SALARY SURVEY 2020

IRELAND

WALTERS people

WE HAVE OVER 500 PEOPLE WORKING FOR WALTERS PEOPLE ACROSS SEVEN COUNTRIES

- BELGIUM
- FRANCE
- HONG KONG
- IRELAND
- NETHERLANDS
- SPAIN
- UNITED KINGDOM

WELCOME TO WALTERS PEOPLE

WELCOME TO THE NEW WORLD OF WORK

WHO IS WALTERS PEOPLE?

Walters People is the professional staffing business for tomorrow's working world. We connect businesses to the staff they need whilst acting as a career partner for today's fast-moving professionals.

HOW ARE WE DIFFERENT?

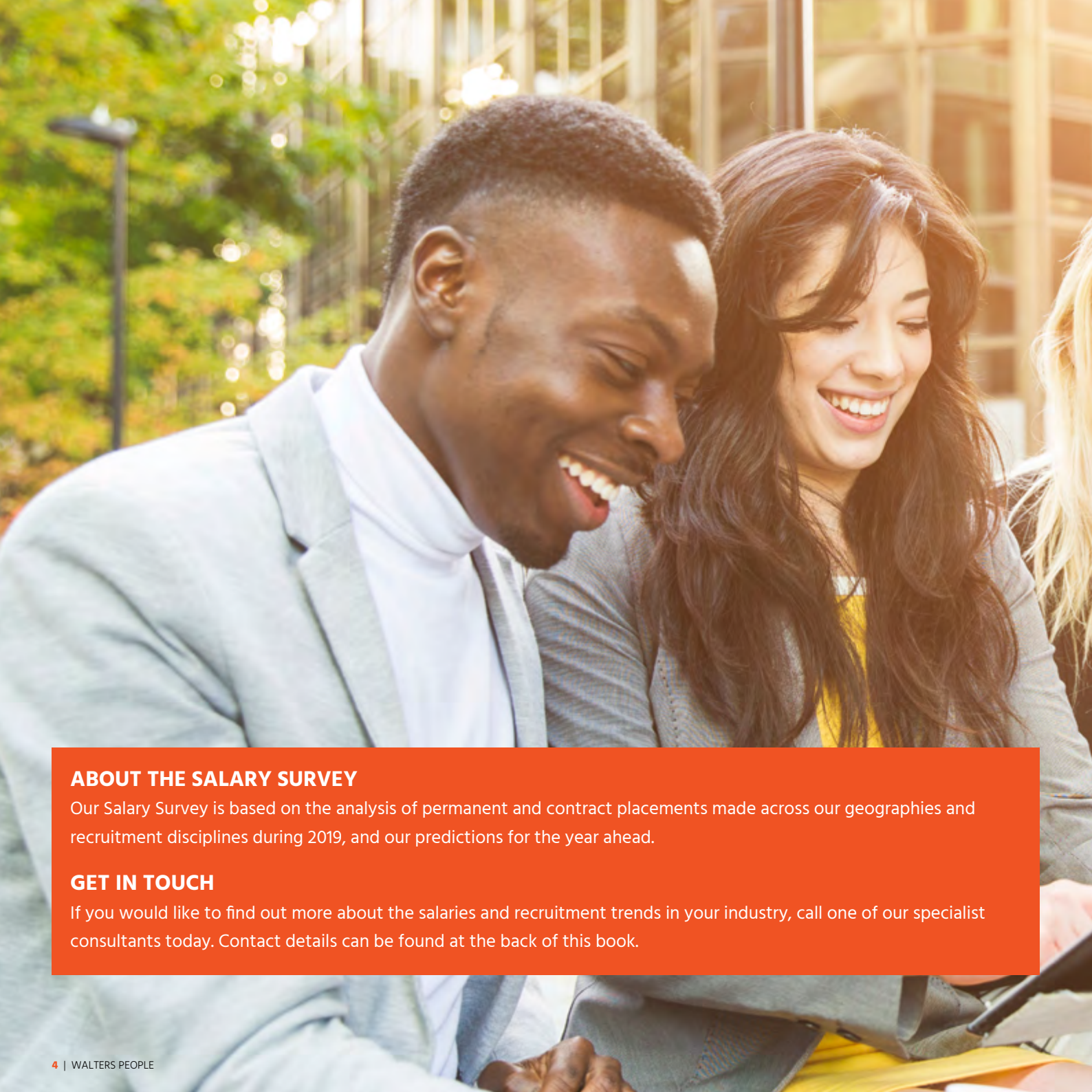
We make transactional recruitment personal, by combining the latest technology with a down-to-earth, hands-on approach, to deliver a smarter, faster and seamless recruitment experience.

