

BRIGHTWATER SALARY SURVEY 2017



Brightwater
TakeControl



The MD's Address 2017



The headline statistics for Ireland remain excellent, and we continue to have confidence in the future. However there has been uncertainty with the recent unexpected votes in the US, but mostly Brexit. While the US President realistically has 3.5 years before his next election campaign, the Brexit situation will be unfolding for a decade. Business confidence remains positive, but is less bullish than before the EU vote. I think this is only natural.

Recruitment over the last few years has been rocking and in November 2016 there were only 7.5% unemployed, with 2.04 million actively employed. This is not back to 2007 / 2008 levels, but there is without doubt a war for talent. The most highly skilled and able are all working, and progressing their careers.

The number, speed and attractiveness of offers is based on the confidence of the buyer company. The PMI (Purchasing Managers Index) is at 54.6 which is good, but down from over 60 in Q2 2016. Business confidence in Ireland remains good at +23, but down from +40 in Q2 2016. SMEs have become more tentative than the multinationals, which is not surprising as 43% of exports from SMEs go to the UK versus just 10% from multinationals. Business confidence in the UK has dropped to -8 whereas in the EU and US, business confidence is over +50 which is extremely healthy.

What this all means is that companies trading with the UK, or with head offices in the UK have slowed their recruitment drive, with the financial services sector clearly more tentative. However, while recruitment in financial services has slowed, we would still place the sector in with ICT and engineering as areas experiencing a serious war for talent.

Wages rose by 1.2% across the country in 2015 and 2% is expected in 2016. These figures however, do not reflect in the Brightwater salary survey. Our survey is taken from the most highly skilled, and sought-after talent in Ireland. Supply and demand dictates that these individuals can command bigger pay rises, and an even bigger premium when they choose to move companies. Enclosed is a break-down of our findings in 2016, and our forecasts for 2017.

David Bloch,
Managing Director

2016 - The Regional Outlook



2016 has been a very positive year for job growth. The job market has certainly got its mojo back. With major employers like Apple in Cork planning to add a further 1,000 jobs by 2018, the result of the 2016 US election is unlikely to have US multinationals packing up and going home any time soon. Major job announcements continue to make the headlines and Ireland still represents a superb location for multinationals to base their European operations.

Some areas of the local job market in Munster and Connaught such as engineering and life sciences have grown significantly this year whilst other key areas like IT and finance have enjoyed modest but sustained growth. The increased consumer confidence continues to drive manufacturing growth resulting in an increasing demand for technical and engineering skill sets across food, electronics and medical devices.

The food sector had an excellent start to 2016 recruiting across a number of business areas but the Brexit result has slowed things down somewhat here. Food sector giants like DairyGold and Kerry can manage the situation, However Brexit is being used politically by local politicians to promote uncertainty which is completely unnecessary. Have we forgotten how well the Irish economy is performing? The financial markets did see sterling increase but then fall again in favour of Irish exporters to the UK.

In 2016 the construction market performed really well and with several large construction projects in planning and underway such as the new Pairc Ui Chaoimh complex in Cork, 2017 looks to be even busier in these areas. Job boards are busy advertising for skilled labour and design houses have also started to recruit. 2017 should see the construction market grow significantly. Jobs may be offered initially on a 6 to 12 month basis but we see many of these being extended as confidence returns to the construction economy in 2017.

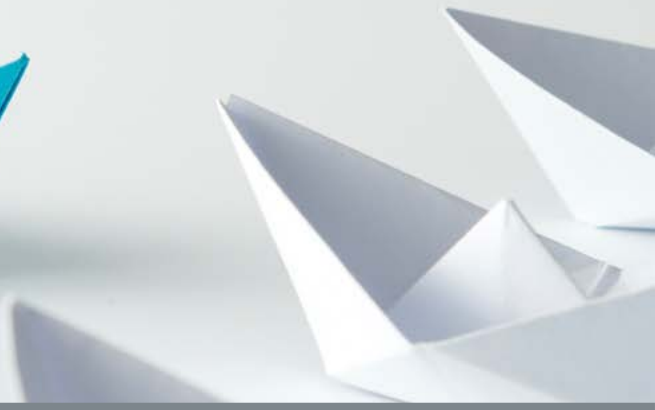
The HR jobs market has been very busy this year with a number of senior roles coming on stream particularly in the second half of the year and it's an encouraging sign for recruitment activity as a whole. One to watch is the car industry for 2017 job growth - sales figures for 2016 were on track to beat the 2007 figures, which was a record year for car sales at the height of the Celtic Tiger.

Overall, 2016 was a very strong year for job growth across many sectors of the job market. The Irish unemployment figures are 7.8%, the lowest since 2008. Salary increases have been relatively modest in 2016 but this simply reflects a cautious but realistic outlook by employers. The market outlook for 2017 is positive and in a recent survey, over 80% of Irish employers said they expected to be recruiting in 2017. A recent IBEC survey has also predicted growth of 2.8% for the 2017 job market.

Tom Wilkinson,
Associate Director

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Executive



Estelle Davis
Managing Partner

“To expect the unexpected shows a thoroughly modern intellect”, Oscar Wilde’s words no doubt will ring true amongst many organisations going into 2017.

Be it domestic players with high dependence on exporting markets, UK headquartered financial institutions, insurers, asset managers or US based multinationals, many of their executive boards are now being faced with critical challenges post US and UK electorate outcomes.

In our 2016 survey, many of our clients were looking to appoint professionals who were natural leaders, possessed strong integrity, learning agility, and were a strong cultural fit. Those with an innate capability to drive success within an environment where change is a constant in today’s market was and always will be a strong attraction.

On reflection of 2016, it has been a curious market at times, with Q1 and Q2 evolving as we predicted and hoped for, with a strong flow of roles across the majority of sectors across industry, ICT, financial services, fintech, health care and insurance, legal and public practice firms. Upward trends of investment flows across private wealth, private equity and institutional monies seemed to be translating in new hires across these sector also. Q3 presented a little bit of stop-start with the Brexit and US noise in the markets. With uncertainty, there were times for pause with hiring strategies.

However, moving into Q4, sentiment seems to have readjusted back into quietly confident and determined mode. For many, the realisation that the tip of the iceberg is showing only in terms of the level of direct impact of these changes down the line, scenario building and contingency planning is no doubt at the forefront of many agendas.

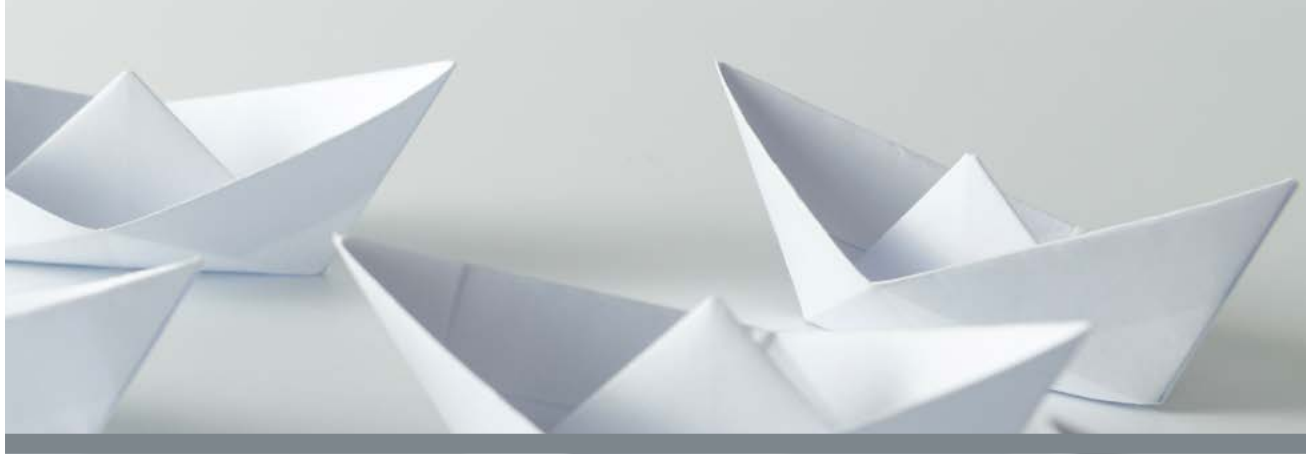
“SENTIMENT SEEMS TO HAVE READJUSTED BACK INTO QUIETLY CONFIDENT AND DETERMINED MODE”

Some notable FDI green field set ups impacted positively for the insurance and R&D sector, encouraging news for the financial services market, introducing new options and market exposure to candidates with strong skill sets across operations, claims, fraud, data science and analytics.

Financial Services

BANKING, INVESTMENT & FUNDS MANAGEMENT / ADMINISTRATION

	IRELAND €
Chief Executive Officer	190,000 - 550,000
Managing Director	175,000 - 285,000
Chief Operating Officer	150,000 - 250,000
Operations Director	100,000 - 135,000
Chief Financial Officer	160,000 - 250,000
Financial Director	115,000 - 175,000
Chief Commercial Officer	110,000 - 160,000
Business Development Director	95,000 - 135,000
Chief Investment Officer	140,000 - 225,000
Investment Director	95,000 - 140,000
Senior Wealth Manager	90,000 - 120,000
Treasury VP - Director	95,000 - 155,000
Legal VP - Director	135,000 - 200,000
Corporate Finance Director	100,000 - 170,000
Credit Underwriting Director	100,000 - 150,000
Institutional Sales Director	95,000 - 135,000
Transfer Agency VP - Director	95,000 - 165,000
Client Relationship Manager VP - Director	95,000 - 135,000
Trustee / Custody VP - Director	100,000 - 145,000
Fund Accounting VP - Director	100,000 - 155,000
Financial Reporting VP - Director	95,000 - 130,000
Funds Product VP - Director	95,000 - 125,000
Middle Office VP - Director	90,000 - 130,000
Portfolio Manager VP - Director	95,000 - 145,000
Head of Trading VP - Director	105,000 - 175,000
Senior Trader	85,000 - 140,000
Senior Stockbroker	85,000 - 120,000
Head of Intermediary Sales	85,000 - 130,000
Programme & Change VP - Director	90,000 - 150,000
Head of a Major Function	110,000 - 175,000
Area Branch Manager	80,000 - 100,000



Looking back at the assignments managed from our Brightwater Executive division in 2016, across industry, ICT and practice, 54% of the activity has been down to replacement roles, with 46% due to newly created roles. Across financial services, it was 51% and 49% respectively. Across industry, ICT and FS, collectively of the newly created roles registered, 23% of these were as a direct result of FDI green field set ups in 2016.

Financial Services

Throughout 2016 a relatively strong and optimistic outlook remained across banking, stockbroking, corporate services, asset management, fund administration, insurance and aviation leasing.

With many organisations, driving business process improvements programmes across their back, middle and front office has been a constant. All these initiatives are based on the premise to realise operating cost savings through efficiencies. Working smarter, building more robust operational and IT infrastructure frameworks to mitigate operational and regulatory risk whilst ensuring that organisations protect one of their most valuable assets in the customer and market data they hold. Balancing this with the constant stream and associated costs of regulation and governance, there has been an interesting and challenging array of assignments where cross functional skills have been keenly sought amongst senior candidates.

“DRIVING BUSINESS PROCESS IMPROVEMENTS PROGRAMMES ACROSS THEIR BACK, MIDDLE AND FRONT OFFICE HAS BEEN A CONSTANT”

Circa 45% of the assignments have been for the subject matter experts pertaining to risk, legal, IT, audit and compliance. 55% were looking for a cross functional expertise in so far a strong finance or operations professional with proven change programme skills. With Brexit and the potential movement and further build out of some fund management companies and international banks over to Dublin in the near future, it will be interesting to see the supply and demand challenge this will raise from top level down.

There is some comfort in knowing that 3.5 million square feet of office space is currently under development to house a forecasted 2,000 to 2,500 new employees into the financial services firms, predicted according to the IFS2020 strategy set by government.

AVIATION LEASING

	IRELAND €
Chief Executive Officer	250,000 - 580,000
Chief Operating Officer	175,000 - 380,000
Chief Commercial Officer	160,000 - 380,000
Chief Financial Officer	130,000 - 250,000
Risk Director / Chief Risk Officer	120,000 - 300,000
Chief Legal Officer	130,000 - 250,000
Change Programme Director	125,000 - 175,000
Technical & Asset Management VP - Director	135,000 - 300,000
Corporate Finance VP - Director	125,000 - 280,000
Treasury - VP - Director	135,000 - 200,000
Aircraft Trader VP - Director	140,000 - 275,000
Sales Director	140,000 - 200,000
Contracts Portfolio VP - Director	115,000 - 160,000
Tax VP - Director	110,000 - 140,000

INSURANCE (Life / General / Captive / Reinsurance), WEALTH MANAGEMENT & INVESTMENTS

	IRELAND €
Chief Executive Officer	155,000 - 400,000
General Manager	150,000 - 220,000
Chief Operating Officer	125,000 - 320,000
Chief Actuary	160,000 - 320,000
Senior Actuary (Pricing / Reserving)	120,000 - 180,000
Senior Product Manager VP - Director	80,000 - 115,000
Chief Investment Officer	120,000 - 200,000
Chief Financial Officer	125,000 - 190,000
Financial Director	110,000 - 165,000
Chief Underwriting Officer	140,000 - 180,000
Underwriting Director	85,000 - 125,000
Reinsurance Underwriting VP - Director	110,000 - 160,000
Chief Claims Officer	120,000 - 175,000
Claims Director	100,000 - 140,000
Broking Director	85,000 - 120,000
Sales Director	90,000 - 145,000
Senior Wealth Manager	85,000 - 120,000
Captive Manager	95,000 - 140,000
Head of a Major Function	100,000 - 170,000



With the direct channels and intermediary network playing a notable comeback across some sectors in private banking, financial planning, personal lines and agri insurance, strong technical product and risk management skills coupled with a customer centric mind-set are being keenly sought out to deliver further scaling and market share growth.

ICT

A continued buoyant ICT sector has seen a steady increase in senior management and executive level hires in 2016. In addition to indigenous company based roles in the technical sector, this has been strengthened by FDI backed new set ups, particularly in the areas of Research and Development and analytics centres of excellence.

“A CONTINUED BUOYANT ICT SECTOR HAS SEEN A STEADY INCREASE IN SENIOR MANAGEMENT AND EXECUTIVE LEVEL HIRES”

Traditional C level roles of CIO / CTO and Head of IT remain, but a number of new C level titles have emerged particularly related to market growth in the areas of digital / e-commerce, cybersecurity and data analytics. Some of these new titles include but are not limited to Chief Analytics Officer, Chief Digital Officer and Product Director. As always with titles, they can mean different things for organisations of different scale and size. In some organisations a Chief Data Officer may be focused purely on data governance and quality and a Chief Analytics officer might focus on the machine learning / predictive analytics work, while in smaller organisations a chief data officer might be responsible for all of these outputs. Counter offers are rife and a strong senior IT candidate with a mix of business acumen and technical savvy may be in demand from multiple employers. One trend which has become apparent in the last year is that the C-suite IT professionals are having a greater say in business strategic decisions and no longer are “enablers” but are an integral part of the senior leadership team and companies need to embrace IT and its enterprise infrastructure at the heart of what the company does.

With many companies’ USP being technology related, the role of the CTO is becoming integral to the success or failure of any given organisation. With mobile, cloud, big data, vendor management and oversight, coupled with critical “consumer protection” being at the forefront of many boards’ agendas, the technology savvy executive taking a seat on boards is a trend to watch closely over the next 4-5 years.

Salaries are on an upward trend but a number of organisations are ameliorating base salaries with attractive bonus, share options and

GOVERNANCE, RISK & COMPLIANCE

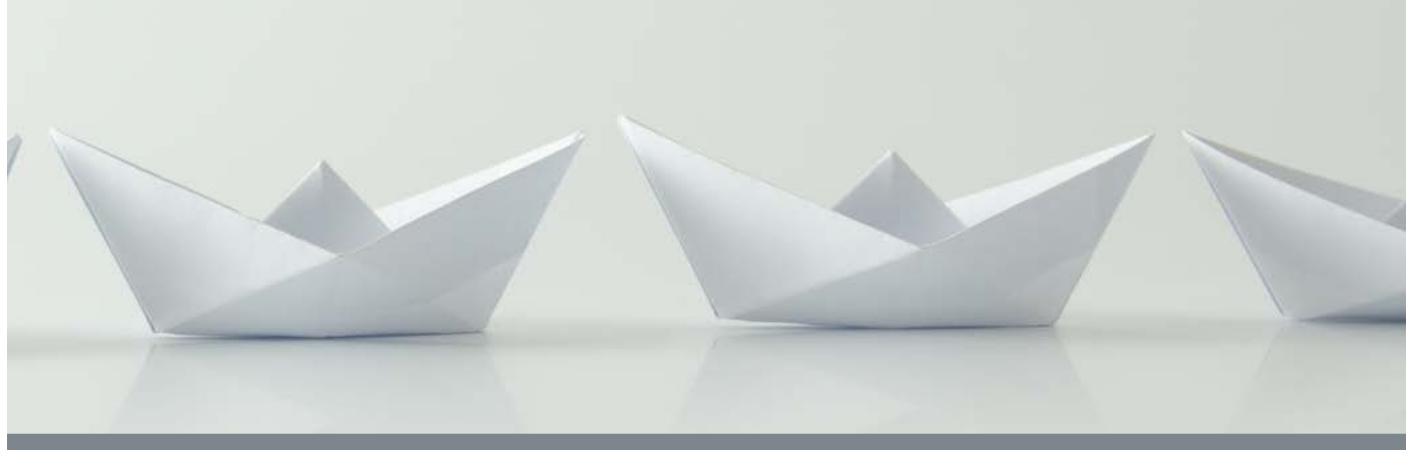
	IRELAND €
Chief Risk Officer	110,000 - 220,000
Head of Legal	110,000 - 175,000
Risk Director / Head of Risk	90,000 - 130,000
Group Head of Audit	130,000 - 175,000
Audit Director	90,000 - 125,000
Chief Compliance Officer	120,000 - 160,000
Compliance VP - Director / Head of Compliance	100,000 - 135,000
Network Oversight VP - Director	90,000 - 115,000
Senior Operational Risk VP - Director	85,000 - 125,000
Regulatory Affairs VP - Director	90,000 - 130,000
Head of AML	90,000 - 120,000
Data Privacy VP - Director	90,000 - 125,000
Head of Fraud	85,000 - 130,000

INFORMATION TECHNOLOGY

	IRELAND €
Chief Technical Officer (CTO)	100,000 - 200,000
Chief Operations Officer (COO)	100,000 - 150,000
Chief Information Officer (CIO)	90,000 - 240,000
Chief Information Security Officer	90,000 - 130,000
Chief Data Officer (CDO)	100,000 - 200,000
Chief Analytics Officer	150,000 - 220,000
Chief Digital Officer	150,000 - 220,000
Director Data Analytics	100,000 - 200,000
Product Director	120,000 - 180,000
Head of IT	90,000 - 125,000
Programme Director	90,000 - 170,000
Head of Professional Services	110,000 - 150,000
Service Delivery Director	85,000 - 120,000

SALES & MARKETING

	IRELAND €
Commercial Director	120,000 - 150,000
Sales VP - Director	110,000 - 130,000
Marketing VP - Director	100,000 - 140,000
PR & Communications VP - Director	85,000 - 130,000
Business Development VP - Director	90,000 - 120,000
Account Director	85,000 - 110,000
Senior Manager - Software Sales	80,000 - 120,000



benefits packages.

