



Banking &  
Financial Services

# 2023

HAYS IRELAND  
SALARY & RECRUITING  
TRENDS **SALARIES**

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# ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

We combine hands-on experience and breadth of expertise to identify and predict the trends in banking and financial services. Whether your challenge is to be agile against global market pressures, to comply with legislation and regulatory changes, adapt to technology or mitigate data security risks – the fast-paced nature of the banking and financial services industry requires people who embrace change and can adapt quickly.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

## Our core services

### Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

### Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

### Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

### Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

### Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

## Our advisory services

### Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

### Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

### Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

### Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

## Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at [hays.ie/all-offices](https://hays.ie/all-offices)

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## Methodology

This guide is taken from the Hays Ireland Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.



# BANKING

## Fund accountants

REGION	Fund Accountant 1-2 years' experience		Senior Fund Accountant 3-5 years' experience		Fund Accounting Supervisor	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-37,000	35,000	43,000-47,000	45,000	55,000-62,000	58,000
Cork & Region	30,000-34,000	31,000	38,000-42,000	40,000	48,000-55,000	50,000
Limerick & Mid-West	30,000-34,000	31,000	38,000-42,000	40,000	48,000-55,000	50,000
Galway, Midlands & West	30,000-34,000	31,000	38,000-42,000	40,000	48,000-55,000	50,000

REGION	Fund Accounting Manager		Senior Fund Accounting Manager		Fund Accounting Group Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	75,000-85,000	75,000	90,000-120,000	95,000
Cork & Region	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000
Limerick & Mid-West	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000
Galway, Midlands & West	50,000-65,000	55,000	65,000-75,000	65,000	80,000-110,000	85,000

REGION	Director of Funds	
	€ Range	€ Typical
Greater Dublin Area	130,000-175,000	150,000
Cork & Region	120,000-140,000	120,000
Limerick & Mid-West	120,000-140,000	120,000
Galway, Midlands & West	120,000-140,000	120,000

## Trustee

REGION	Trustee Officer 1-3 years' experience		Senior Trustee Officer		Trustee Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	37,000	35,000-45,000	42,000	50,000-65,000	60,000
Cork & Region	25,000-40,000	33,000	35,000-42,000	40,000	45,000-55,000	50,000
Limerick & Mid-West	25,000-40,000	33,000	35,000-42,000	40,000	45,000-55,000	50,000
Galway, Midlands & West	25,000-40,000	33,000	35,000-42,000	40,000	45,000-55,000	50,000

REGION	Senior Trustee Manager		Head of Trustee	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-80,000	75,000	100,000-125,000	115,000
Cork & Region	60,000-80,000	65,000	90,000-110,000	100,000
Limerick & Mid-West	60,000-80,000	65,000	90,000-110,000	100,000
Galway, Midlands & West	60,000-80,000	65,000	90,000-110,000	100,000

## Custody

REGION	Custody Officer 1-3 years' experience		Senior Custody Officer		Custody Supervisor	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	35,000-42,000	40,000	40,000-48,000	45,000
Cork & Region	27,000-32,000	30,000	32,000-37,000	34,000	35,000-45,000	40,000
Limerick & Mid-West	27,000-32,000	30,000	32,000-37,000	34,000	35,000-45,000	40,000
Galway, Midlands & West	27,000-32,000	30,000	32,000-37,000	34,000	35,000-45,000	40,000

REGION	Custody Manager		Senior Custody Manager		Head of Custody	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-62,000	60,000	70,000-80,000	75,000	95,000-120,000	110,000
Cork & Region	45,000-60,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000
Limerick & Mid-West	45,000-60,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000
Galway, Midlands & West	45,000-60,000	55,000	65,000-75,000	70,000	90,000-100,000	95,000

# BANKING

## Compliance

	Compliance Officer 1-2 years' experience		Compliance Officer 3-5 years' experience		Compliance Supervisor	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	40,000	40,000-50,000	48,000	55,000-65,000	58,000
Cork & Region	25,000-32,000	30,000	38,000-50,000	45,000	48,000-60,000	52,000
Limerick & Mid-West	25,000-32,000	30,000	38,000-50,000	45,000	48,000-60,000	52,000
Galway, Midlands & West	25,000-32,000	30,000	38,000-50,000	45,000	48,000-60,000	52,000

	Compliance Manager		Senior Compliance Manager		Head of Compliance	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-80,000	75,000	75,000-90,000	85,000	95,000-135,000	120,000
Cork & Region	60,000-70,000	65,000	70,000-80,000	72,000	80,000-110,000	90,000
Limerick & Mid-West	60,000-70,000	65,000	70,000-80,000	72,000	80,000-110,000	90,000
Galway, Midlands & West	60,000-70,000	65,000	70,000-80,000	72,000	80,000-110,000	90,000

