



BRIGHTWATER

# Salary Survey 2018

Brightwater  
*TakeControl*

# The CEO's Address 2018



The economy is growing, employment is rising, and wages are increasing. Our research has shown though, that while salaries are rising, benefits are often rising by more. The economy rose 5.1% last year and is projected to rise 4.2% this year. The national debt is coming down, exports are growing, investments are up, and consumer spending is also increasing. Employment growth in 2016 was 2.9%, and by mid-2017 was growing at 3.4% with the private sector leading the way. There were 12,700 job vacancies in Q1 2017 and staff shortages are real. This has led to wage inflation (analysed below) outstripping inflation which

was 0.0% in 2016, projected to be 0.5% in 2017, and 0.9% in 2018. A key statistic to consider is that job vacancies are still 2,000 below what they were in Q1 2008...so while the labour market is tight, it is due to get even tighter. Health, professional services, IT and financial services are experiencing the worst skills shortages.

Salaries are rising, but more so benefits. Benefits are a way of attracting, but even more a way of retaining key staff. Pay rises are generally around 5% across Finance HR, Sales, Marketing, IT, Engineering, Supply Chain, Legal and Accountancy sectors. The outliers this year are in Science and Senior Executive Assistant roles, increases of up to 15% have been seen. However, benefit packages are upping total remuneration packages considerably. It seems that while companies are focused on keeping salaries under control, they are using benefits to increase overall remuneration.

The types of benefits being offered are: discretionary bonuses on average 5%-15%, healthcare, pensions and life insurance. Softer benefits like gym membership and additional holidays are also making a re-appearance. A growing percentage of organisations can offer more performance incentives such as senior executive share schemes, and increased commission on sales roles. However, the newest trend is towards flexi-hours. While it is still rare for companies to offer staff the option of working from home, they are increasingly offering their employees more flexibility on hours, and this has proved to be a particularly popular benefit.

“Brightwater Executive” works with senior management, and is a good guide to the market. Utilites, Fintech, Manufacturing and Life Sciences have been very busy sectors. Financial Services has become particularly competitive and is one of the strongest hirers. Over 50% of the world’s largest global fund services, banking, aviation leasing institutions are in Ireland, and 23% of our executive level placements in Q2 & Q3 2017 were directly attributed to Brexit. Financial Services has often led the way on increasing remuneration, and now is no exception, increasingly incentivising through LTIPs (Long Term Incentive Plans) to attract and retain senior executives.

I hope you have a successful and enjoyable 2018, and if you would like more specific analysis of benefits or market trends by market sector and region, please ask your Brightwater Consultant or email our marketing department on [salariesurvey@brightwater.ie](mailto:salariesurvey@brightwater.ie) and they will send you our “Salary Survey Supplement”.

With warmest wishes,  
**David Bloch, CEO**

# Contents

Executive	4
Accountancy - Permanent	8
Accountancy - Temporary & Contract	10
Funds Services	11
Fund Servicing - Temporary & Contract	12
Banking - Permanent	14
Banking - Temporary & Contract	16
Insurance	17
Compliance & Risk	18
Legal	19
Information Technology	20
Human Resources	23
Business Support	24
Sales	26
Marketing	27
Engineering	28
Supply Chain & Logistics	30
Science & Pharmaceutical	31

# Executive - Full Operating Model

## Financial Services

### Banking, Investment & Funds Management / Administration

	Ireland €
Chief Executive Officer	220,000 - 550,000
Managing Director	175,000 - 300,000
Chief Operating Officer	165,000 - 250,000
Operations Director	115,000 - 150,000
Chief Financial Officer	160,000 - 250,000
Financial Director	120,000 - 175,000
Chief Commercial Officer	140,000 - 230,000
Business Development Director	95,000 - 135,000
Chief Investment Officer	150,000 - 225,000
Investment Director	110,000 - 140,000
Senior Wealth Manager	90,000 - 125,000
Treasury VP - Director	110,000 - 155,000
Legal VP - Director	135,000 - 200,000
Corporate Finance Director	110,000 - 170,000
Credit Underwriting Director	100,000 - 150,000
Institutional Sales Director	110,000 - 135,000
MD - Divisional Function	120,000 - 190,000
Transfer Agency VP - Director	100,000 - 180,000
Client Relationship Manager VP - Director	95,000 - 135,000
Trustee / Custody VP - Director	105,000 - 160,000
Fund Accounting VP - Director	100,000 - 170,000
Financial Reporting VP - Director	105,000 - 150,000
Funds Product VP - Director	110,000 - 135,000
Middle Office VP - Director	90,000 - 135,000
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	95,000 - 125,000
Head of Intermediary Sales	90,000 - 130,000
Programme & Change VP - Director	90,000 - 165,000
Head of a Major Function	110,000 - 180,000
Area Branch Manager	80,000 - 110,000

### Aviation Leasing

	Ireland €
Chief Executive Officer	270,000 - 600,000
Chief Operating Officer	180,000 - 380,000
Chief Commercial Officer	190,000 - 380,000
Chief Financial Officer	190,000 - 350,000
Risk Director / Chief Risk Officer	150,000 - 350,000
Chief Legal Officer	175,000 - 300,000
Senior Legal Transactional Lawyer	125,000 - 175,000
Change Programme Director	125,000 - 175,000
Technical & Asset Management VP - Director	145,000 - 300,000
Corporate Finance VP - Director	125,000 - 280,000
Treasury VP - Director	135,000 - 220,000
Aircraft Trader VP - Director	140,000 - 275,000
Sales VP - Director	140,000 - 250,000
Contracts Portfolio Manager VP - Director	130,000 - 180,000
Tax VP - Director	110,000 - 170,000

Contact Estelle Davis on [e.davis@brightwater.ie](mailto:e.davis@brightwater.ie)

**Insurance (Life / General / Captive / Reinsurance),  
Wealth Management & Investments**

	<b>Ireland €</b>
Chief Executive Officer	180,000 - 420,000
General Manager	150,000 - 220,000
Chief Operating Officer	135,000 - 320,000
Chief Actuary	170,000 - 320,000
Senior Actuary (Pricing / Reserving)	130,000 - 180,000
Senior Product Manager VP - Director	95,000 - 115,000
Chief Investment Officer	130,000 - 230,000
Chief Financial Officer	135,000 - 190,000
Financial Director	110,000 - 165,000
Chief Underwriting Officer	130,000 - 190,000
Underwriting Director	90,000 - 135,000
Reinsurance Underwriting Director	110,000 - 160,000
Chief Claims Officer	120,000 - 180,000
Claims Director	100,000 - 140,000
Broking Director	85,000 - 125,000
Sales Director	90,000 - 145,000
Senior Wealth Manager	85,000 - 135,000
Captive Manager	95,000 - 140,000
Head of a Major Function	100,000 - 170,000

**Governance, Risk & Compliance - Financial Services  
and Industry & Commerce Sectors**

	<b>Ireland €</b>
Chief Risk Officer	120,000 - 220,000
Head of Legal	110,000 - 220,000
Risk Director - Head of Risk	90,000 - 150,000
Group Head of Audit	130,000 - 175,000
Audit Director	95,000 - 130,000
Chief Compliance Officer	120,000 - 165,000
Head of Compliance VP - Director	100,000 - 135,000
Network Oversight VP - Director	90,000 - 115,000
Senior Operational Risk VP - Director	85,000 - 130,000
Regulatory Affairs VP - Director	90,000 - 130,000
Head of AML	90,000 - 130,000
Data Privacy VP - Director	105,000 - 145,000
Head of Fraud	85,000 - 135,000

