

**SALARY  
GUIDE  
2026**





## Ronan O'Sullivan

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Ronan has over 25 years of experience in the staffing and recruitment industry in the West of Ireland. He is particularly skilled in IT Recruitment, Executive Search, Graduate Recruitment, and the design and implementation of recruitment and selection processes. Ronan holds a Bachelor of Commerce in Human Resources and Marketing, a Higher Diploma in Systems Analysis and Programming, and a Master of Business Studies, with a research focus on recruitment and selection metrics, all from the National University of Ireland, Galway.



## Geraldine Flanagan

Principal Recruitment Consultant, CompuStaff

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Geraldine has over 25 years of experience in the Human Resources and recruitment industry. She holds a Bachelor of Commerce from NUI Galway and a Higher Diploma in Human Resource Management from DIT. Geraldine specialises in the recruitment of Software Engineering roles, including Engineers, Developers, Architects, QA, Project and Program Managers, Scrum Masters, and Software Managers and Directors.

She focuses on opportunities in Galway and the West of Ireland, partnering with some of the largest global organisations as well as indigenous software companies.



# TECHNOLOGY

**The technology sector remains one of the most established and globally connected parts of the economy, with a strong presence of multinational firms alongside a growing indigenous tech ecosystem.**



## Hiring Trends

After a period of volatility across global tech markets, hiring in Ireland's ICT sector has become more focused. While large-scale headcount expansion has slowed, demand remains strong for roles that directly support product development, security, data and infrastructure.

The most in-demand roles include:

- Software engineers (particularly full-stack, backend and cloud-native)
- Data engineers, data analysts and data scientists
- Cybersecurity specialists
- Cloud and DevOps engineers
- AI and machine learning engineers
- Product managers and technical project managers

Hiring is increasingly tied to strategic priorities such as platform scalability, data utilisation, security resilience and AI integration, rather than general growth.

## The Growing Importance of Contractors

Contract hiring remains a key feature of the ICT sector in Ireland and continues to play a central role as organisations are leveraging contractors to deliver crucial projects, particularly in:

- Cloud migration and infrastructure modernisation
- Cybersecurity programmes and risk mitigation
- AI and data transformation initiatives
- Software development backlogs and product releases
- Short-term transformation and system upgrades

For employers, contractors provide flexibility, speed and access to niche or emerging skillsets that may be difficult to secure on a permanent basis. For candidates, contracting offers strong earning potential, exposure to cutting-edge technologies and the opportunity to work across a range of organisations and projects. Highly skilled contractors particularly in cloud, cybersecurity and AI remain in high demand, with competitive day rates and fast-moving hiring processes.

## In-demand Skills

While technical expertise is essential, the ICT sector is placing increasing value on professionals who can adapt to rapidly changing technologies and business needs.

The most sought-after skillsets in 2026 combine:

- Strong programming and software engineering fundamentals
- Cloud platform expertise (AWS, Azure, GCP)
- Data engineering and analytics capability
- Cybersecurity awareness and best practice
- Experience with agile delivery and cross-functional collaboration

There is also growing demand for professionals who can bridge technical and business domains, translating complex technical solutions into commercial outcomes.

## Impact of AI

AI is the defining force shaping the ICT sector in 2026. Across Ireland, organisations are integrating AI into products, services and internal operations at pace.

This is driving demand for:

- AI/ML engineers and data scientists
- Engineers with experience integrating AI into applications
- Professionals with knowledge of generative AI tools and frameworks
- Governance, ethics and data privacy expertise

At the same time, AI is changing how work is done. Developers are increasingly using AI-assisted coding tools, while automation is streamlining testing, deployment and support functions.

Rather than reducing demand, AI is shifting it, placing greater emphasis on higher-value skills such as system design, architecture, problem-solving and innovation.

“Ireland’s technology hiring landscape in 2026 reflects a market that is still rich in talent, but increasingly challenged by how that talent is assessed and secured.

