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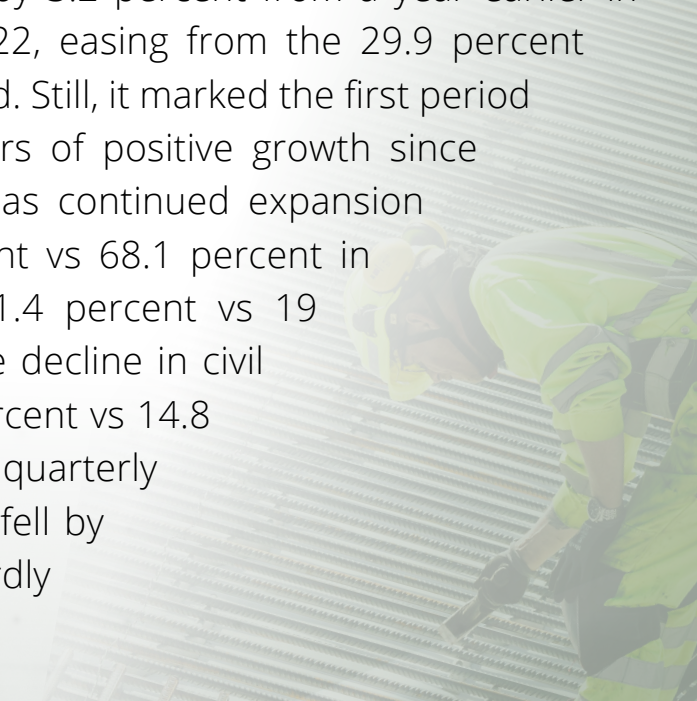
Introduction

We are delighted to launch our salary survey for 2023. Our survey is aimed to give employers and employees an insight into current market conditions within the Engineering & Construction Industry. For employers it will give an insight into salaries, benefits, trends and for employees an insight into market value.

Salaries will vary from company to company as well as locations and industries. However, this is a guide to the most “common figures” we have observed when speaking with employers regarding specific roles.

Coming into 2022 after a strong finish to 2021, Irish construction has encountered multiple obstacles throughout the year including staff demand, soaring costs, material shortage and conflict in Ukraine disrupting supply chain.

However, according to Central Statistics Ireland, Ireland’s construction output grew by 3.2 percent from a year earlier in the second quarter of 2022, easing from the 29.9 percent surge in the previous period. Still, it marked the first period of two consecutive quarters of positive growth since the first quarter of 2020, as continued expansion for residential (15.2 percent vs 68.1 percent in Q1) and non-residential (1.4 percent vs 19 percent) building offset the decline in civil engineering works (-7.6 percent vs 14.8 percent). On a seasonally quarterly basis, construction output fell by 4.5 percent from the upwardly revised 2.7 percent drop in the prior period.



Looking into 2023

Speaking with industry leaders both in the consultancy and contractor sector there is certainly an element of trepidation. However, most have a strong pipeline of work and are still looking at hiring from Junior level to Director level.

There will be an element of caution in the early part of the year until new work is secured or new figures are realised in Q1 indicating the market ahead.

Some sectors within the construction industry including the Pharma, Industrial and Data centre appear to be heading for a busy 2023. With continued investment from global companies and large scale projects ongoing. Other sectors could see a slow Q1 however, as the market gains confidence this could see a surge in output. Broker Davy forecast that GDP in Ireland will continue to grow by 3.5% in 2023.



Hiring and missing out

For companies that are still hiring they will encounter the same challenges that they've faced over the last 5 years, which is a shortage of talent and a high demand. For specialist areas including Engineering, Management, Quantity Surveying there is a deficit throughout Ireland.

When going to market most candidates are likely to have multiple interviews leading to multiple offers. It is critical that if the position you have is urgent then engaging and proceeding with an offer should be too.

In the last 12 months most professionals usually have a decision made within 5 working days if an offer is presented and we expect this to continue into next year.



