

# Salary Survey 2010



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# PUBLIC PRACTICE & TAXATION

## PUBLIC PRACTICE

JOB TITLE	DUBLIN €	ROI €	NI £
Partner	160,000 - 250,000	90,000 - 150,000	60,000 - 130,000
Director	90,000 - 140,000	70,000 - 90,000	50,000 - 80,000
Senior Manager	75,000 - 90,000	60,000 - 75,000	35,000 - 60,000
Manager	55,000 - 75,000	50,000 - 60,000	26,000 - 38,000
Company Secretary	20,000 - 65,000	18,000 - 45,000	16,000 - 24,000
Assistant Manager	47,000 - 55,000	38,000 - 45,000	24,000 - 30,000
Senior	35,000 - 47,000	30,000 - 38,000	24,000 - 32,000
Semi-Senior / Finalist	25,000 - 35,000	20,000 - 30,000	16,000 - 21,000
Audit Junior	18,000 - 25,000	16,000 - 22,000	14,000 - 18,000
Graduate ACA	16,000 - 22,000	14,000 - 19,000	14,000 - 17,000

## TAXATION

JOB TITLE	DUBLIN €	ROI €	NI £
Tax Partner	160,000 - 250,000	90,000 - 150,000	60,000 - 110,000
Head of Tax - Industry / Financial Services	120,000 - 200,000	100,000 - 140,000	50,000 - 70,000
Tax Director	90,000 - 150,000	75,000 - 110,000	40,000 - 75,000
Senior Tax Manager	70,000 - 85,000	60,000 - 75,000	35,000 - 55,000
Tax Manager	60,000 - 75,000	50,000 - 65,000	38,000 - 48,000
Tax Senior	40,000 - 50,000	30,000 - 40,000	25,000 - 32,000
Tax Assistant (2-3 years' exp.)	25,000 - 35,000	22,000 - 30,000	18,000 - 26,000
Tax Assistant (1-2 years' exp.)	20,000 - 30,000	17,000 - 22,000	15,000 - 20,000
Tax Trainee	18,000 - 22,000	14,000 - 19,000	14,000 - 16,000

### Practice

2009 has proven to be the most challenging in recent memory for accountancy practice. The challenges facing most firms included downward pressure on previous years' fees, some clients being unable to pay for work carried out and a significant decrease in the demand for certain services which proved so lucrative in a booming economy, such as Corporate Finance, Wealth Management and other added value expertise.

The first and second quarters saw practices compelled to make pay cuts & redundancies. Salary reductions ranged from 10-20% with bonuses also being cut back. However the final months of the year have seen a notable increase in optimism with a growing number of firms starting to plan ahead and recruit again. We expect the end of 2009 to continue this trend with many firms recruiting ahead of the busy audit period in early 2010.

Next year should also see greater stability in the market with a significant increase in strategic recruitment to fill gaps in the business and facilitate succession planning. We also foresee an increase in consolidation within the practice sector with a number of mergers likely.

### Taxation

Tax positions in industry have continued to be created throughout the year which has served as an outlet for candidates with strong corporate tax backgrounds. We expect this trend to continue well into 2010 with a shortage in suitably experienced candidates likely to occur sooner than previously expected.

The personal tax market has remained dampened and with the consolidation in practice, it is likely that this will continue to be the case into the New Year, with demand only recovering in line with improving economic conditions.

## ACCOUNTANCY – GENERAL

JOB TITLE	ROI €	NI £
Finance Director T/O >10m	100,000 - 180,000	40,000 - 55,000
Finance Director T/O <10m	90,000 - 140,000	35,000 - 45,000
Financial Controller T/O >10m	80,000 - 110,000	40,000 - 55,000
Financial Controller T/O <10m	70,000 - 90,000	35,000 - 45,000

## QUALIFIED

JOB TITLE	ROI €	NI £
Finance Manager	60,000 - 80,000	25,000 - 35,000
Treasury Accountant	55,000 - 75,000	30,000 - 40,000
Internal Audit Manager	65,000 - 85,000	35,000 - 45,000
Internal Auditor	45,000 - 65,000	25,000 - 35,000
Systems Project Accountant	55,000 - 75,000	35,000 - 40,000
Financial Analyst	40,000 - 60,000	25,000 - 35,000
Group Financial Accountant	50,000 - 65,000	33,000 - 40,000
Financial Accountant	45,000 - 60,000	25,000 - 35,000
Management Accountant	45,000 - 60,000	25,000 - 35,000
Cost Accountant	45,000 - 60,000	25,000 - 37,000
Newly Qualified Accountant	40,000 - 50,000	22,000 - 30,000
Credit Control Manager	40,000 - 55,000	30,000 - 37,000
Accounts Payable Manager	40,000 - 55,000	25,000 - 35,000
Payroll Manager	40,000 - 55,000	20,000 - 30,000

## PART-QUALIFIED

JOB TITLE	ROI €	NI £
Finalist	35,000 - 40,000	22,000 - 30,000
Part-Qualified Accountant (1-3 years' exp.)	30,000 - 38,000	22,000 - 28,000
Assistant Accountant	30,000 - 35,000	18,000 - 25,000
Accounts Assistant	25,000 - 30,000	15,000 - 20,000
Credit Controller	25,000 - 35,000	15,000 - 20,000
Payroll Administrator	25,000 - 35,000	15,000 - 20,000
Accounts Receivable	22,000 - 30,000	17,000 - 20,000
Accounts Payable	22,000 - 30,000	17,000 - 20,000
Bookkeeper	30,000 - 35,000	17,000 - 21,000

2009 proved to be an incredibly difficult trading year with organisations right across the Industry & Commerce spectrum suffering as a result of the down-turn. The early part of the year saw many companies enforcing voluntary and involuntary redundancies. Finance functions were no exception to this with the majority of redundancies at senior and junior levels positions. The remaining staff spread the work load among them with many 'double jobbing'. The SMEs were particularly affected by the credit crunch.

In companies where pay cuts were introduced, the cuts ranged between 10-20%, with people in senior roles taking the higher percentage cut. The majority of companies did not increase salaries in 2009 and will not be increasing salaries in 2010. Bonuses for the most part will not be paid in 2010.

With the increased availability of candidates in the market, salary expectations have become significantly more competitive. Candidates are willing to accept salaries equal to, or less than what they were previously on. Candidates are also more flexible in the roles they are willing to apply for, particularly at the newly qualified level. Traditionally it was difficult to attract candidates to Internal Audit positions with international travel, now these roles are considered a very attractive option.

In the latter part of the year there was an increase in credit control, internal audit and risk positions. Overall, however, the job market remains very tight with most people unwilling to change positions in the current climate.

# ACCOUNTANCY - TEMPORARY & CONTRACT

## DUBLIN & ROI (QUALIFIED)

JOB TITLE	DUBLIN € annual	DUBLIN € p/hr	REGIONAL € annual	REGIONAL € p/hr
Financial Director	110,000 - 160,000	90.00 - 132.00	90,000 - 140,000	74.40 - 114.45
Financial Controller	75,000 - 110,000	62.00 - 90.00	65,000 - 90,000	53.72 - 74.40
Finance Manager	65,000 - 80,000	53.70 - 66.00	55,000 - 70,000	45.45 - 57.80
Financial Accountant	45,000 - 60,000	37.00 - 49.50	40,000 - 55,000	33.00 - 45.45
Management Accountant	45,000 - 60,000	37.00 - 49.50	40,000 - 55,000	33.00 - 45.45
Project Accountant	55,000 - 70,000	45.45 - 57.80	50,000 - 65,000	41.33 - 53.70
Cost Accountant	45,000 - 60,000	37.00 - 49.50	40,000 - 55,000	33.00 - 45.45
Financial Analyst	40,000 - 60,000	33.00 - 49.50	35,000 - 60,000	29.00 - 49.50
Systems Accountant	60,000 - 75,000	49.50 - 62.00	50,000 - 65,000	41.33 - 53.70
Internal Auditor	50,000 - 65,000	41.33 - 53.70	45,000 - 60,000	37.00 - 49.50
Newly Qualified Accountant	45,000 - 50,000	37.00 - 41.33	42,000 - 48,000	34.65 - 39.65
Fund Accountant	40,000 - 45,000	33.00 - 37.00	30,000 - 40,000	24.80 - 33.00
Payroll Manager	40,000 - 50,000	33.00 - 41.33	35,000 - 45,000	29.00 - 37.00
Finalist	35,000 - 40,000	29.00 - 33.00	32,000 - 38,000	26.40 - 31.40

## DUBLIN & ROI (PART-QUALIFIED)

JOB TITLE	DUBLIN € annual	DUBLIN € p/hr	REGIONAL € annual	REGIONAL € p/hr
Part-Qualified Accountant	33,000 - 40,000	27.20 - 29.00	32,000 - 38,000	26.40 - 31.40
Assistant Accountant	30,000 - 35,000	24.80 - 29.00	28,000 - 35,000	23.12 - 29.00
Bookkeeper	30,000 - 35,000	24.80 - 29.00	28,000 - 35,000	23.12 - 29.00
Accounts Assistant	25,000 - 30,000	20.66 - 24.80	22,000 - 28,000	18.20 - 23.12
Credit Controller	25,000 - 35,000	20.66 - 29.00	22,000 - 32,000	18.20 - 26.40
Payroll Administrator	25,000 - 35,000	20.66 - 29.00	22,000 - 32,000	18.20 - 26.40
Accounts Payable	22,000 - 30,000	18.20 - 24.80	22,000 - 28,000	18.20 - 23.12
Accounts Receivable	22,000 - 30,000	18.20 - 24.80	22,000 - 28,000	18.20 - 23.12

*The above rates are inclusive of the candidate's pay, employer's PRSI, holiday pay, payroll charges and Brightwater's management fee.*

This year has been unprecedented in terms of salaries for interim roles. Historically, due to the uncertain nature of temporary & contract roles, interim positions could command a premium with basic salaries and completion bonuses, however with availability outstripping demand at present, this has changed significantly.

