

Ireland

Salary Survey 2019



Brightwater

RECRUITMENT SPECIALISTS



OVERVIEW

As the economy continues to grow, we expect the positive trends of 2018 to continue into 2019 with both SMEs and multinationals ramping up their recruitment requirements.

The outlook is positive but Brexit and some of the US policies by the current administration have raised some concerns for the economic landscape. The uncertainty surrounding Brexit may slow things somewhat for the first quarter of 2019 but we fully expect a bounce from the second quarter to the year end. Business and government leaders seem to be confident that once the initial hard exit is done, then Ireland will become a far more attractive place to do business. We are already seeing considerable positive movement on jobs, particularly within the banking, financial services, fund services and legal sectors. However those in the manufacturing and FMCG sectors are understandably wary about the potential impact of possible trade barriers on exports and will have some adjustments to do.

While Dublin currently may be the epicentre for job creation, Cork enjoyed a surge in employment in 2018 with a boost in job creation announcements for the Munster region including accountancy, science, financial services, IT and legal. All signs indicate that 2019 will see more of these positive announcements.

Salaries are rising but benefits continue to play a key part in attraction and retention of staff. Companies are more aware of their competitors' offerings and are being forced to become more innovative in the structure of their own remuneration and benefits packages. Flexible ways of working are also top of the agenda for both employers and job-seekers and are very important in an ever changing and diverse workforce.

Salary increases will continue to be at a level of around 5% across finance, HR, sales, marketing, engineering, supply chain, IT, legal and accountancy sectors. Certain roles in science, risk disciplines, we are seeing salary increases of up to 15%. Expectations for candidates changing employers lie at around 10% of base salary. Regional differences can show anything between 5% and 8% but property prices in the regions are a more attractive proposition and should somewhat mitigate any base salary difference.

The strong performing areas are cyber security and analytics while GDPR, which came into law in May 2018 will ensure a prolonged focus from organisations on data protection and privacy. In-demand jobs across GDPR include project managers, (temporary, contract and permanent), legal professionals in data privacy and protection and general data protection officer roles. These roles stretch across the majority of sectors but in particular across financial services, IT, legal, pharmaceutical, banking and digital marketing. Blockchain will also continue to have an impact on the market and its disruptive presence will ensure headlines in 2019.

Risk and compliance roles are continuing to increase due to the waves of upstream legislation and regulations in the aftermath of the financial crisis. The increase is also due to the requirement to both upgrade and invest in legacy compliance and risk infrastructures and in-house frameworks. It is expected though that once the initial investment and build-out of compliance staffing by financial firms and their associated third party vendors (eg. legal, remediation advisory services) is over, this surge of demand may plateau in another 12-18 months. In the meantime, there is a real shortage of risk and compliance professionals, with increasing pressure on supply from incoming Brexit related build outs, combined with increase capacity demands from existing firms, however, organisations are investing in upskilling and cross-training their existing staff in an effort to combat this.

Looking to the future, the recruitment industry is heavily involved in lobbying for change within the government on housing issues, work permits, transport costs and education in order to be able to deal with talent shortages.

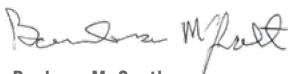
There has been a notable increase in M&A activity, organisational restructures and expansion of Irish based, European hubs. Net impacts in the number of senior leadership hires has been encouraging, however, increased complexities surrounding such corporate activity has caused hiring processes to be considerably elongated in some instances. Since Q3, the senior market and hiring decision making is more fluid with a steady flow of interesting hires across sales, operations, finance, treasury, tech, engineering, legal & risk to name a few. The average increase in base salary for senior level hires when moving roles is circa 12%-18%, combined with an increased variable bonuses threshold and LTIPs structures. Strong positive, diverse culture, an inclusive and empowering leadership style, along with an agile working environment, seem to be on the wish list for many, when considering their next appointment.

“Salaries are rising but benefits continue to play a key part in attraction and retention of staff.”

All indications are that recruitment requirements for 2019 will continue in an upward trajectory across the majority of areas and that organisations will seek to hire those professionals who will give their companies a competitive edge.

We expect 2019 to continue to offer significantly more opportunities for commercially focused, agile thinking candidates as employers embrace a more positive outlook for future development and expansion.

I wish you a very successful 2019 and if you require more specific analysis of market trends by market sector, please contact your Brightwater Consultant or email our marketing department on salariesurvey@brightwater.ie and they will forward on our ‘2019 Salary Survey Supplement’.



Barbara McGrath
Managing Director



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Accountancy Permanent

Industry

	Dublin €	Regional €
QUALIFIED		
Financial Director T/O >10m	120,000 - 160,000	100,000 - 150,000
Financial Director T/O <10m	110,000 - 130,000	90,000 - 120,000
Financial Controller T/O > 10m	90,000 - 130,000	90,000 - 110,000
Financial Controller T/O < 10m	80,000 - 110,000	80,000 - 95,000
Finance Manager	70,000 - 90,000	70,000 - 80,000
Internal Audit Manager	70,000 - 95,000	65,000 - 75,000
Group Financial Accountant	55,000 - 70,000	60,000 - 75,000
Commercial Accountant	55,000 - 70,000	55,000 - 65,000
Management Accountant	50,000 - 65,000	48,000 - 55,000
Project Accountant	65,000 - 80,000	55,000 - 75,000
Cost Accountant	50,000 - 70,000	50,000 - 70,000
Financial Analyst	50,000 - 70,000	48,000 - 55,000
Internal Auditor	55,000 - 70,000	50,000 - 55,000
Financial Accountant	52,000 - 65,000	50,000 - 55,000
Newly Qualified Accountant	50,000 - 55,000	40,000 - 48,000
Credit Control Manager	55,000 - 65,000	55,000 - 65,000
Accounts Payable Manager	50,000 - 70,000	55,000 - 70,000
Payroll Manager	55,000 - 75,000	55,000 - 65,000
PART-QUALIFIED		
Finalist	42,000 - 48,000	35,000 - 40,000
Part-Qualified Accountant (1-3 years' exp.)	35,000 - 42,000	29,000 - 36,000
Assistant Accountant	36,000 - 42,000	30,000 - 38,000
Book-keeper	35,000 - 45,000	25,000 - 33,000
Accounts Assistant	32,000 - 35,000	22,000 - 32,000
Credit Controller	30,000 - 40,000	23,000 - 32,000
Payroll Administrator	35,000 - 45,000	25,000 - 32,000
Accounts Receivable	30,000 - 38,000	25,000 - 33,000
Accounts Payable	30,000 - 40,000	25,000 - 35,000

Financial Services

	Dublin €	Regional €
QUALIFIED		
Financial Director	120,000 - 175,000	95,000 - 135,000
Financial Controller	85,000 - 130,000	80,000 - 95,000
Finance Manager	75,000 - 95,000	70,000 - 80,000
Internal Audit Manager	75,000 - 85,000	60,000 - 75,000
Internal Auditor	55,000 - 70,000	45,000 - 55,000
Financial Reporting Manager	65,000 - 85,000	70,000 - 85,000
Financial Reporting Accountant	55,000 - 65,000	52,000 - 60,000
Project Accountant	55,000 - 80,000	65,000 - 80,000
Treasury Accountant	65,000 - 85,000	50,000 - 60,000
Senior Financial Analyst	65,000 - 80,000	60,000 - 70,000
Financial Analyst	50,000 - 65,000	48,000 - 58,000
Senior Financial Accountant	60,000 - 75,000	55,000 - 65,000
Financial Accountant	55,000 - 65,000	45,000 - 55,000
Management Accountant	55,000 - 65,000	45,000 - 65,000
Newly Qualified Accountant	50,000 - 55,000	40,000 - 46,000
PART-QUALIFIED		
Finalist	42,000 - 48,000	32,000 - 42,000
Assistant Accountant	35,000 - 42,000	28,000 - 38,000
Accounts Assistant	32,000 - 35,000	22,000 - 28,000
Accounts Payable Administrator	32,000 - 40,000	25,000 - 35,000
Accounts Receivable Administrator	32,000 - 40,000	25,000 - 35,000
Credit Controller	30,000 - 40,000	28,000 - 35,000
Graduate	25,000 - 30,000	18,000 - 24,000

Contact Jean O'Donovan on j.odonovan@brightwater.ie or Tom Wilkinson on t.wilkinson@brightwater.ie

Public Practice & Taxation

PUBLIC PRACTICE & AUDIT

	Dublin €	Regional €
Partner (Salaried)	110,000 - 185,000	110,000 - 140,000
Director	90,000 - 140,000	80,000 - 110,000
Senior Manager	75,000 - 90,000	65,000 - 75,000
Manager	60,000 - 80,000	60,000 - 72,000
Assistant Manager	52,000 - 65,000	52,000 - 60,000
Senior / Associate	42,000 - 55,000	30,000 - 35,000
Semi-Senior / Finalist	30,000 - 42,000	25,000 - 30,000
Junior	25,000 - 30,000	19,000 - 25,000
Trainee / Graduate	22,000 - 28,000	18,000 - 21,000

Fund
Services

Banking

Compliance
& Risk

Legal

TAXATION - PUBLIC PRACTICE

	Dublin €	Regional €
Partner (Salaried)	110,000 - 185,000	110,000 - 140,000
Director	90,000 - 140,000	80,000 - 110,000
Senior Manager	70,000 - 90,000	65,000 - 75,000
Manager	60,000 - 75,000	55,000 - 65,000
Assistant Manager	52,000 - 65,000	50,000 - 58,000
Senior / Associate	45,000 - 55,000	35,000 - 45,000
Semi-Senior / Finalist	30,000 - 42,000	25,000 - 32,000
Junior	22,000 - 28,000	20,000 - 26,000

Insurance

Human
Resources

Sales

TAXATION - INDUSTRY & FINANCIAL SERVICES

	Dublin €	Regional €
Head of Tax (EMEA / Global)	135,000 - 250,000	110,000 - 150,000
In-house Tax VP	110,000 - 140,000	90,000 - 115,000
Tax Senior Manager / Director	80,000 - 140,000	75,000 - 90,000
Tax Manager	65,000 - 85,000	48,000 - 58,000
Tax Accountant	45,000 - 65,000	42,000 - 52,000
Tax Assistant	30,000 - 45,000	28,000 - 35,000