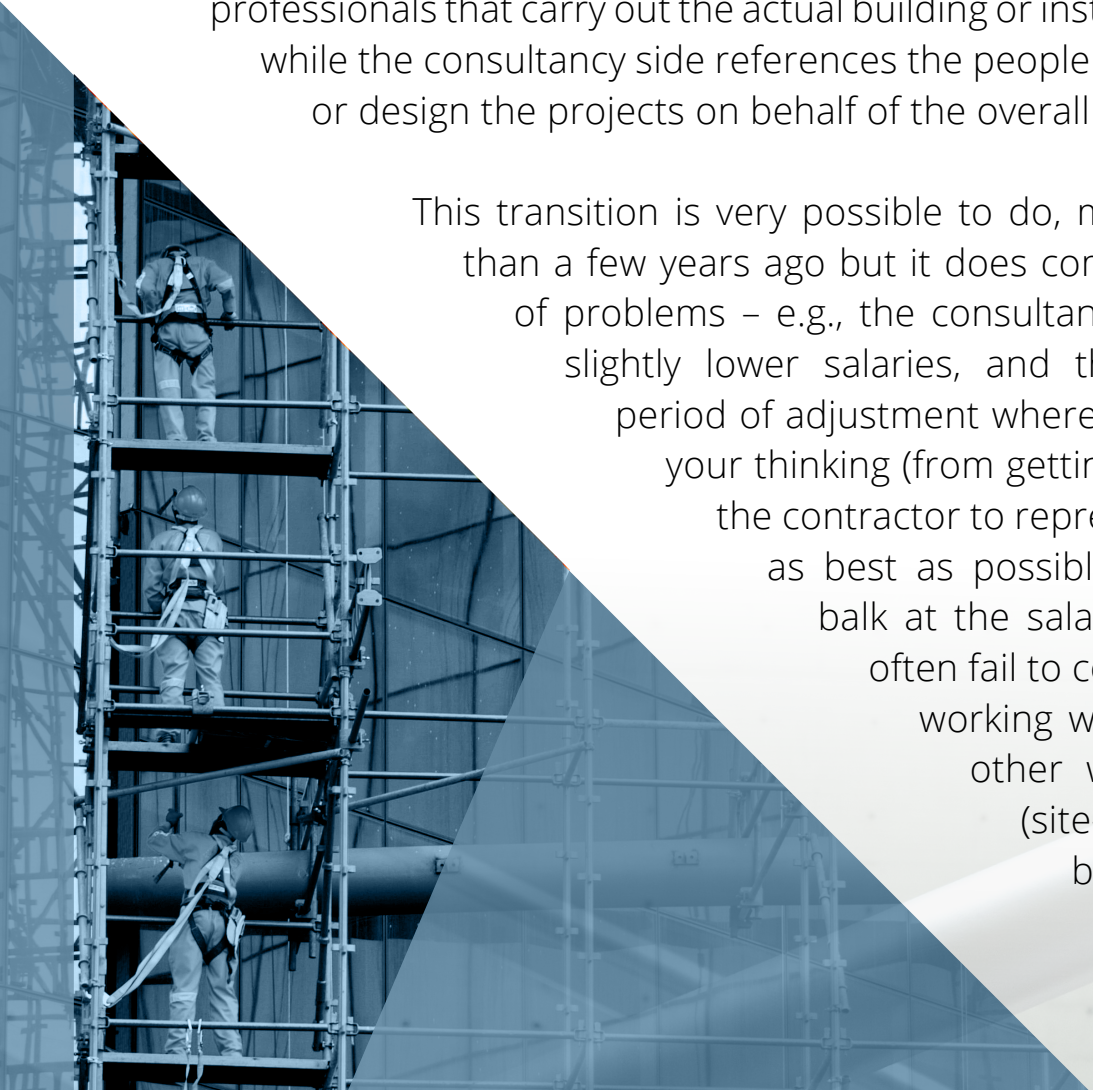
Candidate Trends: Consultancies, Contractors, & Clients

Here in DesignBuild Search we provide services to a diverse range of companies – cost & project management firms, engineering design consultancies, main contractors, specialist contractors, MEP contractors, semi-state bodies, and more. Over the last 2-3 years we have also become more heavily involved in recruiting for clients in the Pharmaceutical, Data Centre, Telecommunications, and Renewable Energy sectors.