ABOUT THE SALARY SURVEY

Walters People Salary Survey 2020 includes comprehensive information on wage developments and recruitment trends for finance and support roles in Ireland. The salary tables provide a useful tool for benchmarking salaries for these professionals. Our salary survey covers recruitment trends and salary information for roles across accounting and finance, business support, human resources and financial services for both permanent and contract.

THE ROBERT WALTERS GROUP

Robert Walters was founded in London in 1985, and is a specialist professional recruitment consultancy focused at the mid to senior level. With a global presence in 31 countries, Robert Walters is the ideal recruitment partner for both national and international assignments. The Robert Walters Group operates three businesses under the following brands: Robert Walters (senior permanent and interim management recruitment), Walters People (fast-paced contract and professional staffing recruitment) and Resource Solutions (recruitment process outsourcing).



ABOUT THE SALARY SURVEY

Our Salary Survey is based on the analysis of permanent and contract placements made across our geographies and recruitment disciplines during 2019, and our predictions for the year ahead.

GET IN TOUCH

If you would like to find out more about the salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found at the back of this book.

METHODOLOGY

Walters People closely analysed the salaries of roles advertised in Ireland over a 12-month period, to calculate the most accurate upper and lower limits of each individual role. Where distinctions have been found, permanent salaries are split by company size: medium enterprise (headcount from 50 to 250) and large enterprise (headcount of 250 and above).

WHAT OUR CLIENTS SAY ABOUT US

"Walters People were a fantastic help to our business. A great amount of time was spent sourcing the very best candidate for us. They were extremely responsive and professional throughout our entire hiring process."

CATHY REDMOND, OFFICE MANAGER, CASTLELAKE

"We've been partnering with Robert Walters and more recently Walters People for over a decade now and have always found the team responsive, committed and resourceful. Our people are our future, and Walters People fully understands that and really gets to know our business requirements each time so that they can present the best candidates to us. They are a pleasure to work with and we have no hesitation in recommending them as a recruitment business partner."

TREVOR LYDON, HEAD OF FINANCE AND EXECUTIVE DIRECTOR, AIRBUS FINANCIAL SERVICES LTD

WHAT OUR CANDIDATES SAY ABOUT US

"I recently had the privilege of working with Walters People, who helped me successfully get a job that I really wanted. From start to finish they were upfront and honest about the job process and kept me regularly updated – this is a breath of fresh air in current times, where I have often been kept waiting to hear back. I have recently commenced employment in the new role, and they have been checking in ever since, showing a keen interest in my job satisfaction."

PÁDRAIG HAYES, ACCOUNTS PAYABLE ANALYST

"I've had the pleasure of recently working with Walters People. Having worked with many recruiters in recent times, I can safely say they stand out above them all. Walters People really know their specific industries, which makes the whole recruitment process much easier and far less stressful. Thankfully, they have helped me secure my dream job."

RYAN BRADY, TRAINEE ACCOUNTANT

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KEY TRENDS ACROSS IRELAND

2019 proved to be a mixed year for recruitment in Ireland. Hiring demand was extremely high in areas such as risk, compliance, audit, technology, investment management, cyber security and legal, with a large proportion of these roles being created as a result of firms relocating to Ireland due to Brexit. In contrast, hiring activity was muted across organisations dependent upon exporting their goods/services to the UK.

2020

In 2020, we expect to see high levels of recruitment activity in the newly created Brexit-related organisations and Man Co's in Ireland as they look to add substance to their operations. Industries with constant recruitment demands will be aircraft leasing and FinTech and payments, with requirements for analytics, cyber security and big data skill sets.

We expect many 2019 trends to continue their trajectory in 2020. Salaries will continue along the same incline, with niche skill sets demanding a premium. Many Irish candidates working overseas are also expected to return home as newly created roles offer exciting challenges that play to an international skill set. The ongoing shortage of candidates across markets will encourage HR departments to invest in and prioritise staff retention and employer branding to remain competitive. Contracting will continue to be a popular solution for a number of the multinationals based here in Ireland, with an expected increase in the requirement for contractors within the SME sector and also for companies setting up new offices in Ireland.

