

2010 PREMIER SALARY GUIDE

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PREMIER. FINANCE

PREMIER. FINANCE

In a recent telephone survey conducted by Premier, senior level operational and HR managers within the Accounting and Finance services sector were asked if they expected basic salary levels within their business to increase / decrease or stay the same over the next 12 months and if there was an increase / decrease by what %?

The majority (62.8%) expect salary levels to stay the same over the next 12 months.

29.8% of employers expect an increase in salaries in 2010 of up to 10%.

The minority (7.4%) of employers expect decreases of up to 15%.

“Overall the survey results are positive. General sentiment is that salaries will remain unchanged during 2010 with as many as 30% of those surveyed expecting an increase”. Explains Bryan Hyland, Regional Director, Premier Group.

“It seems that pressure and uncertainty on salaries is at an end with the minority now forecasting decreases in salary.

Premier has seen improved market conditions with steady growth over the past three quarters in the demand for qualified, experienced financial professionals. Interestingly the greatest growth is in the temporary / contract market. We expect demand in the permanent market to increase during Q3 2010 as market conditions continue to improve.

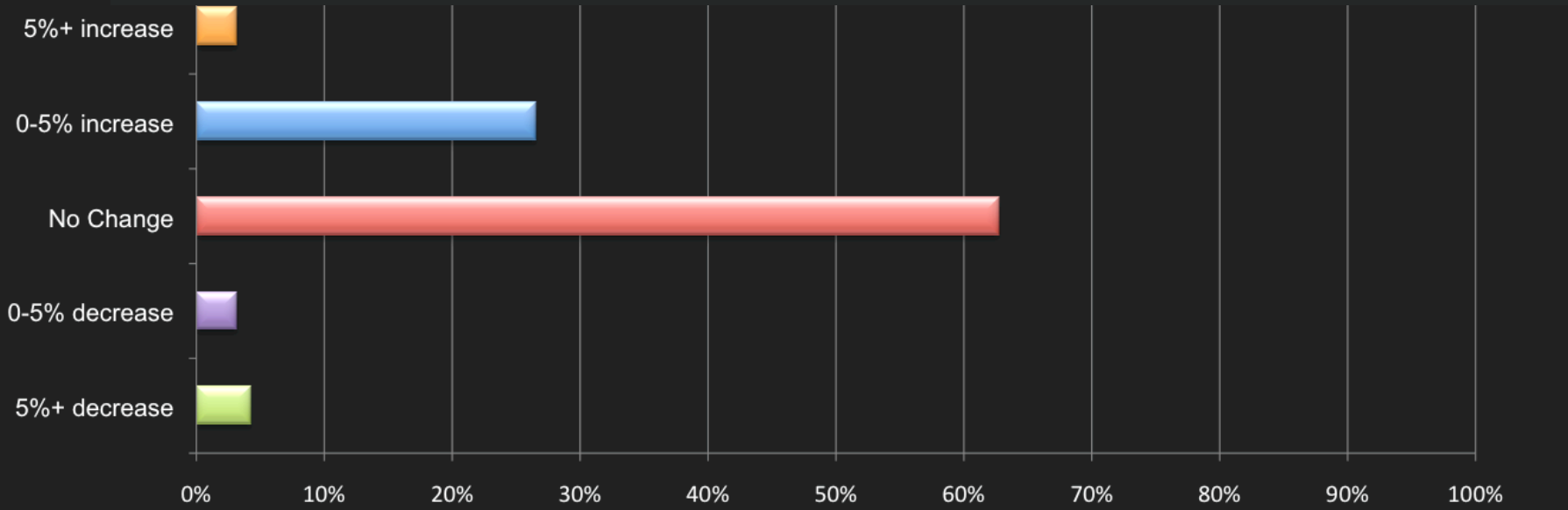
Reflecting that the current market is not salary driven, a major challenge facing companies in trying to attract candidates is to demonstrate strong future growth plans as we exit these recession times.

Generally the market continues to be challenged as Ireland lags behind the international recovery, however we are seeing signs of confidence and improved trading conditions and we are quietly upbeat on the market for the remainder of 2010.”

PREMIER. FINANCE



Do you expect basic salary levels within your business to increase, decrease or stay the same over the next 12 months and if there is an increase/decrease, by what %?



FINANCE.

COMMERCE & INDUSTRY (Small Companies <100 employees)

Finance job volumes have risen steadily since Q4 2009 with multi-national organisations providing the bulk of positions.

Indigenous businesses are still finding the market more challenging due to lack of liquidity in Ireland causing headcount expansion to be curbed.

