

SWAY

Data for Change. Jobs for You.

Evidence from Ireland's Remote-Ready Workforce

341

Professionals

27

Counties

78%

Outside Dublin

€93k

Avg Salary

64%

Earn €80k+

41%

Earn €100k+

27%

Took Action

129 stories. In their own words.

SWAY is Ireland's first database of remote-ready talent.

This evidence supports Grow Remote's campaign.

January 2026

The Data

Actions Taken for Remote Work

11%

Rejected Offer

10%

Left a Job

10%

Moved Home

4%

Took Pay Cut

Current Pressures

10%

Facing RTO Mandates

9%

Stuck Without Remote

Who They Are

Industries: Technology (44%) • Finance (11%) • Professional Services (10%) • Marketing (5%) • Healthcare (5%)

Top Counties: Dublin (22%) • Cork (9%) • Galway (9%) • Kildare (7%) • Mayo (6%) • Sligo (4%) • Kerry (4%)

Work Situation: Fully Remote (46%) • Hybrid (39%) • Office (7%) • Freelance (7%)

Salary Profile

€93k

Average

€28k

Minimum

€250k

Maximum

62% are open to employer contact through SWAY

The Stories

129 voices. Unedited. In their own words.

"Remote work allowed our family to be the people who raise our kids. It allows us as parents to be able to be more present for our kids especially on days when they are unwell"

— Clare, Technology/Software

"Remote working allowed us to move back to Ireland and being closer to my husband's aging mother (after his father passed away during the pandemic)"

— Cork, Professional Services/Consulting

"Remote work allows me the flexibility to work early mornings and late evenings when the business requires it while giving me the flexibility to do the school run in the mornings or collect my son from the bus stop on a rainy afternoon."

— Cork, Technology/Software

"Stay close to family as I have a two year old. Wife currently not gone back to work and would make it easier for her to work if I had some time at home"

— Dublin, Other

"Remote work allows me to maximise time with my young family"

— Cork

"Remote work lets me live in the midlands where I grew up and gives my kids the opportunity to grow up in a rural environment. It means less time commuting which is better for my time, stress, health, family connection and the environment. It means I can easily pop out to the kids activities, collect them when they are sick, and we spend our time and money in the local community."

— Meath, Technology/Software

"We moved back to Cavan to afford a house and to be close to family. It's too difficult to commute to Dublin and many jobs require 3 days onsite. This isn't realistic with a young family"

— Cavan, Construction/Property

"Remote work has had a hugely positive impact on both my personal and professional life. It allowed me to move from the city back to my hometown, where I now have more time to give back

to the local community. Without the daily commute, I've been able to get involved in two social enterprises and am an active member of local sports clubs. My husband also works remotely, and we both feel that being based here brings real value to the town both socially and economically. From an environmental point of view, living in a smaller town has made a real difference. I've switched to an electric car, my children can walk to school, and most services are just 10 minutes away. I was also able to renovate our home to achieve an A energy rating. These small, daily changes all help reduce our carbon footprint. Professionally, remote work has opened up new opportunities. We've been able to hire talented people from all over the country, something that wouldn't have been possible if we were limited to the Dublin area. It has also helped us improve staff retention and build a more diverse team. On a personal level, I eat better, exercise more, feel healthier, and rarely get sick now that I'm not sharing an office. Most importantly, I've gained back around three hours a day, time that I can spend with my family or on things that matter to me. Remote work won't suit every role or every business, but where it's possible, employers should be supported in enabling it. The wider benefits for people, communities, the environment and the economy, are far-reaching."

— Offaly, Professional Services/Consulting

"With our first child on the way, I was made redundant as Head of Marketing from my previous role. The company hired me with the expectation to expand online, but did a u-turn three months into my tenure and doubled down on brick-and-mortar stores, rendering me redundant. I took some time off, but with the new arrival imminent, I was forced to take a job offer with a company that highlighted it was in-office. The recruiter at the time told me there could be wiggle room after onboarding. However, that was not the case and it was anti-remote policy, even on days it made sense. For example, the office is based on the Salthill Promenade, and I have seen the team be forced into the office during Orange Weather Warnings. Being in office for me personally means I am spending an hour each day in traffic, to do a job on a laptop I bring from home anyway. The office has a tonne of distractions and office politics, which makes it very hard to get any meaningful work done. More importantly, even though I'd be at my home-office setup regardless, it takes me away from my baby daughter and wife at a pivotal time of her development. I leave home at 7am most days and don't get home until 5.30/6pm. This means I have one hour (at most two) with her each day. I led remote teams for 10+ years before taking the plunge and going back to remote. The anti-remote movement says that there is no way of monitoring performance in a remote team, but that is incorrect. I have led effective remote teams and it's about building trust, and very clear deliverables. Expectations should be black and white and focus should be on getting shit done, not being present and mentally checked out."

