

IT Permanent Salaries - Senior Management Level

	<i>Low</i>	<i>Mid</i>	<i>High</i>
	<i>€'k</i>	<i>€'k</i>	<i>€'k</i>
Information Technology:Management			
Chief Technical Officer CTO	90	120	145
Chief Information Officer CIO	90	120	145
IT Director	90	120	140
Head of Software Development	70	95	125
IT Manager	60	70	90
Software Development Manager	60	75	100
MIS Manager	50	65	75
Technical Manager	45	60	75
QA Manager	45	55	65
Programme Manager	60	75	100
Project Manager	50	70	85
Product Manager	50	65	75
Business Analyst	45	55	65
Technical Architect	60	75	90
IT Sales*			
Sales Director	75	90	110
Sales Manager	45	60	75
Business Development Director	70	85	110
Business Development Manager	45	60	80
Channel Sales Manager	50	60	75
Corporate Account Manager	40	50	60
Customer Service			
Call Centre Manager	38	49	60
Customer Service Manager	37	45	55
IT Recruitment			
Recruitment Manager (In-house)	45	53	62
Recruitment Manager (Agency)*	30	34	42

*Salaries listed refer to basics only, and exclude bonuses and commissions

Permanent – Technologists

	<i>Technology</i>	<i>Low €'k</i>	<i>Mid €'k</i>	<i>High €'k</i>
Software Development				
Software Developer	Mainframe	26	40	50
Software Developer	RPG400	28	42	50
Software Developer	GUI	28	33	45
Software Developer	Java	28	45	65
Software Developer	(ASP/C#/VB) .net	35	42	60
Software Developer	C/C++	28	43	60
Software Developer	Lotus Notes	26	40	55
Software Developer	Oracle (PL/SQL, Forms, Reports)	35	45	65
Software Developer	Sybase/DB2/Informix/SQL	30	38	54
Software Developer	Specialist	35	45	60
Systems Analysis				
Business/Systems Analyst	Mainframe	33	36	45
Business/Systems Analyst	Client Server	40	53	62
Business/Systems Analyst	Telecoms	35	48	54
Business/Systems Analyst	Consultant	43	55	65
Business/Systems Analyst	ERP	48	55	65
Business/Systems Analyst	Operations	30	42	48
IT/Project Management				
Project Manager	Mainframe	40	48	55
Project Manager	Client Server	45	60	75
Project Manager	Telecoms	45	55	70
Project Manager	Consultant	55	65	75
Project Manager	ERP	55	65	80
Network Support Manager	All	40	55	70
IT Manager	All	45	60	80

Permanent – Technologists**CONTINUED**

	<i>Technology</i>	<i>Low €'k</i>	<i>Mid €'k</i>	<i>High €'k</i>
Support/Administration				
Network Support Engineer	Windows XP	28	38	45
Network Support Engineer	Windows NT	28	38	45
Network Support Engineer	Novell	28	38	45
Network Support Engineer	WAN	32	45	55
System Administrator	Unix	35	42	60
System Administrator	Multiplatform	35	45	60
System Administrator	Windows NT	32	43	60
System Administrator	Novell	32	43	55
System Administrator	Lotus Notes	30	37	44
DBA	Oracle	36	46	65
	Sybase/DB2/Informix/S			
DBA	QL	34	43	60
WAN Engineer		35	45	60
Software Test QA/Technical Writing				
Software Test / QA	All	25	35	45
Test / QA Team Lead	All	35	40	50
Test / QA Manager	All	45	55	65
Technical Writers	All	27	36	44
ERP Consultancy/Specialist Roles				
Functional Consultant	Oracle	45	60	85
Technical Consultant	Oracle	42	57	80
Consultant	SAP	55	65	75
Consultant	JD Edwards	35	43	58
Consultant	Peoplesoft	40	55	80
Developer	Siebel	35	50	65
Developer	ABAP	35	47	62
Developer	Oracle Financials	40	55	80
DBA	Oracle Financials	38	50	65

Permanent - Telecommunications

	<i>Low</i>	<i>Mid</i>	<i>High</i>
	<i>€'k</i>	<i>€'k</i>	<i>€'k</i>
Telecomms			
Technical Support Services Manager	40	48	60
Project Manager	45	55	65
Embedded Software Engineer	35	47	58
Field Engineer	35	42	50
Test Engineer	30	37	42
Telecomms Consultant	40	50	60
Security			
Security Administrator	38	45	50
Security Analyst	38	45	50
Security Systems Engineer	40	55	65
Security Architect/Specialist	50	65	75

Permanent - Sales & Customer Service

	<i>Low</i>	<i>Mid</i>	<i>High</i>
	<i>€'k</i>	<i>€'k</i>	<i>€'k</i>
Sales*			
Sales Director	75	90	110
Sales Manager	45	60	75
Business Development Director	70	85	110
Business Development Manager	45	60	80
Channel Sales Manager	50	60	75
Corporate Account Manager	40	50	60
Sales Executive	25	30	40
Technical Field Sales	25	30	40
Telesales*			
Telesales Manager	30	35	45
Telesales Supervisor	22	28	32
Inbound Rep	18	22	26
Outbound Rep	18	22	26
Customer Service			
Call Centre Manager	55	69	95
Customer Service Manager	42	32	69
Customer Service Supervisor	26.5	27	38
Customer Service Team Lead	23.5	26.5	32
Customer Service Agent	18	22	23.5