

The IrishJobs salary & benefits guide 2025

Unlock the insights you need
to craft a competitive salary
and benefits strategy in 2025



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Market overview

In 2024, Ireland's labour market demonstrated robust growth, with employment hitting a [record high of 2.8 million](#), meaning almost three-quarters of Ireland's working-age population is employed. Unemployment has remained low, [standing at 4.2% at the end of the year](#), with projections indicating it will average around 4.5% throughout 2025. This competitive job market continues to pressure employers to attract and retain talent.

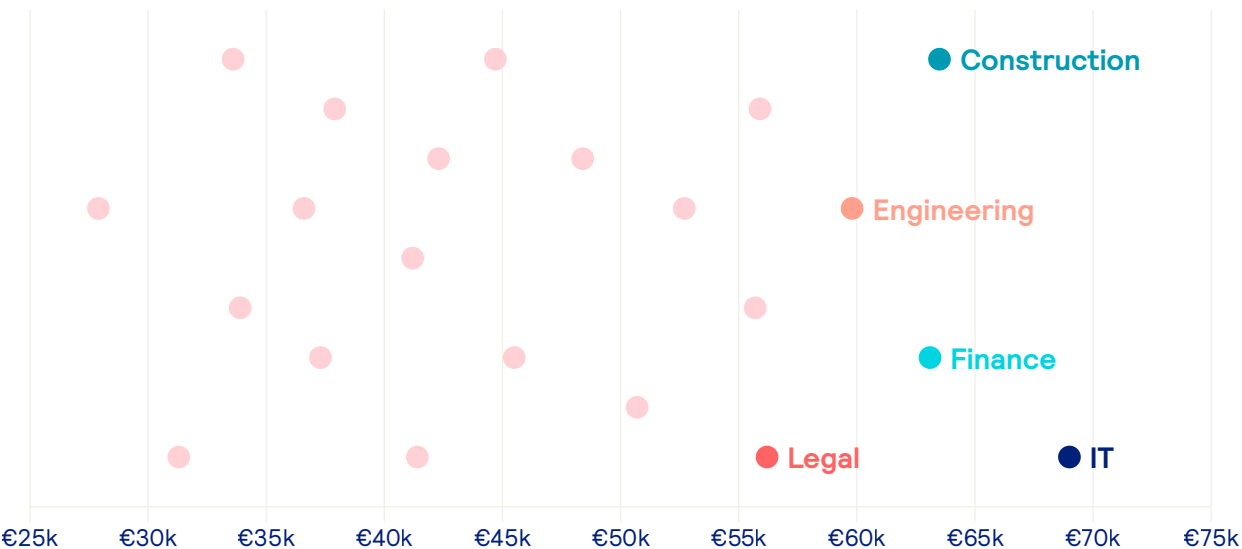
Understanding what jobseekers value most – such as salary, benefits, and work-life balance – is essential for employers. These insights are key to shaping recruitment, employer branding, and retention strategies, giving businesses a competitive edge.

The IrishJobs salary and benefits guide offers salary benchmarks and benefits data across key industries, providing clarity on market expectations. For employers, it's a critical resource to refine hiring strategies; for jobseekers, it offers transparency into potential salaries and benefits. In today's competitive market, leveraging these insights will help businesses secure top talent for 2025 and beyond.



Highest paying industries

Average salaries for top five highest paid industries in Ireland.



1st
IT
€69.1k



2nd
Construction
€63.5k



3rd
Finance
€63.1k



4th
Engineering
€59.8k



5th
Legal
€56.2k



Accountancy





Accountancy

€55.7k

Average salary

The average salaries for the accountancy sector in Ireland in 2024 ranged from €55,045 to €56,384, nationally. Dublin leads as the top-paying region, with salaries ranging from €58,104 to €59,413, while Cork and Galway also offer competitive rates. Top advertised roles, such as Accounts Assistant and Financial Accountant saw notable year-on-year minimum salary increases of 7.6% and 7.4%, respectively.

Top trending jobs in the accountancy industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the accountancy industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, work-life balance, and sustainability, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised accountancy jobs in Ireland.

Financial Controller



Senior Financial Accountant



Financial Accountant



Management Accountant



Accountant



Part Qualified Accountant



Credit Controller



Accounts Payable Specialist



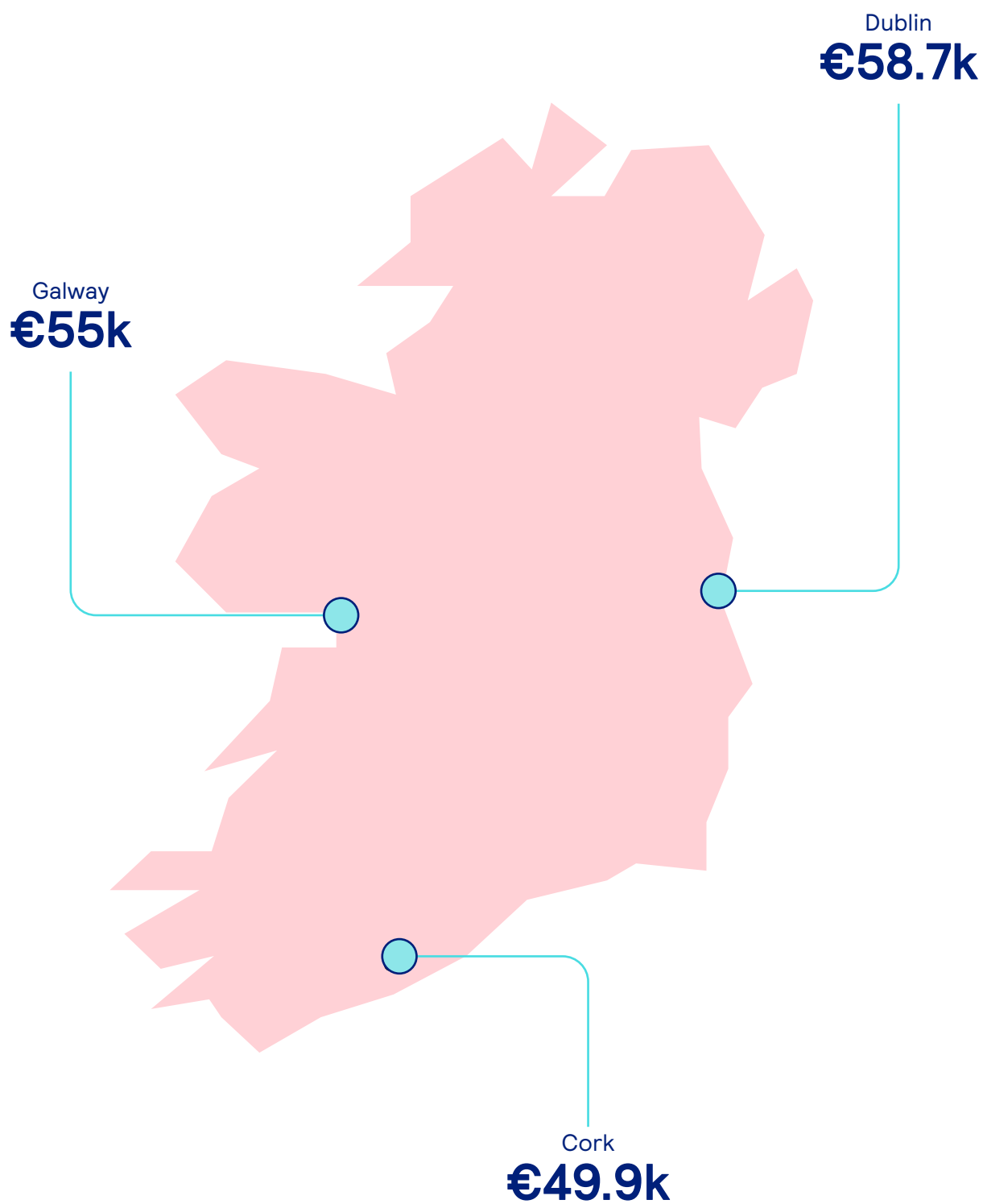
Accounts Assistant



Bookkeeper



Average accountancy salary in key Irish cities





IT





IT

€69k

Average salary

The average salaries for the IT sector in Ireland in 2024 ranged from €68,064 to €70,036, nationally. Dublin leads as the top-paying region, with salaries ranging from €70,851 to €72,907, while Cork and Galway also offer competitive rates. Top advertised roles, such as Software Engineer and Automation Engineer saw notable year-on-year minimum salary increases of 12.1% and 20.7%, respectively.

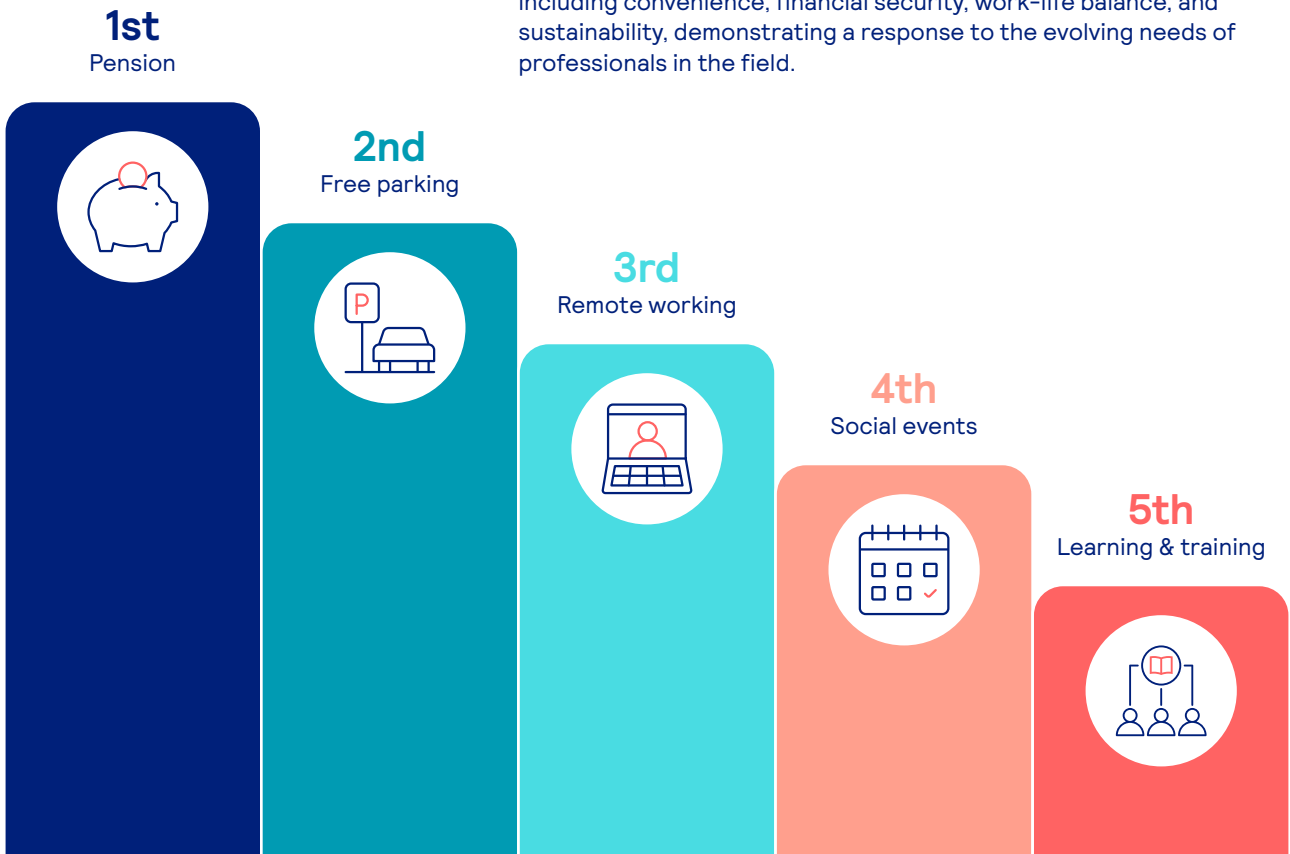
Top trending jobs in the IT industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the IT industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, work-life balance, and sustainability, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised IT jobs in Ireland.

