

# Banking

## FRONT OFFICE

	Dublin €	Regional
Trader VP – Director	95,000 - 175,000	85,000 - 145,000
Senior Trader	85,000 - 140,000	80,000 - 125,000
Trader	45,000 - 85,000	40,000 - 70,000
Trade Execution Manager	70,000 - 95,000	50,000 - 80,000
Trade Execution Dealer	50,000 - 65,000	35,000 - 40,000
Senior Portfolio Manager	95,000 - 145,000	75,000 - 100,000
Portfolio Manager	70,000 - 95,000	50,000 - 80,000
Assistant Portfolio Manager	60,000 - 75,000	50,000 - 60,000
Senior Product Specialist	65,000 - 95,000	55,000 - 80,000
Product Specialist	45,000 - 70,000	35,000 - 55,000
Communications Specialist	45,000 - 70,000	45,000 - 65,000
Investment Manager	95,000 - 120,000	84,000 - 104,000
Senior Investment Analyst	80,000 - 100,000	50,000 - 75,000
Investment Analyst	50,000 - 80,000	39,000 - 69,000
Quantitative Investment Analyst	40,000 - 80,000	30,000 - 65,000
Senior Equity Analyst	45,000 - 65,000	30,000 - 35,000
Equity Analyst	30,000 - 40,000	22,000 - 32,000
Senior Credit Analyst	45,000 - 65,000	30,000 - 45,000
Credit Analyst	30,000 - 40,000	25,000 - 32,000
Senior Fixed Income Analyst	40,000 - 65,000	35,000 - 50,000
Fixed Income Analyst	30,000 - 40,000	25,000 - 35,000
Senior Research Analyst	40,000 - 65,000	32,000 - 50,000
Research Analyst	30,000 - 40,000	26,000 - 32,000

## MIDDLE OFFICE

	Dublin €	Regional
Middle Office VP – Director	90,000 - 150,000	85,000 - 115,000
Middle Office Manager	55,000 - 75,000	50,000 - 65,000
Middle Office Analyst	35,000 - 55,000	28,000 - 45,000
Corporate Actions Manager	55,000 - 65,000	35,000 - 50,000
Corporation Actions Specialist	35,000 - 55,000	30,000 - 40,000
Pricing Manager	45,000 - 65,000	40,000 - 55,000
Pricing / Market Data Specialist	32,000 - 45,000	30,000 - 40,000
Quantitative Analyst	35,000 - 70,000	28,000 - 55,000
Trade Support Manager	50,000 - 70,000	35,000 - 55,000
Trade Support Specialist	40,000 - 50,000	28,000 - 35,000
Custody Manager	55,000 - 95,000	50,000 - 70,000
Custody Administrator	26,000 - 38,000	25,000 - 32,000

## BACK OFFICE

	Dublin €	Regional
Cash Management Manager	45,000 - 65,000	35,000 - 50,000
Senior Cash Management Analyst	35,000 - 45,000	25,000 - 35,000
Cash Management Administrator	26,000 - 35,000	23,000 - 30,000
Settlements Manager	45,000 - 65,000	35,000 - 55,000
Senior Settlements Administrator	35,000 - 45,000	25,000 - 35,000
Settlements Administrator	26,000 - 35,000	22,000 - 32,000
Reconciliations Manager	45,000 - 65,000	35,000 - 50,000
Senior Reconciliations Administrator	35,000 - 45,000	28,000 - 36,000
Reconciliations Administrator	26,000 - 40,000	25,000 - 32,000
Payments Manager	45,000 - 65,000	35,000 - 50,000
Senior Payments Specialist	35,000 - 45,000	25,000 - 35,000
Payments Specialist	26,000 - 38,000	25,000 - 32,000

