

# 2018 SALARY GUIDE

ARDLINN  
EXECUTIVE SALARY GUIDE



Ardlinn

# Ardlinn Executive Salary Guide

With deep industry knowledge, vast executive search experience and a wealth of high profile contacts, Ardlinn offers unrivalled access to leaders in every industry. We work with both Irish and international companies in recruiting the very best of C-Suite private and public-sector leaders for some of the most prestigious positions in our economy. We have a unique view into these roles, in terms of those who hold them now and those who have the skills to do so in the future.

As the executive search arm of Cpl, Ardlinn has earned a reputation for professionalism, integrity and truly exceptional customer care. Being part of a diverse group of 17 professional services brands across 39 offices and 11 countries, has allowed us to develop an unparalleled network of senior contacts in Ireland and internationally.

As well as placing senior executives in Ireland, over the past 12 months, we have secured highly sought-after individuals for appointments in the USA, the United Kingdom, mainland Europe and the Middle East.

Following one of the most challenging periods in Ireland's financial history and despite the changing trading environment that Brexit will bring, the dynamism, opportunity and momentum within the Irish economy is reflected within the IMF's positive outlook for the year which predicts 3.4% growth.

As the economic outlook for Ireland remains positive, Ardlinn recognises the necessity to attract, and retain talent locally, ensuring Ireland's competitive edge to support a robust economy and sustain foreign direct investment.

Now more than ever, we need to consider the influence of the C-Suite to secure leaders and businesses that are relocating in light of Brexit. Top-level executives are not just leading the organisations they work in, in many cases they are shaping the future direction of the industry in which they operate, not only here in Ireland but also within an international context.

Growing economic confidence, increased FDI

and Ireland's current attractiveness to talent, has contributed to a buoyant level of activity for executive search in 2017 with interest especially strong in technology, life sciences and finance.

This year will offer opportunities for further growth across all industries. The technology sector locally and internationally is thriving and employs 105,000 people with employment levels rising by 40% since 2010. Demand for high quality technology candidates continues to rise with almost 10% of Dublin's workforce being software developers, positioning Ireland as the second largest exporter of computer and IT services in the world. The growing number of senior appointments in the tech sector is set to continue with Ireland further building its reputation as a global indigenous and multinational technology centre. With our international connections, we are increasingly sourcing talent from the EU and further afield.

Life Sciences companies in Ireland are also performing very well with our island providing an attractive business environment for 24 of the world's leading biotech and pharma companies. Moreover, 300 life science companies are doing business and R&D in Ireland. The sector exports more than €45 billion annually and employs over 50,000 people directly. Recruitment at all levels continues to rise with encouraging forecasts for the coming year. While uncertainties are posed by Brexit, there are many opportunities within the sector.

The executive search market for senior public-sector jobs is unlikely to return to billing levels last seen before the financial crash. There is however a growing and sustainable market for expert assistance with very senior and highly sought after roles in both the wider public sector and in the education sector. This market has shown an upturn over the last twelve months which seems likely to continue for those organisations that can demonstrably add value for their clients.

While Brexit presents challenges to the Irish economy in certain sectors, the financial services industry stands to benefit. In terms of job

creation, Dublin has a real opportunity to be a key EU hub within financial recruitment.

To engage with senior talent across all sectors, employers are offering strong salaries, benefits, sponsorship and relocation packages. In the year ahead, we need to ensure our tax system is appealing, investment in infrastructure rises and our positive lifestyle is promoted so that Irish companies can continue to attract and retain top talent in 2018.

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Position	IRELAND (€) Private Sector	IRELAND (€) Public Sector
Chief Executive Officer	€150,000k - €500,000k	€140,000k - €180,000k
Chief Financial Officer	€150,000k - €300,000k	€120,000k - €170,000k
Chief Operating Officer	€150,000k - €270,000k	€120,000k - €160,000k
Chief Technology Officer	€130,000k - €250,000k	€120,000k - €180,000k
Senior Vice President	€250,000k - €500,000k	N/A
Vice President	€200,000k - €400,000k	N/A
Managing Director	€150,000k - €225,000k	N/A
Sales Director	€100,000k - €200,000k	N/A
HR Director	€130,000k - €180,000k	€80,000k - €130,000k
Engineering Director	€120,000k - €180,000k	N/A
Manufacturing Director	€100,000k - €150,000k	N/A
Operations Director	€120,000k - €200,000k	N/A
General Manager/Site Lead	€130,000k - €250,000k	€100,000k - €150,000k

## Celebrating Ireland's Executives

At Ardlinn, we work with Irish and international companies in recruiting the very best of C- Suite private and public-sector leaders for some of the most prestigious positions within our economy.

We have a unique view into these roles, those who hold them now and those that have the skills to do so in the future. With these awards we want to recognise and champion the hugely significant role these executives play within our economy and ensure Ireland is a place that embraces their contribution.

Aine Brolly  
CEO, Ardlinn



**Ardlinn**

**EXECUTIVE  
of the MONTH  
AWARD**

*in partnership with*

**The Sunday  
Business Post**



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