**Ronan O’Sullivan**  
Director, Compustaff



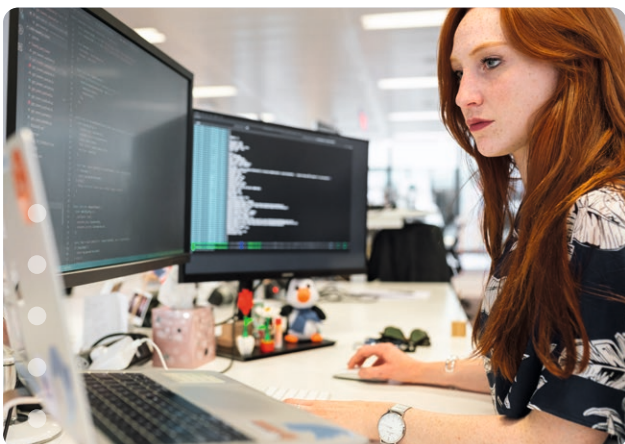
While demand across AI, cloud, cybersecurity and data remains strong, hiring has become more deliberate, with extended processes now the norm as organisations seek greater certainty in their decisions. The rise of AI-generated CVs has added a further layer of complexity, shifting the focus from attraction to validation and placing additional pressure on hiring teams to differentiate genuinely suitable candidates. At the same time, reduced entry-level opportunities risk constraining the future pipeline, as graduates struggle to gain the foundational experience required to progress. In this environment, the organisations that will succeed are those that prioritise efficiency and clarity in their hiring approach streamlining decision-making, investing in robust assessment methods and maintaining clear pathways for emerging talent. Ultimately, speed, trust and strategic workforce planning will define competitive advantage in the year ahead.”

## Salary and Retention Focus

Competition for experienced tech talent remains strong, despite a more balanced hiring market. While salary expectations have stabilised compared to previous years, they remain high for in-demand skillsets. However, retention challenges in 2026 are increasingly driven by factors beyond pay. Candidates are placing strong emphasis on:

- › Flexibility and remote/hybrid working options
- › Career progression and continuous learning
- › Access to modern technology stacks and meaningful projects
- › Organisational culture and leadership

Many professionals are also more selective, prioritising stability and purpose following recent market fluctuations. For employers, this means that attracting and retaining talent requires a well-rounded employee value proposition not just competitive compensation.



## The Year Ahead

The outlook for Ireland’s ICT sector in 2026 is ever-evolving and increasingly competitive as one of the top-performing sectors, with continued demand for critical skills across software, data, cloud and security. Hiring is expected to remain focused and strategic, with growth strongest in areas linked to AI, digital transformation and platform development. Contract hiring will continue to play a significant role, particularly for project-based and specialist work.

The organisations best positioned to succeed will be those that can:

- › Adapt quickly to changing technology trends, particularly AI
- › Secure niche skillsets in a competitive global market
- › Offer flexibility and strong career development opportunities
- › Invest in modern, scalable and sustainable technology infrastructure



For candidates, the opportunity lies in building adaptable, future-focused skillsets, combining technical depth with continuous learning and the ability to operate in an AI-driven environment.