Marketing

Business
SupportInformation
Technology

Engineering

Supply Chain

Science &
Pharma

Contact Jean O'Donovan on j.odonovan@brightwater.ie or Tom Wilkinson on t.wilkinson@brightwater.ie

Accountancy Temporary & Contract

QUALIFIED

	Dublin € p/a	Dublin € p/h	Regional € p/a	Regional € p/h
Financial Controller	85,000 - 125,000	43.58 - 64.10	85,000 - 110,000	43.58 - 56.41
Finance Manager	70,000 - 90,000	35.90 - 46.15	70,000 - 80,000	35.90 - 41.00
Internal Audit Manager	70,000 - 95,000	35.90 - 48.70	65,000 - 75,000	33.33 - 38.46
Project Accountant	65,000 - 90,000	33.30 - 46.15	65,000 - 75,000	33.33 - 38.46
Commercial Accountant	60,000 - 75,000	30.76 - 38.46	58,000 - 65,000	29.74 - 33.33
Financial Analyst	50,000 - 70,000	25.64 - 35.90	50,000 - 60,000	25.64 - 30.77
Financial Accountant	52,000 - 65,000	26.66 - 33.30	48,000 - 55,000	24.62 - 28.20
Management Accountant	52,000 - 65,000	26.66 - 33.30	48,000 - 55,000	24.62 - 28.20
Internal Auditor	52,000 - 65,000	26.66 - 33.30	48,000 - 55,000	24.62 - 28.20
Newly Qualified Accountant	50,000 - 55,000	25.64 - 28.20	40,000 - 45,000	20.51 - 23.08
Credit Control Manager	45,000 - 65,000	23.07 - 33.30	55,000 - 70,000	28.20 - 35.90
Payroll Manager	50,000 - 70,000	25.64 - 35.90	55,000 - 65,000	28.20 - 33.33
Accounts Payable Manager	45,000 - 65,000	23.07 - 33.30	65,000 - 75,000	33.33 - 38.46

PART-QUALIFIED

	Dublin € p/a	Dublin € p/h	Regional € p/a	Regional € p/h
Finalist	42,000 - 48,000	21.55 - 24.61	32,000 - 35,000	16.41 - 17.95
Part-Qualified Accountant	35,000 - 42,000	17.94 - 21.54	28,000 - 35,000	14.36 - 17.95
Bookkeeper	35,000 - 45,000	19.48 - 23.07	25,000 - 35,000	12.83 - 17.95
Assistant Accountant	36,000 - 42,000	17.94 - 21.54	30,000 - 38,000	15.38 - 19.49
Credit Controller	30,000 - 40,000	15.38 - 20.50	26,000 - 34,000	13.33 - 17.44
Payroll Administrator	35,000 - 45,000	17.94 - 20.50	30,000 - 40,000	15.38 - 20.51
Accounts Assistant	30,000 - 35,000	15.38 - 17.94	22,000 - 30,000	11.28 - 15.39
Accounts Payable	30,000 - 40,000	15.38 - 19.48	25,000 - 35,000	12.83 - 17.95
Accounts Receivable	30,000 - 40,000	15.38 - 19.48	25,000 - 35,000	12.83 - 17.95

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

Contact Annita McGettigan on a.mcgettigan@brightwater.ie

Fund Services Permanent

FUND ACCOUNTING

	Dublin €	Regional €
Fund Accounting VP - Director	105,000 - 170,000	90,000 - 125,000
Senior Manager / VP Fund Accounting	80,000 - 110,000	70,000 - 90,000
Senior Manager / VP Fund Accounting (Private Equity)	85,000 - 115,000	74,000 - 94,000
Manager / AVP / Account Manager Fund Accounting	65,000 - 80,000	55,000 - 70,000
Manager / AVP / Account Manager Fund Accounting (Private Equity)	70,000 - 85,000	59,000 - 74,000
Fund Accounting Supervisor / Team Leader	45,000 - 55,000	35,000 - 45,000
Fund Accounting Supervisor / Team Leader (Private Equity)	50,000 - 60,000	39,000 - 49,000
Senior Fund Accountant	35,000 - 45,000	30,000 - 40,000
Senior Fund Accountant (Private Equity)	40,000 - 50,000	34,000 - 44,000
Fund Accountant	30,000 - 35,000	26,000 - 35,000
Fund Administrator	26,000 - 35,000	24,000 - 30,000

INVESTOR SERVICES / TRANSFER AGENCY

	Dublin €	Regional €
Transfer Agency VP - Director	100,000 - 165,000	95,000 - 125,000
Transfer Agency Manager / VP	75,000 - 110,000	70,000 - 90,000
Transfer Agency Manager / VP (Private Equity)	80,000 - 115,000	74,000 - 94,000
Transfer Agency Assistant Manager / AVP	50,000 - 75,000	45,000 - 65,000
Transfer Agency Assistant Manager / AVP (Private Equity)	55,000 - 80,000	49,000 - 69,000
Senior Transfer Agency Administrator	35,000 - 50,000	30,000 - 45,000
Transfer Agency Administrator	26,000 - 35,000	24,000 - 30,000

TRUSTEE / DEPOSITARY

	Dublin €	Regional €
Trustee / Depositary VP - Director	105,000 - 155,000	95,000 - 120,000
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

CUSTODY

	Dublin €	Regional €
Custody VP - Director	105,000 - 155,000	95,000 - 120,000
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

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	35,000 - 50,000	30,000 - 40,000
Pricing Specialist	26,000 - 35,000	24,000 - 35,000

CLIENT SERVICES

	Dublin €	Regional €
Senior Manager / VP	75,000 - 135,000	65,000 - 100,000
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

Contact John Howe on j.howe@brightwater.ie

Fund Services Temporary & Contract

FUND ACCOUNTING

	Ireland p/a €	Ireland p/h €
Senior Manager / VP Fund Accounting	80,000 - 110,000	41.03 - 56.41
Senior Manager / VP Fund Accounting (Private Equity)	85,000 - 115,000	43.08 - 58.46
Manager / AVP / Account Manager Fund Accounting	65,000 - 80,000	33.33 - 41.03
Manager / AVP / Account Manager Fund Accounting (Private Equity)	69,000 - 84,000	35.38 - 43.08
Fund Accounting Supervisor / Team Leader	45,000 - 55,000	23.08 - 28.21
Fund Accounting Supervisor / Team Leader (Private Equity)	49,000 - 59,000	25.13 - 30.26
Senior Fund Accountant	35,000 - 45,000	17.95 - 23.08
Senior Fund Accountant (Private Equity)	39,000 - 49,000	20.00 - 25.13
Fund Accountant	30,000 - 40,000	15.38 - 20.51
Fund Administrator	26,000 - 35,000	13.33 - 17.95

INVESTOR SERVICES / TRANSFER AGENCY

	Ireland p/a €	Ireland p/h €
Transfer Agency Manager / VP	75,000 - 110,000	38.46 - 56.41
Transfer Agency Manager / VP (Private Equity)	80,000 - 115,000	41.03 - 58.97
Transfer Agency Assistant Manager / AVP	50,000 - 75,000	25.64 - 38.46
Transfer Agency Assistant Manager / AVP (Private Equity)	55,000 - 80,000	28.21 - 41.03
Senior Transfer Agency Administrator	35,000 - 50,000	17.95 - 25.64
Transfer Agency Administrator	26,000 - 35,000	13.99 - 17.95

TRUSTEE

	Ireland p/a €	Ireland p/h €
Trustee Senior Manager / VP	75,000 - 110,000	38.46 - 56.41
Trustee Manager / AVP	55,000 - 75,000	28.21 - 38.46
Senior Trustee Officer	35,000 - 50,000	17.95 - 25.64
Trustee Administrator	26,000 - 35,000	13.33 - 17.95

CORPORATE ACTIONS / PRICING

	Ireland p/a €	Ireland p/h €
Manager	45,000 - 65,000	23.08 - 33.33
Senior Administrator	35,000 - 50,000	17.95 - 25.64
Market Data / Corporate Actions Administrator	26,000 - 40,000	13.33 - 20.51
Pricing Specialist	26,000 - 50,000	13.33 - 25.64

CUSTODY

	Ireland p/a €	Ireland p/h €
Custody Senior Manager / VP	75,000 - 110,000	38.46 - 56.41
Custody Manager / AVP	55,000 - 75,000	28.21 - 38.46
Custody Supervisor	40,000 - 55,000	20.51 - 28.21
Senior Custody Administrator	35,000 - 40,000	17.95 - 20.51
Custody Administrator	28,000 - 35,000	14.36 - 17.95

CLIENT SERVICES

	Ireland p/a €	Ireland p/h €
Senior Manager / VP	70,000 - 100,000	35.90 - 51.28
Manager / AVP	55,000 - 75,000	28.21 - 38.46
Assistant Manager / Supervisor	40,000 - 55,000	20.51 - 28.21
Client Services Administrator	26,000 - 40,000	13.33 - 20.51

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

Insurance

REINSURANCE / CAPTIVE

Ireland €

Reinsurance Underwriting VP - Director	110,000 - 160,000
Reinsurance Underwriting Manager	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')	50,000 - 75,000

GENERAL / LIFE INSURANCE

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 - 35,000
Personal Lines Manager	60,000 - 85,000
Personal Lines Underwriter	35,000 - 50,000
Personal Lines Executive	25,000 - 40,000
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	25,000 - 40,000
Pensions Administrator	28,000 - 45,000
Pensions Consultant	40,000 - 80,000
Broker Developer	40,000 - 70,000
Claims Technical Analyst	35,000 - 55,000
Claims Team Manager	45,000 - 75,000
Claims Handler / Assessor (1-10 years' exp.)	28,000 - 55,000

