

THE AZON

SALARY

GUIDE

2023

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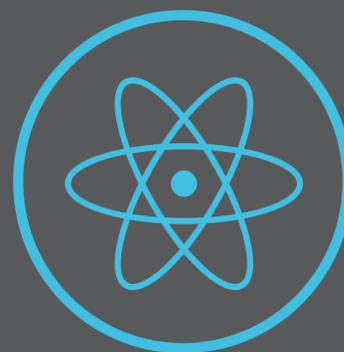
Property



Sales and
Marketing



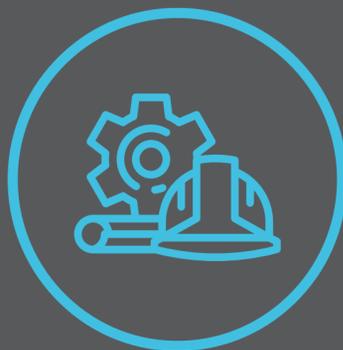
Legal



Science &
Engineering



HR &
Office Support



Construction



Accounting



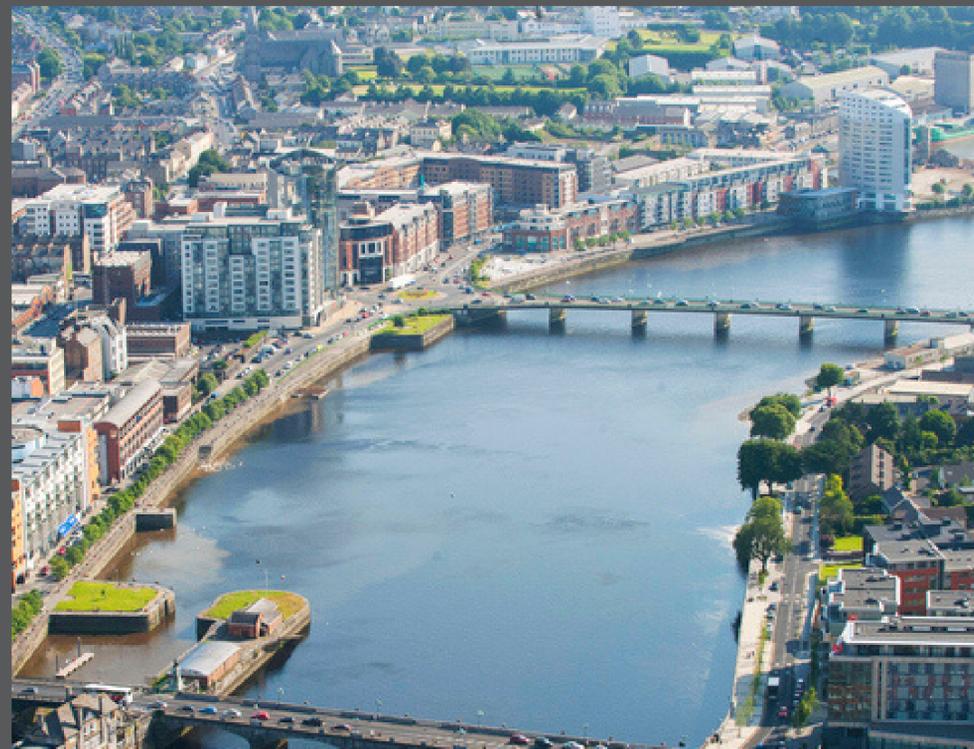
Financial
Services



Technology



DUBLIN



LIMERICK



LONDON

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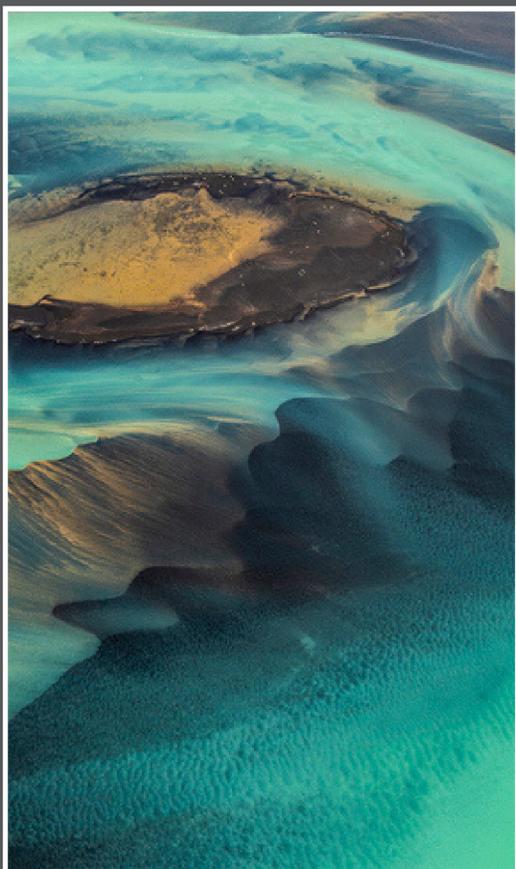


Ronan Colleran

CEO

Azon Recruitment Group

ronan@azon.ie



Welcome to our 2023 Salary Guide

2022 turned out to be a lot more challenging than expected. The NYSE FANG+ index being down by 41% at the end of October 2022 demonstrated a dramatic slide in Big Tech stocks, which was followed by tech redundancies. Thankfully, Ireland Inc., being well diversified from a business perspective, avoided large-scale layoffs. The work of IDA Ireland in promoting both a diverse industrial sector strategy as well as regional diversification for foreign direct investment in recent years should not go unnoticed.

The unwelcome tech news was countered with significant job announcements in Pharma by global giant Pfizer, which is embarking on a massive hiring spree as it makes a €1.2bn investment at its Grange Castle manufacturing site in Dublin. Eli Lilly, plans to invest €400m+ in a new manufacturing facility in Limerick that will create more than 300 full-time jobs. Meanwhile, Data management company NetApp opened its new international headquarters in Cork's docklands, with plans to create 500 jobs by 2025.

The digitalisation of business models is likely to continue and at pace with companies continuing to deploy technology to run their businesses in ways thought inconceivable before the pandemic. Cybersecurity solutions continues to be a significant growth industry with an increase in remote working, alongside a growing perceived threat from both state and non-state actors driving an increased focus on investment and employment in this area.

Well-founded concerns around cryptocurrency were laid bare; Bitcoin was over 61% down during December 2022 from the start of the year. Redundancies at crypto focused firms is likely to play on jobseekers minds in 2023 when it comes to making decisions around job security.

Irish headquartered companies will be in a strong position over the year ahead to attract talent from Big Tech following the fall-out from well publicised unsavoury employee engagement practices by said companies during redundancies. It is ironic that these practices occurred in a sector that heralded itself as a bastion of positive employee engagement and communication in recent years as a staff attraction and retention tool.

With geopolitical tensions, defence and value sectors performed better than others, along with healthcare and energy sectors. All are likely to continue to do so over 2023.

Sustainability remains on the agenda for many companies, creating consistent opportunities for those engaged in food supply chain, waste management, and recycling. Efforts to improve efficiencies across supply chain following food security issues arising during the pandemic and following Russia's invasion of the Ukraine are driving opportunities in areas including smart agriculture, alternative protein and logistics.

As a period of both high returns and hiring in the property sector, the next 12-months will be a greater challenge. This results from the increase in interest rates, less office blocks likely to be needed following hiring containment in Big Tech, on top of flexible working becoming normalized. The shock caused by materials and labour cost inflation experienced in the Construction sector over the past 12 months, leading to the mothballing of a number of key Construction projects, is expected to settle over the coming months.

Due to higher interest rates supporting increased profitability within the Irish banks, Government shareholding fully or partly sold down in the Banks, and a step towards restoration of employee bonuses, we could see the first period of positive hiring within the Banking sector since the Global crash in 2008. Meanwhile Ireland's Funds & Asset Management industry continues in good health and recovery across the deep-rooted Aircraft Leasing industry should result in increased hiring over the next 12 months following a period of consolidation.

Within the Big 4 Accounting firms, the war for talent will continue regardless of the wider economic landscape. This is due to the service lines and industry focus of each of the Big 4 being broadly similar, with little differentiation in offerings between them, outside of the reputation of their respective Partner Groups. In addition, a higher number of experienced professionals below Partner level have opted to move client-side to industry in recent years. To continue to grow, Big 4 firms are applying a combination of bolt-on acquisitions as well as building new lines like Legal Services as opposed to solely trying to organically grow existing ones.

Similarly, the flurry of activity by UK and U.S. Law firms entering the Irish market post Brexit has become more focused on buy as opposed to build strategies to allow these firms bypass the challenges around building teams from scratch.

Provided the world can avoid another geopolitical, financial, or epidemiological incident, Ireland's economy will continue to provide excellent employment opportunities to the country's workforce over the year ahead.



Market Outlook & Salary Data

Market Outlook

Capital markets turmoil globally was reflected in the loss making announcements for 2022 by the capital markets units of both Davy and Goodbody Stockbrokers. The swing in fortunes appears all the more alarming considering these results were announced not long after the respective sale of these businesses to Bank of Ireland for €427m and AIB for €138m. These divisions of Davy and Goodbody had been affected by an equity trading fees slump in declining markets and a dearth of initial public offerings (IPOs). The lack of follow-on fundraisings and M&A activity further compounded this, as corporations and investors globally fretted about the deteriorating outlook for the world economy.

