

36 Merrion Square,
Dublin 2
Tel: 01 662 1000
Fax: 01 662 3900
www.brightwater.ie
dublin@brightwater.ie

49 South Mall,
Cork
Tel: 021 422 1000
Fax: 021 422 4001
www.brightwater.ie
cork@brightwater.ie

51-53 Adelaide Street,
Belfast, BT2 8FE
Tel: 028 90 325 325
Fax: 028 90 890 700
www.brightwaterNI.com
belfast@brightwaterNI.com

www.brightwater.ie

www.brightwaterNI.com

This survey was conducted by Brightwater in October 2007. 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 2007 to November 2008.



Salary Survey 2008



CONTENTS

Sales & Marketing	2	Fund Services	15
Human Resources	4	Banking	16
Executive	5	Accountancy - Financial Services	18
Insurance	6	Accountancy - General	19
Legal	8	Accountancy - Temporary & Contract - Dublin	20
Information Technology - Permanent	10	Accountancy - Temporary & Contract - Regional ROI	21
Information Technology - Contract	11	Accountancy - Temporary & Contract - Belfast	22
Engineering & Construction	12	Accountancy - Public Practice & Taxation	23
Supply Chain & Logistics	14		

Sales & Marketing

JOB TITLE	DUBLIN € base	DUBLIN € OTE	REGIONAL € base	REGIONAL € OTE
ICT - SALES				
Country Manager	95,000 - 150,000	110,000 - 250,000	95,000 - 150,000	110,000 - 250,000
Sales Director (T/O > 50m)	95,000 - 140,000	125,000 - 250,000	95,000 - 140,000	125,000 - 250,000
Sales Director (T/O < 50m)	90,000 - 110,000	105,000 - 150,000	90,000 - 110,000	105,000 - 150,000
Sales Manager	70,000 - 95,000	120,000 - 150,000	70,000 - 95,000	120,000 - 150,000
Channel Manager	65,000 - 90,000	84,000 - 114,000	60,000 - 80,000	80,000 - 110,000
Business Development Manager	45,000 - 90,000	84,000 - 114,000	45,000 - 80,000	80,000 - 110,000
Key Account Manager (5-10 years' exp.)	60,000 - 95,000	78,000 - 125,000	55,000 - 85,000	75,000 - 120,000
Corporate Account Manager (3-5 years' exp.)	60,000 - 85,000	84,000 - 127,000	55,000 - 75,000	80,000 - 120,000
Commercial Account Manager	40,000 - 65,000	60,000 - 97,000	40,000 - 60,000	60,000 - 95,000
ICT - MARKETING				
Marketing Director	80,000 - 120,000	N/A	75,000 - 120,000	N/A
Marketing Manager	65,000 - 90,000	N/A	55,000 - 75,000	N/A
Senior Marketing Executive (5-10 years' exp.)	55,000 - 75,000	N/A	45,000 - 60,000	N/A
Marketing Executive (3-5 years' exp.)	35,000 - 52,000	N/A	35,000 - 45,000	N/A
Senior Product/Brand Manager (5-10 years' exp.)	45,000 - 68,000	N/A	50,000 - 62,000	N/A
Product/Brand Manager (3-5 years' exp.)	40,000 - 57,000	N/A	40,000 - 55,000	N/A
PR/Communications Manager	40,000 - 75,000	N/A	35,000 - 60,000	N/A

High-end solution sales executives are in high demand. Through the convergence of technologies the issue is no longer about infrastructure per se; rather, a change in business process is required. Sales cycles are longer, and technology markets are more competitive, requiring a more business-savvy individual to close the sale.

JOB TITLE	DUBLIN € base	DUBLIN € OTE	REGIONAL € base	REGIONAL € OTE
FMCG - SALES				
Country Manager	80,000 - 120,000	100,000 - 150,000	80,000 - 120,000	100,000 - 150,000
National Sales Manager	55,000 - 85,000	66,000 - 102,000	55,000 - 85,000	66,000 - 102,000
National Account Manager	55,000 - 85,000	66,000 - 102,000	55,000 - 85,000	66,000 - 102,000
Area Sales Manager	55,000 - 65,000	64,000 - 78,000	50,000 - 60,000	55,000 - 75,000
Key Account Manager	45,000 - 55,000	51,700 - 63,250	40,000 - 55,000	45,000 - 60,000
Territory Sales Rep./Account Mgr. (3-5 years' exp.)	35,000 - 50,000	40,250 - 57,500	35,000 - 45,000	40,000 - 55,000
FMCG - MARKETING				
Marketing Director	85,000 - 135,000	N/A	80,000 - 120,000	N/A
Marketing Manager	65,000 - 95,000	N/A	60,000 - 80,000	N/A
Account Director	70,000 - 95,000	N/A	55,000 - 75,000	N/A
Account Manager	35,000 - 70,000	N/A	30,000 - 55,000	N/A
Marketing Executive (5-10 years' exp.)	55,000 - 72,000	N/A	45,000 - 55,000	N/A
Marketing Executive (3-5 years' exp.)	27,000 - 55,000	N/A	25,000 - 45,000	N/A
Brand Manager (5-10 years' exp.)	40,000 - 80,000	N/A	40,000 - 65,000	N/A
Brand Manager (3-5 years' exp.)	30,000 - 42,000	N/A	30,000 - 45,000	N/A
Category Manager (5-10 years' exp.)	40,000 - 70,000	N/A	40,000 - 60,000	N/A
Category Manager (3-5 years' exp.)	32,000 - 40,000	N/A	30,000 - 40,000	N/A

Demand for mid level marketing candidates remains high. There has been a noticeable increase in base salary in recent years. Demand for executive level candidates is not as high and salary increases in this area reflect only natural inflation. 2007 has shown high demand for sales professionals. Employers require a track record in the relevant industry sector and an increase in salaries for FMCG sales professionals reflects this.

Public Practice & Taxation

JOB TITLE	DUBLIN €	CORK €	BELFAST £
PUBLIC PRACTICE			
Audit Partner	190,000 - 260,000	100,000 - 180,000	70,000 - 150,000
Audit Director	95,000 - 150,000	85,000 - 120,000	45,000 - 80,000
Senior Manager - Audit	80,000 - 95,000	65,000 - 90,000	40,000 - 65,000
Corporate Finance Manager	75,000 - 85,000	60,000 - 77,000	35,000 - 65,000
Risk Manager	72,000 - 85,000	55,000 - 65,000	28,000 - 50,000
Audit Manager (2-3 years' PQE)	65,000 - 80,000	48,000 - 65,000	25,000 - 35,000
Corporate Finance Executive	57,000 - 68,000	50,000 - 60,000	28,000 - 35,000
Corporate Recovery/Forensics Executive	55,000 - 65,000	50,000 - 60,000	19,000 - 29,000
Company Secretary (4-6 years' exp.)	50,000 - 65,000	32,000 - 42,000	20,000 - 30,000
Assistant Manager - Audit (1 year's PQE)	58,000 - 64,000	45,000 - 53,000	25,000 - 32,000
Audit Senior - Top 4	51,000 - 55,000	42,000 - 48,000	27,000 - 33,000
Audit Senior - General Practice	47,000 - 52,000	30,000 - 40,000	23,000 - 29,000
Company Secretary (2-3 years' exp.)	40,000 - 45,000	28,000 - 35,000	17,000 - 23,000
Audit Semi-Senior/Finalist	30,000 - 40,000	23,000 - 30,000	16,000 - 22,000
Audit Junior (1-2 years' exp.)	25,000 - 30,000	17,000 - 23,000	14,000 - 20,000
Graduate ACA (on training contract)	19,000 - 25,000	12,000 - 19,000	12,000 - 19,000
TAXATION			
Tax Partner	200,000 - 280,000	100,000 - 160,000	70,000 - 15,000
Head of Tax - Industry/Financial Services	150,000 - 220,000	120,000 - 150,000	45,000 - 70,000
Tax Director - Practice	95,000 - 150,000	75,000 - 100,000	40,000 - 80,000
Senior Tax Manager	80,000 - 95,000	60,000 - 80,000	40,000 - 55,000
VAT Manager	80,000 - 95,000	52,000 - 80,000	30,000 - 45,000
Capital Taxes Manager	75,000 - 95,000	62,000 - 75,000	30,000 - 45,000
Tax Manager	70,000 - 85,000	50,000 - 65,000	35,000 - 45,000
Corporate Tax Senior/Consultant	50,000 - 58,000	39,000 - 45,000	29,000 - 35,000
Personal Tax Senior/Consultant	48,000 - 55,000	39,000 - 45,000	27,000 - 35,000
Tax Assistant (2-3 years' exp.)	30,000 - 40,000	23,000 - 30,000	20,000 - 29,000
Tax Assistant (1-2 years' exp.)	27,000 - 32,000	17,000 - 25,000	16,000 - 22,000
Tax Trainee	21,000 - 26,000	15,000 - 20,000	14,000 - 22,000

Demand for professional staff in practice has had an upward pressure on salaries, particularly for senior level positions. Despite indications of a general slowing of economic growth, there are no indications that 2008 will see any reduction in demand for experienced professionals. Brightwater has seen increased willingness from firms to facilitate flexibility in their working arrangements, for example, flexible working hours and working from home. These initiatives have been successful in attracting individuals to the market and retaining existing staff. Larger firms have also sought to offer a greater range of benefits particularly to senior staff, so whilst more established benefits such as pension, professional subscriptions and car allowances have been retained, flexible schemes that allow individuals to expand existing benefits such as extra holiday entitlement or upgrading private health cover have now become more prevalent. 2007 has seen an increase in bonuses to those at manager level and above. We have also seen bonuses paid to senior staff increase this year, a trend that seems set to continue into 2008.