We have seen companies cut finance salaries by between 10% and 15% and with sales figures being challenged at every avenue, the headcount in the finance function has been reduced in many cases. This has meant that candidates who previously would not consider temporary and contract roles, are now looking at all options and are being extremely flexible, with their main motivation to continue working.

Candidates who are immediately available are prepared to take a significant cut on their previous salary to secure the role. Demand has remained high for strong credit controllers and the market is seeing some movement in terms of Project Accountants with specific skills including ERP systems. There is still a requirement for Interim Finance Managers and Financial Controllers for maternity cover.

# ACCOUNTANCY - TEMPORARY & CONTRACT

## NORTHERN IRELAND (QUALIFIED)

JOB TITLE	NI £ annual	NI £ p/hr
Financial Director	45,000 - 65,000	35.00 - 53.00
Interim Finance Manager	40,000 - 60,000	32.00 - 49.00
Financial Controller	35,000 - 50,000	28.00 - 41.00
Financial Accountant	35,000 - 45,000	28.00 - 36.00
Management Accountant	30,000 - 40,000	24.00 - 32.00
Project Accountant	25,000 - 40,000	20.00 - 32.00
Cost Accountant	30,000 - 40,000	24.00 - 32.00
Financial Analyst	26,000 - 32,000	21.00 - 26.00
Systems Accountant	25,000 - 38,000	20.00 - 31.00
Internal Auditor	25,000 - 35,000	20.00 - 28.00
Newly Qualified Accountant	24,000 - 28,000	19.00 - 25.00
Fund Accountant	N/A	N/A
Payroll Manager	20,000 - 30,000	16.00 - 25.00

## NORTHERN IRELAND (PART-QUALIFIED)

JOB TITLE	NI £ annual	NI £ p/hr
Part-Qualified Accountant	18,000 - 28,000	15.00 - 23.00
Assistant Accountant	18,000 - 25,000	15.00 - 20.00
Bookkeeper	17,000 - 22,000	14.00 - 18.00
Accounts Assistant	13,000 - 20,000	11.00 - 16.00
Credit Controller	16,000 - 23,000	13.00 - 19.00
Payroll Administrator	14,000 - 18,000	11.00 - 15.00
Accounts Payable	14,000 - 17,000	11.00 - 14.50
Accounts Receivable	14,000 - 17,000	11.00 - 14.50

*The above rates are inclusive of the candidate's pay, employer's NI, holiday pay, payroll charges and Brightwater's management fee.*

# ACCOUNTANCY - FINANCIAL SERVICES

## EXECUTIVE

JOB TITLE	ROI €	NI £
Managing Director	180,000 - 280,000	50,000 - 75,000
Head of Major Function	95,000 - 130,000	45,000 - 55,000
Head of Finance	110,000 - 155,000	40,000 - 55,000
Head of Operations	100,000 - 140,000	40,000 - 50,000

## QUALIFIED

JOB TITLE	ROI €	NI £
Chief Financial Officer	110,000 - 150,000	50,000 - 85,000
Financial Director	95,000 - 120,000	35,000 - 50,000
Financial Controller	90,000 - 120,000	30,000 - 40,000
Finance Manager	75,000 - 100,000	25,000 - 35,000
Internal Audit Manager	70,000 - 90,000	35,000 - 45,000
Internal Auditor	50,000 - 68,000	25,000 - 35,000
Regulatory Reporting Manager (5-10 years' PQE)	70,000 - 95,000	35,000 - 50,000
Regulatory Accountant (2-4 years' exp.)	60,000 - 65,000	28,000 - 35,000
Project Accountant (2-5 years' exp.)	53,000 - 63,000	30,000 - 40,000
Systems Accountant (2-4 years' exp.)	54,000 - 62,000	28,000 - 35,000
Credit Control Manager (4-7 years' exp.)	48,000 - 58,000	20,000 - 25,000
Treasury Accountant (1-4 years' exp.)	48,000 - 60,000	30,000 - 40,000
Senior Financial Analyst	60,000 - 70,000	30,000 - 40,000
Financial / Business Analyst (1-3 years' exp.)	50,000 - 58,000	20,000 - 30,000
Senior Financial / Group Accountant (3-5 years' exp.)	58,000 - 68,000	35,000 - 45,000
Financial Accountant (3-5 years' exp.)	57,000 - 65,000	30,000 - 35,000
Financial Accountant (1-3 years' exp.)	52,000 - 57,000	25,000 - 30,000
Management Accountant (3-5 years' exp.)	54,000 - 60,000	30,000 - 40,000
Management Accountant (1-3 years' exp.)	48,000 - 53,000	25,000 - 35,000
Newly Qualified Accountant	47,000 - 54,000	25,000 - 30,000

## PART-QUALIFIED

JOB TITLE	ROI €	NI £
Part-Qualified Internal Auditor	32,000 - 38,000	22,000 - 28,000
Finalist Accountant	35,000 - 40,000	22,000 - 30,000
Part-Qualified Assistant Accountant (3-4 years' exp.)	30,000 - 38,000	20,000 - 25,000
Accounts Payable Administrator	24,000 - 30,000	14,000 - 18,000
Accounts Receivable Administrator	25,000 - 30,000	14,000 - 18,000
Part-Qualified Accounts Assistant (1-3 years' exp.)	25,000 - 30,000	14,000 - 19,000
Credit Controller (1-4 years' exp.)	24,000 - 32,000	15,000 - 20,000
Graduate	22,000 - 28,000	15,000 - 20,000

Many organisations in the financial services sector in the third quarter of 2009 have experienced a welcome settling down period. Circa 65 % of organisations will not pay out bonuses this year and they expect a similar situation in 2010 with bonuses being reintroduced for 2011. Prior to then, some feel that if things improve notably by mid 2010 nominal bonuses may be paid for the year end, if anything, simply for staff morale.

Pay freezes were still in place across 2009 with the majority of organisations across the banking, funds administration, wealth management and stockbrokers sectors. However, the majority of re/insurance and aviation leasing organisations seem to be still confident of bonuses for 2009 / 2010 which is an encouraging sign.

Salaries for new positions across the board for 2009 versus 2008 have dipped by circa 4-10%, which is now the new plateau for 2010 going forward. Professionals with niche skill sets, strong regulatory / risk and technical accounting skills will still be able to achieve a premium salary level though.

## FUND SERVICES

JOB TITLE	ROI €
Senior Fund Accounting Manager	70,000 - 90,000
Fund Accounting / Administration Manager (3-5 years' exp.)	50,000 - 65,000
Fund Accounting Supervisor / Team Leader	40,000 - 50,000
Senior Fund Accountant (2+ years' exp.)	30,000 - 42,000
Fund Accountant (1 year's exp.)	28,000 - 32,000
Fund Accountant / Administrator	26,000 - 30,000

## SHAREHOLDER SERVICES

JOB TITLE	ROI €
Head of Shareholder Services	85,000 - 110,000
Shareholder Services Manager	55,000 - 75,000
Senior Shareholder Services Administrator	35,000 - 55,000
Shareholder Services Administrator	27,000 - 34,000

## TRUSTEE

JOB TITLE	ROI €
Head of Trustee	90,000 - 105,000
Manager Level (1-3 years' exp.)	50,000 - 75,000
Senior Trustee Officer	35,000 - 45,000
Trustee Administrator	23,000 - 32,000

## CUSTODY

JOB TITLE	ROI €
Head of Custody	90,000 - 110,000
Custody Manager	65,000 - 75,000
Custody Supervisor	45,000 - 55,000
Senior Custody Administrator	34,000 - 40,000
Custody Administrator	28,000 - 32,000

## CORPORATE ACTIONS / MARKET DATA

JOB TITLE	ROI €
Manager	80,000 - 90,000
Senior Administrator	35,000 - 42,000
Market Data / Corporate Actions Admin.	25,000 - 35,000

## CLIENT SERVICES

JOB TITLE	ROI €
Manager	75,000 - 100,000
Assistant Manager / Supervisor	50,000 - 68,000
Client Services Administrator	28,000 - 35,000

For 2010, many of our clients predict a similar stance on salaries and bonuses until more consistency and upswing in the markets is evident. Few for 2009 took salary pay cuts, instead opting for pay freezes, with the majority of organisations not paying out any bonuses this year.

