

Financial Services Salary Guide 2021

A woman with blonde hair and glasses, wearing a denim shirt, is smiling while looking at a laptop screen. She is sitting at a desk with a white coffee cup on a saucer, a notebook, and a pencil. The background is a blurred office environment. The entire image has a blue tint.

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.

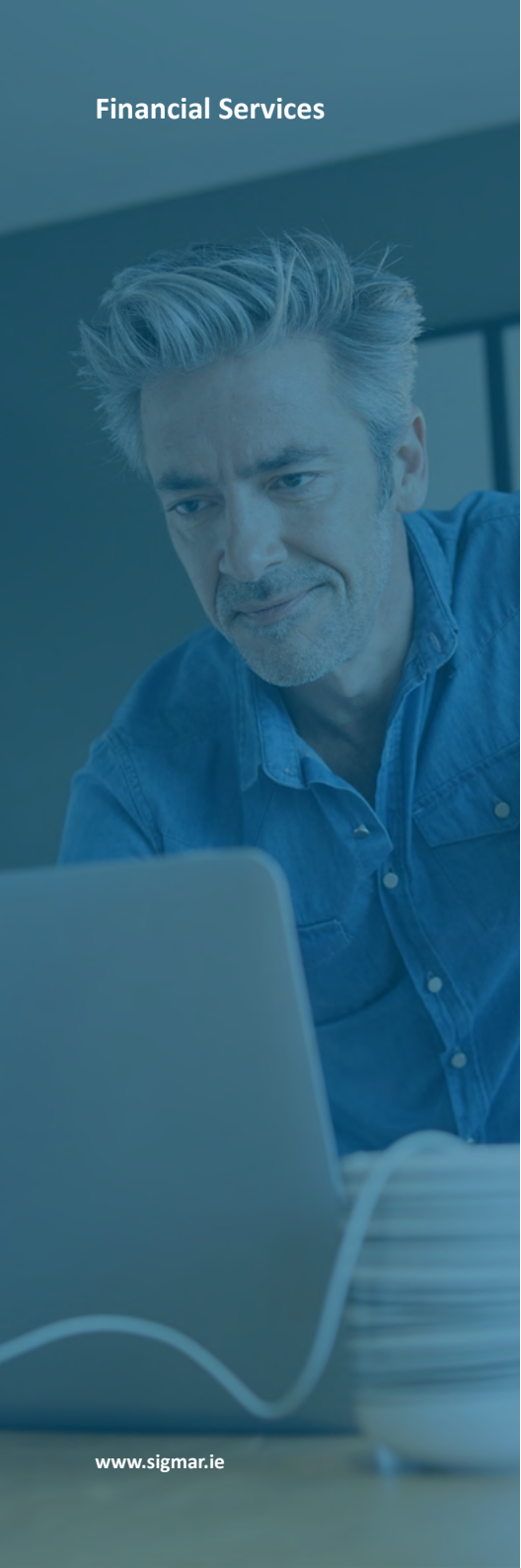
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FUND ADMINISTRATION	Annual Salary (€)
Graduate	26-31k
Fund Accountant	28-35k
Senior Fund Accountant	35-42k
Fund Accounting Team Leader	45-55k
Fund Accounting Assistant Manager	50-65k
Fund Accounting Manager	65-85k
Senior Fund Accounting Manager	70-90k
VP Fund Accounting	85-120k
Director Fund Accounting	100-150k
Director of Operations	180-230k
MD Funds	170-250k
Head of, Board Level	200-350k

TRANSFER AGENCY	Annual Salary (€)
Graduate	26-31k
Transfer Agency Administrator	28-33k
Senior Transfer Agency Administrator	32-42k
Transfer Agency Supervisor	45-50k
Transfer Agency Assistant Manager	45-50k
Transfer Agency Manager	55-80k
Transfer Agency Senior Manager	80-95k
Head of Transfer Agency	90-150k
MD Transfer Agency	140-180k