One trend we have noticed over the last few years is an increase in the amount of people attempting to move into a new type of company, or into a new sector within the construction industry. Most frequently we get asked by Quantity Surveyors or Project Managers on the contractor side about moving to the consultancy side.

(Quick side note – the contractor side represents the companies and professionals that carry out the actual building or installation of projects, while the consultancy side references the people and firms that plan or design the projects on behalf of the overall client).

This transition is very possible to do, much more so now than a few years ago but it does come with its own set of problems – e.g., the consultancy side often have slightly lower salaries, and there is typically a period of adjustment where you must reorient your thinking (from getting the best deal for the contractor to representing your client as best as possible). People tend to balk at the salary discrepancy but often fail to consider the shorter working week and change in other working conditions (site-based to office-based etc).



Much less common is the move from consultancy to contractor side – more money is obviously a big factor, and the contractor side can often provide a better benefits package too – for example, the consultancy side rarely can provide a company vehicle. But we now also see a lot of people looking for more site-based work as after two years or so of working from home they prefer to be out and about more and see the results of their work.

A big trend we are noticing now is that professionals from both sides of the industry are very interested in working for the end client – there are typically higher salaries on offer, better benefits packages, and you're at the top of the pecking order – in lot of cases you can be giving instructions to former employers or colleagues!

Similarly, we are now seeing a lot of people try to break into sectors they have never worked in before – Renewable Energy, Data Centres, Pharmaceutical, etc. Often this requires a slight step back in salary or responsibilities until you become more familiar with the idiosyncrasies of the new sector. After this period of adjustment, people do tend to get back to their original level fairly quickly.

Purely due to the nature of the work they carry out, it is much more difficult for contractors to offer remote working opportunities, though certain positions can achieve some level of hybrid working (estimators, safety officers, etc). However, in the first three quarters of 2022 we have noticed that many consultancy firms are now attempting to get their staff back into the office three to four or even five days per week. This has clashed significantly with what we see on the candidate side – where remote working flexibility is now one of the core expectations.

Hybrid working:

The shift towards and adaptation to a hybrid model of work is now more prevalent than ever before. In fact, it is now a rarity in many industries to have a full-time office base employee five days per week. Our whole perception on employment has undergone a massive change, with most companies now investing in their employees by affording them the opportunity and freedom to work as per their own personal circumstances where possible.

Since Covid struck in early 2020, it instantly had an impact on how we work and has changed many people's perception and attitude around remote working. It has long been thought that productivity in the workplace was higher with full attendance in the office. However, with less commuting time, greater flexibility and more time with family and friends, in many cases it has produced higher productivity levels and better results.

Within the construction and engineering industries, this is not an option for everyone and it is not applicable to all job functions/sectors, as a large portion of the workforce needs to physically be present on site during the construction of projects. However, with traditional office-based roles across areas such as Engineering multi-disciplinaries, Design, Project Management (Consultancy) and Cost consultancies, this flexibility seems to be part of the model moving forward.

A typical example of a modern method of employment would be where employees work two days from the office base/site location and three days from home. For many current jobseekers, the breakdown or allowance of what companies can offer in this regard has a huge bearing on who their next prospective employer will be.

Human resources professional body CIPD Ireland, citing a study conducted with UL's



Kemmy Business School, says 46 per cent of organisations are planning to increase their hybrid working options, while two-thirds say they expect staff will work on site two or three days a week in future.

