

SONAS TECHNICAL

Search & Talent Solutions

Salary & Benefits Report

2025 | Ireland



Director's Address

As we look ahead to 2025, the economy is showing resilience despite the ongoing challenges of inflation, housing shortages and talent scarcity. With employment at record highs, it's clear that we're in a strong economic position. But with that comes a competitive job market, making it harder for companies to secure the talent they need to succeed. For individuals, this means **more choice and bargaining power** than ever before.

There's a real need for skilled professionals and companies are not just looking for the right qualifications – they want people who can grow with them, develop their careers and thrive in flexible environments. Today's workforce isn't just seeking a competitive salary; they're looking for balance, development opportunities, and a work culture that fits their lifestyle.

From the insights we gathered in our *2024 Insights Report*, it's clear that businesses are finding it increasingly difficult to fill specialist roles. In fact, **79% of companies report struggling with talent shortages**, and with 60% of employees expecting promotions, there's no sign that this demand for career progression is slowing down. This tells us one thing: the right talent strategies are essential for businesses that want to stay ahead in a competitive market.

For candidates, the options are plentiful and hybrid working is no longer a perk—it's expected. The flexibility to work remotely or in hybrid models is driving job satisfaction and it's a major factor in both talent attraction and retention. Whether you're already working in the industry or looking for a new role, it's clear that flexible working arrangements are **one of the most sought-after benefits** in today's market.

However, gender imbalance in technical fields remains an issue, with 75% of professionals agreeing that more needs to be done to attract women into engineering and construction roles. We need to see more women in leadership positions, more female role models and greater **support for early STEM education** to create a truly inclusive and diverse workforce.

Looking forward, talent acquisition isn't just about filling vacancies. It's about offering the right mix of competitive pay, professional development and flexibility. Whether you're a company looking for your next hire or an individual wanting to take the next step in your career, the key to success is adapting to the changing demands of the workforce.

At Sonas Technical, we're ***Redefining Recruitment*** and pride ourselves on offering a talent advisory service to individuals and organisations. We're not just about placing people in roles; we're about building long-term relationships, offering advice and helping you navigate today's evolving and complex talent landscape.

We hope this report offers valuable insights into what's shaping the job market for 2025. If you're looking to take the next step in your career or want to explore how we can help your business attract the best talent, we're here to support you every step of the way.



D Byrne

Derek Byrne
Managing Director
Sonas Technical

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Benefits & Rewards Review



Tanya Rampaul
Talent Solutions Director

The world is changing, and with that the way we work has changed. With the dramatic changes over the last couple of years in how and where work is done, combined with a country that is now at near full employment, salary is no longer a key differentiator in attracting talent for employers. Employee needs are ever evolving since the pandemic – their preferences, needs, values and lifestyle choices have changed. Concerns over personal finances are a primary driver of mental health issues.

Employees are increasingly seeking meaningful benefits that enhance their understanding of personal finance matters and provide tailored advice and guidance to employees' individual financial goals and challenges. Combine these needs with the rising cost of living for employees presently, a flexible benefits package can be extremely beneficial to an employee and the difference between attracting new employees into your organisation or retaining those existing employees.

Therefore, in line with this shift, Ireland's key benefits and rewards trends are ever-evolving in response to this change in level of employee expectations, economic conditions and the broader business environment in general.

A well-designed benefits and wellbeing programme will lead organisations to a tangible ROI and value-add, which will have positive impacts on employee attraction, productivity, engagement, and lower sickness rates.

As with previous years, large multinational corporations lead out on offering comprehensive, extensive benefits and rewards packages in order to attract and retain employees, which, in turn, adds to the level of standard across the marketplace.

Given the current economic uncertainty that we are faced with, combined with inflationary pressures, there needs to be a continued focus on ensuring job security. Employers can continue to offer this stability through long-term or permanent contracts, retention bonuses and very clearly, defined career progression pathways. The continued growing importance of work-life balance for the employee, must continue to influence benefits packages, with employers continuing to offer more time-off options, flexible scheduled whilst ensuring workloads are manageable.

The good news is that all of these trends indicate that Irish employers are adapting to a more diverse, flexible, and employee-centered work environment, and benefits packages are becoming more tailored to individual needs and preferences. Of course, there is no one-size-fits-all solution – this will vary based on company size and sector. However Business Leaders must offer the best solutions they can within their organisations to ensure flexibility and alignment with the employee individual values and needs. This can be the difference between retaining or losing a member of the organisation.

Our market continues to fight the talent scarcity and with employees having ample choice, offering truly valuable benefits and rewards to new or existing employees will ensure you maintain your competitive edge in a very busy marketplace. Employees want to be heard, their needs met and Ireland as a nation has the ability to make this happen.

Benefits Packages

Hybrid & Remote Working

- Flexible Work Arrangements
- Remote Work Reimbursements

Many companies now include hybrid or remote work as part of their employee value proposition, driven by the demand for work-life balance. To support remote work, they offer reimbursements for utilities, office supplies, and equipment.

Health & Wellness Benefits

- Mental Health Support
- Private Health Insurance
- Wellness Programmes
- Paid Volunteer Days
- Health Screenings

Employers in Ireland are prioritising employee well-being through mental health support, private health insurance, and wellness programs. EAPs, often extended to families, offer counselling and mental health days, while private health insurance and age-related health services like screenings and fitness programs address physical health.

Financial & Retirement Benefits

- Pension Schemes
- Bonuses & Profit Sharing
- Financial Wellness Benefits

In January 2025, the Irish government introduced the auto-enrolment pension scheme to boost retirement savings, prompting employers to enhance pension offerings. Many now include financial literacy programs as part of employee assistance programs (EAP). Performance bonuses, profit-sharing, and equity incentives are increasingly common.