89%

OF PROFESSIONALS ARE OPEN TO A JOB APPROACH

Sarah Owen
Director – Walters People

> "Walters People specialise in fast-paced contract and professional staffing recruitment in the fields of accounting & finance and business support"

33%

OF PROFESSIONALS STATE THAT THE PRIMARY MOTIVATION TO MOVE ROLES WOULD BE FOR CAREER PROGRESSION

ACCOUNTING AND FINANCE

The Accounting and Finance salary report covers salary and employment trends in Ireland across the following areas:

- **Part-Qualified**
- **Accounts Payable**
- **Accounts Receivable**
- **Payroll**
- **Credit Control**

ACCOUNTING AND FINANCE
KEY FINDINGS

BIGGEST DETERMINANTS OF JOB SATISFACTION

- Competitive salary and benefits package
- Good work-life balance
- Open and effective management

48%
OF PROFESSIONALS WOULD LEAVE THEIR JOB IF THEY DIDN'T RECEIVE A BONUS OR PAY RISE

SALARY AND BONUS EXPECTATIONS

69% Expecting pay increase

16% Expecting a bonus of 1-10% of salary

ANNUAL SALARY INCREMENT EXPECTATIONS

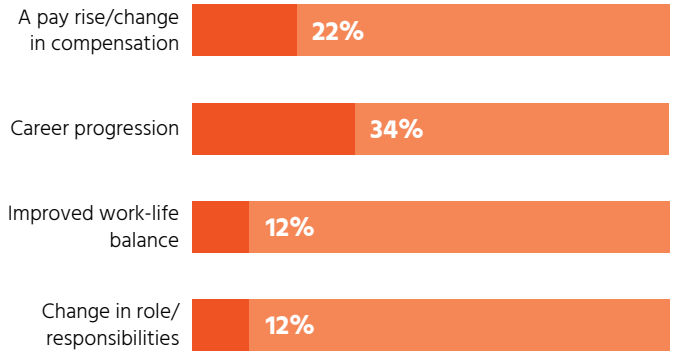
33% Expecting a 1-6% increase

27% Expecting a 7-15% increase

8% Expecting a 16%+ increase

77%
OF PROFESSIONALS FEEL CONFIDENT IN SECTOR OPPORTUNITIES

TOP 4 MOTIVATIONS TO MOVE JOBS



ACCOUNTING AND FINANCE
IRELAND

PART QUALIFIED

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Finalist - ACCA/CIMA	38,000 - 45,000	40,000 - 55,000	21 - 28
Part-Qualified Accountant - ACA/ACCA/CIMA	32,000 - 38,000	35,000 - 40,000	18 - 21
Trainee Accountant	28,000 - 33,000	30,000 - 35,000	16 - 18
Audit Semi Senior	28,000 - 33,000	28,000 - 35,000	15 - 18
Assistant Accountant	32,000 - 38,000	35,000 - 40,000	18 - 21
Accounts Assistant	28,000 - 36,000	30,000 - 38,000	16 - 20

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

62%

EXPECT A SALARY INCREASE OF UP TO 10%

ACCOUNTING AND FINANCE
IRELAND

TRANSACTIONAL FINANCE

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Accounts Payable			
Accounts Payable Manager	45,000 - 65,000	55,000 - 75,000	26 - 38
Accounts Payable Specialist	33,000 - 43,000	35,000 - 45,000	18 - 24
Accounts Receivable			
Accounts Receivable Manager	50,000 - 70,000	55,000 - 75,000	26 - 38
Accounts Receivable Specialist	33,000 - 44,000	35,000 - 45,000	18 - 24
Payroll			
Payroll Manager	45,000 - 60,000	50,000 - 65,000	26 - 35
Payroll Specialist	33,000 - 44,000	35,000 - 45,000	18 - 24
Credit Control			
Credit Control Manager	42,000 - 50,000	45,000 - 55,000	24 - 28
Credit Control Specialist	33,000 - 44,000	35,000 - 45,000	18 - 24
Graduate	26,000 - 32,000	26,000 - 32,000	15 - 17

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

ACCOUNTING AND FINANCE QUALIFIED CONTRACT

The Accounting and Finance Qualified Contract salary report covers salary and employment trends in Ireland across the following areas:

- **Commerce**
- **Financial Services**

> We have seen companies shift towards contract hiring as a solution to overcome the candidate shortage in Ireland.

ACCOUNTING AND FINANCE – QUALIFIED CONTRACT
KEY FINDINGS

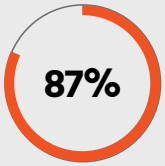
BIGGEST DETERMINANTS OF JOB SATISFACTION

- Competitive salary and benefits package
- Good work-life balance
- Positive company culture

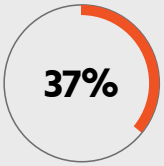
53%
OF IRISH PROFESSIONALS WANT TO TAKE ON CONTRACT ROLES

> "There has been an increase in the amount of contracts with a view to going permanent, as employers and employees both see it as an opportunity to determine if it is a good fit."

