



# 2022 Contractor Rate Guide

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STEM roles in Life Science, Medical Device,  
Pharmaceuticals, and Hi-Tech Manufacturing



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# Executive Summary

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HERO is a STEM (Science, Technology, Engineering & Maths) contracting specialist in Ireland.

Knowing the right day rates or hourly rates to pay your specialised STEM contractors can be difficult as a hiring manager or HR department; equally, for an independent STEM contract, it is hard to know what companies are paying for your talent and expertise.

HERO has compiled Ireland's most comprehensive STEM Rate Guide of the average day or hourly rates currently being paid to experts in Engineering, Science and Technology.

STEM contracting pay rates in Ireland can vary from one company to another and often depend on the level of niche expertise, contract location, supply and demand for the skill, urgency of the vacancy and unique value an independent contractor can bring to a team.

We would like to share our in-depth knowledge, along with the valuable data insights we have gathered over the past 24 years working as Ireland's leading

STEM contracting recruitment provider.

In this rate guide, we support our clients in benchmarking their contractor pay rates by providing a detailed list of the job titles and average pay rates being paid to independent contractors across Ireland. We also provide independent STEM contractors with a benchmark on the average pay rates offered to people in their area of expertise.

**The information we have provided in our Contractor Rate Guide 2022 was carefully compiled from our 24 years of market knowledge in contracting talent, along with the specialised knowledge of our expert partners in accounting for independent contractors, Contracting Plus and Fenero.**

We're passionate about talent. Talk to our team of professionals in Cork, Galway or Dublin today to find the expert talent needed in your team or your next great contracting job opportunity.



All the best,

*Reisin McNamara*

# Research & Development



Job Title	Years of Experience	Rate per hour (€)
<b>R&amp;D Consultant</b>	0-5 years	55-75
	5+ years	75-100
<b>R&amp;D Manager</b>	0-5 years	55-65
	5+ years	65-80
<b>NPD Manager</b>	0-5 years	50-60
	5+ years	60-70
<b>NPI Project Manager</b>	0-5 years	45-55
	5+ years	55-70
<b>R&amp;D Engineer</b>	0-5 years	25-38
	5+ years	38-52
<b>Materials Engineer</b>	0-5 years	28-35
	5+ years	35-55
<b>Biomedical Engineer</b>	0-5 years	30-40
	5+ years	40-60
<b>Design Engineer</b>	0-5 years	25-38
	5+ years	35-55
<b>R&amp;D Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Design Technician</b>	0-5 years	18-22
	5+ years	22-30

# Facilities & Maintenance



Job Title	Years of Experience	Rate per hour (€)
Facilities Manager	0-5 years	40-50
	5+ years	50-60
Facilities Engineer	0-5 years	30-40
	5+ years	40-55
Maintenance Manager	0-5 years	40-50
	5+ years	50-60
Maintenance Engineer	0-5 years	30-40
	5+ years	40-60
Technical Services Manager	0-5 years	45-55
	5+ years	55-65
Technical Services Engineer	0-5 years	35-45
	5+ years	45-55
Field Service Engineer	0-5 years	30-40
	5+ years	40-50
Calibration Engineer	0-5 years	28-40
	5+ years	40-50
Facilities Technician	0-5 years	18-25
	5+ years	25-31
Maintenance Technician	0-5 years	18-25
	5+ years	25-31
Calibration Technician	0-5 years	18-25
	5+ years	25-31

# Production & Operations

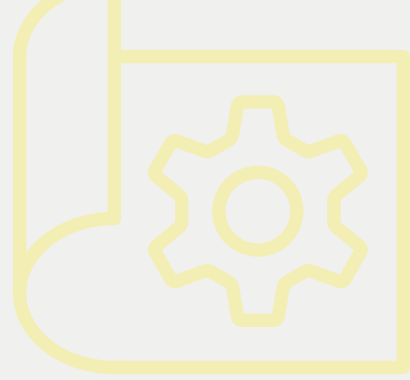


Job Title	Years of Experience	Rate per hour (€)
<b>Operational Excellence Consultant</b>	0-5 years	50-60
	5+ years	60-70
<b>Operational Excellence Manager</b>	0-5 years	50-60
	5+ years	60-70
<b>Operations Manager</b>	0-5 years	45-55
	5+ years	55-65
<b>Production Manager</b>	0-5 years	40-50
	5+ years	50-60