This uncertainty means the SME market remains the most challenged as trading conditions remain tight and confidence in making hiring decisions remains low.

| | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|---|-----------------|------------------|---------------|----------------|------------------|-------------------|
| Financial Director | 70 | 85 | 70 | 85 | 55 | 64 |
| Financial Controller | 60 | 70 | 55 | 70 | 46 | 61 |
| Finance Manager | 55 | 65 | 53 | 65 | 50 | 62 |
| Management Accountant | 45 | 55 | 45 | 52 | 36 | 45 |
| Financial Accountant | 40 | 50 | 40 | 48 | 30 | 38 |
| Systems / Project Accountant | 45 | 55 | 42 | 52 | 36 | 45 |
| Assistant Management Accountant | 35 | 45 | 30 | 35 | 35 | 38 |
| Assistant Financial Accountant | 32 | 38 | 30 | 34 | 26 | 28 |
| Assistant Financial Controller | 45 | 50 | 45 | 55 | 32 | 41 |
| Newly Qualified Accountant | 36 | 45 | 33 | 42 | 26 | 33 |
| Tax Accountant | 50 | 55 | 42 | 46 | 38 | 41 |
| Trainee Accountant (P/Q 2+yrs exp) | 25 | 30 | 24 | 28 | 20 | 26 |
| Trainee Accountant (1-2yrs exp) | 22 | 25 | 20 | 24 | 18 | 23 |
| Credit Controller | 24 | 28 | 24 | 30 | 23 | 26 |
| Payroll Clerk | 24 | 28 | 24 | 28 | 22 | 26 |
| Accounts Supervisor | 30 | 35 | 28 | 33 | 26 | 32 |
| Accounts Payable Clerk | 22 | 25 | 22 | 25 | 18 | 23 |
| Accounts Receivable Clerk | 22 | 25 | 22 | 25 | 18 | 23 |
| Accounts Assistant | 25 | 28 | 24 | 27 | 19 | 25 |
| Book Keeper | 28 | 33 | 24 | 32 | 22 | 28 |
| Graduate / Trainee Accountant | 22 | 25 | 20 | 22 | 18 | 22 |

FINANCE.

COMMERCE & INDUSTRY (Medium Companies 100 – 500 employees)

| | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € | |
|---|--|------------------|---------------|----------------|------------------|-------------------|----|
| Indicators show that there is growth in demand for products manufactured in Ireland. The knock on effect of this positive growth is that support services, including finance support will increase over 2010. | Financial Director | 80 | 130 | 75 | 120 | 67 | 85 |
| | Financial Controller | 75 | 95 | 70 | 90 | 51 | 70 |
| | Finance Manager | 60 | 80 | 55 | 68 | 46 | 60 |
| | Management Accountant | 50 | 65 | 48 | 58 | 43 | 55 |
| | Financial Accountant | 50 | 60 | 45 | 54 | 45 | 50 |
| | Systems / Project Accountant | 50 | 65 | 53 | 62 | 45 | 60 |
| However, it takes time for this growth to manifest itself in hiring strategies and with an obvious lack of confidence, progress, while improving, will remain sluggish. | Treasury Accountants | 45 | 55 | 44 | 53 | 45 | 55 |
| | Business / Financial Analyst | 50 | 55 | 45 | 55 | 40 | 55 |
| | Internal Auditor | 48 | 58 | 45 | 58 | 35 | 45 |
| | Assistant Management Accountant | 32 | 38 | 32 | 38 | 32 | 38 |
| | Assistant Financial Accountant | 30 | 40 | 30 | 35 | 18 | 25 |
| | Assistant Financial Controller | 50 | 65 | 50 | 65 | 40 | 50 |
| Interestingly, the current emphasis is on contract and temporary positions – a trend likely to continue throughout 2010 driving the moderate growth expected over the year. | Tax Accountant | 50 | 60 | 50 | 58 | 42 | 48 |

FINANCE.

COMMERCE & INDUSTRY (Medium companies 100 – 500 employees cont'd)

| | Dublin | Dublin | Cork | Cork | Regions | Regions |
|------------------------------------|--------|--------|-------|--------|---------|---------|
| | Low € | High € | Low € | High € | Low € | High € |
| Cost Accountant | 45 | 55 | 38 | 50 | 36 | 50 |
| Newly Qualified Accountant | 38 | 45 | 38 | 45 | 34 | 40 |
| Trainee Accountant (P/Q 2+yrs exp) | 25 | 30 | 24 | 28 | 21 | 26 |
| Trainee Accountant (1-2yrs exp) | 22 | 25 | 20 | 25 | 20 | 24 |
| Credit Controller | 25 | 30 | 24 | 30 | 24 | 30 |
| Payroll Clerk | 26 | 30 | 23 | 30 | 23 | 30 |
| Accounts Supervisor | 30 | 35 | 28 | 34 | 28 | 32 |
| Accounts Payable Clerk | 25 | 30 | 24 | 30 | 25 | 30 |
| Accounts Receivable Clerk | 25 | 28 | 24 | 28 | 25 | 28 |
| Accounts Assistant | 25 | 30 | 24 | 30 | 24 | 30 |
| Book Keeper | 28 | 35 | 24 | 30 | 25 | 30 |
| Graduate / Trainee Accountant | 22 | 25 | 20 | 24 | 22 | 25 |

FINANCE.

COMMERCE & INDUSTRY (Large Companies 500+ employees)

Large multi-national businesses have proved the most resilient during the last 24 months. Globally trading is difficult but the lack of exposure to a particularly weak domestic economy has meant they have avoided the worst effects of the recession. With some world economies looking brighter we are already seeing demand from this sector.