INSURANCE BROKING

Ireland €

Senior Commercial Account Executive / Client Director (10+ years' exp.)	70,000 - 125,000
Commercial Account Manager	40,000 - 60,000
Commercial Account Executive (1-10 years' exp.)	30,000 - 50,000
Personal Lines Manager	35,000 - 50,000
Personal Lines Executive	24,000 - 35,000
Financial Adviser	35,000 - 50,000
Life Admin / Sales Support	25,000 - 40,000
Claims Handler / Assessor	30,000 - 45,000

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

Contact Eimear Walsh on e.walsh@brightwater.ie

Accountancy
Fund
Services
Banking
Compliance & Risk
Legal
Insurance
Human Resources
Sales
Marketing
Business Support
Information Technology
Engineering
Supply Chain
Science & Pharma

Banking Permanent (Private, Commercial, Corporate, Investment)

FRONT OFFICE

	Dublin €	Regional
Trader VP - Director	95,000 - 175,000	85,000 - 125,000
Senior Trader	85,000 - 140,000	80,000 - 140,000
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
Assistant Portfolio Manager	60,000 - 75,000	50,000 - 60,000
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	95,000 - 120,000	84,000 - 105,000
Senior Investment Analyst	80,000 - 100,000	49,000 - 79,000
Investment Analyst	50,000 - 80,000	39,000 - 69,000
Quantitative Investment Analyst	40,000 - 80,000	30,000 - 65,000
Senior Equity Analyst	45,000 - 65,000	30,000 - 35,000
Equity Analyst	30,000 - 40,000	22,000 - 32,000
Senior Credit Analyst	40,000 - 65,000	30,000 - 45,000
Credit Analyst	30,000 - 40,000	25,000 - 32,000
Senior Fixed Income Analyst	40,000 - 65,000	35,000 - 50,000
Fixed Income Analyst	30,000 - 40,000	25,000 - 35,000
Senior Research Analyst	40,000 - 65,000	32,000 - 50,000
Research Analyst	30,000 - 40,000	26,000 - 32,000

MIDDLE OFFICE

	Dublin €	Regional
Middle Office VP Director	90,000 - 140,000	90,000 - 110,000
Middle Office Manager	55,000 - 75,000	50,000 - 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
Quantitative Analyst	30,000 - 70,000	28,000 - 60,000
Trade Support Manager	50,000 - 70,000	35,000 - 55,000
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

BACK OFFICE

	Dublin €	Regional
Cash Management Manager	45,000 - 65,000	35,000 - 50,000
Senior Cash Management Analyst	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

Contact John Howe on j.howe@brightwater.ie

LENDING OPERATIONS

	Dublin €	Regional €
VP of Lending	110,000 - 130,000	85,000 - 100,000
Operations Manager	55,000 - 95,000	50,000 - 75,000
Restructuring Manager	55,000 - 95,000	50,000 - 75,000
Senior Portfolio Manager	55,000 - 95,000	50,000 - 75,000
Portfolio Manager	45,000 - 60,000	30,000 - 40,000
Assistant Portfolio Manager	40,000 - 50,000	35,000 - 45,000
Lending Arrears Team Leader	40,000 - 50,000	30,000 - 40,000
Lending Arrears Analyst	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
Loan Management Administrator	25,000 - 40,000	25,000 - 35,000

PRIVATE BANKING

	Dublin €	Regional €
Private Banking VP Director	90,000 - 125,000	85,000 - 115,000
Portfolio / Wealth Manager	65,000 - 85,000	50,000 - 60,000
Assistant Portfolio Manager	45,000 - 65,000	35,000 - 55,000
Private Clients Advisor	35,000 - 55,000	30,000 - 45,000
Client Service Executive	30,000 - 45,000	28,000 - 35,000

RETAIL BANKING

	Dublin €	Regional €
Area Branch Manager	90,000 - 125,000	75,000 - 90,000
Branch Manager	60,000 - 90,000	50,000 - 70,000
Retail Banking Team Leader	35,000 - 45,000	30,000 - 40,000
Senior Financial Advisor	50,000 - 60,000	40,000 - 50,000
Financial Advisor	38,000 - 50,000	30,000 - 40,000
Customer Service Executive	26,000 - 35,000	20,000 - 30,000

TREASURY

	Dublin €	Regional €
Treasury Product VP - Director	100,000 - 135,000	85,000 - 115,000
Treasury Manager	70,000 - 95,000	54,000 - 74,000
Treasury Supervisor / Team Lead	50,000 - 65,000	45,000 - 55,000
Senior Treasury Analyst	35,000 - 50,000	30,000 - 44,000
Treasury Analyst	30,000 - 45,000	25,000 - 39,000
Treasury Administrator	26,000 - 40,000	25,000 - 35,000
Settlements Administrator	26,000 - 40,000	25,000 - 35,000
Payments Specialist	26,000 - 35,000	20,000 - 30,000
Cash Manager	55,000 - 70,000	50,000 - 60,000
Cash Analyst	35,000 - 55,000	30,000 - 45,000

Contact John Howe on j.howe@brightwater.ie

Banking Temporary & Contract (Private, Commercial, Corporate, Investment)

FRONT OFFICE

	Ireland p/a €	Ireland p/h €
Senior Trader	80,000 - 140,000	41.03 - 71.79
Trader	40,000 - 90,000	20.51 - 46.15
Trade Execution Manager	60,000 - 95,000	30.77 - 48.72
Trade Execution Dealer	40,000 - 70,000	20.51 - 35.90
Senior Portfolio Manager	85,000 - 145,000	43.59 - 74.36
Portfolio Manager	60,000 - 95,000	30.77 - 48.72
Assistant Portfolio Manager	50,000 - 75,000	25.64 - 38.46
Senior Product Specialist	55,000 - 95,000	28.21 - 48.72
Product Specialist	40,000 - 70,000	20.51 - 35.90
Communications Specialist	45,000 - 70,000	23.08 - 35.90
Investment Manager	85,000 - 120,000	43.59 - 61.54
Senior Investment Analyst	55,000 - 90,000	28.21 - 46.15
Investment Analyst	40,000 - 70,000	20.51 - 35.90
Quantitative Investment Analyst	35,000 - 80,000	17.95 - 41.03
Senior Equity Analyst	35,000 - 65,000	17.95 - 33.33
Equity Analyst	25,000 - 40,000	12.82 - 20.51
Senior Credit Analyst	30,000 - 65,000	15.38 - 33.33
Credit Analyst	25,000 - 40,000	12.82 - 20.51
Senior Fixed Income Analyst	35,000 - 65,000	17.95 - 33.33
Fixed Income Analyst	30,000 - 40,000	15.38 - 20.51
Senior Research Analyst	32,000 - 65,000	16.41 - 33.33
Research Analyst	28,000 - 40,000	14.36 - 20.51

MIDDLE OFFICE

	Ireland p/a €	Ireland p/h €
Middle Office Manager	50,000 - 75,000	25.64 - 38.46
Middle Office Analyst	30,000 - 55,000	15.38 - 28.21
Corporate Actions Manager	40,000 - 65,000	20.51 - 33.33
Corporation Actions Specialist	30,000 - 55,000	15.38 - 28.21
Pricing Manager	40,000 - 65,000	20.51 - 33.33
Pricing / Market Data Specialist	30,000 - 45,000	15.38 - 25.64
Quantitative Analyst	30,000 - 70,000	15.38 - 35.90
Trade Support Manager	40,000 - 70,000	20.51 - 35.90
Trade Support Specialist	30,000 - 50,000	15.38 - 25.64
Custody Manager	50,000 - 95,000	25.64 - 48.72
Custody Administrator	25,000 - 38,000	12.82 - 19.49

BACK OFFICE

	Ireland p/a €	Ireland p/h €
Cash Management Manager	40,000 - 65,000	20.51 - 33.33
Senior Cash Management Analyst	28,000 - 45,000	14.36 - 25.64
Cash Management Administrator	24,000 - 35,000	12.31 - 17.75
Settlements Manager	35,000 - 65,000	17.95 - 33.33
Senior Settlements Administrator	28,000 - 45,000	14.36 - 25.64
Settlements Administrator	22,000 - 35,000	11.28 - 17.95
Reconciliations Manager	40,000 - 65,000	20.51 - 33.33
Senior Reconciliations Administrator	28,000 - 45,000	14.36 - 25.64
Reconciliations Administrator	25,000 - 40,000	12.82 - 20.51
Payments Manager	35,000 - 65,000	17.95 - 33.33
Senior Payments Specialist	25,000 - 45,000	12.82 - 25.64
Payments Specialist	25,000 - 35,000	12.82 - 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

LENDING OPERATIONS	Ireland p/a €	Ireland p/h €
Operations Manager	50,000 - 95,000	25.64 - 48.72
Restructuring Manager	50,000 - 95,000	25.64 - 48.72
Senior Portfolio Manager	50,000 - 95,000	25.65 - 48.72
Portfolio Manager	40,000 - 60,000	20.51 - 30.77
Assistant Portfolio Manager	35,000 - 50,000	17.95 - 25.64
Lending Arrears Team Leader	30,000 - 50,000	15.38 - 25.64
Lending Arrears Analyst	25,000 - 38,000	12.82 - 19.49
Collections Officer	25,000 - 40,000	12.82 - 20.51
Customer Service Executive	20,000 - 35,000	10.26 - 17.95
Loan Management Administrator	25,000 - 40,000	12.82 - 20.51

RETAIL BANKING

	Ireland p/a €	Ireland p/h €
Branch Manager	50,000 - 90,000	25.64 - 46.15
Retail Banking Team Leader	30,000 - 45,000	15.38 - 25.64
Senior Financial Advisor	40,000 - 60,000	20.51 - 30.77
Financial Advisor	30,000 - 50,000	15.38 - 25.64
Customer Service Executive	20,000 - 35,000	10.26 - 17.95

PRIVATE BANKING

	Ireland p/a €	Ireland p/h €
Portfolio / Wealth Manager	50,000 - 85,000	25.64 - 43.59
Assistant Portfolio Manager	35,000 - 65,000	17.95 - 33.33
Private Clients Advisor	30,000 - 55,000	15.38 - 28.21
Client Service Executive	28,000 - 45,000	14.36 - 23.08

