Moving to Ireland: Complete Guide

REPERIO
Human Capital

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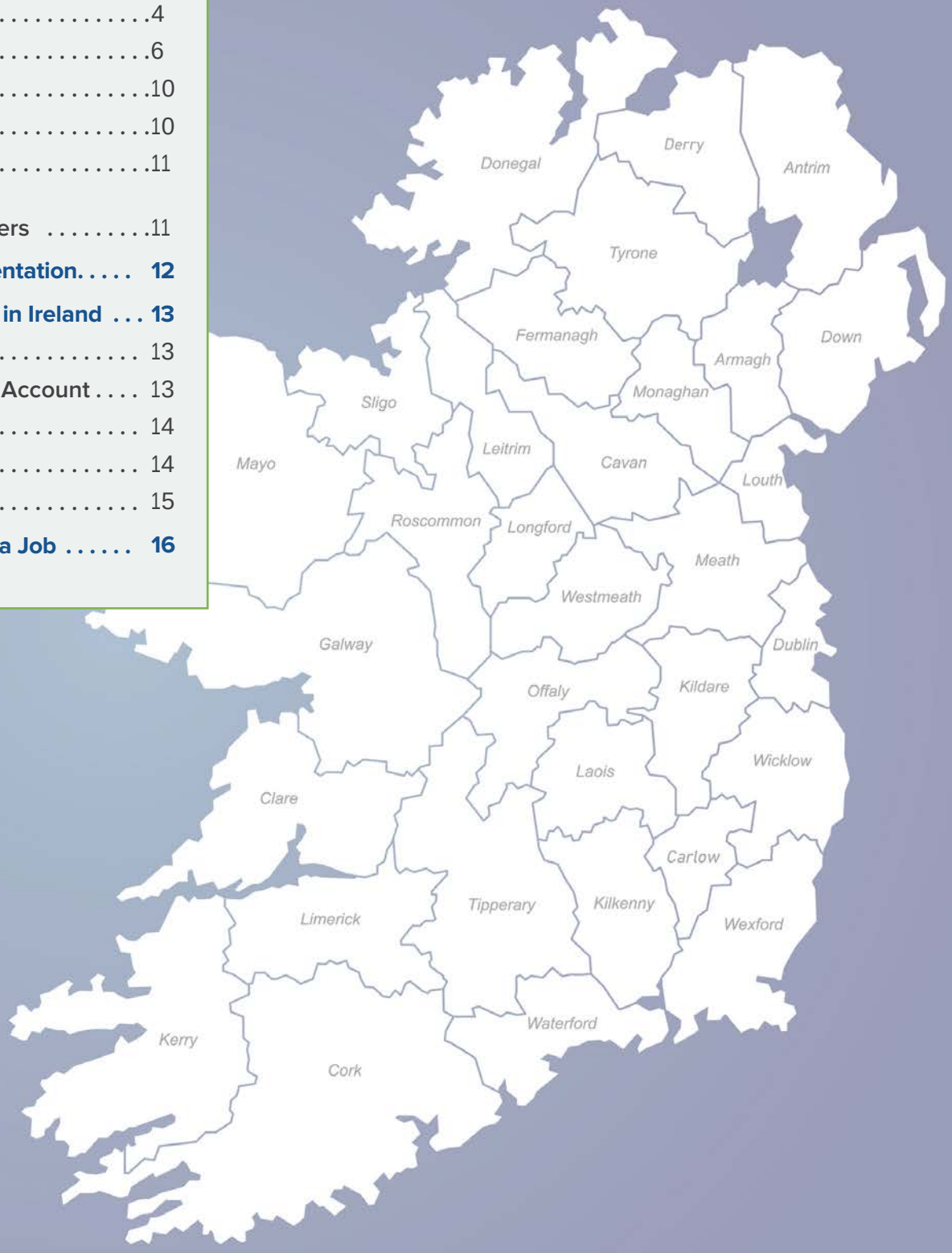


Section 1 – Overview

Ireland is a small island situated to the North-West of Europe encompassing 84,421 kilometres of land and home to 6.8 million people. Ireland is renowned for its culture, heritage and vast green landscape.

