



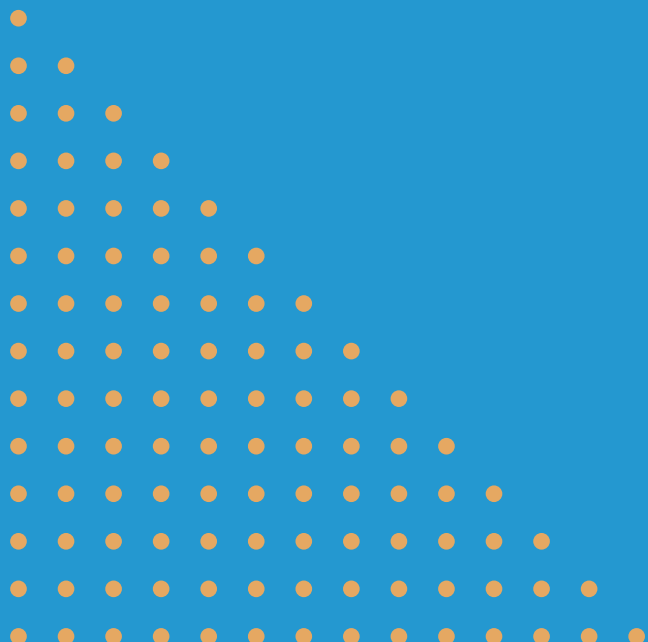
# Brightwater

RECRUITMENT SPECIALISTS

# SALARY SURVEY

# ACCOUNTANCY MUNSTER

2022



# SALARY SURVEY

## ACCOUNTANCY MUNSTER



**TOM WILKINSON**  
COMMERCIAL DIRECTOR  
ACCOUNTANCY



PLAY FOR MORE INSIGHTS

### CORK

2021 has seen the Irish job market rebound superbly and we expect this to continue throughout 2022. Munster in particular, has seen some very healthy job creation announcements across a range of sectors and pent-up demand for talent during lockdown is transforming into a very active job market.

For those in the accountancy and finance professions, the jobs market has never been more amenable. The continued growth in job vacancies provides increased choice and flexibility for those who are seeking new roles. Cork and its environs have seen the number of jobs increase sharply, creating a candidate short market. Job seekers are aware of this new demand / supply dynamic, and they are taking advantage of this to negotiate higher salaries when making the job move as well as negotiating better pay and conditions at their respective job reviews.

Cork itself has over 180 US multinationals based here and they tend to dominate the jobs landscape. It can be hard for smaller firms to compete on salaries but there is scope for flexibility in remuneration packages. From technology and pharmaceutical to financial services, there are huge opportunities for jobs within accountancy and finance. It's also encouraging to see that SMEs too have recovered somewhat and are actively recruiting. Big 4 firms are back recruiting in volume across Munster as are the smaller firms and we expect this trend to continue throughout 2022.

The traditional regional salary gaps have narrowed considerably to a point where any differences are almost indiscernible. We're expecting salaries in 2022 to increase in line with the national average of 5%. The bigger question for employers remains around the whole remuneration piece – does it include bonuses, pensions, working from home and hybrid working? These are all becoming increasingly important for job seekers and if employers cannot or will not offer these options, then they may lose out on the war for talent.

### REMOTE WORKING

Remote work is likely to expand substantially following the end of the pandemic compared to pre-pandemic levels. During the pandemic, organisations have largely experienced increased productivity from a workforce that has been primarily working from home, and employees have primarily found that they like it.

In counties such as Kerry, Clare, Galway, and Cork employees living in rural areas have (supported by good Wi-Fi) have taken advantage of the last 18 months settling into remote working structures. People have moved back “home” from their office based in Dublin and Cork and are now looking to continue in this work life location balance even as government restrictions relax, and we begin to return to the office.

# SALARY SURVEY

## ACCOUNTANCY MUNSTER

NO.	POSITION	€
01.	Audit Senior	42,000 – 48,000
02.	Assistant Management Accountant	45,000 – 48,000
03.	Part Qualified Accountant	30,000 – 32,000
04.	Tax Junior	27,000 – 30,000
05.	Practice Accountant	44,000 – 48,000

*Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.*

*For further details on salaries across Accountancy & Finance in the Munster area, please contact Tom Wilkinson on + 353 21 2376300 or [t.wilkinson@brightwater.ie](mailto:t.wilkinson@brightwater.ie)*