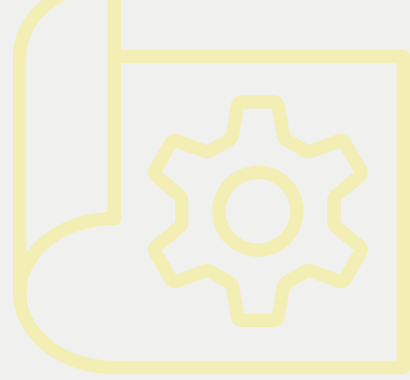


# Engineering



Job Title	Years of Experience	Rate per hour (€)
<b>Project Engineering Consultant</b>	0-5 years	55 -65
	5+ years	65-85
<b>Programme Manager</b>	0-5 years	40-50
	5+ years	50-80
<b>Engineering Manager</b>	0-5 years	50-60
	5+ years	60-80
<b>Project Manager</b>	0-5 years	40-55
	5+ years	55-65
<b>Project Lead</b>	0-5 years	35-45
	5+ years	45-55
<b>Project Engineer</b>	0-5 years	20-35
	5+ years	35-55
<b>Process Engineer</b>	0-5 years	20-35
	5+ years	35-60
<b>Manufacturing Engineer</b>	0-5 years	20-35
	5+ years	35-60
<b>Industrial Engineer</b>	0-5 years	20-35
	5+ years	35-60
<b>Mechanical Engineer</b>	0-5 years	25-40
	5+ years	40-65
<b>Packaging Engineer</b>	0-5 years	25-35
	5+ years	35-50

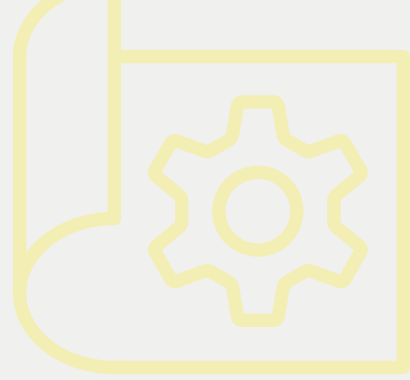
# Engineering



Job Title	Years of Experience	Rate per hour (€)
<b>Electronic Engineer</b>	0-5 years	20-35
	5+ years	35-55
<b>Automation Engineer</b>	0-5 years	30-65
	5+ years	65-90+
<b>Electrical Engineer</b>	0-5 years	30-45
	5+ years	45-60
<b>Controls Engineer</b>	0-5 years	25-40
	5+ years	40-60
<b>Equipment Engineer</b>	0-5 years	30-40
	5+ years	40-60
<b>Continuous Improvement Engineer / Lean Engineer</b>	0-5 years	28-35
	5+ years	35-55
<b>NPI Engineer</b>	0-5 years	25-35
	5+ years	35-50
<b>Reliability Engineer</b>	0-5 years	25-35
	5+ years	35-50
<b>Chemical Engineer</b>	0-5 years	30-40
	5+ years	35-55
<b>Polymer Engineer</b>	0-5 years	30-40
	5+ years	40-65+
<b>Moulding Engineer</b>	0-5 years	25-40
	5+ years	40-60

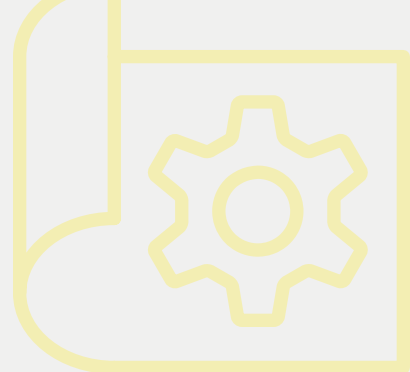


# Engineering



Job Title	Years of Experience	Rate per hour (€)
<b>Extrusion Engineer</b>	0-5 years	25-40
	5+ years	40-60
<b>Instrumentation Engineer</b>	0-5 years	20-35
	5+ years	35-55
<b>Test Engineer</b>	0-5 years	20-35
	5+ years	35-50
<b>Process Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Manufacturing Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Mechanical Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Packaging Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Electronic Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Automation Technician</b>	0-5 years	20-25
	5+ years	25-32
<b>Electrical Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Controls Technician</b>	0-5 years	20-25
	5+ years	25-32