Qualified candidates with previous industry experience are set to benefit most from this upturn.

| | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|--|-----------------|------------------|---------------|----------------|------------------|-------------------|
| Financial Director | 105 | 150 | 105 | 140 | 67 | 120 |
| Financial Controller | 80 | 110 | 80 | 110 | 70 | 90 |
| Finance Manager | 65 | 75 | 65 | 72 | 55 | 70 |
| Management Accountant | 60 | 70 | 55 | 65 | 45 | 60 |
| Financial Accountant | 50 | 60 | 50 | 60 | 45 | 55 |
| Systems / Project Accountant | 55 | 65 | 55 | 65 | 50 | 60 |
| Treasury Accountants | 50 | 60 | 48 | 58 | 45 | 55 |
| Business Financial Analyst | 55 | 65 | 50 | 60 | 50 | 60 |
| Internal Auditor | 50 | 60 | 48 | 63 | 33 | 51 |
| Assistant Management Accountant | 34 | 42 | 30 | 43 | 30 | 34 |
| Assistant Financial Accountant | 30 | 40 | 28 | 38 | 26 | 32 |
| Assistant Financial Controller | 55 | 65 | 65 | 80 | 39 | 46 |
| Cost Accountant | 55 | 60 | 48 | 58 | 46 | 55 |

FINANCE.

COMMERCE & INDUSTRY (Large Companies 500+ employees cont'd)

| | Dublin | Dublin | Cork | Cork | Regions | Regions |
|--|--------|--------|-------|--------|---------|---------|
| | Low € | High € | Low € | High € | Low € | High € |
| Newly Qualified Accountant | 40 | 50 | 38 | 48 | 36 | 45 |
| Trainee Accountant (P/Q 2+yrs exp) | 28 | 32 | 28 | 32 | 24 | 29 |
| Trainee Accountant (1-2yrs exp) | 25 | 28 | 25 | 28 | 23 | 24 |
| Credit Control Manager | 45 | 55 | 45 | 55 | 32 | 45 |
| Credit Controller (1 – 3 yrs experience) | 27 | 32 | 24 | 30 | 28 | 30 |
| Payroll Manager | 42 | 55 | 42 | 55 | 36 | 45 |
| Payroll Clerk | 26 | 33 | 23 | 33 | 24 | 32 |
| Accounts Supervisor | 35 | 40 | 30 | 34 | 30 | 36 |
| Accounts Payable Clerk | 25 | 30 | 23 | 28 | 25 | 28 |
| Accounts Receivable Clerk | 25 | 30 | 23 | 28 | 25 | 28 |
| Accounts Assistant | 25 | 32 | 23 | 29 | 25 | 30 |
| Graduate / Trainee Accountant | 22 | 26 | 20 | 24 | 22 | 23 |

FINANCE.

FINANCIAL SERVICES

The Financial Services sector in Ireland faced severe challenges in 2009.

The Accountancy and Finance market saw a slight improvement in appetite to hire during the second half of last year. Demand started to increase from October 2009 and has continued, picking up the pace particularly from February 2010.

As always ACA candidates from the Big 4 are desired by this sector. With the Irish banks focusing on internal controls and regulations - Internal Audit, Compliance and Regulatory Accountants are much sought after.

| Financial Control & F/S Accounting | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|---|---------------------|----------------------|-------------------|--------------------|----------------------|-----------------------|
| Finance Directors | 100 | 160 | 90 | 120 | 80 | 110 |
| Financial Controller | 75 | 120 | 70 | 90 | 60 | 80 |
| Product Controller | 60 | 75 | n/a | n/a | n/a | n/a |
| Internal Audit Manager | 60 | 80 | 50 | 65 | 39 | n/a |
| Internal Auditor | 40 | 60 | 40 | 50 | 28 | n/a |
| Treasury or Systems Accountant | 45 | 60 | 40 | 60 | 36 | n/a |
| Junior Treasury Accountant | 35 | 45 | 25 | 35 | 18 | 27 |
| Regulatory Accountant | 55 | 70 | 45 | 60 | 45 | 50 |
| Senior Financial Analyst | 55 | 65 | 50 | 60 | 45 | 50 |
| Financial Analyst (1-3 yrs exp) | 45 | 55 | 40 | 50 | 35 | 45 |
| Senior Financial / Group Accountant | 65 | 75 | 50 | 65 | 45 | 55 |
| Financial / Mgt Accountant (3yrs exp) | 55 | 65 | 60 | 60 | 37 | 46 |
| Financial / Management Accountant | 40 | 55 | 40 | 50 | 31 | 39 |
| PQ Assistant Accountant (2-3yrs exp) | 28 | 35 | 26 | 35 | 21 | 22 |
| PQ Accounts Assistant (2-3yrs exp) | 25 | 35 | 27 | 35 | 19 | 23 |
| PQ Accounts Assistant (1-2yrs exp) | 23 | 35 | 25 | 30 | 20 | 28 |
| Accounting Technician | 23 | 30 | 24 | 26 | 20 | 24 |
| Graduate | 19 | 25 | 22 | 25 | 18 | 22 |
| Treasury & Capital Markets | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
| Institutional Sales | 80 | 200 | n/a | n/a | n/a | n/a |
| Treasury Admin | 25 | 45 | 25 | 40 | 23 | 32 |
| Equity / Bond Settlements Admin | 24 | 44 | n/a | n/a | n/a | n/a |
| Middle Office Specialist | 28 | 45 | 40 | 35 | n/a | n/a |
| Payments / Verifications Officer | 24 | 40 | 40 | 40 | 21 | 31 |

FINANCE.

