

Salary Survey 2006



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Accountancy - General

Job Title	Dublin €	Regional €	Belfast £
Finance Director (T/O > 10m)	80,000 - 145,000	80,000 - 95,000	47,000 - 62,000
Finance Director (T/O < 10m)	80,000 - 115,000	70,000 - 80,000	38,000 - 50,000
Finance Controller (T/O > 10m)	80,000 - 120,000	70,000 - 80,000	34,000 - 42,000
Finance Controller (T/O < 10m)	67,000 - 80,000	65,000 - 75,000	30,000 - 35,000
Treasury Accountant	50,000 - 62,000	50,000 - 60,000	26,000 - 32,000
Internal Auditor	47,000 - 58,000	45,000 - 52,000	25,000 - 35,000
Systems Project Accountant	55,000 - 71,000	55,000 - 65,000	26,000 - 32,000
Finance Analyst	53,000 - 62,000	50,000 - 60,000	26,000 - 30,000
Financial Accountant	48,000 - 60,000	48,000 - 58,000	25,000 - 33,000
Management Accountant	48,000 - 55,000	48,000 - 52,000	25,000 - 33,000
Cost Accountant	45,000 - 50,000	45,000 - 50,000	25,000 - 30,000
Newly Qualified Accountant	45,000 - 53,000	40,000 - 48,000	22,000 - 26,000
Credit Control Manager	35,000 - 45,000	30,000 - 40,000	22,000 - 30,000
Accounts Payable Manager	39,000 - 45,000	35,000 - 40,000	18,000 - 22,000
Business Analyst	45,000 - 55,000	40,000 - 50,000	25,000 - 28,000

Payroll Manager	35,000 - 50,000	30,000 - 43,000	15,000 - 20,000
Part Qualified Accountant (1-3 years exp.)	32,000 - 40,000	32,000 - 38,000	14,000 - 18,000
Assistant Management Accountant	32,000 - 40,000	32,000 - 38,000	17,000 - 22,000
Assistant Financial Accountant	32,000 - 40,000	32,000 - 38,000	17,000 - 22,000
Accounts Payable / Receivable Team Leader	37,000 - 40,000	37,000 - 39,000	15,000 - 18,000
Assistant Cost Accountant	35,000 - 40,000	35,000 - 38,000	16,000 - 22,000
Accounts Assistant	25,000 - 32,000	22,000 - 28,000	13,000 - 16,000
Credit Controller	27,000 - 35,000	23,000 - 32,000	15,000 - 20,000
Payroll Administrator	25,000 - 33,000	22,000 - 31,000	12,000 - 16,000
Accounts Receivable	22,000 - 32,000	22,000 - 30,000	13,000 - 16,000
Accounts Payable	22,000 - 30,000	19,000 - 28,000	13,000 - 16,000
Trainee Accountant	20,000 - 25,000	17,000 - 25,000	11,000 - 14,000

Similarly to last year the growth areas remain in Pharmaceutical, the Service Industry, Hi-Tech, Construction and Retail sectors with a marginal decline in Manufacturing. Candidates with experience in Sarbanes Oxley, US GAAP, Revenue Recognition, Compliance or Internal Audit are still being paid a premium, particularly by the large multinationals.

Demand for newly qualified audit staff has remained constant in both Northern Ireland and the Republic, the larger practices are retaining them longer after qualification to complete client assignments and projects. Newly qualified ACAs are being offered incentives to remain after contract and therefore their salary expectations are higher when entering the market place. This coupled with the cost of living in urban and surrounding areas has also had a knock-on effect in the part qualified market.

There has been limited change in the packages being offered, with company bonuses paying out on average between 10% to 20%. Holiday entitlements have remained steady with the more innovative companies offering extra holiday entitlements such as 'birthday' days off; 'long weekends' and summer working hours. Other typical benefits include car / car allowance, health insurance, pension and gym / club subscriptions.

Accountancy - Public Practice

Job Title	Dublin €	Regional €	Belfast £
Audit Partner	150,000 - 200,000	100,000 - 175,000	55,000 - 70,000
Audit Director	85,000 - 125,000	80,000 - 110,000	45,000 - 65,000
Senior Manager - Audit	70,000 - 85,000	55,000 - 70,000	30,000 - 40,000
Risk Manager	65,000 - 75,000	50,000 - 60,000	30,000 - 40,000
Corporate Finance Manager	60,000 - 72,000	50,000 - 62,000	28,000 - 35,000
Audit Manager (2 years PQE)	58,000 - 70,000	48,000 - 60,000	28,000 - 35,000
Corporate Finance Executive	50,000 - 60,000	45,000 - 50,000	23,000 - 26,000
Audit Supervisor (1 year PQE)	50,000 - 60,000	44,000 - 50,000	24,000 - 28,000
Company Secretary (2-4 years experience)	40,000 - 50,000	30,000 - 40,000	18,000 - 28,000
Audit Senior - Top 4	44,000 - 48,000	38,000 - 45,000	24,000 - 26,000
Audit Senior - General Practice	38,000 - 44,000	36,000 - 42,000	22,000 - 26,000
Company Secretary (< 2 years experience)	30,000 - 37,000	26,000 - 32,000	15,000 - 20,000
Audit Semi-Senior	24,000 - 30,000	20,000 - 25,000	12,000 - 18,000
Audit Junior	20,000 - 25,000	18,000 - 22,000	10,000 - 12,000
Graduate ACA (on contract)	16,000 - 22,000	15,000 - 19,000	10,000 - 12,000

Taxation

Job Title	Dublin €	Regional €	Belfast £
Tax Partner	170,000 - 250,000	90,000 - 160,000	55,000 - 70,000
Head of Tax - Industry / Financial Services	140,000 - 200,000	120,000 - 150,000	55,000 - 70,000
Tax Director - Practice	90,000 - 140,000	65,000 - 95,000	45,000 - 65,000
Senior Tax Manager	75,000 - 90,000	58,000 - 80,000	30,000 - 50,000
VAT Manager	70,000 - 85,000	60,000 - 78,000	30,000 - 40,000
Capital Taxes Manager	65,000 - 85,000	55,000 - 75,000	30,000 - 40,000
Tax Manager	58,000 - 72,000	48,000 - 58,000	28,000 - 40,000
Corporate Tax Senior / Consultant	44,000 - 50,000	36,000 - 42,000	22,000 - 28,000
Personal Tax Senior / Consultant	42,000 - 48,000	32,000 - 40,000	20,000 - 26,000
Tax Assistant (2-3 years experience)	28,000 - 35,000	20,000 - 26,000	18,000 - 24,000
Tax Assistant (1-2 years experience)	22,000 - 28,000	16,000 - 20,000	14,000 - 18,000
Tax Trainee	19,000 - 22,000	15,000 - 18,000	10,000 - 12,000

There has been upward pressure on remuneration levels for professional staff within practice over the last 12 months. The main factor in this has been the shortage of qualified audit staff at all levels which has led to those firms with the largest recruitment needs offering substantial salary increases to both new and existing staff. As the economy has continued to grow through 2005 so these pressures have become relevant to other areas of practice, particularly taxation.

All of our research suggests that this trend will continue for the foreseeable future. Increased recruitment of overseas professionals particularly from the accession states has had some impact on the market but not enough to satisfy current levels of demand. We envisage that these pressures on salaries will be most keenly felt in the specialist areas where skills shortages are particularly acute such as VAT, financial services corporate tax and financial markets risk management.

