



OVERVIEW

It's been an interesting year overall both economically and closer to home for Brightwater. The outlook is positive but the impact of Brexit and other geopolitical factors cannot be ignored. Brexit's multiple extensions have done much to disrupt the economic landscape. Organisations, particularly in the FMCG sector, have been cautious about hiring budgets and prefer to wait until the uncertainty of Brexit is resolved. Despite this, there have been very competitive global trading conditions and all indications are that this trend will continue well into 2020.

Notwithstanding the turbulence of Brexit, Ireland has experienced considerable movement on jobs, particularly within the banking, compliance, legal, supply chain and logistics sectors. While the potential impact of possible trade barriers and further tariffs is yet to

be seen, the government and professional bodies have done much in preparation and the impact may be reasonably limited. Post Brexit, all expectations are that we should see a positive uplift in optimism across the economy.

While Dublin may be the focus for companies creating jobs, the regions have also seen their fair share of jobs being created. The Munster area in general has seen jobs growth in cyber security, med-tech, pharmaceutical and fin-tech as well as manufacturing. Since the launch of the Regional Action Plan for Jobs in 2015, the Irish government has made it a priority to focus on regional areas to help facilitate the creation of jobs and so far, the Munster and Connaught regions have grown at a steady rate.

As in 2019, 2020 will see a rise in salaries which have risen on average between 3 and 5% but in certain sectors such as IT where there is a considerable shortage of talent, we have seen some salary increases up to 10%. However counteroffers are prevalent especially in niche areas like cyber security and audit and are

skewing perceptions of market rate salaries. The much welcome changes this year to visa regulations for the spouses /dependents of visa holders has gone some way towards alleviating the pressure on talent shortages as the decision to relocate to Ireland has been made easier.

The focus for employers is the remuneration package as a whole and benefits continue to play a key part in attracting and retaining staff. Employee healthcare and pensions continue to be at the top of candidates' wish lists when moving roles and are almost expected to be a very standard part of an offering. Flexible working or the option of working remotely is also becoming an expected norm rather than a USP and is something that smaller companies can position themselves to offer on a much more flexible scale than bigger organisations. However, in the manufacturing and supply chain sectors, flexible working isn't necessarily compatible with operational requirements and employers have to be cognisant of that fact and perhaps offer other options that suit both employee and employer. Other benefits that are becoming increasingly common include a raft of "wellness" options and clear support in charitable endeavours and educational requirements. At C-Suite level, impact on board decisions and autonomy as well as LTIPs and shares can be the deciding factor in any move.

There is no question that the employers winning "the war for talent" are companies that are very much mindful of their employee experience and cultural supportive environment. An inclusive and diverse culture, along with an agile working environment, transparency and clear progression paths are on every employee's wish list and if a company isn't perceived to be able to offer this, especially at interview stage, the candidate will move onto their next offer. In what is becoming a tight candidate market, employers need to put their best foot forward when making an offer.

I wish you a very successful 2020 and if you require more specific analysis of market trends by market sector please contact your Brightwater Consultant or email our marketing department on salarysurvey@brightwater.ie.

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ECONOMIC OVERVIEW

Bank of Ireland (**)

Bank of Ireland Economic Research Unit November 2019

The Irish economy is growing and creating jobs and the expectation as we close out 2019 and look towards 2020 is that it will continue to do so.

Some 2.3 million people are now in work and the unemployment rate is down to 4.8%. Wages are increasing and as the economy is effectively at 'full employment', further gains are in store. Subdued inflation is also helping to boost households' purchasing power and consumer spending is advancing at a decent clip, although it is fair to say that heightened Brexit uncertainty has been tempering the mood lately.

The same goes for business sentiment, with a number of firms impacted by the UK's decision to leave the EU indicating that they have pressed the pause button on their investment plans and are adopting a 'wait and see' approach for the moment. Recent Bank of Ireland Economic Pulse research finds that three in five businesses have ambitions to expand in the next one to three years though which bodes well.

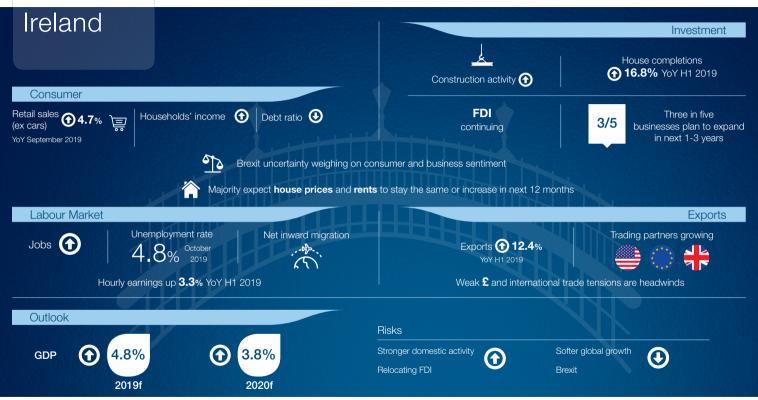
Tensions on the global trade front are also adding to the unsettled external backdrop but notwithstanding these, exports are more than holding their own. Relatively acyclical, multinational-dominated sectors like ICT and pharma-chemicals are doing especially well and Ireland's position as an FDI hub remains strong thanks to the access we have to EU markets, our well-educated English speaking workforce, common law system and business friendly regime.

Years of solid growth means that the country's infrastructure is coming under pressure however. And even as homebuilding - and construction activity more generally - is continuing apace, a mismatch remains between the amount of housing available to buy and rent and the amount that is required to accommodate our growing population. Other areas like the transport and telecommunications networks are in need of investment too and addressing infrastructure bottlenecks - while keeping overheating risks at bay - will be important in the period ahead, not just from a productivity and competitiveness perspective but from a quality of life one.

So as things stand, there are quite a few clouds on the horizon. At the same time, there is plenty of momentum in the Irish economy and assuming that current UK-EU trading arrangements apply for another while yet, further growth is on the cards. Indeed, the latest Bank of Ireland forecasts have GDP growth of 4.8% pencilled in for 2019 and 3.8% for 2020.

Economic Overview





Forecasts were prepared by the Bank of Ireland Economic Research Unit in July 2019 and assume current UK-EU trading arrangements continue to apply consistent with an extension of Article 50 or a transition period. Sources Bank of Ireland. CSO. IDA. IMF. Bloombern. Central Bank of Ireland.

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BRIGHTWATER RECRUITMENT

Accountancy	
Banking	1
Fund Services	
Compliance & Risk	
Legal	1
Insurance	1
Human Resources	
Marketing	1
Sales	2
Business Support	
Retail	2
Information Technology	2
Engineering	2
Supply Chain & Logistics	3
Life Science & Pharmaceutical	
BRIGHTWATER EXECUTIVE	
Industry & Commerce: SME & Multinationals.	
Professional Services (In-House & External Advisory): Industry & Commerce, Financial Services	
Financial Services (Banking, Insurance, Funds, Aviation Leasing)	3
Technical Services	3



Accountancy

INDUSTRY

INDUSTRI		
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 > 10 m	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

