

BRIGHTWATER
Executive

SALARY SURVEY 2022



SME - MULTINATIONALS

GENERAL MANAGEMENT & OPERATIONS

JOB TITLE	€
Chief Executive Officer	180,000 - 450,000
Managing Director > 100 staff	160,000 - 220,000
Managing Director < 100 staff	120,000 - 170,000
General Manager > 100 staff	110,000 - 160,000
General Manager < 100 staff	120,000 - 150,000
Chief Operating Officer	140,000 - 240,000
Head of Operations > 100 staff	100,000 - 140,000
Head of Operations < 100 staff	90,000 - 125,000

FINANCE

JOB TITLE	€
Chief Financial Officer	160,000 - 250,000
Group Financial Director	145,000 - 180,000
Financial Director T/O > 10m	125,000 - 160,000
Financial Director T/O < 10m	110,000 - 130,000
Group Financial Controller	120,000 - 135,000
Financial Controller T/O > 10m	100,000 - 130,000
Financial Controller T/O < 10m	85,000 - 110,000
Treasury VP - Director	110,000 - 155,000
Director of Finance - GBS	120,000 - 150,000
Group Consolidations Technical Lead	120,000 - 145,000

SALES (INDUSTRY & COMMERCE)

JOB TITLE	€
Chief Commercial Officer	140,000 - 185,000
Commercial Director	120,000 - 160,000
Sales Director (Domestic/International)	100,000 - 170,000
Account Director	90,000 - 120,000
Software Sales VP - Director	90,000 - 135,000

CORPORATE SERVICES AND PROFESSIONAL SERVICES HUMAN RESOURCES

JOB TITLE	€
Chief People Officer	150,000 - 230,000
Group Head of Human Resources	140,000 - 200,000
HR VP-Director	100,000 - 160,000
Organisational Development VP - Director	100,000 - 140,000
Reward VP - Director	100,000 - 135,000
VP-Director of Compensation & Benefits (Domestic / Global)	95,000 - 170,000
Learning & Development VP - Director	90,000 - 125,000
Head of Talent Acquisition (Domestic/Global)	90,000 - 130,000
VP-Director of Payroll	90,000 - 130,000

PUBLIC PRACTICE / CONSULTING

JOB TITLE	€
Managing Partner	200,000 - 550,000
Partner Equity	140,000 - 350,000
Partner (Salaried)	120,000 - 220,000
Advisory, Managing Director	140,000 - 180,000
Audit & Assurance Director	100,000 - 155,000
Advisory Director	100,000 - 155,000
Tax Director	95,000 - 160,000

IN-HOUSE TAX ROLES

JOB TITLE	€
Head of Tax - VP - Director	150,000 - 250,000
Global Tax Director	135,000 - 225,000
EMEA Tax Director	110,000 - 150,000
Transfer Pricing Director	90,000 - 160,000
Indirect Tax Director	100,000 - 175,000

MARKETING & COMMUNICATIONS

JOB TITLE	€
Chief Marketing Officer	150,000 - 210,000
Marketing VP - Director	100,000 - 150,000
Communications Director	100,000 - 170,000
Head of Internal Communications	95,000 - 120,000
Brand & Engagement VP - Director	90,000 - 150,000

LEGAL (PRACTICE & IN-HOUSE)

JOB TITLE	€
Equity Partner	160,000 - 350,000
Partner (Salaried)	100,000 - 220,000
Group General Counsel (EMEA - Global)	185,000 - 300,000
General Counsel (EMEA - Global)	150,000 - 275,000
Associate General Counsel	120,000 - 155,000
Head of Legal (In-house), International	220,000 - 350,000
Head of Legal (In-house)	120,000 - 175,000
Transactional Lawyer VP - Director	135,000 - 190,000
Senior Legal & Compliance Officer	135,000 - 175,000
Senior Legal Counsel (>7 years' PQE)	110,000 - 170,000
Senior Associate (>7 years' PQE)	100,000 - 140,000
Company Secretary (>8+ years' PQE)	95,000 - 140,000

