

SALARY GUIDE

2025



**FEBRUARY
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.

**PE
GLOBAL**

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

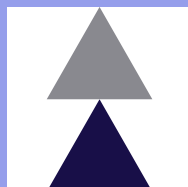
- * Flexibility
- * Remote/Hybrid Work Model
- * Career Progression
- * Wellness Incentives

MOST IN DEMAND JOBS

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

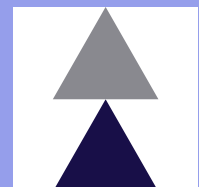
66%

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	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Financial Director	£180k - £300k	£120k - £250k	£125k - £250k	£110k - £200k	£90k - £150k	£120k - £210k	£100k - £200k	£110k - £200k	£90k - £200k	£130k - £200k	£90k - £150k	£120k - £210k
Financial Controller	£110k - £175k	£80k - £140k	£80k - £140k	£90k - £115k	£70k - £100k	£85k - £140k	£80k - £120k	£80k - £140k	£80k - £100k	£100k - £140k	£65k - £95k	£80k - £110k
Finance Manager	£45k - £65k	£35k - £55k	£36k - £50k	£45k - £55k	£42k - £55k	£42k - £55k	£38k - £45k	£42k - £55k	£42k - £55k	£42k - £55k	£38k - £45k	£38k - £45k
Financial Accountant	£60k - £70k	£50k - £65k	£50k - £70k	£55k - £75k	£45k - £58k	£50k - £70k	£55k - £75k	£50k - £60k	£50k - £58k	£52k - £62k	£42k - £55k	£43k - £63k
Management Accountant	£47k - £56k	£40k - £49k	£36k - £44k	£36k - £45k	£36k - £44k	£37k - £45k	£36k - £44k	£36k - £44k	£32k - £42k	£37k - £44k	£31k - £44k	£37k - £46k
Treasury Manager	£85k - £130k	£50k - £85k	£55k - £75k	£58k - £75k	£53k - £73k	£60k - £90k	£60k - £85k	£55k - £80k	£55k - £80k	£62k - £82k	£60k - £80k	£60k - £80k
Treasury Accountant	£70k - £110k	£45k - £80k	£50k - £75k	£48k - £66k	£42k - £58k	£48k - £65k	£48k - £65k	£45k - £60k	£50k - £60k	£50k - £65k	£50k - £65k	£50k - £65k
Audit Manager	£63k - £74k	£58k - £69k	£60k - £72k	£44k - £64k	£44k - £53k	£40k - £53k	£44k - £62k	£42k - £53k	£42k - £53k	£42k - £56k	£37k - £51k	£42k - £64k
Audit Senior	£79k - £96k	£79k - £90k	£75k - £95k	£56k - £80k	£53k - £69k	£47k - £69k	£58k - £80k	£51k - £64k	£53k - £69k	£56k - £64k	£56k - £67k	£50k - £80k
Tax Manager	£85k - £100k	£75k - £95k	£60k - £80k	£60k - £80k	£55k - £70k	£60k - £80k	£60k - £80k	£58k - £70k	£58k - £72k	£57k - £75k	£57k - £75k	£62k - £82k
Tax Accountant	£65k - £80k	£58k - £75k	£45k - £60k	£45k - £60k	£45k - £60k	£45k - £60k	£40k - £60k	£40k - £56k	£45k - £60k	£43k - £63k	£43k - £63k	£58k - £72k
Newly Qualified Accountant	£60k - £65k	£50k - £60k	£48k - £60k	£50k - £60k	£38k - £48k	£47k - £57k	£45k - £65k	£45k - £55k	£45k - £55k	£45k - £52k	£40k - £46k	£42k - £50k