Scrum Master



Senior Software Engineer



Data Engineer



Automation Engineer



Software Engineer



QA Specialist



IT Support Engineer



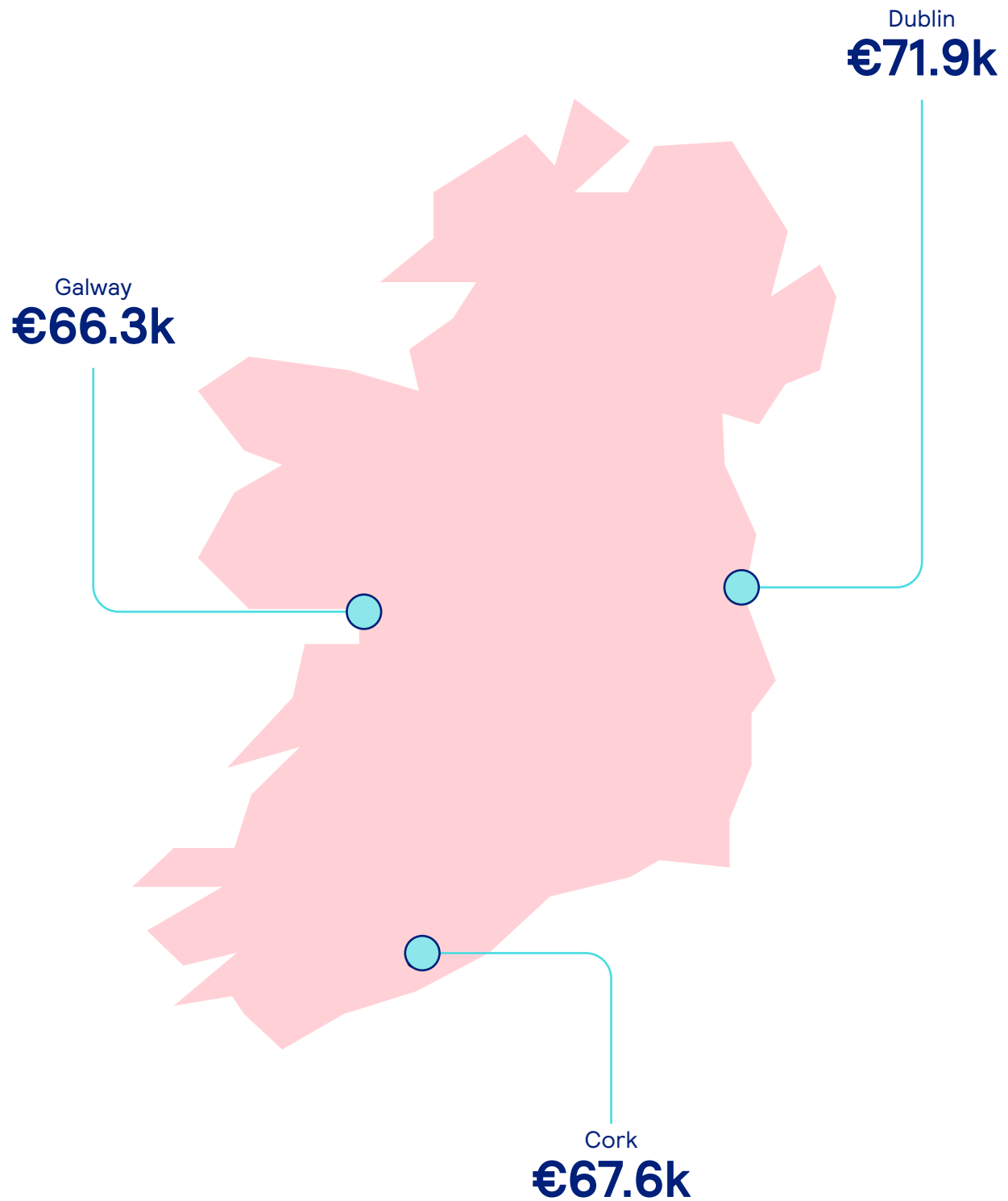
DevOps Engineer



Technical Support Engineer



Average IT salary in key Irish cities





Construction





Construction

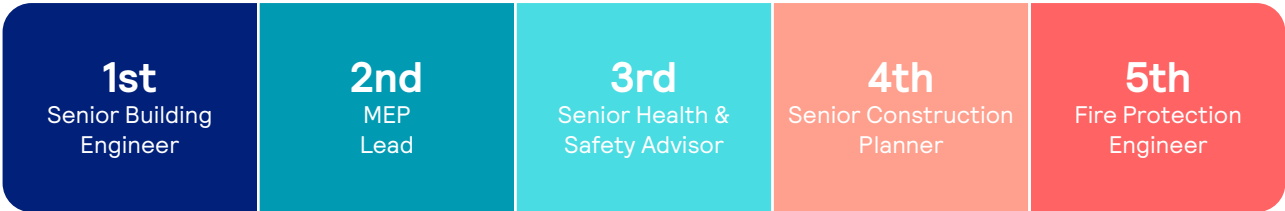
€63.5k

Average salary

The average salaries for the construction sector in Ireland in 2024 ranged from €61,923 to €65,080, nationally. Dublin leads as the top-paying region, with salaries ranging from €64,536 to €67,656, while Cork and Galway also offer competitive rates. Top advertised roles, such as Health & Safety Officer and Senior Quantity Surveyor, saw notable year-on-year minimum salary increases of 11.6% and 9.3%, respectively.

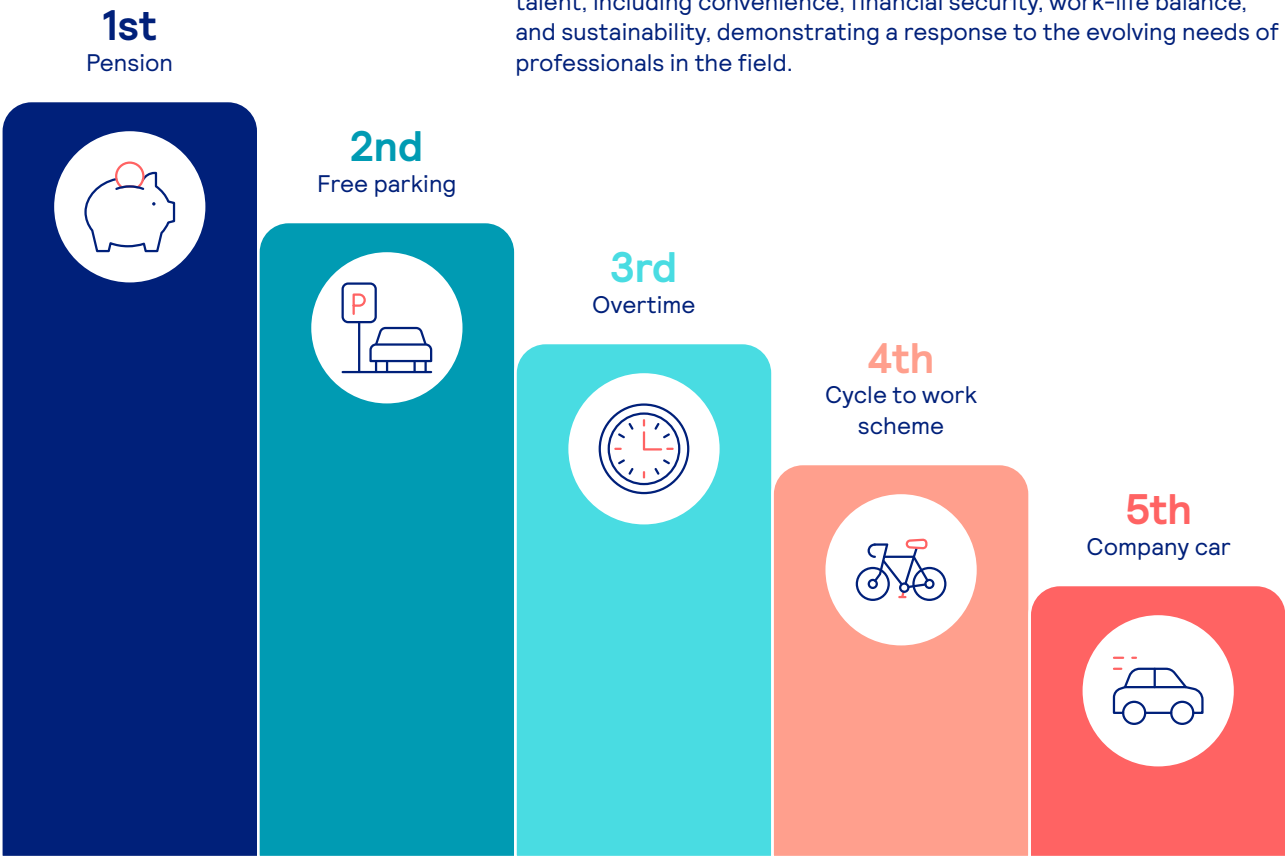
Top trending jobs in the construction industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

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In-demand positions

Average base salaries for the most advertised construction jobs in Ireland.

