

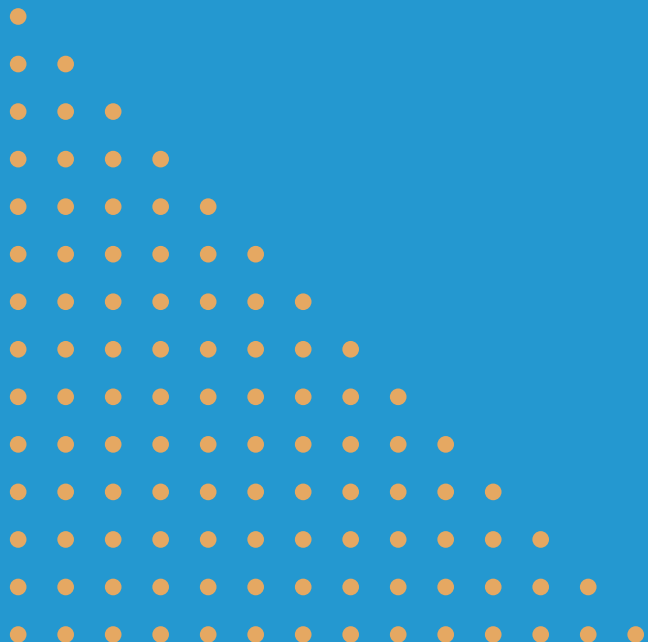


Brightwater

RECRUITMENT SPECIALISTS

SALARY SURVEY ACCOUNTANCY

2022



SALARY SURVEY

ACCOUNTANCY 2022



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JEAN O'DONOVAN

BOARD DIRECTOR

ACCOUNTANCY

ACCOUNTANCY -SALARY SURVEY INSIGHTS

Overall, the demand for skilled accountancy professionals has reached if not superseded pre-pandemic levels. This ramp-up was evident from quarter 2 of this year and has consistently risen. In some cases, supply cannot meet demand. Employers need to differentiate themselves in order to be attractive to prospective candidates. While the value of a basic salary cannot be underestimated, other factors such as work life balance, career progression, overall benefits and a company's EVP have all become very important.

TEMPORARY & CONTRACT MARKET ANALYSIS:

This is always and remains a busy area in the accountancy sector. Reasons for needing contractors continue to include maternity leave, holiday cover, headcount freezes, secondments, projects but to name a few. Looking at the contract market, it has two main verticals; Qualified and Non-Qualified Accounting ie back office accounting roles. Both have seen significant increases, and we expect this demand to continue throughout 2022. Contract qualified roles remained consistent throughout the pandemic; however, the more junior ones took a hit with companies trying to save costs, reduce redundancies and spread the workload internally. This has now completely changed with candidates working across functions such as Credit Control, Payroll, Accounts Payable, Accounts Receivable back in high demand on a contract basis. They are key areas to running a finance team and keeping the back-office function going.

At a qualified level, the busiest part of the market tends to be candidates with 1 years' experience up to approx. 5 years' PQE / Finance manager level. The main roles in demand are Financial Accountants, Commercial Accountants, Finance Business Partners and project accountants. When hiring on a contract base, you may be employed to keep the BAU going, or to a specific value add project. Accountants with strong analytical skills and those with strong stakeholder management experience are in demand. As always, a Top 10 practice background is desirable coupled with exposure to accounting standards such as IFRS and US GAAP. If you have been involved in an ERP systems implementation, then you are in luck, as we have seen an increase in these types of opportunities as projects may have been put on hold due to covid and companies are now starting to ramp up. The main difference now is that organisations are all looking for the same talent at the same time which leads to increased competition.

Financial Controller/Finance Manager roles are still available on a contract basis and these tend to be hired to cover maternity leave or potentially to backfill a BAU role where the incumbent works on a company project.

Temp and contract hires really spread across the market. However there have been some notable increases across technology, shared services and manufacturing. Financial services hires have remained consistently busy and in line with other years and there has been an increase in SME hiring on a temp basis, particularly with the back-office roles.

Salaries/ rates need to be competitive for temp contract hires due to a very busy permanent market. We are seeing increases of up to 5 % in some areas and would strongly recommend completion bonus on top for salary – these range from 10-15% depending on role level. For longer term contracts, permanent benefits are being offered to contract staff. This is mainly with larger organisations and is very common in financial services.

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ACCOUNTANCY- PERMANENT (FINANCIAL SERVICES):

Within the Financial Services sector, the Insurance industry remains an area where we have seen increased activity for accounting roles. General accounting roles such as financial accounting, financial reporting and more senior Financial Controller positions remain key hires within finance departments. Similar to previous years, Big 4 trained accountants with 3-5 years' post qualification experience are sought after as well candidates with Solvency II and strong regulatory reporting experience. In addition, candidates with IFRS experience are in demand due to the implementation of IFRS 17. Internal audit has been another growth area; it has always been a backbone of the finance team but there has been a notable increase in demand for candidates with this skillset and a lot of this is to do with increased risk and the volatility the markets have gone through. Compared to roles registered two years ago, we would estimate approximately a 5-8% increase in demand for this type of candidate

In conjunction with the insurance industry, there has also been an increase across general financial services including investments, funds, asset management and corporate services. Retail banking remains stagnant in hiring and we have seen a rise in boutique financial services organisations hiring accountancy professionals. These hires tend to be at a more senior level with a strong focus on strategy as well as technical accounting

Salaries have remained stable in the financial services sector with companies continuing to offer competitive salaries to entice strong candidates. We have seen increases of approx. 5% on average on basic salaries with some in demand candidates securing increases of up to 10% to move roles.

Benefits offered across financial services organisations tend to be quite strong and competitive in general and we have not seen a substantial change in benefits offered compared to previous years. The majority of financial services firms are offering bonuses typically in the region of 10% -15% upwards, pension contributions, health insurance (for both individual & family), life assurance and income protection as well as some companies offering additional perks such as paid gym membership, lunch allowance etc

ACCOUNTANCY – PERMANENT (INDUSTRY)

Commerce and Industry covers a vast remit when it comes to finance roles, the busiest sectors as always being tech, healthcare, FMCG, Plcs and Manufacturing. What we have noticed in 2021 is some new entrants to the market from a GBS perspective which has led to an increase in hiring across the multinational space and this has added a sharper competitive edge to the market. The SME market is beginning to recover, some sectors quicker than others depending on how the pandemic restrictions affected them. In terms of remunerations offerings here, they are in line with 2019 with not as significant an increase as some of the larger organisations.

The permanent accountancy market is very busy across all levels. There has been an increase of the back-office type roles such as credit control, payroll, AP and opportunities for accountants at a part-qualified level. These roles declined during the pandemic with companies trying to cover off additional workloads internally, however it is not a long-term feasible solution, and the demand has risen

Across the qualified market, we have seen a demand across roles such as Finance Business Partners and Commercial Accountants. Although the technical skills are paramount for employers, the soft skills required by candidates for these roles come as a demand as organisations are rapidly changing and need to have to wherewithal to respond quickly and commercially. The role of the accountant was changing pre-pandemic and even more so since, as companies require strategic thinkers who can identify potential revenue streams and control costs. This in turn makes the market demand for candidates with this skill set hugely competitive. In some cases, they are receiving up to 10% increase on basic salaries to move roles.

SALARY SURVEY

ACCOUNTANCY 2022

In other areas, newly qualified accountants and practice trained accountants remain consistently in demand with the average salary for NQ being around €55,000p/a. It is competitive for candidates with PLC audit/ US GAAP and IFRS. Similar to financial services, there has been a notable increase in Internal audit roles with increased regulations and risk in the market.

Benefits in industry will vary depend on the size of the business but the plc's and multinational would be strong, offering bonuses in the region of 10% dependant on individual and company performance, health insurance, pension-3-5% employer contribution, EAP, life insurance, death in service, gym membership etc

CONCLUSION:

We are certainly entering into a very competitive accountancy market in 2022 and currently demand outweighs supply with skilled candidates across the finance field. Companies will need to be not only competitive on salary and benefits but also flexibility. This is the number one driver in the market now and having a hybrid working model will be a key factor in attracting staff. In terms of candidate attraction, one positive outcome of the last 18 month is that we have seen an increase in candidates looking to return home from places like Australia/Canada etc and many are securing job offers before they return. We have also seen that people can work very effectively remotely so if an organisation has a niche difficult to fill position, if it can be offered remotely then this will open up talent pools across Europe and is something that has been very effective in the contract space.

