

# Salary Survey

## 2009



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# Insurance

## INTERNATIONAL

	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000
Captive Manager (10+ yrs' exp.)	98 - 126	As Sept '08
Captive Manager (5+ yrs' exp.)	68 - 82	65 - 80
Captive Manager (3-5 yrs' exp.)	59 - 69	As Sept '08
Captive Manager (1-3 yrs' exp.)	38 - 58	"
Reinsurance Underwriter (10+ yrs' exp.)	140 - 180	135 - 175
Reinsurance Underwriter (5+ yrs' exp.)	70 - 120	As Sept '08
Reinsurance Underwriter (1-3 yrs' exp.)	40 - 60	"
Reinsurance Claims (10+ yrs' exp.)	90 - 120	80 - 105
Reinsurance Claims (5-10 yrs' exp.)	50 - 90	As Sept '08
Reinsurance Claims (1-5 yrs' exp.)	30 - 35	"

## GENERAL INSURANCE

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Underwriting Manager (10+ yrs' exp.)	97 - 105	As Sept	85 - 95	As Sept '08
Underwriting Manager (5-10 yrs' exp.)	75 - 85	"	70 - 85	65 - 80
Underwriting Manager (3-5 yrs' exp.)	60 - 79.5	"	55 - 70	As Sept '08
Developmental Underwriter (10+ yrs' exp.)	95 - 110	"	40 - 55	"
Developmental Underwriter (5-10 yrs' exp.)	76 - 85	"	75 - 85	"
Underwriter - General (5-10 yrs' exp.)	55 - 75	"	65 - 75	"
Underwriter - General (3-5 yrs' exp.)	40 - 47.5	"	50 - 60	"
Underwriter - General (1-3 yrs' exp.)	35 - 40	"	40 - 48	"
Underwriter - Life (5-10 yrs' exp.)	58 - 72	"	55 - 80	"
Underwriter - Life (1-5 yrs' exp.)	35 - 45	32 - 45	30 - 40	28 - 40
Trainee Underwriter (1-3 yrs' exp.)	26 - 32	24 - 28	22 - 28	20 - 27

## LIFE & PENSIONS

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Pensions Consultant (10+ yrs' exp.)	80 - 110	As Sept	75 - 85	As Sept '08
Pensions Consultant (5-10 yrs' exp.)	68 - 82	"	55 - 65	"
Pensions Consultant (3-5 yrs' exp.)	58 - 65	"	50 - 60	"
Pensions Consultant (1-3 yrs' exp.)	45 - 55	"	40 - 47	"
Pensions Administrator (3-5 yrs' exp.)	40 - 45	"	35 - 42	"
Pensions Administrator (1-3 yrs' exp.)	25 - 35	"	22 - 29	"
Life Administrator (3-5 yrs' exp.)	32 - 38	28 - 35	32 - 38	28 - 35
Life Administrator (1-3 yrs' exp.)	25 - 31	22 - 28	22 - 30	20 - 26



## GENERAL BROKING

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Corporate Broker (10+ yrs' exp.)	75 - 110	As Sept '08	50 - 65	As Sept '08
Corporate Broker (5-10 yrs' exp.)	55 - 75	"	45 - 50	"
Corporate Broker (1-5 yrs' exp.)	38 - 52	"	30 - 40	"
Corporate Servicing Executive (10+ yrs' exp.)	50 - 65	"	50 - 60	"
Corporate Servicing Executive (5-10 yrs' exp.)	42 - 50	"	40 - 50	"
Corporate Servicing Executive (1-3 yrs' exp.)	28 - 35	"	26 - 32	"
Account Handler (5-10 yrs' exp.)	40 - 52	35 - 42	40 - 50	35 - 40
Account Handler (3-5 yrs' exp.)	33.5 - 40	30 - 38	30 - 38	26 - 35
Account Handler (1-3 yrs' exp.)	26 - 32	24 - 28	26 - 32	24 - 28
Personal Lines (5-10 yrs' exp.)	40 - 45	38 - 42	35 - 45	32 - 40
Personal Lines (3-5 yrs' exp.)	30 - 35	28 - 32	26 - 33	24 - 30
Personal Lines (1-3 yrs' exp.)	25 - 30	22 - 28	22 - 28	22 - 28

## CLAIMS

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Head of Claims	95 - 124	As Sept '08	76 - 86	As Sept '08
Senior Claims Handler (10+ yrs' exp.)	65 - 85	"	45 - 55	"
Claims Handler (3-5 yrs' exp.)	30 - 40	"	28 - 33	"
Claims Handler (1-3 yrs' exp.)	25 - 30	"	22 - 28	"

## COMPLIANCE

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Head of Compliance	110 - 130	As Sept '08	90 - 130	As Sept '08
Compliance Manager (5-10 yrs' exp.)	90 - 100	"	65 - 85	"
Compliance Manager (3-5 yrs' exp.)	75 - 90	"	40 - 65	"
Compliance Executive (1-3 yrs' exp.)	40 - 58	"	30 - 40	"

## WEALTH MANAGEMENT

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Wealth Manager (10+ yrs' exp.)	95 - 115	80 - 100	70 - 90	65 - 80
Wealth Manager (5-10 yrs' exp.)	75 - 95	65 - 85	60 - 75	55 - 70
Wealth Manager (1-5 yrs' exp.)	42 - 65	38 - 60	35 - 60	35 - 60

# Insurance

## KEY SPECIALIST AREAS

	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000
Quantitative Analyst	68 - 90	As Sept '08
Reinsurance Investment Analyst	80 - 140	"
Senior Business Analyst	75 - 103	"
Business Analyst	48 - 70	"

## ACTUARY

	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000
Chief Actuary	130 - 150	As Sept '08
Pricing Specialist	90 - 115	"
Life Actuary Qualified	85 - 105	"
Life Actuary Part-Qualified	55 - 80	"
Pensions Actuary Qualified	90 - 120	"
Pensions Actuary Part-Qualified	50 - 70	"
Non Life Actuary Qualified	80 - 110	"

Salaries have not changed drastically across the board in the insurance sector over the last 6 months. Basic salaries remain the same in the general broking arena but as with other areas within insurance, bonuses have taken a considerable hit with many payments being nominal at best.

The junior end of the market has seen some decreases in the lower ranges of salaries. Those in the pensions and wealth sectors have witnessed their basic salaries remain more or less the same but their OTE's have been reduced quite significantly.

Redundancies within the insurance sector have caused an increase in the level of candidate availability. However specialist areas such as compliance, anti-money laundering and fraud investigation have all witnessed growth and as such, demand for skilled staff with relevant experience has increased.

One of the more significant changes in the market has been that candidates are now moving jobs for the same salary or slightly less to ensure job security and career progression.

# Human Resources

## GENERALIST HR / LEARNING & DEVELOP.      Sept 08      Mar 09      Sept 08      Mar 09      Sept 08      Mar 09

JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
HR Director	90 - 150k	80 - 140	80 - 120	As Sept '08	50 - 70	50 - 68
Senior HR Manager	70 - 90	70 - 80	70 - 85	70 - 80	40 - 50	As Sept '08
HR Manager / Business Partner	50 - 70	50 - 70	50 - 65	As Sept '08	30 - 45	"
HR Generalist	35 - 55	30 - 50	40 - 55	30 - 50	20 - 30	"
HR Officer	28 - 38	26 - 35	32 - 45	28 - 35	18 - 30	"
HR Administrator	27 - 32	25 - 30	25 - 32	25 - 30	12 - 16	12 - 15
HR Graduate	24 - 26	As Sept '08	23 - 25	As Sept '08	12 - 14	As Sept '08
Learning & Development Director	80 - 110	"	80 - 100	"	40 - 65	"
Learning & Development Manager	60 - 80	"	60 - 80	"	30 - 40	"
Training Specialist	40 - 60	"	35 - 50	"	20 - 30	"
Training Officer / Co-ordinator	30 - 40	"	30 - 35	"	16 - 20	"

## KEY SPECIALIST AREAS      Sept 08      Mar 09      Sept 08      Mar 09      Sept 08      Mar 09

JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Compensation & Benefits Manager	60 - 90	As Sept '08	50 - 70	As Sept '08	30 - 45	As Sept '08
Compensation & Benefits Specialist	45 - 60	"	30 - 45	"	22 - 30	"
Recruitment Manager	50 - 65	45 - 55	40 - 60	40 - 55	28 - 40	26 - 38
Recruitment Specialist	40 - 50	35 - 45	30 - 40	As Sept '08	18 - 25	As Sept '08
Recruitment Co-ordinator	25 - 35	As Sept '08	25 - 35	"	16 - 20	15 - 18
Organisational / Development Manager	60 - 80	"	50 - 70	"	35 - 45	As Sept '08
IR/ER Manager	60 - 80	"	60 - 80	"	25 - 35	"
Communications Specialist	50 - 70	"	50 - 70	"	25 - 35	"
Relocation / Global Mobility Specialist	35 - 50	"	30 - 40	"	40 - 55	"

The general HR bands have reduced slightly with the number of HR positions available also decreasing. However, the niche areas of L&D, compensation & benefits and industrial relations while considerably slower, are still seeing some activity with clients willing to pay higher rates for the appropriately skilled candidate. HR professionals with skills in the area of industrial relations, change management and redundancies are best placed.

Bonuses have been hit but additional benefits remain unchanged. The outlook for the next 9 months is that although the HR market has been affected by the economic downturn, there is still a concentration of contract roles in the HR market. Smaller HR departments particularly have tended to suffer less while the larger departments are tending to cover maternity leave contract and leavers internally.

