

# SALARY GUIDE 2025



**JANUARY  
2025**

Prepared by

**PE GLOBAL**



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**PE Global**

*Our sources, your resources*

# LETTER FROM THE MANAGING DIRECTOR



**KEITH  
MCDONAGH**

Managing Director PE Global

Organisations are facing a significant challenge in 2025 with the shortage of skilled talent and the need to retain their existing workforce. Since 2020, the recruitment landscape has changed dramatically, but a sense of normalcy has gradually returned to the global business environment in recent years. As we move further into 2025, the intensifying competition for talent will be more apparent. Companies that are adaptable and responsive to market trends will lead the way. In these dynamic times, a well-known saying rings especially true: "It is not the strongest or most intelligent who survive, but those who are most adaptable to change."

A series of polls conducted by PE Global throughout 2024, engaging thousands of professionals across industries, uncovered key workplace trends. The findings revealed the percentage of employees prioritising work-life balance, flexible working, and skills-based hiring, alongside growing concerns about underpayment, mental health impacts, and the increasing importance of resilience and adaptability in the evolving job market.

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**97%**

Client satisfaction rate

**25%**

Client base expansion





# KEY INSIGHTS

## TALENT ACQUISITION CHALLENGES

Talent Acquisition today faces significant challenges, from sourcing highly skilled candidates in competitive markets to meeting evolving expectations for remote and flexible work. Organisations must also navigate shifting workforce demographics and prioritise Diversity and Inclusion to build strong, future-ready teams.

## DEMAND FOR SKILLED PROFESSIONALS

- **High Competition:** The demand for skilled professionals is intensifying across industries, making Talent Acquisition a competitive challenge for businesses looking to secure top talent.
- **Specialised Skills in Demand:** As industries evolve, there's a growing need for candidates with specialised skills, especially in technology, healthcare and engineering.
- **Global Talent Pool:** Companies are increasingly looking beyond local markets, tapping into global talent pools to meet skill shortages and bring diverse perspectives to their teams.

# KEY INSIGHTS

## EVOLUTION OF WORK MODELS

Organisations are evolving in response to shifting workplace dynamics, with a clear move towards onsite and hybrid work models. While 29% of companies have fully returned to onsite operations, the hybrid model — typically requiring three days in the office per week — has become increasingly popular, with 32% of organisations adopting this approach. Looking ahead, progressive companies are prioritising innovative training programmes and talent development initiatives to address skills gaps.

Additionally, there is a stronger focus on employee engagement and satisfaction, with strategies centred around flexible working arrangements, attractive compensation packages and enhanced career development opportunities.



Organisations that have or are planning on increasing salaries and/or benefits in 2025

**52%**



Organisations believe staff retention & skill shortages are the biggest challenges in 2025

**47%**



# ACCOUNTING & FINANCE

The Accounting & Finance talent market in Ireland faced challenges in 2024, with fewer roles and a rise in emigration (up to 80% of Newly Qualified talent). Temporary roles were prioritised and Tax saw notable shortages. Hiring is expected to rebound in 2025 across industries. Organisations will attract top talent by offering competitive salaries, career progression opportunities and flexibility, including hybrid working options.

## WHAT CANDIDATES WANT

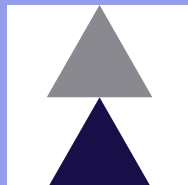
- \* Flexibility
- \* Remote/Hybrid Work Model
- \* Career Progression
- \* Wellness Incentives

## MOST IN DEMAND JOBS

- \* Fully-Qualified Accountant
- \* Part-Qualified Accountant
- \* Accounts Assistant
- \* Audit Senior

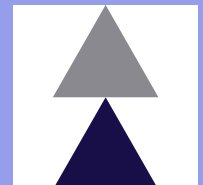
**66%**

Increase in candidates looking for a 4 day week



**10%**

Increase in Tax Manager roles.





