

The NIJobs salary & benefits guide 2025

Unlock the insights you need
to craft a competitive salary
and benefits strategy in 2025



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Market overview

In 2024, Northern Ireland's labour market demonstrated strength and resilience, with the employment rate [reaching record highs](#) in the latter part of the year. Hiring activity has remained steady throughout the last 12 months, with skills shortages driving competition for talent.

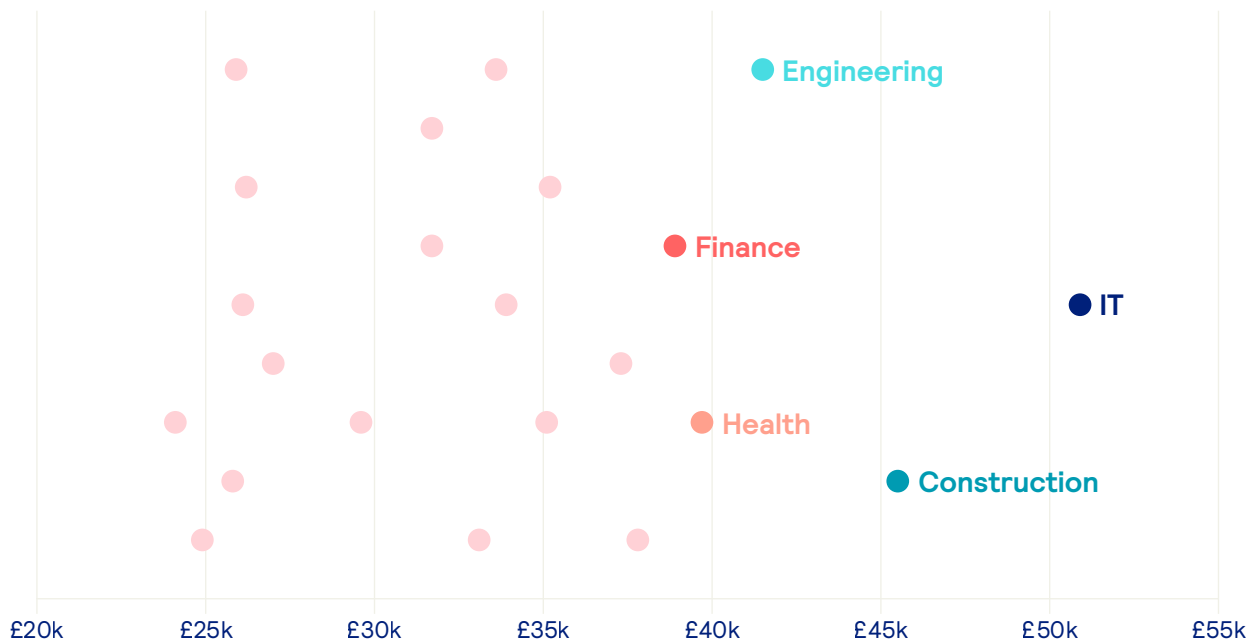
Understanding what jobseekers value most – such as salary, benefits, and work-life balance – is essential for employers. These insights are key to shaping recruitment, employer branding, and retention strategies, giving businesses a competitive edge.

The NIJobs salary and benefits guide offers salary benchmarks and benefits data across key industries, providing clarity on market expectations. For employers, it's a critical resource to refine hiring strategies; for jobseekers, it offers transparency into potential salaries and benefits. In today's competitive market, leveraging these insights will help businesses secure top talent for 2025 and beyond.



Highest paying industries

Average salaries for top five highest paid industries in Northern Ireland.



1st
IT
£50.9k



2nd
Construction
£45.5k



3rd
Engineering
£41.5k



4th
Healthcare
£39.7k



5th
Finance
£38.9k



Accountancy





Accountancy

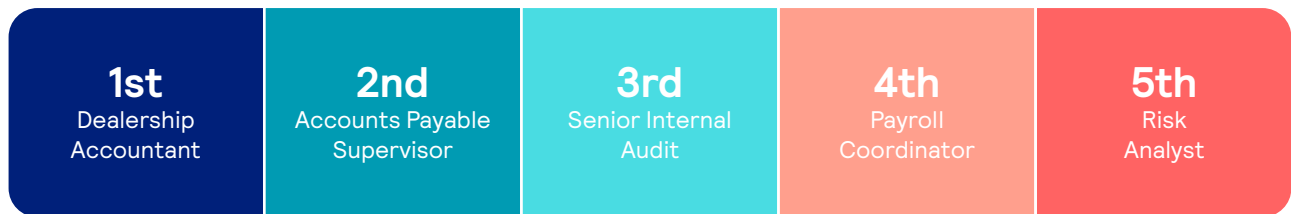
£37.3k

Average salary

The average salaries for the accountancy sector in Northern Ireland in 2024 ranged from £36,795 to £37,855, nationally. Belfast leads as the top-paying city, with salaries ranging from £38,499 to £39,463. Top advertised roles, such as Payroll Administrator and Credit Controller saw notable year-on-year minimum salary increases of 14.6% and 10.7%, respectively.

