



THE BRIGHTWATER
GROUP

SALARY SURVEY 2012
NORTHERN IRELAND



When talking to our clients for this salary survey, the mood overall has been one of cautious optimism. While restructuring has been prevalent across Northern Ireland throughout 2011, there have also been exciting new developments in terms of new entrants to the market. This has the combined effect of creating optimism among job seekers and encouraging companies to implement measures to retain their best talent.

Some of the sectors have been surprisingly buoyant, in particular the IT sector where there is a finite number of candidates in the NI marketplace. This has been reflected in salaries where there have been slight increases in base salaries. To retain key staff, companies are being more flexible on their benefits packages rather than relying completely on base salaries alone. The accountancy and legal sectors are also experiencing a mini revival particularly at the newly qualified level which is a welcome development. Remuneration packages are improving here also with extra lifestyle benefits coming on stream.

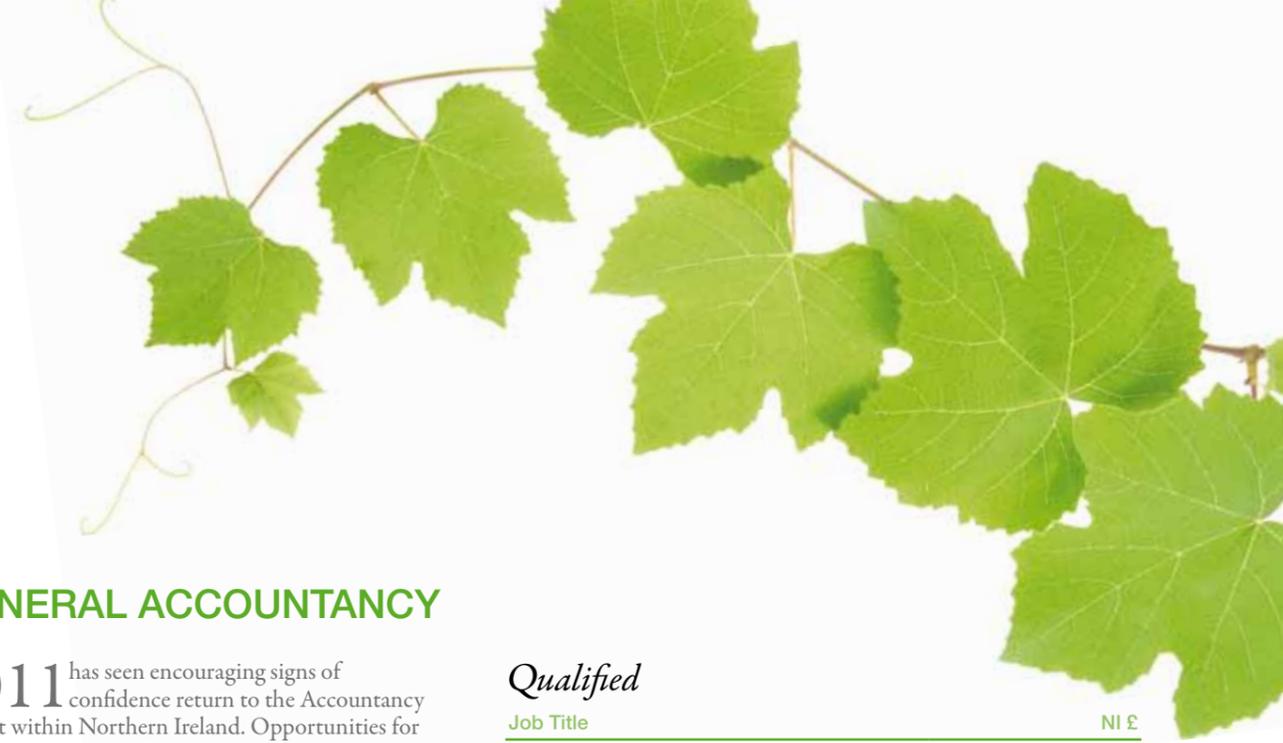
The HR sector, always a good indicator of the market is seeing some positive trends such as an increase in learning / development roles. This usually means that companies are happy to invest in their staff and are releasing the budget to do so.

While there are some really positive signs of improvement in the market as a whole, the majority of companies planning on hiring again in 2012 are still looking for commercially focused individuals who can add real value to an organisation. It has however been very encouraging to see plans for real growth for the coming year.

B. McGrath
Director

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ACCOUNTANCY

TEMPORARY & CONTRACT

The Accountancy Temporary and Contract market in Northern Ireland has continued to be slow in 2011. With cost reduction still the key focus for many businesses, interim rates have reduced considerably. Candidates have to be extremely flexible with both roles and salary expectations. Candidate supply still exceeds demand and in the current climate, the main focus of many candidates is to remain in continuous employment.

There has been a general reduction in the number of temporary and contract roles across the board as many roles are simply being absorbed internally to reduce overheads. Demand remains high for maternity cover, but candidates are more often brought in on a fixed term contract as opposed to the client paying out a premium hourly rate.

There will always be a demand for interim staff, however, the onus is still on the candidate as cost reduction remains high on the agenda for many businesses especially within the SME market.

Qualified

Job Title	NI £	NI £ p/h
Financial Director	45,000 – 65,000	35.00 – 53.00
Financial Controller	40,000 – 55,000	32.00 – 46.00
Finance Manager	35,000 – 45,000	28.00 – 41.00
Financial Accountant	25,000 – 35,000	28.00 – 36.00
Management Accountant	25,000 – 35,000	28.00 – 36.00
Project Accountant	35,000 – 45,000	28.00 – 41.00
Cost Accountant	30,000 – 40,000	28.00 – 39.00
Financial Analyst	25,000 – 40,000	24.00 – 39.00
Systems Accountant	35,000 – 45,000	28.00 – 41.00
Internal Auditor	28,000 – 35,000	23.00 – 31.00
Newly Qualified Accountant	25,000 – 30,000	22.00 – 26.00
Payroll Manager	25,000 – 35,000	28.00 – 36.00
Credit Manager	25,000 – 40,000	16.00 – 39.00

Part-Qualified

Job Title	NI £	NI £ p/h
Part-Qualified Accountant	22,000 – 30,000	18.00 – 26.00
Assistant Accountant	18,000 – 25,000	15.00 – 23.00
Bookkeeper	18,000 – 22,000	14.00 – 19.00
Accounts Assistant	16,000 – 20,000	12.50 – 18.00
Credit Controller	16,000 – 22,000	12.50 – 19.00
Payroll Administrator	16,000 – 20,000	12.50 – 18.00
Accounts Payable	15,000 – 18,000	11.00 – 17.00
Accounts Receivable	15,000 – 18,000	11.00 – 17.00

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

GENERAL ACCOUNTANCY

2011 has seen encouraging signs of confidence return to the Accountancy market within Northern Ireland. Opportunities for accounts support staff have been steadily increasing in recent months with a growing number of companies also moving towards a professional shared services approach. The market for part-qualified accountants in industry is seeing slow but steady confidence return with companies specifically requesting candidates who can add value, particularly in preparing draft management accounts and analytical work therefore freeing up senior finance professionals to focus on strategic planning. The onus is still being put on industry specific experience and part-qualified candidates with a good exam record and first rate communication skills are more likely to achieve the higher end of the pay scale.