Bonuses are set to return at the pillar banks off the back of rising interest rates and Government divestment from shareholding in these institutions. The Government's stake has been reduced to zero at Bank of Ireland, alongside plans for sell offs in PTSB and AIB. There will be an initial cap of €20,000 per employee, but psychologically, this is a positive step that should help in staff retention.

The departure of Ulster Bank and KBC Bank has further reduced competition in Irish banking and boosted the market shares of the remaining Irish pillar banks.

We are hopeful the Irish Banks will start to look to be growth focused from a headcount perspective for the first time since the Global Financial Crisis with positive recruitment. As there is some temporary decline anticipated for the residential mortgage sector, due to interest rate hikes, personal, SME and leasing operations will see continued development in 2023.

Market Outlook

The growth of alternative lending options for consumers has been a trend over the last number of years with the expectation for this to continue in 2023, as new entrants continue to explore the viability of establishing operations within Ireland.

FinTech has been caught up in the maelstrom of wider Technology woes, however we are working alongside a number of International B2B FinTech's who are entering Ireland in 2023 with ambitious hiring plans. Ireland remains attractive as a base for European operations of global Fintech companies with IDA Ireland continuing to do a lot of positive work in this regard.

"We are hopeful the Irish Banks will start to look to be growth focused from a headcount perspective for the first time since the Global Financial Crisis with positive recruitment"



Banking Salary Data 2023.

Credit

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Corporate Banking Director	125,000	185,000	125,000	165,000
Head of Mortgages	95,000	125,000	86,000	103,000
Head of Operations	100,000	130,000	85,000	110,000
Head of Lending	95,000	125,000	80,000	105,000
Head of Credit	90,000	125,000	80,000	105,000
Lending Manager	65,000	80,000	55,000	70,000
Commercial Underwriter	42,000	50,000	38,000	48,000
Residential Underwriter	38,000	50,000	35,000	45,000
Restructuring Manager/Portfolio Manager	65,000	75,000	55,000	65,000
Case Manager/Asset Manager	45,000	60,000	38,000	52,000
Junior Asset Manager/Analyst	35,000	45,000	30,000	40,000
Collections Manager	60,000	75,000	50,000	65,000
Collections Team Leader	42,000	50,000	38,000	45,000
Collections Administrator	28,000	35,000	24,000	29,000
Senior Loans Administrator	38,000	50,000	33,000	40,000
Loans Administrator	32,000	37,000	28,000	35,000

Middle Office

Head of Middle Office	90,000	130,000	80,000	95,000
Middle Office Manager	55,000	75,000	50,000	60,000
Trade Support Manager	50,000	65,000	42,000	55,000
Trade Support Analyst	35,000	45,000	28,000	35,000
Pricing Manager	45,000	65,000	40,000	55,000
Market Data Specialist	32,000	45,000	28,000	38,000

Back Office

Settlements Manager	50,000	65,000	45,000	55,000
Settlements Administrator	28,000	35,000	26,000	32,000
Reconciliations Manager	50,000	65,000	45,000	55,000
Reconciliations Administrator	28,000	35,000	26,000	32,000
Payments Manager	50,000	65,000	45,000	55,000
Cash Management Manager	50,000	65,000	45,000	55,000
Cash Management Specialist	28,000	35,000	26,000	32,000

Treasury

Treasury Vice President	105,000	130,000	90,000	115,000
Treasury Assistant VP/Manager	75,000	95,000	55,000	75,000
Treasury Team Lead	50,000	65,000	42,000	55,000
Senior Treasury Analyst	35,000	45,000	30,000	40,000
Treasury Analyst	30,000	45,000	25,000	35,000
Settlements Administrator	28,000	40,000	25,000	35,000
Senior Payments Analyst	35,000	45,000	25,000	35,000
Payments Analyst	35,000	45,000	25,000	35,000

Private Banking

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Private Banking Director	100,000	200,000	100,000	175,000
Senior Portfolio Manager	90,000	130,000	80,000	100,000
Wealth/Portfolio Manager	70,000	85,000	50,000	60,000
Assistant Portfolio Manager	45,000	60,000	35,000	45,000
Private Clients Advisor	35,000	55,000	32,000	42,000
Client Services Executive	30,000	45,000	28,000	35,000

Retail Banking

Area Branch Manager	95,000	125,000	80,000	90,000
Branch Manager	70,000	85,000	55,000	70,000
Team Leader	45,000	60,000	35,000	40,000
Senior Financial Advisor	45,000	65,000	40,000	50,000
Financial Advisor	35,000	50,000	32,000	40,000
Customer Services Executive	26,000	35,000	22,000	32,000



Market Outlook & Salary Data

Market Outlook

- The Funds and Asset Management industry in Ireland continues to display robust health. While the value of funds domiciled in Ireland dropped slightly over the past 12-months due to financial markets corrections, the overall number of funds within the country rose. This increase will further fuel the demand for talent and the volume of opportunities in the Funds space.
 - We will see further growth within the Fund Admin/Manco space in 2023 with several companies in this area having ambitious growth plans in place for the year.
 - The need for Transfer Agency (TA) / Fund Accounting (FA) candidates due to mass market movement is at an all-time high. Unsurprisingly, candidates possessing Private Equity experience are in highest demand and lowest supply, with extensive growth being seen within this area. There is now a definite need for on Funds professionals with relationship management and bespoke end to end experience.
 - CBI (Central Bank of Ireland) regulatory pressure will continue to see extensive hiring of CP86 DP's (Designated Persons) across Asset Managers and ManCos. PCF 39E and 39D respectively will continue to be the key hiring pillars here resulting in requirements for all levels across investment oversight and distribution.
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Market Outlook

- Investor Relations, Fund Marketing and Product Strategy roles are becoming a lot more prominent in the market. Many Funds organisations have a need to fill these types of roles in the near future. In addition, the CBI continues to encourage investment from international firms based here, ensuring an appropriate level of substance exists within Irish operations. This is also contributing to increasing volumes of Fund Oversight roles and opportunities more aligned with front office operations arising.
 - It seems likely that the trend of mergers and acquisitions will continue into 2023, with 2022 seeing CSC acquire Intertrust, Waystone's acquisition of Centaur and KB Associates, and Irish headquartered Carne Group's acquisition of AMX.
 - Consolidation opportunities will bring economies of scale at a time when a lot of companies are looking at their cost base. However, there will continue to be a place/demand for boutique Funds businesses in Ireland. There have been several new market entrants over the past year; we expect this trend to continue in 2023.
 - In contrast to uncertainty surrounding the Technology sector following high-profile Big Tech redundancies, Funds FinTech is expected to continually grow in line with the rest of the industry.
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Market Outlook

- Tech automation and innovation in the Funds industry will increasingly play a big part in the plans of established Funds companies, with State Street announcing the establishment of a tech hub in Kilkenny which will lead to the creation of 400 new jobs.
- Outside of Dublin, we expect to see further growth in 2023 across Funds hubs in Limerick, Cork and the South-East. Some of the key players in these areas are accelerating their regional growth plans with the Dublin market being so competitive.
- Many Dublin based Funds companies are eager for their employees to be office based 3-5 days per week, and with the tightness in the availability of affordable rental accommodation in the capital, this development will positively impact regional Funds companies that offer flexible working options who have struggled to match Dublin based salaries in the past.
- With inflation and cost of living pressures, salaries will inevitably continue to rise, in line with the pace of hiring. Bonuses are becoming an increasingly important part of remuneration packages but will be restrained somewhat until financial markets globally return to good health.



Funds Salary Data 2023.

C-Level & Equity

Title	Yrs. relevant experience	Dublin		Bonus %
		Min €	Max €	
Chief Investment Officer	10 - 15 years+	250,000	300,000	100 - 150
Chief Risk Officer	10 - 15 years+	150,000+	-	30 - 60
Chief Operation Officer	10 - 15 years+	150,000	300,000	30 - 60
General Manager - Head of Manco	10 - 15 years+	130,000	250,000	30 - 50
Operations Director	10 - 15 years+	100,000	150,000	20 - 40
Head of Research	10 - 15 years+	140,000	200,000	30 - 80
Head of Trading / Head Trader	10 - 15 years+	150,000	200,000	40 - 120
Senior Trader	8 years+	90,000	120,000	40 - 80
Trader	5 - 8 years+	60,000	100,000	30 - 60
Senior Fixed Income Portfolio Manager	10 years+	115,000	170,000	40 - 150
Senior Equity Portfolio Manager	10 years+	120,000	180,000	40 - 150
Senior Multi Manager Portfolio Manager	10 years+	110,000	140,000	30 - 75
Fixed Income Portfolio Manager	5- 8 years	80,000	120,000	30 - 100
Equity Portfolio Manager	5- 8 years	80,000	120,000	30 - 100
Senior Equity Analyst	10 years+	90,000	140,000	30 - 50
Senior Fixed Income Analyst	10 years+	85,000	140,000	30 - 50
Equity Analyst	5 - 8 years	70,000	90,000	20 - 40
Credit Analyst	5 - 8 years	70,000	90,000	20 - 40
Junior Research Analyst	2 - 5 years	35,000	70,000	20 - 40
Senior Quantitative Analyst	5 years+	90,000	120,000	30 - 60
Quantitative Analyst	2 - 5 Years	50,000	90,000	20 - 40
Investment Director	10 years+	140,000	170,000	50 - 100
Senior Investment Strategist	10 years+	100,000	150,000	40 - 100
Investment Strategist	7 - 10 years	80,000	100,000	40 - 80
Market Risk Manager	6 - 10 years	90,000	120,000	25 - 40
Market Risk Analyst	2 - 5 years	40,000	80,000	20 - 30