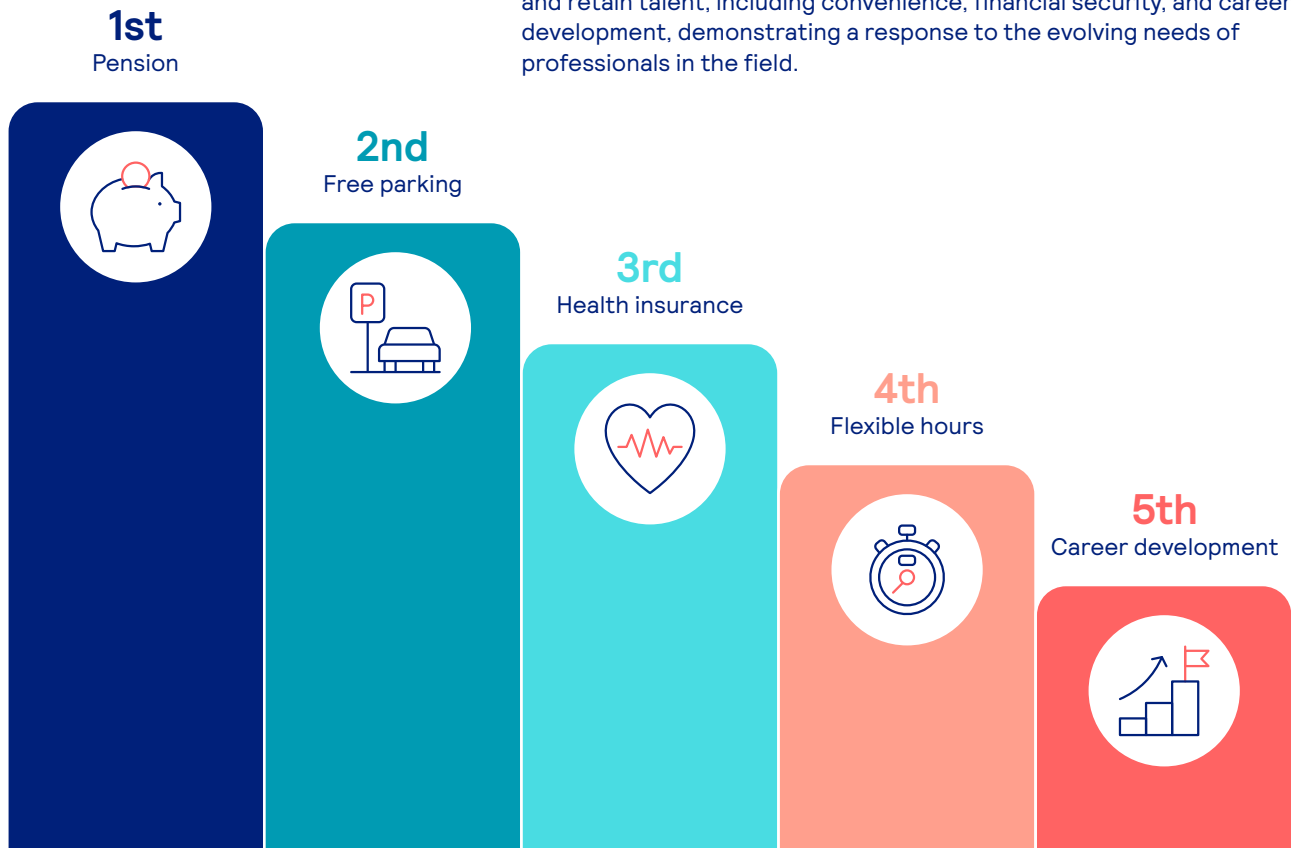
Top trending jobs in the accountancy industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the accountancy industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



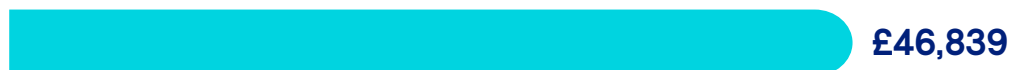
In-demand positions

Average base salaries for the most advertised accountancy jobs in Northern Ireland.

Financial Controller



Management Accountant



Financial Accountant



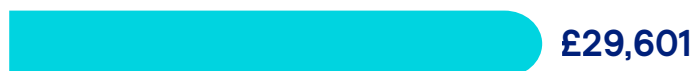
Accountant



Assistant Accountant



Bookkeeper



Payroll Officer



Credit Controller



Payroll Administrator



Accounts Assistant





IT





IT

£50.9k

Average salary

The average salaries for the IT sector in Northern Ireland in 2024 ranged from £49,750 to £52,145, nationally. Belfast leads as the top-paying city, with salaries ranging from £54,124 to £56,632. Top advertised roles, such as QA Engineer saw notable year-on-year minimum salary increases of 11.1%.

