

Salary Survey 2002/2003

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Industry & Commerce - Accountancy

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN €	REGIONAL €	BELFAST £
Finance Director (Co. Turnover >€10m)	100,000 - 150,000	75,000 - 100,000	45,000 - 65,000
Finance Director (Co. Turnover <€10m)	80,000 - 100,000	55,000 - 75,000	35,000 - 45,000
Finance Controller/Finance Manager (Co. Turnover >€10 million)	60,000 - 75,000	50,000 - 60,000	35,000 - 45,000
Finance Controller/Finance Manager (Co. Turnover <€10 million)	50,000 - 64,000	42,000 - 52,000	28,000 - 35,000
Treasury Accountant	52,000 - 60,000	44,000 - 52,000	25,000 - 30,000
Internal Auditor/Manager/IT Audit	45,000 - 60,000	38,000 - 50,000	25,000 - 30,000
Systems/Project Accountant	51,000 - 57,000	45,000 - 53,000	24,000 - 28,000
Business/Finance Analyst	40,000 - 57,000	38,000 - 50,000	20,000 - 25,000
Financial Accountant	45,000 - 49,000	38,000 - 43,000	26,000 - 30,000
Management Accountant	43,000 - 48,000	36,000 - 42,000	26,000 - 30,000
Cost Accountant	40,000 - 45,000	34,000 - 39,000	22,000 - 26,000
Newly Qualified Accountant	38,000 - 42,000	35,000 - 39,000	22,000 - 26,000

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN €	REGIONAL €	BELFAST £
Credit Control Manager	34,000 - 45,000	27,000 - 37,000	16,000 - 20,000
Accounts Payable Manager	33,000 - 41,000	27,000 - 36,000	16,000 - 20,000
Payroll Manager	30,000 - 38,000	24,000 - 32,000	16,000 - 20,000
Part Qual - 1-3 years exp	20,000 - 34,000	18,000 - 26,000	12,000 - 18,000
Assistant Management Accountant	26,000 - 32,000	22,000 - 28,000	16,000 - 20,000
Assistant Finance Accountant	26,000 - 32,000	22,000 - 28,000	16,000 - 20,000
Accounts Payable Team Leader	25,000 - 32,000	21,000 - 27,000	13,000 - 16,000
Assistant Cost Accountant	25,000 - 31,000	21,000 - 27,000	16,000 - 18,000
Credit Control Team Leader	23,000 - 30,000	19,000 - 27,000	13,000 - 16,000
Credit Controller	20,000 - 30,000	18,000 - 24,000	11,000 - 14,000
Payroll Assistant	18,000 - 25,000	15,000 - 22,000	13,000 - 16,000
Accounts Receivable Assistant	18,000 - 24,000	16,000 - 21,000	11,000 - 14,000
Accounts Payable Assistant	18,000 - 24,000	15,000 - 20,000	11,000 - 14,000
Trainee Accountant - Junior (CIMA/ACCA)	19,000 - 20,500	15,000 - 18,000	11,000 - 12,000

Typical benefits: depending on position held and size of organisation, the benefits might include performance related bonuses, health insurance, pension, company car/car allowance, car parking, subsidised canteen facilities, share scheme and study package. Annual holiday entitlements range between 21 and 30 days.

Public Practice

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN	REGIONAL	BELFAST
	€	€	£
Audit Partner	120,000 - 160,000	80,000 - 150,000	75,000 - 110,000
Audit Director	70,000 - 100,000	60,000 - 90,000	45,000 - 70,000
Senior Manager - Audit	55,000 - 68,000	48,000 - 55,000	33,000 - 40,000
Risk Manager	53,500 - 63,500	45,500 - 54,000	40,000 - 50,000
Corporate Finance Manager	51,000 - 63,500	43,500 - 54,000	25,000 - 33,000
Audit Manager (2yr PQE)	44,000 - 56,500	38,000 - 48,000	26,000 - 30,000
Corporate Finance Executive	42,000 - 48,000	36,000 - 41,000	21,000 - 25,000
Audit Supervisor (1yr PQE)	39,000 - 46,500	34,500 - 39,000	24,000 - 26,000
Company Secretarial - Over 2 yrs exp	32,000 - 44,000	26,000 - 34,000	17,000 - 24,000
Audit Senior - Big 5	37,000 - 43,000	31,500 - 36,000	21,000 - 25,000
Audit Senior - General Practice	33,000 - 39,000	28,000 - 39,000	18,000 - 23,000
Company Secretarial - 0-2 yrs exp	23,000 - 32,000	19,000 - 26,000	10,000 - 17,000
Audit Semi-Senior	19,000 - 23,000	15,000 - 20,000	10,000 - 16,000
Audit Junior	15,000 - 21,000	14,000 - 18,000	8,500 - 12,000
Graduate ACA contract	14,000 - 20,000	13,000 - 18,000	8,000 - 11,000