FINANCIAL SERVICES (cont'd)

| | Stock Broking | Dublin | Dublin | Cork | Cork | Regions | Regions |
|---|---|---------------|---------------|---------------|---------------|----------------|----------------|
| | | Low € | High € | Low € | High € | Low € | High € |
| Retail banking continues to face tough business conditions. Hiring in this sector has been mainly focused on the need for Credit and Compliance professionals. | Institutional Sales | 80 | 200 | n/a | n/a | n/a | n/a |
| | Private Client Adviser | 80 | 120 | 80 | 110 | 80 | 100 |
| | Corporate Finance Executive | 55 | 150 | 50 | 90 | 45 | 100 |
| | Equity Analyst | 45 | 100 | n/a | n/a | n/a | n/a |
| | Trader | 45 | 100 | n/a | n/a | n/a | n/a |
| Towards the end of 2009 corporate banking started to see increased activity. This is expected to continue throughout 2010 as international institutions leverage off opportunities created by weaker positioning of domestic banks. | Research Analyst | 38 | 60 | n/a | n/a | n/a | n/a |
| | Retail Banking | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | | Low € | High € | Low € | High € | Low € | High € |
| | Branch Manager | 45 | 75 | 45 | 75 | 35 | 55 |
| | Retail Banking Manager – Assistant | 30 | 45 | 30 | 42 | 22 | 32 |
| Lending professionals with expertise in corporate / debt recovery and restructuring have seen their skills in increased demand due to the conditions surrounding the commercial property crisis. | Underwriter | 30 | 50 | 25 | 40 | 30 | 32 |
| | Financial Planning Consultant | 35 | 60 | 35 | 50 | 30 | 30 |
| | Savings & Investments Office | 35 | 40 | 30 | 45 | n/a | n/a |
| | Customer Service Officer | 20 | 30 | 20 | 28 | 16 | 24 |
| | Private Banking | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | Low € | High € | Low € | High € | Low € | High € | |
| Businesses with exposure to the construction and property markets are continuing to reduce headcount. | Wealth Manager | 50 | 80 | 50 | 80 | 45 | 65 |
| | Private Banking Manager | 45 | 85 | 45 | 80 | 36 | 68 |
| | Private Banking Officer | 30 | 45 | 35 | 45 | 26 | 41 |
| | Financial Portfolio Administrator | 25 | 40 | 23 | 30 | 28 | 27 |

FINANCE.

FINANCIAL SERVICES (cont'd)

| | Business Banking | Dublin | Dublin | Cork | Cork | Regions | Regions |
|--|---------------------------------|---------------|---------------|--------------|---------------|----------------|----------------|
| | | Low € | High € | Low € | High € | Low € | High € |
| <p>Many employers in 2009 within the Banking sector were unable to commit to permanent hires and therefore opted for temporary and contract staff to fulfil an ongoing demand for certain skilled personnel.</p> | Lending Manager | 65 | 100 | 60 | 90 | 60 | 85 |
| | Lending Officer | 30 | 45 | 30 | 45 | 35 | 60 |
| | Relationship Manager | 50 | 85 | 40 | 70 | 40 | 60 |
| | Business Banking Manager | 45 | 75 | 47 | 80 | 45 | 60 |
| | Business Support Officer | 25 | 40 | 25 | 31 | 30 | 35 |
| <p>2010 salaries remain static compared to 2009. However, some employers report an expectation of marginal increases of between 3 – 5%.</p> | Corporate Banking | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | | Low € | High € | Low € | High € | Low € | High € |
| | Banking Manager | 50 | 110 | 45 | 75 | 41 | 73 |
| | Banking Officer | 40 | 70 | 40 | 65 | n/a | n/a |
| | Credit Analyst | 35 | 60 | 30 | 45 | n/a | n/a |
| <p>To remain competitive most large employers are focused on managing human capital cost tightly.</p> | Loans Administrator | 26 | 50 | 25 | 35 | n/a | n/a |

FINANCE.

FUND ADMINISTRATION

2010 has already seen an increase in the volume of recruitment within the Funds industry, although it is not likely to reach levels seen before 2008.

The increase in recruitment may be as a result of some organisations cutting numbers too deeply and others now successfully winning business.

Changes to the Finance Bill in February 2010 provided certainty on tax treatment of foreign funds managed from Ireland which is viewed positively by the industry.

The bulk of hiring will be at the mid-senior level with the majority of roles to date being within Hedge Fund Accounting, Anti-Money Laundering and Compliance.

| | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|---------------------------------|-----------------|------------------|---------------|----------------|------------------|-------------------|
| Fund Admin Manager | 55 | 80 | 50 | 70 | 40 | 50 |
| Fund Admin Supervisor | 40 | 50 | 35 | 45 | 30 | 40 |
| Fund Administrator | 25 | 45 | 25 | 35 | 25 | 30 |
| Hedge Fund Accountant | 35 | 55 | 33 | 53 | 30 | 40 |
| Mutual Fund Accountant | 28 | 48 | 30 | 44 | 28 | 35 |
| Account Manager | 45 | 60 | 43 | 58 | 40 | 50 |
| Group Manager | 45 | 65 | 54 | 68 | 45 | 56 |
| Compliance Manager | 55 | 75 | 50 | 70 | 45 | 70 |
| Compliance Administrator | 30 | 45 | 27 | 33 | 25 | 30 |
| Custody Manager | 50 | 65 | 38 | 60 | 38 | 41 |
| Custody Administrator | 28 | 38 | 23 | 33 | 21 | 26 |
| Trustee Manager | 50 | 65 | 38 | 55 | 38 | 43 |
| Trustee Officer | 35 | 38 | 23 | 33 | 28 | 36 |

FINANCE.