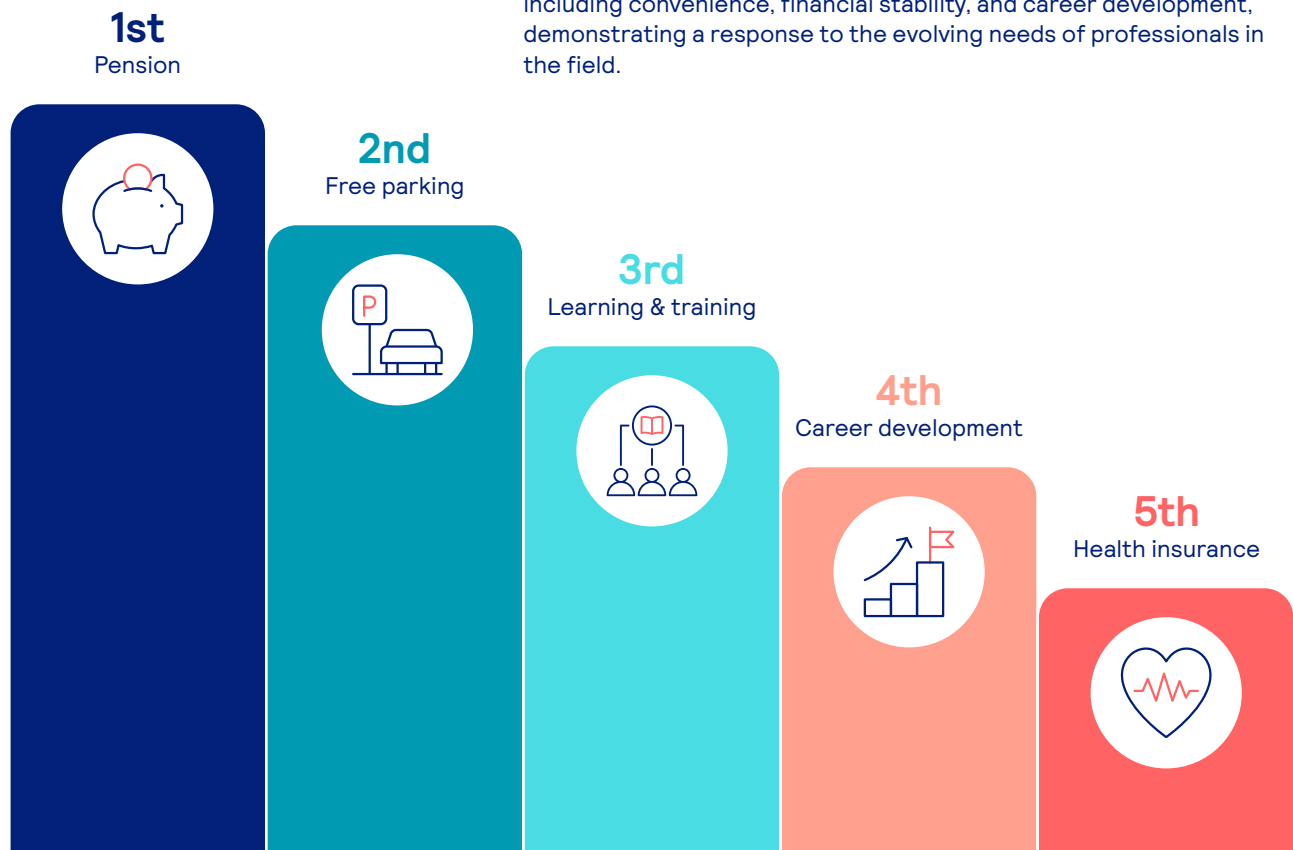
Top trending jobs in the IT industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the IT industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial stability, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised IT jobs in Northern Ireland.

DevOps Engineer



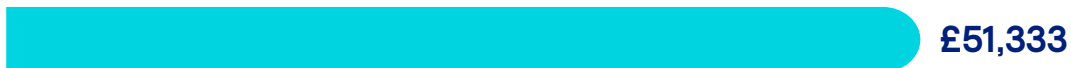
Java Developer



Data Engineer



QA Engineer



Software Engineer



Software Developer



Net Developer



Technical Support Engineer



IT Support Engineer





Construction





Construction

£45.5k

Average salary

The average salaries for the construction sector in Northern Ireland in 2024 ranged from £44,255 to £46,754, nationally. Belfast leads as the top-paying city, with salaries ranging from £43,498 to £45,881. Top advertised roles, such as Health and Safety Officer and Site Manager saw notable year-on-year minimum salary increases of 11.0% and 10.8%, respectively.

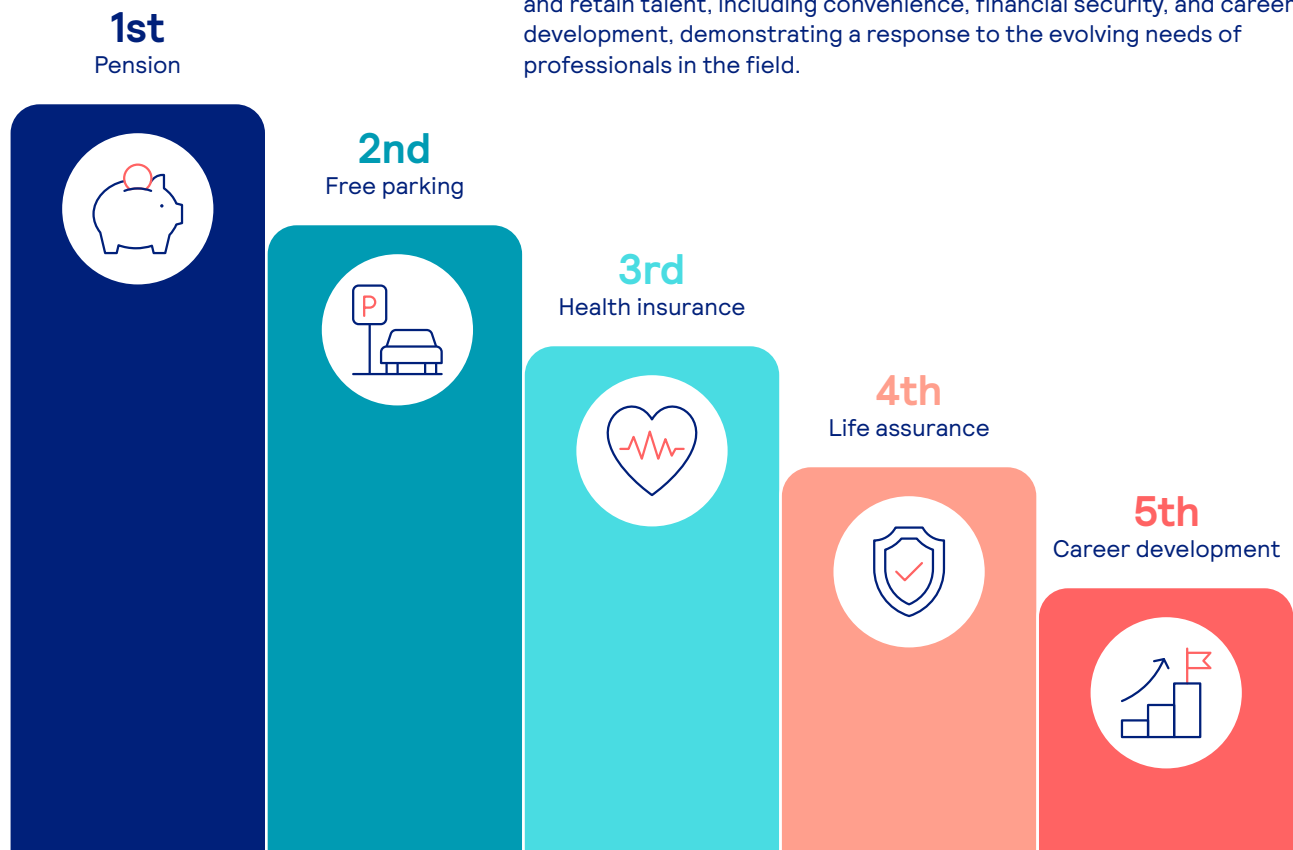
Top trending jobs in the construction industry 2024