## COMMERCIAL FIRMS

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Salaried Partner	105 - 200	100 - 190	95 - 120	85 - 100	48 - 80	45 - 70
6 years' PQE	85 - 140	80 - 130	65 - 95	60 - 85	50 - 65	45 - 60
5 years' PQE	75 - 120	70 - 110	55 - 65	50 - 60	45 - 55	40 - 50
4 years' PQE	70 - 100	60 - 90	50 - 60	45 - 54	38 - 48	35 - 45
3 years' PQE	70 - 90	60 - 80	38 - 50	35 - 45	30 - 40	28 - 38
2 years' PQE	65 - 80	50 - 70	45 - 48	40 - 42	26 - 32	25 - 30
1 year's PQE	55 - 75	45 - 65	42 - 45	35 - 40	24 - 28	22 - 26
Newly Qualified Solicitor	50 - 70	40 - 55	38 - 42	34 - 38	22 - 26	18 - 24
Head of Company Secretary Department	Up to 120	Up to 110	Up to 75	Up to 70	Up to 55	Up to 50
Company Secretary Manager	Up to 85	Up to 80	Up to 75	Up to 70	Up to 40	Up to 35
Qualified Company Secretary	40 - 65	35 - 60	35 - 40	30 - 38	25 - 30	22 - 28
Trainee / Part-Qualified Company Secretary	26 - 40	26 - 35	25 - 35	20 - 30	15 - 20	15 - 18
Legal Executive / Paralegal (> 3 yrs' exp.)	40 - 65	35 - 55	32 - 45	28 - 40	17 - 20	15 - 18
Legal Executive / Paralegal (< 3 yrs' exp.)	28 - 40	23 - 35	26 - 32	22 - 32	14 - 18	14 - 17

## GENERAL PRACTICE

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Salaried Partner	80 - 110	75 - 100	80 - 90	70 - 80	45 - 80	40 - 65
Solicitor (6+ yrs' exp.)	70 - 100	60 - 90	55 - 80	50 - 74	40 - 60	35 - 55
Solicitor (5-6 yrs' exp.)	60 - 80	50 - 70	50 - 55	45 - 50	35 - 50	30 - 45
Solicitor (3-4 yrs' exp.)	50 - 70	45 - 62	45 - 50	40 - 45	28 - 38	25 - 35
Solicitor (1-2 yrs' exp.)	42 - 55	40 - 50	38 - 45	35 - 40	24 - 30	22 - 28
Newly Qualified Solicitor	40 - 48	35 - 45	35 - 38	30 - 35	22 - 26	20 - 25
Legal Executive / Paralegal (> 3 yrs' exp.)	30 - 50	25 - 45	30 - 45	25 - 35	15 - 20	15 - 18
Legal Executive / Paralegal (< 3 yrs' exp.)	25 - 35	20 - 30	25 - 30	20 - 26	12 - 18	12 - 16



## IN-HOUSE

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Head of Legal (Large MNC)	140 - 200+	135 - 200	120 - 150	110 - 140	45 - 75	40 - 65
Head of Legal (Private Sector / FS)	90 - 140	85 - 135	80 - 120	75 - 110	45 - 75	40 - 65
Senior Transactional Lawyer	90 - 125	85 - 120	65 - 100	60 - 90	n/a	n/a
Legal Advisor (> 5 yrs' exp.)	80 - 110	75 - 100	55 - 95	50 - 90	40 - 60	35 - 55
Legal Advisor (2-5 yrs' exp.)	65 - 90	60 - 85	40 - 55	35 - 50	26 - 45	22 - 40
Funds Lawyer (> 5 yrs' exp.)	85 - 120	80 - 110	n/a	n/a	n/a	n/a
Funds Lawyer (2-5 yrs' exp.)	70 - 100	60 - 85	n/a	n/a	n/a	n/a
Regulatory Lawyer (3-5 yrs' exp.)	65 - 90	60 - 85	50 - 75	45 - 65	n/a	n/a
Newly Qualified Solicitor	45 - 58	40 - 55	35 - 40	30 - 38	22 - 26	18 - 24

The legal market has been hard hit over the past 6 months due to the economic downturn. The areas that have been most affected within legal firms are property/conveyancing and M&A. As a result of the decline in these markets many small, medium and large firms have had to make redundancies in these areas. Those affected have mostly been at the newly qualified level. There has been quite an impact on salaries with decreases by 10-15% across the board and bonuses have been greatly reduced.

On a positive note there are some areas which are performing particularly well with Insolvency and Litigation very busy. One area that is experiencing significant growth is insurance defence/personal injury litigation and we anticipate this to be the case for the remainder of 09. Another development of note is the recent increase of in house recruitment, with companies looking to have more legal expertise in house. Some of the industries particularly active in this regard are IT, Financial Services and Insurance.

# Sales & Marketing

## ICT SALES DUBLIN

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	DUB. € OTE ,000	DUB. € OTE ,000
Country Manager	95 - 130	90 - 120	130 - 250	120 - 200
Sales Director (T/O > 50m)	90 - 130	90 - 120	115 - 180	100 - 160
Sales Director (T/O < 50m)	90 - 115	80 - 100	110 - 160	90 - 140
Sales Manager	70 - 90	60 - 80	110 - 160	100 - 130
Channel Manager	60 - 80	55 - 75	80 - 115	80 - 95
Business Development Manager (3+ yrs' exp.)	50 - 75	50 - 65	85 - 115	80 - 95
Key Account Manager (5-10 yrs' exp.)	60 - 85	55 - 75	80 - 160	75 - 130
Corporate Account Manager (3-5 yrs' exp.)	55 - 70	55 - 65	85 - 140	85 - 125
Commercial Account Manager (2+ yrs' exp.)	45 - 65	40 - 55	70 - 95	60 - 85

## ICT SALES ROI

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	ROI € OTE ,000	ROI € OTE ,000
Country Manager	90 - 120	90 - 120	125 - 250	120 - 225
Sales Director (T/O > 50m)	90 - 130	As Sept '08	115 - 200	100 - 160
Sales Director (T/O < 50m)	90 - 115	"	110 - 150	90 - 140
Sales Manager	70 - 90	"	110 - 150	90 - 120
Channel Manager	60 - 80	"	80 - 115	80 - 95
Business Development Manager (3+ yrs' exp.)	50 - 80	50 - 75	85 - 115	80 - 95
Key Account Manager (5-10 yrs' exp.)	60 - 85	55 - 75	80 - 120	75 - 105
Corporate Account Manager (3-5 yrs' exp.)	55 - 80	55 - 65	85 - 120	75 - 95
Commercial Account Manager (2+ yrs' exp.)	45 - 65	40 - 55	70 - 95	60 - 80

## ICT MARKETING

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Marketing Director	90 - 140	75 - 120	80 - 120	75 - 95
Marketing Manager	65 - 95	45 - 75	55 - 80	45 - 65
Product Manager	50 - 75	50 - 70	50 - 70	50 - 70
Senior Marketing Executive (5+ yrs' exp.)	55 - 75	45 - 70	50 - 60	45 - 65
Marketing Executive (2-5 yrs' exp.)	35 - 55	35 - 48	35 - 45	As Sept '08
PR / Communications Manager (5+ yrs' exp.)	65 - 85	55 - 65	40 - 60	"
PR / Communications Manager (3-5 yrs' exp.)	45 - 75	45 - 65	40 - 60	"

There has been some movement on basic salaries in ICT Sales & Marketing across all ranges. The larger companies, rather than implementing pay cuts are making redundancies while SMEs are tending to be more flexible, offering reduced hours or implementing pay cuts in order to keep their headcount. There has been a particular downward trend in marketing salaries as it is not generally perceived as a direct revenue generation activity. However many forward looking companies have been freezing salaries or offering reduced working hours rather than implementing direct pay cuts.

As companies continue to try and reduce costs in the wake of the economic uncertainty, basic salaries across many sales jobs have taken between an 8-12% hit. As bonuses and commission are based on sales, margin and company performances, this in turn has led to lower OTEs and many companies have re-evaluated their bonus and commission structures.

The bigger companies, rather than implementing pay cuts are making redundancies. SMEs are tending to be more flexible with offering reduced hours or implementing pay cuts in order to keep their headcount.



# Sales & Marketing

## FMCG SALES DUBLIN

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	DUB. € OTE ,000	DUB. € OTE ,000
Country Manager	80 - 120	As Sept '08	100 - 150	As Sept '08
National Sales Manager	60 - 95	"	72 - 114	"
National Account Manager	60 - 85	"	72 - 102	"
Area Sales Manager	50 - 65	"	57.5 - 74.8	"
Key Account Manager	50 - 65	"	57.5 - 74.8	"
Territory Sales Rep / Acct. Mgr. (3-5 yrs' exp.)	35 - 55	"	38.5 - 60.5	"

## FMCG SALES ROI

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	ROI € OTE ,000	ROI € OTE ,000
Country Manager	80 - 120	As Sept '08	100 - 150	As Sept '08
National Sales Manager	60 - 80	"	75 - 95	"
National Account Manager	55 - 80	"	70 - 85	"
Area Sales Manager	48 - 65	"	60 - 75	"
Key Account Manager	45 - 55	"	50 - 60	"
Territory Sales Rep / Acct. Mgr. (3-5 yrs' exp.)	35 - 45	"	40 - 55	"

## FMCG MARKETING

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Marketing Director	85 - 135	As Sept '08	80 - 120	As Sept '08
Marketing Manager	65 - 95	"	55 - 75	"
Account Director	70 - 95	"	55 - 70	"
Account Manager	35 - 70	"	35 - 55	"
Marketing Executive (5-10 yrs' exp.)	55 - 75	45 - 65	40 - 55	"
Marketing Executive (3-5 yrs' exp.)	24 - 55	As Sept '08	25 - 45	"
Brand Manager (5+ yrs' exp.)	40 - 75	40 - 65	45 - 65	40 - 65
Brand Manager (1-5 yrs' exp.)	35 - 45	As Sept '08	35 - 50	As Sept '08
Category Manager (5+ yrs' exp.)	45 - 70	"	40 - 60	"
Category Manager (1-5 yrs' exp.)	35 - 45	"	30 - 40	"

The FMCG sector has been one of the hardest hit with significant reductions in retail spending having a direct impact on bottom line figures. Companies are implementing both headcount and pay freezes across the board in an effort to stave off redundancies and cut costs. However demand for mid level sales professionals still remains high as good sales performances are more important than ever. As with other sectors, FMCG companies are reviewing their commission and bonus structures.

