



Salary Guide 2024



Introduction

Established in 1998, Clark has proudly stood as a beacon of excellence in the world of recruitment. Our team of seasoned professionals has garnered multiple awards, making us a trusted partner to organisations far and wide.

At Clark, we don't just fill roles; we build careers and empower businesses. Our innovative approach to recruitment and selection, coupled with tailored coaching services and outsourced solutions, has been the driving force behind countless success stories.

Our Recruitment and Selection service is a gateway to opportunities for both job seekers and employers.

Across our specialist areas, we've created a network that bridges the gap between talent and ambition.

Leveraging a unique blend of technology, data analytics, and human expertise, we ensure that every placement is not just efficient, but effective. Because at Clark, we understand that finding the right fit isn't just a science; it's an art.

Partner with Clark, where your goals are not just met but exceeded. Let us be the architects of your success.

Clark – Transforming Careers, Empowering Businesses.



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10 Reasons to choose Clark as your recruitment partner



Personalized service & tailored solutions



25 years in Business



Experienced & passionate recruitment experts



Our temp job fill rate is 95% (industry average 60%)



Our retained job fill rate is 82%



Strong relationships built on trust and delivering results



We are ISO 9001:2015 Quality Certified



As trusted partner, we project manage your recruitment needs



Robust screening process so you can hire with confidence



We have 50,000+ job seekers on our database



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CLARK

Foreword

Clark is pleased to announce the unveiling of our Annual Salary Guide for 2024. This comprehensive guide has been meticulously curated through an in-depth analysis of salary data gathered from over 5000 jobseekers who have registered with us in the past 8 months (April to November 2023). Additionally, our examination extends to a detailed review of salary levels across 500 job openings in our region during the same timeframe.

The current job market remains candidate-centric, characterised by an abundance of job openings in comparison to available job seekers. This dynamic presents a challenge for businesses, who may find it difficult to locate and attract the skilled professionals they require. While some employers are adopting a cautious recruitment approach, those who delay in making hiring decisions risk losing preferred candidates to competitors who extend prompt job offers.

Projected salary increases for 2024 are anticipated to be more restrained compared to the notable upswings observed in recent years. This moderation may prompt certain professionals to explore alternative opportunities. Many employers are cognizant of this trend, with many opting to enhance compensation in efforts to retain valuable team members and bolster their competitiveness in a challenging hiring landscape.

In order to navigate the complexities of a competitive hiring market, businesses are increasingly embracing a flexible talent model. This involves engaging the services of both temporary and contract professionals, along with leveraging outsourced managed solutions. Each of these options presents a unique approach to alleviating talent shortages and providing immediate support for short-term projects, new business ventures, or internal pressures.

Our salary guide provides comprehensive insights across various job sectors, including Human Resources, Accountancy, Financial Services, Sales, Retail,

Marketing, Business Support, Environmental Health & Safety, Quality, Manufacturing, Engineering, Supply Chain, Logistics, and IT. It encompasses salary data for over 312 distinct roles.

The primary objective of this guide is to furnish accurate information regarding salary levels throughout Ireland, with a specific focus on the mid Leinster region. We are confident that it will serve as a valuable “go-to tool” for both employers and employees, facilitating strategic planning for 2024.

Stephen

Stephen Farrell-O'Callaghan
Director

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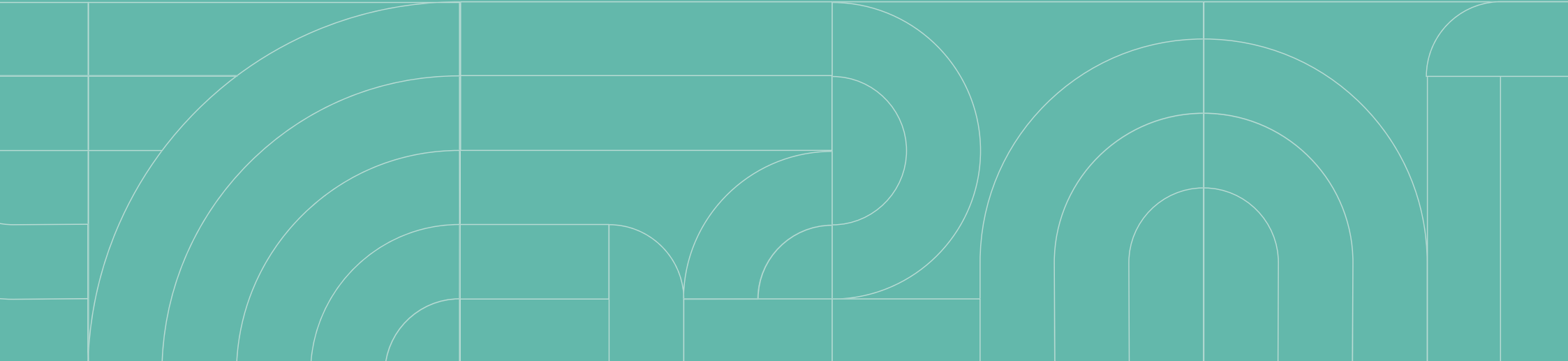
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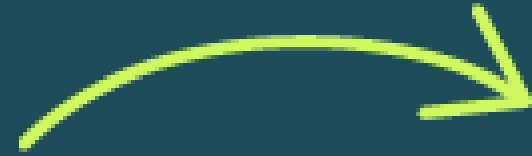
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Salary Guide 2024



