

# Salary Negotiation Guide

New Entrants Cdetb Personnel Maintenance Differentials - Ireland

## What You Should Earn

Based on **13 data points** for **New Entrants Cdetb Personnel Maintenance Differentials** roles in **Ireland**, the market benchmark is:

| Percentile                 | Salary        | Meaning                           |
|----------------------------|---------------|-----------------------------------|
| 25th (entry/lower)         | €1,197        | Entry point or below-market offer |
| Median (50th)              | €2,002        | Typical market rate               |
| <b>75th (strong offer)</b> | <b>€2,661</b> | <b>Your negotiation target</b>    |

**Recommended opening ask: €2,661 (75th percentile, medium confidence, n=13)**

## How to Negotiate — 6 Proven Tactics

1. Lead with market data, not personal need — say 'Based on current benchmarks for this role in Ireland, the market rate is €X–€Y.'
2. Anchor high within the range — start at p75 to leave room for counter-offers.
3. Confirm the full package — pension (standard is 5–10%), health insurance, annual leave (legal minimum is 20 days), and remote flexibility all have monetary value.
4. Ask about review timelines — 'When is the next salary review cycle?' normalises future increases.
5. Never give a number first — respond to 'what are your expectations?' with 'I'd like to understand the full role before discussing salary.'
6. Use silence — after stating your number, stop talking. Silence creates pressure to respond.