



HR Search

Salary and Market
Trends Report 2025

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SALARY SURVEY 2025 OVERVIEW



Kerri Masterson
Associate Director

Throughout 2024 the Human Resources (HR) market in Ireland has continued to experience significant transformation driven by changes in workplace dynamics as well as technology and evolving employee expectations. The competition for talent remains intense and HR leaders are reshaping how they attract, retain and develop talent.

Moving into 2025, competitive compensation, career development and flexible work arrangements will be critical to attracting and retaining talent.

We've seen hybrid work become the norm, with the majority of employees now expecting and seeking flexibility, resulting in HR teams having to refine workplace policies and ensure productivity and engagement in hybrid environments. In 2025, creating inclusion and collaboration across dispersed teams will remain a key challenge, with many companies starting to adopt digital tools to achieve this. Those offering flexible work options will undoubtedly have a competitive edge in attracting talent.

2024 has seen employee well-being, particularly mental health, emerging as a central HR focus. Companies are expanding wellness programs to address physical, emotional and financial health. We believe in 2025, a more holistic approach will be adopted, with wellness programs tailored to individual needs. Organisations that truly prioritise well-being will benefit from improved employee engagement and retention.

SALARY SURVEY 2025 OVERVIEW

Diversity, Equity and Inclusion (DEI) has become a business imperative in Ireland. In 2025, companies will need to focus on measurable outcomes for DEI initiatives, such as tracking diverse representation and pay equity. DEI is on track to being embedded in corporate culture with HR teams playing a vital role in driving inclusive leadership.

The use of technology in HR is accelerating, with AI and HR automation streamlining processes such as recruitment and performance management. Through 2025, HR automation will become even more prevalent, allowing HR teams to focus on strategic initiatives.

As these trends evolve, companies that prioritise adaptability, innovation and employee experience will thrive in Ireland's changing HR landscape. It's certainly an exciting time for HR.



Top Motivators for considering a job change:

- 33% Better work life balance
- 28% Higher Compensation & Benefits
- 23% Company & Culture Values align
- 17% Career Advancement Prospect

*Source HR Search Survey

TRENDS & INFLUENCERS IN 2025

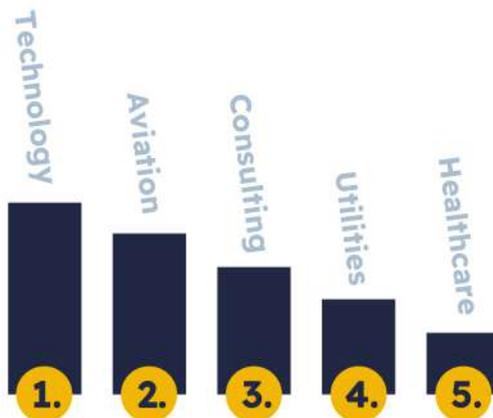
As we look toward 2025, the HR landscape in Ireland is poised for significant transformation. Several key factors are set to influence this, ranging from tech advancements to evolving employee expectations. Understanding these dynamics is essential for businesses and HR professionals alike.

1. Technology

Technology is arguably the most significant driver of change in HR. With the rise of AI and automation, HR processes are becoming more efficient. Analytics, for instance, allows HR professionals to make data-driven decisions, enhancing talent acquisition, learning and development and employee retention strategies.

As companies invest in these technologies, there will likely be a shift in the skills required for HR roles. Tech savvy HR professionals with expertise in HrIS, data analysis capabilities etc. will be in high demand, pushing salaries upward for these positions. Equally, roles that focus on manual processes may see stagnation or declines in compensation.

Top 5 industries hiring HRIS talent



TRENDS & INFLUENCERS IN 2025

2. Focus on Employee Wellbeing and Mental Health

Employee well-being is an area we have witnessed growth year on year since the pandemic. We've noticed a greater emphasis on employee wellness experience across all levels of HR positions. The demand for HR professionals with experience across employee engagement and wellness may see increased salary offerings.