Senior Quantity Surveyor



Site Manager



Health & Safety Manager



Health & Safety Advisor



Civil Engineer



Health & Safety Officer



Architectural Technologist



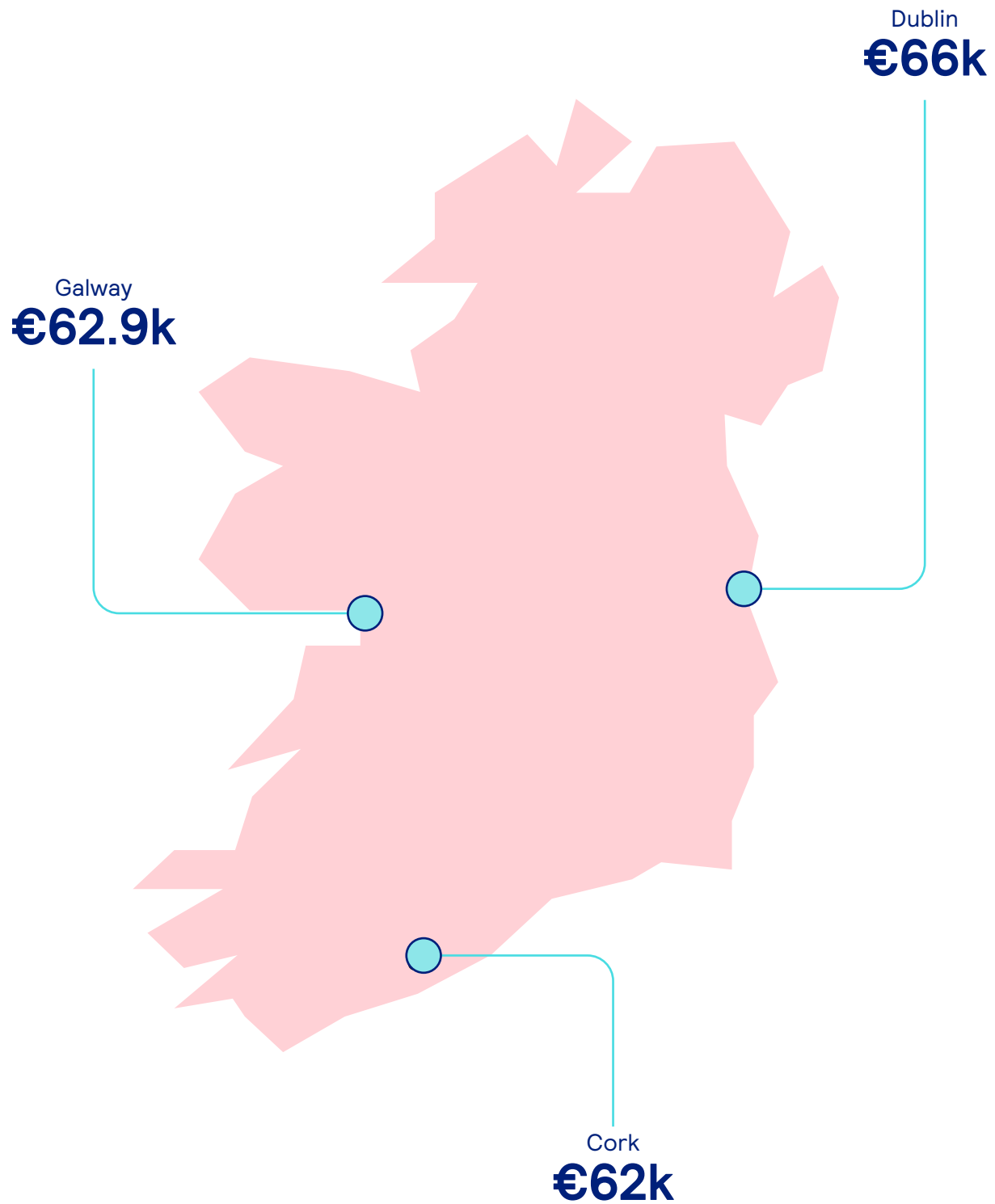
Plumber



Site Administrator



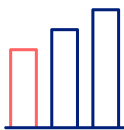
Average construction salary in key Irish cities





Finance





Finance

€63.1k

Average salary

The average salaries for the finance sector in Ireland in 2024 ranged from €62,205 to €64,125, nationally. Dublin leads as the top-paying region, with salaries ranging from €65,186 to €67,056, while Cork and Galway also offer competitive rates. Top advertised roles, such as Finance Administrator and Finance Business Partner saw notable year-on-year minimum salary increases of 14.3% and 9.4%, respectively.

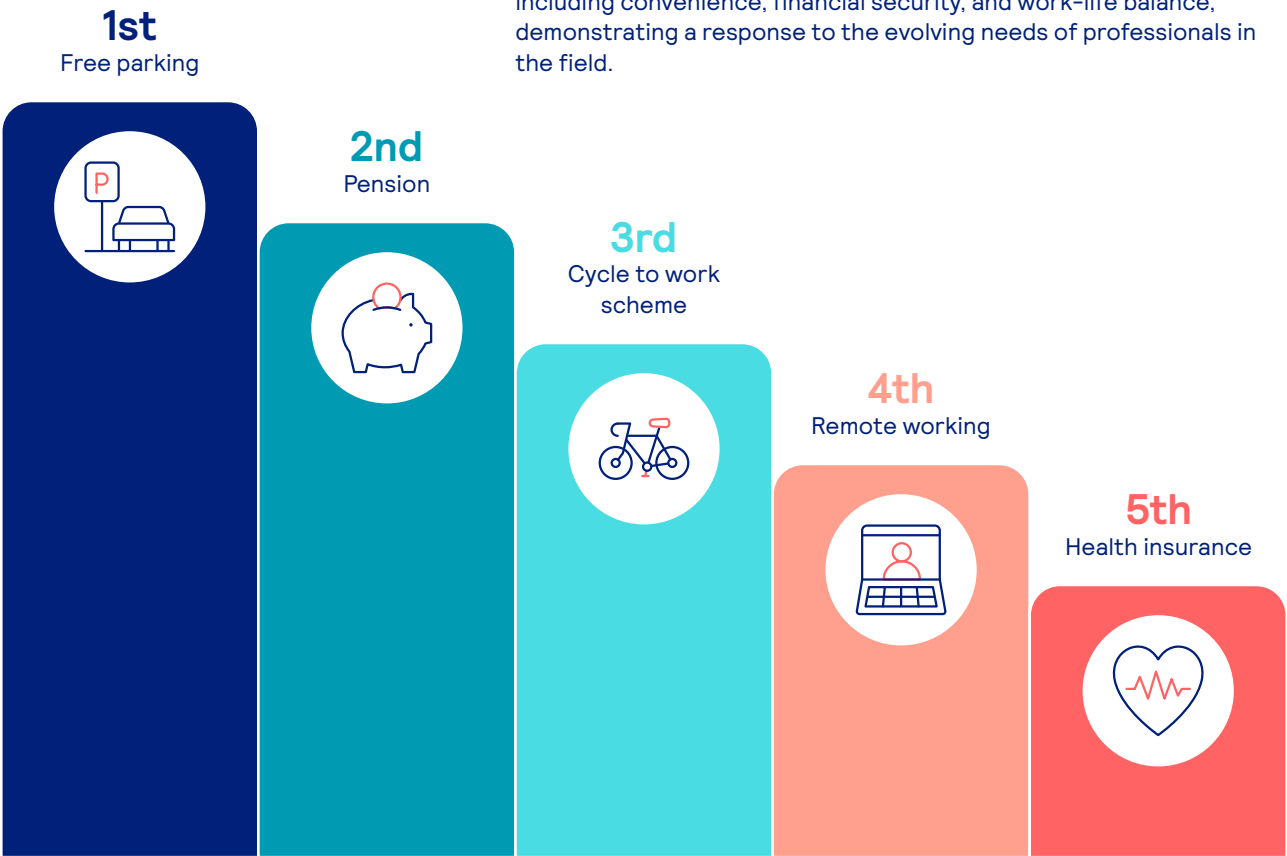
Top trending jobs in the finance industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the finance industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and work-life balance, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised finance jobs in Ireland.

Head of Finance



Finance Manager



Senior Financial Analyst



Finance Business Partner



Financial Analyst



Compliance Officer



Finance Administrator



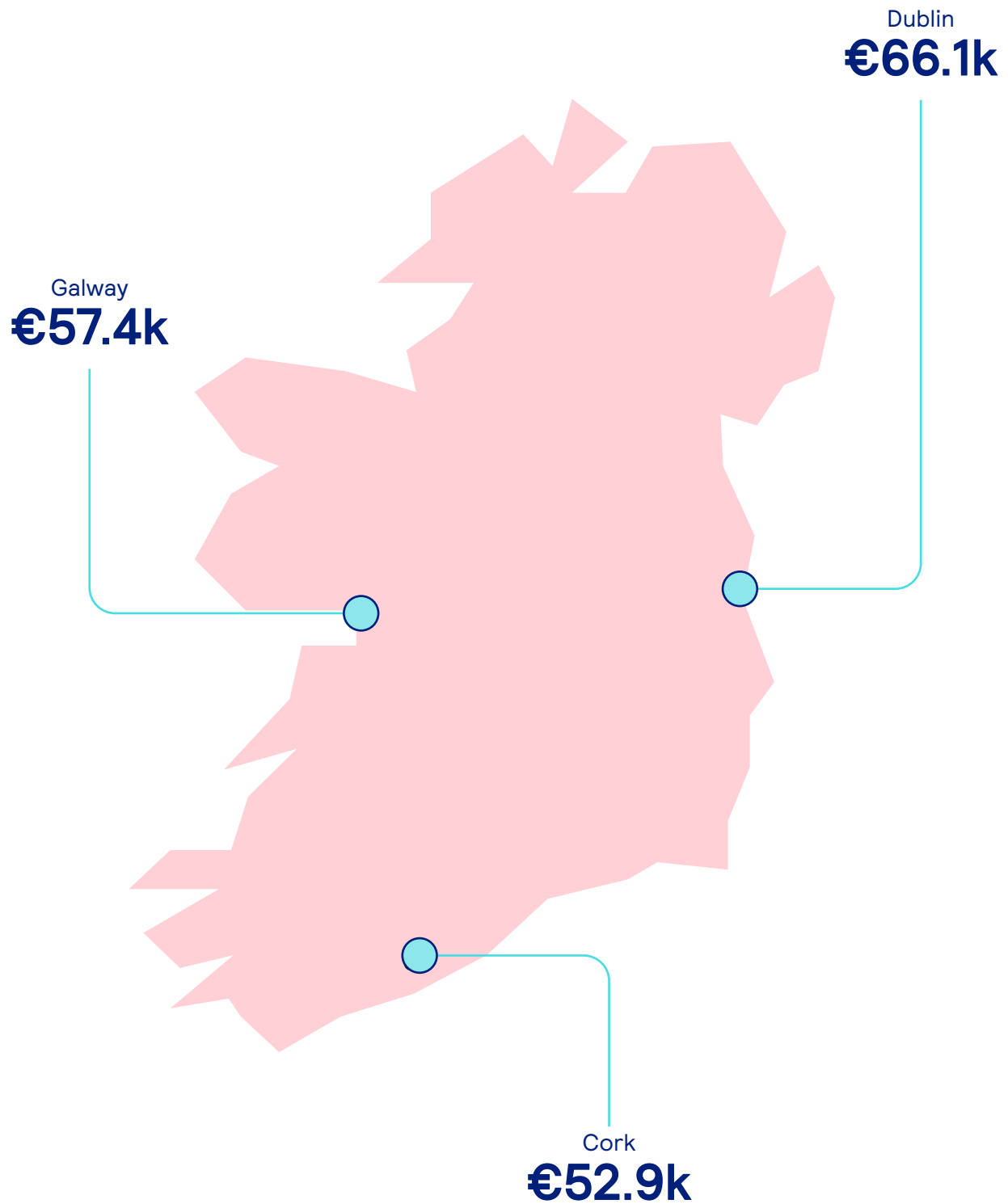
Finance Assistant



Accounts Administrator



Average finance salary in key Irish cities





Engineering





Engineering

€59.8k

Average salary

The average salaries for the engineering sector in Ireland in 2024 ranged from €58,393 to €61,222, nationally. Waterford leads as the top-paying region, with salaries ranging from €64,424 to €66,649, while Dublin and Limerick also offer competitive rates. Top advertised roles, such as Electrical Engineer and Project Engineer saw notable year-on-year minimum salary increases of 21.2% and 13.6%, respectively.

