



BrightWater Selection

Recruitment Specialists

The background of the cover features a collage of financial and business-related images: a large golden gear, a stack of banknotes, stacks of coins, a wind turbine, and three small figures in business suits standing on a golden surface. The overall color palette is dominated by gold and yellow tones.

Salary Survey 2004

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Accountancy - Industry & Commerce

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Finance Director (Co. T/O >€10m)	115,000 - 160,000	75,000 - 90,000	45,000 - 80,000
Finance Director (Co. T/O <€10m)	80,000 - 105,000	60,000 - 80,000	35,000 - 50,000
Finance Controller / Manager (Co. T/O >€10m)	60,000 - 80,000	55,000 - 70,000	30,000 - 35,000
Finance Controller / Manager (Co. T/O <€10m)	50,000 - 65,000	45,000 - 55,000	26,000 - 30,500
Treasury Accountant	50,000 - 62,000	45,000 - 52,000	27,000 - 30,000
Internal Auditor/Manager/IT Audit	45,000 - 62,000	40,000 - 55,000	24,000 - 32,000
Systems/Project Accountant	51,000 - 64,000	40,000 - 55,000	24,000 - 30,000
Finance Analyst	40,000 - 60,000	35,000 - 50,000	24,000 - 30,000
Financial Accountant	45,000 - 50,000	40,000 - 45,000	23,000 - 27,000
Management Accountant	40,000 - 55,000	40,000 - 45,000	23,000 - 27,000
Cost Accountant	40,000 - 45,000	35,000 - 42,000	21,000 - 26,000
Newly Qualified Accountant	38,000 - 42,000	35,000 - 40,000	21,000 - 26,000
Credit Control Manager	34,000 - 45,000	32,000 - 40,000	22,000 - 30,000
Accounts Payable Manager	35,000 - 45,000	30,000 - 35,000	16,000 - 20,000
Business Analyst	30,000 - 40,000	25,000 - 34,000	16,000 - 21,000
Payroll Manager	30,000 - 38,000	25,000 - 35,000	16,000 - 20,000
Part Qual - 1-3 years experience	25,000 - 35,000	19,000 - 27,000	13,000 - 16,000
Assistant Management Accountant	28,000 - 35,000	23,000 - 29,000	18,000 - 22,000
Assistant Finance Accountant	28,000 - 35,000	23,000 - 29,000	16,000 - 18,000
Accounts Payable Team Leader	30,000 - 35,000	22,000 - 28,000	14,000 - 18,000
Assistant Cost Accountant	25,000 - 34,000	22,000 - 28,000	16,000 - 18,000
Credit Controller	20,000 - 33,000	20,000 - 27,000	13,000 - 18,000
Payroll Administrator	18,000 - 25,000	19,000 - 24,000	13,000 - 16,000
Accounts Receivable	20,000 - 25,000	17,000 - 21,500	12,000 - 14,000
Accounts Payable	21,000 - 29,000	17,000 - 21,500	12,000 - 14,000
Trainee Accountant - Junior	19,000 - 21,500	15,500 - 19,000	11,000 - 12,000

Typical benefits: Depending on position held and size of organisation, the benefits might include performance related bonuses, health insurance, pension, company car/car allowance, car parking, subsidised canteen facilities, share scheme and study package. Annual holiday entitlements range between 21 and 30 days.



Industry & Commerce Division – Ciara Kenny

“The part qualified accountancy market in Industry and Commerce has remained buoyant with highest demand for candidates being at the mid-level. More senior level accountancy recruitment has not seen any major increases in volumes of opportunities arising – however, the quality of such opportunities has remained consistently high with many Financial Controller to Group level roles being filled. Confidence and demand has returned to some parts of the market we haven’t seen recruiting since 2000.”