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Top advertised benefits

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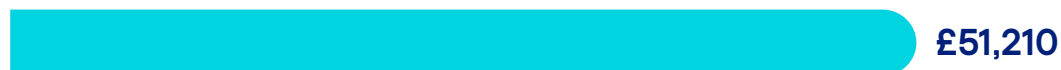
In-demand positions

Average base salaries for the most advertised construction jobs in Northern Ireland.

Senior Quantity Surveyor



Site Manager



Health & Safety Manager



Quantity Surveyor



Estimator



Structural Engineer



Civil Engineer



Health & Safety Officer



Plumber



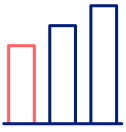
Chartered Surveyor





Finance





Finance

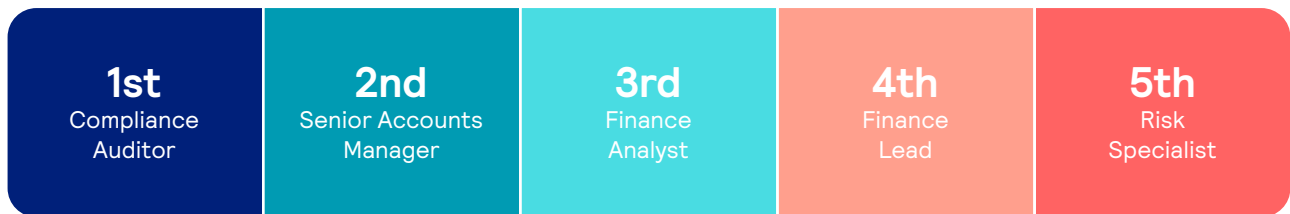
£38.9k

Average salary

The average salaries for the finance sector in Northern Ireland in 2024 ranged from £38,437 to £39,506, nationally. Belfast leads as the top-paying city, with salaries ranging from £40,049 to £41,233. Top advertised roles, such as Compliance Officer and Finance Administrator saw notable year-on-year minimum salary increases of 37.5% and 16.1%, respectively.

Top trending jobs in the finance industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the finance industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and work-life balance, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised finance jobs in Northern Ireland.

Head of Finance



Finance Business Partner



Finance Manager



Finance Analyst



Compliance Officer



Accounts Administrator



Finance Officer



Finance Administrator





Engineering





Engineering

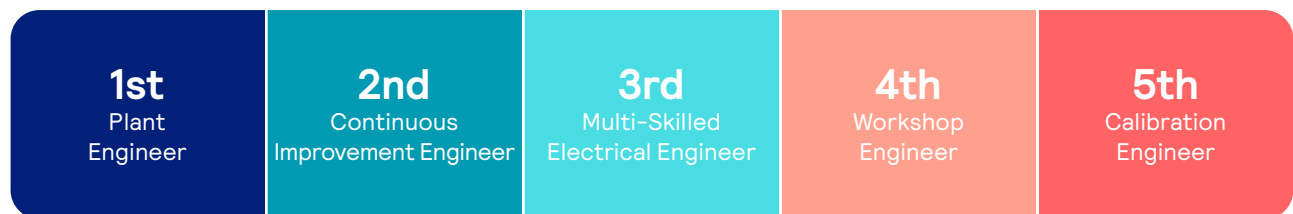
£41.5k

Average salary

The average salaries for the engineering sector in Northern Ireland in 2024 ranged from £40,608 to £42,421, nationally. Belfast leads as the top-paying city, with salaries ranging from £42,083 to £43,874. Top advertised roles, such as Technician and Maintenance Engineer saw notable year-on-year minimum salary increases of 11.1% and 9.0%, respectively.

Top trending jobs in the engineering industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the engineering industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised engineering jobs in Northern Ireland.

Engineering Manager



Electrical Design Engineer



Mechanical Design Engineer



Maintenance Engineer



Electrical Engineer



Design Engineer



Quality Engineer



Field Service Engineer



Service Engineer



Technician





Manufacturing





Manufacturing

£33.1k

Average salary

The average salaries for the manufacturing sector in Northern Ireland in 2024 ranged from £32,463 to £33,865, nationally. Belfast leads as the top-paying city, with salaries ranging from £34,368 to £35,833. Top advertised roles, such as Quality Inspector and Production Operator saw notable year-on-year minimum salary increases of 20.4% and 11.4%, respectively.

