

2010  
BRUNEL  
SALARY GUIDE

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# BRUNEL. TECHNICAL

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A recent survey conducted by Brunel asked business leaders and HR Managers employing significant numbers of Technical professionals; “Do you expect basic salary levels within your business to increase, decrease or stay the same over the next 12 months and if there was an increase / decrease by what %?”.

The majority (69%) of employers within the Technical sector expect salaries within their business to remain the same over the next 12 months.

24.2% foresee an increase of up to 10%.

The remaining minority (6.8%) are expecting a decrease of up to 10%.

*“Salaries in the Irish market are primarily forecast to remain unchanged over the next 12 months.”* explains Trefor Murphy, Associate Director, Brunel Ireland.

*“We now see a slight improvement in overall market conditions so many businesses are now in a position to attract talent without significant salary rises.*

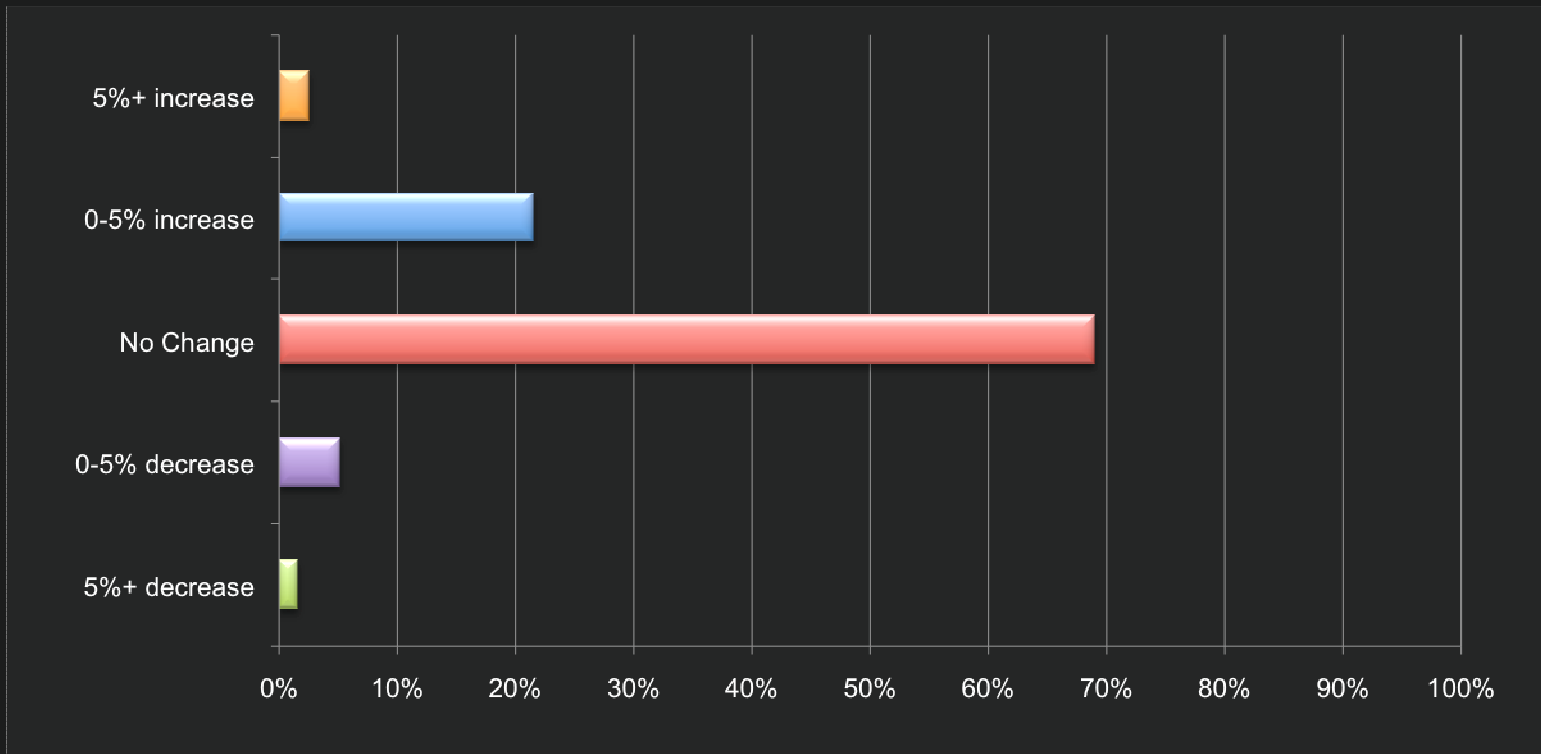
*One of the biggest challenges currently facing employers in the technical market is attracting candidates who are highly qualified or have specialist experience which is not widely available. Businesses must work smarter to attract the most talented professionals, in some cases increasing remuneration may be the best option as candidates who are already in a secure permanent*

*position are less likely to move jobs to a lower basic salary. Businesses that can demonstrate company growth, new opportunities and career development are now seen as the ‘go to’ companies for the best talent in Ireland in a market which has suffered from extreme uncertainty over the past year.”*

# BRUNEL. TECHNICAL



Do you expect basic salary levels within your business to increase, decrease or stay the same over the next 12 months and if there is an increase/decrease, by what %?