Qualified appointments are on the increase with candidates at 2+ years' post-qualification experience being in particular demand. In general, employers are looking to hire commercially focused accountants with industry specific knowledge who can add value to their business extremely quickly. The newly qualified market is seeing signs of recovery for high calibre candidates particularly those with an excellent exam record and with a strong general accounting background rather than purely an audit focus. We have also seen a marked improvement in the senior finance market in the past year, with companies recognising that investing in a talented Finance Director/Controller is the key to commercial success in such a challenging economy.

Top quality individuals at all levels are being rewarded by their employers in a concerted attempt to retain their best people. Remuneration packages as a whole are improving with an emphasis on lifestyle benefits rather than base salaries alone. To attract these passive job seekers, companies are working with us to sell their company culture and total reward remuneration.

We expect that 2012 will continue this slow but steady growth with recruitment spend on finance professionals who can really drive a successful business.

Qualified

Job Title	NI £
Finance Director T/O >10m	45,000 – 65,000
Finance Director T/O <10m	40,000 – 55,000
Financial Controller T/O >10m	40,000 – 55,000
Financial Controller T/O <10m	35,000 – 45,000
Finance Manager	30,000 – 45,000
Group Management Accountant	35,000 – 45,000
Group Financial Accountant	35,000 – 45,000
Management Accountant	30,000 – 40,000
Financial Accountant	30,000 – 40,000
Internal Auditor	30,000 – 40,000
Project Accountant	30,000 – 45,000
Systems Accountant	35,000 – 45,000
Treasury Accountant	30,000 – 40,000
Financial Analyst	25,000 – 35,000
Cost Accountant	30,000 – 40,000
Newly Qualified Accountant	25,000 – 30,000
Credit Manager	25,000 – 35,000
Accounts Payable Manager	25,000 – 35,000
Accounts Receivable Manager	25,000 – 35,000
Payroll Manager	25,000 – 35,000

Part-Qualified

Job Title	NI £
Finalist	23,000 – 28,000
Part-Qualified Accountant	18,000 – 25,000
Assistant Accountant	16,000 – 23,000
Accounts Assistant	16,000 – 20,000
Credit Controller	16,000 – 22,000
Payroll Administrator	16,000 – 20,000
Accounts Receivable	15,000 – 18,000
Accounts Payable	15,000 – 18,000
Bookkeeper	18,000 – 22,000

BANKING

2011 has seen further change in the Banking sector with regards to organisational structure and operational requirements. Government intervention, regulatory updates and redundancies have attracted much media coverage and public interest, overshadowing the increasingly innovative product and service offerings available to the customer.

Re-structures and department closures have certainly affected recruitment. However, changing business needs and new players (e.g. funds and investment-related companies) have resulted in shifting staffing requirements, as a consequence altering the nature of roles available in the marketplace. Brightwater has seen a further increase in external staff recruitment primarily across wealth

and corporate banking.

The cautious optimism across UK banks has seen an increase in Wealth appointments. Local reports on rising business levels suggest that 2012 will see further growth in this area, however with RDR deadlines looming, recruitment is likely to be driven more by adequacy of staffing skills.

Good credit skills are in demand as the market has seen a surge in corporate banking contract roles created to aid department workloads caused by urgent work-outs and NAMA interventions. Applicants recognise the invaluable experience they can gain in these roles and have in some cases opted for contracts for more stability than their current permanent positions can offer.

Encouragingly, some of these roles have included lending and the market has also seen a number of trading business vacancies.

Candidate flow has seen a substantial increase in 2011 with candidates once more seeking career progression rather than just job security. Salaries have increased in some parts but in others,

basic salaries are frozen with no bonuses on offer – this discrepancy has also contributed to candidates taking on contracts for short term gain.

Treasury

Job Title	NI £
Head of Treasury	68,000 – 85,000
Treasury Operations Manager	50,000 – 65,000
Treasury Dealer	35,000 – 50,000
Treasury Assistant Manager	28,000 – 38,000
Treasury Officer	20,000 – 30,000

Senior Management

Job Title	NI £
Head of Credit	65,000 – 80,000
Head of Operations	60,000 – 80,000
Senior Lending Manager	55,000 – 70,000
Senior Operations Manager	55,000 – 65,000
Senior Risk Manager	55,000 – 65,000
Corporate Lending Manager	45,000 – 55,000
HNW Portfolio Management Consultant (2-5 years' exp.)	40,000 – 60,000
Senior Equity Analyst	45,000 – 60,000

Mid Management

Job Title	NI £
Senior Credit Analyst	40,000 – 45,000
Credit Analyst	28,000 – 35,000
Senior Corporate Lender	45,000 – 60,000
Senior Commercial Lender	40,000 – 55,000
Corporate Lender	35,000 – 45,000
Commercial Lender	30,000 – 40,000
Equity Analyst	35,000 – 45,000
Risk Analyst	25,000 – 35,000
Operations Supervisor	30,000 – 40,000
Loans / Credit Administrator	16,000 – 23,000
Graduate	15,000 – 22,000

Compliance

Job Title	NI £
Head of Compliance	35,000 – 80,000
Compliance Manager (5-7 years' exp.)	45,000 – 58,000
Compliance Manager (3-5 years' exp.)	35,000 – 45,000
Compliance Officer (2-3 years' exp.)	22,000 – 30,000
Compliance Officer (1-2 years' exp.)	18,000 – 22,000
AML Officer	20,000 – 30,000
Fraud Risk Manager	25,000 – 40,000
Fraud Risk Officer	18,000 – 25,000

