IT Search

Salary and Market Trends Report 2023

FOREWORD

2022 was one of the busiest years in memory for the Irish Technology sector. We saw extreme demand for talent and massive increases in salaries and benefits as a result. Of course, skyrocketing inflation rates have also played their part in expectations, and in turn increased movement in the market.

In the latter half of 2022 the global economic uncertainty began to take effect and we are

David Shanahan - Director

expecting a continued cooling of the technology sector in 2023. However so far it seems be almost exclusively with the American "Big Tech" firms. EU tech businesses seem to be much more bullish in terms of growth into 2023. As a result, one positive we can expect is a level of stabilisation in salaries across the industry. With "Big Tech" salaries and generous equity packages somewhat off the table for now, it may offer a welcome respite for employers. The sense from our clients is certainly one of cautious optimism for 2023. Workers in the tech sector in Ireland continue to enjoy the highest annual earnings in Ireland, and DETE are forecasting an additional 8,000 IT jobs in Ireland to open each year into the future.
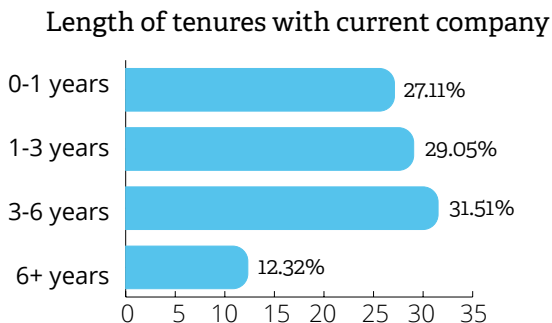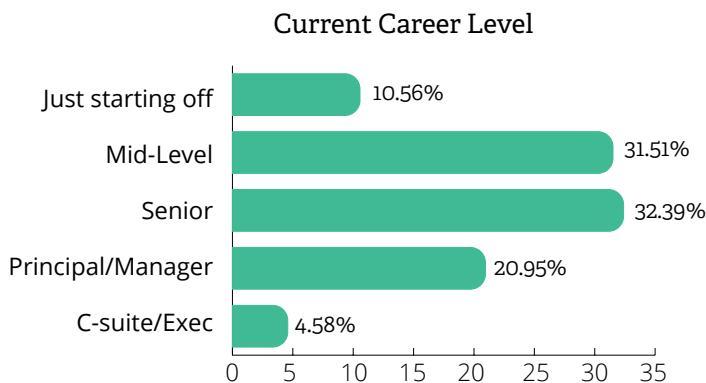
For this year's IT Search market survey, we have focused on IT professionals' expectations around pay reviews given the rising inflation rates. We have surveyed almost 600 Irish based technology professionals to find out what salary increases they have achieved, what they are expecting, and importantly for employers what they plan to do if those expectations cannot be met. We hope this information may help our clients make more informed decisions on retention and attraction of talent. Many thanks to all of our Clients, Candidates and Partners who have helped with this report, and we look forward to working with you throughout 2023!

MARKET
SURVEY

As part of our annual salary survey and market trends report, we surveyed 579 IT professionals in Ireland to find out expectations around pay reviews to offset rising inflation rates, and importantly for employers what they plan to do if those expectations cannot be met.

Of the respondents 66% were male and 34% were female, with 34% based in Dublin. We had a reasonably even seniority split from mid-level to manager level, and a good cross section of length of tenure with current employer.

Current Career Level

Career Level	Percentage
Just starting off	10.56%
Mid-Level	31.51%
Senior	32.39%
Principal/Manager	20.95%
C-suite/Exec	4.58%

Length of tenures with current company

Tenure	Percentage
0-1 years	27.11%
1-3 years	29.05%
3-6 years	31.51%
6+ years	12.32%

MARKET
SURVEY

How much do you feel your living expenses have increased in the last 12 months?

1-5%	16.61%
5-10%	43.43%
10-20%	28.10%
20%	11.86%
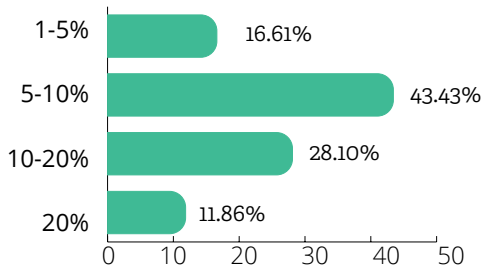
Obviously, this is a somewhat subjective question but over 43% gauged this in line with ESRI figures of 8.1% for 2022

How concerned are you about your financial health for the next 12 months if current inflation rates continue?

|	
Seriously concerned	33.70%
Concerned, but i'll get through it	58.42%
Not worried	7.88%
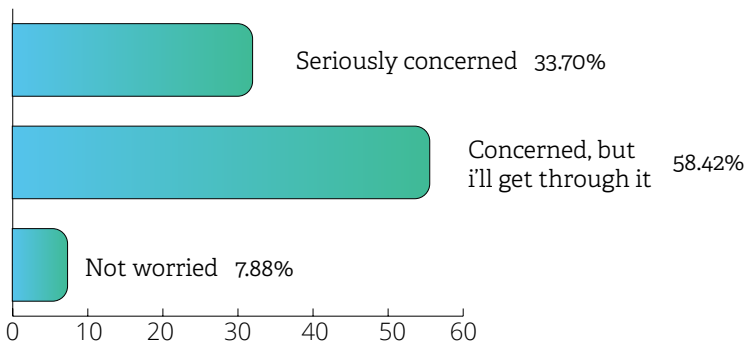
Somewhat worrying result here in that over 33% of IT professional surveyed would be seriously concerned if current inflation rates continue into 2023.

MARKET
SURVEY

Have you requested a salary increase from your employer in the last 12 months?

Yes - it was approved 47.17%

Yes - it was refused 23.77%

No 29.07%
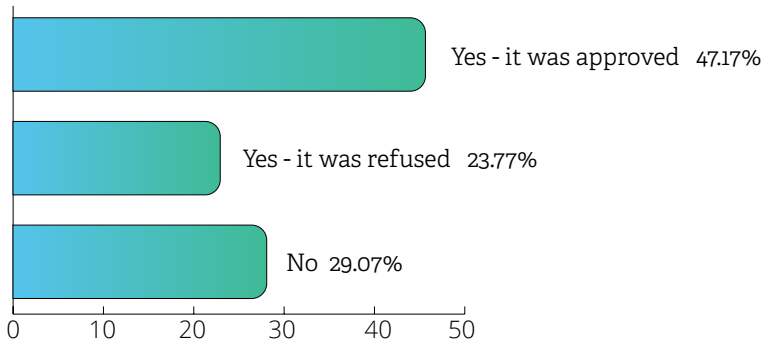
With 47% of people surveyed having received a pay increase after requesting one, it obviously pays to be proactive in this regard and have these discussions with your employer. Of the 23% whose salary increase request was refused a massive 66% are either likely to start looking for another role, or already actively looking.
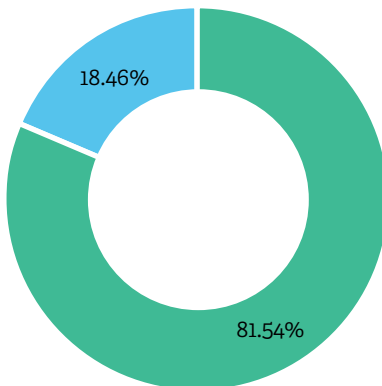
18.46%

81.54%

Are you expecting a salary increase in the next 6 months?