# Sales & Marketing

## TECHNICAL, CONSTRUCTION & B2B SALES DUBLIN

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	DUB. € OTE ,000	DUB. € OTE ,000
Sales Director	80 - 130	As Sept '08	95 - 160	90 - 120
Country Manager	70 - 110	"	80 - 140	78 - 120
Regional Sales Manager	50 - 77	"	60 - 100	55 - 90
Sales Manager	45 - 65	"	65 - 80	55 - 72
Business Development Manager	50 - 60	"	60 - 75	56 - 68
Key Account Manager	45 - 55	"	60 - 77	50 - 65
Senior Sales (5-10 yrs' exp.)	45 - 55	"	60 - 70	50 - 65
Mid-Senior Level Sales (3-5 yrs' exp.)	35 - 45	"	45 - 55	40 - 50

## TECHNICAL, CONSTRUCTION & B2B SALES ROI

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	ROI € OTE ,000	ROI € OTE ,000
Sales Director	70 - 130	As Sept '08	95 - 150	80 - 110
Country Manager	70 - 110	"	90 - 130	78 - 120
Regional Sales Manager	50 - 74	"	70 - 94	55 - 87
Sales Manager	45 - 60	"	65 - 75	50 - 70
Business Development Manager	45 - 60	"	60 - 70	50 - 68
Key Account Manager	42.5 - 55	"	55 - 70	50 - 65
Senior Sales (5-10 yrs' exp.)	40 - 52.5	"	60 - 70	50 - 65
Mid-Senior Level Sales (3-5 yrs' exp.)	30 - 45	"	45 - 55	40 - 50

## TECHNICAL, CONSTRUCTION & B2B MARKETING

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000
Marketing Director	70 - 110	As Sept '08	70 - 110	As Sept '08
Marketing Manager	50 - 80	45 - 65	50 - 80	45 - 65
Senior Marketing Executive (5-10 yrs' exp.)	40 - 52.5	As Sept '08	40 - 60	40 - 55
Marketing Executive (3-5 yrs' exp.)	32.5 - 45	"	30 - 40	As Sept '08
Senior Product / Brand Manager (5-10 yrs' exp.)	50 - 65	50 - 60	50 - 65	50 - 60
Product / Brand Manager (3-5 yrs' exp.)	47.5 - 55	45 - 50	47.5 - 55	45 - 50
PR Communications Manager	45 - 60	As Sept '08	40 - 55	As Sept '08

While basic salaries have on the whole remained the same over the last six months, the OTE figures have changed considerably for sales and marketing professionals within this market. This is a direct result of market conditions. Many of the major firms in the industry have halted recruitment for senior level personnel and are focusing instead on mid level experienced sales people with an emphasis on maintaining existing client relationships and developing new business.

As with other areas of sales and marketing, many companies are reviewing their commission and bonus structures with the larger companies reducing their group target bonus schemes. Other cost cutting measures witnessed have been reduction of educational assistance packages and softer benefits such as club subscriptions.

# Sales & Marketing

## HEALTH, PHARMACEUTICAL & SCIENTIFIC SALES ROI

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	ROI € OTE ,000	ROI € OTE ,000
Country Manager / Sales Director	100 - 150	As Sept '08	110 - 175	As Sept '08
Business Unit Manager / Sales & Marketing Manager	80 - 105	"	97 - 130	"
Sales Manager (Team > 6 people)	65 - 87.5	"	77.5 - 107	"
Sales Manager (Team < 6 people)	55 - 75	50 - 75	67 - 87.5	"
Hospital Rep / Product Specialist (3+ yrs' exp.)	*55 - 72.5	As Sept '08	*65 - 87.5	"
Hospital Rep	44 - 55	42 - 55	52.5 - 65	"
Senior GP Rep / Territory Manager (3+ yrs' exp.)	*42 - 60	40 - 60	*50 - 75	"
GP Rep (1-3 yrs' exp.)	35 - 46	33 - 46	42 - 60	"
Entry Level Rep	30 - 38	28 - 35	35 - 48	"

\* Candidates with long term service (10+ yrs') have not been included to give a more realistic reflection of average salaries.

## HEALTH & PHARMACEUTICAL MARKETING ROI

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	ROI € OTE ,000	ROI € OTE ,000
Marketing Director	80 - 95	As Sept '08	88 - 110	As Sept '08
Marketing Manager	65 - 85	"	72 - 95	"
Senior Product Manager (3+ yrs' exp.)	55 - 72.5	"	62.5 - 80	"
Product Manager (1-3 yrs' exp.)	45 - 55	"	50 - 68	"
Assistant Product Manager / Marketing Executive	28 - 40	"	5-10% Bonus	"

Generally perceived as one of the more recessionary proof sectors, salaries within the healthcare and pharmaceutical sales have not seen a direct impact. Recruiting has gradually slowed down across the board as companies await Q1 2009 reports but on the whole, it is proving to be a healthy sector for the Irish economy. Mergers and acquisitions over the last 6 months have caused a small number of redundancies but those with specialist experience and specific educational background will continue to be in demand.

As with other sectors, health and pharmaceutical companies are reviewing their commission and bonus structures but there is not expected to be any radical changes.



# Information Technology (Permanent)

## EXECUTIVE

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Chief Technical Officer	80 - 130	80 - 120	75 - 110	70 - 100	45 - 75	As Sept '08
Operations Manager	65 - 100	65 - 85	60 - 75	60 - 80	35 - 55	"
Head of IT Function	80 - 120	70 - 110	70 - 90	65 - 100	40 - 60	"

## SOFTWARE DEVELOPMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Engineering / Development Manager	75 - 100	65 - 85	65 - 75	60 - 80	40 - 55	As Sept '08
Senior Engineer / Technical Team Lead (J2EE / .NET)	60 - 75	55 - 70	50 - 60	50 - 70	35 - 45	"
Oracle Apps. Consultant (Tech. / Functional)	60 - 75	60 - 70	45 - 60	55 - 65	25 - 35	"
Mainframe Developer	45 - 55	40 - 50	35 - 45	35 - 45	20 - 35	"
C / C++ Developer	30 - 60	30 - 55	30 - 50	28 - 55	20 - 35	"
C# Eng	30 - 60	30 - 55	30 - 40	28 - 55	20 - 35	"
J2EE Developer	30 - 60	30 - 55	30 - 45	28 - 55	20 - 35	"
.Net Developer	30 - 60	30 - 55	30 - 50	28 - 55	20 - 35	"
Web Services Developer	30 - 60	30 - 55	30 - 45	28 - 55	20 - 35	"
Database Dev. (Oracle / SQL Server / Sybase)	30 - 65	30 - 55	30 - 50	28 - 55	20 - 35	"
Multimedia / Graphic / Web Designer	24 - 50	22 - 45	20 - 35	18 - 40	16 - 32	"
Technical Writer / Editor	25 - 50	22 - 45	20 - 40	18 - 40	20 - 32	"

## SYSTEM ANALYSIS

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Business Systems Analyst / Consultant	35 - 75	30 - 60	35 - 60	30 - 55	25 - 35	As Sept '08
QA / Test Manager	45 - 85	45 - 70	40 - 60	40 - 65	30 - 40	"
Principal Engineer / Systems Architect	70 - 120	60 - 100	65 - 90	55 - 90	35 - 45	"
Software Test / QA Engineer	25 - 50	25 - 45	25 - 45	22 - 40	20 - 30	"
Business Intelligence Consultant	45 - 80	40 - 70	35 - 60	38 - 65	20 - 38	"
Datawarehousing Consultant	45 - 90	40 - 75	40 - 60	38 - 65	20 - 38	"

## IT / PROJECT MANAGEMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Programme Manager	80 - 130	70 - 85	60 - 95	65 - 80	40 - 60	As Sept '08
Senior Project Manager	80 - 100	70 - 90	75 - 90	65 - 85	35 - 55	"
Project Manager	45 - 75	45 - 75	40 - 70	40 - 70	32 - 45	"
Management Consultant	35 - 80	28 - 65	60 - 75	25 - 60	25 - 50	"

# Information Technology (Permanent)

## ERP CONSULTANCY / SPECIALIST ROLES

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
SAP Consultant (Functional / Technical)	45 - 70	40 - 65	40 - 60	40 - 60	30 - 45	As Sept '08
SAP Basis Consultant	35 - 70	30 - 60	30 - 55	30 - 55	25 - 40	"
Oracle App - Functional / Technical	45 - 80	40 - 70	40 - 70	40 - 70	25 - 50	"

## SUPPORT / ADMINISTRATION

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Database Admin. (Oracle / SQL serv. / Sybase)	40 - 75	35 - 70	40 - 65	30 - 65	25 - 35	As Sept '08
Unix / Linux Administrator	35 - 75	30 - 70	30 - 50	30 - 65	25 - 35	"
Network / Systems Administrator	35 - 65	30 - 55	30 - 50	28 - 50	20 - 35	"
Network Engineer	35 - 65	30 - 55	35 - 60	28 - 50	20 - 35	"
Help Desk Support	25 - 30	20 - 30	20 - 30	18 - 25	16 - 20	"
Application Support Consultant	30 - 55	25 - 50	25 - 45	23 - 45	18 - 25	"

## QA / TECHNICAL WRITING / LOCALISATION

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Localisation Project Manager	35 - 65	30 - 55	35 - 45	30 - 45	n/a	n/a
Localisation Engineer	28 - 40	25 - 40	25 - 35	20 - 35	n/a	n/a
Localisation QA Engineer	28 - 40	25 - 40	25 - 35	20 - 35	n/a	n/a

Recruitment in the IT industry in Ireland was softer but steady in comparison with other professions in 2008, despite the uncertain economic climate. The majority of our clients anticipated an increase in IT spend going into 2009. The worsening economic climate has tempered this to a degree, although in terms of volume of positions, IT is competing well with other professions, although there is undoubtedly not the level of recruitment we have seen in previous years. What we have noticed since our last survey is a marked downward trend in salary levels in most areas. However, we have seen further significant investment in 2008/2009 from globally focused software multinationals particularly in the online gaming and educational software fields. Ireland remains a highly attractive location for software companies seeking a skilled workforce and a favorable tax environment. The most significant concern for hiring managers in the IT arena whether in software product, web services or operations continues to be the difficulty in securing suitably experienced candidates. Although there are greater numbers of available candidates than previously, the "cream of the crop" are still difficult to source. Only the exceptional candidates can now have more than one job offer option. Many companies over the last number of months have been less expedient with their recruitment processes than previously and then lose out to competitors who have continued to spot talent quickly.

