

# Bond Search & Selection

## Salary Survey 2016



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Bond is a specialist recruitment consultancy operating across the UK, Republic of Ireland and Northern Ireland. Established in 2003, we have won multiple industry awards from the 'Best New Recruitment Company' in the UK to being named 'NI Recruitment Agency of the Year' on consecutive occasions.

We work to the highest professional and ethical standards and operate a strictly confidential service to our candidates and clients.

We work with clients of all sizes from FTSE 100 and Fortune 500 multinationals to sole traders, SME's, professional practices and public sector bodies. Our 2016 Salary Guide has been compiled using salary information gained from the many thousands of candidates on the Bond database, candidate job offers throughout 2015, and direct input from employers across the region.

Salary levels relate to basic salaries and do not include benefits, bonuses or any additional employment costs. Typically salary levels at the "low" end of the scale reflect salaries with smaller employers in regional locations. Salaries at the higher end of the range will generally be with larger employers in Belfast and Dublin. The information is intended for guidance but if you require more bespoke salary advice please do not hesitate to contact us.

An electronic version of this booklet is also available at [www.bondselection.com](http://www.bondselection.com)

**Bernard Rooney**  
**Director**

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# Accountancy & Finance

Commerce & Industry	ROI (Low – High)	NI (Low – High)
Group Finance Director	€140,000 - €200,000	£80,000 - £150,000
Finance Director	€80,000 - €150,000	£60,000 - £100,000
Group Financial Controller	€80,000 - €120,000	£45,000 - £70,000
Financial Controller	€75,000 - €100,000	£40,000 - £65,000
Group Accountant	€50,000 - €70,000	£35,000 - £50,000
Finance Manager	€60,000 - €75,000	£30,000 - £40,000
Financial Accountant	€50,000 - €65,000	£28,000 - £35,000
Management Accountant	€45,000 - €65,000	£28,000 - £35,000
Cost Accountant	€45,000 - €65,000	£25,000 - £35,000
Systems / Project Accountant	€55,000 - €85,000	£35,000 - £45,000
Internal Audit	€45,000 - €65,000	£30,000 - £40,000
Newly Qualified Accountant	€40,000 - €50,000	£28,000 - £35,000
Assistant Accountant / Part Qualified	€30,000 - €40,000	£18,000 - £26,000
Accounting Technician	€30,000 - €40,000	£17,000 - £22,000
Credit Control Manager	€45,000 - €65,000	£25,000 - £35,000
Credit Controller	€30,000 - €40,000	£17,000 - £22,000
Accounts Payable Manager	€50,000 - €65,000	£25,000 - £35,000
Accounts Payable Clerk	€25,000 - €35,000	£15,000 - £18,000
Accounts Receivable Manager	€50,000 - €65,000	£25,000 - £35,000
Accounts Receivable Clerk	€25,000 - €35,000	£16,000 - £18,000
Senior Payroll Manager	€50,000 - €65,000	£28,000 - £40,000
Payroll Supervisor	€40,000 - €50,000	£20,000 - £23,000
Payroll Officer	€30,000 - €45,000	£18,000 - £20,000
Book Keeper	€35,000 - €45,000	£17,000 - £22,000

<b>Audit &amp; Accountancy</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Partner	€100,000 - €200,000	£80,000 - £130,000+
Director	€80,000 - €150,000	£50,00 - £80,000
Senior Manager	€70,000 - €100,000	£45,000 - £55,000
Manager	€55,000 - €75,000	£35,000 - £42,000
Assistant Manager	€45,000 - €60,000	£30,000 - £35,000
Associate (Newly Qualified)	€30,000 - €50,000	£26,000 - £30,000
FAE/ ACCA Final	€23,000 - €38,000	£18,00 - £23,000
Part Qualified	€20,000 - €30,000	£15,000 - £18,000
ACA / ACCA Graduate entrant	€20,000 - €25,000	£13,000 - £15,000
Accounting Technician (Qualified)	€30,000 - €40,000	£18,00 - £21,000
Accounting Technician (Trainee)	€16,000 - €22,000	£14,000 - £17,000

