

**SALARY
GUIDE
2026**





Ronan O'Sullivan

Director, Compustaff

☎ 091 393 551

✉ ronan@compustaff.ie

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

☎ 091 393 553

✉ geraldine@compustaff.ie

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



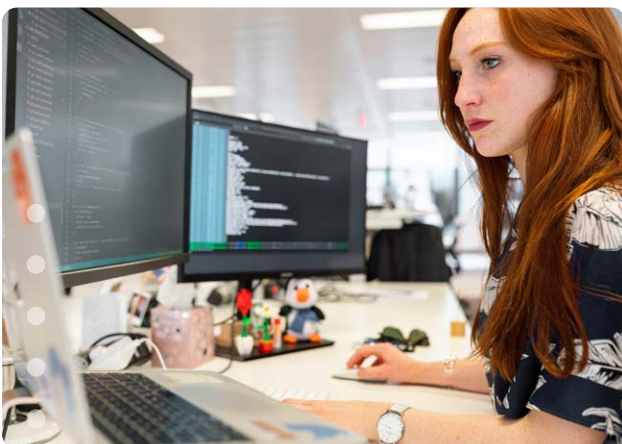
While demand across AI, cloud, cybersecurity and data remains strong, hiring has become more deliberate, with extended processes now the norm as organisations seek greater certainty in their decisions. The rise of AI-generated CVs has added a further layer of complexity, shifting the focus from attraction 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 |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Senior Management | | | | | | | | |
| 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 |
| Project Management | | | | | | | | |
| 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 |
| Software Development | | | | | | | | |
| 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 |
| QA & Software Testing | | | | | | | | |
| 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 |
| Data Analytics | | | | | | | | |
| 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 |
|---------------------------------------|-----------|-----------|------------|-----------|-----------|-----------|------------|------------|
| Database & SAP | | | | | | | | |
| | € | € | € | € | € | € | € | € |
| 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 |
| IT Security | | | | | | | | |
| | € | € | € | € | € | € | € | € |
| 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 |
| Infrastructure & Support | | | | | | | | |
| | € | € | € | € | € | € | € | € |
| DevOps Manager | 110k-140k | 80k-100k | 70k-95k | 80k-90k | 100k-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 |
| Emerging Roles | | | | | | | | |
| | € | € | € | € | € | € | € | € |
| 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 |

Compustaff IT Recruitment Specialists

Ross House,

Merchants Road,

Galway,

H91FPK5,

Ireland

 091 393 550

 jobs@compustaff.ie

Find out more:

www.compustaff.ie