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# ABOUT ARCHER

Archer's consultants are experts in recruiting within their specialist sector of the IT market in Dublin, Ireland. Our laser focus on these niche areas 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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The story of the first half of 2021 for the Ireland IT jobs market has been the return to pre-pandemic levels of hiring, along with the post-pandemic rapid change and experimentation. Companies that slowed or paused hiring plans in 2020 are coming back to the market – there appears to have been a quick release of pent-up demand. We are also observing more strategic hiring – organisations creating new products and teams, and technology companies receiving substantial investment to scale.

In the background, companies are striving to find their “New Normal”; adapting to the changing market conditions and looking to land on firm answers to the questions of remote working, health and safety, and contract versus permanent hiring in 2021.

The technology jobs market is becoming less centralised in Dublin since March 2020 – the rise of remote working has led to people wanting to take advantage of cheaper property prices and different lifestyles outside of Dublin. Flexible, adaptable organisations have spotted this and are hiring excellent talent by offering fully remote or close to it (particularly software engineers).

Other organisations are seizing the opportunity to build their in-office teams in regions such as Waterford, Wexford, Galway, Mayo, Cork and Limerick, hiring people without strong ties in Dublin, or people from those regions looking to move home.

While many companies have yet to settle on a formal remote working policy for the future, it is likely they will end up right across the spectrum. A cohort of companies will go fully remote, another fully in office, the largest group somewhere in between. A hybrid model of 2 or 3 days in the office with the remainder remote appears to be the most popular with candidates, but there is certainly a growing group who are searching for fully remote opportunities only (most noticeably software engineers, SREs, DevOps engineers and data engineers).

Finally, we have seen the demand for IT contractors in Ireland continue to grow, following the trend in 2020. While demand has always been strong in financial services, banking and insurance, there is a growing market within technology companies in Dublin, particularly those looking to scale teams quickly.

# JAVA DEVELOPMENT

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The Java Developer jobs market in Ireland was one of the strongest throughout 2020 and continued to pick up pace in 2021. There is a particularly large talent pool of Java developers in Dublin, as Java has long been the most popular language of choice for companies here.

It remains a very popular career choice for computer science graduates in Ireland, and we are aided by a pipeline of people relocating here from Europe, India and Brazil (among others), with the tendency of software engineers to seek a move to facilitate learning and exposure to new technologies. The confluence of these factors results in a fluid, yet competitive market.

The adoption of cloud technologies, DevOps and newer Java frameworks (Spring Boot most notably) in recent years has driven demand for Developers with Java, AWS and Spring Boot skills, with many organisations also valuing experience with tools such as Docker, Kubernetes and other DevOps technologies. Full stack developers, with Angular or React skills remain highly sought after.

Salaries and daily rates have both moved slightly north compared to 2020, with daily rates making the larger move. This reflects the marked increase in contract hiring in the Java space.

When looking to hire in a competitive market like this one, it is well worth assessing and if possible, improving your offering. Aside from compensation, Java developer candidates frequently request remote working flexibility (the more the better), career progression paths, exposure to new technologies and support for learning and development.

The speed of your recruitment process can play a major part in the success or failure. We would recommend aiming to keep it as lightweight as possible, removing any unnecessary steps and ensuring that technical tests are reasonably short.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Backend Java Developer</b>	35-55k	50-70k	65-85k	80-110k
<b>Fullstack Java Developer with JS framework</b>	35-55k	50-70k	60-90k	80-110k
<b>Java Architect</b>	60-85k	75-95k	95-110k	110-140k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Backend Java Developer</b>	150-200	250-400	425-500	500-600
<b>Fullstack Java Developer with JS framework</b>	150-250	250-350	425-500	500-600
<b>Java Architect</b>	450-550	500-600	550-650	650-800

## .NET DEVELOPMENT

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The demand for .Net Developers / Engineers / Architects has been strong and consistent over the first 6 months of 2021. Companies have begun to switch to a hybrid model, with many companies switching to a two or three-day work from home model. This tends to be popular with software engineers in particular.