After notable job losses experienced in the industry in the first 6-7 months of 2009, salary scales across the board did see a notable decrease between 8-15% in some instances, but this seems to have somewhat stabilised now with high calibre fund professionals still receiving competitive salaries.

Training and development budgets for 2010 remain untouched and in some instances have increased in order to boost up skilling incentives among staff members. Some organisations are proactively developing in-house cross training programmes, with the attainment of external qualifications being encouraged among staff.

## TREASURY

JOB TITLE	ROI €	NI £
Head of Treasury	90,000 - 135,000	60,000 - 85,000
Senior Dealer	70,000 - 100,000	35,000 - 50,000
Treasury Operations Manager (Back Office)	68,000 - 95,000	28,000 - 40,000
Middle Office Manager	65,000 - 95,000	25,000 - 35,000
Treasury Dealer	48,000 - 70,000	30,000 - 37,000
Treasury Settlements - Assistant Manager	38,000 - 55,000	25,000 - 35,000
Middle Office Supervisor	35,000 - 50,000	22,000 - 30,000
Treasury Settlements Officer	29,000 - 38,000	18,000 - 25,000
Junior Trader	22,000 - 29,000	18,000 - 24,000

## SENIOR MANAGEMENT

JOB TITLE	ROI €	NI £
Head of Credit	80,000 - 110,000	60,000 - 85,000
Head of Operations	95,000 - 115,000	55,000 - 75,000
Senior Lending Manager	80,000 - 100,000	45,000 - 60,000
Senior Operations Manager	80,000 - 100,000	45,000 - 60,000
Senior Risk Manager	70,000 - 100,000	35,000 - 50,000
Corporate Lending Manager	50,000 - 65,000	30,000 - 45,000
VC Manager	60,000 - 95,000	N/A
HNW Portfolio Consultant (2-5 years' exp.)	60,000 - 85,000	30,000 - 45,000
Senior Equity Analyst	70,000 - 100,000	35,000 - 50,000

## MID MANAGEMENT

JOB TITLE	ROI €	NI £
Senior Credit Analyst	40,000 - 55,000	30,000 - 40,000
Credit Analyst	30,000 - 42,000	22,000 - 30,000
Senior Corporate Lender	55,000 - 70,000	35,000 - 70,000
Senior Commercial Lender	50,000 - 70,000	35,000 - 70,000
Corporate Lender	42,000 - 55,000	28,000 - 35,000
Commercial Lender	40,000 - 54,000	22,000 - 35,000
Equity Analyst	44,000 - 55,000	35,000 - 45,000
Risk Analyst	35,000 - 50,000	25,000 - 35,000
Operations Supervisor	42,000 - 55,000	25,000 - 35,000
Loans / Credit Administrator	25,000 - 35,000	15,000 - 20,000
Bancassurance Advisor	26,000 - 35,000	25,000 - 33,000
Graduate	24,000 - 28,000	12,000 - 18,000

The majority of the domestic and international banking institutions are still experiencing recruitment embargos, except in the instance of replacement roles or key critical areas, such as compliance and risk.

Until the implementation on NAMA is fully in place and operational, predictions on trends for new recruitment drives & salary trends in the key areas of credit, asset restructuring, lending and treasury are hard for organisations to comment on.

As experienced towards the end of last year, salary freezes are still very much in place, along with bonuses not being paid out and predictions for 2010 are the same.

## COMPLIANCE (ACROSS ALL BANKING SECTORS)

JOB TITLE	ROI €	NI £
Head of Compliance	75,000 - 120,000	45,000 - 55,000
Compliance Manager (5-7 years' exp.)	65,000 - 75,000	38,000 - 50,000
Compliance Manager (3-5 years' exp.)	55,000 - 75,000	25,000 - 40,000
Compliance Officer (2-3 years' exp.)	40,000 - 50,000	20,000 - 28,000
Compliance Officer (1-2 years' exp.)	32,000 - 38,000	18,000 - 22,000
AML Officer	30,000 - 42,000	20,000 - 30,000
Fraud Risk Manager	50,000 - 70,000	25,000 - 35,000
Fraud Risk Officer	35,000 - 48,000	18,000 - 25,000

## FINANCIAL SERVICES – SALES &amp; MARKETING

JOB TITLE	ROI €	NI £
Banking Sales Manager	50,000 - 70,000	38,000 - 50,000
Banking Sales Executive	30,000 - 45,000	25,000 - 30,000
Senior Wealth Manager	60,000 - 90,000	40,000 - 50,000
Wealth Manager	40,000 - 60,000	33,000 - 45,000
Financial Advisor	40,000 - 60,000	23,000 - 35,000
Senior Portfolio Manager	60,000 - 95,000	45,000 - 60,000
Portfolio Manager	40,000 - 60,000	35,000 - 45,000
Stockbroker	50,000 - 80,000	30,000 - 40,000
Junior Stockbroker	32,000 - 50,000	18,000 - 30,000
FX Sales Trader	45,000 - 65,000	28,000 - 35,000
Equity / Bond Sales Trader	45,000 - 70,000	28,000 - 35,000
Pension / Investment Sales	35,000 - 65,000	30,000 - 40,000
Head of Marketing	70,000 - 110,000	40,000 - 45,000
Marketing Manager	55,000 - 80,000	30,000 - 40,000
Marketing Executive	30,000 - 45,000	20,000 - 27,000
PR Manager	50,000 - 80,000	30,000 - 40,000
PR & Communications Executive	35,000 - 55,000	20,000 - 25,000
Senior Mortgage Sales Manager	40,000 - 60,000	35,000 - 50,000
Mortgage Sales Executive	30,000 - 45,000	18,000 - 25,000
Bancassurance Advisor	25,000 - 35,000	25,000 - 35,000

## LEASING – AVIATION

JOB TITLE	ROI €
Senior Sales Manager	80,000 - 180,000
Senior Aircraft Trader	80,000 - 150,000
Contracts Manager	55,000 - 80,000
Contracts Executive	35,000 - 50,000
Commercial Analyst	45,000 - 70,000
Technical Leasing Support	40,000 - 60,000
Finance / Business Analyst	45,000 - 65,000
Contract Administrator	30,000 - 45,000

For the Banking sector in NI, 2009 has seen a significant dip in the volume of recruitment due to mergers, acquisitions and temporary headcount freezes. However, appointments within specialist areas, income generation and senior positions have still been evident, especially in the latter half of the year.

Confidence is high for 2010 with many employers already focusing on growth plans for the 1st and 2nd quarters.

# SCIENCE & PHARMACEUTICAL

## QUALITY / VALIDATION

Job Title	ROI €
Director of Quality	90,000 - 120,000
Quality Manager	55,000 - 75,000
Qualified Person	65,000 - 85,000
QA / QC Supervisor	40,000 - 58,000
QA / QC Analyst (3+ years' exp.)	33,000 - 46,000
QA / QC Analyst (1-3 years' exp.)	26,000 - 33,000
Quality Engineer (3+ years' exp.)	38,000 - 50,000
Validation Manager	55,000 - 75,000
Validation Engineer (3+ years' exp.)	40,000 - 55,000
Validation Engineer (1-3 years' exp.)	28,000 - 40,000

## REGULATORY / STATISTICS

Job Title	ROI €
Regulatory Affairs Manager	65,000 - 90,000
Senior Regulatory Affairs Officer	45,000 - 65,000
Regulatory Affairs Officer	32,000 - 45,000
Clinical Operations Manager	60,000 - 80,000
Clinical Research Officer	35,000 - 50,000
Clinical Data Manager	26,000 - 40,000

## ANALYTICAL

Job Title	ROI €
Analytical Chemist (3+ years' exp.)	42,000 - 55,000
Analytical Chemist (1-3 years' exp.)	30,000 - 44,000
Documentation Officer	22,000 - 33,000
Microbiology Analyst (3+ years' exp.)	35,000 - 46,000
Microbiology Analyst (1-3 years' exp.)	25,000 - 35,000

## RESEARCH & DEVELOPMENT

Job Title	ROI €
Process Chemist (3+ years' exp.)	45,000 - 58,000
Process Chemist (1-3 years' exp.)	30,000 - 45,000
Development Chemist (3+ years' exp.)	45,000 - 58,000
Development Chemist (1-3 years' exp.)	30,000 - 45,000
Formulations Scientist (3+ years' exp.)	45,000 - 58,000
Formulations Scientist (1-3 years' exp.)	28,000 - 45,000

## HEALTH & SAFETY

Job Title	ROI €
Health and Safety Officer	25,000 - 38,000
Environmental Officer	25,000 - 38,000

The science and pharmaceutical sector has gone through considerable changes over the past eighteen months. It has witnessed various takeovers and company restructurings which have resulted in a number of redundancies particularly on the manufacturing side. This has meant that a greater supply of technically proficient staff is now available. Companies seeking to fill positions are inundated with potential candidates making securing the right individual more challenging than ever. Candidates with niche skills and experience in less generalist roles have continued to be in demand, but this has not resulted in any upward movement of salaries. Instead there have been pay freezes and in a small number, pay cuts of approximately 10%. Some of the large companies have also reduced their bonus structures as part of global cost cutting plans and there appear to be no plans to review this throughout 2010. Other benefits such as shift allowances and health schemes remain unchanged.