Solid Analyst Programmers with strong J2EE, C# or .Net skills remain hard to find, particularly candidates with the necessary communication skills to work in a customer facing environment. Systems Administrators with MCSE qualifications and proven third level support and architectural exposure are also at a premium. Financial Services IT recruitment has slowed down to a crawl, particularly with the top tier of retail and investment banks but there is still a strong requirement for experienced developers and analysts with domain knowledge in banking and insurance outside these areas. The indigenous software sector has also been actively recruiting and many expect some growth over the remainder of 2009. The recruitment of non national IT candidates had been prevalent in 2008. This is less the case now as there are larger numbers of locally based candidates on the market. Salary levels have been affected in nearly all areas, on average there has been a 10-15% decline in nearly all IT disciplines.

The areas where salary levels have been hit hardest are at management level. We have seen a decline of 25-30% for Programme Managers, Project Managers and IT Managers. Many companies that pay staff discretionary bonuses are not planning to do so this year and where they are, they have been very noticeably revised downwards. Other core benefits on offer continue to be DC pensions with anything from 6% to 12% being offered in terms of employer contribution, healthcare benefits, life assurance and educational assistance. Holiday days are something that many of our candidates view as important when deciding an offer with the average on offer being 23 days.

# Information Technology (Contract)

## EXECUTIVE

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Interim IT Director / Consultant	450 - 750	400 - 550	400 - 650	375 - 500	350 - 500	As Sept '08
Interim IT / Development Manager	400 - 500	350 - 450	300 - 450	325 - 400	300 - 450	"

## SOFTWARE DEVELOPMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Engineering / Development Manager	400 - 600	350 - 450	300 - 500	325 - 400	300 - 450	As Sept '08
Senior Eng. / Tech. Team Lead (J2EE / .NET)	400 - 450	325 - 400	300 - 450	325 - 400	250 - 350	"
Oracle Apps. Consult. (Technical / Functional)	450 - 700	400 - 500	350 - 500	350 - 450	250 - 350	"
Mainframe Developer	240 - 350	200 - 300	200 - 300	175 - 275	150 - 300	"
C#	350 - 425	225 - 350	250 - 350	225 - 325	200 - 300	"
C / C++	325 - 450	250 - 350	250 - 390	225 - 325	200 - 325	"
J2EE Developer	325 - 450	250 - 350	275 - 390	225 - 325	200 - 300	"
.Net Developer	325 - 450	250 - 350	300 - 400	225 - 325	200 - 300	"
Web Services Developer	325 - 450	250 - 350	250 - 350	225 - 325	150 - 300	"
Database Dev. (Oracle / SQL Server / Sybase)	325 - 450	250 - 350	300 - 400	225 - 325	200 - 300	"
Multimedia / Graphic / Web Designer	180 - 300	150 - 225	170 - 280	140 - 225	120 - 200	"
Technical Writer / Editor	180 - 300	150 - 225	170 - 280	140 - 225	120 - 200	"

## SYSTEMS ANALYSIS

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Business Systems Analyst / Consultant	375 - 550	250 - 350	250 - 400	225 - 325	160 - 280	As Sept '08
QA / Test Manager	400 - 500	275 - 400	300 - 450	275 - 350	200 - 350	"
Principal Engineer / Systems Architect	450 - 600	350 - 450	380 - 500	325 - 400	300 - 400	"
Software Test / QA Engineer	250 - 350	200 - 300	200 - 300	175 - 275	160 - 250	"
Business Intelligence Consultant	350 - 450	275 - 350	250 - 400	250 - 325	160 - 300	"
Datawarehousing Consultant	350 - 550	300 - 450	280 - 400	275 - 400	160 - 350	"

## IT / PROJECT MANAGEMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Programme Manager	500 - 800	375 - 450	400 - 700	325 - 400	300 - 450	As Sept '08
Project Manager	350 - 600	300 - 400	300 - 450	275 - 375	220 - 350	"
Management Consultant	450 - 700	300 - 400	350 - 490	275 - 375	250 - 400	"

*These figures are what a client can expect to pay for a contract resource.*



# Information Technology (Contract)

## ERP CONSULTANCY / SPECIALIST ROLES

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
SAP Consultant (Functional / Technical)	400 - 550	300 - 400	300 - 450	300 - 400	180 - 320	As Sept '08
SAP Basis Consultant	375 - 450	275 - 375	350 - 400	275 - 350	180 - 300	"
Oracle Application	500 - 750	400 - 550	380 - 550	400 - 500	180 - 350	"

## SUPPORT / ADMINISTRATION

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Database Admin. (Oracle / SQL serv. / Sybase)	350 - 550	300 - 400	280 - 500	275 - 375	150 - 300	As Sept '08
Unix / Linux Administrator	350 - 500	300 - 400	250 - 350	275 - 375	150 - 300	"
Network / Systems Administrator	250 - 400	200 - 325	200 - 350	175 - 300	150 - 300	"
Network Engineer	250 - 400	200 - 325	200 - 380	175 - 300	150 - 300	"
Help Desk Support	150 - 200	125 - 175	130 - 180	120 - 150	140 - 180	"
Application Support Consultant	250 - 350	200 - 275	200 - 300	175 - 250	140 - 200	"

## QA / TECH. WRITING / LOCALISATION

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € daily	DUBLIN € daily	ROI € daily	ROI € daily	NI £ daily	NI £ daily
Localisation Project Manager	275 - 350	200 - 300	250 - 300	175 - 275	n/a	n/a
Localisation Engineer	175 - 300	150 - 250	150 - 250	125 - 225	n/a	n/a
Localisation QA Engineer	175 - 250	150 - 250	150 - 250	125 - 225	n/a	n/a
Technical Writers	250 - 300	175 - 250	150 - 275	125 - 225	150 - 220	As Sept '08

*These figures are what a client can expect to pay for a contract resource.*

The contract market remains quiet although many of our clients have suggested that in some areas where permanent headcount is not sanctioned, they will look to bring in external resources to satisfy project requirements. There is a much greater supply of career contractors in the market and many have seen their rates fall by as much as 20-25%. There are exceptions to this for more niche skill sets. We expect a pick up in the contract market as 2009 progresses. The prognosis for the IT market is positive and although salary levels have been revised downwards after a number of years of sustained increases, the argument can be made that we will be better able to compete with lower cost economies as we already have the attraction of a technically literate workforce and an attractive corporate tax regime. The challenge for employers now in terms of recruitment is dealing with a much greater volume of applications and making sure that the top tier of candidates do not slip through the net. The top candidates can still remain elusive.

### NORTHERN IRELAND

The NI market has benefitted in 2008 from foreign investment and increased expansion with existing technology firms. Despite the economic downturn, this growth in IT is forecast to continue throughout 2009 and beyond. While this will eventually create a larger pool of skilled candidates in the region, these new opportunities have rendered the current market ever more competitive for employers seeking to secure experienced candidates. Most notably, there is a shortage of software developers, in particular those with skills in .Net, C#, C++ and Java as is the case in the Republic. Despite this shortage, salary levels remain largely unchanged and imagination in terms of package is also important in the Northern market.

### MUNSTER

Recruitment in the Munster IT market was steady in the earlier part of 2008, this has tapered off in early 2009. In general terms the growth areas in Munster are in Network/Telecoms engineering and Application development and testing. This is due to the increase in operational size of small-medium sized development firms in the Munster area. Salary levels have been affected in a comparable way to Dublin and we do not envisage much change in the remainder of 2009.

# Science & Pharmaceutical

## QUALITY & VALIDATION

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Director of Quality	90 - 120	As Sept '08
Qualified Person	65 - 85	"
Quality Manager	55 - 75	"
QA / QC Supervisor	42 - 58	"
QA / QC Analyst (3+ yrs' exp.)	35 - 48	"
QA / QC Analyst (1-3 yrs' exp.)	26 - 35	25 - 35
Quality Engineer (3+ yrs' exp.)	40 - 55	As Sept '08
Validation Manager	55 - 75	"
Validation Engineer (3+ yrs' exp.)	42 - 60	40 - 60
Validation Engineer (1-3 yrs' exp.)	28 - 42	28 - 40

## REGULATORY

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Regulatory Affairs Manager	65 - 90	As Sept '08
Senior Regulatory Affairs Officer	45 - 65	"
Regulatory Affairs Officer	32 - 45	"

## ANALYTICAL

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Analytical Chemist (3+ yrs' exp.)	42 - 55	As Sept '08
Analytical Chemist (1-3 yrs' exp.)	30 - 44	"
Documentation Officer	22 - 32.5	"
Microbiology Analyst (3+ yrs' exp.)	35 - 48	34 - 46
Microbiology Analyst (1-3 yrs' exp.)	26 - 35	25 - 35

## STATISTICS

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Clinical Operations Manager	60 - 80	As Sept '08
Clinical Research Officer	35 - 50	"
Clinical Data Manager	28 - 40	26 - 40

# Science & Pharmaceutical

## RESEARCH & DEVELOPMENT

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Process Chemist (3+ yrs' exp.)	45 - 58	As Sept '08
Process Chemist (1-3 yrs' exp.)	30 - 45	"
Development Chemist (3+ yrs' exp.)	45 - 58	"
Development Chemist (1-3 yrs' exp.)	30 - 45	"
Formulations Scientist (3+ yrs' exp.)	45 - 58	"
Formulations Scientist (1-3 yrs' exp.)	30 - 45	28 - 45

## HEALTH & SAFETY

	Sept 08	Mar 09
Job Title	ROI € ,000	ROI € ,000
Health & Safety Officer	27 - 38	25 - 38
Environmental Officer	27 - 38	25 - 38

Generally considered as one of the more recessionary proof sectors, the science and pharmaceutical sector continues to be less affected by the economic slowdown as other areas. This has been in part due to companies working to longer term global plans in product development and are not as vulnerable to change.

