



FINANCIAL SERVICES & INSURANCE SALARY GUIDE 2022

Sigmar 
Recruitment



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

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.

Financial Services

FUND ADMINISTRATION

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Graduate	26-33k
Fund Accountant	28-35k
Senior Fund Accountant	35-45k
Fund Accounting Team Leader	45-55k
Fund Accounting Assistant Manager	50-65k
Fund Accounting Manager	65-85k
Senior Fund Accounting Manager	80-110k
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

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Graduate	26-31k
Transfer Agency Administrator	30-35k
Senior Transfer Agency Administrator	35-45k
Transfer Agency Supervisor	45-50k
Transfer Agency Assistant Manager	45-55k
Transfer Agency Manager	55-80k
Transfer Agency Senior Manager	80-100k
Head of Transfer Agency	100-150k
MD Transfer Agency	140-180k

FINANCIAL REPORTING

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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

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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

Financial Services

FRONT OFFICE

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Investment Analyst	35-75k
Investment Manager	75-130k

MIDDLE OFFICE

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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

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Graduate	25-31k
Custody Administrator	28-35k
Custody Senior Administrator	30-40k
Custody Supervisor	40-55k
Custody Manager	55-75k
Senior Manager Custody	75-100k
Head of Custody	90-140k

COMPLIANCE

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Graduate	26-32k
AML/KYC Analyst	36-55k
Compliance Administrator	35-45k
Compliance Senior Administrator	40-55k
Compliance Supervisor	50-65k
Compliance Manager	65-80k
Senior Compliance Manager	75-115k
Head of Compliance	110-160k
CCO	150-250k

OPERATIONS

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Operations Analyst	28-45k
Operations Supervisor	45-65k
Operations Manager	65-80k
Senior Operations Manager	75-90k
Head of Operations	90-120k

Financial Services

RISK

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Junior Risk Analyst	30-45k
Senior Risk Analyst	55-75k
Risk Manager	75-90k
Senior Risk Manager	90-130k
Operational Risk Analyst	35-50k
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	30-45k
Fraud Risk Specialist	45-55k

RISK

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Fraud Risk Manager	60-75k
Senior Fraud Risk Manager	75-100k
Head of Risk	120-200k
CRO	140-240k

TREASURY & PAYMENTS

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Treasury Settlements Admin	28-45k
Treasury Trader	45-90k
Treasury Senior Trader	90-145k
Treasury Sales Manager	55-70k
Payments Analyst	28-35k
Treasury Analyst	30-45k
Senior Payments Administrator	35-55k
Senior Treasury Administrator	35-50k
Payments Team Leader	45-65k
Treasury Team Leader	45-65k
Payments Manager	65-80k
Treasury Manager	60-110k
Head of Payments	90-120k
Head of Treasury	90-150k

Financial Services

LENDING/RESTRUCTURING

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Loans Administrator	35-50k
Financial Services Administrator	30-35k
Underwriter	30-55k
Credit Analyst	30-45k
Senior Credit Analyst	45-70k
Portfolio Manager	50-95k
Resolution/Restructuring Customer Services	35-45k
Resolutions/Restructuring Executive	40-50k
Resolutions/Restructuring Team Leader	50-70k
Resolutions/Restructuring Manager	60-80k
Mortgage Customer Services	28-35k
Mortgage Underwriter	35-50k
Mortgage Consultant	35-50k
Mortgage Manager	50-70k
Litigation Executive	35-45k
Litigation Team Leader	50-65k
Litigation Manager	70-80k

PROJECT MANAGEMENT

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Business Analyst	40-70k
Senior Business Analyst	65-85k
Project Manager	70-100k
Programme Manager	80-140k
Senior Programme Manager	110-150k

RELATIONSHIP MANAGEMENT

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Relationship Manager	55-85k
Senior Relationship Manager	85-110k
Head of Relationship Management	110-145k
Investor Services Analyst	28-35k
Investor Services Senior Analyst	35-45k
Investor Services Team Leader	45-60k
Investor Services Assistant Manager	60-70k
Investor Services Manager	70-90k