Accountancy - Temporary / Contract

Job Title	Annual Salary ROI (fixed term) €	Temporary ROI Hourly Rates €	Annual Salary NI (fixed term) £	Temporary NI Hourly Rates £
Financial Director	80,000 - 140,000	71.00 - 124.00	40,000 - 60,000	20.00 - 30.00
Interim Manager	80,000 - 140,000	71.00 - 124.00	40,000 - 60,000	20.00 - 30.00
Financial Controller	65,000 - 85,000	57.50 - 76.00	35,000 - 45,000	17.50 - 22.50
Financial Accountant	50,000 - 60,000	44.50 - 66.50	25,000 - 33,000	12.50 - 16.50
Management Accountant	50,000 - 60,000	44.50 - 66.50	25,000 - 33,000	12.50 - 16.50
Cost Accountant	45,000 - 55,000	40.00 - 49.50	25,000 - 30,000	12.50 - 16.50
Regulatory Accountant	45,000 - 55,000	40.00 - 49.50	25,000 - 30,000	12.50 - 16.50
Financial Analyst	50,000 - 65,000	44.50 - 58.00	26,000 - 30,000	13.00 - 15.00
Credit Analyst	45,000 - 50,000	40.00 - 44.50	14,000 - 20,000	7.00 - 10.00
Systems Accountant	55,000 - 65,000	49.50 - 58.00	26,000 - 32,000	13.00 - 16.00
Project Accountant	50,000 - 65,000	44.50 - 58.00	26,000 - 32,000	13.00 - 16.00
Internal Auditor	50,000 - 60,000	44.50 - 66.50	22,000 - 26,000	11.00 - 13.00
Newly Qualified Acct.	45,000 - 50,000	40.00 - 44.50	14,000 - 18,000	7.00 - 9.00
Fund Accountant	45,000 - 50,000	40.00 - 44.50	N/A	N/A

Part Qualified Accountant	32,000 - 40,000	28.65 - 35.60	25,000 - 35,000	12.50 - 17.50
Credit Controller	27,000 - 35,000	24.20 - 31.00	15,000 - 20,000	7.50 - 10.00
Payroll Senior	30,000 - 35,000	26.05 - 31.00	15,000 - 20,000	7.50 - 10.00
Payroll Junior	25,000 - 28,000	22.60 - 25.00	12,000 - 16,000	6.00 - 8.00
Pensions Payroll	25,000 - 28,000	22.60 - 25.00	15,000 - 20,000	7.50 - 10.00
Assistant Accountant	30,000 - 35,000	26.05 - 31.00	16,000 - 22,000	8.00 - 11.00
Loans Administrator	27,000 - 32,000	23.45 - 28.65	14,000 - 18,000	7.00 - 9.00
Reconciliations Assistant	23,000 - 28,000	20.50 - 25.00	12,000 - 15,000	6.00 - 7.50
Bookkeeper	28,000 - 35,000	25.00 - 31.00	14,000 - 18,000	7.00 - 9.00
Accounts Assistant	25,000 - 30,000	22.60 - 26.05	13,000 - 15,000	6.50 - 7.50
Accounts Payable	25,000 - 30,000	22.60 - 26.05	13,000 - 16,000	6.50 - 8.00
Accounts Receivable	25,000 - 30,000	22.60 - 26.05	13,000 - 16,000	6.50 - 8.00
Accounts Administrator	25,000 - 28,000	22.60 - 25.00	13,000 - 16,000	6.50 - 8.00

The above hourly rates include the temporary employee's pay, employer's PRSI, holiday pay, bank holiday pay, payroll charges and Brightwater's management fee.

Completion bonuses are standard practice this year on most contract roles. They range from one months' salary to 10% to 15% of the annual salary.

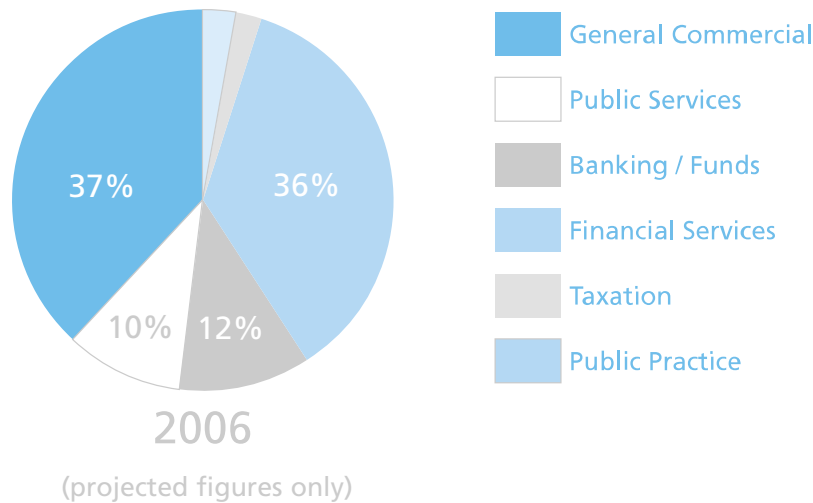
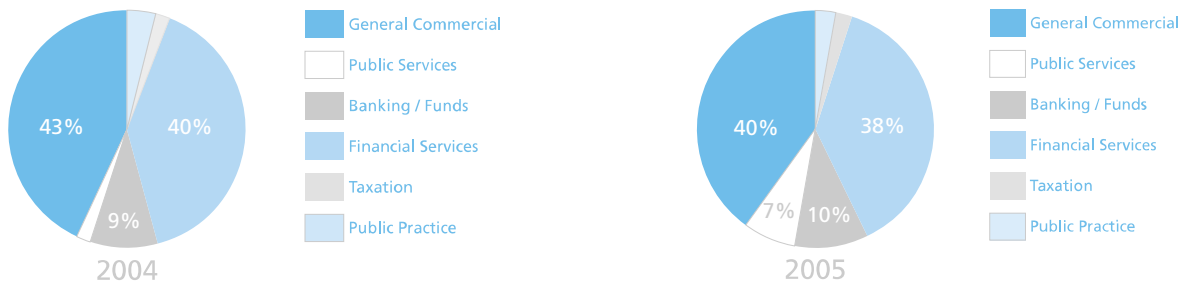
We have seen a short-fall in the number of candidates seeking temporary and contract work. This is largely due to the down-turn in candidates travelling from overseas to work in Ireland. In particular, the Antipodeans who traditionally filled these gaps, are not coming in the volumes that we previously enjoyed. The lack of these experienced and qualified candidates has meant that we are now reliant upon candidates returning home to Ireland or those already here who enjoy the lifestyle that contracting offers.

One source of excellent candidates that are contracting are the more mature candidates who have taken early retirement or redundancy and now want the flexibility of contracting rather than returning to permanent employment.

Due to the shortage of candidates, salary levels have seen an increase in most areas.

Accountancy - Temporary & Contract

These charts show the division of temporary / contract accountancy jobs within various sectors. The only notable change is within Public Services. In Northern Ireland, the public sector accounts for over 1 in 3 jobs and recruitment companies have always been involved in the process. Predicted changes in ROI government legislation regarding recruitment within the Public Services should shortly allow for the first time external recruitment companies to recruit for permanent, temporary and contract positions for all State Organisations. Both the Financial Services and Commercial Accountancy sectors look set to remain steady.



Public Services

Brightwater's Public Services Division recruits for permanent, contract and temporary roles for the following areas within the Public Service: Finance, Human Resources, IT, Legal, Insurance, Sales, Marketing, Science and Administration. Traditionally the highest demand is in the areas of Finance, Human Resources and IT .

The Public Service offers an extended range of excellent benefits to include a basic salary, pension benefits (typically defined benefit), full educational assistance, increased annual leave, flexible working hours, time in lieu, generous and extended allowance schemes and of course greater security of tenure.

Perceptions and attitudes to career opportunities in Public Services have changed in recent years, with more and more professionals choosing to move from the Private to the Public Sector. Surveys show that part of the reason is a decision based on quality of life. With these generous benefits, now coupled with more competitive salaries, working in Public Services has become a really attractive alternative.