# ACCOUNTING & FINANCE SALARY GUIDE

## 4%

Increase in the Average Salary Package

Qualified Accountants	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Financial Director	€90k - €140k	€85k - €120k	€80k - €110k	€80k - €110k	€85k - €120k
Financial Controller	€80 - €120k	€70k - €90k	€65k - €85k	€70k - €80k	€70k - €90k
Finance Manager	€75k - €90k	€65k - €85k	€50k - €65k	€65k - €75k	€65k - €85k
Financial Accountant	€60k - €80k	€55k - €75k	€45k - €60k	€55k - €65k	€55k - €75k
Cost/Management Accountant	€60k - €80k	€55k - €75k	€50k - €55k	€55k - €60k	€55k - €75k
Treasury Manager	€65k - €75k	€50k - €65k	€60 - €65k	€65k - €70k	€50k - €65k
Treasury Accountant	€50k - €70k	€50k - €60k	€40k - €50k	€60k - €65k	€50k - €60k
Audit Manager	€65k - €80k	€65k - €75k	€50k - €60k	€45k - €50k	€65k - €75k
Audit Senior	€55k - €65k	€40k - €45k	€40k - €45k	€35k - €40k	€40k - €45k
Internal Auditor	€55k - €65k	€50k - €55k	€45k - €55k	€35 - €40k	€50k - €55k
Tax Manager	€70k - €90k	€55k - €70k	€50k - €60k	€60k - €75k	€55k - €70k
Tax Accountant	€55k - €65k	€45k - €55k	€40k - €50k	€45k - €50k	€45k - €55k
Newly Qualified Accountant	€55k - €65k	€45k - €55k	€35k - €45k	€50k - €65k	€45k - €55k

# ACCOUNTING & FINANCE SALARY GUIDE

## 4%

Increase in the Average Salary Package

Qualified Accountants	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Part Qualified Accountant	€40k - €50k	€30k - €40k	€30k - €36k	€45k - €50k	€30k - €40k
QBE Accountant	€50k - €65k	€40k - €55k	€40k - €55k	€40k - €55k	€40k - €55k
Assistant Accountant	€40k - €50k	€35k - €45k	€35k - €40k	€40k - €45k	€35k - €45k
<b>Accounts Staff</b>					
Accounts Payable Manager	€50k - €55k	€40k - €50k	€45k - €50k	€40k - €45k	€40k - €50k
Accounts Payable	€35k - €45k	€30k - €40k	€30k - €36k	€35k - €40k	€30k - €40k
Accounts Receivable	€35k - €45k	€30k - €40k	€30k - €36k	€35k - €40k	€30k - €40k
Payroll Manager	€60k - €100k	€50k - €75k	€50k - €60k	€50k - €60k	€50k - €75k
Payroll Specialist	€42k - €55k	€35k - €45k	€35k - €40k	€40k - €45k	€35k - €45k
Payroll Administrator	€35k - €45k	€30k - €35k	€30k - €38k	€30k - €38k	€30k - €35k
Credit Controller	€35k - €45k	€28k - €35k	€28k - €35k	€30k - €35k	€28k - €35k
Accounting Technician	€40k - €50k	€35k - €40k	€35k - €40k	€35k - €40k	€35k - €40k
Accounts Assistant	€37k - €45k	€35k - €40k	€28k - €35k	€28k - €35k	€35k - €40k





# SALES & MARKETING

Sales & Marketing recruitment in Ireland was steady in 2024. Contract roles surged, but senior-level openings were scarce, creating a surplus of experienced candidates. Organisations focused on junior - mid levels to reduce costs amidst cautious business spending.

Organisations will aim to attract top talent by offering flexibility, competitive base salaries and tailored packages that include incentives like additional annual leave, wellness initiatives and non-financial benefits. They'll also look to provide training opportunities, healthcare, pensions, and convenient perks like parking.

## WHAT CANDIDATES WANT

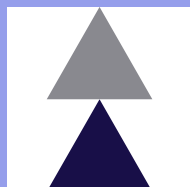
- \* Good Commission/Bonus Structure
- \* Remote/Hybrid Work Model
- \* Competitive Salary
- \* Flexibility

## MOST IN DEMAND JOBS

- \* Business Development Executive
- \* Key Account Manager
- \* Sales Executive
- \* Digital Marketing Executive

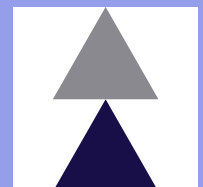
**66%**

Increase for those looking for Health Insurance & Pension



**26%**

Increase in Brand Manager roles.