Candidates that seem to be in greatest demand are those from enterprise level organisations with experience of product development, leading out large software engineering teams, often with strong experience of ERP implementations, systems integrations and large business transformations.

Industry & Commerce and Practice

'Change is the only constant' and one industry which stands out in 2016 with this change is the telecommunications sector, where senior executives were hired based on their knowledge and experience across external industries. This was a tactical and strategic move which has seen many iconic brands in Ireland compete with their global counterparts due to the diverse skill set and market knowledge 'a new set of eyes' can bring to the

“THIS WAS A TACTICAL AND STRATEGIC MOVE WHICH HAS SEEN MANY ICONIC BRANDS IN IRELAND COMPETE WITH THEIR GLOBAL COUNTERPARTS”

senior leadership team and board. It allowed for brands to be daring and move away from existing, safe strategies and enter the global ring. Looking at the assignments across the industry and commerce sector as a whole and senior professionals being appointed throughout 2016 across marketing, sales, HR, finance, legal and regulatory, communications and C-Suite seats - the general strategy for businesses both large and small was to hire those who had successfully achieved team scalability, navigated and managed through change within their organisations bringing with them a unique skill set of effective engagement, agility, savviness and influence - to deliver all four, no doubt will be a defined path to the boardroom and Head of Function seats over the coming years within these organisations.

What was most interesting and refreshing in the final quarter of 2016 was the dormant skill set of "actual" consumer product experience whether it be from financial services or the retail sector. The preference for such a skill set saw selection processes tailored to attract such candidates. There was a substantial shift in the needs of executives with active experience in actual tangible products and not online / e-commerce funnels. As this requirement was building up pace towards the end of 2016, it shines a light as to what to expect for 2017 and how industries are starting a u-turn from online experience back to a balanced "actual tangible" consumer product experience.

Industry & Commerce

GENERAL MANAGEMENT & OPERATIONS

	IRELAND €
CEO	150,000 - 300,000
Managing Director >100 staff	140,000 - 175,000
Managing Director <100 staff	90,000 - 120,000
General Manager >100 staff	100,000 - 130,000
General Manager <100 staff	85,000 - 120,000
COO	135,500 - 160,000
Director of Operations	120,000 - 150,000
Head of Operations >100 staff	110,000 - 130,000
Head of Operations <100 staff	80,000 - 110,000

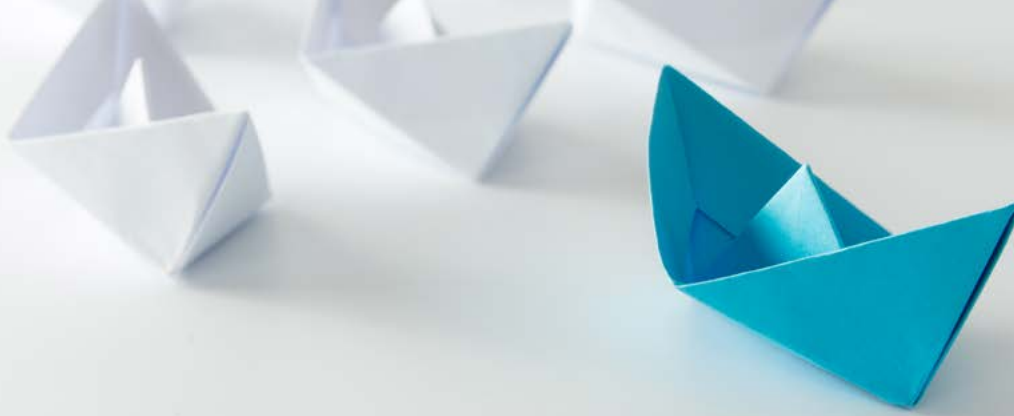
ACCOUNTING & FINANCE

	IRELAND €
Chief Financial Officer	150,000 - 190,000
Group Financial Director	130,000 - 150,000
Financial Director T/O >10m	120,000 - 160,000
Financial Director T/O <10m	90,000 - 110,000
Group Financial Controller	80,000 - 100,000
Financial Controller T/O >10m	80,000 - 120,000
Financial Controller T/O <10m	70,000 - 90,000
Director of Internal Audit	110,000 - 145,000
Global Director of Tax	140,000 - 190,000
EMEA Tax Director	110,000 - 150,000
Director of Shared Services	110,000 - 150,000

Technical Services

SCIENCE & PHARMACEUTICAL / SUPPLY CHAIN & LOGISTICS / ENGINEERING

	IRELAND €
Director of Supply Chain	90,000 - 140,000
Director of Procurement	90,000 - 140,000
Plant Director	90,000 - 130,000
Purchasing Director	90,000 - 120,000
Director of Quality	100,000 - 150,000
Director of R&D	90,000 - 150,000
Manufacturing Director	90,000 - 130,000
Engineering Director	100,000 - 160,000
Director of Regulatory Affairs	90,000 - 120,000



Within public practice, 2016 saw another year of being a candidate driven market. Notable areas of growth included audit & advisory, all areas of tax and increasingly programme & change management. Retention of key talent for practice was a challenge in 2016 which we predict will continue into 2017, the attraction of industry continuing to be a growing competitive market. In addition to extensive organic and strategic growth within all practice firms, its biggest challenge will be attracting and retaining quality talent to spearhead its growth. Well networked, strong fee generating professionals seem to have an increasing expectation around the reward and partnership track and this needs to be reflected in salary and package positioning, realistic means of managing expectation and a more agile approach to management style.

“RETENTION OF KEY TALENT FOR PRACTICE WAS A CHALLENGE IN 2016 WHICH WE PREDICT WILL CONTINUE INTO 2017”

In conclusion, entering into 2017, we gauge a sense of determination across most organisations to deal with the level of ambiguity presented by the uncharted territory of the global political and economic landscape in the last 6 months of 2016. Ireland seems to still be an economy driving forward in positive growth.

Benefits

Strong pension contributions ranging from 8-15%, coupled with health cover for individual and family dependents remain valuable. Car cash allowance ranging from €8,000-€24,000, life assurance, discretionary bonus (ranging from 15%-55% (not always capped) and LTIPs make many of the benefits packages these days. Annual leave ranges from 25-28 days.

Flexible working hours coupled with the ability to work remotely from home is a distinct advantage. Some notable larger operations have recently implemented this over the last 12 months and positive returns have resulted for the majority of firms with higher productivity, lower absenteeism / sick leave. Employee well-being is a key focus for many employers, with more and more couples now working, longer commuting hours coupled with sharing and balancing work and family commitments, means that a certain degree of flexibility is key to long term employee engagement and positive impacts for all.

Professional Services

HUMAN RESOURCES

	IRELAND €
Group Head of Human Resources	120,000 - 185,000
HR VP - Director / Head of HR	90,000 - 145,000
Organisational Development Director	90,000 - 140,000
Head of Reward	95,000 - 110,000
Head of Comps & Bens	85,000 - 120,000
Learning & Development Director	80,000 - 125,000
Head of Talent Acquisition - Domestic, International	85,000 - 120,000

PUBLIC PRACTICE / TAX / CONSULTING

	IRELAND €
Partner (Salaried)	120,000 - 180,000+
Director	90,000 - 140,000
Consulting Director	90,000 - 140,000
Associate Director	75,000 - 110,000

LEGAL

	IRELAND €
Equity Partner	150,000 - 250,000+
Salaried Partner	90,000 - 200,000+
Group General Counsel	180,000 - 300,000+
General Counsel	110,000 - 180,000
Head of Legal (In-House) Global >100 lawyers	200,000 - 300,000+
Head of Legal (In-House) EMEA <25-50 lawyers	150,000 - 200,000
Head of Legal (In-House) 3-25 lawyers	95,000 - 160,000
Senior Legal & Compliance Officer	90,000 - 130,000
Senior Legal Counsel	80,000 - 120,000
Senior Associate	80,000 - 120,000
Company Secretary (8+ years')	90,000 - 120,000



Accountancy - General

2016 was an unusual year, the beginning of the year saw increased consumer sentiment and solid growth but the mid-year referendum result caused a slight wobble in the world of SMEs as they weighed up their risk and the uncertainty of Brexit. The MNCs however, were defiant and pushed on with some strong mergers, acquisitions & corporate restructures. As a result of this, there was a strong flow of job opportunities for candidates throughout the year and the market moved towards a candidate shy market for the first time since 2008. SMEs are expected to rebound strongly into 2017 once the implications of Brexit become clearer. It is the general consensus that it is the uncertainty that is the problem. The markets can always adjust to situations and challenges, they just need to know what those situations and challenges are.

Group and consolidation reporting roles are continuing to grow, with increased demand for candidates within PLCs and multinationals. These roles are being driven by the buoyant M&A landscape and the increased investment in Ireland from the US & European MNCs. While there is a high number of diaspora returning to our shores, the demand is marginally outstripping supply and companies will need to make quick decisions if they want to grab the best candidates.

As always, the newly qualified market is very buoyant and luckily the increased demand this year was matched by an increased output of excellent candidates from the top tier practices. We are finding that 2016 was the year of international travel for newly qualified candidates which unfortunately means a decrease in availability of talent. To be successful in attracting the best talent, organisations still need to bring their “A Game” to the recruitment process as the majority of candidates are finding themselves in a situation where they have multiple attractive offers.

Salary packages and non-monetary benefits look likely to continue improving into 2017 and we are seeing an increase across the board in benefits and bonuses. Almost every company we have surveyed are now providing support and 2 days study leave per exam for part-qualified candidates as well as reviewing salaries of candidates upon successful completion of their exams. The best candidates are seeing multiple offers and their decisions are being weighted heavily by the level of support that organisations are going to offer in relation to their ongoing study and career development.

Across the board we are seeing companies working towards increasing holiday allowance. Where in previous years 22 days was seen as generous, a large number of organisations are moving towards 25+ days' annual leave. At a senior level, we are seeing an increase in benefits and bonuses. Where bonuses were sitting at an average of 8-10% in 2015, we saw a rise to 12-15% in 2016 and it looks likely that this rise will continue into 2017 with bonuses of between 15-20% becoming commonplace.

QUALIFIED

	DUBLIN €	REGIONAL €
Financial Controller T/O >10m	80,000 - 120,000	70,000 - 80,000
Financial Controller T/O <10m	70,000 - 90,000	65,000 - 75,000
Finance Manager	65,000 - 85,000	55,000 - 70,000
Internal Audit Manager	70,000 - 85,000	60,000 - 75,000
Group Financial Accountant	55,000 - 65,000	55,000 - 65,000
Management Accountant	50,000 - 65,000	45,000 - 55,000
Project Accountant	65,000 - 90,000	50,000 - 60,000
Cost Accountant	45,000 - 55,000	45,000 - 55,000
Financial Analyst	55,000 - 68,000	45,000 - 55,000
Systems Accountant	65,000 - 90,000	45,000 - 55,000
Internal Auditor	55,000 - 65,000	45,000 - 55,000
Financial Accountant	50,000 - 65,000	40,000 - 50,000
Newly Qualified Accountant	45,000 - 52,000	38,000 - 45,000
Credit Control Manager	45,000 - 65,000	45,000 - 55,000
Accounts Payable Manager	55,000 - 70,000	45,000 - 55,000
Payroll Manager	60,000 - 75,000	50,000 - 60,000

PART-QUALIFIED

	DUBLIN €	REGIONAL €
Finalist	38,000 - 45,000	35,000 - 40,000
Part-Qualified Accountant (1-3 years' exp.)	35,000 - 42,000	28,000 - 35,000
Assistant Accountant	35,000 - 42,000	30,000 - 38,000
Book-keeper	30,000 - 40,000	28,000 - 35,000
Accounts Assistant	30,000 - 35,000	26,000 - 32,000
Credit Controller	30,000 - 40,000	28,000 - 34,000
Payroll Administrator	30,000 - 40,000	28,000 - 35,000
Accounts Receivable	28,000 - 35,000	26,000 - 32,000
Accounts Payable	28,000 - 35,000	26,000 - 32,000

“WE ARE SEEING AN INCREASE ACROSS THE BOARD IN BENEFITS AND BONUSES”



Accountancy - Public Practice & Taxation

Public Practice

2016 was another strong performing year in the accountancy practice sphere with firms of all sizes expanding and creating opportunities across the board. The focus is now on talent quality and firms are now willing to wait for the right candidate.

The demand for advisory & consulting professionals continues to rise, particularly in management consulting, finance transformation & risk consulting. There continues to be an increased demand for candidates with strong audit experience. We've seen an increase in opportunities for recently qualified accountants looking to gain more exposure to larger audit engagements / IFRS / US GAAP / multinational clients. Outsource accounting divisions are also growing. Recently qualified audit candidates with 1-2 years' PQE are in a better position to move to senior finance roles in industry. Transaction advisory departments are growing across top firms creating more roles although competition for these roles has intensified.

Taxation

While candidate flow has been a challenge for many firms, there has been significant movement across all sizes of practice. Hires in the Big 4 have been across aviation leasing, financial services, banking, multinationals and global mobility. Most mid-tiered practices focused on roles from tax senior to manager / senior manager level. Across industry, newly created tax management and financial & tax accounting roles have arisen in the PLC & multinational space. The industry market is highly competitive resulting in more career opportunities and creating multiple offer situations, thus driving salaries to increase.

We have also seen a marked growth across mid-tier firms. With the economy improving, opportunities have significantly increased outside of the Big 4. Candidates are moving out of the top firms into roles with more growth potential. Similarly candidates who have trained in smaller firms are finding competitive salaries in mid-tier firms. Work life balance is becoming a key factor in deciding the next career step, making mid-tier firms an attractive option for all candidates.

In summary, we have seen a consistent level of roles come up across all areas in 2016. The sector will continue to remain strong in 2017 as we start to see regular job announcements and increased trainee intakes, thus helping to secure the future supply of accountants in this area. Employers are also looking at improving overall packages rather than simply increasing salaries to retain talent. This is only going to help keep the sector growing and remain strong throughout the year.

PUBLIC PRACTICE & AUDIT

	DUBLIN €	REGIONAL €
Partner	120,000 - 180,000+	100,000 - 130,000
Director	90,000 - 130,000+	80,000 - 100,000
Senior Manager	75,000 - 95,000	60,000 - 75,000
Manager	55,000 - 75,000	50,000 - 60,000
Assistant Manager	50,000 - 60,000	42,000 - 65,000
Senior / Associate	45,000 - 55,000	30,000 - 35,000
Semi-Senior / Finalist	29,000 - 38,000	23,000 - 25,000
Junior	24,000 - 27,000	19,000 - 25,000
Trainee / Graduate	20,000 - 24,000	17,000 - 18,000

TAXATION - PUBLIC PRACTICE

	DUBLIN €	REGIONAL €
Partner	120,000 - 180,000	100,000 - 130,000
Director	90,000 - 140,000	80,000 - 100,000
Senior Manager	70,000 - 90,000	50,000 - 65,000
Manager	60,000 - 75,000	55,000 - 65,000
Assistant Manager	55,000 - 65,000	45,000 - 55,000
Senior / Associate	43,000 - 52,000	35,000 - 45,000
Semi-Senior / Finalist	28,000 - 38,000	24,000 - 35,000
Junior	24,000 - 28,000	23,000 - 25,000
Trainee / Graduate	21,000 - 25,000	20,000 - 23,000

TAXATION - INDUSTRY & FINANCIAL SERVICES

	DUBLIN €	REGIONAL €
Head of Tax	110,000 - 150,000	100,000 - 130,000
Tax Senior Manager / Director	75,000 - 130,000	65,000 - 100,000
Tax Manager	60,000 - 80,000	40,000 - 55,000
Tax Accountant	44,000 - 60,000	44,000 - 55,000
Tax Assistant	40,000 - 55,000	35,000 - 45,000

“WITH THE ECONOMY IMPROVING, OPPORTUNITIES HAVE SIGNIFICANTLY INCREASED OUTSIDE OF THE BIG 4”



Accountancy - Financial Services

The financial services sector has had a somewhat rocky 2016 due to the uncertainty of the implications of Brexit, however as the financial services industry covers a vast array of niche areas, it continues to be an attractive sector for accounting professionals. With over 450 international companies operating within Dublin's IFSC alone and many more located across the country, there is a steady range of opportunities with international and SME companies across insurance, banking, funds and corporate services and we expect these areas to continue to grow into 2017.

