

Salary and Market Trends Report 2026

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# FOREWORD

Ireland's technology sector performed well overall in 2025, with recruitment activity accelerating into 2026. Over the past year we have seen digital adoption continuing at pace, with Artificial Intelligence now firmly embedded across multiple industry sectors.

Ireland's start-up community also continues to show momentum. Despite tighter funding conditions globally, new ventures in Al, fintech, climate tech, and health tech remain a significant driver of



innovation and job creation. Start-ups are expected to account for a significant share of new technology roles in 2026.

The most significant trend in 2025 was an increase in contract opportunities, which has historically been a good indicator of permanent hiring activity. We expect the contractor-first approach is expected to continue into 2026 for major technology programmes such as AI implementation, Regulatory compliance (NIS2 and DORA). Given the additional flexibility on working arrangements, the minimal downtime, and increased financial stability, we anticipate more professionals moving from permanent roles into contracting during 2026.

Ireland also continues to outpace the European average in narrowing the gender gap within technology. Women represented 24.4% of IT professionals in 2024, compared with 19.5% across the EU, a positive indicator of progress.

### 2026 FOREWORD

In terms of geography, Dublin accounts for 45% of IT roles, followed by Cork with 15% and Galway at 10%, with the remainder distributed across the rest of the country.

#### IT Search forecasts for 2026:

Al & Data: Hiring demand to grow by 12-15%, reflecting rapid adoption of GenAl, Machine Learning, and data governance frameworks

Cybersecurity: Projected 12-15% growth in demand for cybersecurity talent, largely driven by regulatory frameworks such as NIS2 and DORA.

Cloud and DevOps: Roles in architecture, engineering, and orchestration will see 8-10% hiring growth, as companies continue cloud first adoption.

Software Engineering: Modest growth of 5-6%, particularly within scaling start-ups and product-focused businesses.

Technology Leadership: Demand for senior appointments (CIO, CTO, CDO, Heads of Data/AI) is forecast to rise by 6-7%, as organisations seek to align digital transformation with commercial delivery.

For this year's IT Search survey, we gathered insights from 633 technology professionals in Ireland. Their feedback provides a picture of market expectations, career motivations, and what matters most to technology talent in 2026.

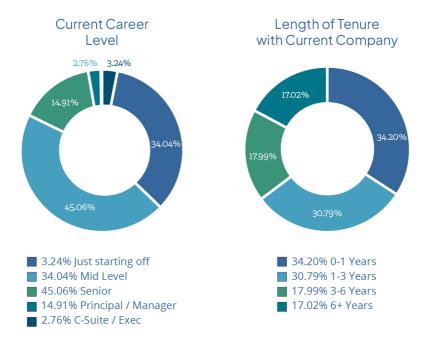
Many thanks to all our clients, candidates, and partners for contributing to this research, and we look forward to supporting your success throughout 2026.

<sup>\*</sup> IT Search forecasts are based on proprietary tracking, client demand, and benchmarked against global growth trends

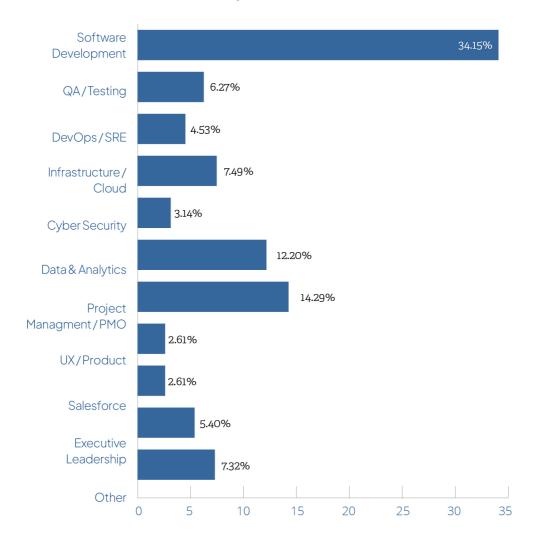
As part of our annual salary survey and market trends report, we collated responses from 633 IT professionals to better understand the expected trends for 2026 in the Irish Technology market, and what their own motivations and expectations are.

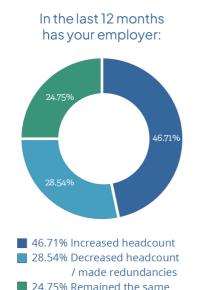
### Of the respondents:

- 78% identified as male and 21% as female, with 1% non-binary or choosing not to specify.
- 72% were based in Dublin
- 79% at Mid or Senior in terms of career level.
- 68% are permanent employees, with 31% contract / freelance
- Over 34% had changed job in the last 12 months which should provide some interesting insights into their motivations and drivers for change.

