



Accountancy & Finance

# 2023

HAYS IRELAND  
SALARY & RECRUITING  
TRENDS **SALARIES**

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# ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

We're ready to deliver against your immediate hiring needs in accountancy and finance, but also have the scale, insight and understanding needed to shape your future workforce management strategy. Whether you're navigating the digital skills gap, the increasing precedence of AI-based accounting software or the mitigation of risks associated with new processes, we can secure the people you need to meet the challenge.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

## Our core services

### Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

### Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

### Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

### Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

### Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

## Our advisory services

### Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

### Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

### Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

### Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

## Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at [hays.ie/all-offices](https://hays.ie/all-offices)

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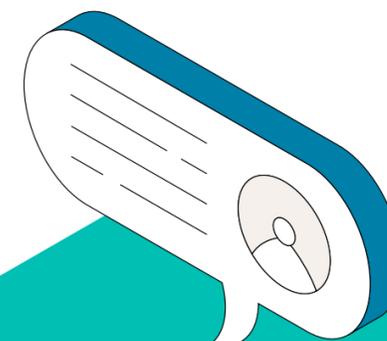
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## Methodology

This guide is taken from the Hays Ireland Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.



## Accounts and support staff

REGION	General Accounts Assistant		Experienced Assistant Accountant	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	33,000-40,000	38,000	38,000-47,000	45,000
Cork & Region	33,000-38,000	37,000	37,000-45,000	40,000
Limerick & Mid-West	35,000-40,000	38,000	38,000-45,000	40,000
Galway, Midlands & West	32,000-38,000	37,000	36,000-42,000	40,000

## Payroll

REGION	Payroll Specialist		Payroll Supervisor Large/Multinational		Senior Payroll Manager Large/Multinational	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-50,000	47,000	50,000-75,000	65,000	60,000-85,000	80,000
Cork & Region	40,000-50,000	45,000	45,000-65,000	60,000	55,000-80,000	75,000
Limerick & Mid-West	40,000-50,000	45,000	50,000-60,000	60,000	55,000-80,000	75,000
Galway, Midlands & West	40,000-50,000	42,000	45,000-70,000	60,000	55,000-80,000	75,000

## Credit control

REGION	Credit Control Clerk		Credit Controller 5 years' experience		Senior Credit Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	32,000-40,000	38,000	35,000-45,000	42,000	50,000-65,000	55,000
Cork & Region	33,000-40,000	38,000	35,000-45,000	40,000	45,000-60,000	55,000
Limerick & Mid-West	33,000-40,000	35,000	35,000-45,000	40,000	50,000-60,000	55,000
Galway, Midlands & West	28,000-36,000	34,000	35,000-45,000	40,000	50,000-60,000	55,000

REGION	Multinational Credit Manager	
	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	65,000
Cork & Region	60,000-70,000	65,000
Limerick & Mid-West	60,000-70,000	65,000
Galway, Midlands & West	60,000-70,000	65,000

## Accounts payable and accounts receivable

REGION	AP Specialist 0-2 years' experience		AP Specialist 3-5 years' experience		AP Supervisor/Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	34,000	34,000-42,000	40,000	50,000-65,000	60,000
Cork & Region	30,000-38,000	35,000	35,000-40,000	38,000	45,000-55,000	50,000
Limerick & Mid-West	30,000-38,000	35,000	35,000-40,000	38,000	45,000-55,000	50,000
Galway, Midlands & West	30,000-37,000	35,000	35,000-40,000	38,000	45,000-55,000	50,000

REGION	AP Specialist 0-2 years' experience with languages		AP Specialist 3-5 years' experience with languages	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-35,000	33,000	35,000-45,000	42,000
Cork & Region	30,000-35,000	35,000	35,000-45,000	38,000
Limerick & Mid-West	30,000-35,000	35,000	35,000-45,000	40,000
Galway, Midlands & West	30,000-35,000	32,000	35,000-45,000	40,000

REGION	AR Specialist 0-2 years' experience		AR Specialist 3-5 years' experience		AR Supervisor/Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-35,000	33,000	35,000-45,000	40,000	52,000-67,000	60,000
Cork & Region	30,000-35,000	32,000	35,000-45,000	40,000	47,000-57,000	50,000
Limerick & Mid-West	30,000-35,000	32,000	35,000-45,000	40,000	45,000-55,000	50,000
Galway, Midlands & West	30,000-35,000	32,000	35,000-45,000	40,000	45,000-55,000	50,000