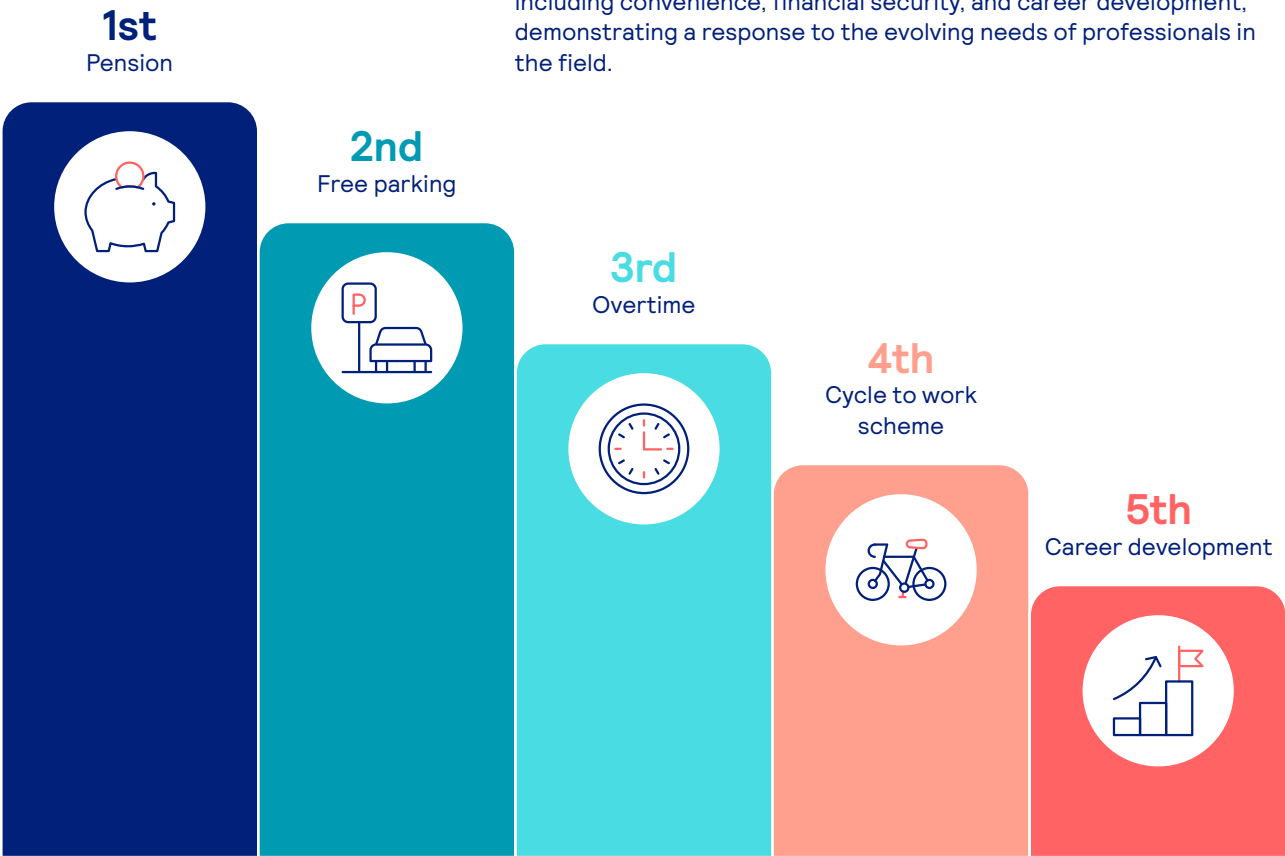
Top trending jobs in the engineering industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the engineering industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised engineering jobs in Ireland.

Senior Engineer



Electrical Engineer



Process Engineer



Network Engineer



Project Engineer



Mechanical Engineer



Site Engineer



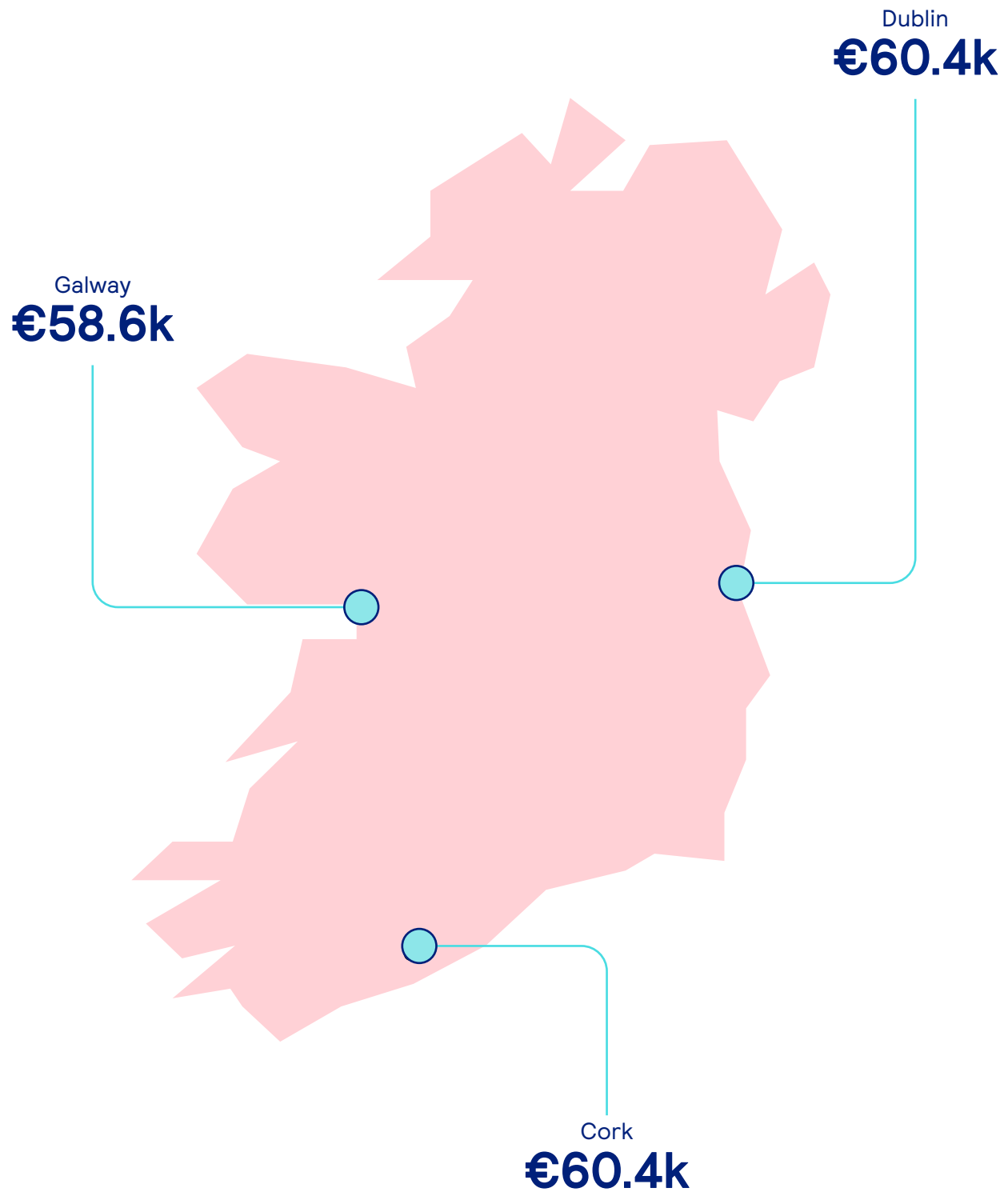
Quality Engineer



Field Service Engineer



Average engineering salary in key Irish cities





Manufacturing





Manufacturing

€44.7k

Average salary

The average salaries for the manufacturing sector in Ireland in 2024 ranged from €43,980 to €45,454, nationally. Waterford leads as the top-paying region, with salaries ranging from €49,635 to €50,882, while Dublin and Galway also offer competitive rates. Top advertised roles, such as QC Analyst and Manufacturing Operator saw notable year-on-year minimum salary increases of 25.6% and 13.4%, respectively.

