



Storm Recruitment

SALARY SURVEY 2021



Section 1 – Accountancy

Section 2 – Insurance

Section 3 – Office Support & HR

Section 4 – Sales

Section 5 – Marketing

Section 6 – Engineering, Production & Manufacturing

Section 7 – Supply Chain & Logistics

Accountancy: Large Companies

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---------------------------------------|---------------|-----------------|
| Financial Director/CFO | €115k – €185k | €80k – €160k |
| Financial Controller | €95k – €120k | €70k – €110k |
| Group Financial Controller | €95k – €125k | €80k – €90k |
| Finance Business Partner | €70k – €95k | €65k – €80k |
| Head of Financial Reporting | €77k – €105k | €65k – €75k |
| Group Treasury Manager | €90k – €130k | €75k – €95k |
| Finance Manager | €70k – €90k | €65k – €75k |
| Revenue Manager | €70k – €90k | €65k – €70k |
| Project Accountant | €60k – €80k | €55k – €60k |
| Group Accountant | €55k – €65k | €50k – €60k |
| Financial Analyst | €55k – €75k | €50k – €60k |
| Senior Financial Accountant | €70k – €80k | €60k – €70k |
| Financial Accountant | €55k – €65k | €50k – €60k |
| Financial Reporting Accountant | €55k – €65k | €50k – €60k |
| Revenue Accountant | €60k – €70k | €60k – €70k |
| Management Accountant | €55k – €65k | €50k – €55k |

Accountancy: Internal Audit

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|-------------------------------|---------------|-----------------|
| Head of Internal Audit | €100k – €160k | €80k – €130k |
| Internal Audit Manager | €75k – €90k | €60k – €75k |
| Internal Auditor | €55k – €70k | €55k – €65k |

Accountancy: Part – Qualified

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| Assistant Financial Accountant | €45k – €50k | €35k – €40k |
| Assistant Management Accountant | €35k – €48k | €30k – €35k |
| Trainee Accountant (P/Q 2+years) | €35k – €40k | €30k – €37k |
| Trainee Accountant (P/Q 1-2 years) | €28k – €32k | €25k – €30k |
| Graduate / Trainee Accountant | €25k – €28k | €22k – €25k |
| Analyst | €40k – €50k | €40k – €50k |

Accountancy: Accounts Staff

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|-------------------------------|---------------|-----------------|
| Payroll Manager | €55k – €70k | €45k – €65k |
| Payroll Clerk | €30k – €45k | €30k – €35k |
| AP Manager | €55k – €70k | €47k – €65k |
| AR Manager | €55k – €70k | €47k – €65k |
| AP Clerk | €28k – €38k | €25k – €35k |
| Credit Control Manager | €55k – €70k | €45k – €65k |
| Credit Control Clerk | €32k – €45k | €25k – €35k |
| Accounts Assistant | €30k – €45k | €25k – €35k |

Insurance: General / Life Insurance

| <i>Job Title</i> | <i>Ireland</i> |
|---|----------------|
| Underwriting Director | €95k – €155k |
| Commercial Underwriting Manager | €85k – €100k |
| Commercial Underwriter (5-10 years' exp.) | €55k – €85k |
| Commercial Underwriter (1-5 years' exp.) | €35k – €55k |
| Assistant Underwriter (1-3 years' exp.) | €28k – €40k |
| Personal Lines Manager | €65k – €85k |
| Personal Lines Underwriter | €40k – €55k |
| Personal Lines Executive | €28k – €40k |
| Life Underwriter (3-9 years' exp.) | €50k – €85k |
| Operations Manager | €60k – €80k |
| Client Services Supervisor | €45k – €65k |
| Client Services Administrator | €28k – €40k |
| Pensions Administrator | €30k – €45k |
| Pensions Consultant | €45k – €80k |
| Claims Analyst | €35k – €55k |
| Claims Team Manager | €50k – €75k |
| Claims Handler/Assessor (1-10 years' exp.) | €28k – €55k |

