

MARKET SENSE 2015

TECHNOLOGY SENTIMENT, SALARY & RATES SURVEY



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Market Sense 2015

Technology Sentiment, Salary & Rates Survey

Our Research Methodology

The Acsys Recruitment Market Sense research was conducted June through July 2015. More than 4,000 IT, ICT, and Technology professionals were canvassed during this research. The research survey was administered online, via email, through telephone and during in-person interviews. The survey consists of both qualitative and quantitative data giving insight to talent market sentiment, salaries and contract daily rates.

A little bit about... **Acsys** Recruitment

We are somewhat different here at Acsys! We are expert recruiters of Technology, Fintech and Digital Professionals. By expert, we mean that we come from the IT industry. We are certified experts and above all else;

we GET it... We GET you! We are **YOUR network!**

At its core, Acsys Recruitment is a people business. Our mission is to act as a strategic advisor and consistently deliver the talent our clients need to make their businesses successful. We strive to connect our talent community with the greatest opportunities available and create brighter, better and more compelling futures.

“...In our **DNA** is a genuine people orientation... we believe in challenging the status quo and adding value at every step...

... we want to be **the best**, at making **you** successful.

We publish industry leading thought-leadership articles, surveys and market sensing publications, as well as qualitative / quantitative market research on permanent salaries and contract rates, several times each year. We host events launching the survey results with expert speakers from industry who discuss the latest trends, sentiments and issues.

To stay in touch with market sentiment, receive copies of our industry leading thought leadership articles, surveys and market sensing publications, and to register interest in upcoming tech events, simply email info@acsys.ie or call **(01) 5310770**.

Best Wishes,

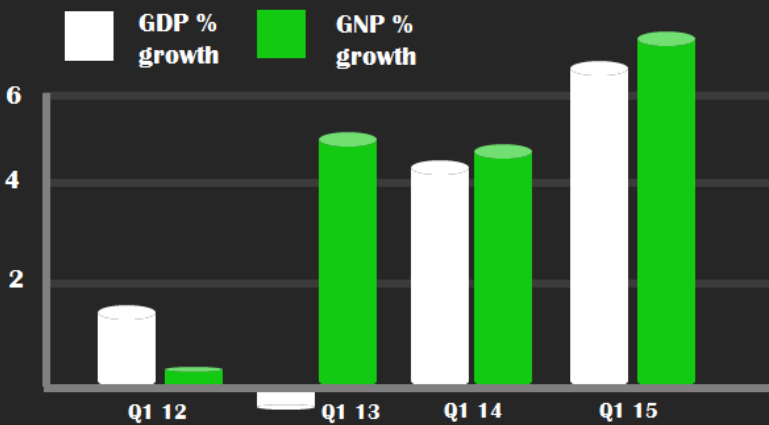
Pádraig Carroll

Managing Director **Acsys** Recruitment

SOME

FACTS

THE ECONOMY IS GROWING... FAST!



Source: CSO 2015

WHERE IS THE TALENT ?

74% OF CO'S FIND IT DIFFICULT TO HIRE TOP TALENT!

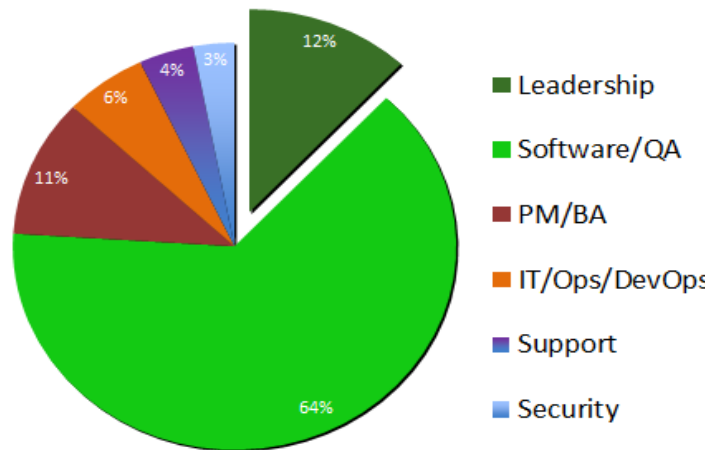
Something has to **change**

90% OF ALL RESPONDENTS
Were male



EMPLOYMENT IS GROWING
THE ECONOMY IS GROWING
THE RECESSION
IS NOW CONSIGNED
TO THE HISTORY BOOKS

Respondents come from...