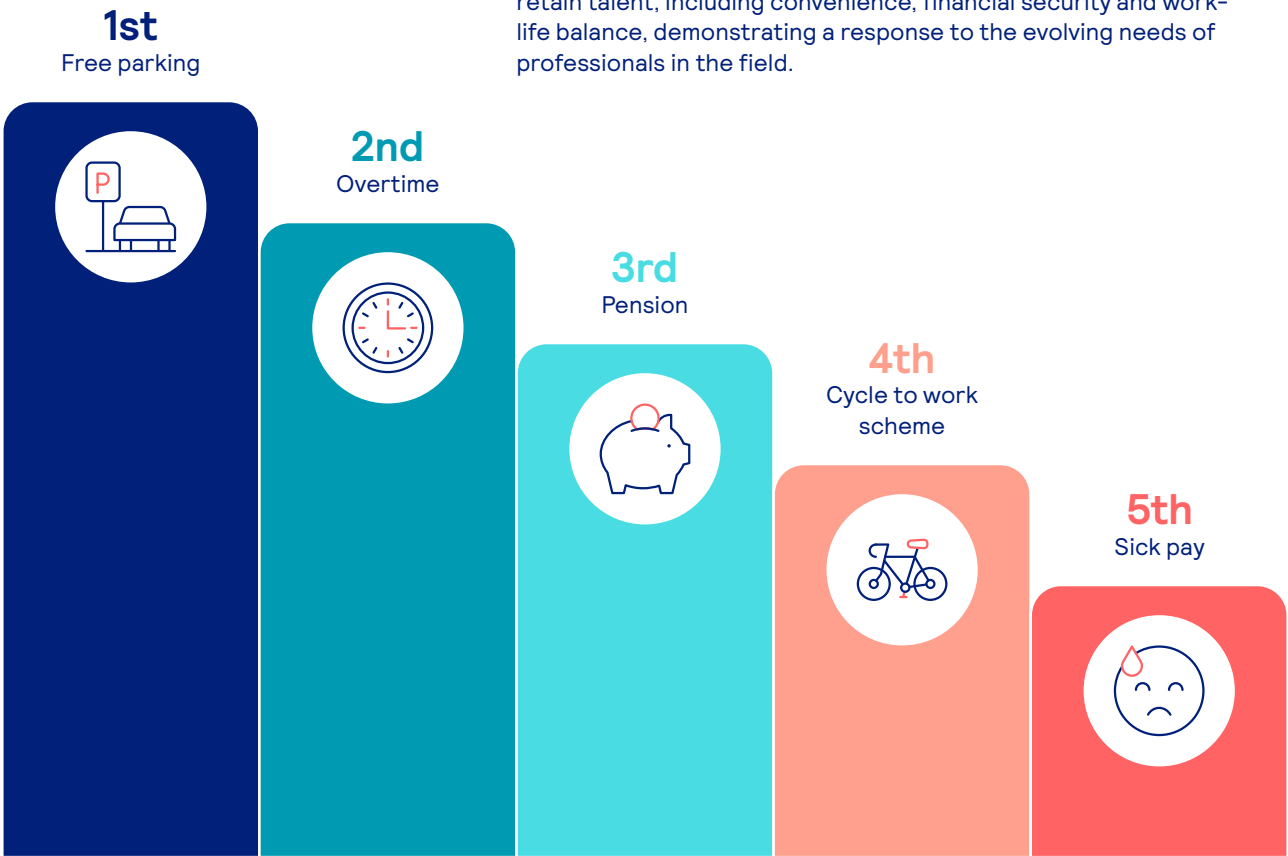
Top trending jobs in the manufacturing industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the manufacturing industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security and work-life balance, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised manufacturing jobs in Ireland.

Quality Manager

€66,364

Validation Engineer

€64,844

Production Manager

€63,020

Production Supervisor

€47,330

Manufacturing Technician

€47,330

Junior Manufacturing Engineer

€44,346

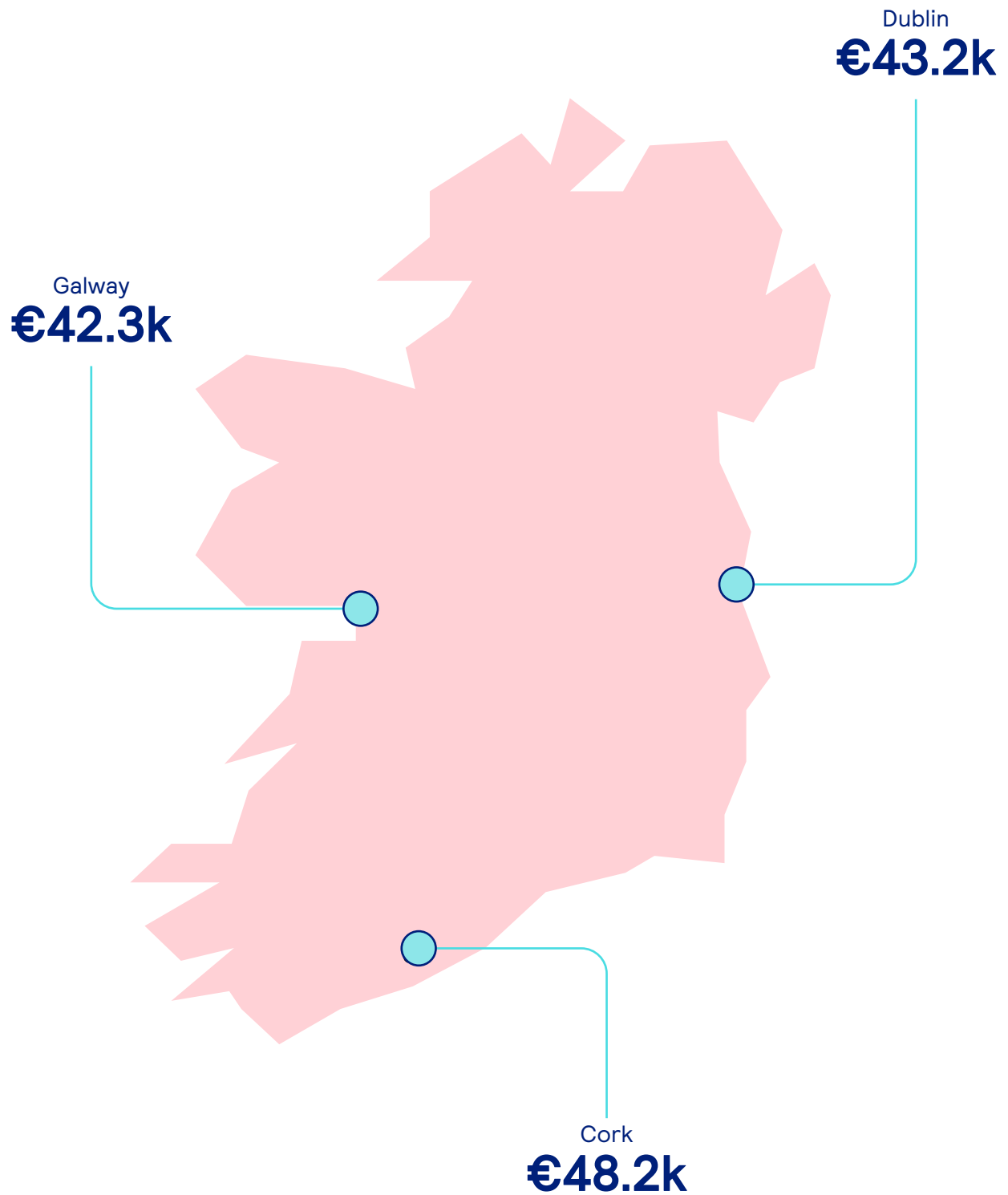
QC Analyst

€41,867

Production Operator

€40,000

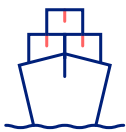
Average manufacturing salary in key Irish cities





Logistics





Logistics

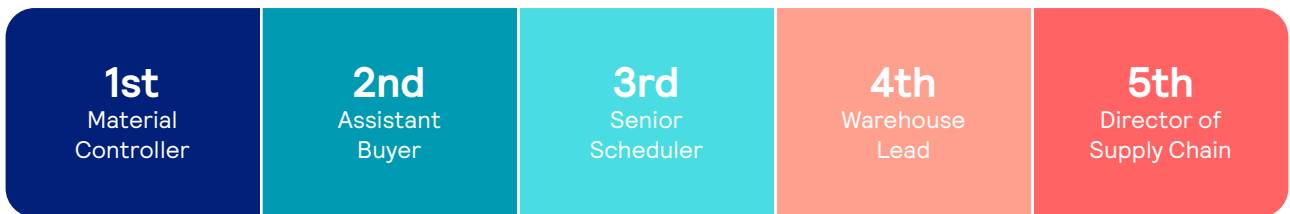
€37.3k

Average salary

The average salaries for the logistics sector in Ireland in 2024 ranged from €36,478 to €38,256, nationally. Waterford leads as the top-paying region, with salaries ranging from €41,729 to €43,506, while Dublin and Cork also offer competitive rates. Top advertised roles, such as Procurement Manager and Warehouse Operative saw notable year-on-year minimum salary increases of 9.7% and 7.9%, respectively.

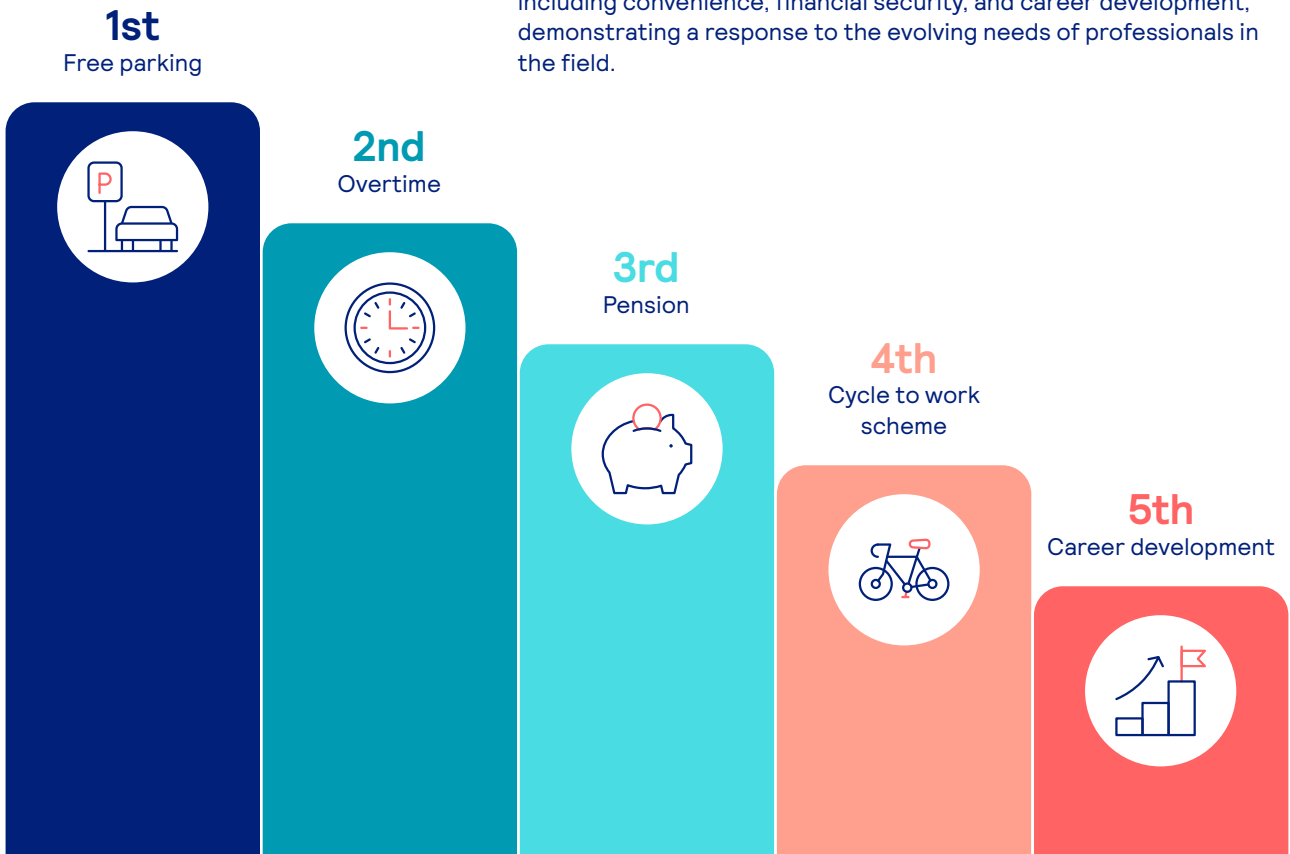
Top trending jobs in the logistics industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the logistics industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised logistics jobs in Ireland.

