



BRIGHTWATER *Executive*

Industry & Commerce SME & Multinationals

GENERAL MANAGEMENT & OPERATIONS

	Ireland €
Chief Executive Officer	180,000 - 400,000
Managing Director >100 staff	145,000 - 200,000
Managing Director <100 staff	100,000 - 140,000
General Manager >100 staff	100,000 - 140,000
General Manager <100 staff	95,000 - 125,000
Chief Operating Officer	120,000 - 240,000
Operations VP - Director	95,000 - 180,000
Head of Operations >100 staff	115,000 - 140,000
Head of Operations <100 staff	90,000 - 110,000

FINANCE

	Ireland €
Chief Financial Officer	150,000 - 250,000
Group Financial Director	130,000 - 170,000
Financial Director T/O >10m	120,000 - 160,000
Financial Director T/O <10m	110,000 - 130,000
Group Financial Controller	100,000 - 135,000
Financial Controller T/O >10m	90,000 - 130,000
Financial Controller T/O <10m	80,000 - 110,000
Treasury VP - Director	110,000 - 155,000
Director, Finance Shared Services	110,000 - 150,000
Group Consolidations Technical Lead	100,000 - 140,000

SALES (Industry & Commerce)

	Ireland €
Chief Commercial Officer	135,000 - 185,000
Commercial Director	120,000 - 160,000
Sales VP - Director (Domestic / International)	90,000 - 150,000
Account Director	90,000 - 120,000
Software Sales VP - Director	85,000 - 125,000

Contact Estelle Davis on e.davis@brightwater.ie

Professional Services (In-house & External Advisory)

Industry & Commerce, Financial Services

HUMAN RESOURCES

	Ireland €
Chief People Officer	150,000 - 225,000
Group Head of Human Resources	130,000 - 190,000
Human Resources VP - Director	95,000 - 155,000
Organisational Development VP - Director	95,000 - 140,000
Reward VP - Director	95,000 - 130,000
VP - Director of Comps & Bens (Domestic / Global)	95,000 - 170,000
Learning & Development VP - Director	90,000 - 125,000
Head of Talent Acquisition (Domestic / Global)	85,000 - 130,000
VP - Director of Payroll	90,000 - 120,000

PUBLIC PRACTICE, ADVISORY & TAXATION (External & In-house)

	Ireland €
Managing Partner	200,000 - 300,000
Partner (Salaried)	120,000 - 185,000
Advisory Managing Director	160,000 - 195,000
Director	95,000 - 145,000
Consulting Director	90,000 - 140,000
Associate Director	85,000 - 110,000
In-house Tax (EMEA / Global) VP - Director	135,000 - 250,000
In-house Tax VP - Director	110,000 - 140,000

MARKETING

	Ireland €
Chief Marketing Officer	150,000 - 190,000
Marketing VP - Director	100,000 - 150,000
PR & Communications VP - Director	85,000 - 130,000
Brand & Engagement VP - Director	90,000 - 120,000

LEGAL (Practice & In-House)

	Ireland €
Equity Partner	160,000 - 310,000
Partner (Salaried)	120,000 - 220,000
Group General Counsel (EMEA / Global)	180,000 - 300,000
General Counsel (EMEA / Global)	110,000 - 180,000
Associate General Counsel	100,000 - 145,000
Head of Legal (In-house) (Global) >100 lawyers	220,000 - 300,000
Head of Legal (In-house) (EMEA) <25 -50 lawyers	160,000 - 240,000
Head of Legal (In-house) 3-25 lawyers	95,000 - 160,000
Transactional Lawyer VP - Director	135,000 - 190,000
Senior Legal & Compliance Officer	95,000 - 135,000
Senior Legal Counsel (>7 years' PQE)	100,000 - 150,000
Senior Associate (>7 years' PQE)	90,000 - 130,000
Company Secretary (>8 years' PQE)	95,000 - 150,000

AUDIT, GOVERNANCE, RISK & COMPLIANCE

	Ireland €
Chief Risk Officer (EMEA/Global)	140,000 - 350,000
Capital & Financial Risk VP - Director	95,000 - 175,000
Chief Compliance Officer	125,000 - 175,000
Compliance VP - Director	100,000 - 145,000
Group Head of Audit	135,000 - 190,000
Audit VP - Director	95,000 - 145,000
Vendor Oversight VP - Director	95,000 - 130,000
Operational Risk VP - Director	95,000 - 135,000
Regulatory Affairs VP - Director	95,000 - 130,000
AML VP - Director	95,000 - 130,000
Data Privacy VP - Director	105,000 - 135,000
Fraud VP - Director	95,000 - 140,000
Client Onboarding / KYC VP- Director	110,000 - 170,000

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Financial Services

(Banking, Insurance, Funds, Aviation Leasing)

GENERAL MANAGEMENT & OPERATIONS

	Ireland €
Chief Executive Officer	200,000 - 600,000
Managing Director >100 staff	140,000 - 300,000
Managing Director <100 staff	120,000 - 175,000
Chief Operating Officer	170,000 - 380,000
Director of Operations >75 staff	100,000 - 170,000
Director of Operations < 75 staff	100,000 - 145,000
Programme & Change VP - Director	95,000 - 165,000

