

frs
recruitment

We work for you.

**MANUFACTURING
&
ENGINEERING**
Insights Report

October 2021

www.frsrecruitment.com
info@frsrecruitment.com

Dublin, Limerick, Galway, Cork
Kilkenny, Kerry, Tipperary, Offaly, Cavan



SCAN ME

The Technical Engineering Team at FRS Recruitment

FRS Recruitment is one of the leading recruitment businesses operating in Ireland. They have 10 offices nationwide, with locations in Dublin, Cork, Galway, Tipperary, Limerick, Kerry, Kilkenny, Offaly, Cavan and Roscommon. A 100% Irish business, FRS Recruitment is part of the FRS Network – the social enterprise co-operative. Further information is available on www.frsrecruitment.com

We assign specialist recruiters with an extensive knowledge of the manufacturing, scientific and engineering market. Taking a specialist approach provides employers with real confidence, knowing that their FRS Recruiter is highly knowledgeable and well connected to the right candidates.

Our technical engineering recruiters are fully supported by a dedicated inhouse compliance team ensuring all standards for on boarding are fully met. Full support is provided to international candidates placed into jobs in Ireland, by providing expert work permit, registration and relocation services.

Looking to hire scientific, manufacturing and engineering staff for your organisation? Contact one of our specialist recruiters below or email info@frsrecruitment.com

Meet the Manufacturing & Engineering Team

| | | | | |
|--|---|--|--|---|
|  Gwen Leyden Head of Tech Eng |  Feargus Young Principal Recruitment Consultant |  Mandy Devlin Principal Recruitment Consultant |  Felicity Farrell Senior Recruitment Consultant |  Kerry Rickard Principal Recruitment Consultant |
|  Rachael Pando Senior Recruitment Consultant |  Richard O'Sullivan Senior Recruitment Consultant |  Joyce Coffey Team Lead |  Laura McInerney Senior Recruitment Consultant |  Eoin Looney Recruitment Administrator |
|  Freddie Tindall Junior Recruiter |  Ciara Burke Junior Recruiter | | | |

Overview

Engineering is all about solutions. As the partial quote goes, “engineers like to solve problems”.

But what do you do when the challenge is a lack of engineers? Well then you need to talk to the Technical Engineering team at FRS Recruitment.

This is the very real situation that is facing employers in the market at the moment – a situation that is likely to remain the same throughout the medium term. If we are identifying the problem then it is a simple, but fundamentally important one. Demand is strongly outstripping supply and the result is that we now have a candidate driven market.

Vacancies are substantially up and continuing to grow. A trend we expect to continue for some time to come. Yet, simultaneously the number of applications from suitable candidates has actually been decreasing.

From an employer in need perspective, this is the perfect storm.

This isn't just the situation in one or two sub sectors either – it is practically across the board. There is no doubt around whether more qualified candidates are needed in each sub sector – a better question is just how deep is the level of demand?

Whether it is biopharma, gene therapy, electronics, food, plastics, general engineering or other scientific focused roles – there is a really strong need for qualified personnel on an almost universal level.

The same applies to technician roles too, whether science focused or those involved in maintenance, plumbing, electrical or some other discipline.

Equally, there aren't too many regional variations in that demand either. Yes, the business clusters near the main cities are busier, as you would expect, given that there is a higher density of potential employers in those areas.

But such is the need at the moment for the right candidate, those with the necessary qualifications and experience should be able to choose a role that facilitates their living in whatever part of the country they desire.

When you get a universal level of demand, then creative solutions are necessary and that has opened up more employers to the prospect of utilising contract/ temporary staff. Nature abhors a vacuum after all and so do employers with technical engineering roles they badly need to fill. In this employment market any solution is being considered and where that might necessitate a short term fix then many employers are embracing it.

Of course employers are starting to recognise that they have to adapt to the needs of the market. Facilitating remote working and utilising hybrid work models, where possible, are

increasingly being used to entice potential employees. It is true that this has been a common occurrence across most of the Irish jobs' market on the back of the pandemic, but it is also true that we are seeing a greater emphasis on this approach throughout the technical engineering sector.