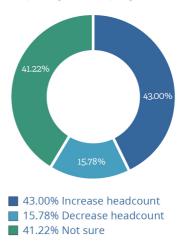


### Primary Technical Area



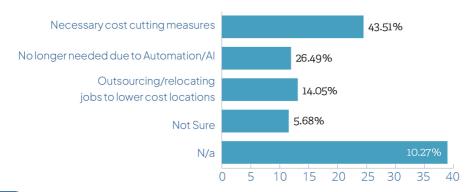


## In the next 12 months do you expect your employer will:

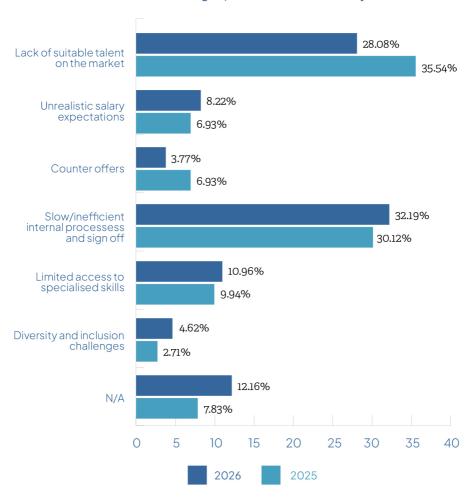


Interesting to see that 43% of employers surveyed increased headcount in 2025, and over 40% plan to increase in 2026. The main reason stated for this was continued expansion of the business (37%) and increased headcount required for technology upgrades and transformation (19%)

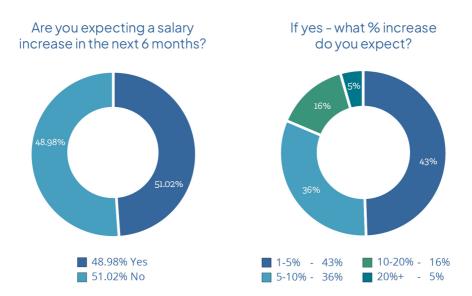
### Primary reason for decreasing headcount

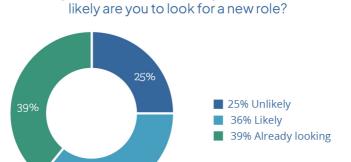


## What do you feel are the biggest challenges when hiring IT professionals currently?



Interestingly, "Slow/inefficient interview processes" is for the first time the number one challenge when hiring IT professionals.



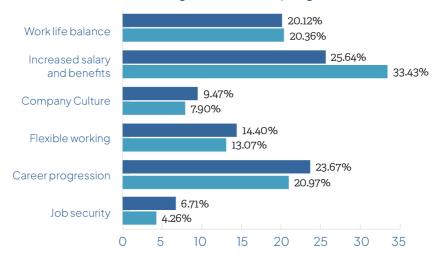


If you don't receive a salary increase how

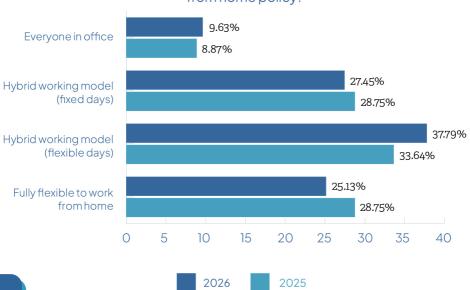
Of the 49% of the respondents who are not expecting an increase - 75% of them are either likely starting to look for a new role or already actively looking.

36%

## The last time you changed jobs, what was the deciding factor on accepting the offer?

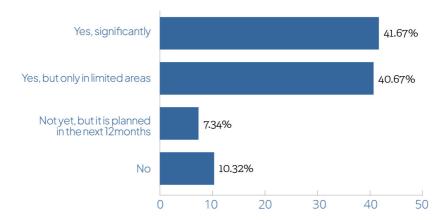


## What's your company's longer term working from home policy?

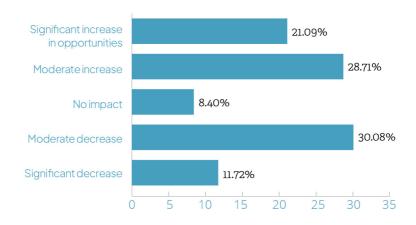


### **Artificial Intelligence**

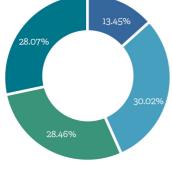
Has your company implemented any workplace artificial intelligence systems in the last 12 months?



In your opinion what impact will AI have on job opportunities within the tech sector in 2026?