# Engineering



Job Title	Years of Experience	Rate per hour (€)
<b>Equipment Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>NPI Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Reliability Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Chemical Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Polymer Technician</b>	0-5 years	20-25
	5+ years	25-32
<b>Moulding Technician</b>	0-5 years	18-25
	5+ years	25-32
<b>Extrusion Technician</b>	0-5 years	18-25
	5+ years	25-32
<b>CAD Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Instrumentation Technician</b>	0-5 years	18-22
	5+ years	22-30
<b>Test Technician</b>	0-5 years	18-22
	5+ years	22-30

# Quality Assurance



Job Title	Years of Experience	Rate per hour (€)
Quality Manager	0-5 years	45-70
	5+ years	70-90
Design Assurance Manager	0-5 years	45-70
	5+ years	70-90
Quality Engineer	0-5 years	24-36
	5+ years	37-68
Quality Technician	0-5 years	18-26
	5+ years	27-32
QA QC Manager	0-5 years	45-70
	5+ years	70-90
QA QC Analyst	0-5 years	18-25
	5+ years	25-35
QC Analyst	0-5 years	18-25
	5+ years	25-35
QA Specialist	0-5 years	22-30
	5+ years	30-40
QA Engineer	0-5 years	24-36
	5+ years	37-68
Design Assurance Engineer	0-5 years	30-40
	5+ years	40-50
Design Assurance Technician	0-5 years	18-26
	5+ years	27-32

# Quality Assurance



Job Title	Years of Experience	Rate per hour (€)
<b>Supplier Quality Manager</b>	0-5 years	45-70
	5+ years	70-90
<b>Supplier Quality Engineer</b>	0-5 years	26-36
	5+ years	37-50
<b>Complaints Specialist</b>	0-5 years	25-40
	5+ years	40-60
<b>Technical Writer</b>	0-5 years	22-30
	5+ years	30-35
<b>Documentation Controller</b>	0-5 years	18-25
	5+ years	25-30
<b>Qualified Person (QP)</b>	0-5 years	40-70
	5+ years	70-100
<b>QA Auditor</b>	0-5 years	20-35
	5+ years	35-60



# Science & Analytics



Job Title	Years of Experience	Rate per hour (€)
Laboratory Manager	0-5 years	32-37
	5+ years	38-45
Laboratory Technician	0-5 years	13-16
	5+ years	16-20
Process Scientist	0-5 years	22-30
	5+ years	30-35
Microbiologist	0-5 years	20-35
	5+ years	35-45
Analytical Chemist	0-5 years	21-29
	5+ years	30-35
Biochemist	0-5 years	22-28
	5+ years	29-35
Cell Culture Scientist	0-5 years	22-35
	5+ years	36-55
LIMS Administrator	0-5 years	22-30
	5+ years	30-35
Formulation Scientist	0-5 years	25-35
	5+ years	35-42
Validation Consultant	0-5 years	45-60
	5+ years	60-100
Validation Manager	0-5 years	45-65
	5+ years	65-90

# Science & Analytics



Job Title	Years of Experience	Rate per hour (€)
Validation Engineer	0-5 years	25-40
	5+ years	40-80
Validation Technician	0-5 years	20-30
	5+ years	30-40
Quality Validation Specialist	0-5 years	25-40
	5+ years	40-70
Computer Systems Validation Engineer (CSV)	0-5 years	45-60
	5+ years	60-85
CQV / C&Q Engineer	0-5 years	32-50
	5+ years	50-87
Sterilization Engineer	0-5 years	30-65
	5+ years	65-90+





# Regulatory Affairs



Job Title	Years of Experience	Rate per hour (€)
Regulatory Affairs Consultant	0-5 years	45-60
	5+ years	60-90
Regulatory Affairs Manager	0-5 years	40-60
	5+ years	60-80
Regulatory Affairs Specialist	0-5 years	30-45
	5+ years	45-60
Compliance Auditor	0-5 years	20-35
	5+ years	35-60





# EHS



Job Title	Years of Experience	Rate per hour (€)
EHS Consultant	0-5 years	45-55
	5+ years	55-75
EHS Manager	0-5 years	40-50
	5+ years	50-70
EHS Engineer / Specialist	0-5 years	30-40
	5+ years	40-55
Environmental Engineer	0-5 years	30-40
	5+ years	40-55