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

Compliance & Risk

COMPLIANCE

	Dublin €	Regional €
Accountancy		
Head of Compliance	110,000 - 165,000	100,000 - 155,000
Fund Services		
Compliance VP - Director	100,000 - 145,000	90,000 - 140,000
Compliance Manager (VP) (5-7 years' exp.)	75,000 - 110,000	65,000 - 100,000
Compliance Manager (AVP) (3-5 years' exp.)	55,000 - 80,000	45,000 - 70,000
Banking		
Compliance Officer (1-3 years' exp.)	30,000 - 50,000	28,000 - 45,000
Head of AML	100,000 - 130,000	90,000 - 120,000
AML Manager	65,000 - 95,000	55,000 - 85,000
AML Specialist	30,000 - 55,000	25,000 - 40,000
Data Protection Officer	65,000 - 100,000	60,000 - 90,000
Data Protection Specialist	35,000 - 50,000	25,000 - 45,000
Fraud Manager	60,000 - 90,000	50,000 - 80,000
Fraud Analyst	30,000 - 50,000	25,000 - 45,000
Insurance		
Company Secretary Manager (VP)	85,000 - 110,000	75,000 - 100,000
Company Secretary (AVP)	55,000 - 80,000	45,000 - 70,000
Company Secretarial Assistant	35,000 - 60,000	28,000 - 80,000
Human Resources		
Corporate Governance Specialist	40,000 - 65,000	30,000 - 55,000
Listings Executive (5+ years' exp.)	55,000 - 75,000	45,000 - 65,000
Listings Executive (0-5 years' exp.)	35,000 - 55,000	30,000 - 45,000

RISK

	Dublin €	Regional €
Marketing		
Head of Risk	100,000 - 175,000	85,000 - 145,000
Risk Manager	65,000 - 95,000	55,000 - 85,000
Risk Specialist	40,000 - 65,000	30,000 - 50,000
Risk Analyst	30,000 - 45,000	25,000 - 40,000
Business Support		
Operational Risk Manager	65,000 - 85,000	60,000 - 75,000
Operational Risk Analyst	30,000 - 55,000	28,000 - 40,000
Information Technology		
Quantitative Risk Manager	65,000 - 95,000	55,000 - 85,000
Quantitative Risk Analyst	35,000 - 55,000	28,000 - 45,000
Engineering		
Financial (Credit / Market / Liquidity) Risk Manager	65,000 - 95,000	55,000 - 85,000
Financial (Credit / Market / Liquidity) Risk Analyst	30,000 - 55,000	28,000 - 45,000

Contact Eimear Walsh on e.walsh@brightwater.ie

Legal

PRACTICE

	Dublin € Top Tier	Dublin € Mid Tier	Regional €
Partner (Salaried)	140,000+	120,000+	95,000+
6-9 years' PQE	110,000+	80,000+	50,000 - 100,000
5 years' PQE	90,000 - 100,000	75,000 - 100,000	45,000 - 75,000
4 years' PQE	85,000 - 95,000	70,000 - 90,000	45,000 - 70,000
3 years' PQE	79,000 - 90,000	65,000 - 85,000	40,000 - 65,000
2 years' PQE	72,000 - 82,000	60,000 - 82,000	40,000 - 60,000
1 year's PQE	68,000 - 76,000	60,000 - 75,000	35,000 - 55,000
Newly Qualified Solicitor	64,000 - 70,000	55,000 - 65,000	30,000 - 55,000
Professional Support Lawyer	100,000 - 120,000	80,000 - 100,000	n/a
Legal Executive / Paralegal	40,000 - 70,000	40,000 - 60,000	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	120,000+	90,000+
Senior Legal Counsel	80,000 - 130,000	70,000 - 120,000
Junior Legal Counsel	55,000 - 80,000	40,000 - 70,000
Legal & Compliance Officer	45,000 - 100,000	40,000 - 90,000
Data Protection Officer	65,000 - 100,000	55,000 - 90,000
Junior Data Protection Specialist	35,000 - 60,000	35,000 - 50,000
Company Secretary	50,000 - 130,000	40,000 - 90,000
Company Secretarial Assistant	30,000 - 50,000	30,000 - 50,000

Contact Michael Minogue on m.minogue@brightwater.ie

“Cork enjoyed a surge in employment in 2018”

Barbara McGrath, MD

Marketing

MARKETING	Dublin €	Regional €
Marketing VP – Director	100,000 - 150,000	80,000 - 130,000
Marketing Manager	55,000 - 85,000	50,000 - 75,000
Marketing Executive (5+ years' exp.)	40,000 - 55,000	30,000 - 50,000
Marketing Executive (1-5 years' exp.)	28,000 - 35,000	25,000 - 35,000
Marketing Analyst (2-3 years' exp.)	35,000 - 55,000	30,000 - 38,000
Senior Brand Manager (5+ years' exp.)	55,000 - 75,000	50,000 - 65,000
Brand Manager (1-5 years' exp.)	30,000 - 60,000	30,000 - 55,000
Activation / Trade Marketing Manager	40,000 - 60,000	30,000 - 55,000
Channel Marketing Manager	40,000 - 60,000	35,000 - 55,000
Customer Marketing Manager	40,000 - 60,000	35,000 - 55,000
Marketing / Brand Innovation Manager	40,000 - 65,000	40,000 - 60,000
Insights Manager	45,000 - 70,000	45,000 - 65,000
Acquisition Manager (3-5 years' exp.)	40,000 - 55,000	35,000 - 45,000
Senior Product Manager (5+ years' exp.)	50,000 - 80,000	45,000 - 70,000
Product Manager (1-5 years' exp.)	40,000 - 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	35,000 - 45,000	28,000 - 40,000

ONLINE /DIGITAL MARKETING	Dublin €	Regional €
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	45,000 - 55,000	35,000 - 45,000
Community Manager	45,000 - 65,000	40,000 - 60,000
Social Media Manager	45,000 - 65,000	40,000 - 60,000
Social Media Executive	30,000 - 40,000	25,000 - 30,000
SEO Specialist	35,000 - 55,000	35,000 - 50,000
PPC Specialist	35,000 - 55,000	35,000 - 50,000

SPECIALIST AREAS	Dublin €	Regional €
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 - 65,000	40,000 - 55,000
Events Executive	28,000 - 35,000	25,000 - 30,000
Sponsorship Manager	45,000 - 65,000	45,000 - 60,000
Sponsorship Executive	25,000 - 35,000	25,000 - 35,000
Fundraising Manager	40,000 - 55,000	40,000 - 50,000
Fundraising Executive	25,000 - 35,000	25,000 - 35,000
Bid Manager	50,000 - 80,000	45,000 - 75,000
Bid Executive	30,000 - 45,000	28,000 - 35,000
Internal Communications Manager	50,000 - 75,000	50,000 - 65,000
Internal Communications Executive	35,000 - 45,000	30,000 - 40,000

Contact Mark Byrne on m.byrne@brightwater.ie

Sales

Accountancy	ICT	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
	Sales Director	90,000 - 150,000	120,000 - 175,000	80,000 - 110,000	100,000 - 145,000
Fund Services	Sales Manager	65,000 - 90,000	90,000 - 170,000	50,000 - 70,000	70,000 - 100,000
	Business Development Manager	65,000 - 90,000	85,000 - 150,000	50,000 - 65,000	60,000 - 100,000
Banking	Business Development Executive	40,000 - 55,000	50,000 - 90,000	30,000 - 45,000	45,000 - 55,000
	Corporate Account Manager	55,000 - 70,000	75,000 - 100,000	45,000 - 60,000	65,000 - 90,000
	Account Manager	40,000 - 60,000	60,000 - 80,000	30,000 - 50,000	45,000 - 70,000
Compliance & Risk	Technical Sales Executive	35,000 - 50,000	50,000 - 65,000	35,000 - 45,000	40,000 - 60,000
	Inside Sales / Telesales Team Leader	40,000 - 55,000	50,000 - 70,000	30,000 - 45,000	35,000 - 60,000
	Inside Sales / Telesales Executive	30,000 - 40,000	40,000 - 60,000	25,000 - 35,000	28,000 - 40,000
Legal	FMCG	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
	Head of Sales	90,000 - 150,000	120,000 - 175,000	85,000 - 125,000	100,000 - 155,000
Insurance	Commercial Manager	85,000 - 100,000	95,000 - 130,000	50,000 - 80,000	65,000 - 100,000
	Area / Regional Manager	65,000 - 80,000	85,000 - 100,000	50,000 - 65,000	60,000 - 85,000
	National Account Manager	70,000 - 85,000	80,000 - 100,000	50,000 - 70,000	55,000 - 85,000
Human Resources	Key Account Manager	45,000 - 55,000	50,000 - 65,000	40,000 - 55,000	50,000 - 65,000
	Customer Account Manager	50,000 - 70,000	70,000 - 90,000	35,000 - 55,000	50,000 - 75,000
Sales	Territory Sales Manager	40,000 - 55,000	50,000 - 65,000	28,000 - 45,000	35,000 - 50,000
	Field Sales Rep	30,000 - 40,000	40,000 - 55,000	28,000 - 40,000	32,000 - 50,000
	Van Sales Rep	25,000 - 35,000	32,000 - 40,000	24,000 - 32,000	25,000 - 38,000
Marketing	Merchandiser	25,000 - 30,000	n/a	20,000 - 26,000	n/a
	HEALTH, PHARMACEUTICAL & SCIENTIFIC	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Business Support	Sales VP - Director (Domestic, International)	90,000 - 150,000	130,000 - 200,000	100,000 - 150,000	130,000 - 190,000
	Business Unit / Sales & Marketing Manager	90,000 - 105,000	100,000 - 130,000	65,000 - 85,000	70,000 - 100,000
	Sales Manager (Team >6 people)	80,000 - 100,000	100,000 - 120,000	65,000 - 85,000	75,000 - 100,000
Information Technology	Sales Manager (Team <6 people)	65,000 - 80,000	90,000 - 110,000	50,000 - 65,000	60,000 - 85,000
	Business Development Manager	60,000 - 70,000	70,000 - 90,000	50,000 - 60,000	60,000 - 85,000
	Hospital Representative / Product Specialist	45,000 - 60,000	60,000 - 75,000	40,000 - 55,000	45,000 - 65,000
Engineering	Senior GP Representative / Territory Manager	45,000 - 60,000	55,000 - 70,000	40,000 - 55,000	45,000 - 65,000
	Pharmaceutical Sales Representative	40,000 - 50,000	45,000 - 60,000	35,000 - 45,000	45,000 - 55,000
Supply Chain					
Science & Pharma					