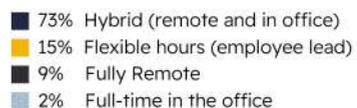
Burnout and stress related work leave is on the rise and many organisations are encouraging employees to disconnect outside of working hours to help tackle a 'long hours' culture in light of finding that workload is one of the top factors contributing to employee mental health issues. In 2025, companies that prioritise wellbeing will likely attract more engaged and productive teams. Companies won't get away with "wellness washing", employees will expect to see real change. Wellbeing needs to be on the leadership agenda.

3. Remote and Hybrid Work Models

As we move into 2025 it seems hybrid and remote work models are here to stay. However, we've witnessed a shift towards companies expecting employees to attend the office on average 3 days per week, with many pushing for a full return to the office.

That being said, we're finding that flexibility is high on the priority list for many candidates and will often be a deal breaker. Industries that are experiencing high demand for key skills sets have had to take a measured approach to attract and retain talent.

Work patterns favoured by HR professionals to support employee wellbeing & org success



*Source HR Search Survey

TRENDS & INFLUENCERS IN 2025

4. Diversity, Equity and Inclusion (DEI)

The commitment to DEI is more than just a trend; it's become a fundamental for successful organisations. In 2025, companies will need to demonstrate tangible progress in DEI initiatives to remain competitive and attract top talent.

As employers strive for more diverse workforces, HR roles that specialise in DEI strategies will see increased demand and higher salaries as we move through 2025.

While progress is being made, Ireland still has one of the lowest rates of employment for people with disabilities in the EU. Many organisations have begun to introduce policies to enhance their cultural inclusivity including fertility/menopause policies, additional leave for parents, gender identity and expression policies.

5. Legislation

Irish employment law in 2024-2025 is focused on employee rights, fairness and adapting to the changing nature of work.

The widening of the Gender Pay Gap Reporting remains a focus as we saw reporting extended to companies with 150 employees or more in 2024, from 2025 onwards this will affect those with 50 or more. Other key developments include the implementation of the Sick Leave Act 2022, the Employment (Wage Protection) Act 2020 remains in force and the Work Life Balance and Miscellaneous Provisions Act 2023 introduces significant provisions for employees, including the right to request flexible working arrangements and improved parental leave.

The pace at which legislation changes means expertise and knowledge are vital and HR professionals with this expertise are highly sought after to support both talent management and engagement strategies.

TRENDS & INFLUENCERS IN 2025

6. Social and Economic Factors

The broader socio-economic landscape will play a crucial role in shaping the HR market and salary trends throughout 2025 and beyond. Inflation, cost of living adjustments and overall economic stability will influence organisation's hiring plans and compensation structures. There's a marked level of uncertainty as we move forward which has resulted in a collective slow down on big hiring decisions.

7. Contracting in HR

The rise of contracting within HR continued to gain momentum throughout 2024, reflecting a broader shift towards flexibility and project specialisation within the profession. We've noticed our client's are increasingly seeking HR professionals who can provide tailored solutions on a project / interim basis. This trend allows them to access expertise while being adaptable to fluctuating demands.

Contracting also empowers HR professionals to diversify their experience and skills across various industries, enhancing their marketability. Many value the autonomy it provides and the ability to select projects that align with their interests.

8. Top Motivators for considering a job change:



- 33% Better work life balance
- 28% Higher Compensation & Benefits
- 23% Company & Culture Values align
- 17% Career Advancement Prospect

*Source HR Search Survey

SENIOR LEADERSHIP

In 2024, Senior HR leadership roles have continued to evolve beyond the traditional sphere of HR expertise. The role of Chief Human Resources Officer (CHRO), Chief People Officer (CPO) and HR Director are more integral than ever, as companies face complex challenges ranging from talent shortages to rapid changes in tech. Senior leaders play a strategic role, partnering with the business to help shape company culture, talent strategies and growth.

As the HR landscape continues to evolve there is demand for senior leaders across all facets of HR.

Key growth areas for Senior Leadership 2025 and beyond



1. Learning and Development (L&D):

As skills gaps continue to widen, senior L&D roles are in high demand. Companies are looking to upskilling and reskilling initiatives to future-proof their teams. L&D leaders must build robust learning ecosystems that promote continuous growth and adaptability.