REGION	AR Specialist 0-2 years' experience with languages		AR Specialist 3-5 years' experience with languages	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-35,000	35,000	35,000-45,000	42,000
Cork & Region	27,000-33,000	30,000	35,000-40,000	38,000
Limerick & Mid-West	30,000-35,000	32,000	35,000-42,000	40,000
Galway, Midlands & West	30,000-35,000	32,000	35,000-42,000	40,000

## Part-qualified accountants

REGION	0-1 years' experience		1-3 years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-38,000	34,000	38,000-45,000	42,000
Cork & Region	25,000-30,000	27,000	33,000-40,000	36,000
Limerick & Mid-West	25,000-30,000	27,000	35,000-40,000	36,000
Galway, Midlands & West	25,000-30,000	28,000	32,000-40,000	38,000

## IATI - studying and qualified

REGION	IATI		IATI Qualified 3+ years' PQE	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-42,000	38,000	37,000-45,000	42,000
Cork & Region	30,000-35,000	33,000	35,000-40,000	38,000
Limerick & Mid-West	30,000-35,000	33,000	35,000-40,000	38,000
Galway, Midlands & West	30,000-35,000	33,000	35,000-40,000	38,000

## Qualified accountants

REGION	Newly Qualified Accountant		Qualified Accountant 2 years' PQE with language		Financial/Management Accountant 2 years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-65,000	58,000	58,000-68,000	65,000	55,000-70,000	65,000
Cork & Region	40,000-50,000	47,000	50,000-57,000	53,000	50,000-57,000	53,000
Limerick & Mid-West	40,000-50,000	47,000	50,000-57,000	53,000	50,000-57,000	53,000
Galway, Midlands & West	40,000-50,000	47,000	50,000-57,000	53,000	50,000-55,000	52,000

REGION	Financial/Management Accountant 5+ years' PQE		Internal Auditor Newly Qualified		Internal Audit Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	68,000	55,000-65,000	60,000	65,000-80,000	70,000
Cork & Region	54,000-65,000	61,000	48,000-54,000	52,000	58,000-75,000	70,000
Limerick & Mid-West	54,000-65,000	61,000	48,000-54,000	52,000	58,000-75,000	70,000
Galway, Midlands & West	55,000-65,000	60,000	48,000-54,000	52,000	58,000-75,000	70,000

REGION	Financial Analyst 2 years' PQE		Systems Accountant		Revenue Accountant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	58,000-70,000	65,000	65,000-85,000	75,000	65,000-75,000	75,000
Cork & Region	50,000-57,000	56,000	55,000-65,000	60,000	52,000-62,000	59,000
Limerick & Mid-West	50,000-57,000	56,000	55,000-65,000	60,000	52,000-62,000	59,000
Galway, Midlands & West	50,000-55,000	55,000	55,000-65,000	60,000	55,000-65,000	62,000

REGION	Tax Accountant		Tax Manager 2 years' PQE		Senior Tax Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	70,000	70,000-85,000	75,000	85,000-100,000	90,000
Cork & Region	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000
Limerick & Mid-West	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000
Galway, Midlands & West	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000

REGION	VAT Accountant		VAT Manager		Senior VAT Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	70,000-85,000	77,000	85,000-95,000	90,000
Cork & Region	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000
Limerick & Mid-West	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000
Galway, Midlands & West	46,000-55,000	54,000	55,000-70,000	65,000	70,000-85,000	82,000

# COMMERCE & INDUSTRY

## Senior appointments

REGION	Finance Manager EMEA		Financial Controller EMEA		Finance Director EMEA	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-90,000	85,000	80,000-95,000	90,000	120,000-150,000	135,000
Cork & Region	70,000-80,000	75,000	75,000-90,000	85,000	90,000-130,000	120,000
Limerick & Mid-West	70,000-80,000	75,000	75,000-90,000	85,000	90,000-130,000	120,000
Galway, Midlands & West	70,000-80,000	75,000	85,000-100,000	90,000	100,000-130,000	115,000

REGION	Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)		Financial Controller (Turnover €100m+)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-90,000	85,000	85,000-95,000	90,000	90,000-110,000	100,000
Cork & Region	62,000-72,000	70,000	75,000-85,000	82,000	85,000-95,000	90,000
Limerick & Mid-West	62,000-72,000	70,000	75,000-85,000	82,000	85,000-95,000	90,000
Galway, Midlands & West	60,000-70,000	65,000	75,000-85,000	80,000	85,000-95,000	90,000