As with the Dublin market, the Munster/Connaught regions have experienced a shortage of qualified staff at manager level and above. This is impacting the growth of many firms in the market. Firms outside Dublin are now offering a more specialised service, with growing demand for corporate finance and wealth management expertise. However, there is a lack of suitably experienced individuals to fulfil this demand. The return of Irish expats from UK/US markets to Munster as opposed to Dublin, illustrates the extent of the opportunities available regionally.

The Northern Irish economy has seen considerable growth during 2007 which has created strong demand for professional staff across all areas of practice. Firms have now found themselves in a noticeably different position from that of 5 years ago; candidates are more demanding, and employers are forced to offer more competitive salaries and benefits with a focus on work/life balance.

Accountancy - Temporary & Contract

Northern Ireland

JOB TITLE	BELFAST £ annual	BELFAST £ per hour
QUALIFIED		
Financial Director	45,000 - 65,000	39.10 - 56.45
Interim Finance Manager	40,000 - 60,000	34.75 - 52.10
Financial Controller	35,000 - 50,000	30.40 - 43.40
Financial Accountant	30,000 - 40,000	26.05 - 34.75
Management Accountant	30,000 - 40,000	26.05 - 34.75
Cost Accountant	30,000 - 40,000	26.05 - 34.75
Financial Analyst	26,000 - 32,000	22.60 - 27.80
Credit Analyst	18,000 - 30,000	24.30 - 26.05
Systems Accountant	28,000 - 38,000	24.30 - 33.00
Project Accountant	25,000 - 40,000	21.70 - 34.75
Internal Auditor	25,000 - 35,000	21.70 - 30.40
Newly Qualified Accountant	24,000 - 30,000	20.85 - 26.05
Fund Accountant	N/A	N/A
Payroll Manager	20,000 - 30,000	17.40 - 26.05
PART-QUALIFIED		
Part-Qualified Accountant	18,000 - 28,000	15.65 - 24.30
Credit Controller	16,000 - 23,000	13.90 - 20.00
Payroll Administrator	N/A	N/A
Assistant Accountant	18,000 - 25,000	15.65 - 21.70
Bookkeeper	17,000 - 20,000	14.80 - 17.40
Accounts Assistant	13,000 - 17,000	11.25 - 14.80
Accounts Payable	14,000 - 17,000	12.15 - 14.80
Accounts Receivable	14,000 - 17,000	12.15 - 14.80

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

The use of temporary & contract staff has increased considerably across both private and public sectors in Northern Ireland in 2007.

Employers have increasingly witnessed the benefits of interim/temporary solutions to bridge the gap due to maternity leave, periods of expansion, special projects and increased workload. Many organisations benefit from the ability to hire a candidate in a temporary capacity initially before both parties are comfortable about making the position permanent.

Candidate availability for temporary and contract roles continues to be extremely tight. Demand far outweighs the supply for accountancy professionals at all levels. Speed in the recruitment process is key.

More employers are recognising the skills shortage in traditional roles such as ledger clerks and credit control, and are having to provide training as a solution.

Sales & Marketing

JOB TITLE	ROI € base	ROI € OTE
HEALTH, PHARMACEUTICAL & SCIENTIFIC - SALES		
Sales Director/Country Manager	90,000 - 130,000	110,000 - 160,000
Business Unit Manager/Sales & Marketing Manager	80,000 - 95,000	97,000 - 130,000
Sales Manager (Team > 8 people)	70,000 - 90,000	85,000 - 115,000
Sales Manager (Team < 8 people)	55,000 - 75,000	67,000 - 90,000
Hospital/Product Specialist (5-8 years' exp.)	55,000 - 70,000	67,000 - 90,000
Hospital Rep.	45,000 - 60,000	55,000 - 75,000
Senior GP Rep./Territory Manager	45,000 - 60,000	55,000 - 75,000
GP Rep (1-3 years' exp.)	35,000 - 50,000	42,000 - 62,500
Entry Level Rep.	28,000 - 35,000	35,000 - 48,000
HEALTH, PHARMACEUTICAL & SCIENTIFIC - MKTG.		
Marketing Director	80,000 - 95,000	88,000 - 110,000
Marketing Manager	65,000 - 80,000	72,000 - 90,000
Senior Product Manager	55,000 - 68,000	62,500 - 80,000
Product Manager	45,000 - 60,000	50,000 - 68,000
Assistant Product Manager/Marketing Executive	28,000 - 40,000	N/A

Growth in the healthcare sector has continued well into 2007, as expected, with a slight increase in the average salary reflecting a continued demand for experienced candidates along with natural inflation. The scientific sector has enjoyed similar growth despite some high profile withdrawals from the market. There is a consistent growth in manufacturing, development and services to counter the losses.

JOB TITLE	DUBLIN € base	DUBLIN € OTE	REGIONAL € base	REGIONAL € OTE
TECHNICAL, CONSTRUCTION & B2B - SALES				
Sales Director/Country Manager	80,000 - 110,000	120,000 - 180,000	80,000 - 110,000	120,000 - 180,000
Regional Sales Manager	60,000 - 90,000	95,000 - 150,000	55,000 - 85,000	85,000 - 150,000
Sales Manager	60,000 - 87,000	95,000 - 120,000	60,000 - 85,000	95,000 - 120,000
Business Development Manager	40,000 - 75,000	65,000 - 98,000	35,000 - 70,000	60,000 - 95,000
Key Account Manager	50,000 - 75,000	70,000 - 95,000	45,000 - 70,000	70,000 - 95,000
Senior Sales (5-10 years' exp.)	50,000 - 60,000	60,000 - 95,000	50,000 - 60,000	60,000 - 95,000
Mid-Senior level Sales (3-5 years' exp.)	40,000 - 55,000	50,000 - 78,000	40,000 - 50,000	52,000 - 72,000
TECHNICAL, CONSTRUCTION & B2B - MKTG.				
Marketing Director	65,000 - 110,000	N/A	65,000 - 100,000	N/A
Marketing Manager	45,000 - 75,000	N/A	50,000 - 75,000	N/A
Senior Marketing Executive (5-10 years' exp.)	40,000 - 65,000	N/A	40,000 - 55,000	N/A
Marketing Executive (3-5 years' exp.)	35,000 - 52,000	N/A	35,000 - 45,000	N/A
Senior Product/Brand Manager (5-10 years' exp.)	45,000 - 68,000	N/A	40,000 - 60,000	N/A
Product/Brand Manager (3-5 years' exp.)	40,000 - 60,000	N/A	35,000 - 50,000	N/A
PR/Communications Manager	40,000 - 75,000	N/A	35,000 - 55,000	N/A

The construction sales market has begun to transform from a period of high employment growth to a focus on maintaining existing employment. While job losses in the residential sector seem imminent due to a 30% reduction in new house completions, infrastructure products and services remain constant. Demand in the commercial and manufacturing sectors also remains strong.

In terms of benefits, a company bonus will be up to 20% with on average 80% of said bonus being paid out. Pensions across the board tend to be defined contribution. US multinationals tend to offer stock options as an added benefit. The biggest deciding factor for candidates in accepting a job however, is the brand and reputation of the company and growth in market share or new developments in their products.

Human Resources

JOB TITLE	DUBLIN €	CORK €	BELFAST £
GENERALIST HR			
HR Director	90,000 - 150,000	80,000 - 120,000	45,000 - 70,000
Senior HR Manager	70,000 - 90,000	70,000 - 85,000	35,000 - 48,000
HR Manager/Business Partner	50,000 - 70,000	50,000 - 65,000	30,000 - 45,000
HR Generalist	35,000 - 55,000	35,000 - 55,000	20,000 - 30,000
HR Officer	30,000 - 40,000	30,000 - 40,000	18,000 - 28,000
HR Administrator	27,000 - 32,000	25,000 - 32,000	12,000 - 16,000
HR Graduate	23,000 - 27,000	21,000 - 25,000	12,000 - 14,000
LEARNING & DEVELOPMENT			
Learning & Development Director	80,000 - 110,000	80,000 - 100,000	40,000 - 65,000
Learning & Development Manager	55,000 - 80,000	50,000 - 80,000	30,000 - 40,000
Training Specialist	40,000 - 60,000	35,000 - 60,000	20,000 - 30,000
Training Officer/Co-ordinator	30,000 - 40,000	28,000 - 35,000	16,000 - 20,000
RECRUITMENT			
Recruitment Manager	50,000 - 65,000	50,000 - 60,000	25,000 - 35,000
Recruitment Specialist	40,000 - 55,000	35,000 - 45,000	16,000 - 25,000
Recruitment Co-ordinator	25,000 - 35,000	25,000 - 35,000	16,000 - 20,000
COMPENSATION & BENEFITS			
Compensation & Benefits Manager	60,000 - 90,000	60,000 - 75,000	30,000 - 45,000
Compensation & Benefits Specialist	45,000 - 60,000	30,000 - 50,000	22,000 - 30,000
KEY SPECIALIST AREAS			
Organisational Development Manager	60,000 - 80,000	55,000 - 70,000	35,000 - 45,000
IR/ER Manager	50,000 - 75,000	50,000 - 75,000	25,000 - 35,000
Communications Specialist	50,000 - 70,000	45,000 - 65,000	25,000 - 35,000
Relocation/Global Mobility Specialist	35,000 - 50,000	35,000 - 45,000	40,000 - 55,000