## Technology

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Senior Management</b>								
Chief Technology Officer/IT Director	€ 135k-170k	€ 120k-150k	€ 100k-120k	€ 100k-125k	€ 110k-140k	€ 130k-150k	€ 100k-130k	€ 100k-120k
Software Development Director	€ 125k-150k	€ 110k-120k	€ 95k-110k	€ 90k-110k	€ 110k-130k	€ 120k-150k	€ 100k-120k	€ 90k-100k
Software Development Manager	€ 110k-130k	€ 90k-110k	€ 80k-100k	€ 75k-95k	€ 90k-110k	€ 100k-120k	€ 90k-110k	€ 80k-95k
Operations/IT/MIS Manager	€ 90k-110k	€ 80k-95k	€ 75k-85k	€ 75k-85k	€ 85k-100k	€ 85k-100k	€ 75k-85k	€ 75k-85k
Infrastructure Manager	€ 90k-115k	€ 75k-90k	€ 70k-80k	€ 70k-80k	€ 90k-110k	€ 90k-110k	€ 70k-80k	€ 70k-80k
Chief Data Officer	€ 120k-140k	€ 80k-100k	€ 80k-95k	€ 80k-95k	€ 115k-130k	€ 115k-130k	€ 80k-95k	€ 75k-90k
Technical Support Manager	€ 75k-95k	€ 65k-75k	€ 55k-65k	€ 55k-65k	€ 70k-90k	€ 70k-90k	€ 55k-65k	€ 55k-65k
Technical Architect	€ 85k-115k	€ 70k-95k	€ 70k-95k	€ 70k-95k	€ 80k-100k	€ 80k-100k	€ 75k-85k	€ 70k-85k
Service Delivery Manager	€ 75k-95k	€ 75k-85k	€ 70k-80k	€ 60k-80k	€ 70k-90k	€ 70k-90k	€ 70k-80k	€ 60k-80k
Technical Lead	€ 90k-110k	€ 75k-85k	€ 70k-85k	€ 70k-85k	€ 85k-100k	€ 85k-100k	€ 70k-85k	€ 70k-80k
<b>Project Management</b>								
Programme Manager	€ 95k-110k	€ 75k-85k	€ 70k-80k	€ 65k-80k	€ 90k-100k	€ 90k-100k	€ 75k-85k	€ 70k-80k
Project Manager	€ 85k-110k	€ 65k-85k	€ 55k-70k	€ 55k-65k	€ 80k-95k	€ 80k-95k	€ 65k-75k	€ 65k-75k
Product Manager	€ 85k-110k	€ 70k-95k	€ 70k-95k	€ 70k-95k	€ 80k-100k	€ 80k-100k	€ 70k-95k	€ 70k-95k
Scrum Master	€ 85k-95k	€ 70k-80k	€ 60k-70k	€ 55k-65k	€ 75k-90k	€ 75k-90k	€ 65k-75k	€ 60k-70k
Business Analyst	€ 65k-95k	€ 50k-60k	€ 50k-60k	€ 45k-60k	€ 60k-90k	€ 60k-80k	€ 50k-60k	€ 45k-60k
<b>Software Development</b>								
Java Developer	€ 70k-95k	€ 50k-70k	€ 50k-65k	€ 60k-70k	€ 65k-95k	€ 65k-95k	€ 50k-75k	€ 50k-70k