**Information Technology - Financial Services / Industry  
& Commerce**

	<b>Ireland €</b>
Chief Technical Officer (CTO)	120,000 - 200,000
Chief Operations Officer (COO)	110,000 - 160,000
Chief Information Officer (CIO)	100,000 - 240,000
Chief Information Security Officer	90,000 - 130,000
Chief Data Officer (CDO)	120,000 - 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	85,000 - 125,000
Programme Director	90,000 - 170,000
Head of Professional Services	110,000 - 180,000
Service Delivery Director	85,000 - 120,000

**Sales & Marketing - Industry & Commerce**

	<b>Ireland €</b>
Commercial Director	120,000 - 150,000
Sales VP - Director	130,000 - 150,000
Marketing VP - Director	100,000 - 140,000
PR & Communications VP - Director	85,000 - 130,000
Business Development VP - Director	120,000 - 140,000
Account Director	90,000 - 120,000
Senior Manager - Software Sales	80,000 - 120,000

## Industry & Commerce

### General Management & Operations

	Ireland €
Chief Executive Officer	160,000 - 350,000
Managing Director >100 Staff	140,000 - 175,000
Managing Director <100 Staff	90,000 - 130,000
General Manager >100 Staff	100,000 - 135,000
General Manager <100 Staff	85,000 - 120,000
Chief Operating Officer	120,000 - 200,000
Director of Operations	90,000 - 180,000
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 - 250,000
Group Financial Director	130,000 - 170,000
Financial Director T/O >10m	120,000 - 160,000
Financial Director T/O <10m	110,000 - 130,000
Group Financial Controller	85,000 - 120,000
Financial Controller T/O >10m	80,000 - 120,000
Financial Controller T/O <10m	75,000 - 90,000
Director of Internal Audit	110,000 - 145,000
Global Director of Tax	145,000 - 250,000
EMEA Director of Tax	110,000 - 180,000
Tax Director	110,000 - 140,000
Director of Shared Services	110,000 - 150,000

## Technical Services

### Science & Pharmaceutical / Supply Chain & Logistics / Engineering

	Ireland €
Supply Chain Director	90,000 - 180,000
Procurement Director	90,000 - 200,000
Plant Director	90,000 - 160,000
Project Director	100,000 - 125,000
Quality Director	100,000 - 180,000
R&D Director	90,000 - 180,000
Manufacturing Director	90,000 - 180,000
Engineering Director	100,000 - 180,000
Director of Regulatory Affairs	90,000 - 130,000

## Professional Services

### Human Resources

	Ireland €
Group Head of Human Resources	130,000 - 190,000
Head of HR (VP / Director)	95,000 - 155,000
Organisational Development Director	95,000 - 140,000
Head of Reward	95,000 - 130,000
Head of Comps & Bens (Domestic / Global)	95,000 - 170,000
Learning & Development Director	85,000 - 125,000
Head of Talent Acquisition (Domestic / Global)	80,000 - 130,000

### Public Practice / Tax / Consulting

	Ireland €
Partner (Salaried)	110,000 - 180,000
Director	90,000 - 140,000
Consulting Director	90,000 - 140,000
Associate Director	85,000 - 105,000

### Legal

	Ireland €
Equity Partner	150,000 - 250,000
Salaried Partner	120,000 - 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 - 225,000
Head of Legal (In-House) 3-25 Lawyers	95,000 - 160,000
Senior Legal & Compliance Officer	90,000 - 130,000
Senior Legal Counsel	70,000 - 130,000
Senior Associate (6+ years)	80,000 - 150,000
Company Secretary (8+ years')	90,000 - 150,000





# Accountancy Permanent

## General

### Qualified

	Dublin €	Regional €
Financial Controller T/O >10m	80,000 - 120,000	75,000 - 85,000
Financial Controller T/O <10m	75,000 - 90,000	65,000 - 75,000
Finance Manager	65,000 - 85,000	55,000 - 75,000
Internal Audit Manager	70,000 - 85,000	60,000 - 75,000
Group Financial Accountant	55,000 - 70,000	55,000 - 65,000
Commercial Accountant	55,000 - 70,000	45,000 - 57,000
Management Accountant	50,000 - 65,000	45,000 - 55,000
Project Accountant	65,000 - 85,000	50,000 - 60,000
Cost Accountant	45,000 - 55,000	47,000 - 57,000
Financial Analyst	55,000 - 70,000	45,000 - 57,000
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	37,000 - 47,000
Credit Control Manager	45,000 - 65,000	45,000 - 55,000
Accounts Payable Manager	50,000 - 70,000	45,000 - 55,000
Payroll Manager	50,000 - 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 - 40,000	30,000 - 38,000
Bookkeeper	35,000 - 45,000	28,000 - 35,000
Accounts Assistant	32,000 - 35,000	26,000 - 32,000
Credit Controller	30,000 - 40,000	28,000 - 34,000
Payroll Administrator	30,000 - 40,000	30,000 - 37,000
Accounts Receivable	30,000 - 38,000	26,000 - 35,000
Accounts Payable	30,000 - 38,000	26,000 - 35,000



## Financial Services

### Qualified

	Dublin €	Regional €
Chief Financial Officer	160,000 - 250,000	95,000 - 130,000
Financial Controller	80,000 - 120,000	70,000 - 90,000
Finance Manager	70,000 - 85,000	57,000 - 73,000
Internal Audit Manager	70,000 - 85,000	65,000 - 75,000
Internal Auditor	50,000 - 65,000	45,000 - 57,000
Financial Reporting Manager	65,000 - 80,000	55,000 - 65,000
Financial Reporting Accountant	50,000 - 65,000	45,000 - 55,000
Project Accountant	55,000 - 75,000	40,000 - 50,000
Treasury Accountant	50,000 - 70,000	40,000 - 50,000
Senior Financial Analyst	65,000 - 80,000	60,000 - 70,000
Financial Analyst	50,000 - 65,000	50,000 - 60,000
Senior Financial Accountant	60,000 - 75,000	50,000 - 65,000
Financial Accountant	50,000 - 60,000	40,000 - 50,000
Management Accountant	50,000 - 65,000	45,000 - 55,000
Newly Qualified Accountant	45,000 - 52,000	37,000 - 45,000

### Part-Qualified

	Dublin €	Regional €
Finalist	38,000 - 45,000	35,000 - 42,000
Assistant Accountant	35,000 - 40,000	32,000 - 37,000
Accounts Assistant	30,000 - 35,000	28,000 - 34,000
Accounts Payable Administrator	30,000 - 40,000	25,000 - 32,000
Accounts Receivable Administrator	30,000 - 40,000	25,000 - 32,000
Credit Controller	30,000 - 40,000	30,000 - 35,000
Graduate	25,000 - 30,000	17,000 - 24,000

## Public Practice

### Public Practice & Audit

	Dublin €	Regional €
Partner	110,000 - 180,000	100,000 - 130,000
Director	90,000 - 140,000	80,000 - 100,000
Senior Manager	75,000 - 90,000	60,000 - 75,000
Manager	57,000 - 80,000	50,000 - 65,000
Assistant Manager	50,000 - 60,000	42,000 - 60,000
Senior / Associate	40,000 - 55,000	30,000 - 35,000
Semi-Senior / Finalist	30,000 - 40,000	25,000 - 30,000
Junior	25,000 - 30,000	19,000 - 25,000
Trainee / Graduate	20,000 - 25,000	17,000 - 19,000

## Taxation

### Public Practice

	Dublin €	Regional €
Partner	110,000 - 180,000	100,000 - 130,000
Director	90,000 - 140,000	80,000 - 100,000
Senior Manager	70,000 - 90,000	55,000 - 65,000
Manager	60,000 - 75,000	50,000 - 60,000
Assistant Manager	55,000 - 65,000	45,000 - 55,000
Senior / Associate	45,000 - 55,000	35,000 - 45,000
Semi-Senior / Finalist	30,000 - 40,000	25,000 - 30,000
Junior	20,000 - 30,000	19,000 - 24,000