■ 81.54% Yes
■ 18.46% No

MARKET
SURVEY
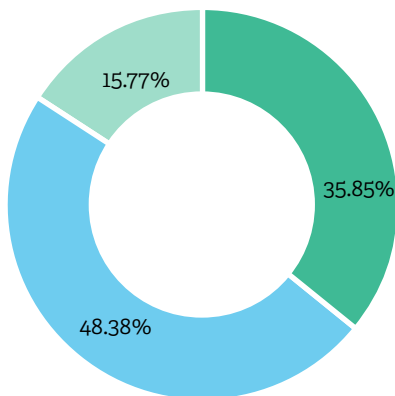
If you don't receive a salary increase how likely are you to look for a new role?

- 35.85% Unlikely
- 48.38% Likely
- 15.77% Already looking

With over 81% of survey respondents expecting a salary increase in the next 6 months this is obviously an issue that employers will need to be proactive about. Similar to above in that 64% of people surveyed who don't receive a salary increase in the next 6 months plan to start looking for another role, or already actively looking.
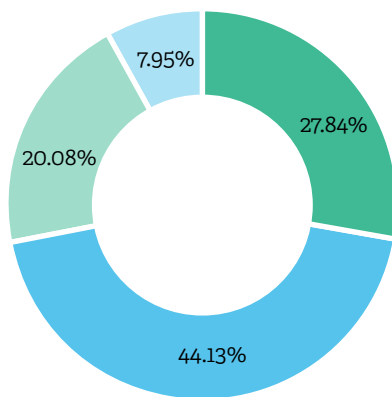
The last time you changed job / pursued a new role did your employer counteroffer?

- 27.84% No
- 44.13% Yes but I turned it down for a new start
- 20.08% Yes but I wished I had taken the risk and moved
- 7.95% Yes and am happy out

As we can see counteroffers are standard procedure now with over 72% of people receiving a counter offer last time they changed / pursued a new role.

SALARY SURVEY
SOFTWARE DEVELOPMENT

Coming into 2023 Python, Java, Scala and Cloud will continue to be the most in demand languages by volume of jobs, although we have seen a continued resurgence of C, C++ and C# .Net roles.

Trends from 2021/22 have continued with high demand for developers with strong cloud experience, as automated builds, staging environments and running production applications have largely moved from local computers to the cloud. The release of Microsoft's GitHub Codespaces and AWS Cloud9 shows that this has no sign of going away and we expect to see a marked increase of businesses looking to recruit Engineers with this experience. This has been reflected in the market where we have seen Microsoft Azure, Kubernetes, AWS and Docker are amongst the fastest growing skills within the talent pool.
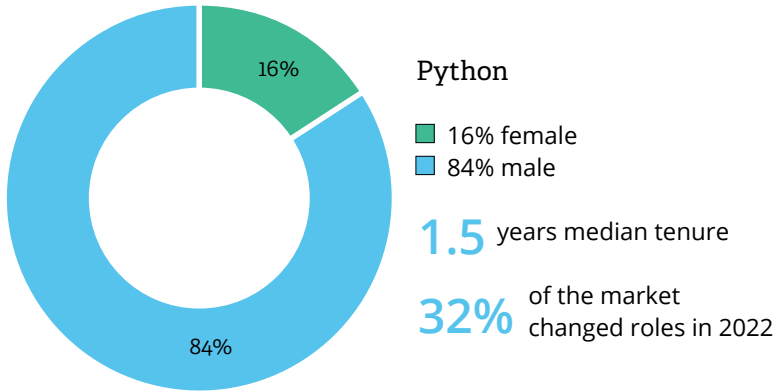
When you factor in the rapid acceleration of remote work, the result is a complex job landscape that is pushing many leading companies to adjust their approach to talent acquisition and retention to maintain a competitive advantage. This continues to drive salary increases up to 15-20% year-on-year.

SALARY SURVEY
SOFTWARE DEVELOPMENT

Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract Day Rates
Java Developer	€50 - 65K	€65 - 75K	€80 - 100K	€450 - 700
.Net Developer	€50 - 65K	€70 - 75K	€80 - 95K	€450 - 650
Python Developer	€55 - 75K	€75 - 90K	€90 - 110K+	€500 - 650+
Ruby Developer	€50 - 65K	€65 - 80K	€80 - 95K	€400 - 500
Scala Developer	€60 - 0K	€70 - 85K	€85 - 110K	€500 - 650
Full Stack Web Developer	€50 - 65K	€65 - 80K	€80 - 95K	€450 - 600
Front End Developer	€50 - 65K	€65 - 85K	€85 - 100K	€450 - 600
Mobile Developer	€50 - 65K	€70 - 80K	€85 - 95K	€400 - 550
C/ C++ Developer	€50 - 70K	€70 - 85K	€85 - 95K	€450 - 600
Database Developer	€50 - 65K	€65 - 80K	€85 - 95K	€500 - 600
Database Admin	€50 - 65K	€65 - 80K	€85 - 95K	€500 - 600

SOFTWARE DEVELOPMENT

Python

- 16% female
- 84% male

1.5 years median tenure

32% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

- Amazon (AWS) +47%
- Microsoft +87%
- Workday +37%
- Ericsson +2%
- Mastercard +65%

SOFTWARE DEVELOPMENT

Java

- 16% female
- 84% male

1.8 years median tenure

27% of the market changed roles in 2022

16%

84%

Top Employers by Volume and 12-month growth

Employer	Growth
Amazon (AWS)	+35%
Workday	+33%
Microsoft	+79%
Ericsson	+2%
Fidelity	+9%

SALARY SURVEY
SOFTWARE DEVELOPMENT

16%

84%

Javascript

- 16% female
- 84% male

1.8 years median tenure

28% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

Employer	Growth
Microsoft	+77%
Amazon (AWS)	+35%
Workday	+37%
Fidelity	+7%
Ericsson	+4%

