



Accountancy & Finance

Salary Guide

2019



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ACCOUNTANCY & FINANCE

In Demand for 2019



Industry

Hot Jobs

- Finance Manager
- Payroll Specialist
- GL Accountant
- Accounts Payable Specialist
- Part Qualified Accountant

Top Skills

- Accounts Preparation
- Auditing
- Financial Planning
- Financial Modelling
- Processing

“Robust Industry Market Showing No Signs of Effects from Negative External Factors”

The strength of the Irish economy has so far withstood the lingering threat of Brexit along with other potential external fears. This has afforded businesses within the industry the opportunity to grow and expand, creating jobs within the sector. We have seen vacancies at all levels being created, with the most significant increase appearing in the €50-60k bracket. Following the trend of 2018, multinational companies have continued to fuel the increase in salaries as competition for talent intensifies. The tech industry has also contributed to growth within the industry as multinational tech firms continue to expand, particularly in Dublin. We expect the accounting industry to continue to expand into 2019 as the Irish economy maintains its steady year on year growth.

Top Tip For 2019



As accountancy continues to digitalise, keep yourself up to date with the latest courses on accounting systems or excel if you are not already an advanced user.

Salaries in 2019



For the foreseeable future, accountancy salaries will continue to steadily rise within all industry sectors following the trend of 2018. With most sub sectors benefiting from the growing economy, supply and demand issues will influence salaries at all levels with mid-level positions experiencing the highest rate of inflation.

Furthermore, growing economies overseas has increased the demand for talent by creating more jobs attracting potential candidates abroad. This has contributed to the steady rise of salaries at all levels.

INDUSTRY	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Accounts Assistant/Technician	28-30k	30-37k	39k +	24-28k	27-32k	33k +
Accounts Receivable/OTC	28-30k	30-37k	38k +	24-27k	27-32k	33k +
Accounts Payable/P2P	28-32k	32-37k	38k +	25-28k	28-33k	33k +
Accounts Payable Team Leader	40-42k	42-48k	48k +	33-36k	36-40k	40k +
Accounts Payable Manager	42-45k	46-55k	56k +	40-45k	45-48k	48k +
Credit Control	26-31k	32-37k	38k +	26-28k	28-30k	30k +
Credit Control/AR Team Leader	30-38k	38-45k	45k +	30-35k	35-38k	38k +
Credit Manager/AR Manager	44-50k	50-60k	60k +	40-45k	45-50k	50k +
Payroll Administrator	28-32k	33-38k	42k +	25-28k	28-30k	33k +
Payroll Manager	38-42k	43-50k	52k +	32-35k	35-40k	42k +
Part Qualified/Assistant GL Accountant	28-35k	35-43k	43k +	27-30k	30-36k	36k +
Finalist	38-42k	43-47k	48k +	35-40k	40-46k	46k +
Financial/GL/R2R Accountant	53-55k	56-62k	63k +	40-46k	46-52k	53k +
Treasury Accountant	52-54k	54-60k	62k +	40-45k	45-52k	52k +
Treasury Manager	58-64k	65-72k	73k +	50-55k	55-60k	65k +
Revenue Accountant	52-55k	55-60k	62k +	40-45k	45-47k	50k +
Revenue Manager	65-70k	70-75k	76k +	55-60k	60-65k	65k +
Regulatory Accountant	52-55k	56-60k	62k +	42-46k	46-50k	50k +
Regulatory Manager	65-70k	70-80k	80k +	55-60k	60-65k	70k +
Statutory Accountant	53-56k	57-61k	63k +	43-46k	46-50k	55k +
Cost Accountant	52-56k	56-62k	62k +	40-43k	43-47k	47k +
Management Accountant	53-55k	55-60k	60k +	40-42k	43-46k	48k +
Fixed Assets Accountant	52-55k	55-60k	60k +	40-43k	43-46k	47k +