## Industry & Financial Services

	Dublin €	Regional €
Head of Tax	110,000 - 180,000	100,000 - 130,000
Tax Senior Manager / Director	90,000 - 140,000	70,000 - 100,000
Tax Manager	60,000 - 80,000	45,000 - 55,000
Tax Accountant	45,000 - 60,000	40,000 - 50,000
Tax Assistant	30,000 - 45,000	35,000 - 45,000

# Accountancy Temporary & Contract

## Temporary & Contract

### 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	70,000 - 85,000	35.90 - 43.50	60,000 - 70,000	30.77 - 35.90
Internal Audit Manager	70,000 - 85,000	35.90 - 43.50	60,000 - 70,000	30.77 - 35.90
Project Accountant	65,000 - 85,000	33.33 - 43.50	50,000 - 60,000	25.64 - 30.77
Commercial Accountant	55,000 - 65,000	28.20 - 33.30	50,000 - 55,000	25.64 - 28.20
Financial Analyst	55,000 - 70,000	28.20 - 35.90	50,000 - 55,000	25.64 - 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 - 33.30	40,000 - 50,000	20.51 - 25.64
Internal Auditor	50,000 - 65,000	25.64 - 33.30	45,000 - 55,000	23.07 - 28.20
Newly Qualified Accountant	48,000 - 52,000	24.61 - 26.66	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	25.64 - 35.90	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	38,000 - 45,000	19.48 - 23.07	28,000 - 35,000	14.36 - 17.94
Part-Qualified Accountant	35,000 - 42,000	17.94 - 21.54	28,000 - 35,000	14.36 - 17.94
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 - 38,000	15.38 - 19.48	28,000 - 35,000	14.36 - 17.94
Accounts Receivable	30,000 - 38,000	15.38 - 19.48	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.

Contact Jean O'Donovan on [j.odonovan@brightwater.ie](mailto:j.odonovan@brightwater.ie)

# Funds Services

## Fund Administration

### Fund Accounting

	Dublin €	Regional €
Head of Fund Accounting		
VP - Director	110,000 - 170,000	100,000 - 140,000
Senior Manager Fund Accounting (VP)	80,000 - 110,000	70,000 - 90,000
Manager Fund Accounting (3-5 years) (AVP)	65,000 - 80,000	55,000 - 70,000
Fund Accounting Assistant Manager (0-3 years)	55,000 - 65,000	45,000 - 55,000
Fund Accounting Supervisor / Team Leader	45,000 - 55,000	35,000 - 45,000
Senior Fund Accountant (2+ years' exp)	35,000 - 45,000	30,000 - 40,000
Fund Accountant (1 year's exp.)	30,000 - 35,000	26,000 - 35,000
Fund Administrator	26,000 - 35,000	24,000 - 30,000

### Investor Services / Transfer Agency

	Dublin €	Regional €
Head of Transfer Agency		
VP - Director	110,000 - 180,000	100,000 - 140,000
Transfer Agency Manager (VP)	75,000 - 110,000	70,000 - 90,000
Transfer Agency Assistant Manager (AVP)	50,000 - 75,000	45,000 - 65,000
Senior Transfer Agency Administrator	35,000 - 50,000	30,000 - 45,000
Transfer Agency Administrator	26,000 - 35,000	24,000 - 30,000

### Trustee

	Dublin €	Regional €
Head of Trustee		
VP - Director	100,000 - 160,000	95,000 - 115,000
Trustee Senior Manager (VP)	75,000 - 110,000	60,000 - 95,000
Trustee Manager (AVP)	50,000 - 75,000	50,000 - 60,000
Senior Trustee Officer	35,000 - 50,000	30,000 - 40,000
Trustee Administrator	26,000 - 35,000	24,000 - 30,000

### Corporate Actions / Pricing

	Dublin €	Regional €
Manager	45,000 - 65,000	45,000 - 60,000
Senior Administrator	35,000 - 50,000	30,000 - 40,000
Market Data / Corporate Actions Administrator	26,000 - 40,000	24,000 - 35,000
Pricing Specialist (3-5 years)	35,000 - 50,000	30,000 - 40,000
Pricing Specialist (0-3 years)	26,000 - 35,000	24,000 - 35,000

### Custody

	Dublin €	Regional €
Head of Custody		
VP - Director	105,000 - 160,000	95,000 - 125,000
Custody Senior Manager (VP)	75,000 - 110,000	60,000 - 100,000
Custody Manager (AVP)	55,000 - 75,000	45,000 - 60,000
Custody Supervisor	40,000 - 55,000	30,000 - 40,000
Senior Custody Administrator	30,000 - 40,000	26,000 - 35,000
Custody Administrator	26,000 - 35,000	24,000 - 30,000

### Client Services

	Dublin €	Regional €
Senior Manager (VP)	75,000 - 135,000	63,000 - 94,000
Manager (AVP)	55,000 - 75,000	52,000 - 63,000
Assistant Manager / Supervisor	40,000 - 55,000	31,000 - 42,000
Client Services Administrator	26,000 - 40,000	24,000 - 35,000

# Fund Servicing Temporary & Contract

## Fund Administration

	Ireland p/a €	Ireland p/h €
Senior Manager Fund Accounting (5+ years) (VP)	80,000 - 110,000	42.30 - 53.59
Manager Fund Accounting (3-5 years) (AVP)	65,000 - 80,000	31.08 - 42.30
Fund Accounting Assistant Manager (0-3 years)	55,000 - 65,000	28.20 - 33.85
Fund Accounting Supervisor / Team Leader	45,000 - 55,000	22.56 - 28.20
Senior Fund Accountant (2+ years' exp)	35,000 - 45,000	16.92 - 22.56
Fund Accountant (1 year's exp.)	30,000 - 40,000	16.92 - 19.75
Fund Accountant / Administrator	26,000 - 35,000	14.66 - 16.92

## Investor Services / Transfer Agency

	Ireland p/a €	Ireland p/h €
Transfer Agency Manager	75,000 - 110,000	37.68 - 53.59
Senior Transfer Agency Administrator	35,000 - 50,000	18.85 - 24.23
Transfer Agency Administrator	26,000 - 35,000	13.99 - 17.10

## Trustee

	Ireland p/a €	Ireland p/h €
Trustee Manager	55,000 - 100,000	37.42 - 49.61
Senior Trustee Officer	35,000 - 50,000	20.97 - 26.92
Trustee Administrator	26,000 - 35,000	13.99 - 18.85

## Corporate Actions / Pricing

	Ireland p/a €	Ireland p/h €
Senior Administrator	35,000 - 50,000	18.85 - 24.23
Market Data / Corporate Actions Administrator	26,000 - 40,000	13.99 - 18.85
Pricing Specialist	26,000 - 50,000	13.99 - 24.23

## Custody

	Ireland p/a €	Ireland p/h €
Custody Manager	55,000 - 100,000	27.56 - 49.61
Custody Supervisor	40,000 - 55,000	20.95 - 27.56
Senior Custody Administrator	35,000 - 40,000	16.53 - 20.95
Custody Administrator	28,000 - 35,000	14.33 - 16.53

## Client Services

	Ireland p/a €	Ireland p/h €
Manager	55,000 - 75,000	26.92 - 37.68
Assistant Manager / Supervisor	40,000 - 55,000	18.85 - 26.92
Client Services Administrator	26,000 - 40,000	13.99 - 20.95

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

Contact John Howe on [j.howe@brightwater.ie](mailto:j.howe@brightwater.ie)