SALARY SURVEY
SOFTWARE DEVELOPMENT

C# / .Net

- 14% female
- 86% male

2 years median tenure

26% of the market changed roles in 2022
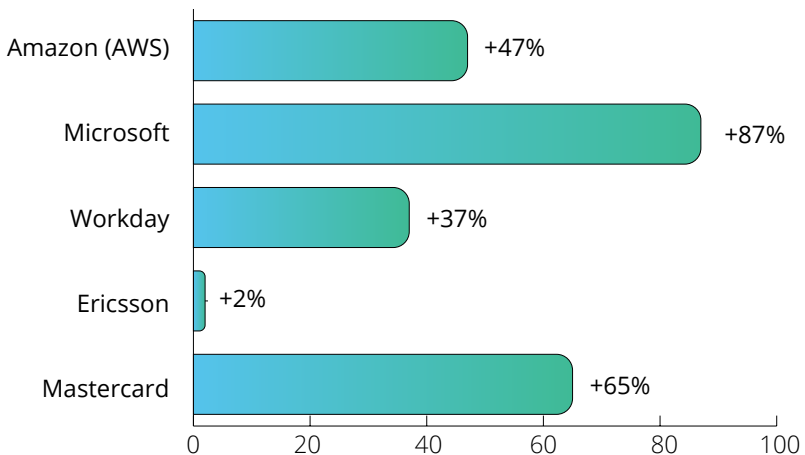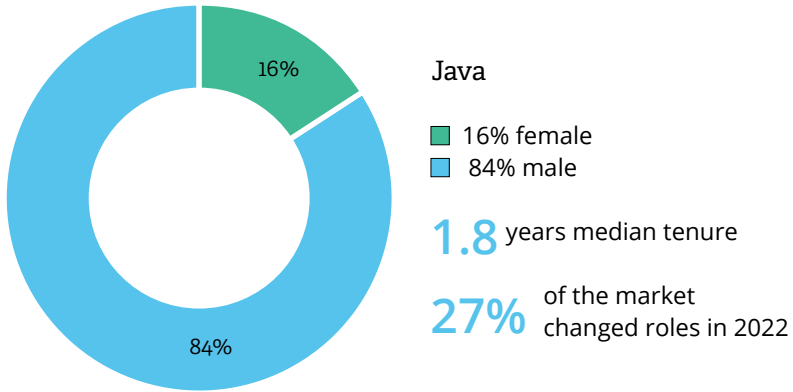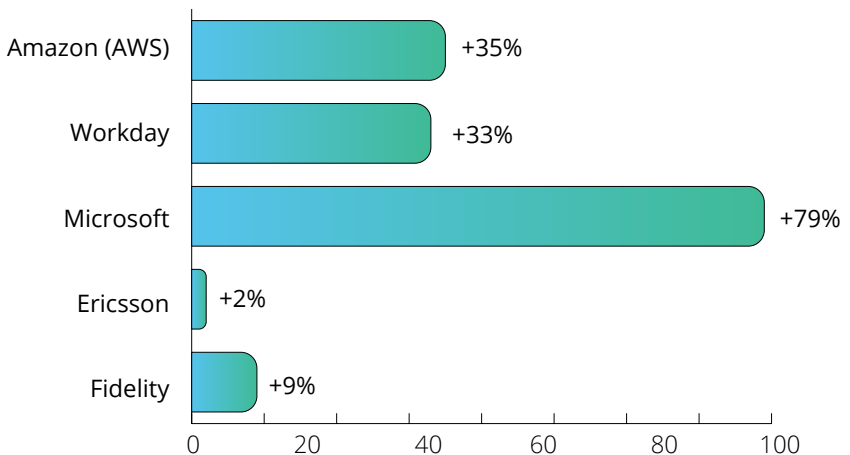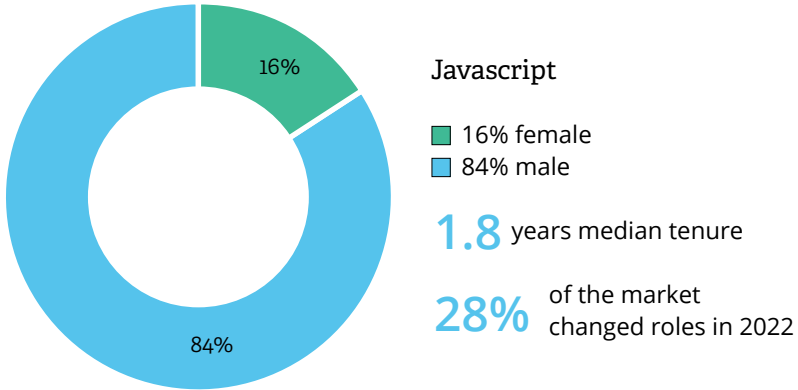
Top Employers by Volume and 12-month growth
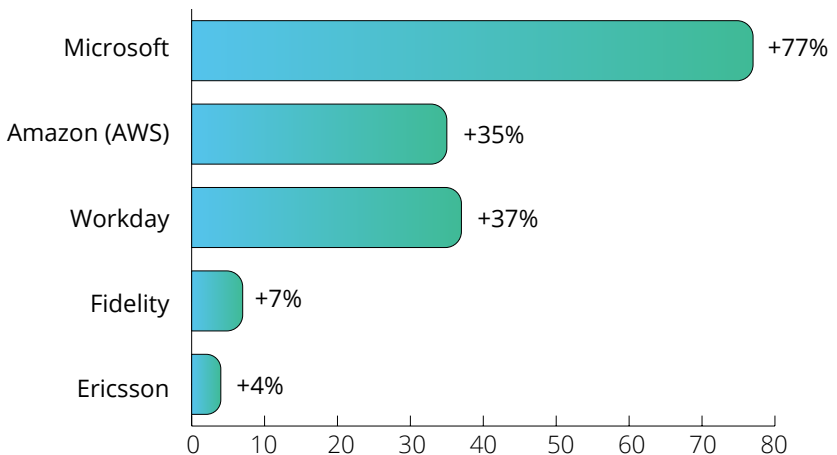
Employer	Growth
Microsoft	+44%
Amazon (AWS)	+35%
Workday	+60%
Fidelity	+2%
Ericsson	+4%
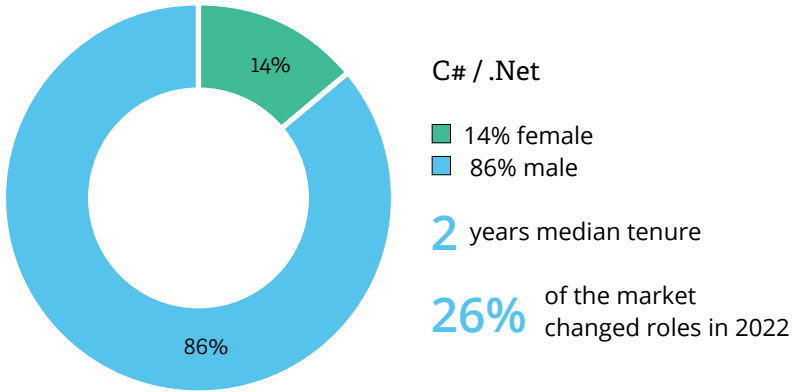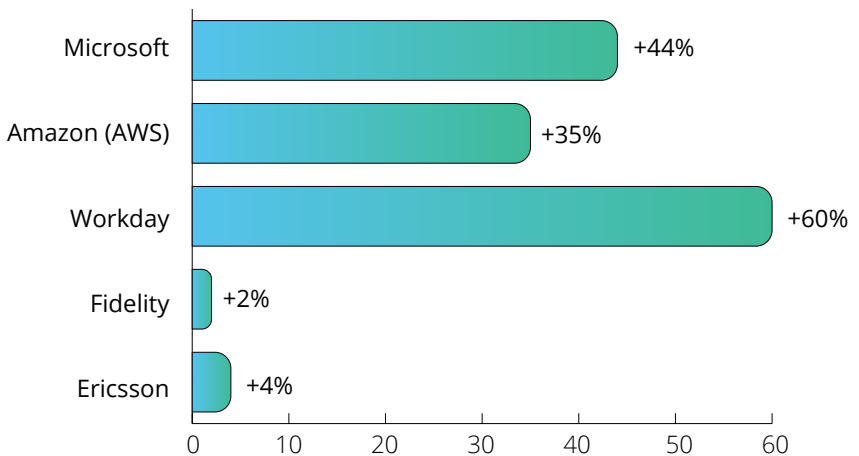
SOFTWARE TESTING
& QA TEST