## Transfer agency

	Transfer Agent 1-2 years' experience		Senior Transfer Agent 3-5 years' experience		Transfer Agency Team Leader	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	38,000-45,000	42,000	45,000-55,000	50,000
Cork & Region	28,000-32,000	30,000	32,000-40,000	36,000	40,000-48,000	45,000
Limerick & Mid-West	28,000-32,000	30,000	32,000-40,000	36,000	40,000-48,000	45,000
Galway, Midlands & West	28,000-32,000	30,000	32,000-40,000	36,000	40,000-48,000	45,000

	Transfer Agency Manager		Senior Transfer Agency Manager		Transfer Agency Department Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	60,000	65,000-80,000	76,000	105,000-135,000	120,000
Cork & Region	50,000-62,000	55,000	60,000-70,000	62,000	95,000-115,000	100,000
Limerick & Mid-West	50,000-62,000	55,000	60,000-70,000	62,000	95,000-115,000	100,000
Galway, Midlands & West	50,000-62,000	55,000	60,000-70,000	62,000	95,000-115,000	100,000

	Director of Transfer Agency	
REGION	€ Range	€ Typical
Greater Dublin Area	125,000-160,000	150,000
Cork & Region	110,000-130,000	130,000
Limerick & Mid-West	110,000-135,000	130,000
Galway, Midlands & West	110,000-135,000	130,000

## Projects

	Business Analyst		Senior Business Analyst		Project Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	48,000-60,000	55,000	58,000-75,000	65,000	72,000-90,000	80,000
Cork & Region	40,000-55,000	50,000	55,000-65,000	62,000	65,000-80,000	72,000
Limerick & Mid-West	40,000-55,000	50,000	55,000-65,000	62,000	65,000-80,000	72,000
Galway, Midlands & West	40,000-55,000	50,000	55,000-65,000	62,000	65,000-80,000	72,000

	Senior Project Manager		Programme Manager		Senior Programme Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	82,000-96,000	92,000	90,000-125,000	105,000	110,000-150,000	125,000
Cork & Region	75,000-95,000	90,000	85,000-100,000	90,000	100,000-120,000	115,000
Limerick & Mid-West	75,000-95,000	90,000	85,000-100,000	90,000	100,000-120,000	115,000
Galway, Midlands & West	75,000-95,000	90,000	85,000-100,000	90,000	100,000-120,000	115,000

## Treasury

	Treasury Analyst		Senior Treasury Analyst		Treasury Team Leader	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-45,000	42,000	42,000-52,000	48,000	40,000-60,000	55,000
Cork & Region	30,000-40,000	35,000	35,000-45,000	42,000	40,000-50,000	47,000
Limerick & Mid-West	30,000-40,000	35,000	35,000-45,000	42,000	40,000-50,000	47,000
Galway, Midlands & West	30,000-40,000	35,000	35,000-45,000	42,000	40,000-50,000	47,000

	Treasury Manager		Director of Treasury	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-80,000	75,000	100,000-130,000	120,000
Cork & Region	65,000-80,000	75,000	85,000-120,000	100,000
Limerick & Mid-West	65,000-80,000	75,000	85,000-120,000	100,000
Galway, Midlands & West	65,000-80,000	75,000	85,000-120,000	100,000

# BANKING

## Private banking

REGION	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	33,000	32,000-43,000	42,000	30,000-35,000	32,000
Cork & Region	25,000-32,000	30,000	32,000-40,000	35,000	27,000-32,000	30,000
Limerick & Mid-West	25,000-32,000	30,000	32,000-40,000	35,000	27,000-32,000	30,000
Galway, Midlands & West	25,000-32,000	30,000	32,000-40,000	35,000	27,000-32,000	30,000

REGION	Banking Officer 3-5 years' experience		Banking Manager		Wealth Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	42,000	55,000-70,000	70,000	65,000-85,000	80,000
Cork & Region	30,000-40,000	36,000	45,000-65,000	60,000	50,000-70,000	65,000
Limerick & Mid-West	30,000-40,000	36,000	45,000-65,000	60,000	50,000-70,000	65,000
Galway, Midlands & West	30,000-40,000	36,000	45,000-65,000	60,000	50,000-70,000	65,000

## Corporate banking

REGION	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	35,000-42,000	40,000	30,000-35,000	32,000
Cork & Region	27,000-32,000	30,000	30,000-36,000	34,000	27,000-32,000	30,000
Limerick & Mid-West	27,000-32,000	30,000	30,000-36,000	34,000	27,000-32,000	30,000
Galway, Midlands & West	27,000-32,000	30,000	30,000-36,000	34,000	27,000-32,000	30,000