FUND ADMINISTRATION (cont'd)

| | | Dublin | Dublin | Cork | Cork | Regions | Regions |
|---|---|--------|--------|-------|--------|---------|---------|
| | | Low € | High € | Low € | High € | Low € | High € |
| The Funds industry has also seen increased recruitment in the Shareholder Services area but reduced demand for Client Services and Relationship Management professionals. | Shareholder Services Manager | 45 | 70 | 43 | 64 | 41 | 56 |
| | Shareholder Services Administrator (2-5 yrs) | 30 | 42 | 28 | 40 | 27 | 31 |
| As the industry seeks to drive efficiencies and deliver change, the sector has seen an increased appetite for experts in Business Analysis, Business Change and Project Management. | Shareholder Services Administrators (0-2yrs) | 25 | 30 | 24 | 30 | 22 | 28 |
| | Client Service Manager | 45 | 75 | 38 | 60 | 36 | 52 |
| | Client Service Officer | 28 | 40 | 23 | 33 | 28 | 31 |
| | Research Analyst | 32 | 60 | n/a | n/a | n/a | n/a |
| | Fund / Portfolio Manager | 45 | 85 | 39 | 60 | 35 | 38 |
| | Business Development Manager | 45 | 85 | 40 | 60 | 45 | 55 |
| | Risk Manager | 60 | 90 | 40 | 60 | n/a | n/a |
| | Risk Officer | 32 | 55 | 25 | 35 | n/a | n/a |
| | Business Analyst | 38 | 60 | 40 | 55 | n/a | n/a |
| | Project Manager | 38 | 90 | 60 | 80 | n/a | n/a |

FINANCE.

INSURANCE, MORTGAGE AND ACTUARIAL

The Irish insurance market has borne the brunt of some significant changes in the last year. Many firms had a freeze on hiring and lack of opportunities restricted candidate movement. As a consequence, salary expectations dropped and job security became a higher priority.

In Q4 2009, the insurance market started to show slow signs of recovery which has continued into 2010. More optimism from employers has encouraged candidates to start looking at the jobs market again, however there is still a marked shortage of new job opportunities in certain areas.

Brokers, Loss Adjusters and General Insurers are predicting an end to hiring freezes in Q2 2010. Actuaries, Loss Adjusters and Claims professionals are likely to be in high demand in addition to experienced Compliance and Risk Control experts.

| General | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|--------------------------------------|--------------|---------------|------------|-------------|---------------|----------------|
| Operations Manager | 60 | 90 | 55 | 75 | 45 | 70 |
| Underwriting Manager | 50 | 90 | 45 | 70 | 42 | 63 |
| Personal Lines Manager | 40 | 50 | 40 | 50 | 28 | 38 |
| Personal Lines Team Leader | 35 | 45 | 30 | 45 | 26 | 36 |
| Personal Lines Underwriter | 20 | 35 | 25 | 35 | 18 | 31 |
| Personal Lines Administrator | 20 | 30 | 20 | 28 | 20 | 26 |
| Commercial Account Executive | 35 | 65 | 35 | 55 | 25 | 41 |
| Commercial Underwriter | 25 | 60 | 25 | 55 | 25 | 43 |
| Commercial Account Handler | 20 | 40 | 25 | 45 | 20 | 27 |
| Claims Manager | 40 | 70 | 35 | 55 | 32 | 55 |
| Claims Handler | 20 | 45 | 20 | 30 | 20 | 35 |
| Loss Adjuster | 25 | 70 | 30 | 45 | 23 | 55 |
| Insurance Clerk | 18 | 24 | 20 | 25 | 18 | 24 |
| Actuarial | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
| Trainee Actuary (Graduate) | 30 | 40 | 25 | 35 | 25 | 40 |
| Part Qual (5 exams remaining) | 50 | 60 | 40 | 55 | 44 | 60 |
| Near Qual (2 exams remaining) | 60 | 75 | 55 | 70 | 50 | 65 |
| Newly Qual Actuary | 70 | 80 | 70 | 80 | 65 | 75 |
| Newly Qual Actuary (3 yrs post Qual) | 90 | 120 | 90 | 110 | 77 | 100 |
| Actuarial Manager | 120 | 150 | 100 | 120 | 90 | 118 |
| Chief Actuary | 150 | 200 | 140 | 180 | 125 | 150 |

FINANCE.