Automated testing has emerged in the last few years as one of the most important technologies for scaling DevOps in order to meet ever quickening delivery deadlines. In response to this need, automation tools such as Selenium, Katalon, and TestComplete continue to evolve with new features. In 2023 we see companies also continuing to invest heavily in resourcing this area with AI and Machine learning beginning to feature through predictive test selection and other emerging technologies. This will continue to drive the increased demand in market for Python scripting experience.

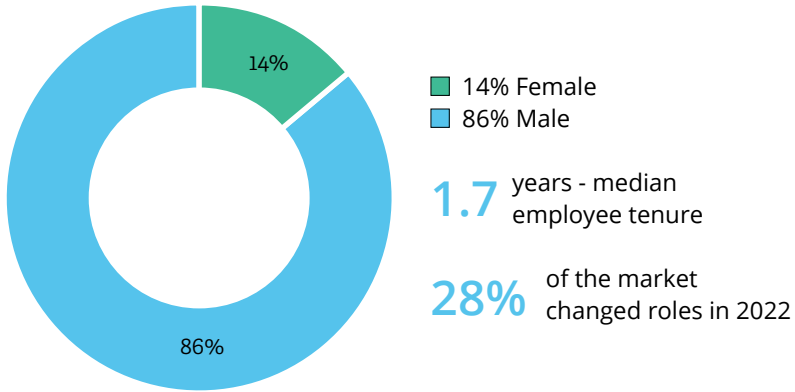| Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Contract Day Rates
Manual Tester	€40 - 50K	€50 - 55K	€55 - 70K	€325 - 400
Automaton Tester	€40 - 60K	€60 - 80K	€80 - 90K	€450 - 600
Performance Tester	€45 - 60K	€60 - 70K	€70 - 90K	€450 - 600
SDET	€45 - 65K	€65 - 80K	€80 - 90K	€450 - 600
Test Lead	€65 - 70K	€70 - 75K	€75 - 85K	€475 - 600
Test Manager	€70 - 80K	€80 - 85K	€85 - 100K	€500 - 650

CLOUD &
DEVOPS

2022 has been about returning to stability and to a lesser or greater degree, the office. There's been a definite uplift in demand for Site Reliability Engineers with an 8% increase in average salary expectations year on year, traditional DevOps roles a smaller increase (4/5%) but still trending upwards. Expectations for remote work flexibility is a key factor, those that can offer more in this area are benefitting from access to a wider skills pool.

GCP continues its penetration into the general market, many firms utilising this as an option alongside more traditional AWS/Azure platforms but some migrating completely to the Google Cloud, these big three pulling in 70% of the cloud platform market share globally.

Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
Devops Engineer	€46 - 62K	€62 - 85K	€85 - 110K	€520 - 600
SRE (Site Reliability Engineer)	€45 - 65K	€65 - 85K	€85 - 120K	€500 - 650
Cloud Engineer	€45 - 55K	€55 - 70K	€70 - 95K	€420 - 600
Cloud Architect	€75 - 80K	€80 - 100K	€100 - 120K+	€550 - 750

CLOUD &
DEVOPS

MARKET INSIGHTS

14%

86%

- 14% Female
- 86% Male

1.7 years - median employee tenure

28% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

Google	+13%
IBM	-7%
Microsoft	+3%
Workday	+84%
Amazon (AWS)	-7%
Salesforce	0%
Ericsson	+94%
Cohesity	+28%
ServiceNow	+33%
Fidelity	+32%

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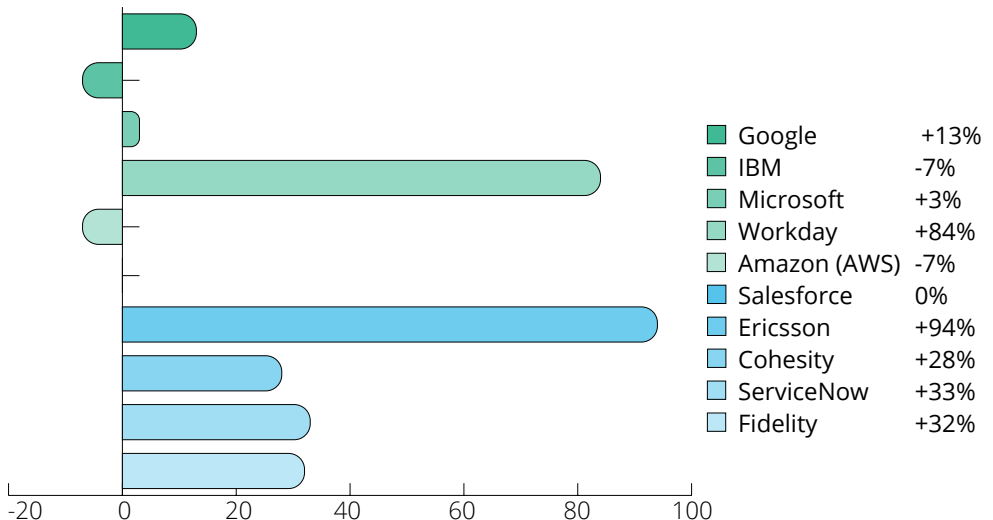
IT
INFRASTRUCTURE

In this post Covid business world IT Infrastructure has risen to the challenge presented to not only go through a shift to remote working but to now balance the blend of onsite and remote working, with a huge increase in hardware required (doubling up in many cases) for end users and more strain on the core hardware and staff.

