

SALARY GUIDE

Accountancy & Finance



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2020

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Market Trends

Buoyancy within sectors including technology, pharmaceuticals, professional services and semi-state bodies created favourable hiring trends in 2019.

Brexit however remained a significant concern for hiring managers, leading to a rise in contract positions throughout the year, a trend that will persist for 2020.

At a junior level, recently qualified Big 4/Top 10 accountants with 0-3 years PQE are still the most sought-after and we are seeing the salaries they demand rising as well as the benefits they are offered.

At the senior end of the market, professionals including finance managers up to finance directors and CFO level are in ample supply. This is in sharp contrast to the lower end of the market where part and newly qualified accountants are scarce.

The healthy supply of senior professionals is down to a few key factors. Firstly, senior finance professionals who have been consulting for the last few years are now looking to return to permanent positions. Companies are also bringing in talent from overseas as part of a global rotational programme for their executives and senior leaders. Our international clients are increasingly making these roles more enticing for overseas talent by offering relocation, schooling and a strong benefits package.

While this is positive for our clients, the inventory of skilled professionals creates an increasingly competitive market for our candidates. However, we are optimistic that the number and seniority of these finance and accounting roles will grow throughout 2020.

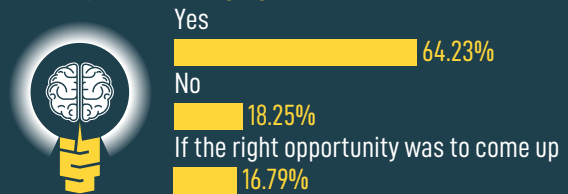
What Professionals are Most in Demand?

- Financial Accountant with PQE
- Finance Manager
- Financial Controller
- Regulatory Reporting Accountant/Analyst
- Commercial Accountant
- Payroll Specialist/ AP Specialist
- Newly Qual Big 4/Top 10 trained and qual with 1st time passes
- Senior Accountants with 3-5 years PQE

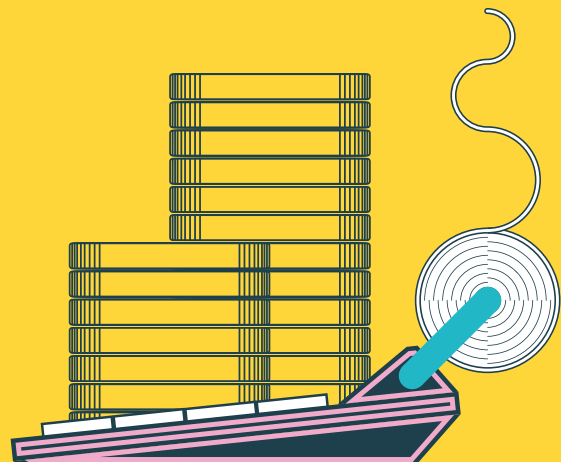
What Benefits do they Want Most?

- Flexible hours
- Onsite gym
- Work from home options/ remote working
- Better work/life balance
- Health and wellness programs

Do you plan on changing job in 2020?



* Figures based on finance professionals who completed our survey.



PERMANENT

ROI €k P/A

Audit & Practice	Low	High
Audit Partner	135	275
Audit Director	95	125
Senior Manager Audit	70	90
Audit Manager (2 yrs PQE)	65	75
Assistant Manager (1 yr PQE)	58	65
Audit Senior Big 4	45	55
Company Secretary (2-4 yrs PQE)	45	70
Audit Senior General Practice	42	52
Company Secretary	35	42
Audit Semi-Senior	28	38
Audit Junior	23	29
Graduate ACA	20	23

Tax	Low	High
Head of Tax	155	275
Tax Partner	150	275
Tax Director	100	180
Tax Senior Manager	90	135
Tax Manager	75	100
Tax Assistant Manager	65	80
Tax Accountant	50	75

Accounts Payable	Low	High
Accounts Payable Manager	50	65
Team Leader	40	48
Senior Accounts Payable	35	45
Junior Accounts Payable	28	32

Accounts Receivable/Credit Control/Payroll	Low	High
Credit Control Manager	50	65
Credit Control Team Leader	40	48
Senior Accounts Receivable	35	40
Junior Accounts Receivable	25	33
Senior Accounts Assistant	35	40
Junior Accounts Assistant	28	33
Senior Credit Control (3 yrs + exp)	35	40
Senior Payroll Administrator (2 yrs +)	38	45
Junior Payroll Administrator (up to 2 yrs exp)	28	32

Finance	Low	High
Chief Financial Officer	150	330
Financial Director	110	160
Group Financial Controller	80	100
Financial Controller	70	85
Finance Manager	65	80
Senior Accountant/Group Accountant (3-5 yrs PQE)	55	75
Financial Accountant (2 yrs PQE)	50	70

PERMANENT (continued)

ROI €k P/A

Finance (continued)	Low	High
Management Accountant (2 yrs PQE)	55	65
Cost Accountant (2 yrs PQE)	55	70
Project Accountant	55	75

Qualified	Low	High
Systems Accountant (Qualified)	55	70
Systems Accountant (Part-Qualified)	38	47
Treasury Accountant	45	75
Senior Financial Analyst	55	73
Financial Analyst	45	60
Newly Qualified Accountant	50	58

Part Qualified	Low	High
Part-Qualified - Level 3 Finalist (3+ years exp)	38	50
Part-Qualified - Level 2 (2-3 years exp)	32	40
Part-Qualified - Level 1 (1 years exp)	26	30
Assistant Accountant	35	40
Trainee Accountant	22	26

TEMPORARY/CONTRACT

ROI €/Hour

Qualified	Low	High
Financial Controller	36	48
Finance Manager	35	43
Senior Accountant/Group Accountant (3-5 yrs PQE)	32	37
Financial Accountant (2 yrs PQE)	28	35
Management Accountant (2 yrs PQE)	27	33
Cost Accountant (2 yrs PQE)	27	33
Project Accountant	29	34
Treasury Accountant	25	30
Senior Financial Analyst	29	36
Financial Analyst	26	31
Newly Qualified Accountant	26.5	29

Part Qualified	Low	High
Part-Qualified - Level 3 Finalist (3+ years exp)	20	25
Part-Qualified - Level 2 (2-3 years exp)	17	20
Part-Qualified - Level 1 (1 years exp)	16	18
Assistant Accountant	17	20
Accounts Assistant	15	18
Accounts Payable	15	18
Senior Accounts Payable	18	24
Accounts Payable Team Lead	24	31
Accounts Receivable	14	17
Credit Controller	16	20
Credit Control Manager	21	30
Payroll Administrator	15	18
Payroll Specialist	18	22
Senior Payroll Analyst	23	31
Billing Analyst	16	20