REGION	Banking Officer 3-5 years' experience		Banking Manager		Senior Banking Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-42,000	40,000	60,000-75,000	70,000	80,000-95,000	85,000
Cork & Region	30,000-40,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000
Limerick & Mid-West	30,000-40,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000
Galway, Midlands & West	30,000-40,000	35,000	50,000-70,000	65,000	75,000-85,000	80,000

## Commercial banking

REGION	Banking Administrator 1-2 years' experience		Banking Administrator 3-5 years' experience		Banking Officer 1-2 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	32,000	35,000-42,000	40,000	32,000-38,000	35,000
Cork & Region	27,000-32,000	30,000	32,000-40,000	37,000	30,000-35,000	32,000
Limerick & Mid-West	27,000-32,000	30,000	32,000-40,000	37,000	30,000-35,000	32,000
Galway, Midlands & West	27,000-32,000	30,000	32,000-40,000	37,000	30,000-35,000	32,000

REGION	Banking Officer 3-5 years' experience		Banking Manager		Senior Banking Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-42,000	40,000	55,000-75,000	70,000	75,000-95,000	85,000
Cork & Region	32,000-40,000	37,000	50,000-70,000	65,000	75,000-85,000	80,000
Limerick & Mid-West	32,000-40,000	37,000	50,000-70,000	65,000	75,000-85,000	80,000
Galway, Midlands & West	32,000-40,000	37,000	50,000-70,000	65,000	75,000-85,000	80,000

## Retail banking

REGION	Customer Service Officer 1-2 years' experience		Customer Service Officer 3-5 years' experience		Financial Planning Consultant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	24,000-30,000	27,000	30,000-35,000	32,000	35,000-50,000	45,000
Cork & Region	24,000-28,000	25,000	27,000-32,000	30,000	30,000-50,000	40,000
Limerick & Mid-West	24,000-28,000	25,000	27,000-32,000	30,000	30,000-50,000	40,000
Galway, Midlands & West	24,000-28,000	25,000	27,000-32,000	30,000	30,000-50,000	40,000

REGION	Assistant Branch Manager		Branch Manager	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-60,000	53,000	60,000-85,000	75,000
Cork & Region	37,000-42,000	42,000	45,000-60,000	50,000
Limerick & Mid-West	37,000-42,000	42,000	45,000-60,000	50,000
Galway, Midlands & West	37,000-42,000	42,000	45,000-60,000	50,000

# BANKING

## Recoveries

	Mortgages Customer Service		Mortgages Collections Officer		Mortgages Arrears Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	27,000-35,000	30,000	27,000-32,000	32,000	45,000-55,000	50,000
Cork & Region	25,000-32,000	28,000	25,000-32,000	30,000	40,000-50,000	46,000
Limerick & Mid-West	25,000-32,000	28,000	25,000-32,000	30,000	40,000-50,000	46,000
Galway, Midlands & West	25,000-32,000	28,000	25,000-32,000	30,000	40,000-50,000	46,000

	Mortgages Arrears Underwriter		Commercial Restructuring Officer		Commercial Restructuring Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	38,000	40,000-55,000	45,000	40,000-50,000	45,000
Cork & Region	30,000-37,000	35,000	32,000-42,000	37,000	32,000-40,000	36,000
Limerick & Mid-West	30,000-37,000	35,000	32,000-42,000	37,000	32,000-40,000	36,000
Galway, Midlands & West	30,000-37,000	35,000	32,000-42,000	37,000	32,000-40,000	36,000

## Compliance

	Compliance Executive		Compliance Manager		Head of Compliance	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-55,000	50,000	60,000-95,000	80,000	90,000-170,000	125,000
Cork & Region	40,000-55,000	50,000	60,000-95,000	80,000	90,000-170,000	125,000
Limerick & Mid-West	40,000-55,000	50,000	60,000-95,000	80,000	90,000-170,000	125,000
Galway, Midlands & West	40,000-55,000	50,000	60,000-95,000	80,000	90,000-170,000	125,000

## Risk

	Risk Analyst		Risk Manager		Head of Risk	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-50,000	45,000	50,000-90,000	75,000	90,000-130,000	110,000
Cork & Region	35,000-50,000	45,000	50,000-90,000	75,000	90,000-130,000	110,000
Limerick & Mid-West	35,000-50,000	45,000	50,000-90,000	75,000	90,000-130,000	110,000
Galway, Midlands & West	35,000-50,000	45,000	50,000-90,000	75,000	90,000-130,000	110,000

# FINANCIAL SERVICES

## Finance manager and senior finance

REGION	Finance Team Leader 3+ years' PQE		Finance Manager Solvency II		Financial Reporting Manager 8-10 years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	85,000-100,000	95,000	75,000-85,000	80,000
Cork & Region	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000
Limerick & Mid-West	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000
Galway, Midlands & West	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000

