



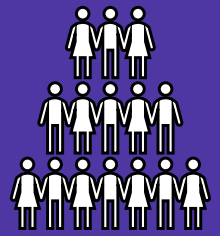
FINAL DRAFT MAPPING

Ireland's Geospatial Workforce 2025: Examining trends in Pay, Skills & Job Outlook

Presented by Glen Bambrick & Richardson Dzikiti

Survey Overview

The nuts and bolt



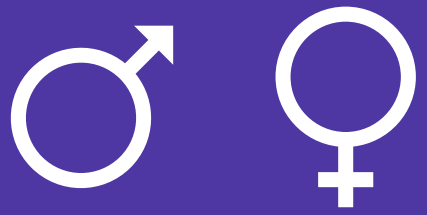
No. of Respondents:
169

212



Responses Used:
145

182



Gender Split:
Women: 37%
Men: 61%
Other: 2%

Women: 38%
Men: 57%
Other: 4%



Median Years of GIS Experience:
6 years

6 years

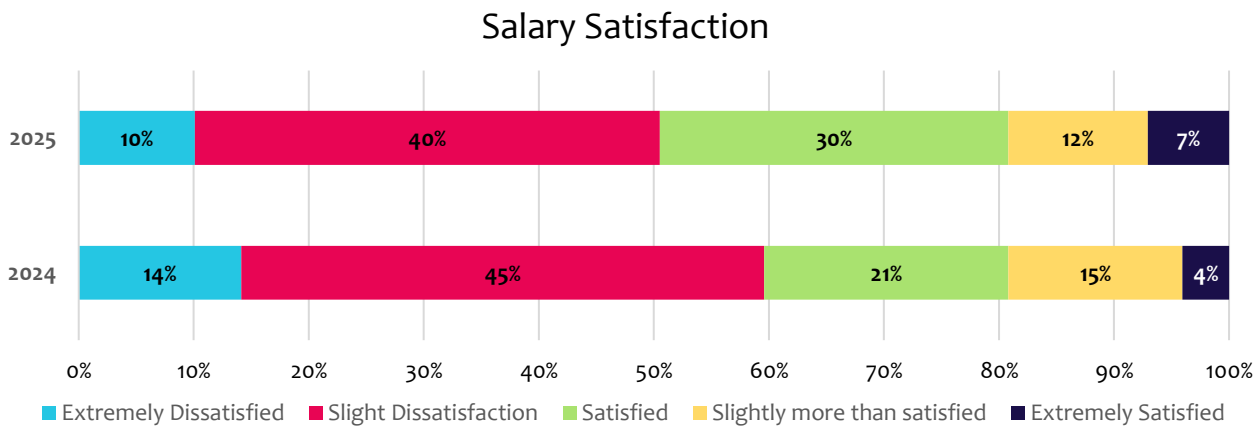
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Salary

Show me the money

- 10.4% Increase in wages vs 4.4% across the general market*
  - Mining sector only other to see similar growth (10.1%)
  - 7.6% premium to 2025 national wages
- Salary stagnation still being seen ≈ 11-15 years into career
- 23% Increase in general salary satisfaction
  - Leinster most satisfied → median salary = €54,500
  - Connacht most dissatisfied → median salary = €39,000
- Gender-pay Gap decreased 20.8% compared to 2024 (Median)
  - National** = 6.4 % → 6.3%
  - GIS = 9.4% → 7.4%

Tenure	Average Salary	% Gain / Loss	2024 %	Median Salary	% Gain / Loss	2025 %
0-5	€ 45,038	-	-	€ 42,500	-	-
6-10	€ 58,299	29%	37%	€ 55,071	30%	43%
11-15	€ 66,398	14%	18%	€ 67,250	22%	21%
16-20	€ 72,406	9%	2%	€ 61,500	-9%	-2%
21-25	€ 81,807	13%	-7%	€ 70,000	14%	-7%
26-30	€ 86,319	6%	9%	€ 88,957	27%	12%
30+	€ 71,026	-18%	-	€ 75,000	-16%	-



*EHQ03 calculated by averaging the quarterly weekly earnings and multiplying by 52
**National figure collected from published company records (https://paygap.ie/)