Human Resources & Training



'Automation tools, chatbots, and other digital solutions are being integrated into recruitment processes to streamline workflows and enhance the candidate experience. This trend will progress further in 2024, with more sophisticated technologies being adopted.'

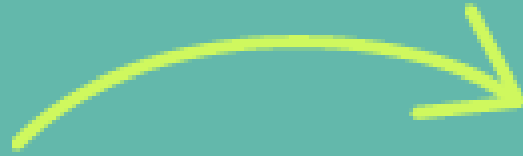


Human Resources & Training



Job title	0-2 years exp	3-5 years exp	5 years+ exp
HR VP – Director	90-100k	100-120k	120-130k
Senior HR Manager/Senior HR Business Partner	70-75k	75-80k	80-95k
HR Manager	55-60k	60-65k	65-75k
HR Business Partner	50-55k	55-60k	60-70k
HR Advisor	34-40k	40-45k	50k+
HR Generalist/HR Officer	37-42k	42-48k	48-55k+
HR Officer	28-35k	35-40k	40-45k
HR Administrator	26-32k	32-36k	35-40k
L&D Manager	55-60k	60-65k	70k
L&D Specialist	36-40k	40-45k	45-55k
C&B/Reward Manager	60-70k	70-75k	75k+
C&B/Reward Specialist	45-50k	50-55k	55-60k
HRIS Manager	45-50k	55-65k	70k+
HRIS Analyst	35-40k	40-48k	48-55k
OD Manager/Change Manager	65-75k	75-80k	80-90k+
Employee Relations Manager	55-60k	60-65k	65-75k+
Employee Relations Specialist	40-45k	45-50k	55k+
Global Mobility Manager	55-60k	60-70k	70-80k
Global Mobility Specialist	40-45k	45-50k	50-55k+
Talent Acquisition/Recruitment Manager	45-55k	60-70k	75k+
Talent Acquisition/Recruitment Specialist	28-32k	35-40k	40-60k
Talent Acquisition/Recruitment Coordinator	28-34k	34-38k	38-42k

Accountancy

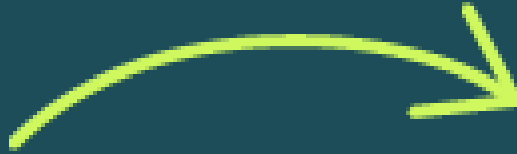


Accountancy



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Financial Director	100-110k	110-120k	120-150k
Financial Controller	75-85k	85-95k	110k+
Qualified Accountant	45-55k	55-65k	65-75k+
Project Accountant	55-60k	60-65k	65-70k+
Cost Accountant	45-55k	55-65k	65-75k+
Financial Accountant	45-55k	55-65k	65-75k+
Financial Analyst	45-50k	50-55k	55-65k
Tax Accountant	50-55k	55-60k	60-65k
Internal Auditor	42-48k	48-58k	58-68k
Audit Manager	62-65k	65-68k	68-71k
Audit Senior	45-52k	52-58k	58-60k
Audit Trainee	21-28k		
Part-Qualified Accountant	28-32k	32-38k	38-45k+
Accounts Supervisor	35-38k	38-45k	45-50k+
Accounts Technician	27-32k	32-37k	37-45k+
Accounts Payable Specialist	28-32k	32-35k	35-42k+
Accounts Receivable Specialist	30-32k	32-35k	35-42k+
Credit Controller	26-28k	28-35k	35-40k
General Accounts Clerk	26-30k	30-34k	34-38k
Payroll Specialist	35-37k	37-40k	42-45k+
Accounts Assistant	24-28k	28-35k	35-40k
General book-keeper	28-34k	34-36k	36-40k

Financial Services



'Beyond just recruitment, organisations are recognising the importance of the overall employee experience. Employers will need to continue to invest in creating positive workplace cultures, employee development programs, and well-being initiatives to attract and retain top talent.'