Typical benefits: big 4 firms - employees will receive pension, life assurance, professional subscriptions as standard. Management benefits will extend to performance based bonus, private health insurance, club subscriptions, mobile phone and parking. In other firms, management will be rewarded with performance based bonus, professional subscriptions, parking and holidays of between 21 and 25 days. All firms provide full study which will include course fees, material and study leave.

Taxation

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN	REGIONAL	BELFAST
	€	€	£
Tax Partner	120,000 - 200,000	80,000 - 150,000	75,000 - 110,000
Tax Director - Industry/FS	120,000 - 150,000	100,000 - 130,000	70,000 - 90,000
Tax Director - Practice	80,000 - 120,000	60,000 - 90,000	45,000 - 70,000
Senior Tax Manager	60,000 - 80,000	50,000 - 75,000	40,000 - 60,000
VAT Manager	55,000 - 80,000	50,000 - 75,000	35,000 - 50,000
Capital Taxes Manager	60,000 - 80,000	50,000 - 70,000	40,000 - 50,000
Tax Manager	50,000 - 60,000	40,000 - 50,000	30,000 - 40,000
Corporate Tax Senior/Consultant	38,000 - 45,000	30,000 - 36,000	16,000 - 21,000
Personal Tax Senior/Consultant	34,000 - 40,000	28,000 - 34,000	16,000 - 20,000
Tax Assistant (2-3 yrs exp)	23,000 - 30,000	16,000 - 23,000	13,000 - 16,000
Tax Assistant (1-2 yrs exp)	18,000 - 24,000	12,000 - 18,000	11,000 - 13,000
Tax Trainee	15,500 - 17,500	11,000 - 16,000	8,500 - 11,000

Typical benefits: tax professionals employed in practice can expect all of the typical benefits which the public practice firms provide (as above). In industry based roles, additional benefits may include share options and a car or a car allowance.

Financial Services/Banking

JOB TITLE	BASIC SALARY RANGE	
	DUBLIN	BELFAST
	€	£
FINANCIAL SERVICES - ACCOUNTANCY		
Financial Controller	55,000 - 75,000	28,000 - 35,000
Internal Audit Manager	55,000 - 65,000	30,000 - 40,000
Fund Manager (3yr+ exp)	55,000 - 65,000	-
Regulatory Accountant	50,000 - 55,000	24,000 - 28,000
Fund Manager (1yr+ exp)	45,000 - 55,000	-
Systems Accountant	45,000 - 50,000	24,000 - 28,000
Financial Analyst	43,200 - 53,300	20,000 - 25,000
Financial/Management Accountant (3yrs exp)	43,000 - 52,000	26,000 - 30,000
Internal Auditor	42,000 - 48,000	25,000 - 30,000
Financial/Management Accountant	39,000 - 46,000	22,000 - 26,000
Funds Supervisor	35,000 - 45,000	-
Senior Fund Accountant (3yr+ exp)	28,000 - 35,000	-
Part-qualified (2-3yrs exp) a/cs assistant	27,000 - 35,000	16,000 - 20,000
Senior Fund Accountant (1yr+ exp)	26,000 - 32,000	-
Part-qualified (1-2yrs exp) a/cs assistant	25,000 - 30,000	12,000 - 16,000
Fund Accountant	19,000 - 24,000	-
Graduate	19,000 - 20,500	9,000 - 12,000
BANKING		
Structured Finance Manager	72,000 - 90,000	39,000 - 50,000
Structured Finance Specialist	50,000 - 70,000	28,000 - 38,000
Corporate Lending Manager	50,000 - 70,000	28,000 - 36,000
Risk Manager	50,000 - 70,000	30,000 - 44,000
Risk Analyst	35,000 - 55,000	20,000 - 32,000
Senior Credit Analyst	44,000 - 50,000	27,000 - 33,000
Senior Corporate Lender	40,000 - 50,000	26,000 - 33,000
Senior Commercial Lender	35,000 - 40,000	25,000 - 32,000
Credit Analyst	32,000 - 42,000	18,000 - 27,000
Corporate Lender	32,000 - 40,000	20,000 - 26,000
Commercial Lender	30,000 - 35,000	18,000 - 25,000
Loans/Credit Administrator	23,000 - 27,000	15,000 - 22,000
TREASURY		
Head of Treasury	80,000 - 110,000	55,000 - 80,000
Senior Dealer	60,000 - 80,000	41,000 - 58,000
Treasury Dealer	41,000 - 53,000	24,500 - 31,000
Treasury Analyst	38,000 - 60,000	21,000 - 33,000
Trade Support	25,000 - 32,000	17,500 - 21,000
Treasury Operations Manager	50,000 - 65,000	32,000 - 38,000
Senior Treasury Settlements	28,000 - 33,000	20,000 - 25,500
Treasury Settlements	25,000 - 28,000	17,500 - 20,000
STOCKBROKING		
Equity Sales	50,000 - 70,000	-
Bond Sales	50,000 - 70,000	-
Equity Analyst	36,000 - 57,000	-
Bond Analyst	36,000 - 57,000	-
Researcher	36,000 - 52,000	-
Equity Settlements	24,000 - 28,000	-
Corporate Actions Clerk	24,000 - 28,000	-
FUNDS		
Compliance Manager	45,000 - 63,500	30,000 - 42,000
Shareholder Services Manager	44,000 - 60,000	24,500 - 33,000
Trustee Manager	40,000 - 59,000	28,000 - 40,000
Compliance Officer	31,000 - 39,000	23,000 - 31,000
Shareholder Services Supervisor	28,000 - 38,000	21,000 - 28,000
Trustee Officer	30,000 - 37,000	18,000 - 25,000
Senior Fund Administrator	28,000 - 35,000	25,000 - 29,000
Compliance Assistant	25,000 - 28,000	16,000 - 20,000
Fund Administrator	22,000 - 26,000	19,000 - 25,000