THERE WILL BE MOVEMENT...

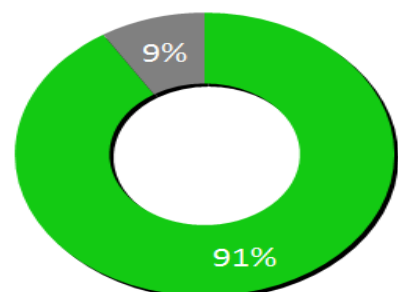
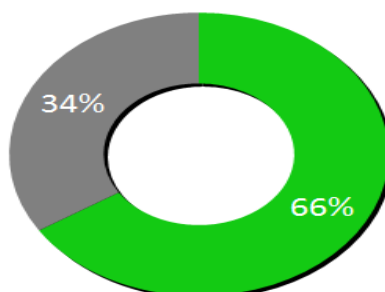
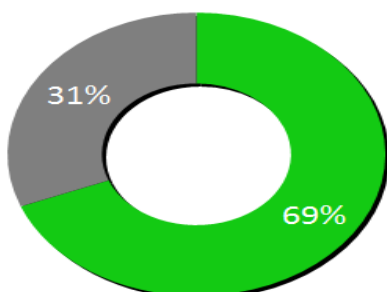


ONE IN THREE PEOPLE ARE PASSIVELY OR ACTIVELY CONSIDERING FINDING A NEW JOB

In 2015/16

EXPECTATIONS ARE HIGH

Remuneration is important to most, with raises/bonuses featuring heavily in 2014-2015 with most respondents expecting increase in the coming 12 months



Received raise No movement Received bonus No bonus Expect raise/bonus Unsure/No

Experience, outlying salaries, rates

Salaries are in €'s

Classifications Junior: 1-3 years, Mid-Level: 3-5 years, Senior: 6+ years.

Contract rates are daily rates or ranges, independent of experience

Outliers are exceptional salaries beyond average -media values

Position - Title

Executive -Leadership

0-3 Years Mid-Level Experienced Outliers Contract Rates

C level (CTO CISO CIO CEO / Founder CMO / CDO)	90,000+	130,000	150,000	170,000	500-800
IT Director	90-130,000	100,000	120,000	130,000	-
Head of Engineering	90-100,000	1-110,000	120,000	130,000	475-550
Information Security Manager	75,000	90,000	100,000	125,000	400-450
IT Manager -Service Delivery	60,000	75,000	90,000	100,000	350-425
Infrastructure / Support Manager	60,000	75,000	90,000	120,000	375-425
Software Engineering Manager	80,000	90,000	100,000	125,000	425-550
Programme Manager	80,000	85,000	90,000	-	450-550
Project Manager	65,000	75,000	90,000	-	400-475

Analysis

Junior Mid-Level Experienced Outliers Contract Rates

Data Analyst	35,000	50,000	65,000	80,000	225-350
Business Analyst	45,000	55,000	65,000	75,000	350-400
Systems Analyst	40,000	50,000	55,000	-	325-400
Business Systems Analyst	45,000	55,000	70,000	75,000	350-425
Information Security Analyst	30,000	45,000	65,000	90,000	250-375
Web -Ecommerce Analyst	-	55,000	60,000	-	350-375

Software Engineering	Junior	Mid-Level	Experienced	Outliers	Contract Rates
Architect / Designer	75,000	80,000	90,000	110,000	450-550
Lead / Principal Engineer	75,000	85,000	90,000	110,000	450-550
Java / Enterprise Java Developer	35-45,000	45-55,000	60-75,000	90,000	350-450
C# / .Net / ASP.Net Developer	30-40,000	40-55,000	60-75,000	90,000	350-450
VB / Classic ASP / VB.Net	35,000	45,000	60,000	-	350
C - C++ Developer	-	50-65,000	65-75,000	90,000	350-450
Embedded / Linux /*nix Developer	-	55-65,000	75,000	90,000	375-450
Systems Programmer	35,000	55,000	75,000	-	425
SOA Programmer	-	55,000	75,000	90,000	450-600
Python Developer	30,000	50,000	70,000	90,000	300-475
PHP Developer	30,000	45,000	60,000	90,000	250-450
UI / UX Developer	40-45,000	55,000	75,000	90,000	300-450
UX Designer	40-45,000	55,000	75,000	95,000	375-450
Front End / Browser Based	30,000	45,000	55,000	70,000	250-400
iOS Developer	35,000	50,000	65,000	75,000	300-450
Android Developer	35,000	50,000	65,000	75,000	300-425
Ruby / on Rails	35,000	40,000	55,000	-	275-375
Tools / Automation Developer	35,000	42-45,000	55,000	80,000	250-475