Accountancy - Financial Services

Job Title	Dublin €	Regional €	Belfast £
Financial Controller	70,000 - 110,000	60,000 - 85,000	35,000 - 50,000
Internal Audit Manager	65,000 - 85,000	60,000 - 70,000	30,000 - 45,000
Internal Auditor	45,000 - 67,000	40,000 - 65,000	25,000 - 30,000
Regulatory Accountant (4 + years experience)	60,000 - 75,000	52,000 - 65,000	25,000 - 40,000
Regulatory Accountant (1-4 years experience)	45,000 - 60,000	42,000 - 57,000	18,000 - 25,000
Systems Accountant	50,000 - 65,000	45,000 - 62,000	25,000 - 40,000
Treasury Accountant	45,000 - 55,000	42,000 - 52,000	25,000 - 30,000
Senior Financial Analyst	53,000 - 60,000	45,000 - 55,000	25,000 - 35,000
Financial Analyst (1-3 years experience)	40,000 - 50,000	35,000 - 50,000	18,000 - 25,000
Senior Financial / Group Accountant	55,000 - 60,000	45,000 - 55,000	28,000 - 35,000
Financial Accountant (3+ years experience)	55,000 - 60,000	48,000 - 55,000	28,000 - 35,000
Financial Accountant	45,000 - 55,000	40,000 - 42,000	25,000 - 30,000
Management Accountant (3+ years experience)	52,000 - 60,000	46,000 - 55,000	28,000 - 35,000
Management Accountant	43,000 - 55,000	38,000 - 42,000	25,000 - 30,000
Newly Qualified Accountant	40,000 - 45,000	37,000 - 42,000	25,000 - 30,000
Part-Qualified Internal Auditor	35,000 - 40,000	34,000 - 39,000	22,000 - 25,000
Finalist Accountant	35,000 - 40,000	34,000 - 38,000	23,000 - 27,000
Part-Qualified Assistant Accountant (3 yrs exp.)	30,000 - 35,000	29,000 - 31,000	20,000 - 25,000
Accounts Payable Administrator	28,000 - 30,000	27,000 - 29,000	15,000 - 22,000
Accounts Receivable Administrator	28,000 - 30,000	27,000 - 29,000	15,000 - 22,000
Part-Qualified Accounts Assistant (1-3 yrs exp.)	25,000 - 30,000	25,000 - 27,000	15,000 - 20,000
Graduate	22,000 - 25,000	18,000 - 23,000	12,000 - 18,000

Typical benefits within Financial Services include pension, both defined contribution and defined benefit (quite often these are non-contributory pensions), health insurance (fully paid or group scheme), club subscriptions, professional subscriptions, profit share schemes and life assurance. Bonuses for financial positions are likely to be in the region of 10% to 50% depending on individual and company performance and levels of seniority.

The demand for experienced accountants in Financial Services has been very high in 2005. There has been a huge requirement for newly qualified accountants across all areas including financial accounting, management accounting, financial analysis, internal audit and treasury reporting. This has propelled salaries, for newly qualifieds and those with up to three years post qualification experience gained in the Financial Services sector, by up to 10% on last year's figures. This trend is likely to have a knock-on effect on salaries at more senior levels over the next 18 months.

There is still very much a requirement for internal auditors at all levels as well as project accountants to work in the areas of Basel II, Sarbanes Oxley and International Accounting Standard projects. Candidates with strong and specific experience in these areas are being paid a premium.

Job Title	Dublin €	Belfast £
Senior Management		
Senior Lending Manager	80,000 - 110,000	45,000 - 65,000
Operations Manager	70,000 - 100,000	25,000 - 50,000
Risk Manager	70,000 - 100,000	25,000 - 50,000
Corporate Lending Manager	65,000 - 80,000	30,000 - 50,000
Private Banking Manager	50,000 - 70,000	25,000 - 50,000
Business Development Manager	55,000 - 80,000	25,000 - 45,000
Mid Management		
Leasing Sales Manager	55,000 - 65,000	25,000 - 35,000
Senior Credit Analyst	48,000 - 55,000	25,000 - 40,000
Senior Corporate Lender	45,000 - 55,000	25,000 - 40,000
Assistant Private Banking Manager	40,000 - 48,000	25,000 - 30,000
Senior Commercial Lender	45,000 - 52,000	24,000 - 28,000
Operations Supervisor	42,000 - 55,000	20,000 - 35,000
Pensions / Investment Consultant	35,000 - 50,000	20,000 - 35,000
Insurance Sales	25,000 - 50,000	15,000 - 35,000
Risk Analyst	35,000 - 45,000	18,000 - 35,000
Credit Analyst	35,000 - 45,000	15,000 - 25,000
Corporate Lender	38,000 - 48,000	15,000 - 25,000
Commercial Lender	38,000 - 48,000	12,000 - 18,000
Leasing Sales Executive	30,000 - 40,000	12,000 - 18,000
Junior Credit Analyst	27,000 - 29,000	11,000 - 18,000
Loans / Credit Administrator	25,000 - 26,000	12,000 - 18,000
Graduate	25,000 - 26,000	11,000 - 18,000
Treasury		
Head of Treasury	80,000 - 130,000	45,000 - 80,000
Senior Dealer	75,000 - 95,000	N/A
Treasury Operations Manager (Back Office)	58,000 - 68,000	30,000 - 45,000
Middle Office Manager	55,000 - 75,000	N/A
Treasury Dealer	35,000 - 70,000	20,000 - 25,000
Treasury Settlements - Assistant Manager	42,000 - 50,000	N/A
Middle Office Supervisor	42,000 - 55,000	N/A
Treasury Settlements Supervisor	35,000 - 40,000	N/A
Treasury Settlements	28,000 - 32,000	N/A
Stockbroking		
Institutional Equity Sales	80,000 - 100,000	N/A
Corporate Bond Sales	80,000 - 100,000	N/A
Private Client Portfolio Manager	50,000 - 55,000	N/A
Junior Stockbroker	25,000 - 28,000	N/A
Equity Analyst	35,000 - 60,000	N/A
Bond Analyst	35,000 - 60,000	N/A
Equity Settlements	30,000 - 36,000	N/A
Corporate Actions	28,000 - 36,000	N/A
Compliance (across all banking sectors)		
Compliance Manager (> 3 years experience)	60,000 - 80,000	25,000 - 45,000
Compliance Manager (< 3 years experience)	50,000 - 60,000	20,000 - 35,000
Compliance Officer (> 2 years experience)	35,000 - 40,000	20,000 - 30,000
Compliance Officer (< 2 years experience)	32,000 - 35,000	14,000 - 20,000

Typical benefits include pension, healthcare, professional subscriptions, profit share and bonuses (anything between 10% & 100% depending on individual and company performance and level of seniority). Sign-on bonuses are becoming increasingly common for senior positions. Many stockbroking roles also offer commissions or significant OTE.

Experienced banking candidates remained in high demand during 2005, with growth in risk and compliance in particular. These areas will also be key in 2006. Surveys show that salary levels in these areas will be likely to increase over the following year to attract suitably experienced candidates.