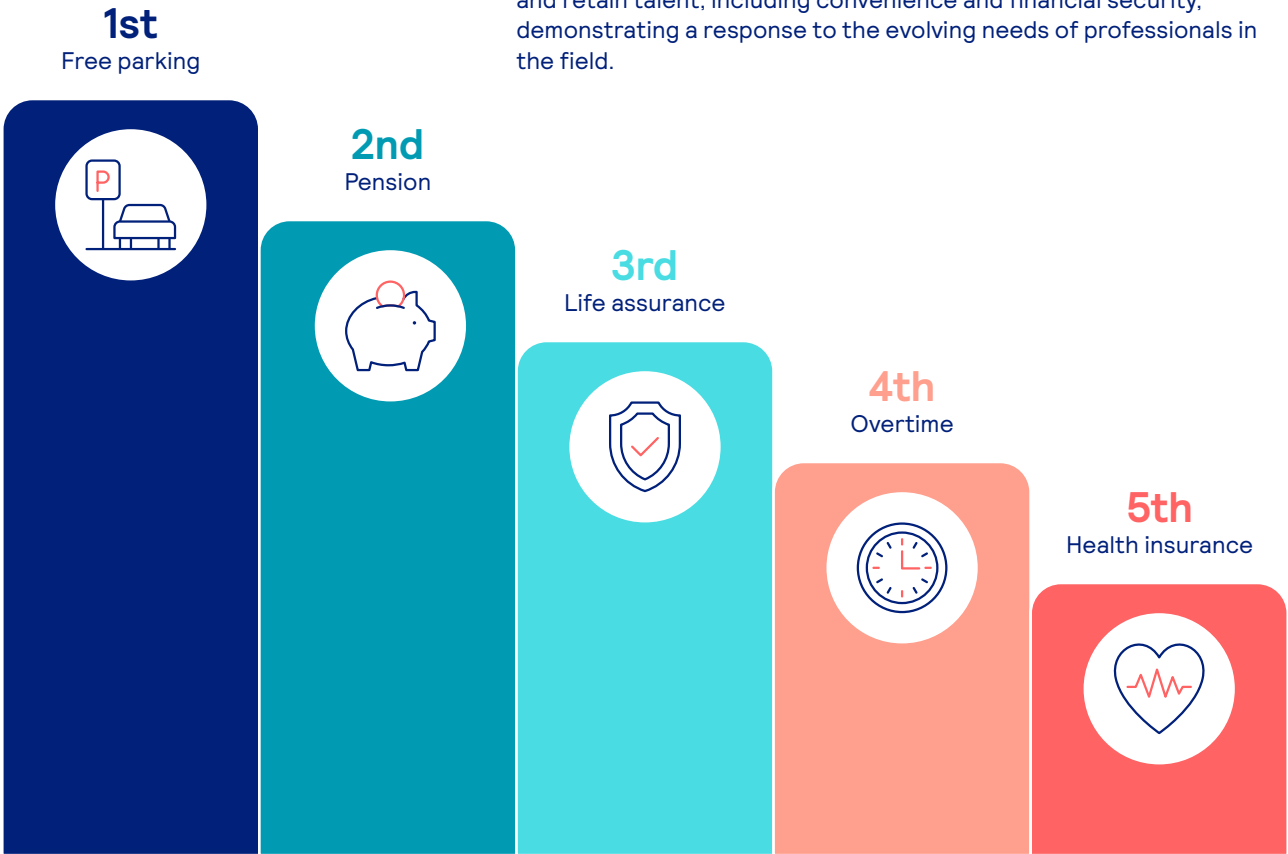
Top trending jobs in the manufacturing industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the manufacturing industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience and financial security, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised manufacturing jobs in Northern Ireland.

Production Manager



Manufacturing Engineer



Production Supervisor



Quality Inspector



Production Planner



Quality Technician



Production Operative



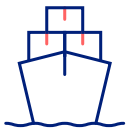
Factory Operative





Logistics





Logistics

£29.6k

Average salary

The average salaries for the logistics sector in Northern Ireland in 2024 ranged from £28,935 to £30,293, nationally. Belfast leads as the top-paying city, with salaries ranging from £28,208 to £29,301. Top advertised roles, such as Dispatch Operative and Customer Delivery Driver saw notable year-on-year minimum salary increases of 16.7% and 14.7%, respectively.