Contact Mark Byrne on m.byrne@brightwater.ie

B2B	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Country Sales Director	95,000 - 135,000	120,000 - 170,000	90,000 - 115,000	115,000 - 150,000
Country Sales Manager	80,000 - 95,000	90,000 - 125,000	80,000 - 95,000	90,000 - 125,000
Territory Manager	65,000 - 80,000	80,000 - 100,000	55,000 - 70,000	70,000 - 90,000
Sales & Marketing Manager	50,000 - 70,000	65,000 - 80,000	40,000 - 70,000	50,000 - 75,000
Key Account Manager	50,000 - 70,000	65,000 - 100,000	45,000 - 60,000	50,000 - 90,000
Business Development Manager	40,000 - 55,000	45,000 - 65,000	40,000 - 50,000	40,000 - 65,000
Business Development Executive	30,000 - 40,000	40,000 - 55,000	25,000 - 40,000	30,000 - 55,000
Business Manager	60,000 - 75,000	70,000 - 85,000	50,000 - 65,000	60,000 - 75,000
Product Manager	65,000 - 85,000	80,000 - 105,000	55,000 - 75,000	70,000 - 95,000
Field Sales Executive	30,000 - 38,000	35,000 - 55,000	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	28,000 - 35,000	32,000 - 45,000	19,500 - 25,000	23,000 - 30,000

Accountancy

Fund
Services

Banking

Compliance
& Risk

Legal

Insurance

Human
Resources

Sales

Marketing

Business
SupportInformation
Technology

Engineering

Supply Chain

Science &
Pharma

Contact Mark Byrne on m.byrne@brightwater.ie

Human Resources

GENERALIST HR

	Dublin €	Regional €
HR VP - Director	95,000 - 155,000	95,000 - 130,000
Senior HR Manager / Senior HR Business Partner	75,000 - 95,000	70,000 - 90,000
HR Manager / HR Business Partner	50,000 - 75,000	50,000 - 75,000
HR Advisor	45,000 - 55,000	40,000 - 50,000
HR Generalist / HR Officer	38,000 - 50,000	35,000 - 48,000
HR Administrator	30,000 - 38,000	25,000 - 35,000

LEARNING & DEVELOPMENT (L&D)

	Dublin €	Regional €
L&D Manager	65,000 - 85,000	55,000 - 65,000
L&D Specialist	45,000 - 60,000	35,000 - 50,000

COMPENSATION & BENEFITS (C&B) / REWARD

	Dublin €	Regional €
C&B / Reward Manager	75,000 - 115,000	65,000 - 100,000
C&B / Reward Specialist	55,000 - 80,000	45,000 - 65,000

TALENT ACQUISITION / RECRUITMENT

	Dublin €	Regional €
Talent Acquisition / Recruitment Manager	65,000 - 85,000	55,000 - 75,000
Talent Acquisition / Recruitment Specialist	40,000 - 60,000	35,000 - 55,000
Talent Acquisition / Recruitment Coordinator	30,000 - 35,000	25,000 - 35,000

OTHER KEY SPECIALIST AREAS

	Dublin €	Regional €
OD Manager / Change Manager	65,000 - 95,000	50,000 - 60,000
Employee Relations (ER) Manager	55,000 - 75,000	50,000 - 60,000
Employee Relations (ER) Specialist	40,000 - 60,000	40,000 - 50,000
Global Mobility Manager	70,000 - 95,000	60,000 - 90,000
Global Mobility Specialist	60,000 - 80,000	40,000 - 60,000

Contact Brendan McCarron on b.mccarron@brightwater.ie

Business Support

PERMANENT	Dublin €	Regional €
Operations Manager	60,000 - 80,000	50,000 - 70,000
Project Manager	50,000 - 70,000	40,000 - 60,000
Office Manager	40,000 - 65,000	30,000 - 45,000
Executive Assistant	50,000 - 80,000	35,000 - 55,000
Senior Personal Assistant	40,000 - 60,000	40,000 - 50,000
Personal Assistant	35,000 - 50,000	30,000 - 40,000
Medical Secretary	28,000 - 35,000	25,000 - 35,000
Senior Administrator	30,000 - 38,000	28,000 - 35,000
Administrator	23,000 - 32,000	20,000 - 27,000
Project Administrator	30,000 - 40,000	25,000 - 35,000
Sales Administrator	28,000 - 38,000	25,000 - 35,000
Bid / Tender Administrator	30,000 - 40,000	25,000 - 35,000
Senior Receptionist	28,000 - 36,000	28,000 - 35,000
Receptionist	23,000 - 30,000	20,000 - 28,000
Office Junior	22,000 - 27,000	20,000 - 25,000
Data Entry	22,000 - 25,000	20,000 - 24,000

CUSTOMER SERVICE	Dublin €	Regional €
Call Centre Manager	60,000 - 90,000	45,000 - 80,000
Customer Service Manager	50,000 - 65,000	35,000 - 50,000
Customer Services Team Lead	35,000 - 45,000	28,000 - 35,000
Customer Service Agent	25,000 - 33,000	20,000 - 30,000
Bilingual Customer Service Agent	28,000 - 40,000	25,000 - 32,000

LEGAL SUPPORT	Dublin €	Regional €
Legal PA	40,000 - 50,000	35,000 - 45,000
Legal Secretary	30,000 - 45,000	28,000 - 38,000
Legal Administrator	25,000 - 30,000	22,000 - 32,000

TEMPORARY & CONTRACT	Dublin €	Regional €
Office Manager	20.00 - 35.00	15.00 - 25.00
Project Manager	18.00 - 33.00	20.00 - 30.00
Project Administrator	15.00 - 20.00	13.00 - 18.00
Executive Assistant	25.00 - 40.00	18.00 - 28.00
Personal Assistant (5+ years' exp.)	20.00 - 30.00	18.00 - 28.00
Personal Assistant (0-5 years' exp.)	17.00 - 25.00	15.00 - 20.00
Medical Secretary	14.00 - 18.00	12.00 - 16.00
Senior Administrator	15.00 - 20.00	15.00 - 20.00
Administrator	11.50 - 16.00	11.00 - 15.00
Bid / Tender Administrator	14.00 - 20.00	15.00 - 18.00
Sales Administrator	14.00 - 19.00	13.00 - 15.00
Receptionist (5+ years' exp.)	14.00 - 18.00	14.00 - 20.00
Receptionist (0-5 years' exp.)	11.50 - 16.00	10.00 - 13.00
Data Entry Administrator	10.00 - 13.00	10.00 - 13.00
Legal Personal Assistant	18.00 - 25.00	16.00 - 22.00
Legal Secretary	15.00 - 22.00	14.00 - 20.00
Legal Administrator	12.00 - 15.00	10.00 - 13.00
Customer Service Manager	22.00 - 32.00	16.00 - 25.00
Customer Service Representative	12.00 - 16.00	10.00 - 15.00
Multilingual Customer Service Representative	13.00 - 20.00	12.00 - 16.00

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

Contact Emma Anglim on e.anglim@brightwater.ie

Information Technology

MANAGERIAL

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
IT Director / Head of IT (EMEA / Global)	90,000 - 160,000	95,000 - 120,000	600 - 800	550 - 700
IT Programme Director (EMEA / Global)	95,000 - 155,000	95,000 - 145,000	n/a	n/a
IT Manager	80,000 - 100,000	80,000 - 95,000	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)	80,000 - 90,000	75,000 - 85,000	500 - 600	450 - 550
Front End / UI Developer	60,000 - 80,000	55,000 - 75,000	400 - 470	375 - 450
C / C++ Developer	55,000 - 75,000	50,000 - 70,000	400 - 470	375 - 450
Mid-level .NET / C# Engineer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Mid-level JEE Developer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Mid-level Python Developer	50,000 - 70,000	45,000 - 65,000	400 - 470	375 - 450
Cloud / Microservices Software Engineer	60,000 - 75,000	55,000 - 70,000	425 - 500	400 - 450
Android / iOS Developer	50,000 - 70,000	45,000 - 65,000	400 - 525	400 - 475
Ruby on Rails Developer	50,000 - 70,000	45,000 - 65,000	400 - 500	360 - 500
PHP Developer	50,000 - 70,000	45,000 - 65,000	400 - 500	360 - 500
Scala Developer	55,000 - 75,000	50,000 - 70,000	425 - 525	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	325 - 450
Embedded Software Engineer (C / C++)	50,000 - 70,000	50,000 - 70,000	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 Designer	50,000 - 75,000	45,000 - 65,000	400 - 500	350 - 500
Multimedia / Graphic Designer	32,000 - 55,000	25,000 - 45,000	200 - 350	200 - 325
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.

