

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

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

	Ireland €
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**

	Ireland €
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**

	Ireland €
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

	Ireland €
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