

THE PANEL SALARY SURVEY 2015

IT & BUSINESS CHANGE

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CONTENTS

Welcome to Our IT & Business Change Salary Survey 2015	p. 2
Your IT & Business Change Team	p. 4
<hr/>	
Senior Executives	p. 5
Business Intelligence/Data Management & Data Analytics	p. 5
Online Digital	p. 6
Software Development/Design	p. 6
QA/UAT/Testing	p. 7
IT Security/Compliance/IT Audit	p. 7
ICT/Infrastructure/Support/Operations & Service Delivery	p. 8
Business Change	p. 9
<hr/>	
Benefits	p. 10

Welcome to our IT & Business Change Salary Survey 2015



We concluded our 2014 IT & Business Change Salary Survey with the message that this sector was continuing to improve, salaries were set to rise and companies were optimistic about the year ahead. The market is set to open up even further in 2015 as companies are continuing to grow in confidence.

Our survey found that the key areas in demand included; candidates with experience in Online Digital, Data Analytics/Business Intelligence, IT Security, Infrastructure/Operations, Service Delivery and Software Development. Business Transformation was a busy area with roles for people with lean & six sigma qualifications. This has continued into 2015.

Since the beginning of the year we have noted a 25% increase in jobs registered, compared to the same period last year. While this increase in jobs registered is mainly within the junior to mid-level, we are seeing a notable increase in the number of senior executive roles on the market also.

During 2014 the IT & Business Change market performed well and we expect 2015 to remain buoyant in this area.

Senior Executives

Towards the end of 2014 we saw an increase in senior executive IT & Business Change hires, in particular roles such as CIO, CDO, Head of Business Transformation, Head of IT, Head of Application and Operations. This increase has steadily grown and is expected to continue into the remainder of 2015.

In 2015 companies are seeking to attract and retain key executives, providing defined career paths and strong incentives. There is a big push for senior IT & Business Change candidates as companies are looking to add strength to their senior management team and looking to attract the best talent available in the market.

Senior professionals must demonstrate strong change leadership skills and have outstanding previous experience as the market is highly competitive at this level. Overall salary packages are improving at this level.

Business Intelligence/Data Management & Data Analytics

Data as an asset was one of the biggest topics in 2014 with candidates with BI experience highly sought after. 2015 will see this trend continue - there will be roles for Senior Data Analytics candidates, BI Consultants and Data Warehousing Specialists.

Now more than ever companies are seeing that they need to be able to manage data. Business Intelligence is not just for the top 100 companies, it can deliver real benefits for companies of all sizes.

Online Digital

Last year we saw online digital technology become an increasingly popular trend amongst organisations. Digital technologies offer new decision-making experiences and companies are competing to be the “best player” in this field. We saw the banking world launch various tablet & mobile apps. Companies are incorporating the latest digital technology providing convenient services to their customers.

This has resulted in the emergence of a number of new roles such as; Digital Officer, Online Programme Manager, Digital & Innovation Manager and Digital Content Manager. We expect these roles to increase in popularity as companies are continuing to move into the digital world.

Software Development/Design

There is a high demand in all core programming areas such as Java, J2EE, C# and .Net. We have seen an increase in C# and Java roles. Database developers continue to be difficult to source, with most working on a contract basis.

Towards the end of 2014 we saw a notable increase in Development Team Lead/Manager vacancies – professionals with leadership/managerial experience and strong technical background were in high demand, especially with specific industry experience such as financial services.

QA/UAT/Testing

There is a strong growth in roles in all core testing areas such as UAT, QA, Automation & Performance. Candidates with this experience remain very much sought after and the market is becoming highly competitive. Test Leads and Managers are in high demand which has resulted in companies moving a lot quicker through their hiring process to secure quality candidates.

IT Security/Compliance/IT Audit

Firewall technology has advanced significantly over the last number of years. Due to this advancement, companies are trying to keep up with the pace of change and the targeted nature of cyber threats.

Following a strong 2014, IT Security is set to continue to be a huge trend. Niche areas such as Cyber Security, Threat & Vulnerability & IT Forensics showed significant growth in Q4 2014 & Q1 2015. Information Security professionals will be the most in demand skillset for ICT professionals in 2015. Therefore, security professionals with the following qualifications are extremely attractive candidates - CISSP, CISA, CEH & GCIH.

The area of IT audit has been thriving with an increased demand for internal IT Auditors. The area of compliance has seen companies looking for candidates with experience in PCI- DSS & ISO27001.

ICT/Infrastructure/Support/Operations & Service Delivery

The ICT sector remains buoyant. There is a demand for IT Operations & Service Delivery professionals. This has been at all levels and includes System Administrators, Service Delivery Leads/Managers, Operations & Infrastructure Managers and VMware & Citrix specialists.