Financial Services



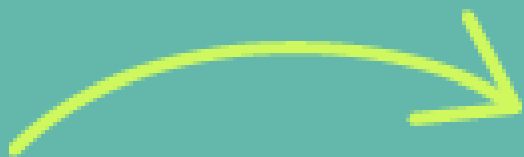
Job title	0-2 years exp	3-5 years exp	5 years+ exp
Life Assurance/ Life Insurance			
Head of Claims/Director	60-70k	70-80k	80-90k
Claims Team Manager	55-65k	65-70k	70-75k
Claims Handler/Accessor	28-35k	35-45k	45-55k
Claims Technical Analyst	32-35k	35-40k	40-45k
Financial Advisor	30-35k	35-40k	40-45k
Life Assurance/ Life Insurance Product Mgr	35-40k	40-45k	45-55k
Pensions Manager	45-50k	50-55k	55-60k
Pensions Administrator	22-25k	25-32k	32-40k
Broker Consultant	30-38k	38-48k	48-55k
Broker Support	26-29k	29-33k	33-38k
Retail Banking			
FS Area Manager	80-95k	95-100k	100k+
Branch Manager	35-45k	45-50k	50-80k
Lending Manager	30-35k	35-40k	40-45k
Customer Service Advisor	25-28k	28-30k	30-33k
Mortgage Advisor	30-35k	35-40k	40-50k
Bank Official	28-30k	30-32k	32-35k
Credit Manager	45-50k	50-55k	55-60k
Collections Agent	27-30k	27-30k	30-33k

Financial Services



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Fund Administration			
Head of Fund Accounting	60-70k	70-80k	80-90k
Fund Accounting Manager	50-55k	55-65k	65-70k
Senior Fund Accountant	37-40k	40-45k	45-50k
Fund Administrator	27-29k	29-32k	32-35k
Compliance			
Chief Compliance Officer	75-80k	80-100k	100-130k
Compliance Manager	50-55k	55-65k	65-80k
Compliance Surveillance Officer	30-35k	35-40k	40-45k
Money Laundering Reporting Officer	60-70k	70-80k	80-90k
Financial Crime Operations Analyst	25-35k	35-45k	45-50k
Head of Fraud	60-70k	70-80k	80-90k
Fraud Analyst	25-30k	30-40k	40-50k
Head of Data Protection	65-75k	75-85k	85-95k
Data Protection Analyst	28-38k	38-50k	50-55k

Sales



Sales



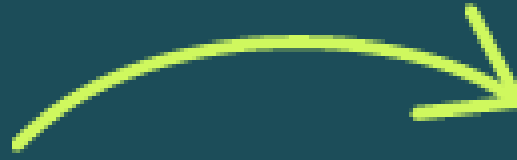
Job title	0-2 years exp	3-5 years exp	5 years+ exp
General Sales			
Commercial Director	Base: 80,000 - 90,000 OTE: 90,000 - 110,000	Base: 90,000 - 110,000 OTE: 120,000 - 130,000	Base: 110,000 - 130,000 OTE: 130,000 - 150,000
Sales Director	Base: 70,000 - 80,000 OTE: 80,000 - 90,000	Base: 80,000 - 95,000 OTE: 90,000 - 120,000	Base: 95,000 - 120,000 OTE: 120,000 - 150,000
Sales Manager	Base: 38,000 - 42,000 OTE: 55,000 - 65,000	Base: 42,000 - 55,000 OTE: 65,000 - 75,000	Base: 55,000 - 70,000 OTE: 75,000 - 100,000
Account Manager	Base: 30,000 - 35,000 OTE: 45,000 - 50,000	Base: 35,000 - 38,000 OTE: 50,000 - 60,000	Base: 38,000 - 42,000 OTE: 60,000 - 65,000
Sales Representative	Base: 24,000 - 26,000 OTE: 30,000 - 40,000	Base: 26,000 - 28,000 OTE: 40,000 - 45,000	Base: 28,000 - 32,000 OTE: 45,000 - 50,000
Business Development Manager	Base: 45,000 - 50,000 OTE: 60,000 - 70,000	Base: 50,000 - 60,000 OTE: 70,000 - 85,000	Base: 60,000 - 75,000 OTE: 85,000 - 100,000
Business Development Executive	Base: 30,000 - 35,000 OTE: 35,000 - 45,000	Base: 35,000 - 38,000 OTE: 45,000 - 52,000	Base: 38,000 - 42,000 OTE: 52,000 - 65,000
Telesales Executive	Base: 22,000 - 24,000 OTE: 26,000 - 32,000	Base: 24,000 - 26,000 OTE: 32,000 - 40,000	Base: 26,000 - 28,000 OTE: 40,000 - 45,000
FMCG Sales			
Country Manager - FMCG Sales	Base: 80,000 - 90,000 OTE: 90,000 - 100,000	Base: 90,000 - 100,000 OTE: 100,000 - 120,000	Base: 100,000 - 120,000 OTE: 120,000 - 140,000
Account Manager - FMCG Sales	Base: 30,000 - 35,000 OTE: 35,000 - 45,000	Base: 35,000 - 42,000 OTE: 45,000 - 60,000	Base: 42,000 - 50,000 OTE: 60,000 - 70,000
Field Sales Representative - FMCG Sales	Base: 28,000 - 32,000 OTE: 35,000 - 40,000	Base: 32,000 - 38,000 OTE: 40,000 - 45,000	Base: 38,000 - 45,000 OTE: 45,000 - 55,000