Family Friendly Benefits

- Childcare Support
- Parental Leave
- Generous Holiday Entitlement Policies

In Ireland, many employers go beyond the statutory four weeks of holiday by offering additional leave, such as "duvet days" for mental health. To attract younger employees, companies provide childcare support and enhanced parental leave options, including paid leave and flexible working arrangements, helping parents stay in the workforce.

Learning & Development

- Training and Upskilling
- Tuition Reimbursement
- Institute Memberships

Companies are prioritising employee development by investing in training, upskilling, and tuition reimbursement, particularly in rapidly evolving sectors like IT, fintech, and pharma. Many also cover institute membership fees in fields like construction and engineering to support professional growth.

Most Offered by Employers

1. Employee Assistance Programmes (EAPs)
2. Employer-supported Pension Scheme
3. Generous Leave Entitlements
4. Career Development Opportunities
5. Flexible Work Arrangements

Most Valued by Employees

1. Flexible Work Arrangements
2. Employee Assistance Programmes (EAPs)
3. Family-Friendly Benefits
4. Company Healthcare
5. Career development opportunities



Pharma & Life Sciences

The Pharma & Life Sciences Industry



Gavin is a Senior Talent Partner at Sonas Technical, specialising in Contract Services within public and semi-state bodies.

With a background in psychology and a strong track record in recruitment, Gavin brings a unique perspective to talent acquisition, ensuring the best fit between skilled professionals and impactful public sector projects.

Ireland's pharmaceutical and life sciences sectors experienced substantial growth in 2024, with major developments creating a ripple effect across the engineering and construction industries. As pharmaceutical companies invest in cutting-edge facilities and expand their operations, the demand for skilled professionals in construction, civil engineering, and advanced manufacturing continues to rise.

Eli Lilly led the charge with a $1.8 billion investment across its Limerick and Kinsale sites. The construction of these state-of-the-art facilities has driven demand for engineering expertise in areas such as site preparation, utilities integration, and sustainability-focused design. Bristol Myers Squibb's $400 million biologics plant in Dublin is another milestone, requiring extensive civil works and advanced building techniques to support the production of sterile medicines.

Astellas also announced a €330 million investment in a new facility on a 45-acre site in Tralee, Co. Kerry. This project highlights the growing need for large-scale infrastructure projects that combine modern manufacturing requirements with environmental sustainability. Similarly, Boston Scientific's €80 million investment in Clonmel, Co. Tipperary, and BD's €30 million expansion in Enniscorthy have created significant opportunities for construction and engineering professionals to support these high-profile developments. The Irish government's report predicting 21,000 additional jobs in the biopharma sector by 2027 underscores the ongoing infrastructure demand.

New manufacturing plants, research facilities, and logistics hubs will need innovative design and engineering solutions to meet stringent industry and environmental standards.

The fast growing demand for construction professionals in the pharma sector has led to increased opportunity for contract workers, with competitive hourly and day rates on offer. Unsurprisingly, niche positions tend to offer the strongest level of renumeration. Positions that continue to be in high demand within the sector include Project Engineers, Project Managers, Process Engineers and Quantity Surveyors.

Ireland's pharmaceutical and life sciences sectors continue to grow, despite concerns over proposed EU regulatory reforms potentially affecting investment and new facility construction. To remain competitive, the industry must leverage its skilled workforce, resilient supply chains, and regulatory leadership while ensuring efficient engineering and construction solutions. Collaboration among stakeholders will be crucial in strengthening the supply chain, supporting sustainable construction, and adapting to evolving sector demands.

2025 In Demand Roles

Quantity Surveyors, Electrical and Mechanical Engineers, Process Engineers, Planners, Project Managers.

Industry Trends

- Increased demand for contact workers
- Strong compensation packages
- Candidate emphasis on flexible working

	Dublin Area		Regional		Contractor Rate	
	Lower	Upper	Lower	Upper	Lower	Upper
Capital Projects Team						
Project Director	€ 140,000	€ 180,000	€129,000	€166,000		
Contracts Manager	€115,000	€135,000	€106,000	€125,000	€68p/hr	€85p/hr
Senior Project Manager	€95,000	€120,000	€88,000	€111,000	€50p/hr	€80p/hr
Project Manager	€80,000	€100,000	€74,000	€92,000	€50p/hr	€70p/hr
Construction Manager	€105,000	€130,000	€97,000	€120,000	€50p/hr	€75p/hr
Senior Project Engineer	€75,000	€90,000	€69,000	€83,000		
Package Manager	€75,000	€90,000	€69,000	€83,000		
Foreperson/Supervisor	€65,000	€80,000	€60,000	€74,000		
Site Engineer	€55,000	€65,000	€51,000	€60,000	€45p/hr	€65/phr
QA/QC Engineer	€60,000	€70,000	€56,000	€65,000		
Building Services Manager	€80,000	€105,000	€74,000	€97,000		
Building Services Engineer	€60,000	€85,000	€56,000	€79,000		
Junior Building Services Engineer	€40,000	€50,000	€37,000	€46,000		
Site Administrator	€40,000	€50,000	€37,000	€46,000	-	-
Document Controller	€45,000	€60,000	€42,000	€56,000		
					-	-
Operations & Business Support						
Operations Manager	€85,000	€115,000	€79,000	€106,000		
Senior Planner / Senior Scheduler	€65,000	€85,000	€60,000	€79,000		
Planner/Scheduler	€55,000	€70,000	€51,000	€65,000		
Junior Planner / Junior Scheduler	€35,000	€45,000	€33,000	€42,000		
Plant Manager	€65,000	€85,000	€60,000	€79,000		
HR Manager	€70,000	€90,000	€65,000	€83,000		
HR Officer	€35,000	€45,000	€33,000	€42,000		
Accounts Payable	€35,000	€45,000	€33,000	€42,000		

Interested in a new opportunity in the Pharma & Life Sciences sector?