AUDIT, GOVERNANCE, RISK & COMPLIANCE

JOB TITLE	€
Chief Risk Officer (EMEA/ Global)	160,000 - 350,000
Capital & Financial Risk VP - Director	120,000 - 180,000
Chief Compliance Officer	145,000 - 225,000
Compliance VP - Director	100,000 - 145,000
Group Head of Audit	150,000 - 200,000
Audit VP - Director	100,000 - 145,000
Vendor Oversight VP - Director	115,000 - 175,000
Operational Risk VP - Director	100,000 - 140,000
Regulatory Affairs VP - Director	100,000 - 170,000
AML VP - Director	110,000 - 145,000
Data Privacy VP - Director	110,000 - 135,000
Fraud VP - Director	95,000 - 140,000
Client Onboarding / KYC VP Director	110,000 - 170,000

FINANCIAL SERVICES (BANKING, INSURANCE, FUNDS, AVIATION LEASING)

GENERAL MANAGEMENT & OPERATIONS

JOB TITLE	€
Chief Executive Officer (CEO)	250,000 - 600,000
Managing Director >100 staff	150,000 - 300,000
Managing Director <100 staff	140,000 - 175,000
Chief Operating Officer	170,000 - 380,000
Director of Operations >75 staff	125,000 - 170,000
Director of Operations <75 staff	110,000 - 145,000
Programme & Change VP - Director	125,000 - 170,000

FINANCE

JOB TITLE	€
Chief Financial Officer	160,000 - 350,000
Financial Director	135,000 - 190,000
Technical Accounting Director	125,000 - 170,000
Financial Reporting VP - Director	110,000 - 150,000
Regulatory Reporting VP - Director	100,000 - 140,000
Fund Accounting VP - Director	110,000 - 170,000
Fund Controller	110,000 - 135,000
Head of FP&A	110,000 - 140,000
Corporate Finance VP - Director	110,000 - 280,000
Group Consolidations Technical Lead	135,000 - 170,000
Finance Shared Services Director	125,000 - 150,000
Finance Programme Director	125,000 - 150,000

SALES (FINANCIAL SERVICES)

JOB TITLE	€
Chief Commercial Officer	140,000 - 230,000
Business Development VP - Director	100,000 - 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)

JOB TITLE	€
Chief Underwriting Officer	150,000 - 235,000
Underwriting Director	95,000 - 155,000
Reinsurance Underwriting VP - Director	110,000 - 160,000
Chief Claims Officer	140,000 - 220,000
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	100,000 - 145,000
Chief Investment Officer	150,000 - 240,000
Wealth Management VP - Director	95,000 - 150,000
Captive Manager	95,000 - 140,000

BANKING (Private, Commercial, Corporate, Investment)

JOB TITLE	€
Chief Investment Officer	165,000 - 250,000
Investment Director	110,000 - 155,000
Director of Lending	140,000 - 160,000
VP of Lending (Corporate / Institutional)	110,000 - 130,000
Middle Office VP- Director	100,000 - 130,000
Treasury Product VP - Director	90,000 - 140,000
In-house Treasury VP - Director	110,000 - 175,000
Global Head of Treasury	160,000 - 240,000
Trader VP - Director	90,000 - 175,000
Senior Stockholder	100,000 - 150,000
Private Banking VP - Director	90,000 - 150,000
Credit Restructuring VP - Director	110,000 - 145,000
Client Relationship Manager VP - Director	95,000 - 135,000
Area Branch Manager	90,000 - 125,000

AVIATION LEASING

JOB TITLE	€
Technical & Asset Management VP - Director	125,000 - 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 - 230,000
Contracts Portfolio Manager VP - Director	130,000 - 180,000
Change Programme Director	120,000 - 140,000

FUNDS (Management / Administration)