# SALES & MARKETING SALARY GUIDE

## 5%

Increase in Average Salary Package

Sales	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Sales Director	€80k - €140k	€80k - €100k	€80k - €95k	€70k - €90k	€80k - €100k
National Sales Manager	€70k - €85k	€65k - €75k	€65k - €80k	€60k - €70k	€65k - €75k
Account Manager	€45k - €60k	€40k - €45k	€40k - €50k	€45 - €55k +OTE	€40k - €45k
Regional Sales Manager	€55k - €70k	€40k - €65k	€60k - €75k	€55k - €65k +OTE	€40K - €65K
Inside Sales Manager	€55k - €65k	€50k - €60k	€50k - €55k	€50k - €55k	€50k - €60k
Inside Sales Team Lead	€35k - €45k	€35k - €42k	€35k - €40k	€30k - €35k	€35k - €42k
Retail Manager	€40k - €50k	€30k - €40k	€28k - €32k	€30k - €35k	€30k - €40k
Medical Sales Representative	€45k - €50k	€40k - €45k	€35k - €40k	€35k - €45k +OTE	€40k - €45k
Sales Representative	€30k - €40k	€30k - €35k	€28k - €32k	€28k - €35k +OTE	€30K - €35K
<b>Business Development</b>					
Business Development Manager	€55k - €75k	€50 - €65k	€42k - €45k	€45k - €60k	€50k - €65k
Business Development Executive	€35k - €45k	€35k - €45k	€30k - €40k	€40k - €45k	€35k - €45k

# SALES & MARKETING SALARY GUIDE

**5%**

Increase in Average Salary Package

Marketing	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Director of Marketing	€90k - €120k	€80k - €120k	€80k - €110k	€80k - €110k	€80k - €120k
Brand Manager	€50k - €65k	€50k - €65k	€50k - €65k	€50k - €65k	€50k - €65k
Marketing Manager	€60k - €80k	€50k - €65k	€42k - €50k	€45k - €60k	€50k - €65k
Marketing Executive	€30k - €40k	€27k - €32k	€28k - €35k	€35k - €45k	€27k - €32k
Marketing Assistant	€28k - €32k	€25k - €27k	€25k - €30k	€30k - €33k	€25k - €27k
Digital Marketing Manager	€60k - €70k	€40k - €50k	€45k - €55k	€40k - €50k	€40k - €50k
Digital Marketing Executive	€35k - €45k	€30k - €40k	€40k - €45k	€35k - €45k	€30k - €40k
Communications Officer	€40k - €45k	€35k - €40k	€45k - €50k	€40k - €42k	€35k - €40k
Communications Manager	€50k - €60k	€45k - €55k	€50k - €60k	€45k - €55k	€45k - €55k
Fundraising Manager	€50k - €70k	€45k - €50k	€45k - €50k	€50k - €55k	€45k - €50k
Fundraising Executive	€40k - €45k	€35k - €40k	€40k - €45k	€35k - €45k	€35k - €40k



# ENGINEERING, TECHNICAL & MANUFACTURING

The demand for engineering staff in 2025 will surge, driven by infrastructure projects, data centres, pharma, and renewables. Engineering, Technical & Manufacturing will see growth in contract roles and senior-level positions, with counteroffers rising amid skill shortages, especially in automation.

Organisations will again endeavour to attract top talent by offering flexible working arrangements, competitive packages and a strong focus on work/life balance. Expect to see the implementation of quick hiring processes, enhanced salary and bonus structures, and employee assistance programmes in 2025.

## WHAT CANDIDATES WANT

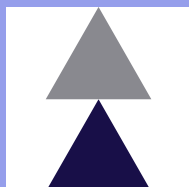
- \* Opportunity to Develop & Progress
- \* Remote/Hybrid Work Model
- \* Competitive Salary
- \* Purpose Alignment

## MOST IN DEMAND JOBS

- \* Mechanical Engineers
- \* Pharmaceutical Professionals
- \* Project Managers
- \* Data Engineers

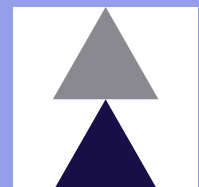
**78%**

Increase for those looking  
Family Healthcare Plan &  
Pension



**32%**

Increase in Manufacturing  
Engineer roles.