Explore Live Opportunities



Construction & Civil Engineering

The Construction Industry



Shauna is a dedicated and experienced recruitment specialist with a Level 8 Bachelor of Arts in Economics & Geography from University College Dublin. Known for her exceptional ability to understand client needs and build strong relationships, Shauna is focused on contributing to the advancement of the Engineering & Construction sectors through innovative and effective recruitment strategies.

The Irish construction sector demonstrated resilience and adaptability throughout 2024, achieving notable milestones against a backdrop of economic challenges. Despite an 8.6% year-on-year decline in Q1 2024, as reported by Eurostat, Ireland's construction industry outperformed many European countries, remaining a key driver of economic activity.

Residential construction was a cornerstone of the sector's strong performance. While housing completions for 2024 totalled 30,330 units, according to the Central Statistics Office (CSO), this output continued to exceed European averages, with 5.9 completions per 1,000 inhabitants—80% higher than the EU norm. The types of homes being built saw a shift, with 53.4% of completions being scheme dwellings, 28.9% apartments, and 17.7% single dwellings. Significant government intervention through the €5 billion Housing for All initiative and accelerated planning reforms demonstrated Ireland's commitment to tackling the housing crisis and meeting growing demand.

The Irish government's financial support for the construction sector remained robust in 2024, with the Budget allocating €380 million for retrofitting through the SEAI and €600 million for higher education, including centres for Net Zero Energy Buildings (NZEB) and Modern Methods of Construction (MMC). These initiatives reflect Ireland's growing focus on sustainability within the industry.

While inflationary pressures persisted, they eased in 2024 as energy and material costs stabilised. This created a more predictable financial environment for developers and contractors, enabling better budget management. As a result, there was an increased focus on residential and infrastructure projects, supported by government-backed planning reforms and the refurbishment of vacant properties.

Labour shortages presented challenges, but they also highlighted the value of Ireland's skilled workforce. Quantity Surveyors, Project Engineers, and Site Managers remained among the most sought-after professionals, with rising salaries reflecting their critical role in delivering projects. While this added pressure for smaller firms, it also encouraged innovation and investment in employee retention strategies.

As Ireland enters 2025, the construction sector is poised for continued growth. With strong government backing, increasing adoption of modern construction techniques, and a commitment to sustainability, the industry is well-positioned to meet housing demand, address labour challenges, and drive economic growth in the years ahead.

2025 In Demand Roles

Project Engineers, Site Managers, Quantity Surveyors, Health and Safety Officers, Estimators.

Industry Trends

- Labour shortages
- Increased investment in Net Zero Energy Buildings & green construction practices.
- Growth in prefabrication and modular building methods

	Dublin Area		Regional	
	Lower	Upper	Lower	Upper
Project Team				
Project Director	€ 150,000	€ 180,000	€138,000	€166,000
Contracts Manager	€ 120,000	€ 150,000	€110,000	€138,000
Senior Project Manager	€ 90,000	€ 120,000	€83,000	€110,000
Project Manager	€ 75,000	€ 95,000	€69,000	€87,000
Site Manager	€ 70,000	€ 80,000	€64,000	€74,000
Foreperson/Supervisor	€ 65,000	€ 70,000	€60,000	€64,000
Senior Engineer	€ 70,000	€ 85,000	€64,000	€78,000
Site Engineer	€ 45,000	€ 70,000	€41,000	€64,000
Setting Out Engineer	€ 40,000	€ 50,000	€37,000	€46,000
QA/QC Engineer	€ 50,000	€ 65,000	€46,000	€60,000
Building Services Manager	€ 80,000	€ 100,000	€74,000	€92,000
Building Services Engineer	€ 55,000	€ 75,000	€51,000	€69,000
Site Administrator	€ 40,000	€ 45,000	€37,000	€41,000
Document Controller	€ 40,000	€ 55,000	€37,000	€51,000
Commercial Team				
Commercial Director	€120,000	€150,000	€110,000	€138,000
Commercial Manager	€100,000	€130,000	€92,000	€120,000
Senior Quantity Surveyor	€75,000	€95,000	€69,000	€87,000
Project Quantity Surveyor	€55,000	€65,000	€51,000	€60,000
Buyer	€40,000	€55,000	€37,000	€51,000
Estimator	€75,000	€90,000	€69,000	€83,000
Bid Manager	€70,000	€80,000	€64,000	€74,000
Bid Coordinator	€40,000	€55,000	€37,000	€51,000
Pre-Construction Manager	€75,000	€90,000	€69,000	€83,000
Consultancy Services				
Associate Quantity Surveyor	€ 80,000	€ 90,000	€74,000	€83,000
Associate Project Manager	€ 80,000	€ 90,000	€74,000	€83,000
Project Manager	€ 70,000	€ 85,000	€64,000	€78,000
Quantity Surveyor	€ 70,000	€ 85,000	€64,000	€78,000

	Dublin Area		Regional	
	Lower	Upper	Lower	Upper
Design Team				
Head of Design	€ 110,000	€ 130,000	€101,000	€120,000
Structural Engineer	€ 55,000	€ 65,000	€51,000	€60,000
BIM Manager	€ 65,000	€ 80,000	€60,000	€74,000
BIM Coordinator	€ 50,000	€ 62,000	€46,000	€57,000
BIM Engineer	€ 40,000	€ 60,000	€37,000	€55,000
CAD Engineer	€ 40,000	€ 55,000	€37,000	€51,000
Design Manager	€ 70,000	€ 90,000	€64,000	€83,000
Architectural Technician	€ 45,000	€ 60,000	€41,000	€55,000
Civil Design Engineer	€ 55,000	€ 65,000	€51,000	€60,000
M&E Design Engineer	€ 45,000	€ 65,000	€41,000	€60,000
Health, Safety & Environmental				
Health & Safety Manager	€ 75,000	€ 90,000	€69,000	€83,000
Health & Safety Advisor	€ 40,000	€ 70,000	€37,000	€64,000
Energy/Sustainability Engineer	€ 40,000	€ 65,000	€37,000	€60,000
Operations & Business Support				
Operations Manager	€ 90,000	€ 115,000	€83,000	€106,000
Planner/Scheduler	€ 85,000	€ 110,000	€78,000	€101,000
Plant Manager	€ 70,000	€ 90,000	€64,000	€83,000
HR Manager	€ 70,000	€ 90,000	€64,000	€83,000
HR Officer	€ 40,000	€ 55,000	€37,000	€51,000
HR Administrator	€ 32,000	€ 45,000	€29,000	€41,000
Accounts Payable	€ 35,000	€ 45,000	€32,000	€41,000

Interested in a new opportunity in the Construction sector?