# TECHNICAL. LIFE SCIENCES

Recruitment activity fluctuated throughout 2009, however from Q1 2010 there has been a gradual increase in demand in all areas of Life Sciences, particularly in Quality, Compliance and Regulatory Affairs roles.

There have been fewer graduate roles available so far in 2010 with companies showing a preference for hiring mid to senior level candidates. There has also been some significant movement across senior appointments and executive level vacancies.

There has been significant growth in areas of new expertise including reimbursement & pricing and patient care positions due to new EU and Government legislation and regulatory bodies.

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
<b>Calibrations Co-ordinator</b>	32	52	31	50	30	49
<b>Clinical Research Associate</b>	45	65	43	63	42	61
<b>Clinical Research Manager</b>	65	80	63	78	61	77
<b>Compliance Officer</b>	44	61	42	59	41	58
<b>Compliance Manager</b>	72	84	69	81	68	79
<b>Documentation Controller</b>	30	45	29	43	28	42
<b>Environmental Chemist</b>	32	45	31	43	30	42
<b>Environmental Specialist</b>	42	61	40	59	40	58
<b>Safety Officer</b>	40	57	38	55	38	54
<b>EHS Officer</b>	41	61	39	59	39	58
<b>EHS Manager</b>	68	82	65	79	64	77
<b>Food Chemist</b>	29	41	28	39	27	39
<b>Formulations Scientist</b>	33	48	32	46	31	45
<b>Lab Supervisor</b>	42	61	40	59	40	58
<b>Microbiologist</b>	33	55	32	53	31	52
<b>Materials Scientist</b>	31	59	30	57	29	56
<b>NPD Technologist</b>	29	44	28	42	27	41
<b>NPD Manager</b>	50	65	48	63	47	61
<b>Organic Chemist</b>	32	48	31	46	30	45

# TECHNICAL.

## LIFE SCIENCES (Cont'd)

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
Pharmacist	59	82	57	79	56	77
Process Development Chemist	34	55	33	53	32	52
QA Auditor	37	49	36	47	35	46
QA Manager	70	88	67	85	66	83
QA Specialist	37	59	36	57	35	56
QC Analyst – Biochem / Chemistry	30	44	29	42	28	41
QC Analyst – Micro/Biotech	30	44	29	42	28	41
QC Manager	51	78	49	75	48	74
QP Qualified Person	62	82	60	79	58	77
Quality Supervisor	51	65	49	63	48	61
Quality Systems Specialist	36	52	35	50	34	49
Quality Technician	27	36	26	35	25	34
R&D Analytical Chemist	31	49	30	47	29	46
Regulatory Affairs Officer	35	45	34	43	33	42
Regulatory Affairs Specialist	45	65	43	63	42	61
Regulatory Affairs Manager	70	90	67	87	66	85
Scientific Affairs / Medical Liaison Officer	45	60	43	58	42	57

# TECHNICAL.

## LIFE SCIENCES (Cont'd)

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
Scientific Affairs / Medical Liaison Manager	60	75	58	72	57	71
Validation Specialist	41	59	39	57	39	56
Validation Manager	65	74	63	71	61	70
Molecular Diagnostics Specialist	42	62	40	60	40	58
Sales Executive (Medical / Pharma)	42	65	36	60	32	58
Product Manager	42	62	40	60	40	58
Brand Manager	45	65	43	63	42	61
Head of Function (Marketing)	95	115	91	111	90	108
Director of Sales / Marketing	90	110	87	106	85	104
Quality Control Director	95	118	91	113	90	111
Quality Assurance Director	101	121	97	116	95	114
Compliance Manager	75	91	72	88	71	86
Regulatory Affairs Director	88	105	85	101	83	99
Quality Director (head of function)	115	145	111	139	108	137
Clinical Trials Director	92	105	88	101	87	99
EHS Director	90	110	87	106	85	104
R&D Director	92	115	88	111	87	108

# TECHNICAL. ENGINEERING

Generally, demand is still relatively flat across all key areas of Engineering particularly across Manufacturing, Mechanical and Chemical. However, there has been some consistent growth in Quality Engineering positions.

Salaries overall remain relatively flat but with some increases and general growth in the areas of Six Sigma, Lean Engineering, Product Development and R&D.

2010 has started on a positive note, with an increased level of confidence. Professionals are starting to pursue new opportunities for reasons other than fearing redundancy, which is creating some fluidity in the engineering market.