# ENGINEERING, TECHNICAL & MANUFACTURING SALARY GUIDE

## 7%

Increase in Average Salary Package

Production Support	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Engineering Manager	€90k - €110k	€75k - €90k	€75k - €90k	€75k - €90k	€75k - €90k
Engineering Team Leader	€70k - €75k	€65k - €75k	€60k - €70k	€60k - €70k	€65k - €75k
Automation Engineer	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
Manufacturing Engineer	€40k - €60k	€40k - €60k	€40k - €60k	€40k - €60k	€40k - €60k
Mechanical Design Engineer	€60k - €70k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
Mechanical Engineer	€65k - €75k	€55k - €65k	€60k - €65k	€60k - €65k	€55k - €65k
Biomedical Engineer	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
Electrical Engineer	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
Electronic Technician	€35k - €55k	€35k - €45k	€30k - €40k	€30k - €40k	€35k - €45k
R&D Technician	€35k - €45k	€30k - €40k	€30k - €40k	€30k - €40k	€30k - €40k
CNC Programmer	€40k - €50k	€40k - €50k	€35k - €45k	€35k - €45k	€40k - €50k
CNC Operator	€35k - €40k	€30k - €35k	€30k - €35k	€30k - €35k	€30k - €35k

# ENGINEERING, TECHNICAL & MANUFACTURING SALARY GUIDE

## 7%

Increase in Average Salary  
Package

Facilities	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Facilities Manager	€65k - €80k	€60k - €75k	€60k - €70k	€60k - €70k	€60k - €75k
Facilities/Utilities Engineer	€55k - €65k	€50k - €60k	€40k - €50k	€40k - €50k	€50k - €60k
Facilities/Utilities Technician	€40k - €50k	€35k - €45k	€40k - €50k	€40k - €50k	€35k - €45k
Process					
Production Manager	€75k - €90k	€70k - €90k	€60k - €70k	€60k - €70k	€70k - €90k
Production Supervisor	€60k - €70k	€50k - €65k	€40k - €45k	€40k - €45k	€50k - €65k
Project Engineer	€55k - €65k	€50k - €60k	€50k - €55k	€50k - €55k	€50k - €60k
Process Engineer	€55k - €65k	€45k - €55k	€45k - €55k	€45k - €55k	€45k - €55k
Process Technician	€35k - €45k	€35k - €45k	€35k - €40k	€35k - €40k	€35k - €45k

# ENGINEERING, TECHNICAL & MANUFACTURING SALARY GUIDE

## 7%

Increase in Average Salary  
Package

Quality	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Quality Manager	€60k - €70k	€55k - €70k	€55k - €65k	€55k - €65k	€55k - €70k
Quality Supervisor	€55k - €65k	€50k - €60k	€50k - €55k	€50k - €55k	€50k - €60k
Quality Engineer	€55k - €65k	€50k - €55k	€50k - €55k	€50k - €55k	€50k - €55k
Quality Technician	€40k - €50k	€35k - €45k	€35k - €45k	€35k - €45k	€35k - €45k
<b>EHS</b>					
EHS Manager	€65k - €75k	€60k - €70k	€60k - €70k	€60k - €70k	€60k - €70k
EHS Engineer	€55k - €70k	€50k - €60k	€45k - €55k	€45k - €55k	€50k - €60k
EHS Technician	€40k - €50k	€40k - €50k	€40k - €50k	€40k - €50k	€40k - €50k



# CONSTRUCTION, TRADES & LABOUR

Construction, trades and labour demand in 2025 will soar due to major infrastructure projects, data centres, pharma and renewable energy growth. Skilled workers are in short supply, with competition intensified by the housing crisis deterring overseas talent. Counteroffers are also on the rise.

Organisations will implement quick hiring processes, enhanced salary and bonus structures and employee assistance programmes in 2025.

