



HR Search

Salary and Market
Trends Report 2023

3	Overview
5	Salary Survey Findings
5	Human Resources
5	Senior level roles
6	Mid Level roles
6	HR Administrator/ Coordinator
7	Hybrid working
8	Specialist HR
10	HR Information Systems
12	Recruitment Insights
13	Meet The Team
15	Index
16	Contact



OVERVIEW

OVERVIEW



Niamh Kennelly

Human Resources has been the critical strategic partner to the company executive, as they try to make sense of the impact the Covid pandemic and the economic uncertainty has and is having, on their company. During the covid pandemic, employees started to re-evaluate their work life balance, the stress of their commute to work, their career aspirations and as is well documented, their mental health and overall wellbeing.

The great resignation began in 2021 and through 2022, not in a big bang fashion, but in a steady flow of HR Talent looking for the right role. The next right move is not necessarily motivated by salary or bonus, but this re-evaluation is more holistic in its considerations. The key requirements for the majority of Senior level candidates we have registered in the last two years are;

1. Values that align with the employees values and are lived rather than just stated.
2. Opportunity for growth and a clear career trajectory for the role.
3. Authentic leadership and a supportive manager.

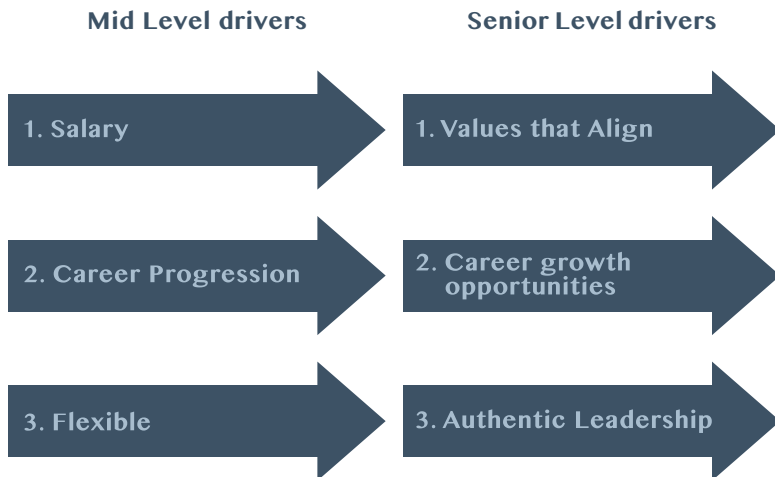
Vis a Vis during an interview if the candidate felt the line manager was not a 'chemistry' match, regardless of the role and offer, the candidate withdrew from the process.

For mid-level and entry level positions, the number one driver into the employment market was salary increase, followed by two: career progression and career development and three: flexible working models with hybrid working as the most requested type.

OVERVIEW

Some employers have invested heavily in their employer branding to attract key talent while internally implementing retention policies by adopting long term flexible working models, increasing employee engagement touchpoints and focus groups and supporting employee development programmes. HR Business Partners are proactively working with their management partners to identify critical talent and supporting them to create career pathways in the organisation in an effort to give more visibility to succession planning.

Workloads are reported to be heavier and more intense as 2022 came to a close, with employees fearing burnout and illness from being overwhelmed with responsibility as the demands on HR increase. This has seen a response from some organisations to increase the supports for HR managers and business partners with additional HR Administrators and Coordinators for learning and talent acquisition. Additional HR Analysts for HR operation teams and analysts for Compensation & Reward are also emerging as additional headcount is added to the HR function.



SALARY SURVEY FINDINGS

Human Resources

As organisations reshape to meet the demands of the hybrid workforce and the challenges of skill shortages, HR finds itself at the critical center. The demand for Human Resources to create and enable the organisation's response to the changing people strategies has created a high demand for HR talent across many roles. This demand has in turn identified skill shortages in HR which is starting to drive some specialist HR salaries much higher than the previous norm.

Senior Level Roles

Senior Level Roles have been at the forefront of the HR Market since the Covid pandemic, as leadership models have adapted to include more strategic HR partnering on the executive and senior leadership teams.

In the larger organisations where the CPO role has already existed, we have seen an increase in the Vice President /Director roles and the distinctive Senior Business Partner role where strategy, stakeholder management and Organisation Development skills are the essential requirements for the candidates to meet.

In the smaller organisations the role of the HR Manager and Business partner are also being elevated to sit on the senior leadership team and the role of 'trusted advisor' became a staple on the job descriptions across the board.