.NET Developer	€ 65k-100k	€ 50k-75k	€ 50k-75k	€ 50k-75k	€ 60k-90k	€ 60k-90k	€ 50k-75k	€ 50k-70k
C/C++ Developer	€ 75k-110k	€ 60k-75k	€ 50k-75k	€ 50k-75k	€ 70k-100k	€ 70k-110k	€ 70k-100k	€ 50k-70k
Python Developer	€ 60k-85k	€ 50k-70k	€ 50k-60k	€ 50k-70k	€ 55k-90k	€ 55k-90k	€ 55k-90k	€ 50k-70k
SharePoint Developer	€ 55k-80k	€ 50k-65k	€ 45k-55k	€ 50k-60k	€ 50k-70k	€ 50k-70k	€ 50k-70k	€ 50k-70k
Oracle/SQL Developer	€ 65k-75k	€ 50k-70k	€ 45k-60k	€ 45k-55k	€ 60k-80k	€ 60k-80k	€ 50k-70k	€ 50k-70k
Solutions Architect	€ 75k-95k	€ 60k-80k	€ 60k-75k	€ 65k-75k	€ 70k-90k	€ 70k-90k	€ 65k-85k	€ 65k-85k
Android/iOS Developer	€ 75k-95k	€ 50k-65k	€ 50k-65k	€ 50k-65k	€ 70k-90k	€ 70k-90k	€ 50k-75k	€ 50k-65k
Front End Developer	€ 65k-90k	€ 50k-65k	€ 50k-60k	€ 45k-60k	€ 65k-90k	€ 65k-90k	€ 50k-75k	€ 48k-60k
UI/UX Designer	€ 65k-100k	€ 55k-80k	€ 50k-60k	€ 50k-60k	€ 65k-90k	€ 65k-95k	€ 50k-75k	€ 50k-70k
<b>QA &amp; Software Testing</b>								
QA/Test Manager	€ 80k-105k	€ 75k-85k	€ 60k-70k	€ 60k-70k	€ 65k-80k	€ 75k-100k	€ 65k-80k	€ 60k-75k
QA/Test Lead	€ 70k-95k	€ 50k-60k	€ 50k-60k	€ 50k-60k	€ 60k-70k	€ 70k-95k	€ 55k-65k	€ 50k-60k
QA Automation Engineer	€ 65k-95k	€ 55k-80k	€ 50k-60k	€ 50k-60k	€ 55k-75k	€ 65k-90k	€ 50k-60k	€ 50k-60k
QA/Test Engineer	€ 55k-75k	€ 40k-50k	€ 40k-50k	€ 40k-50k	€ 50k-60k	€ 55k-70k	€ 40k-50k	€ 40k-50k
<b>Data Analytics</b>								
Data Architect	€ 85k-120k	€ 75k-100k	€ 70k-95k	€ 60k-75k	€ 80k-100k	€ 85k-115k	€ 70k-85k	€ 60k-80k
Data Analyst	€ 65k-85k	€ 40k-60k	€ 40k-50k	€ 40k-50k	€ 50k-75k	€ 55k-80k	€ 50k-60k	€ 45k-55k
Big Data Developer	€ 75k-95k	€ 50k-65k	€ 45k-55k	€ 45k-60k	€ 60k-80k	€ 70k-90k	€ 50k-70k	€ 50k-65k
Data Engineer	€ 90k-120k	€ 55k-80k	€ 55k-80k	€ 55k-80k	€ 60k-95k	€ 90k-120k	€ 55k-80k	€ 55k-80k
Business Intelligence Analyst	€ 60k-80k	€ 45k-60k	€ 40k-60k	€ 45k-55k	€ 50k-70k	€ 60k-70k	€ 50k-60k	€ 45k-55k
Data Scientist	€ 75k-95k	€ 55k-65k	€ 55k-65k	€ 55k-65k	€ 55k-75k	€ 70k-90k	€ 70k-85k	€ 50k-65k