Financial Controller 85,000 - 125,000 48.53 - 64.10 85,000 - 10,000 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 - 43.00 Commercial Accountant 55,000 - 75,000 28.20 - 38.46 55,000 - 75,000 28.20 - 38.90 Financial Accountant 55,000 - 70,000 28.20 - 38.00 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 Internal Auditor 50,000 - 65,000 25.64 - 33.30 50,000 - 65,000 25.64 - 33.30 Newly Qualified Accountant 50,000 - 65,000 25.64 - 33.50 50,000 - 60,000 25.64 - 33.70 Regord Ceptic Control Manager 50,000 - 70,000 25.64 - 35.90 50,000 - 60,000 25.64 - 33.70 Part-Qualified Accountant 42,000 - 50,000 25.64 - 35.90 50,000 - 60,000 25.64 - 33.70 <	QUALIFIED	Dublin€p/a	Dublin € p/h	Regional € p/a	Regional € p/h
Internal Audit Manager	Financial Controller	85,000 - 125,000	48.53 - 64.10	85,000 - 110,000	43.58 - 56.41
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 - 38.90 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 - 33.33 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 25.64 - 30.76 40,000 - 50,000 25.64 - 30.76 Payroll Manager 50,000 - 70,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 PART-QUALIFIED Dublin € p/a Dublin € p/a Regional € p/a Regional € p/a 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 17.94 - 20.30 Bookkeeper	Finance Manager	70,000 - 90,000	35.90 - 46.15	70,000 - 90,000	35.90 - 46.15
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 - 33.30 Newly Qualified Accountant 52,000 - 60,000 26.66 - 33.30 50,000 - 60,000 25.64 - 30.76 Veryoull Manager 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 33.90 Accounts Payable Manager 50,000 - 70,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 50,000 - 60,000 25.64 - 35.90 <td>Internal Audit Manager</td> <td>70,000 - 90,000</td> <td>35.90 - 46.15</td> <td>65,000 - 80,000</td> <td>33.33 - 41.00</td>	Internal Audit Manager	70,000 - 90,000	35.90 - 46.15	65,000 - 80,000	33.33 - 41.00
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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/a 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	Management Accountant	52,000 - 65,000	26.66 - 33.30	50,000 - 65,000	25.64 - 33.30
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 17.94 - 23.07 Assistant Accountant 36,000 - 42,000 19.94 - 21.55 35,000 - 45,000 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	Internal Auditor	50,000 - 65,000	25.64 - 33.30	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 Regional € p/h Regional € p/h Part-Qualified Accountant 35,000 - 45,000 17.94 - 23.07 25,000 - 35,000 15.38 - 20.50 Part-Qualified Accountant 35,000 - 45,000 17.94 - 23.07 25,000 - 35,000 17.94 - 23.07 Assistant Accountant 36,000 - 42,000 17.94 - 23.07 35,000 - 45,000 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	Newly Qualified Accountant	52,000 - 60,000	26.66 - 30.76	40,000 - 50,000	20.50 - 25.44
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/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	Credit Control Manager	50,000 - 65,000	25.64 - 35.90	50,000 - 60,000	25.64 - 30.76
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 - 40,000 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	Payroll Manager	50,000 - 70,000	25.64 - 35.90	50,000 - 65,000	25.64 - 33.30
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 15.38 - 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 Payable Manager	50,000 - 70,000	25.64 - 35.90	50,000 - 70,000	25.64 - 35.90
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	PART-QUALIFIED	Dublin € p/a	Dublin € p/h	Regional € p/a	Regional € p/h
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	Finalist	42,000 - 50,000	21.55 - 25.64	30,000 - 40,000	15.38 - 20.50
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	Part-Qualified Accountant	35,000 - 45,000	17.94 - 23.07	25,000 - 35,000	12.82 - 17.94
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	Bookkeeper	35,000 - 45,000	17.94 - 23.07	35,000 - 45,000	17.94 - 23.07
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	Assistant Accountant	36,000 - 42,000	19.94 - 21.55	35,000 - 40,000	17.94 - 20.50
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	Credit Controller	30,000 - 40,000	15.38 - 20.50	30,000 - 40,000	15.38 - 20.50
Accounts Payable 30,000 - 40,000 15.38 - 19.48 30,000 - 35,000 15.38 - 17.94	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 Receivable 30,000 - 40,000 15.38 - 19.48 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.

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 - 75,000	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
Reconciliations Administrator Payments Manager	26,000 - 40,000 45,000 - 65,000	25,000 - 32,000 35,000 - 50,000

LENDING OPERATIONS	Dublin€	Regional €	TREASURY	Dublin€	Regional €
VP of Lending	95,000 - 140,000	80,000 - 100,000	Treasury Product VP - Director	90,000 - 140,000	80,000 - 120,000
Operations Manager	55,000 - 95,000	50,000 - 75,000	Treasury Manager	70,000 - 95,000	55,000 - 75,000
Restructuring Manager	55,000 - 95,000	50,000 - 75,000	Treasury Supervisor / Team Lead	50,000 - 65,000	45,000 - 55,000
Senior Portfolio Manager	60,000 - 95,000	55,000 - 75,000	Senior Treasury Analyst	35,000 - 50,000	30,000 - 48,000
Portfolio Manager	45,000 - 60,000	30,000 - 40,000	Treasury Analyst	30,000 - 45,000	25,000 - 39,000
Assistant Portfolio Manager	40,000 - 50,000	35,000 - 45,000	Treasury Administrator	26,000 - 40,000	25,000 - 35,000
Lending Arrears Team Leader	40,000 - 50,000	30,000 - 40,000	Settlements Administrator	26,000 - 40,000	25,000 - 35,000
Lending Arrears Analyst	30,000 - 40,000	26,000 - 30,000	Payments Specialist	25,000 - 35,000	22,000 - 30,000
Collections Officer	30,000 - 40,000	25,000 - 30,000	Cash Manager	55,000 - 65,000	50,000 - 60,000
Customer Service Executive	26,000 - 35,000	20,000 - 30,000	Cash Analyst	35,000 - 50,000	30,000 - 45,000
Loan Management Administrator	25,000 - 40,000	25,000 - 35,000	DETAIL DANKING	Public C	Denieuel C
			RETAIL BANKING	Dublin €	Regional €
PRIVATE BANKING	Dublin€	Regional€	Area Branch Manager	90,000 - 125,000	75,000 - 90,000
Private Banking VP - Director	90,000 - 150,000	75,000 - 95,000	Branch Manager	60,000 - 90,000	50,000 - 70,000
Portfolio / Wealth Manager	65,000 - 85,000	55,000 - 70,000	Retail Banking Team Leader	35,000 - 45,000	30,000 - 40,000
Assistant Portfolio Manager	45,000 - 65,000	35,000 - 55,000	Senior Financial Advisor	50,000 - 60,000	40,000 - 50,000
Private Clients Advisor	35,000 - 55,000	30,000 - 45,000	Financial Advisor	38,000 - 50,000	30,000 - 40,000
Client Services Executive	30,000 - 45,000	28,000 - 35,000	Customer Service Executive	26,000 - 35,000	22,000 - 30,000

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
	,	

Compliance & Risk

COMPLIANCE	Dublin€	Regional€
Head of Compliance (EMEA - Global)	140,000 - 200,000	100,000 - 160,000
Compliance VP - Director	100,000 - 145,000	85,000 - 145,000
Compliance Manager (VP) (5-7 years' exp.)	75,000 - 115,000	65,000 - 100,000
Compliance Manager (AVP) (3-5 years' exp.)	55,000 - 80,000	45,000 - 70,000
Compliance Officer (1-3 years' exp.)	30,000 - 55,000	30,000 - 45,000
Head of AML	95,000 - 145,000	85,000 - 125,000
AML Manager	65,000 - 95,000	55,000 - 85,000
AML Specialist	30,000 - 55,000	28,000 - 40,000
Data Protection Officer	65,000 - 100,000	60,000 - 85,000
Data Protection Specialist	35,000 - 50,000	28,000 - 45,000
Fraud Manager	65,000 - 90,000	50,000 - 80,000
Fraud Analyst	30,000 - 50,000	27,000 - 45,000
Company Secretary Manager (VP)	85,000 - 110,000	75,000 - 100,000
Company Secretary (AVP)	55,000 - 80,000	45,000 - 70,000
Company Secretarial Assistant	35,000 - 60,000	28,000 - 55,000
Corporate Governance Specialist	40,000 - 65,000	30,000 - 55,000
Listings Executive (5+ years' exp.)	55,000 - 75,000	45,000 - 65,000
Listings Executive (0-5 years' exp.)	35,000 - 55,000	30,000 - 45,000

