



Accounting & Financial Services

2025 Salary Guide, Ireland

Accounting & Financial Services Market Overview

2024 proved to be another demanding year for the accountancy and financial services sectors. Salaries remained relatively stagnant, with only minor increases tied to inflationary pressures. Despite a slight slowdown in the job market, it continues to be a candidate-driven landscape, underscoring the fierce competition for top talent.

One of the key trends shaping the sector is the prioritisation of flexible working arrangements. A striking 82% of respondents from this industry cited flexible work options as their most desired benefit. Furthermore, professional mobility is on the rise, with employees typically seeking new roles after just two years. For companies, this highlights the pressing need for robust career development and growth opportunities if they want to retain their workforce for the long term. In fact, 59% of respondents reported leaving their previous roles due to a lack of advancement prospects.

The demand for newly qualified accountants (1-5 years post-qualification experience) remains strong and is projected to grow into 2025. However, attracting talent at this level is becoming more challenging each year. With an increasing number of professionals migrating to Australia, New Zealand, Canada, and London, firms must adopt creative and competitive talent acquisition strategies to bridge the growing skills gap.

59%

would consider **leaving** their **current role** for the **right opportunity**.

Talent Retention & Attraction for 2025

- **Comprehensive Benefits Packages:** Candidates seek more than just a base salary - pension contributions, healthcare, and bonuses are now essential.
- **Flexible Work Options:** Hybrid work arrangements and flexible hours are highly valued by job seekers.
- **Career Development:** Employees expect clear opportunities for growth and advancement within the company.
- **Competitive, Transparent Hiring:** A well-structured, fast, and transparent interview process is crucial to attracting top talent.
- **Corporate Values Matter:** Candidates increasingly want employers whose ethics and values align with their own.
- **Innovative Talent Strategies:** Companies must offer unique perks and benefits to stand out in a crowded market.

Looking Ahead To 2025

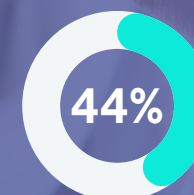
The employment market for accountancy and financial services professionals in Ireland is expected to remain robust in 2025, driven by economic growth, regulatory changes, and the continued digital transformation of the sector. As businesses and financial institutions navigate increasingly complex regulatory environments and strive to meet global standards, the demand for highly specialised skills will intensify throughout the coming year. To stay competitive, employers must offer flexible working arrangements, attractive salaries, and opportunities for continuous professional development to attract and retain the best talent in this dynamic market.

In-Demand Skills for 2025:

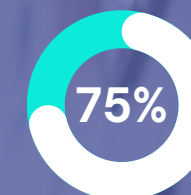
- **Regulatory Compliance and Risk Management:** Professionals with expertise in understanding and implementing new regulations will be highly sought after.
- **Digital and Data Proficiency:** Accountants with strong data analytics and fintech skills will be pivotal in helping businesses manage data-driven decision-making and automation processes.
- **Sustainability and ESG Reporting:** With an increasing focus on corporate sustainability, demand for professionals who can deliver ESG reporting and advise on environmental compliance is expected to rise.
- **Pensions:** With pension auto-enrolment expected to begin in late 2025, we anticipate a significant increase in demand for professionals with pensions expertise.



