

IRELAND



IRELAND'S RECRUITMENT MARKET WAS EXCEPTIONALLY BUOYANT IN 2015, WITH CONFIDENCE AMONG JOBSEEKERS AND BUSINESSES GROWING RAPIDLY ACROSS ALL SECTORS. WE ANTICIPATE STRONG ECONOMIC GROWTH IN 2016, LEADING TO AN INCREASE IN HIRING LEVELS. HOWEVER, A SHORTAGE OF SPECIALIST PROFESSIONALS WILL REMAIN A CRITICAL ISSUE.

2015 INSIGHT

We saw a resurgence of hiring across banking and financial services as global investment banks and domestic banks alike began to compete aggressively for the expertise needed for growth.

Hiring activity also increased rapidly across a variety of commercial sectors, such as ICT, pharmaceuticals and FMCG. There was a steep increase in demand for professionals across all areas of business, contrasting with the previous five years where sporadic recruitment was seen in niche areas only.

2016 EXPECTATIONS

We expect this momentum to continue into 2016, with specific shortages occurring in financial, regulatory, compliance, risk, funds, digital marketing and data analytics. This may inflate salaries as employers compete to hire growing numbers of specialist professionals.

For example, qualified accountants with up to five years' experience will be highly sought after as finance departments look to add depth to their teams. We expect to see salary increases of up to 10% as employers seek to retain their most valuable employees. Compliance expertise will continue to be sought after in line with regulatory demands.

As the commercial importance of data analysis increases, companies will continue to seek individuals with specialist skills in data analysis and business intelligence (BI).

In 2016, we also expect to see an increase in counter-offers from companies faced with the need to retain key personnel. Organisations should look to highlight clear career progression, development and training programmes, as well as creating fast-track opportunities for high performers to improve retention levels.

Companies recruiting new employees should also be prepared for a very different hiring environment compared with recent years. In 2016 the market will be strongly candidate driven, with candidates receiving multiple offers when moving jobs. Hiring managers will need to act quickly to secure their preferred candidates.

As an increasing number of multinationals continue to choose Ireland as a destination for their European operations, hiring managers should consider initiatives that will help persuade Irish talent based overseas to return – widening the pool of available talent.



With high levels of activity across the board, we anticipate candidate shortages will emerge in accounting, digital marketing and fund management in 2016. This may lead to salary inflation as employers compete to hire on a volume basis.



KEY FINDINGS

We expect to see an increase in counter-offers and multiple offer situations as companies focus on retaining key personnel.

There was a steep increase in demand for professionals across all areas of business, contrasting with the previous five years where sporadic recruitment was seen in niche areas only.

+ 16% (EJI)

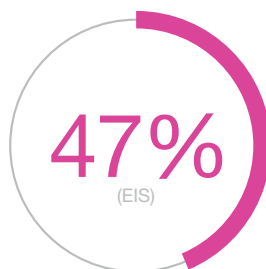
Year-on-year increase in the number of jobs advertised in Ireland

+ 20% (EJI)

Year-on-year increase in advertised roles in **information technology**

+ 18% (EJI)

Year-on-year increase in advertised roles in **accounting and finance**



The number of professionals who stated a lack of career progression as the main reason for leaving a role

TOP 3 SECTORS BY ADVERTISED JOB VOLUME (EJI)

1

Information technology

2

Risk & compliance

3

Accounting & finance

EJI: Robert Walters European Job Index, Q3 2014 v Q3 2015.

EIS: Robert Walters Employee Insights Survey 2015, 7,000 respondents.

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OVERVIEW

ACCOUNTING & FINANCE

The Irish accounting and finance jobs market was buoyant in 2015. As the economy continued to recover, competition for top talent intensified across financial services and industry, increasing salaries for qualified accountants across the board. In a candidate-short market, competition also increased for newly-qualified professionals, with some companies even offering roles during interviews.