The capital city of Ireland is Dublin and it has a population of 1.2 million people. Northern Ireland is governed by the United Kingdom and uses the Pound Sterling as the local currency whereas the rest of Ireland is an independent nation and uses the Euro. The country's official language is both English and Irish, with most people speaking English.

Job Scene

Ireland is one of the best places in the world to build your career, with a growing job market and one of the fastest growing economies in Europe. Over the past number of years, Ireland has experienced reduced unemployment and a moderate improvement in wages.

Tech Industry

The tech industry in Ireland is on its way to becoming Europe's tech capital. The reason for this is the increasing number of high-tech companies choosing Ireland for the location of their EMEA (Europe, Middle East, and Africa) HQ. Dublin has even named an area 'Silicon Docks' after 'Silicon Valley' because of the high concentration of tech headquarters in one area.

Ireland's tech sector will continue to grow despite huge cuts worldwide. Software Developers and Engineers continue to be in high demand as companies choose Dublin as their EMEA HQ and open software development centres. Also, there is an increasing demand for technical skills in Ireland, especially in areas such as Data Science, Artificial Intelligence and Machine Learning.

Weather

Ireland's weather is unpredictable and is influenced by the Atlantic Ocean. Due to the moderating effect of the Atlantic Gulf stream, Ireland's climate is mild compared to other countries with the same latitude. In Summer, the average temperature is approximately 18°C and in Winter, the average temperature ranges between 4-6°C.

The island gets its renowned green landscape from the vast amounts of rainfall each year. The coldest months are January and February with occasional snowfall and the warmest months are July and August.

Cost of Living

Based on data from 5,598 entries from 721 contributors, the average prices for different items in Ireland are as follows;

FOOD	
Meal, inexpensive restaurant	€16.00
Meal for 2 people, mid-range restaurant, three courses	€80.00
Cappuccino (regular)	€3.51
Water (0.33 litre bottle)	€1.50
Milk (regular, 1 litre)	€1.24
Loaf of fresh white bread (500g)	€1.80
Rice (white, 1kg)	€1.53
Eggs (regular, 12)	€3.76
Potatoes (1kg)	€1.69
Domestic beer (0.5 litre bottle)	€2.87
Imported beer (0.33 litre bottle)	€3.24

CHILDCARE	
Preschool, full day, private monthly for 1 child	€1,026.89

TRANSPORTATION	
One-way ticket (local transport)	€2.00
Monthly pass (regular price)	€100
Taxi start (normal tariff)	€4.32
Taxi 1km (normal tariff)	€1.50
Gasoline (1 litre)	€1.78
Volkswagen Golf 1.4 (or equivalent new car)	€31,750

UTILITIES (MONTHLY)	
Basic (electricity, heating, cooling, water, garbage) for 85m ^{2} apartment	€209.53
Mobile Phone Plan with Calls and 10GB Data (Monthly)	€20.32
Internet (60 Mbps)	€48.13

SPORTS AND LEISURE	
Fitness club, monthly fee for 1 adult	€46.65

Updated: January 2024

Rent

In the 4th quarter 2023, the average rent per month in Ireland was €1,823. Market rents rose by 8% in the year to September 2023, well above healthy rates of inflation, but almost half the peak rate of 14% seen a year ago

Location	1 Bed Apartment (per month)	2 Bed House (per month)
Dublin 1	€1,796	€2,175
Dublin 2	€2,006	€2,429
Dublin 3	€1,658	€2,008
Dublin 4	€1,947	€2,358
Cork City	€1,266	€1,532
Galway City	€1,280	€1,549

Purchasing property

In the 4th quarter of 2023, the average listing price for purchasing property nationwide was €320,046.

Location	1 Bed Apartment	2 Bed Terraced
Dublin 1	€260,000	€369,000
Dublin 2	€390,000	€513,000
Dublin 3	€324,000	€428,000
Dublin 4	€365,000	€542,000
Cork City	€139,000	€194,000
Galway City	€139,000	€195,000

IT Salaries

The candidate market in Ireland is expected to remain competitive in 2024 with top talent commanding high salaries and attractive benefits packages.