Explore Live Opportunities

The Civil Engineering Industry



Jake is a Senior Talent Partner at Sonas Technical and leads out on our Civil Engineering department. Jake has a number of years experience in customer portfolio and facilities management and this, coupled with his in depth knowledge in the civil engineering industry, ensures he is suitably adapted to help match top engineering talent with exciting opportunities in some of Ireland's leading contractors.

As we move through 2024 and into early 2025, Ireland's civil engineering sector is undergoing significant transformation, driven by key infrastructure projects across transportation, energy, and housing. These developments, led by both public and private sectors, are vital for economic growth and enhancing the quality of life nationwide.

In Dublin, the BusConnects initiative will overhaul the city's bus network with 12 new corridors to improve public transport, walking, and cycling infrastructure. Similarly, the DART+ Program will expand the Dublin Area Rapid Transit system, adding electrified lines and increasing capacity on key commuter routes, addressing population growth and reducing emissions.

In the south, the Adare Bypass project, part of the National Roads Program, is progressing well. Expected to be completed in 2025, it will ease traffic congestion and improve road safety in the village of Adare. Additionally, the Cork Area Commuter Rail Project, with a €200 million budget, will upgrade the existing rail network and extend services to key areas, enhancing connectivity by 2026.

On the energy front, the Greenlink Interconnector, a 190 km submarine power cable between Ireland and the UK, is under construction. It will strengthen energy security and facilitate renewable energy integration.

The Narrow Water Bridge, connecting County Louth to County Down, will improve cross-border connectivity and boost local tourism.

In housing, several residential projects are underway as part of Project Ireland 2040, which includes 50 priority infrastructure projects aimed at addressing the housing crisis. These initiatives are crucial for meeting long-term housing needs.

Looking ahead, the construction industry is projected to grow by 4.7% annually from 2025 to 2028, supported by the €165 billion allocated in the National Development Plan 2021-2030. As of Q2 2024, 30% of construction companies reported an increase in workforce, with many planning to hire more. However, the Central Bank of Ireland has stressed the need for policy changes to boost housing construction, aiming for 52,000 new homes per year until 2050.

2025 In Demand Roles

Quantity Surveyors, Planners, HSEQ Advisors, Civil Engineers, Project Managers.

Industry Trends

- Senior candidates returning home from abroad
- Junior and intermediate candidates emigrating
- Location becoming as important as salary

	Dublin Area		Regional	
	Lower	Upper	Lower	Upper
Project Team				
Project Director	€ 150,000	€ 180,000	€138,000	€166,000
Contracts Manager	€ 120,000	€ 150,000	€111,000	€138,000
Senior Project Manager	€ 90,000	€ 120,000	€83,000	€111,000
Project Manager	€75,000	€95,000	€69,000	€88,000
Site Agent	€70,000	€80,000	€65,000	€74,000
Senior Project Engineer	€70,000	€80,000	€65,000	€74,000
Foreperson/Supervisor	€60,000	€70,000	€56,000	€65,000
Site Engineer	€50,000	€70,000	€46,000	€65,000
Site Administrator	€35,000	€45,000	€33,000	€42,000
Document Controller	€40,000	€55,000	€37,000	€51,000
Commercial Team				
Commercial Director	€120,000	€140,000	€111,000	€129,000
Commercial Manager	€100,000	€130,000	€92,000	€120,000
Senior Quantity Surveyor	€70,000	€90,000	€65,000	€83,000
Project Quantity Surveyor	€55,000	€65,000	€51,000	€60,000
Buyer	€50,000	€60,000	€46,000	€56,000
Estimator	€70,000	€90,000	€65,000	€83,000
Bid Manager	€60,000	€80,000	€56,000	€74,000
Bid Coordinator	€40,000	€55,000	€37,000	€51,000
Client Side				
Associate Quantity Surveyor	€80,000	€90,000	€74,000	€83,000
Associate Project Manager	€80,000	€90,000	€74,000	€83,000
Project Manager	€65,000	€75,000	€60,000	€69,000
Quantity Surveyor	€70,000	€80,000	€65,000	€74,000
Design Team				
Senior Civil Engineer	€55,000	€65,000	€51,000	€60,000
Civil Design Engineer	€45,000	€55,000	€42,000	€51,000
CAD Engineer	€35,000	€50,000	€33,000	€46,000
MEICA Engineer	€45,000	€55,000	€42,000	€51,000
Geotechnical Engineer	€45,000	€55,000	€42,000	€51,000

	Dublin Area		Regional	
	Lower	Upper	Lower	Upper
Health, Safety & Environmental				
Health & Safety Manager	€65,000	€80,000	€60,000	€74,000
Health & Safety Advisor	€45,000	€60,000	€42,000	€56,000
Environmental Engineer	€45,000	€60,000	€42,000	€56,000
Energy / Sustainability Engineer	€40,000	€60,000	€37,000	€56,000
Operations & Business Support				
Operations Manager	€90,000	€120,000	€83,000	€111,000
Planner/Scheduler	€85,000	€105,000	€79,000	€97,000
Plant Manager	€80,000	€110,000	€74,000	€102,000
HR Manager	€70,000	€90,000	€65,000	€83,000
HR Officer	€40,000	€55,000	€37,000	€51,000
Accounts Payable	€35,000	€45,000	€33,000	€42,000

Interested in a new opportunity in the Civil Engineering sector?