REGION	Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)		Financial Director/CFO (Turnover €100m+)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	95,000-110,000	105,000	95,000-130,000	120,000	120,000-160,000	135,000
Cork & Region	77,000-87,000	85,000	90,000-105,000	100,000	110,000-140,000	120,000
Limerick & Mid-West	77,000-87,000	85,000	90,000-105,000	100,000	110,000-140,000	120,000
Galway, Midlands & West	77,000-87,000	85,000	95,000-110,000	100,000	110,000-140,000	120,000

# PUBLIC PRACTICE & TAX

## Practice Big 4 (audit and tax)

REGION	Trainee		Semi-Senior		Senior	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	27,000-33,000	30,000	34,000-40,000	38,000	50,000-55,000	55,000
Cork & Region	27,000-31,000	28,000	30,000-35,000	35,000	45,000-52,000	50,000
Limerick & Mid-West	27,000-31,000	28,000	30,000-40,000	38,000	45,000-52,000	50,000
Galway, Midlands & West	27,000-31,000	28,000	30,000-35,000	35,000	45,000-55,000	50,000

REGION	Assistant Manager		Manager		Senior Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	65,000-75,000	75,000	80,000-95,000	85,000
Cork & Region	55,000-60,000	58,000	58,000-70,000	68,000	65,000-80,000	76,000
Limerick & Mid-West	55,000-60,000	58,000	58,000-70,000	68,000	65,000-80,000	76,000
Galway, Midlands & West	55,000-60,000	58,000	60,000-75,000	68,000	75,000-85,000	80,000

REGION	Director	
	€ Range	€ Typical
Greater Dublin Area	95,000-140,000	125,000
Cork & Region	90,000-120,000	115,000
Limerick & Mid-West	90,000-120,000	115,000
Galway, Midlands & West	90,000-120,000	100,000

## Corporate services

REGION	Qualified Corporate Finance/ Transaction Services		Corporate Finance/ Transaction Services Manager		Qualified Corporate Recovery & Insolvency	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	45,000-65,000	58,000	60,000-75,000	75,000	55,000-65,000	62,000
Cork & Region	40,000-52,000	46,000	58,000-70,000	65,000	40,000-52,000	46,000
Limerick & Mid-West	40,000-52,000	46,000	58,000-70,000	65,000	40,000-52,000	46,000
Galway, Midlands & West	40,000-52,000	46,000	58,000-70,000	65,000	40,000-52,000	46,000

REGION	Corporate Recovery & Insolvency Manager	
	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	72,000
Cork & Region	58,000-70,000	68,000
Limerick & Mid-West	58,000-70,000	68,000
Galway, Midlands & West	58,000-70,000	68,000

# PUBLIC PRACTICE & TAX

## Practice Top 10 (audit & tax)

REGION	Trainee		Semi-Senior		Senior	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	18,000-30,000	28,000	30,000-42,000	40,000	45,000-55,000	52,000
Cork & Region	24,000-30,000	28,000	35,000-40,000	38,000	42,000-50,000	47,000
Limerick & Mid-West	24,000-30,000	26,000	35,000-40,000	38,000	42,000-50,000	47,000
Galway, Midlands & West	24,000-30,000	26,000	35,000-40,000	38,000	42,000-50,000	47,000

REGION	Assistant Manager		Manager		Senior Manager/Director	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	62,000	62,000-75,000	72,000	70,000-85,000	85,000
Cork & Region	53,000-60,000	58,000	62,000-75,000	70,000	75,000-90,000	84,000
Limerick & Mid-West	53,000-60,000	58,000	62,000-75,000	70,000	75,000-90,000	84,000
Galway, Midlands & West	50,000-55,000	52,000	55,000-65,000	58,000	65,000-80,000	70,000

## Practice - small to medium-sized (audit & tax)

REGION	Trainee		Semi-Senior		Senior	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	18,000-25,000	25,000	27,000-40,000	35,000	45,000-55,000	52,000
Cork & Region	21,000-25,000	24,000	28,000-35,000	33,000	38,000-45,000	43,000
Limerick & Mid-West	21,000-25,000	25,000	28,000-35,000	32,000	38,000-45,000	43,000
Galway, Midlands & West	21,000-25,000	24,000	28,000-35,000	30,000	38,000-45,000	40,000