FINANCIAL REPORTING	Annual Salary (€)
Graduate	26-31k
Financial Reporting Administrator	28-33k
Financial Reporting Senior Administrator	35-44k
Financial Reporting Supervisor	40-50k
Financial Reporting Assistant Manager	45-60k
Financial Reporting Manager	60-80k
Financial Reporting Senior Manager	80-95k
Head of Financial Reporting	90-140k
MD Financial Reporting	120-170k

TRUSTEE/DEPOSITARY	Annual Salary (€)
Graduate	26-31k
Trustee/Depositary Administrator	30-40k
Trustee/Depositary Senior Administrator	35-45k
Trustee/Depositary Supervisor	40-55k
Trustee/Depositary Assistant Manager	48-65k
Trustee/Depositary Manager	65-90k
Trustee/Depositary Senior Manager	75-95k
Head of Trustee	90-180k
MD Trustee/Depositary	150-220k



FRONT OFFICE

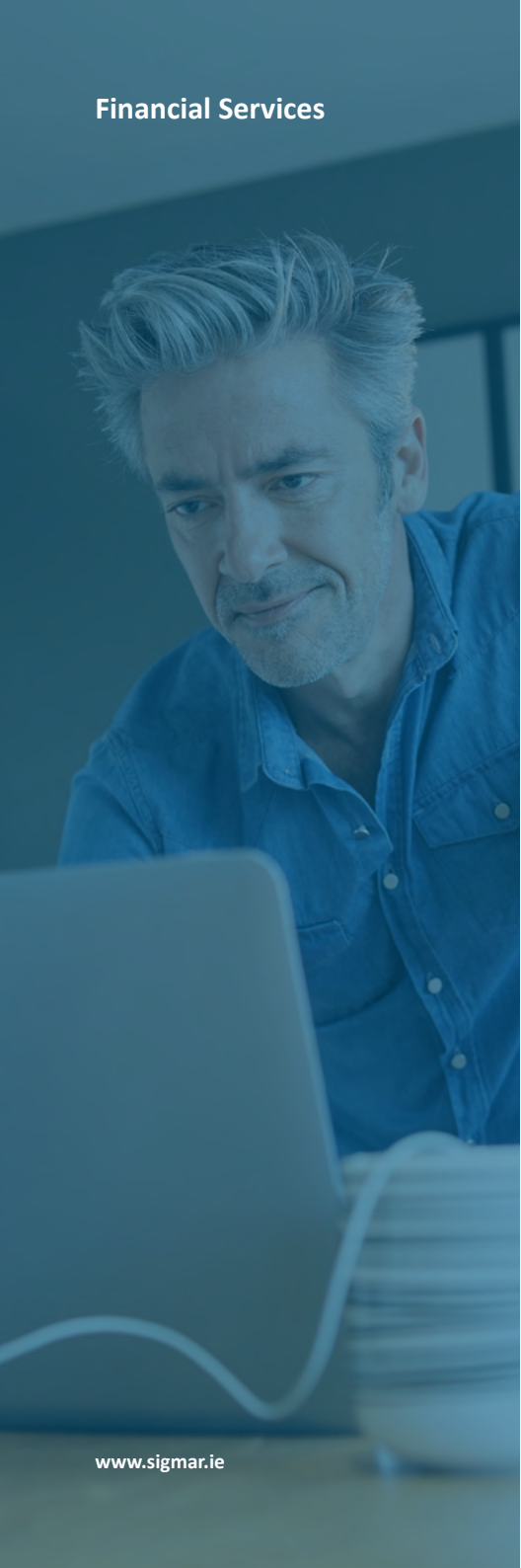
	Annual Salary (€)
Investment Analyst	35-75k
Investment Manager	75-110k

MIDDLE OFFICE

	Annual Salary (€)
Graduate	26-31k
Middle Office Administrator	30-40k
Middle Office Senior Administrator	35-45k
Middle Office Supervisor	40-55k
Middle Office Manager	55-70k
Senior Manager Middle Office	70-90k
Head of Middle Office	100-160k
MD Middle Office	150-220k