# Banking Permanent

## Investment Banking / Corporate Banking / Investment Management (Institutional)

### Front Office

	Dublin €	Regional €
Senior Trader	85,000 - 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
Investment Manager	90,000 - 115,000	80,000 - 100,000
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	35,000 - 50,000
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 - 135,000	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	55,000 - 65,000	35,000 - 50,000
Corporation Actions Specialist	35,000 - 55,000	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 - 70,000	35,000 - 45,000
Trade Support Specialist	40,000 - 50,000	28,000 - 35,000
Custody Manager	55,000 - 95,000	50,000 - 70,000
Custody Administrator	26,000 - 38,000	25,000 - 32,000

### 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

## 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

## Retail / Commercial / Private Banking

### 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

### Lending Operations

	Dublin €	Regional €
Operations Manager	55,000 - 95,000	50,000 - 75,000
Restructuring Manager	55,000 - 95,000	50,000 - 75,000
Credit Portfolio Manager (5+ years' exp.)	55,000 - 95,000	50,000 - 75,000
Credit 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

### Treasury

	Dublin €	Regional €
Treasury Manager	65,000 - 90,000	50,000 - 70,000
Treasury Supervisor / Team Lead	50,000 - 65,000	45,000 - 55,000
Senior Treasury Analyst	35,000 - 45,000	30,000 - 40,000
Treasury Analyst	30,000 - 40,000	25,000 - 35,000
Treasury / Settlements Administrator	26,000 - 40,000	25,000 - 35,000
Payments Specialist	26,000 - 35,000	20,000 - 30,000

Contact John Howe on [j.howe@brightwater.ie](mailto:j.howe@brightwater.ie)

# Banking Temporary & Contract

## 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 Manager	70,000 - 95,000	38.89 - 48.71
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 / Back 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
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 - 35,000	13.33 - 17.95
Payments Specialist	26,000 - 35,000	13.33 - 17.95

## Retail / Corp / 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

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

Contact John Howe on [j.howe@brightwater.ie](mailto:j.howe@brightwater.ie)



# Insurance

## Insurance Company

	Ireland €
Underwriting Director	90,000 - 135,000
Commercial Underwriting Manager	80,000 - 100,000
Commercial Underwriter (5-10 years' exp.)	50,000 - 80,000
Commercial Underwriter (1-5 years' exp.)	35,000 - 55,000
Assistant Underwriter (1-3 years' exp.)	25,000 - 32,000
Personal Lines Manager	50,000 - 80,000
Personal Lines Underwriter	30,000 - 45,000
Personal Lines Executive	25,000 - 35,000
Life Underwriter (3-9 years' exp.)	40,000 - 85,000
Operations Manager	60,000 - 80,000
Client Services Supervisor	40,000 - 65,000
Client Services Administrator	26,000 - 35,000
Pensions Administrator	28,000 - 35,000
Pensions Consultant	40,000 - 80,000
Broker Developer	40,000 - 70,000
Claims Technical Analyst	30,000 - 50,000
Claims Team Manager	45,000 - 70,000
Claims Handler / Assessor (1-10 years' exp.)	25,000 - 50,000

## Insurance Broking

	Ireland €
Senior Commercial Account Executive / Client Director (10+ years' exp.)	70,000 - 125,000
Commercial Account Manager	40,000 - 55,000
Commercial Account Executive (1-10 years' exp.)	30,000 - 40,000
Personal Lines Manager	40,000 - 50,000
Personal Lines Executive	24,000 - 35,000
Financial Adviser	35,000 - 50,000
Life Admin / Sales Support	25,000 - 35,000
Claims Handler / Assessor	30,000 - 40,000

## Actuarial

	Ireland €
Chief Actuary	170,000 - 320,000
Qualified Actuary (3-8 years' PQE)	85,000 - 135,000
Nearly / Newly Qualified Actuary	65,000 - 85,000
Part-Qualified Actuary	45,000 - 70,000
Trainee Actuary (Grad Level)	30,000 - 45,000

## International

	Ireland €
Reinsurance Underwriting Manager - Director	100,000 - 160,000
Reinsurance Underwriter	75,000 - 135,000
Reinsurance Underwriting Support (1-10 years' exp.)	30,000 - 70,000
Reinsurance Claims Manager (10+ years' exp.)	85,000 - 145,000
Reinsurance Claims (1-10 years' exp.)	35,000 - 70,000
Captive Account Manager / Senior Manager	75,000 - 135,000
Captive Underwriter / Insurance Manager (1-10 years' exp.)	50,000 - 75,000



## Compliance & Risk

### Compliance & Risk

	Dublin €	Regional €
Head of Compliance	100,000 - 165,000	80,000 - 155,000
Compliance Manager (5-7 years' exp.)	70,000 - 95,000	65,000 - 85,000
Compliance Manager (3-5 years' exp.)	50,000 - 70,000	45,000 - 70,000
Compliance Officer (1-3 years' exp.)	28,000 - 48,000	26,000 - 45,000
Head of AML	90,000 - 130,000	80,000 - 120,000
AML Manager	60,000 - 90,000	50,000 - 80,000
AML Specialist	30,000 - 50,000	24,000 - 45,000
Data Protection Specialist	55,000 - 95,000	50,000 - 90,000
Corporate Governance Specialist	35,000 - 65,000	30,000 - 60,000
Fraud Manager	50,000 - 75,000	48,000 - 70,000
Fraud Officer	28,000 - 40,000	24,000 - 40,000
Head of Risk	90,000 - 150,000	80,000 - 140,000
Risk Manager	60,000 - 85,000	55,000 - 75,000
Risk Officer	35,000 - 50,000	30,000 - 45,000
Quantitative Risk Manager	60,000 - 85,000	55,000 - 85,000
Quantitative Risk Analyst	30,000 - 55,000	28,000 - 55,000
Financial (Credit / Market / Liquidity) Risk Manager	60,000 - 85,000	55,000 - 85,000
Financial (Credit / Market / Liquidity) Risk Analyst	28,000 - 40,000	26,000 - 40,000
Risk Analyst	28,000 - 40,000	26,000 - 40,000

Contact Eimear Walsh on [e.walsh@brightwater.ie](mailto:e.walsh@brightwater.ie)

# Legal

## Practice

	Dublin €	Dublin €	Regional €
	Top Tier	Mid Tier	
Salaried Partner	€120,000 - €200,000+	€100,000 - €200,000	€95,000 - €150,000
6-9 years' PQE	€100,000 - €150,000	€80,000 - €150,000	€50,000 - €100,000
5 years' PQE	€90,000 - €120,000	€70,000 - €120,000	€45,000 - €75,000
4 years' PQE	€85,000 - €100,000	€65,000 - €95,000	€45,000 - €70,000
3 years' PQE	€80,000 - €85,000	€60,000 - €85,000	€40,000 - €65,000
2 years' PQE	€75,000 - €80,000	€55,000 - €80,000	€40,000 - €60,000
1 year PQE	€68,000 - €75,000	€55,000 - €75,000	€35,000 - €55,000
Newly Qualified Solicitor	€63,000 - €65,000	€50,000 - €65,000	€30,000 - €50,000
Professional Support Lawyer	€80,000 - €120,000	€80,000 - €120,000	n/a
Legal Executive / Paralegal	€40,000 - €70,000	€30,000 - €55,000	€30,000 - €50,000
Company Secretary (5+ years' exp.)	€70,000 - €150,000	€70,000 - €150,000	€45,000 - €70,000
Company Secretary (3-5 years' exp.)	€45,000 - €75,000	€45,000 - €75,000	€30,000 - €50,000
Company Secretary (0-3 years' exp.)	€30,000 - €60,000	€30,000 - €60,000	€20,000 - €35,000

## In-House

	Dublin €	Regional €
Head of Legal	€95,000 - €200,000+	€80,000 - €150,000
Senior Legal Counsel	€70,000 - €130,000	€60,000 - €120,000
Junior Legal Counsel	€55,000 - €80,000	€35,000 - €80,000
Funds Lawyer	€65,000 - €120,000	n/a
Legal & Compliance Officer	€45,000 - €100,000	€35,000 - €90,000
Company Secretary	€35,000 - €130,000	€25,000 - €90,000
Legal Administrator / Assistant	€25,000 - €45,000	€25,000 - €30,000