ACCOUNTING & FINANCE SALARY GUIDE

4%

Increase in the Average Salary Package

Qualified Accountants	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Part Qualified Accountant	£37k - £50k	£35k - £48k	£30k - £40k	£35k - £45k	£29k - £39k	£30k - £40k	£30k - £40k	£28k - £40k	£28k - £37k	£30k - £38k	£30k - £38k	£33k - £38k
Assistant Accountant	£35k - £45k	£28k - £38k	£28k - £35k	£30k - £35k	£28k - £35k	£28k - £35k	£28k - £35k	£28k - £35k	£28k - £35k	£28k - £38k	£28k - £35k	£30k - £35k
Accounts Staff												
Accounts Payable Manager	£45k - £70k	£40k - £60k	£35k - £55k	£40k - £55k	£32k - £48k	£38k - £55k	£38k - £55k	£40k - £55k	£40k - £55k	£42k - £55k	£38k - £55k	£38k - £52k
Accounts Payable	£25k - £40k	£23k - £31k	£23k - £31k	£26k - £32k	£22k - £28k	£23k - £30k	£23k - £28k	£23k - £30k	£23k - £28k	£25k - £32k	£24k - £30k	£24k - £30k
Accounts Receivable	£30k - £40k	£30k - £40k	£28k - £36k	£28k - £35k	£24k - £34k	£26k - £35k	£25k - £33k	£24k - £33k	£24k - £32k	£32k - £38k	£28k - £35k	£28k - £32k
Payroll Manager	£45k - £70k	£42k - £70k	£36k - £55k	£50k - £65k	£40k - £55k	£57k - £68k	£50k - £65k	£45k - £55k	£45k - £55k	£48k - £55k	£40k - £50k	£40k - £55k
Payroll Specialist	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k	£48k - £70k
Payroll Administrator	£25k - £35k	£29k - £35k	£24k - £28k	£25k - £30k	£23k - £28k	£29k - £33k	£23k - £30k	£23k - £30k	£23k - £28k	£25k - £29k	£24k - £28k	£24k - £28k
Credit Controller	£30k - £40k	£28k - £37k	£23k - £32k	£28k - £34k	£23k - £28k	£28k - £33k	£28k - £33k	£24k - £30k	£24k - £30k	£29k - £32k	£26k - £32k	£24k - £30k
Accounts Assistant	£23k - £36k	£22k - £30k	£23k - £30k	£26k - £32k	£22k - £28k	£24k - £28k	£24k - £28k	£22k - £28k	£22k - £28k	£25k - £30k	£24k - £28k	£24k - £28k



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

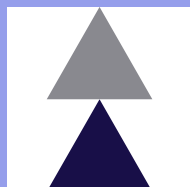
- * Good Commission/Bonus Structure
- * Remote/Hybrid Work Model
- * Competitive Salary
- * Flexibility

MOST IN DEMAND JOBS

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

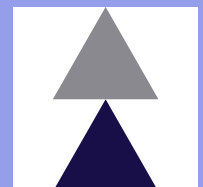
66%

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	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Sales Director	£73k - £114k	£70k - £98k	£68k - £90k	£69k - £87k	£63k - £85k	£70k - £90k	£71k - £95k	£68k - £92k	£68k - £90k	£86k - £104k	£57k - £80k	£66k - £92k
Account Manager	£38k - £49k	£33k - £42k	£30k - £37k	£32k - £40k	£31k - £38k	£33k - £41k	£33k - £41k	£32k - £40k	£33k - £42k	£31k - £41k	£32k - £46k	£33k - £45k
Regional Sales Manager	£44k - £60k	£39k - £51k	£40k - £51k	£39k - £50k	£36k - £45k	£41k - £52k	£40k - £50k	£39k - £50k	£40k - £50k	£40k - £52k	£32k - £42k	£39k - £51k
Inside Sales Manager	£44k - £60k	£39k - £51k	£40k - £51k	£39k - £50k	£36k - £45k	£41k - £52k	£40k - £50k	£39k - £50k	£40k - £50k	£40k - £52k	£32k - £42k	£39k - £51k
Sales Representative	£30k - £41k	£27k - £39k	£27k - £37k	£27k - £39k	£26k - £38k	£27k - £38k	£27k - £39k	£26k - £37k	£26k - £35k	£26k - £38k	£21k - £31k	£25k - £35k
Business Development												
Business Development Manager	£45k - £60k	£38k - £50k	£37k - £50k	£38k - £50k	£36k - £48k	£40k - £50k	£39k - £50k	£38k - £49k	£38k - £50k	£38k - £50k	£31k - £42k	£36k - £50k
Business Development Executive	£30k - £40k	£27k - £35k	£26k - £35k	£28k - £36k	£26k - £29k	£28k - £36k	£27k - £35k	£26k - £35k	£27k - £35k	£26k - £35k	£22k - £29k	£28k - £37k