Procurement Manager

€72,405

Buyer

€72,404

HGV Driver

€48,012

Rigid Truck Driver

€38,902

Warehouse Supervisor

€38,770

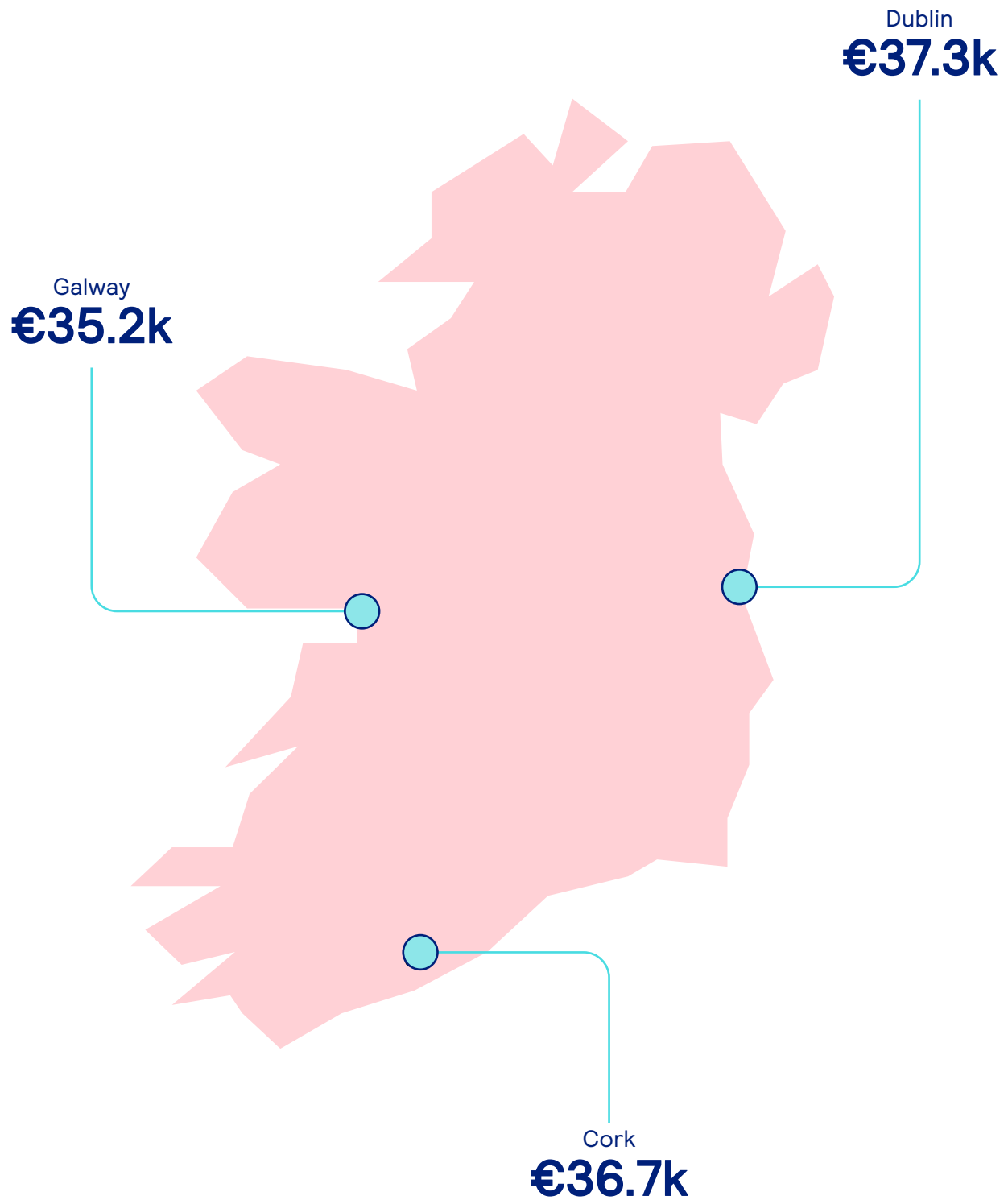
Warehouse Operator

€30,195

Delivery/Van Driver

€29,534

Average logistics salary in key Irish cities





Healthcare





Healthcare

€50.7k

Average salary

The average salaries for the healthcare sector in Ireland in 2024 ranged from €48,528 to €53,025, nationally. Cork leads as the top-paying region, with salaries ranging from €50,432 to €54,903, while Dublin and Galway also offer competitive rates. Top advertised roles, such as Nurse and Occupational Therapist saw notable year-on-year minimum salary increases of 23.7% and 10.6%, respectively.

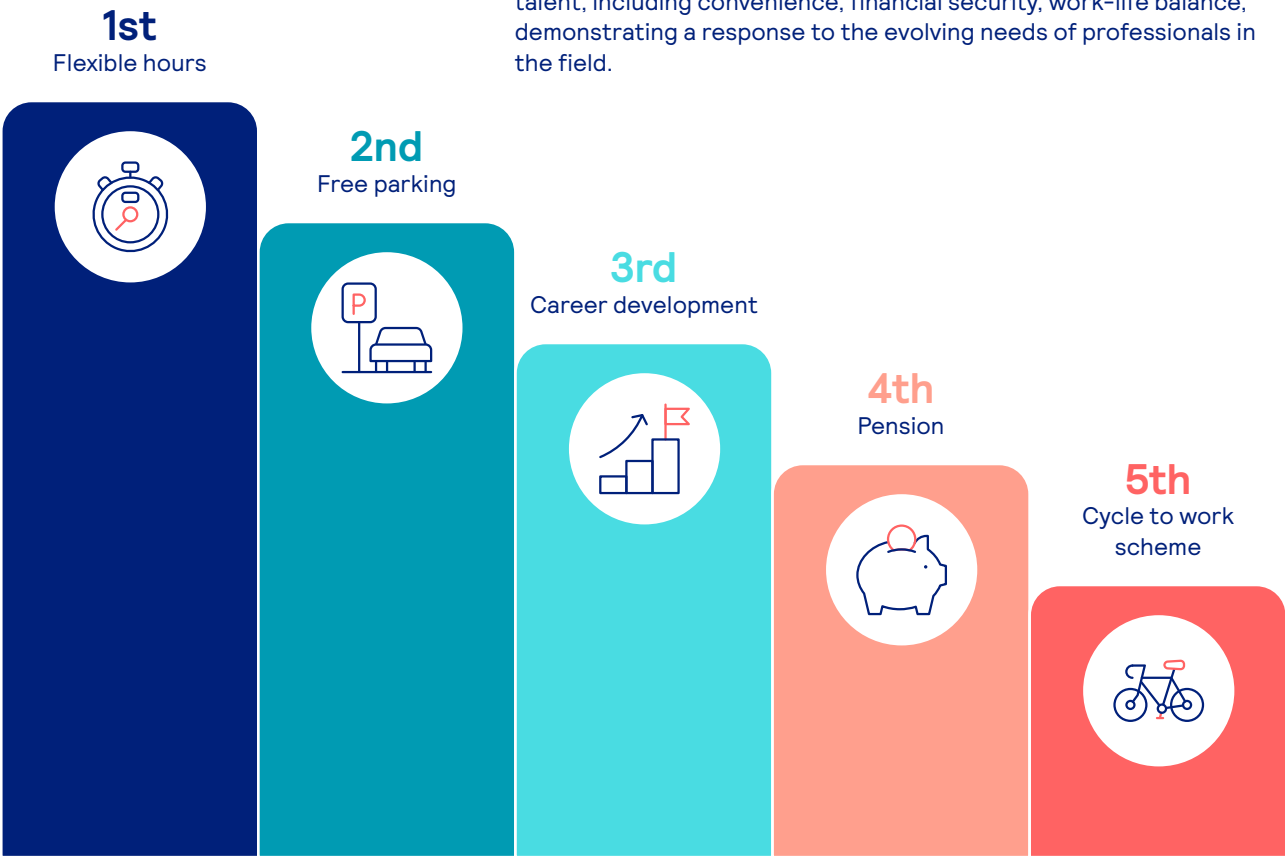
Top trending jobs in the healthcare industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

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In-demand positions

Average base salaries for the most advertised healthcare jobs in Ireland.