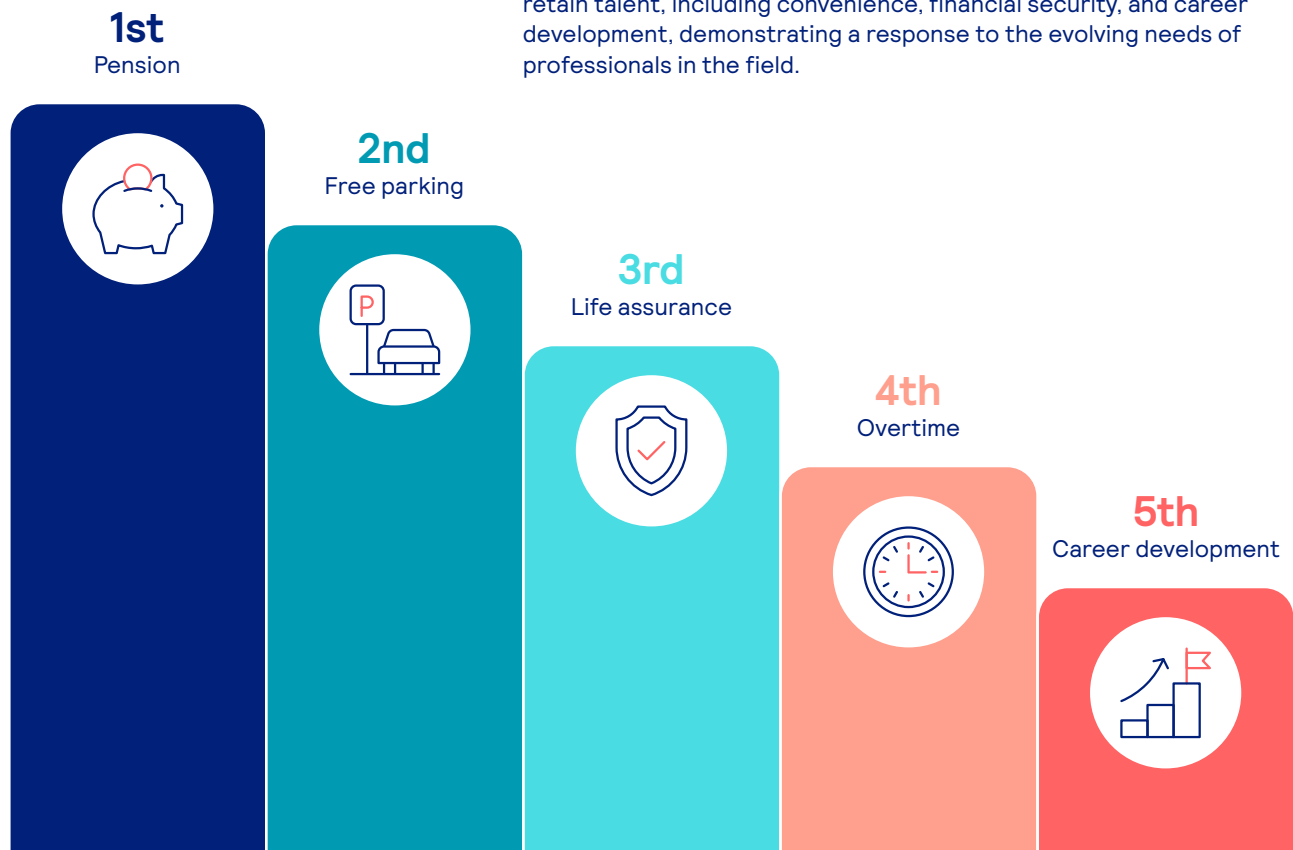
Top trending jobs in the logistics industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the logistics industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised logistics jobs in Northern Ireland.

HGV Driver

£34,082

Transport Planner

£32,790

Procurement Officer

£31,226

Dispatch Operative

£25,648

Forklift Driver

£25,346

Delivery/Van Driver

£25,294

Warehouse Operative

£25,253



Healthcare





Healthcare

£39.7k

Average salary

The average salaries for the healthcare sector in Northern Ireland in 2024 ranged from £37,316 to £42,206, nationally. Belfast leads as the top-paying city, with salaries ranging from £35,905 to £40,026. Top advertised roles, such as Healthcare Assistant and Physiotherapist saw notable year-on-year minimum salary increases of 8.8% and 7.3%, respectively.

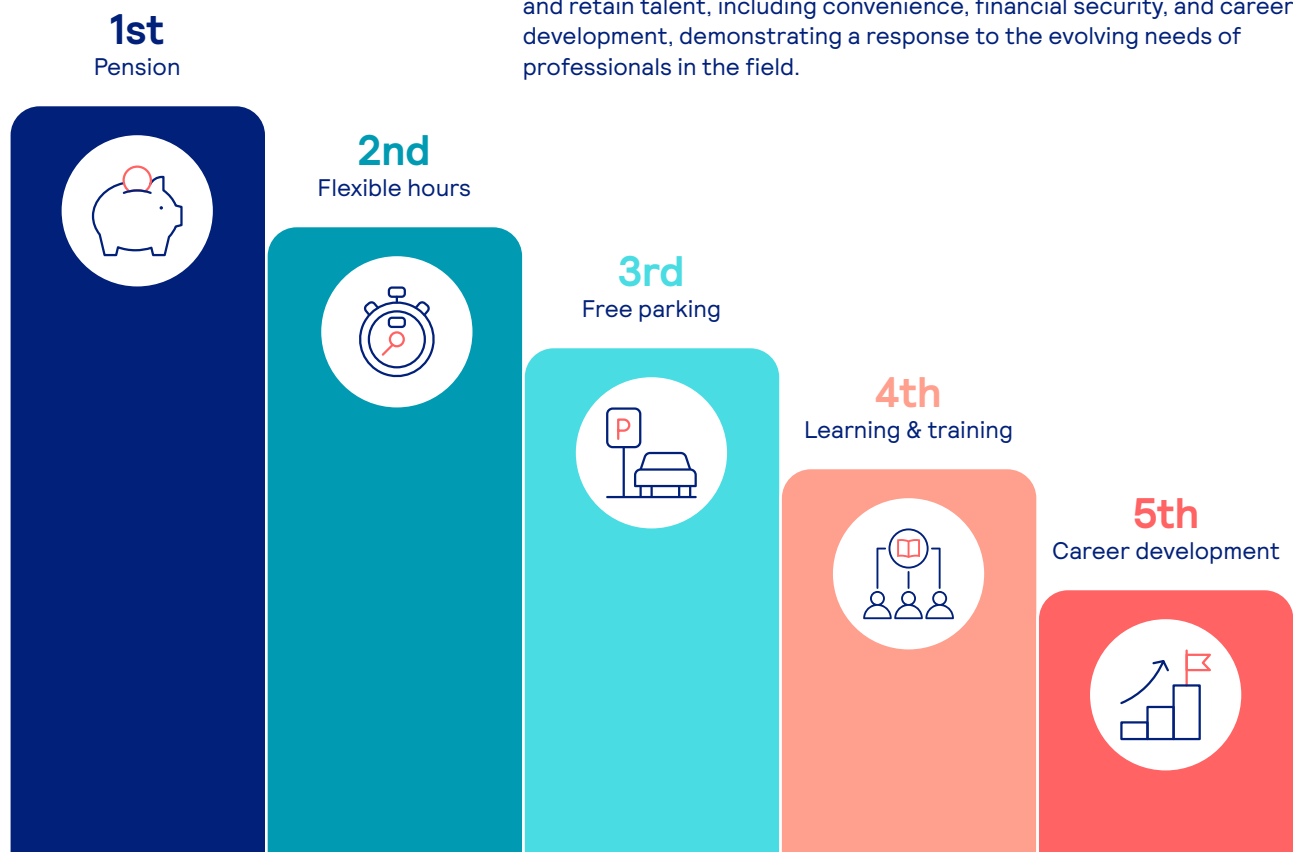
Top trending jobs in the healthcare industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the healthcare industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised healthcare jobs in Northern Ireland.