SALES & MARKETING SALARY GUIDE

5%

Increase in Average Salary Package

Marketing	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Director of Marketing	£90k - £150k	£70k - £120k	£60k - £85k	£60k - £100k	£60k - £100k	£75k - £120k	£75k - £100k	£70k - £110k	£70k - £110k	£70k - £110k	£70k - £100k	£75k - £100k
Brand Manager	£50k - £70k	£40k - £57k	£40k - £60k	£35k - £50k	£45k - £55k	£50k - £57k	£38k - £50k	£45k - £55k	£45k - £55k	£40k - £60k	£35k - £50k	£45k - £50k
Marketing Manager	£50k - £80k	£40k - £65k	£35k - £50k	£40k - £55k	£40k - £55k	£30k - £50k	£30k - £50k	£40k - £55k	£40k - £55k	£40k - £55k	£40k - £50k	£45k - £55k
Marketing Executive	£30k - £45k	£25k - £40k	£24k - £30k	£27k - £38k	£27k - £38k	£25k - £35k	£25k - £35k	£25k - £32k	£25k - £32k	£25k - £32k	£27k - £32k	£26k - £32k
Marketing Assistant	£25k - £33k	£20k - £26k	£20k - £25k	£24k - £27k	£24k - £27k	£22k - £26k	£22k - £26k	£21k - £26k	£21k - £26k	£20k - £25k	£23k - £25k	£22k - £25k
Digital Marketing Manager	£40k - £60k	£35k - £45k	£38k - £48k	£35k - £45k	£35k - £45k	£40k - £50k	£40k - £50k	£30k - £45k	£30k - £45k	£35k - £45k	£36k - £45k	£45k - £55k
Digital Marketing Executive	£30k - £50k	£25k - £35k	£25k - £35k	£27k - £37k	£27k - £37k	£27k - £35k	£27k - £35k	£25k - £29k	£25k - £29k	£25k - £35k	£30k - £36k	£30k - £35k
Communications Officer	£30k - £40k	£30k - £38k	£28k - £38k	£27k - £37k	£27k - £37k	£25k - £35k	£25k - £35k	£25k - £30k	£25k - £30k	£25k - £30k	£26k - £36k	£30k - £35k
Communications Manager	£35k - £55k	£38k - £48k	£38k - £48k	£38k - £48k	£38k - £48k	£35k - £45k	£35k - £45k	£30k - £45k	£30k - £45k	£37k - £55k	£35k - £55k	£45k - £55k
Fundraising Manager	£35k - £50k	£30k - £40k	£30k - £35k	£32k - £45k	£32k - £40k	£30k - £40k	£30k - £40k	£28k - £38k	£28k - £38k	£35k - £40k	£35k - £42k	£30k - £40k
Fundraising Executive	£28k - £38k	£24k - £34k	£25k - £30k	£24k - £30k	£24k - £30k	£21k - £28k	£21k - £28k	£25k - £30k	£25k - £30k	£24k - £30k	£26k - £34k	£28k - £32k



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

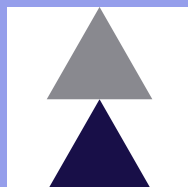
- * Opportunity to Develop & Progress
- * Remote/Hybrid Work Model
- * Competitive Salary
- * Purpose Alignment