— Galway, Marketing/Advertising/Media

"People who grew up next to big cities have no idea of the turmoil of choosing between career and home. We thought with remote working, we wouldn't have to choose anymore. We have great jobs and our kids have great relationships with their extended families. But now, companies are pulling back on their commitments to remote working, despite the major life changes employees made when they were told remote working was here to stay. I do not understand why the government allows this to happen. If we want fair, even development of this country, if we want to reduce the pressure on housing and infrastructure in Dublin and if we want citizens to have happy, fulfilled lives, then the Government should be encouraging remote working. I would love to see a tax credit for employers who offer remote working. We made so much progress - don't let it slip away. Be brave. Ireland could be a world leader in remote work."

— Clare

"Helped managed childcare, avoided a ridiculous commute."

— Meath, Other

"I am a single parent, working remotely and having no time wasted on commuting allows me to perform my professional duties and have a balanced family life resulting in a great sense of satisfaction and great mental health. Living rural, I have access to quiet, nature which are very beneficial."

— Wexford, Technology/Software

"I sought out a remote role back in 2017 when they were very rare. My main reason was have more time with my family. My two daughters were young and I was dropping them to childcare at 7am and picking up at 6pm. Then during the summer 2017 I was tracking their "childcare" on a spreadsheet, signing them up to multiple summer camps to balance the gaps when regular childcare was unavailable. Finding a remote role meant I no longer spent a minimum of 3 hours a day commuting. Since then I have also had career growth, with broader global exposure, that I know I would not have had if I remained in-office."

— Kildare, Healthcare/Pharma

"It allows me work in a job I enjoy, while living in a rural location close to my elderly parents."

— Kerry, Public Sector/Government

"Remote work gives me the freedom to support my elderly parents and work from my family home in cork whilst maintaining my own life in Dublin."

— Dublin, Technology/Software

"Helping husband with self employed business as very stressed and caring for his Mam too, part time job fully remote"

— Tipperary, Finance/Banking/Insurance

"Remote work allows me to be at home and close by my child's school in case I am needed in an emergency. My child has a long term illness and due to my partner working in a position that cannot be done remotely one of us needed to be available at short notice and be able to be at the school within minutes."

— Waterford, Professional Services/Consulting

"Remote work gives me the flexibility to be near my elderly parents and avoid a tough commute but I am 3 days a week in the office. I do like the balance and change of scene but if not fully remote then I would like it more to be 2-4 days a month in the office."

— Laois, Public Sector/Government

"Remote work let's me care for my children before and after work hours without a 2 hour commute each way. When I am in the office I am on teams calls to India"

— Dublin

"25 years experience in corporate finance both internationally and at home. Husband has similar. Lack of support for working parents meant that I have very limited working options. This was not the case internationally, once our kids are old enough we will leave Ireland. Education and ambition to work is not supported in Ireland."

— Tipperary

"I am living and working in West Cork. I am able to live with and look after my 91 year old mother and work remotely while doing so. I did commuting for many years and its such a waste of time. Now I can walk from my home office into my kitchen and make my mother some tea and snacks and make sure she is ok and then go straight back to work and this is a a sweet spot between working and looking after those who need care and a chat. Currently I can attend several meetings a day remotely via Teams and many more that I would be able to do by being in person at these meetings. I have never been more productive and efficient as I have been working remotely and I can also make sure that my mother is cared for also. Its important to care for those that looked after us as children and brought us into this world and remote work allows me to do this."

— Cork

"I'm a single parent. There is no way I could work if remote didn't exist, unless there were viable jobs in my area where I could still drop my child to school/before school care and collect them from after school care. The public transport options to and from the city aren't good enough for me to trust the safety of my child with. Incidentally, I'm looking for a new role now and remote is the key factor. So I'm stuck in limbo until something remote comes up that will be a good fit for my career goals."

— Dublin

"Work/life balance is important to me as I have 3 kids, and this takes up all of the time I am not working. Adding commute time into my working day is all time lost with my kids."

— Clare, Technology/Software

"Frequently worked remotely in previous roles before moving home to Kerry from Dublin for family reasons. Job went remote after pandemic and suited my personal priorities. Made redundant recently due to the impact of tariffs on the Irish whiskey industry. The flexibility,

autonomy and responsibility associated with working remotely suit where my life is right now (young children and elderly parents), and the concept of remote work is something that has the potential (and has already to some degree) to reinvigorate communities such as mine, which is now seeing young people and families from the area return home to work instead of living, working and raising families in cities and towns away from home."

— Kerry

"Trying to afford a home for my family in Dublin was impossible. But when I was working remotely and able to move back to my home county, I was able to buy a home near my parents and let my kids finally live in their own home, after 6 months of homelessness. Remote work means a massively beneficial quality of life, I can spend more time with my family, I can do more things in my free time, and I can be flexible enough to respond to work priorities as needed. It's a no brainer"

— Wexford

"Not having to commute means I get more time at home and with my daughter. Work is primarily remote with a few in person days per year so I get to focus on my day to day work at home but also benefit from the face to face time with my colleagues. It also means I can live in a more affordable small town supporting the local economy and have a smaller carbon footprint."

— Galway

"Remote working with a few in person meetings a year really works for me. I am able to get my day to day work done but also get that invaluable in person time with colleagues when it's needed. Not having to commute means I have more time with my daughter, am able to support the small town I live in and have a smaller carbon footprint."