Senior Physiotherapist



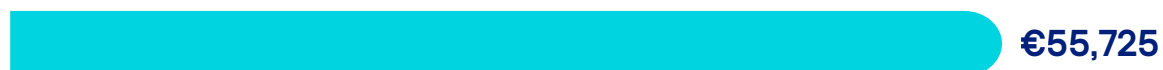
Clinical Nurse Specialist



Clinical Nurse Manager



Occupational Therapist



Speech & Language Therapist



Registered Nurse



Staff Nurse



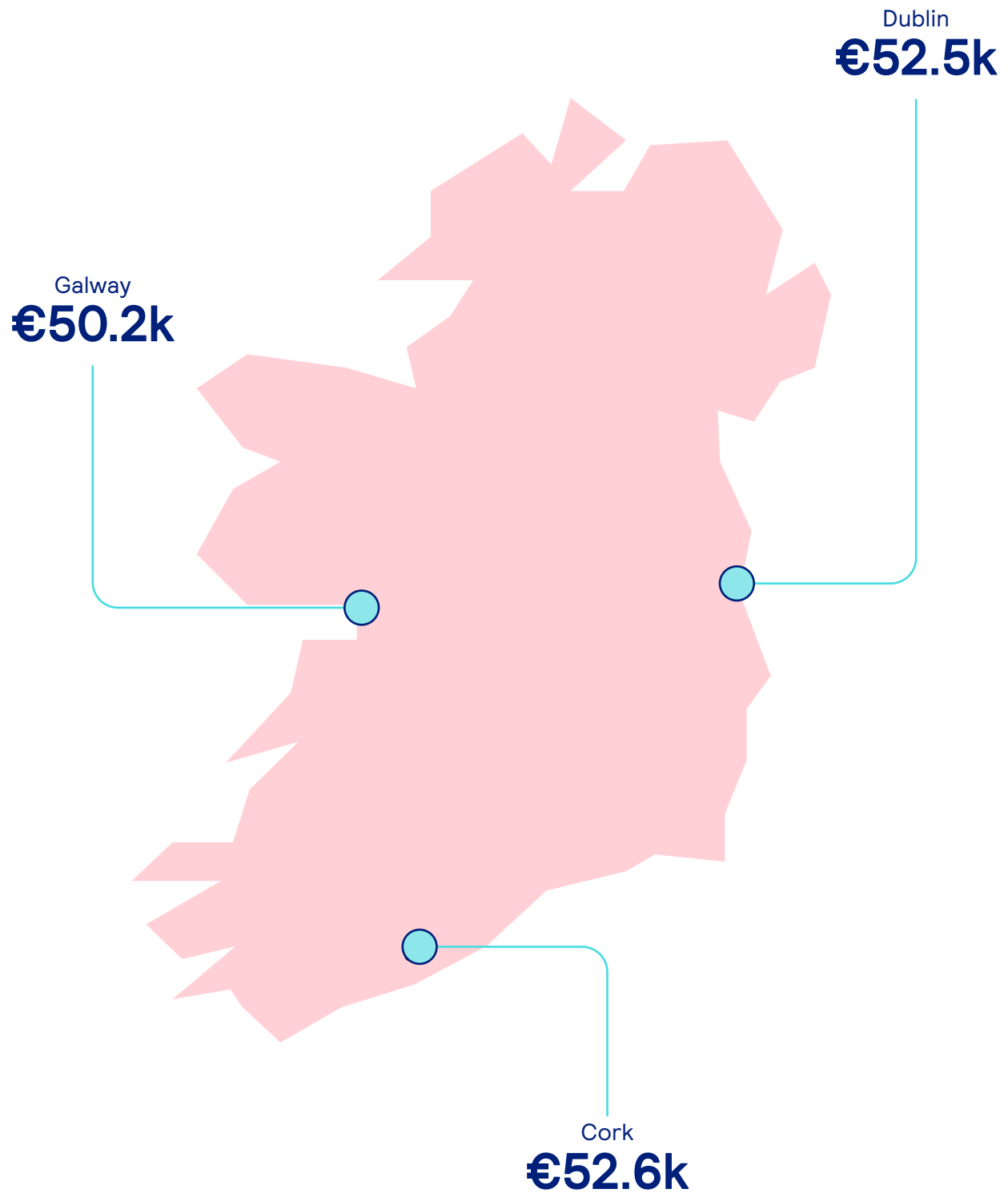
Pharmacy Technician



Healthcare Assistant



Average healthcare salary in key Irish cities





Administration





Administration

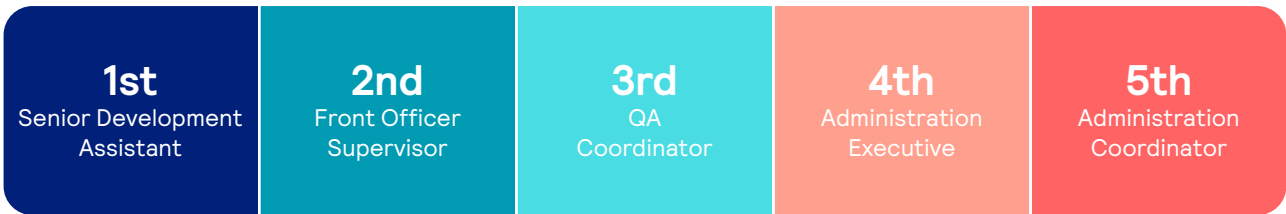
€36.6k

Average salary

The average salaries for the administration sector in Ireland in 2024 ranged from €35,559 to €37,627, nationally. Dublin leads as the top-paying region, with salaries ranging from €37,591 to €39,502, while Cork and Galway also offer competitive rates. Top advertised roles, such as Clerical Officer and Document Controller saw notable year-on-year minimum salary increases of 17.2% and 12.4%, respectively.

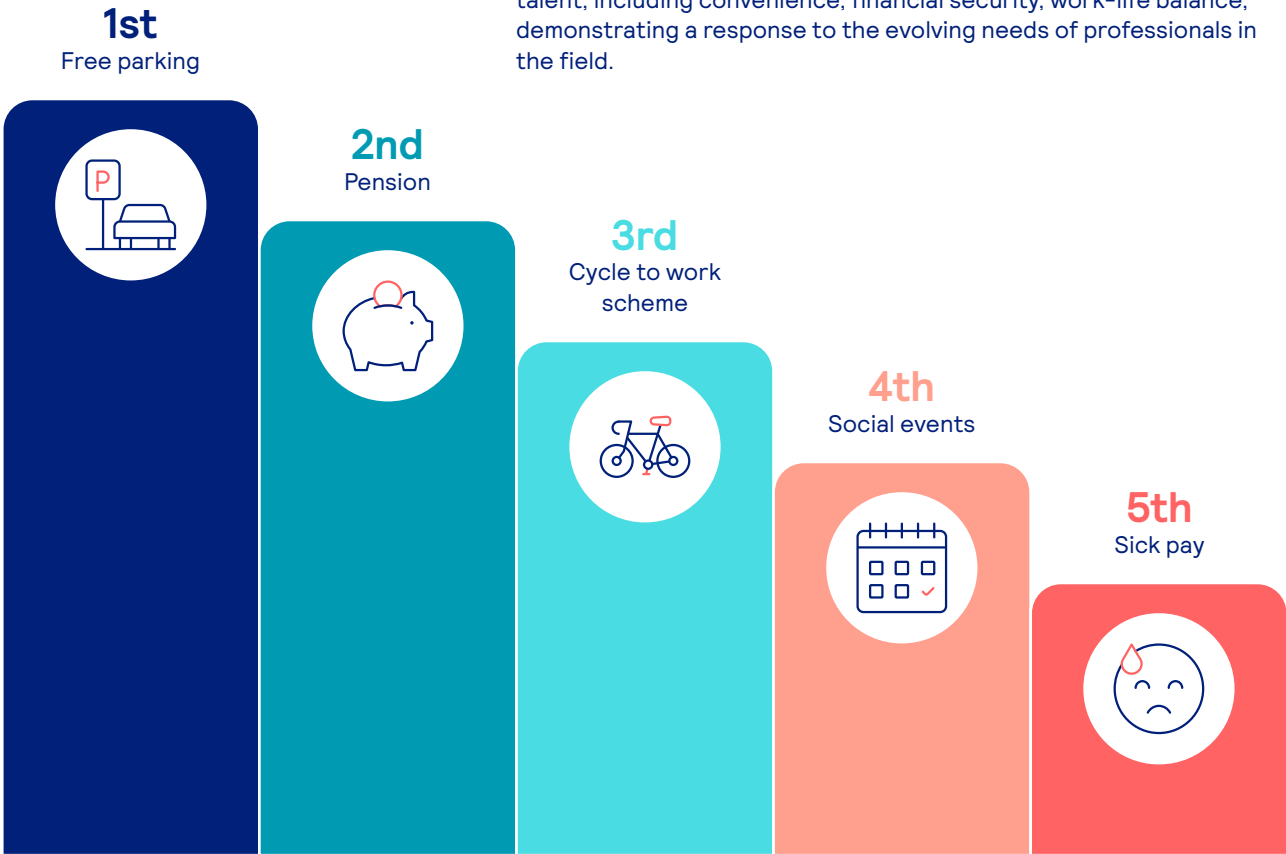
Top trending jobs in the administration industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the administration industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, work-life balance, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised administration jobs in Ireland.

Company Secretary

€66,146

Executive Assistant

€47,791

Document Controller

€43,869

Office Manager

€42,574

Personal Assistant

€38,532

Administrative Assistant

€33,951

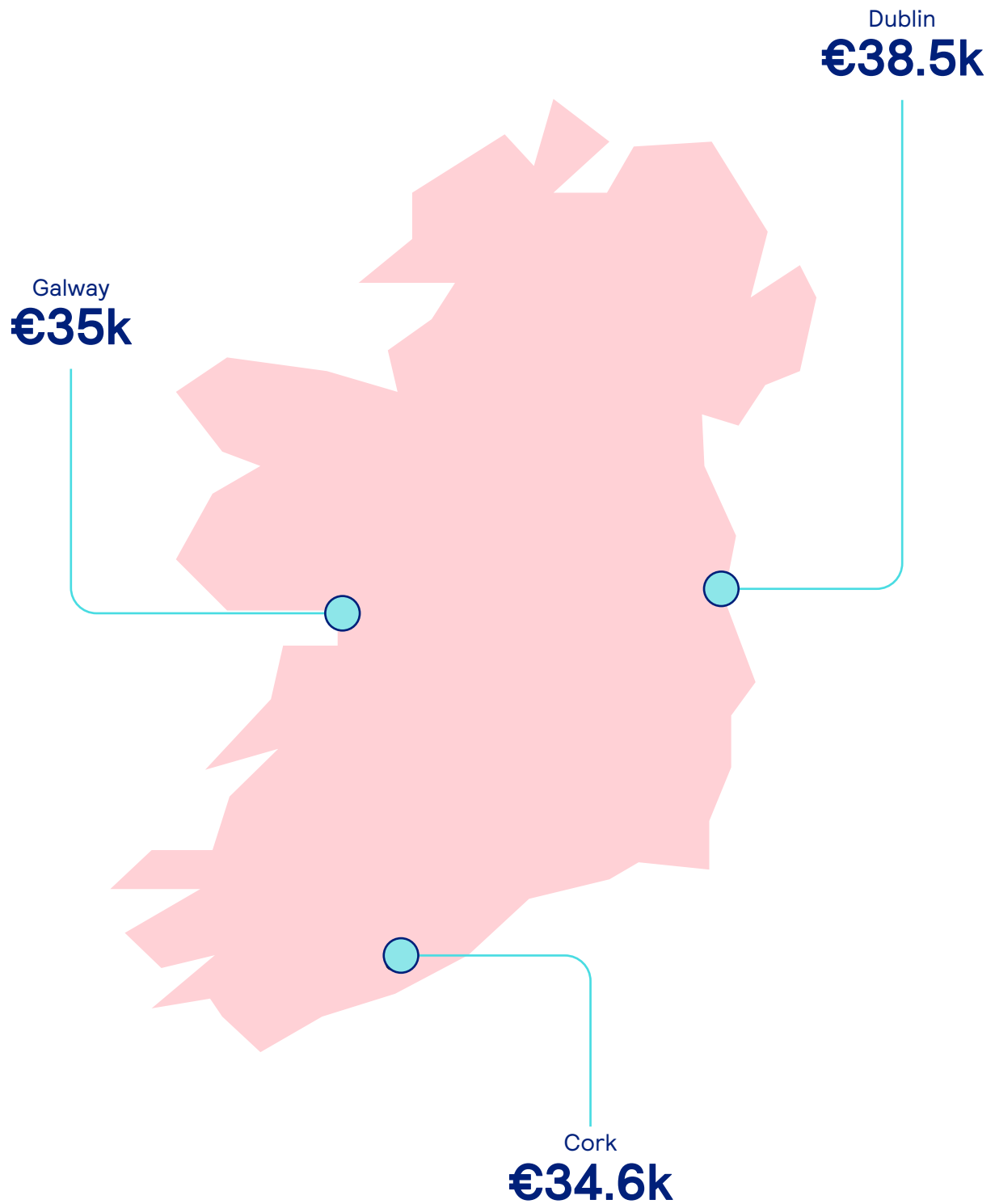
Office Administrator

€32,115

Receptionist

€28,422

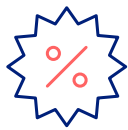
Average administration salary in key Irish cities





Sales





Sales

€42.3k

Average salary

The average salaries for the sales sector in Ireland in 2024 ranged from €41,082 to €43,592, nationally. Dublin leads as the top-paying region, with salaries ranging from €42,864 to €45,220, while Cork and Galway also offer competitive rates. Top advertised roles, such as Field Sales Agent and Sales Advisor saw notable year-on-year minimum salary increases of 23.1% and 10.4%, respectively.

