



AMICUS

Search & Recruitment

SALARY SURVEY 2015



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Salary data within this document has been generated from placement information, employer benchmarks and candidate data. Where possible this information has been corroborated and verified in the interests of accuracy. Salary information where necessary has been rounded to the nearest €1000.

## Sector Outline

2014 was a busy year in practice with many firms experiencing improved cash-flows and an increase in new business and fee levels. This led to a number of small firms starting to recruit from part-qualified up to manager level. Within the large firms there was again another focus on recruiting accountants into consultancy divisions which has been a big growth area over the past couple of years. A rise in the number of new corporate finance positions is seen as a clear response to the changing nature of Ireland's transactional activity. Corporate recovery and audit units continued to create roles but at a more subdued level than previous years.

## Expectations for 2015

2015 looks set to be a progressive and busy year in the practice market. With the continued economic pick-up it is likely that firms of all sizes will continue to recruit. Unlike previous years where fee pressure and rates kept salary increases to a minimum it is hinted that firms will start to offer increased remuneration packages in order to retain and attract staff. It is also likely that firms will start to relax some of the requirements required when recruiting in response to the need to populate teams due to the increased workload now being experienced.

## Salary Information

JOB TITLE	YEARS EXPERIENCE	SALARY
Trainee - Assistant Manager	0 - 3	€20,000 - €35,000
	3 - 5	€38,000 - €48,000
	4 - 6	€45,000 - €55,000
Manager - Director	5+	€55,000 - €65,000
	7+	€65,000 - €80,000
	10+	€80,000 - €120,000

## Standard Market Benefits

- ⤴ 20 - 25 days annual leave
- ⤴ Paid professional membership subscriptions/exam support
- ⤴ Bike to work scheme
- ⤴ Expenses

## Above Standard Market Benefits

- ⤴ Pension contribution
- ⤴ Bonus
- ⤴ Subsidised Canteen
- ⤴ Time in Lieu/Overtime
- ⤴ Car Parking Space
- ⤴ Subsidised Healthcare



# COMPLIANCE & RISK

## Sector Outline

The word I would use to describe the compliance and risk markets in 2014 is “consistent”. The number of new roles grew slightly from 2013 and the level of activity between sectors (FS, Banking & Insurance) strongly mirrored the previous 12 months.

Where things differed noticeably was the experience requirements. We focused primarily on mid-level and manager roles throughout 2013 and this year the market has bookended this activity in its requirements. The bulk of new work targeted the 1-3 years’ experience bracket followed by Senior Managers and various forms of “head of” instructions. Graduate positions targeting job seekers interested in a career in compliance or risk have become much more common over the last two years also.

It’s hard to extrapolate a commentary on the market from this but it is important to note that many of the more junior roles were new positions as opposed to replacement roles which hints at growth.

## Market Overview

Whilst our perspective of recruitment activity is skewed typically towards larger entities where we receive a greater volume of instructions within the regulatory, compliance and risk sectors – there was a reasonable level of activity from smaller employers and more specifically satellite offices for international groups seeking to establish a presence in Ireland.

Over the course of 2014 we have completed a number of key assignments:

- Head of Compliance, Life Insurance
- Senior Risk Manager, Financial Services / Payments
- Compliance Team (4 recruits), Financial Services / Funds

In addition to this we saw a greater focus on graduate opportunities in 2014 for compliance and risk professionals than at any time in the last number of years.

## Expectations for 2015

Much like this time last year – we predict a moderate increase on the volume of opportunity in the year ahead as well as greater distribution of opportunity across sectors and levels of experience.

Further to this we would anticipate salary increases in line with the financial services and insurance markets in general, with continued emphasis on academics and more focused requirements on particular regulatory fields, products knowledge and frameworks.

## Salary Information - Compliance

JOB TITLE	YEARS EXPERIENCE	SALARY
Head of Compliance	0 - 3	€95,000 - €115,000
	5+	€110,000 - €170,000
Senior Compliance Manager	0 - 3	€68,000 - €82,000
	3 - 5	€80,000 - €105,000
Compliance Manager	0 - 2	€48,000 - €60,000
	2 - 4	€55,000 - €70,000
Compliance Officer	Graduate	€24,000 - €26,000
	2 - 4	€30,000 - €38,000
	5+	€40,000 - €52,000