— Galway

"I was working in Dublin and commuting daily to Westmeath, for a job that could easily be done remotely. Barely saw my kid during the week. Asked for remote accomodation and was told it wasn't possible. Ended up leaving and ended up in a fully remote company where I get flexibility to live the life I want while delivering much more than I ever could in the previous job. Remote can change a business, if companies only take the time to prepare their management team."

— Westmeath

"I have young children (one with a disability) and a full time childminder. I'm separated. My evenings with my children are so important and precious and revolve around homework and activities. But I spend 2 hours commuting each day. I want to be around for my children early each morning and after work each evening, rather than spend time commuting. In a previous role I worked remotely for 4 years. Following redundancy its now more difficult to secure a full time remote role. Remote working allows me to have a balanced and healthy home life. Less stress and rushing. It improves my wellbeing and allows me to be a present mum for my children."

— Dublin

"As a working parent to three small kiddos, with a partner who is also self employed - working remotely enables me to both work (which I love) and parent (also enjoy this immensely) without having to think about commute times, traffic, pickups etc. The flexibility is unrivalled."

— Kildare

"Remote work allowed me to move to Mayo and support my Grandmother for the last 3.5 years of her life. The flexibility allowed me to function as a carer for her, and allow her to enjoy life in her own home - giving her family a sense of safety knowing I was there as well. The time saved not commuting means I'm ok with starting earlier or finishing later when needs must, I'm pretty sure my recent string of successes and promotions wouldn't have happened if I was working in an Office."

— Mayo, Technology/Software

"Remote working suits my personality and productivity levels better. I did not enjoy the power politics and endless meetings that were the culture in my last onsite role. Working remotely, I can get my work done at quiet hours of the day while having productive online calls and collaboration with colleagues across the globe and time zones. I can live in a rural location near the sea and nature, which has benefitted my health greatly both mentally and physically. I can support my local economy and am also there for my teenage son, who has a disability, and my elderly parents to support them with their daily needs."

— Mayo

"I was introduced to remote working in 2010 when a US company (a US tech company) offered a job to me. They didn't care where I was. I had two small kids at the time , and being able to work from home and drop off /pick up from school was the only way I could make this work as I live in rural Ireland and don't have family here/ near. A few jobs later I was working in Galway city, commuting 2+ hours a day. Covid brought change again, this time giving me access to Dublin jobs, I never had access to before ! 4 years later, I am now fully remote, in the west of Ireland , and recently changed role at another tech company. Talent is everywhere! Getting access to the right companies with the right mindset is key. I was lucky as remote is no longer the default. - during covid there was no other option !"

— Galway

"Remote work enabled me to move back to the North West, to be close to family and friends. Now I have the flexibility to do school runs, have family time and time for myself while earning a living."

— Sligo

"We live in a very rural remote area where there are no regular job opportunities. We stay here to keep the community alive, leaving is out of the question. More remote roles will make a huge difference, it is a vital cog in the wheel of rural sustainability."

— Mayo, Technology/Software

"The ability to be able to take advantage of opportunities in Dublin with the ability to live in the countryside is priceless - it's nothing something I will give up. Given Ireland's poor transport infrastructure, and housing issues, remote work is the best possible solution. Being seen to be a remote-work friendly country is also an area where Ireland has a massive competitive advantage over other countries for companies choosing to relocate or setup a European HQ."

— Tipperary, Finance/Banking/Insurance

"I'm a director level freelance project consultant. In one of my most recent roles I was hired remotely and I worked remotely for 3 years delivery significant change successfully for the organization. I was based in Wexford the company was in the IFSC . In 2024 the policy changed to 50% of time must be on site . No exceptions. The commute was brutal and impacted on the time available to me to deliver my role. As other companies implemented similar policies I saw no option but to resign and I decided to emigrate . The backward thinking of leadership with regard to remote working in a country where the infrastructure is so unfit for purpose is baffling."

— Limerick, Professional Services/Consulting

"Remote work allowed me to move back to Leitrim, allowed me to save to buy my first home, allowed me to support my family when one of my parents got a significant illness and was unable to work. I get to spend time with my extended family who are almost all based in Leitrim and who otherwise I would never see."

— Leitrim, Finance/Banking/Insurance

"I was working in Canada for 2 years and moved back to Ireland. My company allowed me to continue my role in Ireland as fully remote making the move home a lot smoother, due to being able to work from the get go. I've since swapped to be self-employed contractor working for them."

— Kildare, Technology/Software

"I live in a Co. Kildare suburb with many houses but little sense of community. I'm expected to be in the office in Dublin city centre at least twice a week so need to be close to transport. I hate that I have to drive somewhere first in order to go for a walk in nature. It's so built up here. More fully remote roles would allow Ireland's towns and villages to fill back up, enhancing rural communities and taking pressure off an overloaded urban transport system."

— Kildare

"I moved to Ireland for my masters in Business Analytics and enrolled in University of Galway. In November 2025, I graduated and have been finding for a job here. I want to find a remote job as it would help me build my physical health, help me with my loans and expenses which I had taken for my education and I like it here in Galway"

— Galway

"So my first graduate job was very anti-work from home due to the head of HR. My graduate job started as 5 days in office, then 1 day a week in office. However, I got tired of the commute and I realised that my tech job could fully be done at home. As a young person in Ireland wanting to save for a home, and staying at home, if I am able to do my job at home it's only logical I apply for jobs that fill my needs. My current job is working in a relatively profitable Irish startup that is remote first and my life hasn't been better. The entire team is still able to get their work done, I get a better work life balance, and I am able to focus on getting my spendings in check and saving more!"