Newly qualified accountants with up to 5 years' PQE continue to be the most sought after and it has continued to be a candidate driven market at this level. "Big 4" practice trained professionals with audit and overseas secondment experience are in high demand, with many multinational companies seeking professionals with strong technical skills and knowledge. Areas including banking, insurance, funds, asset management, aircraft leasing and corporate finance are looking for highly skilled qualified accountants and we predict this will continue in 2017.

On the technical side, changing regulations and reporting standards, such as FRS101/102 have continued to drive demand for qualified accountants. As well as understanding the regulatory environment, accounting professionals most in demand will be those who can add significant value to finance teams.

“CHANGING REGULATIONS AND REPORTING STANDARDS CONTINUE TO DRIVE DEMAND”

We have seen an increase in demand for commercially minded individuals who can bring experience to organisations and understand not just how to deliver efficiencies but also how to improve the overall productivity of accounting departments. As a result, financial services companies are looking for finance professionals who can act as business partners and work with other teams such as IT to deliver business process improvements and change and this is expected to continue in 2017.

Although the implications of Brexit are not yet fully visible, we have also seen an increase in professionals from the UK considering relocating for opportunities in Ireland. However whether we will also see an increase in financial services companies moving finance functions to Ireland remains unseen.

Salaries for accounting professionals at most levels remain competitive but without significant change from 2016, as businesses are keen to hire professionals not only with the right expertise but also the right cultural

fit. The remuneration and benefits on offer are imperative for financial services professionals and we have seen that base salary remains the most important aspect. However this is closely followed by opportunities for professional development and benefits such as health insurance and pension.

Overall, although we have not seen the level of growth we hoped for in 2016, the market has shown positive signs of growth towards the end of the year and predictions for growth across aircraft leasing, insurance, funds and asset management in 2017 are positive.

QUALIFIED

	DUBLIN €	REGIONAL €
Chief Financial Officer	115,000 - 175,000	100,000 - 120,000
Financial Controller	75,000 - 110,000	70,000 - 90,000
Finance Manager	70,000 - 85,000	60,000 - 70,000
Internal Audit Manager	60,000 - 85,000	60,000 - 70,000
Internal Auditor	50,000 - 60,000	40,000 - 50,000
Financial Reporting Manager	60,000 - 75,000	60,000 - 70,000
Financial Reporting Accountant	50,000 - 60,000	45,000 - 55,000
Project Accountant	50,000 - 80,000	55,000 - 65,000
Treasury Accountant	50,000 - 75,000	40,000 - 50,000
Senior Financial Analyst	65,000 - 80,000	50,000 - 55,000
Financial Analyst	50,000 - 65,000	45,000 - 50,000
Senior Financial Accountant	60,000 - 75,000	50,000 - 55,000
Financial Accountant	50,000 - 65,000	45,000 - 50,000
Management Accountant	50,000 - 65,000	38,000 - 45,000
Newly Qualified Accountant	45,000 - 52,000	38,000 - 45,000

PART-QUALIFIED

	DUBLIN €	REGIONAL €
Finalist	38,000 - 45,000	35,000 - 40,000
Assistant Accountant	35,000 - 40,000	35,000 - 40,000
Accounts Assistant	30,000 - 35,000	28,000 - 35,000
Accounts Payable Administrator	30,000 - 38,000	26,000 - 30,000
Accounts Receivable Administrator	30,000 - 40,000	26,000 - 34,000
Credit Controller	30,000 - 40,000	30,000 - 35,000
Graduate	25,000 - 30,000	24,000 - 28,000



Accountancy - Temporary & Contract

2016 has been a positive year for the temporary and contract accountancy market with roles steadily available across all sectors. There was an increase in industry, with financial services remaining consistent in line with previous years. It is a positive sign that organisations are investing in staff in order to get projects completed as opposed to relying on current staff to work continued overtime.

“IT IS A POSITIVE SIGN THAT ORGANISATIONS ARE INVESTING IN STAFF”

Within industry, we have seen growth across the SME sector and PLCs with projects, maternity leave and short term leave being covered with temporary accountants at both a qualified and part-qualified level. We have also seen growth within multinationals (particularly pharma and tech), FMCG, hi-tech, legal & professional services. Much of this is due to new positions being created and new areas of the business being set up in Ireland. In the majority of cases, these roles are initially offered on a contract basis.

In order to attract high calibre staff, benefits packages are sometimes being offered in conjunction with salary, which would include performance related/completion bonus, pension, healthcare and study leave. (In most cases, these benefits would be offered for the longer term contracts i.e. 9-12 month contracts).

The financial services sector continued to be steady throughout 2016 with their requirements for temporary and contract accountants and we expect this to continue throughout 2017. The insurance sector particularly has seen an increase in requirements and experience within captive insurance and Solvency II are some of the key skills required over the past couple of months. Internal audit as we have seen in the past few years, continues to be another area suffering from a shortage of candidates which reflects the higher salary brackets.

“THE MARKET FOR 2016 HAS BECOME NOTABLY MORE CANDIDATE LED”

The market for 2016 has become notably more candidate led, therefore the need for our clients to move quickly on immediately available candidates is crucial. Newly qualified accountants and those with up to 3 years' PQE are in high demand. We would definitely advise employers to interview quickly as these candidates will not be available for long especially with the increase of roles being offered on a permanent basis. Commercial

accountants, financial analysts and those candidates with strong financial reporting skills are also in high demand.

The market looks promising for 2017 and will be slightly more candidate led, therefore salaries, benefits and opportunities within the role will all be key elements that candidates will look at. Base salaries have grown between 3-5% with completion bonus / benefits and long term opportunities becoming important for contract roles as well as permanent.

“THERE HAS BEEN AN INCREASE IN THE NUMBER OF ACCOUNTANTS WHO HAVE BEEN WORKING ABROAD RETURNING BACK TO IRELAND”

There has been an increase in the number of accountants who have been working abroad returning back to Ireland. These candidates are normally highly skilled and will often consider contract opportunities. The opportunities for candidates to upskill and gain exposure in different sectors continues to attract candidates to temporary and contract roles and we look forward to a busy 2017 for accountants at all levels.



QUALIFIED

	DUBLIN € p/a	DUBLIN € p/h	REGIONAL € p/a	REGIONAL € p/h
Financial Controller	80,000 - 120,000	41.00 - 61.50	70,000 - 80,000	35.90 - 41.00
Finance Manager	65,000 - 85,000	33.30 - 43.58	60,000 - 70,000	30.77 - 35.90
Internal Audit Manager	70,000 - 90,000	35.90 - 46.15	60,000 - 75,000	30.77 - 38.46
Project Accountant	65,000 - 90,000	33.30 - 46.15	50,000 - 60,000	25.64 - 30.77
Systems Accountant	65,000 - 90,000	33.30 - 46.15	45,000 - 55,000	23.07 - 28.20
Financial Analyst	55,000 - 70,000	28.20 - 35.90	45,000 - 55,000	23.07 - 28.20
Financial Accountant	50,000 - 65,000	25.64 - 33.30	40,000 - 50,000	20.51 - 25.64
Management Accountant	50,000 - 65,000	25.64 - 33.90	40,000 - 50,000	20.51 - 25.64
Internal Auditor	50,000 - 65,000	25.64 - 33.90	45,000 - 55,000	23.07 - 28.20
Newly Qualified Accountant	48,000 - 52,000	24.60 - 26.60	38,000 - 45,000	19.49 - 23.07
Credit Control Manager	45,000 - 65,000	23.07 - 33.30	45,000 - 55,000	23.07 - 28.20
Payroll Manager	50,000 - 70,000	23.07 - 33.30	50,000 - 60,000	25.64 - 30.77
Accounts Payable Manager	45,000 - 65,000	23.07 - 33.30	45,000 - 60,000	23.07 - 30.77

PART-QUALIFIED

	DUBLIN € p/a	DUBLIN € p/h	REGIONAL € p/a	REGIONAL € p/h
Finalist	40,000 - 45,000	20.50 - 23.07	28,000 - 40,000	14.36 - 20.51
Part-Qualified Accountant	35,000 - 42,000	17.94 - 21.54	28,000 - 40,000	14.36 - 20.50
Bookkeeper	35,000 - 45,000	17.94 - 23.07	29,000 - 35,000	14.87 - 17.94
Assistant Accountant	35,000 - 42,000	17.94 - 21.54	30,000 - 35,000	15.38 - 17.94
Credit Controller	30,000 - 40,000	15.38 - 20.50	29,000 - 35,000	14.87 - 17.94
Payroll Administrator	35,000 - 40,000	17.94 - 20.50	35,000 - 40,000	17.94 - 20.51
Accounts Assistant	30,000 - 35,000	15.38 - 17.94	30,000 - 35,000	15.38 - 17.94
Accounts Payable	30,000 - 35,000	15.38 - 17.94	28,000 - 35,000	14.36 - 17.94
Accounts Receivable	30,000 - 35,000	15.38 - 17.94	28,000 - 35,000	14.36 - 17.94

The above rates are candidates' pay and are exclusive of the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.

“THE COMPLIANCE AND RISK INDUSTRY
IN IRELAND HAS CONTINUED TO GO
FROM STRENGTH TO STRENGTH IN 2016
AND THIS IS SET TO CONTINUE INTO 2017”





Compliance & Risk

Compliance & Risk

The compliance and risk industry in Ireland has continued to go from strength to strength in 2016 and this is set to continue into 2017. It is constantly evolving with the introduction of new regulations and increased challenges around data protection and cyber security. The industry has undergone a number of changes over the last 12 months with many teams restructuring into more functionalised environments. This has led to further opportunities for progression and promotion.

At management level, we have seen an increase in demand for professionals with specific regulatory experience eg. MiFID, Solvency II, data protection, AML etc. Employers are looking for specific expertise coupled with an ability to work closely with multiple stakeholders, project management teams both locally and remotely and strong people management skills. The overall role is becoming more strategic and commercial. At the mid to junior level, professionals with ACOI or risk qualifications coupled with good industry experience are in demand. We have seen a trend for less experienced professionals to move easily between industries within financial services once they can demonstrate and ability to understand and deliver on the impact of regulation and legislation changes.

Salaries have remained very competitive. Many senior professionals are looking at a salary increase of 10-15% when moving and junior professionals are enjoying something between 5-10%. Factors such as work life balance and overall benefit package are essential when professionals are moving between companies. Study support and membership fees are included with the majority of positions.

Overall, the outlook for compliance and risk professionals for 2017 is very positive with the number of roles expected to rise in line with the global trend for more complex regulation across the financial services arena.

Project Management

Over the past number of years, the number of Project Managers working on both local and global projects in Irish based financial services firms has risen greatly. There is a mix of skills required from strong stakeholder engagement to specific technical expertise or product knowledge. Banks, funds administrators and insurers are rapidly building out both business and technical project management teams. Salaries are typically very competitive. Exposure to specific systems, migration of work across particular jurisdictions or experience in the implementation of specific regulatory changes are skills highly in demand.

The demand is not only at a senior level, we have seen a steady rise in hires for professionals with 3-4 years' industry experience. A number of these professionals will have commenced their career within operations before

moving into a more analytical and project focused role and potentially working towards a project management qualification.

Salaries in this area are predicted to grow steadily in 2017. If we see some positives from Brexit, there may be a further demand for these professionals with a number of larger firms looking to migrate business to Dublin and other regional areas.

COMPLIANCE & RISK Across all Financial Services

	DUBLIN €	REGIONAL €
Head of Compliance / Director	100,000 - 135,000	90,000 - 120,000
Compliance Manager (5-7 years' exp.)	70,000 - 95,000	55,000 - 80,000
Compliance Manager (3-5 years' exp.)	50,000 - 70,000	45,000 - 60,000
Compliance Officer (1-3 years' exp.)	30,000 - 50,000	25,000 - 40,000
Head of Risk / Director	90,000 - 140,000	80,000 - 100,000
Risk Manager	70,000 - 100,000	50,000 - 80,000
Risk Officer	45,000 - 65,000	35,000 - 45,000
Quantitative Risk Manager	70,000 - 100,000	40,000 - 55,000
Quantitative Risk Analyst	40,000 - 65,000	35,000 - 45,000
Operational Risk Manager	70,000 - 95,000	50,000 - 80,000
Operational Risk Executive	40,000 - 65,000	35,000 - 55,000
Financial (Credit / Market / Liquidity Risk) Manager	65,000 - 95,000	50,000 - 80,000
Financial (Credit / Market / Liquidity Risk) Analyst	40,000 - 65,000	35,000 - 55,000
Risk Analyst	35,000 - 45,000	25,000 - 38,000
AML Officer	26,000 - 45,000	25,000 - 35,000
Data Protection Manager	65,000 - 95,000	55,000 - 85,000
Data Protection Specialist	40,000 - 60,000	35,000 - 55,000
Fraud Risk Manager	50,000 - 65,000	40,000 - 55,000
Fraud Risk Officer	35,000 - 45,000	25,000 - 35,000

PROJECT MANAGEMENT Across all Financial Services

	DUBLIN €	REGIONAL €
Project Manager	65,000 - 90,000	55,000 - 85,000
Business Analyst	38,000 - 55,000	35,000 - 50,000
PMO	35,000 - 50,000	32,000 - 35,000
PMO Coordinator	30,000 - 50,000	25,000 - 40,000



Banking

The banking industry in Ireland has not seen as many changes as may have initially been predicted at the end of last year but the sentiment is that toward the middle of 2017 there will be expected growth. 2016 saw Ireland's domestic banks hiring again on a permanent basis as opposed to the 23 month fixed term contracts which were prevalent in the years in recent past.

The domestic banking arena made hires for replacement staff but there were pockets of new hires made in certain business areas. These areas included areas such as AML, KYC and Payments and were in response to new legislation.

As in other areas of financial services the overwhelming feedback from a candidate perspective has been a focus more on work / life balance and many of the pillar and international banks responded to that in 2016 and we do expect others to follow suit next year. Some of the retail banks are looking at flexible working hours and the possibility of remote access and working from home in certain business areas.

Financial services candidates are again this year focused on upskilling and education has been a focus across the board. Many of the retail banks are financially supporting QFA qualifications for their staff and also working to give them more study leave where applicable. In the international / investment banking arena, we have seen candidates being supported financially again in acquiring their CFA qualifications when working in the relevant business area.

Salaries as with other areas in financial services have remained stable and have not grown in general. Some of the domestic banks are reviewing their bonus schemes and introducing a more transparent scoring system to work towards this. Bonuses have been paid to key employees and key staff are being retained within businesses.

It would be hard to ignore the impact that the general global political landscape has had on the banking industry in Ireland. Through the first quarter of 2016 there was a slight increase in hiring but this subsided the closer we got to the UK election in June and hiring has decreased in the aftermath of Brexit. With this in mind, we have seen a 30% increase in candidate enquiries coming from the UK market and we expect that client enquiries will increase in the coming months. Overall, growth is not expected to be huge in Q1 of 2017 but we feel that coming toward the end of Q2 there will be a clearer picture of the hiring strategies and there will be an increase in job flow coming from the UK.