There has been more of a demand on the permanent market which has seen the salaries of Engineers and Architect's salaries slightly increase due to the market demand. The most commonly sought-after profile is that of a backend focused software engineer, at both mid and senior level.

Many .Net houses have specialist back and frontend engineers, with teams comprised of backend .Net developers and frontend JavaScript developers.

The technology stack in highest demand is .Net Core, SQL, Microservices and MS Azure. This has caused candidates with this stack to command a strong salary.

In recent years, we have seen large numbers of .Net software engineering organisations change their way of working to Agile, cross functional "squad" setups. The most common configurations is a Squad Lead (often a principal software engineer), 2 – 4 software engineers, a DevOps engineer, a Product Owner and a test automation engineer.

These companies ideally look for candidates with experience in a similar environment.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>.NET Developer</b>	35-50k	50-65k	70-90k	85-100k
<b>.NET Architect</b>	70-85k	80-90k	90-110k	100-120k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>.NET Developer</b>	300-350	350-500	450-550	500-600
<b>.NET Architect</b>		450-500	550-650	600-750

**.NET** DEVELOPMENT

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# BUSINESS INTELLIGENCE & DATA ANALYTICS

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The first half of 2021 has seen plenty of movement in the Business Intelligence & Data Analytics market in Ireland, following a reasonably quiet 2020. We have seen particularly high levels of demand for Microsoft BI specialists, data engineers and data quality & governance professionals, along with more opportunities for BI & Analytics leaders.

The approach of a large portion of both candidates and organisations in 2020 was to “wait and see”, being a bit more risk-averse in hiring or changing jobs. This resulted in smaller numbers of organisations building new teams, fewer new leadership opportunities arising and some companies not replacing people who left.

As we progressed through Q1 and the long period of lockdown, we all began to see the light at the end of the tunnel. Companies returned to hiring mode quickly, with many of the larger BI & Analytics employers hiring across the board. Additionally, candidates are now seeing it as a safer, more stable time to make their next career move.

The Microsoft Business Intelligence stack has long been the number one technology stack of choice for organisations in Ireland and they appear to be cementing that position by strengthening their offering. There has been a considerable increase in demand (both contract and permanent) this year, with a particular emphasis on cloud-based technologies (MS Azure, PowerBI, Data Factory, Azure ML, Databricks and others).

If you are an engineer in this space, it is well worth investing in learning these skills as an ever-growing number of organisations are moving in this direction.

The pace of change and adoption of new technologies is always rapid, with many tools and technologies competing for dominance. The move towards adopting cloud technologies is the standout trend and AWS is the premier choice for non-Microsoft organisations.

We are seeing more companies go for a “cloud-native” BI & Analytics stack, utilising Redshift or Snowflake data warehouses, AWS services (S3 commonly), python and a modern data visualisation tool (e.g. Looker, Tableau).

## 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>	65-80k	75-90k	80-100k	90-140k
<b>Data Engineer</b>	38-65k	55-85k	75-95k	90-120k
<b>BI/Analytics Manager</b>	70-85k	80-90k	90-110k	110-150k

## 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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The 2021 jobs market for JavaScript developers in Ireland remains strong. As one of the most in demand skillsets throughout 2020, we have seen a noticeable uptick in demand in 2021 (along with an associated edging forward in salaries).

JavaScript is an almost ubiquitous language for companies building software (primarily on the front end), which results in a consistent flow of hiring requirements and a similarly large number of software engineers with JS skills in Ireland.

Angular and React are the two frontend frameworks of choice, with a smaller selection of organisations opting for Ember, Vue or others. The employer landscape is quite diverse here, with small, medium and large sized organisations, across all industry verticals.

In 2021, we have seen particular demand in technology organisations – established players like Workday and Hubspot, alongside well-funded “scale-ups” like Toast, Flipdish and Personio and smaller start-ups.

There has been a striking rise in the demand for NodeJS engineers due to its cost-effective advantages for companies and its help in dealing with scalability. This paired with a surge in the use of cloud technologies has seen the demand for NodeJS developers increase.