Human Resources

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
HR Director	80,000 - 135,000	68,000 - 115,000	40,000 - 67,000
Organisational Development	52,000 - 65,000	44,000 - 55,000	22,500 - 27,000
Compensation and Benefits Manager	44,000 - 55,000	37,000 - 47,000	21,000 - 25,000
Training and Development Manager	40,000 - 50,000	34,000 - 42,500	21,000 - 25,000
HR Manager	45,000 - 65,000	38,000 - 55,000	21,000 - 26,000
Recruitment Manager	40,000 - 60,000	34,000 - 51,000	22,000 - 36,000
Industrial Relations /ER Manager	40,000 - 48,000	34,000 - 41,000	20,000 - 23,000
HR Generalist	35,000 - 40,000	30,000 - 34,000	16,000 - 19,000
HR Officer	27,000 - 35,000	23,000 - 30,000	13,000 - 16,000
HR Consultant	27,000 - 32,000	23,000 - 27,000	12,000 - 13,000
Recruitment Consultant	26,000 - 31,000	22,000 - 26,000	11,000 - 14,000
Training Coordinator	25,000 - 30,000	21,000 - 25,500	11,000 - 14,000
HR Administrator	23,000 - 26,000	19,500 - 22,000	12,000 - 14,000
HR Graduate	18,000 - 21,000	15,000 - 18,000	8,000 - 9,500

Typical benefits: HR professionals may get performance related bonuses, health insurance, pension and study support. For multinationals and blue chip organisations, HR professionals may get share options as well, and in the Banking/FS sectors they may get mortgage, life assurance and car loan at preferential rates.

Human Resources Division – Ciara Kenny

“The Human Resource market has been affected by a number of factors that have probably made it more difficult for those trying to move quickly or progress with their next move. Where confidence has returned in other areas of the market, Human Resources is about 12 months behind this trend. Salaries have remained static and salary brackets have also broadened as more responsibility is shared among fewer staff.”

Belfast - Overview



Belfast Division – Athene Gordon

“The economic climate worldwide is under constant and minute scrutiny and has been for the last twelve to eighteen months. As a result, forecasters were predicting gloom and doom in all areas. This has not proven to be the case. In Northern Ireland there is more evidence of the cautious approach in some sectors but none has dried up and there is still movement in the job market. In the last twelve months salaries have remained pretty static across all our divisions with employers even more willing to consider individuals on a temporary basis where there may be a restriction on headcount. The opportunities for part qualified accountants are still plentiful and this continues to be a very buoyant sector.

Northern Ireland, like the rest of the world, has had to keep up with changing times. There has been an increase in service industries and a physical shift of manufacturing and other businesses towards lower cost locations. It is important for all business participants to remain open to such changes.”

Accountancy - Public Practice

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Audit Partner	120,000 - 170,000	80,000 - 150,000	45,000 - 80,000
Audit Director	75,000 - 105,000	65,000 - 95,000	45,000 - 80,000
Senior Manager - Audit	58,000 - 72,000	50,000 - 57,000	35,000 - 40,000
Risk Manager	56,000 - 64,000	47,000 - 56,000	35,000 - 40,000
Corporate Finance Manager	52,000 - 63,500	45,000 - 54,000	28,000 - 35,000
Audit Manager (2 year PQE)	50,000 - 58,000	40,000 - 48,000	26,000 - 30,000
Corporate Finance Executive	43,000 - 49,000	37,000 - 42,000	22,000 - 26,000
Audit Supervisor (1year PQE)	46,000 - 51,000	40,000 - 45,000	23,000 - 26,000
Company Secretarial (2-4 years experience)	33,000 - 44,000	26,000 - 37,000	18,000 - 24,000
Audit Senior - Big 5	39,000 - 45,000	36,000 - 43,000	21,000 - 26,500
Audit Senior - General Practice	34,000 - 40,000	34,000 - 38,000	18,000 - 24,000
Company Secretarial (< 2 years experience)	25,000 - 33,000	21,000 - 27,000	12,000 - 18,000
Audit Semi-Senior	19,500 - 24,000	16,000 - 21,000	12,000 - 18,000
Audit Junior	15,000 - 21,000	15,000 - 19,000	9,500 - 12,000
Graduate ACA contract	14,000 - 21,000	13,000 - 18,000	9,000 - 11,000

Typical benefits: Big 4 firms - employees will receive pension, life assurance, professional subscriptions as standard. Management benefits will extend to performance based bonus, private health insurance, club subscriptions, mobile phone and parking. In other firms, management will be rewarded with performance based bonus, professional subscriptions, parking and holidays of between 21 and 25 days. All firms provide full study which will include course fees, material and study leave.