SALARY SURVEY

ACCOUNTANCY 2022

NO.	POSITION	€
01.	Financial Controller	90,000 - 120,000
02.	Finance Manager	80,000 - 100,000
03.	Snr Financial Accountant	65,000 - 75,000
04.	Financial Accountant	60,000 - 70,000
05.	Finance Business Partner	70,000 - 85,000
06.	Newly Qualified Accountant	55,000 - 60,000
07.	Part-Qualified Accountant	35,000 - 45,000
08.	Accounts Assistants	30,000 - 40,000

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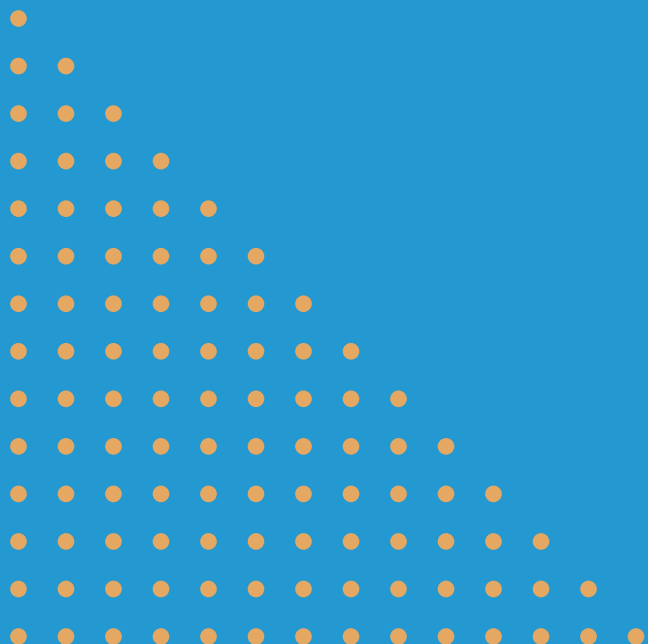


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SALARY SURVEY ACCOUNTANCY MUNSTER

2022



SALARY SURVEY

ACCOUNTANCY MUNSTER



TOM WILKINSON

COMMERCIAL DIRECTOR

ACCOUNTANCY



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CORK

2021 has seen the Irish job market rebound superbly and we expect this to continue throughout 2022. Munster in particular, has seen some very healthy job creation announcements across a range of sectors and pent-up demand for talent during lockdown is transforming into a very active job market.

For those in the accountancy and finance professions, the jobs market has never been more amenable. The continued growth in job vacancies provides increased choice and flexibility for those who are seeking new roles. Cork and its environs have seen the number of jobs increase sharply, creating a candidate short market. Job seekers are aware of this new demand / supply dynamic, and they are taking advantage of this to negotiate higher salaries when making the job move as well as negotiating better pay and conditions at their respective job reviews.

Cork itself has over 180 US multinationals based here and they tend to dominate the jobs landscape. It can be hard for smaller firms to compete on salaries but there is scope for flexibility in remuneration packages. From technology and pharmaceutical to financial services, there are huge opportunities for jobs within accountancy and finance. It's also encouraging to see that SMEs too have recovered somewhat and are actively recruiting. Big 4 firms are back recruiting in volume across Munster as are the smaller firms and we expect this trend to continue throughout 2022.

The traditional regional salary gaps have narrowed considerably to a point where any differences are almost indiscernible. We're expecting salaries in 2022 to increase in line with the national average of 5%. The bigger question for employers remains around the whole remuneration piece – does it include bonuses, pensions, working from home and hybrid working? These are all becoming increasingly important for job seekers and if employers cannot or will not offer these options, then they may lose out on the war for talent.

REMOTE WORKING

Remote work is likely to expand substantially following the end of the pandemic compared to pre-pandemic levels. During the pandemic, organisations have largely experienced increased productivity from a workforce that has been primarily working from home, and employees have primarily found that they like it.

In counties such as Kerry, Clare, Galway, and Cork employees living in rural areas have (supported by good Wi-Fi) have taken advantage of the last 18 months settling into remote working structures. People have moved back “home” from their office based in Dublin and Cork and are now looking to continue in this work life location balance even as government restrictions relax, and we begin to return to the office.

SALARY SURVEY

ACCOUNTANCY MUNSTER

NO.	POSITION	€
01.	Audit Senior	42,000 – 48,000
02.	Assistant Management Accountant	45,000 – 48,000
03.	Part Qualified Accountant	30,000 – 32,000
04.	Tax Junior	27,000 – 30,000
05.	Practice Accountant	44,000 – 48,000

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SALARY SURVEY

ACCOUNTANCY MUNSTER

NO.	POSITION	€
01.	Audit Senior	42,000 – 48,000
02.	Assistant Management Accountant	45,000 – 48,000
03.	Part Qualified Accountant	30,000 – 32,000
04.	Tax Junior	27,000 – 30,000
05.	Practice Accountant	44,000 – 48,000

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SALARY SURVEY BANKING/FUNDS

2022



SALARY SURVEY

BANKING/FUNDS



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JEAN O'DONOVAN

BOARD DIRECTOR

BANKING/FUNDS

MARKET OVERVIEW

The four main of sectors that make up the Irish Financial Services industry - banking, funds, insurance, fintech have - aside from retail banking - experienced something of a boom over the last 12 months and are likely to do so in the year ahead.

For many years Ireland has been an international hub for the asset management industry and over the last 24 months has seen this position grown further following the relocation of many investment firms to Dublin following Brexit. This expansion has also seen the fund administrators who service these clients also significantly increase the size and scope of their offerings here in Ireland.

Along side the funds management sector, Ireland has continued its focus on becoming a pan-European hub for the technology sector, which in turn has continued to fuel the growth of the Fintech sector here, with many organisations in this space growing their headcounts significantly. The most notable of these companies is Stripe, however there are many others in the sector who have been backed by IDA funding who hold significant market share and are looking to grow.

The Insurance sector has equally seen good post Brexit growth with several insurers and re-insurers setting up operations in Ireland to gain access to European markets. Whilst these operations may not have had a significant impact on front line insurance related roles, they have driven demand for experienced hires within the risk, compliance and governance. The performance of domestic insurance firms has seen some demand for staff within the claims, underwriting and technology departments, however.

Finally banking. The retail banking sector has seen significant changes within the last 12 months with the exit of several large players from the state. This has seen the consolidation of the sector grow even further between the remaining pillar banks. Demand for staff in this sector has remained subdued as this period of consolidation takes place.

SKILLS IN DEMAND

There is significant demand for risk and compliance professionals across the financial services sector with specific demand for candidates who have knowledge within the insurance, funds management and online payments segments of the market. Candidates with experience with AML, Compliance Monitoring and Oversight with the Fintech or Online Payments space has seen a significant rise for demand in their skills.

Another area of strong role demand has come from the fund administration sector as they have continued to grow their offerings here in Ireland. Demand remains strong for experienced candidates within Fund Accounting, Transfer Agency, Custody, Trustee and Client Services roles ranging from Associate level to Middle Management.

Given the number of European Client Services hubs based in Ireland, demand has remained high for candidates with a combination of European language skills and Client Services background across banking, insurance, and funds.

SALARY SURVEY

BANKING/FUNDS

AVAILABILITY OF CANDIDATES

Over the last 12 months, as previously discussed, the demand for candidates has been high. The flow of candidates coming onto the market – for a range of reasons – has, however, been lower than usual.

A combination of government stimulus and job keeper subsidies has averted large scale lay-offs and thus candidates coming to the market through natural attrition. Given the restrictions on international travel, the borders have effectively been closed for almost 18 months, significantly limiting the inward flow of prospective candidates into the country. Granted, this has meant there hasn't been as much of a "brain drain" of candidates leaving the country either, but travel restrictions have had a major impact on inward skilled immigrants joining the job market.

Finally, candidate reticence to change roles during the pandemic has had a significant impact on the availability of candidates coming to the market. This has slowly increased as people have adjusted to this new normal, and companies have become more accustomed to on-boarding new hires remotely.

With the levels of uncertainty that remain, there is still however, an impact on the levels of candidates coming to the job market.

IMPACT ON SALARIES

There has been broad-based growth in salaries across the board during the last 12 months as the demand for experienced candidates has grown and the supply of candidates, for reasons already mentioned, has dwindled.

