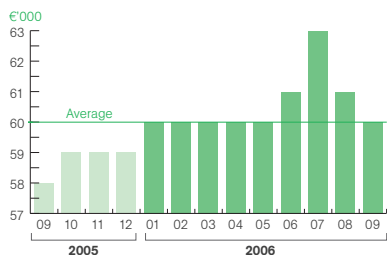


# Accountancy & Finance

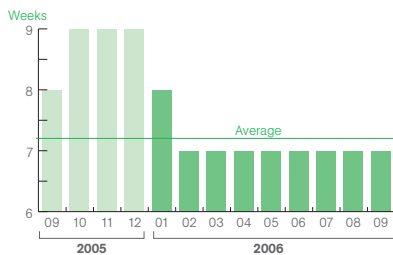
## Key Trends

- There has been an ongoing increase in salaries for newly qualified accountants. They can now command a salary range between €48,000–€52,000.
- Accounting and audit candidates with financial services experience remain in short supply.
- As a consequence some clients are sponsoring overseas accountants and auditors to work in the Dublin market.
- Part qualified accountants are choosing to remain with their current employers – suggesting companies' retention efforts at this level are improving.
- However, more senior candidates are moving around in the marketplace than in previous years.

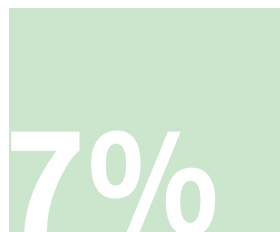
## Permanent Senior Financial Accountant Salaries



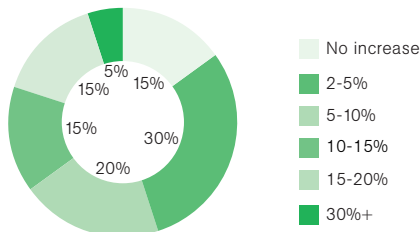
## Time to Hire (Permanent)



## Average Increase To Offer



## Percentage Pay Rise Expected



Hot Jobs	Permanent salary		Bonus
	Range	Typical	
<b>FINANCIAL SERVICES</b>			
Trainee Accountant	€24-€30,000	€28,000	10%
Part Qualified Accountant - entry level	€25-€35,000	€30,000	10%
Part Qualified Accountant - intermediate level	€30-€40,000	€35,000	10%
Newly Qualified Financial Accountant	€48-€52,000	€48,000	15-20%
Newly Qualified Management Accountant	€45-€50,000	€48,000	15-20%
Senior Financial Accountant	€50-€65,000	€60,000	15-20%
System/Project Accountant	€50-€65,000	€60,000	15-20%
Treasury Accountant	€45-€65,000	€65,000	15-20%
Financial Analyst - junior level	€40-€50,000	€45,000	15-20%
Senior Financial Analyst	€50-€65,000	€60,000	15-20%
Internal Auditor	€50-€65,000	€55,000	15-20%
Internal Audit Manager	€65,000+	N/A	20-30%
Payroll Administrator	€22-€28,000	€26,000	10%
Payroll Manager	€28-€40,000	€35,000	10-15%
Credit Controller	€18-€35,000	€28,000	10-15%
Credit Control Manager	€33-€45,000	€40,000	10-15%