

Accountancy

INDUSTRY

QUALIFIED	Dublin €	Regional €
Financial Director T/O >10m	125,000 - 180,000	95,000 - 160,000
Financial Director T/O <10m	100,000 - 150,000	85,000 - 125,000
Financial Controller T/O > 10m	90,000 - 150,000	80,000 - 120,000
Financial Controller T/O < 10m	80,000 - 110,000	80,000 - 95,000
Finance Manager	75,000 - 100,000	70,000 - 85,000
Internal Audit Manager	75,000 - 95,000	65,000 - 85,000
Group Financial Accountant	60,000 - 75,000	55,000 - 75,000
Commercial Accountant	55,000 - 75,000	55,000 - 65,000
Management Accountant	52,000 - 65,000	50,000 - 60,000
Project Accountant	65,000 - 80,000	60,000 - 75,000
Cost Accountant	50,000 - 65,000	50,000 - 65,000
Financial Analyst	55,000 - 70,000	55,000 - 65,000
Internal Auditor	50,000 - 65,000	45,000 - 60,000
Financial Accountant	52,000 - 65,000	45,000 - 60,000
Newly Qualified Accountant	50,000 - 58,000	40,000 - 50,000
Credit Control Manager	50,000 - 65,000	50,000 - 65,000
Accounts Payable Manager	50,000 - 70,000	50,000 - 70,000
Payroll Manager	50,000 - 70,000	50,000 - 60,000
PART-QUALIFIED	Dublin €	Regional €
Finalist	40,000 - 48,000	26,000 - 35,000
Part-Qualified Accountant (1-3 years' exp.)	35,000 - 45,000	30,000 - 36,000
Assistant Accountant	36,000 - 42,000	30,000 - 38,000
Book-keeper	35,000 - 45,000	26,000 - 35,000
Accounts Assistant	30,000 - 35,000	25,000 - 35,000
Credit Controller	30,000 - 40,000	25,000 - 35,000
Payroll Administrator	35,000 - 45,000	25,000 - 35,000
Accounts Receivable	30,000 - 40,000	26,000 - 36,000
Accounts Payable	30,000 - 40,000	26,000 - 36,000

FINANCIAL SERVICES

QUALIFIED	Dublin €	Regional €
Financial Director	125,000 - 160,000	95,000 - 140,000
Financial Controller	85,000 - 130,000	85,000 - 120,000
Finance Manager	75,000 - 95,000	70,000 - 90,000
Internal Audit Manager	75,000 - 95,000	65,000 - 85,000
Internal Auditor	50,000 - 65,000	45,000 - 60,000
Financial Reporting Manager	75,000 - 95,000	70,000 - 90,000
Financial Reporting Accountant	55,000 - 70,000	55,000 - 65,000
Project Accountant	60,000 - 80,000	60,000 - 80,000
Treasury Accountant	65,000 - 85,000	55,000 - 65,000
Senior Financial Analyst	65,000 - 80,000	60,000 - 75,000
Financial Analyst	45,000 - 65,000	45,000 - 65,000
Senior Financial Accountant	60,000 - 75,000	55,000 - 70,000
Financial Accountant	55,000 - 65,000	48,000 - 60,000
Newly Qualified Accountant	52,000 - 60,000	42,000 - 55,000
PART-QUALIFIED	Dublin €	Regional €
Finalist	40,000 - 50,000	35,000 - 45,000
Assistant Accountant	35,000 - 45,000	30,000 - 38,000
Accounts Assistant	32,000 - 35,000	24,000 - 32,000
Accounts Payable Administrator	30,000 - 40,000	26,000 - 35,000
Accounts Receivable Administrator	30,000 - 40,000	26,000 - 35,000
Credit Controller	35,000 - 40,000	30,000 - 38,000
Graduate	25,000 - 30,000	22,000 - 28,000

PUBLIC PRACTICE

PUBLIC PRACTICE & AUDIT	Dublin €	Regional €
Partner (Salaried)	110,000 - 210,000	100,000 - 150,000
Director	90,000 - 150,000	85,000 - 110,000
Senior Manager	75,000 - 95,000	65,000 - 80,000
Manager	60,000 - 80,000	55,000 - 75,000
Assistant Manager	52,000 - 65,000	50,000 - 65,000
Senior / Associate	45,000 - 55,000	35,000 - 45,000
Semi-Senior / Finalist	30,000 - 42,000	26,000 - 30,000
Junior	25,000 - 30,000	20,000 - 25,000
Trainee / Graduate	22,000 - 25,000	20,000 - 25,000