CUSTODY

	Annual Salary (€)
Graduate	25-31k
Custody Administrator	28-33k
Custody Senior Administrator	30-38k
Custody Supervisor	38-50k
Custody Manager	65-75k
Senior Manager Custody	75-100k
Head of Custody	90-140k

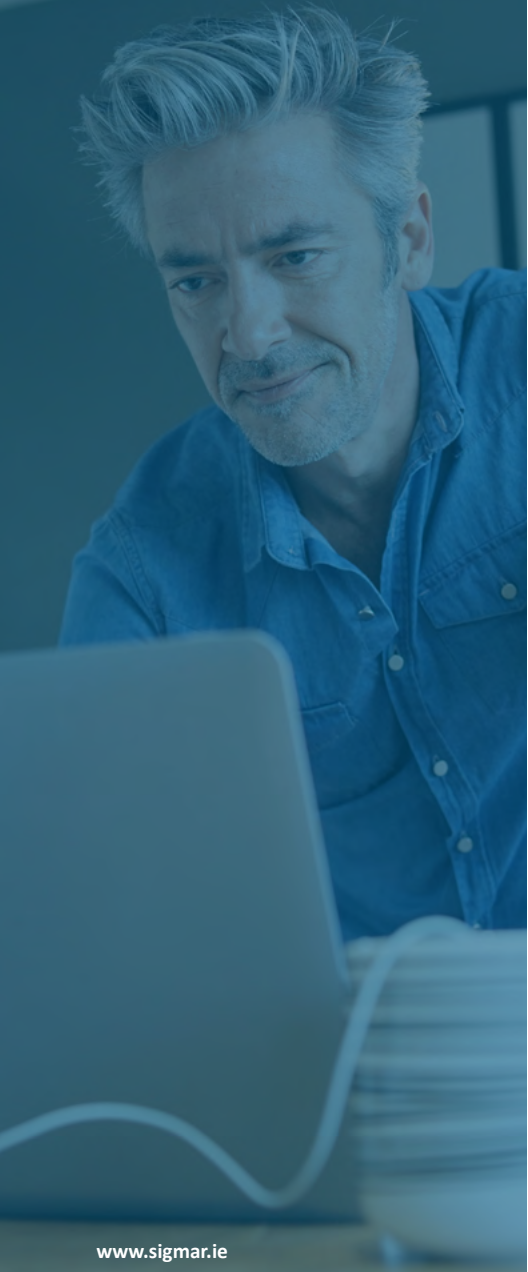


COMPLIANCE

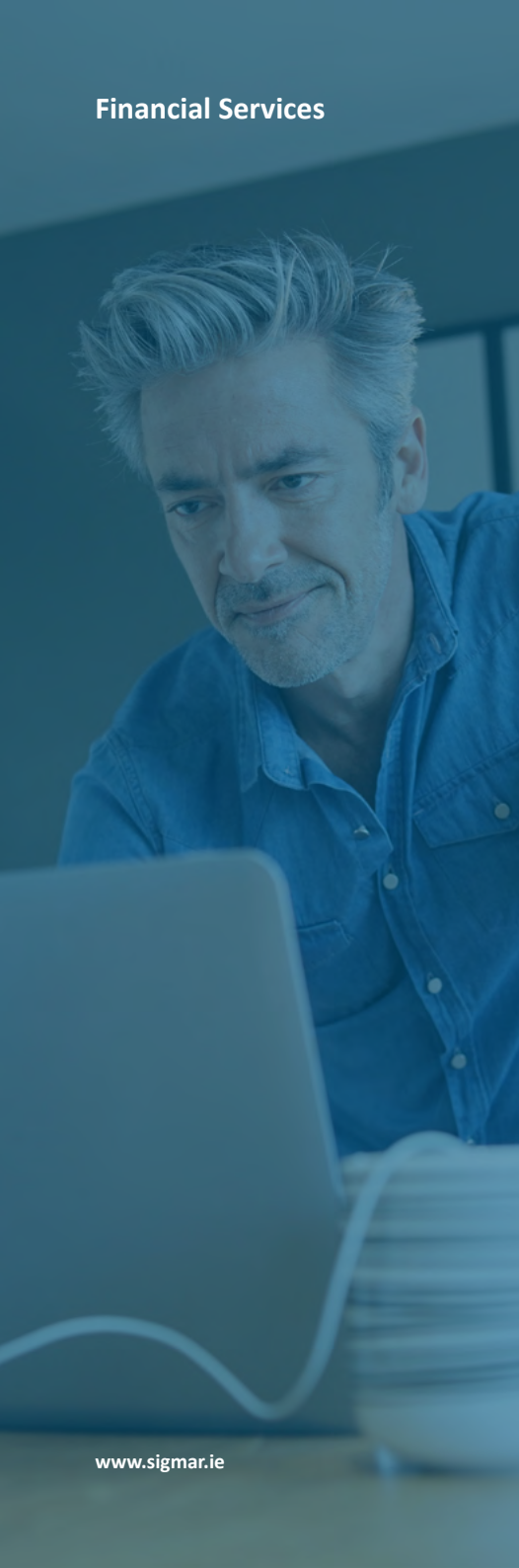
	Annual Salary (€)
Graduate	26-32k
AML/KYC Analyst	36-50k
Compliance Administrator	30-40k
