

Information Technology

MANAGERIAL

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
IT Director / Head of IT (EMEA / Global)	90,000 - 160,000	95,000 - 120,000	600 - 800	550 - 700
IT Programme Director (EMEA / Global)	95,000 - 155,000	95,000 - 145,000	n/a	n/a
IT Manager	80,000 - 100,000	80,000 - 95,000	450 - 700	420 - 625
Enterprise Systems Architect	90,000 - 110,000	85,000 - 100,000	650 - 750	600 - 700

SOFTWARE DEVELOPMENT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Software Engineering / Development Manager	90,000 - 110,000	80,000 - 100,000	500 - 650	475 - 650
Technical Architect	80,000 - 95,000	75,000 - 85,000	500 - 650	500 - 600
Senior Engineer / Technical Team Lead (All Development Languages)	80,000 - 90,000	75,000 - 85,000	500 - 600	450 - 550
Front End / UI Developer	60,000 - 80,000	55,000 - 75,000	400 - 470	375 - 450
C / C++ Developer	55,000 - 75,000	50,000 - 70,000	400 - 470	375 - 450
Mid-level .NET / C# Engineer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Mid-level JEE Developer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Mid-level Python Developer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Cloud / Microservices Software Engineer	60,000 - 75,000	55,000 - 70,000	425 - 500	400 - 450
Android / iOS Developer	50,000 - 70,000	45,000 - 65,000	400 - 525	400 - 475
Ruby on Rails Developer	50,000 - 70,000	45,000 - 65,000	400 - 500	360 - 500
PHP Developer	50,000 - 70,000	45,000 - 65,000	400 - 500	360 - 500
Scala Developer	55,000 - 75,000	50,000 - 70,000	425 - 525	400 - 450
SharePoint Developer	50,000 - 70,000	45,000 - 60,000	450 - 600	400 - 575
Release / Configuration Engineer	50,000 - 70,000	40,000 - 65,000	350 - 500	325 - 450
Embedded Software Engineer (C / C++)	50,000 - 70,000	50,000 - 70,000	350 - 500	325 - 450
Software Technical Writer	38,000 - 55,000	35,000 - 50,000	250 - 425	250 - 400

CREATIVE / DESIGN

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Art Director	75,000 - 95,000	70,000 - 85,000	450 - 550	400 - 500
Creative Manager	55,000 - 70,000	50,000 - 60,000	400 - 550	350 - 500
UX Designer	50,000 - 75,000	45,000 - 65,000	400 - 500	350 - 500
Multimedia / Graphic Designer	32,000 - 55,000	25,000 - 45,000	200 - 350	200 - 325
Games Designer	40,000 - 60,000	35,000 - 55,000	350 - 450	350 - 450
Games Artist	35,000 - 55,000	30,000 - 50,000	250 - 400	250 - 400

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

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SECURITY / IT AUDIT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Chief Information Security Officer (CISO)	95,000 - 135,000	85,000 - 120,000	600 - 700	550 - 650
Information Security Consultant	55,000 - 75,000	50,000 - 70,000	450 - 550	425 - 525
Information Security Officer (ISO)	70,000 - 90,000	60,000 - 85,000	400 - 500	350 - 450
IT Auditor	55,000 - 80,000	50,000 - 75,000	400 - 500	325 - 450
IT Risk / Compliance Consultant	60,000 - 75,000	50,000 - 65,000	350 - 500	350 - 500
Information Security Architect	80,000 - 100,000	70,000 - 90,000	470 - 550	400 - 500
Network Security Architect	85,000 - 95,000	80,000 - 90,000	450 - 600	350 - 550
Infosec / Security Operations Engineer (T1-T2)	40,000 - 80,000	35,000 - 75,000	275 - 475	250 - 450
Software Application Security Specialist	55,000 - 65,000	55,000 - 65,000	320 - 400	300 - 400
Cybersecurity Analyst Tier 2 (SOC)	45,000 - 60,000	40,000 - 55,000	300 - 400	300 - 400
Cybersecurity Analyst Tier 3 (SOC)	60,000 - 85,000	55,000 - 75,000	400 - 550	400 - 550
IT Forensics / eDiscovery Consultant	55,000 - 70,000	50,000 - 65,000	450 - 550	450 - 550
Information Security Engineer	50,000 - 75,000	45,000 - 65,000	300 - 500	300 - 450