2007 has seen some key trends emerge in the Irish HR market - the market has remained buoyant and HR opportunities have continued to grow in line with expectations. Furthermore HR seems to be taking a more prominent role across all organisations, large and small. Increasing interest in HR and high levels of CIPD graduates has led to an extremely competitive market for HR professionals at all levels. Key market trends over 2007 have included an increase in demand for HR specialists, particularly in financial and professional services. Organisations are looking for recruitment specialists on a contract basis and are open to either a recruitment consultancy or in-house background. In line with this, salaries have continued to increase in the specialist areas over the generalist market. Organisations that have experienced growth spurts over the last few years are now seeking senior HR professionals to manage the retention and development of their staff. HR graduates continue to find it increasingly difficult to break into the HR market place. Best placed graduates are those who have strong administration skills or a HR work placement. CIPD courses have increased extensively and senior HR professionals are continuously trying to up skill with refresher courses in employment legislation and health & safety. Typical benefits include pension, healthcare cover, performance related bonus and professional subscription to CIPD. Levels of pensions, both defined benefit and defined contribution, and healthcare cover vary from organisation to organisation. More recently, HR professionals are being rewarded with performance related bonuses ranging from 5-25% depending on the level. This bonus is usually linked to company and individual performance and emphasises HR as being a value added function of the organisation.

For larger international organisations, the most prominent trend is the recruitment of a relocation or global mobility specialist. This is due to the difficulty of recruiting professionals in the Irish market place, particularly finance candidates. These specialists will typically have experience in dealing with relocation, international recruitment and work permits/visas.

In conclusion, the Dublin HR market continues to grow and contract and permanent opportunities are plentiful. The Munster and Connaught HR markets also continue to grow, with notable increases in specialist HR areas. Both markets are very competitive for candidates, especially at generalist and manager level. This has forced salaries to increase, most especially in compensations & benefits and industrial relations. The markets have remained steady for HR generalists within most sectors whilst opportunities for more senior roles have been fewer, with a tendency to fill senior positions by promoting internal talent. In general, the HR market outside of Dublin is buoyant with more and more professionals relocating for work-life balance and new opportunities.

Accountancy - Temporary & Contract

Regional ROI

JOB TITLE	REGIONAL € annual	REGIONAL € per hour
QUALIFIED		
Financial Director	80,000 - 150,000	70.35 - 131.80
Interim Finance Manager	70,000 - 90,000	61.50 - 79.10
Financial Controller	75,000 - 95,000	65.90 - 83.50
Financial Accountant	40,000 - 55,000	35.15 - 48.35
Management Accountant	45,000 - 60,000	39.55 - 52.75
Cost Accountant	45,000 - 55,000	39.55 - 48.35
Financial Analyst	35,000 - 55,000	30.75 - 48.35
Credit Analyst	35,000 - 45,000	30.75 - 39.55
Systems Accountant	45,000 - 60,000	39.95 - 52.75
Project Accountant	50,000 - 65,000	43.95 - 57.10
Internal Auditor	40,000 - 50,000	35.15 - 43.95
Newly Qualified Accountant	40,000 - 45,000	35.15 - 39.55
Fund Accountant	35,000 - 45,000	30.75 - 39.55
Payroll Manager	40,000 - 55,000	35.15 - 48.35
PART-QUALIFIED		
Part-Qualified Accountant	30,000 - 38,000	26.40 - 33.40
Credit Controller	25,000 - 35,000	22.00 - 30.75
Payroll Administrator	N/A	N/A
Assistant Accountant	28,000 - 35,000	24.60 - 30.75
Bookkeeper	28,000 - 35,000	24.60 - 30.75
Accounts Assistant	22,000 - 30,000	19.35 - 26.40
Accounts Payable	22,000 - 30,000	19.35 - 26.40
Accounts Receivable	22,000 - 30,000	19.35 - 26.40

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

The temporary and contract market in both Munster and Connaught in 2007 has seen continued growth. In particular, growth was noticeable at newly qualified, part-qualified and assistant levels in industry, with an emergence of practice clients requiring audit senior contractors for interim and short-term assignments.

The demand for senior accountants and financial controllers was stable throughout 2007, especially in the service and manufacturing sectors. The shortage of qualified candidates available to contract will impact salaries across all sectors, particularly for short-term assignments and project work. Growth is expected to remain steady throughout 2008 with continued demand for newly qualified and accountants with 2+ years' PQE in industry.

In conclusion, the key to successful recruitment of temporary and contract staff comes down partly to the availability of quality candidates but more importantly, flexibility in skills required, speed of the recruitment process, attractive pay rates and completion bonuses. As a result of this imbalance in supply and demand, pay rates and subsequent charges for the hiring of interim staff have remained high and increased in certain categories where candidates are particularly scarce.

Accountancy - Temporary & Contract

Dublin

JOB TITLE	DUBLIN € annual	Dublin € per hour
QUALIFIED		
Financial Director	100,000 - 150,000	89.00 - 131.00
Interim Finance Manager	80,000 - 120,000	71.00 - 106.00
Financial Controller	70,000 - 100,000	62.00 - 89.00
Financial Accountant	55,000 - 65,000	49.00 - 57.00
Management Accountant	55,000 - 65,000	49.00 - 57.00
Cost Accountant	55,000 - 65,000	49.00 - 57.00
Financial Analyst	55,000 - 65,000	49.00 - 57.00
Credit Analyst	45,000 - 55,000	40.00 - 50.00
Systems Accountant	60,000 - 75,000	53.00 - 67.00
Project Accountant	60,000 - 75,000	53.00 - 67.00
Internal Auditor	60,000 - 75,000	53.00 - 67.00
Newly Qualified Accountant	52,000 - 58,000	46.00 - 51.00
Fund Accountant	48,000 - 60,000	43.00 - 53.00
Payroll Manager	42,000 - 50,000	37.00 - 45.00
PART-QUALIFIED		
Part-Qualified Accountant	35,000 - 47,000	31.00 - 42.00
Credit Controller	28,000 - 40,000	25.00 - 36.00
Payroll Administrator	28,000 - 42,000	25.00 - 37.00
Assistant Accountant	34,000 - 42,000	30.00 - 37.00
Bookkeeper	35,000 - 45,000	31.00 - 40.00
Accounts Assistant	28,000 - 32,000	25.00 - 28.00
Accounts Payable	25,000 - 32,000	22.00 - 28.00
Accounts Receivable	25,000 - 32,000	22.00 - 28.00

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

The temporary and contract market has remained steady throughout 2007. Projected hiring of temporary & contract staff in 2008 will be at least the same if not higher. It has remained a candidate's market and this has been reflected in a further increase in salaries for 2008. High demand for newly qualified accountants has led to further increase in this area and more notably the salaries for interim finance managers and financial controllers have increased.

Interim management is becoming an increasingly popular recruitment solution in the Irish market. There has been an increase in the number of candidates seeking this type of employment and the benefits to employees are becoming evident. These skilled candidates give access to a senior, yet "hands-on" manager with a proven track record. This is essential for such business critical positions. These candidates' sophisticated skills are now being recognised at their true value. In turn, salaries have increased by 10-15%.

Project accountants and accountants with 3-5 years' PQE are in high demand and salaries have increased by approximately 5% in this area. The number of Antipodeans coming to the Republic has significantly decreased over the past 12 months; this has been the primary contributing factor to the shortage of temporary/contract candidates across all levels. However there has been an increase in the number of Irish nationals returning home; contract work appeals to these candidates as it allows them to gain experience in a range of sectors.

As temporary and contract staff typically don't receive benefits, it is highly recommended that completion/performance bonuses are incorporated into assignments, particularly for fixed term contracts. The bonus will depend on the candidate's position and salary. Brightwater would recommend up to 10% of the annual salary.

Executive

JOB TITLE	ROI €
GENERAL	
Managing Director (T/O > 10m)	160,000 - 250,000
Managing Director (T/O < 10m)	120,000 - 190,000
Managing Director (T/O < 5m)	90,000 - 140,000
Finance Director (T/O > 10m)	110,000 - 170,000
Finance Director (T/O < 10m)	80,000 - 125,000
Finance Director (T/O < 5m)	75,000 - 95,000
FINANCIAL SERVICES	
Managing Director	115,000 - 160,000
Head of Major Function	100,000 - 130,000
Head of Finance	130,000 - 160,000
Head of Operations	100,000 - 130,000

As in previous years, executive benefit packages are often built around individual appointments. Bonuses feature strongly in executive compensation and can be as much as 100% of base salary in any one year.