# Information Technology

## Executive

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Chief Technical Officer (CTO)	120,000 - 200,000	110,000 - 180,000	600 - 850	575 - 750
Chief Operations Officer (COO)	110,000 - 160,000	100,000 - 140,000	600 - 850	550 - 750
Chief Information Officer (CIO)	100,000 - 240,000	110,000 - 180,000	600 - 850	550 - 750
Chief Data Officer (CDO)	100,000 - 200,000	90,000 - 130,000	550 - 650	500 - 600
Chief Information Security Officer (CISO)	90,000 - 130,000	85,000 - 120,000	550 - 650	500 - 600
IT Director / Head of IT	85,000 - 125,000	85,000 - 120,000	600 - 700	550 - 650
IT Manager	75,000 - 90,000	70,000 - 80,000	450 - 700	420 - 625
Enterprise Systems Architect	90,000 - 110,000	85,000 - 100,000	650 - 750	600 - 700

## Software Development

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Software Engineering / Development Manager	90,000 - 110,000	80,000 - 100,000	500 - 650	475 - 650
Technical Architect	80,000 - 95,000	75,000 - 85,000	500 - 650	500 - 600
Senior Engineer / Technical Team Lead (All Development Languages)	75,000 - 85,000	70,000 - 80,000	450 - 575	400 - 550
Front End / UI Developer	55,000 - 75,000	50,000 - 70,000	350 - 480	350 - 450
C / C++ Developer	50,000 - 75,000	45,000 - 70,000	400 - 470	400 - 450
Mid Level .NET / C# Engineer	48,000 - 65,000	45,000 - 60,000	350 - 450	325 - 425
Mid Level JEE Developer	48,000 - 65,000	45,000 - 60,000	350 - 450	325 - 425
Mid Level Python Developer	48,000 - 65,000	45,000 - 60,000	380 - 500	350 - 500
Cloud / Microservices Software Engineer	55,000 - 68,000	50,000 - 65,000	370 - 500	350 - 450
Android / iOS Developer	48,000 - 65,000	45,000 - 60,000	380 - 500	375 - 475
Ruby on Rails Developer	48,000 - 65,000	45,000 - 60,000	360 - 500	360 - 500
PHP Developer	48,000 - 65,000	45,000 - 60,000	350 - 475	350 - 475
Scala Developer	55,000 - 70,000	50,000 - 65,000	400 - 500	400 - 450
SharePoint Developer	50,000 - 70,000	45,000 - 60,000	450 - 600	400 - 575
Release / Configuration Engineer	50,000 - 70,000	40,000 - 65,000	350 - 500	300 - 450
Embedded Software Engineer (C / C++)	45,000 - 70,000	40,000 - 65,000	350 - 500	325 - 450
Software Technical Writer	38,000 - 55,000	35,000 - 50,000	250 - 425	250 - 400

## Creative / Design

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Art Director	75,000 - 95,000	70,000 - 85,000	450 - 550	400 - 500
Creative Manager	55,000 - 70,000	50,000 - 60,000	400 - 550	350 - 500
UX / Usability Designer	50,000 - 75,000	45,000 - 65,000	350 - 500	350 - 500
Multimedia / Graphic / Web Designer	32,000 - 55,000	25,000 - 45,000	200 - 350	225 - 350
Games Designer	40,000 - 60,000	35,000 - 55,000	350 - 450	350 - 450
Games Artist	35,000 - 55,000	30,000 - 50,000	250 - 400	250 - 400

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

**Security / IT Audit**

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
IT Security Consultant	50,000 - 75,000	45,000 - 70,000	400 - 550	400 - 500
IT Auditor	45,000 - 70,000	40,000 - 65,000	350 - 500	325 - 450
IT Compliance Specialist	40,000 - 65,000	35,000 - 60,000	350 - 500	350 - 500
Network Security Architect	75,000 - 95,000	70,000 - 90,000	400 - 600	350 - 550
Infosec / Security Operations Engineer	35,000 - 60,000	30,000 - 55,000	350 - 450	350 - 450
Software Application Security Specialist	55,000 - 75,000	50,000 - 70,000	350 - 450	300 - 400
IT Forensics / eDiscovery Consultant	40,000 - 70,000	35,000 - 65,000	450 - 550	450 - 550

**System Analysis**

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Business Advisory Consultant	45,000 - 90,000	40,000 - 85,000	500 - 800	500 - 700
Business Process Analyst / Consultant	50,000 - 75,000	45,000 - 70,000	350 - 550	300 - 500
Business Solutions Architect	70,000 - 95,000	65,000 - 90,000	500 - 700	450 - 665
QA / Test Manager	65,000 - 80,000	60,000 - 75,000	350 - 600	300 - 550
QA / Test Lead	60,000 - 70,000	55,000 - 65,000	300 - 500	300 - 450
Software Test / QA Engineer	40,000 - 55,000	35,000 - 50,000	250 - 400	250 - 400
QA Automation Engineer	45,000 - 65,000	40,000 - 60,000	300 - 500	300 - 515

**Data Analytics / Data Engineering**

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Data Engineer	55,000 - 80,000	50,000 - 75,000	400 - 600	400 - 500
Data Scientist / Data Analytics Consultant	55,000 - 85,000	50,000 - 80,000	400 - 600	400 - 550
Machine Learning Software Engineer	55,000 - 85,000	50,000 - 80,000	400 - 550	350 - 450
Data Architect / Lead Datawarehousing Consultant	75,000 - 95,000	70,000 - 90,000	n/a	n.a
Business Intelligence Analyst	50,000 - 75,000	45,000 - 70,000	400 - 550	350 - 450
Database Developer (Oracle / SQL Server)	45,000 - 60,000	40,000 - 55,000	400 - 550	400 - 500
Database Administrator (Oracle, SQL Server, Sybase)	50,000 - 75,000	45,000 - 70,000	350 - 500	300 - 450

**IT / Project Management**

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Programme Manager	85,000 - 105,000	80,000 - 100,000	500 - 750	450 - 650
Senior Project Manager	75,000 - 85,000	70,000 - 80,000	500 - 700	450 - 650
Project Manager	65,000 - 75,000	60,000 - 70,000	400 - 550	350 - 515
Software Product Manager	65,000 - 85,000	60,000 - 80,000	500 - 600	475 - 600
PMO Coordinator / Project Administrator	40,000 - 55,000	35,000 - 50,000	200 - 300	200 - 300

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

## Support / Administration

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
DevOPs / Platform Engineer	50,000 - 75,000	45,000 - 70,000	450 - 550	450 - 525
Cloud Infrastructure Architect	80,000 - 100,000	75,000 - 95,000	500 - 750	500 - 650
Unix / Linux Systems Administrator	45,000 - 65,000	40,000 - 60,000	300 - 450	300 - 400
IT Systems Engineer	65,000 - 75,000	60,000 - 70,000	300 - 450	300 - 400
IT Systems Administrator	45,000 - 70,000	40,000 - 65,000	250 - 400	250 - 375
Network Engineer	45,000 - 70,000	40,000 - 65,000	300 - 500	300 - 450
Help Desk Support	28,000 - 35,000	25,000 - 32,000	150 - 250	150 - 250
Application Support Consultant	40,000 - 65,000	35,000 - 60,000	250 - 350	200 - 300
Service Delivery Manager	55,000 - 75,000	50,000 - 70,000	450 - 600	400 - 570
Storage / SAN Engineer	55,000 - 75,000	50,000 - 70,000	300 - 450	300 - 450
Service Desk / Helpdesk Lead	50,000 - 65,000	45,000 - 60,000	250 - 300	250 - 300