SALARY AND BONUS EXPECTATIONS



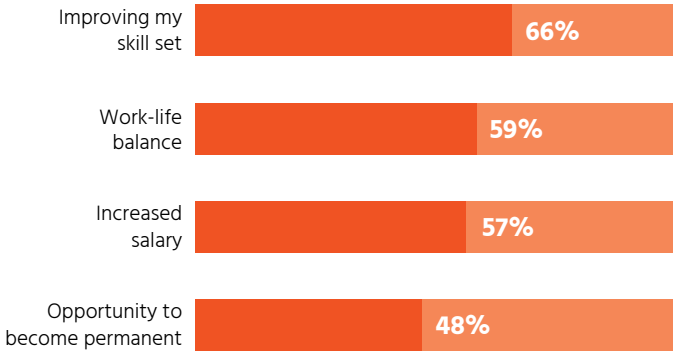
Expecting pay increase



Expecting a bonus of 1-10% of salary

83%
OF PROFESSIONALS FEEL CONFIDENT IN SECTOR OPPORTUNITIES

WHAT ARE THE MAIN BENEFITS OF CONTRACTING?



ACCOUNTING AND FINANCE – QUALIFIED CONTRACT
DUBLIN

COMMERCE

	Contract Hourly Rate (PAYE) EUR (€)
Role	**Range**
Financial Controller	34 - 48
Finance Manager	29 - 43
Senior Finance Accountant	31 - 38
FP&A Manager	34 - 40
Financial Reporting Manager	34 - 40
Group Accountant	26 - 34
Statutory Accountant	22 - 31
Regulatory Accountant	24 - 34
Client Accountant	26 - 38
Cost Accountant	26 - 34
Financial Accountant	26 - 34
Management Accountant	22 - 31
Treasury Accountant	19 - 24
Project Accountant	31 - 38
Systems Accountant	26 - 34
Internal Auditor	22 - 31
Newly-Qualified Accountant	26 - 29
Financial Analyst	26 - 34
Revenue Accountant	26 - 31

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

66%

ARE USING CONTRACTING AS A WAY TO IMPROVE THEIR SKILL SET

ACCOUNTING AND FINANCE – QUALIFIED CONTRACT
DUBLIN

FINANCIAL SERVICES

	Contract Hourly Rate (PAYE) EUR (€)
Role	**Range**
Financial Controller	40 - 58
Finance Manager	40 - 55
Senior Finance Accountant	31 - 38
FP&A Manager	40 - 50
Financial Reporting Manager	24 - 36
Group Accountant	26 - 34
Statutory Accountant	24 - 31
Regulatory Accountant	24 - 34
Solvency II Accountant	26 - 38
Cost Accountant	26 - 34
Financial Accountant	26 - 34
Management Accountant	22 - 31
Treasury Accountant	19 - 24
Project Accountant	31 - 42
Systems Accountant	26 - 34
Internal Auditor	22 - 31
Newly-Qualified Accountant	26 - 33
Financial Analyst	26 - 34
Revenue Accountant	26 - 34
Client Accountant	26 - 34

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

BUSINESS SUPPORT

The Business Support salary report covers salary and employment trends in Ireland across the following areas:

- **Administration**
- **EA & PA**
- **Customer Services**
- **Multilingual**
- **Legal Support**
- **Human Resources**

SECRETARIAL & BUSINESS SUPPORT
KEY FINDINGS

BIGGEST DETERMINANTS OF JOB SATISFACTION

- Competitive salary and benefits package
- Challenging/ interesting work
- Learning and development opportunities

41%
OF BUSINESS SUPPORT PROFESSIONALS STATE THAT THEY ARE LIKELY TO LEAVE THEIR ROLE IF THEY RECEIVE NO PAY INCREASE OR BONUS

SALARY AND BONUS EXPECTATIONS

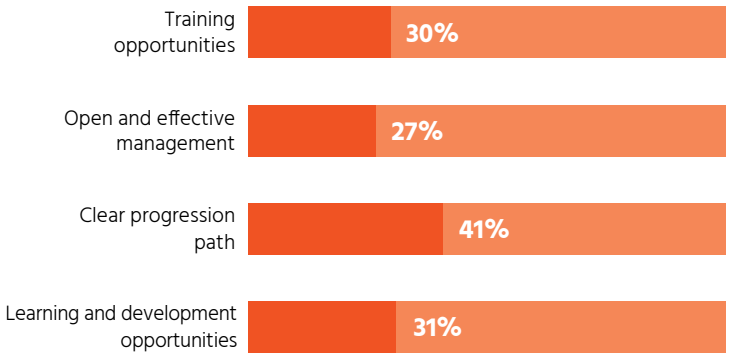
- **54%** Expecting a salary increase in 2020
- **44%** Expecting a bonus in 2020