RISK	Dublin€	Regional €
Head of Risk	100,000 - 180,000	90,000 - 145,000
Risk Manager	65,000 - 95,000	60,000 - 85,000
Risk Specialist	40,000 - 65,000	30,000 - 50,000
Risk Analyst	32,000 - 45,000	25,000 - 40,000
Operational Risk Manager	65,000 - 85,000	60,000 - 75,000
Operational Risk Specialist	30,000 - 55,000	30,000 - 40,000
Quantitative Risk Manager	65,000 - 95,000	55,000 - 85,000
Quantitative Risk Analyst	35,000 - 55,000	28,000 - 45,000
Financial (Credit / Market / Liquidity) Risk Manager	65,000 - 95,000	55,000 - 85,000
Financial (Credit / Market / Liquidity) Risk Analyst	35.000 - 55.000	30.000 - 45.000



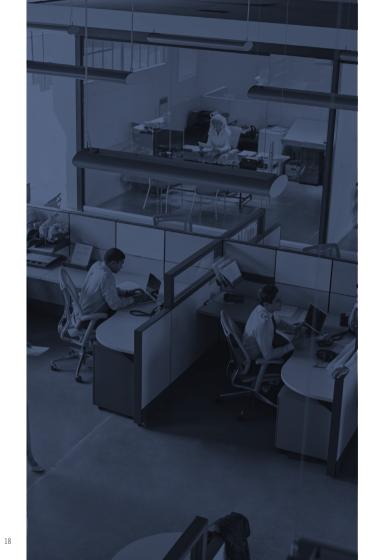
Legal

PRACTICE	Dublin € Top Tier	Dublin € Mid Tier	Regional€
Salaried Partner	145,000+	125,000+	95,000+
6-9 years' PQE	110,000+	85,000+	65,000 - 100,000
5 years' PQE	95,000 - 120,000	75,000 - 100,000	55,000 - 80,000
4 years' PQE	85,000 - 95,000	75,000 - 90,000	50,000 - 70,000
3 years' PQE	75,000 - 90,000	65,000 - 80,000	45,000 - 65,000
2 years' PQE	70,000 - 80,000	60,000 - 80,000	40,000 - 60,000
1 year's PQE	65,000 - 75,000	60,000 - 75,000	38,000 - 55,000
Newly Qualified Solicitor	64,000 - 70,000	55,000 - 65,000	30,000 - 55,000
Professional Support Lawyer	100,000 - 120,000	80,000 - 100,000	n/a
Legal Executive / Paralegal	40,000 - 70,000	40,000 - 65,000	35,000 - 45,000
Company Secretary (5+ years' exp.)	70,000 - 150,000	70,000 - 150,000	45,000 - 70,000
Company Secretary (3-5 years' exp.)	45,000 - 75,000	45,000 - 75,000	30,000 - 50,000
Company Secretary (0-3 years' exp.)	30,000 - 60,000	30,000 - 60,000	20,000 - 35,000
IN-HOUSE		Dublin€	Regional €
Head of Legal		125,000+	95,000+
Senior Legal Counsel		85,000 - 145,000	75,000 - 120,000
Junior Legal Counsel		55,000 - 80,000	45,000 - 70,000
Legal & Compliance Officer		50,000 - 100,000	50,000 - 90,000
Data Protection Officer		65,000 - 100,000	55,000 - 90,000
Junior Data Protection Specialist		35,000 - 60,000	35,000 - 50,000
Company Secretary		55,000 - 130,000	45,000 - 90,000
Company Secretarial Assistant		30,000 - 50,000	30,000 - 50,000

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



Human Resources

GENERALIST HR	Dublin€	Regional €
HR VP - Director	95,000 - 155,000	95,000 - 150,000
Senior HR Manager / Senior HR Business Partner	75,000 - 100,000	70,000 - 95,000
HR Manager / HR Business Partner	55,000 - 75,000	50,000 - 75,000
HR Advisor	45,000 - 60,000	40,000 - 50,000
HR Generalist / HR Officer	40,000 - 50,000	36,000 - 48,000
HR Administrator	30,000 - 40,000	27,000 - 35,000
LEARNING & DEVELOPMENT (L&D)	Dublin€	Regional €
L&D Manager	65,000 - 85,000	55,000 - 65,000
L&D Specialist	40,000 - 60,000	36,000 - 50,000
COMPENSATION & BENEFITS (C&B) / REWARD	Dublin€	Regional €
C&B / Reward Manager	75,000 - 115,000	70,000 - 100,000
C&B / Reward Specialist	50,000 - 80,000	45,000 - 65,000
HR INFORMATION SYSTEMS	Dublin€	Regional €
HR IS Manager	60,000 - 80,000	50,000 - 70,000
HR IS Analyst	40,000 - 55,000	35,000 - 50,000
KEY SPECIALIST AREAS	Dublin€	Regional €
OD Manager / Change Manager	65,000 - 95,000	55,000 - 70,000
Employee Relations (ER) Manager	55,000 - 75,000	50,000 - 60,000
Employee Relations (ER) Specialist	40,000 - 60,000	40,000 - 50,000
Global Mobility Manager	70,000 - 95,000	60,000 - 90,000
Global Mobility Specialist	45,000 - 80,000	40,000 - 60,000
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TALENT ACQUISITION / RECRUITMENT	Dublin €	Regional €
	Dublin € 65,000 - 85,000	
TALENT ACQUISITION / RECRUITMENT		Regional € 55,000 - 75,000 38,000 - 55,000

Marketing

MARKETING	Dublin€	Regional€
Marketing VP - Director	100,000 - 150,000	85,000 - 130,000
Marketing Manager	60,000 - 85,000	50,000 - 75,000
Marketing Executive (5+ years' exp.)	40,000 - 55,000	35,000 - 50,000
Marketing Executive (1-5 years' exp.)	28,000 - 35,000	26,000 - 35,000
Marketing Analyst (2-3 years' exp.)	35,000 - 55,000	30,000 - 40,000
Senior Brand Manager (5+ years' exp.)	60,000 - 75,000	50,000 - 65,000
Brand Manager (1-5 years' exp.)	30,000 - 60,000	30,000 - 55,000
Activation / Trade Marketing Manager	45,000 - 70,000	35,000 - 60,000
Channel Marketing Manager	40,000 - 60,000	35,000 - 55,000
Customer Marketing Manager	45,000 - 60,000	38,000 - 55,000
Marketing / Brand Innovation Manager	45,000 - 65,000	40,000 - 60,000
Insights Manager	55,000 - 75,000	45,000 - 65,000
Acquisition Manager (3-5 years' exp.)	40,000 - 55,000	35,000 - 45,000
Senior Product Manager (5+ years' exp.)	50,000 - 80,000	45,000 - 70,000
Product Manager (1-5 years' exp.)	40,000 - 50,000	35,000 - 40,000
Senior Category Manager (5+ years' exp.)	55,000 - 75,000	50,000 - 65,000
Category Manager (1-5 years' exp.)	40,000 - 55,000	40,000 - 52,000
Category Executive	35,000 - 45,000	30,000 - 40,000

DIGITAL MARKETING	Dublin €	Regional €
Online / Digital Marketing Manager	50,000 - 75,000	45,000 - 65,000
Online / Digital Marketing Executive	35,000 - 48,000	30,000 - 45,000
eCommerce Manager	50,000 - 80,000	50,000 - 70,000
Digital Content Manager	45,000 - 65,000	45,000 - 60,000
Digital Content Strategist	40,000 - 55,000	35,000 - 45,000
Community Manager	45,000 - 65,000	40,000 - 60,000
Social Media Manager	45,000 - 65,000	40,000 - 60,000
Social Media Executive	30,000 - 40,000	25,000 - 30,000
SEO Specialist	35,000 - 55,000	35,000 - 50,000
PPC Specialist	38,000 - 55,000	36,000 - 50,000
SPECIALIST AREAS	Dublin €	Danianal 6
		Regional €
PR / Communications Manager	50,000 - 70,000	50,000 - 65,000
PR / Communications Executive	35,000 - 45,000	30,000 - 45,000
Marketing & Campaign Manager	40,000 - 55,000	35,000 - 55,000
Public Affairs Consultant	55,000 - 75,000	45,000 - 70,000
Media Advisor / Specialist	55,000 - 70,000	45,000 - 55,000
Events Manager	45,000 - 65,000	40,000 - 55,000
Events Executive	28,000 - 40,000	28,000 - 35,000
Sponsorship Manager	45,000 - 65,000	45,000 - 60,000
Sponsorship Executive	26,000 - 35,000	25,000 - 35,000
Fundraising Manager	40,000 - 55,000	40,000 - 50,000
Fundraising Executive	25,000 - 35,000	25,000 - 35,000
Bid / Tender Manager	55,000 - 80,000	50,000 - 75,000
Bid / Tender Executive	35,000 - 45,000	30,000 - 40,000
Bid / Tender Administrator	30,000 - 40,000	25,000 - 35,000
Internal Communications Manager	50,000 - 75,000	50,000 - 65,000
Internal Communications Executive	35,000 - 45,000	32,000 - 40,000