Funds

Job Title	Dublin €
Fund Accounting	
Senior Fund Accounting Manager	65,000 - 75,000
Fund Accounting / Administration Manager (3+ years experience)	48,000 - 65,000
Fund Accounting Supervisor	40,000 - 48,000
Senior Fund Accountant (3+ years experience)	32,000 - 40,000
Fund Accountant (1+ years experience)	28,000 - 32,000
Fund Administrator	24,000 - 26,000
Shareholder Services	
Head of Shareholder Services	60,000 - 70,000
Shareholder Services Manager	45,000 - 55,000
Senior Shareholder Services Administrator	32,000 - 38,000
Shareholder Services Administrator	24,000 - 32,000
Trustee	
Head of Trustee	70,000 - 75,000
Manager Level (1-3 years experience)	50,000 - 60,000
Senior Trustee Officer	34,000 - 40,000
Trustee Administrator	24,000 - 30,000
Corporate Actions / Market Data	
Manager	40,000 - 50,000
Senior Administrator	32,000 - 40,000
Administrator	28,000 - 32,000
Custody	
Custody Supervisor	45,000 - 58,000
Senior Custody Administrator	34,000 - 38,000
Custody Administrator	27,000 - 33,000
Client Services	
Manager	75,000 - 85,000
Assistant Manager / Supervisor	40,000 - 50,000
Client Services Administrator	30,000 - 35,000

Typical benefits in the Fund Services industry include pension, healthcare, performance related bonus of between 5% - 30% and educational assistance. In addition to these, some companies offer club subscriptions, travel allowances and rent / mortgage subsidies.

The market has remained hugely buoyant in the Fund Services industry, and there is still a high demand for skilled candidates in the Fund Administration and Fund Accounting areas. Due to expansion within the funds market, many companies have established specialist divisions which have increased the demand for candidates with skills in niche areas as opposed to a broad skill set. These specialist divisions include Pricing, Market Information, Corporate Actions, Client Services and Valuations.

Large Sized / Specialist Firms (Dublin Only)

Job Title	Comm. Property €	FS / Corporate €	Litigation €
Salaried Partner	105,000 - 120,000	105,000 - 120,000	80,000 - 120,000
Solicitor (6-7 years experience*)	78,000 - 95,000	90,000 - 100,000	70,000 - 80,000
Solicitor (4-5 years experience*)	70,000 - 90,000	70,000 - 90,000	60,000 - 70,000
Solicitor (2-3 years experience*)	55,000 - 70,000	55,000 - 70,000	55,000 - 60,000
Solicitor (1-2 years experience*)	50,000 - 60,000	50,000 - 60,000	50,000 - 55,000
Newly Qualified Solicitor	42,000 - 50,000	42,000 - 50,000	42,000 - 50,000
Company Secretary (2-4 years experience)	N/A	35,000 - 60,000	N/A
Company Secretary (1-2 years experience)	N/A	30,000 - 35,000	N/A
Legal Executive / Paralegal (3+ years exp.)	35,000 - 40,000	35,000 - 40,000	35,000 - 40,000
Legal Executive / Paralegal (0-3 years exp.)	27,000 - 35,000	27,000 - 35,000	27,000 - 35,000

Commercial Property, Corporate, and Financial Services Law experienced significant increases in demand for high quality candidates. This demand was reflected in salary increases, with Commercial Property Lawyers recording increases in salary between 12% and 18%, while Corporate Lawyers experienced on average an 8% salary increase. The commercial litigation market has been steady in 2005 but predictions for the coming year are excellent with many of the larger firms planning to increase their fee earners head-count.

Medium Sized / General Practice Firms

Job Title	Dublin €	Regional €	Belfast £
Solicitor (6-7 years experience*)	60,000 - 80,000	52,000 - 90,000	32,000 - 39,000
Solicitor (4-5 years experience*)	40,000 - 60,000	50,000 - 60,000	25,000 - 32,000
Solicitor (2-3 years experience*)	40,000 - 50,000	40,000 - 50,000	22,000 - 25,000
Solicitor (1-2 years experience*)	30,000 - 40,000	35,000 - 40,000	20,000 - 22,000
Newly Qualified Solicitor	36,000 - 45,000	33,000 - 42,000	18,000 - 20,000
Legal Executive / Paralegal (> 3 years exp.)	25,000 - 35,000	22,000 - 32,000	15,000 - 18,000
Legal Executive / Paralegal (< 3 years exp.)	25,000 - 30,000	20,000 - 28,000	12,000 - 14,000

* The above salaries are basic salaries only. Typical benefits include performance related bonus, pension, health insurance, car allowance, company car, study package and share options. Many firms will pay bonuses to solicitors according to their annual billings which can substantially increase the overall salary.

General Practices have had a mixed year. Residential conveyancing is still booming, while general litigation is continuing to follow a cautious trend because of the introduction of PIAB. Many of the smaller general practices are retaining their apprentices which is indicative of a strong legal market.

In-House

Job Title	Dublin €	Regional €	Belfast £
Head of Legal (T/O > 15m)	100,000 - 150,000	90,000 - 110,000	52,000 - 65,000
Head of Legal (T/O < 15m)	80,000 - 100,000	70,000 - 85,000	38,000 - 52,000
Senior Transactional Lawyer	75,000 - 100,000	65,000 - 85,000	35,000 - 45,000
Legal Advisor (6-7 years experience)	60,000 - 75,000	51,000 - 65,000	30,000 - 37,000
Legal Advisor (4-5 years experience)	55,000 - 65,000	45,000 - 50,000	24,000 - 30,000
Legal Advisor (2-3 years experience)	50,000 - 55,000	42,000 - 48,000	22,000 - 24,000
Newly Qualified Solicitor	40,000 - 45,000	35,000 - 42,000	18,000 - 20,000
Company Secretary (2-4 years experience)	30,000 - 43,000	28,000 - 40,000	22,000 - 30,000
Company Secretary (1-2 years experience)	20,000 - 30,000	23,000 - 30,000	15,000 - 20,000
Legal Executive / Paralegal (> 3 years exp.)	35,000 - 40,000	24,000 - 35,000	16,000 - 18,000
Legal Executive / Paralegal (< 3 years exp.)	23,000 - 30,000	20,000 - 25,000	14,000 - 16,000
Legal Graduate	20,000 - 25,000	20,000 - 25,000	12,000 - 14,000

The in-house market continued to grow this year, with many companies opting to employ an in-house lawyer for the first time and others expanding their Legal & Compliance Departments due in part to the increase in regulation in Financial Services sectors and the new corporate governance requirements placed on directors.

Insurance

DUBLIN BASED ONLY

Job Title		1 - 3 Years	3 - 5 Years	5 - 10 Years	10 + Years
Captive Manager	€	48,000 - 57,000	57,000 - 68,000	68,000 - 70,000	72,000 +
Reinsurance Underwriter	€	35,000 - 43,000	43,000 - 58,000	58,000 - 65,000	68,000 +
Reinsurance Administrator	€	23,000 - 28,000	28,000 - 32,000	32,000 - 38,000	45,000 +

COUNTRYWIDE

Job Title		1 - 3 Years	3 - 5 Years	5 - 10 Years	10 + Years
Underwriting Manager					
Dublin €		38,000 - 42,000	43,000 - 56,000	54,000 - 63,000	70,000 +
Belfast £		29,000 - 37,000	37,000 - 42,000	41,000 - 48,000	52,000 +
Developmental Underwriter					
Dublin €		36,000 - 39,000	39,000 - 45,000	45,000 - 60,000	60,000 +
Belfast £		28,000 - 33,000	33,000 - 37,000	37,000 - 42,500	42,500 +
Underwriter - General					
Dublin €		26,000 - 30,000	30,000 - 37,000	37,000 - 54,000	54,000 +
Belfast £		18,000 - 28,000	28,000 - 33,000	33,000 - 40,000	40,000 +
Underwriter - Life					
Dublin €		28,000 - 33,000	33,000 - 40,000	42,000 - 56,000	58,000 +
Belfast £		22,000 - 25,000	26,000 - 29,000	29,000 - 35,000	37,000 +
Trainee Underwriter					
Dublin €		24,000 - 28,000	28,000 - 33,000	N/A	N/A
Belfast £		21,000 - 23,000	23,000 - 25,000	N/A	N/A
Wealth Manager					
Dublin €		38,000 - 42,000	45,000 - 50,000	50,000 - 65,000	68,000 +
Belfast £		32,000 - 37,000	36,000 - 40,000	43,000 - 54,000	54,000 +
Compliance Manager					
Dublin €		45,000 - 52,000	55,000 - 68,000	69,000 - 75,000	78,000 +
Belfast £		29,000 - 31,000	30,000 - 38,000	39,000 - 47,000	47,000 +
Pensions Consultant					
Dublin €		33,000 - 38,000	38,000 - 45,000	45,000 - 56,000	57,000 +
Belfast £		21,000 - 28,000	26,000 - 34,000	35,000 - 42,000	42,000 +
Pensions Administrator					
Dublin €		23,000 - 26,000	27,000 - 33,000	33,000 - 44,000	46,000 +
Belfast £		19,000 - 22,000	23,000 - 27,000	26,000 - 31,000	32,000 +
Life Administrator					
Dublin €		22,000 - 25,000	25,000 - 30,000	31,000 - 44,000	46,000 +
Belfast £		18,000 - 23,000	23,000 - 26,000	27,000 - 29,000	30,000 +