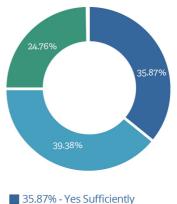


How concerned are you about Al-driven redundancies in your field in the next 12 months?



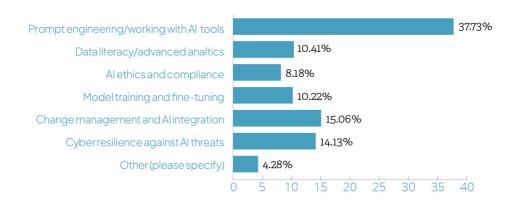
- 13.45% Very Concerned
- 30.02% Somewhat Concerned
- **28.46% Neutral**
- 28.07% Not Concerned

Do you feel your employer is investing enough in AI related training and upskilling?



- 39.38% Somewhat,
- 39.38% Somewhat,
  - but could be improved
- 24.76% Not Concerned

## Which Al skills do you think will be in greatest demand over the next 12 months?



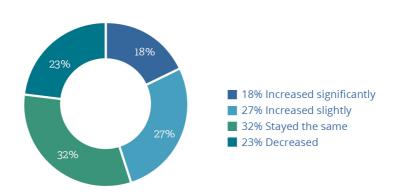
#### The Contract Market

The biggest trend in 2025 has been the significant increase in the contract market. Historically the contract market is a good precursor of the permanent market, and of course, companies choose to make contract hires for many reasons, but right now it seems to be more a strategic bridge between caution and growth until the macroeconomic conditions stabilise.

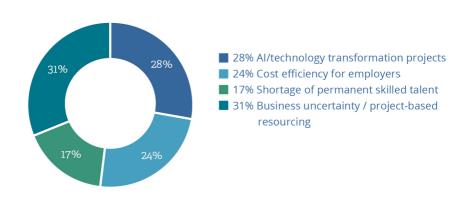
The average contract length in the tech sector is currently 15 months and broadly speaking daily rates have remained stable. Areas showing most significant demand and improved rates are in AI, cybersecurity and change management.

Below are some highlights from a recent survey of 543 IT contract professionals in Ireland

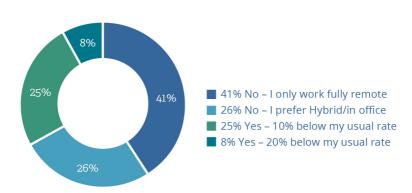




## What do you see as the main drivers of demand for contractors in 2026?

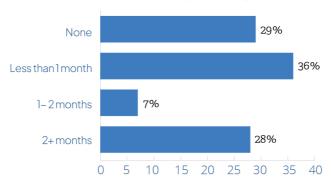


## Would you take a reduced rate for a fully remote contract?



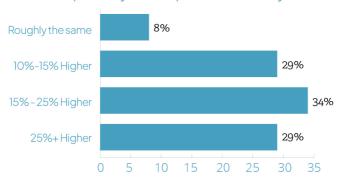
Contactors still tend to enjoy more flexibility with regards to WFH/in-office mandates over permanent staff.

## How much downtime did you have between contracts the last time you changed role?



Overall, there is still very little downtime in between contracts with 65% of people either having no downtime at all, or less than 1 month to secure a new role. This is a strong indicator of a buoyant contract industry

## How does your current day rate as a contractor compare to your last permanent salary?



The financial benefits are still making contracting an attractive option. This coupled with easier access to mortgages through specialist brokers is making contracting a more feasible long-term option for people.

# AI, DATA & ANALYTICS

Ireland's AI, Data & Analytics sector is entering a phase of maturity and consolidation in 2026. The early rush of experimentation seen in 2023–2024, largely evolved into embedding AI across business operations, with a focus on balancing innovation with compliance, governance, and measurable ROI.

Demand is being fuelled by strong foreign investment, a maturing startup ecosystem, and government initiatives supporting Al research and enterprise adoption. Demand is particularly strong for professionals with both Al expertise and domain knowledge—especially in financial services, healthcare, and regulated industries

### **Market Sentiment and Adoption**

A recent IT Search poll shows that 60% of professionals say Al has made their working lives easier, citing efficiency gains and automation of routine tasks. A further 23% express cautious optimism, though they note challenges such as poor design and unrealistic productivity expectations. Notably, 17% report Al has created more disruption than benefit, up from 15% last year, reflecting concerns around top-down implementation and the loss of human judgement in roles requiring empathy and creativity.

