



Salary Surveys 2026

Foreword

As part of our service to clients and candidates, Link Personnel Services is happy to publish our annual salary surveys for 2026.

Like this time last year, January 2026 has not moved the dial very much on earnings. In contrast, looking back on surveys since 2021, we have seen significant growth in wages, across all sectors. Of course, there are many reasons behind this growth, and it is by no means uniform across industries. Elevated cost of living, and a tight labour market have been the main drivers of higher pay overall. However, at the lower end of the salary scale a near 40% rise in the minimum wage since 2021, has no doubt had a knock-on effect on all salaries (though particularly administration, services, and graduate roles). Since we started our salary surveys, Link Personnel has accurately predicted wage growth in the economy year on year. While the final numbers from the CSO are not in, it looks like we will just miss the upper end of our estimate of 2.5-4.5% growth for 2025 - We expect final Q4 figures to confirm full year growth in the region of 4.6-4.8%.

What about 2026?

This year we assume a stable (but not non-existent) inflation picture, underpinned by lower energy prices, and a labour market in a more mature stage of growth. Despite more obvious dangers to the economy in 2026, we keep our prediction for wage growth relatively stable at 3-4.7%. This number belies a more complex picture when it comes to candidate preferences. At the lower salary scales, employers will have to raise offers, as pay is much more important to candidates trying to keep up with the cost of living. However, at higher pay scales there are diminishing returns from every extra Euro earned above a threshold. For those candidates, overall package and work life balance remain key. Employers who are cognisant of this when making offers will have the most success in 2026.

What are the other stories that will affect the labour market in Ireland in 2026?

Greenland was certainly not a topic of conversation in boardrooms this time 12 months ago, so the old adage that predictions are hard, especially about the future must always be kept in mind! Tariffs severely affected investment in 2025, and will play some part this year, though the worst disruption appears to be over. Business loves certainty. The less of it we get, the more choppy employment waters will be. AI will face a put up or shut up moment this year, where we see if the massive investment to date will pay off for companies. Regardless, AI, automation and digital transformation will play a bigger role this year than in previous times. To respond to these developments, Link Personnel has expanded much further into this space, upskilling staff appropriately. We now recruit for Tech, AI and Cyber Security roles across professional services, pharmaceuticals and medical devices. Auto Enrolment and the EU Pay Transparency Directive will increase the administrative burden for companies this year, though it remains to be seen how big an impact the former will have on hiring. Finally, hybrid work continues to be a game of give and take. Employers have not fully made their mind up on what is best for their business, but just as business loves certainty, so do candidates. Our experience is that a stable, and generous hybrid policy remains a powerful tool in attracting staff.

For 2026, the only certainty is that the economy and the labour market will be uncertain. 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.

In 2026, Link Personnel has expanded to take advantage of new opportunities. If you have a requirement in the areas of IT, Cyber Security or AI Engineering, we would love to help. 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 2026. 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.

Contact Cormac

01 845 4651

cormac@linkpersonnel.ie



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Accounts

Contact Emma

01 845 6302

emma@linkpersonnel.ie



Role	0-2 Years	2-4 years+
Accounts Administrator	€32-40k	€36-44k
Accounts Payable	€34-43k	€38-50k
AP Manager	€52-66k	€60-80k
Credit Controller	€34-44k	€40-52k
Credit Control Manager	€52-66k	€58-80k
Billing Administrator	€36-44k	€40-54k
Billing Manager	€55-65k	€62-75k
Finance Assistant	€33-40k	€36-45k
Part Qualified Accountant	€40-52k	€48-60k
Newly Qualified Accountant	€56-68k	
Qualified + 1-2 years' PQE	€60-78k	
Qualified + 2-5 years' PQE	€70-93k	
Qualified + 5+ years' PQE	€88-140k	
Finance Manager	€73-92k	€80-110k
Financial Controller	€88-115k	€100-135k
Finance Director	€105-140k	€120-180k
Payroll Administrator	€32-42k	€38-46k
Payroll Manager	€55-70k	€63-77k
Revenue Accountant	€62-75k	€70-100k
Cost Accountant	€62-75k	€70-105k

See our latest Accounts roles by clicking [HERE](#)