All Irish banks began hiring aggressively in 2015. The permanent market increased significantly; unlike in previous years, fixed-term contracts were generally only used for maternity cover rather than for project-based work. We expect demand for qualified accountants will continue to be strong in 2016, particularly for those with up to five years' post-qualification experience. Movement at the senior end of the market is likely to be slow, however, as companies continue to promote internally.

Across commerce and industry, firms will continue to seek financial accountants, planning analysts, management accountants and finance business partners who can add commercial value to operations.

With a rise in jobseeker confidence, more professionals are enquiring about new opportunities. As a result, we expect to see a continuing trend of accountants, particularly those who have been settled in a role for a number of years, looking elsewhere for a new challenge or career progression.

Salaries for newly-qualified accountants increased by up to 10% in 2015. This was driven by a shortage of available talent and growing baseline salaries at professional services firms as they sought to retain employees.

As salary expectations continue to increase in 2016, we advise companies to offer clear, well-defined career paths for existing staff, alongside a competitive remuneration package.

BANKING & FINANCIAL SERVICES

Hiring in banking and financial services grew throughout 2015 as confidence returned and organisations committed to expanding headcount and quickly looked to backfill positions that became vacant. Recruitment in credit and operational risk was steady at the senior end of the market but the real growth was seen at the mid-level salary range.

Demand increased across all areas of back office support in the funds industry as international organisations grew their operations, both in Dublin and regionally. There was also a swell in insurance hiring towards the end of the year across actuarial pricing, claims and underwriting.

Meanwhile, in asset management and corporate banking, there was a strong emphasis on risk analysis and reporting. In retail banking, there was growth in hiring for positions with a commercial and product development scope. However, the improving economic outlook meant that hiring in restructuring and arrears management declined over the year.

There was a notable increase in counter-offers which had an upward impact on salaries in 2015, particularly among those with two to four years' experience. We expect this trend to continue in 2016. We also anticipate a steady need for fund accounting, investor services and trustee professionals, with demand outweighing supply in many cases.

For contract positions, completion bonuses will become a key factor in retaining staff for the duration of a contract as the market continues to offer attractive permanent employment options.

Due to more intense competition, hiring managers will need to think laterally when considering the skills required for specialist roles. Candidates will be attracted by career development opportunities, so employers should offer clear career progression coupled with competitive remuneration packages.

COMPLIANCE

The compliance jobs market was steady in 2015, with demand increasing particularly for professionals in the investment management, insurance, retail banking, asset servicing and professional services sectors. This was attributable to both business growth and ongoing regulatory developments driving the need for additional resources.

In 2016, the hiring focus for many organisations will relate to conduct of business regulation. Carrying on from 2015, the most sought-after skill sets will revolve around AIFMD, AML, CPC, MiFID and data protection, with new demand for candidates with CCMA and the SME lending code. With many firms under pressure to meet regulatory demands, requirements will also rise for temporary compliance professionals to assist with the implementation and monitoring of new and existing regulations.

Salaries will increase in 2016 due to the multitude of new regulations being issued domestically and at European level. The continued trend of counter-offers will also put further upward pressure on salaries. If current market conditions hold, strong candidates will receive multiple job offers, and employers

KEY TRENDS

- ▶ A shortage of specialist professionals will remain a critical issue in 2016.
- ▶ Qualified accountants with up to five years' experience will be highly sought after.
- ▶ Completion bonuses will become key in retaining contract staff as the market continues to offer attractive permanent employment opportunities.
- ▶ Hiring managers are advised to offer compensation and benefits in line with the market coupled with clear career progression.

should be prepared to offer enhanced salary packages and additional benefits to secure top talent.

ENGINEERING, SUPPLY CHAIN & PROCUREMENT

In mid-2015 Ireland's construction sector appeared to move out of stagnation, resulting in the fastest expansion rate since November 2004. We saw demand increase for labour resources within the areas of procurement, supply chain and engineering. The main industries with recruitment requirements included FMCG and pharmaceuticals.

