

# Accountancy Permanent

## Industry

	Dublin €	Regional €
<b>QUALIFIED</b>		
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
<b>PART-QUALIFIED</b>		
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 €
<b>QUALIFIED</b>		
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
<b>PART-QUALIFIED</b>		
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](mailto:j.odonovan@brightwater.ie) or Tom Wilkinson on [t.wilkinson@brightwater.ie](mailto: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](mailto:j.odonovan@brightwater.ie) or Tom Wilkinson on [t.wilkinson@brightwater.ie](mailto:t.wilkinson@brightwater.ie)