Custody

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Head of Custody	100,000	145,000	95,000	115,000
Senior Custody Manager	70,000	100,000	65,000	90,000
Custody Manager	60,000	80,000	55,000	75,000
Custody Team Leader	35,000	50,000	35,000	45,000
Custody Administrator	28,000	35,000	25,000	32,000

Trustee/Depositary

Head of Depositary	95,000	170,000	90,000	120,000
Trustee Senior Manager	70,000	110,000	60,000	100,000
Trustee Manager	55,000	80,000	50,000	65,000
Trustee Officer	30,000	45,000	28,000	40,000
Trustee Administrator	26,000	35,000	25,000	30,000

PCF39 DP Approved Roles (5+ Years)

Distribution	80,000	150,000	60,000	125,000
Investment Management	90,000	170,000	70,000	140,000
Capital & Financial Management	80,000	150,000	60,000	130,000
Operational Risk	95,000	130,000	95,000	130,000
Fund Risk	95,000	130,000	95,000	130,000
Regulatory Compliance	90,000	130,000	95,000	130,000

Middle Office

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Head of Middle Office	90,000	130,000	85,000	120,000
Middle Office Manager	55,000	75,000	50,000	70,000
Trade Support Manager	50,000	65,000	45,000	60,000
Trade Support Analyst	35,000	45,000	28,000	35,000
Pricing Manager	45,000	65,000	40,000	55,000
Market Data Specialist	32,000	45,000	30,000	40,000

Back Office

Settlements Manager	45,000	70,000	40,000	60,000
Settlements Administrator	28,000	35,000	25,000	32,000
Reconciliations Manager	45,000	70,000	40,000	60,000
Reconciliations Administrator	28,000	40,000	25,000	36,000
Payments Manager	45,000	70,000	40,000	60,000
Payments Specialist	28,000	35,000	25,000	32,000
Cash Management Manager	45,000	70,000	40,000	60,000
Cash Management Officer	28,000	40,000	25,000	32,000

Fund Accounting

Director of Private Equity	140,000	160,000	110,000	130,000
Head of Fund Accounting	130,000	180,000	115,000	150,000
Snr Fund Accounting Manager/VP	80,000	110,000	70,000	100,000
Fund Accounting Manager/AVP	65,000	80,000	55,000	70,000
Fund Accounting Supervisor	50,000	65,000	45,000	55,000
Senior Fund Accountant	37,000	50,000	35,000	45,000
Fund Accountant	30,000	40,000	28,000	34,000

Transfer Agency

Head of Shareholder Services	110,000	170,000	100,000	150,000
Transfer Agency Manager/VP	70,000	110,000	65,000	90,000
Transfer Agency Asst. Manager/AVP	58,000	75,000	52,000	67,000
Transfer Agency Supervisor	50,000	60,000	40,000	50,000
Senior Transfer Agency Administrator	35,000	50,000	35,000	45,000
Transfer Agency Administrator	28,000	35,000	27,000	32,000
Share Registration Administrator	28,000	34,000	25,200	32,000

Support for DP Positions

Distribution*	35,000	65,000	30,000	60,000
Investment Management*	40,000	70,000	35,000	65,000
Capital & Financial Management*	35,000	65,000	30,000	60,000
Operational Risk	95,000	130,000		
Fund Risk	95,000	130,000		
Regulatory Compliance	90,000	130,000		

*(0 - 4 Years experience)



Market Outlook & Salary Data

Market Outlook

From an Audit, Compliance and Risk perspective the events of the past 12 months have produced interesting insights across multiple industries. The impact of Russia's invasion into Ukraine, the volatility in both financial and crypto currency markets, followed by rising inflation and interest rates, demonstrates how intrinsically linked the global financial ecosystem is.

In the broader Funds context, despite the pullback in financial markets, there remains healthy demand for AML, Compliance and Risk experienced professionals given the shortage of qualified talent in these specialisms. As Ireland solidifies its status as the third largest Fund domicile in the world, this demand will continue for some time to come.

Demand for professionals from an AML background (CDD, Transaction Monitoring and Sanctions) continues apace with now the smaller fund administrators hiring solely for FATCA/CRS verification teams. Demand for Risk and Investment Compliance continues, in particular those with experience in Investment, Market, Credit and Liquidity Risk.

Jobseekers from a Valuations, Trustee/Depositary, and performance backgrounds will also see opportunities here due to the demand outstripping supply. Regulatory Compliance and Compliance opportunities remain plentiful, with openings from mid-level to senior category. There are multiple openings for anyone with practical experience in these areas from a Fund Service provider/ManCo background.

Market Outlook

Audit wise, we have seen a lot of recruitment for 3rd Line of Defense (3LOD). The experience one gets in an Internal Audit position bodes well career wise to support progression in either Governance or more commercial roles. There has been a spike of activity in Audit across both FS and non-FS organisations, and related demand for Enterprise Risk professionals. Internal Audit provides a very good springboard into large companies as it offers a helicopter view of the entire business. This sets Accountants and Internal Audit professionals up for success and progression within their company.

Automated solutions in the risk and compliance space focus on some interesting areas. Users of apps like N26 and Revolut will note the speed of the KYC verification process when opening up accounts. This will be rolled across more traditional institutions in the coming years. This will continue to be focused on individual accounts, but eventually will be extended to more complicated accounts. AML jobs in KYC review might move to a more screening and risk based approach review due to this.

Third Party Risk Management and Operational Due Diligence products like Refinitiv Due Diligence give useful on the spot intel for companies who want to research potential partners and vendors. Outsourcing is a key regulatory focus, and solutions like this will alleviate pressures for Governance professionals in their already vast risk universe.

Market Outlook

In the payments and e-money space, it has been a challenging 12-months for employees. Layoffs in Crypto.com, Klarna, PayPal, Coinbase, Stripe and Meta has resulted in a lot of movement of AML and Compliance focused talent.

Despite this, those from this area who have lost their jobs have found employment reasonably quickly in Funds, Banking, other payments firms and Consulting firms. Salaries within these companies were usually above market rate depending on experience.

We expect this area to steady, with focus on retention and selective recruitment for specialist hires. Job seekers should not fear that their skillset has them siloed solely in the payments/e-money space. These skill sets are transferable as their exposure to transaction monitoring, KYC, Compliance policy creation and the CBI is strongly transferable to other areas.

Two principal fields we see Consultancy firms recruit for is in MiFID and Data Protection. These are real market indicators of where demands from their clients lie.

For those from first line/Operations backgrounds in MiFID regulated firms or who have great deal of exposure to Data Protection, and have ambitions to move into a regulatory role, consultancy firms are certainly a workable option to get access to a 2nd line position.

Market Outlook

It is a very positive market development that a material number of multinational corporations that Azon is supporting, are actively building Financial Services operations outside of Dublin. Regional locations are viewed by FDI clients as being cost effective with healthy talent pools. This has a further positive knock-on effect of creating a cluster of Irish homegrown companies in these locations linked to Financial Services. IDA Ireland has been very proactive in promoting a Regional development strategy.

UK firms in particular are now considering Cork, Galway, Kilkenny, Sligo, Letterkenny, Drogheda, Dundalk and Waterford as viable alternatives to establishing Regional UK operations. Opportunities in Kilkenny 10 years ago were limited to State Street. Now there are several opportunities in funds, payments and other Fintech areas with State Street continuing to increase their own investment in the area to include high value tech jobs. Coupled with hybrid working, Regional development is widening the opportunity net for Risk, Compliance and Internal Audit talent based outside of Dublin.



Risk & Compliance Salary Data 2023.

Compliance

Title	Min €	Max €
Head of Compliance	110,000	140,000
Senior Compliance Manager	90,000	110,000
Manufacturing VP/Director	120,000	200,000
Compliance Officer/Manager	55,000	90,000
Compliance Analyst	45,000	55,000

AML & KYC

MLRO/Head of Financial Crime	60,000	130,000
AML/Financial Crime Manager	60,000	90,000
AML/KYC Analyst	35,000	60,000
Data Protection Officer	80,000	100,000
Data Protection Executive	45,000	70,000

Audit

Head of Internal Audit	90,000	170,000
Internal Audit Manager	75,000	130,000
Internal Auditor	50,000	80,000

Risk

Title	Min €	Max €	Bonus %
Chief Risk Officer	110,000	150,000+	40 - 50
Head of Risk	95,000	135,000	10 - 35
Investment Risk Manager	80,000	110,000	15 - 20
Investment Risk Analyst	50,000	65,000	10 - 15
Market Risk Manager	90,000	120,000	25 - 40
Market Risk Analyst	40,000	80,000	20 - 30
Quantitative Risk Manager	80,000	100,000	0-25
Quantitative Risk Manager	50,000	70,000	0-25
Head of Operational Risk	90,000	135,000	
Operational Risk Manager	75,000	90,000	
Operational Risk Analyst	45,000	60,000	
Credit Risk Manager	65,000	90,000	
Credit Risk Manager	45,000	60,000	

*Fund Risk and Investment Risk interchangeable.