## SUPPLY CHAIN

JOB TITLE	ROI €	NI £
Director of Operations	90,000 - 120,000	50,000 - 60,000
Head of Supply Chain	90,000 - 120,000	50,000 - 60,000
General Manager	70,000 - 90,000	35,000 - 55,000
Operations Manager	70,000 - 90,000	25,000 - 35,000
Materials Manager	60,000 - 75,000	25,000 - 35,000
Commodity Manager	65,000 - 80,000	25,000 - 35,000
Procurement Manager	50,000 - 65,000	25,000 - 35,000
Procurement Specialist	45,000 - 55,000	18,000 - 27,000
Procurement Officer	25,000 - 38,000	13,000 - 20,000
Inventory Manager	45,000 - 50,000	18,000 - 28,000
Inventory Controller / Analyst	32,000 - 42,000	11,000 - 13,000
Demand Planner	45,000 - 55,000	18,000 - 28,000
Supply Chain Analyst	38,000 - 48,000	12,000 - 23,000
Senior Buyer	50,000 - 60,000	22,000 - 32,000
Buyer	35,000 - 45,000	13,000 - 23,000

## LOGISTICS

JOB TITLE	ROI €	NI £
Director of Operations	80,000 - 110,000	45,000 - 55,000
General Manager	75,000 - 100,000	35,000 - 45,000
Logistics / Transport Manager	55,000 - 75,000	18,000 - 28,000
Transport Supervisor	30,000 - 40,000	16,000 - 27,000
Warehouse Manager	45,000 - 55,000	18,000 - 23,000
Warehouse Supervisor	30,000 - 45,000	13,000 - 18,000
Logistics Co-ordinator	28,000 - 35,000	12,000 - 16,000

The changing markets experienced in the past year has created a shift in attitude within the supply chain sector. The role of the supply chain has gained in prominence and business practices have been reassessed & streamlined to keep pace with the changing economy. We have noticed a renewed demand for effective and intelligent supply chain management. This is expressed in procurement where we are seeing an increase in supplier consolidation and renegotiation of SLA's.

Planning is also crucial in order to leverage the maximum return from market share - forward, demand and production planning will play a key role in determining operational & financial success. 2010 will see a significant increase in the way which we strengthen and secure our Supply Chain industry with the technical, analytical, cost driven and no-nonsense approach key in securing and maintaining future contracts.

Logistics, in particular 3PW and 3PL are at their most competitive. We have seen an increase in services, delivery and strategic project management in order to manage customer service and expectation.

The Irish Supply Chain market is in a strong position and offers an array of highly qualified, experienced and motivated professionals who wish to add value and make a commitment to a stable organisation. Companies can also look at short-term or contract hiring in order to minimise risk, as well as maximising return on projects and initiatives.

Candidates seeking employment, as well as existing staff members are very aware of current market demands. This has led to broad acceptance of renegotiated terms including a suspension of bonuses. Employees within the supply chain understand the key role they will play in the future success and stability of their employers and are increasingly seen as core business members.

# ENGINEERING & CONSTRUCTION

## PRODUCTION & MANUFACTURING

JOB TITLE	ROI €	BELFAST £
General Manager	75,000 - 120,000	45,000 - 65,000
Operations Manager	55,000 - 80,000	35,000 - 50,000
Production Manager	45,000 - 65,000	30,000 - 40,000
Maintenance Manager	45,000 - 75,000	30,000 - 35,000
Process Improvement Manager	55,000 - 65,000	30,000 - 40,000
NPD Manager	60,000 - 80,000	25,000 - 35,000
Technical Manager	40,000 - 60,000	25,000 - 35,000
QA / QC Manager	40,000 - 60,000	25,000 - 35,000
Quality Manager	40,000 - 55,000	30,000 - 40,000
H&S Manager	40,000 - 55,000	30,000 - 40,000
Project Manager	50,000 - 65,000	30,000 - 40,000
Design Manager	40,000 - 65,000	30,000 - 40,000
Project Engineer	30,000 - 50,000	22,000 - 30,000
Process Engineer	35,000 - 55,000	22,000 - 30,000
Design Engineer	30,000 - 55,000	20,000 - 30,000
Quality Engineer	30,000 - 45,000	20,000 - 30,000
NPD Technologist	30,000 - 45,000	20,000 - 25,000
QA / QC Technician	30,000 - 45,000	20,000 - 25,000
Health & Safety Engineer	35,000 - 45,000	20,000 - 30,000
Maintenance Engineer	30,000 - 45,000	20,000 - 30,000
Commissioning / Validation Engineer	40,000 - 55,000	20,000 - 30,000
Automation Engineer	40,000 - 55,000	20,000 - 30,000

## TECHNICAL SERVICES

JOB TITLE	ROI €	BELFAST £
Service Manager	40,000 - 55,000	30,000 - 35,000
Service Engineer	30,000 - 40,000	20,000 - 25,000
Facilities Manager	40,000 - 70,000	30,000 - 35,000
Facilities Technician	25,000 - 35,000	20,000 - 25,000

On a positive note, for the first time in many years employers are at liberty to clearly engage in "value-added" hiring. Companies can clearly define their requirements and the value proposition of the hire and can expect that these expectations are met. The market offers highly qualified and experienced individuals who wish to add value and make a long term commitment to a stable organisation. Companies can also look at short-term or contract hiring in order to minimise the perceived risk that hiring brings.

### Production & Manufacturing

While manufacturing on the whole has been hard hit in 2009, both the food industry and the medical devices/pharma manufacturing sectors remain buoyant. In fact little impact has been felt in either of these sectors, with ongoing shortages of skilled workers, and challenges in finding senior and middle management. These industries have traditionally been slow to compromise on skill/experience and this trend continues. Overall, the sector has seen renewed focus on cost & production efficiency, streamlining production processes and demanding higher quality and better yields.

### Technical Services

The service engineering profession has seen some impact from cost initiatives currently seen in the manufacturing sector. With cost cutting and reassessment of SLA's service companies have been forced to readdress and realign their service offerings. This is also true in the Facilities industry, where demand has shifted to expect higher service levels, often at reduced cost.

## DESIGN

JOB TITLE	ROI €	BELFAST £
Quantity Surveyor - Practice	35,000 - 65,000	20,000 - 36,000
Civil Engineer	30,000 - 55,000	20,000 - 36,000
Structural Engineer	30,000 - 55,000	20,000 - 36,000
Mechanical Engineer	30,000 - 55,000	20,000 - 36,000
Electrical Engineer	30,000 - 55,000	20,000 - 36,000
Building Services Engineer	30,000 - 55,000	20,000 - 36,000
I&C Engineer	40,000 - 70,000	20,000 - 36,000
Building Surveyor	30,000 - 55,000	20,000 - 36,000
Wastewater Engineer	30,000 - 60,000	20,000 - 36,000
CAD Technician	25,000 - 35,000	15,000 - 22,000

## BUILD

JOB TITLE	ROI €	BELFAST £
Project Manager	60,000 - 80,000	30,000 - 40,000
Project Engineer	30,000 - 50,000	20,000 - 30,000
Contracts Manager	60,000 - 80,000	30,000 - 40,000
Site Manager	45,000 - 60,000	30,000 - 40,000
Site Engineer	25,000 - 45,000	20,000 - 30,000
Site Foreman	40,000 - 55,000	25,000 - 32,000
Senior Quantity Surveyor	55,000 - 80,000	30,000 - 40,000
Quantity Surveyor	30,000 - 55,000	20,000 - 30,000
Senior Estimator	55,000 - 75,000	30,000 - 40,000
Estimator	30,000 - 55,000	20,000 - 30,000
Electrical Engineer	25,000 - 45,000	20,000 - 30,000
Mechanical Engineer	25,000 - 45,000	20,000 - 30,000
Health & Safety Manager	45,000 - 60,000	30,000 - 40,000
Health & Safety Officer	30,000 - 45,000	20,000 - 30,000
M&E Co-ordinator	35,000 - 55,000	25,000 - 32,000
M&E Engineer	30,000 - 40,000	20,000 - 30,000

### Design

This industry has seen a sharp decline this year as a direct knock-on from the slow-down in the construction sector. Focus has shifted from local planning to international development and larger consultancies are now seeking work abroad. While the local market sees strong availability of experienced candidates, employers' needs are highly specific. Those offering employment find themselves inundated with potential employees, making securing the right individual more challenging than ever.

### Build

The future of construction in the short to medium term is very difficult to predict. The immediate results of the downturn are obvious to all. We have seen a sharp decline in salaries and benefits, as well as significant availability of high calibre candidates seeking employment. Opportunity locally is limited with many professionals seeking opportunities abroad. While various measures are being taken to stabilise the industry, 2010 shows few signs of recovery.