## COMPLIANCE & RISK

### Salary Information - Risk

JOB TITLE	YEARS EXPERIENCE	SALARY
Head of Risk	0 - 3	€105,000 - €135,000
	5+	€145,000 - €210,000
Senior Risk Manager	0 - 3	€71,000 - €85,000
	3 - 5	€80,000 - €115,000
Risk Manager	0 - 2	€56,000 - €66,000
	2 - 4	€62,000 - €€1,000
Risk Officer	Graduate	€24,000 - €28,000
	2 - 4	€31,000 - €44,000
	5+	€42,000 - €57,000

#### Standard Market Benefits

Typically Junior to Manager

- ⤴ 21 - 24 days Holidays
- ⤴ TaxSaver / Bike to work
- ⤴ 70% Maternity Cover
- ⤴ Discretionary Bonus (6% - 12%)
- ⤴ 5% Pension Matching

#### Above Standard Market Benefits

Typically Senior to Executive

- ⤴ 5% - 15% Pension
- ⤴ Health Cover (€1500 - €1800)
- ⤴ Subsidised Canteen
- ⤴ Life (3 - 6 times Salary)
- ⤴ 24+ days Holidays
- ⤴ 10 - 20% Bonus
- ⤴ Parking
- ⤴ Phone
- ⤴ Expenses



## Sector Outline

The IT sector in Ireland is experiencing intense and high-scale growth in recent years. According to Enterprise Ireland\*, Ireland ranks 2nd in the world as an exporter of computer and IT services, with €50 billion of exports per annum. Intel, HP, IBM, Microsoft, Apple, Google, Facebook, LinkedIn, Amazon, PayPal, eBay and Twitter have established operations in Ireland, with Dublin also being Europe's leading hub of innovative games companies. The Central Statistics Office (CSO)\* indicates that computer services account for 40% of the value of Irish services exports in 2012 (€90.2bn).

Our primary clients in the area of IT recruitment at Amicus can be divided into three major groups:

1. High-growth start-ups with up to 50 employees, currently in the process of growing their Dublin office headcounts - their recruitment needs revolve around PHP, Ruby, JavaScript, Android and iOS developers and systems and network engineers;
2. Established professional services firms (Big Four and others), looking to recruit IT Consultants, Business Analysts, Data Analysts and Forensic Specialists;
3. Non-tech companies with a need for Systems, Database and Unix/Linux Administrators.

One of the major challenges in recruiting IT skilled professionals is their relative shortage on the Irish market, which calls for using innovative and out-of-the-box methods to find and attract candidates. Amicus has a growing presence on various social media (Twitter, Facebook, LinkedIn), professional platforms (GitHub) and groups (for example, for Ruby on Rails developers), as well as employing direct approach, headhunting and a strong referral system to ensure access to high-skilled professionals.

## Expectations for 2015

Dublin is continuing to establish itself as the tech capital of Europe and this trend is reflected, among others, in the number of high-growth start-ups which are recruiting in the areas of Software Development, Telecoms, Internet, Digital & Social Media. A recent announcement\* made by An Taoiseach Enda Kenny TD highlighted the creation of 400 new jobs from 8 North American and European based high-growth companies, with investments supported by the Department of Jobs, Enterprise and Innovation through IDA Ireland.

The announcement coincided with Dublin's Web Summit (Nov 4<sup>th</sup> - 6<sup>th</sup> 2014), which has been hailed\* as the 'best technology conference on the planet' and one that has grown from 500 visitors in 2010 to 22.000 in 2014, further strengthening Dublin's position as the tech hub of Europe.

Additionally, Enterprise Ireland has developed a €10 million fund for international start-ups which offers equity funding to leading edge teams to locate their start-up business in Ireland. All of these developments point to further growth in the sector. Salaries will likely continue rising, as companies compete for professionals with the desired skill-sets. Relocation of employees from other countries will potentially become a viable option, always when technical ability goes together with good communication skills and advanced English.

Finally, companies looking for permanent employees might need to offer additional benefits in order to be able to compete with highly paid contract roles, particularly in the case of SAP, VMware and Oracle eBusiness consultants, as well as Ruby, Python and PHP developers. JavaScript developers will likely be amongst the most sought after candidates for 2014 and competition amongst employers will be high.