Sales



Job title	0-2 years exp	3-5 years exp	5 years+ exp
IT Sales			
IT Sales Manager	Base: 55,000 - 60,000 OTE: 75,000 - 80,000	Base: 60,000 - 65,000 OTE: 80,000 - 95,000	Base: 65,000 - 70,000 OTE: 95,000 - 100,000
Technical Sales Manager	Base: 50,000 - 55,000 OTE: 60,000 - 70,000	Base: 55,000 - 65,000 OTE: 70,000 - 80,000	Base: 65,000 - 75,000 OTE: 80,000 - 95,000
IT Inside Sales Executive	Base: 25,000 - 28,000 OTE: 30,000 - 35,000	Base: 28,000 - 30,000 OTE: 35,000 - 40,000	Base: 30,000 - 38,000 OTE: 40,000 - 55,000
Retails Sales			
Retail Store Manager (100+ Staff)	50-60k	60-70k	80k
Retail Store Manager	40-45k	45-55k	55-65k
Retail Store Assistant Manager	32-35k	38-40k	40-45k
Merchandising Manager	30-40k	40-45k	45-55k
Visual Merchandiser	23-27k	27-32k	32-38k
Department Manager	-	32-38k	35-45k
Supervisor/Trainee Manager	28-30k	30-34k	35-36k
Retail Sales Assistant	22-25k	25-26k	27k+

Marketing



'Building a strong employer brand is crucial for attracting top talent. Companies are investing in showcasing their values, culture, and employee experiences to differentiate themselves in a competitive job market. This focus on employer branding will persist in the coming years.'

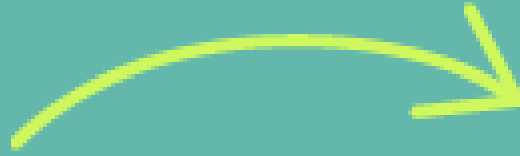


Marketing



Job title	0-2 years exp	3-5 years exp	5 years+ exp
General Marketing			
Marketing Director	80-110k	110-130k	130-160k
Marketing Manager	50-60k	60-70k	70-80k
Brand Manager	45-50k	50-55k	55-60k
Communications Manager	50-60k	60-70k	70-80k
Channel Marketing Manager	32-35k	35-42k	42-65k
Customer Marketing Manager	32-35k	35-42k	42-55k
CRM Manager	42-50k	50-55k	55-65k
Product Manager	45-50k	50-60k	60-70k
Senior Category Manager	45-50k	50-55k	55-75k
Category Manager	45-55k	55-65k	65-80k
Category Executive	25-28k	28-35k	35-45k
Marketing Executive	30-35k	35-40k	40-45k
Marketing Assistant	24-28k	28-32k	32-38k
Marketing Analyst	23-28k	28-35k	35-40k
Digital Marketing			
Head of Digital Marketing	80-110k	110-130k	130-160k
Digital Marketing Manager	50-60k	60-70k	70-80k
Digital Specialist	35-40k	40-45k	45-52k
Digital Marketing Executive	30-35k	35-40k	40-45k
Social Media Specialist	24-30k	30-36k	36-40k
Social Media Manager	50-60k	60-70k	70-80k
SEO/SEM specialist	30-35k	35-40k	40-45k
Graphic Designer	35-40k	40-50k	50-55k
Content Editor/Manager	24-28k	28-40k	40-50k

Business Support



'There is a shift toward focusing on candidates' skills rather than traditional qualifications. Employers may continue to emphasize skills assessments, practical evaluations, and certifications as key criteria for evaluating candidates.'

