

Accountancy &
Finance
Salary Guide 2021



Sigmar Recruitment, established in 2002, is a leading Irish recruitment services company with 14 specialist divisions across the entire recruitment process and managed service spectrum.

Winner of 50 awards for recruitment excellence and workplace culture, we employ over 150 industry specialists in Dublin, Cork, Galway, Athlone and Tralee.

Our experience extends across: Accountancy & Finance, Construction & Property Services, Engineering & Manufacturing, Financial Services, HR, Insurance, IT, Legal & Compliance, Life Sciences, Marketing, Multilingual, Office Support, Sales and Supply Chain.

Find out more about us at www.sigmar.ie

Accountancy & Finance

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	30-32k	33-39k	40k +	26-30k	29-34k	34k +
Accounts Receivable/OTC	30-32k	33-39k	40k +	26-29k	29-34k	34k +
Accounts Payable/P2P	30-32k	33-39k	40k +	26-30k	29-34k	34k +
Accounts Payable Team Leader	42-44k	44-49k	50k +	35-38k	38-42k	42k +
Accounts Payable Manager	43-47k	48-56k	57k +	42-47k	47-50k	50k +
Credit Control	28-32k	33-38k	39k +	26-28k	28-32k	32k +
Credit Control/AR Team Leader	32-39k	40-45k	46k +	32-37k	37-40k	40k +
Credit Manager/AR Manager	45-51k	52-62k	63k +	42-47k	47-52k	52k +
Payroll Administrator	30-33k	34-39k	42k +	27-30k	30-32k	33k +
Payroll Manager	40-44k	45-55k	55k +	35-37k	37-40k	42k +
Part Qualified/Assistant GL Accountant	30-35k	35-43k	43k +	27-30k	30-36k	36k +
Finalist	40-44k	44-48k	48k +	35-40k	40-46k	46k +
Financial/GL/R2R Accountant	55-58k	59-64k	65k +	42-48k	50-54k	54k +
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 +	42-45k	45-49k	50k +
Revenue Manager	65-70k	70-75k	76k +	55-60k	60-65k	65k +
Regulatory Accountant	55-58k	58-65k	65k +	44-48k	48-52k	52k +
Regulatory Manager	65-70k	70-80k	80k +	55-60k	60-65k	70k +
Statutory Accountant	55-58k	58-63k	63k +	45-48k	48-52k	55k +
Cost Accountant	55-58k	58-63k	63k +	42-45k	45-49k	49k +

Accountancy & Finance

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
Management Accountant	55-58k	58-62k	62k +	44-46k	46-48k	48k +
Fixed Assets Accountant	52-55k	55-60k	60k +	40-43k	43-46k	47k +
Systems Accountant	55-58k	58-65k	65k +	46-52k	52-55k	56k +
Process Improvement Senior (LEAN, SOX, SIX Sigma, etc.)	65-70k	70-75k	75k +	55-60k	60-65k	65k +
Process Improvement Manager (LEAN, SOX, SIX Sigma, etc.)	80-90k	90-100k	100k +	70-75k	75-80k	80k +
Financial Analyst	55-60k	60-67k	67k +	45-49k	49-54k	54k +
FP&A Manager	68-75k	75-83k	85k +	56-60k	60-65k	65k +
VAT Accountant	55-60k	60-63k	64k +	45-50k	50-53k	53k +
VAT Manager	65-68k	68-78k	78k +	60-65k	65-70k	70k +
Tax Accountant	55-60k	60-63k	64k +	45-50k	50-53k	53k +
Tax Manager	65-68k	68-78k	78k +	60-65k	65-70k	70k +
Internal Auditor	55-59k	60-65k	68k +	43-45k	45-50k	55k +
Internal Audit Manager	72-82k	82-92k	93k +	67-70k	70-75k	75k +
Head of Audit & Compliance	85-90k	90-100k	100k +	72-75k	75-80k	80-85k +
Finance Manager	65-72k	72-77k	78k +	58-62k	62-65k	66k +
Financial Controller/Head of Finance	75-85k	85-95k	100k +	65-70k	70-75k	75k +
CFO/Financial Director	90-105k	105-125k	125k +	75-80k	85-95k	100k +

