

A black and white photograph of a rocket launch. The rocket is ascending vertically, leaving a thick trail of white smoke and fire. A large, billowing cloud of smoke and debris is visible at the base of the launch. In the foreground, there is a body of water reflecting the scene. A large, blue, stylized 'X' graphic is overlaid on the right side of the image, partially obscuring the rocket's trail and the smoke cloud.

Our role is to help you excel

Accounting & Finance Salary Guide 2022

Accountancy, Finance & Office Support Outlook

Industry Trends

While 2021 has yet again been a challenging year, the Office Support, Accountancy and Finance sector have seen massive growth throughout the year. While Q1 started off at lower levels of job vacancies than pre-pandemic levels in 2019, Q3 job vacancies were +42% higher than the same period in 2019, and 119% higher year on year.

We are also feeling the positives from Brexit for the Irish labour market with the continued attraction as an EU base for Multinationals due to our highly skilled workforce and now the only native English-speaking country in the EU and UK-based companies who wish to sustain their European operations opening in Ireland.

With working from home restrictions in place for almost 2 full years, Clients and candidates are well adapted to interviewing and onboarding virtually. The shift to home working has also widened the talent pool, enabling companies to engage with higher-skilled talent that may not have been considered previously due to location.

2021 continued to see significant growth across Office Support, Accountancy & Finance for temporary, permanent and contract positions in both the public and private sector. We believe this trend will continue in 2022 with a real demand for temporary, permanent and contract administration positions, customer service, accounts administration, operations support and full / part qualified accountants in the year to come.

2021 has seen a real shortage of candidates particularly with 1-2 years experience across Office Support and Accountancy & Finance. Offices had been closed for so long that companies in 2020 were not hiring Junior candidates and this has created shortages across the sector.

Looking Ahead to 2022

We've seen significant salary increases, particularly on the more junior end where starting salaries would typically be around 23-25k now at 25-27K.

Benefits are also hugely important to candidates considering a move, remote working is a key factor in considering a career move.

2021 again saw a sharp increase with the demand for remote working opportunities. Recent surveys show workers are seeking more flexibility post-Covid, with over 90% in this sector looking for a mix of office and remote working with 1-3 days per home each week. Working from home has been a long-discussed practice in Ireland, and the Covid pandemic has certainly accelerated its uptake. However, while the introduction of remote working may be an obvious choice for most employers in the current environment, it must also be a longer-term consideration when managing the return to the workplace.

Other prevalent benefits employees are seeking including above standard 20 days holidays, flexible working hours, health insurance, bonus schemes, pension, and continual learning opportunities. There is also a growing emphasis on company culture and the opportunity to grow and be part of the organisation's growth.

Much like last year, 2022 looks set to be a challenging but exciting time for the Irish labour market. If you wish to discuss the findings of this guide, or if you need our assistance with your recruitment requirements, please contact Ciara Connolly, Divisional Manager on ciara@excelrecruitment.com.



Accountancy, Finance & Office Support Salary Guide

Role – Permanent	1 years exp +	3 years exp +	5 years exp +
Executive Assistant	40K	50K	60K
Personal Assistant	35K	40K	45K
Receptionist	25K	28K	32K
Administrator	25K	30K	35K
Secretary	30K	35K	45K
Medical Secretary	28K	35K	40K
Legal Secretary	30K	40K	50K
Typist	26K	35K	40K
Data Entry	25K	28K	30K
Project Administrator	28K	32K	35K
Sales Adminiatrator	28K	32K	35K
Accounts Administrator	28K	32K	35K
Office Manager	40K	45K	55K
Telesales	25K	30K	35K
Customers Service	25K	30K	35K
Customers Service Team Leader	35K	40K	45K
Customer Service Manager	45K	55K	65K