Contact Derek Smyth on d.smyth@brightwater.ie or Hugh McCarthy on h.mccarthy@brightwater.ie

SECURITY / IT AUDIT

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Chief Information Security Officer (CISO)	95,000 - 135,000	85,000 - 120,000	600 - 700	550 - 650
Information Security Consultant	55,000 - 75,000	50,000 - 70,000	450 - 550	425 - 525
Information Security Officer (ISO)	70,000 - 90,000	60,000 - 85,000	400 - 500	350 - 450
IT Auditor	55,000 - 80,000	50,000 - 75,000	400 - 500	325 - 450
IT Risk / Compliance Consultant	60,000 - 75,000	50,000 - 65,000	350 - 500	350 - 500
Information Security Architect	80,000 - 100,000	70,000 - 90,000	470 - 550	400 - 500
Network Security Architect	85,000 - 95,000	80,000 - 90,000	450 - 600	350 - 550
Infosec / Security Operations Engineer (T1-T2)	40,000 - 80,000	35,000 - 75,000	275 - 475	250 - 450
Software Application Security Specialist	55,000 - 65,000	55,000 - 65,000	320 - 400	300 - 400
Cybersecurity Analyst Tier 2 (SOC)	45,000 - 60,000	40,000 - 55,000	300 - 400	300 - 400
Cybersecurity Analyst Tier 3 (SOC)	60,000 - 85,000	55,000 - 75,000	400 - 550	400 - 550
IT Forensics / eDiscovery Consultant	55,000 - 70,000	50,000 - 65,000	450 - 550	450 - 550
Information Security Engineer	50,000 - 75,000	45,000 - 65,000	300 - 500	300 - 450

SYSTEM ANALYSIS

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Business Advisory Consultant	50,000 - 90,000	45,000 - 85,000	500 - 800	500 - 700
Business Process Analyst / Consultant	50,000 - 75,000	45,000 - 70,000	400 - 550	350 - 500
Business Solutions Architect	75,000 - 100,000	70,000 - 90,000	500 - 700	500 - 650
QA / Test Manager	65,000 - 80,000	60,000 - 75,000	400 - 600	350 - 550
QA / Test Lead	60,000 - 70,000	55,000 - 65,000	325 - 500	300 - 450
Software Test / QA Engineer	40,000 - 55,000	35,000 - 50,000	250 - 400	250 - 400
QA Automation Engineer	50,000 - 70,000	45,000 - 65,000	300 - 500	300 - 500

DATA ANALYTICS / DATA ENGINEERING

	Dublin €	Regional €	Dublin Daily €	Regional Daily €
Data Engineer	60,000 - 85,000	55,000 - 80,000	400 - 600	400 - 500
Data Scientist / Data Analytics Consultant	65,000 - 100,000	55,000 - 90,000	400 - 600	400 - 550
Machine Learning Software Engineer	65,000 - 90,000	60,000 - 85,000	400 - 550	400 - 500
Data Architect / Lead Data Warehousing Consultant	75,000 - 100,000	70,000 - 90,000	500 - 600	500 - 600
Business Intelligence Developer	55,000 - 80,000	50,000 - 75,000	400 - 550	350 - 500
Database Developer (Oracle / SQL Server)	45,000 - 65,000	40,000 - 60,000	400 - 550	400 - 500
Database Administrator (Oracle / SQL Server / Sybase)	50,000 - 75,000	45,000 - 70,000	350 - 500	300 - 450

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Contact Derek Smyth on d.smyth@brightwater.ie or Hugh McCarthy on h.mccarthy@brightwater.ie

Accountancy	IT / PROJECT MANAGEMENT		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		Programme Manager	90,000 - 110,000	85,000 - 105,000	550 - 750	500 - 700
Fund Services	Senior Project Manager	75,000 - 90,000	70,000 - 85,000	500 - 650	450 - 600	
	Project Manager	70,000 - 80,000	65,000 - 75,000	400 - 500	350 - 515	
Banking	Software Product Manager	65,000 - 85,000	60,000 - 80,000	500 - 600	475 - 600	
	PMO Coordinator / Project Administrator	45,000 - 60,000	40,000 - 55,000	200 - 300	200 - 300	

Compliance & Risk	SUPPORT / ADMINISTRATION		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		DevOPs / Platform Engineer	55,000 - 80,000	50,000 - 75,000	500 - 625	475 - 600
Legal	Cloud Infrastructure Architect	80,000 - 110,000	75,000 - 100,000	550 - 700	500 - 650	
	Unix / Linux Systems Administrator	45,000 - 65,000	40,000 - 60,000	300 - 450	300 - 400	
Insurance	IT Systems Engineer	60,000 - 75,000	65,000 - 70,000	300 - 450	300 - 400	
	IT Systems Administrator	45,000 - 70,000	40,000 - 65,000	250 - 400	250 - 375	
Human Resources	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	
Sales	Application Support Consultant	40,000 - 65,000	35,000 - 60,000	250 - 350	200 - 300	
	Service Delivery Manager	60,000 - 80,000	55,000 - 75,000	450 - 600	400 - 570	
Marketing	Storage / SAN Engineer	55,000 - 75,000	50,000 - 70,000	300 - 450	300 - 450	
	Service Desk / Helpdesk Lead	50,000 - 70,000	45,000 - 65,000	250 - 300	250 - 300	

Business Support	ERP CONSULTANCY / SPECIALIST		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		SAP Consultant (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	550 - 750	500 - 675
Information Technology	SAP Enterprise Architect	80,000 - 100,000	75,000 - 95,000	600 - 800	550 - 750	
	Oracle E-Business (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	600 - 750	550 - 700	
Engineering	MS Dynamics Consultant	55,000 - 75,000	50,000 - 70,000	500 - 650	500 - 650	
	MS Navision Consultant	55,000 - 75,000	50,000 - 70,000	500 - 700	500 - 650	

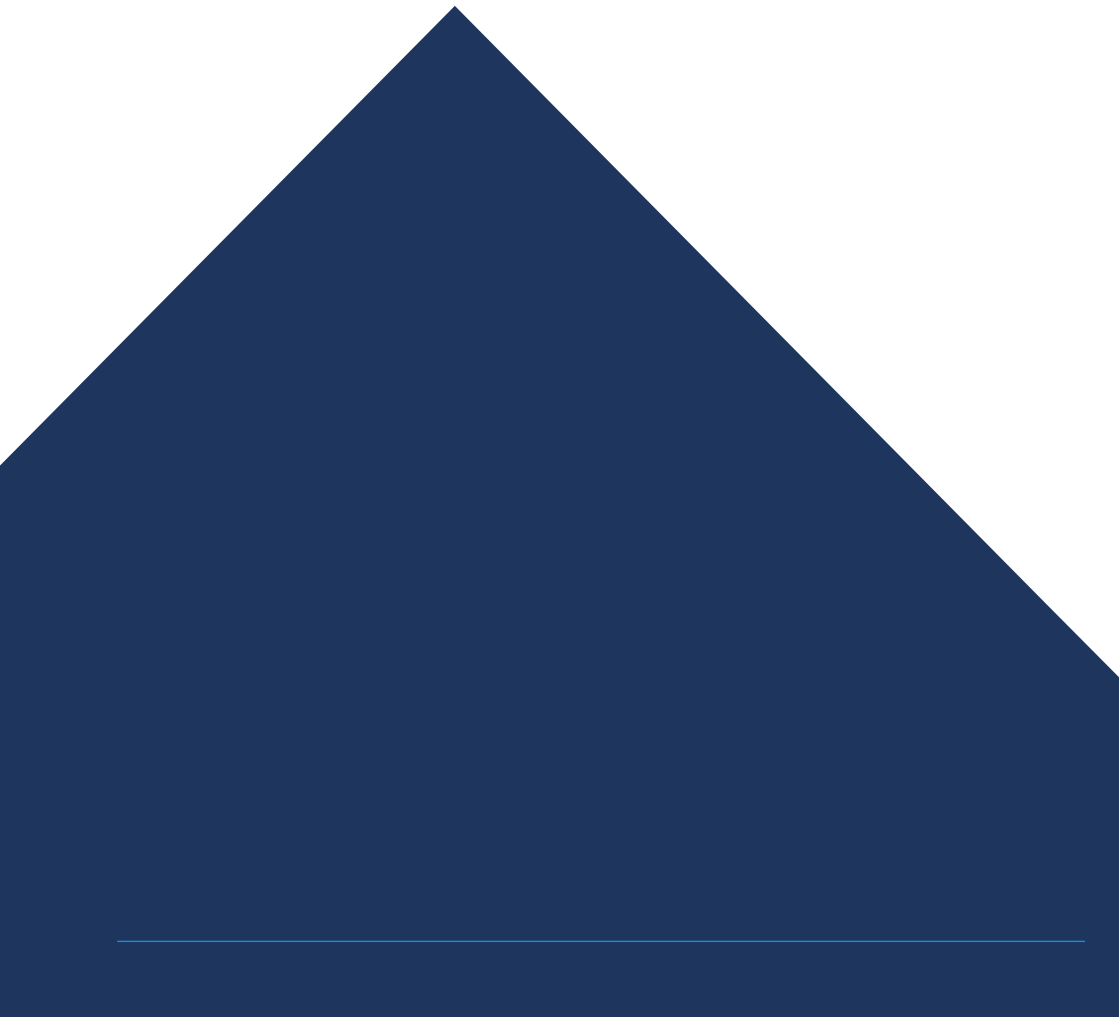
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Supply Chain	ERP CONSULTANCY / SPECIALIST		Dublin €	Regional €	Dublin Daily €	Regional Daily €
		SAP Consultant (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	550 - 750	500 - 675
Science & Pharma	SAP Enterprise Architect	80,000 - 100,000	75,000 - 95,000	600 - 800	550 - 750	
	Oracle E-Business (Functional / Technical)	65,000 - 90,000	60,000 - 85,000	600 - 750	550 - 700	
Engineering	MS Dynamics Consultant	55,000 - 75,000	50,000 - 70,000	500 - 650	500 - 650	
	MS Navision Consultant	55,000 - 75,000	50,000 - 70,000	500 - 700	500 - 650	

Contact Derek Smyth on d.smyth@brightwater.ie or Hugh McCarthy on h.mccarthy@brightwater.ie

“We expect 2019 to continue to offer significantly more opportunities for commercially focused, agile thinking candidates”