Candidates with relevant industry experience and specialist educational background have continued to be in demand and despite mergers and acquisitions in recent months, there has been no real direct impact on this sector. However as part of global cost cutting plans, some of the larger companies have reduced their bonus structure (which would be a % of base salary based on personal and company performance). Other benefits such as shift allowance, health schemes and overtime remain unchanged.



# Engineering & Construction

## CONSULTANCY

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Quantity Surveyor - Practice	40 - 75	35 - 65	22 - 40	20 - 36
Civil Engineer	35 - 65	30 - 55	22 - 40	20 - 36
Structural Engineer	35 - 65	30 - 55	22 - 40	20 - 36
Mechanical Engineer	35 - 60	30 - 55	22 - 40	20 - 36
Electrical Engineer	35 - 60	30 - 55	22 - 40	20 - 36
Building Services Engineer	40 - 60	30 - 55	22 - 40	20 - 36
I&C Engineer	40 - 70	40 - 70	22 - 35	20 - 36
Building Surveyor	40 - 70	30 - 55	22 - 35	20 - 36
Wastewater Engineer	40 - 70	30 - 60	22 - 40	20 - 36
CAD Technician	25 - 45	25 - 38	15 - 25	15 - 22

## PRODUCTION & MANUFACTURING

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
General Manager	75 - 120	As Sept	50 - 70	As Sept '08
Process Improvement Manager	55 - 80	"	30 - 45	"
Operations Manager	50 - 75	"	40 - 50	"
Production Manager	40 - 70	"	30 - 45	"
Maintenance Manager	50 - 75	"	30 - 45	"
Quality Manager	50 - 70	"	30 - 45	"
H&S Manager	50 - 70	"	32 - 40	"
Project Manager	55 - 75	"	30 - 40	"
Design Manager	40 - 65	"	35 - 50	"
Project Engineer	30 - 50	"	22 - 30	"
Process Engineer	35 - 55	"	22 - 32	"
Design Engineer	30 - 45	"	22 - 35	"
Quality Engineer	30 - 45	"	20 - 25	"
Health & Safety Engineer	30 - 45	"	22 - 32	"
Maintenance Engineer	30 - 45	"	20 - 32	"
Commissioning / Validation Engineer	40 - 60	"	22 - 35	"
Automation Engineer	45 - 65	"	22 - 35	"

## TECHNICAL SERVICES

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Service Manager	45 - 60	45 - 55	30 - 35	30 - 35
Service Engineer	30 - 50	30 - 40	20 - 25	20 - 25
Facilities Manager	50 - 85	45 - 70	30 - 40	30 - 36
Facilities Technician	25 - 40	25 - 35	20 - 25	20 - 25

# Engineering & Construction

## BUILD

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Project Manager	75 - 100	60 - 85	35 - 50	30 - 45
Project Engineer	35 - 55	30 - 50	20 - 35	20 - 30
Contracts Manager	60 - 100	60 - 85	35 - 45	35 - 40
Site Manager	55 - 80	45 - 65	30 - 45	30 - 40
Site Engineer	30 - 55	25 - 45	22 - 40	22 - 35
Site Foreman	45 - 65	40 - 55	28 - 35	28 - 35
Senior Quantity Surveyor	65 - 100	55 - 85	35 - 50	35 - 45
Quantity Surveyor	40 - 65	30 - 55	22 - 35	22 - 35
Senior Estimator	65 - 95	55 - 85	35 - 45	35 - 45
Estimator	40 - 65	30 - 55	22 - 35	22 - 35
Electrical Engineer	35 - 55	25 - 45	22 - 35	22 - 32
Mechanical Engineer	35 - 55	25 - 45	22 - 35	22 - 32
Health & Safety Manager	60 - 80	50 - 60	30 - 45	30 - 40
Health & Safety Officer	35 - 55	30 - 45	22 - 30	22 - 30
M&E Co-ordinator	50 - 65	40 - 55	30 - 35	28 - 32
M&E Engineer	35 - 50	30 - 40	20 - 29	20 - 28

One of the most obvious conclusions to draw at the moment is that we can no longer speak in general terms about "The Engineering Sector". Salaries within engineering vary according to the sector i.e. within construction, salaries have fallen by as much as 25%, although this is tempered by a distinct lack of availability of roles and an oversupply of suitably experienced candidates. The manufacturing sector is split between pharmaceutical/medical device/cGMP environments, which continue to experience skill shortages, particularly at the 7+ years experience level. Other manufacturing is, by contrast, somewhat in decline, which leads to an oversupply of candidates and a reduction in salary expectation by up to 10%.

Employers are reacting to this situation in a number of ways. Although there have been marked increases in the levels of redundancies announced in 2009, employers are working hard to keep their high calibre staff, seeking instead alternative means of cost reduction. Examples of this include pay freezes, reduction or suspension of bonus and reduction in availability of other benefits, particularly for new hires. Other, more inventive, measures include the introduction of extra unpaid holiday days.

In these uncertain times, it remains vital for organisations to retain a medium to long term focus when considering hiring. Many clients have expressed a desire to hire qualified and experienced individuals at markedly lower salaries than were on offer even in 2008. It is important for employers to realise that this causes both a short term discrepancy in their internal benchmarking, but can also create long term issues, as employees accepting significantly smaller packages may not have the same loyalty and commitment to the organisation.

On a positive note, for the first time in many years employers are at liberty to clearly engage in "value-added" hiring. Companies can clearly define their requirements and the value proposition of the hire and can expect that these expectations are met. The market offers highly qualified and experienced individuals who wish to add value and make a long term commitment to a stable organisation. Companies can also look at short-term or contract hiring in order to minimise the perceived risk that hiring brings. This allows for stronger organisational development as well as improved prospects for medium and long term stability.

# Supply Chain & Logistics

## SUPPLY CHAIN

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Director of Operations	110 - 180	110 - 180	60 - 70	50 - 60
Head of Supply Chain	100 - 160	75 - 150	60 - 70	50 - 60
General Manager	75 - 100	75 - 90	40 - 60	35 - 55
Operations Manager	70 - 90	60 - 80	30 - 40	25 - 35
Materials Manager	65 - 80	60 - 75	30 - 40	25 - 35
Commodity Manager	65 - 85	60 - 80	30 - 40	25 - 35
Channel Manager	65 - 80	60 - 70	30 - 40	25 - 35
Procurement Manager	55 - 80	55 - 75	30 - 40	25 - 35
Procurement Specialist	40 - 55	40 - 50	22 - 30	18 - 27
Procurement Officer	28 - 38	28 - 38	15 - 22	13 - 20
Inventory Manager	50 - 65	45 - 60	20 - 30	18 - 28
Inventory Controller/Analyst	35 - 45	30 - 40	13 - 15	11 - 13
Demand Planner	50 - 65	40 - 60	20 - 30	18 - 28
Supply Chain Analyst	40 - 55	40 - 55	15 - 25	12 - 23
Senior Buyer	55 - 70	50 - 65	25 - 35	22 - 32
Buyer	35 - 55	30 - 50	15 - 25	13 - 23

## LOGISTICS

	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Director of Operations	90 - 120	80 - 120	50 - 60	45 - 55
General Manager	75 - 100	75 - 90	40 - 50	35 - 45
Logistics / Transport Manager	60 - 85	55 - 80	20 - 30	18 - 28
Transport Supervisor	30 - 40	25 - 35	20 - 30	18 - 28
Warehouse Manager	38 - 65	32 - 60	20 - 25	18 - 23
Warehouse Supervisor	30 - 40	25 - 38	15 - 20	13 - 18
Logistics Co-ordinator	28 - 35	25 - 35	14 - 17	12 - 16

The supply chain area has faced many challenges recently, ranging from currency fluctuations to oil prices, forcing the industry to become more commercial. Businesses are now realising that procurement, inventory management and logistics management are core business functions, critical to the maintenance of the lowest possible operating cost. This has led to prioritisation of supplier renegotiation or consolidation, as well as a broad based re-tendering of many third-party warehousing and logistics operations. Outsourcing is still a popular model, but performance and metrics management of these contracts has come into sharp focus. Declining sales and volumes have had a knock-on effect on staffing levels in many businesses, leading to redundancies, as have centralisation initiatives in larger organisations e.g. consolidating the supply chain functions at headquarters, restructuring departments to manage the functions in a more efficient and cost-sensitive manner.

It must be noted that employers are working hard to keep their high calibre staff, seeking alternative means of cost reduction including pay freezes, reduction or suspension of bonus, extra unpaid holidays and reduction in other benefits, particularly for new hires. It remains vital for organisations to retain a medium to long term focus when considering hiring. Many firms have expressed a desire to hire individuals at markedly lower salaries than were on offer even in 2008. It is important to realise that this causes both a short term discrepancy in their internal benchmarking, but can also create long term issues, as employees accepting significantly smaller packages may not have the same loyalty and commitment to the organisation. On a positive note, for the first time in many years employers are at liberty to clearly engage in "value-added" hiring. Companies can clearly define their requirements and can expect that these are met. The market offers highly qualified and experienced individuals who can add value. Companies can also look at short-term or contract hiring in order to minimise the perceived risk that hiring brings. This allows for stronger organisational development as well as improved prospects for medium/long term stability.