Nurse Manager

£54,822

Registered Nurse

£48,669

Physiotherapist

£40,774

Staff Nurse

£39,238

Occupational Therapist

£36,284

Nurse Assessor

£35,251

Mental Health Care Assistant

£27,463

Healthcare Assistant

£26,147



Retail





Retail

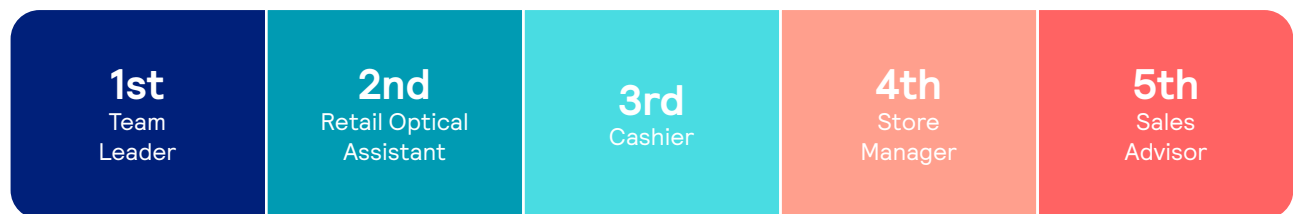
£25.8k

Average salary

The average salaries for the retail sector in Northern Ireland in 2024 ranged from £25,333 to £26,303, nationally. Belfast leads as the top-paying city, with salaries ranging from £25,356 to £26,382. Top advertised roles, such as Deli Assistant and Shop Supervisor saw notable year-on-year minimum salary increases of 14.2% and 11.9%, respectively.

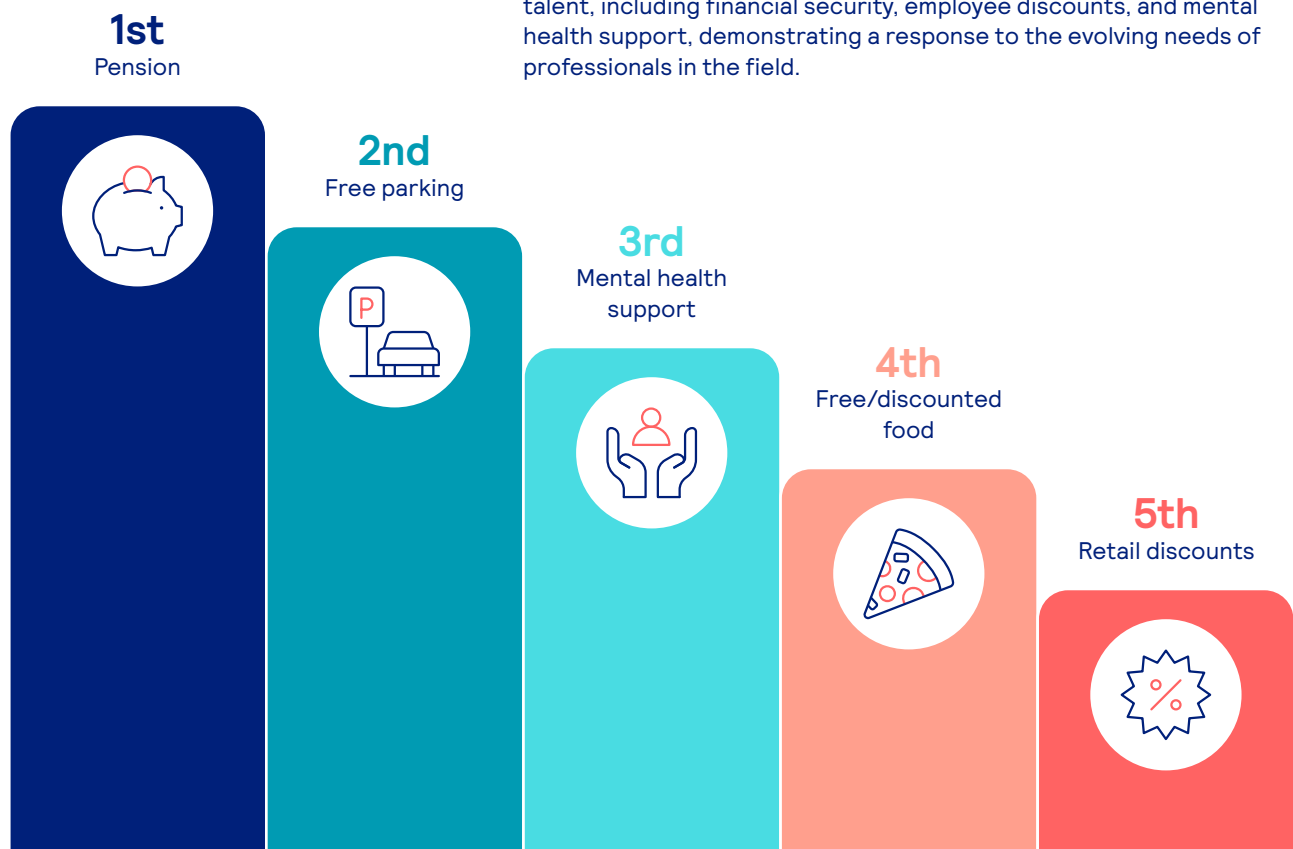
Top trending jobs in the retail industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the retail industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including financial security, employee discounts, and mental health support, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised retail jobs in Northern Ireland.