Role – Temporary	1 years exp +	3 years exp +	5 years exp +
Executive Assistant	€15.00 ph	€20.00 ph	€25.00 ph
Personal Assistant	€14.00 ph	€16.00 ph	€20.00 ph
Receptionist	€12.00 ph	€13.00 ph	€15.00 ph
Administrator	€12.00 ph	€13.00 ph	€15.00 ph
Secretary	€14.00 ph	€16.00 ph	€20.00 ph
Medical Secretary	€13.00 ph	€15.00 ph	€18.00 ph
Legal Secretary	€15.00 ph	€18.00 ph	€22.00 ph
Typist	€15.00 ph	€18.00 ph	€22.00 ph
Data Entry	€12.00 ph	€13.00 ph	€15.00 ph
Project Administrator	€13.00 ph	€15.00 ph	€18.00 ph
Sales Adminiatrator	€13.00 ph	€15.00 ph	€18.00 ph
Accounts Administrator	€13.00 ph	€15.00 ph	€18.00 ph
Office Manager	€15.00 ph	€20.00 ph	€25.00 ph
Telesales	€12.00 ph	€13.00 ph	€15.00 ph
Customers Service	€12.00 ph	€13.00 ph	€15.00 ph
Customers Service Team Leader	€14.00 ph	€16.00 ph	€20.00 ph
Customer Service Manager	€18.00 ph	€20.00 ph	€25.00 ph



Ciara Connolly

Divisional Manager

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Role	1 years exp +	3 years exp +	5 years exp +
Chief Financial Officer	130K	180K	260K
Financial Director	100K	130K	180K
Financial Controller	80K	100K	120K
Finance Manager	70K	75K	80K
Senior Accountant	55K	65K	75K
Financial Accountant	50K	55K	65K
Management Accountant	50K	60K	70K
Project Accountant	50K	60K	70K
Treasury Accountant	50K	60K	70K
Financial Analyst	50K	55K	65K
Accounts Payable Manager	50K	55K	65K
Accounts Payable	28K	35K	40K
Credit Control Manager	50K	55K	65K
Accounts Receivable	28K	35K	40K
Credit Control	28K	35K	40K
Accounts Assistant	30K	35K	40K
Payroll Specialist	35K	45K	50K
Payroll Admin	28K	30K	35K
Bookkeeper	30K	35K	40K

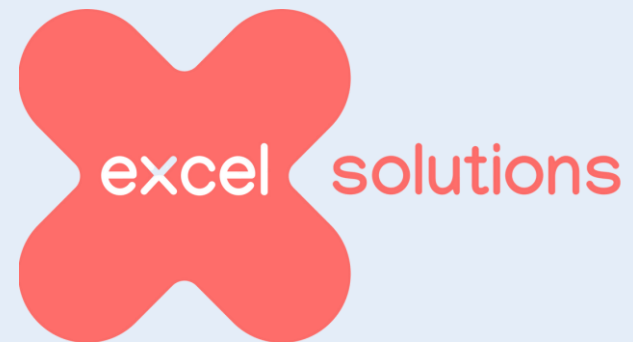
Role - Temporary	1 years exp +	3 years exp +	5 years exp +
Chief Financial Officer	€75.00 ph	€85.00 ph	€100.00 ph
Financial Director	€50.00 ph	€70.00 ph	€80.00 ph
Financial Controller	€45.00 ph	€55.00 ph	€70.00 ph
Finance Manager	€40.00 ph	€45.00 ph	€55.00 ph
Senior Accountant	€40.00 ph	€45.00 ph	€55.00 ph
Financial Accountant	€28.00 ph	€32.00 ph	€35.00 ph
Management Accountant	€28.00 ph	€32.00 ph	€35.00 ph
Project Accountant	€28.00 ph	€32.00 ph	€35.00 ph
Treasury Accountant	€28.00 ph	€32.00 ph	€35.00 ph
Financial Analyst	€25.00 ph	€28.00 ph	€32.00 ph
Accounts Payable Manager	€25.00 ph	€28.00 ph	€32.00 ph
Accounts Payable	€14.00 ph	€15.00 ph	€18.00 ph
Credit Control Manager	€25.00 ph	€28.00 ph	€32.00 ph
Accounts Receivable	€14.00 ph	€15.00 ph	€18.00 ph
Credit Control	€14.00 ph	€15.00 ph	€18.00 ph
Accounts Assistant	€14.00 ph	€15.00 ph	€18.00 ph
Payroll Specialist	€15.00 ph	€18.00 ph	€20.00 ph
Payroll Admin	€14.00 ph	€15.00 ph	€18.00 ph
Bookkeeper	€15.00 ph	€18.00 ph	€20.00 ph



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Call Our Office on 01 814 8747 or

Email info@excelrecruitment.com for more information.

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