Software Testing - QA	Junior	Mid-Level	Experienced	Outliers	Contract Rates
Test Manager	55,000	65,000	75,000	90,000	400-450
Test Lead	50,000	55,000	65,000	-	375-400
QA Engineer / Test Analyst	35,000	45,000	50,000	-	250-375
Performance Tester	40-45,000	50-55,000	70,000	90,000	350-425
Automation Tester	35-40,000	45-55,000	55-65,000	75,000	350-425
Localisation	30,000	35,000	45,000	-	-
SDET	35,000	42-45,000	55,000	-	250-375

ERP - CRM	Junior	Mid-Level	Experienced	Outliers	Contract Rates
Manager	65,000	75,000	90,000	120,000	-
Sales	35-50,000	55-70,000	75-95,000	110,000	-
Presales	60,000	75,000	90,000	-	-
Implementation Consultant	35,000	55,000	60-75,000	90,000	350-650
Support Analyst	25-30,000	32-40,000	45,000	-	175-250
ERP Tech / Functional Consultant	30,000	55,000	75-80,000	90,000	350-600
ERP Development	35,000	45-50,000	55-65,000	-	350-425

Data - DBMS - Analytics	Junior	Mid-Level	Experienced	Outliers	Contract Rates
Architect	65,000	70-75,000	80-90,000	95,000	400-500
Data Scientist	70,000	75-85,000	90,000	-	375-450
Data Engineer	50,000	55-60,000	60-75,000	-	300-400
Data Analyst	35,000	50,000	65,000	80,000	225-350
Data Warehouse Developer	50,000	60,000	75,000	85,000	350-500
Business Intelligence Consultant	50,000	60,000	75,000	90,000	350-500
SQL DBA	45,000	55,000	75,000	90,000	350-500
SQL Developer	45,000	55,000	70,000	85,000	350-450
Oracle DBA	45,000	55,000	75,000	90,000	350-450
Oracle Developer	45,000	55,000	65-75,000	85,000	350-475
DBA Developer	50,000	55-60,000	60-75,000	80,000	300-425

Systems - Infrastructure	Junior	Mid-Level	Experienced	Outliers	Contract Rates
Infrastructure Management	65,000	75,000	90,000	120,000	350-500
Infrastructure Architect	65,000	75,000	90,000	120,000	350-500
DevOps	30-40,000	40-55,000	55-75,000	90,000	300-400
Network Engineer	30-45,000	45-50,000	55-75,000	85,000	250-400
Systems Engineer	30,000	50,000	65,000	75,000	200-425
System Administrator	30,000	50,000	65,000	70,000	200-375
Linux / Unix Admin	30-45,000	50-55,000	60-65,000	80,000	200-400
Application Support	25-35,000	40-45,000	45-55,000	-	180-300
Technical Support / Helpdesk	22,500 +	35,000	40,000	-	180-225
Technical Writer	30-35,000	40,000	50,000	-	-
Information Security Manager	70-75,000	80,000	90,000	100,000	400-550
Information Security Engineer	35,000	55,000	65,000	-	350-450
Telecoms / Voice engineer	30-40,000	45-50,000	55,000	-	200-400
Telecoms / Voice Project Manager	65-75,000	75,000	80,000	-	425-525

acsys recruitment

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Thought Leadership

We publish industry leading thought leadership surveys and publications, as well as market research on permanent salaries and contract rates, every year. We host events launching the survey results with expert speakers from industry who discuss the latest trends, sentiments and issues.