Job Title	Low	High
Chief People Officer	120000	180000
Head of HR	85000	130000
HR Director	90000	130000
Vice President	85000	140000
Senior HR Business Partner	85000	120000

SALARY SURVEY FINDINGS

Mid Level Roles

2022 saw the requirements for HR generalists in the market grow and remain a constant throughout the year. We envisage this demand continuing through 2023

Generalists with two to three years of experience were most in demand and the salary level for this band grew 5-8% from 2021

Variations in salaries per sector have diminished dramatically, a good example being in the Generalist space. From our report, we have seen that all sectors are aligned or nearly aligned in salary bands, with financial services coming in slightly higher across all bands.

Job Title	Low	High
Business Partner	70000	95000
HR Manager	60000	90000
HR Generalist	35000	55000

HR Administrator/Coordinator

The demand for HR Administrators and HR Coordinators has been steadily increasing over 2022, and we expect this to continue to trend in 2023.

The significant increase in demand for HR Coordinators to support the HR function offers multiple routes into HR for HR graduates with strong technical systems experience.

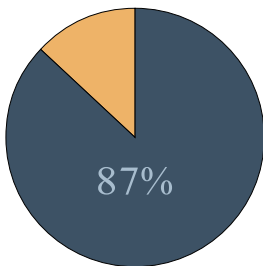
SALARY SURVEY FINDINGS

HR Search has been tasked with finding strong HR Coordinators with HRIS system knowledge. Top systems sought after include; Workday, Successfactors, Core HR , Bamboo HR and HR Locker.

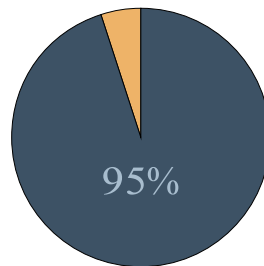
Job Title	Low	High
HR Administrator/ Co-Ordinator	28000	40000
Learning Coordinator	30000	38000
Talent Acquisition Coordinator	27000	40000

Hybrid working for HR Generalists

Out of a survey of our placed HR Administrator and HR Generalist candidates:



87% of contracts offered hybrid working conditions



Working in the office 2 days per week the most prevalent option (95%)

SPECIALIST HR

The demand for Compensation & Benefit specialist and Reward Analysts has been an emerging trend in 2022 and we foresee this will continue in 2023. Candidates in the market are being targeted by multiple companies simultaneously, which has driven up the salary bands for these areas by up to 30% on average as managers counter offer and compete for the same talent.

Another notable demand is for Talent Acquisition at a senior level, where teams were made redundant in the pandemic, organisations are now in the market to rebuild their TA function and this area will increase even more in 2023 we predict.

In decline, we have seen the reduction in demand for Learning and Development roles in 2022. We can surmise that this is a result of the investment in Learning Management Systems and Self Directed learning programmes over the last decade as there is an increase in the learning coordinator roles and systems management roles across the larger organisations.

There was less demand for Employee Relations Specialists in house this year but a rise in demand for this skill with consultancy partners leading us to surmise that organisations are outsourcing and partnering more with consultancies, but it is too early to see if this is a trend.

“ We are looking for a people leader who is commercial and understands the business challenges we face. They must be flexible and very hands on ”

CEO – FinTech company, scaling internationally

SPECIALIST HR

Specialist HR	Job Title	Low	High
Learning & Development	Director/ Head of	85000	140000
	Manager	60000	85000
	Specialist	40000	65000
	Co Ordinator	30000	45000
Talent Acquisition	Manager	65000	85000
	Specialist	45000	85000
	Co Ordinator	34000	40000
Compensation & Benefits	Director	140000	220000
	Manager	80000	110000
	Analyst	80000	80000
Project Management	Senior	85000	110000
	Specialist	65000	80000
IR/ER	Head of / Manager	75000	100000
	Specialist	50000	80000

HR INFORMATION SYSTEMS

In the last two years there has been an increase in HRIS roles, as employers who have invested in technology in HR now have a requirement for HRIS specialists to manage the communication channels and reporting. Most notable in this area is the emergence of the blended HR administrator and HRIS Coordinator role, where the employee takes responsibility for being the first point of contact for employee queries and is also involved in reporting, HRIS training, inductions and ad hoc project work.