(In regional areas the difference in salaries is approximately 17% less than their Dublin counterparts)

Job Title	1 - 3 Years	3 - 5 Years	5 - 10 Years	10+ Years
Corporate Broker				
Dublin €	30,000 - 36,000	36,000 - 48,000	49,000 - 68,000	70,000 +
Belfast £	22,000 - 25,000	28,000 - 32,000	31,000 - 42,000	52,000 +
Corporate Servicing Executive				
Dublin €	28,000 - 33,000	32,000 - 38,000	38,000 - 47,000	47,000 +
Belfast £	19,000 - 23,000	23,000 - 28,000	29,000 - 32,000	32,000 +
Account Handler				
Dublin €	23,000 - 26,000	27,000 - 34,000	34,000 - 42,000	44,000 +
Belfast £	18,000 - 23,000	23,000 - 27,000	28,000 - 32,000	33,000 +
Personal Lines				
Dublin €	20,000 - 24,000	23,000 - 28,000	29,000 - 37,000	37,000 +
Belfast £	18,000 - 21,000	22,000 - 24,000	25,000 - 27,000	29,000 +
Claims Management				
Dublin €	33,000 - 42,000	42,000 - 48,000	48,000 - 57,000	65,000 +
Belfast £	26,000 - 32,000	31,000 - 36,000	37,000 - 43,000	48,000 +
Senior Claims Handler				
Dublin €	28,000 - 33,000	34,000 - 39,000	39,000 - 50,000	52,000 +
Belfast £	23,000 - 27,000	28,000 - 33,000	32,000 - 38,000	38,000 +
Claims Handler				
Dublin €	21,000 - 23,000	24,000 - 30,000	32,000 - 40,000	41,000 +
Belfast £	18,000 - 20,000	20,000 - 24,000	24,000 - 31,000	31,000 +

(In regional areas the difference in salaries is approximately 17% less than their Dublin counterparts)

Incentivising employees is the key to keeping staff in today's Insurance market. More recent times have seen many Brightwater clients make shares available to their key staff, either at a discounted rate or offering shares when certain criteria have been achieved. 2005 saw some broking houses in a position to offer elevated bonuses to high-achieving staff with some bonuses increasing by as much as 40%.

Benefits such as mortgage allowances are obviously very popular. Permanent health insurance and life cover are additional benefits that are almost de rigeur in the insurance employment market and give today's employee an enviable measure of comfort.

There has been a noticeable upsurge in the demand for high calibre wealth managers with particular technical expertise within property for investment purposes. Another key growth area within insurance is compliance due to new regulations set out by the Financial Services Regulatory Authority. This trend looks set to continue throughout 2006.

Engineering & Construction

Job Title	Dublin €	Regional €	Belfast £
Engineering			
Electronic Design Engineer	40,000 - 55,000	36,000 - 60,000	23,000 - 35,000
Mechanical Design Engineer	30,000 - 45,000	26,000 - 45,000	23,000 - 35,000
Production Manager	38,000 - 54,000	33,000 - 43,000	25,000 - 40,000
Program Manager	40,000 - 60,000	35,000 - 55,000	30,000 - 35,000
Maintenance Engineer	30,000 - 45,000	26,000 - 40,000	16,000 - 25,000
Service Engineer	28,000 - 45,000	26,000 - 40,000	18,000 - 25,000
Quality Engineer	40,000 - 60,000	35,000 - 50,000	20,000 - 30,000
Process Engineer	40,000 - 60,000	35,000 - 54,000	20,000 - 30,000
Manufacturing Engineer	40,000 - 60,000	36,000 - 54,000	20,000 - 25,000
Commissioning Engineer	40,000 - 55,000	30,000 - 45,000	20,000 - 32,000
Building & Civil Contractors			
Senior Civil Engineer	50,000 - 70,000	40,000 - 60,000	30,000 - 35,000
Civil Engineer	35,000 - 50,000	30,000 - 45,000	16,000 - 30,000
Senior Structural Engineer	45,000 - 65,000	40,000 - 55,000	30,000 - 35,000
Structural Engineer	40,000 - 55,000	35,000 - 48,000	16,000 - 30,000
Senior Quantity Surveyor	40,000 - 60,000	35,000 - 52,000	30,000 - 40,000
Quantity Surveyor	30,000 - 50,000	28,000 - 42,000	18,000 - 30,000
Senior Estimator	36,000 - 50,000	30,000 - 45,000	30,000 - 40,000
Estimator	30,000 - 40,000	26,000 - 35,000	18,000 - 30,000
Senior Site Engineer	40,000 - 50,000	30,000 - 45,000	28,000 - 32,000
Site Engineer	35,000 - 50,000	28,000 - 42,000	18,000 - 28,000
Contracts Manager	40,000 - 65,000	34,000 - 55,000	32,000 - 38,000
Site Foreman	45,000 - 65,000	40,000 - 60,000	30,000 - 35,000
Site Manager	45,000 - 60,000	40,000 - 60,000	30,000 - 35,000
Electrical Engineer	30,000 - 45,000	28,000 - 40,000	18,000 - 30,000
Mechanical Engineer	45,000 - 65,000	35,000 - 56,000	18,000 - 30,000
CAD Technician	30,000 - 40,000	26,000 - 39,000	15,000 - 20,000
Consultancy / Practice			
Architect	30,000 - 50,000	26,000 - 45,000	16,000 - 35,000
Planner	30,000 - 50,000	26,000 - 45,000	16,000 - 30,000
Electrical Engineer - Building Services	30,000 - 48,000	28,000 - 40,000	16,000 - 35,000
Mechanical Engineer - Building Services	40,000 - 65,000	35,000 - 56,000	16,000 - 35,000
Quantity Surveyor	30,000 - 45,000	28,000 - 42,000	16,000 - 30,000
Building Surveyor	30,000 - 48,000	26,000 - 45,000	16,000 - 30,000
Civil Engineer	35,000 - 55,000	28,000 - 43,000	16,000 - 32,000
Structural Engineer	40,000 - 55,000	35,000 - 48,000	16,000 - 30,000
Transport Planner	30,000 - 50,000	26,000 - 48,000	16,000 - 32,000
CAD Technician	30,000 - 40,000	26,000 - 39,000	15,000 - 20,000

Typical benefits include healthcare, car / car allowance, fuel allowance or pension. In addition to these benefits, some positions may carry bonuses based on individual and company performance and seniority level.

The manufacturing sector is still continuing to decline. Many engineering companies have had facilities closed down or have relocated to countries with lower labour costs.

The Engineering and Construction market is still buoyant. This is a direct result of the growing numbers of building and industrial contracts throughout the whole of Ireland. Recruitment for professional and non-professional staff in the field continues to grow. Overall demand outweighs candidate availability and this looks set to continue in 2006.