This is just one part of the carrot that employers are creating to attract the right candidates. Attractive salaries and other aspects of remuneration are definitely subject to negotiation at present. In fact with the relative shortage of available personnel in the market, getting these incentives right are one of the key challenges facing employers.

The candidates hold the cards in this market and they know it. They are also not reluctant to play one potential employer off another. That is why knowing what is realistic and what isn't is essential in this marketplace. No one wants to get outbid for the sake of a small variable, but equally no one wants to get taken advantage of either.

One of the key factors behind the insufficient number of candidates in the market was the reluctance of those in good jobs to change roles in the midst of the pandemic. With the country moving towards a post pandemic environment, that is no longer the anchor it once was but an increased level of movement within the sector has yet to materialise.

Key to that has been the adjustments made by some smart employers. They have used this time as an opportunity to improve their staff retention capabilities.

For most businesses or organisations, the first line of defence is to ensure that existing personnel remain. Usually that means providing these highly sought after individuals with the salary packages and career growth opportunities they are after. Afterall, if the employer can keep an already highly qualified person on board then that's one less, difficult to plug gap that will have to be addressed.

Blockages also exist for lower paying jobs in the sector, with the Pandemic Unemployment Payments (PUP) acting as a disincentive to a portion of the market. However as those payments diminish and are phased out, we do anticipate a greater level of applications for those lower paying roles.

Overall, anyone involved in this sector knows that the method you employ to address a problem needs to be structured around the resources available. Which is why smart engineers use specialists and why smart employers use FRS Recruitment.

At FRS Recruitment we understand the market and we can see how it is evolving in real time. We know what an employer needs to do to stand out in a crowded field.

We know what the right candidates are looking for, both in terms of opportunity and the package to go with it. We know how to connect your company with suitably qualified personnel. We know what your competition is doing and how to stay ahead of them. We even know what you need to do to retain your current team members.

When you face a difficult market, expertise really matters.

That is why so many companies and organisations in this sector trust our Technical Engineering team at FRS Recruitment. It is also why we'd be delighted to help you address all your staffing needs.

In a sector of problem solvers, you could consider us the recruitment engineers.

Looking to hire technical engineering talent? Contact the FRS Recruitment Technical Engineering Team on info@frsrecruitment.com

Market Salaries

| Top Manufacturing and Engineering Salaries for 2021 | 1+years (junior) | 3+years (mid-level) | 5+ years (senior) |
|--|-------------------------|----------------------------|--------------------------|
| Fitter | €38k | €45k | €50k |
| Maintenance Electrician | €40k | €45k | €55k |
| Welder | €34k | €40k | €45k |
| Buyer – Engineering | €40k | €45k | €55-60k |
| E+I Technician | €38k | €40k | €52k |
| Maintenance Technician | €38k | €40k | €48-50k |
| Maintenance Engineer | €38k | €43-45k | €48-50k |
| Maintenance Manager | €50k | €55k | €65-85k |
| Maintenance Technician | €35k | €40k | €45k |
| Procurement Manager | €50-55k | €55-70k | €70k+ |
| Supply Chain Manager | €50-55k | €55-70k | €70k+ |
| Planner (production/Demand) | €30-35k | €35-45k | €45-60k |
| Logistics/Transport Coordinator | €30-33k | €35-42k | €42-50k |
| EHS Officer/Engineer Supervisor | €35k | €45k | €50k |
| EHS Specialist | €35k | €45k | €50k |
| EHS Manager | €45k | €55k | €65k |
| Electrical/Electronic Engineering | €40k | €55k | €65 |
| Engineering Manager | €50k | €65k | €80-100k |
| Microbiologist | €32-35k | €36-45k | €48-52k |
| Analytical Chemist | €34-37K | €40-45k | €48-55k |
| Lab Instrument Technician | €35-37k | €39-43k | €48-50k |
| Quality Systems Manager | €45-55k | €55-65k | €65-70k |

frs
recruitment

We work
for you.

**SCAN THE CODE AND SIGN
UP TO OUR NEWSLETTER**



www.frsrecruitment.com
info@frsrecruitment.com

Dublin, Limerick, Galway, Cork
Kilkenny, Kerry, Tipperary, Offaly, Cavan