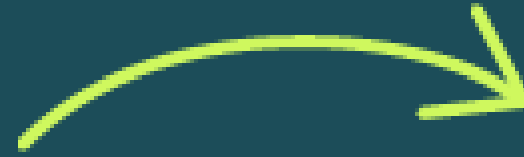


Business Support



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Office Manager	30-34k	34-38k	38-50k+
Executive Assistant / Executive Secretary	30-33k	35-40k	45k+
Personal Assistant	28-32k	32-35k	35-40k
Senior Administrator	32-34k	34-36k	36-40k
Administrator	22-27k	27-30k	30-37k
Project Administrator	25-28k	28-32k	30-35k
Receptionist	24-28k	30-31k	32k+
Sales Administrator	28-30k	30-32k	32-36k
Medical Secretary	23-28k	28-35k	35-40k
Data Entry Clerk	22-24k	26-28k	28-30k+
Graduate	21-28k	-	-
Customer Service			
Call Centre Manager	55-60k	65-70k	70-85k+
Customer Service Manager	35-38k	40-45k	45-52k+
Customer Service Team Lead	28-32k	32-34k	34-37k
Customer Service Representative	24-26k	28-32k	32-35k
Bilingual Customer Service Representative	26-32k	32-36k	36-40k
Legal Support			
Legal Admin	28-30k	30-33k	33-35k
Legal Secretary	28-30k	30-34k	34-40k
Legal Executive/Paralegal	28-30k	30-38k	38-47k
Inhouse			
Compliance Officer	28-35k	35-40k	40-50k
Contracts Administrator	28-30k	30-32k	32-35k+

Environmental, Health & Safety, Quality



“Sustainability is now a crucial part of business strategy, with this focus only set to increase in the coming years. Businesses are encouraged to invest in sustainable products, services and business models. These efforts will help Ireland reach its target to reduce carbon emissions (greenhouse gas emissions) by 51% by 2030, and to achieve a climate neutral economy by 2050.”

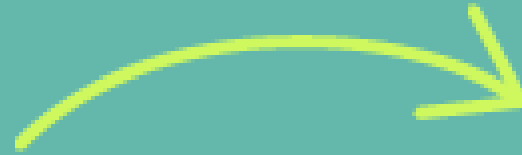


Environmental, Health & Safety, Quality



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Environmental Manager	45-55k	55-65k	65-90k
Environmental Engineer	40-45k	45-55k	55-75k
Environmental Technician	30-32k	40k+	45-50k
Health & Safety Director	70-75k	75-85k	85-105k
Health & Safety Manager	55-60k	60-65k	65-80k
Health & Safety Engineer	30-45k	45-55k	55-65k+
Health & Safety Officer	28-40k	40-50k	50-60k+
Quality Director	80-90k	90-100k	100-110k
Quality Manager	65-75k	75-85k	85-105k
Quality Technician	30-32k	32-38k	38-50k
Quality Administrator	26-28k	28-32k	32-35k

Engineering - Manufacturing

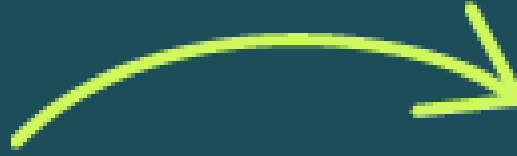


Engineering - Manufacturing



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Operations Director	90-100k	100-120k	125k+
Operations Manager	70-75k	75-85k	85-105k
Plant Manager	60-65k	60-75k	80-95k+
Production Manager	55-60k	60-65k	65-80k
Engineering Manager	70-75k	75-85k	85-105k
Maintenance Manager	50-60k	60-70k	70-80k
Continuous Improvement Manager	45-55k	55-65k	65-80k+
NPD Manager	40-45k	45-55k	55-65k+
Technical Manager	50-55k	60-65k	65-75k
Project Manager	45-50k	50-60k	60-80k
Design Manager	50-60k	60-70k	70-80k+
Production Supervisor	36-40k	40-45k	45-65k
Process Technician	30-40k	40-50k	50-60k
Industrial Engineer	35-45k	45-55k	55-65k+

Engineering - Construction



“Current construction trends in Ireland reflect a strong emphasis on sustainable and energy-efficient building practices, coupled with a continued focus on addressing the housing shortage. The integration of smart technologies and a commitment to infrastructure development contribute to a dynamic and forward-thinking construction landscape.”