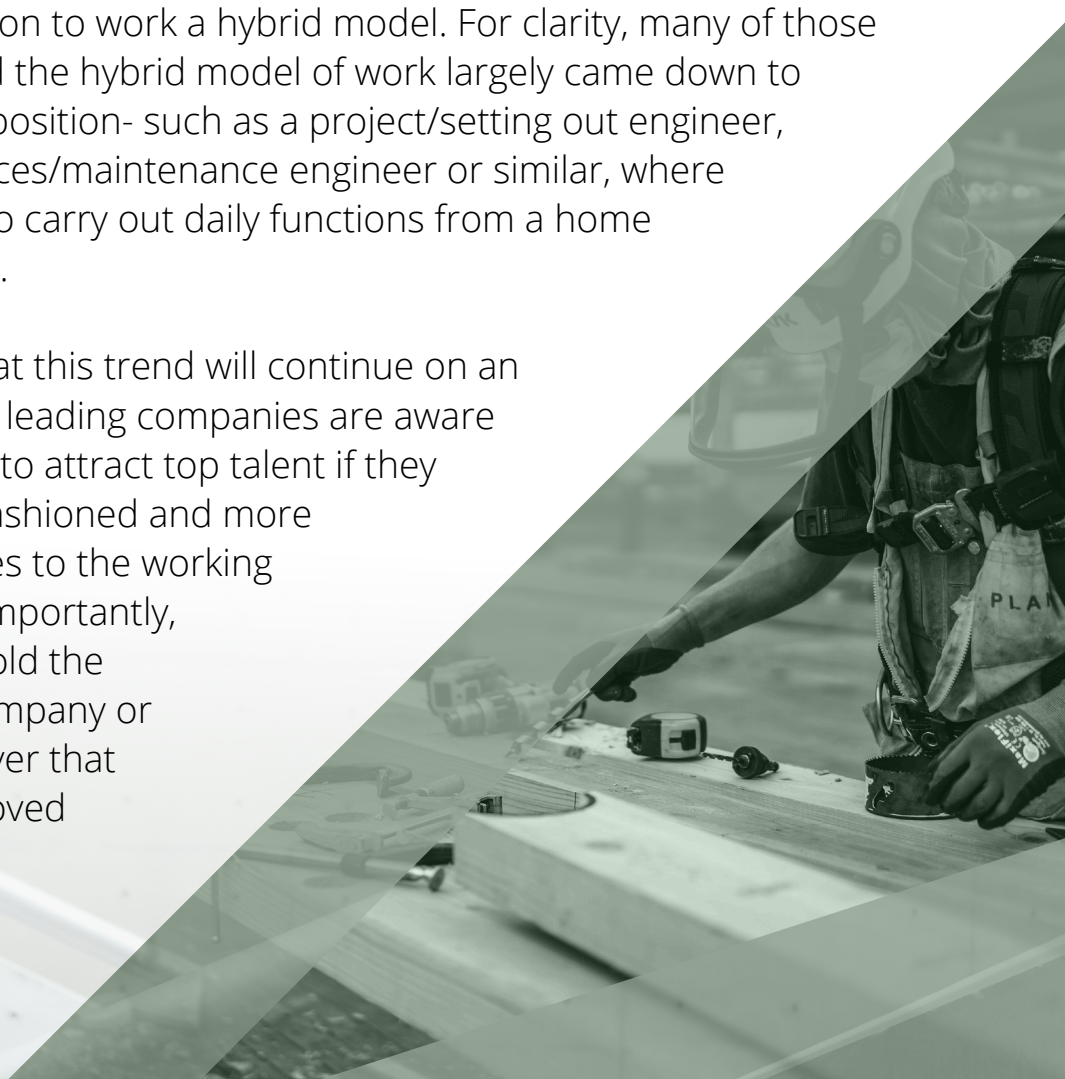
Of course, each company has a different policy, and some prefer to have their teams office based full-time for collaboration purposes. From speaking with individuals from graduate to senior management level, this flexibility is a key component for them in considering a new role in the modern way of working.