*0% taking into account retail banks and current bonus situation.



Market Outlook & Salary Data

Market Outlook

Long-term trends within the Construction industry came to a head in 2022, and international events intervened to further complicate ongoing and future projects. Broadly, inevitably, the housing crisis remains the top issue for construction. There are still positives when it comes to large scale, mission critical work, and the emergence of ESG as a driving force.

The recurring theme of each of the CIF's (Construction Industry Federation) conferences in 2022 was that the planning system requires a total overhaul. Delays and bureaucracy around the supply of water utilities contributes to the challenge, often requiring hiring of dedicated personnel to deal with Irish Water's demands alone.

New legislation has been proposed to streamline the planning approval and appeals process. This includes statutory deadlines in each and provides greater certainty and clarity over the outcome of applications. Aside from planning, rising labour and materials costs continue to put pressure on the industry as a whole.

Azon assists clients with bringing Construction professionals from outside the country to work in Ireland. These professionals come from the UK and Europe, and also further a-field via Critical Skills Visas. However, the cost and lack of availability of rental accommodation is now impacting on Ireland's ability to attract Construction professionals from overseas. New grants for those pursuing trades have come on stream, and there is an active effort in play to promote this route as a viable alternative to university.

Market Outlook

With global supply chain challenges further disrupted since the Russian invasion of Ukraine, inflationary pressures on building materials add costs, and in some cases, delays to a high number of projects.

Sub-contractors are facing uncertainty around their future pipeline of projects. In addition, delays to projects have led to some redundancies within a small number Design and Architectural firms who ramped up hiring post pandemic on the expectation of an endless pipeline of projects.

To date, none of the issues have caused a significant number of layoffs in the Construction industry. What we see instead is professionals set to work on newer projects that have been put on hold moved to other, in progress sites.

Outside of Dublin, Cork, Limerick, Galway, and Waterford have all fared well with the number of Construction projects in play over the past 12 months. Post pandemic, there is general recognition that the regions will see higher levels of construction activity into the future than previously was the case.

Connected to the ESG push is renewables. Sharpened by the conflict in Ukraine, energy independence will become a huge topic in coming years. On the ground, data centres came under criticism for energy draw. The plan for data centres to become fully self-sustaining via on-site renewable energy installations, wind and solar primarily is taking shape.

Market Outlook

As the home for 25% of all European Data Centres, Irish contractors have built significant experience in these types of projects, resulting in them being consulted with and working on builds around the EU and beyond.

Mission critical projects that incorporate the aforementioned renewable construction, alongside the build-out of Pharma and Life Science sites are another area in which Ireland is taking the lead. Significant investment by Pfizer (Grangeegorman) and Eli Lilly (Limerick) among many others has created a strong demand for contractors who can handle cutting edge, large-scale projects that require 'always-on' reliability.

Despite the challenges, we are optimistic about 2023. The body of construction required to be undertaken in Ireland will sustain the industry sufficiently to get it through uncertain economic times, and if the geopolitical situation resolves itself, and/or inflationary concerns are dealt with, it will be back to full steam ahead.



Construction Salary Data 2023.

Management

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Construction Director	150,000	-	125,000	-
Construction Manager	100,000	120,000	90,000	108,000
Contracts Manager	100,000	120,000	90,000	110,000
Project Manager	85,000	95,000	75,000	85,000
QC Technician	30,000	35,000	27,000	35,000
Senior Site Manager	70,000	75,000	60,000	70,000
Site Manager	55,000	60,000	45,000	49,500
Quality Auditor	50,000	80,000	45,000	75,000
Finishing Foreman	55,000	60,000	40,500	49,500
Quality Officer	30,000	45,000	28,000	40,000
Foreman	50,000	55,000	40,500	50,000

Commercial

Commercial Director	140,000	-	130,000	-
Commercial Manager	110,000	130,000	100,000	120,000

Quantity Surveying

Senior QS	85,000	110,000	75,000	90,000
Project QS	60,000	80,000	50,000	65,000
Intermediate QS	45,000	55,000	40,000	50,000
Junior QS	35,000	42,000	35,000	40,000

Estimating

Estimating Manager	90,000	120,000	81,000	108,000
Purchaser/Buyer	70,000	90,000	63,000	81,000
Senior Estimator	60,000	90,000	50,000	70,000
Estimator	40,000	60,000	32,000	34,000
Junior Estimator	32,000	35,000	28,000	30,000

Engineering

Senior Engineer	55,000	70,000	45,000	59,000
Setting Out Engineer	40,000	55,000	31,500	45,000
Junior Engineer	32,000	38,000	25,200	27,000

Health & Safety

Health & Safety Director	100,000	110,000	75,000	90,000
Health & Safety Manager	75,000	90,000	65,000	75,000
Senior Health & Safety Officer	60,000	70,000	45,000	60,000
Health & Safety Officer	45,000	60,000	35,000	50,000
Junior Health & Safety Officer	32,000	40,000	32,000	40,000
Estimator	40,000	60,000	32,000	34,000
Junior Estimator	32,000	35,000	28,000	30,000

Fire Engineering

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Head of Fire Engineering	105,000	-	95,000	-
Associate Director Fire Engineer	90,000	105,000	80,000	95,000
Associate Fire Engineer	75,000	90,000	70,000	80,000
Principal Fire Engineer	65,000	75,000	60,000	70,000
Senior Fire Engineer	55,000	65,000	50,000	60,000
Intermediate Fire Engineer	45,000	55,000	40,000	50,000
Junior Fire Engineer	35,000	45,000	30,000	40,000

Other

Site Administrator	33,000	40,000	30,000	35,000
BIM	35,000	50,000	30,000	45,000
CAD Technician	32,000	40,000	28,000	36,000
Planner	60,000	80,000	40,000	60,000
Plant Manager	40,000	55,000	36,000	49,500
Business Development Manager	55,000	75,000	45,000	63,000
Business Development Coordinator	30,000	45,000	30,000	40,500
Bid Manager	65,000	75,000	60,000	70,500
Bid Writer	30,000	45,000	30,000	40,000



Market Outlook & Salary Data

Market Outlook

The housing crisis is the top line concern for property firms and professionals and will remain so in 2023. There has been talk of a 'price correction' resulting from inflationary pressures, which we discussed in our Construction section. Is it possible that increasing cost of materials and labour, coupled with rising mortgage rates potentially making homebuilding less viable?

The reality is, according to Ronan Lyons, Trinity College Dublin Associate Professor in Economics, that the State must build up to 62,000 homes a year to cope with existing demand with population growth breaching five million in 2022 for the first time since 1941. The actual figures state that there were only c. 24,600 completions in 2022 and that fewer than 20,000 completions are predicted for 2023. This is unavoidable demand, and must be addressed one way or another.

Prices might not even be the most important part of the puzzle: the shape and implementation of new planning legislation could help alleviate the single biggest headache property professionals have had to deal with in the last few years.

Post-lockdown in 2021 and 2022 Property has been a consistently jobseeker lead market. This has slowly started to swing back in the other direction. Consolidation for both jobseekers and employers might be the watchword in 2023. Already at the end of 2022, we see professionals comfortable remaining in place, seeking stability, rather than jumping at the first offer. Employers aren't as quick to increase remuneration to hold onto staff at all costs.

Market Outlook

That said, this doesn't mean every role will be filled at the snap of a finger, and universal downsizing is on the way. There still remains an excess of open positions, and a lack of talent to fill them. Ultimately, the pace of hiring and rise in salaries will not be as furious as it was in the preceding 24 months.

After some uncertainty in the commercial sector over the past 6 months savvy investors have significant capital waiting on the sidelines ready for the right time to enter the market. The outlook for commercial property in 2023 in Ireland is in an adjustment phase, where some sectors will bounce back quicker than others. Most of our large agency clients see a strong year ahead in the Property Management sector with many new contracts won across the city and nationally.

Offices remain in transition period and after some negative headlines but the reality on the ground is much stronger than what is reported. The retail sector faces challenges but there are still many investment opportunities with growing populations in cities outside of Dublin, and the PBSA (Purpose-Built Student Accommodation) sector will continue to provide positive leasing returns and demand is extremely high for these types of developments. Overall the market seems robust despite the challenges of the past 6 months.

ESG (Environmental, Social, and Governance) is both providing new opportunities for those skilling into or with expertise in the space as well as driving the shape of new builds and old stock. The EU is pushing for a comprehensive Energy Performance framework for buildings, under which a large portion of office buildings would be considered "obsolete". Investors are closely attuned to these kinds of demands. It neatly aligns with the need to reduce energy costs and provide attractive office spaces for those in a hybrid working model.



Property Salary Data 2023.