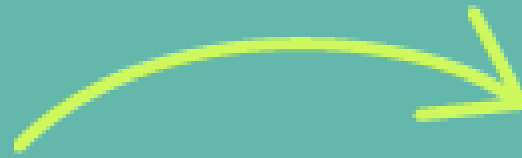


Engineering - Construction



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Project Director	80k	85-90k	120k+
Contracts Manager	65-75k	75-90k	90-100k
Design Manager	70-75k	75-80k	80-90k
Project Manager	60k+	65-70k	75-80k
Site Manager	50-60k	60-70k	70-85k
Planner	30-40k	40-55k	55-90k
Quantity Surveyor	30-45k	45-60k	60-90k
Civil Engineer	30-40k	40-55k	55-70k
Mechanical Engineer	35-45k	45-55k	55-65k
Electrical Engineer	35-45k	45-55k	55-65k
Building Services Engineer	30-35k	35-50k	50-70k
Road/Highway Engineer	30-40k	40-55k	55-70k
BIM Coordinator	30-40k	40-50k	50-60k
Water/Wastewater Engineer	32k+	40-45k	55k+
Geotechnical Engineer	32k+	40-45k	50k+
Environmental Engineer	45k+	50k+	65k+
CAD/Revit/Microstation Technician	25-40k	40-50k	50-60k
Architect	28-40k	40-50k	50-65k
Architect Technician	25-35k	35-45k	45-60k

Engineering - Production & Manufacturing

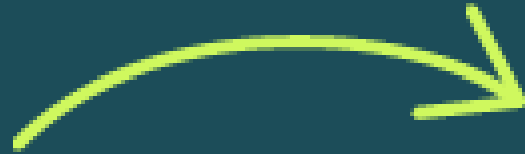


Engineering - Production & Manufacturing



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Head of Production	85-90k	90-100k	100-110k
Production Manager	55-60k	6-65k	65-85k
Production Supervisor	38-40k	40-45k	45-55k
Project Engineer	35-40k	45-50k	55k+
Lean Six Sigma Engineer	58-62k	62-68k	68-85k
Continuous Improvement Engineer	35-38k	45-50k	55k+
Process Engineer	40-50k	50-60k	60k+
Manufacturing Engineer	35-38k	38-53k	55-70k
Quality Engineer	35-40k	40-50k	50-60k
Health & Safety Engineer	28-32k	38-45k	50-60k
Environmental Engineer	35-45k	45-55k	55-65k
NPD Technologist	25-30k	30-40k	40-45k
QA Technician	30-32k	32-38k	38-45k
QC Technician	27-30k	30k	30-35k
Commissioning Engineer	35-40k	45-50k	50k+
Validation Engineer	40-55k	50-55k	60k+
Control/Automation Engineer	40-50k	50-65k	55-75k+
Maintenance Engineer	35-40k	45-50k	60k+
Maintenance Technician	25-35k	35-45k	45-55k

Supply Chain



'Companies are placing greater importance on building diverse and inclusive workplaces. In 2024, organisations are set to continue to prioritise DEI initiatives in their recruitment strategies, aiming to create more representative and equitable teams.'



Supply Chain



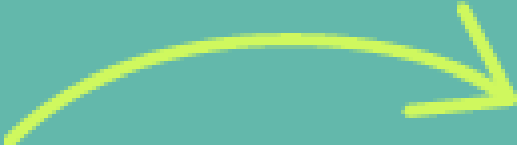
Job title	0-2 years exp	3-5 years exp	5 years+ exp
Supply Chain			
Supply Chain Director	115-125k	125-135k	135-145k
Supply Chain Manager	65-75k	75-85k	85-95k
Supply Chain Specialist	48-52k	52-56k	56-65k
Supply Chain Analyst	36-42k	42-48k	48-62k
Vendor Manager	35-40k	40-50k	50-65k
Materials Manager	35-40k	40-50k	50-65k
Order Management Representative (Multilingual)	25-28k	28-32k	32-35k
Procurement			
Procurement/Purchasing Director	115-125k	125-135k	135-145k
Procurement/Purchasing Manager	60-70k	70-75k	75-90k
Procurement/Purchasing Specialist	42-46k	46-52k	52-62k
Buying Manager	55-60k	60-65k	65-80k
Senior Buyer	37-43k	43-50k	50k+
Procurement Co-ordinator	32-36k	36-42k	42-46k
Buyer	33-40k	40-45k	45-60k
Buyer/Planner	33-40k	40-48k	48-60k
Purchasing Manager	55-60k	60-65k	65k+
Purchasing Specialist	28-35k	35-42k	45k+
Commodity/Category Manager	55-60k	60-65k	65-80k
Inventory Manager	35-40k	40-50k	50-65k
Inventory Analyst	32-38k	38-45k	45k+

Supply Chain



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Planning			
Planning Director	120-125k	125-130k	130-140k
Planning Manager	65-75k	75-82k	82-90k
Master Scheduler	45-50k	50-55k	55-75k
Demand/Supply Manager	33-42k+	42-50k+	55k+
Production Planner	33-42k+	42-50k+	50k+

