

# Link Personnel Services

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Your New Career  
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# Salary Surveys 2025

**Call** +353 1 845 6312  
**Email** [info@linkpersonnel.ie](mailto:info@linkpersonnel.ie)  
**Online** [linkpersonnel.ie](http://linkpersonnel.ie)





# Foreword

As part of our service to clients and candidates, Link Personnel Services is happy to publish our annual salary surveys for 2025. We publish our surveys around this time of year to measure the impact that January, traditionally a very busy month for hiring, has on pay across Ireland.

January 2025 has not moved the dial very much. In contrast, looking back on surveys since 2021, we have seen really significant growth in wages, across all sectors. Of course, there are many reasons for this growth, and it is by no means uniform across sectors. However, the inflation of 2022, 2023 and the first half of 2024, the associated, elevated cost of living, and a tight labour market over that time have been the main drivers of higher pay. Looking back on the last number of years, Link Personnel has accurately predicted wage growth in the economy. While final numbers for 2024 have not been released we expect the percentage growth to fall just outside the upper end of our estimate of 2.5-4.5% growth.

**What about 2025?** We should see strong growth in Q1, driven by a 6.3% rise in the minimum wage, but for the full year, a more subdued (but not non-existent) inflation picture and a labour market now well and truly beyond the hyper growth years of 2022 and 2023, should result in growth between 2.5-4.5%, once again.

**What are the other stories that will affect the labour market in Ireland in 2025?** U.S. Tariffs on EU goods are a clear and present threat of disruption, AI, increased automation, and digital transformation will play a larger role this year than in 2024, as already evidenced by the introduction of Chinese large language model alternatives. Like 2024, hybrid work policies, continue to be up for discussion, with recent moves by private and public sector bodies firing shots across the bow to encourage (or order!) employees back into the office.

This remains a risky move based on published survey data and our specialist knowledge of candidate sentiment. Salary is a necessary, but not sufficient tool to attract candidates, while benefits - including hybrid or remote work - remain a powerful tool of attraction for employers when it comes to finding the right people. Who gains the upper hand in the tussle over hybrid work, may depend on the course of the economy in 2025.

As with last year, the only certainty is that the economy and the labour market will be uncertain in 2025. The Irish economy has remained remarkably resilient on paper, but people don't feel better off. That is a problem. Huge infrastructure bottlenecks remain which represent a massive danger to growth and quality of life. From this vantage point, Link Personnel sees moderating job growth this year, but we don't expect anything cataclysmic to disrupt a relatively stable trajectory of job growth witnessed in recent years.

Link Personnel intends to increase its staffing levels this year to take advantage of new opportunities. We have accelerated our adoption of new programmes and processes we believe will help match clients and candidates, in a cost effective and efficient way, throughout 2025. We stand ready to provide our help, expertise and analysis to candidates and clients alike and we look forward to working with you throughout the rest of this year and beyond.

Please feel free to contact me to discuss the market in general or your industry specifically

**Cormac Spencer**  
**Director**  
**Link Personnel Services**

**Contact Cormac**  
01 845 4651  
cormac@linkpersonnel.ie





# Explore

**Accounts** 04

**Administration** 05

**Customer Service** 06

**HR & L&D** 07

**Marketing** 08

**Business Development** 09

**Solicitors** 10

**Other Legal Professionals** 11

**Company Secretaries** 12

**Legal Secretaries** 13

**Pharma + Medical Devices** 14



# Accounts

Contact Emma

01 845 6302

emma@linkpersonnel.ie



Role	0-2 Years	2-4 years+
Accounts Administrator	€31-37k	€35-43k
Accounts Payable	€32-40k	€36-50k
AP Manager	€50-65k	€57-80k
Credit Controller	€30-40k	€37-52k
Credit Control Manager	€50-65k	€60-80k
Billing Administrator	€34-42k	€37-46k
Billing Manager	€52-64k	€60-76k
Finance Assistant	€30-40k	€35-42k
Newly Qualified Accountant	€54-68k	
Qualified + 1-2 years' PQE	€58-78k	
Qualified + 2-5 years' PQE	€66-90k	
Qualified + 5+ years' PQE	€86-135k	
Finance Manager	€70-92k	€80-105k
Financial Controller	€86-110k	€100-130k
Finance Director	€105-140k	€115-175k
Payroll Administrator	€30-40k	€35-45k
Payroll Manager	€53-66k	€62-76k
Revenue Accountant	€55-65k	€65-95k
Cost Accountant	€56-68k	€66-100k