# Fund Services

## FUND SERVICES / SHAREHOLDER SERVICES / CLIENT SERVICES / MARKET DATA

Sept 08

Mar 09

JOB TITLE	ROI € ,000	ROI € ,000
Senior Fund Accounting Manager	70 - 90	As Sept '08
Fund Accounting / Administration Manager (3-5 yrs' exp.)	55 - 65	"
Fund Accounting Supervisor / Team Leader	45 - 55	"
Senior Fund Accountant (2 yrs' exp.)	35 - 45	"
Fund Accountant (1 yr's exp.)	30 - 35	"
Fund Accountant / Administrator	27 - 30	"
Head of Shareholder Services	90 - 110	"
Shareholder Services Manager	55 - 75	"
Senior Shareholder Services Administrator	35 - 55	30 - 55
Shareholder Services Administrator	27 - 35	25 - 35
Manager	80 - 110	As Sept '08
Assistant Manager / Supervisor	50 - 70	"
Client Services Administrator	28 - 35	25 - 35
Market Data / Corporate Actions Administrator	28 - 35	25 - 35

## TRUSTEE / CUSTODY / COMPLIANCE / CORPORATE ACTIONS

Sept 08

Mar 09

JOB TITLE	ROI € ,000	ROI € ,000
Head of Trustee	90 - 105	As Sept '08
Manager Level (1-3 yrs' exp.)	50 - 75	"
Senior Trustee Officer	35 - 42	"
Trustee Administrator	28 - 32	25 - 32
Head of Custody	90 - 110	As Sept '08
Custody Manager	65 - 75	"
Custody Supervisor	45 - 55	"
Senior Custody Administrator	35 - 40	"
Custody Administrator	28 - 32	25 - 32
Compliance Manager	70 - 105	As Sept '08
Assistant Manager	55 - 65	"
Compliance Officer (1-2 yrs' exp.)	35 - 45	"
AML Administrator	28 - 35	25 - 35
Manager - Corporate Actions	50 - 65	As Sept '08
Senior Administrator - Corporate Actions	35 - 45	32 - 45

The general consensus amongst our fund services clients is that there is a bias towards salary freezes as opposed to cuts in current salaries being paid. There are no plans to expand teams this year. From the candidate perspective, those available are willing to look at wider salary bands ie on a current salary of say, €45,000 - they are looking from €40,000. As with the banking sector, any bonuses paid are likely to be nominal.

# Accountancy General

## EXECUTIVE

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI€ ,000	ROI€ ,000	NI £ ,000	NI £ ,000
Finance Director T/O > 10m	125 - 200	90 - 150	50 - 70	45 - 65
Finance Director T/O < 10m	90 - 120	80 - 120	45 - 50	40 - 45
Financial Controller T/O > 10m	85 - 120	80 - 110	40 - 50	35 - 45
Financial Controller T/O < 10m	70 - 90	70 - 90	35 - 45	30 - 40

## QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI€ ,000	ROI€ ,000	NI £ ,000	NI £ ,000
Finance Manager	65 - 85	60 - 75	35 - 45	30 - 40
Treasury Accountant	60 - 70	55 - 70	30 - 35	As Sept '08
Internal Audit Manager	70 - 90	65 - 85	35 - 45	32 - 42
Internal Auditor	55 - 70	50 - 65	28 - 35	As Sept '08
Systems Project Accountant	60 - 75	55 - 75	25 - 40	25 - 35
Financial Analyst	55 - 75	45 - 60	22 - 35	22 - 32
Group Financial Accountant	60 - 75	50 - 65	35 - 45	30 - 40
Financial Accountant	55 - 65	48 - 60	30 - 40	28 - 38
Management Accountant	55 - 65	48 - 60	25 - 35	22 - 32
Cost Accountant	55 - 65	48 - 60	30 - 40	25 - 35
Newly Qualified Accountant	52 - 58	48 - 52	25 - 30	22 - 26
Credit Control Manager	45 - 65	40 - 55	20 - 26	As Sept '08
Accounts Payable Manager	40 - 55	40 - 55	25 - 30	20 - 25
Payroll Manager	45 - 55	40 - 55	18 - 26	18 - 25

## PART-QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI€ ,000	ROI€ ,000	NI £ ,000	NI £ ,000
Finalist	40 - 48	38 - 42	20 - 30	18 - 28
Part-Qualified Accountant (1-3 yrs' exp.)	35 - 45	30 - 38	18 - 28	16 - 25
Assistant Accountant	30 - 40	30 - 35	18 - 25	16 - 22
Accounts Assistant	25 - 32	25 - 30	15 - 22	14 - 20
Credit Controller	28 - 40	25 - 35	15 - 22	As Sept '08
Payroll Administrator	28 - 40	25 - 35	14 - 18	12 - 16
Accounts Receivable	25 - 35	25 - 32	14 - 18	12 - 16
Accounts Payable	25 - 35	25 - 32	14 - 18	12 - 16
Bookkeeper	35 - 45	30 - 35	16 - 22	As Sept '08

With many industries such as construction, property, manufacturing and motor being dramatically affected by the current downturn, head count freezes and redundancies are being implemented across these sectors. However areas such as energy and shared services have continued to experience sustainable growth and are recruiting on a continual basis.

At financial controller and director level, there has been an increase in the demand for qualified accountants with good commercial acumen who can add value to the company. Strong credit controllers are also in even more demand than ever. Salaries have taken a slight dip but mainly on the overall packages rather than just on the basic salary as many companies are reviewing their bonus structures.

# Temporary & Contract (Accountancy)

## QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI € annual ,000	ROI € annual ,000	ROI € p/h	ROI € p/h
Financial Director	110 - 150	90 - 150	97.90 - 131.00	74.30 - 122.00
Financial Controller	80 - 110	80 - 110	71.00 - 97.90	66.00 - 90.00
Finance Manager	65 - 75	60 - 75	57.80 - 66.80	49.50 - 60.00
Financial Accountant	55 - 65	45 - 60	48.95 - 57.80	37.00 - 49.50
Management Accountant	55 - 65	45 - 60	48.95 - 57.80	37.00 - 49.50
Project Accountant	60 - 75	55 - 70	52.00 - 66.80	45.45 - 56.40
Cost Accountant	55 - 65	45 - 60	48.95 - 57.80	37.00 - 49.50
Financial Analyst	55 - 70	45 - 60	48.95 - 62.00	37.00 - 49.50
Systems Accountant	60 - 75	55 - 75	52.00 - 66.80	45.45 - 60.00
Internal Auditor	55 - 70	50 - 65	48.95 - 62.00	41.20 - 54.00
Newly Qualified Accountant	52 - 58	48 - 52	46.00 - 52.00	39.60 - 42.80
Fund Accountant	45 - 60	45 - 52	40.00 - 53.50	37.00 - 42.80
Payroll Manager	50 - 65	40 - 55	44.50 - 57.80	33.00 - 45.45
Finalist	45 - 48	38 - 42	40.00 - 43.00	31.40 - 37.30

## PART-QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	ROI € annual ,000	ROI € annual ,000	ROI € p/h	ROI € p/h
Part-Qualified Accountant	35 - 45	30 - 38	31.00 - 40.00	24.80 - 31.40
Assistant Accountant	32 - 40	30 - 35	28.50 - 35.50	24.80 - 28.90
Bookkeeper	35 - 45	30 - 35	31.00 - 40.00	24.80 - 28.90
Accounts Assistant	25 - 32	25 - 30	22.30 - 28.50	20.60 - 24.80
Credit Controller	28 - 42	25 - 35	25.00 - 37.00	20.60 - 28.90
Payroll Administrator	28 - 40	25 - 35	25.00 - 35.50	20.60 - 28.90
Accounts Payable	25 - 35	25 - 32	22.30 - 31.00	20.60 - 28.40
Accounts Receivable	25 - 35	25 - 32	22.30 - 31.00	20.60 - 28.40

*The above hourly rates are inclusive of the candidate's pay, employer's PRSI, holiday pay, payroll charges and Brightwater's management fee.*

Over the last six months, the temporary and contract market has seen some slight decreases in basic salaries. As a result, candidates are becoming more realistic about their salary expectations and the fact that there is much more competition for roles. There has also been a marked increase in candidate availability as those who have just been made redundant or returned from travelling to find a much different market for example, are more likely to consider a contract role.

However companies that are experiencing headcount freezes, particularly larger organisations and multinationals, continue to use temporary hires as a means of completing projects and assisting with heavy workloads. With the inevitable changing economic climate, temporary and contract staff will prove to be an important resource for companies and sectors continuing well into 2009.