Investment Banking / Investment Management

FRONT OFFICE

	DUBLIN €	REGIONAL €
Senior Trader	90,000 - 140,000	80,000 - 100,000
Trader	45,000 - 90,000	40,000 - 70,000
Trade Execution Manager	70,000 - 95,000	50,000 - 80,000
Trade Execution Dealer	50,000 - 70,000	30,000 - 40,000
Senior Portfolio Manager	95,000 - 145,000	75,000 - 100,000
Portfolio Manager	70,000 - 95,000	50,000 - 80,000
Senior Product Specialist	70,000 - 95,000	50,000 - 80,000
Product Specialist	45,000 - 70,000	35,000 - 55,000
Communications Specialist	48,000 - 70,000	45,000 - 65,000
Senior Investment Analyst	75,000 - 95,000	35,000 - 55,000
Investment Analyst	45,000 - 75,000	35,000 - 65,000
Equity Analyst (3+ years' exp.)	45,000 - 65,000	30,000 - 35,000
Equity Analyst (0-3 years' exp.)	30,000 - 40,000	22,000 - 32,000
Credit Analyst (3+ years' exp.)	40,000 - 65,000	30,000 - 45,000
Credit Analyst (0-3 years' exp.)	30,000 - 40,000	25,000 - 32,000
Fixed Income Analyst (3+ years' exp.)	40,000 - 65,000	35,000 - 50,000
Fixed Income Analyst (0-3 years' exp.)	30,000 - 40,000	25,000 - 38,000
Research Analyst (3+ years' exp.)	40,000 - 65,000	32,000 - 50,000
Research Analyst (0-3 years' exp.)	30,000 - 40,000	26,000 - 32,000

MIDDLE OFFICE

	DUBLIN €	REGIONAL €
Head of Middle Office	90,000 - 130,000	85,000 - 120,000
Middle Office Manager	55,000 - 75,000	55,000 - 70,000
Middle Office Analyst	35,000 - 55,000	28,000 - 45,000
Corporate Actions Manager	45,000 - 65,000	35,000 - 50,000
Corporation Actions Specialist	35,000 - 45,000	30,000 - 40,000
Pricing Manager	45,000 - 65,000	40,000 - 55,000
Pricing / Market Data Specialist	32,000 - 45,000	30,000 - 40,000
Trade Support Manager	50,000 - 65,000	35,000 - 45,000
Trade Support Specialist	35,000 - 45,000	28,000 - 35,000
Custody Manager	55,000 - 95,000	50,000 - 70,000
Custody Administrator	26,000 - 38,000	25,000 - 32,000



Investment Banking / Investment Management

BACK OFFICE

	DUBLIN €	REGIONAL €
Cash Management Manager	45,000 - 65,000	35,000 - 50,000
Senior Cash Management	35,000 - 45,000	25,000 - 35,000
Cash Management Administrator	26,000 - 35,000	23,000 - 30,000
Settlements Manager	45,000 - 65,000	35,000 - 55,000
Senior Settlements Administrator	35,000 - 45,000	25,000 - 35,000
Settlements Administrator	26,000 - 35,000	22,000 - 32,000
Reconciliations Manager	45,000 - 65,000	35,000 - 50,000
Senior Reconciliations Administrator	35,000 - 45,000	28,000 - 36,000
Reconciliations Administrator	26,000 - 40,000	25,000 - 32,000
Payments Manager	45,000 - 65,000	35,000 - 50,000
Senior Payments Specialist	35,000 - 45,000	25,000 - 35,000
Payments Specialist	26,000 - 35,000	25,000 - 32,000

“ WE HAVE SEEN A 30% INCREASE IN CANDIDATE ENQUIRIES COMING FROM THE UK MARKET ”

Retail / Corporate / Private Banking

LENDING OPERATIONS

	DUBLIN €	REGIONAL €
Operations Manager	55,000 - 95,000	50,000 - 75,000
Restructuring Manager	55,000 - 95,000	50,000 - 75,000
Portfolio Manager (5+ years' exp.)	55,000 - 95,000	50,000 - 75,000
Portfolio Manager (0-5 years' exp.)	45,000 - 60,000	30,000 - 40,000
Credit Analyst (5+ years' exp.)	45,000 - 60,000	35,000 - 50,000
Credit Analyst (0-5 years' exp.)	30,000 - 45,000	25,000 - 35,000
Lending Arrears Team Leader	40,000 - 50,000	30,000 - 40,000
Lending Arrears Specialist	32,000 - 38,000	25,000 - 30,000
Collections Officer	30,000 - 40,000	25,000 - 30,000
Customer Service Executive	26,000 - 35,000	20,000 - 30,000

RETAIL BANKING

	DUBLIN €	REGIONAL €
Branch Manager	60,000 - 90,000	50,000 - 70,000
Retail Banking Team Leader	35,000 - 45,000	30,000 - 40,000
Senior Financial Advisor	50,000 - 60,000	40,000 - 50,000
Financial Advisor	38,000 - 50,000	30,000 - 40,000
Customer Service Executive	26,000 - 35,000	20,000 - 30,000

TREASURY

	DUBLIN €	REGIONAL €
Treasury Manager	65,000 - 90,000	50,000 - 70,000
Treasury Administrator	26,000 - 40,000	25,000 - 35,000
Settlements Administrator	26,000 - 35,000	25,000 - 35,000
Payments Specialist	26,000 - 35,000	20,000 - 30,000

PRIVATE BANKING

	DUBLIN €	REGIONAL €
Portfolio / Wealth Manager	65,000 - 85,000	50,000 - 60,000
Assistant Portfolio Manager	45,000 - 65,000	35,000 - 55,000
Client Service Executive	30,000 - 45,000	28,000 - 35,000



Fund Services

The funds industry in Dublin has been stable this year with moderate movement within the sector. 2015 saw the funds industry expand and there was a rise in recruitment, 2016 saw this trend stabilise with less of a focus on newly created jobs and more on replacement hires.

The beginning of 2016 was still active in terms of recruitment across funds at all levels, this quietened as we moved toward the end of Q1 with the results of Brexit being awaited. In the long term it is widely thought that Brexit will have a positive impact on the Irish funds industry but in the interim with so much uncertainty, there has been a lull in hiring across the industry.

“COUNTER OFFERS REMAIN PREVALENT THIS YEAR”

Key areas for hiring this year remained fund accountants with 1-2 years' and 2-4 years' experience with a deep knowledge of hedge funds. We have seen a rise in these professionals moving for salary increases resulting in counter-offers remaining prevalent again this year. Most of the fund administration firms are also building out their private equity teams. This is a very hot area within fund accounting and transfer agency and we predict that this will continue into 2017.

There was some movement within the trustee space in the second half of the year with administrators hiring at the supervisory, management and above levels. These roles were in response to the roll out of new systems and new regulations coming down the line this year and next. The area of middle office has not been as buoyant but there has been an increase in these roles in the last quarter of 2016. There is a sentiment that many middle office functions will move from London in response to Brexit and that there will be an increase in roles. Candidates with collateral management, clearing and derivatives knowledge will be in demand in 2017.

Very bright graduates with excellent academic credentials and a willingness to learn remain in demand for both operational roles and more analytical positions. These candidates will receive good training in the business area they go into and are supported in further studies by employers.

Salaries remain stable across fund operations with no significant spikes in any particular areas. In 2016, despite the rise in counter-offers, salaries have not increased significantly. There will be a nominal increase in salaries across the industry and key staff members who have contributed significantly will be rewarded. Most companies are paying out bonuses (typically in March) and these tend to be between 5-10% at a junior to mid-level and 10-15% for more senior roles.

The importance of a benefits package remains key and this trend will continue into 2017. Organisations are offering full health care for all employees from starting date of employment. There has also been an increase in firms offering health care for dependants. We have also seen some funds firms offering dental insurance on top of this. Other benefits include a travel allowance; this can be paid in a lump sum on top of salaries or some employers will pay for their staff's travel ticket for the year.

The overwhelming feedback from candidates within fund operations is for more of an emphasis on work / life balance and flexibility around working from home and being more agile in their approach to work. Some of the larger administrators with regional offices have trialled and implemented working from home and start / finish time flexibility which has assisted them in attracting top talent. It may be the case that in 2017 we see more Dublin based funds companies consider having additional employees working remotely or with more flexible hours.

As the industry grows and expands there has been the constant trend for all candidates to upskill. Employers are assisting from a financial perspective with education as long as it is in line with the employee's business area. Many fund accountants are working towards completing their ACCA qualification and within operations in general we see many candidates complete the Certificate in Investment Funds. There has also been a rise in the amount of candidates who are doing Project Management certificates such as Prince II.

“THE OUTLOOK FOR 2017 IS ONE OF CONSERVATIVE POSITIVITY”

We predict that 2017 will not start with a bang recruitment wise given the wider economic outlook. There has been an increase in candidates enquiring about moving from the UK market and also from other parts of Europe in a bid to get ahead of the hiring curve. We feel that with the uncertainty and timelines involved with Brexit, there will still be trepidation around making hires. The initial murmurs are positive and the general sentiment is that many of the funds companies with current Irish operations will expand / offshore roles to Ireland, but we don't believe these hires will come to the market until the end of Q1 in 2017. There are signs that there may be an increase in some more front office roles being located in Ireland but this will take time.

The outlook for 2017 is one of conservative positivity. Hiring will continue for replacement roles and key staff members will be retained. As the year progresses, we hope to see new roles arriving onto the Irish market offering funds candidates' new opportunities to explore.



FUND SERVICES

	DUBLIN €	REGIONAL €
Head of Fund Accounting (SVP / Director)	100,000 - 165,000	90,000 - 120,000
Senior Manager Fund Accounting (VP / Director)	70,000 - 100,000	60,000 - 80,000
Manager Fund Accounting (3-5 years) (AVP)	60,000 - 70,000	50,000 - 65,000
Fund Accounting Assistant Manager (0-3 years)	50,000 - 60,000	40,000 - 50,000
Fund Accounting Supervisor / TL	40,000 - 50,000	35,000 - 40,000
Sr Fund Accountant (2+ years' exp.)	32,000 - 40,000	26,000 - 34,000
Fund Accountant (1 year's exp.)	26,000 - 32,000	25,000 - 30,000
Fund Accountant / Administrator	26,000 - 30,000	22,000 - 25,000

INVESTOR SERVICES / TRANSFER AGENCY

	DUBLIN €	REGIONAL €
Head of Transfer Agency (SVP / Director)	110,000 - 165,000	95,000 - 125,000
Transfer Agency Manager (VP)	70,000 - 100,000	60,000 - 90,000
Transfer Agency Asst. Manager (AVP)	50,000 - 70,000	40,000 - 60,000
Senior Transfer Agency Administrator	32,000 - 45,000	30,000 - 40,000
Transfer Agency Administrator	26,000 - 32,000	25,000 - 30,000

TRUSTEE

	DUBLIN €	REGIONAL €
Head of Trustee (VP / Director)	95,000 - 140,000	90,000 - 110,000
Trustee Senior Manager (VP)	70,000 - 100,000	55,000 - 90,000
Trustee Manager (AVP)	50,000 - 75,000	45,000 - 55,000
Senior Trustee Officer	35,000 - 50,000	28,000 - 35,000
Trustee Administrator	26,000 - 35,000	25,000 - 30,000

CORPORATE ACTIONS / PRICING

	DUBLIN €	REGIONAL €
Manager	45,000 - 60,000	45,000 - 55,000
Senior Administrator	32,000 - 45,000	28,000 - 36,000
Market Data / Corporate Actions Administrator	26,000 - 35,000	22,000 - 30,000
Pricing Specialist (3-5 years)	32,000 - 45,000	28,000 - 35,000
Pricing Specialist (0-3 years)	26,000 - 35,000	25,000 - 33,000

CUSTODY

	DUBLIN €	REGIONAL €
Head of Custody (VP / MD)	100,000 - 145,000	90,000 - 110,000
Custody Senior Manager (VP)	70,000 - 100,000	55,000 - 90,000
Custody Manager (AVP)	50,000 - 70,000	40,000 - 55,000
Custody Supervisor	38,000 - 50,000	27,000 - 35,000
Senior Custody Administrator	30,000 - 38,000	25,000 - 35,000
Custody Administrator	26,000 - 30,000	22,000 - 28,000

CLIENT SERVICES

	DUBLIN €	REGIONAL €
Senior Manager (VP)	70,000 - 100,000	60,000 - 90,000
Manager (AVP)	50,000 - 70,000	50,000 - 60,000
Assistant Manager / Supervisor	35,000 - 50,000	30,000 - 40,000
Client Services Administrator	26,000 - 35,000	22,000 - 30,000

“THE IMPORTANCE OF A BENEFITS PACKAGE REMAINS KEY”



Banking & Funds - Temporary & Contract

2016 has seen a steady increase particularly in contract roles across banking and funds services. Contract terms vary from between 4 to 12 months and the majority of these roles become available due to maternity cover, specific projects or increase in workload.

For the most part salary levels have remained unchanged during 2016. Graduates with a maths or finance background seem to be in demand for graduate programs and entry level roles across the sector. Risk and compliance as well as treasury related positions are key areas where demand seems to be increasing. There has also been an uptake of roles in the fund accounting space on contractual basis.

More and more employers are offering packages that include benefits like pension, health insurance and added extras like gym fees and lunch allowances to attract top tier candidates on contractual basis.

We are also seeing an uptake on contract roles with the view to permanence across the board. Candidates are becoming more open to the concept of contract work. Many now see contracts as an opportunity to grow their experience with flexibility of taking career breaks in between.

Temporary roles across the funds and investor services sectors have also seen an uptake with employers looking for candidates that can hit the ground running from day one. Employers are now more than ever looking for candidates with multiple skill sets and experience covering a range of different areas and subjects often a combination of strong IT / system / project management combined with investment / funds or banking backgrounds. There has been an increase in demand for candidates with language skills across the board.

Overall 2016 has been a promising year, with the market remaining candidate driven. More than ever candidates are considering not only salary but the total package, location and internal growth opportunities when deciding on potential roles. As in previous years, candidates have more opportunities to choose from, some often being involved in more than one process at a time. Work life balance, flexi-time, wellness projects and study assistance are some of the factors that candidates are now also exploring before making a career move.

2017 is sure to be another progressive year and we envisage further increases in the amount of contract and temporary opportunities for candidates on all levels within banking and funds. Candidates will have more prospects in 2017 and employers that want to attract top talent will need to take this into consideration when budgeting and planning for the new year.

FUND SERVICES

	IRELAND p/a €	IRELAND p/h €
Senior Manager Fund Accounting (VP) (5+ years' exp.)	75,000 - 90,000	38.46 - 48.72
Manager Fund Accounting (AVP) (3-5 years' exp.)	55,000 - 75,000	28.21 - 38.46
Fund Accounting Assistant Manager (0-3 years' exp.)	50,000 - 60,000	25.64 - 30.77
Fund Accounting Supervisor / Team Leader	40,000 - 50,000	20.51 - 25.64
Sr Fund Accountant (2+ years' exp)	30,000 - 40,000	15.38 - 20.51
Fund Accountant (1 year's exp.)	30,000 - 35,000	15.38 - 17.95
Fund Accountant / Administrator	26,000 - 30,000	13.33 - 15.38

INVESTOR SERVICES / TRANSFER AGENCY

	IRELAND p/a €	IRELAND p/h €
Transfer Agency Manager	70,000 - 90,000	35.89 - 46.15
Senior Transfer Agency Administrator	35,000 - 45,000	17.95 - 23.08
Transfer Agency Administrator	26,000 - 33,000	13.33 - 16.29

TRUSTEE

	IRELAND p/a €	IRELAND p/h €
Trustee Manager	50,000 - 90,000	35.64 - 46.15
Senior Trustee Officer	35,000 - 50,000	19.97 - 25.64
Trustee Administrator	26,000 - 35,000	13.33 - 17.95

CORPORATE ACTIONS / PRICING

	IRELAND p/a €	IRELAND p/h €
Senior Administrator	35,000 - 45,000	17.95 - 23.08
Market Data / Corporate Actions Administrator	26,000 - 35,000	13.33 - 17.95
Pricing Specialist	26,000 - 45,000	13.33 - 23.08

All hourly rates are exclusive of the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



CUSTODY

	IRELAND p/a €	IRELAND p/h €
Custody Manager	50,000 - 90,000	25.64 - 46.15
Custody Supervisor	38,000 - 50,000	19.49 - 25.64
Senior Custody Administrator	30,000 - 38,000	15.38 - 19.49
Custody Administrator	26,000 - 30,000	13.33 - 15.38

CLIENT SERVICES

	IRELAND p/a €	IRELAND p/h €
Manager	50,000 - 70,000	25.64 - 35.89
Assistant Manager / Supervisor	35,000 - 50,000	17.95 - 25.64
Client Services Administrator	26,000 - 35,000	13.33 - 19.95

Investment Banking / Investment Management

FRONT OFFICE

	IRELAND p/a €	IRELAND p/h €
Trade Execution Manager	70,000 - 90,000	35.89 - 46.15
Trade Execution Dealer	50,000 - 70,000	25.64 - 35.89
Portfolio Manager	70,000 - 95,000	38.89 - 48.71
Product Specialist	45,000 - 70,000	23.08 - 35.89
Communications Specialist	48,000 - 70,000	24.62 - 35.89
Investment Analyst	45,000 - 75,000	23.08 - 38.46
Equity Analyst	30,000 - 65,000	15.38 - 33.33
Credit Analyst	30,000 - 65,000	15.38 - 33.33
Fixed Income Analyst	40,000 - 65,000	20.51 - 33.33
Research Analyst	30,000 - 65,000	15.38 - 33.33

MIDDLE OFFICE

	IRELAND p/a €	IRELAND p/h €
Middle Office Manager	55,000 - 75,000	28.21 - 46.15
Middle Office Analyst	35,000 - 55,000	17.95 - 28.21
Trade Support Manager	50,000 - 65,000	25.64 - 33.33

All hourly rates are exclusive of the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.

BACK OFFICE

	IRELAND p/a €	IRELAND p/h €
Back Office Manager	45,000 - 65,000	23.08 - 33.33
Cash Management Administrator	26,000 - 35,000	13.33 - 17.95
Settlements Administrator	26,000 - 35,000	13.33 - 17.95
Reconciliations Administrator	26,000 - 40,000	13.33 - 20.51
Payments Specialist	26,000 - 35,000	13.33 - 17.95

RETAIL / CORPORATE / PRIVATE BANKING

	IRELAND p/a €	IRELAND p/h €
Senior Credit Manager	65,000 - 95,000	33.33 - 48.72
Credit Manager	40,000 - 65,000	20.51 - 33.33
Portfolio Manager	45,000 - 60,000	23.08 - 30.77
Credit Analyst	35,000 - 45,000	17.95 - 23.08
Lending / Credit Executive	32,000 - 38,000	16.41 - 19.49
Project / Operations Manager	55,000 - 95,000	28.20 - 48.71
Business Analyst	35,000 - 60,000	17.95 - 30.77
Middle Office Manager	55,000 - 75,000	28.21 - 46.15
Treasury Manager	65,000 - 90,000	33.33 - 46.15
Settlements / Reconciliations / Payments Specialist	26,000 - 35,000	13.33 - 17.95

COMPLIANCE & RISK

(Across Banking, Investment / Asset Management / Fund Services)

	IRELAND p/a €	IRELAND p/h €
Compliance Manager	50,000 - 70,000	25.64 - 35.89
Compliance Officer	30,000 - 50,000	15.38 - 25.64
Risk Manager	70,000 - 100,000	35.90 - 51.28
Risk Officer	35,000 - 45,000	17.95 - 23.08
Risk Analyst	35,000 - 45,000	17.95 - 23.08
AML Officer	26,000 - 45,000	13.33 - 23.08

All hourly rates are exclusive of the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



Insurance

There has been encouraging job flow momentum throughout 2016 across the insurance market despite the challenges many of the companies in the domestic general and life space have lived through over the last two to three years. Large scale change programmes across operating and distribution models coupled with IT infrastructure upgrades to support better analytical and competitive pricing capabilities servicing the direct and online capabilities have been priority for many domestic insurers. With disruptive technologies, increasing premiums across motor on average ranging up to 35%, increasing costs of personal injury claims and the ever evolving challenges of customer attraction and retention, it's a time where change is a constant in this market and resilience and adaptability is everything.