\*information available from Enterprise Ireland and IDA websites



IT

## Salary Information

JOB TITLE	YEARS EXPERIENCE	SALARY	DAILY RATE
SENIOR ROLES			
CTO	0 - 3	€90.000 - €120.000	€450 - 550
	3 - 5	€120.000 - €140.000	€550 - 650
	5+	€140.000 - €160.000	€650 - €850
Head of IT	0 - 3	€85.000 - €95.000	€400 - €500
	3 - 5	€95.000 - €110.000	€500 - €600
	5+	€110.000 - €125.000	€600 - €700
IT Manager	0 - 3	€50.000 - €65.000	€350 - €400
	3 - 5	€65.000 - €75.000	€400 - €500
	5+	€75.000 - €90.000	€500 - €600
Software Development Manager	0 - 3	€70.000 - €80.000	€300 - €400
	3 - 5	€80.000 - €90.000	€400 - €500
	5+	€90.000 - €95.000	€500 - €600
Programme Manager	0 - 3	€70.000 - €80.000	€350 - €450
	3 - 5	€80.000 - €90.000	€450 - €550
	5+	€90.000 - €100.000	€550 - €650
QA/Test Manager	0 - 3	€60.000 - €65.000	€325 - €400
	3 - 5	€65.000 - €70.000	€400 - €450
	5+	€70.000 - €75.000	€450 - €500
SOFTWARE AND MOBILE DEVELOPERS			
Software Engineer .Net, C#, Asp.Net, SQL	0 - 3	€25.000 - €40.000	€200 - €250
	3 - 5	€40.000 - €55.000	€250 - €350
	5+	€55.000 - €68.000	€350 - €450
Software Architect	0 - 3	€50.000 - €60.000	€450 - €500
	3 - 5	€65.000 - €80.000	€500 - €550
	5+	€80.000 - €100.000	€550 - €650
JavaScript Developer	0 - 3	€23.000 - €40.000	€225 - €300
	3 - 5	€40.000 - €55.000	€300 - €350
	5+	€55.000 - €65.000	€350 - €450
PHP, Perl, Python, Ruby Developer	0 - 3	€27.000 - €42.000	€200 - €250
	3 - 5	€42.000 - €57.000	€250 - €350
	5+	€57.000 - €70.000	€350 - €450
iOS, Android Developer	0 - 3	€25.000 - €40.000	€200 - €300
	3 - 5	€40.000 - €70.000	€300 - €400
	5+	€70.000 - €80.000	€400 - €500

JOB TITLE	YEARS EXPERIENCE	SALARY	DAILY RATE
DESIGNERS			
Graphic Designer	0 - 3	€22.000 - €32.000	€125 - €200
	3 - 5	€32.000 - €40.000	€200 - €250
	5+	€40.000 - €60.000	€250 - €320
UX/UI Designer	0 - 3	€25.000 - €42.000	€250 - €300
	3 - 5	€42.000 - €55.000	€300 - €350
	5+	€55.000 - €75.000	€350 - €450
Games Designer	0 - 3	€22.000 - €40.000	€180 - €220
	3 - 5	€40.000 - €55.000	€220 - €300
	5+	€55.000 - €70.000	€300 - €400
DATABASE AND ADMIN			
Database Administrator (Oracle, SQL, Sybase)	0 - 3	€35.000 - €45.000	€250 - €350
	3 - 5	€45.000 - €55.000	€350 - €500
	5+	€55.000 - €70.000	€500 - €600
Systems Administrator (Windows, Unix, Linux)	0 - 3	€35.000 - €45.000	€200 - €250
	3 - 5	€45.000 - €55.000	€250 - €300
	5+	€55.000 - €70.000	€300 - €350
Citrix, VMWare Specialist	0 - 3	€35.000 - €42.000	€250 - €300
	3 - 5	€42.000 - €52.000	€300 - €400
	5+	€52.000 - €70.000	€400 - €500
Network Engineer (Cisco)	0 - 3	€30.000 - €35.000	€200 - €250
	3 - 5	€35.000 - €55.000	€250 - €350
	5+	€55.000 - €70.000	€350 - €450
SUPPORT ROLES			
Helpdesk Support	-	€23.000 - €35.000	€100 - €200
Application Support	0 - 3	€30.000 - €35.000	€120 - €180
	3 - 5	€35.000 - €45.000	€180 - €240
	5+	€45.000 - €60.000	€240 - €300
Business Analyst	0 - 3	€30.000 - €35.000	€200 - €300
	3 - 5	€45.000 - €50.000	€300 - €400
	5+	€50.000 - €65.000	€400 - €500