RETAIL BANKING

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Customer Service Administrator	25-35k
Financial Advisor	30-50k
Team Leader	45-60k
Business Manager	55-70k
Assistant Branch Manager	45-60k
Branch Manager	60-80k
Area Manager	70-100k
Head of Business Function	90-150k

Insurance

GENERAL INSURANCE

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Cutomer Service	25-35k
Claims Handler (1-5 years)	25-35k
Claims Handler (5+ years)	40-55k
Claims Team Lead	50-65k
Claims Manager	65-90k
Head of Claims	85-145k
Underwriter (1-5 years)	28-55k
Underwriter (5-10 years)	55-90k
Underwriting Manager	75-110k
Head of Underwriting	90-140k
Product Executive	35-60k
Product Manager	55-100k
Broker Development/Relationship Manager (1-5 years)	45-65k
Broker Development/Relationship Manager (5-10 years)	65-100k

GENERAL INSURANCE BROKER

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Personal Lines Broker (1-3 years)	24-30k
Personal Lines Broker (3-5 years)	30-35k
Broker Administrator	25-40k
Personal Lines Team Leader	40-60k
Manager	50-70k
Commercial Account Handler (1-5 years)	30-50k
Commercial Account Handler (5-10 years)	50-70k
Commercial Account Executive (1-5 years)	35-50k (base)
Commercial Account Executive (5+ years)	50-100k (base)

LIFE & PENSIONS

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Claims Officer	25-40k
Claims Team Leader	40-55k
Claims Manager	65-90k
Sales Agent	25-40k
Life/Pensions Admin (1-3 years)	28-40k
Life/Pensions Admin (3+ years)	40-60k
Pensions Manager	55-80k
Pensions Consultant	50-65k
Relationship Manager	70-120k
Senior Underwriter (5-10 years)	50-80k
Head of Underwriting	80-125k
Investment Analyst	40-70k

LIFE & PENSIONS BROKER

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Customer Service/Contact Centre	25-30k
Client Services Executive	30-45k
Team Leader	40-65k
Operations Manager	50-70k
Financial Advisor (1-3 years)	30-40k (base)
Financial Advisor (3-5 years)	35-45k (base)
Financial Advisor (5 + years)	50-70k (base)

Insurance

CAPTIVE/REINSURANCE

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Captive Account Executive	35-55k
Captive Account Manager	60-90k
Captive Underwriter	35-55k
Reinsurance Claims Agent	35-65k
Reinsurance Claims Manager	75-125k
Reinsurance Account Manager	60-100k
Reinsurance Underwriter	65-125k

PROJECT & PRODUCT MANAGEMENT, OPERATIONS, GOVERNANCE, OUTSOURCING

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Operations Admin (1-3 years)	27-35k
Senior Operations Admin	35-45k
Operations Team Lead	40-55k
Insurance Analyst (1-3 years)	30-40k
Insurance Analyst (3-7 years)	40-55k
Governance/Regulatory Analyst	30-40k
Governance/Regulatory Specialist	40-60k
Vendor/Outsourcing Analyst	35-45k
Vendor Manager	50-70k
Product Development Specialist	40-55k
Senior Product Development Specialist	55-75k
Project/Change Manager	50-80k

RISK & COMPLIANCE

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Risk Analyst (1-4 years)	32-50k
Risk Officer (5-8 years)	50-80k
Risk Manager	80-100k
Compliance Admin	28-35k
Compliance Analyst	35-55k
Compliance Officer	50-75k
Senior Compliance Officer/Senior Manager	75-110k
Head of Compliance/Head of Risk	100-150k
Chief Risk Officer/Chief Compliance Officer	120-200k

ACTUARIAL

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Graduate/Trainee Actuary	35-50k (base)
Part Qualified Actuary	45-65k
Newly Qualified Actuary	65-90k
Senior Actuary (3+ years PQE)	90-140k
Head of/Chief Actuary	160-280k

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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