Financial Services – Sales & Marketing

Job Title	NI £
Banking Sales Manager	38,000 – 53,000
Banking Sales Executive	30,000 – 40,000
Senior Wealth Manager	50,000 – 70,000
Wealth Manager	35,000 – 55,000
Financial Advisor	30,000 – 40,000
Senior Portfolio Manager	45,000 – 65,000
Portfolio Manager	35,000 – 45,000
Stockbroker	40,000 – 50,000
Junior Stockbroker	30,000 – 40,000
FX Sales Trader	35,000 – 45,000
Equity / Bond Sales Trader	35,000 – 48,000
Pension / Investment Sales	28,000 – 40,000
Head of Marketing	45,000 – 60,000
Marketing Manager	35,000 – 45,000
Marketing Executive	18,000 – 28,000
Product Manager	35,000 – 45,000
Senior Mortgage Sales Manager	35,000 – 50,000
Mortgage Sales Executive	22,000 – 31,000
Bancassurance Advisor	22,000 – 32,000



PUBLIC PRACTICE & TAXATION

Despite a slow start to the year, 2011 has seen a marked increase in Public Practice opportunities in Northern Ireland.

The first two quarters of the year remained steady with a cautious approach being adopted by most practices and appointments being made in line with operational needs rather than anticipated growth.

The second half of the year however has slowly seen confidence in the market returning with more accountancy firms entering into discussions with us about expanding their current head counts in key areas such as restructuring and corporate tax, whilst areas such as audit and assurance remain steady.

We expect this renewed confidence to continue well into 2012 which bodes well for those seeking employment in these areas.

Public Practice

Job Title	NI £
Partner	60,000 – 130,000
Director	48,000 – 78,000
Senior Manager	35,000 – 57,000
Manager	26,000 – 38,000
Assistant Manager	24,000 – 30,000
Audit Senior	24,000 – 30,000
Graduate ACA	13,000 – 18,000
Accounting Technician	13,000 – 20,000

Taxation

Job Title	NI £
Tax Partner	60,000 – 110,000
Tax Director	40,000 – 80,000
Senior Tax Manager	35,000 – 55,000
Tax Manager	36,000 – 48,000
Tax Senior	24,000 – 30,000
Tax Trainee	13,000 – 17,000
Tax Assistant (2-3 years' exp.)	26,000 – 36,000
Tax Assistant (1-2 years' exp.)	20,000 – 25,000

ACCOUNTANCY FINANCIAL SERVICES

The Financial Services market in Northern Ireland has generally remained quite static throughout 2011 with companies placing an emphasis on retaining staff rather than expanding. We have however seen an increase in the number of newly qualified accountant roles available in the industry which has had a very warm welcome from the newly qualified accountant market.

On a general note however, the overall reluctance on the part of candidates to move jobs and companies in 2010 has continued through to 2011. Uncertainty in the market remains a very real problem with caution being exercised by both companies and candidates alike.

As the market stabilises and with continued inward investment to Northern Ireland, 2012 should see definite signs of improvement within the market.

Qualified

Job Title	NI £
Chief Financial Officer	70,000 – 100,000
Financial Director	50,000 – 70,000
Financial Controller	40,000 – 55,000
Finance Manager	30,000 – 40,000
Internal Audit Manager	35,000 – 45,000
Internal Auditor	30,000 – 40,000
Regulatory Reporting Manager	35,000 – 45,000
Regulatory Accountant	28,000 – 35,000
Project Accountant	30,000 – 40,000
Systems Accountant	30,000 – 40,000
Credit Control Manager	25,000 – 35,000
Treasury Accountant	28,000 – 35,000
Senior Financial Analyst	28,000 – 35,000
Financial / Business Analyst	25,000 – 30,000
Group Accountant	35,000 – 45,000
Senior Financial Accountant	28,000 – 35,000
Financial Accountant	28,000 – 35,000
Senior Management Accountant	30,000 – 40,000
Management Accountant	28,000 – 35,000
Newly Qualified Accountant	24,000 – 30,000

Part-Qualified

Job Title	NI £
Finalist	23,000 – 28,000
Part-Qualified Internal Auditor	20,000 – 25,000
Part-Qualified Accountant	18,000 – 25,000
Accounts Payable	15,000 – 18,000
Accounts Receivable	15,000 – 18,000
Accounts Assistant	16,000 – 20,000
Credit Controller	16,000 – 22,000
Graduate	14,000 – 18,000



INFORMATION TECHNOLOGY

PERMANENT

2011 has been a surprisingly buoyant year within the Northern Ireland IT sector, with a number of blue chip organisations recruiting for a significant volume of roles. It's true to say that IT in recent years was impacted to a much lesser degree than other disciplines as the recovery in job flow is unprecedented. Despite this, 2011 still posed a number of different challenges for employers and recruiters alike. The most difficult obstacle in NI was and continues to be the finite number of candidates in the NI marketplace. This perhaps reflects potential candidates' reluctance to move in what is still seen to be a precarious job market.

Salaries have not fallen within the development sector, and there is increasing evidence of a shift upwards as counteroffers are becoming even more prevalent. This is a real reflection of the importance for companies to both attract and retain development staff locally. On the other hand, the local infrastructure sector experienced a distinct drop in salary in 2009 and early 2010 as many infrastructure candidates with limited opportunities witnessed, coupled with the fact that the temporary market within infrastructure saw job numbers drop substantially.

Development skills will still be at a premium in 2012 and until this problem is rectified, then salaries will continue to rise at their current levels. Key skills in JAVA and C# will be highly sought after in the next twelve months as Northern Ireland's talent pool continues to attract top global organizations.

Support roles have continued to steadily grow over 2011 with a significant improvement over the previous 24 months. Salaries are largely unaffected due to the abundance of excellent candidates in the marketplace. One area which has been consistent in its growth and importance are Unix based Application support roles. With many of the larger organisations utilising a Unix platform, demand for these skills has been consistently high.

