

SALARY GUIDE

Financial Services



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2020

Financial Services

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Market Trends

As the 4th largest provider of wholesale financial services in the EU, Ireland is a leading hub of financial excellence. The sector employs approximately 42,000 people and contributes €2.3bn each year in taxes, creating lucrative opportunities for finance professionals. The vision of the IDA's 'Ireland for Finance' strategy is for this number to reach 50,000 by 2025, meaning a strong future for Ireland's finance industry.

Funds & Asset Management

The funds sector continues to grow in Dublin, with interest from both domestic and international investment and €4.2 trillion worth of assets under administration. We have seen welcomed expansion outside of the IFSC with Northern Trust in Limerick, BNP and Fidelity in Galway, State Street in Kilkenny and Naas, Hedgeserv, Citco, Alter Domus in Cork, and Opus and Carne in Wexford. The funds and asset management markets are highly dynamic and it is going to be extremely competitive when engaging talent in 2020. Companies are focusing on candidates who can transition into new roles from different financial services backgrounds. To facilitate this, there has been increased investment in training and upskilling for new hires.

Mancos

A number of international investment and asset managers have set up management companies (mancos) in Dublin, with 97 new licenses being authorised by the central bank across various UCITS, AIFM, and MIFID firms on the back of Brexit. Front-office compliance and risk candidates are in particular demand to support this.

Third-party management companies have experienced significant growth in 2019 and firms including KB Associates,

DMS, Carne and Bridge have all expanded, giving high-calibre funds services professionals the opportunity to move into a more dynamic area of the industry.

Banking

In the banking space, there has been extensive growth in corporate and investment with companies and international banks choosing to escalate their operations in Dublin. In 2017, Bank of America Merrill Lynch became the first major UK-based entity to select Dublin as its new base for EU operations. 29 financial services companies have relocated either people or services to Dublin from the UK, creating ample opportunities in the capital.

Candidates with APA or QFA qualifications are in high demand again for 2020. Business underwriters and credit analysts for the SME market also remain popular, which is a positive reflection on the current domestic demand for mortgages, motor and lending.

The Need to Upskill

The financial services market continues to flourish but technological advancements mean companies will have to focus on upskilling their people to stay relevant. The rise of industries like fintech and blockchain require new skills to stay competitive on a global scale, which may involve overseas recruitment strategies to leverage these skills.

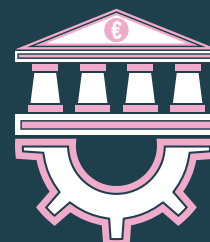
What Areas are Most in Demand?

- Fund Accounting
- Transfer Agency/Investor Services
- AML and Compliance
- Risk
- Credit Analyst
- Case Management
- Arrears
- Pensions

What is most important to you when choosing a role?



Career progression	28.09%	<div style="width: 28.09%;"></div>
Salary	26.97%	<div style="width: 26.97%;"></div>
Location	20.22%	<div style="width: 20.22%;"></div>
Fulfilling/ challenging work	15.73%	<div style="width: 15.73%;"></div>
Good culture	6.18%	<div style="width: 6.18%;"></div>
Benefits/ extra incentives	1.69%	<div style="width: 1.69%;"></div>
Other	1.12%	<div style="width: 1.12%;"></div>



* Figures based on financial services professionals who completed our survey.

FUND ADMINISTRATION

ROI €K P/A

Exec-Level Funds Services	Low	High
EMEA Head of, Board level	€220k	€350k
Managing Director, Funds	€190k	€260k
Director, Operations	€180k	€220k
Head of Sales EMEA	€120k	€160k
Chief Technology Officer	€150k	€220k
Chief Financial Officer	€120k	€160k
Chief Compliance Officer	€150k	€220k
MD, Trustee/Depository	€180k	€240k
Chief Risk Officer	€140k	€220k
Head of Product	€140k	€180k
Head of Operations Start-Up	€120k	€150k
Fund Accounting	Low	High
Managing Director, Fund Accounting (Multi-Jurisdictions)	€160k	€250k
Managing Director Fund Accounting	€130k	€160k
Director, Fund Accounting	€120k	€150k
Group Manager, VP	€90k	€120k
Senior Fund Accounting Manager	€75k	€90k
Fund Accounting Manager	€55k	€70k
Fund Accounting Supervisor	€48k	€55k
Senior Fund Accountant	€35k	€45k
Fund Accountant	€28k	€32k
Graduate Fund Accountant	€23k	€25k
Transfer Agency	Low	High
Managing Director, TA	€140k	€180k
Head of Transfer Agency	€110k	€150k
Director TA	€90k	€120k
Senior Transfer Agency Manager	€75k	€95k
Transfer Agency Manager	€60k	€75k
Transfer Agency Assistant Manager	€50k	€55k
Transfer Agency Supervisor	€45k	€54k
Senior Transfer Agency Administrator	€34k	€42k
Transfer Agency Administrator	€25k	€32k
Compliance	Low	High
Chief Compliance Officer	€150k	€240k
Head of Compliance	€120k	€160k
Senior Compliance Manager	€75k	€100k
Compliance Manager	€62k	€85k
Compliance Officer	€32k	€55k
Trustee	Low	High
Managing Director, Trustee/Depository	€180k	€240k
Head of Trustee	€120k	€180k
VP Trustee	€90k	€135k
Senior Trustee Manager	€75k	€90k
Trustee Manager	€60k	€75k
Trustee Supervisor	€45k	€54k
Senior Trustee Administrator	€32k	€42k
Trustee Administrator	€25k	€32k