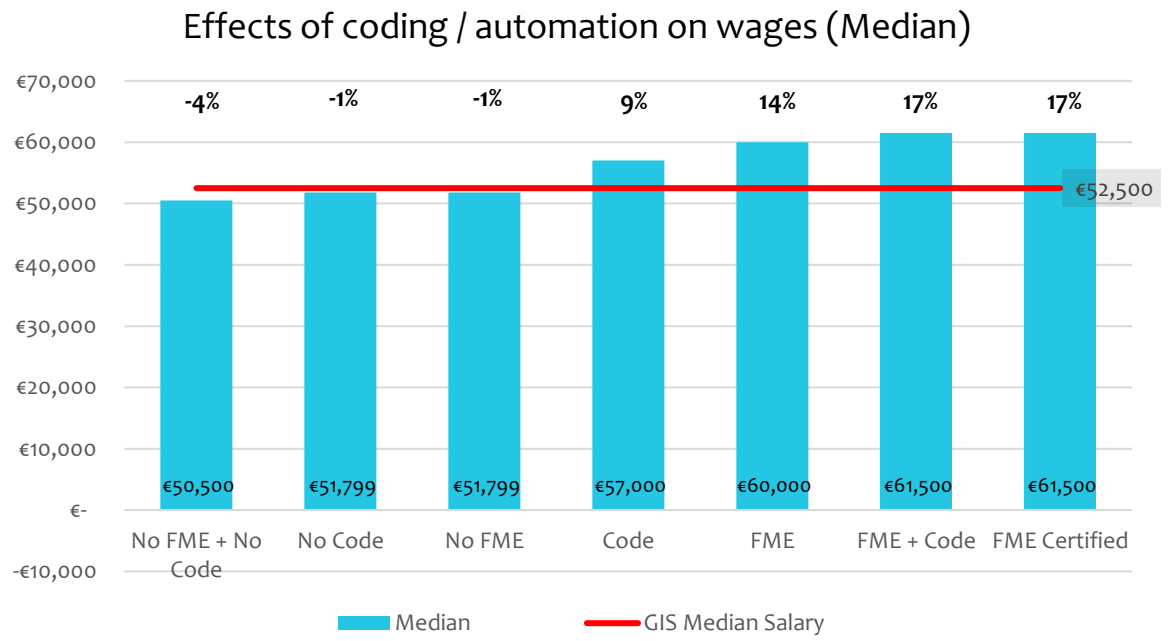
Education and Skills

FME is still king

- Knowing how to code or use FME still brings in €
  - 13% premium compared to median pay
  - FME certification added 2.5% to FME users median pay

- Compared to 2024 less “technical” workers saw a larger increase in median pay
  - 12% increase in pay to overall non-coders / FME users
  - 3% Increase in pay to overall coders / FME users

- WebGIS / Web development skills are the new frontier
  - 29% premium on median salary for JavaScript users in 2025
  - 51.3% increase in mean pay compared to 2024



Programming languages	2024 (Mean)	2025 (Mean)	% difference
Java script	€ 51,978	€ 78,646	51.3 %
Python	€ 58,689	€ 58,743	0.1 %
R	€ 60,500	€ 68,927	13.9 %
SQL	€ 58,940	€ 71,679	21.6 %

Education and Skills

Top 3 paying skills by category (Minimum 2 responses required) (Mean)



Workforce

Water cooler chats are back in

- 12.1% of drop in total respondents looking leave current job
- Fluctuating Opportunity sentiment compared to 2024
  - -5.9% skill advancement in current job
  - 4.4% Career advancement in current job

Province	Leaving	Staying
Munster	71%	29%
Connacht	58%	42%
Leinster	62%	38%
Ulster	59%	41%

- Median salary of people looking to leave their job / industry = €50,500
  - -3.8% below median GIS salary (2025)
  - -6.5% below median GIS salary (2024)

Working arrangement	2024	2025	% Difference
Fully remote	32%	27%	-16%
Hybrid: 1 day on-site	13%	6%	-52%
Hybrid: 2 days on-site	29%	24%	-17%
Hybrid: 3 days on-site	17%	26%	54%
Hybrid: 4 days on-site	4%	6%	55%
Always on-site	5%	10%	107%

- Median Salary for people looking to stay in their current job / industry = €58,500
  - 11.4% above median GIS salary (2025)
  - 10.6% above median GIS salary (2024)

Thank you