Perhaps not surprisingly the largest growth in salaries has come within the areas where demand has remained highest, namely Risk and Compliance, Fund Administration and Multi-Lingual client services professionals who have all seen salaries grow above inflation.

Sectors where salaries have remained stagnant have largely been within the retail banking space.

HIRING INSIGHTS AND TIPS

If you're looking to take on staff in this market, advice will be to move quickly and ensure processes aren't unduly delayed. Candidates currently have access to multiple opportunities and tend to be engaged in more than one process at a time. Slowly moving selection or on-boarding processes could see you lose out on a preferred candidate to another process that has moved quickly to secure them.

Expected good candidates to be counter offered by their current employers and build that into your hiring plans/budget. Whilst not all candidates will receive a counteroffer or take one if offered when they come to resign from their current employer, it is extremely prudent in the current market to build that into your thinking so that you don't end up losing your chosen candidate, and all the time that has gone into selecting them, at the last moment due to an unseen counteroffer.

SALARY SURVEY

BANKING/FUNDS

NO.	POSITION	€
01.	Senior Investment Analyst	70,000 – 80,000
02.	Investment Analyst	60,000 – 70,000
03.	Fund Accounting Manager	60,000 – 70,000
04.	Fund Accountant	50,000 – 60,000
05.	AML Analyst	40,000 – 45,000
06.	Compliance Manager	70,000 – 90,000
07.	Mortgage Resolutions Analyst	40,000 – 45,000
08.	Treasury Manager	70,000 – 80,000
09.	Treasury Analyst	50,000 – 60,000

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SALARY SURVEY

PUBLIC PRACTICE AND TAX

2022



SALARY SURVEY

PUBLIC PRACTICE AND TAX 2022



CLINTON DONKIN

COMMERCIAL DIRECTOR

PUBLIC PRACTICE AND TAX



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MARKET INSIGHTS 2021/22

Throughout 2021 the public practice and tax recruitment markets have seen a complete turnaround. During the early days of Covid-19 related restrictions and lockdowns, understandably firms and industry delayed all but critical hiring plans. As the roadmap to re-opening became more certain and business leaders' confidence grew, hiring commenced again. Since Q2 2021, we have experienced significant demand for tax and practice candidates. Online job postings are up over 200% on 2020 levels, and the high demand is having a profound affect not just on the employers but candidates too.

All the usual hallmarks of a competitive market are now plain for all to see. Salaries and total compensation increasing, interview processes smoothed and refined and the conversation about flexibility and progression happening in the interview process.

2022 will see the emergence of a more engaged candidate pool. While candidates have always done some research on employers, that research has moved to a whole new level. Empowered by resources such as glassdoor.com candidates have easy, relevant and current access to employer branding and reviews like never before.

Candidates are looking deeper at the employer brand, their core values, reputation and future prospects. While total compensation has and will be an important factor for candidates, flexibility in the way they work may, in some cases, be prioritised over salary.

TAX IN PRACTICE:

Tax candidates continued to be in unprecedented high demand amongst most top 30 accounting firms. That demand is for newly qualified up to and including director level across all tax heads. Specialist areas such as global mobility and transfer pricing and indirect taxes are seeing demand outweighing supply for key talent.

This competition for talent has seen salaries solidify. In some cases, we have seen significant uplifts or candidates coming in at the top of their bandings. Firms in general are doing their best to engage and retain talent. Using a combination of informative measures, firms are opening the conversations around career progression and salary progression at a much earlier stage. Flexible working arrangements, hybrid and fully remote working is now an expectation of all candidates. Companies that do not provide flexibility will lose out.

TAX IN INDUSTRY:

There are many factors both internal and external influencing the increase demand for tax talent within industry employers. From a candidate perspective, this is where we've seen the greatest development in candidate engagement with employer brands. Candidates are doing a deep dive into their prospective employer's brand. Especially when it's an industry employer who may not be as familiar to a candidate as perhaps the Big 4 or Top 10 accounting practice with whom they have a level of familiarity.

Industry employers who truly understand, believe and invest in their employer branding and EVP are securing the best candidates. Engagement from the business with the preferred candidate during the interview process is paramount. Early Line Management engagement with a preferred candidate increases the candidate experience and engages them in the process from a much earlier stage. We have seen salaries increase for industry tax professionals across all levels. For example, first year managers leaving Big 4 firms can secure €75,000 salary plus benefits package. Areas like aviation leasing and transfer pricing, tax consulting etc are key areas of growth. Multinational companies continue to lead the salary tables.

SALARY SURVEY

PUBLIC PRACTICE AND TAX 2022

PRACTICE SERVICE LINES:

Across all firms, demand for professional qualified audit and accounting talent remains high. Again, this is seen in focus at newly qualified to manager level. It's not only the Big 4 who are seeing shortages, most firms across the island of Ireland require more qualified audit and accounting staff.

Consulting has seen one of the biggest increases in recruitment over the last 24 months. This increased focus in building out consulting services among the larger firms continues a greater pace due to the challenges as well as the potential opportunities created by the COVID-19 pandemic.

In line with increasing M&A activity and corporate finance transactions, individuals with quality experience and training within M&A and corporate finance remain in demand. This demand is led by Big 4 firms, banks, private equity, and boutique houses alike.

THE YEAR AHEAD FOR PUBLIC PRACTICE & TAX

As we emerge from 2021, we're seeing a greater increase in vacancy numbers and candidates returning to the now 'open' market. We expect demand to remain high across all levels and areas of public practice and tax across Ireland.

We expect to see salaries continue to solidify in line with continued demand being unmet by supply. While salary remains a key negotiating factor with all candidates, the pandemic has fundamentally changed the way we work. Candidate expectations now all factor remote working or flexibility on offer.

The organisations who succeed in attracting the best tax talent to their businesses and firms are those who actively manage their employer brand, partner very closely with their preferred recruitment providers and actively manage and engage with each interview process. Expect that candidate conversations should include flexibility and working remotely, corporate social responsibility initiatives and more increasingly, environmental sustainability as well as diversity and inclusion. These are topics that employers need to make sure is clear, accessible, and available for candidates.

SALARY SURVEY

PUBLIC PRACTICE AND TAX 2020

NO.	POSITION	€
01.	EMEA Indirect Tax Manager	82,500 – 92,000
02.	Corporate Tax Manager	68,000 – 75,000
03.	Tax Senior – Top Tier	46,000 – 53,000
04.	Tax Trainee	23,000 – 32,000
05.	Indirect Tax Accountant	48,000 – 62,000
06.	Audit Manager	60,000 - 68,000
07.	Audit Senior	46,000 – 52,000
08.	Accountant Trainee	22,000 – 37,000

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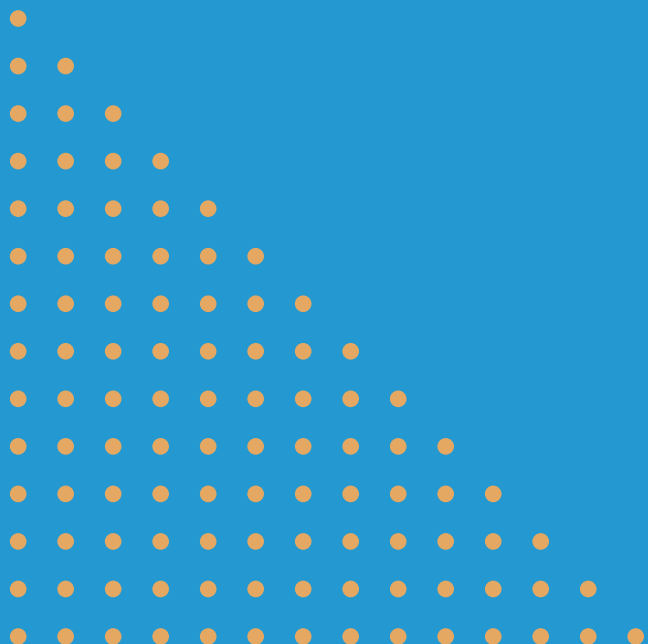


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SALARY SURVEY LEGAL

2022



SALARY SURVEY

LEGAL 2022



MARK BYRNE

COMMERCIAL DIRECTOR
LEGAL



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PRACTICE

2021 may have brought many challenges but it certainly did not inhibit growth in the legal sector. Initially, the beginning of the year saw a slight downturn but the market quickly picked up in Q2 and Q3. Qualified solicitors were keen to move role and firm and did so with ease.