# IT



Job Title	Years of Experience	Daily Rate (€)
IT Director	0-5 years	575-800
	5+ years	800-950+
IT Manager	0-5 years	350-450
	5+ years	450-680
Infrastructure Manager	0-5 years	300-400
	5+ years	400-650
IT Program Manager	0-5 years	500-600
	5+ years	600-800+
Test Manager	0-5 years	300-400
	5+ years	400-600
IT Project Manager	0-5 years	400-500
	5+ years	500-550+
Service Delivery Manager	0-5 years	300-500
	5+ years	500-650
Software Developer Manager	0-5 years	450-600
	5+ years	600-850+
Solution Architect	0-5 years	450-550
	5+ years	550-700
Cloud Architect	0-5 years	400-600
	5+ years	600-750
Product Manager	0-5 years	400-550
	5+ years	550-650



Job Title	Years of Experience	Daily Rate (€)
<b>Product Owner</b>	0-5 years	300-450
	5+ years	450-550
<b>Scrum Master</b>	0-5 years	350-500
	5+ years	500-650
<b>Agile Coach</b>	0-5 years	400-550
	5+ years	550-750
<b>Software Developer</b>	0-5 years	250-400
	5+ years	400-650
<b>Java Developer</b>	0-5 years	250-350
	5+ years	350-550
<b>C/C++ Developer</b>	0-5 years	250-350
	5+ years	350-550
<b>C#/VB.Net/Asp.Net/.Net</b>	0-5 years	250-350
	5+ years	350-550
<b>Front End Developer</b>	0-5 years	250-400
	5+ years	400-500
<b>PHP/Web Developer</b>	0-5 years	250-400
	5+ years	400-500
<b>Full Stack Developer</b>	0-5 years	300-450
	5+ years	450-600
<b>Python Developer</b>	0-5 years	300-450
	5+ years	450-600

# IT



Job Title	Years of Experience	Daily Rate (€)
Cloud Developer	0-5 years	300-450
	5+ years	450-600
DevOps	0-5 years	300-450
	5+ years	450-600
Business Analyst	0-5 years	225-400
	5+ years	400-550
Business Intelligence Analyst	0-5 years	200-350
	5+ years	350-450
Data Analyst	0-5 years	200-350
	5+ years	350-450
Data Scientist	0-5 years	250-450
	5+ years	450-600
Machine Learning Engineer	0-5 years	300-500
	5+ years	500-650
QA Engineer	0-5 years	200-250
	5+ years	250-400
Automated Test Engineer	0-5 years	250-300
	5+ years	300-500
CSV Engineer	0-5 years	250-400
	5+ years	400-600+
Product Designer	0-5 years	300-450
	5+ years	450-575

# IT



Job Title	Years of Experience	Daily Rate (€)
<b>UI/UX Designer</b>	0-5 years	250-400
	5+ years	400-550
<b>Database Administrator</b>	0-5 years	300-400
	5+ years	400-500
<b>Network Specialist</b>	0-5 years	250-300
	5+ years	350-450
<b>Cyber Security Architect</b>	0-5 years	450-600
	5+ years	600-700
<b>Cyber Security Engineer</b>	0-5 years	300-400
	5+ years	400-600
<b>Site Reliability Manager</b>	0-5 years	350-450
	5+ years	450-600
<b>Site Reliability Engineer</b>	0-5 years	300-425
	5+ years	425-570
<b>System Analyst</b>	0-5 years	225-400
	5+ years	400-500
<b>Systems Administrator</b>	0-5 years	175-300
	5+ years	300-500
<b>Network Engineer</b>	0-5 years	175-300
	5+ years	300-500
<b>Infrastructure Engineer</b>	0-5 years	175-300
	5+ years	300-500



# IT



Job Title	Years of Experience	Daily Rate (€)
IT Support Engineer	0-5 years	130-250
	5+ years	250-300
Helpdesk Support	0-5 years	125-175
	5+ years	175-225
Data Centre Engineer	0-5 years	300-450
	5+ years	450-550





# Insights

In the wake of Covid-19, employers have been creating more contract roles. Contracting has also rapidly increased in popularity as a way of working for many talented professionals in Ireland and globally. As more people opt for project-based work over a traditional job, and as the war for top talent continues, companies who include contractors as part of their overall workforce have access to a far wider talent pool than their competitors.