JOB TITLE	€
Head of ManCo	160,000 – 240,000
Portfolio Manager VP - Director	100,000 - 155,000
DP - Distribution / Operational Risk	100,000 - 150,000
DP - Investment Management / Fund Risk	110,000 - 150,000
DP - Fund Risk / Capital & Financial Management	115,000 - 150,000
DP - Regulatory Compliance	125,000 - 165,000
Transfer Agency VP - Director	100,000 - 165,000
Trustee / Custody / Depositary VP - Director	110,000 - 155,000
Middle Office VP - Director	95,000 - 150,000
Product VP - Director	95,000 - 145,000
Corporate Actions VP - Director	90,000 - 120,000
Vendor Manager VP - Director	95,000 - 135,000
Investment Analyst VP - Director	95,000 - 145,000

TECHNICAL SERVICES

INFORMATION TECHNOLOGY

JOB TITLE	€
Chief Technical Officer (CTO)	150,000 - 250,000
Chief Information Officer (CIO)	125,000 - 240,000
Chief Information Security Officer (CISO)	135,000 - 225,000
Chief Data Officer (CDO)	135,000 - 200,000
Chief Analytics Officer	150,000 - 220,000
Chief Digital Officer	150,000 - 220,000
Director - Data Analytics	120,000 - 200,000
Product Director	125,000 - 180,000
Head of IT (EMEA/Global)	155,000 - 185,000
IT Programme Director	110,000 - 170,000
Head of IT Advisory	120,000 - 180,000
IT Service Delivery Director	100,000 - 120,000

SCIENCE & PHARMACEUTICAL / SUPPLY CHAIN & LOGISTICS / ENGINEERING

JOB TITLE	€
Supply Chain VP - Director (EMEA/Global)	115,000 - 180,000
Procurement VP - Director (EMEA/Global)	110,000 - 200,000
Plant VP - Director	100,000 - 200,000
General Manager	135,000 - 200,000
Operations VP - Director	100,000 - 180,000
Project Director	110,000 - 135,000
Quality VP - Director	20,000 - 180,000
Research & Development 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	100,000 - 135,000