# Temporary & Contract (Accountancy)

## QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	NI £ annual ,000	NI £ annual ,000	NI £ p/h	NI £ p/h
Financial Director	45 - 65	40 - 60	39.10 - 56.45	35.19 - 50.80
Interim Finance Manager	40 - 60	36 - 55	34.75 - 52.10	31.28 - 46.90
Financial Controller	35 - 50	31 - 45	30.40 - 43.40	27.40 - 39.00
Financial Accountant	30 - 40	27 - 36	26.05 - 34.75	23.45 - 31.25
Management Accountant	30 - 40	27 - 36	26.05 - 34.75	23.45 - 31.25
Project Accountant	25 - 40	23 - 35	21.70 - 34.75	19.55 - 31.25
Cost Accountant	30 - 40	27 - 36	26.05 - 34.75	23.45 - 31.25
Financial Analyst	26 - 32	23 - 29	22.60 - 27.80	20.35 - 25.00
Systems Accountant	28 - 38	25 - 35	24.30 - 33.00	21.85 - 29.70
Internal Auditor	25 - 35	22 - 31	21.70 - 30.40	19.55 - 27.35
Newly Qualified Accountant	24 - 30	21 - 27	20.85 - 26.05	18.70 - 23.45
Fund Accountant	n/a	n/a	n/a	n/a
Payroll Manager	20 - 30	18 - 27	17.40 - 26.05	15.65 - 23.45

## PART-QUALIFIED

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09
	NI £ annual ,000	NI £ annual ,000	NI £ p/h	NI £ p/h
Part-Qualified Accountant	18 - 28	16 - 25	15.65 - 24.30	14.00 - 21.85
Assistant Accountant	18 - 25	16 - 22	15.65 - 21.70	14.00 - 19.50
Bookkeeper	17 - 22	15 - 20	14.80 - 23.87	13.35 - 21.50
Accounts Assistant	13 - 20	12 - 18	11.25 - 17.05	10.00 - 15.35
Credit Controller	16 - 23	14 - 20	13.90 - 20.00	12.50 - 18.00
Payroll Administrator	14 - 18	12 - 16	12.15 - 15.35	10.90 - 13.80
Accounts Payable	14 - 17k	12 - 16	12.15 - 14.50	10.90 - 13.05
Accounts Receivable	14 - 17k	12 - 16	12.15 - 14.50	10.90 - 13.05

*The above hourly rates are inclusive of the candidate's pay, employer's NI, holiday pay, payroll charges and Brightwater's management fee.*

The use of temporary and contract staff in Northern Ireland has stayed steady across the private sector. The public sector may experience some growth in temporary recruitment due to restructuring and cost reduction exercises which will force them to freeze permanent recruitment and bring in contract staff. Basic salaries have witnessed decreases up to 10% in some cases but demand for accountancy professionals, especially in credit control remains steady.



# Public Practice

## PUBLIC PRACTICE

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Partner	200 - 300	180 - 270	100 - 180	90 - 160	80 - 160	60 - 130
Corporate Finance / Recovery Director	110 - 180	90 - 160	90 - 125	80 - 110	50 - 80	As Sept '08
Audit Director	100 - 160	90 - 150	85 - 120	80 - 105	45 - 80	40 - 70
Audit Senior Manager	85 - 100	75 - 90	65 - 90	60 - 80	40 - 65	35 - 60
Corporate Finance / Recovery Manager	80 - 90	75 - 85	60 - 77	55 - 70	40 - 70	As Sept '08
Risk Manager	72 - 85	70 - 80	55 - 65	50 - 60	30 - 55	"
Audit Manager (2-3 yrs' PQE)	70 - 80	63 - 74	48 - 65	45 - 60	28 - 40	26 - 38
Corporate Finance Executive	57 - 68	50 - 60	50 - 60	45 - 55	30 - 40	28 - 38
Corporate Recovery / Forensics Executive	58 - 70	60 - 70	55 - 60	55 - 60	24 - 35	26 - 38
Company Secretary (4-6 yrs' exp.)	52 - 68	45 - 62	40 - 45	35 - 40	20 - 30	As Sept '08
Assistant Manager - Audit (1 yr's PQE)	58 - 64	50 - 58	45 - 52	40 - 46	26 - 33	24 - 30
Audit Senior - Top 4	52 - 56	45 - 50	42 - 48	40 - 45	28 - 34	26 - 32
Audit Senior - General Practice	47 - 52	39 - 46	34 - 45	30 - 40	25 - 30	23 - 28
Company Secretary (2-3 yrs' exp.)	40 - 45	35 - 40	30 - 35	28 - 32	18 - 25	16 - 24
Audit Semi-Senior / Finalist	32 - 40	27 - 35	23 - 30	20 - 25	17 - 23	16 - 21
Audit Junior (1-2 yrs' exp.)	25 - 31	21 - 26	17 - 24	17 - 23	15 - 20	14 - 18
Graduate ACA (on training contract)	19 - 26	18 - 23	14 - 20	14 - 18	14 - 19	14 - 18

2009 has been a challenging year for accountancy practice so far. These challenging economic times have resulted in most firms experiencing a slowdown in growth and a decrease in demand for their services. The areas that have been most affected are audit/accounts, taxation, consultancy, wealth management and corporate finance. The greatest issues affecting firms have been an increase in pressure on their fees and the delay and difficulty in collecting fees from clients also feeling the effects of a market lacking liquidity. This slowdown has unfortunately resulted in some redundancies and pay freezes with the majority of those affected being newly qualified accountants coming out of their training contracts. This decrease in roles and increase in jobseekers has resulted in downward pressure on salaries which is borne out in our findings. The majority of decreases are approx 10% with bonuses significantly less than last year.

On a positive note there has been a significant increase in Corporate Recovery and Forensic Accounting activity with the volume of receiverships, examinerships and liquidations dramatically up so far in 2009. We envisage this trend continuing and the demand for individuals with these background remaining strong for the remainder of the year.

## TAXATION

JOB TITLE	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	NI £ ,000	NI £ ,000
Tax Partner	200 - 300	180 - 270	100 - 160	100 - 150	80 - 120	60 - 110
Head of Tax - Industry / Financial Services	150 - 220	150 - 220	120 - 150	120 - 150	50 - 80	50 - 70
Tax Director - Practice	100 - 160	90 - 150	80 - 110	70 - 100	45 - 80	40 - 75
Senior Tax Manager	80 - 95	70 - 85	60 - 80	55 - 75	40 - 60	35 - 55
VAT Manager	80 - 95	70 - 85	55 - 80	55 - 75	30 - 45	28 - 42
Estate Planning / Capital Taxes Manager	75 - 95	65 - 85	50 - 70	50 - 65	38 - 48	35 - 45
Tax Manager	70 - 85	60 - 75	50 - 65	50 - 60	38 - 48	34 - 44
Corporate Tax Senior / Consultant	50 - 58	40 - 50	39 - 45	30 - 40	30 - 35	26 - 32
Personal Tax Senior / Consultant	48 - 55	40 - 50	39 - 45	30 - 40	28 - 35	25 - 30
Tax Assistant (2-3 yrs' exp.)	30 - 40	25 - 35	25 - 35	20 - 30	20 - 30	18 - 26
Tax Assistant (1-2 yrs' exp.)	27 - 32	20 - 38	18 - 25	17 - 22	16 - 22	15 - 20
Tax Trainee	21 - 26	18 - 22	15 - 20	15 - 19	14 - 18	14 - 16

The taxation market has been affected by the current economic climate similar to many other areas. A slow down in growth and a lessening demand for tax services has resulted in an increase in the number of candidates on the market which has put downward pressure on salaries. Overall salaries have remained frozen or dropped by 10% with bonuses unlikely to be at the level of previous years. The level which has experienced the most upheaval has been the newly qualified to 2 years' ppe. Recently, however, there appears to be a slight pick up with some small to medium sized firms seeking to recruit at this level. The industry market still remains quite robust with a continuation of newly created roles both in Corporate Tax and VAT typically at a manager or senior manager level.

# Banking

## EXECUTIVE

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Head of Credit	Up to100	As Sept '08	80 - 100	As Sept '08	n/a	n/a
Managing Director	120 - 160	"	90 - 145	"	50 - 80	As Sept '08
Head of Operations	95 - 115	"	90 - 120	"	30 - 45	"

## SENIOR MANAGEMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Senior Lending Manager	80 - 100	As Sept '08	80 - 100	As Sept '08	40 - 70	As Sept '08
Senior Operations Manager	80 - 100	"	80 - 100	"	30 - 55	"
Senior Risk Manager	70 - 100	"	70 - 90	"	30 - 55	"
Corporate Lending Manager	50 - 70	"	75 - 90	50 - 70	35 - 50	"
Wealth Management	75 - 95	"	55 - 75	As Sept '08	35 - 50	"
Business Development Manager	75 - 120	"	55 - 75	"	35 - 50	35 - 48
Institutional Equity Sales	50 - 120	"	70 - 100	"	n/a	n/a
Corporate Bond Sales	50 - 120	"	70 - 90	"	n/a	n/a
Private Client Portfolio Manager	65 - 80	"	50 - 65	"	n/a	n/a
Senior Equity Analyst	70 - 100	"	n/a	n/a	n/a	n/a

## MID MANAGEMENT

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Banking Sales Manager	45 - 70	As Sept '08	55 - 65	As Sept '08	30 - 40	As Sept '08
Banking Sales Executive	35 - 50	"	40 - 55	"	25 - 30	"
Senior Credit Analyst	45 - 55	"	45 - 55	"	30 - 45	"
Credit Analyst	35 - 45	"	35 - 45	"	22 - 32	"
Wealth Management Consultant	40 - 50	40 - 48	50 - 85	40 - 55	25 - 35	"
Senior Corporate Lender	55 - 70	As Sept '08	60 - 75	As Sept '08	30 - 40	"
Senior Commercial Lender	55 - 70	"	60 - 75	"	30 - 40	"
Stockbroker	35 - 50	"	n/a	n/a	n/a	n/a
Equity Analyst	44 - 55	"	n/a	n/a	n/a	n/a
Operations Supervisor	42 - 55	"	40 - 50	As Sept '08	25 - 40	As Sept '08
Pensions / Investment Consultant	45 - 60	45 - 55	45 - 60	45 - 55	25 - 40	"
Risk Analyst	35 - 48	As Sept '08	40 - 50	As Sept '08	20 - 35	"
Corporate Lender	45 - 58	"	45 - 55	"	20 - 35	"
Commercial Lender	42 - 55	"	45 - 55	"	18 - 30	"
Loans / Credit Administrator	27 - 35	25 - 35	26 - 35	25 - 35	15 - 20	"
Bancassurance Advisor	28 - 35	As Sept '08	30 - 40	As Sept '08	15 - 20	"
Graduate	28 - 30	25 - 28	26 - 30	24 - 27	12 - 18	12 - 16