ANNUAL SALARY INCREMENT EXPECTATIONS

- **35%** Expecting a 1-3% increase
- **17%** Expecting a 4-6% increase
- **11%** Expecting a 7-10% increase

1/4
OF BUSINESS SUPPORT PROFESSIONALS STATE THAT THEY WOULD LEAVE THEIR ROLE FOR A NEW ONE IF IT OFFERED BETTER PAY/ COMPENSATION

TOP 4 MOTIVATIONS TO MOVE JOBS



SECRETARIAL & BUSINESS SUPPORT
DUBLIN

SECRETARIAL & BUSINESS SUPPORT

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Executive Assistant	35,000 - 45,000	45,000 - 65,000	20 - 35
Personal Assistant	30,000 - 42,000	40,000 - 50,000	18 - 26
Office Manager	32,000 - 42,000	40,000 - 55,000	19 - 30
Secretary	30,000 - 40,000	35,000 - 42,000	18 - 22
Receptionist	28,000 - 30,000	30,000 - 32,000	16 - 18
Administrator	28,000 - 30,000	30,000 - 34,000	16 - 19
Marketing Administrator	28,000 - 30,000	29,000 - 32,000	16 - 18
Marketing Executive	30,000 - 45,000	40,000 - 50,000	18 - 26
Data-entry	25,000 - 27,000	26,000 - 29,000	14 - 16
Facilities Coordinator	30,000 - 40,000	40,000 - 50,000	16 - 26
Site Administrator	25,000 - 30,000	28,000 - 32,000	15 - 18
Sales Administrator	26,000 - 30,000	28,000 - 32,000	15 - 18
Contracts Administrator	26,000 - 30,000	28,000 - 32,000	15 - 18

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

78%

AGREE THAT A POSITIVE COMPANY CULTURE IS A MAIN DETERMINANT OF JOB SATISFACTION

SECRETARIAL & BUSINESS SUPPORT
DUBLIN

CUSTOMER SERVICES

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Customer Service Team Leader	30,000 - 35,000	35,000 - 40,000	18 - 22
Bilingual Customer Service Agent	26,000 - 30,000	30,000 - 40,000	16 - 22
Customer Service Agent	25,000 - 28,000	28,000 - 40,000	15 - 22

MULTILINGUAL

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Customer Services (Junior)	25,000 - 28,000	26,000 - 30,000	15 - 17
Customer Services (Senior)	26,000 - 30,000	30,000 - 35,000	16 - 18
Technical Support (Junior)	25,000 - 30,000	28,000 - 32,000	15 - 18
Technical Support (Senior)	27,000 - 30,000	30,000 - 35,000	16 - 18
Lead Generation	26,000 - 30,000	30,000 - 35,000	16 - 18
Outbound Sales	25,000 - 28,000	26,000 - 30,000	15 - 17
Account Executive	30,000 - 35,000	35,000 - 40,000	18 - 21
Account Manager	35,000 - 40,000	38,000 - 55,000	20 - 29

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

SECRETARIAL & BUSINESS SUPPORT
DUBLIN

LEGAL SUPPORT

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Paralegal	30,000 - 40,000	40,000 - 45,000	21 - 24
Contracts Assistant	30,000 - 40,000	35,000 - 45,000	18 - 24
Legal Administrator	25,000 - 32,000	28,000 - 35,000	15 - 18
Legal Assistant	28,000 - 32,000	30,000 - 35,000	16 - 18
Legal Secretary	38,000 - 42,000	40,000 - 60,000	21 - 32

HUMAN RESOURCES

	Permanent Salary Per Annum EUR (€)		Contract Hourly Rate (PAYE) EUR (€)
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+	
Role	Range	Range	Range
Recruitment Administrator	26,000 - 28,000	26,000 - 30,000	15 - 17
Recruitment Coordinator	26,000 - 30,000	28,000 - 32,000	15 - 18
HR Administrator	26,000 - 30,000	28,000 - 32,000	15 - 18
HR Generalist/Officer	30,000 - 38,000	32,000 - 40,000	19 - 22

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

41%

OF BUSINESS SUPPORT PROFESSIONALS STATE THAT THE PRIMARY MOTIVATION TO MOVE ROLES WOULD BE FOR CAREER PROGRESSION

FINANCIAL SERVICES

The Financial Services report covers salary and employment trends in Ireland across:

- **Insurance/Reinsurance**
- **Banking**
- **Fund Administration**
- **Transfer Agency**
- **Trustee/Depositary**
- **Custody**
- **Middle Office and Operations**
- **Treasury Operations**
- **Risk and Compliance**