— Louth, Technology/Software

"Remote work allowed me to move home to Waterford and buy a 3 bedroom house. I was based in Dublin but could not afford to buy a house for my family. I have a wife and three kids and we were stuck in a 2 bed house."

— Waterford, Technology/Software

"Remote work meant I didn't emigrate to Canada, and instead worked for a Canadian company while staying in Ireland. 10 years working fully remote at junior and senior levels, with clear career progression also fully remotely. Bought a house in a small town outside a city, and was able to vastly improve my quality of life solely because of my ability to work remotely. Contributing to the revitalisation of a growing small town with a city level salary has reaped benefits to the town and rural areas I've lived in over the last decade. Remote is key to revitalising our towns and reducing traffic chaos in our cities."

— Galway, Technology/Software

"Remote work access is a necessity in Ireland. The housing crisis cannot be solved in short term, and those of us living rurally need access to jobs as much as those living in Dublin."

— Cork, Technology/Software

"My job is technically hybrid however I'm lucky that isn't especially enforced. My role is based in Dublin but I returned home to Galway and I'm living with my parents to try to save for a house deposit. I would love to feel secure in a job that supports my desire to work remotely full time. I think particularly when you have proven how effective you are and given the current housing disaster for the younger generation, this should be a no brainer."

— Galway, Professional Services/Consulting

"Like many people i started remote work in the heights of the COVID-19 pandemic . Myself and my wife moved out of a small 2 bed apartment in Dublin, costing us 2k a month and moved home to wexford. Working remotely allowed us the flexibility to live at home and save and a few years later, we were able to purchase a 4 bed new build. Our mortgage is far lower than the rent we had paid in dublin. The same new build would be over 500k in Dublin and simply out of our range of affordability. Remote work has allowed me to thrive professionally, securing promotions within my company, and personally, being able to live a much more affordable life close to family, friends and a beach!"

— Wexford

"I am now looking for remote work as I cannot afford to live in ireland on my salary, I cannot afford a house here and a such I am emigrating again, the last time I went to Chile in South America and this time after being home just 2 years I am leaving again"

— Meath

"I want to be self-sufficient, but it's unaffordable if I have to live in Dublin, which happens to be where the majority of jobs are. With a housing crisis in our cities, the government should be supporting businesses to transition to remote-first. It would allow workers to buy wherever homes are available, rather than fighting tooth and nail for an over-expensive house in Dublin. On a personal note, remote would allow me to live a fulfilling life that I can afford, and would give me more disposable income to spend with Irish businesses. (I'm currently wasting nearly €100 a week on diesel, parking and the Luas to get to the Dublin office two days a week. I believe that if a job can be done remotely three days of the week, as mine can be, there's no need to drag people into the office for the other two. It can ALL be done remotely.) There's also a sustainability aspect – increasing the number of remote-first roles in Ireland would help reduce the number of cars on our roads on a daily basis and reduce our carbon emissions."

— Tipperary, Marketing/Advertising/Media

"I'm originally from Dublin, which is unaffordable for me and my family. In order to buy a house, we moved down the country and are very happy in the town we live in, which gives us good quality of life, particularly for our young daughter. Remote/hybrid work makes this a possibility, and I would like to see it encouraged as a way to solve the many problems we have with centralisation in Dublin."

— Tipperary

"The housing crisis severely limits my options for an office based job. Working remotely allows me to keep a roof over my head."

— Cork

"Remote work allowed me to move out from Dublin (back to the west of Ireland), to buy a house and support my rural community."

— Clare

"Cost of housing in Dublin means multi hour commutes to afford a home worth buying and one that can support having a family - this makes remote working essential to having a family. It's remote work, or emigrate - Ireland has had a serious housing issue for over a decade, it is stopping people having families, causing mental health crises and devastating a generation."

— Wicklow

"Remote work makes having a full time job and children possible. My commute is 1 and a half hour at least each way, if I had to do it 5 days a week I would probably stop working or find a low paying job part time locally as my type of role is very scarce where I live. Being away 11-12 hours a day 5 days a week is not compatible with having a family, no matter how much money I am being paid."

— Louth, Finance/Banking/Insurance

"Wasting 3 hours per day commuting from Kildare to south Dublin and it's awful, can't handle the commute any more so I'm actively looking for remote or hybrid work and willing to switch careers if necessary"

— Kildare

"Moved to Waterford before covid. Its been such a wonderful move for myself and my family (5) quality of life is not comparable to previous Dublin centric roles. I used to have a minimum of 3 hour daily commute. I've been working in various roles (same company) since, fully remote."

— Waterford, Technology/Software

"I save about 3 hours per day when I don't have to commute into Dublin! Also, I would love to have more flexibility in choosing where to live. I would love to move to a more rural area in the south or west of Ireland but its simply not possible without remote work. In the past, working remotely has been somewhat isolating so the more mature we become around remote working in general and the more we understand its benefits and pitfalls, the better it will be for both employers and employees."