Flexible organisations that have adapted particularly well to remote working are playing that card to gain an advantage in securing talented JavaScript engineers. For companies that can make it work, offering fully remote flexibility can help secure a higher level of talent, or save a little on compensation. While it is not for everyone, a substantial group of software engineers now regard it as one of the most important factors in deciding on their next career move.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>UI Engineer (Advanced JS Framework)</b>	40-55k	55-70k	70-85k	85-100k
<b>Core JavaScript Engineer</b>	35-50k	50-65k	65-75k	75-90k
<b>Fullstack JavaScript Engineer</b>	40-55k	55-70k	70-90k	90-110k
<b>NodeJS Developer</b>	40-55k	55-70k	70-90k	90-105k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>UI Engineer (Advanced JS Framework)</b>	200-300	300-450	450-575	575-610
<b>Core JavaScript Engineer</b>	150-250	250-300	300-400	450-500
<b>Fullstack JavaScript Engineer</b>	200-300	300-450	450-575	575-625
<b>NodeJS Developer</b>	200-300	300-450	450-550	550-600

# PYTHON, RUBY & PHP DEVELOPMENT

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The demand for talented Python, Ruby, PHP and NodeJS developers has been noticeably strong in 2021. As organisations have established structures and procedures for remote working, a candidate driven market has emerged where many candidates have been passive.

In line with previous years, we have seen rapid growth in demand for Python software engineers of all levels. This has led to a candidate driven market, where the majority of engineers are passive and low in supply.

Remote working options and hybrid flexibility has also impacted an organisations ability to attract the best Python engineers.

There is high demand for mid, senior and leadership Python engineering roles both in the contract and permanent space.

2021 has seen a steady increase in the demand for both Ruby and PHP developers, especially who can code in multiple languages. Market salaries have remained similar to that seen in 2020 and the start of 2021.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Python Developer</b>	32-50k	50-75k	70-95k	90-110k+
<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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Demand for talent for Business Analysts, Product Owners and Product Managers has been noticeably strong throughout the first 6 months of 2021. As organisations have established structures and procedures for flexible working and the threat of a decline in business passed, the bounce in project activity as well as BAU needs has been significant.

With a continued trend towards Agile continues a growth in demand for Product Owners across all industry sectors. Software Engineering and in particular SW Product Development are niches that outpace the market which is further driving demand for both Product Managers and Product Owners.

There has been more of a leaning towards day rate contract roles from a broader range of businesses than had been the case over the preceding years with organisations being able to make 6 or 12 months commitments to projects or requiring one-off skills.

This swing has nudged the contract rates a little higher but not exponentially. The salaries for permanent positions have risen by the equivalent amount as the competition for talent has heated up.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Business Analyst</b>	30-45k	40-60k	60-80k	65-90k
<b>Business System Analyst</b>	30-45k	45-60k	55-75k	65-90k
<b>Product Owner</b>	25-45k	45-60k	55-75k	70-85k
<b>Product Manager</b>	30-45k	45-65k	65-100k	85-130k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Business Analyst</b>	250-300	300-400	400-500	450-550
<b>Business System Analyst</b>	260-300	300-400	400-500	450-600
<b>Product Owner</b>	200-300	300-380	370-450	450-550
<b>Product Manager</b>	300-400	400-550	550-650	600-800

# PROJECT & PROGRAMME MANAGEMENT

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Talented and proven Project and Programme Managers have seen a healthy increase of 5-10% in both contract rates and permanent salaries. With a greater number of projects to be initiated, there has been a notable increase in the competition for proven talent with a track record of delivering outcomes.

The growth is more in the software development and software implementation project management areas while compliance and regulatory projects in the financial services domain continue to offer strong opportunities.

As organisations continue to find their version of Agile, or Agile having the ability to adapt to meet the nuanced needs of an organisation as it is a prized and valued capability.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Scrum Master</b>	40-50k	50-70k	70-85k	75-95k
<b>Project Manager</b>	40-55k	55-75k	70-100k	90-110k
<b>Programme Manager</b>			70-100k	95-130k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Scrum Master</b>	250-320	300-420	400-500	500-600
<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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The growth in activity in many technology disciplines has been less profound at the senior end of the market where the opportunities are typically less prevalent anyway and any uncertainty tends to slow the pace of change at a senior level.