Information Technology

Job Title	Dublin €	Regional €	Belfast £
IT Permanent			
Chief Technology Officer (CTO)	70,000 - 130,000	57,500 - 105,000	40,000 - 58,000
Operations / IT Manager	70,000 - 90,000	57,500 - 72,500	45,000 - 58,000
Engineering / Development Manager	65,000 - 90,000	53,500 - 75,000	47,000 - 55,000
Technical Architect	60,000 - 82,000	50,000 - 67,500	38,000 - 52,000
Programme Manager	65,000 - 95,000	52,000 - 75,000	40,000 - 55,000
Project Manager	40,000 - 70,000	33,000 - 57,500	40,000 - 50,000
QA / Test Manager	50,000 - 65,000	40,000 - 52,000	16,000 - 28,000
Senior Engineer / Technical Team Lead	45,000 - 70,000	35,000 - 57,500	35,000 - 48,000
Software Engineer / Developer	25,000 - 52,000	20,000 - 42,000	18,000 - 28,000
Database Administrator	25,000 - 65,000	22,500 - 55,000	16,000 - 22,000
GUI Developer	24,000 - 50,000	20,000 - 42,000	16,000 - 28,000
Multimedia Designer	23,000 - 47,000	18,000 - 38,000	18,000 - 32,000
Business Analyst / Consultant	32,000 - 63,000	26,000 - 51,000	20,000 - 38,000
Technical Publications Manager	45,000 - 60,000	36,000 - 50,000	25,000 - 34,000
Technical Writer / Editor	25,000 - 55,000	21,000 - 45,000	16,000 - 28,000
Localisation Engineer	25,000 - 45,000	21,000 - 37,000	16,000 - 27,000
QA / Test Engineer	25,000 - 50,000	20,000 - 41,000	16,000 - 28,000
Systems Analyst	28,000 - 50,000	23,000 - 41,000	26,000 - 30,000
Network / Technical Support Engineer	25,000 - 50,000	20,000 - 41,000	19,000 - 26,000

Job Title	Dublin € (daily)	Regional € (daily)	Belfast £ (daily)
IT Contract			
Programme Manager	500 - 1,000	400 - 800	165 - 330
Interim Manager / Consultant	600 - 900	480 - 720	200 - 300
ERP Technical Consultant	400 - 660	320 - 528	125 - 210
ERP Functional Consultant	500 - 900	400 - 720	180 - 300
Database Analyst / Architect	400 - 900	320 - 720	145 - 300
Datawarehousing Consultant	400 - 800	320 - 640	145 - 270
Project Manager	400 - 600	320 - 480	145 - 250
Business Analyst	325 - 500	260 - 400	125 - 185
Software Engineer / Developer	325 - 475	260 - 380	125 - 185
GUI Developer	320 - 450	280 - 380	125 - 185
QA / Test Engineer	300 - 400	240 - 320	100 - 165
Network / Technical Support Engineer	250 - 400	200 - 320	100 - 165
Localisation Engineers	225 - 350	180 - 280	65 - 125
Technical Writer / Editor	250 - 400	200 - 320	80 - 145
Database Administrator	300 - 600	240 - 480	100 - 165
DTP / Documentation Specialist	250 - 350	200 - 280	80 - 125
Multimedia Designer	250 - 450	200 - 360	80 - 145

The above contract rates are client charge rates.

Recruitment in the IT area remains buoyant. The number of permanent hires has increased steadily over the last 12 months. We have seen an 11% rise in registered vacancies in the first half of 2005, compared to the last half of 2004. The most notable trend has been the lack of qualified candidates in application development and business analysis and a marked decrease in available candidates with J2EE and .Net skills. Multiple job offer situations are becoming more frequent causing a knock-on effect in salaries.

This reduction in the number of experienced candidates has increased both permanent salaries and contract rates. Companies are becoming less cost sensitive when it comes to securing the correct skills. This trend looks set to continue into 2006.

Sales & Marketing

Job Title	Base Range €	OTE Range €
IT Sales		
Sales Director (T/O > 50m)	100,000 - 120,000	180,000 - 250,000
Sales Director (T/O < 50m)	80,000 - 105,000	160,000 - 200,000
Sales Manager (T/O > 50m)	55,000 - 80,000	85,000 - 110,000
Sales Manager (T/O < 50m)	40,000 - 70,000	60,000 - 90,000
Senior Software Sales	55,000 - 85,000	110,000 - 180,000
Senior Hardware Sales	45,000 - 65,000	95,000 - 140,000
Senior Solution Sales	50,000 - 65,000	100,000 - 130,000
Senior Account Manager	45,000 - 60,000	70,000 - 90,000
Account Manager	35,000 - 45,000	55,000 - 75,000
Channel Manager	35,000 - 60,000	60,000 - 85,000
Field Sales Executive	30,000 - 40,000	60,000 - 80,000
FMCG Sales		
Sales Director (T/O > 50m)	90,000 - 120,000	130,000 - 190,000
Sales Director (T/O < 50m)	65,000 - 90,000	100,000 - 120,000
National Sales Manager	55,000 - 80,000	70,000 - 92,000
National Account Manager	55,000 - 70,000	66,000 - 85,000
Sales Manager	40,000 - 60,000	46,000 - 66,000
Key Account Manager	42,000 - 53,000	54,000 - 62,000
Field Sales	35,000 - 47,000	30,000 - 48,000
Pharmaceutical Sales		
Sales Director (T/O > 50m)	80,000 - 120,000	120,000 - 150,000
Sales Director (T/O < 50m)	80,000 - 120,000	120,000 - 150,000
Sales Manager	65,000 - 80,000	80,000 - 90,000
Product Manager	50,000 - 60,000	N/A
Field Sales (2-5 years experience)	40,000 - 55,000	55,000 - 75,000
Field Sales (1-2 years experience)	35,000 - 40,000	50,000 - 60,000
Service & Other Sectors		
Sales Director	60,000 - 120,000	80,000 - 164,000
Sales Manager	41,000 - 70,000	54,000 - 96,000
Key / National Account Manager	36,000 - 54,000	48,000 - 64,000
Field Sales Executive	30,000 - 39,000	37,000 - 50,000

2005 has been a very busy year for sales recruitment. This is across all sectors, particularly healthcare, FMCG and IT. However a number of other sectors including construction, distribution and logistics have also seen high demand for experienced sales people during the past year.

FMCG Sales

The FMCG market is looking healthy at the moment with experienced National Account Managers and Commercial Managers in demand. Senior brand and product managers with food / drink experience are also experiencing a relatively buoyant market.

IT Sales

Given the competitive nature of the IT and software sales market, high-performing sales professionals are in demand, as such they command good basic salaries and excellent OTEs. Some companies are "thinking outside the package" and aiming to incentivise through extras such as trips abroad, highly comprehensive health insurance and days in lieu.

Pharmaceutical / Healthcare Sales

It has been a difficult year for employers in the Pharmaceutical / Healthcare sector with the supply of experienced sales people being outstripped significantly by the demand for such professionals. There has been less of a tendency to hire science graduates directly from college, or nurses directly from hospitals and a premium has been put on sales experience in either a GP or hospital setting. This has had a knock-on effect on base salaries being offered, with experienced hospital sales professionals being able to command higher base salaries.

Sales & Marketing

Job Title	Base Range €	OTE Range €
Marketing		
Marketing Director	85,000 - 125,000	N/A
Marketing Manager	55,000 - 78,000	N/A
Marketing Assistant	25,000 - 34,000	N/A
Public Relations Manager	40,000 - 55,000	N/A
Public Relations Executive	20,000 - 30,000	N/A
Product / Brand Manager	45,000 - 55,000	N/A
Category Manager	40,000 - 55,000	N/A
Category Analyst	28,000 - 40,000	N/A

Marketing

There has been a general "pick-up" in marketing recruitment although it does not pose the same problems for employers as in sales, in that suitably qualified candidates are easier to find. Category, Product and Brand Management are the key areas in which marketing-based recruitment is occurring.