INSURANCE, MORTGAGE AND ACTUARIAL (cont'd)

| | Mortgage | | Dublin | Dublin | Cork | Cork | Regions | Regions | |
|--|--------------------------------|---------------|-------------------------------------|--|----------------|---------------|----------------|----------------|---------------|
| | Low € | High € | Low € | High € | Low € | High € | Low € | High € | |
| <p>The mortgage market has been severely affected by the downturn. Mortgage broking in particular suffered a significant level of redundancies as a result of the continued strain on liquidity in the retail lending space.</p> <p>There has been limited new job activity in the market with most movement being redeployment of staff. Newly created roles are expected to be in Credit Risk Modeling and Arrears Management.</p> | Sales Manager | 45 | 75 | 40 | 65 | 37 | 53 | | |
| | Head of Risk | 75 | 110 | n/a | n/a | n/a | n/a | | |
| | Underwriting Manager | 45 | 75 | 40 | 65 | 29 | 53 | | |
| | Broker Consultant | 40 | 65 | 35 | 60 | 25 | 41 | | |
| | Mortgage Manager | 40 | 65 | 40 | 60 | 40 | 55 | | |
| | Mortgage Consultant | 25 | 45 | 25 | 50 | 23 | 41 | | |
| | Mortgage Underwriter | 30 | 45 | 25 | 40 | 21 | 33 | | |
| | Mortgage Administrator | 22 | 32 | 20 | 30 | 20 | 27 | | |
| <p>With the deadline of October 2012 fast approaching, the insurance industry continues its preparations for Solvency II implementation. Though the final details have yet to be agreed, firms are busy assessing the requirements, implementing changes and examining their business models in light of the new regime.</p> <p>With an increase in general awareness of clients' Solvency II obligations, there has been a corresponding recognition of the need to recruit suitably qualified and experienced people who will assist with the implementation of these new compliance requirements.</p> | Life Insurance | | Dublin | Dublin | Cork | Cork | Regions | Regions | |
| | | Low € | High € | Low € | High € | Low € | High € | Low € | High € |
| | Operations Manager | 55 | 100 | 50 | 75 | 37 | 64 | | |
| | Pensions Manager | 40 | 75 | 40 | 70 | 27 | 53 | | |
| | Pension Consultant | 40 | 75 | 40 | 65 | 31 | 40 | | |
| | Broker Consultant | 40 | 70 | 35 | 55 | 25 | 41 | | |
| | Sales Manager | 50 | 90 | 50 | 70 | 36 | 59 | | |
| | Sales / Consultancy | 30 | 65 | 25 | 60 | 25 | 39 | | |
| | Pensions Administrator | 24 | 50 | 20 | 35 | 20 | 28 | | |
| | Life Administrator | 22 | 40 | 20 | 30 | 20 | 28 | | |
| | Claims Officer | 24 | 40 | 20 | 30 | 20 | 25 | | |
| Underwriting Manager | 50 | 80 | n/a | n/a | 34 | 48 | | | |
| Underwriter | 25 | 60 | 22 | 35 | 20 | 30 | | | |
| <p></p> | Reinsurance | | Dublin | Dublin | Captive | | Dublin | Dublin | |
| | | Low € | High € | Low € | High € | | Low € | High € | |
| | Reinsurance Underwriter | 50 | 80 | Captive Executive / Underwriter | | 30 | 45 | | |
| Reinsurance Claims | 30 | 50 | Captive Underwriting Manager | | 50 | 80 | | | |

FINANCE. SHARED SERVICES

| | Shared Services | Dublin | Dublin | Cork | Cork | Regions | Regions |
|---|--|---------------|---------------|--------------|---------------|----------------|----------------|
| | | Low € | High € | Low € | High € | Low € | High € |
| The Shared Service sector is still a steady and growing market in the Irish economy employing over 30,000 people. | Director SCC | 100 | 150 | 100 | 140 | 85 | 120 |
| | General Ledger | | | | | | |
| Shared Services continues to be centralised departments in one location that can include a range of functions including Finance Accounting, Customer Service, Technical Support & Order Management. | Manager | 90 | 120 | 80 | 100 | 80 | 100 |
| | Team Leader | 65 | 85 | 65 | 75 | 46 | 66 |
| | Specialist | 50 | 60 | 50 | 60 | 45 | 55 |
| | Analyst | 40 | 50 | 40 | 50 | 40 | 50 |
| | Fixed Assets Analyst | 35 | 45 | 30 | 40 | 30 | 40 |
| Ireland remains a favoured shared services location for multi-national organisations due to our excellent pool of skilled and educated professionals. | Accounts Payable | | | | | | |
| | | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | | Low € | High € | Low € | High € | Low € | High € |
| Since January 2010 we are again starting to see an increase in the demand for mainly qualified Financial & IT staff for this sector. | Manager | 55 | 75 | 55 | 75 | 41 | 52 |
| | Team Leader | 42 | 52 | 40 | 50 | 33 | 47 |
| | Analyst / Specialist / Assistant TL | 27 | 38 | 28 | 32 | 24 | 33 |
| | Associate | 23 | 30 | 23 | 26 | 21 | 27 |
| | Process Support | 23 | 29 | 22 | 25 | 19 | 25 |
| These companies & centres continue to offer excellent training, affiliations with professional bodies and international experience. | | | | | | | |
| | | | | | | | |

FINANCE.