Brexit and the US presidential election will surely have impact over the coming years for UK headquartered international insurers and subsidiary operations based here in Ireland. It will be interesting to see how things evolve.

Demand and supply is becoming an issue across certain levels of hiring. Strong technical risk based underwriters in the motor and home industries with 3-6 years' experience, fraud specialists, pricing and product actuaries and claims specialists in personal lines with cradles to grave claims management experience are keenly sought after by many of the insurers. Key in-depth knowledge across certain products and markets has been lost in some instances, with redundancies and restructuring. Perhaps the widening gap of expertise across certain levels is being felt more so now than in previous years. A topical aspect of last years' survey was the area of general broking and introduction of new niche products such as gadget insurance and cyber risk liability insurance, to further diversify and stand out from peer brokers and build new commission income streams seems key.

The prediction for salaries going into 2017 is that they will be maintained at a very steady level, however, we have found that employers are looking at internal employee salary benchmarking and readjusting pay scales in order to retain top talent. When externally hiring, an increase of circa 2%-4% on salary bands have at times been re-adjusted, in order to attract key expertise. We have found that good quality candidates are not necessarily always active in the market but will always be attracted to consider new and more challenging opportunities. When hiring for those hard to fill roles, employers need to sometimes compromise where direct experience across the aforementioned may not be evident, but if sound in-depth technical skills are there and the attitude and strong career progression is demonstrable to date with those candidates, sometime the compromise of not getting the closest match every time is necessary.

A common trend over the past number of years has been the growth of

demand in life broking, life assurance and bancassurers looking to hire financial advisors with 2-3 years' plus experience and a QFA qualification. Financial advisors with a proven track record in strong sales and client relationships continue to be in demand, coupled with client interfacing group defined contribution administrators with 3-5 years' experience. With an increasing amount of life companies and pension consultancies delivering real times online interfaces across valuations for their group schemes for their corporate clients, candidates who have strong exposure to these IT platforms will be highly sought after.

Candidates are continuing to expect and want more when it comes to a company's employee benefits, pension contributions and educational assistance will flexibility in working hours at times, all attractive when considering their next move.

“CANDIDATES ARE CONTINUING TO EXPECT AND WANT MORE WHEN IT COMES TO A COMPANY'S EMPLOYEE BENEFITS”

Professional bodies remain supportive this year, with minimum competency being the starting blocks for new entrants into the marketplace. This year we have started to see an increase in the return of many Irish citizens who have spent long stints abroad. Most have earned invaluable experience in international insurance markets, but many are still finding it increasingly difficult to get back into the Irish market upon their return due to their lack of relevant insurance qualifications, knowledge of the domestic markets, clients etc. Hopefully the tide will turn for many, as their skills set and exposure to other market, operating models and best practices can no doubt add value and sometimes challenge the “status quo” of how issues are looked at.

In summary, from a recruitment perspective, the insurance market does seem to have a sense of resilience and optimism going into 2017. Salary trends are similar to that of 2016 with many professionals looking at 5%-10% increases when moving. Pension contribution is dependent on years of experience and level grade, ranging from 6%-10% on average. Bonuses ranging from 6%-12% for those with up to 5-7 years' experience and when at managerial to senior management levels, it ranges from 15%-25%.



INTERNATIONAL

	IRELAND €
Reinsurance Underwriting Manager	95,000 - 140,000
Reinsurance Underwriter	70,000 - 130,000
Reinsurance Underwriting Support (1-10 years' exp.)	35,000 - 65,000
Reinsurance Claims Manager (10+ years' exp.)	80,000 - 140,000
Reinsurance Claims (1-10 years' exp.)	40,000 - 70,000
Captive Account Manager / Senior Manager	70,000 - 130,000
Captive Underwriter / Insurance Manager (1-10 years' exp.)	45,000 - 65,000

INSURANCE COMPANY

	IRELAND €
Commercial Underwriting Manager	80,000 - 100,000
Commercial Underwriter (5-10 years' exp.)	55,000 - 80,000
Commercial Underwriter (1-5 years' exp.)	40,000 - 55,000
Commercial Assistant Underwriter (1-3 years' exp.)	28,000 - 40,000
Personal Lines Manager	50,000 - 80,000
Personal Lines Underwriter	35,000 - 50,000
Personal Lines Executive	25,000 - 40,000
Life Underwriter	40,000 - 60,000
Life Pensions & Investments Operations Manager	60,000 - 80,000
LPI Client Services Supervisor	45,000 - 65,000
LPI Client Services Administrator	26,000 - 45,000
Group Pensions Administrator	28,000 - 40,000
Pensions Consultant	50,000 - 80,000
Broker Developer	45,000 - 65,000
Claims Technical	50,000 - 65,000
Claims Team Manager	45,000 - 65,000
Claims (1-10 years' exp.)	25,000 - 45,000

INSURANCE BROKING

	IRELAND €
Senior Commercial Account Executive / Client Director (10+ years' exp.)	85,000 - 125,000
Commercial Account Executive (1-10 years' exp.)	35,000 - 45,000
Commercial Account Manager	30,000 - 45,000
Personal Lines Manager	40,000 - 50,000
Personal Lines Executive	25,000 - 35,000
Financial Adviser	28,000 - 50,000
Life Admin / Sales Support	25,000 - 40,000
Claims	25,000 - 45,000

ACTUARIAL

	IRELAND €
Chief Actuary	160,000 - 320,000
Qualified Actuary (3-10 years' PQE)	80,000 - 130,000
Finalist / Newly Qualified Actuary	65,000 - 80,000
Part-Qualified Actuary	45,000 - 65,000
Trainee Actuary (Grad Level)	30,000 - 45,000

“BREXIT AND THE US PRESIDENTIAL ELECTION WILL SURELY HAVE IMPACT OVER THE COMING YEARS”



Human Resources

We have seen a marked improvement in the HR market in the last twelve months with more opportunities for HR professionals and increased confidence of individuals in permanent positions to make a move. The active interim / contract market has continued to dominate.

With unemployment dropping below 8% in 2016, the HR market is continuing to grow as a natural need for employees to fully service their workplace across rapidly growing industries. Whether the effects of global politics bear a positive or negative impact on our economy coming into 2017, the HR market will continue to stay buoyant and competitive to enable companies to best serve their valued employees. The HR market in Ireland is becoming increasingly competitive due to an increase of candidates returning home from abroad, this can be seen across all industries in particular financial services which has seen an increased demand for experienced HR professionals.

“THE INCREASE IN THE NEED FOR IN-HOUSE RECRUITMENT SPECIALISTS IS HOPEFULLY A POSITIVE SIGN”

We have seen continued demand for HR expertise in the following areas in particular: change management, organisational development, compensation & benefits / reward & remuneration, employee & industrial relations, employment law and communications. The increase in the need for in-house recruitment specialists to support growing businesses this year is also a clear sign of an improved market and hopefully a positive sign of things to come.

Opportunities have been limited within learning & development / training where either very specialist technical training (financial services / technology / pharmaceutical) or executive coaching / leadership development positions to support the senior teams. We have also continued to see an increase in the demand for HR and employment legislation experience outside of Ireland i.e. UK, EMEA or US exposure.

There have not been any significant changes in salaries in the last year with HR professionals continuing to show flexibility in their salary expectations at all levels. Salaries have become marginally more attractive for specialist HR knowledge and experience however. Entry level HR graduate opportunities are very competitive at the moment and there has been a continued trend for unpaid internships being offered by employers.

The forecast appears to be positive moving into 2017, however continued flexibility will be required in relation to expected salaries and benefits being offered in the market place.

GENERALIST HR

	DUBLIN €	REGIONAL €
HR Director / Head of HR	90,000 - 145,000	80,000 - 120,000
HR Manager / HR Business Partner	55,000 - 85,000	55,000 - 70,000
HR Generalist / HR Advisor	35,000 - 50,000	35,000 - 50,000
HR Officer	30,000 - 35,000	27,000 - 35,000
HR Administrator	28,000 - 30,000	23,000 - 30,000
HR Graduate	24,000 - 28,000	20,000 - 25,000

LEARNING & DEVELOPMENT (L&D)

	DUBLIN €	REGIONAL €
L & D Director / Head of L&D	80,000 - 125,000	65,000 - 90,000
L&D Manager	60,000 - 80,000	45,000 - 65,000
L&D / Training Specialist / Training Officer	35,000 - 55,000	30,000 - 50,000
L&D / Training Co-ordinator	25,000 - 35,000	25,000 - 35,000

REWARD / COMPENSATION & BENEFITS (C&B)

	DUBLIN €	REGIONAL €
Head of Reward / C&B	90,000 - 130,000	75,000 - 120,000
C&B / Reward Manager	70,000 - 110,000	65,000 - 80,000
C&B / Reward Specialist	55,000 - 80,000	40,000 - 65,000

RECRUITMENT / TALENT ACQUISITION

	DUBLIN €	REGIONAL €
Domestic / International Head of Talent Acquisition	85,000 - 120,000	75,000 - 100,000
Recruitment Manager / Talent Acquisition Manager	50,000 - 65,000	40,000 - 55,000
Recruitment Specialist	35,000 - 45,000	30,000 - 45,000
Recruitment Co-ordinator	25,000 - 30,000	23,000 - 28,000

OTHER KEY SPECIALIST AREAS

	DUBLIN €	REGIONAL €
Organisational Development (OD) Director / Head of OD	90,000 - 140,000	70,000 - 95,000
OD Manager / Change Manager	55,000 - 75,000	45,000 - 55,000
Industrial Relations (IR) / Employee Relations (ER) Manager	45,000 - 60,000	45,000 - 55,000



Legal

Practice

2016 saw continued growth within the legal sector and all areas continued to grow. High activity within the property market has seen demand for commercial and residential property solicitors at a high level and has now become the key growth area.

The major talking point is Brexit. It has impacted the legal market in a number of ways. At the beginning of 2016 corporate transactions were at a high level and as a result salaries were at a premium. Transactions seem to have quietened down from this peak and as such demand for corporate solicitors is not as high. An increase in activity is expected again in 2017.

Demand for financial services solicitors within practice, particularly in the areas of asset management and investment funds remains strong. The majority of funds practices in Ireland are seeking to recruit solicitors at all levels and have offered salaries above market level to attract key talent away from competitors.

Brexit has also impacted on Irish solicitors looking to move over to London and Irish solicitors already based there looking to make a move back home. Many solicitors who were in interview processes with large corporate firms, particularly US firms, based in London have seen interviews and/or job offers been cancelled or put on hold for the foreseeable future. This has slowed down the mass exodus of junior solicitors over to London which has been notable over the past few years. Feedback is that a move back to Ireland is planned for the future for many London-based solicitors.

One of the more positive developments of 2016 has been the increase in demand for legal professionals outside of Dublin. Firms in regional areas particularly Cork, Limerick and Galway have looked to add to their staff. The key growth areas remain litigation and property. Regional salaries have increased but they still lag behind Dublin salaries. In addition to increasing salaries, firms continue to offer a range of benefits. Healthcare, pension contributions and annual bonuses becoming more and more common even outside of the larger corporate firms.

In-House

In-house roles have continued to grow at a steady rate throughout 2016, with a need for staff at varying levels. Demand for these roles amongst solicitors looking to make a move away from practice is always high. While traditionally financial services has been the market leader in recruiting legal professionals, 2016 has seen a notable increase in roles within the pharmaceutical and technology industries with many companies expanding their Irish operations.

PRACTICE

	DUBLIN € TOP TIER	DUBLIN € MID TIER	REGIONAL €
Salaried Partner	120,000 - 200,000+	100,000 - 180,000	90,000 - 150,000
6-9 years' PQE	90,000 - 150,000	80,000 - 120,000	50,000 - 90,000
5 years' PQE	80,000 - 110,000	75,000 - 110,000	45,000 - 70,000
4 years' PQE	80,000 - 105,000	70,000 - 105,000	45,000 - 65,000
3 years' PQE	75,000 - 90,000	65,000 - 90,000	40,000 - 60,000
2 years' PQE	70,000 - 85,000	60,000 - 85,000	40,000 - 55,000
1 year's PQE	65,000 - 75,000	55,000 - 75,000	35,000 - 50,000
Newly Qualified Solicitor	60,000 - 65,000	50,000 - 63,000	30,000 - 45,000
Professional Support Lawyer	80,000 - 100,000	70,000 - 90,000	n/a
Legal Executive / Paralegal	40,000 - 70,000	30,000 - 55,000	30,000 - 50,000
Company Secretary (5+ years' exp.)	70,000 - 115,000	55,000 - 100,000	45,000 - 70,000
Company Secretary (3-5 years' exp.)	45,000 - 70,000	40,000 - 60,000	30,000 - 50,000
Company Secretary (0-3 years' exp.)	30,000 - 45,000	30,000 - 45,000	20,000 - 35,000

IN-HOUSE

	DUBLIN €	REGIONAL €
Head of Legal	95,000 - 200,000+	80,000 - 120,000
Senior Legal Counsel	70,000 - 130,000	60,000 - 100,000
Junior Legal Counsel	55,000 - 75,000	35,000 - 60,000
Funds Lawyer	65,000 - 120,000	n/a
Legal & Compliance Officer	45,000 - 100,000	35,000 - 90,000
Company Secretary	35,000 - 110,000	20,000 - 90,000
Legal Administrator / Assistant	25,000 - 45,000	25,000 - 30,000

“ONE OF THE MORE POSITIVE DEVELOPMENTS HAS BEEN THE INCREASE IN DEMAND FOR LEGAL PROFESSIONALS OUTSIDE OF DUBLIN”



Sales

Overall, 2016 has been a positive year for sales recruitment. There has been an immense amount of growth across the areas of engineering and construction sales, primarily because the two have had little to no movement since the downturn in the economy. That being said, the areas of technology, FMCG and pharma have seen a steady rise. In the latter months of the year, property and real estate have started to become competitive spaces once again.

This year, the market across the board has become a candidate driven market. Candidates have an abundance of choice when it comes to prospective employers, much more than they've had in previous years. This trend has seen candidates' confidence increase ten-fold; there is no longer one role for each candidate, they now have numerous opportunities at any given time. Subsequently, it is now paramount that the motivations of every prospective candidate are clear in order to attract them.

Following the trend for 2016, remuneration packages as a whole are still becoming increasingly competitive with companies focussing on company cars, on-target earnings or bonuses and other benefits, such as health care, pensions, flexitime and options to work remotely. Basic salaries have

seen a slight increase also especially for more senior appointments.

Work-life balance is a term that has become very popular this year, with companies that offer this opportunity becoming increasingly popular with candidates. Companies that place importance on mental health and fitness talks, gym subscriptions and the bike to work scheme are more attractive to candidates.

In the last few years there was a push on account executives/ managers as companies were focussing on retaining clients, this year the tables have started to turn slightly - as new sectors are growing, there is more of a demand for business development executives and managers to win new customers.

2017 is sure to be a very interesting one with all sectors continuing to improve and grow. The market will remain very heavily candidate driven and employee retention will continue to be the hot topic for the year ahead. Knowing and being open to the needs of both current and potential employees is the best way to stay ahead in this competitive market.