The marketplace has gradually been shaping into two broad groups based on the provenance of the company.

The US Silicon Valley software organisations have a different compensation scale to many of the indigenous technology businesses which is often a combination of US influenced salaries and stock or share options.

This is welcome recognition of the welcome recipient but it can also become golden handcuffs since it is very hard for most people to justify a drop in compensation for a new position.

Permanent positions still dominate with contract roles seen as an interim and short term solution as a last resort when the timing forces this outcome.

## PERMANENT

	5-9 yrs.	10+ yrs.
<b>CTO/CIO</b>	100-140k	130-180k
<b>Head of Engineering</b>	100-130k	120-160k
<b>Head of IT Infrastructure</b>	90-120k	105-140k
<b>Software Development Manager</b>	75-100k	90-130k
<b>Infrastructure Manager</b>	65-95k	90-120k

## 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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Over the last number of years, we have noted the growing demand for automation capabilities within the Dublin market, a notable change in 2021 has been the shift towards contract hires for Automation Engineers.

Once undervalued by many organisations, Software Testing and Automation Engineers are now highly sought after and commanding salaries and day rates in line with Software Engineers. This is a direct result of Automation Engineers upskilling to Software Developers in Test, and although many hold the title of Automation Engineer/ Senior Automation Engineer their skillset goes far beyond this.

Many Automation Engineers are developing object oriented code in Java, C#, Python, JavaScript and other languages, working off Spring, Spring boot, Django, Flask and other development frameworks.

There is still a place for the more traditional Automation Engineer delivering a combination of UI and back-end automation through Selenium, Protractor, Cypress and Appium, however candidates salary/ day rate expectations at this level have remained in line with previous years.

Similar to this, Manual Software Testers haven't seen a change on previous years.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Test Engineer - Manual</b>	30-45k	40-55k	55-65k	60-70k
<b>Test Engineer - Automated/SDET</b>	40-55k	55-70k	65-80k	80-95k
<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	500-650

# SYSTEMS ADMINISTRATION

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Infrastructure is continuing to make the shift from on-prem to cloud, with AWS and Azure being the most prominent options, alongside other public cloud options such as IBM cloud. Following the last 12 months, infrastructure has remained a steady division within IT, supporting remote working that is likely to settle for the remainder of 2021 - even with a hybrid model which is sure to present new challenges / obstacles for Infrastructure Engineers to resolve and support.

As security grows in demand there is a new hybrid role emerging seeking a combined skillset of core infrastructure, typically coming from a windows background, developing IT Security - Infrastructure Security Engineer.

This tends to be a sought-after skillset from organisations looking to take back ownership over their security capabilities and bring it back in-house or introduce IT Security policies or procedures for the first time.

This role and skillset sits somewhere between an Infrastructure Engineer and IT Security Engineer, delivering capability on both sides.

Linux remains the most popular OS of choice in the Irish market, and we see a persistent steady demand for Linux systems engineers.

Salaries have remained the same since 2020 and some major changes in this space have been the Cloud and DevOps revolutions, with a majority of companies either integrating these into their technical landscapes, or planning to. Engineers that bring these skills to the table are highly valued.

While Red Hat is still the most popular platform that companies look for, experience in Ubuntu is also key. As many cloud platforms (including AWS) are Linux based, Linux is in a strong position for continued future growth.

Engineers who can use different customised commands to set up, run, maintain and troubleshoot work are in major demand.

With the growth in cloud infrastructure, it is becoming more common for Linux Engineers to have some DevOps exposure – particularly with CI/CD pipelines and IaC. Engineers with automation experience (e.g. with Ansible or other automation tech) are in demand for automating installation and monitoring processes.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Windows Systems Administration</b>	55-65k	65-70k	75-80k	75-85k
<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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Many organisations are looking to build a more cloud-centric foundation. Companies are looking to adopt multi-cloud approaches and support cloud-agnostic applications. While AWS is still the market leader, Azure and GCP are witnessing major growth.