Two of the traditional key reasons people changed jobs was down to career progression or improved salary. However, flexibility is now one of the key factors in someone remaining or changing jobs.

At DesignBuild Search, we carried out some research into our total number of placements this year to date in 2022, and how many of those were afforded the opportunity to work either a hybrid or work from home model.

69.6% of the total placements made currently work a hybrid model or were offered the option to work a hybrid model. For clarity, many of those who were not offered the hybrid model of work largely came down to the function of their position- such as a project/setting out engineer, project building services/maintenance engineer or similar, where it is not a possibility to carry out daily functions from a home working environment.

The anticipation is that this trend will continue on an upward trajectory, as leading companies are aware it will be very difficult to attract top talent if they do not adjust older fashioned and more traditional approaches to the working environment. More importantly, candidates will not hold the same interest in a company or potential new employer that they feel have not moved with the times.



Diversity & Inclusion

2022 saw DesignBuild Search continue two trends that we identified from previous years – we continue to work with and successfully place an increasing number of women in construction, and for the first time in our history we placed more international candidates than Irish people.

Women in Construction

According to the CIF, women account for about 9% of the construction workforce in Ireland in 2022. There are now over 14,000 women working in the construction industry and nearly 25% of new construction vacancies in 2021 were filled by female employees.

Last year we identified that we were placing an above average number of women into our clients' vacancies, about 20% of them. This year we increased on that again, albeit just by 1%, from 20% to 21%. Hopefully, we will continue to see this number rise in 2023 and beyond.

There wasn't one particular sector of the construction industry that we placed women into most often, but we did identify higher numbers in the Environmental & Planning sector, Mechanical Engineering, as well as Civil / Structural BIM Specialists.



International Candidates

For the first time in our history, we placed more non-Irish people than Irish people. For vacancies within Ireland, this includes people who weren't born and raised here, people who have come to Ireland on different Visas, and citizens of other EU countries. We routinely work with people on the Stamp 1G Visa (Spousal or Education), Stamp 4, and to a lesser extent the Critical Skills Visa.

We also regularly work on vacancies in other countries – France, Italy, Malta, etc and so have placed people from those countries too.

We are very proud of our record in this area – in 2022 54% of candidates we placed were non-Irish, up from 43% the year before. Equality, diversity, and inclusion are important values to DesignBuild Search, and we are glad to work with a client base who hold these values also.

	2022	2021	2020	2019
Male	79%	80%	83%	84%
Female	21%	20%	17%	16%
Irish	46%	57%	83%	76%
International	54%	43%	17%	24%

Benefits:

Employee benefits offer a way to attract and keep people, contribute towards improving wellbeing, and encourage required behaviours, achievements, values, and skills. Companies tend to offer various benefits.