Increasing consumer demand is driving an ongoing need for operational and logistics staff in warehousing, transport and distribution, and we expect this demand to continue into 2016. Procurement professionals will also be popular hires and forthcoming large infrastructure projects mean that candidates with demonstrable experience will be sought after in the construction industry. Export demand means manufacturing levels remain high, so we expect a steady requirement for supply chain management in the food and pharmaceutical industries.

Emerging candidate shortages will lead to higher remuneration packages across the board, including the return of incremental salary increases among organisations that have not awarded rises for some years.

INFORMATION TECHNOLOGY

Hiring levels increased within IT in 2015 as Ireland continued to gain a global reputation as a technology hub. Due to the high levels of demand, companies sought to recruit junior and mid-level professionals with a view to developing them for the future. Meanwhile, demand for senior candidates such as programme, senior project and PMO managers was often met by contract hiring due to the business-critical nature of these appointments.

The most sought-after professionals included data analysts and BI consultants, while the search for heightened efficiency meant business

process analysts and project managers were also popular hiring choices. In addition, Dublin's emergence as a centre for new technology led to a steady demand for programmers, QA testers and solutions architects.

These trends look likely to continue in 2016, when salaries will also rise due to an ongoing shortage of readily-available IT talent.

LEGAL

In 2015, the private practice sector experienced increased demand in corporate, funds, banking and property, with the strongest demand at the one to five year post-qualification level.

There was continued demand for in-house solicitors too, particularly for those with commercial law and data privacy expertise in the technology sector. We also witnessed a significant demand for qualified solicitors with experience in funds and regulatory law. Additionally, given the increase in funds being listed, recruitment within the area of listings and registrations grew vastly.

A number of organisations that did little or no hiring during the recession started to do so once more. Most legal hiring throughout 2015 was at junior and mid-levels, making up for the lack of hiring at these levels during the recession – a trend we expect to continue in 2016. There was also a significant shortage of lawyers with the required skill sets in almost every sector.

The need to turn processes around quickly and make attractive offers to candidates proved to be vital in 2015, and this will certainly continue in 2016. Hiring managers will also need to consider the strong likelihood of counter-offer and multiple-offer situations. We expect employers will not only increase salaries but will also focus on expanding benefits packages, which have, in private practice in particular, traditionally not included pension or healthcare elements.

SALES & MARKETING

Companies built their sales and marketing teams more rapidly during 2015 than in recent years, with a particular focus on professionals

with digital marketing and data analysis skills. In addition, product development and marketing communications skills were highly sought after, particularly in the finance and insurance industries.

Within FMCG, there has been a move towards recruiting category management professionals who can give sales and marketing colleagues data-driven insights. This trend will continue in 2016.

There will be a shortage of candidates for mid to senior marketing positions in 2016 and as a result we expect to see a return to bonuses and other performance-based incentives. As the economy continues to improve, staff retention will be a main focus for employers and we also anticipate an increasing prevalence of benefits being offered alongside the basic salary.

SECRETARIAL & BUSINESS SUPPORT

Economic recovery and a drive for new business were the key factors behind a very busy jobs market for secretarial candidates in 2015, particularly in the banking, financial services and legal sectors.

An increase in candidate confidence, combined with extra benefits being offered by employers seeking top talent, prompted movement in the support jobs market, which we anticipate will continue in 2016. With competition for skills increasing, companies are now considering graduates with strong academics for administrative positions.

Salaries will remain largely similar to 2015, although there will be some flexibility for more-experienced candidates. We predict sustained growth in secretarial and business support staffing across all industries and, in particular, increased demand for administrative personnel in the real estate sector.

To secure the best talent in 2016, competitive salaries combined with additional benefits, such as training opportunities, will be key.