TAXATION

TAXATION - PUBLIC PRACTICE	Dublin €	Regional €
Partner	110,000 - 180,000	110,000 - 140,000
Director	90,000 - 140,000	80,000 - 110,000
Senior Manager	70,000 - 90,000	60,000 - 80,000
Manager	60,000 - 75,000	55,000 - 65,000
Assistant Manager	50,000 - 65,000	50,000 - 60,000
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	21,000 - 26,000

TAXATION - INDUSTRY & FINANCIAL SERVICES	Dublin €	Regional €
Head of Tax (EMEA / Global)	125,000 - 250,000	115,000 - 150,000
In-house Tax VP	100,000 - 150,000	95,000 - 125,000
Tax Senior Manager / Director	80,000 - 145,000	75,000 - 95,000
Tax Manager	65,000 - 85,000	50,000 - 70,000
Tax Accountant	50,000 - 70,000	45,000 - 55,000
Tax Assistant	30,000 - 45,000	28,000 - 35,000

TEMPORARY & CONTRACT

QUALIFIED	Dublin € p/a	Dublin € p/h	Regional € p/a	Regional € p/h
Financial Controller	85,000 - 125,000	48.53 - 64.10	85,000 - 110,000	43.58 - 56.41
Finance Manager	70,000 - 90,000	35.90 - 46.15	70,000 - 90,000	35.90 - 46.15
Internal Audit Manager	70,000 - 90,000	35.90 - 46.15	65,000 - 80,000	33.33 - 41.00
Project Accountant	65,000 - 85,000	33.30 - 46.15	65,000 - 75,000	33.33 - 38.46
Commercial Accountant	55,000 - 75,000	28.20 - 38.46	55,000 - 70,000	28.20 - 35.90
Financial Analyst	55,000 - 70,000	28.20 - 35.90	55,000 - 65,000	28.20 - 33.30
Financial Accountant	52,000 - 65,000	26.66 - 33.30	50,000 - 65,000	25.64 - 33.33
Management Accountant	52,000 - 65,000	26.66 - 33.30	50,000 - 65,000	25.64 - 33.30
Internal Auditor	50,000 - 65,000	25.64 - 33.30	50,000 - 60,000	25.64 - 30.76
Newly Qualified Accountant	52,000 - 60,000	26.66 - 30.76	40,000 - 50,000	20.50 - 25.44
Credit Control Manager	50,000 - 65,000	25.64 - 35.90	50,000 - 60,000	25.64 - 30.76
Payroll Manager	50,000 - 70,000	25.64 - 35.90	50,000 - 65,000	25.64 - 33.30
Accounts Payable Manager	50,000 - 70,000	25.64 - 35.90	50,000 - 70,000	25.64 - 35.90
PART-QUALIFIED	Dublin € p/a	Dublin € p/h	Regional € p/a	Regional € p/h
Finalist	42,000 - 50,000	21.55 - 25.64	30,000 - 40,000	15.38 - 20.50
Part-Qualified Accountant	35,000 - 45,000	17.94 - 23.07	25,000 - 35,000	12.82 - 17.94
Bookkeeper	35,000 - 45,000	17.94 - 23.07	35,000 - 45,000	17.94 - 23.07
Assistant Accountant	36,000 - 42,000	19.94 - 21.55	35,000 - 40,000	17.94 - 20.50
Credit Controller	30,000 - 40,000	15.38 - 20.50	30,000 - 40,000	15.38 - 20.50
Payroll Administrator	35,000 - 45,000	19.94 - 20.50	30,000 - 35,000	15.38 - 17.94
Accounts Assistant	30,000 - 35,000	15.38 - 17.94	30,000 - 35,000	15.38 - 17.94
Accounts Payable	30,000 - 40,000	15.38 - 19.48	30,000 - 35,000	15.38 - 17.94
Accounts Receivable	30,000 - 40,000	15.38 - 19.48	30,000 - 35,000	15.38 - 17.94

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



Accountancy

Accountancy General

Overall we've seen a 3-5% pay increase in most areas for accountants, particularly those outside of practice. However, for candidates, the overall package carries far more weight than the basic salary. Employers are having to become more innovative with their offerings across their remuneration packages to both attract and retain staff. Work life balance is featuring higher on wish lists of potential new hires as are flexible working hours, ability to work remotely, pension, bonus, healthcare and length of annual leave.