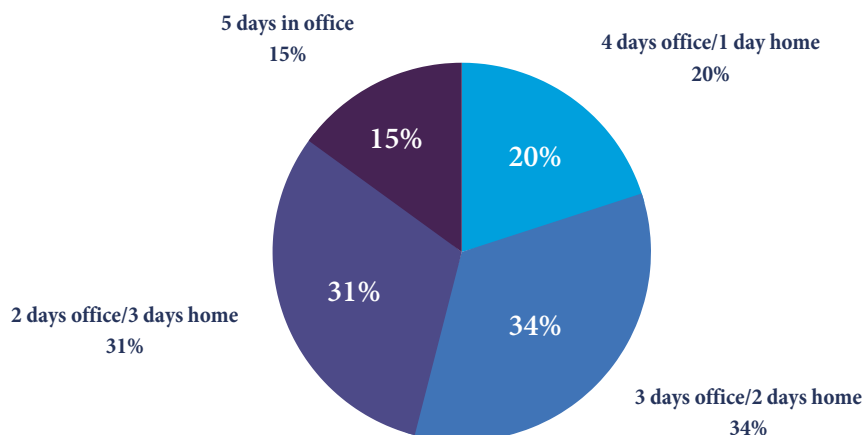
COMPANY BENEFITS FOR SENIOR MANAGEMENT / BOARD LEVEL HIRES SMES

BENEFIT	DESCRIPTION
Pension Contribution by Employer:	5 % - 9% by the employer. In addition, often employers will also match in addition AVC (additional voluntary contribution) by the employee up to a certain level eg: 1%:1% AVC employer: employee contribution.
Life Assurance Cover:	3 - 4 x times salary
Long Term Sickness Cover:	In the majority, cover is provided.
Health Insurance Cover:	Most offer individual employee insurance cover. Some offer cover for spouse / dependents also.
Annual Leave:	23 days - 25 days + Wellness Day
Discretionary Target Bonus Range:	Average range 22% - 45%
Long Term Incentive Plans:	Increasing in popularity for key staff retention strategies. Value varies - cash LTI / equity allocation options. Vesting period range is 3 - 4 years on average.
Wellness Benefits:	Gym membership, wellness employee programme in line with employee value proposition (EVP) for firms.
Professional Subscriptions:	Yes
Car Space:	In the majority, yes
Car Cash Allowance or Company Car:	On average 30% would offer this.
Option of hybrid working policy:	In the majority, yes

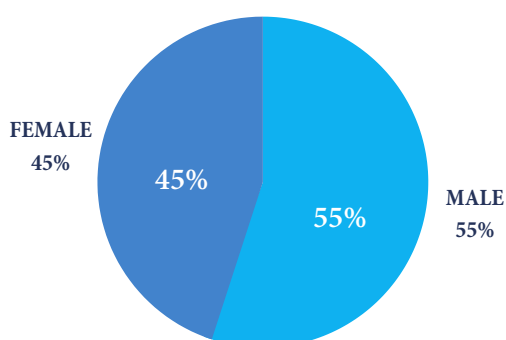
MULTINATIONALS / PLCS

BENEFIT	DESCRIPTION
Pension Contribution by Employer:	9% - 15%. In addition, often employers will also match in addition AVC (additional voluntary contribution) by the employee up to a certain level eg: 1%:1% AVC employer: employee contribution.
Life Assurance Cover:	4 - 6 x times salary
Long Term Sickness Cover:	In the majority, this is provided.
Health Insurance Cover:	Individual employee, spouse and dependents - plan options range pending group health insurance scheme per firms. Average value of benefit between €3,000 - €6,000.
Annual Leave:	25 - 27 days + Wellness Day
Discretionary Target Bonus Range:	Average range 25% - 50%
Long Term Incentive Plans:	Increasing in popularity for key staff retention strategies. Value varies, pending cash LTI / equity allocations. Vesting period range is 3 - 5 years on average.
Wellness Benefits:	Gym membership, wellness employee programme in line with EVP for firms. Subsidized on-site catering - lunches / breakfasts.
Professional Subscriptions:	Paid for.
Car Space:	Majority offer this.
Car Cash Allowance or Company Car:	Optional benefit depending on role / industry sector.
Option of hybrid working policy:	In the majority, yes

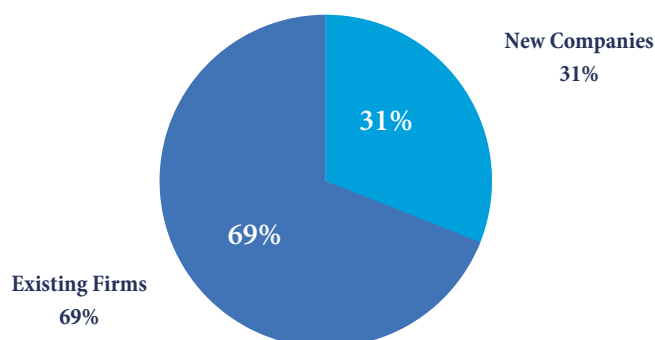
Hiring Firms - Trends against hybrid working policies for 2021 - 2022 **



D&I Trends across Q1 2021 - Q1 2022 hires



FDI / New company entrants versus existing established companies in ROI



** Sectors cover Financial Services (Banking, Payments, Aviation Leasing, Insurance, Funds), Technology, Professional Services, MNCs & SMEs (B2B & B2C), Logistics, Pharma, Semi-State

FOR A CONFIDENTIAL DISCUSSION ON THE MARKET OR FOR YOUR
NEXT SENIOR HIRE, REACH OUT TO A MEMBER OF OUR TEAM
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