### **Economic Impact**

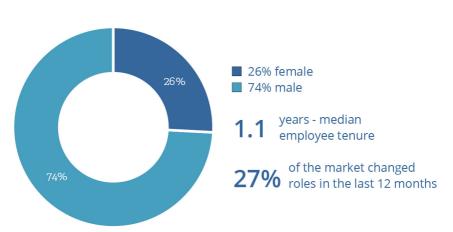
The AI Economy in Ireland 2025 Report (Trinity College Dublin with Microsoft) projected AI could contribute at least €250 billion to GDP by 2035, with an additional €60 billion possible under favourable policy and adoption conditions. These long-term figures remain unchanged, but 2026 sees greater emphasis on how adoption at scale can translate into productivity gains and sector-specific competitiveness in the nearer term.

## AI, DATA & ANALYTICS

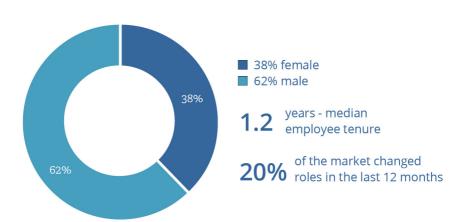
Position	Junior (1–3 yrs)	Mid (3–6 yrs)	Senior (6+ yrs)	Contract Mid-Level	Contract Senior/Lead
Data Analyst	€40 - 55K	€55 - 75K	€75 - 85K	€300-375	€375-425
Modelling Analyst	€40 - 55K	€55 - 75K	€75 - 85K	€350-375	€375-400
Data Scientist	€55-65K	€75 - 85K	€90 - 110K	€450-550	€550-650
Al Engineer	€55-65K	€75 - 90K	€90 - 120K	€500-550	€550-700
Data Engineer	€45 - 60K	€65-80K	€80 - 110K	€400-450	€500-650
BI Developer	€40 - 55K	€55 - 70K	€70 - 90K	€300-375	€375-425
Analytics / BI Manager		€90 - 110K	€110 - 120K	€500-550	€550-700
Data Governance Manager		€90 - 110K	€110 - 140K	€500-550	€550-700
Head of Analytics		€110 - 130K	€130 - 175K+		€750+

### AI, DATA & ANALYTICS

### **Artificial Intelligence**



### **Data & BI Analytics**



# & DEVOPS

2025 was a year of relative stability for Cloud and Platform Engineering, with momentum building noticeably in Q4 as confidence in global markets returned. This means there is now a greater willingness from Irish employers to invest in infrastructure and platform modernisation, setting up 2026 for a year of steady growth rather than dramatic expansion.

Working conditions also stabilised into hybrid models, with fully remote work now rarer than in previous years. Although a handful of large employers continue to push for five days onsite, most organisations recognise the value of flexibility — particularly in Cloud and DevOps roles where on-call responsibilities are common. An increasing number of firms now allow staff to work abroad for limited periods each year, reflecting broader expectations around mobility and flexibility.

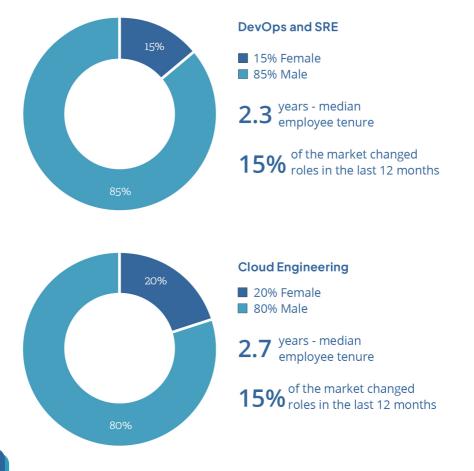
Employers are placing greater value on professionals with cross-platform expertise, as multinational organisations often require teams to manage processes across multiple providers — AWS in one location, GCP in another, and Azure elsewhere. Kubernetes expertise remains the baseline requirement across seniority levels, while Terraform continues to dominate as the preferred infrastructure-as-code tool.

With cloud migrations ongoing and hybrid strategies firmly embedded, hiring demand in 2026 is expected to remain strong, with salaries likely to track inflation, and multi-cloud fluency will distinguish the most soughtafter candidates.

- Hiring demand: Projected growth of 8–10%, reflecting continued cloud-first adoption and platform modernisation.
- Hybrid work: Around 80% of roles to remain hybrid, with limited fully remote options.
- Skills in demand: Kubernetes proficiency remains universal; Terraform continues as the dominant IaC tool. Cross-platform expertise (AWS, GCP, Azure) is increasingly a differentiator.
- Salaries & rates: Forecast to grow at 3-5%, in line with inflation but with premiums for

### **CLOUD & DEVOPS**

Position	Junior (1–3 yrs)	Mid (3–6 yrs)	Senior (6+ yrs)	Daily Rates
Devops Engineer	€50 - 65k	€65-88k	€90k - 115k	€400/800
SRE (Site Reliability Engineer)	€50 - 72k	€75 - 95k	€95 - 125k	€600-750
Cloud Engineer	€48 - 65k	€75 - 80k	€80 - 100k	€350-600
Cloud Architect	€105k	€105 - 125k	€130k+	€575+



# SECURITY

The Irish Cyber Security market in 2026 is expected to expand at pace, driven by Al-related risks, regulatory compliance, and heightened geopolitical instability. Organisations are prioritising cyber resilience at board level, with Security Architects, Cloud Security Engineers, and Cybersecurity Consultants among the most in-demand roles.