REGION	Manager	
	€ Range	€ Typical
Greater Dublin Area	60,000-75,000	70,000
Cork & Region	55,000-75,000	70,000
Limerick & Mid-West	55,000-75,000	70,000
Galway, Midlands & West	50,000-60,000	55,000

## Finance manager and senior finance

	Finance Team Leader 3+ years' PQE		Finance Manager Solvency II		Financial Reporting Manager 8-10 years' PQE	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	85,000-100,000	95,000	75,000-85,000	80,000
Cork & Region	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000
Limerick & Mid-West	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000
Galway, Midlands & West	60,000-70,000	62,000	80,000-100,000	85,000	75,000-85,000	80,000

	Financial Controller		Regulatory Reporting Manager		Regulatory Reporting Supervisor	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Cork & Region	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Limerick & Mid-West	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000
Galway, Midlands & West	65,000-75,000	70,000	80,000-100,000	85,000	70,000-80,000	75,000

	Finance Shared Services Manager		Head of Internal Audit		Head of Finance	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-85,000	80,000	80,000-120,000	100,000	85,000-105,000	90,000
Cork & Region	75,000-85,000	80,000	80,000-120,000	100,000	85,000-105,000	90,000
Limerick & Mid-West	75,000-85,000	80,000	80,000-120,000	90,000	85,000-105,000	90,000
Galway, Midlands & West	75,000-85,000	80,000	80,000-120,000	90,000	85,000-105,000	90,000

	Financial Director/CFO	
REGION	€ Range	€ Typical
Greater Dublin Area	95,000-120,000	100,000
Cork & Region	95,000-120,000	100,000
Limerick & Mid-West	80,000-120,000	90,000
Galway, Midlands & West	80,000-120,000	90,000

## Entry-level and part-qualified accountants – permanent roles

	Bookkeeper		Graduate Accountant/ Trainee Accountant		Assistant Accountant 1-2 years' experience	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	33,000-40,000	37,000	24,000-30,000	27,000	27,000-35,000	32,000
Cork & Region	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000
Limerick & Mid-West	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000
Galway, Midlands & West	28,000-35,000	32,000	20,000-27,000	25,000	27,000-32,000	30,000

	Assistant Accountant 3-4 years' experience		Assistant Accountant 5+ years' experience		Accounts Payable/Receivable Specialist, 1-3 years' PQE	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	35,000-45,000	42,000	38,000-48,000	45,000	27,000-35,000	32,000
Cork & Region	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000
Limerick & Mid-West	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000
Galway, Midlands & West	32,000-38,000	35,000	37,000-45,000	40,000	25,000-32,000	30,000

	Financial Reporting Associate 2 years' experience		Expense Analyst		Part-Qualified Accountant with languages	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	28,000-35,000	33,000	30,000-40,000	35,000	37,000-45,000	42,000
Cork & Region	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000
Limerick & Mid-West	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000
Galway, Midlands & West	28,000-32,000	30,000	28,000-35,000	32,000	32,000-40,000	37,000

	Client Accountant 2-4 years' experience	
REGION	€ Range	€ Typical
Greater Dublin Area	30,000-40,000	35,000
Cork & Region	28,000-35,000	32,000
Limerick & Mid-West	28,000-35,000	32,000
Galway, Midlands & West	28,000-35,000	32,000

# FINANCIAL SERVICES

## Qualified accountants

REGION	Newly Qualified Accountant		Financial/Management Accountant 2-4 years' PQE		Financial/Management Accountant 5+ years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	52,000-62,000	57,000	55,000-65,000	62,000	65,000-75,000	70,000
Cork & Region	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000
Limerick & Mid-West	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000
Galway, Midlands & West	42,000-50,000	47,000	40,000-48,000	45,000	48,000-60,000	57,000

REGION	Financial Reporting Accountant		Treasury Accountant		Regulatory Accountant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	62,000	50,000-65,000	55,000	57,000-65,000	60,000
Cork & Region	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000
Limerick & Mid-West	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000
Galway, Midlands & West	46,000-60,000	55,000	45,000-50,000	48,000	45,000-55,000	50,000