Explore Live Opportunities



Advanced Manufacturing

The Manufacturing Industry



Tanya is a Director of Sonas Technical, with over 25 years in global recruitment, project, RPO, managed services & operational experience (both onsite and offsite) ranging from Blue-Chip clients to SMB's across a range of sectors and disciplines to include Biotech, Manufacturing, Business Outsourcing, IT, Food, Travel, Shared Services, Semiconductor, Pharmaceutical and Financial Services.

Overall, Ireland's manufacturing sector continues to be the cornerstone of the national economy, providing substantial employment opportunities and contributing significantly to economic output and tax revenues. In terms of economic output, manufacturing represents approximately 32% of Ireland's GDP, which is notably higher than the European average of 15% and Germany's 21%.

The sector encompasses a diverse range of industries, including biopharmaceuticals, engineering, medical technology, building materials, and food production. Notably, more than 80% of manufacturing operations are located outside of Dublin, highlighting the sector's role in promoting regional economic balance. The manufacturing sector employs 12.3 million individuals globally and added 498 000 new employees last year, showing steady workforce expansion.

However the manufacturing industry is tackling challenges and these will continue into 2025 such as supply chain disruptions, workforce skill gaps, and increasing pressure to adopt sustainable practices. The outlook for the industry highlights emerging trends, advancements in automation and smart technologies, and investment opportunities, providing insights into the sector's growth and its pivotal role in the global economy.

Our research centres, such as the Irish Manufacturing Research (IMR) institute, and partnerships between academia, industry, and government are driving advancements in sustainable manufacturing and digital transformation. Ireland's government plays a significant role in fostering the growth of advanced manufacturing.

The adoption of Industry 5.0 is reshaping key sectors like pharmaceuticals, medical devices, and technology by integrating human creativity with advanced technology such as AI, robotics, and IoT. Multinational corporations are investing heavily in advanced manufacturing facilities, solidifying Ireland's reputation as a global hub while creating opportunities for SMEs through supply chain collaboration. By embracing this transformative approach, Irish manufacturers are enhancing competitiveness, fostering innovation, and contributing to a greener, more inclusive economy.

2025 In Demand Roles

Automation and Robotic Engineers, Sustainability Engineers, Mechatronics Engineers, Quality Assurance Specialists, Electric Vehicle (EV) Engineers.