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**Contact Orla**  
01 845 6312  
orla@linkpersonnel.ie



# Administration

Role	0-2 Years	2-4 years+
Office Administrator	€29-40k	€33-44k
Team Secretary	€34-42k	€37-52k
Personal Assistant	€38-52k	€40-65k
Executive Assistant	€54-62k	€58-78k
Office Manager	€46-65k	€52-79k
Data Entry Clerk	€29-34k	€31-37k
Database Administrator	€32-40k	€34-44k
Document Controller	€36-45k	€44-56k
Facilities Co-ordinator	€35-45k	€40-55k
Facilities Manager	€57-70k	€65-85k
Head of Facilities	€82-110k	€100-160k
Reception \ Front of House	€29-35k	€32-44k
Corporate Receptionist	€32-40k	€38-55k
Front of House Manager	€48-60k	€50-68k
Archive \ Postroom Operator	€32-38k	€33-42k
Archive \ Records Manager	€46-55k	€50-65k

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# Customer Service

Role	0-2 Years	2-4 years+
Customer Service Rep.	€29-36k	€32-40k
Customer Service Team Lead	€40-50k	€42-56k
Customer Service Manager	€52-65k	€55-75k
Client Services Administrator	€35-45k	€41-50k
Helpdesk Support	€32-42k	€38-52k
Sales Administrator	€30-37k	€35-45k
Sales Admin Manager	€45-56k	€48-65k

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## Re-entering the Workforce: A Guide to a Successful Career Comeback

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# HR & L&D

**Contact Emma**

01 845 6302

emma@linkpersonnel.ie



<b>Role</b>	<b>0-2 Years</b>	<b>2-4 years+</b>
HR Administrator	€31-40k	€34-44k
HR Generalist	€42-55k	€50-66k
HR Business Partner	€60-75k	€65-85k
HR Manager	€67-85k	€70-100k
Head of HR	€88-125k	€110-170k
HRIS Executive	€40-49k	€46-60k
HRIS Manager	€60-76k	€70-90k
Compensation/Benefits Manager	€62-78k	€75-96k
Graduate Recruitment Executive	€34-44k	€41-55k
Graduate Recruitment Manager	€60-75k	€70-95k
Graduate Programme Manager	€59-75k	€67-86k
In-House Recruiter	€32-52k	€45-68k
Recruitment \ Talent Manager	€62-75k	€68-98k
Head of Recruitment \ Talent	€80-100k	€95-150k
L&D Administrator	€32-40k	€35-45k
L&D Executive	€40-50k	€50-60k
L&D Manager	€62-80k	€72-92k
Head of L&D	€85-110k	€95-130k
Knowledge Management Executive	€36-50k	€40-60k
Knowledge Manager	€55-75k	€65-82k

**See our latest Human Resources roles by clicking [HERE](#)**



# Marketing

Contact Emma

01 845 6302

emma@linkpersonnel.ie



Role	0-2 Years	2-4 years+
Marketing Administrator	€30-40k	€35-45k
Marketing Executive	€38-50k	€45-65k
Digital Marketing Executive	€38-50k	€45-68k
Communications Executive	€38-50k	€45-65k
Events Executive	€37-50k	€45-60k
Social Media Executive	€35-45k	€40-55k
PR Executive	€35-45k	€40-55k
Marketing Manager	€60-80k	€72-95k
Digital Marketing Manager	€60-80k	€73-96k
Communications Manager	€60-80k	€70-95k
Events Manager	€55-75k	€70-92k
Social Media Manager	€55-73k	€70-90k
PR Manager	€55-75k	€71-93k
Head of Marketing	€90-130k	€100-160k
Graphic Designer (In House)	€35-50k	€50-80k

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# Business Development

Role	0-2 Years	2-4 years+
BD Administrator	€30-40k	€38-42k
BD Executive	€40-48k	€48-72k
BD Manager	€65-85k	€80-105k
Head of BD	€90-120k	€105-175k
Bids Administrator	€38-45k	€40-48k
Bids Executive	€45-55k	€55-80k
Bids Manager	€65-90k	€85-115k
Head of Bids	€90-120k	€100-160k
CRM Administrator	€35-43k	€42-55k
CRM Specialist	€50-63k	€60-75k
CRM Manager	€68-82k	€75-105k