FINANCIAL SERVICES
KEY FINDINGS

BIGGEST DETERMINANTS OF JOB SATISAFCTION

- Competitive salary and benefits package
- Challenging/ interesting work
- Good work-life balance

62%
OF PROFESSIONALS STATE THAT THEY ARE LIKELY TO LEAVE THEIR ROLE IF THEY RECEIVE NO PAY INCREASE OR BONUS

SALARY EXPECTATIONS

74% Expecting a salary increase in 2020

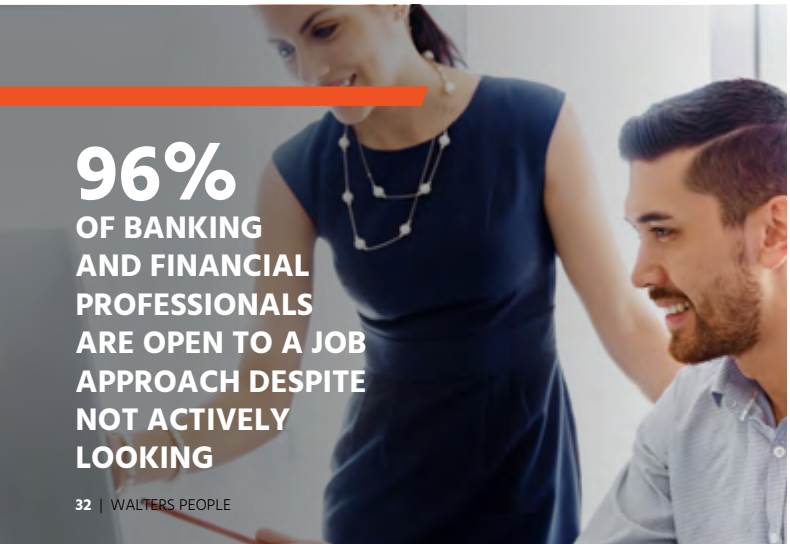
49% Expecting an increase of up to 10%

BONUS EXPECTATIONS

57% Expecting a bonus in 2020

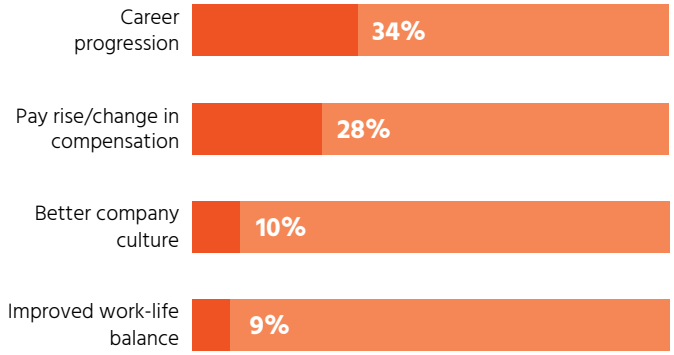
29% Expecting a bonus of up to 10% of their salary

28% Expecting a bonus of more than 10% of their salary



96%
OF BANKING AND FINANCIAL PROFESSIONALS ARE OPEN TO A JOB APPROACH DESPITE NOT ACTIVELY LOOKING

TOP 4 MOTIVATIONS TO MOVE JOBS



BANKING & FINANCIAL SERVICES
DUBLIN

INSURANCE/REINSURANCE

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Pension and Investment Administrator	35,000 - 42,000	40,000 - 50,000
Claims Handler/Officer	28,000 - 40,000	30,000 - 50,000
Reinsurance Claims Handler	30,000 - 40,000	35,000 - 50,000
Loss Adjuster	30,000 - 45,000	32,000 - 55,000
Junior Underwriter (1 - 5 years)	35,000 - 45,000	42,000 - 55,000
Product Executive	32,000 - 50,000	35,000 - 55,000
Captive Account Executive	32,000 - 50,000	35,000 - 55,000
Reinsurance Analyst	28,000 - 40,000	30,000 - 45,000
Broker Consultant	30,000 - 45,000	32,000 - 50,000
Broker Team Leader	32,000 - 50,000	35,000 - 55,000
Customer Service Team Leader	30,000 - 35,000	35,000 - 40,000
Customer Service Specialist	25,000 - 28,000	28,000 - 40,000