REGION	Senior Regulatory Accountant		Insurance Accountant		Reinsurance Accountant	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	65,000-75,000	70,000	55,000-65,000	60,000	55,000-65,000	60,000
Cork & Region	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000
Limerick & Mid-West	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000
Galway, Midlands & West	55,000-70,000	65,000	45,000-55,000	50,000	45,000-55,000	50,000

REGION	Aircraft Leasing Accountant (1-3 years' experience)		Aircraft Leasing Accountant (4+ years' experience)	
	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-65,000	63,000	65,000-75,000	70,000
Cork & Region	50,000-60,000	55,000	58,000-65,000	60,000
Limerick & Mid-West	50,000-60,000	55,000	58,000-65,000	60,000
Galway, Midlands & West	50,000-60,000	55,000	58,000-65,000	60,000

REGION	Financial Analyst 2 years' PQE		Senior Financial Analyst		Commercial Finance Analyst	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-65,000	60,000	65,000-75,000	70,000	65,000-75,000	70,000
Cork & Region	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000
Limerick & Mid-West	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000
Galway, Midlands & West	45,000-55,000	50,000	60,000-70,000	67,000	62,000-70,000	67,000

REGION	Systems Accountant		Project Accountant		Internal Auditor Newly Qualified	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-80,000	78,000	70,000-80,000	75,000	55,000-65,000	57,000
Cork & Region	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000
Limerick & Mid-West	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000
Galway, Midlands & West	70,000-80,000	75,000	50,000-60,000	55,000	55,000-65,000	57,000

REGION	Senior Auditor 2-5 years' PQE		Internal Audit Manager		Finance Business Partner	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-70,000	65,000	65,000-80,000	75,000	60,000-80,000	70,000
Cork & Region	55,000-65,000	60,000	55,000-65,000	60,000	50,000-70,000	60,000
Limerick & Mid-West	50,000-60,000	55,000	50,000-60,000	55,000	50,000-70,000	60,000
Galway, Midlands & West	50,000-60,000	55,000	50,000-60,000	55,000	50,000-70,000	60,000

## Accounts and support staff

REGION	General Accounts Administrator 1-2 years' experience		Ledger Clerk 3+ years' experience		Experienced Supervisor	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	25,000-32,000	30,000	30,000-36,000	35,000	35,000-45,000	45,000

REGION	Trial Balance Bookkeeper	
	€ Range	€ Typical
Nationwide	35,000-45,000	45,000

REGION	Payroll Clerk		Payroll Supervisor		Senior Payroll Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	30,000-40,000	40,000	40,000-55,000	50,000	45,000-65,000	60,000

## Credit control

REGION	Credit Control Clerk		Credit Controller 5+ years' experience		Credit Manager	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	28,000-35,000	35,000	32,000-40,000	38,000	40,000-65,000	55,000

## Experienced unqualified accountants

REGION	Unqualified Accountant 3-5 years' experience		Unqualified Accountant 6-9 years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Nationwide	40,000-48,000	44,000	42,000-52,000	46,500

## Part-qualified accountants

REGION	ACCA Certificate/ CIMA managerial level	
	€ Range	€ Typical
Nationwide	45,000-50,000	48,000

## IATI - studying and qualified

REGION	IATI Qualified		IATI Qualified 3+ years' experience	
	€ Range	€ Typical	€ Range	€ Typical
Nationwide	30,000-40,000	36,500	35,000-45,000	38,000

## Qualified accountants

REGION	Newly Qualified Accountant		Financial/Management Accountant 2-4 years' PQE		Financial/Management Accountant 5+ years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	45,000-52,000	52,000	52,000-60,000	60,000	60,000-75,000	70,000

REGION	Internal Auditor Newly Qualified		Internal Audit Manager	
	€ Range	€ Typical	€ Range	€ Typical
Nationwide	45,000-52,000	52,000	64,000-80,000	72,000

## Senior appointments

REGION	Financial Controller (Turnover <€30m)		Financial Controller (Turnover €30m-€99m)		Financial Controller (Turnover €100m+)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	67,000-83,000	72,000	77,000-95,000	89,000	80,000-120,000	108,000

REGION	Financial Director/CFO (Turnover <€30m)		Financial Director/CFO (Turnover €30m-€99m)		Financial Director/CFO (Turnover €100m+)	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Nationwide	80,000-110,000	91,000	85,000-135,000	108,000	100,000-150,000	132,000