This shift in business practices has increased the workload on existing teams and encouraged growth in this area in terms of numbers, increased reliance for firms on third party providers and from the Infrastructure Employee perspective, pressure to upskill and gain promotion.

We are expecting 2023 to somewhat settle as this new normal for Hybrid working (for both end users and Infrastructure Technologists) becomes routine.

Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
Tech Support Level 1-3	€32 - 40K	€40 - 58K	€58 - 78K	€200 - 300
App Support Engineer Level 1-3	€32 - 40K	€40 - 58K	€58 - 78K	€200 - 300
Windows Systems Administrator	€35 - 45K	€45 - 65K	€65 - 80K	€250 - 300
Linux Systems Administrator	€35 - 50K	€50 - 70K	€80 - 100K	€250 - 600
Network Engineer (CCNP)	€45 - 55K	€55 - 68K	€68 - 80K	€350 - 450
Network Architect (CCIE)	€80 - 85K	€85 - 95K	€95 - 110K	€500 - 650
Field Service Engineer	€35 - 45K	€55 - 65K	€65 - 75K	€250 - 350
IT Manager	€75 - 80K	€80 - 90K	€90 - 110K	€400 - 550

CYBER
SECURITY

Cyber Security in Ireland is continuing to be a strong growth area with increased demand for professionals and a large talent shortage to fill this demand. This year, cyber security has received a lot of the spotlight with a number of high profile ransomware attacks including on the HSE. According to research from SonicWALL there is a 148% year on year growth in ransomware attacks leading to record pay-outs for cyber criminals.

It is estimated that there are currently over 7,000 Cybersecurity professionals employed in Ireland. Of those 7,000 Cybersecurity professionals, just over 11% changed jobs in the past 12 months and with a median tenure of just 1.8 years we would expect that attrition in teams will be a key concern for Cyber Leadership throughout 2022.

Cloud computing security professionals are in particularly strong demand, and we expect this trend to continue well into 2022 and beyond. Certified Cloud Security Professional (CCSP) is one of the most well-known and respected certifications on the market, but cloud platform-specific certifications are always highly valued by employers.

Over the last year, we have found that companies recruiting in Cyber Security are looking for candidates with programming and scripting experience with technologies like Python/C# and PowerShell/Bash. Furthermore, some experience with automation and devops tools is also highly desired. Possessing these skills is not very common for Security Engineers so many candidates are starting to up-skill in these areas.

Several large multinational companies who are hiring in the Security space, are more frequently offering relocation packages and visa sponsorship to overseas candidates in order to fulfil their recruitment need.

We believe that the demand for skilled professionals in this area will grow for the next few years with the salaries and daily rates expected to grow by further 5-10% in 2023.

CYBER
SECURITY

Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
IT Security Analyst	€45 - 60K	€60 - 75K	€75 - 90K	450 - 550
IT Security Engineer	€45 - 60K	€60 - 80K	€80 - 100K	450 - 550
Pen Tester	€45 - 55K	€55 - 75K	€80 - 100K	500 - 550
IT Security Manager	€75 - 85K	€85 - 100K	€100 - 120K	550 - 700
Head of Information Security	€100 - 110K	€110 - 125K	€125 - 150K	650 - 750
Chief Security officer	€120 - 130K	€130 - 150K	€150 - 190k	750 - 1000

DATA AND
ANALYTICS

There was a huge amount of movement in the Data market in 2022 with one third of Data professionals in Ireland moving employers.
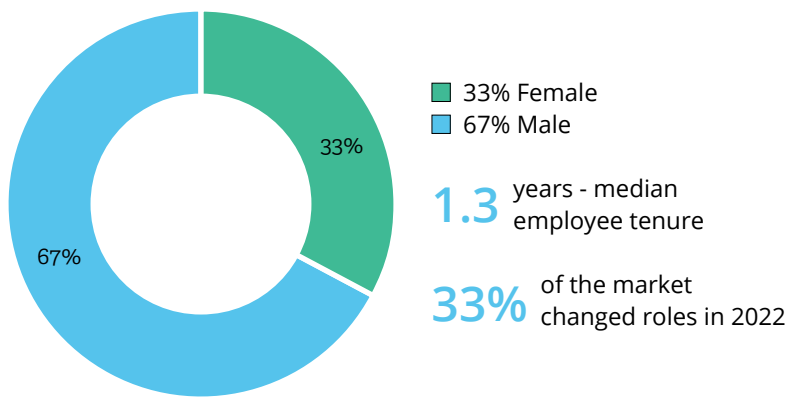
Data Science, Big Data Analytics, and Artificial Intelligence are still key areas in demand, with Python remaining the most common programming language. Data visualisation skills are in still in heavy demand with machine learning and bespoke analysis skills seeing a rise in demand across sectors notably in financial services, insurance and pharma.

Hybrid cloud models are continuing to increase as companies balance costs and security. Other trends we are seeing is a shift to Augmented Analytics to allow business users to access insights more quickly.
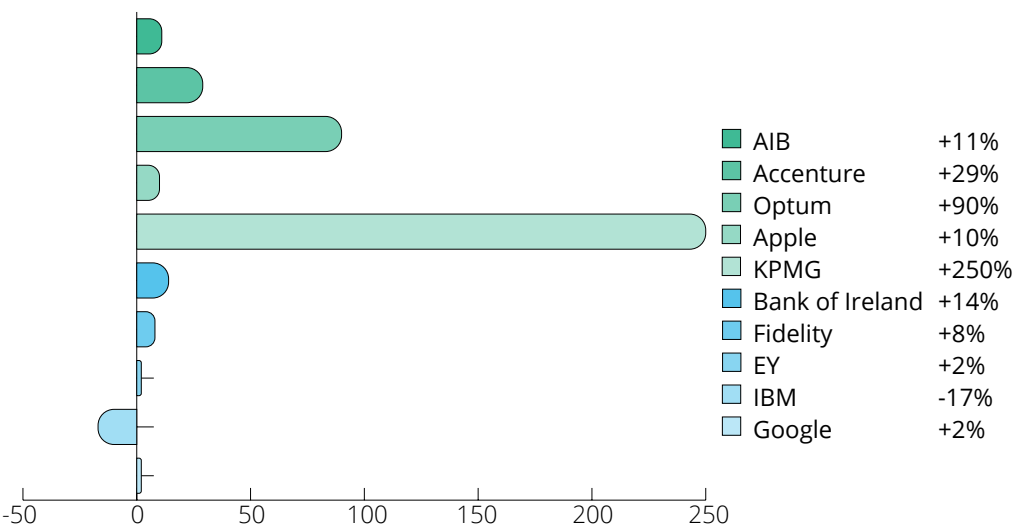
Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
Data Analyst	€40 - 50K	€50 - 60K	€60 - 75K	€300 - 350
Modelling Analyst	€40 - 50K	€50 - 60K	€60 - 85K	€350 - 400
Data Scientist	€55 - 65K	€75 - 85K	€90 - 110K	€500 - 650
Data Engineer	€45 - 60K	€65 - 80K	€80 - 110K	€550 - 600
Analytics / BI Manager	€65 - 70K	€85 - 110K	€110 - 120K	€550 - 650
Data Governance Manager	€75 - 85K	€85 - 100K	€100 - 120K	€500 - 550
Head of Analytics	n/a	€90 - 120K	€120 - 140K	€650+
Insights Analyst	€40 - 55K	€55 - 60K	€65 - 70K	€325 - 360
Insights Manager	€65 - 75K	€75 - 85K	€85 - 100K	€500 - 600