We noticed an upward trend of solicitors wishing to change sectors with many starting in completely new areas. This may seem like a daunting task for some but a considerable number of top firms were remarkably open to this and as a result, saw candidates bringing with them a wealth of knowledge from other areas.

We've seen a sharp increase in the requirement for experienced conveyancing solicitors due to the demand for real estate, both commercial and residential.

Investment funds are continuing to grow and we expect this to continue well into 2022. Post-Brexit, European law firms are doing a lot of business in Dublin which will have a huge impact on the market. We are seeing more job titles along the lines of "Of-Counsel" – Senior Partners who may have acted in-house for quite some time but who are now going into top law firms on a contract basis to help them set up in Ireland.

Covid has obviously had a huge effect on the workplace, particularly in the area of employment law (non-contentious). New legislation being introduced by the government needs to be understood as well as ensuring adherence. In addition, many traditional law firms forced to shift to remote working during lockdown restrictions, have had to shift to a hybrid working model post-pandemic and we expect this to continue to well into 2022/2023 if not permanently.

The regional areas too have seen a rise in demand for solicitors. We have seen a huge increase in the number of jobs regionally, particularly in Cork, Galway and Limerick. Law firms are now expanding their workforce to include those who may have relocated outside of Dublin. What is notable in this trend is that the gap between Dublin and regional salaries has narrowed considerably if not disappeared. We have seen some firms offer Dublin salaries to stay competitive. This is something that other top-tier and mid-tier firms will have to monitor closely to ensure they remain competitive in their offerings to staff, both current and new.

IN-HOUSE

The need for experienced in-house counsel is still high, particularly in the financial services and pharmaceutical sectors. Moving roles from practice to in-house is as attractive as always. We are witnessing a high volume of industry companies offer intensely competitive packages along with flexible working hours which will no doubt continue well into 2022 and beyond.

Interestingly, we have noted a shift towards contract roles, particularly if solicitors are looking to transition from practice into in-house. It's a good way for them to try out the in-house option and equally for the employer to test the waters, especially if they have not established an in-house legal department before. In-house counsel roles are particularly attractive as salaries are often quite high in terms of contract rates. This can prove extremely beneficial to those looking to make a move in the short-term.

Similarly to practice firms, companies seeking to recruit solicitors for in-house roles in Cork, Galway and Limerick are now starting to recruit at Dublin salary levels to ensure they stay competitive. Many companies are reaping the benefits of the pandemic as desirable candidates have moved "home" or outside of Dublin after lockdown. These companies now have access to a wider talent pool than before.

SUMMARY

Overall, the legal market is still very much candidate led with many solicitors fielding 2 or 3 offers from top firms which means acceptance can come down to salaries and overall package. We expect this to continue well into 2022 with the additional entrants of further prestigious UK firms into the Dublin market.

SALARY SURVEY

LEGAL 2022

€		
01.	Partner (Year 1)	125,000 - 170,000
02.	6 + PQE	85,000 - 145,000
03.	5 + PQE	80,000 - 105,000
04.	4 + PQE	78,000 - 95,000
05.	3 + PQE	75,000 - 92,000
06.	2 + PQE	70,000 - 83,000
07.	1 + PQE	65,000 - 75,000
08.	Newly Qualified	60,000 - 72,000
09.	Professional Support/ Knowledge Solicitor	85,000 - 125,000
10.	Company Secretary Manager/ Head of Dept	90,000 - 135,000
11.	Senior Company Secretary (3+ years PQE)	50,000 - 95,000
12.	Junior Company Secretary (1-3 years PQE)	35,000 - 50,000
13.	Paralegal/ Legal Executive	30,000 - 60,000

NO.	IN-HOUSE	€
01.	General Counsel	90,000 - 150,000
02.	In-House Counsel/ Legal Advisor	70,000 - 110,000
03.	Company Secretary	50,000 - 95,000
04.	Project Solicitor	80,000 - 100,000
05.	Legal & Compliance Officer/ Manager	55,000 - 100,000
06.	Data Protection Officer/ Manager	65,000 - 100,000

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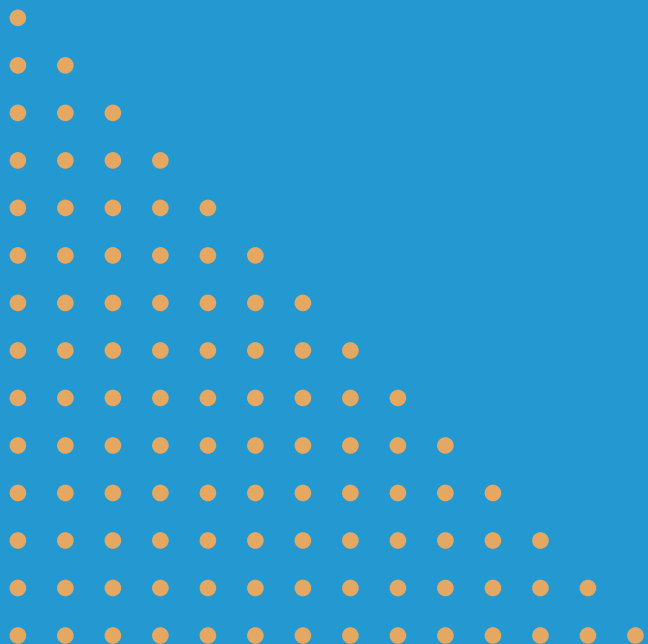
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RECRUITMENT SPECIALISTS

SALARY SURVEY

IT

2022



SALARY SURVEY

IT 2022



GARETH FLEMING
COMMERCIAL DIRECTOR
IT



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GENERAL OVERVIEW

Throughout 2021, as other areas have faced really challenges, the Tech sector has remained extremely resilient. As a sector, it has seen a lot of growth and innovation down in no small part to most organisations making the enforced pivot to digital.

With customers and consumers also switching predominantly to online we saw many organisations go through huge innovation and change as they made the pivot to Digital creating thousands of new roles across the country and with several areas of Tech coming to the fore as most in demand, Front end development and design, UX and CX, Cloud and Cyber Security.

The technology sector contributed north of €44 billion to Ireland's economy in 2020 and, on its current trajectory, higher in 2021. The Technology sector continues to grow apace at 12% per annum with wages in the ICT sector remaining at 50% higher than the rest of the economy.

IN 2021 we reached some huge milestones. Ireland is now home to all of the top 10 global internet companies with their EU HQ's established here. WE are also home to 9 of the top 10 global software and US technology houses with you digital sector now accounting for 26% of Irish exports.

This market however isn't without its challenges. With a lack of inward migration brought about by continued severe travel restrictions we have far less tech talent entering the country. We have also observed huge reluctance in the market with passive candidates unwilling to leave a secure position as levels of uncertainty in the economy remain. This lack of available talent has contributed to upwards movement across the board in both salaries, daily rates and counter offers.

LOOKING AHEAD

As we look ahead to 2022, we will see the pace of Technology associated change continue to accelerate with AI, Cloud, Hyperconvergence and IoT continuing to proliferate daily life. The move to digital brings with it increased demand for talent in these areas along with other associated verticals such as networking, information and cyber security, and product.

Looking specifically at Ireland, we continue to punch above our weight on a global stage fast becoming the technology landscape of choice for many global pillar tech and start-up firms. As the tech economy grows the need to attract and grow a larger IT workforce becomes a huge challenge for next year, this should be bolstered by the returning EU labour force and indeed those candidates wishing to avoid the continued negative impacts of Brexit in the UK.

CHALLENGES:

- Continued uncertainty around our corporate tax rate, a staple of continued inward investment here, as other EU countries push for parity at a higher rate of 15% - a higher rate agreement could see less FDI
- Ireland's visa and work permit application processes requires some streamlining in order to help with the current talent deficits
- Continued investment and innovation around STEM and CS related courses at 3rd level need to continue again in order to bolster future talent gaps

SALARY SURVEY

IT 2022

SOFTWARE

The job market for Software Engineering across all levels and all skillsets from Java to Python to React is extremely busy and competitive at the moment, arguably the most competitive vertical across all of technology in 2021. Ireland has seen a huge influx of Tech start-ups and Global technology companies and with that increased demand for these types of profiles. Over the last 12 months, we have seen businesses in the Pharma, Healthcare and Supply chain industries looking for Engineers as they build out their teams further owing to large digital projects directly related to the pandemic such as Healthcare and contact tracing applications.