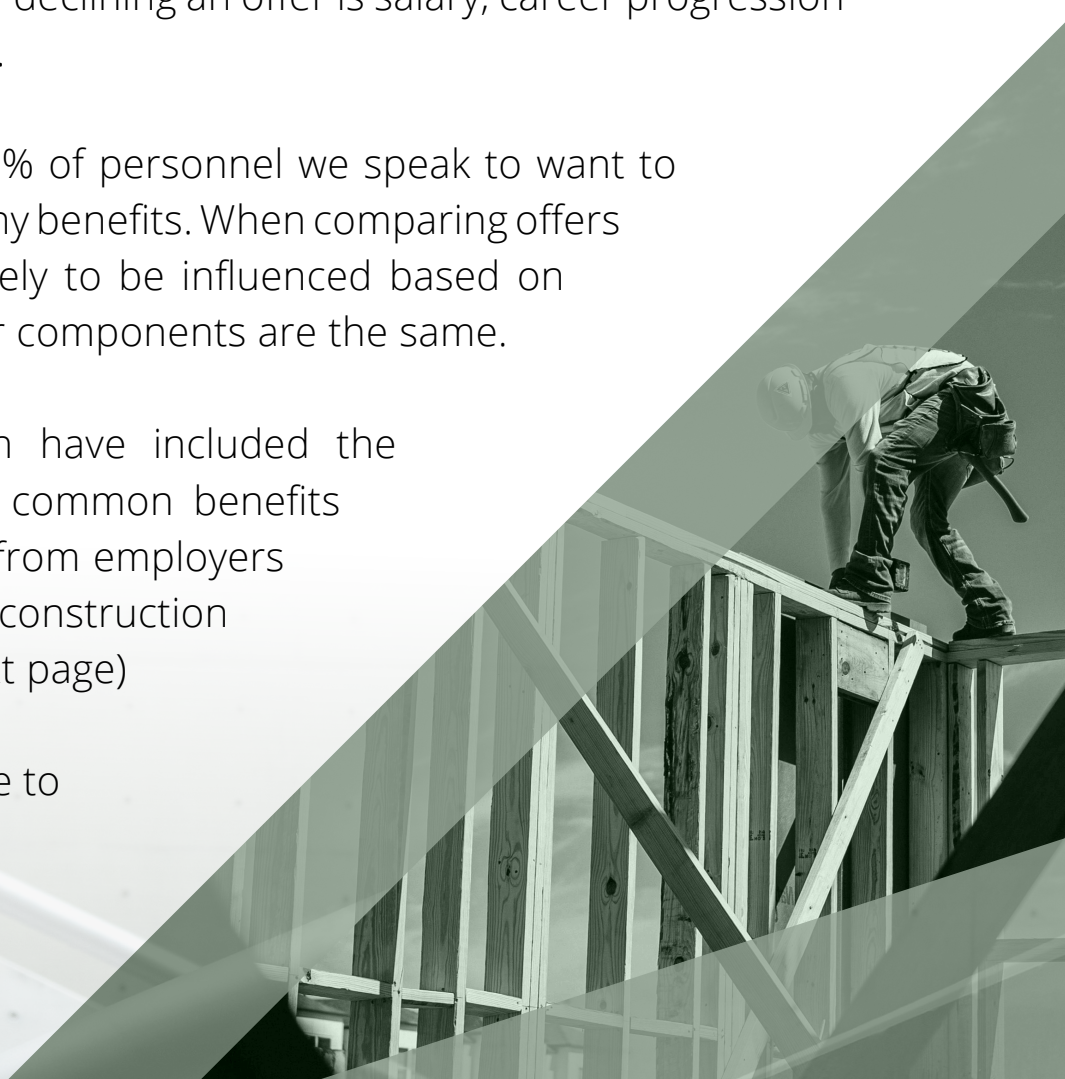
The advantages of having company benefits can provide an organisation a competitive edge compared to other organisations that do not provide employee benefits. Offering employee benefits within an organisation is important as it shows employees that employers are invested in their overall health and their future well-being.

Throughout the year having been in contact with thousands of prospective job seekers and changers there is a strong desire for more than just a base salary. Typically the three key components for people accepting or declining an offer is salary, career progression and hybrid working.

However, nearly 80% of personnel we speak to want to know about company benefits. When comparing offers their decision is likely to be influenced based on benefits if the other components are the same.

DesignBuild Search have included the below list of most common benefits that we have seen from employers coming from the construction industry (top of next page)

The below is a guide to what is available;



However, the below is a guide to what is available.

Pension – Employers contribution usually ranges from 5% - 10%.

Sick pay benefit

Annual leave – leave can range from 21 – 27 days

Annual bonus – This is usually associated with overall company performance and individual performance

Company Vehicle – Mostly associated with contractors Engineers, H&S, Management

Gym Membership – This could be company discount to a certain gym or a monthly contribution

Healthcare: Subsidised membership 50%/50% to company healthcare scheme.