## Contact Emma

01 845 6302

[emma@linkpersonnel.ie](mailto:emma@linkpersonnel.ie)



## Link Blog

# Looking for a new job in 2025?

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# Solicitors

Contact Cormac

01 845 4651

cormac@linkpersonnel.ie



<b>Big 6 &amp; International Firms</b>	<b>€</b>
Newly Qualified	€72-90k
1-3 years' PQE	€80-115k
3-5 years' PQE	€95-130k
5+ years' PQE	€110 - 170k
Salaried Partner	€140-265k
<b>Mid-Sized Firms</b>	<b>€</b>
Newly Qualified	€63-72k
1-3 Years' PQE	€70-95k
3-5 Years' PQE	€80-120k
5+ Years' PQE	€100-145k
Salaried Partner	€130-230k
<b>General Practice</b>	<b>€</b>
Newly Qualified	€50-62k
1-3 Years	€53-85k
3-5 Years	€67-90k
5 Years+	€80-105k
Partner	€105-160k

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# Other Legal Professionals

## Legal Executives (All Firms)

Experience	€
0-1 Years	€29-40k
1-3 Years	€35-50k
3-5 Years	€45-58k
5+ Years	€50-75k

## Other Legal Roles

Role	€
Listings Executive	€38-60k
E-Discovery Analyst	€35-60k
E-Discovery Manager	€55-90k
Archivist	€32-52k
Head of Archives / Records	€55-80k
Knowledge Manager	€68-100k
Legal Researcher	€40-80k
Client Onboarding Executive	€38-70k

**Contact Cormac**

01 845 4651

[cormac@linkpersonnel.ie](mailto:cormac@linkpersonnel.ie)



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# Company Secretaries

<b>Part Qualified ICSA</b>	<b>€</b>
Company Secretary Administrator	€34-45k
0-1 Year	€42-54k
1-3 Years	€47-68k
3-5 Years+	€56-76k
<b>Fully Qualified ICSA</b>	<b>€</b>
0-1 Year	€43-58k
1-3 Years	€50-80k
3-5 Years	€65-95k
5-7 Years incl Team Lead \ Manager	€85-115k
7-10 Years incl Team Lead \ Manager	€95-135k
10+ years incl Manager and Head of Dept	€120-210k

**Contact Cormac**

01 845 4651

[cormac@linkpersonnel.ie](mailto:cormac@linkpersonnel.ie)



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**Contact Orla**  
01 845 6312  
orla@linkpersonnel.ie



# Legal Secretaries

<b>Big 6 &amp; International Firms</b>	<b>€</b>
0-1 Years	€30-38k
1-3 Years	€37-52k
3-5 Years	€44-58k
5+ Years	€49-70k

<b>General Practice/Mid-Sized Firms</b>	<b>€</b>
0-1 Years	€30-36k
1-3 Years	€33-46k
3-5 Years	€42-53k
5+ Years	€44-60k

[Link Blog](#)

