

## Fund Services

### FUND ACCOUNTING

	Dublin €	Regional €
Fund Accounting VP - Director	95,000 - 170,000	90,000 - 140,000
Senior Manager / VP Fund Accounting	80,000 - 110,000	70,000 - 90,000
Senior Manager / VP Fund Accounting (Private Equity)	85,000 - 115,000	75,000 - 95,000
Manager / AVP / Account Manager Fund Accounting	65,000 - 80,000	60,000 - 75,000
Manager / AVP / Account Manager Fund Accounting (Private Equity)	70,000 - 85,000	60,000 - 75,000
Fund Accounting Supervisor / Team Leader	45,000 - 55,000	40,000 - 45,000
Fund Accounting Supervisor / Team Leader (Private Equity)	50,000 - 65,000	40,000 - 50,000
Senior Fund Accountant	35,000 - 45,000	35,000 - 42,000
Senior Fund Accountant (Private Equity)	40,000 - 55,000	35,000 - 45,000
Fund Accountant	32,000 - 38,000	28,000 - 35,000
Fund Administrator	26,000 - 35,000	25,000 - 30,000

### INVESTOR SERVICES / TRANSFER AGENCY

	Dublin €	Regional €
Transfer Agency VP - Director	100,000 - 165,000	95,000 - 125,000
Transfer Agency Manager / VP	75,000 - 125,000	70,000 - 90,000
Transfer Agency Manager / VP (Private Equity)	80,000 - 115,000	75,000 - 95,000
Transfer Agency Assistant Manager / AVP	55,000 - 75,000	50,000 - 65,000
Transfer Agency Assistant Manager / AVP (Private Equity)	55,000 - 80,000	50,000 - 70,000
Senior Transfer Agency Administrator	35,000 - 50,000	35,000 - 45,000
Transfer Agency Administrator	25,000 - 35,000	25,000 - 32,000

### TRUSTEE / DEPOSITARY

	Dublin €	Regional €
Trustee / Depositary VP - Director	110,000 - 155,000	95,000 - 125,000
Trustee Senior Manager / VP	75,000 - 110,000	65,000 - 95,000
Trustee Manager / AVP	50,000 - 75,000	50,000 - 65,000
Senior Trustee Officer	35,000 - 50,000	30,000 - 45,000
Trustee Administrator	25,000 - 35,000	25,000 - 30,000

### CORPORATE ACTIONS / PRICING

	Dublin €	Regional €
Manager	45,000 - 65,000	45,000 - 60,000
Senior Administrator	35,000 - 50,000	30,000 - 45,000
Market Data / Corporate Actions Administrator	25,000 - 40,000	25,000 - 35,000
Senior Pricing Specialist	40,000 - 55,000	35,000 - 45,000
Pricing Specialist	30,000 - 40,000	25,000 - 35,000

### CUSTODY

	Dublin €	Regional €
Custody VP - Director	100,000 - 155,000	95,000 - 120,000
Custody Senior Manager / VP	75,000 - 115,000	65,000 - 100,000
Custody Manager / AVP	58,000 - 75,000	45,000 - 60,000
Custody Supervisor	40,000 - 55,000	32,000 - 40,000
Senior Custody Administrator	32,000 - 40,000	28,000 - 35,000
Custody Administrator	26,000 - 35,000	24,000 - 32,000

### CLIENT SERVICES

	Dublin €	Regional €
Senior Manager / VP	80,000 - 145,000	65,000 - 100,000
Manager / AVP	55,000 - 75,000	50,000 - 65,000
Assistant Manager / Supervisor	40,000 - 55,000	31,000 - 42,000
Client Services Administrator	26,000 - 40,000	24,000 - 35,000

## Fund Services

Salary levels have very marginally increased (1-3%) across fund accounting and investor services. Larger increases (3-5%) were seen in the area of asset management with the arrival of new players into Ireland over the last 12 months. There has been very little change in salaries at a junior level in fund administration and investor / shareholder services. However newly created roles from asset managers entering the Irish market have resulted in an increase (3-6%) in salaries for senior fund accountants / account managers.

Brexit has already impacted the Irish market in a positive way with more funds being domiciled here well in advance of the initial Brexit deadline. There has been further growth in both asset management and front office-based roles due to the number of funds being moved from the UK and the US. Dublin is not the only region benefiting from asset managers expanding their fund management operations. Limerick, Waterford and Kilkenny are also seeing expansion in operations, creating new opportunities regionally. There are no huge variations in salaries for regional locations as there is still competition for candidates with experience and niche skills.

We are seeing skills shortages already for account managers / senior fund accountants with experience in real assets funds (private equity, real estate etc) and we predict that this will continue well into 2020. This is driving salaries up and funds companies are becoming more creative with their remuneration packages to retain and attract key funds professionals. Work life balance is a big driver as long hours are common in the funds services / asset management areas. Some employers are now offering work from home options for 2-3 days a week.

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