DATA AND
ANALYTICS

MARKET INSIGHTS

■ 33% Female
■ 67% Male

1.3 years - median employee tenure

33% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

■ AIB	+11%
■ Accenture	+29%
■ Optum	+90%
■ Apple	+10%
■ KPMG	+250%
■ Bank of Ireland	+14%
■ Fidelity	+8%
■ EY	+2%
■ IBM	-17%
■ Google	+2%

PROJECT
MANAGEMENT

The Project Management industry is evolving and continued to grow in 2022. Due to Covid-19 and remote working, the Global Talent Pool has expanded with hybrid and remote teams. 40.1% of companies with more than 1,000 employees worked remotely in 2022. Companies have realised how cost efficient this is, with an increased responsibility on the Project Manager to deliver Digital Transformation Programmes.

The Project Management challenges in 2022 were competition in securing Talent, and Retention of the workforce. This has led to Programme Managers and Leadership teams developing new soft skills, improving the culture, and working environment. Companies are now trying to find the right balance between remote and hybrid working conditions for their Digital Teams.

From the hiring frenzy of Quarters 1 & 2 of 2022, due to recent economic conditions, companies now have a cautious approach to recruitment in the Project Market for Q4 and into 2023. There is a steady growth and recruitment need in the Project Management Industry. As a brand, we have seen an increase in Permanent hires in Q2 and Q3 2022.

With 63% of all our clients conducting projects contributing to "Change" and "Digital Transformation" there is a large focus on our Project Managers upskilling in methodologies, AI and softer skills. With the industry continuing the grow and evolve, 2023 promises to be another exciting year in Project Management.

PROJECT
MANAGEMENT

Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
Project Coordinator	€40 - 50K	€40 - 450K	€50 - 55K	€360 - 440
Business Analyst	€35 - 50K	€50 - 70K	€70 - 90K	€450 - 500
Service Delivery manager	€80 - 90K	€90 - 100K	€100 - 110K	€500 - 600
Project Manager	€45 - 55K	€60 - 75K	€75 - 100K	€450 - 550
Programme Manager	€90 - 110K	€110 - 120K	€120 - 140K	€550 - 650
Programme Director	€100 - 110K	€110 - 120K	€120 - 140K	€750 - 850
Head of PMO	€110 - 120K	€120 - 130K	€130 - 150K	€650 - 900
Director of PMO	€120 - 130K	€130 - 140K	€140 - 150K	€800 - 1000+

PROJECT
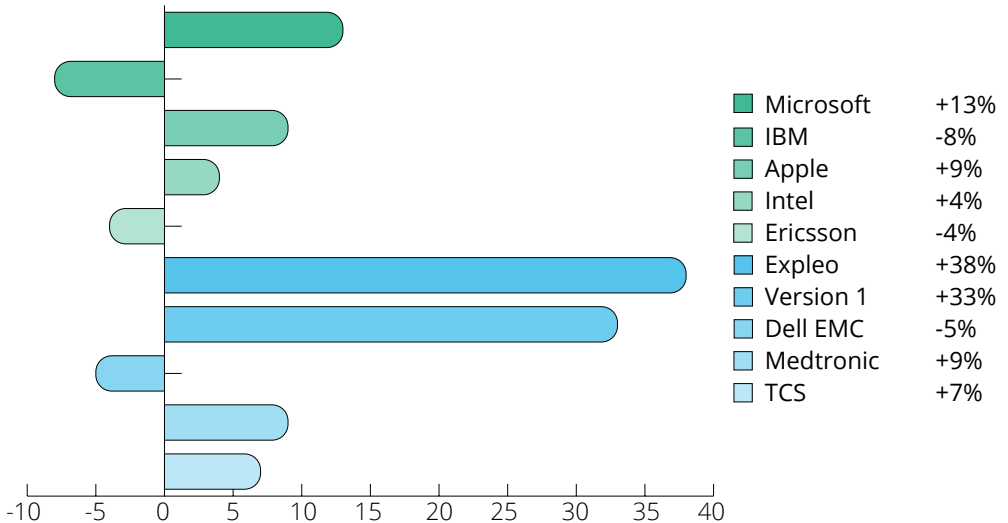# MANAGEMENT

MARKET INSIGHTS

- 40% Female
- 60% Male

40%

60%
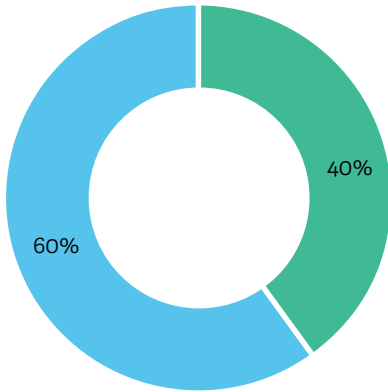
2.3 years - median employee tenure

16% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

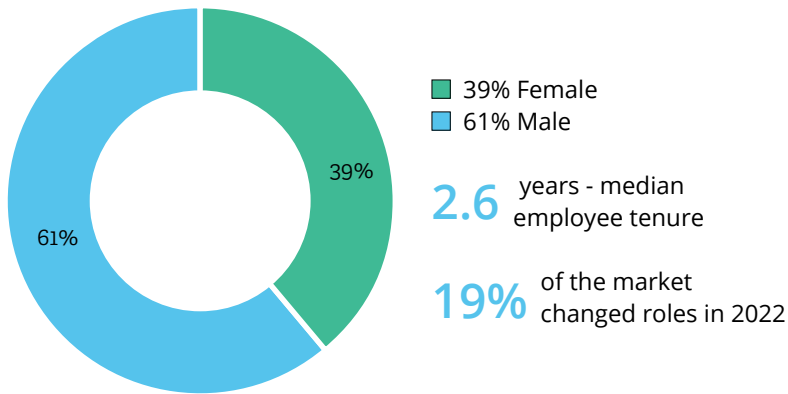|	
◼ Microsoft	+13%
◻ IBM	-8%
◼ Apple	+9%
◻ Intel	+4%
◻ Ericsson	-4%
◼ Expleo	+38%
◻ Version 1	+33%
◻ Dell EMC	-5%
◻ Medtronic	+9%
◻ TCS	+7%

PRODUCT

Demand for Product Specialists continued to increase in 2022. A diverse range of industries have moved to a product-centric business model, as businesses realised that product-based innovation will be the critical driver for growth.