## Link Personnel Referral Scheme

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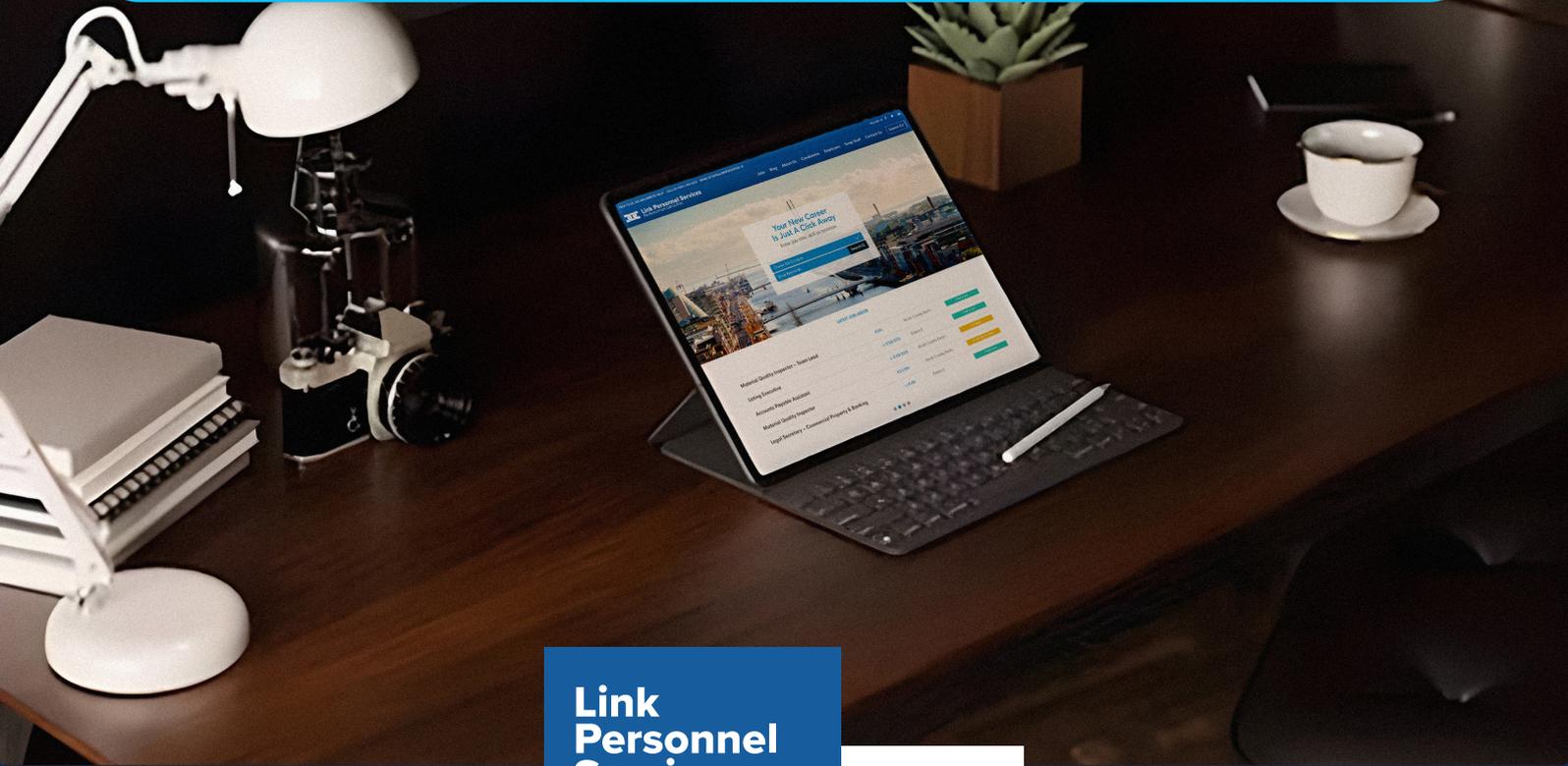


# Pharma & Medical Devices

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€29-40k	€31-46k
Product Assembler	€30-40k	€33-44k
Technician/Service Engineer	€39-48k	€45-62k
Graduate Engineer	€38-48k	
Electrical/Electronic/Mechanical Engineer	€42-64k	€58-75k
Senior Engineer	€65-85k	€80-115k
QC Analyst	€33-43k	€36-48k
QA Analyst	€34-45k	€41-55k
QA Manager	€50-70k	€65-86k
Head of Quality	€80-115k	€100-160k
Qualified Person	€80-100k	€95-130k
Supply Chain Specialist	€53-66k	€58-80k
Supply Chain Manager	€75-95k	€86-105k
Head of Supply Chain	€95-125k	€100-160k
Buyer/Procurement Specialist	€53-68k	€60-88k
Procurement Manager	€80-95k	€86-110k
Head of Procurement	€100-135k	€110-165k
EHS Technician	€36-50k	€46-59k
EHS Manager	€60-90k	€75-110k
Facilities Manager	€62-80k	€65-95k

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e-mail **info@linkpersonnel.ie**  
or go online **www.linkpersonnel.ie**  
to make an appointment to meet  
one of our consultants today



Suite 4, Manor House,  
3 Church Road,  
Malahide, Co. Dublin

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