There is strong demand for engineers with more than one cloud experience. Migrating from monolithic architecture to microservices and containerized architecture is a major trend. Many businesses are undergoing digital transformation/ greenfield migration projects. Docker and Kubernetes are key skills in this area.

As companies move towards multi-cloud environments, management of these systems becomes more complex and fully automated configuration management tools like Ansible, Chef, Salt, Kickstart and Puppet are key. Ansible and Terraform are the main automation tools that companies look for.

Companies look for candidates with deep knowledge and experience of DevOps and CI/CD best practices. Contract roles are huge in the market at the moment (mainly focusing on digital transformation or cloud migration projects). Many companies are also looking to establish tech centres of excellence with DevOps consultant type roles becoming more common.

The demand for Azure as a cloud tech has grown massively. It is a very competitive space overall with candidates becoming more comfortable making moves now than in Q1.

Passive candidates who have been in their current role for 3+ years are more open to making a change and hearing about new opportunities. This is very much a candidate driven market.

Salaries have stayed the same as that observed in 2020.

All types of companies are hiring – small, midsize and large. The larger companies have a slight advantage at attracting candidates as they generally offer substantial packages and benefits.

The move towards multi-cloud approaches and the growth in demand for cloud experience other than AWS (particularly Azure) stands out this quarter.

## 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	400-550
Site Reliability Engineer	250-300	300-400	400-500	500-700

## IT SECURITY & NETWORKS

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The demand for Security has been constantly increasing over the past year, especially since the HSE ransomware attack. Nowadays, offensive security or red-team experience is a highly valuable attribute for most security engineers as organisations seek to secure their networks or applications.

The demand for penetration testing knowledge has also seen a high demand, whether it be for web-applications or networks. Most of the demand for Security contractors comes from large organisations seeking engineers or architects with over 8 years of experience in areas like application or cloud security.

More organisations are acknowledging the need for Security engineers and are actively hiring in the Dublin space.

Information Security, Governance and Risk have all grown in the past year, with many organisations focusing on ISO27001 and NIST compliance.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Network Engineer</b>	35-40k	45-60k	60-80k	80-100k
<b>Network Manager</b>	65-70k	75-80k	85-90k	95-110k
<b>SOC Analyst</b>	35-45k	45-55k	55-77k	77k+
<b>Security Architect</b>	60-70k	75-85k	85-95k	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	500-650	650-700	700-850
<b>SOC Analyst</b>	300-350	400-450	450-500	500-550
<b>Security Architect</b>	350-500	500-600	600-800	800-1000+
<b>IT/Risk Compliance</b>	300-400	400-500	500-700	700-800

## IT SUPPORT

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With most organisations offering remote-working or hybrid models, the need for support has been constant. Roles across application or infrastructure support are in high demand, with many opportunities in Dublin but also remotely in Ireland.

There has been a slight increase in the demand for contractors in this space, notably within the banking or financial industries. Most companies are seeking candidates with strong SQL and Java skills. There is also a high demand for candidates with good knowledge of scripting with PowerShell or Python, with many teams seeking support engineers to assist them with minor code changes or database clean-ups.

On the infrastructure side, companies are looking for candidates with a broad knowledge of network, cloud infrastructures and some understanding of security. A good understanding of ITIL processes is advantageous and working with platforms like Zendesk, Salesforce, etc. and ticketing systems like Jira, Remedy, ServiceNow etc.

Salaries have not changed since our last salary survey in January and there is a constant demand and supply of candidates for these roles. Majority of your support roles are now fixed-term contracts or day-rate contracts, especially in application support roles.

There's been a steady increase in demand for these roles within the financial and banking industries, with several large-scale projects recruiting engineers on day rate contracts rather than as permanent employees.

## PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Application Support</b>	25-35k	35-45k	45-55k	55-65k
<b>IT Infrastructure Support</b>	25-35k	35-45k	50-60k	60-70k

## CONTRACT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
<b>Application Support</b>	150-190	180-220	200-260	250-350
<b>IT Infrastructure Support</b>	150-190	180-220	200-260	250-350

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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