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ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2015	2016	2015	2016
Financial Services				
Finance Director	100 - 140k	120 - 180k	50 - 70	62 - 92
Financial Controller	80 - 95k	90 - 110k	40 - 48	46 - 56
Head of Internal Audit	90 - 110k	100 - 130k	46 - 56	51 - 67
FP&A Manager	60 - 75k	75 - 85k	30 - 38	38 - 44
Project Accountant	60 - 80k	60 - 80k	30 - 40	30 - 40
Internal Auditor	50 - 65k	50 - 75k	25 - 33	25 - 38
Financial Accountant	50 - 65k	50 - 65k	25 - 33	25 - 33
Management Accountant	50 - 65k	50 - 65k	25 - 33	25 - 33
Financial Analyst	45 - 60k	50 - 65k	23 - 30	25 - 33
Newly-qualified Accountant	45 - 50k	45 - 52k	23 - 25	23 - 26
Part-qualified Accountant	30 - 45k	30 - 45k	15 - 23	15 - 23
Commerce & Industry				
Finance Director (MNC)	150 - 210k	150 - 210k	76 - 108	76 - 108
Finance Director (SME)	100 - 130k	100 - 130k	50 - 66	50 - 66
Financial Controller	75 - 100k	75 - 100k	38 - 50	38 - 50
Head of Internal Audit	80 - 100k	80 - 100k	40 - 50	40 - 50
FP&A Manager	60 - 75k	70 - 80k	30 - 38	36 - 40
Financial Analyst	50 - 60k	50 - 65k	25 - 30	25 - 33
Financial Accountant	50 - 60k	50 - 65k	25 - 30	25 - 33
Management Accountant	45 - 55k	50 - 60k	23 - 28	25 - 30
Newly-qualified Accountant	45 - 50k	50 - 55k	23 - 25	25 - 28
Payroll Manager	45 - 55k	50 - 60k	22 - 30	25 - 30
Credit Control Manager	50 - 65k	50 - 65k	25 - 33	25 - 33
Accounts Payable Manager	50 - 65k	50 - 65k	25 - 33	25 - 33

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

DUBLIN

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER DAY EUR (€)	
	2015	2016	2015	2016
Fund Administration				
Head of Fund Accounting	90 - 140k+	90 - 140k+	346 - 538+	346 - 538+
Fund Accounting Manager	55 - 80k	55 - 80k	212 - 308	212 - 308
Fund Accounting Supervisor	42 - 48k	42 - 48k	162 - 185	162 - 185
Fund Accountant	27 - 42k	27 - 42k	104 - 162	104 - 162
Trustee Manager	55 - 85k	55 - 85k	212 - 327	212 - 327
Trustee Associate	28 - 42k	28 - 42k	108 - 162	108 - 162
Head of Transfer Agency	90 - 140k+	90 - 140k+	346 - 538+	346 - 538+
Transfer Agency Supervisor/Team Leader	40 - 50k	40 - 50k	154 - 192	154 - 192
Transfer Agency Administrator	28 - 40k	28 - 40k	108 - 154	108 - 154
Client Services Administrator	28 - 38k	28 - 38k	108 - 146	108 - 146
Insurance				
Senior Actuary	110 - 160k+	110 - 160k+	423 - 615+	423 - 615+
Actuary (newly-qualified)	40 - 80k	40 - 80k	154 - 308	154 - 308
Senior Underwriter	55 - 85k	55 - 85k	212 - 327	212 - 327
Junior Underwriter	35 - 50k	35 - 50k	135 - 192	135 - 192
Claims Manager	40 - 70k	40 - 70k	154 - 270	154 - 270
Claims Handler	25 - 35k	25 - 35k	96 - 135	96 - 135
Asset Management				
Senior Fund/Portfolio Manager	100 - 150k+	100 - 150k+	385 - 577+	385 - 577+
Senior Investment Analyst	80 - 110k+	80 - 110k+	307 - 423+	307 - 423+
Investment Analyst	40 - 70k	40 - 70k	154 - 270	154 - 270
Treasury & Securities Trading				
Senior Research Analyst	70 - 100k+	70 - 100k+	270 - 385+	270 - 385+
Research Analyst	40 - 70k	40 - 70k	154 - 270	154 - 270