FINANCE

	Ireland €
Chief Financial Officer	150,000 - 350,000
Financial Director	120,000 - 175,000
Technical Accounting Director	120,000 - 170,000
Financial Reporting VP - Director	100,000 - 150,000
Regulatory Reporting VP - Director	95,000 - 140,000
Fund Accounting VP - Director	105,000 - 170,000
Fund Controller	95,000 - 135,000
Head of FP&A	90,000 - 135,000
Corporate Finance VP - Director	110,000 - 280,000
Group Consolidations Technical Lead	110,000 - 170,000
Finance Shared Services Director	110,000 - 150,000
Finance Programme Director	105,000 - 140,000

SALES (FINANCIAL SERVICES)

	Ireland €
Chief Commercial Officer	140,000 - 230,000
Business Development VP - Director	95,000 - 145,000
Client Management VP - Director	95,000 - 145,000
Corporate / Institutional Sales VP - Director	110,000 - 155,000
Head of Intermediary Sales	90,000 - 140,000
Broking VP - Director	90,000 - 125,000

INSURANCE (Life, General - Re / Insurance, Captive, Wealth Management)

	Ireland €
Chief Underwriting Officer	140,000 - 220,000
Underwriting Director	90,000 - 135,000
Reinsurance Underwriting VP - Director	110,000 - 160,000
Chief Claims Officer	135,000 - 180,000
Claims VP - Director	100,000 - 140,000
Chief Actuary	175,000 - 320,000
Senior Actuary (Pricing / Reserving)	130,000 - 180,000
Senior Product VP - Director	95,000 - 145,000
Chief Investment Officer	135,000 - 240,000
Wealth Management VP - Director	95,000 - 150,000
Captive Manager	95,000 - 140,000

BANKING (Private, Commercial, Corporate, Investment)

	Ireland €
Chief Investment Officer	150,000 - 230,000
Investment Director	110,000 - 140,000
Director of Lending	140,000 - 160,000
VP of Lending (Corporate / Institutional)	110,000 - 130,000
Middle Officer VP - Director	90,000 - 140,000
Treasury Product VP - Director	100,000 - 135,000
In-house Treasury VP - Director	110,000 - 175,000
Trader VP - Director	85,000 - 175,000
Senior Stockbroker	95,000 - 125,000
Private Banking VP - Director	90,000 - 125,000
Credit Restructuring VP - Director	110,000 - 145,000
Client Relationship Manager VP - Director	95,000 - 135,000
Area Branch Manager	90,000 - 125,000

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Technical Services

FUNDS (Management, Administration)

	Ireland €
Head of ManCo	125,000 - 160,000
Portfolio Manager VP - Director	100,000 - 155,000
Distribution VP - Director	95,000 - 140,000
Transfer Agency VP - Director	100,000 - 165,000
Trustee / Custody / Depository VP - Director	105,000 - 155,000
Middle Office VP - Director	90,000 - 150,000
Product VP - Director	95,000 - 145,000
Corporate Actions VP - Director	85,000 - 120,000
Vendor Manager VP - Director	95,000 - 135,000
Investment Analyst VP - Director	95,000 - 145,000

AVIATION LEASING

	Ireland €
Technical & Asset Management VP - Director	145,000 - 300,000
Corporate Finance VP - Director	130,000 - 280,000
Treasury VP - Director	145,000 - 220,000
Aircraft Trader VP - Director	140,000 - 275,000
Business Development VP - Director	140,000 - 240,000
Contracts Portfolio Manager VP - Director	130,000 - 180,000
Change Programme Director	125,000 - 175,000

INFORMATION TECHNOLOGY

	Ireland €
Chief Technical Officer (CTO)	125,000 - 200,000
Chief Information Officer (CIO)	100,000 - 240,000
Chief Information Security Officer	95,000 - 135,000
Chief Data Officer (CDO)	120,000 - 200,000
Chief Analytics Officer	150,000 - 220,000
Chief Digital Officer	150,000 - 220,000
Director Data Analytics	115,000 - 200,000
Product Director	120,000 - 180,000
Head of IT (EMEA / Global)	90,000 - 160,000
IT Programme Director	95,000 - 170,000
Head of IT Advisory	110,000 - 180,000
IT Service Delivery Director	85,000 - 120,000

SCIENCE & PHARMACEUTICAL / SUPPLY CHAIN & LOGISTICS / ENGINEERING

	Ireland €
Supply Chain VP - Director (EMEA / Global)	90,000 - 180,000
Procurement VP - Director (EMEA / Global)	100,000 - 200,000
Plant VP - Director	100,000 - 200,000
General Manager	90,000 - 140,000
Operations VP - Director	90,000 - 120,000
Project Director	120,000 - 135,000
Quality VP - Director	120,000 - 180,000
R&D VP - Director	110,000 - 190,000
Manufacturing VP - Director	110,000 - 180,000
Engineering VP - Director	120,000 - 200,000
Logistics VP - Director	90,000 - 180,000
Director of Regulatory Affairs	90,000 - 130,000