The average salaries for different tech jobs in Ireland are as follows;

DATA ANALYTICS

Job Title	Experience	Salary (€)
Data Engineer	Junior	35-45k
	Mid-Level	50-60k
	Senior	70-90k
Data Scientist	Junior	40-50k
	Mid-Level	50-70k
	Senior	80-100k
Data Analyst	Junior	35-45k
	Mid-Level	45-55k
	Senior	60-70k
Data Architect	Mid-Level	60-80k
	Senior	80-110k
Database Administrator	Junior	35-45k
	Mid-Level	50-60k
	Senior	70-90k

HARDWARE

Job Title	Experience	Salary (€)
Electronic / Hardware Engineer	Junior	45k
	Mid-Level	50-65k
	Senior	70-85k
Mechanical Engineer	Junior	40-45k
	Mid-Level	55-60k
	Senior	65-75k

QA & TESTING

Job Title	Experience	Salary (€)
QA / Test Automation Engineer	Junior	35-55k
	Mid-Level	45-60k
	Senior	60-75k
QA / Test Engineer (Manual only)	Junior	30-35k
	Mid-Level	35-40k
	Senior	45-55k
Software Development Engineer in Test (SDET)	Mid-Level	55-60k
	Senior	65-85k
QA Lead		80-85k
QA Manager		90-110k

IT INFRASTRUCTURE

Job Title	Experience	Salary (€)
DevOps Engineer	Junior	40-50k
	Mid-Level	50-70k
	Senior	70-90k
	Principal	90-110k
Systems Administrator	Junior	30-45k
	Mid-Level	50-60k
	Senior	70-80k
Site Reliability Engineer	Junior	40-50k
	Mid-Level	50-70k
	Senior	70-90k
	Principal	90-110k
Tech Support Engineer	Level 1	30-35k
	Level 2	40-55k
	Level 3	60-70k
Cloud Architect		90-120k

IT SECURITY	
Job Title	**Salary (€)**
Information Security Analyst	35-65k
Information Security Engineer	55-75k
Information Security Architect	90-120k
Incident Response Manager	60-90k
Identity Access Management	65-70k
IT Audit Manager	80-100k
Head of IT Audit	90-120k
IT Risk Analyst	40-70k
IT Risk Manager	70-100k
Cyber Security Analyst	35-75k
Cyber Incident Response Analyst	45-65k
Cyber Security Manager	100k+
InfoSec Ops Analyst	35-70k
GRC Analyst	35-95k
Penetration Tester	40-75k
SOC Analyst	35-75k
SOC Manager	75-95k

SENIOR APPOINTMENTS	
Job Title	**Salary (€)**
Business Analyst	55-85k
Project Manager (Mid-Level)	65-80k
Project Manager (Senior)	80-95k
Programme Manager	85-110k
Product Owner	60-85k
Product Manager	60-75k
Scrum Master	60-85k
Change Manager	70-90k
Technical Architect	90-110k
Solutions Architect	100-130k
Enterprise Architect	130-150k
Software Engineering Manager	90-120k
VP/Director of Software Engineering	130-180k

Job Title	Experience	Salary (€)
Front End Developer	Junior	30-45k
	Mid-Level	45-70k
	Senior	75-90k
	Lead/Principal/Architect	90k+
Java Developer	Junior	40-55k
	Mid-Level	55-75k
	Senior	80-110k
	Lead/Principal	110k+
Python Developer	Junior	35-55k
	Mid-Level	50-75k
	Senior	75k+
	Lead	90-120k
PHP Developer	Junior	35k
	Mid-Level (no framework experience)	45-50k
	Mid-Level (framework experience)	50-55k
	Senior	60k+
	Senior (Full Stack/Lead)	70k+
C# .Net Software Developer	Junior	35-45k
	Mid-Level	45-65k
	Senior	70-90k
	Lead/Architect	90k+
C# .Net Software Developer Azure / AWS	Junior	35-50k
	Mid-Level	50-75k
	Senior	75-95k
	Principal	95k+
Node.js Developer	Junior	35-45k
	Mid-Level	45-60k
	Senior	60-85k
	Principal	85k+