2. Talent Acquisition:

Attracting top talent remains a critical focus. With competition fierce, particularly in the tech and life sciences sectors, HR leaders in TA are tasked with creating innovative recruitment strategies and leveraging employer branding to differentiate themselves in a tight market.



3. Reward and Compensation:

Inflation and employee expectations for competitive packages are driving demand for senior leaders in reward and compensation. These leaders must design pay structures that not only attract talent but also promote retention and fairness across diverse employee groups.

SENIOR LEADERSHIP



4. Organisation Design and Change Management:

As businesses adapt to tech advancements and shifting market conditions, senior leaders specialising in OD and change management are critical. They help guide companies through restructuring, ensuring agility and operational efficiency while maintaining employee engagement. We've witnessed a demand for interim and contract roles in this space.

Looking ahead, senior leaders who can harness AI, analytics and automation to optimise HR functions will be highly sought after. In areas like TA and L&D, the ability to use data-driven insights to improve hiring and employee development processes will be crucial.

Additionally, as Environmental, Social and Governance (ESG) factors become more embedded in business strategy, HR leaders will be expected to align workforce management with sustainability and social responsibility goals. Developing emotionally intelligent leadership teams will be a key focus as companies seek leaders capable of navigating change.

Job Title	Low	High
Chief People Officer	€ 130,000	€ 230,000
Chief HR Officer	€ 130,000	€ 230,000
Head of HR	€ 100,000	€ 150,000
HR Director	€ 90,000	€ 150,000
HR Manager	€ 70,000	€ 100,000



GENERALIST HR

In 2024, the demand for generalist HR roles in Ireland remained strong. Key job trends include a shift toward more strategic responsibilities for HRBPs, who are increasingly involved in areas like talent management, workforce planning and employee engagement.

As hybrid work models become more entrenched, generalist HR professionals are expected to manage employee well-being, maintain engagement and adapt HR policies to suit flexible working environments. Digital skills are becoming more important across these roles, as HR teams increasingly rely on HR software and data analytics to improve efficiency and decision-making.

In 2025, demand for generalist HR roles will continue to grow, particularly for those with strong digital and strategic skills. HRBPs will play an even more significant role in shaping organisational culture and driving performance, while Generalists and Administrators will need to stay agile as automation takes over more routine tasks.

HR Administrator / Coordinator

In 2024, the HR administration and coordinator market in Ireland remained strong across all sectors with demand for both contract and permanent hires. As was the case last year, salaries have continued to increase in the region of 5% YOY. Given the demand for talent and the stage of which HR administrators and coordinators are, it's unsurprising that the median tenure is 1.1 years.

Demand is steady across SMEs and large corporates. Many businesses are looking for candidates with a blend of traditional HR skills and proficiency in using HR software like HrIS platforms (Workday, SAP, etc.).

For 2025, the market is expected to see further integration of tech into HR functions. Companies will increasingly seek HR coordinators who can manage automated systems and assist in digital HR projects. The role will likely evolve with a focus on data management, employee engagement and talent retention strategies.

GENERALIST HR

There may also be more emphasis on upskilling in digital tools, compliance and DEI initiatives. Overall, the HR administration and coordinator roles will remain essential however they will become more tech-savvy positions in response to digitalisation.

Job Title	Low	High
HR Administrator/ Coord	€ 30,000	€ 45,000



HR Generalist

HR Generalists remained in high demand throughout 2024. We're witnessing the role expanding to include more strategic responsibilities. Companies seek candidates who can balance traditional HR tasks with new priorities like DEI initiatives, talent development and tech integration. Strong interpersonal and problem-solving skills are essential as organisations focus on improving employee engagement and retention in a competitive job market.

For 2025, demand is expected to increase as companies implement more holistic employee management. Generalists will likely be tasked with data-driven decision-making, supporting mental health initiatives and adapting to automation in HR. Our clients are keen to hire HR Generalists with digital proficiency, experience in change management and an understanding of legislation, particularly in sectors experiencing rapid growth like tech, finance and healthcare.

Job Title	Low	High
HR Generalist	€ 45,000	€ 65,000



GENERALIST HR

We predict moderate salary growth in 2025, with experienced HR Generalists earning between €45,000 to €65,000 annually, depending on location, industry and the complexity of the role. Those with specialised skills in HR technology, analytics and DEI could command higher salaries as their expertise becomes more business critical.