Insurance: Broking

| <i>Job Title</i> | <i>Ireland</i> |
|--|----------------|
| Senior Commercial Account Executive/Client Director (10+ years' exp.) | €75k – €125k |
| Commercial Account Manager | €45k – €65k |
| Commercial Account Executive (1-10 years' exp.) | €30k – €55k |
| Personal Lines Manager | €35k – €55k |
| Personal Lines Executive | €26k – €40k |
| Financial Adviser | €35k – €55k |
| Life Admin/Sales Support | €28k – €40k |
| Claims Handler/Assessor | €30k – €45k |

Office Support & HR: Office Roles

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---------------------------------|---------------|-----------------|
| Executive Assistant | €45k – €75k | €35k – €65k |
| Senior PA | €40k – €55k | €35k – €50k |
| Junior PA Office Manager | €35k – €45k | €25k – €35k |
| Senior Legal Secretary | €35k – €50k | €30k – €40k |
| Junior Legal Secretary | €30k – €40k | €25k – €35k |
| Office Manager | €40k – €60k | €35k – €55k |
| Senior Receptionist | €28k – €38k | €25k – €36k |
| Junior Receptionist | €23k – €28k | €22k – €25k |
| Senior Administrator | €35k – €40k | €27k – €36k |
| Junior Administrator | €23k – €28k | €22k – €28k |

Office Support & HR: HR Generalist

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| HR Director | €95k – €155k | €95k – €150k |
| HR Manager/HR Business Partner | €55k – €75k | €50k – €75k |
| Senior HR Manager/Senior HR Business Partner | €75k – €100k | €70k – €95k |
| HR Advisor | €45k – €60k | €40k – €50k |
| HR Generalist/HR Officer | €40k – €50k | €36k – €48k |
| HR Administrator | €30k – €40k | €27k – €35k |
| HR Graduate | €24k – €28k | €22k – €25k |

Office Support & HR: Reward / Compensation & Benefits

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|----------------------------------|---------------|-----------------|
| C&B/Reward Manager | €75k – €115k | €70k – €100k |
| C&B/Reward Specialist | €55k – €80k | €45k – €65k |

Office Support & HR: Recruitment / Talent Acquisition

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| Recruitment/Talent Acquisition Manager | €65k – €85k | €55k – €75k |
| Recruitment Specialist | €40k – €60k | €38k – €55k |

Sales: ICT

| <i>Job Title</i> | <i>Dublin Base</i> | <i>Dublin OTE</i> | <i>Regional Base</i> | <i>Regional OTE</i> |
|---|--------------------|-------------------|----------------------|---------------------|
| Sales Director | €90k – €150k | €120k – €175k | €80k – €110k | €100k – €145k |
| Sales Manager | €65k – €90k | €90k – €170k | €50k – €70k | €70k – €100k |
| Business Development Manager | €65k – €90k | €85k – €150k | €50k – €65k | €60k – €100k |
| Business Development Executive | €40k – €55k | €50k – €90k | €30k – €45k | €45k – €55k |
| Account Manager | €40k – €60k | €60k – €80k | €30k – €50k | €45k – €70k |
| Technical Sales Executive | €35k – €50k | €50k – €65k | €35k – €45k | €40k – €60k |
| Inside Sales/Telesales Team Leader | €40k – €55k | €50k – €70k | €30k – €45k | €35k – €60k |
| Inside Sales/Telesales Executive | €30k – €40k | €40k – €60k | €25k – €35k | €28k – €40k |

Sales: FMCG

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---------------------------------|---------------|-----------------|
| Head of Sales | €120k – €175k | €90k – €150k |
| Commercial Manager | €95k – €130k | €85k – €100k |
| Area/Regional Manager | €85k – €100k | €65k – €80k |
| National Account Manager | €80k – €100k | €70k – €85k |
| Key Account Manager | €50k – €65k | €45k – €55k |
| Customer Account Manager | €70k – €90k | €50k – €70k |
| Territory Sales Manager | €50k – €65k | €40k – €55k |
| Field Sales Rep | €40k – €55k | €30k – €40k |
| Van Sales Rep | €32k – €40k | €25k – €35k |
| Merchandiser | n/a | €25k – €30k |