## ERP Consultancy / Specialist Roles

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
SAP Consultant (Functional / Technical)	60,000 - 80,000	55,000 - 75,000	550 - 750	500 - 675
SAP Enterprise Architect	80,000 - 100,000	75,000 - 95,000	600 - 800	550 - 750
Oracle E-Business (Functional / Technical)	60,000 - 80,000	55,000 - 75,000	550 - 750	500 - 700
MS Dynamics Consultant	50,000 - 70,000	45,000 - 65,000	500 - 650	500 - 650
MS Navision Consultant	50,000 - 70,000	45,000 - 65,000	500 - 650	500 - 650

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

# Human Resources

## Generalist HR

	Dublin €	Regional €
HR Director	95,000 - 155,000	80,000 - 120,000
HR Manager / HR Business Partner	60,000 - 85,000	55,000 - 80,000
HR Generalist / HR Advisor	40,000 - 55,000	38,000 - 50,000
HR Officer	30,000 - 40,000	27,000 - 35,000
HR Administrator	28,000 - 35,000	25,000 - 30,000
HR Graduate	24,000 - 28,000	22,000 - 25,000

## Learning & Development (L&D)

	Dublin €	Regional €
L&D Manager	60,000 - 80,000	55,000 - 65,000
L&D / Training Specialist / Officer	40,000 - 55,000	35,000 - 50,000
L&D / Training Co-Ordinator	25,000 - 35,000	25,000 - 32,000

## Reward / Compensation & Benefits (C&B)

	Dublin €	Regional €
C&B / Reward Manager	70,000 - 110,000	65,000 - 100,000
C&B / Reward Specialist	55,000 - 80,000	45,000 - 65,000

## Recruitment / Talent Acquisition

	Dublin €	Regional €
Recruitment / Talent Acquisition Manager	55,000 - 70,000	50,000 - 65,000
Recruitment Specialist	35,000 - 50,000	28,000 - 45,000
Recruitment Co-Ordinator	25,000 - 35,000	23,000 - 28,000

## Other Key Specialist Areas

	Dublin €	Regional €
OD Manager / Change Manager	55,000 - 75,000	48,000 - 60,000
Employee Relations (ER) Manager	50,000 - 65,000	50,000 - 60,000

Contact Brendan McCarron on [b.mccarron@brightwater.ie](mailto:b.mccarron@brightwater.ie)

# Business Support

## Business Support

	Dublin €	Regional €
Operations Manager	50,000 - 80,000	45,000 - 60,000
Project Manager	45,000 - 80,000	40,000 - 60,000
Office Manager	35,000 - 65,000	30,000 - 45,000
Executive Assistant	45,000 - 75,000	35,000 - 55,000
Senior Personal Assistant	35,000 - 60,000	35,000 - 45,000
Personal Assistant	30,000 - 40,000	30,000 - 40,000
Medical Secretary	28,000 - 35,000	25,000 - 32,000
Senior Administrator	28,000 - 35,000	28,000 - 35,000
Administrator	23,000 - 28,000	20,000 - 27,000
Project Administrator	28,000 - 40,000	25,000 - 35,000
Sales Administrator	25,000 - 35,000	25,000 - 30,000
Bid / Tender Administrator	25,000 - 35,000	24,000 - 34,000
Contracts Administrator	24,000 - 32,000	24,000 - 28,000
Senior Receptionist	28,000 - 40,000	25,000 - 35,000
Receptionist	22,000 - 28,000	20,000 - 25,000
Events Coordinator	24,000 - 32,000	25,000 - 29,000
Office Junior	21,000 - 26,000	22,000 - 25,000
Data Entry	20,000 - 26,000	20,000 - 24,000

## Customer Service

	Dublin €	Regional €
Call Centre Manager	60,000 - 90,000	45,000 - 80,000
Customer Service Manager	45,000 - 65,000	30,000 - 45,000
Customer Services Team Lead	30,000 - 45,000	28,000 - 35,000
Customer Service Agent	22,000 - 30,000	22,000 - 28,000
Bilingual Customer Service Agent	26,000 - 35,000	24,000 - 29,000

## Legal Support

	Dublin €	Regional €
Legal PA	35,000 - 55,000	30,000 - 40,000
Legal Secretary	28,000 - 45,000	26,000 - 35,000
Legal Administrator	24,000 - 30,000	22,000 - 25,000

## Temporary & Contract

	Dublin €	Regional €
Office Manager	17.00 - 35.00	15.00 - 23.00
Project Manager	16.00 - 32.00	20.00 - 30.00
Project Administrator	14.00 - 20.00	12.00 - 18.00
Executive Assistant	22.00 - 37.00	18.00 - 28.00
Personal Assistant (5+ years' exp.)	17.00 - 25.00	18.00 - 28.00
Personal Assistant (0-5 years' exp.)	15.00 - 20.00	15.00 - 20.00
Medical Secretary	14.00 - 18.00	12.00 - 16.00
Senior Administrator	14.00 - 18.00	14.00 - 18.00
Administrator	11.50 - 14.00	10.00 - 14.00
Bid / Tender Administrator	12.00 - 17.00	14.00 - 17.00
Sales Administrator	12.00 - 17.00	13.00 - 15.00
Receptionist (5+ years' exp.)	14.00 - 20.00	13.00 - 18.00
Receptionist (0-5 years' exp.)	11.00 - 15.00	10.00 - 13.00
Data Entry Administrator	9.50 - 13.00	10.00 - 12.00
Legal Personal Assistant	17.00 - 27.00	15.00 - 20.00
Legal Secretary	14.00 - 18.00	13.00 - 18.00
Legal Administrator	12.00 - 15.00	11.00 - 13.00
Customer Service Manager	20.00 - 32.00	15.00 - 23.00
Customer Service Representative	11.00 - 15.00	11.00 - 15.00
Multilingual Customer Service Representative	13.00 - 17.00	12.00 - 15.00

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





# Sales

## ICT

	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Sales Manager	65,000 - 90,000	90,000 - 160,000	50,000 - 70,000	70,000 - 100,000
Business Development Manager	65,000 - 85,000	80,000 - 120,000	40,000 - 60,000	55,000 - 85,000
Business Development Executive	45,000 - 55,000	55,000 - 100,000	30,000 - 45,000	45,000 - 55,000
Client Services Manager	60,000 - 80,000	75,000 - 95,000	40,000 - 55,000	50,000 - 70,000
Technical Sales Executive	35,000 - 55,000	55,000 - 80,000	35,000 - 45,000	40,000 - 60,000
Inside Sales / Telesales Team Leader	35,000 - 50,000	45,000 - 65,000	30,000 - 45,000	35,000 - 60,000
Inside Sales / Telesales Executive	25,000 - 35,000	40,000 - 60,000	25,000 - 35,000	28,000 - 40,000

## FMCG

Commercial Manager	85,000 - 100,000	95,000 - 125,000	50,000 - 80,000	65,000 - 100,000
Area / Regional Manager	60,000 - 80,000	80,000 - 100,000	50,000 - 65,000	60,000 - 85,000
National Account Manager	65,000 - 85,000	70,000 - 100,000	50,000 - 70,000	55,000 - 85,000
Key Account Manager	45,000 - 55,000	50,000 - 65,000	45,000 - 55,000	50,000 - 65,000
Customer Account Manager	55,000 - 75,000	70,000 - 100,000	35,000 - 55,000	50,000 - 75,000
Territory Sales Rep	35,000 - 50,000	40,000 - 55,000	28,000 - 45,000	35,000 - 50,000
Field Sales Rep	25,000 - 40,000	35,000 - 50,000	28,000 - 40,000	32,000 - 50,000
Van Sales Rep	25,000 - 32,000	35,000 - 45,000	24,000 - 32,000	25,000 - 38,000
Merchandiser	23,000 - 29,000	n/a	20,000 - 26,000	n/a