Gender Diversity

- 85% Female
- 15% Male

HR Business Partnering

The role of HR Business Partner (HRBP) continues to grow in importance, with HRBPs seen as strategic advisors to leadership, aligning HR functions with business objectives and focusing on areas such as workforce planning, organisational development and change management. This role is particularly in demand within multinationals and the technology, pharmaceuticals and financial services sectors.

Companies are seeking HRBPs with strong business acumen, leadership skills and the ability to use data analytics to drive decisions on employee engagement, productivity and organisational culture. Experience in DEI initiatives and talent development is also becoming more essential in this role.

For 2025, continued demand for HRBPs is expected, particularly in organisations looking to embed HR into their strategic planning. HRBPs will likely take on larger roles in digital transformation, supporting AI and automation in HR processes. Skills in change management, data-driven decision-making and employee wellness will be highly sought after.

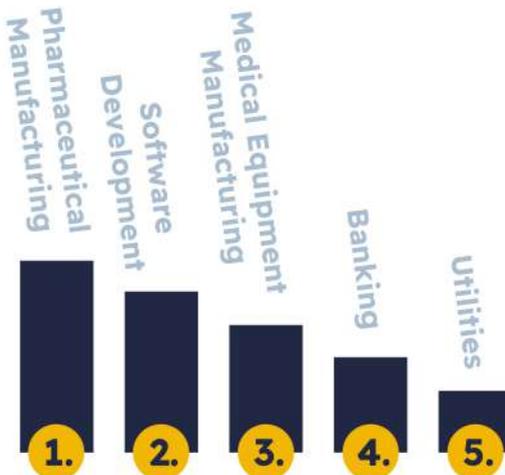
GENERALIST HR

All signs indicate a competitive market for 2025 and we predict HRBPs earning between €70,000 and €90,000 annually, depending on the industry and company size. Senior HRBPs or those with experience in high-growth sectors like tech or finance could see salaries well exceeding €100,000 as their role becomes more integral to business strategy and organisational success.

Job Title	Low	High
HR Business Partner	€60,000	€85,000
Senior HR Business Partner	€90,000	€130,000



Top 5 Employers by industry



EMPLOYEE & INDUSTRIAL RELATIONS

It goes without saying the Employee Relations (ER) profession plays a vital role within HR, managing the employer-employee relationship. 2024 has seen a high demand for experienced ER professionals, especially those skilled in employment law, mediation, dispute resolution and employee engagement.

The shift to remote and hybrid work models, continues to affect workplace relations. Employees increasingly expect flexibility, mental health support and work-life balance. ER teams are at the forefront of addressing these demands while managing the complexities of new working arrangements.

Recent legislative changes in areas such as gender pay gap reporting, equality, diversity and worker protections have increased the need for ER professionals resulting in more companies opting for inhouse ER. Ireland's tight job market has led to increased industrial action, driven by rising living costs and wage stagnation in certain sectors. Wage negotiations are expected to intensify as inflationary pressures continue. ER experts are essential in managing collective bargaining and mitigating disputes between employers and unions.

The public sector, healthcare and manufacturing have seen significant demand for ER expertise, driven by high unionisation and strict regulatory frameworks.



Gender Diversity

- 57% Female
- 43% Male

EMPLOYEE & INDUSTRIAL RELATIONS

We're likely going to see the introduction of stricter regulations around work-life balance, data privacy and employee monitoring. The emphasis on DEI initiatives will grow, with ER addressing workplace discrimination, pay equity and inclusive cultures. Managing these efforts will be crucial, especially for multinational companies.

We believe ER will become more strategic as businesses face challenges related to talent retention and company culture. ER will not only resolve disputes but also drive policies that enhance long-term employee engagement and organisational success. In short, they must be recognised as a strategic partner by the broader business to realise their full potential.