MOST IN DEMAND JOBS

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

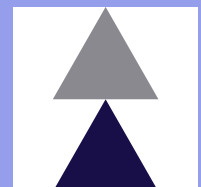
78%

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	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Engineering Manager	£60k - £70k	£60k - £70k	£70k - £80k	£60k - £80k	£60k - £80k	£68k - £83k	£68k - £83k	£60k - £85k	£60k - £85k	£65k - £75k	£70k - £80k	£60k - £75k
Engineering Team Leader	£59k - £66k	£59k - £66k	£53k - £60k	£46k - £52k	£46k - £52k	£48k - £55k	£48k - £55k	£48k - £54k	£47k - £52k	£48k - £54k	£47k - £52k	£47k - £52k
Automation Engineer	£50k - £65k	£50k - £70k	£44k - £60k	£45k - £55k	£45k - £55k	£40k - £80k	£40k - £80k	£45k - £65k	£45k - £65k	£50k - £60k	£42k - £58k	£40k - £55k
Manufacturing Engineer	£45k - £60k	£45k - £60k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k	£38k - £50k
Mechanical Design Engineer	£55k - £70k	£55k - £70k	£55k - £70k	£35k - £55k	£35k - £55k	£35k - £65k	£35k - £65k	£35k - £65k	£35k - £65k	£35k - £65k	£38k - £46k	£36k - £45k
Mechanical Engineer	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £70k	£45k - £60k	£40k - £75k
Electrical Engineer	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£50k - £75k	£37k - £45k	£50k - £75k
Electronic Technician	£35k - £47k	£35k - £47k	£35k - £47k	£30k - £35k	£30k - £35k	£30k - £35k	£30k - £35k	£29k - £56k	£29k - £56k	£30k - £45k	£24k - £32k	£25k - £38k
R&D Engineer	£55k - £85k	£42k - £58k	£42k - £58k	£42k - £56k	£42k - £56k	£42k - £56k	£42k - £56k	£35k - £48k	£38k - £45k	£45k - £50k	£35k - £48k	£35k - £48k
CNC Programmer	£40k - £55k	£35k - £55k	£35k - £50k	£32k - £47k	£32k - £47k	£30k - £39k	£30k - £39k	£32k - £35k	£32k - £35k	£35k - £40k	£38k - £43k	£28k - £35k
CNC Operator	£27k - £40k	£27k - £40k	£27k - £40k	£23k - £35k	£23k - £35k	£23k - £27k	£23k - £27k	£27k - £40k	£27k - £40k	£23k - £27k	£26k - £27k	£23k - £27k

ENGINEERING, TECHNICAL & MANUFACTURING SALARY GUIDE

7%

Increase in Average Salary
Package

Facilities	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Facilities Manager	£50k - £70k	£45k - £65k	£34k - £55k	£40k - £47k	£40k - £47k	£43k - £65k	£43k - £65k	£34k - £45k	£34k - £45k	£38k - £55k	£40k - £60k	£35k - £45k
Utilities Engineer	£43k - £60k	£42k - £52k	£41k - £52k	£43k - £53k	£39k - £46k	£41k - £54k	£39k - £48k	£39k - £46k	£42k - £52k	£41k - £50k	£35k - £44k	£41k - £49k
Utilities Technician	£27k - £35k	£25k - £35k	£21k - £27k	£23k - £28k	£23k - £27k	£25k - £38k	£25k - £38k	£22k - £26k	£22k - £26k	£25k - £38k	£22k - £29k	£25k - £29k
Process												
Production Manager	£48k - £65k	£48k - £62k	£48k - £50k	£40k - £60k	£40k - £60k	£45k - £60k	£45k - £60k	£37k - £70k	£37k - £70k	£50k - £85k	£45k - £60k	£50k - £60k
Project Engineer	£50k - £70k	£50k - £70k	£50k - £70k	£40k - £50k	£40k - £50k	£40k - £50k	£40k - £50k	£35k - £54k	£35k - £54k	£45k - £55k	£40k - £50k	£38k - £46k
Process Engineer	£40k - £60k	£40k - £60k	£40k - £60k	£32k - £48k	£32k - £48k	£32k - £48k	£32k - £48k	£30k - £65k	£30k - £65k	£40k - £55k	£32k - £45k	£32k - £45k
Process Technician	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£33k - £55k	£34k - £42k	£38k - £48k