## B2B

National Sales Manager	75,000 - 95,000	85,000 - 125,000	50,000 - 75,000	55,000 - 85,000
Regional Sales Manager	65,000 - 80,000	85,000 - 100,000	45,000 - 60,000	50,000 - 70,000
Sales & Marketing Manager	50,000 - 65,000	65,000 - 75,000	40,000 - 70,000	50,000 - 75,000
Key Account Manager	35,000 - 50,000	40,000 - 60,000	40,000 - 55,000	45,000 - 60,000
Client Services Manager	65,000 - 85,000	70,000 - 90,000	35,000 - 55,000	40,000 - 60,000
Business Development Manager	45,000 - 55,000	60,000 - 75,000	40,000 - 50,000	40,000 - 65,000
Business Development Executive	35,000 - 45,000	50,000 - 65,000	25,000 - 40,000	30,000 - 55,000
Field Sales Executive	28,000 - 35,000	35,000 - 50,000	25,000 - 40,000	30,000 - 50,000
Inside Sales / Telesales Team Leader	30,000 - 40,000	40,000 - 55,000	25,000 - 35,000	35,000 - 40,000
Inside Sales / Telesales Executive	23,000 - 32,000	35,000 - 50,000	20,000 - 25,000	23,000 - 30,000

## Health, Pharmaceutical & Scientific Sales

Business Unit Manager / Sales Marketing Manager	90,000 - 100,000	100,000 - 130,000	65,000 - 85,000	70,000 - 100,000
Sales Manager (Team >6 people)	75,000 - 85,000	90,000 - 100,000	65,000 - 85,000	75,000 - 100,000
Sales Manager (Team <6 people)	65,000 - 75,000	70,000 - 90,000	50,000 - 65,000	60,000 - 85,000
Business Development Manager	60,000 - 65,000	70,000 - 85,000	50,000 - 60,000	55,000 - 75,000
Hospital Representative / Product Specialist (3+ years' exp.)	50,000 - 60,000	60,000 - 75,000	40,000 - 55,000	45,000 - 70,000
Hospital Representative	40,000 - 50,000	50,000 - 70,000	30,000 - 45,000	40,000 - 60,000
Senior GP Representative / Territory Manager (3+ years' exp.)	45,000 - 55,000	55,000 - 75,000	40,000 - 55,000	45,000 - 70,000
GP Representative (1-3 years' exp.)	40,000 - 50,000	50,000 - 60,000	30,000 - 45,000	40,000 - 60,000

Contact Mark Byrne on [m.byrne@brightwater.ie](mailto:m.byrne@brightwater.ie)

# Marketing

## 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.)	40,000 - 55,000	30,000 - 50,000
Marketing Executive (1-5 years' exp.)	25,000 - 35,000	25,000 - 35,000
Marketing Analyst (2-3 year's exp.)	35,000 - 55,000	27,000 - 32,000
Senior Brand Manager (5+ years' exp.)	55,000 - 75,000	50,000 - 65,000
Brand Manager (1-5 years' exp.)	30,000 - 50,000	35,000 - 55,000
Activation / Trade Marketing Manager	40,000 - 55,000	30,000 - 50,000
Channel Marketing Manager	40,000 - 60,000	40,000 - 60,000
Customer Marketing Manager	55,000 - 70,000	40,000 - 60,000
Marketing / Brand Innovation Manager	40,000 - 60,000	40,000 - 60,000
Insights Manager	45,000 - 70,000	45,000 - 70,000
Acquisition Manager (3-5 years' exp.)	40,000 - 55,000	35,000 - 45,000
Senior Product Manager (5+ years' exp.)	50,000 - 75,000	45,000 - 65,000
Product Manager (1-5 years' exp.)	35,000 - 50,000	30,000 - 40,000
Senior Category Manager (5+ years' exp.)	50,000 - 75,000	50,000 - 65,000
Category Manager (1-5 years' exp.)	40,000 - 55,000	40,000 - 50,000
Category Executive	30,000 - 45,000	27,000 - 40,000
PR / Communications Manager	50,000 - 65,000	50,000 - 65,000
PR / Communications Executive	35,000 - 45,000	30,000 - 45,000
Marketing & Campaign Manager	40,000 - 55,000	35,000 - 55,000
Public Affairs Consultant	55,000 - 75,000	45,000 - 70,000
Media Advisor / Specialist	50,000 - 70,000	45,000 - 55,000
Events Manager	40,000 - 55,000	40,000 - 55,000
Events Executive	25,000 - 35,000	25,000 - 30,000
Sponsorship Manager	45,000 - 60,000	45,000 - 60,000
Sponsorship Executive	25,000 - 35,000	28,000 - 35,000
Fundraising Manager	40,000 - 55,000	40,000 - 55,000
Fundraising Executive	25,000 - 35,000	25,000 - 35,000
Online / Digital Marketing Manager	45,000 - 75,000	45,000 - 60,000
Online / Digital Marketing Executive	30,000 - 45,000	30,000 - 45,000
e-Commerce Manager	50,000 - 80,000	50,000 - 70,000
Digital Content Manager	45,000 - 65,000	40,000 - 60,000
Digital Content Strategist	40,000 - 55,000	35,000 - 50,000
Community Manager	40,000 - 55,000	40,000 - 60,000
Social Media Manager	45,000 - 65,000	40,000 - 60,000
Social Media Executive	25,000 - 40,000	22,000 - 30,000
SEO Specialist	35,000 - 55,000	35,000 - 50,000
PPC Specialist	35,000 - 55,000	35,000 - 50,000

Contact Mark Byrne on [m.byrne@brightwater.ie](mailto:m.byrne@brightwater.ie)

# Engineering

## Construction

### Consultant

	Dublin €	Regional €
Project Director	110,000 - 125,000	100,000+
Design Manager	75,000 - 95,000	75,000 - 85,000
Project Manager	60,000 - 85,000	60,000 - 80,000
Planner	45,000 - 65,000	40,000 - 50,000
Civil Engineer	40,000 - 65,000	40,000 - 50,000
Structural Engineer	40,000 - 65,000	40,000 - 50,000
Mechanical Engineer	45,000 - 65,000	45,000 - 50,000
Electrical Engineer	40,000 - 60,000	40,000 - 50,000
Building Services Engineer	50,000 - 65,000	55,000 - 65,000
Roads / Highway Engineer	40,000 - 50,000	35,000 - 45,000
BIM Coordinator	45,000 - 60,000	45,000 - 55,000
Water / Wastewater Engineer	45,000 - 60,000	45,000 - 50,000
Geotechnical Engineer	35,000 - 50,000	35,000 - 50,000
Environmental Engineer	45,000 - 65,000	45,000 - 50,000
CAD / Revit / Microstation Technician	35,000 - 55,000	35,000 - 50,000

### Contractor

	Dublin €	Regional €
Project Manager	70,000 - 85,000	60,000 - 80,000
Project Engineer	45,000 - 60,000	45,000 - 55,000
Contracts Manager	75,000 - 95,000	75,000 - 90,000
Site Manager	60,000 - 80,000	60,000 - 80,000
Site Engineer	45,000 - 65,000	45,000 - 55,000
Site Foreman	50,000 - 60,000	50,000 - 55,000
Senior Quantity Surveyor	65,000 - 90,000	60,000 - 70,000
Quantity Surveyor	55,000 - 75,000	50,000 - 55,000
Senior Estimator	45,000 - 65,000	45,000 - 60,000
Estimator	40,000 - 55,000	40,000 - 50,000
Electrical Engineer	50,000 - 60,000	40,000 - 50,000
Mechanical Engineer	50,000 - 60,000	45,000 - 55,000
Health & Safety Manager	55,000 - 75,000	50,000 - 70,000
Health & Safety Officer	40,000 - 55,000	40,000 - 50,000
M&E Coordinator	45,000 - 55,000	45,000 - 50,000
M&E Engineer	50,000 - 65,000	45,000 - 55,000
Senior Resident Engineer	60,000 - 85,000	60,000 - 70,000
Resident Engineer	60,000 - 70,000	55,000 - 60,000
Roads / Highways Engineer	40,000 - 60,000	40,000 - 50,000