Job Title	Low	High
Head of/ Director	€90,000	€130,000
Manager	€80,000	€95,000
Specialist	€55,000	€75,000

“

A deep level of employment law knowledge is essential for the ER specialist role, but you also need to be very clear on your processes

ER Specialist , FMCG

”

HR INFORMATION SYSTEMS

Ireland's HR Information Systems (HrIS) market is experiencing rapid growth as businesses increasingly adopt digital tools to streamline HR processes. This trend is driven by the rise of hybrid work, a strong tech ecosystem and the need for efficient employee management systems. Moving into 2025, demand for talent with expertise in HrIS is expected to further increase.

As home to many multinationals, particularly across technology, finance and pharmaceuticals, which require sophisticated HR solutions. SMEs are also adopting HrIS solutions. The growing availability of cloud-based, scalable platforms has made these tools accessible to businesses of all sizes, further expanding demand for HrIS talent.

Companies are seeking individuals with a mix of HR expertise and technical knowledge to manage and implement these systems. Demand for these roles is further driven by the need for compliance with evolving data privacy regulations, such as GDPR, which complicates HR data management.

Despite strong demand, a skills shortage persists in the HrIS job market. This is due in part to the pace of technological change and the hybrid skill set needed, blending HR expertise with technical capabilities. We continue to see the popularity of contract positions within this area.

“Senior Leaders are seeing the value that well implemented HRIS can add to the overall performance of not just the HR department but the entire business.

Head of HRIS - FMCG Plc”

HR INFORMATION SYSTEMS

For job seekers, HrIS presents strong career prospects. Those with skills in HR analytics, system implementation and integration management are particularly in demand. Universities and training providers are responding to the market by offering more specialised courses, though the talent gap remains wide. HrIS professionals will need to develop competencies in AI-driven HR tools as these technologies become more widespread.

The HrIS market is expected to grow further in 2025 as companies invest in automation, data analytics and AI to improve HR functions. Upskilling in these areas will be key for job seekers looking to tap into this growing market.



Job Title	Low	High
Head of/Director	€85,000	€130,000
Manager	€60,000	€85,000
Specialist	€45,000	€70,000

TALENT ACQUISITION

The Talent Acquisition market is slowly recovering and shows signs of continued growth into 2025. With many companies in particular across technology exhibiting a measured approach in terms of hiring for their TA teams, we have seen a marked increase across the public sector, FMCG, construction and professional services.

AI-driven recruitment tools and automation are becoming mainstream across Irish businesses. In 2024, companies have increasingly adopted AI tools for candidate sourcing, screening and initial interview processes, which has led to improved efficiency and time-to-hire metrics. Automation has also allowed TA teams to manage higher volumes of candidates, delivering a more seamless experience to job seekers. The candidate experience is more important than ever, which has only amplified the benefits of AI in the TA space. Skills shortages combined with the access to housing have made recruitment more difficult for many organisations. Many are adopting strategies such as employing a diverse workforce, widening the geographical area for hiring and investing in internal L&D to promote talent from within.

Job Title	Low	High
Head of/Director	€90,000	€140,000
Manager	€60,000	€90,000
Specialist	€40,000	€75,000
Co Ordinator	€35,000	€45,000
Global Mobility Manager	€90,000	€120,000
Global Mobility Specialist	€65,000	€90,000

“We operate a hybrid model however as a result of the war for talent we’ve had on occasion had to offer remote working where feasible in order to entice top talent”
Talent Acquisition Manager - Irish plc

LEARNING & DEVELOPMENT

Throughout 2024, the Learning and Development (L&D) sector was shaped by shifts in technology, workforce demands and new organisational priorities. With the continued dominance of hybrid work models, companies are investing in personalised, tech-driven solutions to upskill employees and remain competitive. Online platforms are now central to L&D enabling immersive, interactive training experiences.

The need for talent retention is driving an increased focus on skills development, particularly in high-demand sectors like technology, life-science and healthcare. Upskilling and reskilling are essential for bridging talent gaps. Looking to 2025, microlearning and AI-driven personalised learning will become more prevalent. This will certainly be led by the larger organisations but smaller companies simply can't stand still.

AI's role in L&D is only going to grow. Not only will it automate tasks but can be put to great use for workforce management by predicting future skills requirements and succession planning. Succession planning is becoming more strategic, ensuring strong leadership pipelines. Leadership development is also crucial, with an emphasis on resilience, emotional intelligence and managing a hybrid workforce.

