THE RECRUITMENT COMPANY

2025 IRELAND'S IT INFRASTRUCTURE SALARY GUIDE

WELCOME

If you've tried hiring an Infrastructure professional in Ireland lately – or tried becoming one – you'll know the landscape is evolving fast. As someone who's been working daily in the thick of it, I've pulled together this summary to give you a clear picture of what's happening on the ground in 2025.

At The Recruitment Company, we're seeing strong demand across Ireland's IT Infrastructure sector, despite a backdrop of economic caution. Industries like financial services, tech, and healthcare are still hiring and investing heavily in cloud migration, automation, and security – all of which are keeping Infrastructure professionals in high demand.

Salaries for mid to senior-level roles continue to trend upward, particularly for candidates with in-demand skills like Infrastructure as Code, cloud platform experience, DevOps, and automation. Certifications still count – but only when backed by hands-on experience.

Companies offering flexible work options and real growth opportunities are landing the best talent, while those still clinging to rigid structures are starting to feel the pinch. We're also seeing more SMEs and public sector organisations successfully attracting candidates who might previously have gone straight to the big tech players.

It's not just about the money anymore (though let's be honest – it helps). Candidates are valuing culture, flexibility, meaningful work, and supportive leadership as key parts of the compensation package.

This guide is designed to give hiring managers, HR leaders and job seekers a realistic and up-to-date view of the current salary trends, hiring expectations, and what it takes to stand out in today's competitive Infrastructure market.

I HOPE YOU FIND THIS SALARY GUIDE USEFUL – LET'S DIVE IN!

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INDUSTRY OVERVIEW

IT Infrastructure used to be the quiet workhorse of the tech world. Always on, never flashy. But in 2025? It's centre stage.

From the public sector to fintech, infrastructure teams are the ones keeping the lights on, the cloud humming, and the hybrid world spinning. And businesses are finally treating them like the strategic assets they are.

SO, WHAT'S THE STORY ON THE GROUND IN IRELAND?

Despite economic jitters, demand for IT Infrastructure professionals remains steady. The big tech hiring frenzy might've cooled slightly, but that's made space for other players – public sector orgs, SMEs, and professional services firms – to snap up great talent. The net result? A more balanced, opportunity-rich market.

Industries driving demand:

- **Financial & Professional Services** – Still heavyweights when it comes to infrastructure hiring. Security, uptime, and performance are non-negotiable in these sectors.

- **Public Sector & SMEs** – With hiring freezes in larger tech firms, smaller organisations and government departments are making strategic hires (and yes, they're being smart about perks and flexibility).

- **Healthcare, Tech & Retail** – All embracing digital transformation and cloud-based infrastructure at pace.

Key Trends Fueling Change:

- **Hybrid is here to stay:** Companies offering flexible work setups are attracting the crème de la cloud crop. If you're not flexible, you're not competitive.

- **Talent shortages linger:** Especially in senior cloud, cybersecurity, and DevOps roles. The skills are niche and the demand is high.

- **Tech evolution is relentless:** Infrastructure as Code (IaC), containerisation, and multi-cloud environments are now mainstream.

- **Geopolitics meets tech:** Tariffs, policy delays, and rising costs have organisations playing it cautious. Salary hikes are now more targeted – reserved for roles that drive business impact.

In short, IT Infrastructure has graduated from "essential support" to "business-critical strategy." Whether you're hiring or job seeking, the stakes (and expectations) are higher – but so are the opportunities.

SALARY TRENDS
IN INFRASTRUCTURE & CLOUD

Despite a slightly cooler economic climate, salaries in Ireland's IT Infrastructure space have held their ground. Companies might not be throwing cash around like it's 2021, but they are still willing to pay well – especially when it comes to roles that keep their systems (and reputations) from crashing.

Here's how things are shaping up:

SALARY BENCHMARKS BY EXPERIENCE LEVEL

Entry-Level (0-2 years)

You might've got the certs and the enthusiasm, but early career pros are competing in a pretty crowded field right now – and increasingly, against AI and automation tools that can do some of the basics. Still, those who pair technical skills with strong communication chops are getting a foot in the door.

€27,000 – 35,000

TOP TIP: Stakeholder skills are golden at this level – showing you can speak "tech" and "business" is a gamechanger.

Mid-Level (3-5 years)

This is the sweet spot. You've got experience, maybe a couple of cloud projects under your belt, and ideally a mix of technical and commercial thinking. Employers love this balance.

€40,000 – 60,000

TOP TIP: Cloud certs and exposure to security or compliance frameworks can tip your salary upwards fast.

Senior-Level (6+ years)

Specialised skills and hands-on leadership are in high demand. If you can mentor juniors, lead a migration, or implement Infrastructure as Code in your sleep, you're sitting pretty.