Accountancy & Finance

FINANCIAL SERVICES

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
Accounts Receivable	30-36k	35-40k	40k +	29-35k	32-36k	36k +
Accounts Payable	30-36k	35-40k	40k +	28-34k	34-36k	36k +
Transfer Pricing Specialist	55-60k	60-68k	68k +	40-46k	46-56k	56k +
Group Accountant	55-60k	60-68k	68k +	45-55k	55-58k	58k +
Statutory Accountant	55-60k	60-68k	68k +	45-55k	55-58k	58k +
Financial Planning and Analysis	55-60k	60-68k	68k +	45-55k	55-58k	58k +
MI Analyst	52-56k	56-65k	65k +	45-55k	55-58k	58k +
Business Analyst	50-55k	55-60k	60k +	42-49k	49-53k	53k +
Pensions Accountant	45-52k	52-58k	58k +	42-49k	49-53k	53k +
Solvency II Accountant	55-60k	60-65k	65k +	47-53k	53-57k	57k +
Part Qualified Accountant (Reg Reporting, Fin Reporting, Global Markets, Group Finance...)	38-43k	43-46k	46k +	32-36k	36-42k	42k +
SPV Accountant	55-60k	60-68k	68k +	49-54k	54-57k	57k +
Compliance Accountant	55-60k	60-68k	68k +	49-54k	54-57k	57k +
Treasury Accountant	55-60k	60-68k	68k +	49-54k	54-57k	57k +
Internal Auditor	55-60k	60-70k	70k +	49-54k	54-57k	57k +
Regulatory Reporting Accountant (Qualified)	55-60k	60-68k	68k +	49-54k	54-57k	57k +
Financial Reporting Accountant (Qualified)	55-60k	60-68k	68k +	49-54k	54-57k	57k +
Finance Analyst (Qualified)	55-60k	60-68k	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 +

Accountancy & Finance

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
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	87-100k	100k +	70-80k	80-84k	84k +
Financial Controller	77-87k	87-100k	100k +	68-72k	72-76k	76k +
Finance Director	90-105k	105-130k	130k +	85-95k	95-110k	110k +

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.

Accountancy & Finance

TEMP & CONTRACT RATES

PER HOUR

PER DAY

	PER HOUR			PER DAY		
	Low	High	Average	Low	High	Average
Billing Administrator	14	18	16	112	144	128
Accounts Assistant	15	20	18	120	160	144
Accounts Receivable Specialist	15	20	18	120	160	144
Accounts Payable Manager	20	32	28	160	256	224
Payroll Specialist	15	30	23	120	240	184
Payroll Manager	26	40	35	208	320	280
Financial Planning and Analysis Manager	31	44	41	248	352	328
Tax Analyst	31	36	33	248	288	264
Tax Manager	36	49	41	288	392	328
Financial Accountant	25	36	33	200	288	264
Revenue Accountant	27	34	30	216	272	240
Systems Accountant	31	41	36	248	328	288
Project Accountant	29	42	36	232	336	288
Finance Business Partner	29	41	36	232	328	288
Finance Manager	36	51	40	288	408	320
FP&A Manager	36	49	42	288	392	336
Head of FP&A	50	90	60	400	720	480
Group Financial Controller	41	58	51	328	464	408
Financial Director	51	92	62	408	736	496

Contact Us

Dublin

13 Hume Street,
Dublin 2
D02 F861
Tel:+353 (0)1 4744600
Email: info@sigmar.ie

Galway

Dockgate, Dock Road,
Galway
T12 F611
Tel:+353 (0)91 563868
Email: galway@sigmar.ie

Tralee

Liber House, Monavalley
Business Park, Tralee, Co.Kerry
V92 NN80
Tel: +353 (0)66 4012325
Email: tralee@sigmar.ie

Cork

1 George's Quay,
Ballintemple, Cork
T12 X0DX
Tel:+353 (0)21 431 5770
Email: cork@sigmar.ie

Athlone

14 Sean Costello Street,
Athlone, Co. Westmeath
N37 R970
Tel: +353 (0)90 6413973
Email: athlone@sigmar.ie

www.sigmar.ie

Sigmar 
Recruitment