Sales

ICT	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Sales Director	90,000 - 150,000	120,000 - 180,000	75,000 - 120,000	90,000 - 150,000
Sales Manager	65,000 - 95,000	85,000 - 160,000	55,000 - 65,000	70,000 - 100,000
Business Development Manager	65,000 - 90,000	85,000 - 150,000	50,000 - 65,000	60,000 - 100,000
Business Development Executive	40,000 - 55,000	50,000 - 85,000	35,000 - 50,000	45,000 - 60,000
Corporate Account Manager	50,000 - 70,000	70,000 - 100,000	45,000 - 60,000	65,000 - 90,000
Account Manager	40,000 - 60,000	60,000 - 80,000	35,000 - 50,000	45,000 - 65,000
Technical Sales Executive	35,000 - 50,000	50,000 - 65,000	35,000 - 45,000	40,000 - 60,000
Inside Sales / Telesales Team Leader	40,000 - 55,000	50,000 - 70,000	32,000 - 50,000	35,000 - 60,000
Inside Sales / Telesales Executive	30,000 - 45,000	40,000 - 55,000	28,000 - 35,000	30,000 - 45,000
FMCG	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Head of Sales	90,000 - 150,000	120.000 - 175.000	85,000 - 125,000	100,000 - 155,000
		.,		
Commercial Manager	85,000 - 100,000	95,000 - 130,000	50,000 - 80,000	65,000 - 100,000
Area / Regional Manager	65,000 - 85,000	85,000 - 100,000	50,000 - 65,000	60,000 - 85,000
National Account Manager	60,000 - 85,000	80,000 - 100,000	50,000 - 70,000	55,000 - 80,000
Key Account Manager				
	45,000 - 55,000	50,000 - 65,000	40,000 - 55,000	50,000 - 65,000
Customer Account Manager	45,000 - 55,000 50,000 - 65,000	50,000 - 65,000 60,000 - 85,000	40,000 - 55,000 35,000 - 55,000	50,000 - 65,000 50,000 - 75,000
Customer Account Manager	50,000 - 65,000	60,000 - 85,000	35,000 - 55,000	50,000 - 75,000
Customer Account Manager Territory Sales Manager	50,000 - 65,000 40,000 - 60,000	60,000 - 85,000 50,000 - 65,000	35,000 - 55,000 30,000 - 45,000	50,000 - 75,000 35,000 - 50,000

B2B	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Country Sales Director	90,000 - 145,000	120,000 - 170,000	85,000 - 115,000	115,000 - 150,000
Country Sales Manager	80,000 - 100,000	90,000 -125,000	80,000 - 95,000	90,000 - 125,000
Territory Manager	65,000 - 85,000	80,000 -100,000	60,000 - 70,000	75,000 - 90,000
Sales & Marketing Manager	55,000 - 70,000	65,000 - 80,000	55,000 - 65,000	65,000 - 75,000
Key Account Manager	45,000 - 65,000	55,000 - 85,000	45,000 - 60,000	50,000 - 90,000
Business Development Manager	42,000 - 55,000	45,000 - 65,000	40,000 - 50,000	45,000 - 65,000
Business Development Executive	32,000 - 40,000	40,000 - 55,000	28,000 - 35,000	35,000 - 50,000
Business Manager	60,000 - 75,000	70,000 - 85,000	50,000 - 65,000	60,000 - 75,000
Product Manager	65,000 - 85,000	80,000 - 100,000	55,000 - 75,000	70,000 - 85,000
Field Sales Executive	30,000 - 40,000	35,000 - 55,000	28,000 - 35,000	35,000 - 50,000
Inside Sales / Telesales Team Leader	30,000 - 40,000	35,000 - 55,000	28,000 - 36,000	35,000 - 40,000
Inside Sales / Telesales Executive	28,000 - 35,000	32,000 - 45,000	20,000 - 25,000	24,000 - 30,000
HEALTH, PHARMACEUTICAL & SCIENTIFIC	Dublin Base €	Dublin OTE €	Regional Base €	Regional OTE €
Sales VP - Director (Domestic / International)	85,000 - 150,000	125,000 - 200,000	85,000 - 145,000	125,000 - 165,000
Business Unit Manager / Sales & Marketing Manager	90,000 - 100,000	100,000 - 130,000	65,000 - 85,000	75,000 - 100,000
Sales Manager (Team > 6 people)	75,000 - 100,000	100,000 - 125,000	60,000 - 85,000	70,000 - 100,000
Sales Manager (Team < 6 people)	60,000 - 85,000	80,000 - 110,000	55,000 - 65,000	65,000 - 85,000
Business Development Manager	60,000 - 75,000	70,000 - 85,000	55,000 - 60,000	60,000 - 85,000
Hospital Representative / Product Specialist	45,000 - 55,000	55,000 - 75,000	40,000 - 60,000	50,000 - 70,000
Senior GP Representative / Territory Manager	45,000 - 60,000	55,000 - 70,000	42,500 - 55,000	45,000 - 65,000
Pharmaceutical Sales Representative	40,000 - 55,000	45,000 - 65,000	35,000 - 45,000	45,000 - 60,000

Business Support

PERMANENT	Dublin€	Regional€
Operations Manager	60,000 - 80,000	55,000 - 75,000
Office Manager	40,000 - 65,000	40,000 - 50,000
Executive Assistant	45,000 - 70,000	40,000 - 60,000
Senior Personal Assistant	40,000 - 60,000	40,000 - 50,000
Personal Assistant	35,000 - 45,000	30,000 - 40,000
Medical Secretary	28,000 - 40,000	28,000 - 38,000
Senior Administrator	30,000 - 40,000	28,000 - 35,000
Administrator	25,000 - 32,000	20,000 - 27,000
Project Administrator	30,000 - 40,000	25,000 - 35,000
Sales Administrator	26,000 - 36,000	25,000 - 35,000
Senior Receptionist	30,000 - 40,000	28,000 - 35,000
Receptionist	25,000 - 32,000	20,000 - 28,000
Data Entry	24,000 - 27,000	20,000 - 25,000
Office Junior	23,000 - 27,000	20,000 - 25,000
CUSTOMER SERVICE	Dublin€	Regional €
Call Centre Manager	60,000 - 90,000	45,000 - 80,000
Customer Service Manager	50,000 - 65,000	40,000 - 50,000
Customer Services Team Lead	35,000 - 45,000	28,000 - 35,000
Customer Service Representative	25,000 - 35,000	22,000 - 30,000
Bilingual Customer Service Representative	28,000 - 40,000	27,000 - 32,000
LEGAL SUPPORT	Dublin€	Regional €
Legal PA (5+ years' exp.)	40,000 - 60,000	35,000 - 45,000
Legal Secretary	30,000 - 45,000	30,000 - 38,000
Legal Administrator	25,000 - 32,000	22,000 - 28,000

TEMPORARY & CONTRACT	Dublin € p/h	Regional € p/h
Office Manager	20.00 - 33.00	15.00 - 25.00
Project Administrator	15.00 - 20.00	13.00 - 18.00
Executive Assistant	23.00 - 35.00	15.00 - 25.00
Personal Assistant (5+ years' exp.)	20.00 - 30.00	15.00 - 25.00
Personal Assistant (0-5 years' exp.)	17.00 - 23.00	15.00 - 20.00
Medical Secretary	14.00 - 20.00	12.00 - 16.00
Senior Administrator	15.00 - 20.00	15.00 - 20.00
Administrator	12.00 - 16.00	11.00 - 15.00
Sales Administrator	14.00 - 19.00	13.00 - 15.00
Receptionist (5+ years' exp.)	15.00 - 20.00	15.00 - 20.00
Receptionist (0-5 years' exp.)	12.00 - 16.00	10.00 - 15.00
Data Entry Administrator	11.00 - 13.00	10.00 - 13.00
Legal Personal Assistant	20.00 - 30.00	15.00 - 20.00
Legal Secretary	15.00 - 23.00	12.00 - 18.00
Legal Administrator	12.00 - 16.00	10.00 - 13.00
Customer Service Manager	25.00 - 33.00	16.00 -25.00
Customer Service Representative	12.00 - 17.00	10.00 - 15.00
Multilingual Customer Service Representative	14.00 - 20.00	12.00 - 16.00

The above hourly rates are candidate rate and do not include the employer's PRSI, holiday pay, payroll charges and Brightwater's management fees.