€75,000 – 120,000

TOP TIP: Cloud + Security = Pay bump.
DevOps + business acumen = Even bigger bump.

Leadership Roles (Head of Infra, IT Director, CIO, etc.)

These are the people aligning infrastructure to business strategy, building high-performing teams, and managing multi-million euro budgets.

€115,000 – 300,000+

TOP TIP: The best-paid leaders are those who can translate tech talk into boardroom value. Soft skills matter more than ever up here.

$ALARY BREAKDOWN BY ROLE

We've crunched the numbers, compared contracts, and peeked behind the HR curtain to bring you a clear, no-fluff breakdown of permanent salaries vs. contract rates for Ireland's most in-demand IT Infrastructure roles.

LEADERSHIP ROLES

Role	Permanent Salary (€)	Contract Rate (€/day)
Chief Information Officer (CIO)	€150,000 – €300,000	€1,000+
Chief Technology Officer (CTO)	€150,000 – €300,000	€1,000+
IT Director	€140,000 – €180,000	€900+
Head of IT Infrastructure	€115,000 – €150,000	€750 – €900
Infrastructure Manager	€85,000 – €110,000	€500 – €650
IT Operations Manager	€85,000 – €110,000	€500 – €650

NETWORK ROLES

Role	Permanent Salary (€)	Contract Rate (€/day)
Network Administrator (CCNA)	€45,000 – €60,000	€330 – €450
Network Engineer (CCNP)	€60,000 – €85,000	€400 – €550
Network Architect (CCIE)	€90,000 – €120,000	€550 – €800

CLOUD ROLES

Role	Permanent Salary (€)	Contract Rate (€/day)
Cloud Support Engineer	€45,000 – €85,000	€275 – €400
Cloud Solutions Architect	€90,000 – €130,000	€600 – €800
Cloud Systems Administrator	€50,000 – €80,000	€400 – €600
Cloud Infrastructure Engineer	€60,000 – €100,000	€450 – €650

DEVOPS & PLATFORM ENGINEERING ROLES

Role	Permanent Salary (€)	Contract Rate (€/day)
Cloud Support Engineer	€45,000 – €85,000	€275 – €400
Cloud Solutions Architect	€90,000 – €130,000	€600 – €800
Cloud Systems Administrator	€50,000 – €80,000	€400 – €600
Cloud Infrastructure Engineer	€60,000 – €100,000	€450 – €650

SUPPORT, SYSTEMS & VIRTUALISATION ROLES

Role	Permanent Salary (€)	Contract Rate (€/day)
IT Support L1	€27,000 – €38,000	€150 – €250
IT Support L2	€35,000 – €50,000	€175 – €250
IT Support L3	€50,000 – €60,000	€275 – €350
Systems Administrator	€50,000 – €70,000	€300 – €450
Senior System Administrator	€75,000 – €95,000	€500 – €700
Linux Systems Administrator	€55,000 – €75,000	€400 – €650
Senior Linux Administrator	€75,000 – €110,000	€550 – €750
Virtualization Engineer	€55,000 – €90,000	€400 – €600
Infrastructure Consultant	€80,000 – €95,000	€450 – €550

KEY OBSERVATIONS

- Cloud Architects and Senior DevOps Engineers remain some of the highest paid hands-on technical roles.
- Contractors in niche roles like Linux Systems Admin or Network Architecture are consistently earning 25–40% more than perm equivalents.
- Mid-tier roles like Cloud Infrastructure Engineers and Systems Admins are holding steady – especially those with IaC and automation experience.

EMERGING SKILLS & CERTIFICATIONS IMPACTING SALARY

In the ever-evolving world of IT Infrastructure, standing still isn't just unwise – it's career sabotage.
The IT landscape moves faster than your Wi-Fi after a router reboot, and those who stay ahead of the curve? They're the ones cashing in.
Let's dive into the skills and certs that are truly making a difference to salaries across Ireland's infrastructure scene.

HIGH-DEMAND TECHNICAL SKILLS

Skill	Why It Commands a Premium
Cloud Platforms (AWS/Azure/GCP)	Everyone's moving to the cloud, but true architecture and ops experts are still rare.
Kubernetes & Containerisation	Microservices need orchestration, and K8s is the maestro – if you can master it, you're golden.
Infrastructure as Code (IaC)	Tools like Terraform and Ansible are must-haves for scalable secure environments.
Cybersecurity/Zero Trust	With new threats every five minutes, security-focused engineers are a hot commodity.
SD-WAN/Network Virtualisation	Programmable networking is the new standard, especially for hybrid setups.
Monitoring & Observability	Because if you can't see it, you can't fix it – and downtime costs big.
PKI/Encryption/MFA	Cyber resilience = big value. These are foundational in high-trust environments.
Scripting (Python, PowerShell)	Essential for automation, tooling, and keeping the machines happy.
Load Balancers (F5, Netscaler)	Still king in financial and regulated sectors for high availability.
Virtualisation (VMware, Hyper-V)	Hybrid remains dominant, and these skills are still very much alive.