Management

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Head Of Agency	170,000	-	110,000	-
Director	120,000	160,000	75,000	105,000
Divisional Director	80,000	100,000	65,000	75,000
Associate Director	65,000	80,000	63,000	81,000

Commercial Agency

Chartered Surveyor	55,000	65,000	45,000	60,000
Property Surveyor	40,000	55,000	32,000	55,000
Senior QS	30,000	32,000	30,000	32,000

Professional Services

Chartered Valuation Surveyor	55,000	70,000	50,000	65,000
Residential Valuer	40,000	50,000	32,000	45,000
Valuations Surveyor	40,000	55,000	35,000	50,000
Graduate Surveyor	30,000	32,000	30,000	32,000

Residential Agency

Branch Manager	45,000	55,000	30,000	45,000
Sales Manager - New Homes	55,000	70,000	50,000	65,000
Sales Negotiator - New Homes	40,000	55,000	30,000	40,000
Sales & Lettings Negotiator	30,000	40,000	30,000	35,000
Senior Sales Negotiator	32,000	50,000	30,000	45,000
Intermediate Sales Negotiator	30,000	40,000	30,000	35,000
Junior Sales Negotiator	55,000	80,000	50,000	80,000
Office Manager	30,000	40,000	30,000	35,000
Sales Administrator	33,000	37,000	31,000	35,000



Market Outlook & Salary Data

Market Outlook

- 2022 further solidified Life Science as a core part of Ireland's economic base. The trend of investment, from both already established companies as well as brand new arrivals, can only be seen as a positive going for 2023 and beyond.
 - We saw the largest investment in the history of the state from a pharmaceutical company this year, with Pfizer committing €1 billion to a new plant in their Grangeegorman site. Pfizer was certainly the headline grabber, but there were numerous other announcements in the past 12 months:
 - Abbott - Kilkenny
 - Eli Lilly - Limerick
 - Horizon Therapeutics - Waterford
 - Becton Dickinson - Limerick
 - IPSEN - Dublin
 - The regional variety of these investments is very encouraging, providing a greater diversity of opportunities for jobseekers nationwide, and avoiding overconcentration within Dublin.
 - New sites means new job opportunities, however the other standout issues we foresee in 2023 are cost of living & a general economic downturn. However, the impact of these on the large, well developed Life Science industry in Ireland is not expected to be severe.
-

Market Outlook

- The Life Science industry has proven resilient as evidenced with recent new site announcements and corresponding investments above. Talk of an economic slowdown in the media, and the highly publicized tech sector layoffs led to some contagion amongst jobseekers who are taking a more cautious approach in assessing career opportunities.
 - Earlier stage companies, and particularly those that involve a Technology platform or other software plays may see talent hold off until things stabilize.
- The rising cost of living is now a constant talking point amongst jobseekers in a high number of recruitment processes. Based on past trends, this will often encourage jobseekers to make short term, financial orientated decisions. Thus, even those unhappy with their current role may decide not to change the status quo and seek out a new career opportunity presently. This short term thinking can have a negative impact by stalling Science professionals career progression.
- Another factor related to cost of living impacting on jobseekers from making the move into new Dublin based roles is the shortage of rental accommodation. This issue continues to complicate talent attraction and restricts the movement of jobseekers both internally and those coming to Ireland from abroad.

Market Outlook

- The desire for hybrid working has not diminished; we are seeing a high number of job seekers come onto the market from companies that have gone back to fully onsite. This issue will remain for 2023, with those employers who are in a position to strike a balance on hybrid working benefiting on both the talent attraction and staff retention side.
 - Azon's Visa and Work Permit in-house advisory team has had a very busy time post lockdowns assisting employers in sourcing and onboarding talent that require sponsorship. The Visa and Work Permit applications process is reasonably straightforward, greatly increases the talent pool for employers, and gives the opportunity for those from outside of Ireland to work in world class organisations here.
 - The lead time for hiring in Life Sciences can be too long with protracted interview and selection processes particularly amongst the larger multinational corporations. Companies who are nimble in this regard, with effective employer branding and making the candidate experience a positive one as part of their recruitment processes, are having the most success in attracting and onboarding talent. Jobseekers are making career decisions faster than ever and efficient recruitment processes that match candidate's expectations will continue to flourish.
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Science & Supply Chain Salary Data 2023.

Director & VP

Title	Min €	Max €
GM/Site Lead/Plant VP/Director	130,000	200,000
Engineering VP/Director	120,000	200,000
Manufacturing VP/Director	120,000	200,000
Supply Chain VP/Director	110,000	180,000
Procurement VP/Director	115,000	180,000
Logistics VP/Director	90,000	130,000
Operations VP/Director	90,000	150,000
R&D VP/Director	110,000	190,000
QC Director	110,000	135,000
Quality Director	110,000	135,000
Regulatory Affairs Director	100,000	135,000

Supply Chain

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Logistics Manager	65,000	75,000	60,000	70,000
Shipping Manager	65,000	75,000	60,000	75,000
Warehouse Manager	60,000	70,000	60,000	70,000
Warehouse Supervisor	45,000	60,000	42,000	57,000
Warehouse Supervisor	45,000	60,000	42,000	57,000
Production Planner	45,000	60,000	45,000	60,000
Logistics Analyst	45,000	62,000	44,000	60,000
Inventory Analyst	40,000	60,000	45,000	60,000
Stock Control Officer	35,000	48,000	35,000	46,000
Shipping Clerk	35,000	45,000	35,000	47,000
Materials Handler	37,000	50,000	32,000	46,000
Inventory Coordinator	35,000	48,000	32,000	45,000
Procurement Manager	75,000	85,000	70,000	85,000
Stock Control Manager	65,000	75,000	64,000	75,000
Order Management Team Lead	60,000	68,000	58,000	65,000
Procurement Officer	40,000	55,000	40,000	60,000
Buyer	40,000	58,000	40,000	60,000
Order Management Rep	35,000	50,000	30,000	46,000
Vendor Coordinator	35,000	46,000	32,000	45,000
Supply Chain Manager	65,000	75,000	65,000	75,000
Supply Chain Customer Manager	75,000	85,000	72,000	85,000
Master Scheduler	65,000	75,000	62,000	75,000
Supply Chain Coordinator	42,000	60,000	42,000	60,000

Quality & Quality Control

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
QC Manager	70,000	90,000	60,000	80,000
QC Supervisor/Specialist	55,000	70,000	50,000	65,000
QC Senior Analyst	45,000	55,000	40,000	55,000
QC Analyst	30,000	45,000	27,000	40,000
QC Technician	30,000	35,000	27,000	35,000
Quality Manager	70,000	90,000	60,000	80,000
QP	75,000	130,000	65,000	100,000
Quality Auditor	50,000	80,000	45,000	75,000
Quality Specialist	40,000	70,000	40,000	65,000
Quality Officer	30,000	45,000	28,000	40,000
Document Controller	30,000	60,000	28,000	50,000

Regulatory Affairs

Regulatory Affairs Manager	70,000	90,000	60,000	90,000
Regulatory Affairs Specialist	40,000	65,000	35,000	65,000
Regulatory Affairs Officer	30,000	45,000	28,000	40,000

Process

Process Development Manager	70,000	90,000	65,000	90,000
Senior Process Specialist	55,000	70,000	50,000	65,000
Process Specialist	40,000	55,000	35,000	55,000
Formulation Specialist	40,000	55,000	35,000	55,000

Engineering Salary Data 2023.

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Maintenance Manager	65,000	80,000	60,000	80,000
Maintenance Engineer	55,000	65,000	50,000	65,000
Maintenance Technician	50,000	60,000	45,000	60,000
Electrical Lead	65,000	70,000	60,000	65,000
Electrical Engineer	60,000	65,000	55,000	60,000
Manufacturing Manager	65,000	75,000	65,000	70,000
Manufacturing Supervisor	60,000	70,000	60,000	65,000
Manufacturing Engineer	55,000	65,000	50,000	55,000
Process Engineer	55,000	75,000	50,000	70,000
Manufacturing Technician	50,000	55,000	45,000	50,000
Project Manager	70,000	90,000	65,000	85,000
Electrical Engineer	60,000	75,000	55,000	70,000
Project Manager	70,000	90,000	65,000	85,000
Project Engineer	60,000	75,000	55,000	70,000
R&D Manager	80,000	90,000	75,000	85,000
Senior R&D Engineer	70,000	80,000	65,000	75,000
R&D Engineer	60,000	65,000	55,000	65,000
CI Manager	70,000	90,000	65,000	75,000
CI Engineer	60,000	70,000	60,000	65,000
Senior Reliability Engineer	75,000	85,000	70,000	80,000
CI Engineer	65,000	75,000	60,000	70,000



Market Outlook & Salary Data

Market Outlook

25,000 additional jobs have been created in Tech in Ireland since 2019 with overall employment in the sector topping 123,300 by August 2022. The non-stop hiring frenzy that characterised the pandemic years has begun to tail off as we leave 2022 behind.

Headline grabbing layoffs at Meta, Twitter, Stripe, and others set off fatalistic predictions for Tech recruiting in 2023. However, the underlying fundamentals in Ireland remain healthy and we do not envisage anything other than a correction of the unsustainable upwards rise in remuneration packages of Tech professionals.

While there is likely to be a period of adjustment from the peak of the war for talent, non-core tech professionals bore the brunt of layoffs. U.S. headquartered organisations with operations in Ireland will aim to become meaner and leaner, however it is highly unlikely that there will be a glut of skilled tech talent flooding the market. Competition for experienced talent will persist.

Inflation is playing a big part in conversations when negotiating job offers with jobseekers. Broader benefits have also become a larger part in contract negotiations with pension contribution now being an important benefit. The allure of equity options is no longer as attractive as previously.

