

EXPERIS IRELAND 2025 SALARY GUIDE

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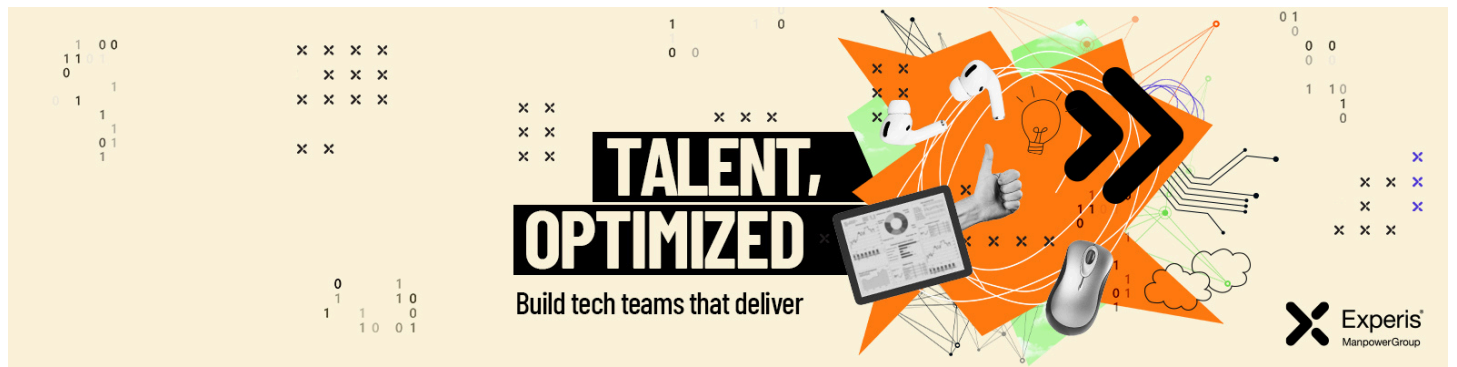


Experis Ireland 2025 Salary Guide - IT & Tech

<i>Job Title</i>	<i>Experis Salary Guidance</i>	<i>Job Title</i>	<i>Experis Salary Guidance</i>
<i>Business Intelligence & Data</i>			
Chief Data Officer	€177,500	Principal Data Scientist	€144,000
Data Manager	€83,344	Data Scientist	€72,897
Data Engineer	€69,361	Business Intelligence (BI) Developer	€64,932
Business Intelligence (BI) Analyst	€62,833	Data Analyst	€51,873
<i>Infrastructure & Support</i>			
Chief Technical Officer	€134,482	Senior DevOps Engineer	€92,273
DevOps Engineer	€76,326	Cloud Engineer	€70,243
Systems Engineer	€62,000	Network Engineer	€58,370
IT Systems Support Engineer	€51,518	Technical Support Engineer	€46,685
Field Service Engineer	€45,243	Application Support	€45,006
Desktop Support Engineer	€38,867	IT Support Technician	€38,783
Helpdesk Support	€37,500	Service Desk Analyst	€37,000
<i>ERP & CRM</i>			
SAP Solutions Architect	€94,625	SAP Consultant	€66,261
Oracle Developer	€65,000	Salesforce Developer	€60,857
SQL Developer	€51,250		



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<i>Software Testing & Development</i>			
Principal Software Engineer	€101,112	Java Technical Lead	€100,333
Senior Software Engineer	€89,035	Senior Java Developer	€78,562
Software Engineer	€70,090	Java Developer	€66,795
C++ Developer	€66,123	Automation QA Engineer	€64,672
Software Developer	€63,808	C# Developer	€63,333
.Net Developer	€59,342	Performance Tester	€57,375
System Tester	€51,144	Localisation Engineer	€41,250
<i>Senior IT Management & Project Management</i>			
IT Director	€135,875	Software Development Manager	€110,428
Programme Manager	€100,230	Agile Coach	€100,000
Software Test Manager	€82,875	IT Project Manager	€76,333
Product Owner	€71,026	Scrum Master	€70,440
Systems Analyst	€59,506		