— Kildare, Professional Services/Consulting

"Remote work allows me a work life balance that gives me time to care for my wife, children and pets and enables me to stay mentally and physically healthy. A 3 hour commute is 15 hours a week, that is 2 working days that aren't paid, appreciated or productive in any way."

— Wexford

"Remote work has let me regain some quality of life! No more 2 hour commute, 5 days a week, falling in the door exhausted. It was effecting my health. I had no energy to do anything, other than work."

— Mayo, Creative/Design

"My commute is over 3 hours round trip (Kildare to Dublin) Remote would be life changing, giving me time back at home with family and focusing on my health."

— Kildare

"My company was fully remote during covid and then started reversing the decision after we moved to sligo to a house we could afford and nearer to family. Our life has improved immeasurably but now with RTO I'm commuting to Dublin once a week and the track keeps getting worse and worse."

— Sligo, Technology/Software

"I was already living in rural Ireland when I was hired in 2021, and now they're pushing RTO which would involve a 4hour commute, each way, for me."

— Mayo, Finance/Banking/Insurance

"I am a late identified autistic woman who has suffered burnout due to mandatory return-to-office mandate by a previous employer. I will never return to working in office full time and I am much more effective and productive working from home. I still attend the office one or two days a week and that is a good balance for me."

— Limerick, Technology/Software

"I've been working in a hybrid/remote capacity for over a decade - long before COVID turned it into a widespread phenomenon. I think RTO mandates are mostly failures of management rather than a genuine requirement for collaboration. I've succeeded in my career BECAUSE of remote work, not DESPITE it. And I think Ireland Inc has a unique opportunity to embrace remote working as a growth engine and differentiator. Proper digital hubs in every town. Less commuting. Enriched communities. It's a no brainer."

— Kildare, Technology/Software

"I'm a single parent of two children in primary school. While I don't mind the odd day in the office, remote work makes such a huge difference for me in terms of childcare and getting stuff done. RTO mandates make it more difficult to find new work too as I can't always commit to the days employers want me in the office and I don't have the wiggle room to deal with transport issues."

— Dublin, Finance/Banking/Insurance

"My job is 100% doable remote as I've done it successfully, with glowing performance reviews and bonuses for the past 5 years. Faced with a RTO mandate I am looking for fully remote alternatives. I see no reason to impact my work/life balance, increase my daily expenses and contribute to Dublin traffic just so a landlord can justify their overpriced office space rent."

— Dublin, Technology/Software

"Remote work is the future. The technology is here and it is more than sufficient. If your business can't change with the times then another business should take over - that's the competitive market. I work fully remotely from home and in my current job I always have. Only since the pandemic, when it was conclusively proved that many many jobs CAN now be done remotely, have companies been panicking and pushing hard for the "return to office." This is purely a matter of power and control on the part of the employers. Sometimes it's financial with the office leases etc. but it

usually seems to me to be that the bosses just really do crave dominion over our time and psyches. Workers are happier AND MORE PRODUCTIVE when they have to worry less about commuting and time management and everything else that comes from having to travel to work when it is demonstrably unnecessary and in some cases harmful to the employees"

— Kildare, Technology/Software

"Cost and time wasted on the commute, would be main reason for remote options. Currently view hybrid work options as the minimum for me going forward, and I won't entertain any job offers that has a return to office mandate or 3+ days in the office per week requirement. Such a waste of time, trains are overcrowded and guaranteed to catch a cold etc in winter months at least, roads are too busy and M50 in the morning is a deathtrap if it moves at all."

— Dublin, Technology/Software

"I currently work for one of the few SaaS company that is not enforcing the "back to the office" narrative. I have been working fully remote since start of 2020 (even thought, I have to point out, no official changes to the contract were made). I live in co. Kildare with my husband and my 2 kids and I truly believe that by not having to go to the office every week day is making our family organization and dynamics less stressful than it would have if I had to go into the office every day. I wouldn't want to go back to how it was before."

— Kildare, Technology/Software

"Worked remotely BC (before Covid!) in tech industry so knew the benefits... and the pitfalls. Got laid off 3 years ago and decided to set up on my own so I could continue to work remotely at a time when RTO was rearing its head. Breaking my right leg twice in the last 4 years means my mobility is now limited and I can't drive - where I live in County Cork I'd struggle to get to some offices as there's simply no public transport. Good work happens in hearts and minds, not just in offices and I'm grateful I get to do what I do else I could potentially be unemployed. Massive advocate for remote work and helping teams work better in this space."

— Cork, Education/Training

"Remote work allows my family to live in Galway and reduces my commute to zero. Facing return to office mandates from upper management even though hired remotely, currently being ignored for me (performing really well) but it's like living with a hammer over your head, and all other staff doing two day in the Dublin office hybrid. Weekly Hybrid policies suck as you still have to live in Dublin."