## WHAT CANDIDATES WANT

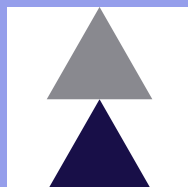
- \* Opportunity to Develop & Progress
- \* Hybrid Work Model
- \* Competitive Salary
- \* Purpose Alignment

## MOST IN DEMAND JOBS

- \* Mechanical Engineers
- \* Quantity Surveyors
- \* MEP Lead
- \* Project Directors

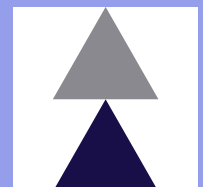
**54%**

Increase in those looking for a Hybrid Work Model



**39%**

Increase in Site Manager roles.





# CONSTRUCTION, TRADES & LABOUR GUIDE

## 3.5%

Increase in Average Salary  
Package

Production Support	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Project Director	€130k - €150k	€130k - €150k	€110k - €120k	€110k - €120k	€110k - €130k
Construction Director	€130k - €150k	€130k - €150k	€110k - €120k	€110k - €120k	€110k - €130k
Construction Manager	€90k - €100k	€90k - €100k	€80k - €90k	€80k - €90k	€80k - €90k
Contracts Manager	€90k - €100k	€90k - €110k	€85k - €100k	€85k - €100k	€85k - €100k
Senior Project Manger	€100k - €130k	€100k - €120k	€95k - €110k	€95k - €110k	€95k - €110k
Project Manager	€75k - €90k	€75k - €90k	€70k - €85k	€70k - €80k	€70k - €80k
Commercial Manager	€120k - €140k	€110k - €130k	€100k - €120k	€100k - €110k	€100k - €110k
Senior Quantity Surveyor	€85k - €100k	€85k - €100k	€75k - €90k	€75k - €90k	€75k - €90k
Quantity Surveyor	€50k - €75k	€50k - €75k	€50k - €70k	€50k - €70k	€50k - €70k
Junior Quantity Surveyor	€35k - €50k	€35k - €50k	€35k - €45k	€35k - €45k	€35k - €45k
Estimator	€70k - €90k	€70k - €90k	€60k - €70k	€60k - €70k	€60k - €70k
Site Manager	€60k - €75k	€60k - €75k	€55k - €65k	€55k - €65k	€55k - €65k
Section Foreperson	€55k - €70k	€55k - €70k	€50k - €60k	€50k - €60k	€50k - €60k

# CONSTRUCTION, TRADES & LABOUR GUIDE

## 3.5%

Increase in Average Salary  
Package

Production Support	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Finishing Foreperson	€55k - €70k	€55k - €70k	€50k - €65k	€55k - €65k	€50k - €60k
Senior Site Engineer	€60k - €75k	€60k - €75k	€50k - €60k	€50k - €60k	€50k - €60k
Site Engineer	€45k - €55k	€45k - €55k	€40k - €50k	€45k - €50k	€40k - €55k
Junior Site Engineer	€35k - €45k	€35k - €45k	€28k - €35k	€28k - €35k	€28k - €35k
Health and Safety Manager	€65k - €75k	€60k - €75k	€60k - €65k	€60k - €65k	€55k - €65k
Health and Safety Advisor	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
Health and Safety Officer	€35k - €45k	€35k - €45k	€35k - €45k	€35k - €45k	€35k - €45k
Electrical Lead	€85k - €100k	€85k - €100k	€85k - €100k	€85k - €100k	€85k - €100k
Senior Electrical Engineer	€60k - €75k	€60k - €75k	€55k - €65k	€55k - €65k	€55k - €65k
Electrical Engineer	€40k - €55k	€40k - €55k	€35k - €45k	€35k - €45k	€40k - €50k
Junior Electrical Engineer	€35k - €40k	€30k - €35k	€30k - €35k	€30k - €35k	€30k - €35k
Mechanical Lead	€85k - €100k	€85k - €100k	€80k - €90k	€80k - €90k	€80k - €90k
Senior Mechanical Engineer	€60k - €75k	€60k - €75k	€60k - €70k	€60k - €70k	€60k - €70k