Job Title	Experience	Salary (€)
C++ Software Developer	Junior	40-50k
	Mid-Level	55-60k
	Senior	65-75k
Embedded Engineer	Junior	45-50k
	Mid-Level	55-60k
	Senior	70-85k
UX / UI Designer	Junior	35-50k
	Mid-Level	50-70k
	Senior	75-90k
	Lead	90k+
	Principal	110k+
Salesforce Analyst	Junior	35-50k
	Mid-Level	50-60k
	Senior	60-85k
Salesforce Developer	Junior	40-50k
	Mid-Level	50-75k
	Senior	75-110k
Mobile Developer (iOS/Android)	Junior	35-40k
	Mid-Level	50-70k
	Senior	70-95k
	Lead/Principal	95-110k

Tax

The PPS system in Ireland consists of a series of tax brackets which determines the rate of tax you pay on your annual salary. Most employees will pay tax through the Pay As You Earn (PAYE) system and this depends on the amount of income you earn and personal circumstances. You will also pay the Universal Social Charge (USC) and PRSI (social insurance) on your income.

Education

The Irish Education system is divided into three levels; Primary, Secondary and Higher Education. School is compulsory for all children aged between 6-16. Children are entitled to free Primary and Secondary education in Ireland but will have to pay for their uniform, books, and school trips etc.

Healthcare

Someone who is living in Ireland for at least one year is considered by the HSE to be either Category 1 or 2 in terms of eligibility for health services. Dependants of these individuals must contact the HSE to confirm their eligibility.

Category 1 – Individuals with Medical Cards

Medical cards allow people to get a wide range of health services and medicines free of charge.

Category 2 – Individuals without Medical Cards

People who do not have medical cards can still access a wide range of health services, either free of charge or at a reduced cost.

Country Codes & Emergency Numbers

Ireland's country code +353 will allow you to call Ireland from another country. The code +44 will allow you to make calls to the UK, including Northern Ireland. The emergency number for both Ireland and Northern Ireland is 999.

Section 2 – Documentation

Before you leave your home country, you will need to bring several documents with you to live and work in Ireland;

- **2 Forms of Photographic ID**

  This could be in the form of a passport and driver's licence.

- **Work Permit**

  If you are from an EU member state or one of the countries from the EEA or Switzerland, you are entitled to work in Ireland and do not need an employment permit. Your dependents are also entitled to come and live with you.

  If you are from another country, you will have to apply for an employment permit. There are several different options depending upon where you are coming from and what kind of work you will be doing in Ireland. More information on these permits can be found online from the Department of Business, Enterprise, and Innovation.

Section 3 – Arriving in Ireland

PPS

One of the first things you need to do when you arrive in Ireland is to get a PPS (Personal Public Service Number) from your local Social Welfare Office. This unique reference number is for all dealings with the public service that helps you access social welfare services, public services and information. You need to give it to your employer for your taxes and revenue and you need it to be able to set up a bank account in Ireland. You will be required to provide your passport and proof of address in Ireland to obtain your PPS.

Setting up a Bank Account

After receiving your PPS, you will be able to set up your bank account in Ireland. To set up a bank account, you will have to call into the branch of the bank of your choice. You will need to bring two forms of ID, one of which should be a valid form of photo ID (passport, driving licence or national identity card) and a document to prove your address e.g. a recent utility bill or bank statement.

The main Irish banks include;

Bank of Ireland · AIB · permanent tsb · Danske Bank

Accommodation

The easiest way to look for accommodation in Ireland is visiting real estate agencies or looking online. The most common websites include;

daft.ie Ireland's Biggest Property Website

Let.ie

property.ie

PropertyPal.com

You will normally be required to be in Ireland to secure accommodation. The quality of rented accommodation may vary so you should view the property before making any commitments. Tenants normally pay rent monthly in advance and an initial deposit of one or two months' rent may be required.