Usual benefits include pension, private health care, club and professional subscriptions, car/car allowance, parking and equity. The potential to receive equity in a business is often discussed as a possible option at contract negotiation stage but only put in place after certain objectives and timescales are achieved.

Salary levels within the executive market have not increased substantially over the last year. Quite often, it is the breadth of the role that first attracts an executive candidate with financial considerations coming a close second.

Key areas of growth in the financial services arena at executive level include senior relationship management roles within both corporate banking and wealth management.

In the general market, recruitment of senior level personnel has remained fairly steady with a preference by companies for executive candidates with a strong reporting focus rather than a purely commercial one. There has been no particular increase in any one sector rather, there has been consistent levels of recruitment across all areas.

Insurance

JOB TITLE	ROI €
INTERNATIONAL	
Captive Manager (10+ years' exp.)	98,000 - 126,000
Captive Manager (5-10 years' exp.)	68,000 - 82,000
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.)	115,000 - 140,000
Reinsurance Underwriter (5-10 years' exp.)	75,000 - 110,000
Reinsurance Underwriter (3-5 years' exp.)	65,000 - 85,000
Reinsurance Underwriter (1-3 years' exp.)	38,000 - 58,000
Reinsurance Administrator (3-5 years' exp.)	34,000 - 42,000
Reinsurance Administrator (1-3 years' exp.)	28,000 - 33,500
GENERAL INSURANCE	
Underwriting Manager (10+ years' exp.)	97,000 - 105,000
Underwriting Manager (5-10 years' exp.)	78,000 - 85,000
Underwriting Manager (3-5 years' exp.)	60,000 - 79,500
Underwriting Manager (1-3 years' exp.)	45,000 - 57,000
Developmental Underwriter (10+ years' exp.)	85,000 - 95,000
Developmental Underwriter (5-10 years' exp.)	76,000 - 85,000
Developmental Underwriter (3-5 years' exp.)	58,000 - 74,000
Developmental Underwriter (1-3 years' exp.)	48,000 - 55,000
Underwriter - General (5-10 years' exp.)	60,000 - 85,000
Underwriter - General (3-5 years' exp.)	40,000 - 57,500
Underwriter - General (1-3 years' exp.)	29,000 - 38,000
Underwriter - Life (10+ years' exp.)	80,000 - 90,000
Underwriter - Life (5-10 years' exp.)	68,000 - 86,000
Underwriter - Life (3-5 years' exp.)	55,000 - 69,500
Underwriter - Life (1-3 years' exp.)	32,000 - 45,000
Trainee Underwriter (1-3 years' exp.)	25,080 - 30,000
WEALTH MANAGEMENT	
Wealth Manager (10+ years' exp.)	98,750 - 115,000
Wealth Manager (5-10 years' exp.)	75,000 - 99,000
Wealth Manager (3-5 years' exp.)	55,000 - 75,000
Wealth Manager (1-3 years' exp.)	47,000 - 55,000

2007 has shown considerable developments in regulation and compliance with corporate governance requirements coming into effect in June 2008. Brightwater has already seen these changes in legislation affect the market and demand for non-executive directors has already heightened.

Pensions are now very much on the radar with a new breed of pension advisors being born in order to parallel shifts in the market and the need for increased SSAP (small self-administered pension schemes) expertise. To this end, the demand for these technically equipped, pension professionals is at an all-time high with salaries in this arena increasing to match demand.

A heightened awareness of the QFA (qualified financial advisor qualification) from both clients and candidates ensures clientele receive only "best advice" and service, with employers wholly supporting these measures.

Accountancy - General

JOB TITLE	DUBLIN €	CORK €	BELFAST £
Finance Director T/O > 10m	110,000 - 170,000	80,000 - 130,000	50,000 - 70,000
Finance Director T/O < 10m	80,000 - 125,000	65,000 - 85,000	43,000 - 55,000
Financial Controller T/O >10m	75,000 - 100,000	65,000 - 85,000	40,000 - 50,000
Financial Controller T/O >10m	70,000 - 85,000	55,000 - 75,000	35,000 - 45,000
Treasury Accountant	60,000 - 75,000	45,000 - 60,000	30,000 - 35,000
Internal Auditor	60,000 - 75,000	40,000 - 55,000	25,000 - 35,000
Systems Project Accountant	60,000 - 75,000	55,000 - 65,000	25,000 - 40,000
Financial Analyst	55,000 - 65,000	45,000 - 60,000	26,000 - 32,000
Financial Accountant	55,000 - 65,000	40,000 - 60,000	30,000 - 40,000
Management Accountant	55,000 - 65,000	50,000 - 60,000	30,000 - 40,000
Cost Accountant	55,000 - 65,000	50,000 - 60,000	30,000 - 40,000
Newly Qualified Accountant	52,000 - 58,000	40,000 - 47,000	24,000 - 30,000
Credit Control Manager	42,000 - 63,000	45,000 - 60,000	25,000 - 35,000
Accounts Payable Manager	38,000 - 50,000	40,000 - 55,000	25,000 - 30,000
Business Analyst	43,000 - 70,000	35,000 - 50,000	26,000 - 31,000
Payroll Manager	42,000 - 50,000	40,000 - 50,000	20,000 - 30,000
Part-Qualified Accountant (1-3 years' exp.)	35,000 - 48,000	25,000 - 38,000	18,000 - 28,000
Assistant Management Accountant	35,000 - 48,000	28,000 - 38,000	23,000 - 30,000
Assistant Financial Accountant	35,000 - 48,000	28,000 - 38,000	23,000 - 30,000
Accounts Payable/Receivable Team Leader	35,000 - 40,000	32,000 - 42,000	20,000 - 25,000
Assistant Cost Accountant	28,000 - 45,000	27,000 - 38,000	20,000 - 30,000
Accounts Assistant	28,000 - 35,000	24,000 - 28,000	13,000 - 17,000
Credit Controller	28,000 - 45,000	25,000 - 32,000	16,000 - 23,000
Payroll Administrator	28,000 - 45,000	25,000 - 32,000	14,000 - 19,000
Accounts Receivable	28,000 - 35,000	24,000 - 28,000	14,000 - 17,000
Accounts Payable	28,000 - 35,000	24,000 - 28,000	14,000 - 17,000
Trainee Accountant	27,000 - 32,000	18,000 - 23,000	15,000 - 17,000
Bookkeeper	35,000 - 45,000	30,000 - 35,000	15,000 - 18,000

The commercial, industrial and infrastructural markets are continuing to grow and generally attract the more entrepreneurial candidates. Most financial directors and controllers are attracted to the more operational roles. There is still a strong preference for reporting roles incorporating consolidations, Sarbanes Oxley, IFRS and large system implementations. The supply of candidates has decreased significantly in the last 12 months.

Companies are experiencing the need for innovation in attracting and retaining talent. Typically at the senior level, candidates are expecting to receive guaranteed bonuses, full health insurance for themselves and their families, 22-25 days' annual leave, death in service, share options and car or car allowance. Car allowances are becoming more popular due to benefit in kind issues. Companies trying to attract part-qualified accounts staff need to provide longer study leave, as candidates are expecting at least 2 study days off per exam, plus the day of the exam itself. The newly qualified market within Ireland is very buoyant but candidate flow is not matching demand. A willingness to hire international candidates with relevant experience and qualifications has emerged to bridge this gap.

In Munster, demand has remained steady for qualified financial and management accountants from part-qualified to senior accountant level. The sectors showing the most growth include information technology, shared services, FMCG and the services sector offsetting the slowdown in construction, property and manufacturing. Opportunities at financial director level are not as common, with fewer opportunities in the SME/indigenous sector, combined with the tendency in the multinational sector to fill senior level opportunities internally. Recruitment at more junior levels remains strong with those with experience in credit control, accounts payable and payroll being most in demand.

The market for accountancy recruitment in Northern Ireland has gone through dramatic changes in the last year due to the upturn in economic growth. Salaries have increased across the board from accounts payable to financial directors, but most notable were the significant increases for qualified management and financial accountants. Demand for accountancy staff remains strongest in the construction and food manufacturing sectors.

Accountancy - Financial Services

JOB TITLE	ROI €
QUALIFIED	
Chief Financial Officer	130,000 - 160,000
Financial Director	110,000 - 140,000
Financial Controller	85,000 - 110,000
Internal Audit Manager	75,000 - 90,000
Internal Auditor	55,000 - 66,000
Regulatory Accountant (4-7 years' exp.)	63,000 - 80,000
Regulatory Accountant (1-4 years' exp.)	54,000 - 65,000
Project Accountant (2-4 years' exp.)	57,000 - 67,000
Systems Accountant	54,000 - 66,000
Treasury Accountant	55,000 - 62,000
Senior Financial Analyst	62,000 - 70,000
Financial Analyst (1-3 years' exp.)	54,000 - 63,000
Senior Financial/Group Accountant	60,000 - 70,000
Financial Accountant (3-4 years' exp.)	58,000 - 68,000
Financial Accountant	55,000 - 58,000
Management Accountant (3-5 years' exp.)	55,000 - 65,000
Management Accountant	52,000 - 57,000
Newly Qualified Accountant	54,000 - 58,000
PART-QUALIFIED	
Part-Qualified Internal Auditor	36,000 - 42,000
Finalist Accountant	38,000 - 45,000
Part-Qualified Assistant Accountant (3-4 years' exp.)	35,000 - 40,000
Accounts Payable Administrator	28,000 - 32,000
Accounts Receivable Administrator	28,000 - 32,000
Part-Qualified Accounts Assistant (1-3 years' exp.)	28,000 - 35,000
Graduate	25,000 - 29,000

The financial services market has benefited from significant growth across the board. Of particular note is the rising demand for experience in IFRS, Basel I and II and Solvency II initiatives. Other niche sectors such as reinsurance, investment and aircraft leasing have been recruiting heavily and competition for skilled personnel in these areas is intense.