# IT - PERMANENT

## EXECUTIVE

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Chief Technical Officer	80,000 - 120,000	70,000 - 100,000	70,000 - 100,000
Operations Manager	65,000 - 85,000	60,000 - 80,000	50,000 - 60,000
Head of IT Function	70,000 - 110,000	65,000 - 90,000	55,000 - 65,000

## SOFTWARE DEVELOPMENT

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Engineering / Development Manager	65,000 - 85,000	60,000 - 75,000	45,000 - 60,000
Senior Engineer / Technical Team Lead (J2EE / .NET)	55,000 - 70,000	50,000 - 70,000	45,000 - 55,000
Oracle Applications Consultant (Technical / Functional)	55,000 - 70,000	55,000 - 65,000	40,000 - 50,000
Mainframe Developer	40,000 - 50,000	35,000 - 45,000	30,000 - 40,000
Creative Manager	55,000 - 70,000	45,000 - 60,000	35,000 - 45,000
Interactive Designer	45,000 - 55,000	35,000 - 45,000	35,000 - 45,000
Usability Engineer	45,000 - 55,000	35,000 - 45,000	30,000 - 40,000
C / C++ Developer	30,000 - 55,000	28,000 - 50,000	28,000 - 45,000
C# Eng	30,000 - 55,000	28,000 - 50,000	22,000 - 35,000
J2EE Developer	30,000 - 55,000	28,000 - 50,000	22,000 - 50,000
.Net Developer	30,000 - 55,000	28,000 - 50,000	18,000 - 40,000
Web Services Developer	30,000 - 55,000	28,000 - 50,000	18,000 - 30,000
Database Developer (Oracle / SQL Server / Sybase)	35,000 - 60,000	30,000 - 55,000	30,000 - 40,000
Multimedia / Graphical / Web Designer	25,000 - 45,000	22,000 - 40,000	23,000 - 35,000
Technical Writer / Editor	22,000 - 45,000	18,000 - 40,000	25,000 - 35,000

## SYSTEM ANALYSIS

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Business Systems Analyst / Consultant	35,000 - 70,000	30,000 - 60,000	28,000 - 45,000
QA / Test Manager	45,000 - 75,000	40,000 - 60,000	35,000 - 50,000
Principal Engineer / Systems Architect	70,000 - 110,000	55,000 - 90,000	45,000 - 70,000
Software Test / QA Engineer	25,000 - 45,000	20,000 - 40,000	20,000 - 35,000
Business Intelligence Consultant	45,000 - 70,000	40,000 - 60,000	30,000 - 50,000
Datawarehousing Consultant	45,000 - 80,000	40,000 - 65,000	35,000 - 55,000

## IT / PROJECT MANAGEMENT

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Programme Manager	70,000 - 85,000	60,000 - 80,000	45,000 - 60,000
Senior Project Manager	55,000 - 75,000	45,000 - 65,000	45,000 - 60,000
Project Manager	45,000 - 65,000	40,000 - 60,000	30,000 - 50,000
Product Manager	55,000 - 75,000	45,000 - 65,000	40,000 - 60,000
Management Consultant	28,000 - 65,000	25,000 - 60,000	28,000 - 60,000

## ERP CONSULTANCY / SPECIALIST ROLES

JOB TITLE	DUBLIN €	REGIONAL €	NI £
SAP Consultant (Functional / Technical)	45,000 - 65,000	40,000 - 60,000	25,000 - 40,000
SAP Basis Consultant	30,000 - 60,000	30,000 - 55,000	35,000 - 55,000
Oracle App. Functional / Technical	40,000 - 70,000	40,000 - 70,000	35,000 - 55,000

## SUPPORT / ADMINISTRATION

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Database Administrator (Oracle / SQL server / Sybase)	35,000 - 70,000	30,000 - 65,000	30,000 - 50,000
Unix / Linux Administrator	30,000 - 70,000	30,000 - 65,000	25,000 - 40,000
Network / Systems Administrator	32,000 - 55,000	28,000 - 50,000	25,000 - 50,000
Network Eng	30,000 - 55,000	28,000 - 50,000	25,000 - 50,000
Help Desk Support	20,000 - 30,000	18,000 - 25,000	16,000 - 25,000
Application Support Consultant	25,000 - 50,000	23,000 - 45,000	22,000 - 35,000

## QA / TECHNICAL WRITING / LOCALISATION

JOB TITLE	DUBLIN €	REGIONAL €	NI £
Localisation Project Manager	30,000 - 55,000	30,000 - 45,000	30,000 - 45,000
Localisation Engineer	25,000 - 40,000	20,000 - 25,000	20,000 - 25,000
Localisation QA Engineer	25,000 - 40,000	20,000 - 35,000	20,000 - 35,000

Recruitment spend in the IT industry in Ireland was down significantly in 2009, however IT as a discipline has been impacted upon less than others. The worsened economic climate has had a negative bearing on recruitment for many positions within IT. The areas that have been hardest hit are operations and support roles and also middle and senior management roles in these areas.

Roles for in-house support staff such as Systems Administrators and other Application Support staff are fewer and further between and when they do arise, the competition for them is high. On the other hand other fields in IT such as development have remained reasonably steady. The continued success of established companies in the software product space in Ireland particularly those involved with mobile application development and web based products has meant a demand for experienced Software Engineers has been relatively high.

The continued emergence and proven commerciality of SAAS as a delivery model has held up a demand for developers with experience developing for web based platforms, for example developers with J2EE, C#.Net, PHP/SQL and also those with Flash skills. Salary levels in all areas, however, have softened with few exceptions.

There remain many positive stories. We have seen continued inward investment in 2009 from global technology "power houses" and we have seen further expansion within the indigenous software sector as Irish companies continue to have success in global markets. With no changes to corporation tax levels and the availability of skilled IT workers Ireland remains a highly attractive location for technology companies.

Given the current economic climate many companies have pushed to drive down operational costs. The reduction of in-house IT support services as mentioned above has been one area where many companies have chosen to reduce costs. This has been notable across the board with companies who do not have IT related service or product offerings. Systems Administrators and Desktop and Application Support candidates have found appreciably less positions on offer than in previous years. The availability of candidates with these skill sets are high and salaries have come down by as much as 20% as a result.

Salaries for experienced developers with strong object orientated and web based experience have reduced less conspicuously. J2EE, C#.Net & PHP/SQL developers have seen salary levels on offer down by around 5%. Demand is consistent for these skills and the availability of them is still relatively scarce. There are some technology areas where salary levels have not been impacted upon at all. Flash developers with solid Actionscript and Flex are in demand as are Sharepoint developers. The lack of availability of these candidates on a local level has increased salary levels for candidates with these skills. Salaries for experienced Datawarehousing, Business Intelligence and Database candidates have remained stable.

Management salaries have fallen markedly and following the trends mentioned above, this has been more severe for Programme and Project Managers whose experience is in IT operations and infrastructure where salary levels have reduced by as much as 20%. We have seen less of a reduction in salaries for managers with experience leading software development teams and who are strong on software processes such as SCRUM and Agile with an average drop of 10%.

The recruitment of non national IT candidates is less prevalent than in 2008 as there are larger numbers of locally based candidates on the market. However for certain skill sets it remains a viable option for many companies.

In terms of compensation & benefits following on from 2008, many companies that pay staff discretionary bonuses are not planning to do so this year & where they are, they have been very evidently revised downwards. Other core benefits on offer continue to be DC pensions with anything from 6% to 12% being offered in terms of employer contribution, healthcare benefits, life assurance and educational assistance. Holiday days are something that many of our candidates view as an important factor when deciding an offer with the average on offer being 23 days.

After a very tough 2009, the prognosis for the IT market is positive and although salary levels have been further revised downwards after a number of years of sustained increases, the argument can be made that we will be better able to compete with lower cost economies as we already have the attraction of a technically literate workforce and an attractive corporate tax regime. The challenge for employers now in terms of recruitment is dealing with a much greater volume of applications and making sure that the top tier of candidates do not slip through the net. The top candidates will continue to remain elusive.

# IT - CONTRACT

## EXECUTIVE

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Interim IT Director / Consultant	400 - 550	375 - 500	350 - 550
Interim IT / Development Manager	350 - 450	325 - 400	350 - 450

## SOFTWARE DEVELOPMENT

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Engineering / Development Manager	350 - 450	325 - 450	300 - 450
Senior Engineer / Technical Team Lead (J2EE / .NET)	325 - 400	325 - 400	300 - 375
Oracle Applications Consultant (Technical / Functional)	400 - 500	350 - 450	350 - 450
Mainframe Developer	200 - 300	175 - 275	175 - 300
Creative Manager	325 - 400	235 - 375	200 - 350
Interactive Designer	250 - 350	225 - 325	200 - 350
Usability Engineer	250 - 350	225 - 325	250 - 350
C#	250 - 350	225 - 325	225 - 350
C / C++ Developer	250 - 350	225 - 325	225 - 350
J2EE Developer	250 - 350	225 - 325	275 - 350
.Net Developer	250 - 350	225 - 325	275 - 350
Web Services Developer	250 - 350	225 - 325	225 - 325
Database Developer (Oracle / SQL Server / Sybase)	250 - 350	225 - 325	250 - 350
Multimedia / Graphical / Web Designer	150 - 250	140 - 225	150 - 225
Technical Writer / Editor	150 - 225	140 - 225	150 - 200