Barbara McGrath, MD



Engineering Construction

	CONSULTANT		
	Dublin €	Regional €	
Accountancy	Project Director	120,000 - 135,000	100,000+
Fund Services	Design Manager	75,000 - 95,000	75,000 - 85,000
Banking	Project Manager	65,000 - 85,000	65,000 - 80,000
Compliance & Risk	Planner	40,000 - 65,000	45,000 - 50,000
Legal	Civil Engineer	40,000 - 65,000	40,000 - 50,000
Insurance	Structural Engineer	40,000 - 65,000	45,000 - 55,000
Human Resources	Mechanical Engineer	45,000 - 65,000	45,000 - 50,000
Sales	Electrical Engineer	45,000 - 65,000	45,000 - 50,000
Marketing	Building Services Engineer	45,000 - 65,000	65,000 - 65,000
Business Support	Roads / Highway Engineer	35,000 - 55,000	35,000 - 45,000
Information Technology	BIM Coordinator	40,000 - 65,000	45,000 - 55,000
Engineering	Water / Wastewater Engineer	45,000 - 65,000	45,000 - 55,000
Supply Chain	Geotechnical Engineer	40,000 - 60,000	35,000 - 50,000
Science & Pharma	Environmental Engineer	45,000 - 70,000	45,000 - 50,000
	CAD / Revit / Microstation Technician	35,000 - 60,000	35,000 - 50,000

	CONTRACTOR		
	Dublin €	Regional €	
Accountancy	Project Manager	70,000 - 90,000	65,000 - 80,000
Fund Services	Project Engineer	45,000 - 65,000	45,000 - 55,000
Banking	Contracts Manager	75,000 - 95,000	80,000 - 90,000
Compliance & Risk	Site Manager	60,000 - 85,000	60,000 - 80,000
Legal	Site Engineer	45,000 - 60,000	45,000 - 55,000
Insurance	Site Foreman	50,000 - 65,000	50,000 - 55,000
Human Resources	Senior Quantity Surveyor	65,000 - 95,000	60,000 - 70,000
Sales	Quantity Surveyor	50,000 - 80,000	50,000 - 60,000
Marketing	Senior Estimator	45,000 - 70,000	45,000 - 60,000
Business Support	Estimator	40,000 - 65,000	40,000 - 50,000
Information Technology	Electrical Engineer	50,000 - 65,000	40,000 - 50,000
Engineering	Mechanical Engineer	50,000 - 65,000	45,000 - 55,000
Supply Chain	Health & Safety Manager	55,000 - 80,000	50,000 - 70,000
Science & Pharma	Health & Safety Officer	45,000 - 55,000	40,000 - 50,000
	M&E Coordinator	45,000 - 60,000	45,000 - 50,000
	M&E Engineer	50,000 - 65,000	45,000 - 55,000
	Senior Resident Engineer	60,000 - 90,000	60,000 - 70,000
	Resident Engineer	55,000 - 75,000	55,000 - 60,000
	Roads / Highways Engineer	45,000 - 60,000	40,000 - 50,000

Contact Conor Bannon on c.bannon@brightwater.ie or Andrew Rowley on a.rowley@brightwater.ie

Engineering Operations

PRODUCTION & MANUFACTURING	Dublin €	Regional €
General Manager	90,000 - 140,000	80,000 - 120,000
Operations VP - Director	90,000 - 120,000	80,000 - 100,000
Operations Manager	85,000 - 115,000	70,000 - 90,000
Plant Manager	85,000 - 115,000	75,000 - 95,000
Production Manager	75,000 - 95,000	55,000 - 70,000
Engineering Manager	80,000 - 100,000	60,000 - 75,000
Maintenance Manager	65,000 - 85,000	55,000 - 65,000
Continuous Improvement Manager	75,000 - 100,000	65,000 - 80,000
NPD Manager	65,000 - 85,000	55,000 - 65,000
Technical Manager	60,000 - 75,000	50,000 - 70,000
Quality Manager	65,000 - 85,000	50,000 - 70,000
H&S Manager	60,000 - 80,000	50,000 - 60,000
Project Manager	70,000 - 95,000	65,000 - 90,000
Design Manager	65,000 - 80,000	50,000 - 60,000
Project Engineer	55,000 - 75,000	45,000 - 50,000
Lean Six Sigma Engineer	70,000 - 85,000	55,000 - 60,000
Continuous Improvement Engineer	60,000 - 75,000	45,000 - 55,000
Process Engineer	50,000 - 65,000	50,000 - 60,000
Manufacturing Engineer	45,000 - 60,000	50,000 - 60,000
Quality Engineer	50,000 - 75,000	45,000 - 55,000
Health & Safety Engineer	45,000 - 60,000	45,000 - 55,000
Environmental Engineer	50,000 - 65,000	45,000 - 55,000
NPD Technologist	45,000 - 65,000	32,000 - 42,000
QA Technician	35,000 - 50,000	30,000 - 40,000
QC Technician	35,000 - 50,000	30,000 - 35,000
Commissioning Engineer	65,000 - 80,000	45,000 - 50,000
Validation Engineer	65,000 - 85,000	45,000 - 50,000
Controls / Automation Engineer	65,000 - 85,000	45,000 - 60,000
Maintenance Engineer	50,000 - 70,000	40,000 - 50,000
Maintenance Technician	35,000 - 55,000	30,000 - 45,000

TECHNICAL SERVICES	Dublin €	Regional €
Service Manager	60,000 - 80,000	45,000 - 50,000
Service Engineer	35,000 - 50,000	35,000 - 45,000
Facilities Manager	60,000 - 85,000	50,000 - 65,000
Facilities Technician	45,000 - 60,000	35,000 - 40,000

Contact Conor Bannon on c.bannon@brightwater.ie or Andrew Rowley on a.rowley@brightwater.ie

Accountancy

Fund Services

Banking

Compliance & Risk

Legal

Insurance

Human Resources

Sales

Marketing

Business Support

Information Technology

Engineering

Supply Chain

Science & Pharma

Supply Chain & Logistics

SUPPLY CHAIN

	Dublin €	Regional €
Accountancy		
Supply Chain VP - Director (EMEA / Global)	90,000 - 180,000	80,000 - 100,000
Fund Services		
Supply Chain Manager	80,000 - 110,000	55,000 - 80,000
Supply Chain Analyst	45,000 - 65,000	35,000 - 45,000
Banking		
Procurement VP - Director (EMEA / Global)	100,000 - 200,000	90,000 - 145,000
Head of Procurement	85,000 - 140,000	75,000 - 85,000
Procurement / Purchasing Manager	65,000 - 85,000	70,000 - 80,000
Compliance & Risk		
Procurement / Purchasing Specialist	55,000 - 70,000	50,000 - 65,000
Commodity / Category Manager	55,000 - 75,000	45,000 - 65,000
Vendor Manager	45,000 - 65,000	45,000 - 65,000
Legal		
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
Insurance		
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 - 65,000	40,000 - 48,000
Human Resources		
Production Planner	45,000 - 60,000	35,000 - 45,000
Buyer / Planner	45,000 - 60,000	40,000 - 50,000
Sales		
Senior Buyer	55,000 - 75,000	50,000 - 70,000
Buyer	45,000 - 55,000	40,000 - 50,000

LOGISTICS

	Dublin €	Regional €
Marketing		
Director of Operations	90,000 - 120,000	80,000 - 100,000
Plant / Operations Manager	75,000 - 100,000	65,000 - 80,000
Business Support		
Logistics Manager	55,000 - 65,000	45,000 - 60,000
Logistics Coordinator	55,000 - 65,000	30,000 - 40,000
Order Management Team Lead	40,000 - 55,000	35,000 - 45,000
Information Technology		
Order Management Executive	35,000 - 45,000	30,000 - 40,000
Warehouse Manager	45,000 - 70,000	40,000 - 50,000
Warehouse Supervisor	35,000 - 45,000	32,000 - 42,000
Engineering		
Stock Control Manager	35,000 - 45,000	32,000 - 42,000
Inventory Controller	30,000 - 45,000	32,000 - 42,000
Supply Chain		
Transport / Distribution Manager	45,000 - 70,000	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 or Andrew Rowley on a.rowley@brightwater.ie

Science & Pharmaceutical

QUALITY & VALIDATION	Dublin €	Regional €
Director of Quality	120,000 - 180,000	120,000 - 150,000
QA Manager	65,000 - 80,000	65,000 - 85,000
QA Supervisor	60,000 - 75,000	55,000 - 65,000
QA Specialist	45,000 - 65,000	45,000 - 65,000
QC Manager	65,000 - 80,000	65,000 - 80,000
QC Supervisor	60,000 - 70,000	55,000 - 65,000
QC Specialist	60,000 - 70,000	45,000 - 60,000
QC Analyst (3-5 years exp.)	45,000 - 60,000	40,000 - 50,000
QC Analyst (1-3 years exp.)	30,000 - 40,000	30,000 - 40,000
Quality Engineer (3+ years' exp.)	50,000 - 65,000	50,000 - 60,000
Validation Manager	70,000 - 100,000	75,000 - 85,000
Validation Engineer (3+ years' exp.)	55,000 - 70,000	60,000 - 70,000
Validation Engineer (1-3 years' exp.)	45,000 - 55,000	45,000 - 55,000

REGULATORY	Dublin €	Regional €
Director of Regulatory Affairs	90,000 - 130,000	80,000 - 100,000
Regulatory Affairs Manager	75,000 - 100,000	65,000 - 75,000
Regulatory Affairs Specialist	45,000 - 60,000	50,000 - 60,000
Regulatory Affairs Officer	35,000 - 45,000	35,000 - 45,000
Qualified Person (QP)	70,000 - 100,000	75,000 - 85,000

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

CLINICAL	Dublin €	Regional €
Clinical Operations Manager	65,000 - 90,000	60,000 - 70,000
Clinical Research Officer	50,000 - 65,000	40,000 - 50,000
Clinical Data Manager	35,000 - 50,000	45,000 - 55,000

RESEARCH & DEVELOPMENT	Dublin €	Regional €
R&D Director	110,000 - 190,000	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
Formulation Manager	85,000 - 95,000	65,000 - 80,000
Process Chemist (3+ years' exp.)	40,000 - 60,000	45,000 - 55,000
Process Chemist (1-3 years' exp.)	35,000 - 45,000	35,000 - 40,000
Development Chemist (3+ years' exp.)	40,000 - 60,000	40,000 - 45,000
Development Chemist (1-3 years' exp.)	30,000 - 40,000	30,000 - 35,000