REGION	Financial Controller		Regulatory Reporting Manager		Regulatory Reporting Supervisor	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Cork & Region	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Limerick & Mid-West	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Galway, Midlands & West	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000

REGION	Finance Shared Services Manager		Head of Internal Audit		Head of Finance	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000	80,000-120,000	100,000	85,000-105,000	90,000
Cork & Region	75,000-85,000	80,000	80,000-120,000	100,000	85,000-105,000	90,000
Limerick & Mid-West	75,000-85,000	80,000	80,000-120,000	90,000	85,000-105,000	90,000
Galway, Midlands & West	75,000-85,000	80,000	80,000-120,000	90,000	85,000-105,000	90,000

REGION	Financial Director/CFO	
	€ Range	€ Typical
Greater Dublin Area	95,000-120,000	100,000
Cork & Region	95,000-120,000	100,000
Limerick & Mid-West	80,000-120,000	90,000
Galway, Midlands & West	80,000-120,000	90,000

## Entry-level and part-qualified accountants – permanent roles

REGION	Bookkeeper		Graduate Accountant/ Trainee Accountant		Assistant Accountant 1-2 years' experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	33,000-40,000	37,000	24,000-30,000	27,000	27,000-35,000	32,000
Cork & Region	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000
Limerick & Mid-West	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000
Galway, Midlands & West	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000

REGION	Assistant Accountant 3-4 years' experience		Assistant Accountant 5+ years' experience		Accounts Payable/Receivable Specialist, 1-3 years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	42,000	38,000-48,000	45,000	27,000-35,000	32,000
Cork & Region	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000
Limerick & Mid-West	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000
Galway, Midlands & West	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000

REGION	Financial Reporting Associate 2 years' experience		Expense Analyst		Part-Qualified Accountant with languages	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-35,000	33,000	30,000-40,000	35,000	37,000-45,000	42,000
Cork & Region	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000
Limerick & Mid-West	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000
Galway, Midlands & West	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000

REGION	Client Accountant 2-4 years' experience	
	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000
Cork & Region	28,000-35,000	32,000
Limerick & Mid-West	28,000-35,000	32,000
Galway, Midlands & West	28,000-35,000	32,000

# FINANCIAL SERVICES

## Qualified accountants

REGION	Newly Qualified Accountant		Financial/Management Accountant 2-4 years' PQE		Financial/Management Accountant 5+ years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	52,000-62,000	57,000	55,000-65,000	62,000	65,000-75,000	70,000
Cork & Region	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000
Limerick & Mid-West	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000
Galway, Midlands & West	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000

REGION	Financial Reporting Accountant		Treasury Accountant		Regulatory Accountant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	62,000	50,000-65,000	55,000	57,000-65,000	60,000
Cork & Region	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000
Limerick & Mid-West	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000
Galway, Midlands & West	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000

REGION	Senior Regulatory Accountant		Insurance Accountant		Reinsurance Accountant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	55,000-65,000	60,000	55,000-65,000	60,000
Cork & Region	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000
Limerick & Mid-West	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000
Galway, Midlands & West	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000

REGION	Aircraft Leasing Accountant 1-3 years' experience		Aircraft Leasing Accountant 4+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-65,000	63,000	65,000-75,000	70,000
Cork & Region	50,000-60,000	55,000	58,000-65,000	60,000
Limerick & Mid-West	50,000-60,000	55,000	58,000-65,000	60,000
Galway, Midlands & West	50,000-60,000	55,000	58,000-65,000	60,000

REGION	Financial Analyst 2 years' PQE		Senior Financial Analyst		Commercial Finance Analyst	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	65,000-75,000	70,000	65,000-75,000	70,000
Cork & Region	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000
Limerick & Mid-West	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000
Galway, Midlands & West	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000

REGION	Systems Accountant		Project Accountant		Internal Auditor Newly Qualified	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-80,000	78,000	70,000-80,000	75,000	55,000-65,000	57,000
Cork & Region	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000
Limerick & Mid-West	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000
Galway, Midlands & West	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000

REGION	Senior Auditor 2-5 years' PQE		Internal Audit Manager		Finance Business Partner	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	65,000-80,000	75,000	60,000-80,000	70,000
Cork & Region	55,000-65,000	60,000	55,000-65,000	60,000	50,000-70,000	60,000
Limerick & Mid-West	50,000-60,000	55,000	50,000-60,000	55,000	50,000-70,000	60,000
Galway, Midlands & West	50,000-60,000	55,000	50,000-60,000	55,000	50,000-70,000	60,000