Office Admin

Contact Orla
01 845 6312
orla@linkpersonnel.ie



Role	0-2 Years	2-4 years+
Office Administrator	€32-40k	€34-44k
Team Secretary	€36-45k	€40-53k
Personal Assistant	€40-55k	€45-70k
Executive Assistant	€57-65k	€60-85k
Office Manager	€50-67k	€60-82k
Facilities Co-ordinator	€58-75k	€68-88k
Facilities Manager	€32-40k	€34-44k
Head of Facilities	€85-115k	€100-160k
Reception \ Front of House	€32-38k	€35-44k
Corporate Receptionist	€35-42k	€39-57k
Front of House Manager	€50-60k	€59-70k

Customer / Client Service

Role	0-2 Years	2-4 years+
Customer Services Representative	€31-37k	€34-40k
Customer Services Manager	€54-65k	€55-80k
Client Services Administrator	€36-47k	€40-54k
Helpdesk Support	€35-43k	€40-53k
Sales Administrator	€32-40k	€36-46k
Sales Admin Manager	€45-58k	€50-70k



Role	0-2 Years	2-4 years+
HR Administrator	€33-42k	€35-47k
HR Generalist	€45-56k	€52-67k
HR Business Partner	€72-75k	€66-90k
HR Manager	€67-90k	€75-105k
Head of HR	€90-125k	€110-175k
HRIS Executive	€42-50k	€47-65k
HRIS Manager	€62-78k	€70-95k
Compensation/Benefits Manager	€65-80k	€76-99k
Graduate Recruitment Executive	€35-47k	€43-59k
Graduate Recruitment Manager	€62-75k	€72-100k
Graduate Programme Manager	€60-75k	€68-90k
In-House Recruiter	€35-55k	€50-72k
Recruitment \ Talent Manager	€65-76k	€70-100k
Head of Recruitment \ Talent	€85-105k	€100-150k
L&D Administrator	€35-43k	€38-48k
L&D Executive	€42-50k	€50-64k
L&D Manager	€65-80k	€75-95k
Head of L&D	€88-115k	€95-135k
Knowledge Management Executive	€38-54k	€42-60k
Knowledge Manager	€60-78k	€68-85k

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	€32-42k	€38-48k
Marketing Executive	€40-50k	€48-65k
Digital Marketing Executive	€40-50k	€48-65k
Communications Executive	€40-50k	€45-65k
Events Executive	€38-50k	€48-62k
Social Media Executive	€38-47k	€42-55k
PR Executive	€38-47k	€42-55k
Marketing Manager	€62-77k	€70-95k
Digital Marketing Manager	€62-77k	€70-95k
Communications Manager	€62-77k	€70-92k
Events Manager	€60-75k	€75-90k
Social Media Manager	€60-70k	€70-85k
PR Manager	€60-75k	€70-90k
Head of Marketing	€95-135k	€105-165k
Graphic Designer (In House)	€38-52k	€50-75k

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Business Development

Contact Emma
01 845 6302
emma@linkpersonnel.ie



Role	0-2 Years	2-4 years+
BD Administrator	€32-40k	€40-45k
BD Executive	€40-50k	€50-70k
BD Manager	€68-87k	€82-105k
Head of BD	€95-125k	€110-170k
Bids Administrator	€40-47k	€42-50k
Bids Executive	€48-58k	€60-75k
Bids Manager	€68-92k	€90-110k
Head of Bids	€95-125k	€110-155k
CRM Administrator	€38-45k	€45-55k
CRM Specialist	€52-65k	€62-78k
CRM Manager	€70-82k	€80-105k

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Solicitors

Contact Cormac
01 845 4651
cormac@linkpersonnel.ie



Big 6 & International Firms	€
Newly Qualified	€76-92k
1-3 years' PQE	€85-115k
3-5 years' PQE	€100-130k
5+ years' PQE	€115-170k
Salaried Partner	€150-270k
PSL (Professional Support Lawyer)	€90-135k
Mid-Sized Firms	€
Newly Qualified	€67-78k
1-3 Years' PQE	€75-100k
3-5 Years' PQE	€85-125k
5+ Years' PQE	€100-155k
Salaried Partner	€135-250k
PSL (Professional Support Lawyer)	€85-125k
General Practice	€
Newly Qualified	€55-67k
1-3 Years	€58-85k
3-5 Years	€70-90k
5 Years+	€82-110k
Partner	€110-175k

Other Legal Roles

Contact Cormac
01 845 4651
cormac@linkpersonnel.ie



Legal Executives (All Firms)

Experience	€
0-1 Years	€30-40k
1-3 Years	€36-52k
3-5 Years	€46-60k
5+ Years	€55-75k