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IT Security/Cybersecurity			
Head of IT Security	€128,375	Security Architect	€105,960
Cybersecurity Incident Recovery Lead	€105,000	Cybersecurity Manager	€87,000
Security Engineer	€75,679	Cybersecurity Specialist	€71,062
IT Auditor	€68,000	Cybersecurity Engineer	€64,105
Web & Mobile			
UX Manager	€80,000	Full Stack Developer	€74,579
Frontend/UI Developer	€66,921	Senior Quality Engineer	€66,614
Ruby on Rails Developer	€61,667	UX Designer	€59,792
UI Designer	€56,833	Web Developer	€53,286
Quality Engineer	€53,048		
Artificial Intelligence (AI)			
Principal MLOps Engineer	€100,000	Senior AI Engineer	€100,000
AI Solution Architect	€96,500	AI Engineer	€64,000
AI Content Writer	€40,500		

IT & Tech Industry Overview

As Ireland's digital landscape continues to evolve, demand for IT and Technology professionals remains strong. At **Experis Ireland**, we work closely with businesses and talent across the tech sector to stay ahead of industry trends and hiring challenges. This salary guide offers valuable insights into the **current market, salary guidance on Tech & IT roles, skills in demand**, and the hiring climate shaping the IT and tech talent landscape in 2025.

The **demand for IT and Technology professionals in Ireland continues to remain robust**. However, job-switching activity within the industry is relatively subdued, with just **12.5% of tech professionals having changed roles in the past year**—an increase of only 1.5% compared to 2024. On average, professionals in this sector stay with their employers for **1.9 years, reflecting modest brand loyalty**. Despite this, tenure has increased by one month year-on-year.

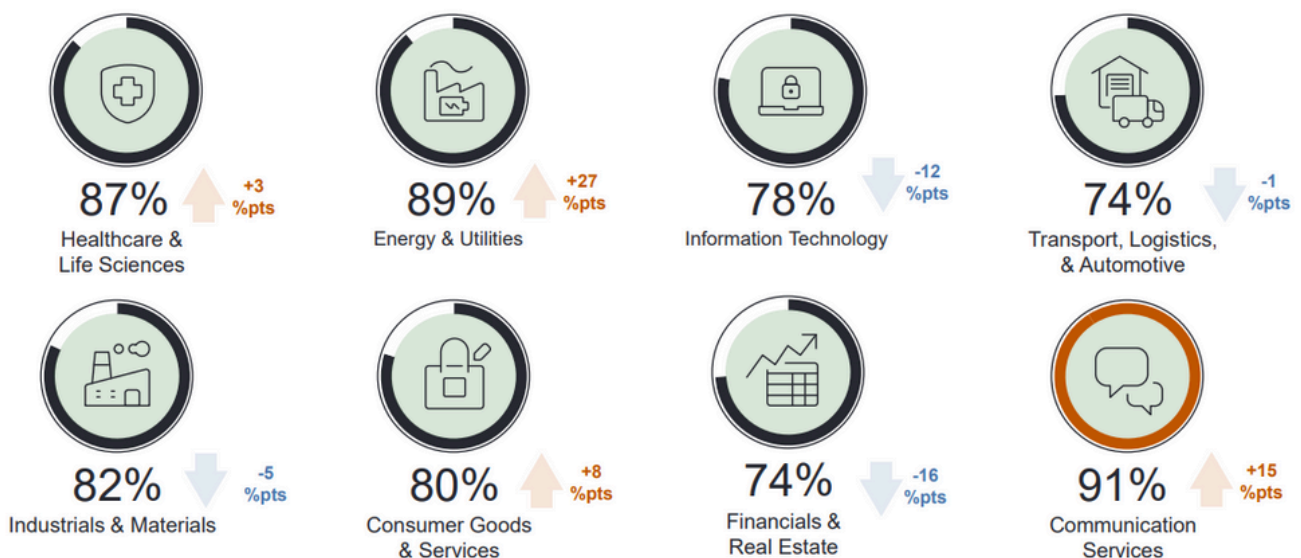
While gender diversity remains a challenge in the tech space—with a workforce composition of **38% female and 62% male**—this marks a **gradual improvement**. The current figures represent a 1% increase in female representation since 2024, suggesting slow but positive momentum toward greater inclusivity.