Public Transport

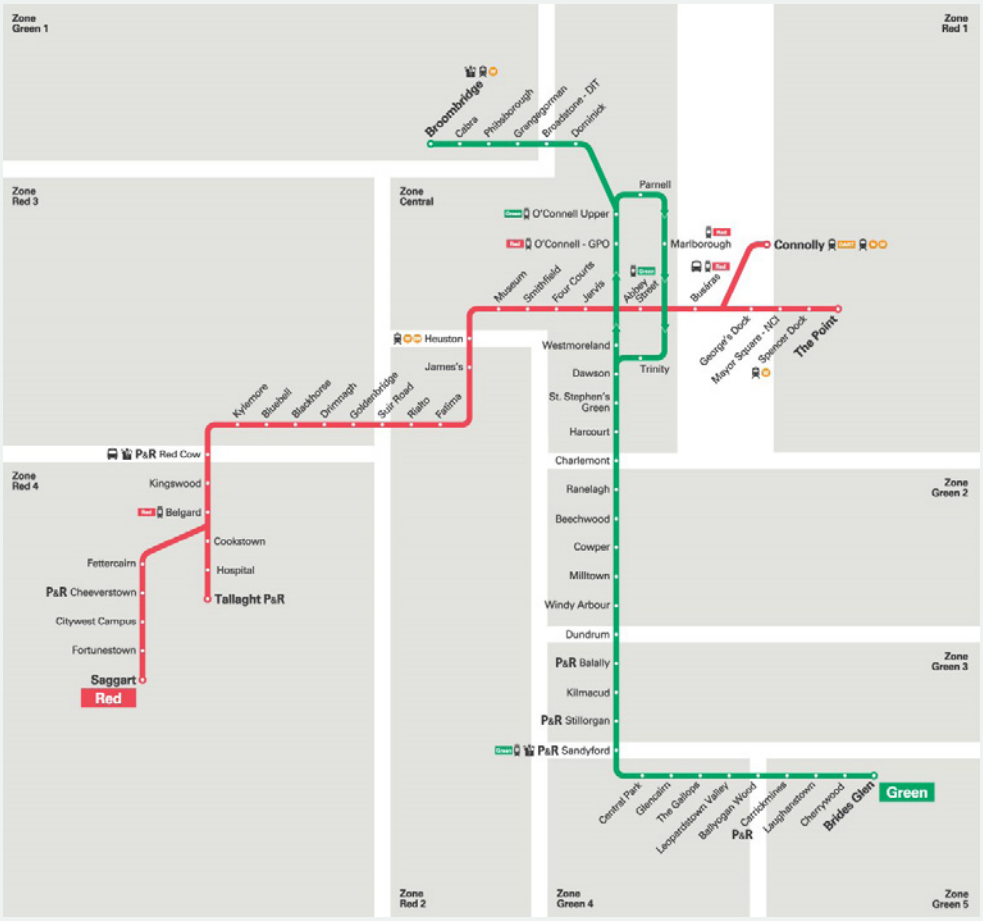
There are several public transport options available to people who are travelling around Ireland.

DART

The DART (Dublin Area Rapid Transport) runs along the coast of the Irish Sea from Malahide or Howth in North Dublin to Greystones in County Wicklow. Passengers can purchase pre-paid tickets and avail of discounts or they can pay in cash.

LUAS

The Luas (Irish word meaning speed) is a light rail transit (LRT) system that operates on two separate tramlines, known as the Green line and the Red line. Passengers can purchase tickets at street-side vending machines as single/ return journeys or flexi-tickets that will cover a duration of 7 or 30 days.



Source: luas.ie

Bus Éireann provide several bus services to a variety of locations throughout Ireland. They provide city bus services in Cork, Galway, Limerick and Waterford, town services in Athlone, Balbriggan, Drogheda, Dundalk, Navan and Sligo and commuter bus services radiating from Dublin, Cork, Limerick, Galway, and Waterford.

Driving in Ireland

In Ireland, people drive on the left side of the road and the driver's side is on the right side of the car.

If you have a driving licence that is issued by an EU/EEA member state, you can drive in Ireland if your existing licence is valid. However, if you are from a country that is outside the EU/EEA member state and you wish to drive in Ireland, you will have to obtain a driver's licence in Ireland.

Section 4 – Finding a Job

Once you have settled into life in Ireland, you will begin to look for a job. We at Reperio Human Capital can help!

We recruit across permanent and contract requirements and have access to an extensive pool of IT professionals actively seeking new roles.

Our philosophy is based on quality, understanding requirements and providing strategic market and real business knowledge which sets us apart from our competitors.

We ensure maximised speed of placement and a streamlined process through our proven best practice processes, procedures and innovative solutions.

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