<b>Tax</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Partner	€100,000 - €200,000	£80,000 - £130,000+
Director	€80,000 - €150,000	£60,000 - £80,000
Senior Manager	€70,000 - €100,000	£45,000 - £55,000
Manager	€55,000 - €75,000	£35,000 - £42,000
Assistant Manager	€45,000 - €65,000	£30,000 - £35,000
Tax Senior	€35,000 - €50,000	£25,000 - £35,000
Tax Junior	€23,000 - €28,000	£18,000 - £25,000
Tax Trainee	€16,000 - €20,000	£15,000 - £18,000

<b>Corporate Finance</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Partner	€120,000 - €200,000	£80,000 - £130,000+
Director	€80,000 - €150,000	£60,000 - £80,000
Senior Manager	€60,000 - €100,000	£45,000 - £55,000
Manager	€55,000 - €75,000	£35,000 - £42,000
Assistant Manager	€45,000 - €65,000	£30,000 - £35,000

# Banking

Corporate / Business Banking	ROI (Low – High)	NI (Low – High)
Director	€90,000 - €130,000	£70,000 - £100,000+
Senior Manager	€65,000 - €85,000	£50,000 - £65,000
Manager	€50,000 - €65,000	£35,000 - £50,000
Assistant Manager	€40,000 - €50,000	£30,000 - £35,000
Executive	€30,000 - €40,000	£25,000 - £30,000

Credit & Risk	ROI (Low – High)	NI (Low – High)
Head of Function	€100,000 - €150,000	£65,000 - £80,000
Senior Manager	€80,000 - €100,000	£45,000 - £60,000
Manager	€60,000 - €80,000	£35,000 - £45,000
Executive	€35,000 - €60,000	£25,000 - £35,000

Treasury	ROI (Low – High)	NI (Low – High)
Head of Function	€100,000 - €140,000	£70,000 - £100,000+
Senior Manager	€80,000 - €100,000	£50,000 - £60,000
Manager	€50,000 - €90,000	£35,000 - £45,000
Executive	€30,000 - €50,000	£25,000 - £30,000

Customer Services / Branch	ROI (Low – High)	NI (Low – High)
Senior Manager	€60,000 - €90,000	£40,000 - £50,000
Manager	€50,000 - €60,000	£35,000 - £40,000
Executive	€40,000 - €50,000	£20,000 - £25,000
Junior	€30,000 - €40,000	£16,000 - £18,000
Entry Level	€20,000 - €30,000	£14,000 - £16,000

# Engineering & Renewables

Management	ROI (Low – High)	NI (Low – High)
Engineering Director	€90,000 - €120,000	£50,000 - £80,000
Engineering Manager	€60,000 - €90,000	£40,000 - £60,000
Design Manager	€55,000 - €85,000	£40,000 - £60,000

Design	ROI (Low – High)	NI (Low – High)
Electrical Engineer	€35,000 - €65,000	£20,000 - £40,000
Design Engineer	€30,000 - €55,000	£20,000 - £40,000
Cad Technician	€25,000 - €45,000	£17,000 - £28,000
Aerospace Design Engineer	€30,000 - €55,000	£25,000 - £45,000
Validation Engineer	€40,000 - €70,000	£22,000 - £35,000

Manufacturing	ROI (Low – High)	NI (Low – High)
Production Manager	€45,000 - €70,000	£30,000 - £40,000
Precision Engineer	€30,000 - €55,000	£20,000 - £35,000
Manufacturing Engineer	€30,000 - €55,000	£20,000 - £36,000
Process Engineer	€35,000 - €65,000	£20,000 - £34,000
Test Engineer	€25,000 - €45,000	£20,000 - £35,000

Maintenance / Servicing	ROI (Low – High)	NI (Low – High)
Maintenance Manager	€45,000 - €90,000	£30,000 - £45,000
Maintenance Technician	€30,000 - €45,000	£20,000 - £35,000
Service / Maintenance Engineer	€30,000 - €60,000	£22,000 - £38,000