The **top five most in-demand skills** across the **tech sector for 2025** include:

- SQL
- Customer Relationship Management (CRM)
- Analytical Skills
- Java
- Python (Programming Language)

Across all industries in Ireland, **talent shortages continue to pose a significant challenge, with 83% of employers reporting difficulties in hiring**—an increase of 2% from 2024. Encouragingly, the tech sector has seen an improvement. **The talent shortage within IT now stands at 78%**, down from a record high of 90% in 2024, signaling gradual relief in the hiring market.

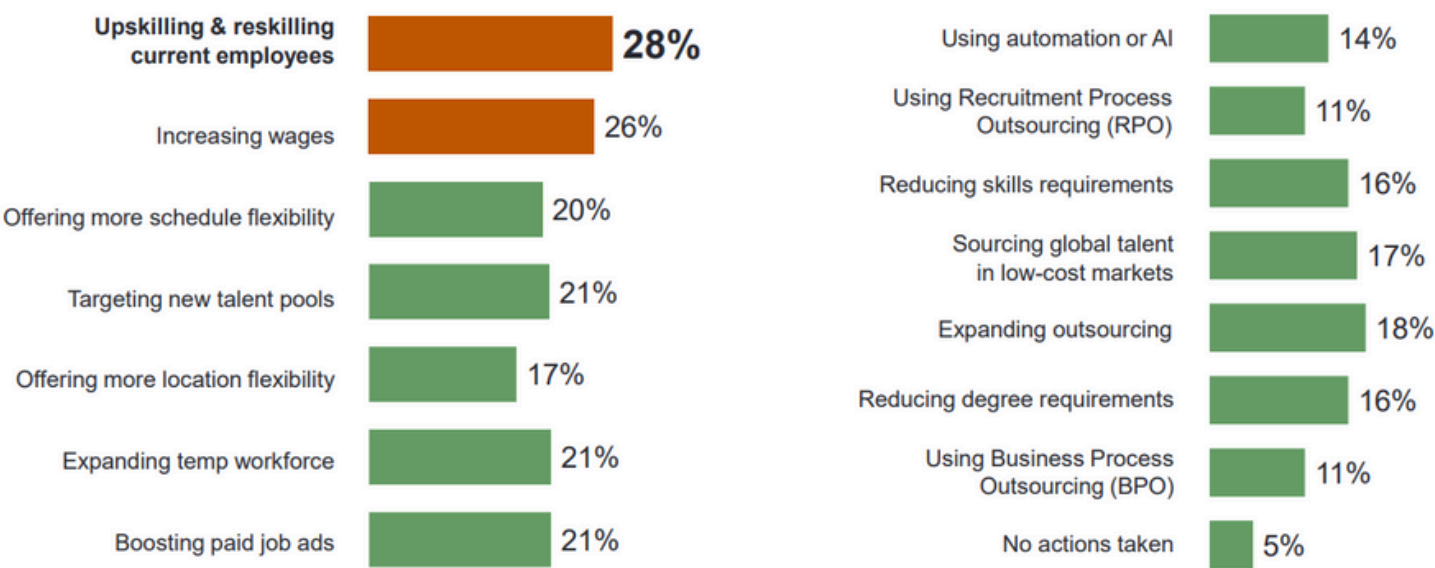
Ireland Talent Scarcity Across Industries



Experis Ireland delivers real-time hiring insights to both clients and candidates, while also offering tailored staffing solutions and innovative approaches to talent attraction and retention. In 2025, Ireland is facing its most acute talent shortage in over 14 years, as mentioned above.

To address this, **many organisations are implementing key action points** —identified by **ManpowerGroup Ireland's Market Intelligence** —to remain competitive in tightening talent market. See below for the top strategies being adopted.

Actions Irish Employers are Taking to Overcome Ongoing Scarcity



The **Experis Ireland Salary Guide** has been carefully compiled by our Talent Attraction team, drawing on data from a wide range of trusted and up-to-date sources. **For tailored support with your hiring needs**, get in touch with our dedicated Tech & IT specialists today at brian.oreilly@manpowergroup.ie or nidhi.tripathi@experis.ie call us on **01 645 5200**—we're here to help.

Whether you're planning your next hire or evaluating current market rates, the **Experis Ireland Salary Guide** offers detailed insights across more than **70 Tech & IT roles**. Backed by real-time data and expert analysis, **this guide is designed to help you make informed decisions in a fast-moving talent market**. For further insights or tailored salary benchmarking, don't hesitate to reach out to our team—we're here to support your success.