ICT

	DUBLIN BASE €	DUBLIN OTE €	REGIONAL BASE €	REGIONAL OTE €
Sales Manager	60,000 - 85,000	90,000 - 150,000	50,000 - 70,000	70,000 - 100,000
Business Development Manager	60,000 - 80,000	80,000 - 120,000	40,000 - 60,000	55,000 - 85,000
Business Development Executive	45,000 - 55,000	60,000 - 100,000	35,000 - 45,000	40,000 - 55,000
Client Services Manager	60,000 - 80,000	75,000 - 95,000	40,000 - 55,000	50,000 - 65,000
Technical Sales Executive	35,000 - 60,000	60,000 - 80,000	35,000 - 48,000	40,000 - 60,000
Inside Sales / Telesales Team Leader	30,000 - 40,000	42,000 - 60,000	35,000 - 45,000	35,000 - 55,000
Inside Sales / Telesales Executive	25,000 - 30,000	35,000 - 50,000	25,000 - 35,000	30,000 - 45,000

FMCG

	DUBLIN BASE €	DUBLIN OTE €	REGIONAL BASE €	REGIONAL OTE €
Commercial Manager	80,000 - 100,000	95,000 - 120,000	55,000 - 85,000	70,000 - 110,000
Area / Regional Manager	60,000 - 80,000	80,000 - 100,000	50,000 - 65,000	60,000 - 85,000
National Account Manager	60,000 - 80,000	n/a	50,000 - 70,000	n/a
Key Account Manager	35,000 - 45,000	n/a	40,000 - 55,000	n/a
Customer Account Manager	55,000 - 75,000	n/a	35,000 - 50,000	n/a
Territory Sales Rep	30,000 - 45,000	40,000 - 55,000	28,000 - 40,000	35,000 - 50,000
Field Sales Rep	30,000 - 45,000	40,000 - 55,000	28,000 - 35,000	30,000 - 45,000
Van Sales Rep	25,000 - 30,000	35,000 - 45,000	24,000 - 32,000	25,000 - 36,000
Merchandiser	22,000 - 28,000	n/a	18,000 - 24,000	n/a



B2B

	DUBLIN BASE €	DUBLIN OTE €	REGIONAL BASE €	REGIONAL OTE €
National Sales Manager	70,000 - 90,000	85,000 - 120,000	50,000 - 75,000	55,000 - 85,000
Regional Sales Manager	60,000 - 75,000	80,000 - 95,000	48,000 - 60,000	50,000 - 70,000
Sales & Marketing Manager	50,000 - 60,000	60,000 - 70,000	40,000 - 70,000	50,000 - 75,000
Key Account Manager	30,000 - 40,000	n/a	40,000 - 60,000	n/a
Client Services Manager	60,000 - 80,000	70,000 - 90,000	35,000 - 54,000	40,000 - 50,000
Business Development Manager	45,000 - 50,000	60,000 - 75,000	40,000 - 50,000	40,000 - 65,000
Business Development Executive	45,000 - 50,000	60,000 - 75,000	25,000 - 40,000	30,000 - 55,000
Field Sales Executive	30,000 - 35,000	40,000 - 50,000	25,000 - 40,000	30,000 - 50,000
Inside Sales / Telesales Team Leader	30,000 - 35,000	40,000 - 50,000	25,000 - 35,000	38,000 - 40,000
Inside Sales / Telesales Executive	20,000 - 30,000	35,000 - 45,000	18,000 - 25,000	20,000 - 32,000

HEALTH, PHARMACEUTICAL & SCIENTIFIC SALES

	DUBLIN BASE €	DUBLIN OTE €	REGIONAL BASE €	REGIONAL OTE €
Country Manager / Sales Director	115,000 - 140,000	130,000 - 160,000	75,000 - 100,000	90,000 - 140,000
Business Unit Manager / Sales & Marketing Manager	85,000 - 95,000	110,000 - 125,000	65,000 - 85,000	70,000 - 100,000
Sales Manager (Team >6 people)	75,000 - 85,000	90,000 - 110,000	65,000 - 95,000	75,000 - 100,000
Sales Manager (Team <6 people)	60,000 - 70,000	70,000 - 90,000	50,000 - 65,000	60,000 - 85,000
Business Development Manager	55,000 - 60,000	65,000 - 75,000	50,000 - 60,000	55,000 - 75,000
Hospital Representative / Product Specialist (3+ years' exp.)	40,000 - 55,000	55,000 - 65,000	40,000 - 55,000	45,000 - 65,000
Hospital Representative	38,000 - 45,000	45,000 - 65,000	35,000 - 45,000	42,000 - 60,000
Senior GP Representative / Territory Manager (3+ years' exp.)	45,000 - 55,000	55,000 - 65,000	40,000 - 55,000	45,000 - 65,000
GP Representative (1-3 years' exp.)	35,000 - 45,000	45,000 - 55,000	35,000 - 45,000	42,000 - 60,000

“THE MARKET WILL REMAIN VERY HEAVILY CANDIDATE DRIVEN AND EMPLOYEE RETENTION WILL CONTINUE TO BE THE HOT TOPIC FOR THE YEAR AHEAD”



Marketing

It's been another very interesting year for marketing and looking towards 2017, we can expect multiple areas to continue the growth that we've witnessed over the past 12 months.

Digital marketing continues to grow, as it becomes a necessity for most company's marketing departments. We've seen a significant rise in the candidates moving away from traditional marketing into the digital space, as well as an increase in graduates leaving college having specialised in the area. This follows the trend that digital is becoming less of a niche, and more of a necessity for marketing departments. This is also reflected in the movement of salaries for the likes of Social Media Managers from last year's salary survey. The utilities and hospitality sectors have been a real driver of the increase in digital marketing roles. SEO and PPC Specialists are in demand and these trends show no signs of slowing down moving into 2017.

The FMCG and automotive sectors have put a huge focus on brand and communications this year and with high performing, global brands relocating to Ireland, there has been a steady increase in the amount of jobs in these areas. Communications / PR has been busy all year round, with a strong focus on internal and employee relations towards the year

“DIGITAL IS BECOMING LESS OF A NICHE, AND MORE OF A NECESSITY FOR MARKETING DEPARTMENTS”

end, as many large companies have restructured over the course of 2016. The legal sector has been busy recruiting marketing professionals throughout the year, focusing on marketing candidates with a background in law and professional services, with tender and bid experience being a distinct advantage. We have seen a slow-down in recruitment in the financial services sector, post Brexit. However as the year ends, it seems to be picking up, and we would expect the area to recover well in 2017.

The demand for marketing candidates with a second and third language increases, primarily from multinationals setting up in Ireland. There has been an increase in the salary levels of these individuals, especially those who specialise in the e-commerce and digital areas.

Overall, there has not been any significant movement on the base salaries from 2016, as companies continue to focus on providing improved benefits packages and performance bonuses to employees. With the arrival of many new companies, especially to the Dublin area, 2017 will be an exciting time to be in the marketing arena.

MARKETING

	DUBLIN €	REGIONAL €
Marketing Director	100,000 - 140,000	80,000 - 120,000
Marketing Manager	55,000 - 80,000	50,000 - 75,000
Marketing Executive (5+ years' exp.)	35,000 - 50,000	30,000 - 50,000
Marketing Executive (1-5 years' exp.)	25,000 - 35,000	25,000 - 35,000
Brand Manager (5+ years' exp.)	55,000 - 75,000	50,000 - 65,000
Brand Manager (1-5 years' exp.)	40,000 - 55,000	35,000 - 55,000
Activation / Trade Marketing Mgr	40,000 - 55,000	40,000 - 55,000
Channel Marketing Manager	45,000 - 70,000	40,000 - 60,000
Customer Marketing Manager	60,000 - 75,000	40,000 - 70,000
Marketing / Brand Innovation Mgr	60,000 - 70,000	55,000 - 70,000
Insights Manager	45,000 - 70,000	45,000 - 70,000
Product Manager (5+ years' exp.)	55,000 - 80,000	50,000 - 75,000
Product Manager (1-5 years' exp.)	45,000 - 60,000	30,000 - 50,000
Category Manager (5+ years' exp.)	55,000 - 75,000	55,000 - 65,000
Category Manager (1-5 years' exp.)	40,000 - 50,000	40,000 - 50,000
Category Executive	30,000 - 40,000	28,000 - 40,000
PR / Communications Manager	45,000 - 75,000	45,000 - 65,000
PR / Communications Executive	30,000 - 45,000	25,000 - 35,000
Marketing & Campaign Manager	40,000 - 55,000	38,000 - 55,000
Public Affairs Consultant	55,000 - 75,000	45,000 - 70,000
Media Advisor / Specialist	50,000 - 60,000	45,000 - 55,000
Events Manager	40,000 - 55,000	40,000 - 55,000
Events Executive	30,000 - 40,000	25,000 - 35,000
Sponsorship Manager	45,000 - 60,000	45,000 - 60,000
Sponsorship Executive	28,000 - 40,000	28,000 - 35,000
Fundraising Manager	45,000 - 75,000	40,000 - 55,000
Fundraising Executive	28,000 - 40,000	25,000 - 35,000

ONLINE / DIGITAL MARKETING

	DUBLIN €	REGIONAL €
Online / Digital Marketing Manager	45,000 - 75,000	45,000 - 75,000
Online / Digital Marketing Executive	30,000 - 50,000	30,000 - 50,000
e-Commerce Manager	50,000 - 80,000	50,000 - 80,000
Digital Content Manager	50,000 - 65,000	50,000 - 65,000
Community Manager	40,000 - 50,000	40,000 - 50,000
Social Media Manager	40,000 - 55,000	40,000 - 55,000
Social Media Executive	20,000 - 35,000	20,000 - 35,000
SEO Specialist	40,000 - 50,000	35,000 - 50,000
PPC Specialist	40,000 - 50,000	35,000 - 45,000



Retail

Retail is back as a hot sector where growth is rapidly happening. Retail sales have increased 3.7% on last year, and there is a good feeling with the market leaders and SMEs that this growth is only going to continue. Our clients have noticed a significant increase in volume of sales and increase in spending point, this in turn creates an increase for staffing requirements.

We have witnessed more roles becoming available particularly in the luxury goods market and highly engaged candidates with experience, good communication skills and the ability to learn new product ranges are being snapped up quickly by employers.

The minimum wage will increase from January 2017 to €9.25 per hour which some retailers are concerned about but it has not caused any major ripples. The potential fall-out that may come from Brexit is making some retailers nervous here in Ireland with the concern that savings won't be passed on or products may no longer be accessible. The concern, so prevalent in years past is that retailers, particularly those located in border counties may lose out to retailers in the North in certain areas.

However the impact hasn't been as negative as feared, in fact Ireland has new retailers joining us in 2017 such as John Lewis, Victoria Secret, Tesla Motors and many more are planning to expand.

HEAD OFFICE

	DUBLIN €	REGIONAL €
Operations Manager	60,000 - 80,000	50,000 - 80,000
Senior Buyer	60,000 - 70,000	50,000 - 65,000
Buyer	40,000 - 60,000	40,000 - 50,000
Assistant Buyer	35,000 - 40,000	30,000 - 35,000
Buying Administrator	25,000 - 30,000	24,000 - 28,000

MULTIPLES

	DUBLIN €	REGIONAL €
Area Manager	75,000 - 90,000	70,000 - 90,000
Store Manager	65,000 - 80,000	55,000 - 70,000
Assistant Manager	35,000 - 60,000	30,000 - 45,000
Department / Section Manager	35,000 - 40,000	30,000 - 35,000
Supervisor	25,000 - 30,000	24,000 - 28,000
Cashier	24,000 - 27,000	22,000 - 26,000

SYMBOL GROUPS / FORECOURT

	DUBLIN €	REGIONAL €
Area Manager	65,000 - 80,000	60,000 - 70,000
Retail Operations Advisor	60,000 - 70,000	55,000 - 65,000
Store Manager	40,000 - 55,000	40,000 - 55,000
Assistant Manager	30,000 - 40,000	30,000 - 35,000
Retail Assistant	22,000 - 26,000	22,000 - 24,000

FASHION - HIGH STREET

	DUBLIN €	REGIONAL €
Area Manager	65,000 - 85,000	60,000 - 75,000
Cluster Manager	50,000 - 65,000	45,000 - 60,000
Store Manager	35,000 - 50,000	35,000 - 45,000
Regional Visual Merchandiser	35,000 - 45,000	35,000 - 40,000
Visual Merchandiser	30,000 - 40,000	25,000 - 35,000
Assistant Manager	28,000 - 35,000	25,000 - 32,000
Supervisor / Sales Manager	27,000 - 34,000	26,000 - 30,000
Head Cashier	24,000 - 27,000	22,000 - 26,000

DEPARTMENT STORES

	DUBLIN €	REGIONAL €
Area Manager	65,000 - 85,000	60,000 - 75,000
Store Manager	50,000 - 65,000	45,000 - 60,000
Assistant Manager	35,000 - 50,000	35,000 - 45,000
Department Manager	35,000 - 45,000	35,000 - 40,000
Concession Manager	30,000 - 40,000	30,000 - 40,000
Brand Manager	28,000 - 35,000	28,000 - 30,000
Visual Merchandiser	27,000 - 34,000	26,000 - 30,000
Sales Consultant	24,000 - 27,000	22,000 - 26,000

SHOWROOM SALES

	DUBLIN €	REGIONAL €
Area Manager	45,000 - 55,000	40,000 - 50,000
Showroom Manager	35,000 - 45,000	35,000 - 45,000
Design Consultant	28,000 - 32,000	26,000 - 30,000
Showroom Consultant	24,000 - 27,000	22,000 - 26,000
Counter Sales Consultant	23,000 - 25,000	22,000 - 24,000



Information Technology - Permanent

The permanent job market for IT professionals in 2016 has been very solid. Across all disciplines including application development, infrastructure, project delivery, business analysis etc., there has been a wealth of job opportunities. Certain disciplines have come to the fore, and 2016 saw data science arrive as a mainstream technology discipline. Increasingly, companies are embracing data analytics and are leveraging advancements in technologies to use data to look forward as well as backwards.

The job market remains very much candidate led. There is an increased competition for strong candidates and increased frequency of active candidates having multiple job offers with counter-offers becoming more of an issue. There is stiff competition for qualified candidates within software engineering, all data focused roles and increasingly systems administration and networking. Salary inflation has continued in 2016 and will likely carry on into 2017 as companies continue competing to hire a supply of talent that is not managing to meet demand.

There is also evidence that IT professionals are staying in their jobs for longer. Many companies in the last number of years have improved their benefits packages, given more significant annual salary increases and invested more heavily in training and career development. This has made it harder for companies setting up in Ireland or expanding existing sites to attract the locally based workforce.

“THERE IS ALSO EVIDENCE THAT IT PROFESSIONALS ARE STAYING IN THEIR JOBS FOR LONGER”

The IT job market has been strong on the back of continued inward investment from large multinationals. A number have set up large global hubs in Ireland in 2016. Smaller US entities are looking to Dublin's talent pool to expand operations as a very tight candidate market in Silicon Valley and New York and Boston makes it harder to hire. Corporation tax, our English speaking workforce and European market access remain big selling points for Ireland. The indigenous tech sector and tech services firms have largely been in growth mode. There has been a wealth of IT job opportunities across financial services, in retail and corporate banking, insurance and funds. The volume of job opportunities in financial services has discernibly tightened in the latter half of 2016 as many global firms have gone into a holding pattern post Brexit. SME hiring of IT professionals has been strong with many companies embarking on projects to overhaul their application / CRM environments or bring their applications and infrastructure to the cloud.

In software engineering, salary levels have again increased in the last year

EXECUTIVE

	DUBLIN €	REGIONAL €
Chief Technical Officer (CTO)	100,000 - 200,000	85,000 - 120,000
Chief Operations Officer (COO)	100,000 - 150,000	100,000 - 140,000
Chief Information Officer (CIO)	90,000 - 240,000	85,000 - 120,000
Chief Data Officer (CDO)	100,000 - 150,000	90,000 - 130,000
Chief Information Security Officer (CISO)	90,000 - 130,000	85,000 - 120,000
IT Director / Head of IT	90,000 - 125,000	85,000 - 120,000
IT Manager	75,000 - 90,000	70,000 - 85,000

SOFTWARE DEVELOPMENT

	DUBLIN €	REGIONAL €
Engineering / Development Manager	90,000 - 110,000	80,000 - 100,000
Technical Architect	80,000 - 95,000	75,000 - 85,000
Senior Engineer / Technical Team Lead (JEE / .NET)	70,000 - 80,000	65,000 - 75,000
Senior Front End / UI Developer	60,000 - 70,000	55,000 - 65,000
C / C++ Developer	45,000 - 70,000	40,000 - 65,000
Mid-level .NET / C# Engineer	50,000 - 70,000	45,000 - 65,000
Mid-level JEE Developer	50,000 - 70,000	45,000 - 65,000
Web Services Developer	50,000 - 70,000	45,000 - 65,000
Android / iOS Developer	45,000 - 65,000	40,000 - 60,000
Ruby on Rails Developer	55,000 - 72,000	50,000 - 65,000
PHP Developer	45,000 - 65,000	40,000 - 60,000
Python Developer	55,000 - 72,000	50,000 - 65,000
Scala Developer	55,000 - 75,000	50,000 - 70,000
SharePoint Developer	50,000 - 70,000	45,000 - 65,000
Release / Configuration Engineer	50,000 - 70,000	45,000 - 65,000

CREATIVE / DESIGN

	DUBLIN €	REGIONAL €
Art Director	75,000 - 95,000	70,000 - 85,000
Creative Manager	55,000 - 70,000	50,000 - 60,000
Interactive Designer	45,000 - 60,000	40,000 - 55,000
UX / Usability Designer	50,000 - 75,000	45,000 - 70,000
Multimedia / Graphic / Web Designer	32,000 - 55,000	25,000 - 45,000
3D Modeller / Designer	35,000 - 55,000	30,000 - 50,000
Games Designer	40,000 - 60,000	35,000 - 55,000



for all of the core programming languages with mid to senior level Java, C#.Net, Python and Ruby developers seeing an average increase of 10% in their salary when making a decision to change jobs.

“IN SOFTWARE ENGINEERING, SALARY LEVELS HAVE AGAIN INCREASED”

Data Scientists with proven commercial expertise in predictive analytics and machine learning can command a six figure salary with just several years' experience, in particular candidates with the academics to back it up, such as a PHD. There is still a relatively small pool of candidates with commercial experience applying machine learning and predictive analytics techniques in a commercial setting. Data Engineers or Software Engineers with experience in NoSQL environments such as the Hadoop ecosystem or other NoSQL environments have seen salary increases year on year of 10% plus. This is the same for Software Engineers with Python, Scala or Java skills that have built up experience building applications to support big data environments. DevOps and Platform Engineers with experience in large enterprise data heavy tech landscapes, especially DevOps candidates with experience using container technologies have seen increases of about 10% year on year.

In last year's salary survey we had seen an average 5% rise in salaries in the IT operations and infrastructure specialities. 2016 saw similar rises for Systems and Network Engineers, Systems Administrators and IT support staff.

For IT Project Managers and Business Systems Analysts, the job market has been strong. Candidates with strong project delivery experience or analysis skills and with specific industry knowledge have seen increases of about 7% on average year on year, according to the data we collated from our clients.

IT Security and IT Audit specialists are seeing salary levels in their area continuing to rise, however at a slightly more muted pace than we had seen in the previous year with average rises of 5%. Last year's Brightwater IT Salary survey saw 70% of our clients indicating their intention to give salary increments to their IT staff. This year the figure has fallen to 65%, perhaps an indication of a slight fall back in confidence due to Brexit.