General Engineering	ROI (Low – High)	NI (Low – High)
Senior Engineer	€45,000 - €75,000	£28,000 - £40,000
Engineer	€35,000 - €65,000	£20,000 - £30,000
Assistant Engineer	€25,000 - €40,000	£16,000 - £24,000
Mechanical Engineer	€30,000 - €55,000	£20,000 - £40,000
Engineering Technician	€25,000 - €40,000	£18,000 - £25,000
Chemical Engineer	€40,000 - €90,000	£20,000 - £35,000
Project Manager	€40,000 - €85,000	£30,000 - £45,000
Group H &S Manager	€60,000 - €80,000	£35,000 - £55,000
H&S Manager	€50,000 - €70,000	£30,000 - £45,000
H&S Officer	€35,000 - €45,000	£24,000 - £34,000

## Human Resources

HR	ROI (Low – High)	NI (Low – High)
HR Director	€95,000 - €160,000	£50,000 - £80,000
HR Manager	€55,000 - €100,000	£40,000 - £55,000
HR Generalist	€35,000 - €50,000	£20,000 - £32,000
HR Administrator	€25,000 - €35,000	£16,000 - £20,000

# Insurance

Broking	ROI (Low – High)	NI (Low – High)
Client Director	€80,000 - €130,000	£55,000 - £75,000
Account Executive (10+ years)	€60,000 - €100,000	£40,000 - £60,000
Account Executive (2-9 years)	€45,000 - €75,000	£28,000 - £45,000
Office Manager – Commercial	€60,000 - €80,000	£45,000 - £55,000
Compliance Manager	€40,000 - €65,000	£32,000 - £45,000
Account Handler – Corporate	€50,000 - €70,000	£30,000 - £42,000
Account Handler – SME	€30,000 - €45,000	£20,000 - £28,000
Personal Lines Manager	€35,000 - €65,000	£28,000 - £40,000
Personal Lines Technician	€20,000 - €35,000	£15,000 - £22,000
Personal / Commercial Trainee	€18,000 - €26,000	£14,000 - £18,000

Underwriting	ROI (Low – High)	NI (Low – High)
Head of Underwriting	€90,000 - €130,000	£60,000 - £80,000
Development Underwriter	€70,000 - €100,000	£45,000 - £65,000
Senior Underwriter (5-10 Years)	€55,000 - €80,000	£45,000 - £55,000
Underwriter (2-5 years)	€40,000 - €55,000	£30,000 - £40,000
Assistant Underwriter	€30,000 - €40,000	£25,000 - £30,000
Underwriting Technician	€25,000 - €34,000	£18,000 - £22,000

Claims	ROI (Low – High)	NI (Low – High)
Claims Director	€90,000 - €120,000	£55,000 - £80,000
Claims Manager	€65,000 - €85,000	£40,000 - £55,000
Senior Claims Negotiator	€45,000 - €60,000	£25,000 - £35,000
Claims Negotiator	€25,000 - €40,000	£20,000 - £28,000

## Legal

Legal	ROI (Low – High)	NI (Low – High)
Equity Partner	€140,000 - €250,000+	£80,000 - £100,000+
Salaried Partner	€100,000 - €200,000+	£60,000 - £85,000+
6+ years PQE	€75,000 - €100,000	£40,000 - £65,000+
3-6 years PQE	€45,000 - €75,000	£26,000 - £45,000
1-3 years PQE	€45,000 - €80,000	£25,000 - £35,000
Newly Qualified Solicitor	€35,000 - €60,000	£21,000 - £26,000
Paralegal	€25,000 - €55,000	£16,000 - £22,000
Legal Secretary	€30,000 - €45,000	£16,000 - £22,000

## Life Sciences

Quality	ROI (Low – High)	NI (Low – High)
Technical Director	€80,000 - €140,000	£70,000 - £100,000
Technical Manager	€50,000 - €75,000	£32,000 - £40,000
Quality Manager	€40,000 - €55,000	£28,000 - £35,000
Assistant Quality Manager	€35,000 - €45,000	£25,000 - £28,000
Quality Control Operator	€22,000 - €26,000	£18,000 - £22,000
Internal Auditor	€30,000 - €42,000	£25,000 - £30,000
Laboratory Technician	€30,000 - €38,000	£20,000 - £25,000
Laboratory Assistant	€20,000 - €25,000	£18,000 - £22,000