Contact Nigel O'Leary on n.oleary@brightwater.ie

Accountancy

Fund Services

Banking

Compliance & Risk

Legal

Insurance

Human Resources

Sales

Marketing

Business Support

Information Technology

Engineering

Supply Chain

Science & Pharma



BRIGHTWATER *Executive*

Industry & Commerce SME & Multinationals

GENERAL MANAGEMENT & OPERATIONS

	Ireland €
Chief Executive Officer	180,000 - 400,000
Managing Director >100 staff	145,000 - 200,000
Managing Director <100 staff	100,000 - 140,000
General Manager >100 staff	100,000 - 140,000
General Manager <100 staff	95,000 - 125,000
Chief Operating Officer	120,000 - 240,000
Operations VP - Director	95,000 - 180,000
Head of Operations >100 staff	115,000 - 140,000
Head of Operations <100 staff	90,000 - 110,000

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	100,000 - 135,000
Financial Controller T/O >10m	90,000 - 130,000
Financial Controller T/O <10m	80,000 - 110,000
Treasury VP - Director	110,000 - 155,000
Director, Finance Shared Services	110,000 - 150,000
Group Consolidations Technical Lead	100,000 - 140,000

SALES (Industry & Commerce)

	Ireland €
Chief Commercial Officer	135,000 - 185,000
Commercial Director	120,000 - 160,000
Sales VP - Director (Domestic / International)	90,000 - 150,000
Account Director	90,000 - 120,000
Software Sales VP - Director	85,000 - 125,000

Contact Estelle Davis on e.davis@brightwater.ie

Professional Services (In-house & External Advisory)

Industry & Commerce, Financial Services

HUMAN RESOURCES

	Ireland €
Chief People Officer	150,000 - 225,000
Group Head of Human Resources	130,000 - 190,000
Human Resources VP - Director	95,000 - 155,000
Organisational Development VP - Director	95,000 - 140,000
Reward VP - Director	95,000 - 130,000
VP - Director of Comps & Bens (Domestic / Global)	95,000 - 170,000
Learning & Development VP - Director	90,000 - 125,000
Head of Talent Acquisition (Domestic / Global)	85,000 - 130,000
VP - Director of Payroll	90,000 - 120,000

PUBLIC PRACTICE, ADVISORY & TAXATION (External & In-house)

	Ireland €
Managing Partner	200,000 - 300,000
Partner (Salaried)	120,000 - 185,000
Advisory Managing Director	160,000 - 195,000
Director	95,000 - 145,000
Consulting Director	90,000 - 140,000
Associate Director	85,000 - 110,000
In-house Tax (EMEA / Global) VP - Director	135,000 - 250,000
In-house Tax VP - Director	110,000 - 140,000

MARKETING

	Ireland €
Chief Marketing Officer	150,000 - 190,000
Marketing VP - Director	100,000 - 150,000
PR & Communications VP - Director	85,000 - 130,000
Brand & Engagement VP - Director	90,000 - 120,000

LEGAL (Practice & In-House)

	Ireland €
Equity Partner	160,000 - 310,000
Partner (Salaried)	120,000 - 220,000
Group General Counsel (EMEA / Global)	180,000 - 300,000
General Counsel (EMEA / Global)	110,000 - 180,000
Associate General Counsel	100,000 - 145,000
Head of Legal (In-house) (Global) >100 lawyers	220,000 - 300,000
Head of Legal (In-house) (EMEA) <25 -50 lawyers	160,000 - 240,000
Head of Legal (In-house) 3-25 lawyers	95,000 - 160,000
Transactional Lawyer VP - Director	135,000 - 190,000
Senior Legal & Compliance Officer	95,000 - 135,000
Senior Legal Counsel (>7 years' PQE)	100,000 - 150,000
Senior Associate (>7 years' PQE)	90,000 - 130,000
Company Secretary (>8 years' PQE)	95,000 - 150,000

AUDIT, GOVERNANCE, RISK & COMPLIANCE

	Ireland €
Chief Risk Officer (EMEA/Global)	140,000 - 350,000
Capital & Financial Risk VP - Director	95,000 - 175,000
Chief Compliance Officer	125,000 - 175,000
Compliance VP - Director	100,000 - 145,000
Group Head of Audit	135,000 - 190,000
Audit VP - Director	95,000 - 145,000
Vendor Oversight VP - Director	95,000 - 130,000
Operational Risk VP - Director	95,000 - 135,000
Regulatory Affairs VP - Director	95,000 - 130,000
AML VP - Director	95,000 - 130,000
Data Privacy VP - Director	105,000 - 135,000
Fraud VP - Director	95,000 - 140,000
Client Onboarding / KYC VP- Director	110,000 - 170,000

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Financial Services

(Banking, Insurance, Funds, Aviation Leasing)

GENERAL MANAGEMENT & OPERATIONS

	Ireland €
Chief Executive Officer	200,000 - 600,000
Managing Director >100 staff	140,000 - 300,000
Managing Director <100 staff	120,000 - 175,000
Chief Operating Officer	170,000 - 380,000
Director of Operations >75 staff	100,000 - 170,000
Director of Operations < 75 staff	100,000 - 145,000
Programme & Change VP - Director	95,000 - 165,000

FINANCE

	Ireland €
Chief Financial Officer	150,000 - 350,000
Financial Director	120,000 - 175,000
Technical Accounting Director	120,000 - 170,000
Financial Reporting VP - Director	100,000 - 150,000
Regulatory Reporting VP - Director	95,000 - 140,000
Fund Accounting VP - Director	105,000 - 170,000
Fund Controller	95,000 - 135,000
Head of FP&A	90,000 - 135,000
Corporate Finance VP - Director	110,000 - 280,000
Group Consolidations Technical Lead	110,000 - 170,000
Finance Shared Services Director	110,000 - 150,000
Finance Programme Director	105,000 - 140,000

SALES (FINANCIAL SERVICES)

	Ireland €
Chief Commercial Officer	140,000 - 230,000
Business Development VP - Director	95,000 - 145,000
Client Management VP - Director	95,000 - 145,000
Corporate / Institutional Sales VP - Director	110,000 - 155,000
Head of Intermediary Sales	90,000 - 140,000
Broking VP - Director	90,000 - 125,000

INSURANCE (Life, General - Re / Insurance, Captive, Wealth Management)

	Ireland €
Chief Underwriting Officer	140,000 - 220,000
Underwriting Director	90,000 - 135,000
Reinsurance Underwriting VP - Director	110,000 - 160,000
Chief Claims Officer	135,000 - 180,000
Claims VP - Director	100,000 - 140,000
Chief Actuary	175,000 - 320,000
Senior Actuary (Pricing / Reserving)	130,000 - 180,000
Senior Product VP - Director	95,000 - 145,000
Chief Investment Officer	135,000 - 240,000
Wealth Management VP - Director	95,000 - 150,000
Captive Manager	95,000 - 140,000

BANKING (Private, Commercial, Corporate, Investment)

	Ireland €
Chief Investment Officer	150,000 - 230,000
Investment Director	110,000 - 140,000
Director of Lending	140,000 - 160,000
VP of Lending (Corporate / Institutional)	110,000 - 130,000
Middle Officer VP - Director	90,000 - 140,000
Treasury Product VP - Director	100,000 - 135,000
In-house Treasury VP - Director	110,000 - 175,000
Trader VP - Director	85,000 - 175,000
Senior Stockbroker	95,000 - 125,000
Private Banking VP - Director	90,000 - 125,000
Credit Restructuring VP - Director	110,000 - 145,000
Client Relationship Manager VP - Director	95,000 - 135,000
Area Branch Manager	90,000 - 125,000

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Technical Services

FUNDS (Management, Administration)

	Ireland €
Head of ManCo	125,000 - 160,000
Portfolio Manager VP - Director	100,000 - 155,000
Distribution VP - Director	95,000 - 140,000
Transfer Agency VP - Director	100,000 - 165,000
Trustee / Custody / Depository VP - Director	105,000 - 155,000
Middle Office VP - Director	90,000 - 150,000
Product VP - Director	95,000 - 145,000
Corporate Actions VP - Director	85,000 - 120,000
Vendor Manager VP - Director	95,000 - 135,000
Investment Analyst VP - Director	95,000 - 145,000

AVIATION LEASING

	Ireland €
Technical & Asset Management VP - Director	145,000 - 300,000
Corporate Finance VP - Director	130,000 - 280,000
Treasury VP - Director	145,000 - 220,000
Aircraft Trader VP - Director	140,000 - 275,000
Business Development VP - Director	140,000 - 240,000
Contracts Portfolio Manager VP - Director	130,000 - 180,000
Change Programme Director	125,000 - 175,000

INFORMATION TECHNOLOGY

	Ireland €
Chief Technical Officer (CTO)	125,000 - 200,000
Chief Information Officer (CIO)	100,000 - 240,000
Chief Information Security Officer	95,000 - 135,000
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	115,000 - 200,000
Product Director	120,000 - 180,000
Head of IT (EMEA / Global)	90,000 - 160,000
IT Programme Director	95,000 - 170,000
Head of IT Advisory	110,000 - 180,000
IT Service Delivery Director	85,000 - 120,000

SCIENCE & PHARMACEUTICAL / SUPPLY CHAIN & LOGISTICS / ENGINEERING

	Ireland €
Supply Chain VP - Director (EMEA / Global)	90,000 - 180,000
Procurement VP - Director (EMEA / Global)	100,000 - 200,000
Plant VP - Director	100,000 - 200,000
General Manager	90,000 - 140,000
Operations VP - Director	90,000 - 120,000
Project Director	120,000 - 135,000
Quality VP - Director	120,000 - 180,000
R&D VP - Director	110,000 - 190,000
Manufacturing VP - Director	110,000 - 180,000
Engineering VP - Director	120,000 - 200,000
Logistics VP - Director	90,000 - 180,000
Director of Regulatory Affairs	90,000 - 130,000

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Brightwater
RECRUITMENT SPECIALISTS

36 Merrion Square, Dublin 2

01 662 1000 | dublin@brightwater.ie

49 South Mall, Cork

021 422 1000 | cork@brightwater.ie

www.brightwater.ie