Compliance Senior Administrator	38-50k
Compliance Supervisor	45-60k
Compliance Manager	65-80k
Senior Compliance Manager	75-110k
Head of Compliance	110-160k
CCO	140-240k

OPERATIONS

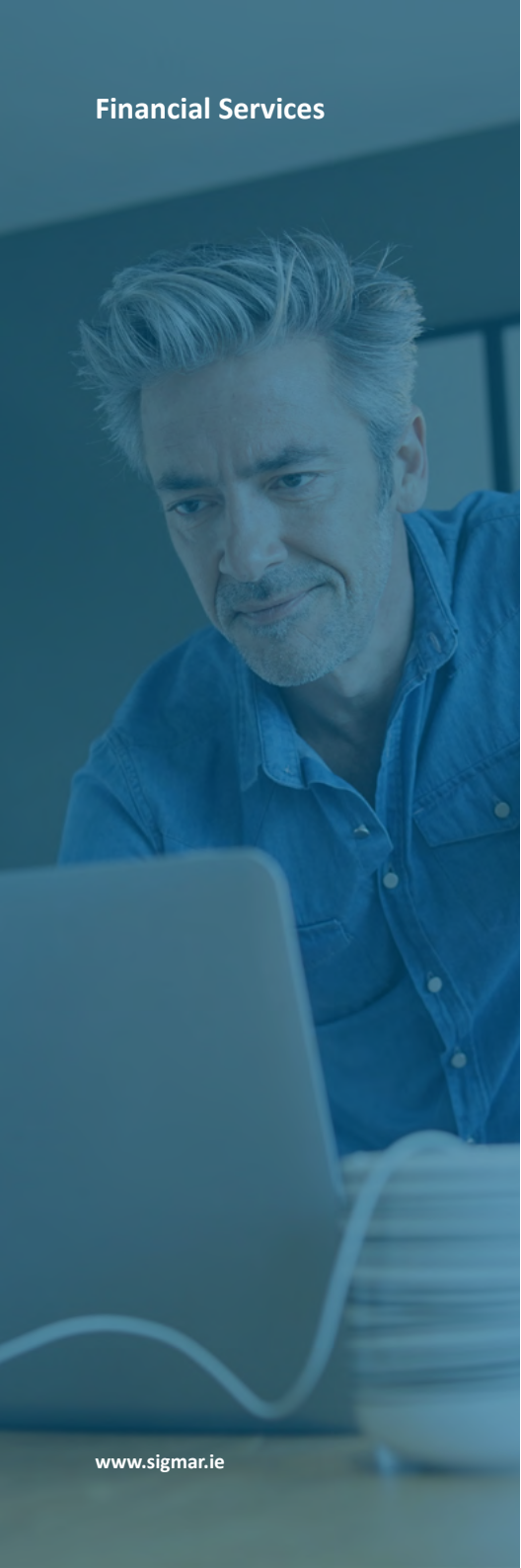
	Annual Salary (€)
Operations Analyst	28-45k
Operations Supervisor	45-55k
Operations Manager	60-75k
Senior Operations Manager	75-90k
Head of Operations	90-110k