VALUABLE CERTIFICATIONS

Certifications are great for CVs and career progression – but they're not magic on their own. The biggest salary lifts come when certifications are paired with real-world, hands-on experience. Still, for employers (especially MSPs and consultancies), key certs can make the difference between a CV that's shortlisted and one that's recycled.

- **AWS Certified Solutions Architect (Associate & Pro)**
- **Microsoft Certified: Azure Solutions Architect Expert**
- **HashiCorp Certified: Terraform Associate**
- **Certified Kubernetes Administrator (CKA)**
- **Cisco Certified Network Professional (CCNP)**
- **CompTIA Security+ / Network+**
- **Certified Information Systems Security Professional (CISSP)**

SOFT SKILLS THAT PACK A PUNCH

Tech skills get you the job. Soft skills help you keep it, get promoted, and (often) earn more.

In a world of stakeholders, cross-functional teams, and hybrid workforces, emotional intelligence and communication are often the tie-breaker.

Here's what's paying off in 2025:

- **Stakeholder Communication** – Being able to translate tech jargon into business outcomes is gold.
- **Problem-Solving & Agility** – When something breaks (and it always does), how quickly and calmly can you fix it?
- **Leadership & Mentoring** – Mid-to-senior level roles with team responsibilities pay more – and soft skills are essential here.
- **Presentation & Reporting** – Yes, you still need to build stuff. But you also need to explain *why it matters.*

HIRING TRENDS & EMPLOYER INSIGHTS

If you've been hiring (or trying to get hired) in IT Infrastructure lately, you'll know the job market is a bit like a load balancer under pressure – juggling demand, expectations, and the occasional system overload. Here's what we're seeing on the ground in Ireland right now.

DEMAND IS HOT – BUT HIRING IS STRATEGIC

The market hasn't slowed, it's just become a little more… tactical. Companies are still hiring, but they're thinking long and hard about ROI, resilience, and how new hires will future-proof their infrastructure.

Roles like Cloud-Ready Engineers, DevOps with strong IaC chops, and Network Architects who can speak both Cisco and strategy? Still in high demand.

But here's the twist…it's not always about headcount. It's about head value. Employers want specialists who can deliver, automate, scale – and yes, sometimes charm a room full of stakeholders too.

PERMANENT VS. CONTRACT HIRING

Employers are continuing to split their hiring between permanent staff for stability and contractors for specialist project needs. Why? Because building a team today is like building a hybrid network – it needs to be agile, adaptable, and scalable based on workload.

Companies love contractors for cloud migration projects, infrastructure rollouts, and short-term transformation programmes. But when it comes to business-as-usual, they're investing in permanent hires with long-term potential and soft skills that support collaboration.

REMOTE VS. ON-PREM WORK

Let's talk flexibility – because it's still king. While some employers are trying to tempt staff back into the office with pizza and beanbags, the truth is hybrid is here to stay. And in infrastructure, remote isn't just possible – it's often preferred.

Candidates are prioritising roles that offer:

- Hybrid options (2–3 days in-office max)
- Flexibility on hours
- Clear policies on equipment, on-call expectations, and home setup support

BEYOND SALARY – WHAT ELSE MATTERS

When budgets are tight, perks start pulling their weight. And in 2025, it's not all about beanbags and free snacks – it's about *meaningful* extras.

Here's what's moving the needle in IT Infrastructure:

Category	Popular Perks & Benefits
Compensation	Hybrid work, flexible hours, some experimenting with 4-day weeks.
Flexibility	Paid certifications (AWS, Azure, etc.), study leave, internal mobility.
Career Development	EAPs, mental health days, wellness stipends, private health insurance.
Wellbeing	25+ days annual leave, Christmas shutdowns, volunteering days.
Time Off	Home office allowance, BYOD bonuses, latest tech stacks exposure.
Tech Perks	Enhanced maternity/paternity leave, childcare support, coaching for parents.
Family Support	Essential for automation, tooling, and keeping the machines happy.
Load Balancers (F5, Netscaler)	Still king in financial and regulated sectors for high availability.
Virtualisation (VMware, Hyper-V)	Hybrid remains dominant, and these skills are still very much alive.

✳ **Pro Tip:** Want to win over top-tier engineers? Offer a package that supports their whole life, not just their work life.

FUTURE OUTLOOK >>> FOR IT INFRASTRUCTURE SALARIES

If the last few years have taught us anything, it's that the IT Infrastructure world doesn't stay still for long. And in 2025, the pace of change is showing no signs of slowing down – in fact, it's picking up speed like a runaway script with no error handling.