Candidates with ITIL/Cisco/CCNA/CCIE qualifications will be highly desirable for many clients.

Cloud Computing has continued to grow in its many forms throughout 2014 and into 2015. It is quickly becoming Big Business for many companies. Some of the

leading companies within this space have set the pace however it is being pursued, with increasing conviction, by other key players in the market.

Business Change

The market for roles (Project Manager, PMO and BA) in Business Change and Transformation is operating in an extraordinary environment. There is an increase in roles within this area as companies see competition, new technologies and new markets emerging. Many companies are making key changes to their business models and strategy and therefore impacting the demand for candidates who have experience in Business Change Transformation.

Solvency II, six sigma & simplification have been extremely busy in the latter half of 2014. We will see this taking off in 2015 due to regulation requirements. Many companies are making a transformation process in an area of potential growth and keeping up with competitors within the market. Our clients are looking for experienced candidates to oversee these major changes and guide a company to enhance and improve processes.

Conclusion

In conclusion, 2014 showed us that the Irish IT & Business Change job market was steadily improving. 2015 forecast is optimistic with companies looking at the year ahead in a positive light.

There is a real sense of optimism in the recruitment market amongst clients and candidates. For the first time since 2009, we are seeing the market shift more in favour of candidates. Counter offers are becoming more prevalent, good candidates are often receiving multiple offers and short term contracts are becoming more difficult to fill as candidates aim for permanent positions.

Companies will manage & adapt to this market shift as they understand a competitive market is a healthy market.

We look forward to working with you during the year ahead.

The areas we cover within Financial Services and Industry:

- Senior Executives - retained search & selection
- Business Intelligence/Data Management & Data Analytics
- Online Digital
- Software Development/Design
- QA/UAT/Testing
- IT Security/Compliance/IT Audit
- ICT/Infrastructure/Support/Operations & Service Delivery
- Business Change - PMO, Programme/Project Manager & BA

Meet the IT & Business Change Team

The Panel's IT & Business Change team is headed up by Fergal Keys. Noreen Farragher works alongside Fergal recruiting IT professionals, specialising in graduate to mid-level recruitment. Trish Pempelfort and Eszter Malinko are Resourcers for The Panel's IT & Business Change division, they both act as key points of contact for both clients and candidates alike.

Please contact any member of our team for more information.

Fergal Keys

Partner

fergalk@thepanel.com
+353 (0)1 637 7060

Noreen Farragher

Recruitment Consultant

noreen@thepanel.com
+353 (0)1 637 7081

Eszter Malinko

Resourcer

eszterm@thepanel.com
+353 (0)1 637 7022

Trish Pempelfort

Resourcer

trish@thepanel.com
+353 (0)1 637 7096



Senior Executives

Categories	Up to 3 years	3-6 years	6+ years	Contract
CIO - Chief Information Officer	€95k - €114k	€115k - €149k	€150k +	€800 - €1,500 +
CDO - Chief Data Officer	€95k - €114k	€115k - €139k	€140k +	€750 - €1,250 +
CTO - Chief Technology Officer	€90k - €109k	€110k - €134k	€135k +	€600 - €1,000 +
Director of Business Transformation	€90k - €109k	€105k - €129k	€130k +	€550 - €1,000 +
Director of IT/Head of IT	€90k - €104k	€105k - €129k	€130k +	€550 - €900 +
Head of Data Management	€90k - €104k	€105k - €129k	€130k +	€550 - €900 +
Head of PMO/Professional Services	€90k - €104k	€105k - €129k	€130k +	€550 - €900 +
Chief Digital Officer - Head of Digital	€85k - €99k	€100k - €119k	€120k +	€550 - €750 +
Head of Software Development	€80k - €89k	€90k - €109k	€110k +	€500 - €750 +
Head of IT Audit	€65k - €79k	€80k - €94k	€95k +	€400 - €650 +

Business Intelligence/Data Management & Data Analytics

Categories	Up to 3 years	3-6 years	6+ years	Contract
BI - DW Programme Manager/Consultant	€80k - €94k	€95k - €109k	€110k +	€550 - €850 +
Data Modeller	€65k - €74k	€75k - €94k	€95k +	€450 - €700 +
Data Architect/Data Designer	€65k - €74k	€75k - €89k	€90k +	€400 - €650 +
SAP Consultant/Specialist	€45k - €59k	€60k - €74k	€75k +	€400 - €650 +
Oracle Consultant/Specialist	€45k - €59k	€60k - €74k	€75k +	€400 - €650 +
Data Analytics Manager	€45k - €54k	€55k - €69k	€70k +	€350 - €475 +
ERP/CRM Consultant	€40k - €54k	€55k - €69k	€70k +	€400 - €550 +
Business Data Analyst	€40k - €49k	€50k - €64k	€65k +	€325 - €450 +
Data Analyst/Data Analytics Analyst	€35k - €44k	€45k - €64k	€65k +	€275 - €425 +
MI Analyst/Reporting Analyst/Customer Analyst	€35k - €44k	€45k - €54k	€55k +	€275 - €375 +