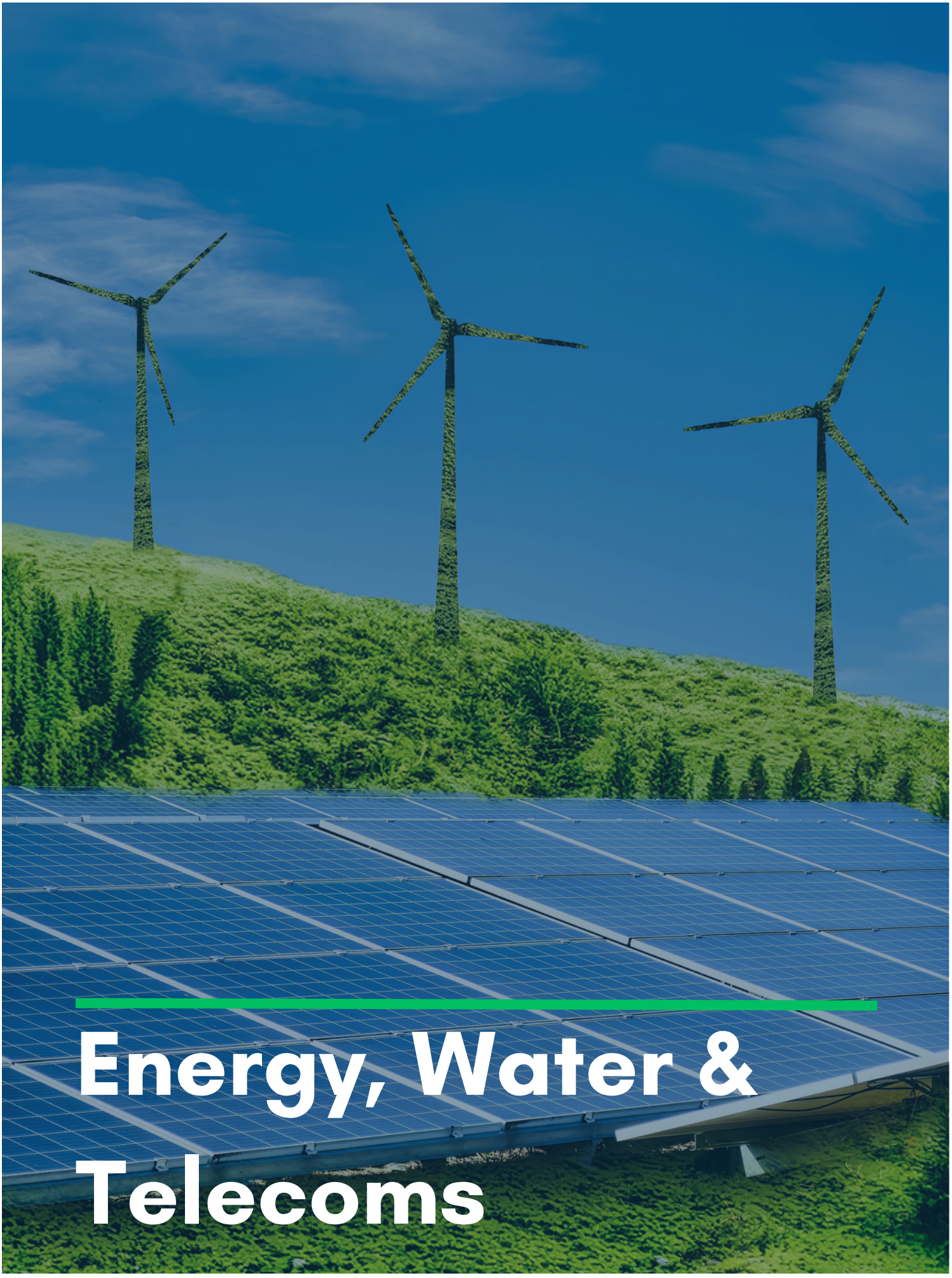
Industry Trends

- Labour shortages
- Industry 5.0
- Sustainability and Green Manufacturing

	Dublin Area		Regional		Contractor Rate	
	Lower	Upper	Lower	Upper	Lower	Upper
Advanced Manufacturing						
Applications Engineer	€ 45,000	€ 65,000	€40,000	€45,000		
Automation Engineer	€55,000	€75,000	€45,000	€65,000		
Calibration Technician	€40,000	€50,000	€40,000	€50,000		
CNC Operator	€35,000	€45,000	€35,000	€40,000	€15 p/hr	€20 p/hr
Commissioning / Validation Engineer	€50,000	€70,000	€50,000	€65,000		
Design Engineer	€45,000	€65,000	€45,000	€60,000		
EHS Manager	€60,000	€80,000	€70,000	€85,000		
EHS Specialist	€50,000	€70,000	€55,000	€65,000		
Field/Service Engineer/Technician	€40,000	€55,000	€40,000	€55,000		
Innovation / R&D engineer	€50,000	€70,000	€50,000	€70,000		
Instrumentation Technician	€45,000	€55,000	€45,000	€55,000		
Maintenance Manager	€60,000	€80,000	€65,000	€70,000		
Maintenance Technician	€40,000	€55,000	€45,000	€55,000		
Manufacturing Manager	€65,000	€85,000	€55,000	€70,000		
Moulding Technician/Engineer	€45,000	€65,000	€40,000	€55,000		
NPI Engineer	€55,000	€70,000	€50,000	€60,000		
Operations Manager	€70,000	€90,000	€80,000	€95,000		
Process Engineer	€45,000	€55,000	€45,000	€55,000		
Production Manager	€65,000	€75,000	€65,000	€75,000		
Project Engineer	€60,000	€80,000	€60,000	€75,000		
Quality Engineer	€50,000	€65,000	€45,000	€55,000		
Quality Manager	€65,000	€80,000	€55,000	€65,000		
Sustainability/Energy Engineer	€50,000	€65,000	€50,000	€60,000		
System Engineer	€45,000	€60,000	€45,000	€55,000		
Tool maker	€40,000	€45,000	€40,000	€45,000	€20 p/hr	€22.5 p/hr

	Dublin Area		Regional		Contractor Rate	
	Lower	Upper	Lower	Upper	Lower	Upper
General Manufacturing						
CMM Inspector	€35,000	€40,000	€35,000	€40,000		
CMM Programmer	€40,000	€60,000	€50,000	€60,000		
CNC Operator	€35,000	€40,000	€35,000	€40,000	€15 p/hr	€20 p/hr
CNC Programmer	€40,000	€45,000	€40,000	€45,000	€20 p/hr	€22.5 p/hr
Manufacturing Manager	€65,000	€85,000	€55,000	€70,000		
Production Engineer	€45,000	€65,000	€30,000	€35,000		
Production Manager	€55,000	€65,000	€60,000	€70,000		
Production Supervisor	€50,000	€60,000	€45,000	€50,000		
Refrigeration Engineer	€45,000	€55,000	€45,000	€55,000		
Steel Detailer	€40,000	€50,000	€45,000	€50,000	€22.5 p/hr	€24 p/hr
Steel Fabricator	€35,000	€45,000	€30,000	€35,000	€15 p/hr	€20 p/hr
Toolmaker/ Fitter	€40,000	€50,000	€40,000	€45,000	€20 p/hr	€22.5 p/hr
Warehouse Manager	€45,000	€60,000	€35,000	€40,000		
Warehouse Supervisor	€35,000	€45,000	€30,000	€35,000		
Welder (Gas)	€35,000	€45,000			€15 p/hr	€20 p/hr
Welder (TIG/MIG)	€35,000	€45,000			€18 p/hr	€25 p/hr
Workshop Fitter/ Plant Mechanic	€40,000	€45,000	€40,000	€45,000		
Workshop Supervisor	€45,000	€60,000	€55,000	€65,000		
Workshop Technician	€35,000	€45,000	€30,000	€35,000		
Operations & Business Support						
Operations Manager	€85,000	€115,000	€80,000	€110,000		
Senior Planner / Senior Scheduler	€65,000	€85,000	€60,000	€80,000		
Planner/Scheduler	€45,000	€65,000	€50,000	€70,000		
Junior Planner / Junior Scheduler	€35,000	€45,000	€35,000	€42,000		
Plant Manager	€65,000	€85,000	€60,000	€75,000		
HR Manager	€70,000	€90,000	€65,000	€85,000		
HR Officer	€ 50,000	€ 70,000	€30,000	€40,000		
Accounts Payable	€35,000	€45,000	€30,000	€40,000		

Interested in a new opportunity in the Manufacturing sector? Explore Live Opportunities



Energy, Water & Telecoms

The Energy, Water & Telecoms Industries



Jake is a Senior Talent Partner at Sonas Technical and leads out on our Energy, Water & Telecoms division. Jake has a number of ears experience in customer portfolio and facilities management and this, coupled with his expertise in energy and utilities, ensures he is suitably adapted to help match top talent with exciting opportunities in some of Ireland's leading contractors.

Between 2024 and 2025, Ireland's energy and utilities sector is experiencing significant transformation, spurred by ambitious climate goals and vital infrastructure upgrades. The Irish government has set a target to reduce emissions by 51% by 2030, with a longer-term goal of achieving net-zero emissions by 2050. These objectives are shaping the development of both the energy and water sectors, paving the way for a more sustainable future.