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BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER DAY EUR (€)	
	2015	2016	2015	2016
Corporate/Commercial Banking				
Senior Relationship Manager	90 - 120k+	90 - 120k+	346 - 460+	346 - 460+
Relationship Manager	60 - 90k	60 - 90k	230 - 346	230 - 346
Loans Administration Officer (QFA)	28 - 35k	28 - 35k	108 - 135	108 - 135
Corporate Finance & Advisory				
Corporate Finance Director	100 - 160k+	100 - 160k+	385 - 615+	385 - 615+
Corporate Finance Manager	60 - 100k	60 - 100k	230 - 385	230 - 385
Corporate Finance Executive	40 - 60k	40 - 65k	154 - 230	154 - 250
Wealth Management				
Senior Private Client Portfolio Manager	80 - 120k+	80 - 120k+	308 - 460+	308 - 460+
Private Client Portfolio Manager	60 - 80k+	60 - 80k+	230 - 308+	230 - 308+
Retail Banking				
Head of Product	90 - 150k+	90 - 150k+	346 - 577+	346 - 577+
Product Manager	50 - 80k	50 - 85k	192 - 308	192 - 327
Risk				
Chief Risk Officer	100 - 250k+	100 - 250k+	385 - 960+	385 - 960+
Divisional Head of Risk	90 - 150k	90 - 150k	346 - 577	346 - 577
Senior Risk Manager	70 - 100k	75 - 100k	270 - 385	288 - 385
Risk Manager	55 - 75k	55 - 80k	212 - 288	212 - 308
Middle Office & Operations				
Middle Office/Operations Manager	55 - 80k	55 - 80k	212 - 308	212 - 308
Middle Office/Operations Analyst	35 - 55k	35 - 55k	135 - 212	135 - 212
Arrears & Restructuring				
ASU Agent (QFA)	30 - 42k	32 - 42k	115 - 161	123 - 161
Corporate Restructuring Manager	50 - 65k	50 - 65k	192 - 250	192 - 250

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COMPLIANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2015	2016	2015	2016
Chief Compliance Officer	130 - 180k	140 - 190k	67 - 92	72 - 97
Divisional Head of Compliance	100 - 130k+	110 - 140k+	51 - 67+	56 - 72+
Senior Compliance Manager	80 - 110k+	90 - 110k+	41 - 51+	46 - 56+
Compliance Officer/Manager	55 - 85k	60 - 90k	28 - 44	31 - 46
Compliance Analyst	40 - 50k	45 - 60k	21 - 26	23 - 31
Compliance Administrator/Assistant	25 - 40k	28 - 45k	13 - 21	14 - 23
MLRO	80 - 120k+	90 - 130k+	41 - 62+	46 - 67+
AML/Financial Crime Manager	55 - 85k	60 - 90k	28 - 44	31 - 46
AML Analyst	35 - 55k	40 - 60k	18 - 28	21 - 31
AML Administrator	25 - 35k	28 - 40k	13 - 18	14 - 21
Fraud Manager	60 - 80k	65 - 90k	31 - 41	33 - 46
Data Protection Officer	70 - 100k	70 - 100k	36 - 51	36 - 51

ENGINEERING, SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM EUR (€)	
	2015	2016
Supply Chain Manager	70 - 90k	75 - 95k
Procurement/Purchasing Manager	60 - 85k	65 - 90k
Demand/Supply Planner	40 - 55k	45 - 60k
Warehouse Manager	45 - 60k	45 - 65k
Production Manager	50 - 70k	55 - 75k
Operations Manager	65 - 85k	65 - 90k
Engineering Manager	70 - 90k	75 - 95k
Quality Manager	60 - 75k	60 - 80k
Facilities Manager	50 - 65k	50 - 70k
Project Manager	50 - 70k	50 - 75k
Project Engineer	40 - 55k	40 - 60k
Health & Safety Manager	50 - 65k	50 - 70k

