



# Accounting & Financial Services

## 2026 Salary Guide, Ireland

# Accounting & Financial Services Market Overview

The Accountancy & Finance landscape in Ireland continues to evolve as businesses adapt to digital transformation, regulatory change, and an increasingly competitive talent market. Salary growth has been steady, with upward pressure at entry level driven by talent shortages, while mid-to-senior ranges remain stable. As a result, career development, hybrid working, and strong benefits packages are increasingly influencing hiring decisions and retention. Demand remains strong for finance talent who can blend technical expertise with commercial insight, systems capability, and cross-functional communication. Employers who offer flexibility, progression pathways, and modern finance environments are securing the strongest candidates.

## AI, Automation & Evolving Finance Functions

Artificial intelligence, automation, and advanced analytics continue to reshape finance functions in Ireland. AI is enhancing accuracy, accelerating financial reporting, and improving forecasting and business decision-making. Rather than replacing roles, these technologies are shifting the focus of finance teams toward:

- Strategic advisory and commercial partnering
- Financial planning and analysis (FP&A)
- Data-driven decision support
- Controls, governance, and compliance

Finance professionals with strong digital literacy - particularly experience with ERP, BI and AI-supported finance tools - are in the highest demand. Employers investing in upskilling and change management are seeing the greatest productivity and retention benefits.

## Talent Supply, Immigration & Skills Pipeline

- Talent shortages remain a challenge, particularly at part-qualified, newly qualified, and experienced qualified accountant levels. With ongoing pressure on the domestic talent pipeline, more employers are recruiting internationally and supporting relocation for specialist roles.
- Ireland continues to attract finance professionals from Europe and further afield - particularly those seeking opportunities in multinational environments and shared-services hubs - reinforcing the need for inclusive workplace practices and clear onboarding pathways.



## Looking Ahead To 2026

Ireland's finance landscape is entering a period of significant evolution, shaped by the introduction of the pension auto-enrolment scheme and accelerating digital transformation across organisations. For finance and payroll teams, auto-enrolment will introduce a new layer of complexity in 2026, requiring precision in payroll processes, compliance readiness, and proactive employee communication. Finance teams will be at the centre of this implementation, balancing legislative accuracy with operational efficiency.

On the talent front, hybrid working remains a non-negotiable for qualified and senior finance professionals, while experience with ERPs, automation tools, and data platforms continues to drive hiring decisions. Salary remains important, but candidates are increasingly weighing career fulfilment, development opportunities, and workplace culture just as heavily.

As 2026 approaches, the Accountancy & Finance sector remains resilient, essential, and increasingly strategic. Employers that embrace digital transformation, invest in modern systems, and offer flexible, growth-oriented environments will attract and retain top talent. The function is shifting from traditional reporting toward a strategic growth engine - and organisations that empower finance teams to innovate and lead will gain a decisive competitive edge.

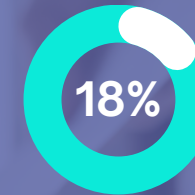
## Why Finance Professionals Move Roles



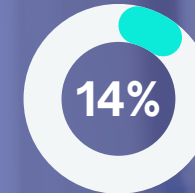
Limited career progression or strategic exposure



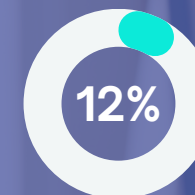
Desire for hybrid/remote working options



Need for stronger reward & recognition structures



Lack of investment in modern finance systems and tools



Poor leadership, culture, or support structures

| Accounting & Finance Salary Guide - Permanent | 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                               | €70k - €80k          | €80k - €90k          | €90k - €100k         |
| Senior Accountant                             | €70k - €80k          | €80k - €90k          | €90k - €100k         |
| Financial Accountant                          | €60k - €70k          | €70k - €80k          | €80k - €90k          |
| Management Accountant                         | €60k - €70k          | €70k - €80k          | €80k - €90k          |
| Project Accountant                            | €60k - €70k          | €70k - €80k          | €80k - €90k          |
| Treasury Accountant                           | €60k - €70k          | €70k - €80k          | €80k - €90k          |
| Part Qual'd Accountant                        | €35k - €40k          | €40k - €45k          | €45k - €50k          |
| Financial Analyst                             | €55k - €65k          | €65k - €70k          | €70k - €75k          |
| Accounts Payable Manager                      | €55k - €65k          | €65k - €70k          | €70k - €75k          |
| Accounts Payable                              | €32k - €35k          | €35k - €40k          | €40k - €45k          |
| Credit Control Manager                        | €55k - €65k          | €65k - €70k          | €70k - €75k          |
| Accounts Receivable                           | €35k - €40k          | €40k - €45k          | €45k - €50k          |
| Credit Control                                | €40k - €45k          | €45k - €50k          | €50k - €60k          |
| Accounts Assistant                            | €33k - €35k          | €40k - €45k          | €45k - €50k          |
| Payroll Specialist                            | €35k - €40k          | €40k - €45k          | €45k - €55k          |
| Payroll Admin                                 | €35k - €40k          | €40k - €45k          | €40k - €45k          |
| Bookkeeper                                    | €40k - €45k          | €40k - €45k          | €50k - €55k          |

| Accounting & Finance Salary Guide - Temporary | Salary 1 Years Exp + | Salary 3 Years Exp + | Salary 5 Years Exp + |
|---|----------------------|----------------------|----------------------|
| 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 Qual'd Accountant                        | €17-€20ph            | €20-€23ph            | €23-€26ph            |
| Financial Analyst                             | €25-€28ph            | €28-€32ph            | €32-€35ph            |
| Accounts Payable Manager                      | €25-€28ph            | €28-€32ph            | €32-€35ph            |
| Accounts Payable                              | €16-€18ph            | €18-€20ph            | €20-€25ph            |
| Credit Control Manager                        | €25-€28ph            | €28-€32ph            | €32-€35ph            |
| Accounts Receivable                           | €16-€18ph            | €18-€20ph            | €20-€25ph            |
| Credit Control                                | €16-€18ph            | €18-€20ph            | €20-€25ph            |
| Accounts Assistant                            | €16-€18ph            | €18-€20ph            | €20-€25ph            |
| Payroll Specialist                            | €16-€18ph            | €18-€20ph            | €20-€25ph            |
| Payroll Admin                                 | €15-€16ph            | €16-€18ph            | €18-€20ph            |
| Bookkeeper                                    | €16-€18ph            | €18-€20ph            | €20-€25ph            |

| 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        |



### For further information contact:

Ciara Connolly  
Director of Commercial Recruitment

 087 363 9464

 [ciara@excelrecruitment.com](mailto:ciara@excelrecruitment.com)

 [www.excelrecruitment.com](http://www.excelrecruitment.com)



### **Dublin Office:**

The Capel Building, Mary's Abbey, Dublin 7, D07 DH99

### **Cork Office:**

9 Parliament St Centre, Co. Cork, T12 NY99

### **Kildare Office:**

Unit C3, Wolfe Tone House, Naas Town Centre, Co. Kildare, W91 C8X0

### **Galway Office:**

7a Raven's Terrace, Fr. Griffin road, Galway, H91THF9

### **Belfast Office:**

Suite 301, Arthur House, 41 Arthur Street, Belfast, BT1 4GB