ENGINEERING, TECHNICAL & MANUFACTURING SALARY GUIDE

7%

Increase in Average Salary Package

Quality	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Quality Manager	£50k - £70k	£50k - £70k	£50k - £70k	£50k - £80k	£50k - £80k	£50k - £80k	£50k - £80k	£45k - £65k	£45k - £65k	£45k - £65k	£50k - £60k	£47k - £75k
Quality Supervisor	£40k - £50k	£40k - £50k	£40k - £50k	£22k - £32k	£22k - £32k	£22k - £32k	£22k - £32k	£25k - £30k	£25k - £30k	£30k - £35k	£29k - £34k	£24k - £33k
Quality Engineer	£40k - £55k	£40k - £55k	£40k - £55k	£35k - £48k	£35k - £48k	£35k - £48k	£35k - £48k	£35k - £50k	£35k - £50k	£36k - £48k	£35k - £42k	£30k - £47k
Quality Technician	£35k - £45k	£35k - £45k	£35k - £45k	£28k - £35k	£28k - £35k	£28k - £35k	£28k - £35k	£25k - £38k	£25k - £38k	£30k - £35k	£29k - £34k	£26k - £36k
EHS												
EHS Manager	£65k - £85k	£60k - £80k	£50k - £70k	£55k - £70k	£55k - £65k	£55k - £65k	£55k - £65k	£55k - £65k	£45k - £58k	£55k - £65k	£48k - £65k	£42k - £49k
EHS Engineer	£52k - £70k	£45k - £65k	£45k - £58k	£45k - £58k	£40k - £53k	£45k - £55k	£45k - £55k	£45k - £55k	£40k - £50k	£45k - £55k	£40k - £55k	£36k - £44k
EHS Technician	£25k - £35k	£25k - £35k	£25k - £35k	£25k - £35k	£23k - £30k	£25k - £35k	£25k - £35k	£25k - £35k	£22k - £30k	£28k - £35k	£22k - £28k	£19k - £25k



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

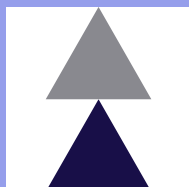
- * Opportunity to Develop & Progress
- * Hybrid Work Model
- * Competitive Salary
- * Purpose Alignment