SHARED SERVICES (cont'd)

| Accounts Receivable | Dublin | Dublin | Cork | Cork | Regions | Regions |
|-------------------------------------|---------------|---------------|--------------|---------------|----------------|----------------|
| | Low € | High € | Low € | High € | Low € | High € |
| Manager | 55 | 75 | 55 | 75 | 50 | 60 |
| Team Leader | 40 | 50 | 40 | 45 | 35 | 45 |
| Analyst / Specialist / Assistant TL | 30 | 38 | 28 | 32 | 26 | 33 |
| Associate | 27 | 30 | 23 | 26 | 21 | 27 |
| Inter company | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | Low € | High € | Low € | High € | Low € | High € |
| Team Leader | 42 | 52 | 40 | 50 | 42 | 52 |
| Analyst / Specialist / Assistant TL | 28 | 38 | 28 | 32 | 24 | 48 |
| Associate | 24 | 30 | 23 | 26 | 21 | 27 |
| Tax | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | Low € | High € | Low € | High € | Low € | High € |
| Manager | 50 | 60 | 55 | 70 | 50 | 60 |
| Specialist | 38 | 45 | 40 | 55 | 43 | 45 |

FINANCE. TAX & PRACTICE

Despite a significant reduction in recruitment volumes in 2009, there was some demand for permanent and contract Tax Advisers within the industry in 2009 and this is likely to grow further in 2010.

Audit and Advisory Practice was significantly impacted by the financial crisis, but saw an increase in demand for experienced audit practitioners within the top firms towards the end of 2009.

There has been a slow rise in tax and practice roles in Q1 2010 with some practices unable to add headcount until cash flow issues are resolved.

The overall outlook for 2010 remains positive and it is anticipated that the Tax and Practice recruitment market will pick up over the course of the year.

| General Practice | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
|--------------------------------|--------------|---------------|------------|-------------|---------------|----------------|
| Audit Director | 75 | 90 | 65 | 85 | 53 | 71 |
| Audit Manager | 55 | 65 | 50 | 60 | 35 | 48 |
| Audit Assistant Manager | 50 | 55 | 45 | 50 | 35 | 40 |
| Audit Senior | 38 | 42 | 30 | 40 | 27 | 29 |
| Audit Semi Senior | 25 | 35 | 20 | 25 | 30 | 30 |
| Audit Junior | 21 | 24 | 18 | 20 | 18 | 20 |
| Audit Trainee | 21 | 24 | 16 | 20 | 16 | 19 |
| Tax Director | 75 | 95 | 70 | 90 | 41 | 57 |
| Tax Manager | 55 | 65 | 40 | 55 | 43 | 51 |
| Tax Senior | 38 | 42 | 30 | 40 | 22 | 27 |
| Tax Trainee | 21 | 24 | 15 | 18 | 15 | 18 |
| Big 4 | Dublin Low € | Dublin High € | Cork Low € | Cork High € | Regions Low € | Regions High € |
| Tax Director | 95 | 120 | 80 | 100 | 48 | 67 |
| Corporate Finance Manager | 55 | 65 | 60 | 75 | 42 | 56 |
| Tax Manager | 55 | 65 | 60 | 75 | 46 | 56 |
| Tax Supervisor | 45 | 52 | 40 | 50 | 33 | 43 |
| Tax Senior | 45 | 50 | 35 | 45 | 23 | 33 |
| Tax Trainee | 23 | 26 | 20 | 24 | 15 | 21 |
| Audit Director | 95 | 120 | 90 | 110 | 65 | 80 |
| Audit Manager | 60 | 75 | 60 | 70 | 55 | 65 |
| Audit Assistant Manager | 50 | 55 | 50 | 55 | 45 | 50 |
| Audit Senior | 45 | 50 | 40 | 48 | 42 | 47 |
| Corporate Recover / Insolvency | Dublin Low € | Dublin High € | Cork Low € | Cork High € | | |
| Corporate Recovery Director | 95 | 120 | 90 | 110 | | |
| Corporate Recovery Director | 55 | 65 | 60 | 70 | | |
| Corporate Recovery Senior | 40 | 48 | 40 | 50 | | |

FINANCE. TEMPS & INTERIM MANAGEMENT

Since the start of 2010 demand for temporary Finance professionals has increased across multiple sectors helped by an improving economic outlook resulting in an increase in employer confidence.

The rise in demand has been driven by project work, maternity cover and employers favouring temporary contracts to fill gaps where they cannot commit to permanent hiring.

Professionals currently in demand are qualified Accountants, Credit Controllers, Accounts Receivable, Systems Accountants, Treasury Accountants, Project Managers and Financial Services operational staff.

| | Dublin Low P/H | Dublin High P/H | Cork Low P/H | Cork High P/H | Region Low P/H | Region High P/H |
|---|-------------------|--------------------|-----------------|------------------|-------------------|--------------------|
| Interim Manager / Financial Director | 50 | 55 | 45 | 50 | 39 | 45 |
| Financial Controller | 33 | 38 | 30 | 35 | 32 | 38 |
| Financial Accountant | 25 | 28 | 22 | 27 | 24 | 25 |
| Financial Accountant (FS) | 23 | 28 | 20 | 25 | 21 | 25 |
| Regulatory Accountant | 28 | 30 | 26 | 30 | 22 | 29 |
| Systems Accountant | 28 | 33 | 26 | 30 | 23 | 33 |
| VAT Accountant | 23 | 28 | 20 | 25 | 22 | 26 |
| Project Accountant | 26 | 28 | 24 | 28 | 25 | 27 |
| Cost Accountant | 28 | 30 | 26 | 28 | 26 | 28 |
| Management Accountant | 26 | 32 | 25 | 30 | 25 | 29 |
| Internal Auditor | 26 | 30 | 25 | 30 | 26 | 27 |
| Newly Qualified Accountant | 21 | 23 | 19 | 23 | 19 | 22 |
| Part Qualified Accountant | 16 | 18 | 14 | 18 | 13 | 16 |
| Financial Analyst | 21 | 28 | 19 | 25 | 18 | 24 |
| Financial Reporting Accountant (FS) | 23 | 31 | 20 | 25 | 18 | 22 |
| Financial Reporting Analyst (FS) | 23 | 28 | 20 | 25 | 17 | 23 |
| Inter company Analyst | 15 | 17 | 13 | 15 | 14 | 16 |
| Anti Money Laundering / Compliance | 14 | 18 | 12 | 16 | 12 | 15 |
| Assistant Accountant | 16 | 20 | 14 | 19 | 15 | 19 |
| Credit Analyst | 18 | 32 | 16 | 20 | 16 | 24 |
| Credit Controller | 14 | 17 | 12 | 15 | 12 | 15 |