Typical benefits: pension, healthcare, life assurance and club subscriptions. In addition to these benefits, these positions may carry substantial bonuses. Bonuses of between 10% and 50% are paid depending on individuals and company performance.

Sales

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN €	REGIONAL €	BELFAST £
SALES (FMCG/PHARMA/HI TECH/FS)			
Sales Director	80,000 - 100,000	72,000 - 90,000	55,000 - 70,000
National Account Manager	55,000 - 70,000	48,000 - 59,000	35,000 - 45,000
Sales Manager	55,000 - 65,000	48,000 - 56,000	35,000 - 45,000
Business Development Manager	40,000 - 50,000	35,000 - 44,000	25,000 - 38,000
Key Account Manager	40,000 - 50,000	36,000 - 43,000	30,000 - 40,000
Sales Executive	25,000 - 35,000	22,000 - 30,000	10,000 - 12,000
Customer Services Representative	22,000 - 25,000	-	-
Merchandiser	18,000 - 23,000	-	10,000 - 12,000

Typical benefits: for sales roles benefits include car/car allowance, bonus, commission, share scheme, mobile phone, laptop, medical insurance and pension. Financial services organisations will pay additional benefits such as preferential loan interest rates or discounted rate for insurance premiums.

Marketing

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN €	REGIONAL €	BELFAST £
MARKETING			
Marketing Director	80,000 - 100,000	72,000 - 90,000	55,000 - 70,000
Marketing Manager	55,000 - 75,000	48,000 - 65,000	30,000 - 40,000
Marketing Communications Mgr	55,000 - 65,000	48,000 - 56,000	-
PR Manager	55,000 - 60,000	48,000 - 53,000	-
Category Manager	40,000 - 50,000	35,000 - 44,000	-
Brand / Product Manager	35,000 - 45,000	31,000 - 40,000	25,000 - 30,000
Account Manager	35,000 - 40,000	31,000 - 35,000	-
Junior Brand Manager	25,000 - 32,000	22,000 - 27,000	-
Marketing Executive	22,000 - 28,000	19,000 - 24,000	-
Account Executive	22,000 - 28,000	19,000 - 24,000	-
Marketing Assistant	18,000 - 22,000	16,000 - 19,000	10,000 - 13,000

Typical benefits: marketing professionals can receive bonuses of between 10% and 20%, car/car allowance, share scheme, mobile phone, medical insurance and pension.