## Technology (continued)

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
<b>Database &amp; SAP</b>								
	€	€	€	€	€	€	€	€
Oracle DBA	65k-80k	55k-65k	50k-60k	45k-65k	60k-70k	60k-70k	55k-65k	50k-60k
SQL DBA	65k-80k	55k-65k	50k-60k	45k-65k	60k-75k	60k-75k	55k-65k	50k-60k
DB2 DBA	60k-70k	55k-65k	50k-60k	45k-65k	55k-65k	55k-65k	55k-65k	50k-60k
SAP Project Manager	70k-90k	55k-70k	55k-65k	50k-65k	60k-85k	60k-85k	55k-70k	55k-70k
SAP Consultant	65k-90k	55k-65k	50k-60k	50k-65k	60k-70k	60k-85k	55k-65k	55k-65k
SAP Developer	65k-80k	50k-60k	50k-60k	50k-60k	55k-75k	60k-75k	55k-65k	50k-60k
<b>IT Security</b>								
	€	€	€	€	€	€	€	€
IS Security Architect	95k-125k	60k-75k	50k-60k	55k-70k	90k-120k	90k-120k	65k-80k	60k-75k
IT Security Consultant	90k-110k	60k-75k	50k-60k	55k-70k	80k-100k	80k-100k	70k-80k	55k-70k
IT Security Analyst	55k-70k	50k-60k	40k-50k	40k-50k	45k-65k	45k-65k	45k-55k	45k-55k
Risk Analyst	60k-75k	50k-60k	40k-50k	40k-50k	45k-55k	45k-55k	45k-55k	40k-55k
Security Engineer	80k-95k	55k-70k	45k-55k	50k-60k	75k-95k	75k-95k	45k-60k	45k-65k
<b>Infrastructure &amp; Support</b>								
	€	€	€	€	€	€	€	€
DevOps Manager	110k-140k	80k-100k	70k-95k	80k-90k	110k-125k	90k-115k	80k-90k	70k-85k
DevOps Engineer	85k-105k	55k-80k	45k-65k	60k-75k	80k-100k	80k-100k	60k-75k	50k-75k
Systems and Network Manager	75k-100k	65k-75k	65k-75k	65k-75k	70k-95k	70k-95k	55k-65k	55k-65k
Site Reliability Engineer	80k-95k	60k-75k	55k-70k	55k-70k	75k-95k	75k-95k	55k-65k	55k-65k
Network Engineer	50k-70k	40k-60k	40k-45k	40k-50k	45k-65k	45k-65k	45k-50k	40k-55k
Full Stack Developer	80k-100k	70k-95k	60k-80k	60k-80k	70k-95k	70k-100k	60k-80k	60k-80k
Cloud Architect (AWS/Azure/GCP)	100k-130k	95k-120k	80k-100k	80k-100k	95k-115k	95k-130k	80k-105k	80k-105k
Cloud Engineer	85k-105k	75k-100k	65k-85k	65k-85k	75k-100k	75k-105k	65k-85k	65k-85k
Platform Engineer	85k-110k	80k-105k	70k-90k	70k-90k	80k-100k	80k-110k	70k-90k	70k-90k
Staff Engineer	110k-140k	105k-130k	90k-110k	90k-110k	105k-125k	105k-140k	90k-115k	90k-115k
Principal Engineer	125k-160k	120k-150k	105k-125k	105k-125k	120k-135k	120k-150k	105k-135k	105k-135k
Technical Writer	55k-75k	45k-55k	40k-50k	35k-45k	50k-70k	50k-70k	40k-55k	40k-55k
System Administration (Multiplatform)	55k-75k	50k-65k	45k-55k	40k-50k	50k-70k	50k-70k	40k-50k	40k-50k
Technical Support 3rd Level	50k-65k	40k-50k	35k-45k	35k-45k	45k-55k	45k-55k	35k-45k	35k-45k
Technical Support 2nd Level	38k-50k	30k-40k	30k-40k	30k-40k	35k-48k	35k-48k	30k-35k	30k-38k
Technical Support 1st Level	32k-38k	30k-35k	30k-35k	30k-35k	30k-35k	30k-35k	28k-32k	28k-32k
Technical Support with a Language	35k-42k	30k-40k	30k-40k	30k-40k	30k-40k	30k-40k	30k-38k	30k-38k
<b>Emerging Roles</b>								
	€	€	€	€	€	€	€	€
Machine Learning Engineer	100k-130k	90k-110k	75k-95k	75k-95k	85k-120k	90k-125k	75k-100k	75k-100k
AI Engineer	95k-130k	90k-115k	75k-95k	75k-95k	90k-110k	90k-125k	75k-100k	75k-100k
MLOps Engineer	90k-120k	85k-100k	70k-95k	70k-95k	85k-100k	85k-115k	70k-95k	70k-95k
Kubernetes/Container Specialist	85k-105k	80k-100k	65k-85k	65k-85k	80k-105k	80k-105k	65k-85k	65k-85k
Blockchain Developer	90k-120k	85k-110k	70k-95k	70k-95k	85k-115k	85k-120k	70k-95k	70k-95k
React/Angular/Vue Developer	70k-95k	65k-90k	55k-75k	55k-75k	65k-90k	65k-95k	55k-75k	55k-75k
IoT Engineer	75k-100k	70k-90k	60k-80k	60k-80k	70k-95k	70k-100k	60k-80k	60k-80k





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