Market Outlook

Following a sustained period of zero or negative interest rates and static inflation, a high number of Tech professionals, in Ireland and globally, had over-estimated the likelihood of Employee Share Option Programmes yielding bumper financial return on their employment. Many such programmes are underwater in Big Tech companies and will be for some time.

One positive side effect of this development is that professionals in high demand will no longer be constrained by so called 'golden handcuffs' within Big Tech. This will result in them filtering out into smaller, growth focused companies & Irish headquartered organisations. Shortage of Tech talent was one of the primary barriers to growth for many of these Irish based companies over the past three years with Big Tech using Employee Share Option plans as very effective retention tools.

No longer the most discussed topic, the balance between home & office based work still plays a part in tech recruitment. Some companies have been very vocal trying to emphasise that they want a longer working week onsite, and are in-turn missing out on top jobseekers that have become accustomed to more remote focused arrangements.

Ireland is a key part of the global tech landscape, and will remain among the top options for any firm seeking to establish an EU or EMEA international headquartered operation. Companies have been increasingly open to sponsoring work permits & visas for talent coming into Ireland to help build-out these teams. Azon have dedicated Visa and Work permit advice specialists that have helped major companies navigate the process around hiring talent from outside the EU.



Technology Salary Data 2023.

C-Suite & Management

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Chief Information Officer (CIO)	150,000	250,000+	130,000	170,000
Chief Technology Officer (CTO)	130,000	180,000	100,000	130,000
IT Director / Head of IT (EMEA / Global)	110,000	180,000	100,000	150,000
IT Manager	80,000	120,000	75,000	100,000

Project/Programme Management

Programme Manager	90,000	120,000	85,000	110,000
Technical Project Manager	80,000	100,000	70,000	90,000
PMO Coordinator / Project Administrator	45,000	65,000	40,000	55,000

Software Development

Software Engineering	100,000	120,000	90,000	110,000
Software Architect	90,000	120,000	75,000	100,000
Technical Lead	80,000	100,000	70,000	90,000
Front End / UI Developer	55,000	85,000	50,000	75,000
.NET / C# Engineer	55,000	85,000	45,000	75,000
Java Developer	55,000	90,000	50,000	80,000
Python Developer	60,000	100,000	60,000	90,000
Cloud Software Engineer	65,000	90,000	60,000	80,000
Android / iOS Developer	55,000	85,000	50,000	75,000
Embedded Software Engineer	55,000	85,000	45,000	70,000
PHP Developer	50,000	80,000	45,000	70,000
Scala Developer	60,000	110,000	55,000	90,000
UX Designer	55,000	70,000	50,000	65,000
C / C++ Developer	55,000	80,000	45,000	80,000
Ruby on Rails Developer	35,000	45,000	25,000	35,000
Full Stack Developer	60,000	100,000	50,000	75,000

Testing

QA / Test Manager	70,000	90,000	65,000	80,000
QA / Test Lead	65,000	75,000	55,000	70,000
Software Test / QA Engineer	50,000	65,000	45,000	60,000
QA Automation Engineer	60,000	80,000	50,000	70,000
Performance Test Engineer	55,000	75,000	50,000	65,000

Data and Analytics

Data Engineer	75,000	100,000	70,000	90,000
Data Scientist	60,000	110,000	50,000	80,000
Machine Learning Software Engineer	75,000	100,000	70,000	95,000
Data Architect	90,000	120,000	70,000	95,000
Business Intelligence Developer	60,000	90,000	45,000	80,000
Database Developer	60,000	90,000	45,000	80,000
Database Administrator	60,000	90,000	50,000	80,000

Information and Cyber Security

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Chief Information Security Officer (CISO)	130,000	160,000	90,000	140,000
Information Security Officer (ISO)	85,000	130,000	75,000	100,000
Information Security Consultant	65,000	90,000	55,000	80,000
Network Security Architect	85,000	105,000	70,000	90,000
Security Operations Engineer	55,000	85,000	50,000	75,000
Application Security Engineer	60,000	85,000	50,000	75,000
Cyber Security Analyst SOC	55,000	90,000	45,000	80,000
Information Security Engineer	65,000	90,000	55,000	75,000
IT Auditor	55,000	80,000	45,000	75,000
IT Risk / Compliance Consultant	60,000	85,000	55,000	75,000
Information Security Architect	90,000	110,000	75,000	95,000
IT Compliance Specialist	50,000	65,000	45,000	55,000

IT Support

DevOps Engineer	80,000	120,000	75,000	100,000
Cloud Infrastructure Architect	95,000	130,000	85,000	110,000
Windows Systems Administrator	55,000	75,000	50,000	60,000
Linux Systems Administrator	60,000	80,000	55,000	70,000
Windows Systems Engineer	65,000	80,000	55,000	75,000
Linux Systems Engineer	75,000	90,000	65,000	85,000
Network Engineer	55,000	90,000	45,000	80,000
Help Desk Support	32,000	45,000	28,000	40,000
Application Support (Microsoft)	40,000	65,000	35,000	55,000
Application Support (Open Source)	45,000	70,000	40,000	60,000
Service Delivery Manager	65,000	90,000	55,000	80,000
Storage / SAN Engineer	60,000	75,000	55,000	70,000
Servicedesk / Helpdesk Lead	50,000	70,000	45,000	70,000



Market Outlook & Salary Data

Market Outlook

- A high number of Newly Qualified Accountants are opting to travel overseas for a period on completion of their articles. Azon estimates that up to one-third of all newly qualified accountants moving out of Big 4 are undertaking a period of travel or a year working abroad. This is a direct response to the travel restrictions during the pandemic. In addition, a high number of accountants who qualified in 2020 and 2021 have also decided to travel. This is resulting in employers experiencing difficulty with newly qualified hiring.
 - Despite a slowdown in hiring of accountants and general Tech sector caution, many Accountants are tuned-in to inflationary developments and have not been shy in demanding higher salaries to compensate for cost of living increases. This is proving to be a sticking point for a number of employers who are attempting to keep a lid on costs.
 - Hiring at the Part-Qualified level and for Accounts Payable and Payroll professionals continues at pace with CFO's, Finance Directors and, Financial Controllers wanting to setup their Finance teams for success as employees return to the office.
 - Temporary, Interim and, Project hiring of accountants is buoyant for Finance Transformation projects. Employers are happy to pay over the odds here to avoid having to make permanent hires.
-

Market Outlook

- Within Big 4 Accounting firms, the war for talent will continue regardless of the wider economic landscape. This is due to the service lines and industry focus of each of the Big 4 being broadly similar with little differentiation in offerings between the firms outside of the reputation of their Partner Groups. In addition, a higher number of experienced professionals below Partner level, have opted to move client-side in recent years. To counteract this and continue to grow, Big 4 firms have applied a combination of acquisition strategies with building new service lines such as Legal Services as opposed to relying solely on organically growing existing service lines.
 - Both Deloitte and PwC recently boosted their presence in Private Business areas of Tax with Deloitte's acquisition of Ennis based Cahill Taxation Services and PwC's acquisition of Cork based Twomey Moran. Both Big 4 firms resorted to an acquisition strategy here in place of organically building highlighting the challenges around talent attraction in a highly competitive market. We expect to see further bolt-on acquisitions by Big 4 for both new and existing service lines.
 - With Capital Markets activities decreasing significantly over the past 12 months, demand by employers to hire accountants for front office roles has reduced. However, a number of family offices/private offices have been active recruiting high-quality accountants.
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Accounting Salary Data 2023.

Part-Qualified/Accounting Technicians - Dublin.

Title	0 - 1 Years		2 - 3 Years		4 - 5 Years	
	Min €	Max €	Min €	Max €	Min €	Max €
Finalist	35,000	40,000	40,000	45,000	40,000	45,000
Part Qualified/Accounts Assistant	35,000	37,000	37,000	40,000	40,000	45,000
Payroll Manager	50,000	55,000	55,000	65,000	65,000	80,000
Payroll Specialist	28,000	32,000	32,000	36,000	36,000	40,000
Accounts Payable Manager	40,000	45,000	45,000	50,000	50,000	50,000
Accounts Payable Specialist	24,000	28,000	28,000	33,000	33,000	36,000
Accounts Receivable Manager	40,000	45,000	45,000	48,000	48,000	60,000
Accounts Receivable Specialist	24,000	28,000	28,000	33,000	33,000	36,000
Bookkeeper	22,000	25,000	25,000	30,000	30,000	36,000
Tax Graduate	24,000	28,000	28,000	33,000	33,000	36,000

Part-Qualified/Accounting Technicians - Regions.

Title	0 - 1 Years		2 - 3 Years		4 - 5 Years	
	Min €	Max €	Min €	Max €	Min €	Max €
Finalist	35,000	40,000	40,000	45,000	-	-
Part Qualified/Accounts Assistant	28,000	32,000	32,000	37,000	37,000	40,000
Payroll Manager	48,000	53,000	53,000	60,000	60,000	80,000
Payroll Specialist	25,000	30,000	30,000	35,000	35,000	40,000
Accounts Payable Manager	35,000	40,000	40,000	45,000	45,000	50,000
Accounts Payable Specialist	24,000	28,000	28,000	33,000	33,000	36,000
Accounts Receivable Manager	35,000	40,000	40,000	45,000	45,000	55,000
Accounts Receivable Specialist	24,000	28,000	28,000	33,000	33,000	36,000
Bookkeeper	22,000	25,000	25,000	30,000	30,000	36,000
Tax Graduate	24,000	28,000	28,000	33,000	-	-

C-Suite & Management

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Chief Financial Officer (> €1Bn Revenue company)	200,000	-	200,000	-
CFO/Finance Director (> €100m Revenue company)	130,000	-	130,000	-
Finance Director (<€100m Revenue company)	100,000	180,000	100,000	170,000
Financial Controller (> €100m Revenue Company)	90,000	150,000	90,000	150,000
Divisional Finance Director	100,000	170,000	80,000	140,000

Accounting Salary Data 2023.