# IT

## Salary Information (cont)

JOB TITLE	YEARS EXPERIENCE	SALARY	DAILY RATE
<b>IT CONSULTANCY AND PROJECT MANAGEMENT</b>			
SAP, CRM Consultant, Solutions Architect, Data Warehouse	0 - 3	€50.000 - €65.000	€300 - €400
	3 - 5	€65.000 - €75.000	€400 - €500
	5+	€75.000 - €90.000	€500 - €800
Oracle eBusiness Consultant	0 - 3	€50.000 - €60.000	€400 - €450
	3 - 5	€60.000 - €70.000	€450 - €500
	5+	€70.000 - €80.000	€500 - €600
Security and Audit Specialist (CISSP / CISA / CISM)	0 - 3	€45.000 - €55.000	€350 - €400
	3 - 5	€55.000 - €70.000	€400 - €500
	5+	€70.000 - €95.000	€500 - €600
Data Analyst	0 - 3	€45.000 - €60.000	€250 - €300
	3 - 5	€60.000 - €75.000	€300 - €350
	5+	€75.000 - €90.000	€350 - €450
Project Manager	0 - 3	€55.000 - €65.000	€350 - €400
	3 - 5	€65.000 - €75.000	€400 - €450
	5+	€75.000 - €85.000	€450 - €550

## Standard Market Benefits

- ⤴ 20 - 25 days paid holiday
- ⤴ Tax Saver Commuter Scheme
- ⤴ Cycle-to-work Scheme
- ⤴ Discounted Healthcare Schemes (VHI etc.)
- ⤴ Pension Contribution
- ⤴ Annual Bonuses
- ⤴ Expenses Cover
- ⤴ Social Activities

## Above Standard Market Benefits

- ⤴ Flexible work arrangements (for example, working remotely)
- ⤴ Relocation Packages
- ⤴ Company Share Schemes
- ⤴ Free Food
- ⤴ Employee Discount for Products
- ⤴ Life Insurance



## LEGAL OFFICE & SUPPORT

### Sector Outline

Office support professionals play a crucial role in every organisations, by providing support and maintaining the operational functions of the office.

In recent months, we have seen a significant upturn within the office support sector with growth across professional services driving much of the demand for skilled support staff. The number of job seekers being offered new roles has raised by 24% in the last six months of 2014 over Q1 and 2.

We have seen a greater volume of permanent office support role requirements, in an array of subdivisions, such as banking and financial services, technology and legal and professional services. The legal sector specifically has witnessed a welcome demand for property secretaries and legal executives with real estate experience.

We work with law firms, professional services and accounting firms, multinationals and financial services companies including most Irish insurers.

In October 2014 we had a successful Open Day for legal secretaries teaming up with Lush handmade cosmetics where we provided career, cv and job seeker advice to over 37 experienced legal secretaries.

### Expectations for 2015

2015 is looking promising for office and support professionals. There is a subtle but steady rise in basic remuneration and a sense that experienced administrators who have seen no upward movement on salaries in recent years may expect improvements in basic compensation in 2015. This is driven largely by increased demand and fewer active job seekers.

### Standard Market Benefits

- ⤴ Pension 3% employer contribution
- ⤴ Healthcare N/A
- ⤴ Annual Leave 21 - 25 days

JOB TITLE	YEARS EXPERIENCE	SALARY	LOCAL MARKET CAP
Legal Secretary	0 - 1yrs	€20,000 - €25,000	€26,000
	1 - 2yrs	€24,000 - €27,000	€28,000
	3 - 5 yrs	€30,000 - €35,000	€38,000
	5+ yrs	€35,000 - €40,000	€47,000
Legal executive/ Paralegal	0 - 2yrs	€20,000 - €25,000	€27,000
	3 - 5yrs	€30,000 - €40,000	€42,000
	5+ yrs	€40,000 - €50,000	€47,000
Company Secretary	0 - 2yrs	€24,000 - €28,000	€31,000
	3 - 4yrs	€30,000 - €36,000	€41,000
	5 - 7yrs	€40,000 - €60,000	€65,000
	7+ yrs	€60,000 - €95,000	€110,000
Temporary positions	Executive PA	€35.00 - €50.00	€55.00
	Senior PA	€30.00 - €40.00	€45.00
	Secretary (0 - 1yrs)	€15.00 - €20.00	€22.00
	Secretary (1 - 3yrs)	€20.00 - €22.50	€24.50
	Secretary (3+ yrs)	€23.00 - €26.00	€28.00
Customer Service	Call Centre Manager	€70,000 - €90,000	€95,000
	Customer Service Manager	€35,000 - €50,000	€55,000
	Customer Service Team leader	€28,000 - 35,000	€38,000
	Customer Service Agent 3yrs	€23,000 - €25,000	€27,500
	Customer Service Agent 0 - 3+ yrs	€25,000 - €28,000	€31,000

