

Insurance

INTERNATIONAL

	Ireland €
Reinsurance Underwriting VP - Director	100,000 - 170,000
Reinsurance Underwriting Manager	100,000 - 160,000
Reinsurance Underwriter	75,000 - 140,000
Reinsurance Underwriting Support (1-10 years' exp.)	35,000 - 75,000
Reinsurance Claims Manager (10+ years' exp.)	85,000 - 150,000
Reinsurance Claims (1-10 years' exp.)	35,000 - 70,000
Captive Account Manager / Senior Manager	80,000 - 140,000
Captive Underwriter / Insurance Manager (1-10 years' exp.)	55,000 - 75,000

INSURANCE BROKING

	Ireland €
Senior Commercial Account Executive / Client Director (10+ years' exp.)	75,000 - 125,000
Commercial Account Manager	45,000 - 65,000
Commercial Account Executive (1-10 years' exp.)	30,000 - 55,000
Personal Lines Manager	35,000 - 55,000
Personal Lines Executive	26,000 - 40,000
Financial Advisor	35,000 - 55,000
Life Admin / Sales Support	28,000 - 40,000
Claims Handler / Assessor	30,000 - 45,000

ACTUARIAL

	Ireland €
Chief Actuary	175,000 - 350,000
Qualified Actuary (3-8 years' PQE)	85,000 - 150,000
Nearly / Newly Qualified Actuary	65,000 - 85,000
Part-Qualified Actuary	50,000 - 70,000
Trainee Actuary (Grad Level)	30,000 - 45,000

INSURANCE COMPANY

	Ireland €
Underwriting Director	95,000 - 155,000
Commercial Underwriting Manager	85,000 - 100,000
Commercial Underwriter (5-10 years' exp.)	55,000 - 85,000
Commercial Underwriter (1- 5 years' exp.)	35,000 - 55,000
Assistant Underwriter (1-3 years' exp.)	28,000 - 40,000
Personal Lines Manager	65,000 - 85,000
Personal Lines Underwriter	40,000 - 55,000
Personal Lines Executive	28,000 - 40,000
Life Underwriter (3-9 years' exp.)	50,000 - 85,000
Operations Manager	60,000 - 80,000
Client Services Supervisor	45,000 - 65,000
Client Services Administrator	28,000 - 40,000
Pensions Administrator	30,000 - 45,000
Pensions Consultant	45,000 - 80,000
Broker Developer	40,000 - 65,000
Claims Technical Analyst	35,000 - 55,000
Claims Team Manager	50,000 - 75,000
Claims Handler / Assessor (1-10 years' exp.)	28,000 - 55,000

Insurance

There has been no significant increases in salaries across the insurance sector in the last 12 months and we do not expect any change for 2020. However we are seeing some skills shortages particularly in the following areas that will have an impact on salaries when it comes to recruiting key insurance professionals: at the 3-5 year experience level for technical claims, personal injury with cradle to grave experience, and those with language skills. 2019 saw growth in language based roles in Dublin, most notably for Italian / French and German roles and there are definite gaps in the candidate supply in this area. We are also seeing shortages for those with middle management and/or people management experience.

Employers are already working to create packages that will keep their staff and attract others. Internal workshops, more training (both internal and external) are provided as a way of upskilling their existing staff as companies understand the value of retaining key employees and want to develop their internal teams rather than go to market. They're now offering agile working options and flexible working arrangements. Healthcare, pension, and annual bonuses are among those benefits that are now considered as standard. Some companies do not offer these and as a result are seeing a higher turnover in staff.

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