# CONSTRUCTION, TRADES & LABOUR GUIDE

## 3.5%

Increase in Average Salary  
Package

Production Support	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Mechanical Engineer	€50k - €60k	€50k - €60k	€45k - €55k	€45k - €55k	€45k - €55k
Junior Mechanical Engineer	€35k - €45k	€35k - €45k	€30k - €40k	€30k - €40k	€30k - €40k
MEP Lead	€80k - €100k	€80k - €100k	€80k - €90k	€80k - €90k	€80k - €90k
MEP Engineer	€50k - €65k	€50k - €65k	€45k - €55k	€45k - €55k	€45k - €55k
Junior MEP Engineer	€35k - €45k	€35k - €45k	€35k - €45k	€35k - €45k	€35k - €45k
Senior HVAC Engineer	€60k - €75k	€60k - €75k	€60k - €70k	€60k - €70k	€60k - €70k
HVAC Technician	€55k - €65k	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k
BMS Engineers	€55k - €65k	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k
BMS Supervisors	€65k - €75k	€65k - €75k	€55k - €60k	€55k - €60k	€50k - €60k
Mechanical Package Managers	€65k - €80k	€65k - €80k	€60k - €70k	€60k - €70k	€60k - €70k
Mechanical Supervisors	€60k - €75k	€60k - €75k	€55k - €65k	€55k - €65k	€55k - €65k
Electrical Package Managers	€65k - €85k	€65k - €85k	€65k - €85k	€65k - €85k	€65k - €85k
Electrical Supervisors	€65k - €75k	€65k - €75k	€60k - €70k	€65k - €70k	€65k - €70k

# CONSTRUCTION, TRADES & LABOUR GUIDE

## 3.5%

Increase in Average Salary  
Package

Production Support	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Senior Building Services Engineer	€80k - €100k	€80k - €100k	€75k - €90k	€75k - €90k	€75k - €90k
Building Services Engineer	€50k - €70k	€50k - €70k	€45k - €65k	€45k - €55k	€45k - €55k
Junior Building Services Engineer	€35k - €45k	€35k - €45k	€30k - €40k	€30k - €40k	€30k - €40k
Commissioning Manager	€75k - €90k	€75k - €90k	€70k - €80k	€70k - €80k	€70k - €80k
Commissioning Engineer	€65k - €75k	€65k - €75k	€55k - €65k	€55k - €65k	€55k - €65k
QA/QC Manager	€75k - €90k	€75k - €90k	€65k - €80k	€65k - €80k	€65k - €80k
QA/QC Supervisor	€55k - €65k	€50k - €60k	€50k - €60k	€50k - €60k	€50k - €60k
QA/QC Engineer	€45k - €55k	€45k - €45k	€30k - €40k	€30k - €40k	€35k - €45k





# HEALTHCARE

Healthcare organisations in 2025 will attract top talent by offering competitive salaries, clear pathways for career progression, and flexible working arrangements, including part-time or locum options. A supportive workplace culture, streamlined hiring processes and added perks such as training sponsorships and continuous professional development support also play crucial roles in attracting skilled healthcare professionals.

## WHAT CANDIDATES WANT

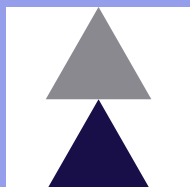
- \* Opportunity to Develop & Progress
- \* Parking
- \* Competitive Salary
- \* Purpose Alignment

## MOST IN DEMAND JOBS

- \* Assistant Director of Nursing
- \* Occupational Therapist
- \* Nurses
- \* Healthcare Assistant

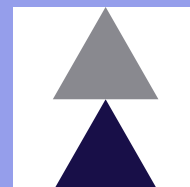
**42%**

Increase in those looking for an Opportunity to Develop & Progress



**23%**

Increase in Registered Nurse roles.



# HEALTHCARE SALARY GUIDE

## 4.35%

Increase in Average Salary  
Package

Healthcare	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Staff Nurse	€30k - €58k	€30k - €58k	€30k - €58k	€30k - €58k	€30k - €58k
Mental Health Nurse	€56k - €70k	€56 - €70k	€56k - €70k	€56k - €70k	€56k - €70k
Assistant Director of Nursing	€65k - €71k	€65k - €71k	€65k - €71k	€65k - €71k	€65k - €71k
Clinical Nurse Manager	€54k - €69k	€54k - €69k	€54k - €69k	€54k - €69k	€54k - €69k
Physiotherapist	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k
Senior Physiotherapist	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k
Dietician	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k
Senior Dietician	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k
Occupational Therapist	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k	€43k - €68k
Senior Occupational Therapist	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k	€62k - €87k
Psychologist	€59k - €62k	€59k - €62k	€59k - €62k	€59k - €62k	€59k - €62k
Senior Psychologist	€94k - €112k	€94k - €112k	€94k - €112k	€94k - €112k	€94k - €112k
Clerical Officer	€29k - €59k	€29k - €59k	€29k - €59k	€29k - €59k	€29k - €59k