# WHAT IS IMPORTANT TO CONTRACTORS IN 2022?

## 1. Balance



33%

*(Percentage of people surveyed who said 'flexibility' is the most important factor when choosing their next contract role)*

Since the pandemic struck, flexibility is high on the agenda for contractors. Key considerations include:

- Ability to work remotely
- Total number of hours worked
- Flexibility in when hours are worked
- Commute time to office

## 2. Security



26%

*(Percentage of people surveyed who said 'security' is the most important factor when choosing their next contract role)*

For candidates new to contracting, a 12-month initial contract provides security around the stability of income. For existing contractors, it's important to have proactive communication about contract renewals and regular feedback on performance.

## 3. Rewards



26%

*(Percentage of people surveyed who said 'daily contractor rates' are the most important factor when choosing their next contract role)*

The benefits of daily rates, after-tax take home pay and the offset of traditional benefits from permanent roles are influential in making a decision on contracting.

More contractors will consider longevity of contracts of at least equal importance to earnings.

## 4. Experience



14%

*(Percentage of people surveyed who said the ability to gain 'experience' or 'client culture' are the most important factors when choosing their next contract role)*

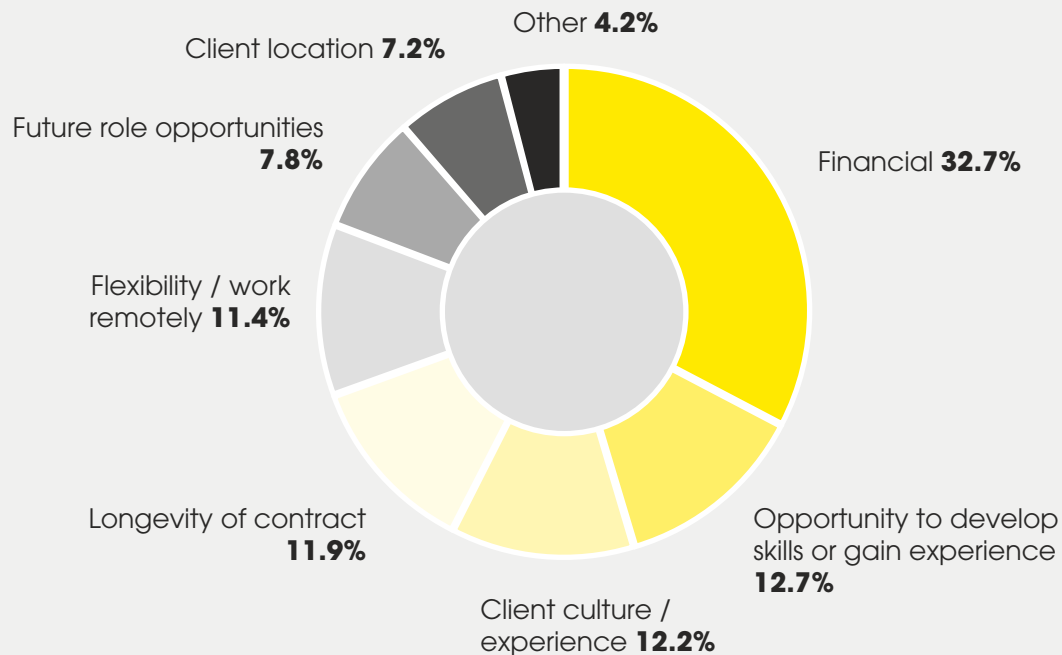
Although contractors are not permanent employees, they wish to feel an equally valued part of the team and culture during their tenure. Key factors include:

- How contractors are treated compared to permanent counterparts
- The ability to gain new work experience
- Culture of client company