The significant rise in salaries for newly qualified accountants last year has levelled off somewhat and these more reasonable salary scales should be sustained throughout 2008. However, part-qualified accountants at final exam stages are in very high demand and are proving to be difficult for companies to attract, giving rise to increased competition which could push remuneration expectations upwards.

Attracting and retaining candidates with 3-4 years' PQE has become a major challenge in the FS market. Companies are addressing this with salary increases ranging from 7-12% and significantly higher bonus thresholds. Traditionally, companies have sought to hire qualified accountants with a strong FS background but are now looking further afield by hiring candidates from other sectors such as shared services, property and technology.

Across executive levels, competition is high for key appointments. There is an increasing demand for commercially focused professionals, with proven track records in influencing strategic direction of organisations along with the ability to add value to core finance processes. An emphasis on understanding current and upcoming regulatory issues impacting the business and industry is also paramount.

Typical benefits within financial services remain competitive with defined contribution pensions ranging from 7%-13%. Defined benefit and hybrid pensions are now the exception to the rule. Other standard benefits include health insurance (fully paid or group scheme), club subscriptions and professional subscriptions, profit share schemes and life assurance. Bonuses range from 10%-50% depending on individual and company performance and levels of seniority. Car allowances range from €7,000 -€18,000 per annum for management.

Insurance

JOB TITLE	ROI €
Head of Compliance	110,000 - 145,000
Compliance Manager (5-10 years' exp.)	86,000 - 97,000
Compliance Manager (3-5 years' exp.)	75,000 - 90,000
Compliance Manager (1-3 years' exp.)	65,000 - 77,000
LIFE & PENSIONS	
Pensions Consultant (10+ years' exp.)	90,000- 111,000
Pensions Consultant (5-10 years' exp.)	68,000 - 86,000
Pensions Consultant (3-5 years' exp.)	60,000 - 72,000
Pensions Consultant (1-3 years' exp.)	45,000 - 58,500
Pensions Administrator (5-10 years' exp.)	45,000 - 52,000
Pensions Administrator (3-5 years' exp.)	35,000 - 45,000
Pensions Administrator (1-3 years' exp.)	27,000 - 35,000
Life Administrator (5-10 years' exp.)	40,000 - 46,000
Life Administrator (3-5 years' exp.)	33,000 - 40,000
Life Administrator (1-3 years' exp.)	26,000 - 32,500
GENERAL BROKING	
Corporate Broker (10+ years' exp.)	85,000 - 120,000
Corporate Broker (5-10 years' exp.)	75,000 - 84,000
Corporate Broker (3-5 years' exp.)	58,000 - 73,000
Corporate Broker (1-3 years' exp.)	45,000 - 53,000
Corporate Servicing Executive (10+ years' exp.)	50,000 - 65,000
Corporate Servicing Executive (5-10 years' exp.)	43,000 - 50,000
Corporate Servicing Executive (3-5 years' exp.)	36,000 - 42,000
Corporate Servicing Executive (1-3 years' exp.)	28,000 - 36,000
Account Handler (5-10 years' exp.)	40,000 - 52,000
Account Handler (3-5 years' exp.)	33,500 - 39,000
Account Handler (1-3 years' exp.)	26,000 - 32,000
Personal Lines (5-10 years' exp.)	40,000 - 47,000
Personal Lines (3-5 years' exp.)	32,000 - 40,000
Personal Lines (1-3 years' exp.)	26,000 - 32,000
CLAIMS	
Head of Claims	95,000 - 110,000
Senior Claims Handler (5-10 years' exp.)	60,000 - 88,000
Senior Claims Handler (3-5 years' exp.)	43,000 - 60,000
Senior Claims Handler (1-3 years' exp.)	35,000 - 42,000
Claims Handler (3-5 years' exp.)	32,000 - 38,500
Claims Handler (1-3 years' exp.)	26,000 - 32,000

In a softer general insurance market, employers continue to make concerted efforts to retain and nurture their existing staff along with attracting new talent to augment their teams. Participation in profitability is more frequently seen in the intermediary market. Financial packages will also include defined contribution pension of circa 9-12%, healthcare, bonus, life cover, mortgage allowances, expenses and professional subscriptions.

Legal

JOB TITLE	COMMERCIAL €	COMMERCIAL PROPERTY €	LITIGATION €
DUBLIN COMMERCIAL FIRMS			
Salaried Partner	95,000 - 200,000	95,000 - 175,000	95,000 - 175,000
6-10 years' PQE	110,000 - 140,000	90,000 - 125,000	90,000 - 125,000
5 years' PQE	95,000 - 115,000	80,000 - 105,000	80,000 - 105,000
4 years' PQE	70,000 - 100,000	70,000 - 90,000	70,000 - 90,000
3 years' PQE	70,000 - 90,000	65,000 - 85,000	65,000 - 85,000
2 years' PQE	65,000 - 80,000	62,000 - 75,000	62,000 - 70,000
1 year's PQE	60,000 - 72,000	58,000 - 68,000	55,000 - 65,000
Newly Qualified Solicitor	52,000 - 68,000	50,000 - 62,000	50,000 - 60,000
Head of Company Secretary Department	80,000 - 110,000	N/A	N/A
Company Secretary Manager	65,000 - 85,000	N/A	N/A
Qualified Company Secretary	40,000 - 65,000	N/A	N/A
Trainee/Part-Qualified Company Secretary	26,000 - 40,000	N/A	N/A
Legal Executive/Paralegal (3-7 years' exp.)	40,000 - 60,000	35,000 - 60,000	30,000 - 50,000
Legal Executive/Paralegal (< 3 years' exp.)	28,000 - 40,000	25,000 - 40,000	25,000 - 35,000

JOB TITLE	CORK €	BELFAST £
COMMERCIAL FIRMS		
Salaried Partner	100,000 - 140,000	45,000 - 80,000
Solicitor (6-10 years' exp.)	75,000 - 95,000	40,000 - 60,000
Solicitor (4-6 years' exp.)	60,000 - 80,000	36,000 - 52,000
Solicitor (2-4 years' exp.)	45,000 - 60,000	26,000 - 42,000
Solicitor (1-2 years' exp.)	40,000 - 45,000	23,000 - 28,000
Newly Qualified Solicitor	38,000 - 41,000	20,000 - 24,000
Company Secretary (2-4 years' exp.)	35,000 - 45,000	17,000 - 25,000
Company Secretary (1-2 years' exp.)	25,000 - 35,000	15,000 - 20,000
Legal Executive/Paralegal (3-10 years' exp.)	35,000 - 42,000	16,000 - 20,000
Legal Executive/Paralegal (< 3 years' exp.)	25,000 - 35,000	13,000 - 17,000

2007 was a slightly different year in legal recruitment with the vast amount of moves in the market being at a more senior level (4 years' PQE to salaried partner). The main recruitment focus of the commercial firms shifted from commercial property to corporate and financial services. That said, commercial property is still a thriving area (unlike its compatriot residential property). The main shortage of solicitors has moved to the 4-7 year PQE bracket. This year has seen commercial litigation come back in a big way, with almost double the amount of vacancies compared to last year. Salaries in commercial firms have grown substantially this year and show no sign of abating, for example newly qualified salaries have risen over 20% in the past 2 years.

In commercial practice in NI, most firms have revised salaries across the board and in some cases substantially increased them. Continued demand for corporate, commercial property and banking solicitors has pushed salaries well above those of recent years. Solicitors with experience in England, Wales or Dublin continue to be in high demand. Signs are that demand in some areas has moderated and salaries should remain more stable in 2008. Salaries in commercial practice are now on a par with some of the regional areas in Great Britain.

Cork's profile as a rapidly growing commercial base in which highly motivated candidates can source challenging and rewarding careers is on the rise. While commercial property was an in demand area this time last year, there is now an increasing demand for corporate solicitors. The slowing down of the residential conveyancing market has encouraged firms to attract new practice areas. To this end, the demand for corporate law solicitors with business development skills and the ambition to build a career outside of Dublin has steadily increased. Traditionally, corporate law roles existed primarily within larger Cork firms, however the opportunities within medium sized firms have augmented substantially throughout 2007.