For candidates, the top priorities in making career choices are first and foremost technology stack, training, both formal and informal, and career advancement opportunities. Salary follows at a close second. Most IT professionals do have choices when they make the decision to change jobs so the interview experience, the selling of the company culture at interview stage and a warm interview process are key to getting sought after

SECURITY / IT AUDIT

	DUBLIN €	REGIONAL €
IT Security Consultant	45,000 - 75,000	40,000 - 65,000
IT Auditor	40,000 - 65,000	35,000 - 60,000
IT Compliance Specialist	40,000 - 65,000	35,000 - 60,000
Security Operations Engineer	35,000 - 55,000	30,000 - 50,000
Application Security Specialist	50,000 - 75,000	45,000 - 70,000
IT Forensics / eDiscovery Consultant	40,000 - 70,000	35,000 - 65,000

SYSTEM ANALYSIS

	DUBLIN €	REGIONAL €
IT Management Consultant	45,000 - 90,000	40,000 - 85,000
Business Process Analyst / Consultant	50,000 - 75,000	45,000 - 70,000
Reporting Analyst	35,000 - 65,000	30,000 - 60,000
QA / Test Manager	65,000 - 80,000	60,000 - 75,000
QA / Test Lead	60,000 - 70,000	55,000 - 65,000
Solutions Architect	85,000 - 100,000	80,000 - 95,000
Software Test / QA Engineer	40,000 - 55,000	35,000 - 50,000
Business Intelligence Analyst	50,000 - 65,000	45,000 - 60,000
QA Automation Engineer	45,000 - 65,000	40,000 - 60,000
Big Data Engineer	60,000 - 80,000	55,000 - 75,000
Data Scientist / Data Analytics Consultant	60,000 - 110,000	55,000 - 100,000
Database Developer (Oracle / SQL Server)	45,000 - 60,000	40,000 - 55,000

IT / PROJECT MANAGEMENT

	DUBLIN €	REGIONAL €
Programme Manager	80,000 - 100,000	75,000 - 90,000
Senior Project Manager	75,000 - 85,000	70,000 - 80,000
Project Manager	65,000 - 75,000	60,000 - 70,000
Software Product Manager	65,000 - 80,000	60,000 - 75,000
PMO Coordinator / Project Administrator	38,000 - 55,000	35,000 - 50,000



candidates to accept a job offer. Frequently when candidates decline a job offer, the feedback is a negative perception of the company culture during the interview process.

In terms of benefits, 72% of our client respondents offer discretionary bonuses and confirmed bonus payments of on average 8% for the year. Pensions with an average employer contribution of 6% were offered by the bulk of our client respondents. Healthcare packages are being offered by 45% of respondent companies, an increase of 5% on last year. Again half of companies offering healthcare also covered employee dependents. Companies that are not offering pension or healthcare noted that they have to compensate with slightly above market base salaries, or flexible working arrangements such as remote working options. Remote working is a benefit that is now being offered by a higher percentage of respondents than last year.

Salary levels have continued to increase in most areas of IT, some more aggressively than others, e.g. data scientists. Supply remains a challenge. Hiring non EU staff is increasingly common with improvements made to the visa application process making this an easier prospect for many employers.

“SALARY LEVELS HAVE CONTINUED TO INCREASE IN MOST AREAS OF IT, SOME MORE AGGRESSIVELY THAN OTHERS”

Many of our clients pointed out possible threats to their growth plans; the rental market in the main Irish cities, especially Dublin being a barrier to hiring. In particular, candidates relocating to Dublin are finding rental prices a serious obstacle in their ability to take up employment. Ultimately this could be a good thing for the regions with Cork, Limerick and Galway potentially benefiting from Dublin’s rental crisis.

Brexit and its implications are still not fully clear and this was noted by some of our client companies as something that may temper more aggressive expansion plans in 2017. Many other respondents did not feel Brexit was going to restrict their expansion plans in the next calendar year.

To conclude, the IT jobs market remains very solid. Salary levels have increased in the last three calendar years. Candidates are cautious about moving and select carefully when they do so. Training, company culture and career advancement are their core drivers. For hiring companies, selling this to prospective hires is key.

SUPPORT / ADMINISTRATION

	DUBLIN €	REGIONAL €
Database Administrator (Oracle / SQL Server / Sybase)	55,000 - 75,000	50,000 - 70,000
DevOPs / Platform Engineer	55,000 - 75,000	50,000 - 70,000
Openstack Engineer	65,000 - 85,000	60,000 - 80,000
Cloud Architect	75,000 - 100,000	70,000 - 95,000
Unix / Linux Administrator	45,000 - 65,000	40,000 - 60,000
IT Systems Engineer	60,000 - 75,000	55,000 - 65,000
Systems Administrator	45,000 - 65,000	40,000 - 60,000
Network Engineer	40,000 - 70,000	35,000 - 65,000
Help Desk Support	28,000 - 35,000	26,000 - 34,000
Application Support Consultant	40,000 - 65,000	35,000 - 60,000
Service Delivery Manager	55,000 - 75,000	50,000 - 70,000

ERP CONSULTANCY / SPECIALIST ROLES

	DUBLIN €	REGIONAL €
SAP Consultant (Functional / Technical)	60,000 - 80,000	50,000 - 70,000
SAP Basis Consultant	45,000 - 70,000	40,000 - 65,000
Oracle eBusiness (Functional / Technical)	60,000 - 80,000	50,000 - 70,000

EMBEDDED (HARDWARE / SOFTWARE) ROLES

	DUBLIN €	REGIONAL €
Embedded Software Engineer (C / C++)	40,000 - 70,000	35,000 - 65,000

“REMOTE WORKING IS A BENEFIT
THAT IS NOW BEING OFFERED
BY A HIGHER PERCENTAGE OF
RESPONDENTS THAN LAST YEAR”





Information Technology - Contracts

Throughout 2016, we have seen a continued increase in the overall volume of IT contract roles. While many organisations are continuing to supplement their permanent workforce with temporary and contract staff for a variety of operational reasons, this year the survey indicated that there was particular growth relating to a number of particular areas, and as a result, these areas were where the bulk of rate increases were most evident.

2016 also saw an increase in the number of candidates that were open to moving to contracting as we felt the perception of a stronger market was there leading to a rise in confidence. This meant that there was a notable rise in competition for many roles which offered hiring managers more choice particularly in non-niche areas. Candidates moving to new contracts typically seemed more open to negotiation on rate, with some seeing modest increases in contract rate, some looking to match the last rate they were on, and others open to taking a drop in their expected rate. Candidates renewing existing contracts have typically pushed for increases of approximately 3%-10% over the full 12 month period.

Those candidates specialising in data migrations, IT security, business intelligence, data analytics, data science or one of a number of niche development roles were best placed to push for increases in 2016, and will continue to be in strong demand throughout 2017. Clients trying to secure experienced contractors in these areas have to be relatively open regarding rates.

“SKILL SHORTAGES ARE LIKELY TO MAINTAIN AN UPWARD PRESSURE ON RATES THROUGH 2017”

While there is still an overall shortage of developers across the main cities in Ireland, we feel there were more modest increases on offer for mid-level .NET and Java developers, but those specialising in JavaScript, Python, Scala and Ruby are seeing better than average increases, and a notable rise in the number of roles open to them. Many operational and support roles have seen little movement in terms of rates but there have been a marked increase in the number of roles available during the year when compared to previous years, particularly relating to Dev Ops and Cloud migration. These areas have seen increases of over 5%. Equally, demand for strong Linux engineers saw slight increases in rates on offer.

IT Security is continuing to grow in importance for organisations and while the majority of roles tend to be on the permanent side, contractors working in this area can command a premium in rate. Project management and business analyst roles have been broadly similar to last year in terms of volume, and there has been no significant rate increase, other than in niche

roles which require specific experience.

Skill shortages are likely to maintain an upward pressure on rates through 2017. To secure good contractors, the message to hiring managers is to invest the time to really sell the opportunity, to ensure that the recruitment process is as quick and painless for the applicant as possible, and to maintain strong communication with contractors for the entire duration of the contract.

Looking forward to 2017, in the wake of the Brexit vote there is obviously more uncertainty in the market, particularly relating to financial services which could have a negative impact on recruitment of IT contractors. However our survey saw some optimism for 2017 on the volume of recruitment expected, coupled with an expectation of further increases in rates.

EXECUTIVE

	DUBLIN p/d €	REGIONAL p/d €
Chief Technical Officer (CTO)	600 - 800	550 - 750
IT Director	550 - 800	600 - 700
IT Manager	450 - 700	400 - 600

SOFTWARE DEVELOPMENT

	DUBLIN p/d €	REGIONAL p/d €
Engineering / Development Manager	500 - 650	450 - 650
Technical Architect	500 - 650	500 - 600
Senior Engineer / Technical Team		
Lead (JEE / .NET)	430 - 560	400 - 550
C / C++ Developer	400 - 470	400 - 450
Mid-level .NET / C# Engineer	350 - 430	325 - 400
Mid-level JEE Developer	350 - 430	325 - 400
Web Services Developer	350 - 450	350 - 450
Android / iOS Developer	380 - 450	350 - 450
Ruby on Rails Developer	360 - 500	360 - 500
PHP Developer	350 - 450	350 - 450
Python Developer	380 - 500	350 - 500
Scala Developer	360 - 450	350 - 425
SharePoint Developer	450 - 600	400 - 575
Release / Configuration Engineer	350 - 480	300 - 450

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



CREATIVE / DESIGN

	DUBLIN p/d €	REGIONAL p/d €
Art Director	450 - 550	400 - 500
Creative Manager	400 - 550	350 - 500
Interactive Designer	300 - 450	350 - 450
UI / UX Engineer	350 - 480	350 - 500
Multimedia / Graphic / Web Designer	200 - 350	225 - 350
3D Modeller / Designer	250 - 400	200 - 400
Games Designer	350 - 450	300 - 450

SECURITY / IT AUDIT

	DUBLIN p/d €	REGIONAL p/d €
IT Security Consultant	400 - 550	400 - 500
IT Auditor	350 - 500	300 - 450
IT Compliance Specialist	350 - 500	350 - 500
Application Security Engineer	300 - 400	275 - 375

SYSTEM ANALYSIS

	DUBLIN p/d €	REGIONAL p/d €
IT Management Consultant	500 - 800	500 - 700
IT Business Process Analyst	300 - 550	280 - 450
Reporting Analyst	250 - 430	200 - 400
QA / Test Manager	350 - 600	300 - 515
QA / Test Lead	300 - 500	300 - 415
Business Intelligence Analyst	300 - 450	300 - 450
Solutions Architect	500 - 700	450 - 665
Software Test / QA Engineer	250 - 400	250 - 400
QA Automation Engineer	300 - 500	300 - 515
Data Engineer	400 - 600	350 - 600
Data Scientist	400 - 600	350 - 545
Database Developer (Oracle / SQL Server)	400 - 550	375 - 500

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.

IT / PROJECT MANAGEMENT

	DUBLIN p/d €	REGIONAL p/d €
Programme Manager	500 - 750	400 - 650
Senior Project Manager	500 - 700	500 - 700
Project Manager	400 - 550	350 - 515
Product Manager	450 - 600	415 - 600
PMO Coordinator / Project Administrator	200 - 300	200 - 300

SUPPORT / ADMINISTRATION

	DUBLIN p/d €	REGIONAL p/d €
Database Administrator (Oracle / SQL Server / Sybase)	350 - 500	300 - 450
Unix / Linux Administrator	300 - 400	275 - 400
Systems Administrator	250 - 400	250 - 395
Network Engineer	300 - 500	250 - 450
Help Desk Support	150 - 280	115 - 250
Application Support Consultant	250 - 350	200 - 300
Service Delivery Manager	450 - 600	400 - 600
Cloud Architect	500 - 800	500 - 700
Openstack Engineer	400 - 550	350 - 500

ERP CONSULTANCY / SPECIALIST ROLES

	DUBLIN p/d €	REGIONAL p/d €
SAP Consultant (Functional / Technical)	500 - 750	500 - 675
SAP Basis Consultant	500 - 700	500 - 600
Oracle Application (Functional / Technical)	500 - 750	500 - 700

EMBEDDED (HARDWARE / SOFTWARE) ROLES

	DUBLIN p/d €	REGIONAL p/d €
Embedded Windows / Linux Software Engineer (C / C++)	350 - 500	300 - 450

The above daily rates are candidate's pay and are exclusive of employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



Engineering & Construction

Apparently, it is a long road that has no turning...well finally, it looks like it has. We have started to see movement in the engineering and construction industry once again. With finance more readily available and projects starting to be released we can finally say that we have turned the corner in the area of construction.

“ WE HAVE STARTED TO SEE MOVEMENT IN THE ENGINEERING AND CONSTRUCTION INDUSTRY”

Growth in the construction was at a 7 month high as of October 2016. Materials purchasing is up and momentum within the sector is starting to gain speed. The sentiment in the sector is also positive with the majority of companies surveyed displaying an optimistic outlook for the coming 12 months.

Many companies have increased their employment prospects for the coming year and we can now see demand for engineering staff levels increase at a very positive rate. The difficulty we have is, over previous years, we have seen a lower level of engineering graduates coming into the market and an increase in overseas movement of trained, experienced professionals, thereby leaving a short fall between demand and supply. The biggest goal of the engineering sector should be to repatriate trained specialists and advertise that Ireland is now a desirable destination again. We have positions for people to come home to.

Residential and commercial build is growing again and the land grab, which is well documented in the media, is allowing developers to create opportunities for engineers across all sectors. Our legal division has also seen an increase in recruitment specifically related to the construction sector.

Consultants again have the need to increase their design teams with Autocad and BIM 2 being very sought after skills. Quantity Surveyors are in short supply in Ireland and so salaries are increasing in this area. Contract work is also a strong option for companies when they have short term project deadlines to meet. We have seen an increase in the demand for qualified architects. This is usually a very strong sign that the market is heading in the right direction. The site of cranes on the skylines of Ireland again brings joy to the hearts of engineers country wide.

CONSULTANT

	DUBLIN €	REGIONAL €
Project Director	190,000 - 120,000	90,000+
Design Manager	75,000 - 90,000	75,000 - 85,000
Project Manager	60,000 - 80,000	60,000 - 80,000
Planner	40,000 - 65,000	40,000 - 60,000
Civil Engineer	40,000 - 60,000	40,000 - 50,000
Structural Engineer	40,000 - 60,000	40,000 - 55,000
Mechanical Engineer	45,000 - 55,000	45,000 - 55,000
Electrical Engineer	40,000 - 55,000	40,000 - 50,000
Building Services Engineer	55,000 - 65,000	55,000 - 65,000
Roads / Highway Engineer	35,000 - 50,000	35,000 - 45,000
BIM Coordinator	45,000 - 60,000	45,000 - 55,000
Water / Wastewater Engineer	45,000 - 55,000	45,000 - 50,000
Geotechnical Engineer	35,000 - 50,000	35,000 - 50,000
Environmental Engineer	45,000 - 55,000	45,000 - 50,000
CAD / Revit / Microstation Technician	35,000 - 55,000	35,000 - 50,000

CONTRACTOR

	DUBLIN €	REGIONAL €
Project Manager	68,000 - 85,000	60,000 - 80,000
Project Engineer	45,000 - 55,000	45,000 - 52,000
Contracts Manager	75,000 - 90,000	75,000 - 90,000
Site Manager	60,000 - 80,000	60,000 - 80,000
Site Engineer	45,000 - 60,000	45,000 - 55,000
Site Foreman	50,000 - 60,000	50,000 - 60,000
Senior Quantity Surveyor	60,000 - 80,000	60,000 - 70,000
Quantity Surveyor	55,000 - 70,000	50,000 - 70,000
Senior Estimator	45,000 - 60,000	45,000 - 60,000
Estimator	40,000 - 50,000	40,000 - 50,000
Electrical Engineer	40,000 - 55,000	40,000 - 50,000
Mechanical Engineer	40,000 - 55,000	40,000 - 55,000
Health & Safety Manager	50,000 - 70,000	50,000 - 70,000
Health & Safety Officer	40,000 - 50,000	40,000 - 50,000
M&E Coordinator	40,000 - 50,000	35,000 - 50,000
M&E Engineer	40,000 - 55,000	40,000 - 55,000
Senior Resident Engineer	60,000 - 80,000	60,000 - 70,000
Resident Engineer	55,000 - 65,000	55,000 - 60,000
Roads / Highways Engineer	40,000 - 55,000	40,000 - 50,000



Engineering & Operations

Recruitment for engineering & operations in 2016 has seen significant growth throughout the year. While the large pharmaceutical and global FMCG companies have played a significant role in this, indigenous brands and SME businesses have also played an integral part in the changing market.

Demand has greatly outweighed supply and the downturn has resulted in a lack of skilled professionals to fill vacant positions. Companies are beginning to hire people on their potential and not on an immediate fit for an open role.

International trade has changed in the third quarter of 2016 and this has placed extra stress on the market making it more difficult to acquire the talent they require. World politics are at the forefront of most employers' minds and this will be a key factor in 2017.

“RECRUITMENT FOR ENGINEERING & OPERATIONS IN 2016 HAS SEEN SIGNIFICANT GROWTH THROUGHOUT THE YEAR”

“It is likely Brexit will act as a headwind to Irish growth prospects in the short term. Department’s forecasts were previously closer to 5% and 4% respectively. Despite Brexit, consumption growth is expected to continue and fixed investment is forecast to expand at double-digit, following years of under-investment to pay for the excesses of the 2002-2007 bubble.”*

National wage discussions and a shortage of candidates have led to a distinct rise in salaries. While there is an air of uncertainty, the lack of supply in the engineering recruitment market should negate this and the industry as a whole is optimistic that it will continue its growth during 2017.