Logistics

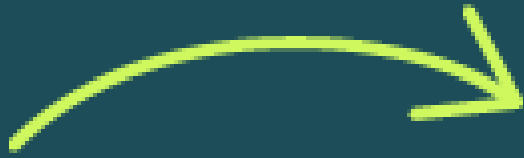


Logistics



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Director of Operations	115-120k	120-125k	125-135k
Plant/Operations Manager	38-45k	45-55k	55-60k+
Logistics Manager	45-52k	52-60k	60-82k
Logistics Coordinator	30-35k	35-40k	40-45k
Warehouse Manager	35-45k	45-50k	50-60k
Warehouse Supervisor	32-37k	37-43k	43-48k
Stock Control Manager	37-42k	42-50k	50-70k
Inventory Manager	35-40k	40-50k	50-65k
Inventory Controller	32-35k	35-40k	40-45k
Inventory Analyst	32-38k	38-45k	45k+
Transport/Distribution Manager	40-45k	50-55k	55-60k
Transport Supervisor	32-37k	37-43k	43-48k
Shipping Manager	38-55k	55-70k	75k+
Freight Forwarding	24-27k	27-33k	33-44k
Freight Specialist	37-43k	43-50k	50k+

IT



“In Ireland, the IT landscape is characterised by a surge in digital transformation initiatives, with a focus on cybersecurity and cloud computing adoption. The tech sector is witnessing dynamic growth, driven by innovations in artificial intelligence and data analytics.”





Job title	0-2 years exp	3-5 years exp	5 years+ exp
IT Director/Head of IT (EMEA/Global)	100-120k	120-130k	130-140k
IT Manager	65-80k	80-90k	90-110k
Programme Manager	90-95k	100-110k	110k+
Senior Project Manager	65-70k	70-75k	75-90k
Project Manager (mid-level)	45-50k	50-55k	65-75k
Software Product Manager	45-60k	60-80k	80k+
Software Engineering Development Manager	80-100k	100-110k	110-120k
Technical Architect	70-80k	80-90k	90-110k
Technical Team lead	70-80k	80-90k	90k+
Senior Specialist Developer	30-35k	35-60k	65-80k+
Mid-level Developer	30-40k	40-50k	50-65k
Junior Developer	25-35k	35-45k	45-55k
Business Advisory Consultant	55-60k	60-70k	75-85k
Business Process Analyst/Consultant	30-35k	35-55k	55-70k+
Business Solutions Architect	75-85k	80-95k	90-110k+
QA Test Manager	55-65k	65-75k	75-85k
QA Test Lead	40-45k	45-55k	55k
Software Test/QA Engineer	30-40k	40-55k	55-65k
QA Automation Engineer	30-45k	45-60k	60-80k
Data Engineer	40-50k	50-65k	65-90k
Data Scientist	40-50k	50-60k	60-80k
Machine learning Software Engineer	55-75k	75k-85k	85-110k
Data Architect	-	-	65-100k



Job title	0-2 years exp	3-5 years exp	5 years+ exp
Data Analyst	28-38k	38-50k	50-60k
Database Developer	30-40k	45-60k	60-75k+
Database Administrator	30-40k	45-60k	60-75k+
Dev/Ops Platform Engineer	28-45k	45-65k	65-90k
Cloud Architect	60-70k	70-80k	80-95k
IT Systems Administrator	26-38k	38-45k	45-60k
IT Systems Engineer	50-55k	55-60k	60-65k
Unix/Linux System Administrator	28-38k	38-50k	50-75k
Network Engineer	35-40k	50-65k	65-85k
Helpdesk Support	26-32k	32-40k	40-50k+
Applications Support Consultant	40-45k	45-55k	60k
Service Delivery Manager	65-75k	75-80k	80k+
Storage/SAN Engineer	45-50k	55-60k	60k+
Service desk/Helpdesk lead	45-50k	55-60k	60k+
Chief Information Security Officer	100-110k	110-130k	130k+
Information Security Consultant	30-35k	35-60k	65-80k+
Information Security Officer	60-70k	70-80k	95k+
IT Auditor	30-40k	40-55k	55-80k
IT Risk/Compliance Consultant	45-50k	60-70k	70k+
Information Security Architect	60-70k	70-80k	80-120k
IT Compliance Specialist	30-36k	40-55k	55k+
Network Security Architect	75-80k	80-85k	85-100k
Cyber Security Analyst	35-50k	50-65k	65-75k
Information Security Engineer	35-45k	45-65k	65-80k

Temporary Division



In the dynamic landscape of today's job market, temporary employment has gained heightened prevalence and desirability. For workers, this form of engagement presents a myriad of advantages that can profoundly influence both their professional and personal spheres.

