

**brightpath**   
RECRUITMENT

# Construction Salary Guide 2026



# Brightpath Recruitment is dedicated to helping construction professionals reach new heights in their careers.

Our expert consultants specialise in connecting construction professionals at all stages of their careers, from graduates to senior managers, with employers who value talent, development and long-term growth. Leveraging our extensive network across Ireland and Europe, we provide access to prestigious projects with leading main contractors, developers and civil engineering firms.

With extensive experience in both permanent and contract recruitment, we offer tailored career advice and ongoing support to help professionals advance their careers. Our expertise is reflected in the professionals we've placed on some of the most high-profile construction projects in Ireland and across Europe.

Explore your next career move with us today.

## Our Team



Seamus Dennison  
*Director*



Nicola Croke  
*Managing Consultant*



Rachel Devine  
*Senior Recruiter*



Thomas White  
*Senior Recruiter*



Trevor Holton  
*Operations Manager*



Ray Flanagan  
*Accounts Manager*

# Contents

## Salary Guide

Site Clerk/Office Administrator

Buyer/Purchaser

Planner/Programmer

Estimator

Quantity Surveyor

Engineer

Building Services/M&E

Safety Officer

Foreman

Site Manager

Project/Contracts Manager

## Package Information

## Salary Forecast



# Permanent Salary Ranges

## Dublin

## Regional

### Site Clerk/Office Administrator

Junior	€35,000 - €40,000	€35,000 - €38,000
Intermediate	€40,000 - €45,000	€38,000 - €40,000
Senior	€45,000 - €55,000	€40,000 - €45,000

### Buyer/Purchaser

Junior	€35,000 - €43,000	€35,000 - €38,000
Intermediate	€43,000 - €60,000	€38,000 - €50,000
Senior	€60,000 - €80,000	€50,000 - €65,000

### Planner/Programmer

Junior	€45,000 - €55,000	€35,000 - €45,000
Intermediate	€55,000 - €70,000	€45,000 - €65,000
Senior	€70,000 - €110,000	€65,000 - €100,000

### Estimator

Junior	€38,000 - €45,000	€35,000 - €40,000
Intermediate	€45,000 - €70,000	€40,000 - €55,000
Senior	€70,000 - €100,000	€55,000 - €80,000

### Quantity Surveyor

Junior	€40,000 - €45,000	€35,000 - €40,000
Intermediate	€45,000 - €60,000	€40,000 - €45,000
Project	€60,000 - €80,000	€45,000 - €70,000
Senior	€80,000 - €110,000	€70,000 - €95,000

### Engineer

Junior	€35,000 - €40,000	€35,000 - €38,000
Setting out/ Intermediate	€40,000 - €70,000	€38,000 - €55,000
Senior	€70,000 - €85,000	€55,000 - €65,000

# Permanent Salary Ranges

## Dublin

## Regional

### Building Services/M&E

Junior	€35,000 - €50,000	€35,000 - €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 - €50,000	€35,000 - €40,000
Intermediate	€50,000 - €70,000	€40,000 - €60,000
Senior	€70,000 - €80,000	€60,000 - €70,000

### Foreman

Junior	€50,000 - €60,000	€40,000 - €55,000
Intermediate	€60,000 - €70,000	€55,000 - €65,000
Senior	€70,000 - €85,000	€65,000 - €75,000

### Site Manager

Junior	€50,000 - €65,000	€40,000 - €55,000
Intermediate	€65,000 - €80,000	€55,000 - €70,000
Senior	€80,000 - €90,000	€70,000 - €80,000

### Project/Contracts Manager

Assistant Project Manager	€35,000 - €60,000	€35,000 - €50,000
Senior Assistant Project Manager	€60,000 - €80,000	€50,000 - €70,000
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:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Pension, Health Insurance<sup>2</sup>

## Planner

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Transport<sup>3</sup>, Pension<sup>2</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup>, Pension

## Estimator

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup> Pension, Health Insurance<sup>2</sup>, Bonus

## Quantity Surveyor

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Transport<sup>3</sup>, Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup>, Pension, Health Insurance<sup>2</sup>, Bonus

## Engineer

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Transport<sup>3</sup>, Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup>, Pension, Health Insurance<sup>2</sup>

## Building Services Engineer

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup>, Pension, Expenses, Health Insurance<sup>2</sup>

## Safety Officer

*Junior:* Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Intermediate:* Transport<sup>3</sup> (if multi-site), Pension<sup>1</sup>, Health Insurance<sup>2</sup>

*Senior:* Transport<sup>3</sup> (if multi-site), Pension, Health Insurance<sup>2</sup>