## ■ KEY PRIORITIES FOR CONTRACTORS IN 2022

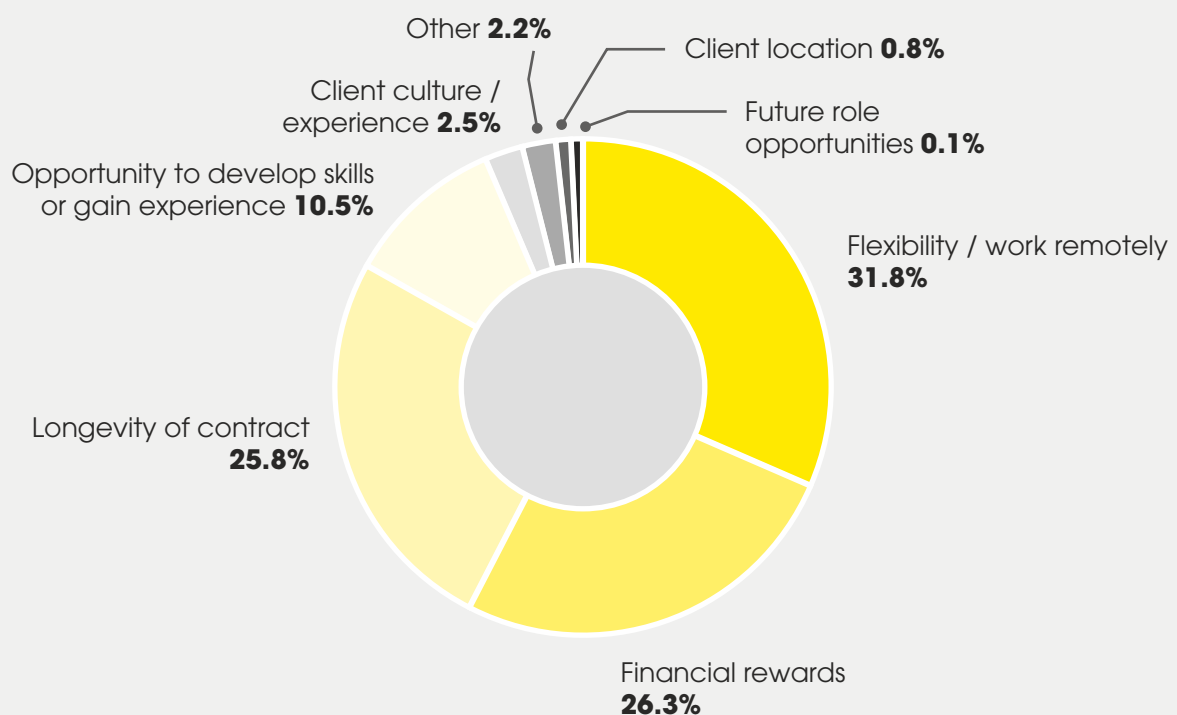
### Attitudes during 2021:

What was the most important factor when considering a contract role?

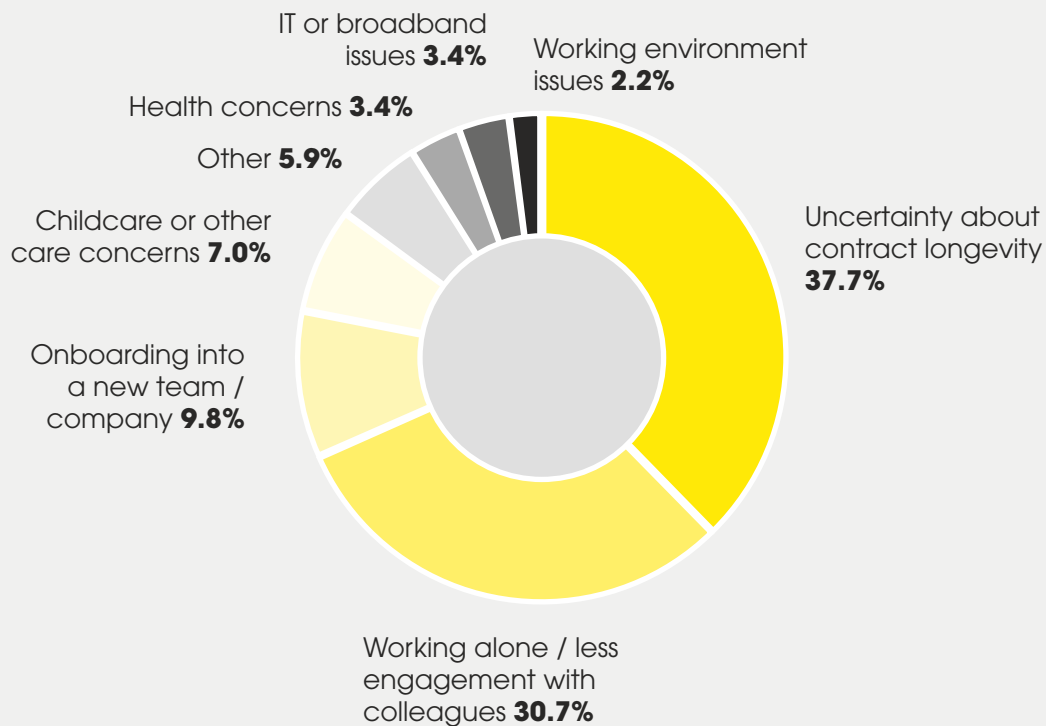


### Attitudes going into 2022:

What will you value most from a contract in 2022?