## SYSTEM ANALYSIS

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Business Systems Analyst / Consultant	250 - 350	225 - 325	250 - 350
QA / Test Manager	275 - 375	275 - 350	275 - 350
Principal Engineer / Systems Architect	350 - 450	225 - 400	350 - 450
Software Test / QA Engineer	200 - 300	175 - 275	200 - 300
Business Intelligence Consultant	275 - 360	250 - 325	250 - 350
Datawarehousing Consultant	300 - 450	275 - 400	300 - 450

## IT / PROJECT MANAGEMENT

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Programme Manager	375 - 450	325 - 400	350 - 450
Senior Project Manager	400 - 500	350 - 450	300 - 450
Project Manager	300 - 400	275 - 375	275 - 375
Product Manager	400 - 500	350 - 450	325 - 450
Management Consultant	300 - 400	275 - 375	300 - 400

*These figures are what a client can expect to pay for a contract resource.*

## SUPPORT / ADMINISTRATION

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Database Administrator (Oracle / SQL server / Sybase)	300 - 400	275 - 375	300 - 400
Unix / Linux Administrator	300 - 400	275 - 375	275 - 375
Network / Systems Administrator	200 - 325	175 - 300	175 - 300
Network Eng	200 - 325	175 - 300	150 - 300
Help Desk Support	125 - 175	120 - 150	120 - 175
Application Support Consultant	200 - 275	175 - 250	175 - 250

## QA / TECHNICAL WRITING / LOCALISATION

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
Localisation Project Manager	200 - 300	175 - 275	200 - 300
Localisation Engineer	150 - 250	125 - 225	150 - 250
Localisation QA Engineer	150 - 250	125 - 225	150 - 250
Technical Writers	175 - 250	125 - 225	150 - 200

## ERP CONSULTANCY / SPECIALIST ROLES

JOB TITLE	DUBLIN € daily	REGIONAL € daily	NI £ daily
SAP Consultant (Functional / Technical)	300 - 400	300 - 400	300 - 400
SAP Basis Consultant	275 - 375	275 - 350	275 - 350
Oracle Application	400 - 550	400 - 500	300 - 450

*These figures are what a client can expect to pay for a contract resource.*

The IT contract market remains stagnant although many of our clients have suggested that in some areas where permanent headcount is not sanctioned, they will look to bring in external resources to satisfy project requirements over the course of 2010.

Rates have fallen further in 2009 and contract software development, infrastructure and management rates have fallen by on average 20-25%. There continues to be exceptions to this for more niche skill sets.

# HUMAN RESOURCES

## GENERALIST HR

JOB TITLE	DUBLIN €	ROI €	NI £
HR Director	80,000 - 140,000	70,000 - 120,000	50,000 - 80,000
Senior HR Manager	70,000 - 80,000	60,000 - 70,000	40,000 - 55,000
HR Manager / Business Partner	50,000 - 70,000	50,000 - 60,000	30,000 - 45,000
HR Generalist	35,000 - 50,000	35,000 - 45,000	18,000 - 30,000
HR Officer	28,000 - 35,000	28,000 - 32,000	18,000 - 30,000
HR Administrator	25,000 - 30,000	25,000 - 28,000	12,000 - 16,000
HR Graduate	22,000 - 25,000	22,000 - 25,000	12,000 - 15,000

## LEARNING & DEVELOPMENT

JOB TITLE	DUBLIN €	ROI €	NI £
Learning & Development Director	80,000 - 100,000	80,000 - 100,000	40,000 - 60,000
Learning & Development Manager	55,000 - 75,000	50,000 - 70,000	30,000 - 45,000
Training Specialist	35,000 - 55,000	30,000 - 50,000	20,000 - 35,000
Training Officer / Co-ordinator	30,000 - 38,000	28,000 - 32,000	16,000 - 25,000

## COMPENSATION & BENEFITS / RECRUITMENT

JOB TITLE	DUBLIN €	ROI €	NI £
Compensation & Benefits Manager	60,000 - 80,000	50,000 - 70,000	40,000 - 60,000
Compensation & Benefits Specialist	45,000 - 55,000	40,000 - 50,000	30,000 - 45,000
Recruitment Manager	45,000 - 60,000	40,000 - 55,000	20,000 - 35,000
Recruitment Specialist	35,000 - 45,000	30,000 - 40,000	16,000 - 25,000
Recruitment Co-ordinator	25,000 - 32,000	25,000 - 32,000	16,000 - 20,000

## KEY SPECIALIST AREAS

JOB TITLE	DUBLIN €	ROI €	NI £
Organisational / Development Manager	60,000 - 80,000	50,000 - 70,000	35,000 - 50,000
IR/ER Manager	60,000 - 80,000	60,000 - 80,000	25,000 - 40,000
Communications Specialist	50,000 - 70,000	50,000 - 70,000	25,000 - 35,000
Relocation / Global Mobility Specialist	35,000 - 45,000	30,000 - 40,000	40,000 - 55,000

The Human Resources function, like others, suffered in 2009, but despite the economic downturn, the year has proven that HR is a vital part of any organization. The focus has changed from the generalist HR roles with considerably more recruitment across change management, organizational development, TUPE, redundancy and process improvement projects. With recruitment freezes and organization restructures, 2009 has seen a massive increase in the temporary and contract market which looks set to continue into the early part of 2010. There is still a requirement to fill maternity leave contracts and sickness absences as well a number of significant change projects. Candidates with experience in Industrial Relations and change management who have been involved in restructuring in the past, are highly sought after.

Unfortunately, there has been a decline in the number of permanent positions but this looks set to improve in 2010 with companies suffering the effects of considerable reductions in their HR departments. On the positive side, the calibre of candidates available to employers seeking a HR professional is excellent with those who are unemployed seeking to increase their qualifications. HR remains a popular career choice for undergraduates and CIPD courses remain over subscribed.

In the Dublin and Leinster area, salaries in the generalist arena have fallen with candidates more likely to take a drop in salary to continue working in the HR profession. In the more specialist areas, there has been less of a decline as the market for these professionals is still relatively tight. The situation is very similar across Munster and Connaught with a decline in roles in 2009, but positively in the last quarter, we have seen more roles appearing which will continue to increase into 2010. Benefits in some sectors have also taken a hit with bonuses across all areas being cut, or reduced significantly. Organizations are still seeing the need to retain and recruit key HR professionals, so are still offering a decent market rate for the right person.

The Northern Ireland market has seen similar trends as above, with an increased emphasis on the temporary and contract market across project and change management. However, the salary levels have seen very little variation in the last year. The HR Officer band here is particularly wide as salary levels continue to vary considerably across sector. Qualified candidates in Northern Ireland are still plentiful and strong in demand.

## PRACTICE

JOB TITLE	DUBLIN €	ROI €	NI £
Salaried Partner	100,00 - 190,000	75,000 - 100,000	46,000 - 75,000
6-9 year's PQE	80,000 - 140,000	65,000 - 90,000	48,000 - 65,000
3-6 years' PQE	60,000 - 80,000	35,000 - 65,000	32,000 - 48,000
1-3 year's PQE	40,000 - 60,000	28,000 - 38,000	25,000 - 32,000
Newly Qualified Solicitor	35,000 - 45,000	25,000 - 35,000	22,500 - 27,000
Company Secretary Qualified	35,000 - 80,000	25,000 - 50,000	27,000 - 32,000
Company Secretary Part-Qualified	20,000 - 35,000	18,000 - 30,000	16,000 - 21,000
Legal Executive / Paralegal	20,000 - 45,000	20,000 - 30,000	15,000 - 20,000

## IN-HOUSE

JOB TITLE	DUBLIN €	ROI €	NI £
Head of Legal	130,000 - 200,000	80,000 - 90,000	48,000 - 90,000
Senior Lawyer	80,000 - 130,000	60,000 - 80,000	N/A
Legal Counsel	65,000 - 100,000	55,000 - 80,000	N/A
Funds Lawyer	75,000 - 100,000	N/A	N/A
Regulatory Lawyer	70,000 - 100,000	45,000 - 70,000	N/A
Company Secretary	30,000 - 90,000	20,000 - 60,000	45,000 - 60,000
Legal Executive	25,000 - 45,000	18,000 - 30,000	20,000 - 24,000

This slow-down in the market has had the greatest impact on practice, with small, medium and large firms all affected. Those working in the property area and general practice and have been most affected. We have certainly seen an increase in litigation activity, particularly in insurance, defence and commercial, so there has been some recruitment in this area but more of a trickle than a flow of jobs.

The other areas that are picking up somewhat are insolvency and environmental/energy; however as these tend to be quite a small area within most firms with little turnover in staff, there has been no significant increase in recruitment. Another development of note is that firms are electing to redeploy some of their staff internally rather than recruiting from outside so this has meant that there has been little external recruitment happening in practice for the past 6/12 months.

**In-House**

There has been a notable increase in companies hiring their own in-house legal counsel over the past 12 months. The majority of in-house roles we have seen coming onto the market have been at a senior level – often setting up a legal function – so have generally required at least 3 years' PQE and experience in a sector relevant to the organisation.

The sectors that have been the most active for in-house recruitment are:

- Energy
- Pharmaceutical
- Information Technology
- Insurance

These industries have been affected less by the challenging economic times and because of the very nature of their sector, legal counsel is vital (for example regulatory, IP, commercial and litigation).