Retail

HEAD OFFICE	Ireland €
Operations Manager	60,000 - 80,000
Senior Buyer	50,000 - 70,000
Buyer	40,000 - 60,000
Assistant Buyer	32,000 - 45,000
Buying Administrator	25,000 - 35,000
MULTIPLES	Ireland €
Area Manager	65,000 - 95,000
Store Manager (>100 staff)	55,000 - 85,000
Store Manager (<100 staff)	40,000 - 70,000
Assistant Manager	30,000 - 40,000
Department / Section Manager	28,000 - 38,000
Supervisor	25,000 - 30,000
SYMBOL GROUPS / FORECOURT	Ireland €
Area Manager	45,000 - 70,000
Retail Operations Advisor	32,000 - 45,000
Store Manager	35,000 - 50,000
Assistant Manager	25,000 - 35,000
Retail Assistant	18,000 - 26,000

FASHION / HIGH STREET	Ireland €
Area Manager	55,000 - 80,000
Store Manager (>100 staff)	50.000 - 75.000
Store Manager	35,000 - 60,000
Regional Visual Merchandiser	45,000 - 60,000
Visual Merchandiser	25,000 - 40,000
Assistant Manager	28,000 - 40,000
Supervisor / Sales Manager	23,000 - 28,000
NON FOOD MULTIPLES	Ireland €
Area Manager	70,000 - 110,000
Store Manager	40,000 - 65,000
Deputy Manager	30,000 - 45,000
Assistant Manager	30,000 - 40,000
Department Manager	28,000 - 32,000
Trainee Manager	24,000 - 28,000
Visual Merchandiser	28,000 - 45,000

Information Technology

MANAGERIAL	Dublin€	Regional€	Dublin Daily €	Regional Daily €
IT Director / Head of IT (EMEA / Global)	100,000 - 150,000	95,000 - 130,000	600 - 800	550 - 700
IT Manager	90,000 - 150,000	90,000 - 145,000	500 - 700	450 - 650
Enterprise Systems Architect	90,000 - 110,000	85,000 - 105,000	650 - 750	600 - 700
IT / PROJECT MANAGEMENT	Dublin€	Regional €	Dublin Daily €	Regional Daily €
Programme Manager	90,000 - 110,000	85,000 - 105,000	550 - 800	500 - 700
Senior Project Manager	75,000 - 100,000	70,000 - 90,000	500 - 650	450 - 600
Project Manager (Mid-level)	65,000 - 75,000	60,000 - 70,000	400 - 500	350 - 470
Software Product Manager	65,000 - 85,000	60,000 - 80,000	450 - 600	425 - 550
PMO Coordinator / Project Administrator	45,000 - 60,000	40,000 - 55,000	200 - 300	200 - 300
SENIOR SOFTWARE DEVELOPMENT	Dublin€	Regional €	Dublin Daily€	Regional Daily €
Software Engineering / Development Manager	85,000 - 120,000	80,000 - 110,000	500 - 700	500 - 650
Technical Architect	80,000 - 100,000	80,000 - 90,000	550 - 650	500 - 600
Technical Team Lead	80,000 - 100,000	75,000 - 90,000	550 - 650	500 - 600
Snr Level Front End / UI Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level C / C++ Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level .NET / C# Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Java Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Python Developer	75,000 - 90,000	70,000 - 85,000	500 - 600	450 - 550
Snr Level Cloud / Microservices Software Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Android / iOS Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level Ruby on Rails Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Level PHP Developer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr Embedded Software Engineer	70,000 - 85,000	65,000 - 80,000	450 - 550	425 - 525
Snr UX Designer	65,000 - 85,000	60,000 - 80,000	425 - 550	400 - 525

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

Mid Level Front End / UI Developer Mid Level C / C++ Developer Mid Level .NET / C# Engineer	55,000 - 65,000 55,000 - 65,000 55,000 - 65,000 55,000 - 65,000	50,000 - 60,000 50,000 - 60,000 50,000 - 60,000 50,000 - 60,000	350 - 450 350 - 450 350 - 450	325 - 425 325 - 425 325 - 425
Mid Level .NET / C# Engineer	55,000 - 65,000 55,000 - 65,000	50,000 - 60,000	350 - 450	
	55,000 - 65,000	,		325 - 425
		50,000 - 60,000		
Mid Level Java Developer			350 - 450	325 - 425
Mid Level Python Developer	60,000 - 70,000	55,000 - 65,000	375 - 450	350 - 450
Mid Level Cloud / Microservices Software Engineer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Android / iOS Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Ruby on Rails Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level PHP Developer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level Scala Developer	60,000 - 70,000	55,000 - 65,000	375 - 475	350 - 450
Mid Level Embedded Software Engineer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
Mid Level UX Designer	55,000 - 65,000	50,000 - 60,000	350 - 450	325 - 425
SYSTEM ANALYSIS	Dublin€	Regional€	Dublin Daily €	Regional Daily €
Business Advisory Consultant	60,000 - 90,000	50,000 - 85,000	350 - 500	350 - 500
Business Process Analyst / Consultant	50,000 - 80,000	48,000 - 70,000	400 - 550	350 - 500
Business Solutions Architect	85,000 - 105,000	80,000 - 95,000	500 - 650	500 - 625
QA / Test Manager	65,000 - 85,000	60,000 - 80,000	400 - 600	350 - 550
QA / Test Lead	55,000 - 80,000	55,000 - 70,000	325 - 500	300 - 450
Software Test / QA Engineer	40,000 - 60,000	38,000 - 55,000	250 - 350	250 - 350
QA Automation Engineer	55,000 - 75,000	48,000 - 65,000	325 - 500	300 - 450

DATA ANALYTICS / DATA ENGINEERING	Dublin€	Regional€	Dublin Daily€	Regional Daily €
Data Engineer	60,000 - 85,000	55,000 - 80,000	400 - 550	400 - 500
Data Scientist	80,000 - 120,000	70,000 - 100,000	450 - 650	400 - 600
Machine Learning Software Engineer	75,000 - 95,000	70,000 - 85,000	450 - 600	450 - 550
Data Architect	75,000 - 110,000	75,000 - 95,000	500 - 650	500 - 600
Business Intelligence Developer	55,000 - 80,000	55,000 - 75,000	450 - 600	350 - 500
Data Architect	80,000 - 100,000	75,000 - 95,000	550 - 650	550 - 625
Database Developer (Oracle / SQL Server)	70,000 - 85,000	65,000 - 75,000	450 - 550	400 - 500
Database Administrator	50,000 - 75,000	45,000 - 70,000	400 - 500	350 - 450
SECURITY/IT AUDIT	Dublin€	Regional €	Dublin Daily €	Regional Daily €
Chief Information Security Officer (CISO)	95,000 - 150,000	85,000 - 140,000	650 - 750	600 - 700
Information Security Consultant	60,000 - 90,000	55,000 - 80,000	320 - 480	300 - 450
Information Security Officer (ISO)	75,000 - 105,000	65,000 - 95,000	400 - 550	380 - 525
IT Auditor	60,000 - 85,000	55,000 - 75,000	320 - 450	350 - 450
IT Risk / Compliance Consultant	65,000 - 85,000	55,000 - 75,000	320 - 450	350 - 450
Information Security Architect	80,000 - 110,000	70,000 - 95,000	500 - 600	450 - 550
Information Security Officer	80,000 - 100,000	70,000 - 90,000	400 - 500	350 - 450
IT Compliance Specialist	50,000 - 65,000	45,000 - 55,000	350 - 425	350 - 425
Network Security Architect	85,000 - 100,000	80,000 - 95,000	450 - 600	400 - 550
Infosec / Security Operations Engineer	50,000 - 80,000	45,000 - 75,000	300 - 475	250 - 450
Software Application Security Specialist	55,000 - 70,000	50,000 - 65,000	320 - 400	300 - 400
IT Forensics / eDiscovery Consultant	60,000 - 75,000	55,000 - 70,000	400 - 450	400 - 450
Cyber Security Analyst Tier 2 SOC	50,000 - 70,000	45,000 - 65,000	300 - 400	300 - 400
Cyber Security Analyst Tier 3 SOC	60,000 - 90,000	55,000 - 85,000	400 - 525	400 - 500
Information Security Engineer	55,000 - 80,000	50,000 - 70,000	320 - 450	300 - 400