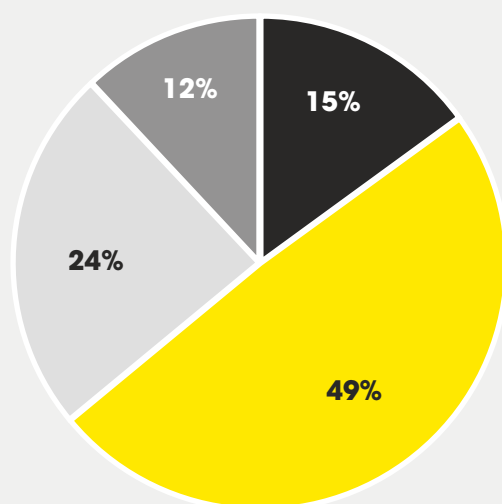
## What are the biggest challenges you see working as a contractor in 2022?



## ■ PHARMA, MED DEVICE & LIFE SCIENCE STATS

In the first half of 2021, there was a 19% increase in new contractor numbers in the Pharma, Med Device and Life Science industry compared to 2020.

Age Profile Breakdown:

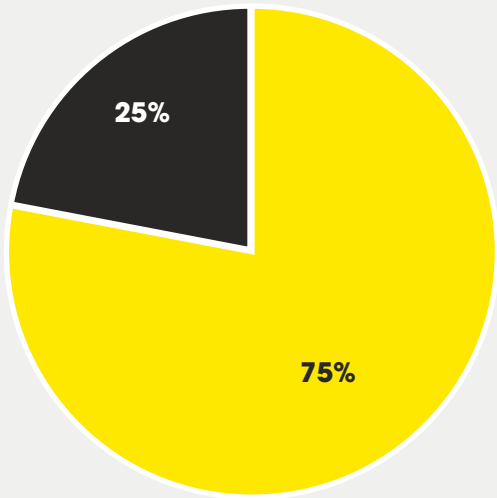


### Ireland's Project Economy, independent research carried out by Trinity College Dublin, revealed that:

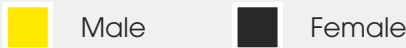
Over 60s are earning more in the contracting sector, with higher day rates charged and highest annual earnings amongst all age groups. This trend isn't altogether surprising given that professional contractors are highly skilled individuals who offer huge value to companies with the experience and expertise they bring.



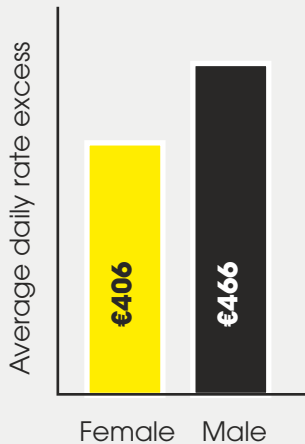
Gender Breakdown:



The gender pay gap is smaller in the contracting industry than in the general Irish labour market. An 8% gender pay gap was reported, with average day rates of €471 reported for female contractors and €510 for male contractors. The contracting industry is still male dominated, with a general 75/25 (male/female) split, although there has been an increase in female contractors in recent years as this was closer to 80/20 (male/female) back in 2018.

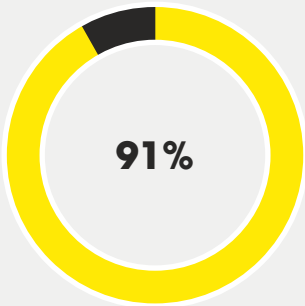


**IRELAND'S PROJECT ECONOMY – PHARMA / LIFE SCIENCE / MED DEVICES**



Two-thirds of Pharma, Life Science and Medical Device contractors reported daily rates in excess of €400, with the average at €406 for female contractors and €466 for male contractors.

91% of Pharma (Life Science and Med Device) contractors surveyed agreed that their experience is in demand in the labour market.



■ **IRELAND'S PROJECT ECONOMY - ENGINEERING & TECHNICAL ACTIVITIES**

# 20 Months

The average **contract length** in the **Engineering and Technical Activities sector**

# 14 Months

The average **contract length** in the **overall contracting industry**



Source: Ireland's Project Economy





## Contact us

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