Supply Chain & Logistics

Job Title	Dublin €	Regional €	Belfast £
Head of Supply Chain	80,000 - 120,000	65,000 - 95,000	30,000 - 40,000
Operations Manager	60,000 - 75,000	50,000 - 65,000	25,000 - 35,000
Materials Manager	60,000 - 75,000	50,000 - 65,000	25,000 - 30,000
Purchasing Manager	55,000 - 75,000	45,000 - 65,000	25,000 - 30,000
Logistics Manager	55,000 - 75,000	45,000 - 65,000	25,000 - 30,000
Commodity Manager	50,000 - 75,000	43,000 - 65,000	25,000 - 30,000
Senior Buyer / Planner	50,000 - 60,000	43,000 - 50,000	22,000 - 25,000
Logistics / Supply Chain Analyst	40,000 - 50,000	35,000 - 45,000	23,000 - 26,000
Warehouse Manager	40,000 - 50,000	35,000 - 45,000	20,000 - 30,000
Buyer / Planner	35,000 - 45,000	30,000 - 40,000	18,000 - 22,000
Order Management Officer	25,000 - 35,000	21,000 - 30,000	15,000 - 18,000
Purchasing Officer	25,000 - 35,000	21,000 - 30,000	15,000 - 18,000

Recruitment levels within Supply Chain & Logistics remained solid throughout 2005. However cost-cutting and relocation overseas has led to a decrease in the number of supply chain roles available within manufacturing. This has meant a steady flow of highly experienced supply chain candidates onto the market.

The main areas of growth included Retail, Construction, and Pharmaceutical, with core supply chain skills (particularly in procurement process and procedures) being more important than sector background. The market was slow at senior levels with the majority of positions arising at Buying / Planning Manager and more junior levels. In general, salaries for 2005 increased in line with inflation. There was a tendency to structure remuneration packages with very attractive bonus scheme options.

Science & Pharmaceutical

Job Title	Dublin €	Cork €	Regional €
Director Of Quality	80,000 - 100,000	80,000 - 100,000	70,000 - 90,000
Quality Manager	55,000 - 70,000	55,000 - 70,000	45,000 - 60,000
Qualified Person	60,000 - 75,000	60,000 - 75,000	60,000 - 75,000
QA/QC Supervisor	40,000 - 50,000	40,000 - 50,000	35,000 - 45,000
QA/QC Analyst (1-3 years experience)	25,000 - 35,000	25,000 - 35,000	25,000 - 30,000
QA/QC Analyst (3+ years experience)	35,000 - 40,000	35,000 - 40,000	32,000 - 36,000
Quality Engineer (3+ years experience)	40,000 - 55,000	40,000 - 55,000	40,000 - 50,000
Validation Manager	55,000 - 70,000	55,000 - 70,000	50,000 - 65,000
Validation Engineer (1-3 years experience)	30,000 - 40,000	30,000 - 40,000	25,000 - 35,000
Validation Engineer (3+ years experience)	40,000 - 55,000	40,000 - 55,000	40,000 - 50,000
Analytical Chemist (1-3 years experience)	30,000 - 40,000	30,000 - 40,000	30,000 - 35,000
Analytical Chemist (3+ years experience)	40,000 - 50,000	40,000 - 50,000	35,000 - 45,000
Documentation Officer	23,000 - 30,000	23,000 - 30,000	22,000 - 27,000
Microbiology Analyst (1-3 years experience)	25,000 - 30,000	25,000 - 30,000	22,000 - 27,000
Microbiology Analyst (3+ years experience)	30,000 - 40,000	30,000 - 40,000	30,000 - 35,000
Health and Safety Officer	25,000 - 35,000	25,000 - 35,000	25,000 - 30,000
Environmental Officer	27,000 - 33,000	27,000 - 33,000	25,000 - 30,000
Regulatory and Clinical			
Regulatory Affairs Manager	65,000 - 75,000	65,000 - 75,000	60,000 - 70,000
Senior Regulatory Affairs Officer	45,000 - 50,000	45,000 - 50,000	35,000 - 45,000
Regulatory Affairs Officer	30,000 - 40,000	30,000 - 40,000	30,000 - 35,000
Clinical Operations Manager	60,000 - 70,000	60,000 - 65,000	50,000 - 60,000
Clinical Research Officer	35,000 - 45,000	35,000 - 45,000	30,000 - 40,000
Clinical Data Manager	25,000 - 35,000	25,000 - 35,000	25,000 - 30,000
Production and Materials			
Materials Manager	60,000 - 75,000	60,000 - 75,000	55,000 - 65,000
Buyer / Planner (1-3 years experience)	30,000 - 35,000	30,000 - 35,000	27,000 - 32,000
Buyer / Planner (3+ years experience)	35,000 - 42,000	35,000 - 42,000	32,000 - 35,000
Production Manager	60,000 - 75,000	60,000 - 75,000	55,000 - 65,000
Production Supervisor	35,000 - 45,000	35,000 - 45,000	30,000 - 40,000
Production Operatives	18,000 - 25,000	18,000 - 25,000	18,000 - 23,000
Research and Development			
Process Chemist (1-3 years experience)	32,000 - 38,000	32,000 - 38,000	30,000 - 35,000
Process Chemist (3+ years experience)	40,000 - 45,000	40,000 - 45,000	45,000 - 40,000
Development Chemist (1-3 years experience)	32,000 - 38,000	32,000 - 38,000	30,000 - 35,000
Development Chemist (3+ years experience)	40,000 - 50,000	40,000 - 50,000	35,000 - 45,000
Formulations Scientist (3+ years experience)	40,000 - 50,000	40,000 - 50,000	35,000 - 45,000

Overall throughout 2005, movement within the Pharmaceutical sector has remained steady. There has been marked growth in the biopharmaceutical sector with a number of high-profile companies significantly increasing head-count and some new international companies setting up European Headquarters in Ireland this year.

It has also been a relatively successful year in the indigenous biotechnology sector with some speciality organisations achieving significant levels of funding and increasing staffing levels. These trends have increased the demands for candidates from Life Sciences backgrounds with industry experience in areas such as cell culture, purification and assay development.

Science & Pharmaceutical

On the manufacturing side of the pharmaceutical sector, a large number of companies have been recruiting on a replacement basis only, with a number of others expanding slightly during the year. Demand was very high for regulatory personnel at all levels, with candidates with as little as one year's industry experience having the capacity to command quite high salary levels when changing jobs.

Other areas of relatively high demand include process chemistry, validation engineering and Qualified Person (QPs). These are areas where definite skill shortages exist.

Executive

Job Title	Dublin €	Regional €	Belfast £
General			
Managing Director (T/O > 10m)	150,000 - 240,000	120,000 - 180,000	90,000 - 160,000
Managing Director (T/O < 10m)	100,000 - 130,000	85,000 - 110,000	60,000 - 95,000
Finance Director (T/O > 10m)	110,000 - 180,000	80,000 - 110,000	55,000 - 90,000
Finance Director (T/O < 10m)	80,000 - 110,000	70,000 - 90,000	45,000 - 70,000
Financial Services			
Managing Director	120,000 - 200,000	N/A	75,000 - 100,000
Head of Major Function	90,000 - 150,000	N/A	55,000 - 80,000
Head of Finance	90,000 - 120,000	N/A	45,000 - 80,000
Head of Operations	80,000 - 120,000	N/A	45,000 - 70,000

Typical benefits for Executive level roles often include tailored made benefits around the suitable candidate. Normal benefits can include bonuses ranging from 15% to 100% of the annual salary (dependent on personal and company performance), healthcare, pension, car / car allowance, share options, club and professional subscriptions. In some cases equity can also form part of the package.