General Accounting - Dublin

Title	0 - 3 Years		3 - 5 Years		5+ Years	
	Min €	Max €	Min €	Max €	Min €	Max €
Financial Controller SME	80,000	90,000	85,000	100,000	100,000	110,000
Finance Manager	60,000	70,000	65,000	75,000	75,000	85,000
Project/ERP Accountant	60,000	65,000	65,000	75,000	75,000	85,000
Senior Accountant	55,000	60,000	60,000	65,000	65,000	70,000
Group Accountant	50,000	55,000	55,000	60,000	60,000	68,000
Financial Accountant	50,000	58,000	60,000	65,000	65,000	70,000
Commercial Accountant	50,000	58,000	60,000	65,000	65,000	70,000
FP&A Analyst	55,000	60,000	60,000	65,000	65,000	72,000
General Ledger Accountant	50,000	55,000	55,000	60,000	60,000	65,000
Tax Accountant	50,000	55,000	55,000	60,000	60,000	65,000

General Accounting - Regional

Title	0 - 3 Years		3 - 5 Years		5+ Years	
	Min €	Max €	Min €	Max €	Min €	Max €
Financial Controller SME	60,000	70,000	70,000	75,000	75,000	85,000
Finance Manager	50,000	50,000	60,000	65,000	65,000	75,000
Project/ERP Accountant	45,000	55,000	55,000	60,000	55,000	-
Senior Accountant	45,000	50,000	50,000	58,000	58,000	65,000
Group Accountant	45,000	52,000	52,000	58,000	58,000	65,000
Financial Accountant	48,000	52,000	52,000	58,000	58,000	65,000
Commercial Accountant	48,000	52,000	53,000	58,000	58,000	65,000
FP&A Analyst	48,000	52,000	54,000	58,000	58,000	65,000
General Ledger Accountant	45,000	50,000	50,000	58,000	60,000	-
Tax Accountant	40,000	50,000	50,000	55,000	58,000	65,000

Tax - Industry

Title	0 - 3 Years		3 - 5 Years		5+ Years		Regions	
	Min €	Max €	Min €	Max €	Min €	Max €	Min €	Max €
Head of Tax	100,000	130,000	120,000	160,000	150,000	300,000	150,000	300,000
Tax Director	100,000	120,000	120,000	150,000	150,000	170,000	100,000	150,000
Tax Manager	65,000	80,000	80,000	90,000	90,000	100,000	60,000	100,000
Senior Tax Accountant	65,000	70,000	70,000	75,000	75,000	80,000	55,000	70,000
Tax Accountant	50,000	55,000	55,000	60,000	60,000	65,000	40,000	55,000
VAT Manager	65,000	70,000	70,000	80,000	80,000	90,000	35,000	40,000
VAT Accountant	50,000	55,000	55,000	60,000	60,000	65,000	35,000	40,000

Audit / Advisory / Consulting / Tax

Title	Dublin		Dublin		Regions		Regions	
	Min €	Max €						
Equity Partner	300,000	500,000	120,000	200,000	200,000	400,000	100,000	200,000
Fixed Share Partner	200,000	400,000	120,000	200,000	180,000	250,000	100,000	130,000
Director	90,000	165,000	80,000	150,000	80,000	120,000	70,000	120,000
Senior Manager/AD	75,000	90,000	65,000	75,000	65,000	80,000	60,000	65,000
Manager	65,000	75,000	55,000	60,000	60,000	65,000	45,000	55,000
Assistant Manager	55,000	65,000	45,000	55,000	45,000	55,000	40,000	45,000
Audit Senior	40,000	55,000	35,000	50,000	35,000	45,000	30,000	40,000
Trainee	25,000	40,000	20,000	30,000	20,000	30,000	18,000	24,000



Market Outlook & Salary Data

Market Outlook

- 2022 was a year of much needed recovery for HR professionals. There was an air of the inevitable as HR teams began to expand again post-pandemic, after having been downsized during. However, subsequent Big Tech layoffs have now increased the supply of Talent Acquisition specialists which is resulting in salaries for TA hires levelling off in general.
 - The office / hybrid / remote triad has somewhat established conventions within HR, necessitating a lot of this hiring. Virtual onboarding, attendance management and a myriad of other discrete, remote related issues remain a top line area of HR activity.
 - Increased hiring and restocking of HR teams brought increased salary expectations with it. Coupled with general economic inflation, HR wages have seen a steady increase over the year, which we expect to tail into 2023.
 - The oft-predicted economic slowdown for 2023 could potentially halt this rise.
 - We expect to see continued demand for HR Professionals in 2023 however we do predict that the salary inflation will level out as the market steadies.
 - Rotas for office attendance are a unique outcropping of the return to brick & mortar buildings. Companies were able to downsize physical working spaces during the pandemic, and are now having to ration out that reduced space to accommodate the increased volume of those commuting into the office.
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Market Outlook

- While Zoom/Teams/virtual interview is now firmly ensconced in the majority of interview processes, there is a definite push to get face-to-face meetings back in the mix at earlier and earlier stages. It is very difficult to replicate in-person chemistry and chemistry with webcams and headsets.
- Internal upskilling is the latest tool in a push to retain staff. Ever increasing specialisation leads to ever increasing difficulty in filling the niche roles that specialisation requires. Creating a sustainable supply of internal promotions via training & upskilling goes some way to alleviating this challenge. Demonstrating commitment to extant talent within a company also helps with overall culture & ethos; investment in people does pay dividends.

"Internal upskilling is the latest tool in a push to retain staff. Ever increasing specialisation leads to ever increasing difficulty in filling the niche roles that specialisation requires."



Human Resources Salary Data 2023.

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Chief People Officer	140,000	200,000	140,000	180,000
HR Director	100,000	180,000	80,000	140,000
Head of Talent Acquisition	70,000	120,000	70,000	120,000
Head of Learning & Development	90,000	120,000	70,000	110,000
HR Manager	80,000	110,000	75,000	100,000
Senior HR Business Partner	70,000	100,000	65,000	90,000
HR Generalist	50,000	60,000	45,000	55,000
HR Administrator	35,000	40,000	28,000	35,000
Compensation & Benefits Manager	80,000	120,000	70,000	120,000
Compensation & Benefits Specialist	55,000	80,000	55,000	80,000
L&D Manager	70,000	90,000	60,000	90,000
L&D Specialist	45,000	65,000	40,000	60,000
Inhouse Recruiter	55,000	75,000	50,000	70,000
Recruitment Coordinator	38,000	45,000	35,000	40,000
L&D Coordinator	38,000	45,000	35,000	40,000
HR Information System Analyst	45,000	55,000	40,000	55,000
HR Information System Team Lead	55,000	80,000	50,000	80,000
Graduate Recruitment Manager	75,000	90,000	65,000	90,000
HR Consultant	65,000	180,000	65,000	180,000



Market Outlook & Salary Data

Market Outlook

Movement on hiring across the Legal market is on the up following a period of status quo during the pandemic across both Law Firms and industry. The market, however has been negatively impacted post Crypto fall-out with several FinTech's and early-stage companies in other sectors delaying their plans to build in-house Legal capability until appropriate levels of Funding has been secured.

For qualified Solicitors, corporate, real estate and commercial experience are key requirements we are seeing across the board. In Private Practice, there remains a tightness for corporate solicitors across most service lines. The influx of new entrant Law Firms post Brexit has increased the competition for talent amongst employers. Other Practice areas with ongoing hiring requirements are Real Estate, Funds and Banking.

The entry strategy adopted by recent Law entrants has become more focused on a buy as opposed to build strategies. This allows these firms to bypass the challenges around building teams from scratch. Both Addleshaw Goddard and Ogier followed this strategy in their mergers with Eugene F. Collins and Leman respectively. However, Bird & Bird opted to build from scratch attracting Partner level talent from competing firms in Ireland.

Market Outlook

The conundrum for the top law firms who have invested in in-house talent teams is whether they are optimising their hiring and how to measure that. Azon would always contend that having external support in the form of a professional Recruitment partner will optimise Recruitment process outcomes. They will have a helicopter view of the market, be able to promote the employer's brand, apply the latest and greatest sourcing and recruitment project management tools, and ensure consistent messaging throughout a recruitment process. Partnerships of this nature will potentially trump or complement the efforts of an internal talent acquisition team.

Qualified Solicitors are becoming keener on making the move In-house and the opportunities are available for those with the key skills in demand such as commercial contracts, funds asset management and corporate.

Company secretaries are in high demand across the board but mostly in the financial sector with salaries rising as a result. Currently, Funds company secretaries are in short supply with opportunities galore for those candidates who are on the market. Companies supporting with remote and hybrid working can widen the net attracting top talent across the country.