We have seen salaries increase by 10%+ in 2022 and 2023 looks set to be another exciting year for product specialists. We are seeing increased demand for data driven Product Managers in areas such as Personalization and AI. Many companies are now seeing the value of a Product Model in terms of customer acquisition and retention, so Product specialists that can add value in this regard in 2023 will really need to understand the vision, positioning, and promotion as well as the Go-To-Market strategy.
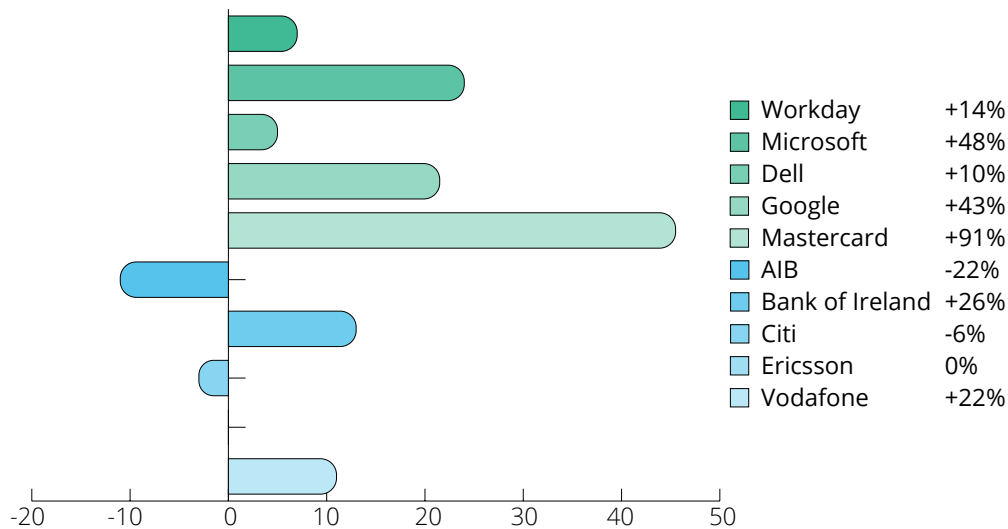
Position	Junior (1-3 yrs)	Mid (3-6 yrs)	Senior (6+ yrs)	Day Rates
Head of Product	€100 - 110K	€110 - 130K	€130 - 150K	€650 - 1000
Product Manager	€80 - 90K	€90 - 100K	€100 - 120K	€550 - 650
Product Owner	€60 - 70K	€70 - 80K	€75 - 85K	€400 - 500
Scrum Master	€65 - 75K	€75 - 85K	€85 - 100K	€500 - 600
Agile Coach	€60 - 70K	€70 - 80K	€80 - 90K	€450 - 550
UX Designer	€40 - 50K	€55 - 75K	€80 - 100K	€350 - 600
Graphic Designer	€35 - 45K	€45 - 60K	€60 - 75K	€300 - 450

PRODUCT

MARKET INSIGHTS

- 39% Female
- 61% Male

39%

61%

2.6 years - median employee tenure

19% of the market changed roles in 2022

Top Employers by Volume and 12-month growth

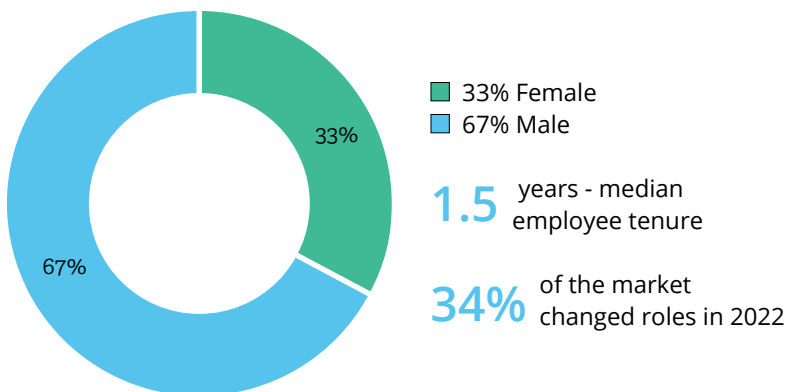| Employer	Growth
Workday	+14%
Microsoft	+48%
Dell	+10%
Google	+43%
Mastercard	+91%
AIB	-22%
Bank of Ireland	+26%
Citi	-6%
Ericsson	0%
Vodafone	+22%

SALESFORCE

Salesforce in Ireland has been growing steadily since the company first set up its European HQ in Dublin way back in 2000. Demand has always been higher than supply in terms of Salesforce professionals here in Ireland and as such, many companies have begun to offer relocation packages and visa sponsorship in order to bring qualified professionals here to Ireland to live and work long-term. As well as this, many recent graduates have become aware of the Salesforce ecosystem and have begun to gain Salesforce Admin certifications after graduation in order to begin their Salesforce career. This means that the number of homegrown Salesforce professionals is beginning to rise here in Ireland. Gartner ranked Salesforce as the #1 CRM for the 9th year running again this year.
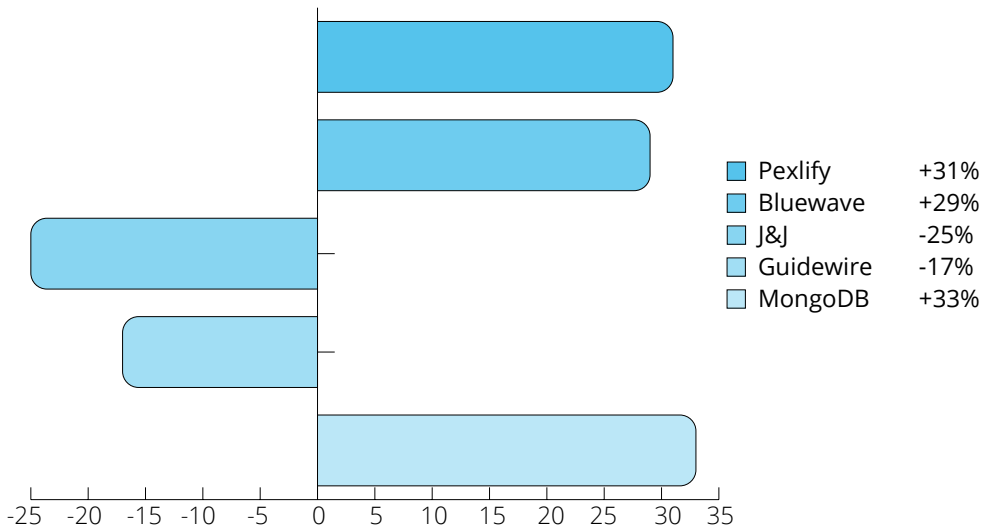
Remote working has taken hold since the start of the pandemic and shows no sign of disappearing, particularly in the Salesforce ecosystem. Many candidates expect at least a hybrid WFH model when considering new positions, with many looking for a 100% Remote role.