In 2025, candidate shortages were already evident, particularly in Data Privacy, Cloud Security, and Security Operations, and the gap between supply and demand will widen further in 2026. Ireland now counts over 9,000 cybersecurity professionals, but an estimated 1,200+ new roles annually are required to keep up with business and regulatory needs. Employers are leaning more heavily on international recruitment, relocation packages, and visa sponsorships to access talent.

- Al Risk & Compliance: Al adoption has amplified the need for cyber oversight. Firms will prioritise Al governance, bias detection, and secure deployment as key hiring requirements.
- Cloud & Hybrid Security: With multi-cloud environments now the norm, certifications in AWS Security, Azure Security, and GCP Security are becoming baseline requirements.
- Upskilling: Organisations will broaden their hiring criteria, choosing candidates with solid fundamentals and upskilling them on niche security frameworks post-hire.
- Contractor Market: Day rates for Cyber Specialists will continue to rise as companies seek flexible expertise for projects tied to compliance deadlines (e.g. DORA, NIS2).
- Certifications: CISSP, CISM, and CISA remain premium, but cloud certs and zero-trust specialisations are increasingly valued.

### **CYBER SECURITY**

Position	Junior (1–3 yrs)	Mid (3–6 yrs)	Senior (6+ yrs)	Contract Mid-Level	Day Rates
IT Security Analyst	€45-60K	€60-75K	€75-90K	€325-425	€475-650
IT Security Engineer	€50-65K	€65-80K	€80-100K	€375-475	€525-700
Penetration Tester	€45-55K	€55-75K	€80-100K	€475-525	€525-600
IT Security Manager	€80-90K	€90-100K	€100-120K	€525-650	€650-750
Head of Information Security		€120-130K	€130-150K+	€700-800	€800-900
Chief Security officer		€130-150K	€150-190k	€800-900	€950-1,050

# LEADERSHIP

Technology leadership in Ireland is expected to take on renewed importance in 2026, as companies move from a cost-efficiency focus in 2025, to a stronger emphasis on growth, security and transformation, which will include embedding AI, managing new regulatory frameworks such as NIS2 and DORA, and ensuring cyber resilience across the enterprise.

CIOs, CTOs, CDOs, and Heads of Data/AI are positioned as both strategists and operators — expected to balance innovation agendas with governance. The role of technology leaders will continue to become more visible externally, as stakeholders, regulators, and investors place increasing scrutiny on how firms are adopting and securing new technologies.

#### 2026 Forecast

- Hiring demand: Projected growth of 6-7%, up from c.5% in 2025, reflecting the shift from efficiency to growth-driven strategies.
- Roles in demand: CIO, CTO, CDO, and Heads of Al/Data.
- Skills in demand: Digital transformation leadership, Al/automation strategy, cyber resilience governance, and board-level stakeholder management.
- Compensation: Base salaries expected to rise 3–5% year-onyear, with equity and long-term incentives increasingly central to attraction and retention.

#### **Executive Priorities in 2026**

- Al adoption governance: Embedding GenAl and automation, with clear ROI and safeguards.
- Regulatory compliance: Meeting requirements under NIS2 and DORA, while strengthening overall risk frameworks.
- Cyber resilience: Building board-level accountability for security and operational continuity.

### **EXECUTIVE LEADERSHIP**

- Talent strategy: Attracting, retaining, and reskilling technology teams
- Sustainability in tech: Aligning digital transformation with ESG targets
- Cross-border leadership: Managing globally distributed teams and ensuring cultural alignment across multiple geographies.

### Salary Guide

Base salary guides for senior leadership tend to have limited value as they vary significantly depending on bonuses, stock, LTIPs etc.

# INFRASTRUCTURE

In 2026, we expect the Infrastructure sector to enter a mature consolidation phase. While the Cloud workforce will continue to expand, we are seeing employers shift focus away from aggressive headcount growth towards strategic hiring — prioritising the right blend of skills to support hybrid, cloud-native, and Al-driven environments.