Online Digital

Categories	Up to 3 years	3-6 years	6+ years	Contract
Head of Online Digital Innovation	€85k - €99k	€100k - €114k	€115k +	€650 - €900 +
Online Digital Programme Manager	€75k - €84k	€85k - €99k	€100k +	€500 - €750 +
e-Commerce Manager	€60k - €74k	€75k - €94k	€95k +	€400 - €600 +
Digital Content Manager	€50k - €59k	€60k - €74k	€75k +	€400 - €550 +
SEO Analyst	€35k - €44k	€45k - €54k	€55k +	€550 - €900 +

Software Development/Design

Categories	Up to 3 years	3-6 years	6+ years	Contract
Technical Architect	€70k - €79k	€80k - €89k	€90k +	€450 - €700 +
Development Manager	€60k - €74k	€75k - €89k	€90k +	€400 - €650 +
Technical Team Lead	€50k - €64k	€65k - €74k	€75k +	€400 - €600 +
C/C++ Developer	€30k - €54k	€55k - €69k	€70k +	€300 - €500 +
Python Developer	€30k - €49k	€50k - €69k	€70k +	€300 - €500 +
BI Developer	€40k - €49k	€50k - €69k	€70k +	€300 - €500 +
Software Engineer Java/J2EE	€35k - €44k	€45k - €64k	€65k +	€300 - €500 +
C#/ASP.NET/VB/VB.NET	€35k - €44k	€45k - €64k	€65k +	€300 - €500 +
Oracle/PL/SQL/T-SQL/SQL/Sybase	€35k - €44k	€45k - €64k	€65k +	€300 - €500 +
UI/UX Developer	€35k - €44k	€45k - €64k	€65k +	€300 - €500 +
Mobile/Android/IOS Developer	€35k - €44k	€45k - €64k	€65k +	€250 - €450 +
Web Developer Designer	€30k - €44k	€45k - €54k	€55k +	€250 - €450 +
Graduate Developer	€24k - €30k	n/a	n/a	n/a

QA/UAT/Testing

Categories	Up to 3 years	3-6 years	6+ years	Contract
Test Manager - UAT/QA	€50k - €59k	€60k - €74k	€75k +	€375 - €500 +
Test Lead - UAT/QA	€45k - €54k	€55k - €64k	€65k +	€350 - €450 +
UAT/QA Engineer	€35k - €44k	€45k - €54k	€55k +	€275 - €400 +
Automation Engineer	€35k - €44k	€45k - €54k	€55k +	€275 - €400 +
Performance Engineer	€35k - €44k	€45k - €54k	€55k +	€275 - €400 +

IT Security/Compliance/IT Audit

Categories	Up to 3 years	3-6 years	6+ years	Contract
IT Auditor	€45k - €54k	€55k - €64k	€65k +	€300 - €450 +
Cybercrime/Ethical Hacker	€40k - €54k	€55k - €74k	€75k +	€350 - €550 +
IT Security Consultant	€40k - €54k	€55k - €74k	€75k +	€350 - €550 +
IT Forensics/eDiscovery Consultant	€40k - €54k	€55k - €69k	€70k +	€350 - €550 +
IT Compliance Manager	€40k - €54k	€55k - €69k	€70k +	€350 - €550 +
IT Security Engineer/IT Compliance Spec.- CISA/CISSP	€35k - €44k	€45k - €64k	€65k +	€300 - €420 +
IT Compliance Specialist	€35k - €44k	€45k - €64k	€65k +	€300 - €420 +
IT Security Analyst	€25k - €34k	€35k - €44k	€45k +	€200 - €325 +