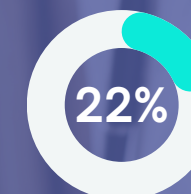
are open to new opportunities



say work-life balance would influence their decision the most



have a hybrid work arrangement



Did not receive a salary increase in the past 12 months

Accounting & Finance Salary Guide	Salary 1 Years Exp +	Salary 3 Years Exp +	Salary 5 Years Exp +
Chief Financial Officer	€130K - €150K	€150K - €180K	€180K - €250K
Financial Director	€100K - €120K	€120K - €150K	€150K - €180K
Financial Controller	€80K - €100K	€100K - €120K	€120K - €150K
Finance Manager	€72K - €78K	€78K - €85K	€85 - €95K
Senior Accountant	€80K - €85K	€85K - €90K	€90K - €100K
Financial Accountant	€65K - €74K	€74K - €85K	€85K - €95K
Management Accountant	€65K - €72K	€72K - €78K	€78K - €95K
Project Accountant	€65K - €70K	€70K - €80K	€80K - €90K
Treasury Accountant	€65K - €70K	€70K - €80K	€80K - €90K
Part-Qualified Accountant	€35K - €45K	€45K - €50K	€50K - €55K
Financial Analyst	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Payable Manager	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Payable	€30K - €35K	€35K - €40K	€40K - €45K
Credit Control Manager	€55K - €65K	€65K - €70K	€70K - €75K
Accounts Receivable	€30K - €35K	€35K - €40K	€40K - €45K
Credit Control	€30K - €35K	€35K - €40K	€40K - €45K
Accounts Assistant	€30K - €40K	€40K - €45K	€45K - €50K
Payroll Specialist	€35K - €40K	€40K - €45K	€45K - €55K
Payroll Admin	€30K - €35K	€35K - €40K	€40K - €45K
Bookkeeper	€35K - €40K	€40K - €45K	€45K - €55K

Funds and Wealth Salary Guide	Salary 0-2 Years Exp +	Salary 2-5 Years Exp +	Salary 5 Years Exp +
Fund Accounting	€35K - €40K	€40K - €50K	€50K - €55K
Fund Accounting Manager	€60K - €70K	€70K - €80K	€80K - €95K
Head of Fund Accounting	€90K - €95K	€95K - €100K	€100K - €110K
Compliance Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Compliance Manager	€60K - €70K	€70K - €80K	€80K - €90K
Head of Compliance	€90K - €100K	€100K - €110K	€110K - €130K
Risk Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Risk Manager	€60K - €70K	€70K - €80K	€80K - €95K
Head of Risk	€90K - €95K	€95K - €110K	€110K - €150K
Back/Middle Office Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Back/Middle Office Manager	€60K - €70K	€70K - €80K	€80K - €90K
Investment Analyst	€35K - €40K	€40K - €50K	€50K - €55K
Investment/Portfolio Manager	€60K - €65K	€65K - €75K	€75K - €90K
Financial Advisor	€35K - €40K	€40K - €50K	€50K - €55K
Wealth Manager	€35K - €45K	€45K - €55K	€55K - €65K
Head of Wealth	€90K - €100K	€100K - €110K	€110K - €130K
Paraplanner	€35K - €40K	€40K - €50K	€50K - €55K
Life and Pensions Admin	€30K - €35K	€35K - €40K	€40K - €45K

Insurance Salary Guide	Salary 0-2 Years Exp +	Salary 2-5 Years Exp +	Salary 5 Years Exp +
Customer Service00	€28K - €30K	€30K - €32K	€32K - €35K
Claims Handler	€30K - €35K	€35K - €40K	€40K - €55K
Claims Team Leader	€45K - €50K	€55K - €55K	€55K - €60K
Claims Manager	€60K - €65K	€65K - €75K	€75K - €95K
Sales Agent/Advisor/Executive	€30K - €35K	€35K - €40K	€40K - €55K
Relationship Manager	€45K - €55K	€55K - €65K	€65K - €100K
Product Executive	€40K - €45K	€45K - €55K	€55K - €60K
Product Manager	€55K - €65K	€65K - €85K	€85K - €105K
Trainee Actuary	€30K - €35K	€35K - €40K	N/A
Part-Qualified Actuary	€40K - €50K	€50K - €60K	€60K - €70K
Qualified Actuary	€70K - €80K	€80K - €100K	€100K - €150K
Underwriter - Personal Lines	€33K - €35K	€40K - €45K	€45K - €50K
Underwriter Commercial	€40K - €50K	€50K - €60K	€60K - €70K
Head of Underwriting	€90K - €100K	€100K - €140K	€140K - €180K
Compliance Admin	€32K - €35K	€35K - €38K	€38K - €42K
Compliance Executive	€35K - €40K	€40K - €45K	€45K - €55K
Compliance Manager	€60K - €70K	€70K - €80K	€90K - €110K
Risk Analyst	€35K - €40K	€40K - €45K	€45K - €55K
Risk Manager	€55K - €65K	€65K - €75K	€75K - €85K
Head of Risk	€85K - €95K	€95K - €110K	€110K - €150K



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