Executive

Job Title	NI £
Chief Technical Officer	70,000 – 100,000
Operations Manager	50,000 – 60,000
Head of IT Function	55,000 – 60,000

Software Development

Job Title	NI £
Engineering / Development Manager	45,000 – 60,000
Principal Developer / Technical Team Lead (J2EE / .NET)	38,000 – 55,000
Oracle Applications Consultant (Technical / Functional)	40,000 – 50,000
C / C++ Developer	28,000 – 45,000
Java Developer	22,000 – 45,000
C# Developer	20,000 – 40,000
.Net Developer	18,000 – 40,000
Web Developer	18,000 – 30,000
Database Developer (Oracle / SQL Server / Sybase)	30,000 – 40,000
Multimedia / Graphical / Web Designer	23,000 – 35,000
Technical Writer / Editor	18,000 – 30,000
Delphi Developer	25,000 – 40,000
User Interface Specialist	20,000 – 40,000
Groovy on Grails Developer	25,000 – 40,000

System Analysis

Job Title	NI £
Business Systems Analyst / Consultant	28,000 – 45,000
QA / Test Manager	35,000 – 50,000
Principal Engineer / Systems Architect	45,000 – 70,000
Software Test / QA Engineer	20,000 – 35,000
Business Intelligence Consultant	30,000 – 50,000
Data Warehousing Consultant	35,000 – 55,000

IT / Project Management

Job Title	NI £
Programme Manager	45,000 – 60,000
Senior Project Manager	45,000 – 60,000
Project Manager	30,000 – 50,000
Product Manager	40,000 – 60,000
Management Consultant	28,000 – 60,000

Support / Administration

Job Title	NI £
Database Administrator (Oracle / SQL Server / Sybase)	28,000 – 50,000
Unix / Linux Administrator	25,000 – 48,000
Network / Systems Administrator	25,000 – 50,000
Network Engineer	25,000 – 50,000
Help Desk Support	16,000 – 26,000
Application Support Consultant	22,000 – 35,000
Virtualisation Engineer	25,000 – 37,000
Infrastructure Manager	30,000 – 42,000

QA / Technical Writing / Localisation

Job Title	NI £
Localisation Project Manager	30,000 – 45,000
Localisation Engineer	20,000 – 25,000
Localisation QA Engineer	20,000 – 35,000

ERP Consultancy / Specialist Roles

Job Title	NI £
SAP Consultant (Functional / Technical)	25,000 – 40,000
SAP Basis Consultant	35,000 – 55,000
Oracle App (Functional / Technical)	35,000 – 55,000



INFORMATION TECHNOLOGY

CONTRACT

The contract market continued to decline in the first six months of 2011 before levelling out over the summer. We found the final quarter of 2011 began picking up in this space with more web development and engineering contracts being registered. The average daily rate is still interesting to prospective candidates but not at the levels previously experienced.

The challenge we have seen is that many contractors have had to go to the UK and ROI markets to secure roles. As a result there is a lack of readily available candidates operating in the market currently. We anticipate that these candidates will return during 2012 but in the short term there is a depleted candidate market. In addition to this, with job security being so important to candidates, there are less people taking the plunge into the contract market.

We are hopeful that the encouraging signs seen at the tail end of last 2011 will lead to an improved contract market. 2012 will see more contract opportunities across all facets of software development. This would include candidates coming from C#, Java, C++ and .Net backgrounds. In addition we expect an improvement across the software development lifecycle.

Executive

Job Title	NI £ p/d
Chief Technical Officer	400 – 600
Operations Manager	300 – 450
Head of IT Function	300 – 450

Software Development

Job Title	NI £ p/d
Engineering / Development Manager	300 – 500
Principal Developer / Technical Team Lead (J2EE / .NET)	300 – 450
Oracle Applications Consultant (Technical / Functional)	300 – 400
C / C++ Developer	250 – 350
Java Developer	250 – 350
C# Developer	250 – 350
.Net Developer	250 – 350
Web Developer	150 – 250
Database Developer (Oracle / SQL Server / Sybase)	300 – 500
Multimedia / Graphical / Web Designer	100 – 150
Technical Writer / Editor	150 – 200
Delphi Developer	250 – 300
User Interface Specialist	250 – 300
Groovy on Grails Developer	250 – 350

System Analysis

Job Title	NI £ p/d
Business Systems Analyst / Consultant	250 – 350
QA / Test Manager	300 – 400
Principal Engineer / Systems Architect	300 – 400
Software Test / QA Engineer	200 – 300
Business Intelligence Consultant	250 – 350
Data Warehousing Consultant	300 – 400

IT / Project Management

Job Title	NI £ p/d
Programme Manager	350 – 450
Senior Project Manager	300 – 450
Project Manager	250 – 400
Product Manager	300 – 350
Management Consultant	350 – 450

Support / Administration

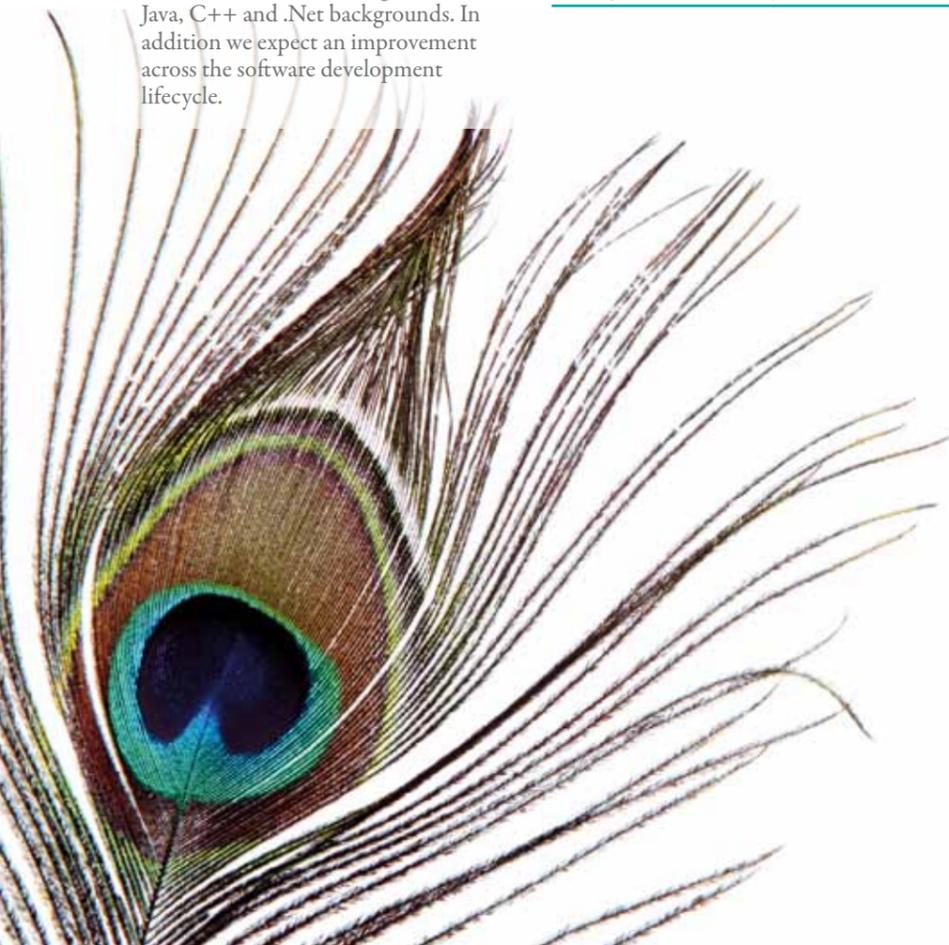
Job Title	NI £ p/d
Database Administrator (Oracle / SQL server / Sybase)	250 – 350
Unix / Linux Administrator	250 – 350
Network / Systems Administrator	150 – 250
Network Engineer	150 – 250
Help Desk Support	80 – 150
Application Support Consultant	100 – 150
Virtualisation Engineer	250 – 300
Infrastructure Manager	250 – 350