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INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		DAY RATE EUR (€)	
	2015	2016	2015	2016
IT Director	100 - 150k	100 - 180k	500 - 900	600 - 1000
IT Manager	80 - 100k	80 - 120k	400 - 700	500 - 750
Programme Manager	90 - 100k	90 - 120k	500 - 800	600 - 850
Project Manager	75 - 90k	75 - 100k	400 - 600	500 - 700
Business Analyst	45 - 75k	50 - 80k	350 - 500	400 - 600
Network Engineer CCNA - CCIE	35 - 90k	35 - 90k	300 - 600	300 - 600
.Net/C# Developer	55 - 75k	55 - 80k	400 - 500	400 - 500
Java/J2EE Developer	60 - 75k	60 - 80k	400 - 500	400 - 500
Senior Technical Architect	75 - 95k	80 - 100k	450 - 650	500 - 700
Web Designer	45 - 65k	50 - 70k	350 - 450	400 - 500
IT Helpdesk	30 - 40k	35 - 45k	200 - 250	250 - 300
QA & Testers	35 - 70k	35 - 70k	300 - 450	300 - 450

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LEGAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER DAY EUR (€)	
	2015	2016	2015	2016
Private Practice				
Salaried Partner	150k+	150k+		
Senior Associate	90 - 120k	90 - 120k	345 - 460	345 - 460
Associate (3 - 8 yrs' exp)	70 - 95k	75 - 95k	270 - 365	290 - 365
Associate (1 - 3 yrs' exp)	50 - 75k	55 - 75k	190 - 290	211 - 290
In-house				
General Counsel	120 - 150k+	120 - 150k+	460 - 575+	460 - 575+
Senior Legal Counsel (8+ yrs' exp)	90 - 120k	90 - 120k	345 - 460	345 - 460
Legal Counsel (4 - 8 yrs' exp)	60 - 85k	70 - 90k	230 - 327	270 - 345
Legal Counsel (1 - 4 yrs' exp)	50 - 75k	55 - 75k	190 - 290	211 - 290
Company Secretarial				
Director of Company Secretarial	75 - 100k	75 - 100k	290 - 385	290 - 385
Company Secretarial Manager	55 - 75k	55 - 75k	211 - 290	211 - 290
Listings Executive	35 - 50k	35 - 55k	135 - 190	135 - 211
Company Secretarial Assistant	30 - 50k	35 - 55k	115 - 190	135 - 211

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SALARIES

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)	
	2015	2016
Marketing Director	90 - 140k	90 - 150k
Sales Director	90 - 130k	90 - 140k
Head of Communications	80 - 120k	80 - 125k
Sales Manager	70 - 90k	70 - 100k
Consumer Insights/Activation Manager	65 - 95k	65 - 100k
Channel Manager	55 - 75k	55 - 75k
Brand Manager	50 - 75k	50 - 80k
Category Manager	45 - 65k	50 - 70k
Marketing Executive	30 - 45k	30 - 45k
Field Sales Representative	25 - 35k	25 - 35k

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2015	2016	2015	2016
Customer Service Manager	35 - 50k	35 - 50k	18 - 26+	18 - 26+
Customer Service Team Leader	30 - 36k	30 - 38k	15 - 18+	15 - 19+
Bilingual Customer Service Agent	24 - 32k	25 - 32k	12 - 16+	13 - 16+
Customer Service Agent	22 - 30k	22 - 32k	11 - 15+	11 - 16+
Executive Assistant	40 - 50k	40 - 50k	20 - 26+	20 - 26+
Personal Assistant	30 - 40k	30 - 40k	15 - 20+	15 - 20+
Office Manager	30 - 40k	30 - 40k	15 - 20+	15 - 20+
Legal Secretary	26 - 36k	26 - 38k	13 - 18+	13 - 19+
Secretary	22 - 32k	22 - 32k	11 - 16+	11 - 16+
Receptionist	20 - 30k	20 - 30k	10 - 15+	10 - 15+
Administrator	20 - 30k	20 - 30k	10 - 15+	10 - 15+
Accounts Assistant	25 - 35k	25 - 35k	13 - 17+	13 - 17+

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