Banking

JOB TITLE	ROI €	BELFAST £
Head of Credit	95,000 - 130,000	N/A
Managing Director	115,000 - 160,000	50,000 - 80,000
Head of Operations	95,000 - 120,000	28,000 - 45,000
SENIOR MANAGEMENT		
Senior Lending Manager	85,000 - 100,00	35,000 - 70,000
Senior Operations Manager	85,000 - 100,00	27,000 - 52,000
Senior Risk Manager	75,000 - 100,00	27,000 - 52,000
Corporate Lending Manager	80,000 - 100,00	45,000 - 85,000
Private Banking Manager	65,000 - 90,000	35,000 - 65,000
Business Development Manager	65,000 - 95,000	32,000 - 65,000
MID MANAGEMENT		
Leasing Sales Manager	62,000 - 72,000	28,000 - 37,000
Senior Credit Analyst	58,000 - 70,000	30,000 - 45,000
Senior Corporate Lender	55,000 - 65,000	35,000 - 55,000
Assistant Private Banking Manager	48,000 - 58,000	28,000 - 45,000
Senior Commercial Lender	55,000 - 75,000	28,000 - 50,000
Operations Supervisor	45,000 - 55,000	22,000 - 37,000
Pensions/Investment Consultant	45,000 - 60,000	25,000 - 40,000
Risk Analyst	40,000 - 48,000	20,000 - 35,000
Credit Analyst	44,000 - 55,000	17,000 - 30,000
Corporate Lender	45,000 - 55,000	25,000 - 35,000
Commercial Lender	45,000 - 55,000	16,000 - 30,000
Leasing Sales Executive	35,000 - 48,000	14,000 - 25,000
Junior Credit Analyst	28,000 - 36,000	14,000 - 20,000
Loans/Credit Administrator	28,000 - 34,000	14,000 - 18,000
Graduate	26,000 - 28,000	12,000 - 18,000

NORTHERN IRELAND

What has become particularly visible within the Northern Irish market in recent months is the increase in demand for professionals with very specific skills within niche areas of financial services/banking such as stock-broking, investment management, corporate finance and private wealth management. These changes herald the arrival of major banking and financial institutions into Northern Ireland and are symptomatic of the many economic and political changes within the Northern Irish market, and the resulting potential for investment/investors.

The change in the Northern Irish recruitment market offers the potential to exploit career opportunities historically not present in Northern Ireland with a view to attracting expatriate candidates currently performing these roles in the ROI/UK markets.

Banking

JOB TITLE	ROI €	BELFAST £
TREASURY		
Head of Treasury	145,000 - 180,000	45,000 - 85,000
Senior Dealer	75,000 - 100,000	35,000 - 50,000
Treasury Operations Manager (Back Office)	65,000 - 95,000	28,000 - 40,000
Middle Office Manager	62,000 - 72,000	30,000 - 35,000
Treasury Dealer	50,000 - 70,000	22,000 - 30,000
Treasury Settlements - Assistant Manager	38,000 - 56,000	N/A
Middle Office Supervisor	45,000 - 55,000	N/A
Treasury Settlements	33,000 - 42,000	N/A
STOCKBROKING		
Institutional Equity Sales	90,000 - 120,000	N/A
Corporate Bond Sales	80,000 - 110,000	N/A
Private Client Portfolio Manager	55,000 - 65,000	45,000 - 60,000
Junior Stockbroker	30,000 - 36,000	32,000 - 45,000
Equity Analyst	42,000 - 55,000	N/A
Senior Equity Analyst	65,000 - 100,000	N/A
Corporate Actions	30,000 - 38,000	N/A
COMPLIANCE (across all banking sectors)		
Head of Compliance	85,000 - 120,000	30,000 - 45,000
Compliance Manager (5-7 years' exp.)	70,000 - 100,000	28,000 - 50,000
Compliance Manager (3-5 years' exp.)	50,000 - 70,000	20,000 - 40,000
Compliance Officer (2-3 years' exp.)	40,000 - 55,000	20,000 - 28,000
Compliance Officer (1-2 year's exp.)	32,000 - 40,000	12,000 - 20,000

ROI

Recruitment levels within financial services for 2007 were high; this trend is set to continue into 2008 despite global growth forecasts to the contrary. A large number of European banks, domestic and small boutique asset management companies have budgeted for increases in head count for quarter 1 and quarter 2 of 2008.

The skill sets currently in high demand are in the areas of credit, compliance, corporate banking, private banking, wealth management and portfolio management. This is also reflected in the increase in salaries for quality/high calibre candidates within these areas. Some companies are still willing to pay "sign on bonuses" to compensate for bonuses which may be lost due to candidates moving during the year.

Typical benefits in the Republic of Ireland include bonus (broad range from 10% to 100% depending on the role), pension, healthcare, educational support, professional subscriptions, travel allowances & SAYE schemes. Roles within financial sales & marketing continue to offer attractive commission or OTE packages which can push the total reward figure up considerably.

More and more clients are offering softer bonuses such as on-site courses, casual Fridays, social clubs, fruit on site and better health schemes.

With a significant number of new retail branches opening, and with business centres being the way forward for commercial banking, there is a lot of movement in these areas throughout Munster and Connaught. Salaries are very competitive for candidates with substantial commercial lending and credit analysis experience. High bonus and commission structures are being offered as the most common incentive. 2007 has seen a significant increase in the number of candidates leaving Dublin to move for opportunities in the South and West.

Legal

JOB TITLE	DUBLIN €	CORK €	BELFAST £
IN-HOUSE			
Head of Legal Large MNC	140,000 - 220,000	130,000 - 180,000	45,000 - 75,000
Head of Legal Private Sector/Financial Services	90,000 - 130,000	80,000 - 120,000	45,000 - 75,000
Senior Transactional Lawyer	90,000 - 120,000	N/A	N/A
Legal Advisor (6-9 years' exp.)	90,000 - 110,000	75,000 - 100,000	40,000 - 60,000
Legal Advisor (4-6 years' exp.)	80,000 - 100,000	55,000 - 70,000	36,000 - 52,000
Legal Advisor (2-4 years' exp.)	65,000 - 75,000	45,000 - 55,000	26,000 - 42,000
Funds Lawyer (5-9 years' exp.)	85,000 - 120,000	N/A	N/A
Funds Lawyer (2-4 years' exp.)	70,000 - 80,000	N/A	N/A
Regulatory Lawyer (3-5 years' exp.)	65,000 - 80,000	55,000 - 65,000	N/A
Newly Qualified Solicitor	44,000 - 57,000	35,000 - 45,000	20,000 - 23,000

Demand for in-house lawyers is primarily due to increased company regulation and compliance. Companies across a range of sectors including financial services, funds, banking, industry and semi-state are now realising the strategic benefits of having their legal counsel on hand. The surge within the in-house market in Dublin has not however been emulated by the markets in the North and in Munster. While the in-house market and salaries remain consistent in the North, opportunities in Munster are expected to increase in coming years, providing qualified candidates with a wider variety of options.

JOB TITLE	DUBLIN €	CORK €	BELFAST £
GENERAL PRACTICE			
Salaried Partner	80,000 - 110,000	80,000 - 100,000	45,000 - 80,000
Solicitor (6-10 years' exp.)	70,000 - 100,000	70,000 - 100,000	40,000 - 60,000
Solicitor (5-6 years' exp.)	60,000 - 80,000	65,000 - 80,000	35,000 - 55,000
Solicitor (3-4 years' exp.)	55,000 - 70,000	55,000 - 65,000	28,000 - 45,000
Solicitor (1-2 years' exp.)	47,000 - 55,000	40,000 - 50,000	23,000 - 30,000
Newly Qualified Solicitor	42,000 - 50,000	38,000 - 42,000	20,000 - 24,000
Legal Executive/Paralegal (3-7 years' exp.)	30,000 - 45,000	30,000 - 40,000	15,000 - 20,000
Legal Executive/Paralegal (< 3 years' exp.)	25,000 - 35,000	23,000 - 30,000	10,000 - 17,000

The recruitment needs of the general practices in Dublin have slowed down significantly over the past year. With the slowdown in the residential property market, coupled with ongoing ramifications to civil litigation since PIAB's introduction, 2007 has witnessed some dramatic salary changes in Northern Ireland. The year started at a frantic pace with salaries increasing as firms chased a small pool of conveyancing solicitors. Interestingly, demand continues to be more consistent outside of Belfast. Key niche areas are probate and employment and excellent prospects are on offer for suitably qualified candidates. There has been a slow down in the residential property arena in Munster. Alternative areas such as employment law and family law are now being explored and developed by innovative Munster firms.