TECHNICAL SERVICES

	DUBLIN €	REGIONAL €
Service Manager	50,000 - 60,000	45,000 - 50,000
Service Engineer	40,000 - 50,000	35,000 - 45,000
Facilities Manager	55,000 - 80,000	50,000 - 65,000
Facilities Technician	45,000 - 55,000	35,000 - 40,000

PRODUCTION & MANUFACTURING

	DUBLIN €	REGIONAL €
General Manager	85,000 - 130,000	80,000 - 120,000
Operations Manager	70,000 - 100,000	65,000 - 85,000
Plant Manager	80,000 - 100,000	75,000 - 90,000
Production Manager	65,000 - 85,000	50,000 - 65,000
Engineering Manager	65,000 - 90,000	60,000 - 75,000
Maintenance Manager	55,000 - 80,000	55,000 - 65,000
Continuous Improvement Manager	70,000 - 95,000	65,000 - 80,000
NPD Manager	50,000 - 80,000	50,000 - 65,000
Technical Manager	55,000 - 70,000	50,000 - 65,000
Quality Manager	55,000 - 75,000	50,000 - 55,000
H&S Manager	50,000 - 70,000	50,000 - 60,000
Project Manager	65,000 - 85,000	50,000 - 60,000
Design Manager	60,000 - 70,000	50,000 - 60,000
Project Engineer	45,000 - 60,000	45,000 - 50,000
Lean Six Sigma Engineer	55,000 - 70,000	55,000 - 60,000
Continuous Improvement Engineer	50,000 - 65,000	45,000 - 55,000
Process Engineer	40,000 - 55,000	45,000 - 60,000
Manufacturing Engineer	45,000 - 60,000	45,000 - 50,000
Quality Engineer	45,000 - 55,000	45,000 - 50,000
Health & Safety Engineer	40,000 - 55,000	40,000 - 45,000
Environmental Engineer	50,000 - 65,000	40,000 - 45,000
NPD Technologist	35,000 - 45,000	30,000 - 35,000
QA Technician	30,000 - 35,000	28,000 - 35,000
QC Technician	30,000 - 40,000	28,000 - 35,000
Commissioning Engineer	50,000 - 60,000	45,000 - 50,000
Validation Engineer	50,000 - 70,000	45,000 - 50,000
Controls / Automation Engineer	55,000 - 80,000	45,000 - 50,000
Maintenance Engineer	50,000 - 65,000	40,000 - 45,000
Maintenance Technician	35,000 - 50,000	28,000 - 32,000

*National Treasury Management Agency 12 Oct. 2016



Supply Chain & Logistics

Supply chain & logistics, the backbone to many international companies, has seen a continued increase in demand through 2016. Supply chain has become an integral business function in cost saving and process improvements across many industries. We have seen an increased focus on supply chain and process advances in financial and corporate environments, where a more inward view to streamline functions has become a major area of improvement. Manufacturing has long been the focus of supply chain candidates however, we are now seeing positions in other industries, adding to the difficulty when sourcing skilled professionals. Candidates again have options when choosing the direction of their careers. People are, once again, able to migrate across industries and gain experience in other sectors, something we haven't seen for many years.

“THE MAIN AREAS OF GROWTH IN SUPPLY CHAIN HAS BEEN AROUND THE PROCUREMENT FUNCTION”

The main areas of growth in supply chain has been around the procurement function where selecting vendors, establishing payment terms, strategic management and the negotiation of contracts has become essential to all companies. Salaries have increased to reflect the “skilled negotiators” and the ability to create that long lasting relationship to ensure best “cost and spend”.

In manufacturing, planning has also been an area where companies have focused their recruitment. We have seen an increase in the necessity for strong demand planners, supply planners, production planners and supply chain analysts. The ability to analyse data has become crucial to manufacturing companies where cost and waste are areas of great importance to the profitability of these organisations.

Salaries have again continued to rise with an increase of 8%-12% in some more senior roles. Strong candidates in this area can “pay for themselves” if they have skills and ability to drive down costs and improve business functions. Alongside this, successful companies simply can't afford to lose talented people and we have seen an increase in counter offers and flexible arrangements to encourage candidates to stay in their current roles. Money is not always the main motivator with candidates in this sector. Accommodating and understanding an employee's main motivators can ensure you don't lose a talented staff member to a competitor.

SUPPLY CHAIN

	DUBLIN €	REGIONAL €
Supply Chain Director	90,000 - 140,000	80,000 - 100,000
Supply Chain Manager	70,000 - 100,000	55,000 - 80,000
Supply Chain Analyst	40,000 - 55,000	35,000 - 45,000
Head of Procurement / Director	80,000 - 140,000	55,000 - 80,000
Procurement / Purchasing Manager	55,000 - 70,000	45,000 - 65,000
Procurement / Purchasing Specialist	50,000 - 60,000	35,000 - 45,000
Commodity / Category Manager	50,000 - 70,000	45,000 - 65,000
Vendor Manager	45,000 - 75,000	45,000 - 65,000
Materials Manager	40,000 - 65,000	40,000 - 65,000
Inventory Manager	35,000 - 60,000	35,000 - 55,000
Inventory Analyst	30,000 - 45,000	30,000 - 40,000
Planning Manager	60,000 - 75,000	50,000 - 65,000
Master Scheduler	40,000 - 60,000	45,000 - 55,000
Demand / Supply Planner	40,000 - 55,000	35,000 - 45,000
Production Planner	40,000 - 55,000	35,000 - 45,000
Buyer / Planner	40,000 - 55,000	32,000 - 45,000
Senior Buyer	45,000 - 60,000	40,000 - 50,000
Buyer	35,000 - 45,000	30,000 - 40,000

LOGISTICS

	DUBLIN €	REGIONAL €
Director of Operations	80,000 - 130,000	80,000 - 100,000
Plant / Operations Manager	70,000 - 90,000	65,000 - 80,000
Logistics Manager	50,000 - 60,000	45,000 - 60,000
Logistics Coordinator	35,000 - 45,000	30,000 - 40,000
Order Management Team Lead	35,000 - 45,000	35,000 - 45,000
Order Management Executive	30,000 - 40,000	30,000 - 40,000
Warehouse Manager	45,000 - 60,000	40,000 - 45,000
Warehouse Supervisor	30,000 - 45,000	32,000 - 40,000
Stock Control Manager	30,000 - 40,000	30,000 - 40,000
Inventory Controller	30,000 - 40,000	30,000 - 40,000
Transport / Distribution Manager	45,000 - 65,000	40,000 - 55,000
Transport Supervisor	30,000 - 50,000	35,000 - 45,000
Freight Forwarder	30,000 - 40,000	27,000 - 40,000



Science & Pharmaceutical

Recruitment in the science and pharmaceutical sector showed significant signs of growth in 2016 and we expect this to continue throughout 2017. Almost 6,000 new jobs were announced across 50 companies in the pharmaceutical, biotech and medical devices industries. This coupled with natural turnover has led to a buoyant marketplace and companies competing for difficult to find skills.

The focus in 2016 moved to quality, validation and regulatory affairs with the QA/QC functions seeing a major increase. With the expansion of R&D functions at many sites and the continued push towards ever more specialised therapies, companies are seeking specialised skillsets with little or no flexibility on candidate fit. In particular, skills such as validation, supplier quality and manufacturing engineering have become highly prized.

Whereas R&D is still a focus especially in the medical devices sector, continuous improvement is now entrenched in all companies in the sector and people with specific skills in this area will be able to pick and choose from the opportunities in the market.

QUALITY & VALIDATION

	DUBLIN €	REGIONAL €
Director of Quality	100,000 - 150,000	100,000 - 125,000
Quality Manager	60,000 - 80,000	65,000 - 75,000
QA Supervisor	60,000 - 70,000	55,000 - 65,000
QA Specialist	45,000 - 60,000	50,000 - 60,000
QA Technician	35,000 - 45,000	30,000 - 40,000
QC Supervisor	55,000 - 65,000	55,000 - 65,000
QC Specialist	50,000 - 65,000	45,000 - 55,000
QC Analyst	45,000 - 55,000	35,000 - 40,000
Quality Systems Manager	60,000 - 70,000	60,000 - 65,000
Quality Engineer (3+ years' exp.)	50,000 - 60,000	45,000 - 60,000
Validation Manager	70,000 - 90,000	65,000 - 75,000
Validation Engineer (3+ years' exp.)	50,000 - 70,000	55,000 - 70,000
Validation Engineer (1-3 years' exp.)	40,000 - 55,000	40,000 - 50,000

REGULATORY

	DUBLIN €	REGIONAL €
Regulatory Affairs Manager	70,000 - 90,000	60,000 - 80,000
Senior Regulatory Affairs Officer	70,000 - 80,000	45,000 - 60,000
Regulatory Affairs Officer	40,000 - 50,000	30,000 - 40,000
Qualified Person (QP)	75,000 - 100,000	70,000 - 85,000

“IRELAND IS STILL AN INTERNATIONAL HUB FOR THE PHARMACEUTICAL, MEDICAL DEVICE SECTORS”

Demand for candidates is extremely high which is driving salaries up. The market is moving to a candidate led space where individuals with the right combination of skills and experience will become both highly attractive in the marketplace and more likely to see counter offers.

2017 will continue in the same vein with the majority of the significant players in the market continuing large growth projects. The candidate pool will be further stretched driving salaries up again.

Ireland is still an international hub for the pharmaceutical, medical device and food sectors, and by all accounts, will continue to be a driving force in the Irish economy.

ANALYTICAL

	DUBLIN €	REGIONAL €
Laboratory Manager	55,000 - 65,000	55,000 - 65,000
Laboratory Analyst (3-5 years' exp.)	35,000 - 45,000	30,000 - 45,000
Laboratory Analyst (1-3 years' exp.)	30,000 - 35,000	25,000 - 30,000
Formulation Manager	70,000 - 90,000	70,000 - 90,000

CLINICAL

	DUBLIN €	REGIONAL €
Clinical Operations Manager	65,000 - 85,000	60,000 - 85,000
Clinical Research Officer	40,000 - 50,000	35,000 - 50,000
Clinical Data Manager	35,000 - 45,000	35,000 - 40,000

RESEARCH & DEVELOPMENT

	DUBLIN €	REGIONAL €
R&D Director	90,000 - 150,000	80,000 - 100,000
R&D Manager	60,000 - 70,000	60,000 - 75,000
R&D Engineer	45,000 - 60,000	45,000 - 60,000
Process Chemist (3+ years' exp.)	40,000 - 55,000	40,000 - 50,000
Process Chemist (1-3 years' exp.)	35,000 - 40,000	35,000 - 40,000
Development Chemist (3+ years' exp.)	40,000 - 50,000	40,000 - 50,000
Development Chemist (1-3 years' exp.)	30,000 - 40,000	30,000 - 40,000



Office - Permanent

The office support sector has gone from strength to strength spanning most industry sectors, with the legal, aircraft leasing and technical sectors featuring heavily. Q3 and Q4 of 2016 have seen significant recruitment activity. The C-suite are engaging the executive assistant market and making strategic hires at a higher level and volume. We are now seeing basic salaries for personal and executive assistants hit higher levels reflecting the requirement to work at a more strategic level. Key traits are commerciality and diversity.

For the fourth year in a row, we have seen steady notable growth in the legal sector. Legal secretaries and legal personal assistants at every level are in demand, particularly those with litigation and commercial experience from Top 20 firms. Another prominent area of recruitment has been for sales administrators and sales support staff. This has been propelled by companies focusing on new business development.

Across the board, salaries have increased by 5% and by up to 10% in some industries such as aviation and IT. We are also seeing a significant growth in remuneration packages due to candidates' expectations rising. There are increasing instances of candidates having both multiple and counter offers on the table. Salary is no longer the main factor in candidates accepting positions, they are looking at overall packages and softer benefits including company culture and opportunities to progress.

In conclusion, we anticipate continued growth in the office support jobs market for 2017.

MANAGERIAL

	DUBLIN €	REGIONAL €
Operations Manager	50,000 - 70,000	45,000 - 60,000
Business Improvement Manager	40,000 - 60,000	38,000 - 55,000
Project Manager	40,000 - 80,000	38,000 - 60,000
Office Manager	35,000 - 60,000	35,000 - 45,000
Corporate Services Manager	50,000 - 70,000	35,000 - 50,000
Customer Services Manager	45,000 - 65,000	30,000 - 45,000

BID / TENDER SUPPORT

	IRELAND €
Bid / Tender Manager	40,000 - 60,000
Bid / Tender Executive	35,000 - 45,000
Bid / Tender Administrator	27,000 - 33,000
Contracts Administrator	24,000 - 28,000

BUSINESS SUPPORT

	DUBLIN €	REGIONAL €
Office Manager (5+ years' exp.)	38,000 - 60,000	30,000 - 50,000
Senior Administrator	30,000 - 35,000	27,000 - 32,000
Administrator	22,000 - 28,000	20,000 - 28,000
Project Administrator	28,000 - 40,000	27,000 - 35,000
Sales Administrator	27,000 - 35,000	25,000 - 28,000
Senior Receptionist	27,000 - 33,000	25,000 - 30,000
Receptionist	22,000 - 28,000	20,000 - 26,000
Events Coordinator	26,000 - 32,000	25,000 - 29,000
Office Junior	24,000 - 27,000	22,000 - 24,000
Data Entry	20,000 - 25,000	20,000 - 23,000

PA & SECRETARIAL

	DUBLIN €	REGIONAL €
Executive Assistant	45,000 - 60,000	40,000 - 55,000
Senior Personal Assistant	35,000 - 50,000	35,000 - 45,000
Personal Assistant	30,000 - 40,000	28,000 - 34,000
Team Secretary	28,000 - 35,000	28,000 - 34,000
Medical Secretary	26,000 - 35,000	25,000 - 32,000

CUSTOMER SERVICE

	DUBLIN €	REGIONAL €
Call Centre Manager	60,000 - 90,000	50,000 - 80,000
Customer Service Manager	40,000 - 65,000	30,000 - 45,000
Customer Services Team Lead	32,000 - 40,000	28,000 - 32,000
Customer Service Agent	24,000 - 28,000	24,000 - 29,000
Bilingual Customer Service Agent	25,000 - 35,000	24,000 - 29,000
Telesales Agent	24,000 - 30,000	22,000 - 26,000

LEGAL SUPPORT

	DUBLIN €	REGIONAL €
Practice Manager	50,000 - 65,000	35,000 - 55,000
Office Manager	45,000 - 60,000	38,000 - 60,000
Legal PA	35,000 - 55,000	32,000 - 40,000
Legal Secretary	28,000 - 45,000	28,000 - 35,000
Legal Administrator	24,000 - 30,000	22,000 - 27,000
Audio Typist	25,000 - 30,000	22,000 - 26,000



Office - Temporary

2016 saw a huge surge in clients looking for temporary staff. This trend coupled with a significant increase in requirements for contract staff, driven largely by maternity leave cover has resulted in a busy year for the temporary and contract business support sector.

Key growth industries for 2016 for temporary and contract have been the public sector, IT and engineering. Certain industries have also experienced significant expansion with the introduction of many new branches of multinational organisations setting up here. Many of these organisations have taken on business support staff on a temporary or contract basis in the first instance with a view to permanency. Industries such as financial services have also erred on the side of caution and employed temporary staff for project work rather than committing to a permanent head count.

“COMPANIES LOOK FOR BRIGHT, COMMERCIAL, PROFESSIONAL CANDIDATES WHO CAN HIT THE GROUND RUNNING”

A notable observation is that the practice of taking on temporary staff to cover holidays, sick leave and busy projects is now common place. However, this must be prefaced by the fact that companies look for bright, commercial, professional candidates who can hit the ground running.

Keeping in line with the Agency Workers Directive, salaries are remaining stable with slight increases in more senior level jobs such as executive / personal assistant and also legal support positions. We have also observed that companies are reviewing their benefits and remuneration packages, and where their basic salaries are less than their competitors, they are enticing new staff by offering incentives such as a more structure career development plan, flexi-time, additional days' annual leave entitlements and even options to work from home in some instances.

The market is also very fluid at present, with strong, immediately available candidates moving very quickly as they can have multiple offers. As such, shorter interview time-scales and processes from the off-set and swift decision making once interviews are recommended. To conclude, we predict that 2017 will be a busy year for temporary and contract business support roles.

TEMPORARY & CONTRACT

	DUBLIN p/h €	REGIONAL p/h €
Office Manager	16.00 - 30.00	15.00 - 30.00
Project Manager	16.00 - 25.00	16.00 - 25.00
Project Administrator	14.00 - 20.00	12.00 - 18.00
Senior PA / Executive Assistant	17.00 - 25.00	15.00 - 25.00
Junior PA / Executive Assistant	14.00 - 18.00	12.00 - 16.00
Receptionist (3-5 years' exp.)	13.50 - 17.00	10.00 - 15.00
Senior Administrator	14.00 - 20.00	12.00 - 15.00
Administrator	12.00 - 16.00	10.00 - 14.00
Team Secretary	14.00 - 17.00	12.00 - 15.00
Medical Secretary	14.00 - 16.00	12.00 - 15.00
Legal Secretary	15.00 - 18.00	12.00 - 18.00
Legal Administrator	13.00 - 16.00	11.00 - 14.00
Audio Typist	12.00 - 16.00	10.00 - 13.00
Customer Service Manager	18.00 - 30.00	16.00 - 28.00
Customer Service Representative	13.00 - 15.00	10.00 - 13.00
Multilingual Customer Service Representative	13.00 - 15.00	10.00 - 16.00
Sales Administrator	13.00 - 15.00	10.00 - 14.00
Data Entry Administrator	09.65 - 13.00	09.65 - 12.00

The above hourly rates are candidate rate and do not include the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.



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