# HEALTHCARE SALARY GUIDE

## 4.35%

Increase in Average Salary  
Package

Healthcare	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Pharmacist	€47k - €75k	€47k - €75k	€47k - €75k	€47k - €75k	€47k - €75k
Senior Pharmacist	€73k - €118k	€73k - €118k	€73k - €118k	€73k - €118k	€73k - €118k
Social Worker	€40k - €78k	€40k - €78k	€40k - €78k	€40k - €78k	€40k - €78k
Multi Task Attendant	€33k - €35k	€33k - €35k	€33k - €35k	€33k - €35k	€33k - €35k
Social Care Workers	€38k - €40k	€38k - €40k	€38k - €40k	€38k - €40k	€38k - €40k
Social Care Leader	€54k - €55k	€54k - €55k	€54k - €55k	€54k - €55k	€54k - €55k
Social Care Manager	€54k - €67k	€54k - €67k	€54k - €67k	€54k - €67k	€54k - €67k
Healthcare Assistant	€33k - €37k	€33k - €37k	€33k - €37k	€33k - €37k	€33k - €37k
Speech & Language Therapist	€43k - €45k	€43k - €45k	€43k - €45k	€43k - €45k	€43k - €45k
Senior Speech & Language Therapist	€61k - €87k	€61k - €87k	€61k - €87k	€61k - €87k	€61k - €87k
Speech Therapy Manager	€74k - €95k	€74k - €95k	€74k - €95k	€74k - €95k	€74k - €95k
Medical Scientist	€36k - €80k	€36k - €80k	€36k - €80k	€36k - €80k	€36k - €80k
EHS Specialist	€45k - €97k	€45k - €97k	€45k - €97k	€45k - €97k	€45k - €97k

# HEALTHCARE SALARY GUIDE

## 4.35%

Increase in Average Salary  
Package

Healthcare	Dublin	South IRL	Mid East IRL	North East IRL	West IRL
Clinical Director	€107k - €122k	€107k - €122k	€107k - €122k	€107k - €122k	€107k - €122k
Registrar	€65k - €98k	€65k - €98k	€65k - €98k	€65k - €98k	€65k - €98k
Consultant	€224k - €273k	€224k - €273k	€224k - €273k	€224k - €273k	€224k - €273k
SHO	€52k - €72k	€52k - €72k	€52k - €72k	€52k - €72k	€52k - €72k

# DIRECTOR SPOTLIGHT



**DAVID VAN  
DER VEGT**

Director

\* David became a part of PE Global shortly after its inception in 2006. He has played a pivotal role in the leadership of PE Global Healthcare, a division specialising in the provision of various medical personnel, such as doctors, nurses, Allied Health Professionals (AHP) and other related professionals.

\* David's influence was particularly notable in the establishment of our UK Healthcare Division.

Division

**HEALTHCARE UK**



**GRAINNE  
KILLILEA**

Director

\* Grainne joined PE Global 13 years ago, with extensive experience working in the area of recruitment. Grainne has risen through the ranks of PE Global during this time, contributing her strategic skills and industry knowledge as part of a team effort to grow the business.

\* Grainne's role involves overseeing the company's Irish Healthcare teams, Locum Express and PE Global Healthcare Ireland, as well as the Permanent team.

Division

**HEALTHCARE IRE  
& PERMANENT**



# DIRECTOR SPOTLIGHT



**KEN  
TIERNEY**

Director

\* Ken's journey with PE Global began in 2008.

Throughout his tenure at the company, Ken has played key roles in various aspects of the business, leading teams responsible for recruiting both within Ireland and on an international scale.

\* With an impressive track record in recruiting

across diverse industry sectors such as Pharmaceutical, Medical Device and Oil & Gas, Ken holds the position of Director, overseeing the operation of the Contracts and Temporary Divisions at PE Global.