Taxation

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Tax Partner	120,000 - 200,000	80,000 - 150,000	75,000 - 120,000
Tax Director - Industry / FS	120,000 - 150,000	100,000 - 130,000	70,000 - 100,000
Tax Director - Practice	80,000 - 120,000	60,000 - 90,000	45,000 - 80,000
Senior Tax Manager	60,000 - 80,000	50,000 - 75,000	40,000 - 60,000
VAT Manager	55,000 - 80,000	50,000 - 75,000	35,000 - 50,000
Capital Taxes Manager	60,000 - 80,000	50,000 - 70,000	40,000 - 50,000
Tax Manager	50,000 - 65,000	40,000 - 50,000	50,000 - 60,000
Corporate Tax Senior / Consultant	38,000 - 45,000	30,000 - 36,000	18,000 - 25,000
Personal Tax Senior / Consultant	34,000 - 42,000	28,000 - 35,000	16,000 - 24,000
Tax Assistant (2-3 years experience)	23,000 - 30,000	16,000 - 23,000	18,000 - 22,000
Tax Assistant (1-2 years experience)	18,000 - 24,000	13,000 - 18,000	14,000 - 16,000
Tax Trainee	17,000 - 19,000	12,000 - 16,000	9,500 - 14,000

Typical benefits: Tax professionals employed in practice can expect all of the typical benefits which the public practice firms provide (as above). In industry based roles additional benefits may include share options and a car or car allowance.



Public Practice Division / Taxation Division – Mike Shoebridge

“Recruitment levels within practice have been generally lower in 2003 than in 2002, this trend has been reflected in the “plateauing” of salary increments which have been largely limited to inflationary increases. However, demand for high calibre tax and audit specialists particularly at manager level has remained high with firms placing a premium on those candidates who are able to bring added value to the organisation.”

Temporary / Contract

JOB TITLE	DUBLIN - € HOURLY RATE	BELFAST - £ HOURLY RATE
Accountancy		
Interim Manager/Financial Director	55.00 - 85.00	32.00 - 46.00
Financial Controller	45.00 - 60.00	26.00 - 30.00
Financial Accountant	39.00 - 47.00	20.00 - 25.00
Management Accountant	39.00 - 47.00	20.00 - 25.00
Cost Accountant	39.00 - 47.00	20.00 - 25.00
Regulatory Accountant	44.00 - 48.00	26.00 - 30.00
Financial Analyst	40.00 - 45.00	25.00 - 30.00
Credit Analyst	34.00 - 38.00	18.00 - 24.00
Systems Accountant	40.00 - 45.00	25.00 - 30.00
Project Accountant	40.00 - 45.00	25.00 - 30.00
Newly Qualified Accountant	35.00 - 40.00	17.00 - 23.00
Fund Accountant	30.00 - 35.00	18.00 - 23.00
Part Qualified Accountant	20.00 - 30.00	14.00 - 17.00
Internal Auditor	32.00 - 43.50	20.00 - 26.00
Credit Control	17.00 - 27.00	11.50 - 13.50
Payroll Junior	17.50 - 22.00	12.00 - 14.00
Payroll Senior	22.00 - 29.00	16.00 - 20.00
Pensions Payroll	22.00 - 30.00	16.00 - 20.50
Assistant Accountant	22.00 - 30.00	12.00 - 16.00
Loans Administrator	21.00 - 26.00	14.00 - 17.00
Reconciliations Clerk	18.00 - 26.00	10.50 - 12.50
Bookkeeper	23.50 - 26.50	12.00 - 15.00
Accounts Clerk	21.50 - 24.00	9.00 - 10.00
Accounts Payable	19.00 - 25.00	10.50 - 12.50
Accounts Receivable	19.00 - 25.00	10.50 - 12.50
Accounts Assistant	19.50 - 26.00	8.00 - 10.50
Insurance		
Underwriting Manager	31.50 - 52.00	21.00 - 37.00
Reinsurance underwriter	32.00 - 61.00	21.50 - 43.00
Claims Handler	16.50 - 39.00	11.00 - 26.00
Broker	20.00 - 25.00	12.50 - 18.00
Personnel Lines Executive	17.50 - 24.50	12.00 - 17.50
Banking		
Senior Corporate Lender	34.50 - 43.00	22.50 - 27.00
Pensions Consultant	30.00 - 43.00	21.00 - 28.50
Risk Analyst	29.50 - 47.90	20.50 - 35.50
Credit Analyst	28.00 - 36.50	19.00 - 25.00
Loans / Credit Administrator	19.00 - 24.00	13.00 - 17.00
Treasury Settlements	20.00 - 25.00	12.50 - 18.00
Corporate Actions	20.00 - 24.00	12.50 - 17.50