### Above Standard Market Benefits

- ⤴ Other Employee Discount Scheme
- ⤴ Partial Healthcare Cover
- ⤴ 3 - 5% Pension Contribution
- ⤴ Education/Training & Development Programmes
- ⤴ Annual Leave 22 - 25 days
- ⤴ Subsidised Canteen
- ⤴ Travel Expenses
- ⤴ Bike-to-work Scheme

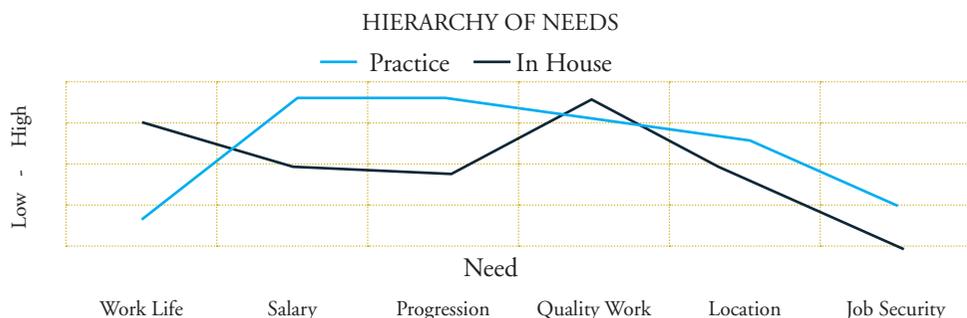


## Sector Outline

It is hard to communicate just how improved the legal market was in 2014 without appearing to drift into overstatement and hyperbole. With this in mind some figures and stats might more adequately highlight where we are in terms of growth when we compare 2012 with 2014:

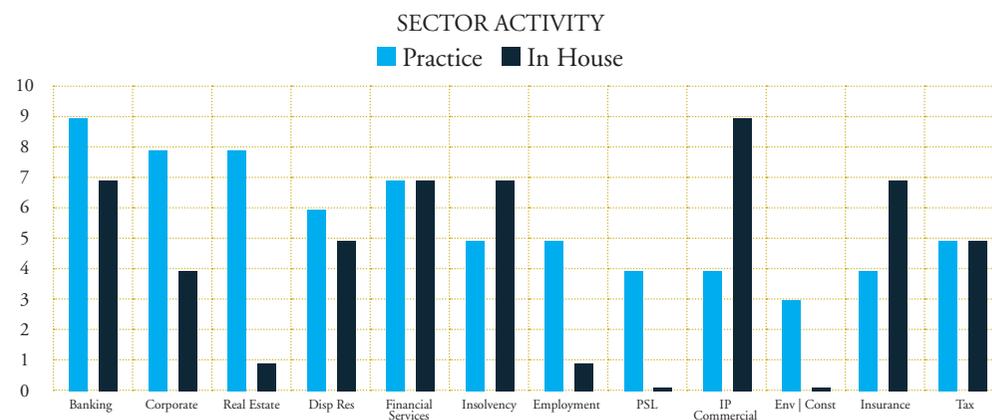
	2012 v 2014
New positions registered (Practice)	576% Increase
New positions registered (in-house)	214% Increase
Average Salary increase	7.8% Increase
Positions offered to Solicitors currently unemployed	251% decrease

Supplementing this data are further key pieces of information. In 2012 progression and job security were primary motivating factors for job seekers and job changers. By comparison in 2010 job security was very much the primary factor. The current hierarchy of needs for the local legal market is reflected here:



Lawyers seeking to stay in practice in 2014 prioritised remuneration and progression as their primary motivating factors whilst lawyers seeking an in-house move prioritised quality of work and work life balance

Another important change in 2014 is the cross section of sector activity compared to previous years. The market has shifted back towards more transactional work from a recruitment perspective with significant demand from corporate and banking departments. Property has remained a high activity sector continuing from the final two quarters of 2013 and the in house commercial market continues to boom.