The above daily rates refer to contractor pay rates only and are exclusive of Brightwater's management fees.

SUPPORT / ADMINISTRATION	Dublin€	Regional€	Dublin Daily€	Regional Daily €
DevOps / Platform Engineer	60,000 - 85,000	55,000 - 75,000	500 - 650	450 - 600
Cloud Infrastructure Architect	90,000 - 120,000	85,000 - 110,000	600 - 750	550 - 700
IT Systems Administrator	45,000 - 70,000	42,000 - 65,000	250 - 400	250 - 375
IT Systems Engineer	60,000 - 80,000	60,000 - 75,000	350 - 450	300 - 450
Unix / Linux Systems Administrator	50,000 - 75,000	45,000 - 65,000	350 - 450	350 - 450
Network Engineer	60,000 - 80,000	60,000 - 75,000	350 - 450	300 - 450
Help Desk Support	28,000 - 45,000	25,000 - 40,000	180 - 275	150 - 275
Application Support Consultant	45,000 - 65,000	40,000 - 60,000	250 - 350	200 - 300
Service Delivery Manager	60,000 - 85,000	55,000 - 80,000	450 - 520	400 - 500
Storage / SAN Engineer	55,000 - 75,000	50,000 - 70,000	300 - 450	300 - 450
Servicedesk / Helpdesk Lead	50,000 - 65,000	45,000 - 60,000	250 - 300	250 - 300
ERP CONSULTANCY / SPECIALIST	Dublin€	Regional€	Dublin Daily €	Regional Daily €
SAP Consultant (Functional / Technical)	75,000 - 100,000	70,000 - 90,000	550 - 700	500 - 675
SAP Enterprise Architect	90,000 - 110,000	85,000 - 100,000	550 - 700	525 - 725
Oracle eBusiness (Functional / Technical)	75,000 - 95,000	70,000 - 85,000	550 - 700	500 - 650
MS Dynamics / Navision Consultant	75,000 - 95,000	65,000 - 80,000	525 - 650	500 - 625

Engineering

CONSTRUCTION

CONSULTANT	Dublin€	Regional€
Project Director	110,000 - 135,000	100,000+
Design Manager	75,000 - 95,000	75,000 - 85,000
Project Manager	65,000 - 85,000	65,000 - 75,000
Planner	40,000 - 65,000	45,000 - 50,000
Civil Engineer	45,000 - 65,000	40,000 - 50,000
Structural Engineer	45,000 - 65,000	45,000 - 55,000
Mechanical Engineer	50,000 - 65,000	45,000 - 50,000
Electrical Engineer	45,000 - 65,000	45,000 - 50,000
Building Services Engineer	50,000 - 65,000	65,000 - 65,000
Roads/Highway Engineer	45,000 - 60,000	35,000 - 45,000
BIM Coordinator	40,000 - 65,000	35,000 - 40,000
Water / Wastewater Engineer	45,000 - 65,000	40,000 - 50,000
Geotechnical Engineer	40,000 - 60,000	35,000 - 50,000
Environmental Engineer	55,000 - 75,000	50,000 - 60,000
CAD / Revit / Microstation Technician	35,000 - 60,000	35,000 - 45,000
Architect	60,000 - 70,000	50,000 - 60,000
Architectural Technician	40,000 - 60,000	40,000 - 50,000

- 80,000
- 55,000
90,000
- 80,000
- 55,000
- 55,000
75,000
- 60,000
- 60,000
- 50,000
- 50,000
- 55,000
70,000
- 50,000
- 50,000
55,000
70,000
- 60,000
- 50,000

OPERATIONS

PRODUCTION & MANUFACTURING - MANAGERIAL	Dublin€	Regional €
General Manager	90,000 - 140,000	80,000 - 120,000
Operations Manager	85,000 - 115,000	70,000 - 90,000
Plant Manager	85,000 - 115,000	75,000 - 95,000
Production Manager	70,000 - 95,000	55,000 - 70,000
Engineering Manager	85,000 - 115,000	60,000 - 75,000
Maintenance Manager	65,000 - 85,000	55,000 - 65,000
Continuous Improvement Manager	75,000 - 100,000	65,000 - 80,000
NPD Manager	65,000 - 85,000	55,000 -65,000
Technical Manager	60,000 - 80,000	50,000 - 70,000
Quality Manager	65,000 - 85,000	55,000 - 70,000
H&S Manager	60,000 - 80,000	50,000 - 60,000
Project Manager	70,000 - 95,000	65,000 - 90,000
Design Manager	65,000 - 80,000	50,000 - 60,000

PRODUCTION & MANUFACTURING - ENGINEERING	Dublin€	Regional €
Project Engineer	60,000 - 85,000	45,000 - 50,000
Lean Six Sigma Engineer	70,000 - 85,000	55,000 - 60,000
Continuous Improvement Engineer	60,000 - 75,000	45,000 - 55,000
Process Engineer	50,000 - 65,000	50,000 - 60,000
Manufacturing Engineer	50,000 - 65,000	50,000 - 60,000
Quality Engineer	50,000 - 75,000	45,000 - 55,000
Health & Safety Engineer	45,000 - 60,000	45,000 - 55,000
Environmental Engineer	50,000 - 65,000	45,000 - 55,000
NPD Technologist	45,000 - 65,000	32,000 - 42,000
QA Technician	35,000 - 50,000	30,000 - 40,000
QC Technician	35,000 - 50,000	30,000 - 35,000
Commissioning Engineer	65,000 - 80,000	45,000 - 50,000
Validation Engineer	70,000 - 85,000	45,000 - 50,000
Controls / Automation Engineer	65,000 - 85,000	45,000 - 60,000
Maintenance Engineer	50,000 - 70,000	40,000 - 50,000
Maintenance Technician	40,000 - 60,000	30,000 - 45,000
TECHNICAL SERVICES	Dublin€	Regional €
Service Manager	65,000 - 80,000	45,000 - 55,000
Service Engineer	40,000 - 50,000	35,000 - 45,000
Engliting Manager	60 000 95 000	EU 000 CE 000

Dublin €	Regional €
65,000 - 80,000	45,000 - 55,000
40,000 - 50,000	35,000 - 45,000
60,000 - 85,000	50,000 - 65,000
45,000 - 60,000	35,000 - 40,000
	65,000 - 80,000 40,000 - 50,000 60,000 - 85,000