**NI Legal Market**

2009 has been a year of mixed fortunes within Northern Ireland's legal recruitment market. Many firms have been able to cope in terms of staffing in the current market through a combination of re-training and adjusted hours. This combined with a stabilization of the market towards the last quarter of the year has meant that there is a feeling of optimism & trends are improving. Salaries have stalled though despite improving forecasts.

Newly qualified solicitors and returners are finding opportunities limited with many firms reluctant to recruit. Expectations are higher with graduates often requiring 2:1 passes and demonstrable competencies to add real value. Where possible, firms have diversified as certain markets have shrunk. The litigation sector has steadily grown and it is hoped that proposed changes to the Legal Aid system will not have too detrimental an effect. Opportunities remain in growing markets including Environmental, Corporate and Insolvency for those with 4+ years' PQE and experience beyond Northern Ireland.

## INTERNATIONAL

JOB TITLE	ROI €
Captive Manager (10+ years' exp.)	90,000 - 116,000
Captive Manager (5+ years' exp.)	62,000 - 80,000
Captive Manager (3-5 years' exp.)	59,000 - 69,000
Captive Manager (1-3 years' exp.)	38,000 - 58,000
Reinsurance Underwriter (10+ years' exp.)	135,000 - 175,000
Reinsurance Underwriter (5+ years' exp.)	70,000 - 120,000
Reinsurance Underwriter (1-3 years' exp.)	40,000 - 60,000
Reinsurance Claims (10 years' exp.)	80,000 - 105,000
Reinsurance Claims (5-10 years' exp.)	50,000 - 86,000
Reinsurance Claims (1-5 years' exp.)	30,000 - 37,000

## GENERAL INSURANCE

JOB TITLE	ROI €	NI £
Underwriting Manager (10+ years' exp.)	85,000 - 103,000	50,000 - 65,000
Underwriting Manager (5+ years' exp.)	70,000 - 85,000	35,000 - 45,000
Underwriting Manager (3-5 years' exp.)	60,000 - 79,000	28,000 - 35,000
Developmental Underwriter (10+ years' exp.)	84,000 - 115,000	35,000 - 45,000
Developmental Underwriter (5-10 years' exp.)	76,000 - 85,000	28,000 - 38,000
Underwriter - General (5-10 years' exp.)	55,000 - 75,000	25,000 - 33,000
Underwriter - General (3-5 years' exp.)	40,000 - 46,000	20,000 - 25,000
Underwriter - General (1-3 years' exp.)	32,000 - 37,000	17,000 - 22,000
Underwriter - Life (5-10 years' exp.)	58,000 - 69,000	25,000 - 33,000
Underwriter - Life (1-5 years' exp.)	32,000 - 43,500	17,000 - 30,000
Trainee Underwriter (1-3 years' exp.)	23,000 - 28,000	15,000 - 22,000

## LIFE & PENSIONS

JOB TITLE	ROI €	NI £
Pensions Consultant (10+ years' exp.)	75,000 - 110,000	50,000 - 65,000
Pensions Consultant (5-10 years' exp.)	60,000 - 80,000	40,000 - 50,000
Pensions Consultant (3-5 years' exp.)	45,000 - 70,000	35,000 - 45,000
Pensions Consultant (1-3 years' exp.)	38,000 - 50,000	30,000 - 35,000
Pensions Administrator (3-5 years' exp.)	35,000 - 45,000	23,000 - 30,000
Pensions Administrator (1-3 years' exp.)	27,000 - 35,000	20,000 - 25,000
Life Administrator (3-5 years' exp.)	28,000 - 35,000	18,000 - 25,000
Life Administrator (1-3 years' exp.)	22,000 - 28,000	16,000 - 21,000

## CLAIMS

JOB TITLE	ROI €	NI £
Head of Claims	82,000 - 124,000	35,000 - 50,000
Senior Claims Handler (5-10 years' exp.)	45,000 - 60,000	23,000 - 35,000
Claims Handler (3-5 years' exp.)	28,000 - 45,000	20,000 - 30,000
Claims Handler (1-3 years' exp.)	23,000 - 30,000	15,000 - 20,000

## GENERAL BROKING

JOB TITLE	ROI €	NI £
Corporate Broker (10+ years' exp.)	50,000 - 90,000	38,000 - 45,000
Corporate Broker (5-10 years' exp.)	45,000 - 65,000	28,000 - 35,000
Corporate Broker (1-5 years' exp.)	40,000 - 50,000	22,000 - 28,000
Corporate Servicing Executive (10+ years' exp.)	45,000 - 70,000	38,000 - 45,000
Corporate Servicing Executive (5-10 years' exp.)	35,000 - 50,000	25,000 - 35,000
Corporate Servicing Executive (1-3 years' exp.)	26,000 - 35,000	18,000 - 23,000
Account Handler (5-10 years' exp.)	35,000 - 42,000	24,000 - 30,000
Account Handler (3-5 years' exp.)	30,000 - 38,000	20,000 - 25,000
Account Handler (1-3 years' exp.)	24,000 - 28,000	13,000 - 18,000
Personal Lines ( 5-10 years' exp)	38,000 - 42,000	18,000 - 28,000
Personal Lines (3-5 years' exp.)	28,000 - 33,000	15,000 - 20,000
Personal Lines (1-3 years' exp.)	22,000 - 28,000	13,000 - 18,000

## KEY SPECIALIST AREAS

JOB TITLE	ROI €	NI £
Quantitative Analyst	68,000 - 90,000	N/A
Reinsurance Investment Analyst	80,000 - 110,000	N/A
Senior Business Analyst	60,000 - 90,000	30,000 - 45,000
Business Analyst	48,000 - 65,000	25,000 - 35,000

## ACTUARY

JOB TITLE	ROI €	NI £
Chief Actuary	130,000 - 180,000	65,000 - 80,000
Pricing Specialist	90,000 - 115,000	40,000 - 50,000
Life Actuary Qualified	85,000 - 105,000	37,000 - 50,000
Life Actuary Part-Qualified	55,000 - 80,000	30,000 - 40,000
Pensions Actuary Qualified	90,000 - 120,000	37,000 - 50,000
Pensions Actuary Part-Qualified	32,000 - 50,000	30,000 - 40,000
Non Life Actuary Qualified	80,000 - 115,000	35,000 - 45,000
Non Life Actuary Part-Qualified	32,000 - 50,000	30,000 - 37,000

Despite a multitude of challenges posed by the deepening global economic crisis, the impact of financial marketplace conditions on certain insurers and significant increase in claims, the Irish and Northern Irish commercial insurance industry proved resilient in 2009, remaining stable, albeit less competitive across nearly all lines of coverage.

Loss experience and rising carrier ratios have affected market conditions in some lines and these trends are set to continue into 2010, but the outlook remains similar to that of 2009 with the markets starting to harden and premiums increasing. However, with the emergence of "dot com" and "one stop shop" providers, the increasingly aware consumer has never had so much choice. This, coupled with the growth of local and national intermediaries, has resulted in a highly competitive marketplace which ultimately benefits the consumer.

The global recession has impacted most areas of the insurance industry with profits and revenues related to the life assurance market being worst affected. The year 2010 will be a trying time for the life market with a competitive race for survival among the incumbents. However, on the international reinsurance side of the market, Ireland has proven resistant to the downturn, with new companies setting up in Dublin as opposed to other tax efficient locations, such as Bermuda, Malta, Luxembourg etc.

Northern Ireland is seeing a change also in terms of pensions and wealth management; companies are gearing up towards legislative changes. Intermediaries are now increasingly offering fee-based advice as an alternative to the traditional commissions generated from products. Employers are also faced with the additional qualifications and training requirements for both existing and new staff.

Redundancies in the insurance sector have brought about an increase in the level of candidate availability, but specialist niches, such as Payment Protection and Excess Warranty insurances are making great strides and skills in underwriting with European languages are highly sought after. Regulatory related roles will increase in the year to come with the impending lead into Solvency II. Salaries have moved only marginally across the industry in the past 12 months, however, bonuses based on company and individual performances have taken a considerable hit. Candidates are willing to move for the same salary and similar benefits to ensure job security and career longevity.