Financial Benefits: It is important to note that not all firms offer bonuses or any benefits other than a basic salary. In most firms, new hires are only eligible for benefits after a 6 month probationary period has been successfully completed. Typical benefits in commercial firms and for in-house roles include:

- Performance bonus scheme - anywhere from 5%-25%
- Pension 5% (Employer)
- Life Assurance - Sal x 3 or 4
- Health care - Group Schemes (10% Discount)
- Membership of any professional bodies
- 22-25 days leave - Typically increasing by one day for each year of service

Discretionary Bonus - Factors taken into account include:

- Personal fee performance
- Departmental fee performance
- Firm profitability
- Training and coaching of other lawyers and staff within the firm
- Fee Collections
- Departmental profitability
- Practice development achievements
- Some firms offer a commission structure for new client introduction



Information Technology - Permanent

JOB TITLE	DUBLIN €	CORK €	BELFAST £
Chief Technology Officer (CTO)	80,000 - 130,000	75,000 - 120,000	42,000 - 70,000
Operations/IT Manager	75,000 - 100,000	65,000 - 80,000	35,000 - 55,000
Engineering/Development Manager	75,000 - 100,000	60,000 - 75,000	32,000 - 50,000
Programme Manager	70,000 - 110,000	57,000 - 82,000	35,000 - 60,000
Project Manager	45,000 - 80,000	45,000 - 80,000	32,000 - 45,000
QA/Test Manager	55,000 - 90,000	45,000 - 65,000	30,000 - 40,000
Business Systems Analyst/Consultant	40,000 - 75,000	32,000 - 60,000	20,000 - 32,000
Principal Engineer/Systems Architect	75,000 - 110,000	70,000 - 100,000	40,000 - 65,000
Senior Engineer/Technical Team Lead (J2EE/.Net)	50,000 - 70,000	41,000 - 56,000	35,000 - 45,000
J2EE Engineer	30,000 - 55,000	25,000 - 45,000	20,000 - 35,000
.Net Engineer	30,000 - 55,000	25,000 - 45,000	19,000 - 35,000
Web Services Developer	35,000 - 65,000	29,000 - 55,000	18,000 - 35,000
Mainframe Developer	25,000 - 55,000	21,000 - 45,000	18,000 - 30,000
Software Test/QA Engineer	28,000 - 55,000	23,000 - 45,000	17,000 - 30,000
Database Developer (Oracle/SQL Server/Sybase)	30,000 - 55,000	25,000 - 45,000	21,000 - 30,000
Database Administrator (Oracle/SQL Server/Sybase)	30,000 - 75,000	25,000 - 60,000	18,000 - 35,000
Application Support Consultant	25,000 - 55,000	21,000 - 45,000	18,000 - 28,000
Business Intelligence/Datawarehousing Consultant	30,000 - 75,000	25,000 - 62,000	18,000 - 40,000
Multimedia/Graphical/Web Designer	24,000 - 50,000	20,000 - 35,000	16,000 - 32,000
Technical Writer/Editor	25,000 - 55,000	21,000 - 40,000	16,000 - 28,000
Localisation Project Manager	35,000 - 60,000	35,000 - 45,000	N/A
Localisation Engineer	25,000 - 40,000	25,000 - 35,000	N/A
Localisation QA Engineer	23,000 - 38,000	19,000 - 28,000	N/A
Unix/Linux Administrator	30,000 - 70,000	25,000 - 53,000	20,000 - 35,000
Network/Systems Administrator	24,000 - 65,000	20,000 - 55,500	18,000 - 32,000
Helpdesk Support	25,000 - 32,000	22,000 - 30,000	15,000 - 18,000
SAP Consultant (Functional/Technical)	40,000 - 70,000	32,000 - 65,000	25,000 - 45,000
Oracle Applications Consultant (Functional/Technical)	45,000 - 80,000	38,000 - 65,000	25,000 - 50,000
Oracle Applications DBA	45,000 - 75,000	38,000 - 55,000	25,000 - 50,000
SAP Basis Consultant	40,000 - 65,000	32,000 - 58,000	22,000 - 45,000

The main factor impacting on the ICT sector in Ireland in 2007 was the dearth of suitably qualified candidates in many of the principal IT disciplines. This trend has continued and Brightwater has noted a decrease in the movement of experienced developers (.Net, C# and J2EE) and business systems analysts with specific experience in financial services. Candidates at MCSE level and with design experience are at a premium. Growth in jobs has been very discernible in 2007 and this has not been focused on any one sector. Financial services has been strong as has traditional software and consultancy. Employers are now cognisant of these shortages, and are accelerating their recruitment process. The speed of the recruitment process is a major factor in securing staff. With changes to the work permit and visa process in February '07, it has become more viable and less administratively difficult to bring in non EU Nationals. Many companies are now finding that it is a productive option.

There was a 10% increase in salaries in '07 from senior project managers to 1st level helpdesk candidates. Benefits have improved with companies offering performance related bonuses ranging from 10-30%. Remote/flexible working arrangements and educational assistance programmes are now common added bonuses. The prognosis for those recruiting in ICT in '08 looks similar. Demand for candidates will continue to outweigh supply and new ideas in terms of package and the hiring process will be fundamental to attracting staff.

In Munster, the primary requirements are emanating from small to medium hi-tech companies. The closure of some large multinationals in '07 has resulted in a high number of skilled candidates in the market, thus salaries have remained more static than in Leinster. The Northern Irish IT market seems set to continue to benefit from extensive foreign investment in 2008 and beyond, most notably in financial services. Salaries have remained unchanged in '07; however salaries look set to rise in '08 as many companies plan an increase in technical headcount.

Fund Services

JOB TITLE	ROI €
FUND SERVICES	
Senior Fund Accounting Manager	68,000 - 85,000
Fund Accounting/Administration Manager (3-5 years' exp.)	54,000 - 65,000
Fund Accounting Supervisor	46,000 - 54,000
Senior Fund Accountant (3 years' exp.)	36,000 - 46,000
Fund Accountant (1 year's exp.)	30,000 - 35,000
Fund Accountant/Administrator	26,000 - 30,000
SHAREHOLDER SERVICES	
Head of Shareholder Services	90,000 - 115,000
Shareholder Services Manager	55,000 - 73,000
Senior Shareholder Services Administrator	35,000 - 45,000
Shareholder Services Administrator	27,000 - 35,000
TRUSTEE	
Head of Trustee	95,000 - 115,000
Manager Level (1-3 years' exp.)	57,000 - 70,000
Senior Trustee Officer	30,000 - 40,000
Trustee Administrator	27,000 - 36,000
CORPORATE ACTIONS/MARKET DATA	
Manager	50,000 - 62,000
Senior Administrator	35,000 - 44,000
Market Data/Corp Actions Administrator	26,000 - 33,000
CUSTODY	
Head of Custody	90,000 - 105,000
Custody Manager	62,000 - 78,000
Custody Supervisor	41,000 - 52,000
Senior Custody Administrator	33,000 - 40,000
Custody Administrator	28,000 - 32,000
CLIENT SERVICES	
Manager	75,000 - 110,000
Assistant Manager/Supervisor	50,000 - 65,000
Client Services Administrator	30,000 - 35,000
COMPLIANCE	
Compliance Manager	70,000 - 85,000
Assistant Manager	60,000 - 70,000
Compliance Officer (1-2 years' exp.)	30,000 - 45,000

The outlook for fund services in 2008 is very positive; its strong growth has come to be known as the industry's hallmark. The growth of fund services in Ireland is not showing any signs of a slow down and hedge funds will be the main driver of business growth over the next 5 years. Companies have responded to this growth by improving internal processes to create more efficient operating models, together with greater automation. Across all areas of funds, there continues to be massive demand for experienced candidates. To retain key employees, companies continue to offer substantial salary increases. Demand outweighs candidate availability and this will continue in 2008.

Typical benefits include bonuses (average 10%-25% based on seniority & employer/employee performance), health insurance, pension schemes (defined contribution schemes are standard, both contributory and non-contributory, contribution % age dependent), life assurance, education subsidy and tax efficient travel. Non-standard benefits include mortgage/rent allowance, car/lunch allowance, flexi-time and paid overtime.



Supply Chain & Logistics

JOB TITLE	DUBLIN €	CORK €
Director of Operations	110,000 - 160,000	90,000 - 150,000
Head of Supply Chain	90,000 - 120,000	90,000 - 120,000
General Manager	75,000 - 120,000	75,000 - 100,000
Operations Manager	70,000 - 90,000	60,000 - 85,000
Materials Manager	65,000 - 80,000	55,000 - 70,000
Procurement Manager	55,000 - 80,000	55,000 - 75,000
Logistics/Transport Manager	60,000 - 85,000	40,000 - 55,000
Commodity Manager	55,000 - 75,000	45,000 - 65,000
Inventory Manager	50,000 - 65,000	35,000 - 50,000
Inventory Controller	35,000 - 45,000	30,000 - 40,000
Demand Planner	55,000 - 65,000	45,000 - 55,000
Senior Buyer	55,000 - 70,000	45,000 - 55,000
Buyer	35,000 - 50,000	30,000 - 40,000
Transport Supervisor	30,000 - 40,000	30,000 - 40,000
Supply Chain Analyst	40,000 - 55,000	35,000 - 45,000
Warehouse Manager	35,000 - 50,000	35,000 - 45,000
Purchasing Officer	30,000 - 40,000	23,000 - 35,000
Stock Administrator	30,000 - 35,000	23,000 - 30,000

Recruitment levels within supply chain & logistics remained steady in 2007. The highest volumes of jobs were in procurement and the sectors that experienced the most growth were FMCG and distribution.

Within the supply chain sector, typical benefits would include a company car or car allowance, pension, private health insurance, mobile phone and laptop (if required).

Bonuses would typically range from 10% to 25% of base salary. The bonus is typically based on a combination of individual performance and company performance.

The need for a professional qualification in supply chain such as IIPMM, APICS, BA or Masters in Supply Chain Management is on the increase. Entry level roles are now demanding a supply chain qualification. This change has attracted a bigger focus on supply chain as an important function within every organisation.