## Foreman/Site Manager

Transport<sup>3</sup>, Pension<sup>1</sup>, Health Insurance<sup>2</sup>

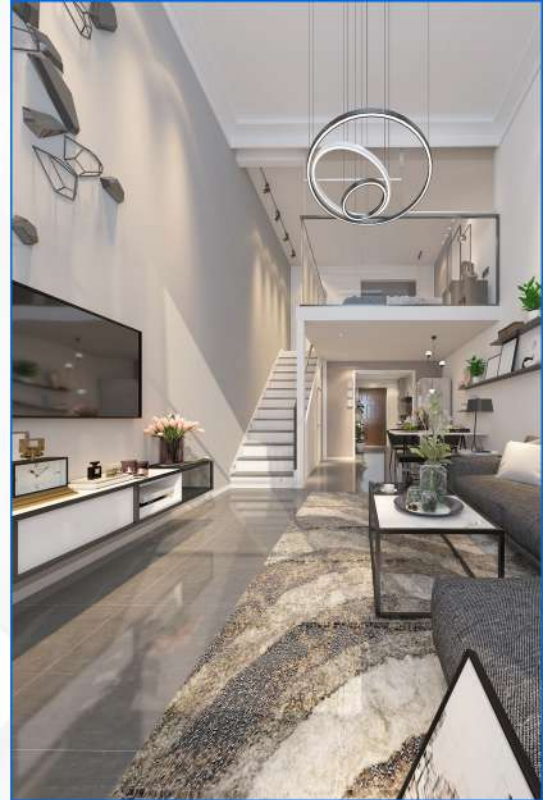
## Project/Contracts Manager

Transport<sup>3</sup>, Pension, Health Insurance<sup>2</sup>, Bonus

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

<sup>2</sup>Health 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.

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



# Salary Forecast

The outlook for construction in Ireland in 2026 remains positive. Sustained government investment, ongoing housing demand and a strong pipeline of public and private sector projects are expected to maintain healthy activity across the residential, commercial and civil engineering sectors. Overall, construction professionals can expect modest salary increases in 2026, reflecting continued demand for skilled workers and management across the industry. Opportunities for career progression are expected to remain strong, with pay continuing to be competitive.

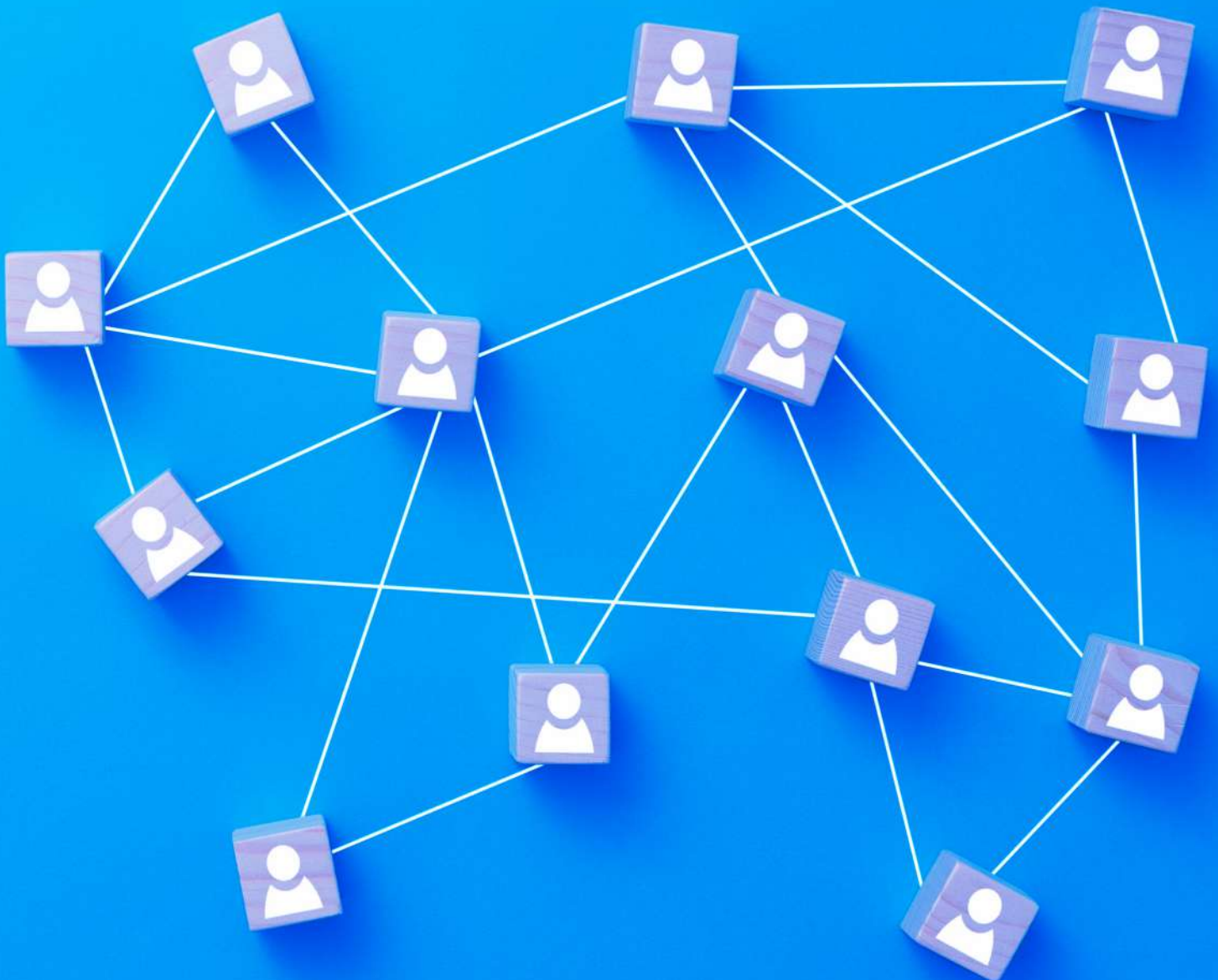
In summary, 2026 is expected to provide a solid volume of construction activity and job opportunities, with strong career progression prospects and salaries remaining competitive, particularly where demand is highest.



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