Supply Chain & Logistics

SUPPLY CHAIN	Dublin €	Regional€
Supply Chain Director	100,000 - 180,000	80,000 - 120,000
Supply Chain Manager	80,000 - 110,000	60,000 - 80,000
Supply Chain Specialist	55,000 - 75,000	55,000 - 70,000
Supply Chain Analyst	45,000 - 60,000	40,000 - 50,000
Head of Procurement	85,000 - 140,000	80,000 - 100,000
Procurement / Purchasing Manager	70,000 - 90,000	65,000 - 85,000
Procurement / Purchasing Specialist	55,000 - 75,000	55,000 - 70,000
Buying Manager	65,000 - 75,000	60,000 - 70,000
Senior Buyer	55,000 - 70,000	50,000 - 65,000
Buyer	45,000 - 60,000	42,000 - 55,000
Purchasing Manager	40,000 - 55,000	38,000 - 50,000
Purchasing Specialist	35,000 - 45,000	32,000 - 40,000
Commodity / Category Manager	60,000 - 75,000	50,000 - 70,000
Vendor Manager	50,000 - 68,000	48,000 - 65,000
Materials Manager	55,000 - 70,000	50,000 - 65,000
Inventory Manager	50,000 - 65,000	50,000 - 65,000
Inventory Analyst	35,000 - 45,000	35,000 - 45,000
Planning Manager	65,000 - 85,000	55,000 - 70,000
Master Scheduler	48,000 - 65,000	45,000 - 60,000
Demand / Supply Planner	50,000 - 65,000	45,000 - 50,000
Production Planner	45,000 - 60,000	40,000 - 52,000
Buyer / Planner	50,000 - 60,000	45,000 - 55,000

LOGISTICS	Dublin€	Regional €
Director of Operations	90,000 - 125,000	85,000 - 110,000
Plant / Operations Manager	75,000 - 110,000	70,000 - 85,000
Logistics Manager	60,000 - 75,000	50,000 - 70,000
Logistics Coordinator	55,000 - 70,000	35,000 - 40,000
Warehouse Manager	45,000 - 70,000	45,000 - 60,000
Warehouse Supervisor	38,000 - 50,000	35,000 - 45,000
Stock Control Manager	36,000 - 48,000	35,000 - 45,000
Inventory Controller	32,000 - 45,000	32,000 - 45,000
Transport / Distribution Manager	50,000 - 75,000	45,000 - 60,000
Transport Supervisor	40,000 - 50,000	38,000 - 46,000
Shipping Manager	60,000 - 75,000	60,000 - 75,000
Freight Forwarding (Road / Rail / Ocean / Air)	35,000 - 48,000	32,000 - 40,000
Freight Specialist	40,000 - 55,000	38,000 - 50,000

Life Science & Pharmaceutical

Dublin€	Regional€
120,000 - 180,000	120,000 - 150,000
70,000 - 90,000	65,000 - 85,000
60,000 - 80,000	55,000 - 70,000
50,000 - 70,000	50,000 - 65,000
65,000 - 85,000	65,000 - 85,000
60,000 - 75,000	55,000 - 70,000
60,000 - 70,000	50,000 - 65,000
48,000 - 65,000	44,000 - 55,000
32,000 - 45,000	30,000 - 42,000
50,000 - 65,000	50,000 - 60,000
75,000 - 100,000	75,000 - 95,000
70,000 - 85,000	55,000 - 70,000
45,000 - 60,000	40,000 - 55,000
Dublin €	Regional €
85,000 - 145,000	80,000 - 120,000
75,000 - 100,000	65,000 - 80,000
50,000 - 65,000	50,000 - 60,000
40,000 - 50,000	40,000 - 48,000
80,000 - 115,000	75,000 - 90,000
Dublin€	Regional €
55,000 - 70,000	55,000 - 70,000
40,000 - 55,000	40,000 - 55,000
32,000 - 45,000	32,000 - 45,000
	120,000 - 180,000 70,000 - 90,000 60,000 - 80,000 50,000 - 70,000 65,000 - 85,000 60,000 - 75,000 48,000 - 65,000 32,000 - 45,000 50,000 - 65,000 75,000 - 100,000 70,000 - 85,000 45,000 - 60,000 Dublin € 85,000 - 145,000 50,000 - 65,000 40,000 - 50,000 Dublin €

CLINICAL	Dublin €	Danis and C
CLINICAL	DUDIIN €	Regional €
Clinical Operations Manager	65,000 - 95,000	60,000 - 80,000
Clinical Research Officer	50,000 - 65,000	40,000 - 55,000
Clinical Data Manager	40,000 - 55,000	45,000 - 55,000
RESEARCH & DEVELOPMENT	Dublin €	Regional €
R&D Director	90,000 - 180,000	90,000 - 120,000
R&D Manager	60,000 - 85,000	65,000 - 85,000
R&D Engineer	45,000 - 75,000	45,000 - 65,000
Formulation Manager	85,000 - 100,000	65,000 - 85,000
Process Chemist (3+ years' exp.)	45,000 - 60,000	45,000 - 60,000
Process Chemist (1-3 years' exp.)	35,000 - 45,000	35,000 - 42,000
Development Chemist (3+ years' exp.)	40,000 - 60,000	40,000 - 50,000
Development Chemist (1-3 years' exp.)	30,000 - 40,000	30,000 - 36,000
PHARMACOVIGILANCE	Dublin€	Regional €
PV Systems Associate	35,000 - 40,000	32,000 - 37,000
PV Quality & Compliance Associate	35,000 - 40,000	32,000 - 37,000
PV Systems Specialist	40,000 - 55,000	38,000 - 50,000
PV Team Lead	45,000 - 60,000	42,000 - 57,000
PV Scientist	50,000 - 60,000	48,000 - 57,000
PV Manager	60,000 - 80,000	55,000 - 75,000
Medical Information & Compliance Exec	45,000 - 55,000	42,000 - 52,000
Medical Writer	50,000 - 60,000	48,000 - 58,000



Industry & Commerce: SMEs & Multinationals

GENERAL MANAGEMENT & OPERATIONS	Ireland €
Chief Executive Officer	180,000 - 400,000
Managing Director >100 staff	145,000 - 200,000
Managing Director <100 staff	100,000 - 140,000
General Manager >100 staff	100,000 - 140,000
General Manager <100 staff	95,000 - 125,000
Chief Operating Officer	120,000 - 240,000
Operations VP - Director	95,000 - 180,000
Head of Operations >100 staff	115,000 - 140,000
Head of Operations <100 staff	90,000 - 110,000
FINANCE	Ireland€
Chief Financial Officer	150,000 - 250,000
Group Financial Director	135,000 - 180,000
Financial Director T/O >10m	120,000 - 160,000
Financial Director T/O <10m	110,000 - 130,000
Group Financial Controller	100,000 - 135,000
Financial Controller T/O >10m	90,000 - 130,000
Financial Controller T/O <10m	80,000 - 110,000
Treasury VP - Director	110,000 - 155,000
Director, Finance Shared Services	110,000 - 150,000
Group Consolidations Reporting VP - Director	100,000 - 145,000

SALES (Industry & Commerce)	Ireland €
Chief Commercial Officer	135,000 - 185,000
Commercial Director	120,000 - 160,000
Country Sales Director	90,000 - 140,000
Sales VP - Director (Domestic / International)	90,000 - 150,000
Account Director	90,000 - 120,000
Software Sales VP - Director	85,000 - 125,000

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Professional Services (In-house & External Advisory): Industry & Commerce, Financial Services

HUMAN RESOURCES	Ireland €
Chief People Officer	150,000 - 225,000
Group Head of Human Resources	130,000 - 190,000
Human Resources VP - Director	95,000 - 155,000
Organisational Development VP - Director	95,000 - 140,000
Reward VP - Director	95,000 - 130,000
Comps & Bens VP - Director (Domestic / Global)	95,000 - 170,000
Learning & Development VP - Director	90,000 - 125,000
Head of Talent Acquisition (Domestic / Global)	85,000 - 130,000
Payroll VP - Director	90,000 - 130,000

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PUBLIC PRACTICE, ADVISORY & TAXATION (External & In-I	House)	Ireland €
Managing Partner	200,00	00 - 350,000
Partner (Salaried)	120,00	00 - 210,000
Advisory Director	90,00	00 - 150,000
Audit Director (Domestic / International)	95,00	00 - 145,000
Tax Director (SMEs / Multinationals)	90,00	00 - 140,000
Indirect Tax Director	90,00	00 - 130,000
Private Clients Tax Director	95,00	00 - 135,000
Associate Director	85,00	00 - 110,000
In-house Tax Director (Europe / Global)	135,00	00 - 250,000
In-house Tax VP (Europe / Global)	100,00	00 - 150,000