Candidate flow across the Software Engineering sector is highly competitive. With so many options now open to them, candidates in the engineering world are always very open to hearing what is out there. Many candidates have started to notice the opportunities that are available to them and are curious about the options available to them especially if their current company plans to bring back a 5-day week, not attractive thing in most areas of the tech world especially for programmers where typically, things were remote prior to Covid.

Those employers that are most successful in securing these highly-sought-after Software Engineering professionals will be those more open and flexible in offering continued work from home or a hybrid approach along with those that move quickly to hire with most successful companies streamlining their interview processes to 2 weeks or so. Continuous adaptation to the new norm in particular around hiring is important and partnering closely with your recruiter is key to staying ahead of the curve in this regard.

Salaries for Software Engineering professionals have increased by an average of 15% in the last 12 months, especially in Python, Java, React and Big Data Engineering, and in particular at the “associate”, “senior consultant”, “senior analyst”, “experienced” or equivalent level, which is around 3-7 years’ experience. Many companies are now seeing the benefit in considering those candidates on Stamp 1G graduate Visas, which remains a largely untapped resource of great Engineering professionals in Ireland.

SENIOR APPOINTMENTS

2021 has seen a resurgence in activity at the senior end of the Technology market and across most sectors with many Tech leadership roles appearing within Financial Services, Pharmaceuticals, IT and Software, Energy and Public sectors.

As we attract more and more FDI and big pillar companies the need to hire at leadership level has remained at least steady. Ireland has also proven successful in creating an ecosystem for successful start-up companies, both indigenous and not, with many successfully securing funding and then having to build appointing CTO, COO and CIO positions to help with that scaling process.

Ireland has a very strong pool of both passive and available talent at Head of / Director / C-suite level with strong exposure to new technologies we are increasingly seeing demand for (cloud, integration experience, vendor management, cyber security, data management, automation, design), however as the number of roles created has increased, a very positive sign of confidence in our economy, the numbers of available talent has decreased and so like all other areas of Technology, we note increased expectations around both Salaries and associated benefits.

We expect this trend to continue into 2022 as other less traditional C suite roles, Chief Product Officer, Chief Security Officer, Chief Network officer begin to move to the fore as those areas garner increased demand for leadership.

SALARY SURVEY

IT 2022

PMO

The PMO market has remained one of the more resilient areas of technology throughout 2021 both across contract and permanent appointments. We have seen a significant uplift in opportunities this year as organisations continued to shift their focus implementing wide scale transformative projects and strategic goals. The global movement towards digitalisation, accelerated by the pandemic has seen more organisations look to improve efficiencies, automate processes, and further develop their online presence and in turn customer experience. This has resulted in increased demand for Technical Project managers and Business analysts, scrum masters and agile coaches, agile project managers, product owners and product managers at all levels.

One huge issue facing this space right now is lack of available talent. Typically, an area that does well from the inward migration of talent into Ireland, we have seen many projects stall due to being understaffed. As restrictions lift and travel gets underway again, we anticipate the candidate base strengthening as we move into 2022. Looking ahead, we anticipate the PMO, Change and Transformation sector to remain extremely strong, specifically within those sectors continuing to embrace digital or for those that are having to comply with new regulations within Financial Services or brought about by Brexit. We also expect demand to increase within the Utilities and Renewables sector, as these sectors will undoubtedly receive additional funding and new projects will be underway come early 2022.

INFRASTRUCTURE

Although the pandemic has adversely affected many areas of business, the IT sector has remained buoyant and in fact has grown in areas such as IT Audit and Infrastructure. We expect this to continue throughout 2021 and into 2022. Dublin has become a real tech hub and hybrid working models have widened the candidate pools and given more options to clients and candidates alike. Possessing the right combination of technical expertise, soft skills and practical experience can help candidates impress potential employers and land a competitive salary and package in Technology.

There has been marginal growth in salaries across most of IT infrastructure. Across security / audit roles, we're seeing marginal increases depending on the position. However, Helpdesk/Support roles are offering competitive salaries, with roles in this area being in more demand due to the pressure on businesses infrastructure with more staff working remotely.

Similar to the previous couple of years, counter-offers are particularly prevalent with employers afraid to lose key employees, especially in niche areas.

IT AUDITOR

In this space we are seeing that as always, a professional qualification in IT Internal Audit, such as CISA / CISM or similar is needed to be competitive. To add value, employers are looking for Experience/skills in data analysis for audit purposes – CAATs. For most IT Audit roles, a BA/BS/BSc (or equivalent) in Technical, Accounting or similar field is in demand. Knowledge or experience in IT standards and control frameworks, such as ITIL or NIST becoming requested more and more.... Alongside this, meaty practical experience combined with the above giving a comprehensive understanding of information technology risks and environments add huge value.

SYSTEMS ADMIN

Being a broad technical role, employers are requiring a range of skills across operating systems (Microsoft and VMware), hardware, communications, and security technologies. We are seeing a demand for candidates from within a Microsoft and VMware environment. Employers are looking for SAN technologies – preferably EMC... As well as the usuals like Office 365 and Teams administration, Azure Portal – Active Directory, Storage Account management etc. It really helps to have Data backup technologies e.g., Veeam Backup and Replication.

SALARY SURVEY

IT 2022

CYBER / DEVOPS

As Infrastructure has been one of the most resilient areas of tech in 2021. Cyber Security and Devops have seen the most growth driven in large part by increased demand for cyber security, risk, cloud, and support professionals as a direct result of the pivot to remote working in 2020. This new way of working brings with it increased vulnerabilities with many companies open to cyber-attacks, data breaches and other threats to their company systems and information resulting in this higher demand.

In line with the above, there has been a significant increase in demand for both cloud and DevOps engineers due to the almost universal adoption of cloud technologies.

HELPDESK

We are seeing helpdesk roles that more and more hands-on, technical roles, that are much broader than a typical ticket-based support positions. Employers seems to be looking for candidates that partner with customers to tackle the challenging technical issues they face in innovative ways. Naturally employers are looking for previous experience with problem solving in troubleshooting environments. However, experience in Agile and Scrum methodology and ITIL is a bonus.

DATA

The job market for Data professionals of all types (Data Scientists, Data Analysts, Technical Business Analysts & Data Engineers) is hugely buoyant at the moment, arguably the most buoyant across all technology sectors in 2021. At any one time, there are at least 5-10 jobs suitable for any data professional. Traditionally, it has been large multinational entities across pharmaceutical, financial services, management consultancy, and similar global businesses that have a need for these types of profiles. Over the last 12-18 months, we have seen smaller businesses, multinational and indigenous, looking for Data Scientists and Engineers to drive the transformation of their data, whether that is building data lakes or converting their data into tangible meaning to drive profitability. We are also seeing a strong push from almost all businesses for Technical/Data Business Analysts to make sense of the data and visualise the information for commercial use in the business.

Candidate flow is still a bit apprehensive as Ireland moves out of pandemic restrictions. However, many candidates have started to notice the opportunities that are available to them and every week I get increasingly more calls from curious candidates that want to know about the options available to them. We expect a cautious approach to continue right through 2021 which will present difficulties for employers and will continue to develop the Battle Royale for great data professionals in Ireland. Those employers that are most successful in securing these highly-sought-after data professionals are those that move quickly to hire, with the most successful companies streamlining their interview processes to 2 weeks or so. This will be crucial to beat the competition for the best people. It is likely that many companies will adapt to this methodology over the year so continuous adaptation is important and partnering closely with your recruiter is key to staying ahead of the curve in this regard.

Salaries for Data professionals have increased by an average of 15% in the last 12 months, especially in Data Science and Engineering, and especially at the “associate”, “senior consultant”, “senior analyst”, “experienced” or equivalent level, which is around 3-7 years’ experience. Many companies are now seeing the benefit in considering those candidates on Stamp 1G graduate Visas, which remains a largely untapped resource of great Data professionals in Ireland.

SALARY SURVEY

IT 2022

NO.	POSITION	€
01.	Head of IT	110,000 – 140,000
02.	Business Analyst	70,000 – 90,000
03.	Project Manager	80,000 – 100,000
04.	Product Manager	80,000 – 100,000
05.	Software Developer	60,000 – 95,000
06.	Data Engineer	60,000 – 90,000
07.	Cyber Security Specialist	50,000 – 80,000
08.	DevOps Engineer	60,000 – 90,000
09.	Infrastructure Engineer	50,000 – 80,000
10.	Level 2 Support	45,000 – 60,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across the Technology space (permanent roles), please contact Gareth Fleming on + 353 1 5927881 or g.fleming@brightwater.ie



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SALARY SURVEY IT CONTRACTS

2022



SALARY SURVEY

IT CONTRACTS 2022



DEREK SMYTH

ASSOCIATE DIRECTOR
IT CONTRACTS



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OVERVIEW

The IT contract market has been busy throughout 2021 and we expect it to continue to be busy through 2022.