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
Manufacturing Engineering – level 1	32	37	31	36	30	35
Manufacturing Engineering – level 2	27	44	26	42	25	41
Manufacturing Engineering – level 3	44	58	42	56	41	55
Chemical Engineer	35	65	34	63	33	61
Electrical Engineer	33	62	32	60	31	58
Engineering Manager (>100 staff)	75	92	72	88	71	87
Engineering Manager (<100 staff)	85	105	82	101	80	99
Industrial Engineering Manager	72	92	69	88	68	87
Mechanical Engineer	33	60	32	58	31	57
Industrial Engineer	33	62	32	60	31	58
Quality Engineer – Level 1	32	37	31	36	30	35
Quality Engineer – Level 2	27	44	26	42	25	41
Quality Engineer – Level 3	44	58	42	56	41	55
Validation Engineer	38	67	37	64	36	63
Polymer Engineer	35	61	34	59	33	58
Process Development Engineer	42	68	40	65	40	64
R&D Engineer	41	68	39	65	39	64
Lean Six Sigma Engineer	42	68	40	65	40	64
Product Development Engineer	42	68	40	65	40	64
Environmental Engineer	42	59	40	57	40	56
Mechanical Design Engineer	32	60	31	58	30	57
Tooling Engineer	35	55	34	53	33	52
Controls / Automation Engineer	35	68	34	65	33	64

# TECHNICAL. SUPPLY CHAIN & OPERATIONS

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
Demand for key supply chain personnel within all Manufacturing sectors has grown in Q1 2010 for the first time since early 2008. High calibre professionals are proving to be key hires for businesses who are naturally looking to reduce costs to keep their business competitive. Professionals with more than five years experience in planning and procurement have been back in demand since Q4 2009. This has increased into 2010 and is likely to continue over the course of the year.						
Traditional factors such as location, career progression and package are returning as key motivators for professionals considering moving jobs. This has brought some buoyancy back into the supply chain jobs market.						
<b>Production Team Leader</b>	33	42	32	40	31	40
<b>Production Supervisor</b>	39	62	38	60	37	58
<b>Technical Production Manager</b>	42	65	40	63	40	61
<b>Production Manager</b>	60	75	58	72	57	71
<b>Operations Manager (&gt;100 staff)</b>	70	85	67	82	66	80
<b>Operations Manager (&lt;100 staff)</b>	85	105	82	101	80	99
<b>Buyer</b>	34	52	33	50	32	49
<b>Supply Chain Analyst</b>	38	55	37	53	36	52
<b>Freight Forward Specialist</b>	50	70	48	67	47	66
<b>Shipping Clerk</b>	25	35	24	34	24	33
<b>Planner</b>	34	52	33	50	32	49
<b>Buyer and Planner</b>	39	60	38	58	37	57
<b>Senior Buyer / Planner</b>	55	71	53	68	52	67
<b>Master Scheduler</b>	55	71	53	68	52	67
<b>Materials Manager</b>	65	85	63	82	61	80
<b>Purchasing Manager</b>	65	92	63	88	55	87
<b>Warehouse Manager</b>	55	75	42	72	52	71
<b>Supply Chain Manager</b>	85	110	82	106	75	104

# TECHNICAL. ENERGY & CONSTRUCTION

Within the energy and construction sector, demand has increased for professionals in Alternative Energy. However the supply of construction personnel outweighs the number of alternative opportunities in energy and companies in this space have a significant “pick of the crop”.

There has been an increase in the need for specialist Construction professionals in Q1 2010 compared to 2009 although salaries are down 15-20% compared to last year.

The Construction market in Ireland is operating as a shadow of its former self, with positions in Architecture, PQS, Main Contracting, Mechanical & Electrical Contracting remaining at all time lows. Most movement so far in 2010 has been to the UK and Middle East to support a stronger than expected growth in the Construction Market in these regions

	Dublin Low €	Dublin High €	Cork Low €	Cork High €	Regions Low €	Regions High €
<b>Quantity Surveyor</b>	30	60	29	58	28	57
<b>Site Engineer</b>	28	45	27	43	26	42
<b>Site Manager</b>	42	55	40	53	40	52
<b>Civil Engineer</b>	28	44	27	42	26	41
<b>Structural Engineer</b>	31	51	30	49	29	48
<b>Architect</b>	42	60	40	58	40	57
<b>Project Manager</b>	60	75	58	72	57	71
<b>Programme Manager</b>	68	81	65	78	64	76
<b>Construction Director</b>	78	91	75	88	74	86
<b>Renewable Energy Engineer</b>	42	65	40	63	40	61
<b>Project Manager – Engineer</b>	70	85	67	82	66	80
<b>Technical Sales - Energy</b>	35	55	34	53	33	52

# BRUNEL.

## WE GET TECHNICAL PEOPLE

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