SYSTEM ANALYSIS

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Business Advisory Consultant	50,000 - 90,000	45,000 - 85,000	500 - 800	500 - 700
Business Process Analyst / Consultant	50,000 - 75,000	45,000 - 70,000	400 - 550	350 - 500
Business Solutions Architect	75,000 - 100,000	70,000 - 90,000	500 - 700	500 - 650
QA / Test Manager	65,000 - 80,000	60,000 - 75,000	400 - 600	350 - 550
QA / Test Lead	60,000 - 70,000	55,000 - 65,000	325 - 500	300 - 450
Software Test / QA Engineer	40,000 - 55,000	35,000 - 50,000	250 - 400	250 - 400
QA Automation Engineer	50,000 - 70,000	45,000 - 65,000	300 - 500	300 - 500

DATA ANALYTICS / DATA ENGINEERING

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Data Engineer	60,000 - 85,000	55,000 - 80,000	400 - 600	400 - 500
Data Scientist / Data Analytics Consultant	65,000 - 100,000	55,000 - 90,000	400 - 600	400 - 550
Machine Learning Software Engineer	65,000 - 90,000	60,000 - 85,000	400 - 550	400 - 500
Data Architect / Lead Data Warehousing Consultant	75,000 - 100,000	70,000 - 90,000	500 - 600	500 - 600
Business Intelligence Developer	55,000 - 80,000	50,000 - 75,000	400 - 550	350 - 500
Database Developer (Oracle / SQL Server)	45,000 - 65,000	40,000 - 60,000	400 - 550	400 - 500
Database Administrator (Oracle / SQL Server / Sybase)	50,000 - 75,000	45,000 - 70,000	350 - 500	300 - 450

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Accountancy	IT / PROJECT MANAGEMENT		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		Programme Manager	90,000 - 110,000	85,000 - 105,000	550 - 750	500 - 700
Fund Services	Senior Project Manager	75,000 - 90,000	70,000 - 85,000	500 - 650	450 - 600	
	Project Manager	70,000 - 80,000	65,000 - 75,000	400 - 500	350 - 515	
Banking	Software Product Manager	65,000 - 85,000	60,000 - 80,000	500 - 600	475 - 600	
	PMO Coordinator / Project Administrator	45,000 - 60,000	40,000 - 55,000	200 - 300	200 - 300	

Compliance & Risk	SUPPORT / ADMINISTRATION		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		DevOPs / Platform Engineer	55,000 - 80,000	50,000 - 75,000	500 - 625	475 - 600
Legal	Cloud Infrastructure Architect	80,000 - 110,000	75,000 - 100,000	550 - 700	500 - 650	
	Unix / Linux Systems Administrator	45,000 - 65,000	40,000 - 60,000	300 - 450	300 - 400	
Insurance	IT Systems Engineer	60,000 - 75,000	65,000 - 70,000	300 - 450	300 - 400	
	IT Systems Administrator	45,000 - 70,000	40,000 - 65,000	250 - 400	250 - 375	
Human Resources	Network Engineer	45,000 - 70,000	40,000 - 65,000	300 - 500	300 - 450	
	Help Desk Support	28,000 - 35,000	25,000 - 32,000	150 - 250	150 - 250	
Sales	Application Support Consultant	40,000 - 65,000	35,000 - 60,000	250 - 350	200 - 300	
	Service Delivery Manager	60,000 - 80,000	55,000 - 75,000	450 - 600	400 - 570	
Marketing	Storage / SAN Engineer	55,000 - 75,000	50,000 - 70,000	300 - 450	300 - 450	
	Service Desk / Helpdesk Lead	50,000 - 70,000	45,000 - 65,000	250 - 300	250 - 300	

Business Support	ERP CONSULTANCY / SPECIALIST		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		SAP Consultant (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	550 - 750	500 - 675
Information Technology	SAP Enterprise Architect	80,000 - 100,000	75,000 - 95,000	600 - 800	550 - 750	
	Oracle E-Business (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	600 - 750	550 - 700	
Engineering	MS Dynamics Consultant	55,000 - 75,000	50,000 - 70,000	500 - 650	500 - 650	
	MS Navision Consultant	55,000 - 75,000	50,000 - 70,000	500 - 700	500 - 650	

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Supply Chain	ERP CONSULTANCY / SPECIALIST		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		SAP Consultant (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	550 - 750	500 - 675
Science & Pharma	SAP Enterprise Architect	80,000 - 100,000	75,000 - 95,000	600 - 800	550 - 750	
	Oracle E-Business (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	600 - 750	550 - 700	
Engineering	MS Dynamics Consultant	55,000 - 75,000	50,000 - 70,000	500 - 650	500 - 650	
	MS Navision Consultant	55,000 - 75,000	50,000 - 70,000	500 - 700	500 - 650	

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