Job Title	Low	High
Head of/Director	€90,000	€140,000
Manager	€60,000	€85,000
Specialist	€45,000	€65,000
Co Ordinator	€35,000	€45,000

“More than ever with our teams working on a hybrid basis we're finding we need to adapt our approach to L&D, we're committed to investing in online learning platforms in 2025”

Senior HR Manager - Professional Services

COMPENSATION & BENEFITS

In 2024, the reward profession played a pivotal role in shaping employee satisfaction and retention strategies. With inflationary pressures, the rising cost of living and increased competition for talent, organisations are recognising the need to offer more competitive and innovative compensation packages to attract and retain top talent. Reward professionals are tasked with designing packages that balance financial rewards with non-monetary benefits, such as flexible working, wellness programs and enhanced leave policies.

A growing trend in 2024 is the customisation of benefits to meet the diverse needs of a multi-generational workforce. Looking ahead to 2025, demand for experienced reward professionals is expected to rise, especially in industries like tech, finance and pharmaceuticals, where talent competition is fierce. The use of analytics and technology to optimise compensation strategies, ensuring pay equity and transparency, will continue to be a major focus.

Additionally, the shift towards Environmental, Social and Governance (ESG) will influence the rewards landscape. Companies will increasingly integrate sustainability and CSR into their reward strategies, offering incentives linked to ESG performance and employee well-being.

In 2025, reward professionals who can combine strategic thinking with a deep understanding of employee needs will play a critical role in shaping the future of work and maintaining competitive edge in the Irish market.

Job Title	Low	High
Head of/Director	€130,000	€230,000
Manager	€85,000	€120,000
Analyst	€45,000	€75,000



COMPENSATION & BENEFITS

Emerging Reward Trends:



- 1. Personalisation of benefits**
Cater to individual needs (flexible hours, mental health support and wellness programs)



- 2. Focus on Mental Health**
May include counselling services, mental health days



- 3. Remote Work Compensation**
Assist with the cost of living and home office setup



- 4. Equity and Inclusion**
Transparency around reward structures



- 5. Performance-based pay**
Linking reward to performance metrics



- 6. Employee Recognition Programs**
Reward achievements and contributions.

HR STRATEGY

Roles across Change Management, Organisation Design and Organisational Effectiveness are critical as companies navigate change in response to market demands, technological advancements and shifting workforce expectations.

Change Management has expanded significantly as organisations undergo digital transformation and restructuring. Organisation Design Specialists were in high demand in 2024, as businesses sought to create agile structures that support innovation and collaboration. The focus is on building teams that are not only capable of achieving immediate goals but also resilient enough to adapt to future challenges.

As we look to 2025, the demand for strategic HR roles will continue to grow. The emphasis on organisational effectiveness will see Heads and Directors of OD play a vital role in aligning HR strategies with overall business objectives. We continue to see the demand for experienced HR strategy professionals on a project / contract basis.

The integration of data analytics into HR strategy will become increasingly important. HR professionals will leverage data to inform decisions about workforce planning, employee engagement and performance management.

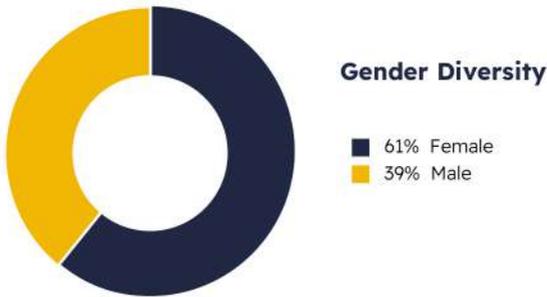
Job Title	Low	High
Head of/Director	€120,000	€220,000
Manager	€80,000	€120,000
Specialist	€55,000	€75,000