Temporary / Contract Division - Mairead Fleming

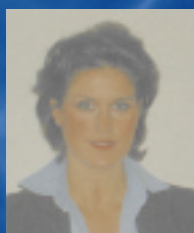
"The forecast for the temporary and contract market over the coming months is extremely positive. A number of organisations have been reluctant to recruit permanent staff due to a headcount freeze and there is still some uncertainty with regards to longevity of certain projects. The ideal solution is to recruit temporary staff to fill short and medium term requirements. This affords companies greater flexibility and the comfort of knowing that the temporary staff are highly qualified for the role.

One area that has seen considerable growth is the role of the Interim Manager. Some companies simply need to add an extra impetus to a crucial strategy or want to employ extra short-term management expertise whilst they face corporate issues. Others use Interim Managers to plug a short-term gap created by an unexpected departure or by a contract win."

Accountancy - Financial Services

JOB TITLE	DUBLIN - €	BELFAST - £
Financial Services - Accountancy		
Financial Controller	55,000 - 90,000	28,000 - 35,000
Internal Audit Manager	55,000 - 70,000	30,000 - 45,000
Internal Auditor	45,000 - 55,000	25,000 - 30,000
Regulatory Accountant	30,000 - 60,000	25,000 - 36,000
Systems Accountant	40,000 - 75,000	25,000 - 30,000
Treasury Accountant	40,000 - 60,000	-
Senior Financial Analyst	50,000 - 60,000	22,000 - 28,000
Financial Analyst (1-3 years experience)	43,000 - 50,000	-
Senior Financial / Group Accountant	50,000 - 65,000	-
Financial / Mgt. Accountant (3 years experience +)	45,000 - 50,000	28,000 - 35,000
Financial / Management Accountant	40,000 - 45,000	22,000 - 28,000
Part-qualified Accounts Assistant (2-3 years experience)	28,000 - 35,000	18,000 - 22,000
Part-qualified Accounts Assistant (1-2 years experience)	25,000 - 30,000	15,000 - 18,000
Graduate	21,000 - 23,000	11,000 - 15,000
Financial Services - Funds		
Fund Accounting / Admin. Manager (3 years +)	55,000 - 65,000	-
Fund Accounting / Admin. Manager (1-3 years)	45,000 - 55,000	-
Funds Supervisor	35,000 - 45,000	-
Senior Fund Accountant (3 years + experience)	28,000 - 37,000	-
Senior Fund Accountant (1 years + experience)	26,000 - 34,000	-
Fund Accountant/Administrator	21,000 - 24,000	-
Compliance Manager	45,000 - 70,000	-
Compliance Officer	32,000 - 40,000	-
Operations Manager	60,000 - 70,000	-
Operations Supervisor	45,000 - 50,000	-
Shareholder Services Manager	48,000 - 60,000	-
Trustee Manager	40,000 - 59,000	-
Transfer Agency/Shareholder Services		
Experience level: 2 - 3 years	28,000 - 35,000	-
Experience level: 1 - 2 years	24,000 - 28,000	-
Experience level: 0 - 1 year	20,000 - 24,000	-

Typical benefits: For financial services roles, benefits will include pension, healthcare and club subscriptions. In addition to these benefits, these positions may carry bonuses of between 10% and 50% depending on individuals and company performance.