QA / Technical Writing / Localisation

Job Title	NI £ p/d
Localisation Project Manager	250 – 350
Localisation Engineer	150 – 200
Localisation QA Engineer	150 – 250

ERP Consultancy / Specialist Roles

Job Title	NI £ p/d
SAP Consultant (Functional / Technical)	300 – 400
SAP Basis Consultant	300 – 400
Oracle App (Functional / Technical)	250 – 350





PRODUCTION & MANUFACTURING

The Manufacturing Engineering sector in 2011 has started to stabilise with many small to medium sized organisations recruiting again in multiple numbers which is a really positive sign. Over the last twelve months, multiple hires have been primarily seen within large/multinational companies only. On the whole, the market has strengthened and there have been limited redundancies within the sector and we see this remaining low in 2012 as this market starts to expand again.

Firms in the food processing sector, which has been less affected by the downturn than engineering organisations, are now finding their profit margins squeezed due to massive increases in the cost of raw materials.

The market for niche technical staff remains strong, however companies are being much more selective with CV criteria than they have been in the past. Therefore, tailored CVs and detailed interview preparation are now a necessity for a successful outcome.

As the push for greener energy continues, more local companies are investing in R&D and are developing market leading renewable energy products. One of the main reasons influencing this decision is that Northern Ireland has been set a tough target of generating 40% of its energy from renewable energy sources by 2020. This has been clearly outlined in the 'Strategic Energy Framework for Northern Ireland 2010' and is well in line for completion by this date with the result that companies in the energy sector are now looking for candidates with experience and niche skills in this area.

Managerial

Job Title	NI £
Managing Director	80,000 – 100,000
Technical Director	50,000 – 70,000
General Manager	70,000 – 90,000
Operations Manager	40,000 – 60,000
Production Manager	30,000 – 40,000
Maintenance Manager	30,000 – 40,000
Process Improvement Manager	30,000 – 45,000
NPD Manager	30,000 – 40,000
Technical Manager	30,000 – 40,000
NPI Manager	30,000 – 40,000
Quality Manager	30,000 – 45,000
Environmental, Health & Safety Manager	30,000 – 50,000
Project Manager	30,000 – 40,000
Design Manager	30,000 – 40,000
Service Manager	30,000 – 35,000
Facilities Manager	28,000 – 40,000

Engineering & Technical

Job Title	NI £
Project Engineer	20,000 – 32,000
Process Improvement Engineer	20,000 – 32,000
Process Engineer	20,000 – 32,000
NPI Engineer	20,000 – 32,000
Design Engineer	20,000 – 35,000
Quality Engineer	20,000 – 32,000
Health & Safety Engineer	20,000 – 30,000
Maintenance Engineer	20,000 – 34,000
Commissioning / Validation Engineer	20,000 – 32,000
Automation / Controls Engineer	28,000 – 40,000
Service Engineer	20,000 – 25,000
Facilities Technician	18,000 – 25,000
NPD Technologist	18,000 – 25,000
QA / QC Technician	18,000 – 25,000
Laboratory Technician	18,000 – 25,000
Draughtsman	18,000 – 25,000
Maintenance Technician	18,000 – 25,000



SUPPLY CHAIN & LOGISTICS

Over 2011, most of the recruitment in the Supply Chain function in Northern Ireland has originated from the engineering and food manufacturing sectors. Strategic procurement professionals with a strong business/commercial acumen have been in high demand as companies turn their attention to profitability and cost savings and we expect this trend to continue well into 2012.

The back-end of supply chain remains unfortunately very slow with no salary increase in 2011 and no increases forecast for 2012.

Another strong focus throughout the last year has been on demand planning. Gone are the days of exaggerated sales forecasts - companies are looking for planners who are able to technically and strategically analyse but also question trends. 2012 should see a knock on effect from this with a renewed focus on material management, inventory control and supply chain analysis.

Supply Chain

Job Title	NI £
Director of Operations	50,000 – 60,000
Head of Supply Chain	40,000 – 60,000
General Manager	35,000 – 60,000
Operations Manager	30,000 – 40,000
Materials Manager	30,000 – 40,000
Commodity Manager	30,000 – 40,000
Procurement Manager	30,000 – 40,000
Procurement Specialist	20,000 – 28,000
Procurement Officer	15,000 – 23,000
Inventory Manager	18,000 – 28,000
Inventory Controller / Analyst	13,000 – 17,000
Demand Planner	18,000 – 28,000
Supply Chain Analyst	13,000 – 25,000
Senior Buyer	25,000 – 35,000
Buyer	15,000 – 25,000

Logistics

Job Title	NI £
Director of Operations	45,000 – 60,000
General Manager	35,000 – 50,000
Logistics / Transport Manager	22,000 – 32,000
Transport Supervisor	15,000 – 27,000
Warehouse Manager	18,000 – 30,000
Warehouse Supervisor	16,000 – 23,000
Logistics Coordinator	15,000 – 20,000

INSURANCE

General Insurance has continued to remain one of the more stable industries in Northern Ireland but the sector has not been without its own challenges.

