

brightpath 

RECRUITMENT

Salaries and packages for construction professionals 2024



At Brightpath Recruitment, we provide staffing solutions to leading companies in the Irish construction sector.

Our experienced consultants specialise in working with professionals at all levels, from graduates to senior managers. We specialise in connecting the most skilled people with leading employers within the Irish construction sector. With extensive experience of recruiting construction professionals for both permanent and contract positions, we deliver a service that provides the best candidates and expert advice to our clients. From offices in Dublin and Sligo, our team are well placed to advise you on the benchmark for salaries and benefits packages nationwide.

Our Team



Colm Costello
Director



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Director



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Senior Recruiter



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Recruiter



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Marketer/Trainer

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Site Clerk/Office Administrator

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Safety Officer

Foreman/Site Manager

Project/Contracts Manager

Package Information

Salary Forecast



Permanent Salary Ranges

Dublin

Regional

Construction Graduate

€32,000 - €38,000

€28,000 - €35,000

Site Clerk/Office Administrator

Junior

€30,000 - €36,000

€28,000 - €33,000

Intermediate

€36,000 - €45,000

€33,000 - €40,000

Senior

€45,000 - €55,000

€40,000 - €45,000

Buyer/Purchaser

Junior

€32,000 - €40,000

€28,000 - €35,000

Intermediate

€40,000 - €55,000

€35,000 - €50,000

Senior

€55,000 - €75,000

€50,000 - €65,000

Planner/Programmer

Junior

€35,000 - €45,000

€32,000 - €45,000

Intermediate

€45,000 - €70,000

€45,000 - €68,000

Senior

€70,000 - €110,000

€68,000 - €100,000

Estimator

Junior

€32,000 - €45,000

€30,000 - €40,000

Intermediate

€45,000 - €70,000

€40,000 - €55,000

Senior

€70,000 - €100,000

€55,000 - €80,000

Quantity Surveyor

Junior

€35,000 - €45,000

€30,000 - €35,000

Intermediate

€45,000 - €60,000

€35,000 - €45,000

Project

€60,000 - €80,000

€45,000 - €70,000

Senior

€80,000 - €110,000

€70,000 - €95,000

Permanent Salary Ranges

Dublin

Regional

Engineer

Junior	€35,000 - €40,000	€30,000 - €35,000
Setting out/ Intermediate	€40,000 - €60,000	€35,000 - €50,000
Senior	€60,000 - €75,000	€50,000 - €65,000

Building Services/M&E

Junior	€32,000 - €50,000	€30,000 - €40,000
Intermediate	€50,000 - €70,000	€40,000 - €55,000
Senior	€70,000 - €90,000	€55,000 - €80,000

Safety Officer

Junior	€35,000 - €45,000	€32,000 - €40,000
Intermediate	€45,000 - €70,000	€40,000 - €60,000
Senior	€70,000 - €80,000	€60,000 - €70,000

Foreman/Site Manager

Foreman	€65,000 - €70,000	€60,000 - €65,000
Finishing Foreman	€65,000 - €70,000	€60,000 - €65,000
Site Manager	€70,000 - €80,000	€65,000 - €70,000
Senior Site Manager	€80,000 - €85,000	€70,000 - €75,000

Project/Contracts Manager

Assistant Project Manager	€35,000 - €50,000	€30,000 - €45,000
Project Manager	€85,000 - €95,000	€75,000 - €85,000
Senior Project Manager	€95,000 - €105,000	€85,000 - €100,000
Contracts Manager	€100,000 - €115,000	€90,000 - €110,000
Senior Contracts Manager/ Project Director	€120,000 - €140,000	€110,000 - €125,000

Package Information

Buyer

Junior: Pension¹, Health Insurance²

Intermediate: Pension¹, Health Insurance²

Senior: Pension, Health Insurance²

Planner

Junior: Pension¹, Health Insurance²

Intermediate: Transport³, Pension², Health Insurance²

Senior: Transport³, Pension

Estimator

Junior: Pension¹, Health Insurance²

Intermediate: Pension¹, Health Insurance²

Senior: Transport³, Pension, Health Insurance², Bonus

Quantity Surveyor

Junior: Pension¹, Health Insurance²

Intermediate: Transport³, Pension¹, Health Insurance²

Senior: Transport³, Pension, Health Insurance², Bonus

Engineer

Junior: Pension¹, Health Insurance²

Intermediate: Transport³, Pension¹, Health Insurance²

Senior: Transport³, Pension, Health Insurance²

Building Services Engineer

Junior: Pension¹, Health Insurance²

Intermediate: Pension¹, Health Insurance²

Senior: Transport³, Pension, Expenses, Health Insurance²

Safety Officer

Junior: Pension¹, Health Insurance²

Intermediate: Transport³ (if multi-site), Pension¹, Health Insurance²

Senior: Transport³ (if multi-site), Pension, Health Insurance²

Foreman/Site Manager

Transport³, Pension¹, Health Insurance²

Project/Contracts Manager

Transport³, Pension, Health Insurance², Bonus

¹Pension is normally 5% of salary and is applicable after 6-months probation.

²Health insurance can include disability allowance, death in service & income protection. Not all companies provide health insurance and those that do may not offer all of the aforementioned elements.

³Transport can be in the form of a passenger vehicle, commercial van or an allowance.



Salary Forecast

Many companies have maintained a strong rate of job creation and this is a trend that is set to continue across both permanent and contract positions in 2024. Professional construction staff are still in very high demand and this has ensured that the market remains candidate driven. This may bring some opportunities for increased salaries but companies seeking to attract talent will need to focus on enhancing benefits packages, implementing professional development programs, and offering clear career advancement opportunities. Cultivating a positive company culture and a commitment to a positive work/life balance are also highly prized by prospective candidates.

If you wish to discuss recruitment trends in further detail, please contact Colm Costello by calling 087 229 4001 or emailing colm@brightpath.ie.





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