During 2020 and into 2021, we saw that many job vacancies that would normally have been offered on a permanent basis being released instead as contract roles, while companies tried to forecast requirements in an uncertain and unpredictable time.

Other companies had stopped recruiting completely, while others struggled through the lockdown period and reduced staff or went out of business.

We noticed the first uplift in contract business in September 2020. Many companies began to release contract roles, and there was more candidate movement in the market. This growth continued into 2021, and the volume of contract roles available have increased each month during 2021. Suitable candidates to fill these roles are in short supply and there is genuine competition for good people. As a result, there has been some upward pressure on rates, particularly in highly specialised roles where demand is continuing to outstrip supply. In addition, some roles are being left unfilled for longer periods and that is putting increased pressure on teams.

One positive from this year was that because of the availability of fully remote working, there was more choice of candidates across the island of Ireland and also abroad to take up roles as commute wasn't a factor. However, candidates currently abroad are harder to source, and whereas Ireland would always have had an influx of foreign candidates eager to take up technical roles, during the lockdown when travel was curtailed, that supply on the ground was interrupted.

Some candidates who were previously open to temporary roles in the past were more interested in permanent roles this year because of the uncertainty in the market.

DEMAND

There has been solid demand from companies across all IT job categories throughout 2021.

As in previous years, the bulk of the demand has been across software development, and particularly in demand has been skills in Python, Java, UI, Cloud Automation and DevOps. Other broad areas of consistent demand include IT Security, Project Management, Business Analysis, Data Analysis, UX, QA and IT Infrastructure and Support.

Because the demand is strong, candidates are frequently engaged in multiple processes at the time of interview, and this can often lead to disappointment at offer stage when candidates choose other options.

RATES

In 2020, we saw that IT contract rates stayed largely static. Some companies negotiated rate decreases when existing contracts were being reviewed, but the majority of rates stayed the same. As is usual, for niche roles or those in high demand, some candidates were able to secure rate increases when taking new assignments, or when renegotiating contracts.

In 2021, higher demand translated into more rate increases, particularly where demand was outstripping available supply. Across the market, we believe rates for contractors have increased by approx. 5% in Dublin and between 3 and 5% outside of Dublin. However, throughout 2021, we have seen some companies offering very generous rate increases in excess of that to secure contract resources and also when extending existing contractors. This is very much on a case-by-case basis based on business requirements, available budget and through negotiation.

Areas that have stood out in terms of rate inflation have been across the breadth of development, DevOps, Cloud Automation, IT Security, and senior Data roles.

SALARY SURVEY

IT CONTRACTS 2022

Many candidates coming to market can be quite negotiable on rate, with many valuing the role, the technology, good work life balance and work from home options more highly than the rate of offer. Some candidates have been prepared to be very flexible on their rate when the role was a strong match to their own requirements, or when the role could be fully remote. Remote work offers real potential to companies to secure talent at a more reasonable cost, particularly if the person is based outside of Dublin, or perhaps in Europe.

Rate can be the deciding factor for many candidates when choosing between options, but for many candidates, equally weighted are whether the role is interesting, the industry, access to modern technology and processes, work flexibility and the option of remote working.

We believe that the option of fully remote work, or hybrid models weighted more to remote work will be the deciding factor for many contractors going forward.

LOOKING AHEAD TO 2022

We expect the demand for contractors to continue to grow over the coming months and into 2022, particularly as the lockdown ends and the remaining Covid restrictions are lifted towards the end of the year. We believe the IT sector will continue strongly due to the sheer number of IT companies operating here and the health of our software sector, but also because IT is an essential business function, it is a driving force for competitive advantage, and many companies are continuing to embark on large digital transformation journeys.

We expect further upward pressure on rates, again, in those key areas where demand is strong, and companies have to offer more to secure the talent they need.

For candidates, we expect there will still be good quality, interesting roles available, and competitive rates being offered. In addition, we believe more companies will move to fully hybrid models of work and many roles will be offered fully remotely. This will continue to open up competition from candidates based outside of the main hubs and may open the door to cheaper rates in the future. Google have led the way recently by proposing a reduced salary for staff taking up remote work. This might become a feature of the contract market.

SALARY SURVEY

IT CONTRACTS 2022

NO.	POSITION	€ DAILY RATE*
01.	Snr Java Developer	450 – 550
02.	Python Developer	500 – 600
03.	DevOps Engineer	450 – 650
04.	IT Business Analyst	400 - 550
05.	IT Project Manager	500 – 650
06.	Software Tester	300 – 400
07.	Windows Systems Administrator	250 – 350

****THE ABOVE RATES ARE CONTRACTOR RATES AND DO NOT INCLUDE AGENCY FEES.***

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across the Technology space (contracts), please contact Derek Smyth on + 353 1 5927861 or d.smyth@brightwater.ie



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SALARY SURVEY ENGINEERING 2022



CATHAL O'DONNELL

COMMERCIAL DIRECTOR

ENGINEERING



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ENGINEERING INSIGHTS 2022

If it's one thing the pandemic has shown us, it's the ability and desire within the engineering industry to change and adapt. In what was an unforeseen 2020, where everything stopped, instead of panic there was agility. Where some industries were panicking, engineering companies were coming up with innovative solutions to a global problem and in so taking the essence of engineering and using it to innovate and create.

MANUFACTURING

After the initial shock of the lockdown, the industry slowly started to open up again. Projects still needed to be completed and people needed to work, and it was innovation that won through. Manufacturing facilities were forced to adapt in terms of social distancing where employees were required to be on site. The demand for products hadn't dissipated, and in some cases had increased. Some organisations pivoted into producing sanitizers, PPE and other such products.

PHARMACEUTICAL

One of Ireland's most stalwart industries, pharmaceutical and medical devices, was also required to adapt to an increased demand for products both national and internationally. Shift patterns were staggered across the day to be mindful of social distancing guidelines and some companies introduced weekend working for the first time to keep up with demand. Where people could work from home, they were allowed and this enabled companies to have a lower number of people on site and any time. Scheduling was difficult but everyone gave what they could for their companies, their colleagues and their industry.

CONSTRUCTION

The construction industry had similar issues and certain projects, under stringent safety levels, were able to continue in operation. Employees were forced to change their working practices, styles and habits to make this happen and a number of positive results for future working were the outcome. We are now in a much different world where, working from home, split weeks and flexitime are all now the norm. While the nature of the job will always have a requirement for an onsite presence, there will be some flexibility thus enhancing the employee experience.

Another area where we have seen demand is in the area of residential housing. Social housing has been a topic debated at the highest levels. Demand outweighs supply, particularly around the larger cities such as Dublin and Cork. With some of the new work practices that have been embraced however, we may see residential developments outside the main CBD's area become a realistic possibility for people. These developments should create not only construction related positions but also auxiliary positions that lead to productive development. We have also seen a number of refurbishment grant schemes where house owners and retrofit their homes to reduce their carbon footprint. As we are all spending more time at home these days, we can see an increase for demand in these services.

SALARY SURVEY

ENGINEERING 2022

RENEWABLE ENERGY

What we saw was a huge drive toward renewable energy and the green environment. With the Government's 2019 Climate Action Plan and the 2030 Climate and Energy Framework we have to ensure that we reduce our carbon emissions to a satisfactory European level. This is where our engineering expertise will be focused for the coming years. With news of the energy consumption of our data centre markets, the time is now to focus all efforts on these programs to ensure a future for our families. We have seen an increase in land use for wind farms, offshore wind programs are on the table, energy usage across all industries is being analysed. On a global scale, the demand for engineers, particularly those who have an expertise in energy usage and saving will be in demand, and Ireland is no different. Most clients in this sector are interested in Electrical Engineers with MV and HV experience, project managers who can deliver on these programs and technology managers who can implement new technology to and are at the forefront of the energy saving sector. The demand in this area has been particularly high in 2021 and will continue into 2022 as the commitment is there from the government to hit these targets.