Financial Services Division – Áine Wallace

"Salaries within the fund sector in Ireland have levelled off during 2003. Despite the continued global slow down jobs continue to be created within this sector. Turnover at senior management level has also slowed down considerably, a trend which is evident across the broader Financial Services market. Looking at the bigger picture salary levels are remaining quite static with the exception of compliance, risk and internal audit positions. This can be attributed to growth resulting from the establishment of the IFSRA."

JOB TITLE	DUBLIN - €	BELFAST - £
Banking		
Senior Lending Manager	70,000 - 90,000	45,000 - 60,000
Corporate Lending Manager	50,000 - 70,000	30,000 - 45,000
Private Banking Manager	45,000 - 70,000	25,000 - 45,000
Business Development Manager	40,000 - 60,000	25,000 - 40,000
Risk Manager	60,000 - 70,000	26,000 - 45,000
Leasing Sales Manager	40,000 - 50,000	25,000 - 35,000
Senior Credit Analyst	44,000 - 50,000	25,000 - 35,000
Senior Corporate Lender	40,000 - 50,000	25,000 - 35,000
Assistant Private Banking Manager	30,000 - 45,000	20,000 - 25,000
Senior Commercial Lender	35,000 - 40,000	20,000 - 25,000
Pensions Consultant	35,000 - 50,000	20,000 - 30,000
Investments Consultant	35,000 - 50,000	-
Risk Analyst	35,000 - 55,000	20,000 - 35,000
Credit Analyst	34,000 - 42,000	20,000 - 35,000
Corporate Lender	32,000 - 40,000	20,000 - 25,000
Commercial Lender	30,000 - 38,000	20,000 - 25,000
Leasing Sales Executive	25,000 - 35,000	15,000 - 20,000
Junior Credit Analyst	25,000 - 30,000	15,000 - 20,000
Loans/Credit Administrator	23,000 - 27,000	15,000 - 20,000
Treasury		
Head of Treasury	80,000 - 130,000	45,000 - 80,000
Senior Dealer	60,000 - 80,000	-
Treasury Operations Manager (Back Office)	50,000 - 65,000	30,000 - 40,000
Senior Corporate Sales	50,000 - 70,000	30,000 - 45,000
Treasury Dealer	45,000 - 60,000	-
Treasury Settlements - Assistant Manager	40,000 - 45,000	-
Junior Corporate Sales	35,000 - 45,000	20,000 - 25,000
Treasury Settlements Supervisor	28,000 - 33,000	-
Treasury Settlements	22,000 - 28,000	-
Dealer Support	22,000 - 28,000	-
Stockbroking		
Institutional Equity Sales	80,000 - 100,000	-
Corporate Bond Sales	80,000 - 100,000	-
Government Bond Sales	65,000 - 85,000	-
Private Client Portfolio Manager	40,000 - 55,000	-
Equity Analyst	36,000 - 57,000	-
Bond Analyst	36,000 - 57,000	-
Equity Settlements	22,000 - 28,000	-
Corporate Actions	24,000 - 28,000	-

Typical benefits: These will apply with bonuses of between 10% - 100% paid depending on individuals and company performance.



Banking Division – Joanne McCarthy

“Recruitment within the Banking sector has remained consistent this year with specialist skills (such as Property lending and Corporate Pension sales) in high demand. Clients are enjoying a period of high staff retention at the senior level with turnover more prevalent at junior level positions. As a result, salaries at the junior to mid management levels have shown a higher increase than those at the more senior level, which will continue into 2004.”

Insurance

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Business Development Executive	35,000 - 60,000	28,000 - 47,000	18,000 - 35,000
Corporate Servicing Executive	28,000 - 47,000	-	18,000 - 35,000
Account Handler / Broker	24,000 - 35,000	23,000 - 28,000	15,000 - 25,000
Personal Lines Broker	21,000 - 27,000	21,000 - 24,000	11,000 - 13,000
Claims			
Claims Management	32,000 - 72,000	-	20,000 - 40,000
Senior Claims Handler	28,000 - 45,000	-	20,000 - 30,000
Claims Handler	18,000 - 48,000	-	15,000 - 25,000
Underwriting			
Underwriting Manager	48,000 - 82,000	-	30,000 - 50,000
Development Underwriter	35,000 - 55,000	-	20,000 - 35,000
Underwriter	28,000 - 43,000	-	18,000 - 30,000
Assistant Underwriter	20,000 - 28,000	-	12,000 - 15,000
Reinsurance / Captive			
Reinsurance Underwriter	38,000 - 82,000	-	-
Reinsurance Executive	29,000 - 56,000	-	-
Captive Executive	27,000 - 62,500	-	-

Typical benefits: Pension, health insurance, 21 -25 days holidays, study package and bonus at the discretion of the company. Benefits for business development candidates will include performance related bonus on commissions generated.