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

46%

OF PROFESSIONALS HAVE RECEIVED COUNTER-OFFERS DURING THE RECRUITMENT PROCESS

BANKING & FINANCIAL SERVICES
DUBLIN

BANKING

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Private Banking Officer	35,000 - 42,000	40,000 - 50,000
Corporate Banking Officer	35,000 - 42,000	40,000 - 50,000
Client Services Executive	28,000 - 40,000	30,000 - 50,000
Financial Advisor	32,000 - 50,000	35,000 - 55,000
Mortgage Arrears Specialist	35,000 - 42,000	40,000 - 50,000
Mortgage Underwriter	32,000 - 50,000	35,000 - 55,000
Restructuring Officer	32,000 - 50,000	35,000 - 55,000
Restructuring Manager	32,000 - 50,000	35,000 - 55,000
Resolution Officer	32,000 - 50,000	35,000 - 55,000
Branch Banking Team Leader	42,000 - 50,000	45,000 - 50,000
Customer Services Executive	35,000 - 42,000	40,000 - 50,000

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

BANKING & FINANCIAL SERVICES
DUBLIN

FUND ADMINISTRATION

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Fund Accounting		
Graduate	30,000 - 32,000	30,000 - 32,000
Fund Accountant	32,000 - 40,000	35,000 - 45,000
Senior Fund Accountant	35,000 - 42,000	38,000 - 45,000
Fund Accounting Supervisor	45,000 - 50,000	50,000 - 55,000
Transfer Agency		
Transfer Agency Administrator	33,000 - 45,000	35,000 - 45,000
Senior Transfer Agency Administrator	40,000 - 48,000	42,000 - 48,000
Transfer Agency Supervisor	42,000 - 50,000	45,000 - 50,000
Trustee/Depositary		
Trustee/Depositary Associate	30,000 - 35,000	32,000 - 35,000
Senior Trustee/Depositary Analyst	35,000 - 40,000	38,000 - 42,000
Trustee/Depositary Supervisor	42,000 - 50,000	45,000 - 50,000
Custody		
Custody Administrator	30,000 - 35,000	30,000 - 32,000
Senior Custody Administrator	35,000 - 40,000	38,000 - 42,000
Custody Supervisor	42,000 - 50,000	45,000 - 50,000

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

BANKING & FINANCIAL SERVICES
DUBLIN

MIDDLE OFFICE & OPERATIONS

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Middle Office/Operations Analyst	30,000 - 32,000	30,000 - 32,000
Portfolio Operations	35,000 - 42,000	38,000 - 45,000
Banking Operations Administrator	40,000 - 55,000	40,000 - 60,000
Treasury Operations		
Payments Specialist	38,000 - 45,000	40,000 - 50,000
Payments Manager	45,000 - 55,000	50,000 - 60,000
Settlements Administrator	38,000 - 45,000	40,000 - 50,000
Treasury Analyst	38,000 - 45,000	40,000 - 50,000
Senior Treasury Analyst	42,000 - 50,000	45,000 - 50,000

RISK & COMPLIANCE

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Junior Risk Analyst	30,000 - 40,000	32,000 - 42,000
AML Administrator	28,000 - 45,000	32,000 - 45,000
AML/KYC Analyst	40,000 - 60,000	45,000 - 60,000
Compliance Administrator	30,000 - 45,000	35,000 - 45,000
Compliance Analyst	40,000 - 60,000	45,000 - 60,000
Data Protection Analyst	32,000 - 45,000	35,000 - 50,000

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

SUPPLY CHAIN AND PROCUREMENT

The Supply Chain report covers salary and employment trends in Ireland across:

- **Demand/Supply Planning**
- **Procurement/Purchasing**

SUPPLY CHAIN & PROCUREMENT
KEY FINDINGS

TOP 3 ROLES IN DEMAND

- Demand/Supply Chain Manager
- Logistics Manager
- Category Manager

2.2 YEARS
THE AVERAGE TENURE FOR SUPPLY CHAIN AND PROCUREMENT PROFESSIONALS

TOP INDUSTRIES HIRING

- Retail
- Construction
- Information Technology

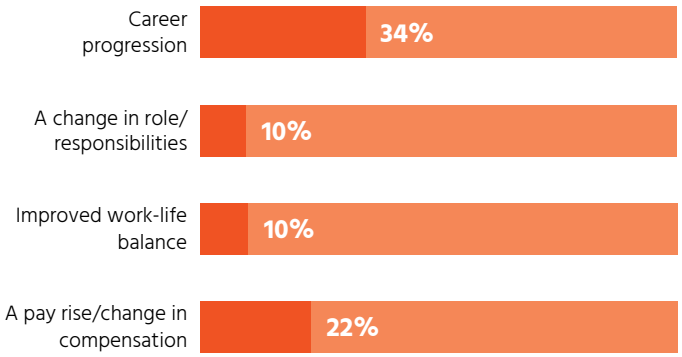
SALARY AND BONUS EXPECTATIONS

84% Expecting a pay increase in 2020

42% Expecting a bonus in 2020

83%
OF SUPPLY CHAIN AND PROCUREMENT PROFESSIONALS FEEL CONFIDENT ABOUT CAREER OPPORTUNITIES IN THEIR FIELD

MOTIVATIONS TO MOVE JOBS



SUPPLY CHAIN & PROCUREMENT
DUBLIN

SUPPLY CHAIN & PROCUREMENT

	Permanent Salary Per Annum EUR (€)	
	Medium Enterprise - Headcount 50-250	Large Enterprise - Headcount 250+
Role	Range	Range
Supply Chain		
Demand/Supply Planner	30,000 - 50,000	50,000 - 60,000
Logistics Manager	40,000 - 45,000	50,000 - 70,000
Warehouse Manager	35,000 - 45,000	55,000 - 75,000
Procurement		
Category Manager	45,000 - 65,000	50,000 - 70,000
Buyer	35,000 - 45,000	45,000 - 80,000
Procurement/Purchasing Specialist	35,000 - 50,000	50,000 - 70,000
Vendor Manager	35,000 - 45,000	40,000 - 50,000

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

46%

OF PROFESSIONALS HAVE RECEIVED COUNTER-OFFERS DURING THE RECRUITMENT PROCESS

CONTACT US

IRELAND

Dublin
Level 3
Custom House Plaza 2 IFSC
Dublin
D01 V9V4
T: +353 (0) 1 633 4111

BELGIUM

Antwerp
Antwerp Gate 1
Uitbreidingstraat 2-8
B-2600 Antwerp
Belgium
T: +32 (0) 3 202 79 10

Brussels
Avenue Louise 326
10th Floor
B-1050 Brussels
Belgium
Finance T: +32 (0) 2 542 40 40
Business Support T: +32 (0) 2 627 75 10

Ghent
Axxess Business Park - Building C
Guldensporenpark 25
B-9820 Merelbeke
Belgium
T: +32 (0) 9 210 57 40

Groot-Bijgaarden
West End - Building C
Noordkustlaan 16c
B-1702 Groot-Bijgaarden
Belgium
T: +32 (0) 2 609 79 00

Zaventem
Leuvensesteenweg 555
Entrance 3
B-1930 Zaventem
Belgium
Finance T: +32 (0) 2 613 08 00
Business Support T: +32 (0) 2 613 08 88

FRANCE

Lyon
3 rue de l'Arbre Sec
69001 Lyon
France
T: +33 4 72 69 77 15

Nantes
Multiburo Nantes Congrès
12 avenue Carnot
44017 Nantes
France
T: +33 2 72 24 19 04

Paris
251 boulevard Pereire
75017 Paris
France
T: +33 (0) 1 40 76 05 05

Saint-quentin
41 avenue du Centre
78180 Montigny-le-Bretonneux
France
T: +33 (0) 1 30 48 21 80

HONG KONG

Nexxus Building 20th Floor
41 Connaught Road Central
Central
Hong Kong
T: +852 2103 5300

NETHERLANDS

Amsterdam
WTC, Tower H 3rd Floor
Zuidplein 28
1077 XV Amsterdam
Netherlands
T: +31 (0) 20 796 9040

Eindhoven
Begijnenhof 4-6
5611 EL Eindhoven
Netherlands
T: +31 (0) 40 799 9912

Rotterdam
Millenniumtoren
Weena 690, 29th floor
3012 CN Rotterdam
Netherlands
T: +31 (0) 10 752 7200

Utrecht
Herculesplein 44
3584 AA Utrecht
Netherlands
T: +31 (0)30 799 8050

SPAIN

Barcelona
Passeig de Gràcia nº 55-57
3ª planta
08007 Barcelona
Spain
T: +34 93 216 30 00

Madrid
Paseo de Recoletos nº 7-9
5ª - 6ª planta
28004 Madrid
Spain
T: +34 91 309 79 88

UNITED KINGDOM

Birmingham
9th Floor
11 Brindley Place
2 Brunswick Square
Birmingham
B1 2LP
T: +44 (0)121 260 2588

London
11 Slingsby Place
St Martin's Courtyard
London
WC2E 9AB
T: +44 (0)20 7379 3333

Manchester
9th Floor
3 Hardman St
Manchester
M3 3HF
T: +44 (0)161 214 7444

Milton Keynes
1st Floor
Altius House
North Fourth Street
Milton Keynes
MK9 1NE
T: +44 (0)1908 044 040

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FRANCE
HONG KONG
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