A standout project in this transformation is the Greenlink Interconnector, a €400 million, 190 km submarine cable that will connect County Wexford in Ireland to Pembrokeshire in Wales. Slated to be operational by January 2025, the interconnector will improve energy security and facilitate the integration of renewable energy between Ireland and the UK. This project forms part of a broader strategy to enhance cross-border energy trade and bolster Ireland's capacity to harness clean energy.

Renewable energy continues to play a central role in Ireland's transition. Wind power, in particular, has become a major contributor, providing nearly a third of the country's electricity in 2024. This shift has already saved Irish consumers around €7.4 billion in fossil fuel costs since 2000, with nearly €4 billion of these savings occurring since 2021.

Furthermore, the energy storage sector is growing rapidly. By the end of 2023, 720 MWh of storage capacity was in operation, and it is expected to exceed 1.5 GWh by 2025, helping to stabilize the energy supply as renewable energy generation increases.

The recent storms have highlighted the urgent need to strengthen both Ireland's water and electrical infrastructure. Significant investments are underway to enhance the resilience of these systems, ensuring they can better withstand extreme weather events and provide more reliable service to citizens. Notably, the overhead line industry is seeing improvements to support the integration of renewable energy and maintain grid stability.

Additionally, projects like the Celtic Interconnector, linking Ireland to France, and the North-South Interconnector, which will improve electricity transmission across the island, are progressing. These initiatives, alongside ongoing policy advancements, are set to drive growth in the energy sector, supporting Ireland's climate targets and contributing to the country's long-term economic and environmental goals.

2025 In Demand Roles

MEICA Engineers, Power & Energy Engineers / Project Managers, Environmental Consultants / Engineers , Green Construction Managers, Overhead Linesmen / PICW.

Industry Trends

- Increased interest in Renewable sector
- Shortage of MEICA Engineers
- Overseas Linesmen filling vacancies

	Dublin Area		Regional		Contractor Rate	
	Lower	Upper	Lower	Upper	Upper	Lower
Water Infrastructure						
Contracts Manager	€100,000	€140,000	€92,000	€129,000		
Senior Project Manager	€80,000	€100,000	€74,000	€92,000	€50 p/h	€85 p/h
Project Manager	60,000	75,000	€56,000	€69,000	€55 p/h	€70 p/h
Site Agent	€65,000	€80,000	€60,000	€74,000		
Civil Project Engineer	€55,000	€75,000	€51,000	€69,000		
MEICA Project Engineer	€45,000	€65,000	€42,000	€60,000		
Commissioning Manager	€60,000	€85,000	€56,000	€79,000		
Commissioning Engineer	€45,000	€75,000	€42,000	€69,000		
Resident Engineer	€55,000	€65,000	€51,000	€60,000	€55 p/h	€75 p/h
Clerk of Works	€45,000	€60,000	€42,000	€56,000		
Design Manager	€70,000	€90,000	€65,000	€83,000		
Process Design Engineer	€45,000	€65,000	€42,000	€60,000		
CAD / REVIT Engineer	€35,000	€55,000	€33,000	€51,000		
Proposals Engineer	€40,000	€60,000	€37,000	€56,000		
O&M Manager	€55,000	€75,000	€51,000	€69,000		
O&M Technician	€35,000	€60,000	€33,000	€56,000		
Service Manager	€50,000	€70,000	€46,000	€65,000		
Service Engineer	€35,000	€65,000	€33,000	€60,000		
Industrial Electrician	€35,000	€60,000	€33,000	€56,000		
Mechanical Fitter	€40,000	€65,000	€37,000	€60,000		
Power & Energy						
Contracts Manager	€ 120,000	€ 140,000	€111,000	€129,000		
Senior Project Manager	€ 90,000	€100,000	€83,000	€92,000	€70 p/h	€90 p/h
Project Manager	€ 80,000	€ 90,000	€74,000	€83,000	€55 p/h	€70 p/h
Electrical Site Manager	€ 65,000	€ 80,000	€60,000	€74,000	€55 p/h	€70 p/h
Electrical Project Engineer	€ 65,000	€85,000	€60,000	€79,000	€55 p/h	€80 p/h
Electrical Design Engineer	€ 60,000	€85,000	€56,000	€79,000	€45 p/h	€70 p/h
Commissioning Manager	€ 110,000	€ 130,000	€102,000	€120,000		
Commissioning Engineer	€ 70,000	€ 90,000	€65,000	€83,000		
Civil / Structrual Design Engineer	€ 45,000	€65,000	€42,000	€60,000		
Over Head Lines Man	€ 65,000	€ 75,000	€60,000	€69,000		
Over Head Lines Supervisor	€ 80,000	€ 85,000	€74,000	€79,000		
HV / MV Electrician	€ 65,000	€ 75,000	€60,000	€69,000	€26 p/h	€40 p/h
Mechanical Fitter	€40,000	€65,000	€37,000	€60,000		