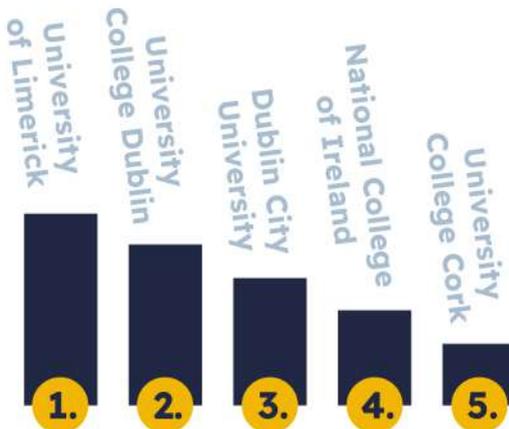
HR STRATEGY

As the focus on sustainability and social responsibility intensifies, HR strategy professionals will be tasked with embedding these values into the organisational culture.

In summary, the HR Strategy profession in Ireland is set for significant evolution in 2025 and beyond. With a strong focus on change management, organisational design and strategic alignment, HR leaders will play a crucial role in driving organisational success in an increasingly complex business environment.



Top Universities Developing this Talent in Ireland



HR SEARCH TRUSTED PARTNERS

At HR Search, we specialise in Human Resources recruitment, offering a holistic and values-driven approach to both our clients and candidates. As trusted partners, we leverage our deep expertise in HR and recruitment to deliver tailored solutions that meet the unique needs of everyone we work with. Since our founding in 2015, we've grown organically by building strong, lasting relationships with the businesses we serve. Today, we are recognised as the go-to specialists for HR recruitment, with a significant portion of our business coming through referrals—a testament to our reputation in the HR community. We're committed to cultivating honest, thoughtful and insightful partnerships that drive success.

Our Expertise:

Executive Search

We offer retained search partnerships, specialising in senior-level appointments up to C-suite.

Contingent Recruitment

We provide temporary, contract and permanent recruitment services across all levels.

HR Specialists

Our expertise spans key HR areas, including Compensation and Benefits, Learning & Development, Employee and Industrial Relations, Talent Acquisition, Change Management, Organisational Development and HR Information Systems.

Championing Diversity, Equity and Inclusion

We believe in the transformative power of DEI in recruitment and work closely with our clients to create inclusive hiring strategies. As advocates of diversity, we're proud to have earned the Silver Medal in Diversity from the Irish Centre for Diversity and hold a WeConnect accreditation, affirming our commitment to driving meaningful change in the workplace.



Niamh Kennelly
Director



Kerri Masterson
Associate Director

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Job Title	Low	High	
Chief People Officer	€ 130,000	€ 230,000	
Chief HR Officer	€ 130,000	€ 230,000	
Head of HR	€ 100,000	€ 150,000	
HR Director	€ 90,000	€ 150,000	
Senior HR Business Partner	€ 90,000	€ 130,000	
Business Partner	€ 60,000	€ 85,000	
HR Manager	€ 70,000	€ 100,000	
HR Generalist	€ 45,000	€ 65,000	
HR Administrator/ Coord.	€ 30,000	€ 45,000	
Specialist HR	Job Title	Low	High
Learning & Development	Head of/Director	€ 90,000	€ 140,000
	Manager	€ 60,000	€ 85,000
	Specialist	€ 45,000	€ 65,000
	Co Ordinator	€ 35,000	€ 45,000
Talent Acquisition	Head of/Director	€ 90,000	€ 140,000
	Manager	€ 60,000	€ 90,000
	Specialist	€ 40,000	€ 75,000
	Co Ordinator	€ 35,000	€ 45,000
Global Mobility	Manager	€90,000	€120,000
	Specialist	€65,000	€90,000
Compensation & Benefits	Head of/Director	€ 130,000	€ 230,000
	Manager	€ 85,000	€ 120,000
	Analyst	€ 45,000	€ 75,000
HR Information Systems	Head of /Director	€ 85,000	€ 130,000
	Senior Analyst	€ 60,000	€ 85,000
	Analyst	€ 45,000	€ 70,000
Strategy	Head of/Director	€ 120,000	€ 220,000
	Manager	€ 80,000	€ 120,000
	Specialist	€ 55,000	€ 75,000
IR/ER	Head of/Director	€ 90,000	€ 130,000
	Manager	€ 80,000	€ 95,000
	Specialist	€ 55,000	€ 75,000



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