

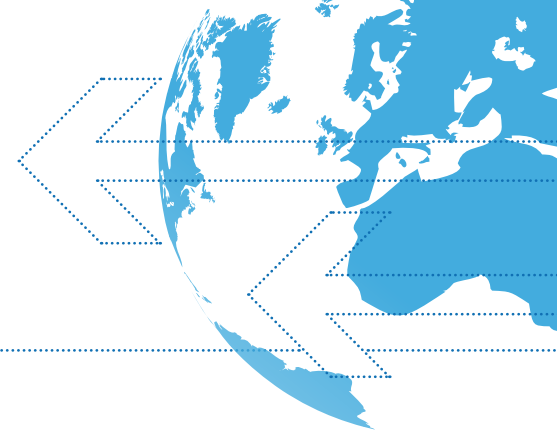
# → TECHNOLOGY

Cpl's Technology team were delighted to receive the NRF Best in Practice IT & Telecoms 2013 in recognition of our achievements and expertise in this sector. We have seen the IT market expand at pace over the last year and Ireland continues to be a country of choice for software professionals and the majority of software companies looking to hire IT talent. There has been a marked increase in the demand for web application engineers, JavaScript, PHP, Python and Ruby engineers. iOS and Android developers are also consistently in demand on both a permanent and contract basis.

The area of Infrastructure Engineering and Technical Support continues to see strong demand for Linux Engineers, in particular DevOps Engineers. There has also been an increase in companies requiring skill sets such as Cyber Security, Virtualization and Storage Engineering and high-end IP/Data Network Engineering. Ireland's strategic location has encouraged increasing levels of investment in cloud computing, 'Big Data' analytics and analytical centres. IT Project Managers are now expected to bring an array of skills on-board, including Data Analysis, Business Intelligence prowess, SDLC and/or Business Analysis skills.

Overall salaries have remained strong; as an example we have seen a 10 – 15% increase in salaries at the mid-level. Due to increasing competition for the best candidates, salaries and daily rates are open to negotiation for candidates with the "in demand" skills. Data warehousing, business intelligence and DBA professionals are in strong demand and have their choice of opportunities on the market. In addition, the telecommunications sector has continued to expand despite the scarcity of highly skilled candidates, which has created further competition between larger organisations for the best talent.

# Technology Salary Guide 2014



## PERMANENT

	Dublin €k p/a		National €k p/a	
	Low	High	Low	High
<b>Software Development</b>				
Software Engineer - .Net, C#, Asp.Net, SQL Server 2005	35	70	35	60
Web Developer Design - DHTML, CSS, JavaScript, XML and AJAX	28	55	25	50
Technical Architect - C#.Net, Java, J2EE, MVC/Struts, Web Services, n-tier architecture	65	100	65	80
Graphic Designer - Photoshop, Illustrator, Dreamweaver, Flash, Action Script	26	55	22	50
Developer - PHP, Perl, Python, Ruby, UNIX, LINUX systems	35	85	35	65
Developer - C/C++ Windows, COM, DCOM, Unix/Linux	45	65	50	65
Software Engineer - Java/J2EE. JSP, Servlets, XML, XSLT, JSP, EJB, Spring, Hibernate, Struts	32	80	30	65
Oracle SQL Server DBA,	50	80	40	65
Oracle PL/SQL Developer	45	75	40	65
Database Developer	50	70	40	65
Developer - VB.Net, VB6, VBA, Access	30	60	30	60
<b>System Analysis</b>	<b>Low</b>	<b>High</b>	<b>Low</b>	<b>High</b>
Business/Systems Analyst (Mainframe, Midrange)	26	65	40	55
Business Analyst	28	70	40	60
<b>IT/Project Management</b>	<b>Low</b>	<b>High</b>	<b>Low</b>	<b>High</b>
Project Manager	55	90	55	75
Infrastructure Project Manager	50	80	50	70
Programme Manager	80	110	65	85
Software Development Manager	70	100	65	90
Applications Support Manager	50	80	50	70
Business Solutions Consultant	45	80	45	80
Release Manager	45	65	45	75
Management Consultant	50	80	50	75
Change Manager	55	80	50	75
Business Process Manager	55	80	50	75
PMO Manager	55	80	50	75
Pre-Sales Consultant	45	75	40	70
Product Manager	60	75	50	75
CTO	100	140	90	120
Director of Development	100	150	90	110
ICT Consultant	45	80	40	75
SAP Consultant	45	90	45	80