Our broker-led marketplace continues to be pushed on prices by the dotcoms and their memorable advertising campaigns as well as the supermarket financial services one stop-shop. The general public are increasingly cost savvy and although brokers have held their own through selling on service, they are also counteracting this by creating new ways to attract new volume business not limited to the NI marketplace. The result is a more commercially driven broker network and this has been reflected in clients' preferences when it comes to recruitment, bottom-line focused staff with recruitment focused on commercial capability. 2011 has seen a rise in Personal and Commercial lines appointments as well as in senior roles not limited to sales or business generation. Naturally, Brightwater saw a rise in claims-based appointments due to the adverse weather conditions of winter 2010/2011.

For financial planning, 2011 has been another year of consolidation and

preparation for the impending Retail Distribution Review in 2012. Employers not only expect Adviser candidates to hold their diploma status but also Paraplanners, with Chartered status now more common as a "desirable." Candidates are aware of this and are choosing to fast-track their studies although it is already noticeable that some candidates are opting to exit the industry. As a result, employers have seen a dip in applicants with Advisers opting to complete their studies before seeking alternative employment. Interestingly, the standard in applicants has risen and the former focus on possessing a client bank is an advantage but not an essential requirement. Brightwater has again noted an increase in the volume of support roles.

It is a sign of the times that we see an enhanced pensions sector in Northern Ireland. Both pensions consultancies and general IFA practices have seen an increased demand in guidance or coverage from corporates and individuals due to governmental changes. Brightwater has seen both senior and support appointments within the sector and we expect this to continue throughout 2012.

General Insurance

Job Title	NI £
Underwriting Manager (10+ years' exp.)	50,000 – 65,000
Underwriting Manager (5-10 years' exp.)	38,000 – 50,000
Underwriting Manager (3-5 years' exp.)	30,000 – 37,000
Developmental Underwriter (10+ years' exp.)	38,000 – 50,000
Developmental Underwriter (5-10 years' exp.)	30,000 – 40,000
Underwriter – General (5-10 years' exp.)	25,000 – 37,000
Underwriter – General (3-5 years' exp.)	20,000 – 25,000
Underwriter – General (1-3 years' exp.)	15,000 – 22,000



Life & Pensions

Job Title	NI £
Pensions Consultant (5-10 years' exp.)	50,000 – 70,000
Pensions Consultant (3-5 years' exp.)	38,000 – 50,000
Pensions Consultant (1-3 years' exp.)	28,000 – 38,000
Pensions Administrator (3-5 years' exp.)	23,000 – 30,000
Pensions Administrator (1-3 years' exp.)	18,000 – 23,000
Life Administrator (3-5 years' exp.)	20,000 – 28,000
Life Administrator (1-3 years' exp.)	17,000 – 22,000

General Broking

Job Title	NI £
Corporate Broker (10+ years' exp.)	45,000 – 65,000
Corporate Broker (5-10 years' exp.)	35,000 – 45,000
Corporate Broker (1-5 years' exp.)	28,000 – 35,000
Corporate Servicing Executive (10+ years' exp.)	35,000 – 45,000
Corporate Servicing Executive (5-10 years' exp.)	28,000 – 35,000
Corporate Servicing Executive (1-3 years' exp.)	24,000 – 28,000
Account Handler (5-10 years' exp.)	25,000 – 31,000
Account Handler (3-5 years' exp.)	19,000 – 25,000
Account Handler (1-3 years' exp.)	16,000 – 22,000
Personal Lines (5-10 years' exp.)	20,000 – 30,000
Personal Lines (3-5 years' exp.)	17,000 – 21,000
Personal Lines (1-3 years' exp.)	13,000 – 18,000

Claims

Job Title	NI £
Head of Claims	35,000 – 50,000
Senior Claims Handler (5-10 years' exp.)	28,000 – 35,000
Claims Handler (3-5 years' exp.)	20,000 – 30,000
Claims Handler (1-3 years' exp.)	15,000 – 21,000

Key Specialist Areas

Job Title	NI £
Senior Business Analyst	32,000 – 45,000
Business Analyst	28,000 – 35,000

Actuary

Job Title	NI £
Chief Actuary	65,000 – 80,000
Pensions Actuary Qualified	45,000 – 60,000
Pensions Actuary Part-Qualified	30,000 – 40,000

HUMAN RESOURCES

After a slow start to 2011, there have been plenty of positive recruitment indicators within the Human Resources arena which point to increased market confidence as we move into 2012. Candidates are becoming more active in their job searching which has created welcome movement in permanent job opportunities.

HR remains a key commercial function within organisations. HR professionals, at all levels are very aware of the bottom line costs for businesses and it's vital to make sure you "add value" hence the HR Business Partner model.

There is an increased focus on business improvement/streamline projects, change management, TUPE, mergers & acquisitions and harmonisation. There is still a consistent flow of temporary and fixed term contract positions but we have also seen an increase in the number of permanent opportunities this year. It's a positive sign and a great indicator that confidence is returning.

One thing is clear, HR professionals must be change experts and employee engagement initiatives and restructures are extremely topical. Another interesting observation of 2011 has been the return of learning & development/training opportunities. Within the last six months there has been an upturn in permanent, training orientated roles. Organisations are now welcoming the opportunity to reward their staff via training and up-skilling and this is a cost effective way to start improving morale.

Northern Ireland still enjoys an excellent calibre of HR candidates. HR courses remain popular and attaining the CIPD opens more doors. This qualification is still the employers' preference when appointing across all levels. 2011 has seen a change to the CIPD course framework and membership grading and there is greater emphasis being put upon gaining practical HR experience.

Salary levels have remained steady and benefit packages remain unchanged.

Generalist HR

Job Title	NI £
HR Director	55,000 – 85,000
Senior HR Manager	40,000 – 55,000
HR Manager / Business Partner	30,000 – 50,000
HR Consultant	35,000 – 55,000
HR Generalist	20,000 – 28,000
HR Officer / HR Advisor	18,000 – 28,000
HR Assistant	14,000 – 17,000
HR Administrator	14,000 – 16,000
HR Graduate	13,000 – 15,000

Learning & Development

Job Title	NI £
Learning & Development Director	50,000 – 65,000
Learning & Development Manager	30,000 – 45,000
Trainer	25,000 – 35,000
Training Officer / Coordinator	18,000 – 25,000
Training Administrator	14,000 – 17,000

Compensation & Benefits / Recruitment

Job Title	NI £
Compensation & Benefits Manager	50,000 – 65,000
Compensation & Benefits Specialist	35,000 – 45,000
Recruitment Manager	30,000 – 38,000
Recruitment Specialist	18,000 – 28,000
Recruitment Coordinator	16,000 – 20,000

Key Specialist Areas

Job Title	NI £
Organisational / Development Manager	40,000 – 65,000
IR / ER Manager	30,000 – 42,000

The average pay awards have been between 2.5% - 3.5% with some organisations awarding higher amounts dependant on individual's personal performance.