## TREASURY

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Head of Treasury	90 - 140	As Sept '08	90 - 140	As Sept '08	45 - 90	As Sept '08
Senior Dealer	80 - 100	"	65 - 90	"	35 - 50	"
Treasury Operations Manager (Back Office)	70 - 95	"	60 - 80	"	28 - 40	"
Middle Office Manager	70 - 95	"	55 - 70	"	30 - 35	"
Treasury Dealer	50 - 70	"	45 - 55	"	22 - 30	"
Treasury Settlements - Assistant Manager	40 - 55	"	35 - 45	"	n/a	"
Middle Office Supervisor	44 - 50	40 - 50	30 - 40	"	n/a	"
Treasury Settlements Officer	33 - 40	As Sept '08	25 - 35	"	n/a	"

## COMPLIANCE (across all banking sectors)

	Sept 08	Mar 09	Sept 08	Mar 09	Sept 08	Mar 09
JOB TITLE	DUBLIN € ,000	DUBLIN € ,000	ROI € ,000	ROI € ,000	BELFAST £ ,000	BELFAST £ ,000
Head of Compliance	80 - 120	As Sept '08	75 - 110	As Sept '08	45 - 55	45 - 50
Compliance Manager (5-7 yrs' exp.)	70 - 90	"	55 - 85	55 - 80	38 - 50	As Sept '08
Compliance Manager (3-5 yrs' exp.)	60 - 80	"	55 - 65	As Sept '08	25 - 40	"
Compliance Officer (2-3 yrs' exp.)	45 - 50	40 - 50	40 - 55	"	22 - 30	20 - 28
Compliance Officer (1-2 yrs' exp.)	33 - 38	32 - 38	26 - 35	25 - 35	15 - 22	15 - 20

There are no major changes in basic salaries being experienced in this sector at the moment more so as there is little recruitment occurring. In terms of bonuses being paid this year within the banking sector, they will be based upon company and individual performances and are likely to be nominal. It remains to be seen whether the government will put a mandatory cap on all bonuses and salaries awarded to senior executives within the banking sector in the wake of high public and media interest.

The roles most likely to be sourced this year are in the areas of compliance and risk and salaries remain largely unchanged from previous survey figures.



# Financial Services

## EXECUTIVE

	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000
Managing Director	190 - 305	180 - 300
Head of Major Function	95 - 130	90 - 130
Head of Finance	115 - 160	100 - 140
Head of Operations	100 - 140	100 - 140

## QUALIFIED

	Sept 08	Mar 09
JOB TITLE	ROI € ,000	ROI € ,000
Chief Financial Officer	130 - 165	110 - 150
Financial Director	110 - 140	90 - 120
Financial Controller	85 - 110	80 - 100
Finance Manager	70 - 95	70 - 85
Internal Audit Manager	70 - 90	65 - 80
Internal Auditor	55 - 65	50 - 65
Regulatory Reporting Manager (5-10 yrs' PQE)	80 - 110	70 - 95
Regulatory Accountant (2-4 yrs' exp.)	55 - 65	55 - 65
Project Accountant (2-5 yrs' exp.)	58 - 70	52 - 65
Systems Accountant (2-4 yrs' exp.)	54 - 64	54 - 62
Credit Control Manager (4-7 yrs' exp.)	58 - 65	48 - 60
Treasury Accountant (1-4 yrs' exp.)	55 - 65	50 - 60
Senior Financial Analyst (4-7 yrs' exp.)	62 - 75	60 - 70
Financial/ Business Analyst (1-3 yrs' exp.)	54 - 62	50 - 58
Senior Financial / Group Accountant (3-5 yrs' exp.)	62 - 72	58 - 68
Financial Accountant (3-5 yrs' exp.)	60 - 68	58 - 65
Financial Accountant (1-3 yrs' exp.)	55 - 59	52 - 57
Management Accountant (3-5 yrs' exp.)	54 - 64	52 - 60
Management Accountant (1-3 yrs' exp.)	52 - 57	49 - 53
Newly Qualified Accountant	55 - 58	48 - 54

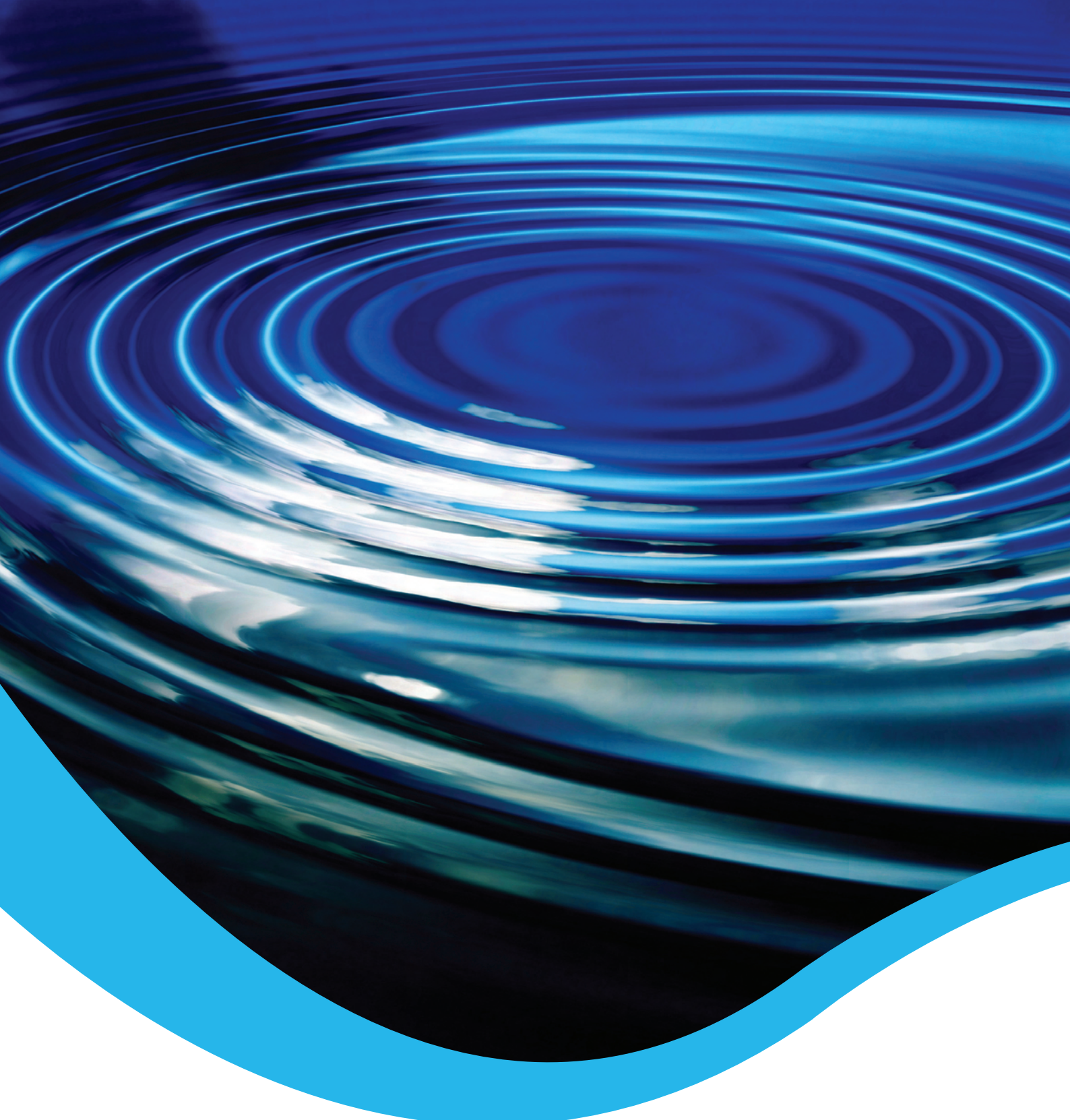
# Financial Services

## PART-QUALIFIED

JOB TITLE	Sept 08	Mar 09
	ROI € ,000	ROI € ,000
Part-Qualified Internal Auditor	36 - 40	32 - 38
Finalist Accountant	42 - 48	35 - 42
Part-Qualified Assistant Accountant (3-4 yrs' exp.)	32 - 38	30 - 38
Accounts Payable Administrator	28 - 35	25 - 30
Accounts Receivable Administrator	28 - 35	25 - 30
Part-Qualified Accounts Assistant (1-3 yrs' exp.)	25 - 32	25 - 30
Credit Controller (1-4 yrs' exp.)	27 - 36	24 - 30

With continued volatility across the financial markets the domino effect on salaries and bonuses for finance professionals at all levels is evident in most instances. The majority of those currently working in the banking/funds/wealth management sectors are experiencing pay freezes, pay cuts are not hugely evident at this stage. In the instance of new recruits to finance teams in the last 4 months in particular, those at a newly qualified level through to mid management level are seeing 6-13% reductions on base salaries being offered in comparison to 2008 figures with the most candidates being realistic and accepting of these changes.

Bonuses being paid out by employers are considerably less than last year, some not receiving any bonus for 2008 individual/company performances. The insurance sector is still standing up quite well in comparison to other areas, those with niche technical skill sets are still being recruited at similar salary levels to that of 2008.



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This survey was conducted by Brightwater in September 2008. Companies from SME business to blue chip organisations participated in this survey. It is anticipated that this information will reflect the whole of the Irish market for the year September 2008 to October 2009.

  
**Brightwater**  
recruitment specialists

51-53 Adelaide St., Belfast.

T: 00 44 28 90 325 325

E: [belfast@brightwaterNI.com](mailto:belfast@brightwaterNI.com)

W: [www.brightwaterNI.com](http://www.brightwaterNI.com)

36 Merrion Square, Dublin 2.

T: 00 353 1 662 1000

E: [dublin@brightwater.ie](mailto:dublin@brightwater.ie)

W: [www.brightwater.ie](http://www.brightwater.ie)

49 South Mall, Cork.

T: 00 353 21 422 1000

E: [cork@brightwater.ie](mailto:cork@brightwater.ie)

W: [www.brightwater.ie](http://www.brightwater.ie)