MOST IN DEMAND JOBS

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

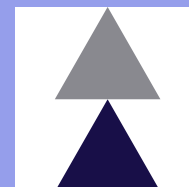
54%

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

Construction Trades & Labour	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Project Director	£130k - £170k	£75k - £85k	£70k - £90k	£70k - £79k	£70k - £79k	£70k - £90k	£70k - £90k	£70k - £80k	£46k - £59k	£75k - £100k	£70k - £80k	£62k - £87k
Construction Director	£123k - £169k	£116k - £159k	£95k - £128k	£116k - £159k	£116k - £159k	£95k - £128k	£95k - £128k	£95k - £128k	£95k - £128k	£95k - £128k	£74k - £116k	£74k - £116k
Construction Manager	£74k - £106k	£63k - £85k	£53k - £85k	£63k - £85k	£63k - £85k	£53k - £85k	£53k - £85k	£53k - £85k	£53k - £85k	£53k - £85k	£47k - £64k	£42k - £85k
Contracts Manager	£70k - £95k	£70k - £77k	£60k - £75k	£58k - £65k	£56k - £63k	£55k - £75k	£55k - £75k	£42k - £52k	£39k - £51k	£50k - £70k	£60k - £70k	£43k - £53k
Senior Project Manger	£100k - £120k	£85k - £100k	£90k - £100k	£85k - £100k	£80k - £100k	£85k - £95k	£80k - £95k	£85k - £95k	£75k - £90k	£80k - £90k	£70k - £100k	£85k - £95k
Project Manager	£80k - £95k	£65k - £80k	£70k - £82k	£65k - £80k	£63k - £78k	£65k - £75k	£60k - £75k	£65k - £70k	£55k - £70k	£60k - £70k	£50k - £85k	£65k - £75k
Commercial Manager	£95k - £135k	£85k - £100k	£72k - £85k	£85k - £90k	£70k - £85k	£65k - £85k	£68k - £80k	£75k - £85k	£78k - £88k	£80k - £90k	£75k - £85k	£68k - £77k
Senior Quantity Surveyor	£80k - £95k	£65k - £85k	£65k - £78k	£60k - £75k	£55k - £70k	£50k - £70k	£55k - £75k	£55k - £65k	£63k - £75k	£65k - £75k	£60k - £70k	£60k - £70k
Quantity Surveyor	£60k - £75k	£50k - £65k	£47k - £60k	£50k - £60k	£45k - £55k	£40k - £45k	£40k - £50k	£40k - £50k	£45k - £55k	£50k - £60k	£42k - £55k	£45k - £60k
Junior Quantity Surveyor	£40k - £50k	£25k - £40k	£38k - £50k	£35k - £42k	£35k - £45k	£28k - £35k	£28k - £35k	£25k - £35k	£35k - £40k	£38k - £48k	£32k - £40k	£35k - £42k
Estimator	£65k - £80k	£55k - £75k	£45k - £65k	£55k - £65k	£45k - £65k	£45k - £65k	£45k - £55k	£45k - £55k	£50k - £60k	£55k - £70k	£45k - £55k	£45k - £55k
Site Manager	£55k - £70k	£55k - £65k	£55k - £67k	£50k - £65k	£50k - £60k	£55k - £65k	£55k - £65k	£50k - £55k	£48k - £55k	£50k - £60k	£40k - £55k	£50k - £58k
General Foreperson	£38k - £48k	£30k - £45k	£35k - £42k	£35k - £40k	£32k - £37k	£38k - £42k	£36k - £42k	£26k - £35k	£32k - £38k	£35k - £40k	£35k - £48k	£37k - £44k

