

Insurance

# 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.

Our expertise and knowledge ensure you have access to the insurance experts you need to achieve your strategic goals. Whether your challenge is to balance technology adoption with maintaining the human touch, tackling evolving customer product preferences or building trust amongst stakeholders to boost retention and profitability – we are dedicated to providing professional talent who can embrace change and adapt seamlessly.

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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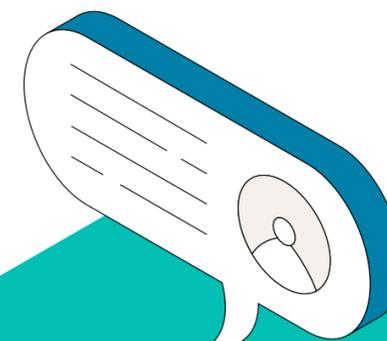
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## Methodology

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.



# INSURANCE

## Brokers

	Personal Lines Administrator		Personal Lines Team Leader		Personal Lines Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	29,000-32,000	30,000	35,000-45,000	37,000	45,000-65,000	52,000
Cork & Region	23,000-32,000	25,000	30,000-45,000	34,000	40,000-50,000	45,000
Limerick & Mid-West	23,000-32,000	25,000	30,000-45,000	34,000	40,000-50,000	45,000
Galway, Midlands & West	23,000-32,000	25,000	30,000-45,000	34,000	40,000-50,000	45,000

	Commercial Account Executive		Commercial Account Manager		Corporate Broker	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-65,000	54,000	50,000-70,000	58,000	55,000-75,000	65,000
Cork & Region	40,000-60,000	48,000	40,000-60,000	50,000	50,000-65,000	52,000
Limerick & Mid-West	40,000-60,000	48,000	40,000-60,000	50,000	50,000-65,000	52,000
Galway, Midlands & West	40,000-60,000	48,000	40,000-60,000	50,000	50,000-65,000	52,000

	Business Development Executive	
REGION	€ Range	€ Typical
Greater Dublin Area	40,000-55,000	50,000
Cork & Region	38,000-55,000	50,000
Limerick & Mid-West	38,000-55,000	50,000
Galway, Midlands & West	38,000-55,000	50,000

## Claims

	Claims Handler		Senior Claims Handler		Team Leader	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-42,000	37,000	40,000-50,000	50,000	47,000-60,000	54,000
Cork & Region	25,000-35,000	29,000	32,000-50,000	43,000	35,000-52,000	42,000
Limerick & Mid-West	25,000-35,000	29,000	32,000-50,000	43,000	35,000-52,000	42,000
Galway, Midlands & West	25,000-35,000	29,000	32,000-50,000	43,000	35,000-52,000	42,000

	Claims Manager	
REGION	€ Range	€ Typical
Greater Dublin Area	55,000-75,000	70,000
Cork & Region	45,000-60,000	55,000
Limerick & Mid-West	45,000-60,000	55,000
Galway, Midlands & West	45,000-60,000	55,000

## Underwriters

	Personal Lines Underwriter		Commercial Underwriter 1-4 years' experience		Commercial Underwriter 5+ years' experience	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	33,000-45,000	38,000	40,000-55,000	50,000	50,000-80,000	63,000
Cork & Region	25,000-40,000	35,000	40,000-50,000	45,000	45,000-60,000	55,000
Limerick & Mid-West	25,000-40,000	35,000	40,000-50,000	45,000	45,000-60,000	55,000
Galway, Midlands & West	25,000-40,000	35,000	40,000-50,000	45,000	45,000-60,000	55,000

	Business Development Underwriter	
REGION	€ Range	€ Typical
Greater Dublin Area	50,000-75,000	62,000
Cork & Region	45,000-70,000	55,000
Limerick & Mid-West	45,000-70,000	55,000
Galway, Midlands & West	45,000-70,000	55,000

## Life insurance

	Life Administrator		Senior Life Administrator		Group Pension Administrator	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	25,000-35,000	30,000	30,000-42,000	38,000	30,000-50,000	40,000
Cork & Region	22,000-26,000	25,000	25,000-35,000	30,000	25,000-40,000	32,000
Limerick & Mid-West	22,000-26,000	25,000	25,000-35,000	30,000	25,000-40,000	32,000
Galway, Midlands & West	22,000-26,000	25,000	25,000-35,000	30,000	25,000-40,000	32,000