<b>LENDING OPERATIONS</b>	<b>Dublin €</b>	<b>Regional €</b>
VP of Lending	95,000 - 140,000	80,000 - 100,000
Operations Manager	55,000 - 95,000	50,000 - 75,000
Restructuring Manager	55,000 - 95,000	50,000 - 75,000
Senior Portfolio Manager	60,000 - 95,000	55,000 - 75,000
Portfolio Manager	45,000 - 60,000	30,000 - 40,000
Assistant Portfolio Manager	40,000 - 50,000	35,000 - 45,000
Lending Arrears Team Leader	40,000 - 50,000	30,000 - 40,000
Lending Arrears Analyst	30,000 - 40,000	26,000 - 30,000
Collections Officer	30,000 - 40,000	25,000 - 30,000
Customer Service Executive	26,000 - 35,000	20,000 - 30,000
Loan Management Administrator	25,000 - 40,000	25,000 - 35,000

<b>PRIVATE BANKING</b>	<b>Dublin €</b>	<b>Regional €</b>
Private Banking VP - Director	90,000 - 150,000	75,000 - 95,000
Portfolio / Wealth Manager	65,000 - 85,000	55,000 - 70,000
Assistant Portfolio Manager	45,000 - 65,000	35,000 - 55,000
Private Clients Advisor	35,000 - 55,000	30,000 - 45,000
Client Services Executive	30,000 - 45,000	28,000 - 35,000

<b>TREASURY</b>	<b>Dublin €</b>	<b>Regional €</b>
Treasury Product VP - Director	90,000 - 140,000	80,000 - 120,000
Treasury Manager	70,000 - 95,000	55,000 - 75,000
Treasury Supervisor / Team Lead	50,000 - 65,000	45,000 - 55,000
Senior Treasury Analyst	35,000 - 50,000	30,000 - 48,000
Treasury Analyst	30,000 - 45,000	25,000 - 39,000
Treasury Administrator	26,000 - 40,000	25,000 - 35,000
Settlements Administrator	26,000 - 40,000	25,000 - 35,000
Payments Specialist	25,000 - 35,000	22,000 - 30,000
Cash Manager	55,000 - 65,000	50,000 - 60,000
Cash Analyst	35,000 - 50,000	30,000 - 45,000

<b>RETAIL BANKING</b>	<b>Dublin €</b>	<b>Regional €</b>
Area Branch Manager	90,000 - 125,000	75,000 - 90,000
Branch Manager	60,000 - 90,000	50,000 - 70,000
Retail Banking Team Leader	35,000 - 45,000	30,000 - 40,000
Senior Financial Advisor	50,000 - 60,000	40,000 - 50,000
Financial Advisor	38,000 - 50,000	30,000 - 40,000
Customer Service Executive	26,000 - 35,000	22,000 - 30,000

## Banking

The areas of investments, private banking and treasury have all seen salary increases over the last year by approximately 5-8%. Recruitment is steadily growing across all these areas. Retail banking operations and back / middle office roles have all somewhat stagnated. Due to hiring and salary freezes, retail banking in particular, has seen only marginal increases in salaries if at all.

Brexit has had an impact on the speed of recruitment processes for the international banks. However many of the smaller / private banks have continued to hire. Investments and wealth management will all continue on their upward trajectory of growth in 2020. Business for all the major players has been really strong over recent years, especially in real estate.

Due to the arrival and development of several treasury centres in Ireland over the last two years, there is a skills shortage of corporate treasury candidates, especially those with a front office skillset (FX) and experience in cash management. Competition is high for candidates in this area and we're seeing a resurgence of counter-offers as employers seek to retain their staff. We're also seeing companies compete for candidates with a larger range of benefits / innovative offerings in their remuneration packages. They are also offering "work from home" or "remote working" options as a way of providing a better work / life balance. Employers are also keen to upskill and/or redeploy staff in a bid to retain them with education assistance, sponsorship of industry membership and the provision of formal / informal training as standard. We expect this demand for candidates to increase throughout 2020.

For more information, contact John Howe on [j.howe@brightwater.ie](mailto:j.howe@brightwater.ie)