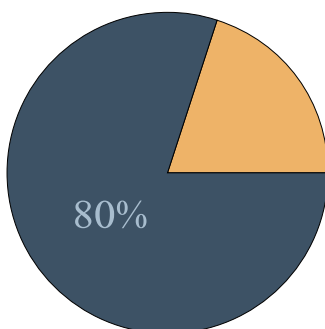
Specialist HR	Job Title	Low	High
HR Information Systems	Head of	75000	100000
	Senior Analyst	55000	75000
	Analyst	40000	65000

“We have adapted our recruitment processes this year to fastrack a good candidate to offer within 2/3 weeks because of the competition in the market”

Head of HR – Health Care Industry

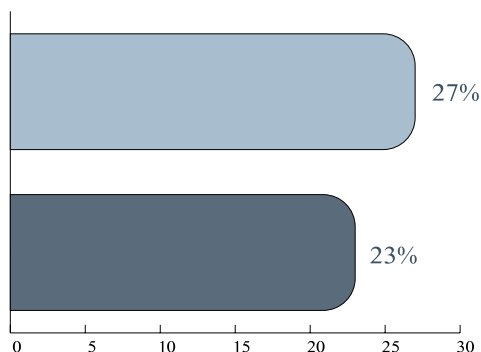
HR INFORMATION SYSTEMS

Salary has emerged as the primary motivator for our candidates entering into the employment market, with nearly 80% of candidates in our recent survey admitting that it is the primary factor in moving forward.



Flexible working which was a key motivator in 2021, has regressed in priority, mainly due to the fact that at least 70% of organisations have embedded flexible working policies into their retention strategies and working policies going forward.

Significantly, 27% of job seekers have expressed a desire to work totally remotely, and 23% think that health and wellbeing initiatives would attract them to a new employer.



RECRUITMENT INSIGHTS

One essential skill employers were looking for in 2022 which we see continuing in 2023 is for HR professionals with employee engagement and employee wellness experience and skill sets.

This is driven by the employee retention strategies engaged and the voice of the employee through focus groups and exit polls.

The recruitment process has become more focused on momentum and flow of process due to the exit of preferred candidates from processes that stagnate and are too long.

The competition for talent means candidates are in multiple processes at once and the employer who moves at speed usually manages to hire the key talent into their teams.

It has also been a game changer when the hiring manager is involved early in the interviewing process, as that key relationship is critical to the employee making a decision on whether to accept an offer or not.

“There is so much opportunity in our company for a good HR graduate, who has the right attitude, who can learn on the job and has an aptitude for systems and reporting”

Talent Acquisition Manager –
Global Food Manufacturing

MEET THE TEAM

HR Search is a specialist recruitment service offering a values based approach to both client and candidate relationships.

We act as trusted partners using our knowledge and expertise in all aspects of Human Resources and recruitment, to find the perfect sustainable solution in the following HR areas;

Executive Search

Retained search partnership, specialising in senior appointments at Head of Function, Director up to C-Suite levels.

Contingent Recruitment

For recruitment of Senior HR, Mid level Managers, Business Partners, Generalists and Administrators.

HR Specialists

Across Compensation and Benefits, Learning & Development, Employee and Industrial Relations, Talent Acquisition, Change management, Organisational Development & HR Information Systems.

We offer our services across Ireland, UK & Europe and Globally.

HR Search has grown organically since 2015 forging valuable relationships with the businesses we partner with. We operate across Professional Services, Technical Services and Business Services.

Our reputation in the HR community is now well established as 'The Go To Specialists' for HR recruitment and a high percentage of our business derives from referrals.

We believe in honest, thoughtful and insightful partnerships to ensure we get the best results for clients and candidates.

Our team are all qualified in HR with CIPD Accreditation up to Masters level and relevant HR Specialist experience in corporate and industry.

INDEX

INDEX

Job Title	Low	High
Chief People Officer	120000	180000
Head of HR	85000	130000
HR Director	90000	130000
Vice President	85000	140000
Senior HR Business Partner	85000	120000
Business Partner	70000	95000
HR Manager	60000	90000
HR Generalist	35000	55000
HR Administrator/ Co-Ordinator	28000	40000

Specialist HR	Job Title	Low	High
Learning & Development	Director/Head of	85000	140000
	Manager	60000	85000
	Specialist	40000	65000
	Co Ordinator	30000	45000
Talent Acquisition	Manager	65000	85000
	Specialist	45000	85000
	Co Ordinator	34000	40000
Compensation & Benefits	Director	140000	220000
	Manager	80000	110000
	Analyst	80000	80000
Project Management	Senior	85000	110000
	Specialist	65000	80000
IR/ER	Head of /Manager	75000	100000
	Specialist	50000	80000
HR Information Systems	Head of	75000	100000
	Senior Analyst	55000	75000
	Analyst	40000	65000



HR Search,
13 Lad Lane,
Dublin 2

(+353) 1 507 9262
info@hrsearch.ie

hrsearch.ie



HR Search