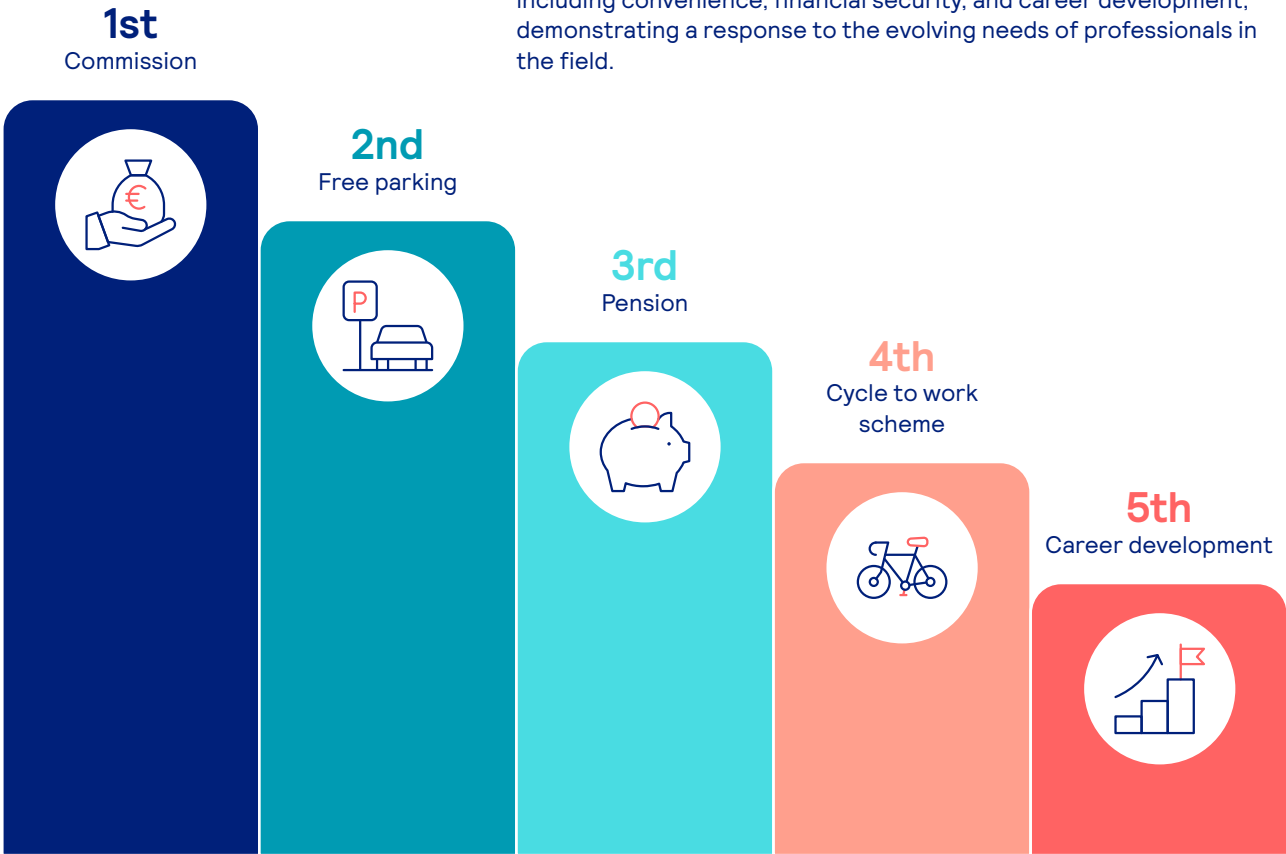
Top trending jobs in the sales industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the sales industry in Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised sales jobs in Ireland.

Sales Manager

€55,672

Business Development Manager

€54,348

Account Executive

€43,058

Sales Executive

€40,760

Sales Development Representative

€40,382

Sales Representative

€35,728

Field Sales Representative

€33,299

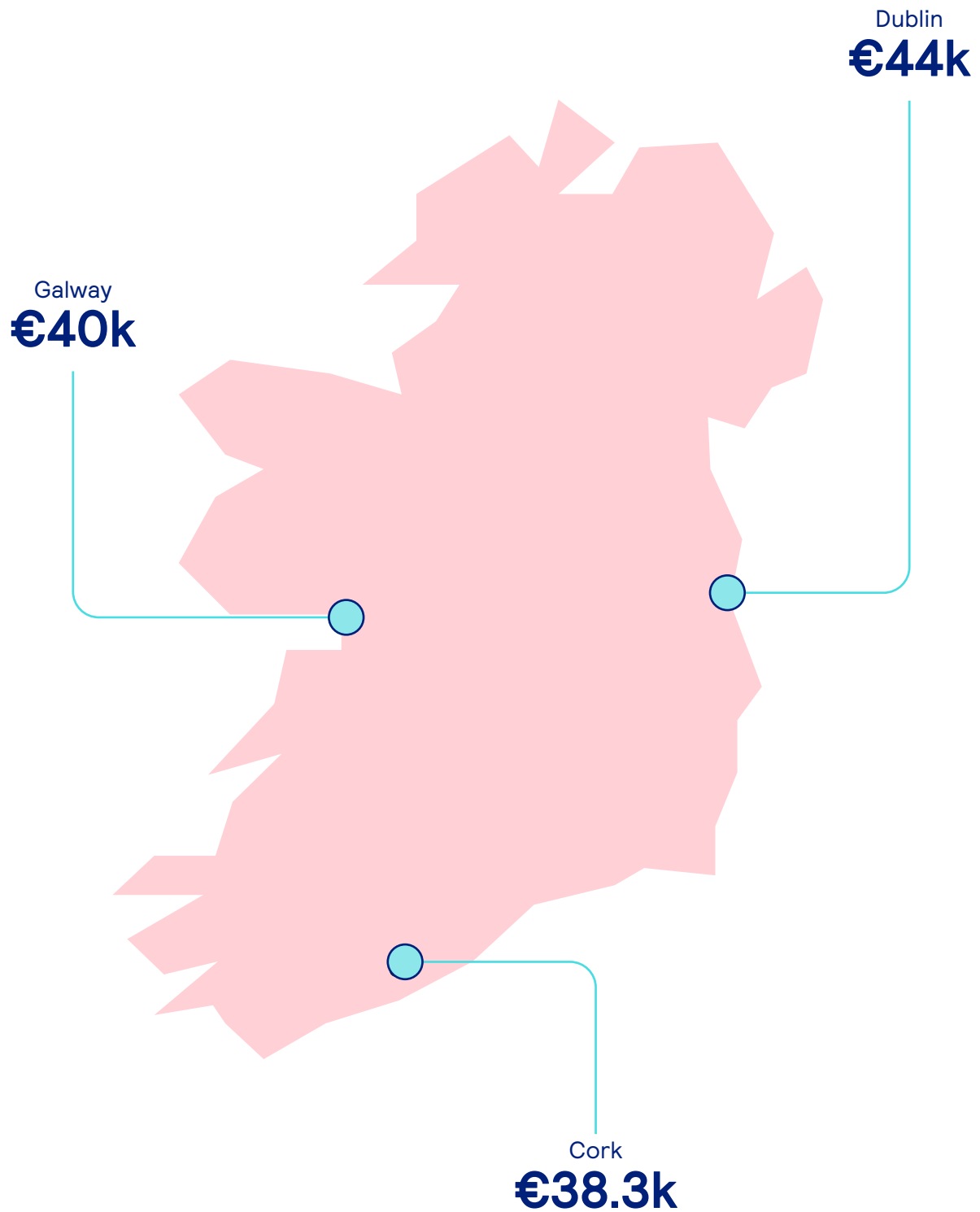
Sales Advisor

€30,647

Sales Assistant

€26,903

Average sales salary in key Irish cities



Salary compensation advice

Building an effective compensation strategy involves planning and attention to detail. While it may seem like a lengthy task, it provides a framework for achieving organisational goals, enhancing employee engagement, and managing budgets. Below are key steps to implement a comprehensive plan:



Align with organisational goals

Your compensation strategy should directly support broader goals like attracting top talent, retaining employees, and improving performance. A clear link between compensation and organisational objectives ensures a focused and strategic approach.



Define and communicate principles

Set clear compensation principles, such as equity, performance-based rewards, and transparency. Open communication about how pay decisions are made builds employee confidence and clarifies pathways for salary increases.



Balance costs and culture

Ensure your strategy is financially sustainable and fits your company culture. Equal pay, budget constraints, and long-term financial goals must be accounted for to maintain trust and stability.



Design a clear structure

Create a framework that includes base salaries, bonuses, benefits, and incentives. Use industry benchmarks to establish salary ranges and ensure equal pay for roles of equal value.



Review roles and market trends

Regularly update job descriptions and analyse market benchmarks using industry reports and salary surveys. Competitive and fair compensation packages help attract and retain talent without unnecessary costs.



Link performance to pay

Tie compensation to individual and team performance using a robust management system. This approach motivates employees and aligns their efforts with organisational goals.



Engage employees

Gather employee feedback to understand their expectations and identify gaps in current offerings. Involving employees in the process encourages trust and ensures your strategy aligns with workforce needs.



Monitor, evaluate, and stay compliant

Regularly review your compensation strategy using metrics like turnover rates and employee feedback. Adapt as needed to stay competitive while ensuring compliance with employment laws, including equal pay legislation.

Insights and solutions to deliver the people you need

Whether you want to attract and recruit brilliant people, sharpen your hiring strategies, or build your market presence, we're here with powerful insights and data-backed solutions.

[Learn more](#)

Methodology: Data for these guides comes from OTT, an in-house tool built by The Stepstone Group, the parent company of IrishJobs, to examine job postings and additional information, including salaries, benefits, hiring by region, and skills. For this analysis, salary and benefits data for 2024 were analysed. The top industries were selected based on the volume of job postings and an understanding of which sectors would be of most value to our customers.