



ACCOUNTING & FINANCE SALARY GUIDE

2024



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2024

ACCOUNTING & FINANCE TRENDS

2023 was yet another challenging year in the Accountancy and Finance sector. While we have seen a decrease in the number of roles in the sector, a lack of skilled candidates available due to Ireland being at record levels of full employment and a huge increase in qualified, particularly newly qualified, candidates moving abroad has posed significant challenges. Salaries at senior level have remained steady in 2023, but we have seen a significant increase in salaries for newly qualified to 3 years PQE. The most in-demand roles have been for newly qualified candidates coming from the Top 10, this has driven salaries up with companies trying to attract this talent and keep the candidates here in Ireland. We have seen a significant increase this year in the number of temporary vacancies available due to unsteadiness in the market and talent shortages, increasing time to hire for permanent roles.

WHAT CAN EMPLOYERS DO?

Like the previous 2 years, hybrid working is hugely important to the majority of candidates and is a key factor when deciding on whether or not to change jobs. Fully office-based jobs can take 4 times as long to fill as jobs that offer hybrid or fully remote working. If a company can't offer hybrid working, they should look at other options to attract and retain talent, such as flexible start and finish times or condensed weeks to remain competitive in this candidate-driven market. Other prevalent benefits that employees are seeking include:

- Increased Annual Leave Days & Flexible Working Hours
- Pension
- Health Insurance
- Income Protection
- Bonus Schemes
- Continual Learning Opportunities

A key factor for employers retaining staff is to have clear progression paths, over 60% of candidates surveyed were looking for a move as they didn't feel they could progress in their current role.

WHAT'S NEXT?

2024 will be an exciting but challenging year in the Accounting and Finance sector. The number of roles available will increase in 2024 as we see a sense of normality in the global economy. With the shortage of skilled talent due to near-full employment in Ireland and the brain drain to overseas becoming more of an issue, competition for the best talent will remain the biggest challenge for 2024. Employers will have to continue to ensure they are not only offering the right salary, but the right benefits package, company culture, and clear progression paths. Companies will have to adapt to a fast hiring process to ensure that they don't miss out on top talent.

Role	1+ Years	3+ Years	5+ Years
Accounting and Finance Salaries			
Chief Financial Officer	€130-€150K	€150-€180K	€180-€250K
Financial Director	€100-€120K	€120-€150K	€150-€180K
Financial Controller	€80-€100K	€100-€120K	€120-€150K
Finance Manager	€70-€80K	€80-€90K	€90-€100K
Senior Accountant	€70-€80K	€80-€90K	€90-€100K
Financial Accountant	€60-€70K	€70-€80K	€80-€90K
Management Accountant	€60-€70K	€70-€80K	€80-€90K
Project Accountant	€60-€70K	€70-€80K	€80-€90K
Treasury Accountant	€60-€70K	€70-€80K	€80-€90K
Part Qualified Accountant	€30-€40K	€40-€45K	€45-€50K
Financial Analyst	€55-€65K	€65-€70K	€70-€75K
Accounts Payable Manager	€55-€65K	€65-€70K	€70-€75K
Accounts Payable	€30-€35K	€35-€40K	€40-€45K
Credit Control Manager	€55-€65K	€65-€70K	€70-€75K
Accounts Receivable	€30-€35K	€35-€40K	€40-€45K
Credit Control	€30-€35K	€35-€40K	€40-€45K
Accounts Assistant	€30-€40K	€40-€45K	€45-€50K
Payroll Specialist	€35-€40K	€40-€45K	€45-€55K
Payroll Admin	€30-€35K	€35-€40K	€40-€45K
Bookkeeper	€35-€40K	€40-€45K	€45-€55K
Temporary			
Chief Financial Officer	€75-€85ph	€85-€100ph	€100-€120ph
Financial Director	€50-€60ph	€60-€80ph	€80-€90ph
Financial Controller	€40-€50ph	€50-€60ph	€60-€70ph
Finance Manager	€40-€45ph	€45-€50ph	€50-€55ph
Senior Accountant	€40-€45ph	€45-€50ph	€50-€55ph
Financial Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Management Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Project Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Treasury Accountant	€35-€38ph	€38-€42ph	€42-€45ph
Part Qualified Accountant	€15-€20ph	€20-€23ph	€23-€26ph
Financial Analyst	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Payable	€15-€18ph	€18-€20ph	€20-€25ph
Credit Control Manager	€25-€28ph	€28-€32ph	€32-€35ph
Accounts Receivable	€15-€18ph	€18-€20ph	€20-€25ph
Credit Control	€15-€18ph	€18-€20ph	€20-€25ph
Accounts Assistant	€15-€18ph	€18-€20ph	€20-€25ph
Payroll Specialist	€15-€18ph	€18-€20ph	€20-€25ph
Payroll Admin	€14-€16ph	€16-€18ph	€18-€20ph
Bookkeeper	€15-€18ph	€18-€20ph	€20-€25ph

Get In Touch...

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