- Hiring demand: Stable overall, with growth concentrated in multi-cloud, automation, and security-enhanced roles.
- Skills in demand: Hybrid infrastructure management, scripting/ automation, cloud security, multi-cloud deployment.
- Al in Infrastructure: Automation, observability, and AlOps tools are reshaping infrastructure roles. Employers will seek engineers who can combine traditional infra knowledge with scripting, automation, and Al-enhanced monitoring.
- Security-First Hiring: With heightened regulation and cyber risk, many infrastructure roles will require security skills by default. Network and Cloud Engineers with cybersecurity certifications are commanding premium salaries.
- Cloud Specialisation: AWS, Azure, and GCP remain the dominant platforms, but demand is strongest for multi-cloud expertise, especially within larger enterprises balancing cost, resilience, and compliance obligations.
- Contract Market: Contractor demand continues to rise as firms seek flexibility to deliver major projects, particularly in network upgrades, cloud migrations, and compliance initiatives.

### **IT INFRASTRUCTURE**

Position	Junior (1–3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract Mid-Level
Tech Support Level 1-3	€35-45K	€45-65K	€65-80K	€175-325
Field Service Engineer	€40-50K	€50-65K	€65-80K	€275-375
App Support Engineer L1-3	€35-45K	€45-65K	€65-90K	€275-425
Windows Systems Administrator	€40-50K	€50-65K	€65-85K	€375-575
Linux Systems Administrator	€40-55K	€55-80K	€80-110K	€425-650
Network Engineer (CCNP)	€45-60K	€60-75K	€75-85K	€375-525
Network Architect (CCIE)		€90-100K	€100-120K	€525-850
Database Administrator	€45-60K	€60-85K	€85-105K	€475-675
IT Manager		€85-95K	€95-120K	€425-650

# PRODUCT MANAGEMENT

Overall recruitment across the Product space slowed sharply in 2025, with headcount volume increasing by just 1% in 2025, compared with 10% growth in 2024. By contrast, Al and Machine Learning Product specialisms grew significantly and are likely to continue to grow throughout 2026. This growth demonstrates the rapid adoption of Al across industries and the demand for Product Managers who can translate technical advances into market-ready solutions.

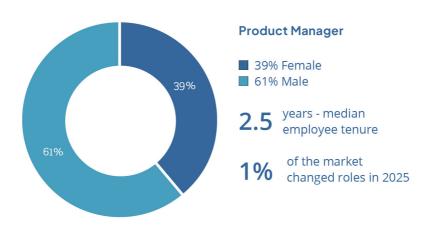
Al is beginning to reshape the responsibilities of Product Managers — automating some tasks but amplifying the importance of human insight. In 2026, the role of Product Managers will become even more critical: creating a compelling product vision, understanding nuanced customer needs, and applying human ingenuity to deliver successful products that harness Al effectively.

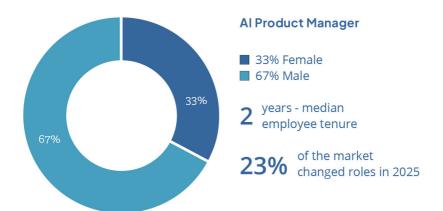
- Hiring demand: Stable overall, with growth of 3-4%, but Al Product roles forecast to expand by as much as 20% with adoption spreading across fintech, health tech, and enterprise SaaS.
- Skills in demand: AI/ML integration, customer-centric product design, agile product leadership.
- AI & ML Integration: Al is expected to reshape product roles, with Product Managers working closely with data and engineering teams.
- Diversity: Gender split forecast to hold near 40% female, among the most balanced in tech.
- Compensation: Base salaries to remain stable, with premiums for Al/ML-focused Product roles.

### **PRODUCT MANAGEMENT**

Position	Junior (1–3 yrs)	Mid (3–6 yrs)	Senior (6+ yrs)	Day Rate
Head of Product		€110-130k	€130-160k	€700-1000
Product Manager		€80-90k	€90-120k	€500-650
Product Owner	€55-65k	€65-75k	€75-85k	€400-600
Scrum Master	€55-70k	€65-85k	€80-100k	€450-650
Agile Coach	€60-70k	€70-90k	€85-110k	€550-750
UX Designer	€40-50k	€55-75k	€80-100k	€300-600
Graphic Designerw	€30-40k	€40-55k	€55-75k	€250-450

### **PRODUCT MANAGEMENT**





# PROJECT MANAGEMENT / CHANGE

Project Management and Change professionals are expected to remain at the nucleus of digital transformation across all sectors in 2026. While technology is reshaping delivery models, the role of skilled Project and Change leaders has only grown in importance as organisations balance large-scale transformation, regulatory compliance, and Alimplementation.