# SALES & MARKETING

## ICT

JOB TITLE	Dublin € base	Dublin € OTE	ROI € base	ROI € OTE
Country Manager	90,000 - 120,000	110,000 - 160,000	90,000 - 120,000	100,000 - 160,000
Sales Director (T/O >50m)	90,000 - 120,000	100,000 - 160,000	90,000 - 120,000	110,000 - 160,000
Sales Director (T/O <50m)	80,000 - 100,000	90,000 - 120,000	80,000 - 100,000	90,000 - 120,000
Sales Manager	60,000 - 80,000	80,000 - 100,000	60,000 - 80,000	80,000 - 100,000
Channel Manager	55,000 - 75,000	65,000 - 80,000	55,000 - 75,000	65,000 - 80,000
Business Development Manager (3+ years' exp.)	50,000 - 65,000	65,000 - 80,000	50,000 - 65,000	65,000 - 80,000
Key Account Manager (5-10 years' exp.)	55,000 - 75,000	75,000 - 90,000	55,000 - 75,000	75,000 - 90,000
Corporate Account Manager (3-5 years' exp.)	55,000 - 65,000	70,000 - 90,000	55,000 - 65,000	70,000 - 90,000
Commercial Account Manager (2+ years' exp.)	40,000 - 55,000	55,000 - 80,000	40,000 - 55,000	55,000 - 80,000
Marketing Director	75,000 - 120,000	N/A	75,000 - 120,000	N/A
Marketing Manager	55,000 - 85,000	N/A	45,000 - 75,000	N/A
Product Manager	50,000 - 75,000	N/A	50,000 - 75,000	N/A
Senior Marketing Executive (5+ years' exp.)	50,000 - 75,000	N/A	45,000 - 65,000	N/A
Marketing Executive (2-5 years' exp.)	35,000 - 55,000	N/A	35,000 - 48,000	N/A
PR / Communications Manager (5+ years' exp.)	70,000 - 110,000	N/A	55,000 - 65,000	N/A
PR / Communications Manager (3-5 years' exp.)	45,000 - 75,000	N/A	45,000 - 65,000	N/A

## FMCG

JOB TITLE	Dublin € base	Dublin € OTE	ROI € base	ROI € OTE
Country Manager	80,000 - 120,000	100,000 - 150,000	80,000 - 120,000	100,000 - 150,000
National Sales Manager	60,000 - 95,000	72,000 - 114,000	60,000 - 80,000	75,000 - 95,000
National Account Manager	60,000 - 85,000	72,000 - 102,000	55,000 - 80,000	70,000 - 85,000
Area Sales Manager	50,000 - 65,000	58,000 - 75,000	48,000 - 65,000	60,000 - 75,000
Key Account Manager	50,000 - 65,000	58,000 - 75,000	45,000 - 55,000	50,000 - 60,000
Territory Sales Rep. / Account Mgr. (3-5 years' exp.)	35,000 - 55,000	38,000 - 60,000	35,000 - 45,000	40,000 - 55,000
Marketing Director	85,000 - 135,000	N/A	80,000 - 120,000	N/A
Marketing Manager	60,000 - 95,000	N/A	55,000 - 75,000	N/A
Account Director	60,000 - 85,000	N/A	55,000 - 70,000	N/A
Account Manager	35,000 - 60,000	N/A	35,000 - 55,000	N/A
Marketing Executive (5-10 years' exp.)	55,000 - 75,000	N/A	40,000 - 55,000	N/A
Marketing Executive (3-5 years' exp.)	24,000 - 55,000	N/A	24,000 - 45,000	N/A
Brand Manager (5+ years' exp.)	40,000 - 80,000	N/A	40,000 - 65,000	N/A
Brand Manager (1-5 years' exp.)	35,000 - 45,000	N/A	35,000 - 45,000	N/A
Category Manager (5+ years' exp.)	45,000 - 65,000	N/A	40,000 - 60,000	N/A
Category Manager (1-5 years' exp.)	30,000 - 45,000	N/A	30,000 - 40,000	N/A

Senior sales professionals have been hard hit this year with costs being taken out at management levels & subsequent reduction in hiring of senior staff. It is paradoxically a great time to hire top quality, skilled sales leaders across all sectors. The upside is that 80% of those surveyed expect the recession to start turning by Q2 2010. The balancing act is down to when to start hiring again. The general consensus has been to start hiring now ahead of the curve. Another trend emerging is time to hire. It has slowed considerably in 2009. According to those surveyed, the average time to hire has been pushed out by as much as 40%. This translates to more caution being displayed in the hiring process. Secondly, the number of applicants per vacancy has increased dramatically. Many companies are now just emerging from a hiring freeze from July 2008.

Companies have continued the salary freeze from summer 2008 into 2009. Sales people have seen a net drop in base salaries due to this factor. Mostly the variable commission or bonus-related payments have been hardest hit. OTE has been immediately affected by 20% drop on average. Redundancies now effectively completed. There is new hiring activity of strategic senior people for sales & marketing within FMCG, technology & healthcare products and services. Customer retention is back on the primary agenda. Account management is no longer seen as a headcount cost to be cut. Benefits remain predominantly unchanged in larger corporate organisations of €50million+ turn-over. SME's require flexible thinking to retain headcount but still cut costs – flexitime, reduced hours, pay-cuts, or even a change in salary structure.

## COMMERCIAL, B2B & SERVICES

JOB TITLE	Dublin € base	Dublin € OTE	ROI € base	ROI € OTE
Sales Director	80,000 - 120,000	95,000 - 150,000	70,000 - 120,000	80,000 - 140,000
National Sales Manager	80,000 - 100,000	90,000 - 120,000	70,000 - 90,000	80,000 - 100,000
Regional Sales Manager	70,000 - 90,000	90,000 - 110,000	65,000 - 80,000	75,000 - 95,000
Sales Manager	45,000 - 70,000	55,000 - 90,000	45,000 - 60,000	60,000 - 80,000
Business Development Manager	50,000 - 60,000	55,000 - 70,000	40,000 - 55,000	50,000 - 70,000
Key Account Manager	45,000 - 65,000	52,000 - 75,000	35,000 - 50,000	40,000 - 60,000
Senior Sales (5-10 years' exp.)	45,000 - 55,000	50,000 - 65,000	40,000 - 50,000	48,000 - 60,000
Mid-Senior level Sales (3-5 years' exp.)	35,000 - 50,000	40,000 - 60,000	30,000 - 45,000	36,000 - 54,000
Marketing Director	70,000 - 110,000	N/A	70,000 - 110,000	N/A
Marketing Manager	45,000 - 80,000	N/A	45,000 - 80,000	N/A
Senior Marketing Executive (5-10 years' exp.)	40,000 - 55,000	N/A	40,000 - 55,000	N/A
Marketing Executive (3-5 years' exp.)	32,000 - 45,000	N/A	30,000 - 40,000	N/A
Senior Product / Brand Manager (5-10 years' exp.)	50,000 - 72,000	N/A	50,000 - 65,000	N/A
Product / Brand Manager (3-5 years' exp.)	48,000 - 55,000	N/A	48,000 - 55,000	N/A
PR Communications Manager	45,000 - 60,000	N/A	40,000 - 55,000	N/A

## HEALTH, PHARMACEUTICAL & SCIENCE

JOB TITLE	Dublin € base	Dublin € OTE	ROI € base	ROI € OTE
Country Manager / Sales Director	100,000 - 150,000	Bonuses discretionary, based on company & personal performance.	100,000 - 150,000	Bonuses discretionary, based on company & personal performance.
Business Unit Manager / Sales & Marketing Manager	80,000 - 100,000	As above	80,000 - 120,000	As above
Sales Manager (Team >6 people)	65,000 - 85,000	As above	70,000 - 100,000	As above
Sales Manager (Team <6 people)	55,000 - 70,000	As above	60,000 - 75,000	As above
Hospital Rep. / Product Specialist (3+ years' exp.)	55,000 - 68,000	As above	55,000 - 70,000	As above
Hospital Rep.	42,000 - 52,000	As above	47,000 - 54,000	As above
Senior GP Rep. / Territory Manager (3+ years' exp.)	44,000 - 58,000	As above	45,000 - 57,000	As above
GP Rep (1-3 years' exp.)	30,000 - 45,000	As above	30,000 - 45,000	As above
Entry Level Rep.	28,000 - 32,000	As above	28,000 - 32,000	As above
Marketing Director	80,000 - 100,000	Bonus on % of base, non guaranteed	80,000 - 100,000	Bonus on % of base, non guaranteed
Marketing Manager	60,000 - 70,000	As above	60,000 - 70,000	As above
Senior Product Manager (3+ years' exp.)	65,000 - 75,000	As above	65,000 - 75,000	As above
Product Manager (1-3 years' exp.)	50,000 - 65,000	As above	50,000 - 65,000	As above
Assistant Product Manager / Marketing Executive	32,000 - 42,000	As above	As above	As above

There is no doubt that sales & marketing recruitment suffered a slow down in the healthcare, pharmaceutical and scientific sectors in 2009. Previously regarded as one of the more recessionary-proof sectors, factors contributing to the slow down in recruitment include; mergers & acquisitions, global head count freezes, and cost-cutting measures (including redundancies) to counter-act demands for pricing reductions (particularly medical devices). The majority of companies this year have implemented pay freezes and they are unlikely to experience any significant change to salaries in 2010.

Of benefit to clients in 2010, is the availability of high calibre experienced sales professionals with sectoral knowledge, which in turn will limit the opportunities at the 'rookie' level. However, the value of having established relationships between a sales rep and the KOL has never been more crucial – as the sales model looks to move to a more key account management role. Available candidates are open to covering specific needs to a business, eg maternity leave contracts.

Bonus is not guaranteed and should be treated as a bonus, which is typically measured on company, team and personal results. Other typical benefits such as, Car, Pension scheme, Daily allowances (lunch, expenses etc.), Private health scheme, Mobile phone, laptop, home internet access remain unchanged.



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This survey was conducted by Brightwater in October 2009. Companies from SME businesses to blue chip organisations participated in this survey. It is anticipated that this information will reflect the whole of the Irish market for the year October 2009 to October 2010.

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