Salaries for some accounts administrative functions have remained the same. This is due to the level they are at and the value they add to the business. One other reason is the automation of some roles. Technology is advancing resulting in systems becoming more efficient and we will ultimately see this replacing some roles.

Growth areas include commercial accounting / finance business partner type roles across SMEs to Plcs. Organisations need their accountants to be more than number crunchers, they need to add a commercial element to the business working with other departments. Experienced payroll specialists are also in demand, especially in Cork where there is a high proliferation of shared service centres. While many people are completing the IPASS course and interest in payroll is growing, companies are looking for candidates with several years' experience in a similar environment as themselves.

Other than in financial services, Brexit has not had a huge effect on the accountancy sector so far. However in the Munster region, it's having a mixed impact. Smaller manufacturing companies are reluctant to recruit until the impact of Brexit regarding export charges and tariffs are known. On the flip side, it is having a positive impact on US multinational shared service centres across the region. With the UK leaving the EU, Ireland will be the only native English speaking country in the EU. This shared service centres continue to grow and expand in the Cork region. Multilingual accounts professional in particular are in high demand.

It's still proving quite difficult to get really good candidates with niche skills such as IFRS, Solvency II and Finance Business Partner experience. Employers need to target those returning from abroad, (b) offer a wider variety of benefits in their remuneration package and (c) have clear career paths for these hires when interviewing. Employers need to be aware that these candidates will get multiple offers as well as counter-offers from their existing employer and need to act accordingly, letting the potential hire know what's on offer with them.

The role of the accountant is ever changing and becoming more people facing. Employers need to develop their staff and either upskill or redeploy them. US multinationals are no longer keeping staff within specific verticals and are enabling them to move between positions within the company. High on the list of upskilling are stakeholder, influencing and commercial skills as well as the usual technical qualifications.

Practice & Taxation

Within practice, typical pay increases are ranging from 4-8%. These increases often come from moving to a bigger firm to another level. Industry tax roles will pay a premium for a qualified candidate. As always, practice firms are seeing a skills shortage for the likes of audit seniors, particularly in Cork as once accountants are qualified, the attraction of industry roles tends to be too much to ignore. One area that is seeing a slow-down is restructuring; Big 4 firms are offering contracts instead of perm roles in this area. Trainee salaries remain relatively stagnant at between €20,000 - €25,000. Again, companies and firms are becoming more savvy in terms of their remuneration packages and are being forced to widen their range of benefits to include pension contributions and health-cover. While much more common in the Big 4, these benefits are now being introduced across the board.

Tax is seeing a resurgence. More companies are setting up in Ireland (some as a result of Brexit and others due to global expansion) and FDI work is a huge growth area in a number of tax firms. We expect to see an increase in demand for fintech in 2020, more tech transformation roles as well as continued growth in the area of tax.

Accountancy practices are continually looking to upskill their staff with training courses, eg tax qualifications. However in order to retain the interest of staff, many of the Top 10 are offering secondments globally.

Financial Services

Financial Services is one area where Brexit already has had a visible impact. Over 250 financial services companies have either moved to Ireland or expanded in the wake of Brexit. While some were only holding companies, it still has had an effect on candidate supply and put pressure on an already pressurised market. We have seen approximately 5% (sometimes higher) increases in pay across certain areas including Solvency II, M&A and FP&A. These are all niche skills within the sector therefore creating a higher demand.

The sector is growing particularly in financial reporting / regulatory reporting due to changes in regulations and reporting standards such as IFRS 17. These changing regulations and reporting standards continue to drive demand therefore employers are seeking finance professionals skilled in financial reporting, Solvency II, M&A and audit.

Newly qualified accountants with 3-5 years' PQE continue to be highly sought after with the last year having been very much a candidate driven market. Big 4 practice trained professionals with strong audit and financial reporting experience are in high demand along with those with strong technical skills and knowledge. Sectors such as insurance, aircraft leasing and corporate services have significantly grown in the past 12 months so their demand for highly skilled qualified accountants has increased as a result.

Companies across the financial services sector are very cognisant of the competition for staff so remuneration packages and benefits on offer are quite generous and reflective of candidates' requirements. While base salaries have increased, the demand for "standard" benefits such as pension, healthcare, bonus and flexi-time has also increased. Employers are also very mindful of the cultural fit for their organisation as well as the need to up-skill staff in order to retain key individuals. Training courses, options for moving internally and clear progression paths are consistently mentioned as reasons for staying or leaving an organisation so employers are stepping up and providing all of these to their staff.

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