Store Manager

£31,611



Assistant Store Manager

£26,802



Retail/Shop Supervisor

£25,533



Merchandise

£24,302



Deli Assistant

£23,812



Retail Assistant

£23,334





Sales





Sales

£31.7k

Average salary

The average salaries for the sales sector in Northern Ireland in 2024 ranged from £30,488 to £32,935, nationally. Belfast leads as the top-paying city, with salaries ranging from £30,955 to £33,322. Top advertised roles, such as Field Sales Representative and Sales Consultant saw notable year-on-year minimum salary increases of 16.4% and 15.4%, respectively.

Top trending jobs in the sales industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the sales industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including financial security, career development, and commission, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised sales jobs in Northern Ireland.

Business Development Manager

£43,275

Account Manager

£35,100

Sales Executive

£31,244

Sales Consultant

£29,624

Field Sales Representative

£29,158

Sales Administrator

£25,206



Social Care





Social Care

£27k

Average salary

The average salaries for the social care sector in Northern Ireland in 2024 ranged from £26,501 to £27,643, nationally. Belfast leads as the top-paying city, with salaries ranging from £26,408 to £27,527. Top advertised roles, such as Community Care Assistant and Night Support Worker saw notable year-on-year minimum salary increases of 59.2% and 13.1%, respectively.

Top trending jobs in the social care industry 2024

Largest Y-o-Y increase in posted jobs 2024 vs 2023.



Top advertised benefits

The chart highlights the benefits most frequently advertised in job listings for the social care industry in Northern Ireland. These offerings reflect key priorities that employers emphasise to attract and retain talent, including convenience, financial security, and career development, demonstrating a response to the evolving needs of professionals in the field.



In-demand positions

Average base salaries for the most advertised social care jobs in Northern Ireland.

Disability Assessor



Care Manager



Family Support Worker



Senior Care Assistant



Home Care Worker



Care Assistant



Night Support Worker



Community Care Worker



Salary compensation advice

Building an effective compensation strategy involves planning and attention to detail. While it may seem like a lengthy task, it provides a framework for achieving organisational goals, enhancing employee engagement, and managing budgets. Below are key steps to implement a comprehensive plan:



Align with organisational goals

Your compensation strategy should directly support broader goals like attracting top talent, retaining employees, and improving performance. A clear link between compensation and organisational objectives ensures a focused and strategic approach.



Define and communicate principles

Set clear compensation principles, such as equity, performance-based rewards, and transparency. Open communication about how pay decisions are made builds employee confidence and clarifies pathways for salary increases.



Balance costs and culture

Ensure your strategy is financially sustainable and fits your company culture. Equal pay, budget constraints, and long-term financial goals must be accounted for to maintain trust and stability.



Design a clear structure

Create a framework that includes base salaries, bonuses, benefits, and incentives. Use industry benchmarks to establish salary ranges and ensure equal pay for roles of equal value.



Review roles and market trends

Regularly update job descriptions and analyse market benchmarks using industry reports and salary surveys. Competitive and fair compensation packages help attract and retain talent without unnecessary costs.



Link performance to pay

Tie compensation to individual and team performance using a robust management system. This approach motivates employees and aligns their efforts with organisational goals.



Engage employees

Gather employee feedback to understand their expectations and identify gaps in current offerings. Involving employees in the process encourages trust and ensures your strategy aligns with workforce needs.



Monitor, evaluate, and stay compliant

Regularly review your compensation strategy using metrics like turnover rates and employee feedback. Adapt as needed to stay competitive while ensuring compliance with employment laws, including equal pay legislation.

Insights and solutions to deliver the people you need

Whether you want to attract and recruit brilliant people, sharpen your hiring strategies, or build your market presence, we're here with powerful insights and data-backed solutions.

[Learn more](#)

Methodology: Data for these guides comes from OTT, an in-house tool built by The Stepstone Group, the parent company of NIJobs, to examine job postings and additional information, including salaries, benefits, hiring by region, and skills. For this analysis, salary and benefits data for 2024 were analysed. The top industries were selected based on the volume of job postings and an understanding of which sectors would be of most value to our customers.