ICT/Infrastructure/Support/Operations & Service Delivery

Categories	Up to 3 years	3-6 years	6+ years	Contract
IT Manager	€60k - €69k	€70k - €84k	€85k +	€375 - €550 +
Service Delivery Manager	€60k - €69k	€70k - €79k	€80k +	€350 - €500 +
Service Delivery Lead	€50k - €59k	€60k - €69k	€70k +	€350 - €450 +
IT Project Manager	€55k - €64k	€65k - €74k	€75k	€350 - €450 +
Datacentre Manager	€55k - €64k	€65k - €74k	€75k +	€350 - €475 +
Infrastructure Project Manager	€55k - €64k	€65k - €74k	€75k +	€350 - €450 +
Technical Project Manager	€50k - €59k	€60k - €69k	€70k +	€300 - €425 +
Applications/Production Support Manager	€50k - €59k	€60k - €69k	€70k +	€325 - €450 +
Network Manager	€50k - €59k	€60k - €69k	€70k +	€300 - €425 +
Technical Architect	€65k - €74k	€75k - €89k	€90k +	€425 - €575 +
Systems Analyst	€35k - €44k	€45k - €64k	€65k +	€300 - €450 +
Unix/Linux Administrator	€40k - €49k	€50k - €69k	€70k +	€250 - €550 +
Database Administrator	€35k - €44k	€45k - €69k	€70k +	€350 - €475 +
Systems Administration (Microsoft/Windows Qualification)	€30k - €39k	€40k - €64k	€65k +	€250 - €500 +
Senior Network Engineer including Cisco Qualification	€45k - €59k	€60k - €69k	€70k +	€325 - €450 +
Virtualisation Cloud Engineer including VMware & Hyper-V	€40k - €54k	€55k - €69k	€70k +	€300 - €450 +
Technical Support Engineer/Network Support Engineer	€30k - €44k	€45k - €54k	€55k +	€200 - €350 +
Application Support Engineer	€30k - €44k	€45k - €54k	€55k +	€200 - €350 +
Helpdesk/Desktop Support	€25k - €34k	€35k - €44k	€45k +	Up to €200

Business Change - PMO, Programme/Project Manager & Business Analyst - LEAN & Six Sigma

Categories	Up to 3 years	3-6 years	6+ years	Contract
Business Transformation Programme Manager	€90k - €99k	€100k - €129k	€130k +	€650 - €1,000 +
Programme Manager	€85k - €99k	€100k - €119k	€120k +	€500 - €900 +
Senior Project Manager	€80k - €89k	€90k - €109k	€110k +	€500 - €800 +
Project Manager	€55k - €64k	€65k - €84k	€85k +	€400 - €700 +
Product Manager	€50k - €64k	€65k - €74k	€75k +	€350 - €450 +
Business Change Manager - Six Sigma	€50k - €59k	€60k - €74k	€75k +	€400 - €550 +
Change Manager - New Business/Client OnBoarding	€50k - €59k	€60k - €74k	€75k +	€400 - €550 +
Project Manager - Migration/Conversion/Implementation	€50k - €59k	€60k - €69k	€70k +	€400 - €550 +
PMO - Project Manager	€45k - €54k	€55k - €69k	€70k +	€300 - €550 +
PMO - Project Coordinator/Project Administrator	€40k - €49k	€50k - €54k	€55k +	€200 - €350 +
Business Analyst	€40k - €54k	€55k - €69k	€70k +	€350 - €525 +
Business Process Analyst	€35k - €49k	€50k - €64k	€65k +	€350 - €475 +
Migration/Conversion/Implementation Analyst	€35k - €49k	€50k - €64k	€65k +	€300 - €450 +
Client OnBoarding Analyst	€30k - €39k	€40k - €54k	€55k +	€200 - €350 +

Note:

- Figures are based on the current market rates.
- In general - Low (up to 3 years), Mid (3-6 years) and High (6+ years) are based on duration in that specific role and suitable experience.
- Salaries/Daily Rates are subject to variances based on the individual, the company size and size of the role.
- The salary ranges in this guide are indicative of what individuals with similar experience might expect to earn in new roles in 2015.
- Other benefits - such as Bonus/Car Allowance not included.

Companies providing benefits to their employees are more likely to have higher employee retention rates, lower turnover and a strong pool of talent available to them.

These are the keys points identified by employees as valued benefits:

1. Health Insurance - Tends to vary from company to company, sector to sector but includes, full/partial or membership to company healthcare scheme
2. Performance related bonus and incentives for high performers
3. Pension
4. Education/continuous training

Employers need to be aware of how important the overall remuneration package is in order to attract and retain their staff.

Benefit Type	Management	Non-Management
Healthcare	Full/partial payment for employee and dependants	Full/partial payment for employee only
Bonus	0 - 25%	0 - 15%
Pension	6% - 15% employer contribution	5% - 10% employer contribution
Annual Leave	24 - 28 days	21 - 25 days
Life Assurance	1 - 4 times basic salary	1 - 3 times basic salary
Other /Optional <ul style="list-style-type: none"> • Permanent Health Insurance • Flexitime and the option to work from home • Onsite Canteen • Expenses Cover • Share Options • Car Parking • Travel Tax Scheme • Education assistance/continuous training • Laptop/Mobile Phone • Bike-to-work Scheme 		