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MARKETING	Ireland €
Chief Marketing Officer (EMEA / Global)	150,000 - 210,000
Marketing VP - Director	100,000 - 150,000
PR & Communications VP - Director	85,000 - 130,000
Brand & Engagement VP - Director	90,000 - 120,000

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LEGAL (Practice & In-House)	Ireland €
Equity Partner	160,000 - 310,000
Salaried Partner	100,000 - 220,000
Group General Counsel (EMEA / Global)	185,000 - 300,000
General Counsel (EMEA / Global)	130,000 - 200,000
Associate General Counsel	100,000 - 145,000
Head of Legal (In-House) Global >100 lawyers	220,000 - 300,000
Head of Legal (In-House) EMEA <25-50 lawyers	160,000 - 250,000
Head of Legal (In-House) 3-25 lawyers	95,000 - 160,000
Transactional Lawyer VP - Director	135,000 - 190,000
Head of Legal & Compliance	100,000 - 140,000
Senior Legal Counsel (>7 years' PQE)	110,000 - 155,000
Senior Associate (>7 years' PQE)	90,000 - 130,000
Company Secretary (>8 years' PQE)	95,000 - 150,000

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AUDIT, GOVERNANCE, RISK & COMPLIANCE	Ireland €	INFORM
Chief Risk Officer (EMEA / Global)	140,000 - 350,000	Chief Te
Capital & Financial Risk VP - Director	100,000 - 180,000	Chief In
Chief Compliance Officer (EMEA / Global)	140,000 - 200,000	Chief In
Compliance VP - Director	100,000 - 145,000	Chief Da
Group Head of Audit	135,000 - 190,000	Chief A
Audit VP - Director	95,000 - 145,000	Chief Di
Distribution Oversight VP - Director	95,000 - 175,000	Director
Operational Risk VP - Director	95,000 - 140,000	Product
Investment Risk Oversight VP - Director	110,000 - 140,000	Head of
Regulatory Affairs VP - Director (Domestic / Europe)	95,000 - 170,000	IT Progr
AML VP - Director	95,000 - 145,000	Head of
Data Privacy VP - Director	105,000 - 135,000	Head of
Fraud VP - Director	95,000 - 140,000	Head of
Client Onboarding / KYC VP - Director	110,000 - 170,000	Head of

INFORMATION TECHNOLOGY	Ireland €
Chief Technical Officer (CTO)	150,000 - 250,000
Chief Information Officer (CIO)	120,000 - 240,000
Chief Information Security Officer	100,000 - 200,000
Chief Data Officer (CDO)	120,000 - 200,000
Chief Analytics Officer	150,000 - 220,000
Chief Digital Officer	150,000 - 220,000
Director Data Analytics	115,000 - 200,000
Product Director	120,000 - 180,000
Head of IT	90,000 - 150,000
IT Programme Director	110,000 - 170,000
Head of PMO	110,000 - 130,000
Head of Software Delivery	120,000 - 150,000
Head of Architecture	110,000 - 130,000
Head of IT Advisory	110,000 - 180,000
IT Service Delivery Director	90,000 - 120,000

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Financial Services: (Banking, Insurance, Funds, Aviation Leasing)

GENERAL MANAGEMENT & OPERATIONS	Ireland €
Chief Executive Officer	200,000 - 600,000
Managing Director >100 staff	140,000 - 300,000
Managing Director <100 staff	120,000 - 175,000
Chief Operating Officer	170,000 - 380,000
Director of Operations >75 staff	110,000 - 170,000
Director of Operations <75 staff	100,000 - 145,000
Programme & Change VP - Director	95,000 - 165,000
FINANCE	Ireland €
Chief Financial Officer	150,000 - 350,000
Financial Director	120,000 - 175,000
Technical Accounting Director	120,000 - 170,000
Financial Reporting VP - Director	100,000 - 150,000
Regulatory Reporting VP - Director	95,000 - 140,000
Fund Accounting VP - Director	105,000 - 170,000
Fund Controller	100,000 - 135,000
Head of FP&A	90,000 - 135,000
Corporate Finance VP - Director	110,000 - 280,000
Group Consolidations Reporting VP - Director	125,000 - 170,000
Finance Shared Services Director	110,000 - 150,000
Finance Programme Director	105,000 - 140,000

SALES	Ireland €
Chief Commercial Officer	140,000 - 230,000
Business Development VP - Director	100,000 - 145,000
Client Management VP - Director	95,000 - 145,000
Corporate / Institutional Sales VP - Director	110,000 - 155,000
Head of Intermediary Sales	90,000 - 140,000
Broking VP - Director	90,000 - 125,000
INSURANCE (Life, General - Re / Insurance, Captive, Wealth M	anagement) Ireland €
Chief Underwriting Officer	140,000 - 220,000
Underwriting Director	90,000 - 155,000
Reinsurance Underwriting Director	110,000 - 160,000
Chief Claims Officer	135,000 - 180,000
Claims VP - Director	100,000 - 140,000
Chief Actuary	175,000 - 320,000
Senior Actuary (Pricing / Reserving / Capital)	130,000 - 180,000
Senior Product VP - Director	95,000 - 145,000
Chief Investment Officer	135,000 - 240,000
Wealth Management VP - Director	95,000 - 150,000
Captive Manager	95,000 - 140,000

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BANKING (Private, Commercial, Corporate, Investment)	Ireland €
Chief Investment Officer	150,000 - 240,000
Investment Director	110,000 - 140,000
Director of Lending	140,000 - 160,000
Lending Director (Corporate / Institutional)	110,000 - 130,000
Treasury Product VP - Director	90,000 - 140,000
In-house Treasury VP - Director	110,000 - 175,000
Trader VP - Director	85,000 - 175,000
Senior Stockbroker	100,000 - 150,000
Private Banking VP - Director	90,000 - 150,000
Credit Restructuring VP - Director	110,000 - 145,000
Client Relationship Manager VP - Director	95,000 - 135,000
Account Director	110,000 - 150,000
Area Branch Manager	90,000 - 125,000

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FUNDS (Management, Administration)	Ireland €
MD - CEO ManCo	145,000 - 210,000
Fund Accounting VP - Director	110,000 - 170,000
Fund Controller	100,000 - 135,000
Portfolio Manager VP - Director	100,000 - 155,000
Distribution VP - Director	95,000 - 140,000
Transfer Agency VP - Director	100,000 - 165,000
Trustee / Custody / Depositary VP - Director	110,000 - 155,000
Middle Office VP - Director	90,000 - 150,000
Product VP - Director	95,000 - 145,000
Corporate Actions VP - Director	85,000 - 120,000
Vendor Manager VP - Director	95,000 - 135,000
Investment Analyst VP - Director	95,000 - 145,000

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AVIATION LEASING	Ireland €	
Technical & Asset Management VP - Director	125,000 - 300,000	
Corporate Finance VP - Director	130,000 - 280,000	
Treasury VP - Director	145,000 - 220,000	
Aircraft Trader VP - Director	140,000 - 275,000	
Marketing VP - Director	140,000 - 220,000	
Contracts Portfolio Manager VP - Director	130,000 - 180,000	
Investor Relations VP - Director	120,000 - 180,000	

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Technical Services

SCIENCE & PHARMACEUTICAL / SUPPLY CHAIN & LOGISTICS /		
ENGINEERING	Ireland €	
Supply Chain VP - Director (EMEA / Global)	100,000 - 180,000	
Procurement VP - Director (EMEA / Global)	100,000 - 200,000	
Plant VP - Director	100,000 - 200,000	
Operations VP - Director	100,000 - 180,000	
Project Director	110,000 - 135,000	
Quality VP - Director	120,000 - 180,000	
R&D VP - Director	110,000 - 190,000	
Manufacturing VP - Director	110,000 - 180,000	
Engineering VP - Director	120,000 - 200,000	
Logistics VP - Director	90,000 - 180,000	
Director of Regulatory Affairs	90,000 - 130,000	





