

Salary Negotiation Guide

Nightweekend · Ireland

What You Should Earn

No benchmark data found for this role. The talking points below still apply — use Glassdoor, LinkedIn Salary, and IrishJobs annual reports as supporting evidence.

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.
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