Permanent recruitment was slow overall in 2025, and there was a significant drop in candidate movement, with only 1% of professionals changing jobs versus 8% the year before. Contracting very much became the preferred model in 2025, and we expect this trend to continue for H1 of 2026

Automation and AI tools are streamlining administrative project tasks, which places a premium on Project Managers with strong technical literacy and domain expertise. Stakeholder management, agile delivery, and cross-sector knowledge (particularly in financial services, pharma, and technology) will remain key differentiators for candidates.

- Hiring demand: Expected growth overall of 5-7%, with contract roles continuing to outpace permanent hiring in the first half of the year.
- Permanent hiring: Forecast to strengthen in second half of 2026 as large-scale transformation programmes expand.
- Skills in demand: Agile delivery, regulatory programme expertise, Al-enabled project management, and stakeholder engagement.
- Hybrid Working: Noticeable shift towards increased onsite requirements, particularly in regulated industries.

### PROJECT MANAGEMENT / CHANGE

Position	Junior (1–3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract Mid-Level	Contract Senior/ Lead
Project Coordinator	€40-45K	€45-50K	€50-55K	€350-400	€400-425
Business Analyst	€35-50K	€50-70K	€70-90K	€450-500	€550-650
Service Delivery manager	€80-90K	€90-100K	€100-115K	€500-550	€550-650
Change Manager	€50-55K	€60-75K	€75-100K	€500-550	€550-700
Project Manager	€50-70K	€70-85K	€85-110K	€500-550	€550-700
Programme Manager	€100-110K	€110-120K	€120-140K	€650-700	€700-800
Programme Director		€120-140K	€140-160K		€850+
Head of PMO		€120-140K	€140-160K		€850+
Director of PMO		€140-160K	€160K+		€1000+

# SOFTWARE DEVELOPMENT

2025 was a steady year overall for software development in Ireland. Demand for engineers remained strong, but hiring moved at a more measured pace, reflected in a modest growth in salaries broadly in line with inflation.

Java continues to underpin enterprise systems in financial services, telecoms, and the public sector, while Python has gained further traction, particularly in AI, automation, and data projects, and was the fastest-growing language in 2025. .NET demand was slow, while full-stack development (Node.js, React, TypeScript) saw growth, with cross-platform frameworks like Flutter and React Native gaining momentum. Emerging languages such as Golang, Kotlin, Rust, and Scala saw more targeted uptake, particularly in fintech and cloud-native projects.

In 2026 we expect that Java and Python will remain vital, but the strongest growth will be seen in Al-related roles, cloud-native development, and cybersecurity-focused positions. Hybrid and remote working models remain important for talent mobility, but competition for top engineers is increasing as global employers tap into the Irish market. Low-code and no-code tools are expanding, but rather than displacing developers, they are shifting workloads, enabling engineers to focus on higher-value, complex systems.

- Hiring demand: Full-Stack development, cross-Platform development, AI/ML integration, cloud-native architectures, DevOps, secure coding.
- Secure Coding: Security-first development will continue to grow in importance, as firms embed secure coding and compliance into development lifecycles.
- Low-Code/No-Code Growth: will continue to increase in 2026, shifting routine work away from engineers but reinforcing their role in complex, high-value development.
- Hybrid Work: Hybrid remaining the norm, with fully remote roles declining.

### **SOFTWARE DEVELOPMENT**

Position	Junior (1–3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract
Java Developer	€45K - €60K	€65K-€85K	€85K-€110K	€550-€750
.Net Developer	€45K-60K	€60K-€80K	€80K-€90K	€450-€550
Python Developer	€45K - €60K	€65K - €85K	€85K-€110K	€550-€700
Ruby Developer	€45K - €60K	€60K-€80K	€80K-€90K	€450-€550
Scala Developer	€45K-€60K	€65K-€85K	€85K-€110K	€450-€550
Full Stack Web Developer	€45K - €60K	€60K-€80K	€80K-€100K	€450-€650
Front End Developer	€45K - €60K	€60K-€80K	€80K-€100K	€450-€650
Mobile Developer	€45K - €60K	€60K-€80K	€80K-€90K	€450-€600
C/C++ Developer	€45K - €65K	€65K-€85K	€85K-€110K	€450-€600
Database Developer	€45K - €60K	€60K-€80K	€80K-€90K	€450-€550
Database Admin	€40K-€55K	€55K - €75K	€75K-€85K	€450-€550

### **SALESFORCE**

Demand for Salesforce professionals in Ireland has remained strong into 2026, sustaining the steady trend seen in 2025. Market activity continues to be driven by new Salesforce implementations, particularly within mid-sized enterprises establishing teams from the ground up.

This has created a healthy pipeline of contract opportunities in implementations, migrations, and specialist consulting, with many expected to transition into permanent roles as Salesforce functions mature.

Consultancies remain significant employers, delivering enterprisescale transformation projects across financial services, life sciences, and regulated sectors.