The Legal support side of the market has started to pick up again with a high number of Legal Executive and Legal Secretary positions available across smaller and mid-tier firms around Dublin. Opportunities are still few and far between when it comes to Legal support in the Top 6.

Market Outlook

Drawing legal talent away from the capital has been an eternal issue for companies located in the regions. The legal profession is no exception to this fact. Those who do make the move broadly breakdown into two different groups; those wishing to move back closer to home or those wishing to escape the hustle and bustle (and associated costs) of living in Dublin.

The emergence of codified hybrid working arrangements has further complicated this. Requirements to be only in the office twice or even once a week have made living outside the capital while working for firms based there a reality for many. Being able to avail of the higher pay that Dublin firms offer, while benefitting from the relatively cheaper cost of living outside the city ensures that the difficulty of attracting professionals to regional firms will only increase in the coming year.

"Funds company secretaries are in short supply with opportunities galore for those candidates who are on the market."



Legal Salary Data 2023.

Private Practice

Title	Dublin (Top-Tier)		Dublin (Mid-Tier)	
	Min €	Max €	Min €	Max €
Salaried Partner - DOE	135,000	250,000+	100,000	150,000
Senior Associate Solicitor - 5+ years' PQE	100,000	150,000	90,000	110,000
Associate Solicitor - 3 - 5 years' PQE	90,000	120,000	75,000	95,000
Solicitor - 1 - 3 years' PQE	75,000	95,000	68,000	75,000
Newly Qualified Solicitor - 0 - 1 years' PQE	68,000	80,000	60,000	70,000
Professional Support Lawyer	80,000	120,000	70,000	100,000

In-House

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
General Counsel	140,000	300,000	100,000	200,000
Head of Legal	120,000	200,000	90,000	140,000
Senior Legal Counsel - 5+ years' PQE	100,000	150,000	85,000	120,000
Legal Counsel - 3-5 years' PQE	85,000	110,000	60,000	90,000
Legal Counsel - 1-3 years' PQE	70,000	90,000	50,000	65,000
Newly Qualified Solicitor	60,000	70,000	40,000	55,000

Company Secretary

Head of Company Secretarial	90,000	130,000+	70,000	100,000
Company Secretary Director	85,000	115,000	70,000	95,000
Company Secretary Manager	65,000	85,000	55,000	75,000
Company Secretary	40,000	60,000	30,000	50,000
Company Secretarial Trainee	30,000	45,000	27,000	35,000

Legal Support

Title	Dublin (Top-Tier)		Dublin (Mid-Tier)	
	Min €	Max €	Min €	Max €
Legal Secretary/Legal PA	30,000	50,000	25,000	45,000
Legal Executive/Paralegal	35,000	60,000	30,000	50,000
Legal Assistant	28,000	35,000	25,000	30,000
Legal Administrator	26,000	32,000	25,000	27,000
Listings Executive	30,000	58,000	28,000	45,000
Global Funds Registrations Executive	35,000	75,000	28,000	50,000
Legal Contracts Manager	35,000	70,000	28,000	48,000
Legal Contracts Administrator	25,000	45,000	25,000	35,000



Market Outlook & Salary Data

Market Outlook

- There has been a growing trend in 2022 of companies focusing on customer loyalty. The global pandemic has highlighted the value of customer retention. Building and promoting a recognisable company culture and set of values that drives this kind of retention has become a key piece to both general marketing and employer branding.
 - Influencer marketing has continued to thrive in 2022. What was once only used by a handful of marketers is now being used by a large proportion of business that exists digitally. Investing in influencers allows marketers to tap into already engaged audiences who are invested in the content their influencer of choice promotes. The right partnership can yield impressive ROI and reach.
 - Short-form video, primarily driven by TikTok as well as Reels (Instagram) and Shorts (Youtube), has exploded in popularity. Marketing spends on this kind of content has risen greatly, with the likes of Shien and other impulse-buy style ecommerce benefitting the most from it.
 - Search and SEO strategy remains an essential component of the modern marketing mix. Consumers increasingly rely on search engines to research and make purchases. Appearing in the top 3 of popular search queries provides near unbeatable results compared to other marketing initiatives. SEO expertise endures as a sustainable skillset for marketing professionals.
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Market Outlook

- Marketers had a tough time in the 2020 - 2021 jobs market. 2022 saw a definite uptick in hiring as companies sought to return to pre-pandemic headcounts. The tentative expectation is for this to continue into 2023.
- Jobseekers in Marketing are very much brand driven. They want to feel like they have a connection when it comes to the work they are doing. This links back in with the renewed emphasis on company culture & values.
- As always with Marketing, being able to identify and get ahead of emerging trends is what employers want most. The proliferation of digital platforms (the rise of TikTok being a great illustration of this) means getting there first and doing it best has never been more important. Salary levels are rising as companies race to find Marketing professionals with this invaluable skill.

"Appearing in the top 3 of popular search queries provides near unbeatable results...SEO expertise endures as a sustainable skillset for marketing professionals."



Marketing Salary Data 2023.

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Chief Marketing Officer	130,000	250,000	120,000	200,000
Marketing Director	90,000	160,000	80,000	140,000
Head Of Marketing	95,000	150,000	75,000	130,000
Head Of CRM	90,000	125,000	75,000	115,000
Head Of SEO	80,000	100,000	70,000	90,000
Head Of Communications	85,000	130,000	75,000	120,000
Communications Manager	60,000	90,000	50,000	75,000
Senior Marketing Manager	65,000	90,000	50,000	80,000
Marketing Manager	60,000	85,000	55,000	80,000
Senior Marketing Specialist	35,000	45,000	30,000	40,000
Marketing Specialist	30,000	45,000	28,000	40,000
Marketing Coordinator	25,000	40,000	25,000	35,000
Category Lead	65,000	85,000	60,000	80,000
Brand Manager	45,000	65,000	40,000	60,000
Brand Executive	35,000	45,000	35,000	45,000
Social Media Manager	50,000	70,000	45,000	65,000
Social Media Specialist	30,000	45,000	28,000	40,000
PPC Manager	40,000	70,000	35,000	70,000
SEO Specialist	35,000	55,000	35,000	50,000
Consumer Insights Manager	60,000	90,000	50,000	70,000
Digital Marketing Analyst	35,000	50,000	30,000	50,000
Digital Content Manager	45,000	70,000	45,000	65,000
Email Marketing Specialist	40,000	55,000	40,000	55,000
Copywriter	30,000	45,000	30,000	45,000
Bid/Tender Manager	50,000	80,000	50,000	75,000
Bid Writer	35,000	55,000	35,000	50,000



Market Outlook & Salary Data

Market Outlook

- In 2022, we saw an unprecedented number of emerging trends making their way into Sales. These included conversations around AI, increasing importance of creative sales, automation of various sales processes, and more. Sales teams are realising the value of AI driven lead analysis that combines multiple data points, presented in an easy to read manner.
 - Inflation is an ever-present talking point, with Sales teams engaging clients on budgetary matters, and trying to limit downstream exposure to prices rises on energy, commodities and other basics.
 - In 2022, social selling continued to grow more popular. This is a natural outcome of the accelerated shift to online and social media driven platforms, thanks to global pandemic lockdowns. Personal branding, thought leadership, content marketing are all being employed to reach potential clients on these platforms.
 - We have seen an increase in sales applicants that are currently doing a lot of travelling and wanting to change to a more office-based sales environment with less time spent in transit.
 - Onboarding and expectations of the first 6-12 months have also been a key part of the conversation when jobseekers are deciding on their next career opportunity.
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Market Outlook

- Salaries, commission, and bonuses have continued to be the main factors in driving jobseekers to switch roles. Most employers we have spoken to realise that having a competitive bonus and commission structure in place will help retain and attract new talent to their business.
- 2023 is set to be a very positive year for career opportunities within the Sales sector.

"Personal branding, thought leadership, content marketing, all of it is being employed to reach potential clients on these platforms."



Sales Salary Data 2023.

Title	Dublin		Regions	
	Min €	Max €	Min €	Max €
Commercial Director	110,000	200,000	100,000	180,000
Sales Director	90,000	150,000	85,000	140,000
Head Of Sales	85,000	140,000	80,000	135,000
Sales Manager	60,000	90,000	55,000	80,000
Sales Team Leader	55,000	70,000	45,000	65,000
Relationship Manager	60,000	85,000	60,000	85,000
Area Sales Manager	50,000	70,000	40,000	65,000
Account Manager	40,000	80,000	40,000	75,000
Account Executive	35,000	50,000	35,000	50,000
Field Sales Representative	30,000	40,000	28,000	40,000
Business Development Director	80,000	150,000	75,000	140,000
Business Development Manager	60,000	80,000	55,000	75,000
Business Development Specialist	35,000	60,000	30,000	55,000
Customer Success Manager	45,000	65,000	40,000	60,000
Customer Success Specialist	32,000	45,000	30,000	42,000
Sales Operations Manager	55,000	80,000	50,000	70,000

Thank you for reading our Salary Guide. We hope you found it useful.

You can always get in touch with us:
info@azon.ie
(01) 554 9249

Azon CORE values:

Be Collaborative
Be Open
Be Respectful
Be Excellent

Azon's CORE values are foundational elements to our company culture, and inform how we work, whether it's with clients, jobseekers, vendors or each other.

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