CONSTRUCTION, TRADES & LABOUR GUIDE

3.5%

Increase in Average Salary
Package

Construction Trades & Labour	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Mechanical Engineer	£42k - £50k	£38k - £48k	£30k - £40k	£34k - £40k	£33k - £38k	£35k - £45k	£35k - £45k	£32k - £42k	£32k - £42k	£38k - £45k	£35k - £40k	£30k - £40k
M&E Supervisor	£44k - £51k	£41k - £47k	£39k - £45k	£40k - £46k	£38k - £44k	£39k - £45k	£39k - £45k	£39k - £45k	£39k - £44k	£40k - £45k	£38k - £43k	£38k - £43k
M&E Engineer	£38k - £55k	£35k - £51k	£33k - £49k	£34k - £50k	£32k - £48k	£33k - £49k	£33k - £49k	£33k - £49k	£33k - £49k	£33k - £49k	£32k - £47k	£32k - £47k
MEP Technician	£35k - £43k	£32k - £40k	£30k - £38k	£31k - £39k	£30k - £37k	£30k - £38k	£30k - £38k	£30k - £38k	£30k - £38k	£31k - £39k	£29k - £37k	£29k - £37k
HVAC Engineer	£35k - £43k	£32k - £40k	£30k - £38k	£31k - £39k	£30k - £37k	£30k - £38k	£30k - £38k	£30k - £38k	£30k - £38k	£31k - £39k	£29k - £37k	£29k - £37k
Senior Building Services Engineer	£42k - £50k	£38k - £48k	£30k - £40k	£34k - £40k	£33k - £38k	£35k - £45k	£35k - £45k	£32k - £42k	£32k - £42k	£38k - £45k	£35k - £40k	£30k - £40k
Building Services Engineer	£35k - £42k	£32k - £39k	£30k - £37k	£31k - £38k	£30k - £36k	£30k - £37k	£30k - £37k	£30k - £37k	£30k - £37k	£31k - £38k	£29k - £36k	£29k - £36k
Quality Manager	£41k - £66k	£46k - £56k	£40k - £54k	£44k - £52k	£42k - £47k	£46k - £53k	£42k - £52k	£46k - £54k	£42k - £50k	£46k - £54k	£38k - £46k	£47k - £62k
Quality Inspector	£37k - £48k	£30k - £35k	£28 - £34k	£32k - £37k	£28k - £31k	£30k - £34k	£31k - £36k	£30k - £34k	£28k - £32k	£31k - £35k	£26k - £30k	£29k - £34k
Quality Engineer	£38k - £70k	£38k - £47k	£37k - £49k	£37k - £44k	£34k - £43k	£37k - £44k	£35k - £42k	£36k - £44k	£43k - £51k	£40k - £48k	£32k - £39k	£34k - £44k
Health and Safety Advisor	£36k - £50k	£36k - £50k	£35k - £48k	£38k - £48k	£30k - £40k	£35k - £45k	£35k - £45k	£35k - £45k	£26k - £36k	£38k - £45k	£30k - £45k	£28k - £34k
Health and Safety Officer	£25k - £35k	£25k - £35k	£25k - £35k	£25k - £35k	£23k - £30k	£25k - £35k	£25k - £35k	£25k - £35k	£22k - £30k	£28k - £35k	£22k - £28k	£19k - £25k
Electrical Engineer	£42k - £50k	£38k - £48k	£30k - £40k	£34k - £40k	£33k - £38k	£35k - £45k	£35k - £45k	£32k - £42k	£32k - £42k	£38k - £45k	£35k - £40k	£30k - £40k

CONSTRUCTION, TRADES & LABOUR GUIDE

3.5%

Increase in Average Salary
Package

Construction Trades & Labour	London	South East ENG	East of ENG	South West ENG	Wales	West Mids	East Mids	Yorkshire & Humber	North East ENG	North West ENG	N.Ireland	Scotland
Senior Site Engineer	£58k - £60k	£45k - £60k	£47k - £59k	£45k - £60k	£45k - £55k	£45k - £55k	£47k - £58k	£50k - £60k	£45k - £55k	£50k - £65k	£42k - £55k	£44k - £50k
Site Engineer	£50k - £60k	£30k - £45k	£38k - £52k	£40k - £50k	£35k - £50k	£35k - £50k	£35k - £50k	£35k - £50k	£38k - £50k	£45k - £55k	£32k - £42k	£40k - £45k
Health and Safety Manager	£52k - £70k	£45k - £65k	£45k - £58k	£45k - £58k	£40k - £53k	£45k - £55k	£45k - £55k	£45k - £55k	£40k - £50k	£45k - £55k	£40k - £55k	£36k - £44k



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

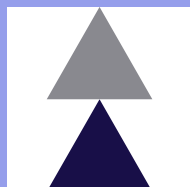
- * Opportunity to Develop & Progress
- * Parking
- * Competitive Salary
- * Purpose Alignment

MOST IN DEMAND JOBS

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

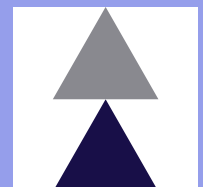
42%

Increase in those looking for an Opportunity to Develop & Progress



23%

Increase in Registered Nurse roles.



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



PE GLOBAL

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Website/

www.peglobal.net

Locations/

Ireland

United Kingdom

India