RISK	Annual Salary (€)
Junior Risk Analyst	30-40k
Senior Risk Analyst	55-75k
Risk Manager	75-90k
Senior Risk Manager	90-130k
Operational Risk Analyst	35-45k
Operational Risk Specialist	50-70k
Operational Risk Manager	70-90k
Senior Operational Risk Manager	90-110k
Market Risk Analyst	40-65k
Market Risk Specialist	50-70k
Market Risk Manager	70-90k
Senior Market Risk Manager	90-120k
Risk Modeller Specialist	70-90k
Quantitative Risk Analyst	35-60k
Quantitative Risk Specialist	50-75k
Quantitative Risk Manager	70-100k
Senior Quantitative Risk Manager	90-130k
Enterprise Wide Risk Analyst	35-45k
Enterprise Wide Risk Specialist	50-65k
Enterprise Wide Risk Manager	65-90k
Senior Enterprise Wide Risk Manager	90-120k
Fraud Risk Analyst	30-40k
Fraud Risk Specialist	45-55k
Fraud Risk Manager	60-70k
Senior Fraud Risk Manager	70-100k
Head of Risk	120-200k
CRO	140-240k



TREASURY & PAYMENTS	Annual Salary (€)
Treasury Settlements Admin	28-45k
Treasury Trader	45-90k
Treasury Senior Trader	90-145k
Treasury Sales Manager	50-65k
Payments Analyst	28-35k
Treasury Analyst	30-40k
Senior Payments Administrator	35-55k
Senior Treasury Administrator	35-50k
Payments Team Leader	45-55k
Treasury Team Leader	45-55k
Payments Manager	60-80k
Treasury Manager	60-110k
Head of Payments	90-110k
Head of Treasury	90-120k



LENDING/RESTRUCTURING

	Annual Salary (€)
Loans Administrator	30-50k
Financial Services Administrator	28-35k
Underwriter	30-50k
Credit Analyst	30-40k
Senior Credit Analyst	40-50k
Portfolio Manager	50-95k
Resolution/Restructuring Customer Services	35-45k
Resolutions/Restructuring Executive	35-45k
Resolutions/Restructuring Team Leader	50-60k
Resolutions/Restructuring Manager	60-75k
Mortgage Customer Services	28-35k
Mortgage Underwriter	35-50k
Mortgage Consultant	35-50k
Mortgage Manager	50-70k
Litigation Executive	35-45k
Litigation Team Leader	50-60k
Litigation Manager	70-80k

PROJECT MANAGEMENT

	Annual Salary (€)
Business Analyst	40-70k
Senior Business Analyst	65-85k
Project Manager	70-90k
Programme Manager	80-100k
Senior Programme Manager	90-130k

Financial Services

RELATIONSHIP MANAGEMENT

	Annual Salary (€)
Relationship Manager	55-80k
Senior Relationship Manager	85-110k
Head of Relationship Management	110-140k
Investor Services Analyst	28-32k
Investor Services Senior Analyst	35-42k
Investor Services Team Leader	40-55k
Investor Services Assistant Manager	50-65k
Investor Services Manager	65-80k

RETAIL BANKING

	Annual Salary (€)
Customer Service Administrator	25-35k
Financial Advisor	30-50k
Team Leader	35-45k
Business Manager	40-60k
Assistant Branch Manager	45-55k
Branch Manager	50-70k
Area Manager	70-90k
Head of Business Function	90-130k

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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