ROI €K P/A

	Low	High
Middle Office		
Head of Middle Office	€120k	€160k
Director, Middle Office	€90k	€130k
Senior Manager	€70k	€90k
Manager, Middle Office	€55k	€70k
Supervisor	€48k	€55k
Senior Middle Office	€34k	€44k
Middle Office Administrator	€28k	€34k
Custody		
Head of Custody	€110k	€140k
Custody VP	€85k	€100k
Custody Manager	€60k	€70k
Custody Administration	€28k	€38k
Custody Supervisor	€50k	€60k
Custody Senior Analyst	€38k	€48k
Relationship Management		
Head of Relationship Management	€115k	€140k
Senior Relationship Manager	€90k	€110k
Client Relationship Manager	€60k	€85k
Financial Reporting		
MD, Financial Reporting	€140k	€180k
Head of Financial Reporting	€110k	€140k
Senior Manager Financial Reporting	€85k	€100k
Financial Reporting Manager	€65k	€80k
Financial Reporting Accountant	€50k	€60k
Financial Reporting Senior Associate	€35k	€50k
Financial Reporting Associate	€28k	€35k
BA/PM/Onboarding		
Chief Data Officer	€150k	€250k
Director, Client Onboarding	€120k	€140k
Business Transformation Programme Manager	€100k	€125k
Senior Programme Manager	€90k	€120k
Programme Manager	€80k	€100k
Project Manager	€70k	€90k
Senior Business Analyst	€70k	€85k
Business Analyst	€40k	€70k
Client Onboarding	€40k	€55k+
Risk and Control		
Head of Risk and Control (Multi-Jurisdictions)	€140k	€200k
Senior Manager Risk and Control	€95k	€125k
Risk And Control Manager	€75k	€90k
Senior Risk and Control Executive	€60k	€75k
Risk and Control Executive	€45k	€55k
Manco		
Head of Management Company	€140k	€170k
Senior Product Manager	€90k	€110k
Product Manager	€70k	€90k
Senior Relationship Manager	€90k	€120k
Relationship Manager	€70k	€90k
Senior Compliance Manager	€90k	€100k
Compliance Manager	€80k	€90k
Senior Product Manager	€90k	€110k

ROI €K P/A

Risk	Low	High
Head of Enterprise Risk	€140k	€200k
Senior Enterprise Risk Manager	€90k	€110k
Enterprise Risk Specialist	€50k	€70k
Reporting and Governance Manager	€80k	€100k
Regulatory Risk Manager	€80k	€100k
Operational Risk Manager	€65k	€100k
Operational Risk Analyst	€40k	€60k
Market Risk Manager	€70k	€100k
Market Risk Analyst	€40k	€65k
Liquidity Risk Manager	€70k	€100k
Liquidity Risk Analyst	€40k	€65k
Quantitative Retail Credit Risk	€45k	€100k
Senior Quantitative Analyst	€70k	€100k
Quantitative Analyst	€40k	€70k
Junior Risk Analyst	€30k	€40k
Compliance	Low	High
Chief Compliance Officer	€140k	€250k
Head of Compliance	€100k	€160k
Deputy Head of Compliance	€85k	€130k
Senior Manager Compliance & AML	€80k	€100k
Compliance Manager	€55k	€80k
Compliance Officer	€38k	€50k
AML/KYC Analyst	€35k	€50k
Compliance Administrator	€25k	€38k

CORPORATE/COMMERCIAL/INVESTMENT BANKING

ROI €K P/A

Retail Banking	Low	High
Head of Function	100k	150k
Area Manager	90k	130k
Data Protection Manager	80k	100k
Data Protection Officer	40k	80k
Control Manager	60k	80k
Branch Manager	75k	120k
Assistant Branch Manager	50k	70k
Business Manager	70k	90k
Financial Planning Consultant	45k	70k
Customer Service Officer	28k	35k
Mortgage Manager	55k	80k
Mortgage Consultant	30k	50k
Mortgage Underwriter	30k	60k
Mortgage Customer Services	28k	35k
Mortgage Arrears	35k	45k
Restructuring Manager	50k	90k
Restructuring Officer	35k	50k
Direct Sales	29k	40k
Junior Underwriter	35k	45k
Senior Underwriter	45k	60k
Mortgage Resolutions Analyst	35k	45k
Credit Analyst	35k	45k