	Dublin Area		Regional		Contractor Rates	
	Lower	Upper	Lower	Upper	Lower	Upper
Renewables						
Associate Project Manager	€ 85,000.00	€ 95,000.00	€79,000	€88,000	€70 p/h	€85 p/h
Project Manager	€ 75,000.00	€ 85,000.00	€69,000	€79,000	€55 p/h	€70 p/h
Quantity Surveyor	€ 60,000.00	€90,000	€56,000	€83,000	€60 p/h	€80 p/h
Telecoms						
Site Agent	€70,000	€80,000	€79,000	€88,000		
Senior Project Engineer	€65,000	€80,000	€69,000	€79,000		
Foreperson/Supervisor	€60,000	€70,000	€56,000	€83,000		
Site Engineer	€50,000	€70,000	€46,000	€65,000		
Health, Safety & Environmental						
Health & Safety Manager	€ 70,000	€ 85,000	€65,000	€79,000		
Health & Safety Advisor	€ 50,000	€ 65,000	€46,000	€60,000		
Environmental Engineer	€ 50,000	€ 70,000	€46,000	€65,000		
Energy / Sustainability Engineer	€ 50,000	€ 70,000	€46,000	€65,000	€50 p/h	€65 p/h
Commercial, Operations & Business Support						
Operations Manager	€ 80,000	€ 100,000	€74,000	€92,000		
Commercial Manager	€ 100,000	€ 130,000	€92,000	€120,000		
Quantity Surveyor	€ 55,000	€ 65,000	€51,000	€60,000		
Proposals Engineer	€ 45,000	€60,000	€42,000	€56,000		
Project Planner	€ 65,000	€ 90,000	€60,000	€83,000		
Plant & Logistics Manager	€ 60,000	€ 90,000	€56,000	€83,000		
Site Administrator	€ 35,000	€ 45,000	€33,000	€42,000		
HR Manager	€70,000	€90,000	€65,000	€83,000		
HR Officer	€40,000	€55,000	€37,000	€51,000		
Accounts Payable	€35,000	€45,000	€33,000	€42,000		
Procurement Specialist	€ 50,000	€ 60,000	€46,000	€56,000		

Interested in a new opportunity in the Energy, Water & Telecoms sectors? Explore Live Opportunities



Executive Search

Executive Search



Derek Byrne
Director

Sonas Technical's Executive Search division continues to hit significant growth milestones, reflecting our commitment to excellence in leadership search across Ireland, the UK, Europe, Australia and the USA. Our focus on technical industries has enabled us to develop deep networks and source exceptional senior leaders for our clients.

Key Growth Drivers

- **Global Expansion**: As businesses expand into new geographies, there is an increasing demand for leaders with local expertise and cross-border experience.
- **Strategic Transformation**: Organisations are reshaping their executive teams to align with advancements in technology, sustainability goals, and evolving market conditions.
- **Global Talent Access**: Our expanded global networks, leveraged from our vast digital footprint, has facilitated seamless cross-border executive searches, providing our clients with access to a diverse talent pool.
- **Proven Expertise:** Clients trust us as strategic partners due to our industry knowledge and track record of placing executives in roles critical to business success.

3 Each assignment is completed by a dedicated team of three, led by an experienced Director, ensuring precision and proactive client communication

Our Approach

Transparency and trust form the foundation of our process, empowering our clients to approach each stage of the search with clarity and confidence.

- **Industry Insight**: We understand technical sectors and have unique insight on the demands of senior leadership roles in this space.
- **Offline & Online Networks**: We leverage the extensive personal networks of our own Directors and combine this with our ability to source from a talent pool curated during our 15 years in business.
- **Cultural Fit Assessment:** Beyond qualifications, we ensure candidates resonate with our clients' values and vision, fostering long-term success.

Executive Roles Delivered:

Our Executive Search division excels in identifying senior talent for pivotal roles, including:

- Chief Executive Officers / Managing Directors
- Chief Operating Officers
- Directors of Strategy or Technology
- Heads of Sustainability and Innovation
- Regional Managers for international expansion
- Project Directors

By acting as brand ambassadors for our clients, we enhance employer reputation and position businesses as destinations for world-class leaders.

For more details or to discuss how Sonas Technical can support your leadership hiring needs, please contact our Executive Search Lead, Derek Byrne at derek.byrne@sonastechnical.com.

About Sonas Technical

Sonas Technical are a professional search & talent solutions provider to the Pharma & Life Science, Advanced Manufacturing, Construction & Utilities industries. During our 12 years in business, we have curated deep talent pools throughout Ireland, the UK & Europe that ensures a steady pipeline of available talent to our clients on a flexible or permanent basis.

We use cutting-edge technology and advanced AI to attract talent - followed by a human touch to engage and nurture. Our team of expert Talent Partners operate an "inch wide, mile deep" approach - ensuring unrivalled expertise in each of their core areas.

At Sonas Technical we focus on developing long-term relationships with our partners, reflected in 85% of our revenue year on year stemming from repeat business - your growth and success is ours.

Our Service Offerings

At Sonas Technical, we understand that every business has unique workforce challenges. That's why we offer tailored recruitment services designed to meet the diverse needs of our clients. Our expertise spans three core solutions: Contingent Search, Contract Services, and Talent Solutions.

1. Contingent Search

Best for: Companies seeking permanent hires on a flexible, success-based model.

How it works: We source and match top talent to meet your specific role requirements. Payment is only made upon successful placement, making this a low-risk option for occasional hiring needs.

Ideal for: Filling critical permanent positions with highly skilled professionals.

2. Contract Services

Best for: Businesses needing short-term, flexible staffing solutions.

How it works: Whether for project-based roles or fixed-term assignments, we provide skilled professionals to cover immediate workforce demands. We handle the administrative burden, so you can focus on achieving project goals.

Ideal for: Seasonal demands, maternity/paternity cover, and specialised project requirements.

3. Talent Solutions

Best for: Organisations seeking scalable, strategic recruitment partnerships.

Offerings include:

- **Priority Search:** Dedicated search for high-impact roles, ensuring the best talent in the shortest time.
- **Recruiter on Demand**: On-site or remote recruitment expertise embedded in your business for temporary or long-term needs.
- **Master Vendor**: Centralised management of all recruitment activities, providing efficiency, cost savings, and consistent quality.

Ideal for: High-volume hiring, rapid scaling, and strategic workforce planning.

Our Talent Team

Interested in exploring new career opportunities in some of Ireland's leading organisations? Or how Sonas Technical can assist you in hiring talented professionals to join your team?

Get in touch with one of our experienced specialist Talent Partners, who would be delighted to arrange a confidential call.



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Engineering & Construction
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Gavin Murphy
Contractors
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Jake Kavanagh
Civil Engineering
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