FINANCE.

TEMPS & INTERIM MANAGEMENT (cont'd)

| | Dublin | Dublin | Cork | Cork | Region | Region |
|------------------------------------|---------|----------|---------|----------|---------|----------|
| | Low P/H | High P/H | Low P/H | High P/H | Low P/H | High P/H |
| Accounts Assistant | 16 | 16 | 14 | 16 | 14 | 15 |
| Accounts Clerk | 12 | 14 | 10 | 14 | 10 | 11 |
| Bank Reconciliations Clerk | 11 | 12 | 10 | 12 | 10 | 10 |
| Book – keeper | 16 | 19 | 14 | 16 | 13 | 18 |
| Collections | 14 | 17 | 12 | 16 | 12 | 17 |
| Loans Administrator | 13 | 18 | 11 | 15 | 12 | 17 |
| Payroll Senior | 17 | 19 | 15 | 18 | 13 | 15 |
| Payroll Junior | 12 | 14 | 10 | 12 | 10 | 12 |
| Fund Accountant | 15 | 24 | 13 | 20 | 13 | 21 |
| Fund Administrator | 14 | 21 | 12 | 18 | 13 | 21 |
| Treasury Analyst | 18 | 26 | 16 | 22 | 17 | 24 |
| Settlements Administrator | 14 | 18 | 12 | 16 | 13 | 17 |
| Shareholder Services Administrator | 14 | 18 | 12 | 16 | 13 | 17 |
| Accounts Payable Assistant | 12 | 16 | 10 | 15 | 11 | 13 |
| Accounts Receivable Assistant | 12 | 16 | 10 | 15 | 11 | 13 |
| Billings Administrator | 12 | 13 | n/a | n/a | 11 | 12 |

PREMIER.

LEGAL

LEGAL.

PRIVATE PRACTICE & IN HOUSE

| | In House | Dublin | Dublin | Cork | Cork | Regions | Regions |
|---|--------------------------------------|---------------|---------------|--------------|---------------|----------------|----------------|
| | | Low € | High € | Low € | High € | Low € | High € |
| <p>The Legal recruitment market has shown some improvement in 2010 with the majority of roles in Financial Services.</p> <p>Opportunities have arisen as a result of legal and regulatory changes within Financial Services creating some demand for Legal professionals.</p> | Head of Legal (In House) | 80 | 140 | 70 | 90 | 65 | 85 |
| | Senior Transactional Lawyer | 65 | 95 | 55 | 80 | 50 | 75 |
| | Legal Advisor (3-5 years) | 50 | 73 | 45 | 65 | 40 | 60 |
| | Legal Advisor (1-3 years) | 40 | 58 | 35 | 50 | 30 | 50 |
| | Newly Qualified Solicitor | 35 | 53 | 30 | 45 | 30 | 45 |
| | Legal Executive | 25 | 40 | 25 | 35 | 25 | 35 |
| <p>While there has been some growth in demand within the Financial Services sector, opportunities in Industry and Practice have been limited.</p> <p>Overall there has been downward pressure on salaries as candidate supply remains high.</p> | Private Practice | Dublin | Dublin | Cork | Cork | Regions | Regions |
| | | Low € | High € | Low € | High € | Low € | High € |
| | Solicitor (6-8 yrs) | 75 | 95 | 70 | 85 | 70 | 80 |
| | Solicitor (3-5 yrs) | 60 | 75 | 55 | 70 | 55 | 65 |
| | Solicitor (1-3 yrs) | 40 | 60 | 35 | 55 | 35 | 55 |
| | Newly Qualified Solicitor | 35 | 53 | 30 | 50 | 30 | 50 |
| | Company Secretary (2-4 years) | 40 | 70 | 38 | 65 | 35 | 65 |
| | Company Secretary (1-2 years) | 30 | 45 | 30 | 40 | 30 | 40 |
| | Legal Executive | 25 | 45 | 25 | 40 | 25 | 25 |
| Company Secretary Trainee | 25 | 30 | 25 | 30 | 25 | 25 | |

PREMIER. WE GET FINANCIAL PEOPLE

Cork

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Dublin

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Dublin 4
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Dublin North

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Main St,
Swords
Tel: 01 4321555

Dublin West

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Belgard Square North,
Tallaght,
Dublin 24
Tel: 01 4270100

Dublin South

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Beacon South Quarter,
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Dublin 18
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Kilkenny

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Kilkenny
Tel: 056 7720380

Limerick

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Tel: 061 430940

Waterford

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Canada Street,
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Tel: 051 309650