Cycle to Work Tax Saver Scheme

Tax Saver Travel Scheme - Public transport tax saver scheme for Luas, Irish Rail, Dublin Bus, Bus Eireann and other operators.

Professional Association – supporting staff membership of a relevant professional association

Higher Education – Paying or covering a portion of higher education such as masters

Flexible working hours – This is less common with contractors however, common with consultancies.

Salary Survey

Engineering (Consultancy)

Position	Dublin Region	Rest of Ireland
Junior Structural Engineer:	€32,000 - €35,000	€30,000 - €32,000
Mid-level Structural Engineer:	€40,000 - €55,000	€40,000 - €50,000
Senior Structural Engineer:	€60,000 - €70,000	€55,000 - €60,000
Junior Civil Design Engineer:	€32,000 - €35,000	€30,000 - €32,000
Mid-level Civil Design Engineer:	€40,000 - €55,000	€40,000 - €50,000
Senior Civil Design Engineer:	€60,000 - €70,000	€55,000 - €60,000
Resident Engineer:	€60,000 - €70,000	€50,000 - €60,000
Associate/Chartered Engineer:	€65,000 - €75,000	€55,000 - €65,000
Junior Traffic/Transport Engineers	€32,000 - €35,000	€30,000 - €33,000
Mid- level traffic/Transport Engineers	€40,000 - €50,000	€40,000 - €45,000
Senior Traffic/Transport Engineers	€55,000 - €65,000	€50,000 - €60,000
Junior CAD/BIM Coordinator:	€32,000 - €35,000	€30,000 - €32,000
Intermediate CAD/BIM Coordinator:	€35,000 - €45,000	€35,000 - €40,000
Senior CAD/BIM Coordinator:	€45,000 - €60,000	€45,000 - €55,000

Salary Survey

Mechanical and Electrical Design Engineering

Position	Dublin Region	Rest of Ireland
Graduate Mechanical and Electrical Design Engineer:	€30,000 - €35,000	€28,000 - €32,000
Junior Mechanical and Electrical Design Engineer:	€35,000 - €40,000	€32,000 - €40,000
Intermediate Mechanical and Electrical Design Engineer:	€45,000 - €55,000	€45,000 - €50,000
Senior Mechanical and Electrical Design Engineer:	€60,000 - €70,000	€60,000 - €65,000
Associate Mechanical and Electrical Design Engineer:	€70,000 - €85,000	€70,000 - €80,000

Salary Survey

Engineering (Contractor/On-site)

Position	Dublin Region	Rest of Ireland
Junior Site Engineer:	€33,000 - €40,000	€32,000 - €35,000
Intermediate Site Engineer:	€40,000 - €50,000	€35,000 - €45,000
Senior Site Engineer:	€55,000 - €65,000	€50,000 - €60,000
Quality Engineer:	€40,000 - €60,000	€40,000 - €50,000

Salary Survey

Contractor: Mechanical and Electrical Engineering

Position	Dublin Region	Rest of Ireland
Graduate Mechanical and Electrical Engineer:	€30,000 - €33,000	€28,000 - €30,000
Junior Mechanical and Electrical Engineer:	€33,000 - €35,000	€30,000 - €33,000
Intermediate Mechanical and Electrical Engineer:	€35,000 - €45,000	€35,000 - €45,000
Senior Mechanical and Electrical Engineer:	€50,000 - €65,000	€50,000 - €65,000
M&E Coordinator/Building Service Engineer	€55,000 - €65,000	€50,000 - €60,000

Salary Survey

Management/Operations (Consultancy)