## PERMANENT continued

Support/Administration	Dublin €k p/a		National €k p/a	
	Low	High	Low	High
Network Support Engineer (CCNA)	30	55	25	55
Network Support Engineer (CCNP or CCDA)	32	58	25	55
Network Support Engineer with CCIE	38	60	25	55
Senior Network Engineer (CCIE)	55	85	45	70
IT Network Support Administrator (Windows Server 2008, 2012. Windows 7. Exchange 2007, 2010)	28	50	28	50
1st Level System Administrator (Windows)	23	32	18	25
2nd - 3rd Level Windows Systems Administrator	35	55	35	55
Field Service Engineer	32	45	32	45
Unix System Administrator	40	70	45	65
Linux Systems Engineer	42	80	45	80
Linux Development Operations Engineer	45	95	45	95
IT Security Analyst	24	65	24	65
Security Engineer (CISSP/CISA/CISM)	42	75	45	65
Information Security Architect	55	100	55	100
Application Support Engineer	30	55	35	45
IT Manager	55	80	50	80
Systems & Network Manager	50	75	48	65
Data Centre Infrastructure Operations Manager	60	85	60	85
Head of IT	65	110	55	85
Director of IT	70	120	65	100
Service Delivery Manager	55	80	55	85
<b>Localisation Specialists</b>				
	<b>Low</b>	<b>High</b>	<b>Low</b>	<b>High</b>
Technical Writers	25	50	27	45
QA Engineers	30	65	25	55
Localisation Engineers	25	45	25	50
<b>Technical Support</b>				
	<b>Low</b>	<b>High</b>	<b>Low</b>	<b>High</b>
Technical Support - Call Centre	22.5	28	22	30
Helpdesk Support	24	32	22	30
Desk side Support	26	35	25	35
2nd Level Network Engineer	32	40	25	35
3rd Level Network Engineer	35	60	35	55
Field Services	32	45	25	42
UNIX Systems Administrator	35	90	45	60

## CONTRACT

Software Development	National € p/day	
	Low	High
Mainframe	275	350
RPG400, GUI, Java	200	450
C#/VB.Net	200	450
C/C++	200	425
Lotus Notes	250	425
Mobile (iOS/Android) Developers	175	450
Solution Architects	400	650
PHP/Web Developer	180	400
Javascript/UI/UX Developer	250	460
<b>Design</b>		
	<b>Low</b>	<b>High</b>
UX Designer	200	500
UI Designer	200	500
Web Designer	150	400
Graphic Designer	150	300

## CONTRACT

	National € p/day	
	Low	High
<b>Analysis</b>		
Business Analyst	300	550
Systems Analyst	300	450
Data Analyst	200	400
Reporting Analyst	180	350
Operations Analyst	180	350
<b>Project Management</b>		
Project Coordinator/Administrator	200	300
PMO Support	200	300
Project Manager	400	650
Business/Change Project Manager	400	700
IT/Infrastructure Project Manager	400	700
SDLC Project Manager	450	550
BI Project Manager	450	650
Programme Manager	500	800
<b>Support/Administration</b>		
Network Support Engineer	275	450
Network Architect	450	600
Windows Engineer	250	400
1st Level Support	130	180
2nd Level Support	160	240
3rd Level Support	220	350
System Administrator (UNIX, Multiplatform)	300	550
Application Support	280	400
Security Engineer	300	575
<b>QA/Technical Writing/Localisation</b>		
QA Engineers	200	400
Technical Writers	250	425
Localisation Engineer	200	300
Localisation Tester	200	300
Test Manager	400	500
<b>ERP Consultancy/Specialist Roles</b>		
Consultant (SAP)	450	800
Developer (ABAP)	400	650
<b>Database, DataWarehouse &amp; Business Intelligence SQL/Oracle/Teradata/DB2/Sybase</b>		
DBA	400	500
Developer	350	500
Data Warehouse Developer	400	500
<b>Business Intelligence/MIS Development</b>		
Brio/Hyperion/Cognos/BO/OBIEE	400	600
Data Modeller	500	650
Data Architect	550	750
<b>Consultancy</b>		
Functional Consultant	400	700
Technical Consultant	400	700
Apps DBA	400	600
<b>Data Analytics/Big Data</b>		
Data Analyst	300	500
Developer (Hadoop/Pig/Hive)	450	650
Data Scientist	450	650

## IRELAND

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#### Private Home Care

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W: www.techskills.ie

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## SPAIN

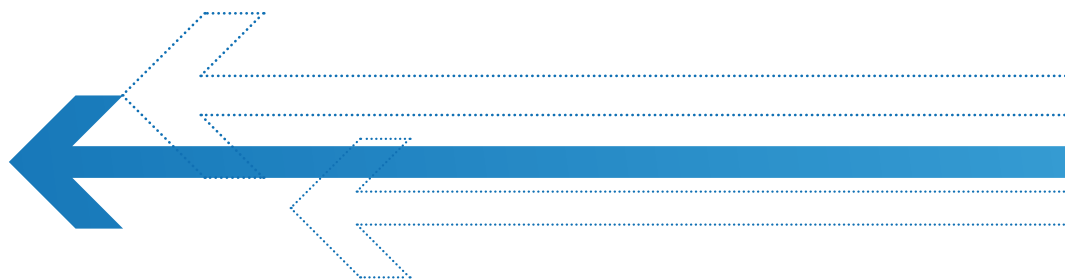
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# LOCATIONS



## OUR BUSINESS

Cpl Resources plc. is a leading provider of recruitment, staffing and outsourcing services. We provide these services to local customers and multinationals through a network of 32 offices in Canada, Czech Republic, England, Hungary, Ireland, Poland, Slovakia, Spain and Tunisia. Our business is based on matching the capabilities of our candidates and employees with the needs of our clients to get work done.

We achieve this by:

- Placing people in permanent jobs with our clients
- Staffing client projects with our temporary employees and contractors
- Employing staff in our service centres to support our international client base.

In addition to providing these services to customers in Ireland, we serve the European needs of global corporations in Technology, Finance & Accounting, Science & Engineering, Sales & Marketing, International Customer Service and Healthcare.