Human Resources

JOB TITLE	BASIC SALARY RANGE		
	DUBLIN	REGIONAL	BELFAST
	€	€	£
HR Director	70,000 - 120,000	55,000 - 80,000	34,000 - 60,000
Organisational Learning & Development Mgr	52,000 - 65,000	44,000 - 51,000	22,500 - 27,000
Employee Relations Officer	46,000 - 51,000	39,000 - 43,500	21,000 - 25,000
Compensation and Benefits Manager	44,000 - 55,000	36,500 - 44,400	21,000 - 25,000
Training and Development Manager	41,000 - 55,000	37,500 - 44,000	21,000 - 25,000
HR Manager	45,000 - 65,000	34,500 - 45,000	21,000 - 26,000
Recruitment Manager	40,000 - 60,000	34,000 - 50,000	22,000 - 36,000
Industrial Relations Officer	40,000 - 48,000	37,000 - 43,500	19,000 - 23,000
HR Generalist	35,000 - 40,000	34,000 - 38,250	16,000 - 19,000
HR Officer	28,000 - 33,000	29,000 - 34,500	13,000 - 16,000
HR Consultant	27,000 - 32,000	24,000 - 27,500	12,000 - 13,000
Recruitment Consultant	25,000 - 30,000	21,250 - 25,500	11,000 - 14,000
Training Coordinator	25,000 - 28,000	21,250 - 23,500	11,000 - 13,000
Employee Relations Advisor	25,000 - 28,000	23,000 - 25,500	12,000 - 14,000
HR Administrator	21,000 - 25,000	17,500 - 21,250	9,500 - 11,000
HR Graduate	18,000 - 21,000	15,250 - 18,000	8,000 - 9,500

Typical benefits: HR professionals may get performance related bonuses, medical insurance, pension and study support. For multinationals and blue chip organisations, HR professionals may get share options as well, and in the Banking/FS sectors they may get mortgage, life assurance and car loan at preferential rates.

Legal

JOB TITLE	BASIC SALARY RANGE	
	DUBLIN	REGIONAL
	€	€
Senior Salaried Partner	120,000 - 200,000	80,000 - 150,000
Salaried Partner	80,000 - 120,000	70,000 - 90,000
Solicitor - 5yrs	70,000 - 85,000	63,000 - 76,500
Solicitor - 2yrs	48,000 - 55,000	43,200 - 49,500
Legal Executive	25,000 - 29,000	22,500 - 26,100
Legal Secretary	20,000 - 28,000	18,000 - 25,300

Typical benefits: depending on position held and size of organisation, the benefits may include performance related bonuses, insurance, pension, car parking, subsidised canteen facilities and study package. Annual holiday entitlements range between 21 and 27 days. In industry based roles, additional benefits may include share options and a car or a car allowance.

Temporary/Contract

Employing a temporary member of staff can prove extremely beneficial, enabling organisations to work in a flexible and cost effective way. Temporary staff bring with them an objective and impartial viewpoint, there is no increase in your headcount and it is an ideal way to assess someone's suitability for potential permanent roles within your organisation. Together with weekly invoicing and immediate availability, temporary staff prove an excellent resource for any company.

JOB TITLE	HOURLY RATES	
	DUBLIN	BELFAST
	€	£
Interim Manager/Financial Director	60.00 - 88.00	50.00 - 55.00
Financial Controller	43.00 - 56.00	40.00 - 45.00
Financial Accountant	38.00 - 43.00	18.00 - 23.00
Management Accountant	38.00 - 43.00	18.00 - 23.00
Cost Accountant	38.00 - 43.00	18.00 - 23.00
Financial Analyst	38.00 - 45.00	18.00 - 22.00
Systems Accountant	40.00 - 48.00	22.00 - 25.00
Project Accountant	38.00 - 48.00	22.00 - 25.00
Newly Qualified Accountant	33.00 - 39.00	17.00 - 22.00
Fund Accountant	24.00 - 33.00	18.00 - 23.00
Part Qualified Accountants	19.00 - 30.00	14.00 - 17.00
Credit Control	16.50 - 29.00	11.50 - 13.50
Payroll	16.50 - 27.50	12.00 - 14.00
Assistant Accountants	22.00 - 27.00	12.00 - 16.00
Accounts Supervisor	19.00 - 26.50	12.00 - 16.00
Reconciliations Clerk	17.50 - 26.00	10.50 - 12.50
Bookkeeper	24.00 - 26.00	12.00 - 15.00
Accounts Clerk	22.50 - 24.00	9.00 - 10.00
Accounts Payable	17.50 - 22.00	10.50 - 12.50
Accounts Receivable	17.50 - 22.00	10.50 - 12.50
Settlements Clerk	19.00 - 21.00	9.00 - 10.00
Accounts Assistants	17.50 - 20.00	8.00 - 10.50

Components of Hourly Billing Rate