Position	Dublin Region	Rest of Ireland
Operations Manager:	€75,000 +	€70,000 +
Associate:	€75,000 +	€65,000 +
Senior Project Manager:	€65,000 - €75,000	€55,000 - €65,000
Project Manager:	€60,000 - €65,000	€50,000 - €60,000
Assistant Project Manager:	€45,000 - €55,000	€40,000 - €45,000
Project Coordinator:	€40,000 - €50,000	€35,000 - €45,000
Junior Project Manager:	€35,000 - €45,000	€35,000 - €40,000

Salary Survey

Management/Operations (Contractor/On-site)

Position	Dublin Region	Rest of Ireland
Construction Director:	€120,000+	€100,000+
Contracts Manager:	€100,000+	€80,000 +
Senior Project Manager:	€85,000 - €95,000	€75,000 - €85,000
Project Manager:	€70,000 - €85,000	€65,000 - €75,000
Senior Site Manager:	€65,000 - €75,000	€60,000 - €70,000
Site Manager:	€55,000 - €65,000	€50,000 - €60,000
Assistant Project Manager:	€50,000 - €60,000	€45,000 - €50,000
Foreman:	€50,000 - €60,000	€50,000 - €60,000
Finishing Foreman:	€50,000 - €60,000	€50,000 - €60,000
Mechanical and Electrical Site Manager	€65,000 - €75,000	€55,000 - €65,000
Mechanical and Electrical Project Manager	€75,000 - €90,000	€65,000 - €75,000
Mechanical and Electrical Contract Manager	€90,000+	€80,000+
Junior EHS Advisor:	€35,000 - €40,000	€35,000 - €40,000
Intermediate EHS Advisor:	€40,000 - €50,000	€40,000 - €45,000
Senior EHS Advisor/Manager:	€50,000 - €65,000	€50,000 - €60,000

Commercial/Quantity Surveying

Consultancy	Dublin Region	Rest of Ireland
Junior Quantity Surveyor:	€35,000 - €45,000	€30,000 - €40,000
Intermediate:	€45,000 - €65,000	€40,000 - €60,000
Intermediate M&E QS:	€45,000 - €65,000	€40,000 - €60,000
Senior M&E Quantity Surveyor:	€70,000 - €85,000	€65,000 - €80,000
Senior Quantity Surveyor:	€70,000 - €85,000	€65,000 - €80,000
Associate Director:	€85,000 - €100,000	€80,000 - €90,000
Director:	€100,000+	€90,000+

Contractor	Dublin Region	Rest of Ireland
Junior Quantity Surveyor:	€40,000 - €45,000	€35,000 - €40,000
Intermediate:	€50,000 - €65,000	€45,000 - €60,000
Intermediate M&E QS:	€50,000 - €65,000	€45,000 - €60,000
Senior M&E Quantity Surveyor:	€75,000 - €85,000	€70,000 - €80,000
Senior Quantity Surveyor:	€75,000 - €85,000	€80,000 - €90,000
Managing Quantity Surveyor:	€85,000 - €100,000	€80,000 - €90,000
Commercial Manager:	€100,000 - €120,000	€90,000 - €100,000
Commercial Director:	€120,000 - €150,000	€100,000 - €120,000

Commercial/Estimating

Contractor	Dublin Region	Rest of Ireland
Estimator	€65,000 - €75,000	€55,000 - €65,000
Senior Estimator	€75,000 - €85,000	€65,000 - €75,000
Estimating Manager	€85,000 - €95,000	€75,000 - €85,000

Get To Know DesignBuild Search

DesignBuild Search is a specialist recruitment consultancy established with the simple aim of providing a quality recruitment service for clients and candidates alike in the construction and engineering industry.

Our team is made up of experienced construction recruiters who have a genuine passion for the construction industry.

Design Build Search is a member of a wider group, **The Vertical Markets Group**. VM Group was founded in 2008 and has since developed into 6 specialist consultancies **Life Science Recruitment**, **Capital Markets**, **IT Search**, **HR Search**, **Design Build Search** and **A+F Recruitment**. Our founding philosophy is based on three fundamental principles: People, Environment and Opportunity.

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