DIVERSITY & INCLUSION

An area we have seen a push toward is that of diversity and inclusion across all areas of engineering. This starts at the school level where we have seen a drive towards encouraging all school goers to understand benefits of becoming an engineer and the career that it can offer them. Long gone are the days of the stereotypical engineer/builder and as technology advances, so must we as a people. Engineers Ireland have been a huge contributor to this, and it is welcomed across the industry. Ireland 2040 National development plan should also get an increased allocation in Budget 2022 where we will see additional funds allocated to housing, environment, climate action, education, justice, health, communications, and transport.

LOOKING FORWARD TO 2022

Overall, we can see continued growth across the engineering sector in Ireland into 2022. We have talk in the media of large multinationals planning to expand across the island and in so, encouraging people to move outside to typical hot zones for jobs. Our renewable energy industry has the potential to grow and offer rewarding career paths for people. Our infrastructure spend should increase across housing, transport, water supply and energy usages and the demand for qualified engineers has never been so high. This is the bounce back we all hoped and it's a credit to everyone in the industry that we are now in such a strong place going into 2022. The demand for engineering staff has always been high, and the competition for employees will always be there however, we have also seen and increased demand for work life balance and in some cases the idea of a higher salary is not always the driver.

If there is one thing the pandemic has shown us, it's the ability and desire to adapt and it's this trend that we expect to continue throughout the engineering industry well into 2022.

SALARY SURVEY

ENGINEERING 2022

NO.	POSITION	€
01.	Electrical Engineer	60,000 - 70,000
02.	Senior Electrical Project Manager	80,000 - 95,000
03.	Project Manager (Renewables)	75,000 - 85,000
04.	Health & Safety Manager	70,000 - 80,000
05.	Facilities Manager (Hard Services)	65,000 - 75,000
06.	Offshore Manager (Renewables)	80,000 - 90,000
07.	Quantity Surveyor	65,000 - 90,000
08.	Civil/Structural Technician	55,000 - 60,000
09.	Junior Engineer (Electrical)	40,000 - 50,000
10.	QC Analyst	33,000 – 35,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across Engineering, please contact Cathal O'Donnell on + 353 1 5927852 or c.odonnell@brightwater.ie

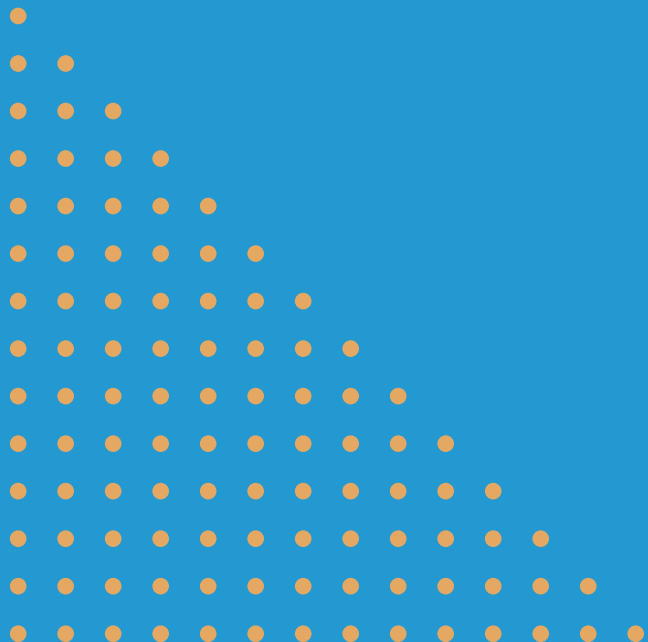


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SALARY SURVEY LIFE SCIENCES

2022



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LIFE SCIENCES 2022



GILLIAN MCMURROUGH

ASSOCIATE DIRECTOR

LIFE SCIENCES



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LIFE SCIENCES

The Life Sciences market has been extraordinarily busy in the last number of years and the pandemic has done very little to halt its growth, if anything, it has contributed to it as organisations within the sector pivot to meet demand.

Roles in demand include quality, regulatory affairs, medical affairs and clinical and project management. We've noted a rise in salaries by 5-10% depending on the roles and companies due to the demand in the market, a shortage of niche skills and the fact that many employers want highly skilled individuals with leadership experience or potential. These are in short supply which in turn has driven up salaries.

In terms of flexible, hybrid or remote working, we've noticed a dramatic shift in the life sciences sector since the start of the pandemic. Employers are offering more flexibility in terms of working hours as well as the opportunity to work in either a hybrid model or 100% fully remote working model. This has proved an advantage for organisations as it has meant a widening of the available pool of talent. For example, a Senior QA person who is QP qualified for a virtual QA role with a Dublin based company, may now live in Munster. Alternatively a Senior PM with a science background who is PMP, works in devices while living in Dublin can be considered for a role with a devices company in Galway.

Bonuses across the life sciences sector did not seem to be affected during the pandemic. For 2022, organisations have offered sign-on bonuses or increase in salary (incorporating bonuses into the package) for new employees. If a potential employee is forfeiting a bonus of €5k with their current company, the hiring company will offer a sign-on bonus or an additional €5k in the salary to counter this and secure the candidate. Car allowances are still being offered despite travel opportunities decreasing and active job seekers still very much value this as a benefit in their remuneration packages.

The pandemic has very much highlighted the importance of mental health. Organisations across every sector are focusing very much on mental health and wellness programmes and the life sciences sector is no exception. Many companies are now offering an additional day's leave for mental health/wellness. Companies also are placing huge emphasis on wellness programmes and are now offering as standard either fully paid or heavily subsidised gym memberships. Educational reimbursements and support for further training is also a huge talking point when structuring remuneration packages and we expect this to continue throughout 2022.

SALARY SURVEY

LIFE SCIENCES 2022

NO.	POSITION	€
01.	Directors Quality	120,000 – 150,000
02.	Senior QA Managers / Associate Directors QA	90,000 – 120,000
03.	Standalone QA Managers- Virtual Operations	75,000 – 90,000
04.	Senior QA Professionals (QP's)	70,000 – 85,000
05.	Auditing Professionals (Site inspection readiness / Inspection management)	90,000 – 120,000
06.	QC Managers (site based)	75,000 – 90,000
07.	Associate Director – Regulatory Affairs	90,000 – 120,000
08.	Senior Project Managers (Science/Eng backgrounds + PMP or equivalent)	85,000 – 130,000
09.	Project Managers (Science/Eng backgrounds + PMP or equivalent)	65,000 – 85,000
10.	Analytical Services Managers (virtual roles)	75,000 – 85,000
11.	Senior Clinical Project Managers (Clinical Operations)	85,000 – 95,000
12.	Drug Safety -QPPV	80,000 – 110,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across Life Sciences please
contact Gillian McMurrough on + 353 1 5927883 or
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2022



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BUSINESS SUPPORT 2022

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EMMA ANGLIM

COMMERCIAL DIRECTOR
BUSINESS SUPPORT

BUSINESS SUPPORT MARKET INSIGHTS 2022

The business support market has been exceptionally busy throughout 2021, with a demand for business support professionals increasing steadily month on month. During 2020 and into the first quarter of 2021, we saw that many vacancies that would normally have been offered on a permanent basis being released instead as temporary and contract roles in the first instance, while companies tried to forecast requirements in an uncertain and unpredictable time.

From Q2 of 2021, there has been a consistent month on month uplift for business support staff on a temporary, contract and permanent basis and we see this upward trajectory continuing. During the course of 2020 there was a pause on permanent recruitment, but 2021 saw the flood gates open!

Market and availability for clients recruiting for temporary and contract candidates is very difficult at present as candidates are focused on securing permanent roles and in many instances will only consider temporary and contract roles if they are with a view to permanency. Some candidates who were previously open to temporary roles in the past are focusing on securing permanent roles this year because of the uncertainty in the market.

The pool of business support professionals that are active in the market at present is extremely tight. Tapping into the passive candidate market remains extremely difficult as some candidates are still very unsure about making a move, stability and job security being key for them

Candidate attraction at present is key for organisations and a hybrid working model features very high on candidates' wish lists when making a decision on their next career move. Salary and remuneration packages can be the deciding factor for many candidates when choosing between job options, but for many, equally weighted are whether the role is interesting, the scope of the industry, and the potential for progression coupled with a flexible working model. We believe that the option of fully remote work, or hybrid models weighted more to remote work together with flexible start and finish times will be the deciding factor for many candidates going forward. Unfortunately this means that employers who do not have a flexible work offering may ultimately lose in the war for talent.