— Galway, Technology/Software

"I left the country for a few reasons. The 2 main ones were that my company were enforcing a return to office mandate, but if I moved to the Netherlands I could stay remote. Another was that I couldn't afford to move out of my family home after a breakup in Dublin, yet couldn't leave Dublin and keep the job due to return to office requirements apparently being enforced according to government regulations... So I moved to a Dutch entity of the same company and now contribute to their economy instead of ours. Office space in Dublin needs to be rezoned to apartments. We seem to be able to build upwards for people to sit at desks but not to live, it's absurd. Not to mention the

environmental, city mobility and countless other benefits of having people live in the city rather than commute"

— Living Abroad (Irish citizen)

"I love remote, and I love that it has become (more or less) mainstream in tech, where I am lucky enough to work. I also work in a global organization, where many employees are either fully remote or hybrid. When and if my colleagues are office-first, it's by their own choice and out of their own convenience (f.e. having small children at home or no dedicated office/work space). I am personally not ready to be expected to be in the office on certain days, or at any regularity, mandated by an employer. I am, surprisingly, often working out of our Dublin office, but this is my personal preference, rather than a requirement. The freedom to choose is what I value most here. I am also working with the remote teams. In theory, as I am not actively looking to move, I would not currently consider any role that comes with no remote/hybrid options."

— Dublin

"I was working in the financial services industry when the new UK owner introduced a mandatory RTO policy that required a 5+ hours roundtrip drive to attend the office 3-4 days per week. So I changed jobs - and industries. I'm fortunate to have found a great employer who recognises the benefits of remote work, offering a flexible work policy and truly valuing their employees."

— Waterford

"I returned to Tipperary from the UK during Covid with a remote job.. I decided to stay in Ireland but RTO meant I had to give up my job after a while. Ideally I would have found another job locally or remotely, which didn't happen. I rejected relocating to a city or commuting 3/4 days due to RTO requirement in advertised jobs. So I decided to become self employed. (Currently working as a consultant/administrator on SaaS platforms such as Microsoft 365/Power Automate/Jira)"

— Tipperary

"Remote work allows me to work from truly anywhere, which means I don't need to live in or commute to a city in order to work in tech. I'm not limited to Irish companies either. I've been working remotely for a US-based company for the past ten years, and the only expectations are reliable internet access and delivering high-quality work on time. This way of working gives me exceptional flexibility: I can choose where I live, structure my day in a way that suits me, and adapt when unexpected life events arise. I'm trusted and supported by my team to manage my time responsibly, which allows me to show up fully for both my work and my family, whether that means being available when they need me or handling life's day-to-day responsibilities without added stress. Remote work has also enabled me to travel the world extensively and to live in several counties around Ireland that simply wouldn't be feasible with an office-based role. The freedom, trust, and balance it provides are invaluable to me, and it's something I could never give up. I wouldn't consider returning to an office-based environment unless I had no other option for a remote role."

— Wexford, Technology/Software

"Moved home from the US and worked remotely part-time for a US-based company for the first couple of years, then worked remotely for a local organisation before/during/after Covid. I currently have an office-based job but would be interested in a remote position more closely aligned to my previous roles and with the opportunity for growth."

— Donegal, Technology/Software

"Remote work as I am a highly experience IT Consultant and there are no opportunities in Kerry."

— Kerry, Technology/Software

"I want Irish people to know about the opportunities that exist and to feel equipped to take advantage of them, and for the wider public to recognise fully remote working as the norm and as a great opportunity to flourish your career without having to endure horrific commutes."

— Mayo, Non-profit/Charity

"It enabled us to have children and careers. Before moving to the country from Dublin, we had no family nearby or support network at all. It would have made our lifestyle and having children very difficult if we had stayed in Dublin. Now, we don't have to miss out on special occasions or family moments as we all live near each other."

— Roscommon, Professional Services/Consulting

"I am hybrid but it can often mean 3 days in the office in Dublin, paying for my own accommodation and facing a 4h+ commute each way from Mayo. I've repeatedly lost development and promotion opportunities because of my location and keep being moved laterally which gets frustrating when the majority of my work can be done remotely. There's a perception that you can't lead a team / be promoted if working remotely but this isn't the case."

— Mayo

"I am most effective when I am trusted to deliver, not watched. Throughout my career I have led global, distributed teams and complex organisations, and I work best in environments that are grounded, fair, and focused on outcomes rather than optics. Remote work aligns naturally with that approach. It strips away performative management and replaces it with accountability, clarity, and delivery. I value cultures where adults are treated like adults and judged on results. I do my best work when I have the space to think deeply without constant interruption. I am reflective, analytical, and naturally introverted, and open offices or enforced presence tend to drain energy without adding real value. Remote work gives me control over focus, rhythm, and recovery, which directly improves the quality of my thinking, my decisions, and the work I deliver."

— Wicklow

"I have been working in an office different from my line manager's for over 20 years. When covid hit, I was the most productive in my entire career. I currently have a flexible working arrangement, where I go to the office only when needed, usually once per week. My productivity and motivation

usually drop those days. I have dietary restrictions and other requirements that are difficult to meet in the office environment. The open office arrangement is not ideal for focused work and video calls, which are part of my day-to-day activities, as I work in multidisciplinary international projects with remote teams. Culture and collaboration are poor excuses to advocate for in-site work for knowledge workers, as every meeting at the office ends with people looking at their laptops or phones to check the documents on screen. I have good relationships with colleagues built upon asynchronous and online collaboration; some of them I have never met in person."