INDUSTRY

DUBLIN

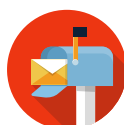
REST OF IRELAND

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Systems Accountant	53-58k	58-65k	65k +	40-43k	43-46k	47k +
Process Improvement Senior (LEAN, SOX, SIX Sigma, etc.)	65-70k	70-75k	75k +	46-52k	52-55k	56k +
Process Improvement Manager (LEAN, SOX, SIX Sigma, etc.)	80-90k	90-100k	100k +	55-60k	60-65k	65k +
Financial Analyst	53-58k	58-65k	66k +	70-75k	75-80k	80k +
FP&A Manager	65-70k	70-80k	80k +	43-47k	47-52k	53k +
VAT Accountant	52-55k	56-60k	60k +	56-60k	60-65k	65k +
VAT Manager	63-65k	66-75k	75k +	43-46k	46-50k	51k +
Tax Accountant	52-57k	58-62k	63k +	55-60k	60-65k	65k +
Tax Manager	63-66k	66-75k	75k +	43-47k	47-50k	50k +
Internal Auditor	53-58k	58-65k	68k +	60-65k	65-70k	70k +
Internal Audit Manager	70-80k	80-90k	90k +	43-45k	45-50k	55k +
Head of Audit & Compliance	84-90k	90-100k	100k +	67-70k	70-75k	75k +
Finance Manager	65-72k	72-77k	78k +	72-75k	75-80k	80-85k +
Financial Controller/Head of Finance	73-85k	85-95k	95k +	58-62k	62-65k	66k +
CFO/Financial Director	88-95k	100-110k	110k +	65-70k	70-75k	75k +

All salaries taken as annual in euros, based on working in Ireland. Bonus/car allowance not included. Figures are based on current market rates. Salaries are subject to variances based on the individual, the company size and other external factors. Parameters indicate the highest and lowest salary level for each position.



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Hot Jobs

- Regulatory Accountant
- Regulatory Manager
- Financial Reporting Accountant (Funds)
- Product Control / Treasury Accountant

Top Skills

- Regulatory Reporting
- Auditing
- Financial analysis
- Business partnering
- People management

“Financial Services BREXIT jobs continue to arrive in Ireland”

The financial services market has continued to expand in 2018. The Irish economy has played a part; however, it is BREXIT that has played the most significant role in job creation over the past 12 months with several large financial services companies growing their presence in Ireland, particularly within their regulatory and treasury teams.

Whilst many of the domestic banks and established financial services companies in Ireland have not significantly grown in 2018, the confidence in the jobs market has resulted in opportunities in these institutions as a higher degree of staff turnover has transpired.

Top Tip For 2019



Understand the factors influencing the economy and the financial services companies you are looking to work for. This is a typical question you may be asked in an interview with a financial services company.

Salaries in 2019



Salaries in the financial services sector have risen over the past 12 months with the increased competition for talent coming mainly from the new jobs being created by BREXIT. The most notable increases have been in the mid and upper mid-levels (€50-75k).

It is anticipated that salaries will continue to rise in 2019 as the additional accountancy jobs that have been introduced create ‘churn’ in the market and supply and demand factors play a role in ensuring that salary growth is a reality.

FINANCIAL SERVICES

DUBLIN

REST OF IRELAND

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Accounts Receivable	28-35k	35-40k	40k +	28-34k	34-26k	36k +
Accounts Payable	28-35k	35-40k	40k +	28-34k	34-26k	36k +
Transfer Pricing Specialist	50-55k	55-60k	65k +	40-46k	46-56k	56k +
Group Accountant	55-60k	60-65k	65k +	45-55k	55-58k	58k +
Statutory Accountant	55-60k	60-65k	65k +	45-55k	55-58k	58k +
Financial Planning and Analysis	55-60k	60-65k	65k +	45-55k	55-58k	58k +
MI Analyst	52-56k	56-65k	65k +	45-55k	55-58k	58k +
Business Analyst	48-54k	54-58k	58k +	42-49k	49-53k	53k +
Pensions Accountant	45-52k	52-57k	57k +	42-49k	49-53k	53k +
Solvency II Accountant	45-52k	52-57k	57k +	47-53k	53-57k	57k +
Part Qualified Accountant (Reg Reporting, Fin Reporting, Global markets, Group finance etc)	38-43k	43-46k	46k +	32-36k	36-42k	42k +
SPV Accountant	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Sox Accountant	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Compliance Accountant	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Treasury Accountant	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Internal Auditor	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Regulatory Reporting Accountant (Qualified)	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Financial Reporting Accountant (Qualified)	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Finance Analyst (Qualified)	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Management Accountant (Qualified)	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Financial Accountant (Qualified)	53-62k	62-68k	68k +	49-54k	54-57k	57k +
Compliance Manager	63-72k	75-87k	87k +	58-64k	64-68k	68k +
Treasury Manager	63-72k	75-87k	87k +	58-64k	64-68k	68k +
Internal Audit Manager	62-66k	66-76k	76k +	58-64k	64-68k	68k +
Finance Manager	62-66k	66-76k	76k +	58-64k	64-70k	70k +
Financial Reporting Manager	62-66k	66-76k	76k +	58-64k	64-70k	70k +
Head of Financial Reporting	77-87k	87-97k	97k +	70-80k	80-84k	84k +
Financial Controller	77-87k	87-97k	97k +	68-72k	72-76k	76k +
Finance Director	90-105k	105-125k	125k +	85-95k	95-105k	105k +

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