Taking market factors into consideration, speed to market and the length of hiring processes need to be forefront in any employer's mind. Candidates who are active in the market are now in multiple recruitment processes and quality talent does not remain on the market for long. Lengthy hiring processes may result in employers losing out on their top choice of candidate. We have seen a shift in the market where companies are overhauling their recruitment processes, with the most successful companies streamlining their interview processes to 2 weeks or less. This will be crucial to beat the competition for the best talent. It is likely that many companies will adapt to this methodology over the year so continuous adaptation is important and partnering closely with your recruitment teams and/or recruitment partner is key to staying ahead of the curve in this regard. Employee engagement and retention will also be critical for companies moving forward to ensure they hold on to their key staff members.

ROLES AND INDUSTRIES

During the course of 2021, we saw a significant increase in the demand for Personal and Executive Assistants and also Office Managers, mainly on a permanent basis and we expect this trend to continue well into 2022. Some organisations are also recruiting for these roles in a dual or hybrid office management and PA capacity. Many of these vacancies are brand new positions created due to the increased workload for C-Suite Executives but it's also due to the fact that some companies made these roles redundant at the start of the pandemic and are now looking to refill them. Other roles originate from new entrants to the Dublin market due to Brexit.

As restrictions lift and employees return to the workplace, many of our clients are now recruiting for receptionists to ensure their front of house is covered. These roles can be dual receptionist and administration positions or in some cases, the receptionist duties form part of the office manager's role.

SALARY SURVEY

BUSINESS SUPPORT 2022

The volume of temporary and contract requirements is also increasing. These roles are to cover maternity leave, busy projects and projects that were not completed during Covid, to cover holidays and many of these temporary positions are driven by companies with headcount restrictions that cannot take candidates onto their own payroll and therefore are using the service of recruitment companies to do so. From an industry perspective, the key industries recruiting at present are logistics, education, pharma, aviation, the charity/not for profit sector and IT.

SALARIES AND REMUNERATION PACKAGES

There has been a shift in salaries being paid to business support staff across the board in 2021, salaries have increased for most roles and candidates are now being offered healthcare, pension and bonuses as standard. Candidates are now also comparing full remuneration packages including flexible working solutions when deciding which role to take.

We have also seen an increase in clients offering more softer benefits such as mental health days, flexibility in start and finish times.

Many companies who take on contract staff are also offering completion bonuses to ensure that they retain these staff for the duration of their contract.

LOOKING TO 2022

We expect the demand for business support candidates to continue to grow and also increase over the coming months and into 2022, particularly as the lockdown ends and the remaining Covid restrictions are lifted towards the end of the year. As companies return to the new normal, workloads increase and new companies set up in Ireland, there will be an increase in demand for business support staff on a temporary, contract and permanent basis as they are the backbone of many organisations. We expect further upward pressure on salaries and remuneration packages, in those key areas and industries where demand is strong and companies have to offer more to secure the talent they require.

SALARY SURVEY

BUSINESS SUPPORT 2022

NO.	LEGAL PRACTICE	€
01.	Executive Assistant	45,000 - 55,000
02.	Personal Assistant	35,000 - 45,000
03.	Legal Secretary	40,000 - 50,000
04.	Office Manager	35,000 - 50,000
05.	Administrator	27,000 - 35,000
06.	Receptionist	27,000 - 40,000
07.	Customer Service\Success Agent	28,000 - 38,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across Business Support, please contact Emma Anglim on + 353 1 5927851 or e.anglim@brightwater.ie



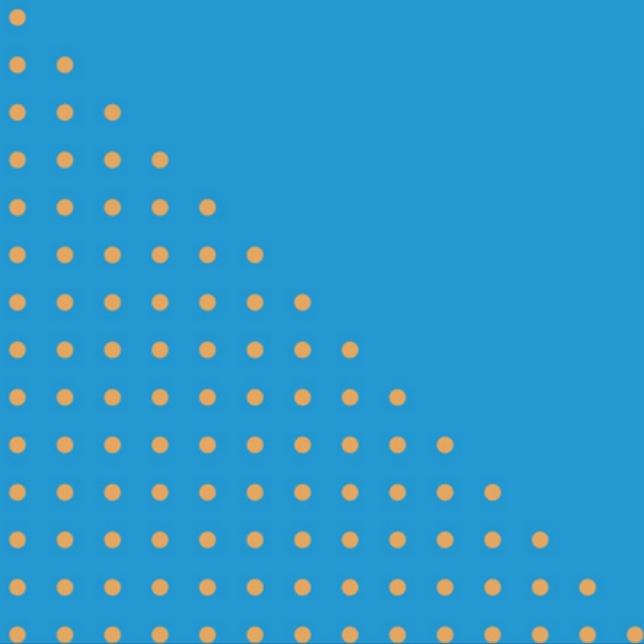
Brightwater

RECRUITMENT SPECIALISTS

SALARY SURVEY

HR

2022



SALARY SURVEY

HR 2022



EMMA ANGLIM

COMMERCIAL DIRECTOR
HR



PLAY FOR MORE INSIGHTS

HUMAN RESOURCES

The shift to remote work in the last two years has an impact on several HR trends. One of the most visible changes in 2020 was the global overnight shift to remote work for much of the workforce and that has continued for the majority of organisations throughout 2021. Though working from home had already become an increasingly common occurrence for workers before the start of the pandemic, there weren't many organisations with an established work from home policy in place or that were ready to go fully remote in a matter of days.

HR has had a busy year safeguarding company culture remotely. In many instances, HR were responsible for implementing safer workplaces and technology to ensure business operations ran smoothly. Activities like recruiting and onboarding are forever changed. These activities, as well as performance management have relied on in-person conversations. HR have needed to reinvent current practices to effectively deal with these situations in a digital world.

HR departments have had to redesign the employee journey and measure the virtual employee experience. Elements like work-life balance, wellbeing, connection, and collaboration are crucial both for employee satisfaction and the optimisation of business outcomes.

Continuing our HR trends is one in the learning and development space. Although there was already a strong need for upskilling a large part of the global workforce before COVID-19, this need has only become more apparent in the months since. HR professionals with finely tuned performance management skills together with a capacity for managing change with a blended learning approach are in high demand.

HR departments of many organisations have been on the frontline, facilitating employees, handling business requirements, managing concerns and questions of their employees, supporting them, and focusing on people's mental and emotional wellbeing. The outlook for 2022 is positive as employers embrace HR initiatives that encourage cultural re-engagement and development.

HR ROLES IN DEMAND NOW

- Interim and contract positions
- Senior leaders
- HR Managers and Business partners- with a larger scope, they are keeping their titles, but they are having to do a lot more on a day-to-day basis.
- Change Managers
- Learning and Development Consultants
- Recruiters/onboarding

Many companies had to deal with a rapidly changing landscape in terms of their market, remote work, government supports and varying degrees of lockdown. Progressive companies hired professionals on a temporary or contract basis, and even on a remote basis, so demand and rates did increase for contractors.

Base salary inflation has remained stagnant or at 3%. Organisations have had to become creative with bonus schemes and other staff initiatives to boost performance, morale and job quality. Attracting the right talent with the right skills remains the biggest challenge for employers in 2022.

Overall, most employers feel that attracting the right talent with the right skills will be the biggest challenge when hiring in 2022. The second biggest challenge for employers relates to a shortage of suitable applicants applying to their roles and competition from other employers a close third. Despite the many operational challenges of working remotely, hiring and onboarding new staff remotely is the fifth biggest challenge for employers after the challenge of hiring budget constraints.

Demand is outstripping supply, so naturally there are several HR professionals pivoting to pursue a career in recruitment given the buoyancy in the market. Most importantly, however, despite the number of opportunities, candidates are being selective about who they will work for, putting a heavy emphasis on job security and organisations with a good company culture.

SALARY SURVEY

HR 2022

NO.	POSITION	€
01.	HR Business Partner	55,000 - 70,000
02.	Talent Acquisition Specialist	55,000 - 65,000
03.	L&D Manager	55,000 - 85,000
04.	L&D Specialist	40,000 - 60,000
05.	Recruiter	35,000 - 45,000
06.	HR Generalist	40,000 - 50,000
07.	HR Administrator	30,000 - 40,000
08.	HR Specialist/ Analyst	55,000 - 65,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Where there are wider disparities in the salary ranges, this is because there are some disparities between regional and urban salaries. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across Human Resources, please contact Emma Anglim on + 353 1 5927851 or e.anglim@brightwater.ie