— Dublin

"Used to work remote for a company that was not in Dublin. Salary was low and I had spent 4 years somehow working it out. Finally decided to move jobs and found the current one that was transitioning to office based setup. Thought I could manage and would like it after 4 years remote but the daily traffic and general anxiety killed this real fast."

— Dublin

"Remote work allowed me to return to Ireland (rural Donegal) from Central Europe and stay in Ireland thanks to having a job and a career that could be done from anywhere in Ireland."

— Donegal

"I began working remotely as early as 2001, digitising drawings for architectural and engineering firms. This was still the era of dial-up internet, so work transactions relied largely on the postal service. Clients would post sketches by 4pm; I would work on . As internet connectivity and broadband improved, turnaround times naturally accelerated. Over the past 25 years, I have continued to work remotely in a variety of roles, both as an employee and as a freelancer, including strategic planning and lecturing."

— Mayo

"Remote work allows me to spend more time with my family, focus on my mental and physical health, and maintain a proper work-life balance."

— Dublin, Marketing/Advertising/Media

"Remote work allows me to find a healthy balance to manage my mental health issues while still staying in the workforce. I'm able to generate an income and pay bills while working remotely and not having to face panic attacks while driving or going to the office. I still do my best to go in but being afforded the flexibility has been excellent."

— Mayo

"Remote work gives me more time during the day which greatly helps balance my overall mental health. Remote work reduces commute stress and the costs that come with it."

— Meath

"Remote work lets me pursue further education, take on global opportunities, reduce carbon emissions, work with people of all business cultures, mind my physical and mental health, and hire talented people regardless of their location."

— Dublin

"It allows me to manage my time better. Saves time in commute and allows me to be more present to my family"

— Galway, Finance/Banking/Insurance

"Remote work allow me to relocate into my preferred location, brings flexibility in my family life since my wife is full time in office, cut travel and repurpose time to invest on myself."

— Cork, Technology/Software

"Better work-life balance"

— Cork, Public Sector/Government

"Allows for better work-life balance Reduces stress from commute Reduces traffic congestion, allowing people whose physical presence is actually needed, to get to work more easily"

— Cork, Technology/Software

"Work/life balance, less driving"

— Sligo, Healthcare/Pharma

"Having a child with additional needs, I require a level of flexibility to effectively balance family responsibilities. The onsite expectations at senior level did not ultimately support this, despite initial assurances. My previous roles all included a remote element, which successfully contributed to both my family's needs and reduced commuting demands."

— Meath, Healthcare/Pharma

"Remote work gives me work life balance and peace of mind that I have more options for accommodation outside the city if my landlady decides to end the tenancy."

— Galway

"Working remotely has allowed my family and I the ability to do more. Saving time on travel time and expenses. It has allowed me the ability to have time to skill up professionally and personally. While nothing is ever perfect, it is more balanced than it has been in my entire working life. I would like to continue working this way as it has been mutually beneficial for myself and employer."

— Waterford, Customer Success/Technical Support

"Reducing traffic to deliver a cleaner environment whilst also helping to balance out the lop-sided, Dublin-centric growth in the Irish economy/society."

— Dublin

"Where do I even begin: * Fully remote work would save me on average about 4-5 hours per week, save on commute and related activities * Organisations which are fully remote should be significantly more efficient, ideally relying on asynchronous communication. Office work usually translates to lots of time wasted getting people in a room, but only few actively participating. * In winter months, fully remote work means fewer vectors for infectious diseases- social media are full of posts about people being sick for weeks. * Fully remote work would also (hopefully) allow me to spend more time with my family in Cork, Poland and Brazil. Most importantly- I want to work in an organisation where leadership truly understands the nature of software engineering, and fosters a culture where staff is given the BEST possible conditions to perform."

— Meath, Technology/Software

"I started working remotely in 2018, well before COVID, and I've never looked back. Since then, I've worked at three different companies, all fully remote, and consistently delivered high-quality software with distributed teams. We meet in person once or twice a year to sync but day-to-day remote work has proven highly effective. Forcing people back into offices also benefits no one, especially in Dublin, where it would only make already congested traffic even worse"

— Wexford, Manufacturing/Engineering

"Remote work works for me because it matches how I operate. I produce my best work in a controlled, interruption-free environment where I can run long reasoning cycles and take breaks when needed. I optimize for outcomes, consistency, and efficiency—not presence. Remote work protects my cognitive bandwidth and eliminates low-ROI friction: commuting, context switching, unnecessary interactions. It lets me manage my energy in a predictable, sustainable way and is no longer a preference."

— Dublin, Retail/E-commerce

"When your team is spread across the globe, the '9-to-5' doesn't really exist. Remote work gives me the breathing room to show up for a late-night call or an early-morning sync without feeling drained. By skipping the commute and working in a space I've designed for focus, I have more energy left over for both my projects and my family. It just makes life feel more integrated and less like a constant tug-of-war between the office and home."

— Mayo, Non-profit/Charity

"Remote work allowed me and my wife to move closer to her family in Roscommon, and for me to move further away from mine!"