Other Legal Roles

Role	€
Listings Executive	€40-65k
E-Discovery Analyst	€37-60k
E-Discovery Manager	€60-90k
Librarian	€45-65k
Knowledge Manager	€70-100k
Legal Researcher	€44-80k
Client Onboarding Executive	€40-70k

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Company Secretaries

Contact Cormac
01 845 4651
cormac@linkpersonnel.ie



Part Qualified ICSA

€

Company Secretary Administrator	€36-46k
0-1 Year	€42-53k
1-3 Years	€48-65k
3-5 Years+	€58-76k

Fully Qualified ICSA

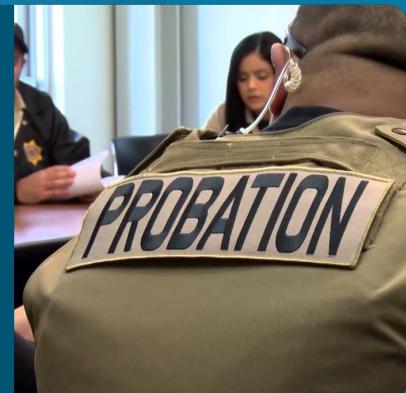
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0-1 Year	€43-58k
1-3 Years	€50-80k
3-5 Years	€66-95k
5-7 Years incl Team Lead \ Manager	€85-115k
7-10 Years incl Team Lead \ Manager	€100-140k
10+ years incl Manager and Head of Dept	€125-220k

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Legal Secretaries

Contact Orla
01 845 6312
orla@linkpersonnel.ie



Big 6 & International Firms

€

0-1 Years	€33-40k
1-3 Years	€38-53k
3-5 Years	€44-59k
5+ Years	€52-72k

General Practice/Mid-Sized Firms

€

0-1 Years	€32-37k
1-3 Years	€35-48k
3-5 Years	€44-56k
5+ Years	€47-62k

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Pharma & Medical Devices

Role	0-2 Years	2-4 years+
Material Handler/Forklift Op.	€31-42k	€33-48k
Product Assembler	€32-40k	€35-46k
QC Analyst	€34-45k	€36-50k
QA Analyst	€35-46k	€42-56k
QA Manager	€55-72k	€66-88k
Head of Quality	€86-120k	€105-160k
Qualified Person	€85-102k	€98-125k
Regulatory Affairs Manager	€65-80k	€75-100k
Validation Engineer	€43-60k	€55-80k
EHS Technician	€38-51k	€48-60k
EHS Manager	€62-92k	€80-110k
Facilities Manager	€65-83k	€70-100k
Production Manager	€63-80k	€75-95k

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Growing Your Career

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Supply Chain, Logistics & Procurement

Role	0-2 Years	2-4 years+
Supply Chain Specialist	€55-67k	€61-85k
Supply Chain Manager	€75-95k	€85-110k
Head of Supply Chain	€95-125k	€100-165k
Inventory Assistant	€32-45k	€40-50k
Inventory Manager	€65-80k	€70-95k
Head of Inventory	€85-105k	€100-145k
Warehouse Manager	€60-75k	€70-84k
Shipping Manager	€50-60k	€55-75k
Logistics Manager	€55-70k	€63-82k
Junior Buyer	€35-45k	€38-52k
Buyer \ Procurement Specialist	€52-68k	€63-90k
Procurement Manager	€82-97k	€90-110k
Head of Procurement	€100-145k	€120-175k

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Technology, AI & Cyber Security

Role	0-2 Years	2-4 years+
IT Helpdesk Support	€35-45k	€40-53k
IT Helpdesk Manager	€55-65k	€60-75k
Data Analyst	€35-55k	€50-67k
Senior Data Analyst	€58-70k	€67-83k
Software Engineer	€45-65k	€60-85k
Software Engineering Manager	€80-98k	€95-115k
AI Software Engineer	€50-75k	€65-97k
Machine Learning Engineer	€48-70k	€68-95k
Cyber Security Analyst Tier 1 (SOC)	€38-45k	€40-50k
Cyber Security Analyst Tier 2 (SOC)	€45-56k	€50-68k
Cyber Security Analyst Tier 3 (SOC)	€65-80k	€74-95k
Cyber Security Manager	€75-95k	€90-114k
Legal Technology Specialist	€40-58k	€55-82k
IT Project Manager	€45-75k	€70-135k
Legal Technology Specialist	€45-70k	€60-95k

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To Speak with a Member of Our Team
About How we Can Help You



+353 1 845 6312



info@linkpersonnel.ie



www.linkpersonnel.ie