<b>Production</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Production Manager	€40,000 - €60,000	£26,000 - £40,000
Production Supervisor	€30,000 - €36,000	£25,000 - £28,000
Shift Manager	€40,000 - €50,000	£30,000 - £35,000

<b>NPD</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
NPD Manager	€40,000 - €50,000	£26,000 - £30,000
NPD Technician	€28,000 - €35,000	£20,000 - £35,000
Packaging Technologist	€30,000 - €40,000	£25,000 - £35,000

<b>Compliance</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Compliance Manager	€95,000 - €160,000	£50,000 - £80,000
Compliance Auditor	€30,000 - €42,000	£25,000 - £35,000
Compliance Analyst	€25,000 - €38,000	£20,000 - £30,000

<b>Pharmaceutical</b>	<b>ROI (Low – High)</b>	<b>NI (Low – High)</b>
Qualified Person	€75,000 - €90,000	£60,000 - £75,000
Superintendent Pharmacy Manager	€50,000 - €65,000	£35,000 - £50,000
Pharmacy Manager	€35,000 - €50,000	£25,000 - £35,000
Regulatory Affairs Manager	€50,000 - €60,000	£40,000 - £50,000
Laboratory Manager	€40,000 - €60,000	£30,000 - £40,000
Chemist	€40,000 - €50,000	£25,000 - £35,000
Formulations Analyst	€30,000 - €40,000	£24,000 - £30,000
QC Chemist	€30,000 - €40,000	£22,000 - £28,000
QC Technician	€20,000 - €30,000	£18,000 - £22,000

# Office Support

Administration	ROI (Low – High)	NI (Low – High)
Office Manager	€35,000 - €60,000	£20,000 - £30,000
Personal Assistant	€30,000 - €40,000	£18,000 - £25,000
Secretary	€28,000 - €36,000	£16,000 - £23,000
Administrator	€25,000 - €35,000	£14,000 - £18,000

Call Centre	ROI (Low – High)	NI (Low – High)
Director	€100,000 - €150,000	£70,000 - £90,000
Senior Operations Manager	€60,000 - €90,000	£50,000 - £60,000
Contact Centre Manager	€50,000 - €85,000	£25,000 - £40,000
Customer Services Manager	€35,000 - €65,000	£22,000 - £35,000
Account Manager	€25,000 - €35,000	£18,000 - £30,000
Team Leader	€28,000 - €45,000	£18,000 - £25,000
Customer Advisor (with language)	€26,000 - €34,000	£16,000 - £18,000
Customer Advisor (without language)	€20,000 - €25,000	£14,000 - £16,000

# Supply Chain & Logistics

Supply Chain	ROI (Low – High)	NI (Low – High)
Supply Chain Director	€100,000 - €130,000	£50,000 - £80,000
Supply Chain Manager	€65,000 - €85,000	£35,000 - £50,000
Procurement Manager	€55,000 - €80,000	£40,000 - £60,000
Operations Manager	€65,000 - €90,000	£45,000 - £60,000
Materials Manager	€40,000 - €65,000	£25,000 - £40,000
Planning Manager	€65,000 - €80,000	£32,000 - £42,000
Supplier Relationship Manager/Auditor	€50,000 - €80,000	£40,000 - £60,000
Senior Procurement Specialist	€50,000 - €80,000	£30,000 - £40,000
Procurement Specialist	€40,000 - €60,000	£22,000 - £32,000
Supply Chain Analyst	€30,000 - €45,000	£17,000 - £25,000
Master Scheduler	€40,000 - €55,000	£25,000 - £35,000
Demand Planner	€42,000 - €58,000	£25,000 - £35,000

Logistics	ROI (Low – High)	NI (Low – High)
Operations Director	€80,000 - €125,000	£50,000 - £75,000
Logistics / Transport Manager	€55,000 - €75,000	£25,000 - £35,000
Logistics Supervisor	€35,000 - €50,000	£17,000 - £24,000
Logistics Coordinator	€30,000 - €40,000	£16,000 - £22,000
Warehouse Manager	€45,000 - €60,000	£25,000 - £35,000
Warehouse Supervisor	€35,000 - €50,000	£18,000 - £26,000
Shipping Clerk	€25,000 - €40,000	£16,000 - £20,000







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