2011 has been an interesting year with

gradual improvements and a consistent need for HR resource. All signs point to a continuation of this trend throughout 2012, with increased permanent moves within the HR market, coupled with the contract and temporary requirements.

LEGAL

Practice

Job Title	NI £
Salaried Partner	45,000 – 90,000
6-9 years' PQE	40,000 – 65,000
3-6 years' PQE	25,000 – 49,000
1-3 years' PQE	17,000 – 32,000
Newly Qualified Solicitor	18,000 – 25,000
Company Secretary Qualified	27,000 – 32,000
Company Secretary Part-Qualified	16,000 – 21,000
Legal Executive / Paralegal	15,000 – 24,000

Over the last 12 months the local legal landscape has changed. Brightwater was commissioned in late 2011 by Invest Northern Ireland to conduct an exhaustive survey of the sector and it was evident from the findings across the 540 local firms that took part in the survey, that property was still where most were focussed with Family, Wills & Probate and accidents/claims following closely behind.

The findings demonstrate why law firms across Northern Ireland were so directly impacted by the property downturn. In addition, the National Asset Management Agency (NAMA) has also recently released the first wave of properties and sites onto the open market via auction. This has made it increasingly difficult to benchmark

and determine whether prices will fall further, having a detrimental effect upon local confidence.

Within this marketplace, candidates attracting the most interest are those with particular skills in disciplines such as intellectual property, environmental, medical negligence and insolvency at around the 2 - 4 years' qualified mark. These divisions are seen as demand areas as firms seek to broaden their offering with increasing numbers of returnees being employed.

Salaries within the private practice sector are generally static and there is a tendency towards hiring legal professionals on shorter contracts as opposed to committing to a permanent position. Despite some offering rises

In-House

Job Title	NI £
Head of Legal	48,000 – 120,000
Senior Lawyer	43,000 – 65,000
Legal Counsel	38,000 – 48,000
Funds Lawyer	45,000 – 65,000
Regulatory Lawyer	38,000 – 63,000
Company Secretary	43,000 – 67,000
Legal Executive	20,000 – 24,000

Comparatively, the In-House legal sector is currently going through a period of sustained growth. Those organisations with in-house legal functions tend to sit within the Top 100 in Northern Ireland with

an international client base. As a result they are often operating within more buoyant markets. In a drive to reduce the cost of outsourcing legal work many are expanding their divisions at a junior level.

in-line with inflation, there are no increases linked to Post-Qualification Experience (PQE). The only exceptions are the leading commercial firms, where to bring in niche or strategic hires in a nervous market, they are being forced to pay more generous rates.

Looking towards 2012, we envisage that law firms will continue to operate conservatively while simultaneously attempting to diversify their offering. Whilst there will be occasional strategic senior hires, the focus will turn towards the newly qualified/junior level with a view to training and developing internally in preparation for more buoyant years ahead.

The in-house market has seen little change regarding salaries and this is expected to remain the same throughout the first two quarters of 2012.



SALES & MARKETING

Salaries within Sales & Marketing professions in Northern Ireland have witnessed only a marginal upward movement this year. Opportunities arising from organisational growth remain relatively limited across all sectors excluding the information technology market, where demand for highly skilled niche individuals remains strong.

Clients choosing to recruit remain focused on niche skill sets, sector specific experience and considerable tenure with organisations. Additional measures are increasingly taken to ensure that any new employee is the best possible fit to requirements. Recruitment processes continue to be protracted in accordance with the desire to ensure that all relevant applicants are screened thoroughly.

As social media continues to thrive as a very legitimate means of increasing company client bases, the last six months have seen a surge in demand for marketing professionals who are proficient in these new Web 2.0 technologies.

The increased demand for candidates offering fluency in a second major European language remains prevalent as our specific focus on exports as a geographical area continues. Northern Ireland's position as a staging post for companies wishing to increase their European client base has also improved. This trend is predicted to become more apparent as rumours of reduced

ICT Sales

Job Title	NI £ Base	NI £ OTE
Sales Director	45,000 – 70,000	90,000 – 110,000
Business Development Manager	28,000 – 36,000	55,000 – 72,000
Account Manager	25,000 – 34,000	33,000 – 43,000
Field Sales	18,000 – 30,000	35,000 – 60,000
Internal Sales	15,000 – 20,000	19,000 – 25,000

FMCG Sales

Job Title	NI £ Base	NI £ OTE
National Sales Director	48,000 – 58,000	62,000 – 82,000
National Sales Manager	37,000 – 45,000	45,000 – 56,000
Area Sales Manager	30,000 – 36,000	40,000 – 46,000
Key Account Manager	23,000 – 27,000	33,000 – 40,000
Field Sales Rep.	20,000 – 30,000	24,000 – 35,000
Van Sales Representative	14,500 – 16,000	17,500 – 21,000
Merchandise	12,000 – 18,000	N/A

Service & Other Sectors

Job Title	NI £ Base	NI £ OTE
Sales Director	45,000 – 58,000	62,000 – 82,000
Sales Manager	30,000 – 40,000	45,000 – 55,000
Area Sales Manager	27,000 – 35,000	38,000 – 45,000
Key Account Manager	25,000 – 35,000	35,000 – 39,000
Account Manager	20,000 – 25,000	28,000 – 33,000
Field Sales Executive	20,000 – 25,000	25,000 – 35,000
Telesales Executive	15,000 – 17,000	22,000 – 27,000

corporation tax continue and strengthen the factors of consideration for inward investors.

It is recognised that highly capable sales & marketing professionals are a prerequisite of competitive and profitable organisations. Where an inability to recruit is apparent, companies have reported that they are

investing heavily in up skilling their existing workforce for maximum return.