Financial Services continues to be the most active vertical — especially banking, insurance, and compliance-driven functions — while adoption within healthcare and MedTech is also accelerating, with Salesforce increasingly leveraged for regulatory compliance, patient engagement, and customer experience optimisation.

While Salesforce developers and consultants still benefit from comparatively high flexibility, the market for hybrid working has now stabilised. Policies are becoming more structured, with most employers expecting two to three days onsite.

Fully remote roles are becoming rarer, although flexibility remains an important differentiator in attracting top talent.

### **SALESFORCE**

- Hiring demand: Stable to moderate growth (+4-5%), with continued strength in implementations and transformation projects.
- In-demand Certifications
  - Essential: Salesforce Administrator, Platform App Builder, Platform Developer I, Sales Cloud Consultant
  - Increasingly Valued: Platform Developer II, Service Cloud Consultant, Marketing Cloud, CPQ Specialist, MuleSoft Integration Architect
- Contractor market: Demand expected to remain strong through 2026, particularly for implementations and migrations, with contract rates steady and premiums for niche certifications.
- Work models: Hybrid (2–3 days onsite) to remain the norm, with fully remote options now rare.

Position	Junior (1–3 yrs)	Mid (3–6 yrs)	Senior (6+ yrs)	Contract
Salesforce Admin	€43K-€60K	€60K-€75K	€75K+	€320 - €420
Salesforce Developer	€50K-€75K	€75K-€90K	€90-110K	€550 - €650
Salesforce Consultant	€55K-€70K	€70K-€85K	€85-110K	€450 - €600
Solution Architect	€85K-€100K	€100K - €125K	€125K+	€650 - €900
Technical Architect	€85K-€95K	€95K - €120K	€120K+	€550 - €750

# TESTING & QA

As we move into 2026, the Software Testing and QA market in Ireland is continuing to evolve rapidly, shaped by automation, cloud adoption, and the integration of AI into testing practices. Manual testing has shifted firmly towards automation, driven by the need for speed, scalability, and reliability across modern technology environments.

Automation is now a baseline expectation, with manual testers actively upskilling to remain competitive. Employers are prioritising candidates with hands-on experience in automation frameworks such as Selenium, Cypress, and Playwright, alongside scripting capabilities in Python, JavaScript, TypeScript, and traditional enterprise languages like Java and C#.

The role of the Software Development Engineer in Test (SDET) has gained significant traction in Ireland. As Agile, DevOps, and CI/CD practices have matured, the need for testers who can code tests, build frameworks, and collaborate closely with developers has become critical. These hybrid skill sets are commanding premium salaries and are often prioritised over traditional manual QA roles.

- Automation: Manual-only testing roles are in steep decline, so demand very much for automation-first testers.
- Al-Assisted Testing: Adoption of Al tools for faster regression, predictive defect detection, and performance testing.
- SDET Demand: Companies value testers who can write code, create frameworks, and work seamlessly with development teams.
- Security & Compliance: Testing embedded within DevSecOps pipelines with a focus on resilience and data privacy.

### **TESTING & QA**

Position	Junior (1–3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract
QA Tester	€35- 45k	€45-60K	€60-70k	€300-475
Manual Tester	€40-50K	€50-60K	€60 -70K	€325-400
AutomatonTester	€40 -55K	€55 -75K	€75 - 90K	€450-550
Performance Tester	€45-60K	€60-70K	€70-90K	€450 -600
SDET	€50-65K	€65-80K	€80-90K	€450-600
Test Lead	€65-70K	€70-75K	€75-85K	€475-625
Test Manager	€85-90K	€90-100K	€100K+	€500-650
QA Tester	€35- 45k	€45-60K	€60-70k	€300-475
Manual Tester	€40-50K	€50 - 60K	€60 -70K	€325-400

# ABOUT IT SEARCH

IT Search was founded in 2015 with the aim of providing a personal, approachable and recommendation worthy search & selection experience worldwide. Across technology, digital, analytics & change, our talent specialisms are managed by highly experienced recruitment leaders, armed with data driven market insights to inform key strategic hiring decisions.

We are agile & creative, shaping our permanent, contract & recruitment process outsourcing solutions around the needs of some of the world's largest organisations right through to fledgling enterprises & disruptive start-ups. Every candidate & client enjoy the same high levels of care, commitment & transparency.

We have the capacity to build teams and appoint leaders & to nurture the careers of technology professionals in all locations. Our specialist areas include: Cyber Security, Data, Digital, Infrastructure, Project Management, Quality Assurance, Salesforce, Senior Leadership & Software Development.





IT Search, 13 Lad Lane, Dublin 2

(+353)15079276 info@itsearch.ie

itsearch.ie