KEY MARKET INSIGHTS

33%

67%

☐ 33% Female
☐ 67% Male

1.5 years - median employee tenure

34% of the market changed roles in 2022

SALESFORCE

Top Employers by Volume and 12-month growth

■ Pexlify	+31%
■ Bluewave	+29%
■ J&J	-25%
■ Guidewire	-17%
■ MongoDB	+33%

Education & Professional Qualifications

• Approximately 52% of Salesforce Professionals hold a Bachelor's degree and 40% hold a Masters Degree qualifications.

• Across the market, we are continuing to see Salesforce Certifications as an important measure for candidate experience.

• Based on client feedback, we can report the below "essential" and "nice to have" certifications for 2023

SALESFORCE

| Role	Essential Certifications	Nice to Have Certifications
Salesforce Administrator	Administrator	Advanced Administrator, CPQ Specialist, Platform App Builder
Salesforce Developer	Platform Developer I	Platform Developer II, B2C Commerce Developer, Marketing Cloud Developer, Platform App Builder
Salesforce Architect	Application Architect	Systems Architect, Sales Cloud Consultant, Service Cloud Consultant, Certified Technical Architect ("Elite" Certification)
Functional Consultant	Sales Cloud Consultant, Service Cloud Consultant, Administrator	Community Cloud Consultant, Education Cloud Consultant, Pardot Consultant, Marketing Cloud Consultant
Technical Consultant	Developer I, Admin I, Sales, Service Cloud Consultant	App Builder, Developer II, Einstein Analytics and Discovery Consultant, Field Service Lightning Consultant
Business Analyst	Admin I, Sales Cloud Consultant	Advanced Administrator, CPQ Specialist, Service Cloud Consultant
Project Manager/ CRM Manager	Admin I, Sales Cloud Consultant	Service Cloud Consultant, Developer I, Developer II

SALESFORCE

| Position	Junior/Mid Level (3-5yrs)	Senior (5+ yrs)	Day Rate
Administrator	€40 - 55K	€55 - 70K	€320 - 420
Developer	€55 - 75K	€85 - 100K	€550 - 650
Consultant (functional)	€55 - 70K	€70 - 85K	€450 - 600
Solution Architect	€85 - 100K	€100 - 130K	€650 - 900
Technical Architect	€80 - 95K	€95 - 120K	€550 - 750
Business Analyst	€50 - 60K	€60 - 75K	€450 - 550
Project Manager	€55 - 70K	€70 - 90K	€550 - 650
Trainer	€42 - 50K	€50 - 62K	€300 - 400
Marketing Cloud Consultant	€50 - 65K	€65 - 80K	€450 - 600
CRM Manager	€55 - 65K	€65 - 80K	€450 - 600

EXECUTIVE
LEADERSHIP

We are seeing business broadly falling into three strategies for 2023. Some are seeing opportunities to further ramp up growth targets, some are focusing on cost cutting, and some are pivoting into different areas and reinventing themselves. Regardless of the strategy, finding talent with a high level of technical skill and the ability to effectively manage is continuing to be a challenge. This need for technology leaders with high emotional intelligence will become even more critical in 2023 given the global challenges ahead.

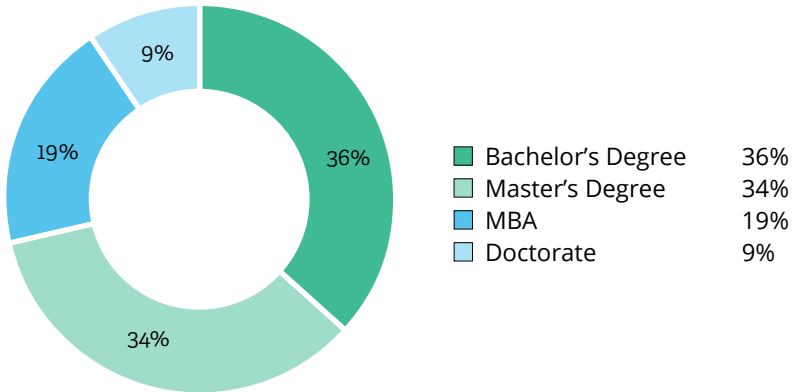## MARKET INSIGHTS: Gender Diversity

32%

68%

22%

78%
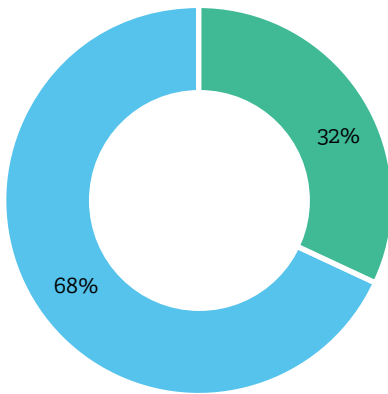
Board Level
□ 32% Female
□ 68% Male
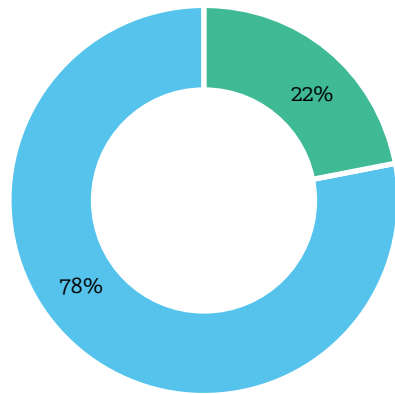
Technology Leadership
□ 22% Female
□ 78% Male

EXECUTIVE
LEADERSHIP

MARKET INSIGHTS: Education & Professional Qualifications

■ Bachelor's Degree	36%
■ Master's Degree	34%
■ MBA	19%
■ Doctorate	9%

SALARY GUIDE

Salary guides for senior leadership tend have limited value as they vary significantly depending on bonuses, stock, LTIP's etc.

Role	Salary
Chief Executive Officer	€300K+
Director of IT	€150-200K+
Chief Technology Officer	€150-180K+
Head of Software Engineering	€130-160K
Head of Architecture	€120-150K
Chief Information Security Officer	€130-150K
Chief Data Officer	€140-160K

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