So, what's coming down the line? Here's what we're seeing, predicting, and prepping for.

EXPECTED SALARY TRENDS (NEXT 12–24 MONTHS)

Let's get the big question out of the way – will salaries go up?

Short answer: Yes. But not everywhere, and not for everyone.

While general wage growth in Ireland is expected to be modest (around 2–3% in IT infrastructure roles), high-demand specialisations will continue to buck the trend with stronger increases.

Here's where we're expecting the most movement:

- **Cloud Infrastructure Engineers & Architects >** As multi-cloud becomes the norm, salaries will rise for those who can build resilient, scalable platforms across AWS, Azure, and GCP.

- **DevOps & Automation Specialists >** Automation isn't optional anymore. Those fluent in IaC (Terraform, Ansible) and CI/CD pipelines are set to see solid gains.

- **Network Engineers & Architects >** Particularly those with hybrid networking experience and SD-WAN expertise. As remote work grows, so does the need for bulletproof connectivity.

- **Security-Focused Infra Roles >** With growing cyber threats and tighter regulations, security-savvy infra engineers will command premium pay – especially in finance, government, and healthcare.

Meanwhile, generalist roles or more traditional sysadmin functions may see flatter salary growth unless paired with emerging tech skills (think: cloud, scripting, containerisation).

THE AI FACTOR – FRIEND OR FOE?

If you've been to a tech event lately, you've probably heard "AI" more times than "have you tried turning it off and on again?"

But here's the real impact of AI and automation on salaries:

- **Entry-level roles** may see slower salary growth or even contraction as automation handles basic tasks.

- **Mid to senior-level professionals** who *can build, maintain, and optimise* AI-driven infrastructure (monitoring, automation, security tools) will see continued salary growth.

- **Hybrid skillsets** (tech + soft skills + leadership) will become even more valuable. As infrastructure becomes more automated, the human touch – especially in planning, governance, and communication – becomes a real asset.

✱ **Pro tip:** AI won't replace infra engineers – but engineers who use AI well might replace those who don't.

EMERGING ROLES WORTH WATCHING

Role	Why It's Hot
Platform Engineers	The bridge between DevOps and Infrastructure – building golden paths and tooling
Cloud Security Engineers	Security-by-design is becoming the default expectation
Infrastructure as Code (IaC) Experts	Businesses want automation, not manual patchwork
Site Reliability Engineers (SREs)	Performance, resilience, and scale – all in one high-paying package
Infrastructure Delivery Leads	Hybrid role combining stakeholder engagement with infra leadership

TL;DR? IN CONCLUSION ...

The world of IT Infrastructure in Ireland is anything but static. It's a dynamic, fast-evolving space where staying current isn't just a nice-to-have – it's the difference between being the go-to engineer and being ghosted by hiring managers.

For busy folks who skim to the back:

Key Takeaways for Employers:

- **Specialisation pays.** Roles in Cloud, DevOps, Security, and Automation continue to command top salaries – and will for the foreseeable future.
- **Soft skills aren't soft.** Leadership, communication, and stakeholder management are increasingly tied to higher pay and promotion potential.
- **Money isn't everything.** Benefits like hybrid work, development opportunities, and wellness perks are make-or-break for talent retention.
- **Be strategic with salary.** General salary increases may be moderate, but targeted investments in key roles will deliver outsized returns – especially in competitive markets.

Key Takeaways for Candidates:

- **Certifications + Experience = Power Combo.** Letters after your name help, but real-world experience seals the deal.
- **Stay current.** IaC, Kubernetes, cloud-native platforms, and AI integration – the more you upskill, the more you earn.
- **Play the long game.** Look for employers that support your growth, offer flexibility, and see you as more than just a walking config script.
- **Soft skills = salary boosters.** Want a promotion? Better pay? Learn to present, persuade, and lead.

THE ROAD AHEAD >>

Infrastructure isn't going anywhere. It's just evolving – faster, leaner, more secure, more cloud-native. As long as businesses need connectivity, resilience, and speed, they'll need people to build and maintain the scaffolding of modern technology.

Those who learn, adapt, and specialise will thrive. Those who automate the basics and humanise the complex? They'll lead.

Whether you're a hiring manager planning your 2025 strategy or an IT pro wondering what your skills are worth – this guide was built from the front lines of Infrastructure hiring, by someone who lives and breathes this space every day.

I've spoken with countless candidates and hiring managers, watched the market shift, and pulled together these insights to help you make more informed decisions in a world that never powers down.

So, if you're looking to build out your Infrastructure team, curious about current salary trends, or want a sanity check on your next career move – I'd love to help.

CONTACT ME TODAY:

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