Insurance Division - Lynda Barnes

“The most buoyant market in the Industry is the General Market, with strong demand for candidates from domestic broking backgrounds, handling commercial or corporate portfolios. People with exposure to Professional Lines are on many employers' wish lists and given that the surge in demand for Financial Lines products is a relatively recent phenomenon, candidates with this experience are much sought after.”

Sales & Marketing

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Marketing			
Marketing Director	80,000 - 100,000	70,000 - 80,000	56,000 - 70,000
Marketing Manager	55,000 - 75,000	40,000 - 55,000	45,000 - 55,000
Marketing Communications Manager	55,000 - 65,000	50,000 - 60,000	40,000 - 45,000
PR Manager	55,000 - 60,000	45,000 - 55,000	40,000 - 42,000
Category Manager	40,000 - 50,000	40,000 - 45,000	28,000 - 35,000
Brand / Product Manager	35,000 - 45,000	35,000 - 45,000	25,000 - 32,000
Account Manager	35,000 - 40,000	35,000 - 42,000	25,000 - 28,000
Junior Brand Manager	25,000 - 32,000	25,000 - 28,000	18,000 - 22,000
Marketing Executive	22,000 - 28,000	22,000 - 26,000	16,000 - 20,000
Account Executive	22,000 - 28,000	20,000 - 26,000	16,000 - 20,000
Marketing Assistant	18,000 - 22,000	16,000 - 22,000	13,000 - 16,000

Sales & Marketing

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
FMCG			
Sales Director	80,000 - 120,000	70,000 - 100,000	55,000 - 85,000
National Sales Manager	60,000 - 75,000	60,000 - 70,000	42,000 - 55,000
National Account Manager	50,000 - 70,000	40,000 - 55,000	35,000 - 50,000
Sales Manager	50,000 - 65,000	40,000 - 48,000	35,000 - 45,000
Key Accounts Manager	45,000 - 55,000	45,000 - 50,000	32,000 - 40,000
Business Development Manager	45,000 - 60,000	35,000 - 45,000	32,000 - 42,000
Regional Sales Manager	35,000 - 50,000	35,000 - 45,000	25,000 - 42,000
Sales Representative	24,000 - 35,000	22,000 - 28,000	17,000 - 25,000
Van Sales Representative	20,000 - 25,000	20,000 - 23,000	14,000 - 17,000
Merchandiser	18,000 - 24,000	18,000 - 24,000	13,000 - 16,000

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Information Technology			
Sales Director	75,000 - 135,000	70,000 - 120,000	55,000 - 95,000
Sales Manager	45,000 - 70,000	45,000 - 70,000	32,000 - 50,000
Major Accounts/Enterprise Channel Management	40,000 - 60,000	40,000 - 60,000	28,000 - 42,000
Corporate Sales	35,000 - 48,000	35,000 - 45,000	25,000 - 35,000
Sales Executive	30,000 - 42,000	28,000 - 40,000	22,000 - 32,000
	24,000 - 32,000	24,000 - 30,000	17,000 - 22,000

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Pharmaceutical / Healthcare			
Sales Director	80,000 - 120,000	70,000 - 85,000	55,000 - 85,000
Sales Manager	50,000 - 65,000	40,000 - 50,000	35,000 - 45,000
Business Development Manager	45,000 - 60,000	40,000 - 55,000	32,000 - 42,000
Product Manager	35,000 - 45,000	35,000 - 45,000	25,000 - 32,000
Account Manager	35,000 - 40,000	33,000 - 38,000	32,000 - 28,000
Sales Representative	32,000 - 38,000	28,000 - 33,000	22,000 - 26,000

Typical benefits: Benefits for sales professionals will include fully expensed company car, commission, bonus, laptop, education assistance, travel expenses, medical insurance and pension. Marketing professionals can receive bonuses of between 10% and 15%, car / car allowance (at senior level) and mobile phone.