Similarly to the previous year, salary levels within the Executive market have not seen a substantial growth. Most opportunities have been with new entries to the market as opposed to turnover levels in existing businesses.

Key areas of growth in Financial Services include Senior Banking roles across both commercial and corporate sectors. Sign-on bonuses and / or guaranteed bonuses for the first year are commonplace to attract the right candidate to make the move.

Human Resources

Companies over 750 employees

Job Title	Dublin €	Regional €	Belfast £
HR Director	150,000 - 200,000	75,000 - 100,000	46,000 - 70,000
Compensation & Benefits Manager	80,000 - 125,000	47,000 - 68,000	28,000 - 45,000
HR Manager / Business Partner	60,000 - 90,000	50,000 - 75,000	28,000 - 50,000
Recruitment Manager	40,000 - 60,000	34,000 - 52,000	22,000 - 34,000
IR / Employee Relations Manager	50,000 - 70,000	45,000 - 60,000	22,000 - 25,000
HR Generalist	45,000 - 50,000	30,000 - 38,000	20,000 - 23,000
HR Officer	28,000 - 34,000	24,000 - 30,000	18,000 - 28,000
Recruitment Specialist	24,000 - 40,000	22,000 - 36,000	14,000 - 24,000
HR / Recruitment Administrator	23,000 - 30,000	21,000 - 27,000	11,000 - 14,000
HR Graduate	20,000 - 26,000	20,000 - 26,000	9,000 - 14,000

Companies up to 750 employees

Job Title	Dublin €	Regional €	Belfast £
HR Director	90,000 - 150,000	75,000 - 100,000	40,000 - 65,000
Compensation & Benefits Manager	55,000 - 80,000	47,000 - 68,000	25,000 - 40,000
HR Manager / Business Partner	50,000 - 75,000	50,000 - 75,000	25,000 - 47,000
Recruitment Manager	40,000 - 60,000	34,000 - 52,000	20,000 - 30,000
IR / Employee Relations Manager	50,000 - 70,000	45,000 - 60,000	20,000 - 25,000
HR Generalist	35,000 - 43,000	30,000 - 38,000	18,000 - 22,000
HR Officer	28,000 - 34,000	24,000 - 30,000	15,000 - 28,000
Recruitment Specialist	24,000 - 40,000	22,000 - 36,000	14,000 - 24,000
HR / Recruitment Administrator	23,000 - 30,000	21,000 - 27,000	11,000 - 14,000
HR Graduate	20,000 - 26,000	20,000 - 26,000	9,000 - 14,000

All companies

Job Title	Dublin €	Regional €	Belfast £
Learning & Development Director	90,000 - 140,000	85,000 - 130,000	35,000 - 65,000
Learning & Development Manager	45,000 - 60,000	40,000 - 55,000	20,000 - 35,000
Training Specialist	35,000 - 43,000	32,000 - 36,000	20,000 - 37,000
Training Officer / Co-ordinator	28,000 - 35,000	25,000 - 32,000	15,000 - 28,000
Training Administrator	23,000 - 30,000	23,000 - 27,000	11,000 - 15,000

It has been noticed that the number of opportunities for those seeking a move has increased, both laterally to gain more experience within a different sector or across the broader HR arena. In addition, specialist areas within HR have become more prevalent in the last few months, including a significant increase in the number of positions focusing on recruitment, compensation & benefits / reward and learning & development.

There has also been a notable increase in employing staff in both short and long term contract bases at all levels, suggesting companies are more willing to invest in HR for specific projects. 2006 will see more opportunities at the executive end of the scale than have existed over the past 18 months.

It is worth noting that salary brackets have widened, further demonstrating a relative increase at the upper end of each salary band while at the same time reflecting the improved market at the junior to mid levels. In short, confidence and demand in the HR sector seems to be continuing into 2006 reflecting a stronger market than we have seen in the last couple of years.

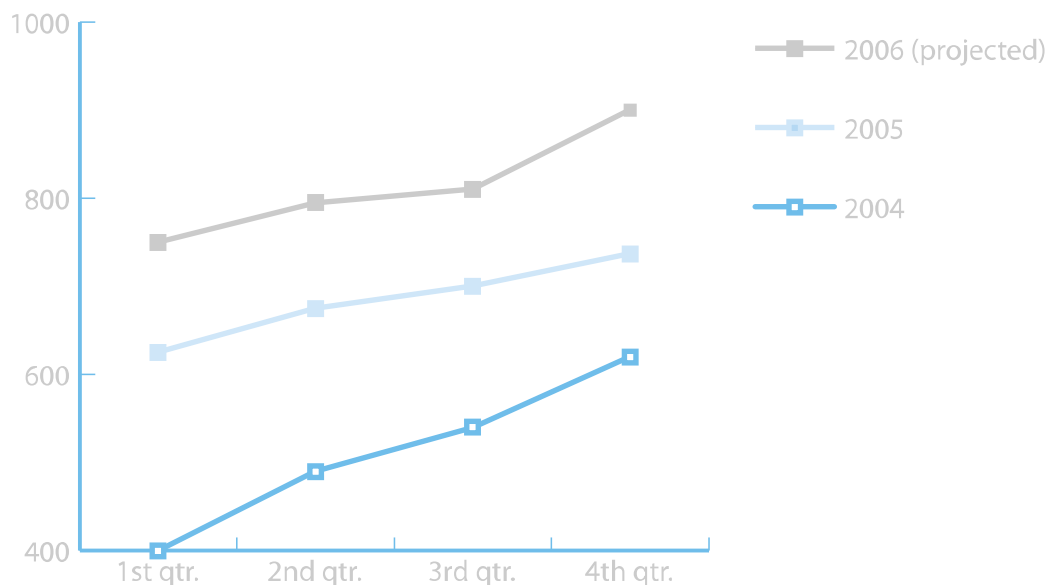
Northern Ireland Market Profile

Northern Ireland currently ranks fifth in a league table of the 12 fastest growing regions in the UK. The future is looking good for the region with new billion pound property developments such as the Titanic Quarter planned for Belfast and the peace process finally coming to fruition.

Belfast has many of the advantages today that made Dublin such an attractive place of investment over 15 years ago. Nearly 50% of the city's population is under 30 and almost 60% of all young people gain a 3rd level qualification. The educated workforce is one of the province's main selling points with major successes occurring in the software, technology, telecoms and financial sectors. Renewed confidence in Northern Ireland has led the region to aim for the level of economic success that the Republic has enjoyed in recent years. Some economists however are warning that the private sector must be further developed in order to emulate the Republic's success. Over one in three jobs at the moment in Northern Ireland is in the public sector. One of the most significant economic challenges facing the region is how to change from a public sector led economy to a private one while also guaranteeing that public sector money will help fund further job creation over the next ten years.

Northern Ireland offers highly competitive operational costs for investors and supports a below average unemployment rate and the UK's lowest absenteeism rates. It also has one of the lowest rates of labour disputes in Europe. This is set to continue well into 2006 with the outlook remaining positive.

Job Growth Figures



This diagram charts the increase in the number of jobs in Northern Ireland registered with Brightwater during 2005 since 2004 and using 2003 as a comparative base figure of 400 to track growth. It also shows the anticipated number of jobs that will be registered during 2006 (based on forecasts from recruiters across various sectors).

This survey was conducted by Brightwater in October 2005. A selection of over 800 companies were surveyed which ranged from SME businesses to blue chip organisations. These figures are anticipated to reflect market rates for the year October 2005 to October 2006.



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