	Life Underwriter		Life Underwriting Manager		Pension Consultant	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	40,000-55,000	47,000	55,000-80,000	65,000	50,000-100,000	65,000
Cork & Region	25,000-40,000	33,000	40,000-70,000	55,000	40,000-80,000	55,000
Limerick & Mid-West	25,000-40,000	33,000	40,000-70,000	55,000	40,000-80,000	55,000
Galway, Midlands & West	25,000-40,000	33,000	40,000-70,000	55,000	40,000-80,000	55,000

	Broker Consultant		Financial Advisor/Sales Consultant/Financial Planner	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	57,000	35,000-60,000	45,000
Cork & Region	35,000-65,000	47,000	28,000-45,000	37,000
Limerick & Mid-West	35,000-65,000	47,000	28,000-45,000	37,000
Galway, Midlands & West	35,000-65,000	47,000	28,000-45,000	37,000

# INSURANCE

## Reinsurance

	Reinsurance Trainee Underwriter		Reinsurance Underwriter		Reinsurance Underwriting Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	40,000	40,000-70,000	55,000	80,000-120,000	90,000
Cork & Region	28,000-40,000	35,000	35,000-65,000	50,000	60,000-100,000	70,000
Limerick & Mid-West	28,000-40,000	35,000	35,000-65,000	50,000	60,000-100,000	70,000
Galway, Midlands & West	28,000-40,000	35,000	35,000-65,000	50,000	60,000-100,000	70,000

## Captive insurance

	Captive Account Executive		Captive Account Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-50,000	47,000	45,000-80,000	57,000
Cork & Region	35,000-50,000	47,000	45,000-65,000	54,000
Limerick & Mid-West	35,000-50,000	47,000	45,000-65,000	54,000
Galway, Midlands & West	35,000-50,000	47,000	45,000-65,000	54,000

## Actuary

	Trainee Actuary		Part Qualified Actuary		Qualified Actuary	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000	40,000-70,000	55,000	70,000-120,000	95,000
Cork & Region	28,000-40,000	29,000	40,000-70,000	50,000	65,000-115,000	80,000
Limerick & Mid-West	28,000-40,000	29,000	40,000-70,000	50,000	65,000-115,000	80,000
Galway, Midlands & West	28,000-40,000	29,000	40,000-70,000	50,000	65,000-115,000	80,000

	Actuarial Manager		Chief Actuary	
REGION	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-140,000	125,000	160,000-270,000	220,000
Cork & Region	70,000-120,000	100,000	150,000-270,000	190,000
Limerick & Mid-West	70,000-120,000	100,000	150,000-270,000	190,000
Galway, Midlands & West	70,000-120,000	100,000	150,000-270,000	190,000

## Compliance

	Compliance Administrator		Compliance Executive		Compliance Manager	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-40,000	37,000	30,000-50,000	45,000	60,000-85,000	75,000
Cork & Region	28,000-35,000	30,000	30,000-50,000	45,000	60,000-80,000	70,000
Limerick & Mid-West	28,000-35,000	30,000	30,000-50,000	45,000	60,000-80,000	70,000
Galway, Midlands & West	28,000-35,000	30,000	30,000-50,000	45,000	60,000-80,000	70,000

	Head of Compliance	
REGION	€ Range	€ Typical
Greater Dublin Area	80,000-120,000	95,000
Cork & Region	80,000-120,000	95,000
Limerick & Mid-West	80,000-120,000	95,000
Galway, Midlands & West	80,000-120,000	95,000

## Risk

	Risk Analyst		Risk Manager		Head of Risk	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-50,000	42,000	55,000-80,000	65,000	85,000-115,000	90,000
Cork & Region	30,000-50,000	40,000	55,000-80,000	65,000	85,000-115,000	90,000
Limerick & Mid-West	30,000-50,000	40,000	55,000-80,000	65,000	85,000-115,000	90,000
Galway, Midlands & West	30,000-50,000	40,000	55,000-80,000	65,000	85,000-115,000	90,000