Sales & Marketing Division – Maria Guinane

"Recruitment for Sales professionals has remained steady for 2003 in the FMCG, IT & Pharmaceutical Sector. The focus has shifted away from account management roles to recruiting sales professionals specifically to attract, win and retain new business. As a result the remuneration package is now heavily weighted towards new business development. Competition in all sectors has forced companies to strengthen their sales teams and this trend should continue into 2004."

Information Technology

JOB TITLE	JUNIOR	MID	SENIOR
CEO/Managing Director	-	-	100,000 - 130,000
Chief Technology Officer (CTO)	-	-	70,000 - 110,000
Operations / IT Manager	-	60,000 - 70,000	70,000 - 100,000
Technical Manager / Architect	-	70,000 - 85,000	85,000 - 100,000
Software Engineering Manager	-	60,000 - 70,000	70,000 - 95,000
QA / Test Manager	42,000 - 50,000	50,000 - 55,000	55,000 - 65,000
Media Specialist (audio / video)	20,000 - 25,000	25,000 - 30,000	30,000 - 50,000
Usability Specialist	23,000 - 28,000	28,000 - 36,000	36,000 - 50,000
DTP / Documentation Specialist	23,000 - 28,000	28,000 - 35,000	35,000 - 47,000
Instructional / Interactive Designer	20,000 - 25,000	25,000 - 30,000	30,000 - 48,000
Technical Writer / Editor	20,000 - 25,000	25,000 - 30,000	30,000 - 48,000
Webmaster	20,000 - 25,000	25,000 - 33,000	33,000 - 36,000
Technical Support / Network Administrator	20,000 - 25,000	25,000 - 28,000	28,000 - 38,000
Technical Specialist (Localisation)	25,000 - 30,000	30,000 - 35,000	35,000 - 41,000
Localisation Engineer	22,000 - 25,000	25,000 - 30,000	30,000 - 38,000
QA / Test Engineer	22,000 - 25,000	25,000 - 30,000	30,000 - 38,000
Software Engineer	25,000 - 30,000	30,000 - 38,000	38,000 - 48,000
GUI Developer	25,000 - 28,000	28,000 - 35,000	35,000 - 45,000
Multimedia Designer / Developer	18,000 - 25,000	25,000 - 34,000	34,000 - 38,000
Analyst / Programmer	25,000 - 32,000	32,000 - 36,000	36,000 - 45,000
Business Analyst / Consultant	25,000 - 35,000	35,000 - 45,000	45,000 - 60,000
Systems / Implementation Engineer	28,000 - 35,000	35,000 - 48,000	48,000 - 52,000
Technical Project Manager	38,000 - 41,000	41,000 - 45,000	45,000 - 60,000

Contract Daily Rates Summary

JOB TITLE	MID (DAILY)	SENIOR (DAILY)
Interim Manager / Consultant	-	600 - 900
ERP Consultants (Functional / Technical)	275 - 350	350 - 600
Database Analyst / Architect	275 - 350	350 - 500
Project Manager	250 - 325	325 - 600
Business Analyst	250 - 325	325 - 450
Software Engineer / Developer	250 - 300	300 - 450
GUI Developer	250 - 350	350 - 500
QA / Test Engineer	175 - 200	200 - 375
Technical Support / Network Administrator	175 - 200	200 - 350
Multimedia Author	150 - 175	175 - 300
Webmaster (technical)	150 - 250	250 - 350
Localisation Engineers	150 - 175	175 - 300
Technical Writer / Editor	150 - 250	250 - 400
Instructional / Interactive Designer	150 - 250	250 - 300
Database Administrator	150 - 225	225 - 450
DTP / Documentation Specialist	150 - 250	250 - 350
Media Specialist (audio / video)	140 - 175	175 - 300
Graphic Designer	130 - 250	250 - 450

Typical benefits: Health insurance, bonus typically 10% - 15% (based on company, team and individual performance), contributory pension average 7%, education support. IT professionals would not normally receive a company car unless at executive level or IT support personnel.