Overall, 2011 saw less new opportunities than predicted at the time of publication last year. As markets continue to look uncertain, employers on the whole are cautiously optimistic in regards to their growth plans for 2012.

Business to Business Sectors

Job Title	NI £ Base	NI £ OTE
Account Director	45,000 – 60,000	60,000 – 80,000
Account Manager	30,000 – 40,000	40,000 – 50,000
Key Account Manager	25,000 – 30,000	30,000 – 40,000
Field Sales Executive	18,000 – 28,000	28,000 – 39,000
Internal Sales Executive	15,000 – 19,000	19,000 – 24,000
Lead Generator	16,000	19,000

Marketing

Job Title	NI £
Marketing Director	45,000 – 60,000
Marketing Manager	27,000 – 35,000
Marketing Executive	18,000 – 27,000
Marketing Assistant	13,000 – 17,000
Brand Manager	21,000 – 31,000
Assistant Brand Manager	18,000 – 25,000
PR Executive	14,000 – 21,000

Sales Support

Job Title	NI £
Sales Administrator (>3 years' exp.)	15,000 – 18,500
Sales Administrator (<3 years' exp.)	13,000 – 16,000



OFFICE SUPPORT

PERMANENT

The market for 2011 has continued to experience uncertain and challenging conditions. However, confidence is very slowly returning to the Office Support area partly due to inward investment into Northern Ireland.

Those candidates in long term permanent employment are currently displaying a reluctance to move and are erring towards job security rather than taking some of the opportunities that are slowly beginning to present themselves.

Notwithstanding this, there is a good availability of multi-skilled candidates who are attractive to prospective employers as they can turn their hands to many tasks and keep headcount low from an employer's point of view. As in 2011, 2012 will witness many companies turning to agencies as their first short list tier due to the sheer volume of response from potential candidates whose qualifications and skills do not always necessarily match the stringent requirements from employers.

There has been no major movement in salaries. 2012 will see many salaries staying the same with minor changes for those candidates with solid experience or niche skills such as languages.

At this point and looking at current trends and expectations for 2012, the mood appears to be one of cautious and modest growth but with more optimism than the last couple of years.

PA & Secretarial

Job Title	NI £
Executive / CEO Assistant	21,000 – 28,000
Personal Assistant (>5 years' exp.)	20,000 – 25,000
Personal Assistant (3-5 years' exp.)	16,000 – 21,000
Personal Assistant (<3 years' exp.)	14,000 – 16,000
Secretary (>5 years' exp.)	16,000 – 22,000
Secretary (3-5 years' exp.)	13,000 – 18,000
Secretary (<3 years' exp.)	12,000 – 15,000
Team Secretary	15,000 – 18,000
Medical Secretary	14,000 – 18,000
Site Secretary	14,000 – 17,000

Legal Support

Job Title	NI £
Legal PA	18,000 – 26,000
Legal Secretary (>5 years' exp.)	16,000 – 22,000
Legal Secretary (3-5 years' exp.)	13,000 – 16,000
Legal Secretary (<3 years' exp.)	12,000 – 16,000
Legal Administrator / Receptionist	11,000 – 14,000
Typist	11,000 – 14,000

Office Administration

Job Title	NI £
Office Manager (>5 years' exp.)	20,000 – 32,000
Office Manager (<5 years' exp.)	18,000 – 25,000
Senior Administrator (>3 years' exp.)	15,000 – 18,000
Administrator (<3 years' exp.)	12,000 – 15,000
Office Junior	11,000 – 13,000
Events Coordinator	12,000 – 16,000
Data Entry Operator	11,000 – 13,000
Cashier	12,000 – 15,000
Audio Typist	14,000 – 17,000

Office Support

Job Title	NI £
Front Office Manager (>5 years' exp.)	17,000 – 21,000
Receptionist (>3 years' exp.)	13,000 – 16,000
Receptionist (<3 years' exp.)	11,000 – 14,000
Switchboard Operator	11,000 – 14,000

Facilities / Mailroom

Job Title	NI £
General Services / Facilities Manager	18,000 – 22,000
General Services / Facilities Supervisor	16,000 – 20,000
General Services / Facilities Administrator	12,000 – 15,000

Customer Service

Job Title	NI £
Call Centre Manager	25,000 – 35,000
Customer Service Manager	18,000 – 26,000
Customer Services Team Lead	16,000 – 20,000
Customer Service Agent (>3 years' exp.)	14,000 – 16,000
Customer Service Agent (<3 years' exp.)	13,000 – 16,000
Bilingual Customer Service Agent	14,000 – 16,000
Sales Administrator	12,000 – 16,000

OFFICE SUPPORT

TEMPORARY & CONTRACT

Brightwater's Temporary & Contracts Office Support division saw a resurgence of demand for temporary office staff in 2011 and we predict that this trend will continue well into 2012 as companies continue to need good calibre administration staff but are reluctant to commit to a permanent hire.

The temporary market is very fast paced and by its very nature dictates a fast turnaround in supply. Due to the availability of candidates in the market, there is plenty of competition even for the increasing number of temporary & contract positions in Northern Ireland and those who have a solid range of administration skills and experience are always going to be at the forefront of the market.

With foreign direct investment growing steadily thanks to Invest Northern Ireland's efforts, companies in the IT and financial services sectors will continue to be the big employers of 2012 but many of them will still rely on the temporary/contract option.

Job Title	NI £ p/h
Office Manager	14.50 – 20.15
Office Junior	9.55 – 10.10
Senior PA / Executive Assistant	12.90 – 16.12
Junior PA / Executive Assistant	11.25 – 12.90
Receptionist (3-5 years' exp.)	10.48 – 12.85
Receptionist (0-2 years' exp.)	9.55 – 10.08
Switchboard Operator	10.48 – 12.85
Administrator (3-5 years' exp.)	12.85 – 14.50
Administrator (0-2 years' exp.)	9.65 – 12.08
Secretary	11.28 – 14.50
Team Secretary	9.30 – 14.50
Medical Secretary	11.28 – 12.48
Legal Secretary	12.80 – 16.12
Audio Typist	11.28 – 13.70
Helpdesk Administrator (>3 years' exp.)	9.67 – 11.28
Helpdesk Administrator (<3 years' exp.)	11.28 – 12.85
Customer Service Representative	10.45 – 12.85
Customer Service Manager	14.50 – 20.15
Data Entry Administrator	9.65 – 11.28
Sales Administrator	10.45 – 12.85

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



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