We have experienced a notable surge in demand for temporary staff across diverse sectors. The immediate recruitment of readily available resources for both extended and short-term projects has enabled employers to effectively navigate substantial workloads by rapidly supplementing their workforce.

The utilization of temporary staff empowers employers to adeptly address workforce gaps and promptly respond to market dynamics within their operational domains. Over the past 12 months, Clark have observed an upward trajectory in remuneration rates allocated to temporary staff—a trend poised

for further escalation, particularly with the imminent enforcement of a new minimum wage set at €12.70 per hour, effective January 1, 2024.

We have outlined below some of the hourly payrates for the most common roles our temporary division recruits for.

Sarah

Sarah Mortimer
Director

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W91 YA2W



Temporary Division

Job Title	Hourly Rate
Business Support	
Executive Assistant / Executive Secretary	€21.00 - €26.00
Personal Assistant	€21.00 - €26.00
Senior Administrator	€18.00 - €21.00
Administrator	€14.00 - €16.00
Project Administrator	€15.00 - €18.00
Receptionist	€13.00 - €15.00
Sales Administrator	€15.00 - €18.00
Customer Service Representative	€14.00 - €16.00
Data Entry Clerk	€13.00 - €15.00
Human Resources & Training	
HR Generalist/HR Officer	€23.50 - €26.00
HR Administrator	€15.60 - €19.00
Accountancy and Finance	
Project Accountant	€34.00 - €39.00
Accounts Technician	€20.00 - €24.00
Accounts Payable Specialist	€16.00 - €20.00
Accounts Receivable Specialist	€16.00 - €20.00
Credit Controller	€15.00 - €18.00
General Accounts Clerk	€15.00 - €20.00
Payroll Specialist	€18.00 - €24.00
Retail	
Retail Sales Assistant	€13.00 - €15.00

How we do things differently



Partnership
Model



Person-Centered
Approach



Ethics &
Values



Our Expert
Recruiters



ISO Quality
Standards



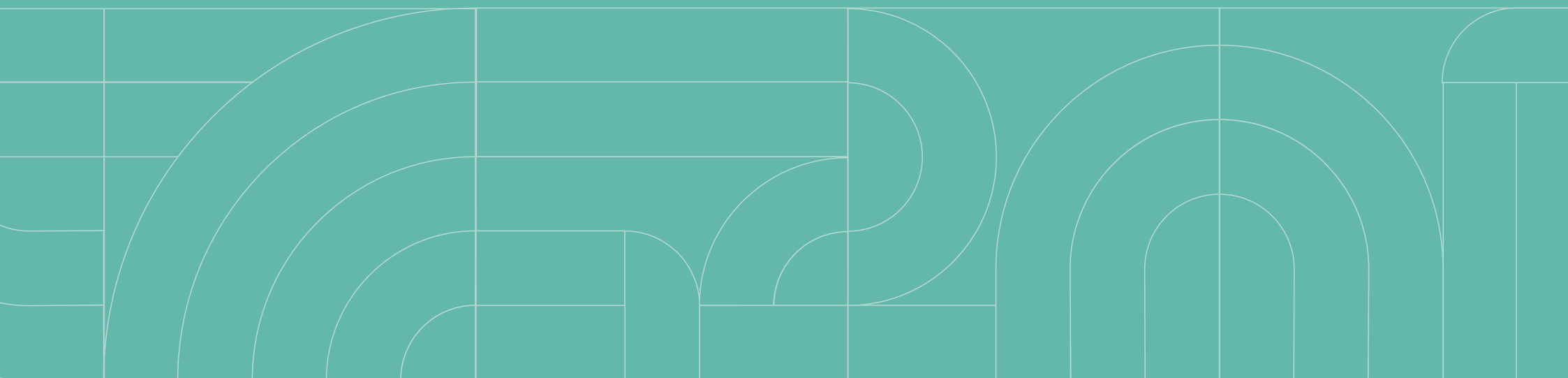
Thorough, Robust
Screening Process



Reputation &
Experience



Extensive Candidate
Database





Clark Recruitment

The Atrium, John's Lane, Naas, Co. Kildare, W91 YA2W

Tel. 045 881888

Email hello@clark.ie

Web. www.clark.ie



"Salaries are presented on an annual basis in euros, assuming employment in Ireland. Please note that bonuses, benefits and car allowances are not factored into these figures. The amounts are determined by prevailing market rates and may vary depending on individual factors, company size, and external influences. The provided parameters indicate the range for both the highest and lowest salary levels associated with each position".