## Operations

### Production & Manufacturing

	Dublin €	Regional €
General Manager	90,000 - 135,000	80,000 - 120,000
Operations Manager	80,000 - 110,000	70,000 - 90,000
Plant Manager	85,000 - 110,000	75,000 - 95,000
Production Manager	75,000 - 95,000	55,000 - 70,000
Engineering Manager	80,000 - 95,000	60,000 - 75,000
Maintenance Manager	55,000 - 85,000	55,000 - 65,000
Continuous Improvement Manager	75,000 - 95,000	65,000 - 80,000
NPD Manager	65,000 - 80,000	55,000 - 65,000
Technical Manager	60,000 - 75,000	50,000 - 65,000
Quality Manager	65,000 - 80,000	50,000 - 65,000
H&S Manager	50,000 - 70,000	50,000 - 60,000
Project Manager	70,000 - 95,000	60,000 - 75,000
Design Manager	60,000 - 75,000	50,000 - 60,000
Project Engineer	55,000 - 75,000	45,000 - 50,000
Lean Six Sigma Engineer	65,000 - 80,000	55,000 - 60,000
Continuous Improvement Engineer	60,000 - 80,000	45,000 - 55,000
Process Engineer	45,000 - 60,000	45,000 - 60,000
Manufacturing Engineer	40,000 - 60,000	45,000 - 55,000
Quality Engineer	55,000 - 75,000	45,000 - 55,000
Health & Safety Engineer	40,000 - 55,000	45,000 - 55,000
Environmental Engineer	50,000 - 65,000	45,000 - 55,000
NPD Technologist	40,000 - 60,000	30,000 - 40,000
QA Technician	30,000 - 45,000	30,000 - 40,000
QC Technician	30,000 - 45,000	30,000 - 35,000
Commissioning Engineer	65,000 - 80,000	45,000 - 50,000
Validation Engineer	60,000 - 75,000	45,000 - 50,000
Controls / Automation Engineer	65,000 - 85,000	45,000 - 50,000
Maintenance Engineer	50,000 - 65,000	40,000 - 50,000
Maintenance Technician	35,000 - 55,000	28,000 - 32,000

### Technical Services

	Dublin €	Regional €
Service Manager	55,000 - 75,000	45,000 - 50,000
Service Engineer	35,000 - 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

# Supply Chain & Logistics

## Supply Chain

	Dublin €	Regional €
Supply Chain Director	100,000 - 180,000	80,000 - 100,000
Supply Chain Manager	75,000 - 100,000	55,000 - 80,000
Supply Chain Analyst	45,000 - 60,000	35,000 - 45,000
Head of Procurement	80,000 - 130,000	35,000 - 45,000
Procurement / Purchasing Manager	60,000 - 70,000	65,000 - 90,000
Procurement / Purchasing Specialist	50,000 - 60,000	50,000 - 65,000
Commodity / Category Manager	60,000 - 70,000	50,000 - 60,000
Vendor Manager	45,000 - 65,000	45,000 - 65,000
Materials Manager	45,000 - 65,000	45,000 - 65,000
Inventory Manager	45,000 - 65,000	45,000 - 65,000
Inventory Analyst	35,000 - 45,000	30,000 - 40,000
Planning Manager	65,000 - 80,000	50,000 - 65,000
Master Scheduler	45,000 - 60,000	45,000 - 55,000
Demand / Supply Planner	50,000 - 60,000	40,000 - 48,000
Production Planner	45,000 - 55,000	35,000 - 45,000
Buyer / Planner	40,000 - 60,000	40,000 - 50,000
Senior Buyer	55,000 - 75,000	50,000 - 70,000
Buyer	40,000 - 55,000	40,000 - 50,000

## Logistics

	Dublin €	Regional €
Director of Operations	90,000 - 120,000	80,000 - 100,000
Plant / Operations Manager	70,000 - 100,000	65,000 - 80,000
Logistics Manager	55,000 - 65,000	45,000 - 60,000
Logistics Coordinator	40,000 - 50,000	30,000 - 40,000
Order Management Team Lead	40,000 - 50,000	35,000 - 45,000
Order Management Executive	35,000 - 45,000	30,000 - 40,000
Warehouse Manager	45,000 - 65,000	40,000 - 50,000
Warehouse Supervisor	30,000 - 50,000	32,000 - 40,000
Stock Control Manager	30,000 - 45,000	30,000 - 40,000
Inventory Controller	30,000 - 45,000	30,000 - 40,000
Transport / Distribution Manager	45,000 - 65,000	40,000 - 55,000
Transport Supervisor	35,000 - 45,000	35,000 - 45,000
Freight Forwarder	35,000 - 45,000	30,000 - 40,000

Contact Cathal O Donnell on [c.odonnell@brightwater.ie](mailto:c.odonnell@brightwater.ie)

# Science & Pharmaceutical

## Quality & Validation

	Dublin €	Regional €
Quality Director	120,000 - 180,000	120,000 - 150,000
Quality Manager	65,000 - 85,000	65,000 - 80,000
QA Supervisor	60,000 - 75,000	55,000 - 65,000
QA Specialist	45,000 - 65,000	45,000 - 60,000
QA Technician	35,000 - 50,000	30,000 - 40,000
QC Supervisor	60,000 - 70,000	55,000 - 65,000
QC Specialist	60,000 - 70,000	45,000 - 55,000
QC Analyst	45,000 - 60,000	35,000 - 40,000
Quality Systems Manager	60,000 - 85,000	60,000 - 70,000
Quality Engineer (3+ years' exp.)	50,000 - 65,000	55,000 - 60,000
Validation Manager	70,000 - 100,000	70,000 - 85,000
Validation Engineer (3+ years' exp.)	55,000 - 70,000	55,000 - 65,000
Validation Engineer (1-3 years' exp.)	45,000 - 55,000	40,000 - 50,000

## Research & Development

	Dublin €	Regional €
R&D Director	90,000 - 180,000	90,000 - 120,000
R&D Manager	60,000 - 80,000	65,000 - 80,000
R&D Engineer	40,000 - 65,000	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 - 45,000	30,000 - 35,000
Development Chemist (3+ years' exp.)	40,000 - 60,000	40,000 - 50,000
Development Chemist (1-3 years' exp.)	30,000 - 40,000	30,000 - 35,000

## Regulatory

	Dublin €	Regional €
Regulatory Affairs Manager	75,000 - 110,000	65,000 - 80,000
Senior Regulatory Affairs Officer	70,000 - 90,000	45,000 - 80,000
Regulatory Affairs Officer	60,000 - 70,000	35,000 - 45,000
Qualified Person (QP)	70,000 - 110,000	75,000 - 85,000

## Analytical

	Dublin €	Regional €
Laboratory Manager	50,000 - 70,000	55,000 - 65,000
Laboratory Analyst (3-5 years')	35,000 - 50,000	35,000 - 45,000
Laboratory Analyst (1-3 years')	30,000 - 45,000	30,000 - 40,000
Formulation Manager	70,000 - 95,000	70,000 - 90,000

## Clinical

	Dublin €	Regional €
Clinical Operations Manager	65,000 - 90,000	65,000 - 85,000
Clinical Research Officer	50,000 - 65,000	35,000 - 50,000
Clinical Data Manager	35,000 - 50,000	35,000 - 40,000

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# Brightwater

*TakeControl*

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