## Market Overview

Whilst our perspective of recruitment activity is skewed typically towards larger firms (top 20) it is important to note that private client firms have re-entered the market on a consistent and high volume basis in 2014 which has created a far greater variety in opportunities for qualified solicitors.

Over the course of 2014 we have completed a number of key assignments:

- ⤴ Equity Partner Executive Search
- ⤴ Volume recruitment project (e-discovery / due diligence)
- ⤴ EMEA Head of Legal

In addition to this we have recruited a record number of newly qualified solicitors in 2014, with the emphasis however still very much at the 3 - 5 PQE mark.



## LEGAL

### Expectations for 2015

Before talking about the year ahead, there is an important caveat to consider when framing the current positivity around the market. As mentioned above, the bulk of market activity rests between 3 - 5 PQE which corresponds with the height of the recession. As such, it is prudent to consider that the market is still playing catch up and that in the future we may see a slight plateau of recruitment activity.

Despite this it is also entirely possible that the level of growth will be such that this plateau may pass unnoticed as the cyclical nature of recruitment provides sufficient activity to maintain the level of opportunity.

### Standard Market Benefits

- ⤴ 21 days Holidays
- ⤴ Taxsaver / Bike to work
- ⤴ 60 - 70% Maternity Cover
- ⤴ Practice Cert + CPD
- ⤴ Discretionary Bonus

### Above Standard Market Benefits

- ⤴ 3 - 5% Pension
- ⤴ Health Cover or contribution
- ⤴ Subsidised Canteen
- ⤴ Life / Disability cover
- ⤴ 24 days Holidays
- ⤴ 10 - 20% Bonus

### Salary Information

JOB TITLE	YEARS EXPERIENCE	SALARY
Solicitor	NQ	€46,000 - €58,000
	1 - 2	€48,000 - €63,000
	3 - 5	€62,000 - €85,000
	6 - 9	€80,000 - €115,000
	Salaried Partner	€118,000 - €155,000
Professional Support Lawyer	5 PQE+	€65,000 - €85,000
	Department Head	€85,000 - €124,000
In House	Junior Legal Counsel	€46,000 - €70,000
	Senior Legal Counsel	€65,000 - €95,000
	Head of Legal	€88,000 - €150,000



### Sector Outline

It was a very buoyant tax market throughout 2014. There have been a number of roles created at all levels from Tax Senior to Director. Moreover it was interesting to note that roles were created across all tax heads. Previous years had seen the focus weighted in the favour of Corporation Tax however 2014 saw an increased number of roles also created in Personal Tax, VAT, Transfer Pricing, R&D & Employment/Expatriate taxes. Towards the end of 2013 some of the medium sized and small firms had started to recruit again in tax and this trend continued right through 2014 which created a very active tax market in Practice. This is a trend that shows no sign of abatement as we head into 2015.

The In-House Tax market also witnessed possibly its busiest period for a number of years. Whilst Industry continued to create opportunities throughout the downturn there was undisputed growth in 2014 with numerous opportunities created. There was a mix between permanent and contract roles and also a surge in the number of VAT roles on offer.

### Expectations for 2015

The challenge even more acutely faced by those looking to recruit in 2015 is the lack of availability of suitably qualified staff for the roles on offer. Whilst previously contract roles in industry received numerous suitable applications it has become increasingly difficult to attract tax professionals to shorter term positions. Salaries have remained stagnant for a number of years however it looks like 2015 will be the year where we will see upward pressure on remuneration. This will be in response both to an increase in fees which firms are experiencing and also in an effort to attract and retain top talent in an increasingly competitive recruitment market.

### Salary Information

JOB TITLE	YEARS EXPERIENCE	SALARY
Trainee - Assistant Manager	0 - 3	€20,000 - €35,000
	3 - 5	€37,000 - €48,000
	4 - 6	€48,000 - €55,000
Tax Manager - Director	5+	€55,000 - €68,000
	7+	€65,000 - €75,000
	10+	€80,000 - €120,000

### Standard Market Benefits

- ⤴ 20 - 25 Days Annual Leave
- ⤴ Paid Professional Membership Subscriptions/Exam Support
- ⤴ Bike-to-work Scheme
- ⤴ Expenses

### Above Standard Market Benefits

- ⤴ Pension Contribution
- ⤴ Bonus
- ⤴ Subsidised Canteen
- ⤴ Time in Lieu/Overtime
- ⤴ Car Parking Space
- ⤴ Subsidised Healthcare



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