Experience level: Junior = 1 - 3 years; Mid = 3 - 5 years; Senior = 5 years+



Information Technology Division – Denise Airlie

"The Information Technology industry continues to be a "buyers market". The contracts market has been the first to see signs of recovery, as companies still have projects to be completed on time and show preference for a flexible workforce in an uncertain market. Growth areas for 2004 are likely to be internet, web services and mobile markets. Salaries have levelled out across the board and show signs of stabilisation."

JOB TITLE	DUBLIN - €	REGIONAL - €	BELFAST - £
Corporate			
Senior Salaried Partner	140,000 - 220,000	90,000 - 150,000	63,000 - 85,000
Salaried Partner	100,000 - 120,000	70,000 - 90,000	42,000 - 55,000
In - house Head of Legal	70,000 - 100,000	60,000 - 90,000	35,000 - 55,000
Solicitor 4 - 5 years	65,000 - 80,000	60,000 - 75,000	24,000 - 32,000
Solicitor 2 - 4 years	52,000 - 68,000	47,000 - 63,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000
Property			
Senior Salaried Partner	150,000 - 220,000	90,000 - 150,000	65,000 - 90,000
Salaried Partner	100,000 - 120,000	75,000 - 100,000	44,000 - 58,000
Solicitor 4 - 5 years	65,000 - 90,000	60,000 - 75,000	24,000 - 34,000
Solicitor 2 - 4 years	52,000 - 68,000	47,000 - 63,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000
Litigation			
Senior Salaried Partner	120,000 - 200,000	80,000 - 140,000	60,000 - 80,000
Salaried Partner	80,000 - 120,000	70,000 - 90,000	38,000 - 55,000
Solicitor 4 - 5 years	65,000 - 80,000	60,000 - 75,000	24,000 - 32,000
Solicitor 2 - 4 years	48,000 - 65,000	42,000 - 60,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000
Banking			
Senior Salaried Partner	150,000 - 220,000	90,000 - 150,000	65,000 - 90,000
Salaried Partner	80,000 - 120,000	70,000 - 90,000	38,000 - 55,000
Solicitor 4 - 5 years	65,000 - 90,000	60,000 - 75,000	24,000 - 34,000
Solicitor 2 - 4 years	52,000 - 68,000	47,000 - 63,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000
Employment			
Senior Salaried Partner	110,000 - 180,000	80,000 - 130,000	63,000 - 85,000
Salaried Partner	80,000 - 110,000	70,000 - 90,000	38,000 - 53,000
Solicitor 4 - 5 years	65,000 - 80,000	60,000 - 75,000	24,000 - 32,000
Solicitor 2 - 4 years	52,000 - 68,000	47,000 - 63,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000
Private Client			
Senior Salaried Partner	120,000 - 180,000	80,000 - 150,000	55,000 - 75,000
Salaried Partner	80,000 - 110,000	70,000 - 90,000	38,000 - 53,000
Solicitor 4 - 5 years	65,000 - 80,000	60,000 - 75,000	24,000 - 32,000
Solicitor 2 - 4 years	52,000 - 68,000	47,000 - 63,000	22,000 - 26,000
Solicitor 0 - 2 years	40,000 - 55,000	38,000 - 49,000	18,000 - 22,000
Legal Executive	25,000 - 29,000	22,000 - 26,000	12,000 - 16,000

Typical benefits: Depending on position held / size of organisation, the benefits may include performance related bonuses, health insurance, pension, car space & study package. For industry roles, additional benefits may include share options & car/car allowance.



Legal Division – Yvonne Keane

"2003 has been generally slow on the commercial side, especially for newly qualified and junior levels. However, demand has remained stronger for more senior candidates in certain pockets such as commercial property, construction, projects, funds, banking and financial services. As always there is also demand for high calibre accomplished lawyers with specialist expertise, particularly outside the Big 5 in the growing medium-sized firms."



BrightWater Selection

Recruitment Specialists

This survey was conducted by BrightWater Selection in September 2003. A selection of over 300 companies were surveyed which included SME businesses and blue chip organisations. These figures are anticipated to reflect market rates for the year to September 2004.



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