Information Technology - Contract

JOB TITLE	DUBLIN € daily	CORK € daily	BELFAST £ daily
Interim IT Director/Consultant	550 - 1,000	440 - 800	350 - 500
Interim IT/Development Manager	400 - 600	320 - 480	250 - 400
Programme Manager	500 - 900	400 - 800	300 - 450
Project Manager	400 - 600	310 - 440	200 - 300
QA/Test Manager	400 - 550	280 - 385	200 - 300
Business Systems Analyst/Consultant	350 - 700	240 - 400	150 - 280
Principal Engineer/Systems Architect	500 - 700	400 - 600	300 - 500
Senior Engineer/Technical Team Lead (J2EE/.Net)	400 - 550	240 - 400	250 - 360
J2EE Engineer	350 - 450	250 - 400	150 - 250
.Net Engineer	350 - 450	250 - 400	150 - 250
Web Services Developer	350 - 500	300 - 400	140 - 240
Mainframe Engineer	240 - 400	240 - 350	130 - 240
Software Test/QA Engineer	250 - 350	200 - 300	130 - 240
Database Developer (Oracle/SQL Server)	300 - 450	250 - 400	150 - 250
Database Administrator (Oracle/SQL Server/Sybase)	350 - 600	280 - 480	150 - 250
Application Support Consultant	250 - 400	240 - 360	130 - 230
Business Intelligence/Datawarehousing Consultant	400 - 700	450 - 630	200 - 280
Multimedia/Graphical/Web Designer	200 - 350	240 - 300	120 - 200
Technical Writer/Editor	200 - 350	180 - 300	120 - 180
Localisation Project Manager	250 - 375	240 - 300	N/A
Localisation Engineer	180 - 275	160 - 240	N/A
Localisation QA Engineer	150 - 225	140 - 200	N/A
Unix/Linux Administrator	250 - 450	220 - 360	140 - 200
Network/Systems Administrator	200 - 450	220 - 360	140 - 200
Helpdesk Support	150 - 200	130 - 180	120 - 150
SAP Consultant (Functional/Technical)	300 - 550	250 - 480	150 - 280
Oracle Applications Consultant (Functional/Technical)	400 - 600	350 - 550	200 - 350
Oracle Applications DBA	400 - 650	400 - 600	220 - 370
SAP Basis Consultant	350 - 500	350 - 450	180 - 280

Please note that the above rates are client charge rates.

The contract IT market has been very buoyant in Ireland in 2007. On the whole there has been an increase in demand for contract staff with the market split evenly between clients looking to bring people in on a fixed term salaried basis and those seeking independent consultants on a daily rate basis. In the earlier part of the year, fixed term contracts were more prevalent; as the year has progressed there has been an upsurge in daily rate contract requirements.

It has proven less difficult to find contract staff for daily rate positions, although many clients feel they are paying a high price for the right calibre of candidate. Experienced J2EE and C# developers with solid architectural skills are now commanding daily rates in excess of €450. Business systems analysts with specific experience in a given business area are commanding daily rates of up to €700. One of the primary reasons for this is that companies are finding they have to look to the UK market for the requisite profile as they are not available on a local level. Candidates will come across from the UK; however they will look for parity with what they can earn in the UK market.

Over the course of 2007 there has been a marked increase in contract rates, in the region of 15-20%, notably higher than the increases in permanent salaries. A core reason for this is that permanent remuneration packages are more innovative than before. Contractors have not seen this gain and are looking for their return in terms of rate. Contract staff are slightly easier to source at present and many companies surveyed anticipate hiring more daily rate contractors in 2008. The higher cost associated with daily rate contractors is outweighed by the need to successfully complete business critical projects.

Engineering & Construction

JOB TITLE	ROI €	BELFAST £
DESIGN		
Country Manager	100,000 - 200,000	50,000 - 65,000
Quantity Surveyor - Practice	40,000 - 80,000	18,000 - 40,000
Civil Engineer	35,000 - 70,000	18,000 - 40,000
Structural Engineer	35,000 - 70,000	18,000 - 40,000
Mechanical Engineer	35,000 - 70,000	18,000 - 40,000
Electrical Engineer	35,000 - 65,000	18,000 - 40,000
Building Services Engineer	35,000 - 55,000	18,000 - 40,000
I&C Engineer	40,000 - 65,000	20,000 - 30,000
Building Surveyor	35,000 - 70,000	18,000 - 40,000
Transport Planner	40,000 - 70,000	18,000 - 40,000
Planner	30,000 - 50,000	18,000 - 40,000
Senior Draughtsman	40,000 - 55,000	21,000 - 25,000
CAD Technician	25,000 - 35,000	15,000 - 20,000
BUILD		
Construction Director	100,000 - 250,000	60,000 - 80,000
Project Manager	60,000 - 120,000	35,000 - 40,000
Project Engineer	40,000 - 60,000	20,000 - 34,000
Contracts Manager	70,000 - 120,000	35,000 - 45,000
Site Manager	70,000 - 110,000	30,000 - 40,000
Site Engineer	30,000 - 60,000	20,000 - 35,000
Site Foreman	50,000 - 60,000	28,000 - 35,000
Senior Quantity Surveyor	80,000 - 160,000	35,000 - 45,000
Quantity Surveyor	40,000 - 70,000	20,000 - 34,000
Senior Estimator	35,000 - 65,000	35,000 - 45,000
Estimator	65,000 - 150,000	20,000 - 34,000
Electrical Engineer	40,000 - 60,000	20,000 - 35,000
Mechanical Engineer	40,000 - 70,000	20,000 - 35,000
Health & Safety Manager	50,000 - 80,000	30,000 - 45,000
Health & Safety Officer	30,000 - 50,000	20,000 - 29,000
M&E Coordinator	50,000 - 80,000	30,000 - 35,000
M&E Engineer	30,000 - 50,000	20,000 - 29,000
TECHNICAL SERVICES		
Service Manager	45,000 - 60,000	25,000 - 32,000
Service Engineer	25,000 - 45,000	18,000 - 24,000
Facilities Manager	60,000 - 90,000	30,000 - 40,000
Facilities Technician	25,000 - 45,000	18,000 - 25,000

Engineering & Construction

JOB TITLE	ROI €	BELFAST £
PRODUCTION & MANUFACTURING		
General Manager	60,000 - 90,000	50,000 - 60,000
Operations Manager	55,000 - 85,000	35,000 - 50,000
Production Manager	45,000 - 65,000	28,000 - 45,000
Maintenance Manager	45,000 - 65,000	28,000 - 35,000
Quality Manager	40,000 - 60,000	30,000 - 35,000
Project Engineer	35,000 - 55,000	18,000 - 30,000
Process Engineer	35,000 - 60,000	18,000 - 32,000
Design Engineer	38,000 - 60,000	18,000 - 35,000
Quality Engineer	30,000 - 50,000	18,000 - 30,000
Health & Safety Engineer	30,000 - 50,000	18,000 - 25,000
Maintenance Engineer	30,000 - 50,000	17,000 - 25,000
Commissioning/Validation Engineer	40,000 - 80,000	18,000 - 32,000
Automation Engineer	35,000 - 50,000	18,000 - 30,000

The Irish engineering & construction sector has suffered under a deluge of bad press in the past year, with negative forecasts accounting for the vast proportion of news coming from this sector. However these prophecies have yet to be borne out in employment or salary figures; demand and remuneration for engineering professionals remains buoyant with demand still significantly outstripping supply, making for a highly competitive market.

The market is currently extremely candidate driven, with strong individuals able to pick from a wide range of available opportunities. This has led employers to examine their hiring policies and begin to formulate plans for CPD and other soft bonuses in order to attract suitably qualified and experienced candidates.

From a salary perspective, the slowdown in the residential construction sector has yet to impact on salaries, although this has been forecasted.

The technical services industry encompassing property & facilities management, service management and service engineering has also experienced some changes this year. The drive towards outsourcing of hard and soft service management categorised this sector in past years, primarily driven by cost and overhead reduction. However, a shift towards taking the management of these back in-house is underway as companies realise that the direct management of such services is key to the success of the organisation.

Manufacturing and production continues to be a mainstay. There has been some decline in this area, with rising costs leading to a reduction in competitiveness. A shift is also occurring here, with R&D and other high-skill professions growing in prominence while bulk manufacturing is relocated to cheaper countries. The relocation of production facilities has had little immediate impact on engineers, as their key skill sets are highly in demand.

Benefit packages have become a more prominent feature over the past year, with healthcare, pensions and bonus schemes becoming widely available. Companies that do not offer bonus schemes tend to pay up to 10% more in basic salary. CPD offerings are also becoming more popular, with employers understanding the payoff from investing in educational development. This leads both to a wider degree of technical competence within the company but also to a boost in employee loyalty, improving retention rates.

The discrepancy between Dublin/Leinster remuneration and the rest of the country also continues to grow, with differentials of up to 20% recorded. However, this difference is ameliorated by the significant difference in cost of living outside the catchment areas of the capital.

Salaries in Northern Ireland have remained quite stagnant in most job areas with geographically disadvantaged counties still offering very competitive remuneration packages to attract quality candidates from further afield.

All in all, there has been no significant shift in the sector over the past year. Employers still struggle to find staff and choice is limited. This situation is slowly improving, but employers continue to need to move fast in order to secure their chosen candidates.