CORPORATE/COMMERCIAL/INVESTMENT BANKING

ROI €K P/A

Retail Banking (Continued)	Low	High
Case Manager	50k	70k
Asset Manager	40k	60k
Portfolio Manager	60k	75k
Residential Delivery Manager	80k	100k
Settlements Officer	35k	45k
AML/KYC Officer	35k	45k
Operations Manager	65k	90k
Credit Risk Analyst	40k	60k
Credit Risk Officer	30k	45k
Financial Crimes Officer	50k	60k
Regulatory Compliance Manager	70k	90k
Regulatory Compliance Officer	50k	65k
Personal Insolvency Executive	35k	50k
Collections Team Lead	45k	60k
Collections Officer	30k	40k
Arrears Support Executive	35k	45k
Arrears Support Team Lead	55k	70k
ASU Manager	70k	85k
Wealth Management/Brokerage	Low	High
Financial Consultant	50k	80k
Financial Planning Manager	60k	90k
Assistant Private Client Advisor	55k	65k
Tied Agent	100k	120k
Paraplanner	40k	55k
Senior Paraplanner	55k	70k
Customer Services Administrator	35k	45k
Investment Analyst	40k	80k
Pension Administrator	35k	55k
Investment Banking	Low	High
Senior Private Banking Manager	110k	150k
Private Banking Manager	75k	105k
Senior Wealth Manager	100k	160k
Wealth Manager	70k	100k
Senior Trader	80k	140k
Junior Trader	45k	65k
Investment Banking Analyst	35k	45k
Corporate Banking	Low	High
Head of Relationship Management	180k	250k
Senior Corporate Banking Manager	100k	130k
Corporate Banking Manager	75k	120k
Corporate Finance Manager	70k	90k
Corporate Finance Executive	40k	60k
Corporate Banking Analyst	45k	60k
Senior Corporate Banking Analyst	60k	80k
Credit Risk Manager	70k	85k
Senior Credit Risk Manager	90k	120k

CORPORATE/COMMERCIAL/INVESTMENT BANKING

ROI €K P/A

	Low	High
Commercial Banking		
Commercial Banking Manager	60k	80k
Commercial Credit Analyst	45k	65k
Senior Commercial Credit Analyst	50k	70k
Commercial Lending Manager	80k	100k
Senior Commercial Lending Manager	100k	130k
Head of Commercial Lending	130k	160k
Compliance		
Chief Compliance Officer	140k	250k
Head of Compliance	100k	160k
Deputy Head of Compliance	85k	130k
Senior Manager Compliance & AML	80k	100k
Compliance Manager	55k	80k
Compliance Officer	38k	50k
AML/KYC Analyst	35k	50k
Compliance Administrator	25k	38k
Treasury		
Head of Treasury	150k	180k
Treasury Director	110k	140k
Treasury Manager	75k	95k
Treasury Administration	40k	55k
Senior Treasury Sales Manager	75k	130k
Treasury Sales Manager	60k	70k
Treasury and Banking Ops Lead	55k	75k
Senior Appointments		
Head of Costumer Management	120k	180k
Head of Retail Debt Recovery	120k	180k
Head of MLU	120k	180k
Head of Asset Management	120k	180k
Head of Personal Insolvency	120k	180k
Head of Partner Services	120k	180k
Head of Retail Resolutions	120k	180k
Head of Contact Centre	100k	160k
Head of Home Mortgage Business	110k	170k
Head of Private Banking	180k	250k
Head of Credit Review, Retail and Business Banking	120k	175k
Head of Product Management	120k	160k
Head of Corporate & Institutional Treasury Sales	140k	200k
Head of First Line Anti-Money Laundering	140k	180k

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Candidate Feedback

Having worked with Ben, I found him to be extremely professional, focused and with his client's best interests at heart. Ben wants the best for each individual he works with and will do his best to find you a role that suits your needs and skill set. I couldn't recommend him more highly – an absolute pleasure, Ben. Thank you.

Killian Cooney

Vice President at SMT

Hugh was key to placing me in my new role at Amundi. Hugh brought the role to my attention and guided me through the process step by step. His understanding of the businesses in which he places candidates provided key insights during the interview process. I would highly recommend Hugh to anybody looking for the next step in their career.

Sean Downey

Regulatory Risk Manager at Amundi



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