Division

**CONTRACTS &  
TEMP IRE & UK**



**MAURA  
SMYTH**

Director

\* A qualified Accountant from the Institute of

Certified Public Accountants, Maura joined PE Global over 14 years ago. Over this period, Maura has progressed through the ranks at PE Global and provided strategic insight and expertise that has aided in the development of the company.

\* Maura's current role at PE Global is the

Director of Finance, where she is responsible for the company's long-term financial health and growth.

Division

**FINANCE**

# SOCIAL RESPONSIBILITY

⊕ €10K



## PE GLOBAL FUNDRAISING EFFORTS FOR COMMUNITY INITIATIVES.

Our team actively supports local charities and community projects, aiming to make a meaningful impact where it's most needed. From charity runs and bake sales to donation drives, we dedicate time and resources to causes that resonate with us and the communities we serve. By working together and encouraging participation across our team and network, we hope to foster a culture of support and positive change.

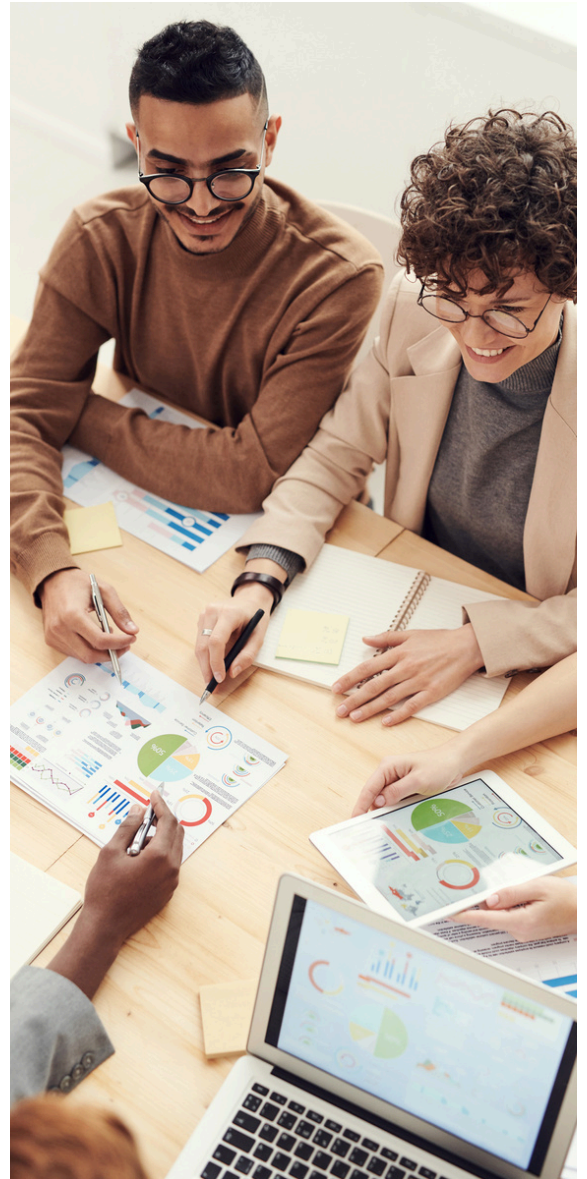
# FUTURE OUTLOOK

## RECRUITMENT IN 2025

The recruitment landscape in 2025 is set to be increasingly shaped by technology, data-driven insights and a heightened focus on candidate experience. With AI-driven tools for talent matching, predictive analytics for hiring trends and virtual assessments becoming mainstream, recruitment is evolving to be more efficient and personalised. Additionally, as remote and hybrid work continues to thrive, recruiters will need to adapt by focusing on diverse talent pools and flexible job structures. The role of the recruiter is shifting towards being a strategic advisor, helping organisations build resilient teams that align with future demands.

## PE GLOBAL'S COMMITMENT

At PE Global, recruitment excellence is at the heart of everything we do. We are dedicated to delivering tailored, high-quality recruitment solutions that meet the unique needs of each client and candidate. Our team combines deep industry knowledge with a proactive approach, ensuring we connect the right talent with the right opportunities.



Through continuous improvement, innovative strategies, and a focus on long-term relationships, PE Global remains committed, as we enter our 20th year in business, to setting the standard in recruitment excellence, and helping businesses and professionals thrive.



# CONTACT US



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