— Longford, Technology/Software

"Remote work has enabled me to follow a senior leader from our old employer to the our new. My current employer had no previous employees in Ireland and were primarily focused on hiring in their home countries. Because a senior leader saw value in me and brought me along I became their first employee in Ireland and add value remotely to the company worldwide. I have been largely remove pre-covid in companies that at one time were very remote friendly but backpedaled hard (a major tech company being the biggest). As Rev Ops I spend alot of time talking to people generally all over the world and being in a company office adds no value and in general hampers me."

— Cork, Technology/Software

"Remote Work advocate and now retired - not looking for a job but want to help amplify the messaging"

— Cork, Non-profit/Charity

"Searching for remote part-time job so I can be on hand to my wife and son on University."

— Carlow, Education/Training

"Remote work allowed me to move to Ireland and not have to work from Dublin. I was free to locate myself where it made sense to."

— Westmeath, Technology/Software

"I'm currently based in Dublin but am planning a move to rural County Clare. As a software engineer I can do my job effectively from anywhere. My current role is fully remote, but I will be forced to work from the office in Sandyford, Dublin several days a week starting in 2026. I therefore have had to cancel my move out of Dublin for now. This is really disappointing, so I am trying to find a secure, fully remote job."

— Dublin, Technology/Software

"I am comfortable with either Remote or on site or Hybrid."

— Living Abroad (Irish citizen), Marketing/Advertising/Media

"Remote work will let me travel around."

— Sligo, Technology/Software

"Been near parents"

— Offaly, Technology/Software

"Commuting costs the employee and the tax payer and society and makes carbon emissions worse and effectively means the next generations will pay more cost too."

— Offaly, Other

"It gives me the flexible option to spend time with my family being close to them without having to leave the house. I can do things I care about like spending time with my dogs"

— Laois, Education/Training

"Working remotely for the last 7 years!"

— Mayo, Technology/Software

"Interested in Remote & Hybrid work to keep up to date & be able to assist companies in our business network (best practices, opportunities, examples of remote + hybrid working well etc)"

— Limerick, Non-profit/Charity

"Current hybrid work impacted where we could live which provided insufficient ability to save as work from home days are limited and for emergencies there is no consistency."

— Cork, Technology/Software

"Coming at this from a community development perspective- without remote roles being a real option, rural communities will struggle to survive, not to mind thrive into the future. All sectors need to play their part...it is not just a government / policy issue."

— Kerry, Public Sector/Government

"Remote makes sense. I am in a role where I started at two days in office, with a choice of local sites to attend. This is being changed to three days in a "central" location. A huge commute, hours wasted, money wasted and no evidence to show why it is a good idea. Everything I do in my job can be done remotely"

— Meath, Finance/Banking/Insurance

"A fully remote role meant I did not have to move from my home town when I became unemployed due to Covid 19"

— Roscommon, Not For Profit

"I have been a passionate advocate for remote working right back when Grow Remote was established. I was a witness at Joint Committee on Rural & Community Development re. "Remote Working" in February 2019 bringing forward policy suggestions. Organised a national Remote Working conference in March 2019."

— Sligo

"Remote work allowed me to live where was affordable and while the salary was not amazing in the job I was in, I really enjoyed the job as it allowed me to help hundreds of students. Being remote meant I was able to change my surroundings to help myself get by."

— Dublin

"I am an experienced accountant. Remote working gives me much greater control of my life outside the office and the freedom to pursue other interests when I don't have to factor in commuting time. Remote working also allows me to follow my passion for travel and exploring this planet we call home."

— Wicklow

"Remote work let me choose where I wanted to live in Ireland while allowing myself and my partner to plan our lives the way we wanted to, without the constraints of having to be in or near Dublin. We are happy to be two fewer commuters and renters adding to the demand on Dublin infrastructure, and contributing to the local economy of another part of the country that needs it."

— Waterford

"Remote gives me back the travel time that was wasted. Also, working with different time zones, being remote makes it easier for me to make these meetings out of hours while balancing the rest of my day at home with my family."

— Clare

"I've worked 100% remotely for 15+ years now, primarily for the US tech sector. I've held roles from individual contributor to engineering leadership, primarily in the e-commerce and healthcare sectors. I've hired software engineers, product and engineering managers in countries all over the world, and even with my Irish-centric professional network - Ireland is consistently under-represented in the applicant pools."

— Westmeath

"I own and run a fully remote tax consultancy practice. This set up has enabled me to recruit highly qualified team members from around Ireland for whom remote working supports their lifestyles."

— Kildare

"I was lucky to experience IT management at a European scale in a relatively remote location on the west coast of Ireland. Therefore my experience level dictates that suitable roles are either Dublin or UK based and I am still located in the west."

— Galway

"Remote work allowed me to help build a national social movement from a home in a rural locality"

— Wexford

About SWAY

Ireland's first database of screened, remote-ready talent.

For Workers

Get discovered by remote-first employers. Stop endlessly applying. Let the right opportunities find you.

For Ireland

Build the evidence base. Show where remote-ready talent lives and what they can contribute to our economy.

SWAY's data supports Grow Remote's campaign for remote employment policy.

joinsway.org

growremote.ie