Sales: B2B

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| Country Sales Director | €120k – €170k | €95k – €135k |
| Country Sales Manager | €90k – €125k | €80k – €95k |
| Territory Sales Manager | €80k – €100k | €65k – €80k |
| Sales & Marketing Manager | €65k – €80k | €50k – €70k |
| Key Account Manager | €65k – €100k | €50k – €70k |
| Client Services Manager | €70k – €90k | €65k – €85k |
| Business Development Manager | €45k – €65k | €40k – €55k |
| Business Development Executive | €40k – €55k | €30k – €40k |
| Business Manager | €70k – €85k | €60k – €75k |
| Product Manager | €80k – €105k | €65k – €85k |
| Field Sales Executive | €35k – €55k | €30k – €38k |
| Inside Sales/Telesales Team Leader | €40k – €55k | €30k – €40k |
| Inside Sales/Telesales Executive | €32k – €45k | €28k – €35k |
| Sales Manager (Team >6 people) | €100k – €125k | €75k – €100k |
| Sales Manager (Team <6 people) | €80k – €110k | €65k – €85k |
| Business Development Manager | €70k – €85k | €60k – €75k |

Marketing:

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|--|---------------|-----------------|
| Marketing Director | €100k – €150k | €85k – €130k |
| Marketing Manager | €60k – €85k | €50k – €75k |
| Marketing Executive (5+ years' exp.) | €40k – €55k | €35k – €50k |
| Marketing Executive (1-5 years' exp.) | €28k – €35k | €26k – €35k |
| Marketing Analyst (2-3 year's exp) | €35k – €55k | €30k – €40k |
| Senior Brand Manager (5+ years' exp.) | €60k – €75k | €50k – €65k |
| Brand Manager (1-5 years' exp.) | €30k – €60k | €30k – €55k |
| Activation/Trade Marketing Manager | €45k – €70k | €35k – €60k |
| Channel Marketing Manager | €40k – €60k | €35k – €55k |
| Customer Marketing Manager | €45k – €60k | €38k – €55k |
| Marketing/Brand Innovation Manager | €45k – €65k | €40k – €60k |

Marketing: PR & Communications

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| PR/Communications Manager | €50k – €70k | €50k – €65k |
| PR/Communications Executive | €35k – €45k | €30k – €45k |
| Marketing & Campaign Manager | €40k – €55k | €35k – €55k |
| Media Advisor/Specialist | €55k – €70k | €45k – €55k |
| Events Manager | €45k – €65k | €40k – €55k |
| Events Executive | €28k – €40k | €28k – €35k |

Marketing: Digital Marketing

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---|---------------|-----------------|
| Online/Digital Marketing Manager | €50k – €75k | €45k – €65k |
| Online/Digital Marketing Executive | €35k – €48k | €30k – €45k |
| e-Commerce Manager | €50k – €80k | €50k – €70k |
| Digital Content Manager | €45k – €65k | €45k – €60k |
| Digital Content Strategist | €40k – €55k | €35k – €45k |
| Community Manager | €45k – €65k | €40k – €60k |
| Social Media Manager | €45k – €65k | €40k – €60k |
| Social Media Executive | €30k – €40k | €25k – €30k |
| SEO Specialist | €35k – €55k | €35k – €50k |
| Internal Communications Manager | €50k – €75k | €50k – €65k |
| Internal Communications Executive | €35k – €45k | €32k – €40k |

Engineering, Production & Manufacturing – Managerial

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|--|---------------|-----------------|
| General Manager | €90k – €140k | €80k – €120k |
| Operations VP Director | €90k – €120k | €80k – €100k |
| Operations Manager | €85k – €115k | €70k – €90k |
| Plant Manager | €85k – €115k | €75k – €95k |
| Production Manager | €70k – €95k | €55k – €70k |
| Engineering Manager | €85k – €115k | €60k – €75k |
| Maintenance Manager | €65k – €85k | €55k – €65k |
| Continuous Improvement Manager | €75k – €100k | €65k – €80k |
| Technical Manager | €60k – €80k | €50k – €70k |
| Quality Manager | €65k – €85k | €55k – €70k |
| H&S Manager | €60k – €80k | €50k – €60k |
| Project Manager | €70k – €95k | €65k – €90k |
| Design Manager | €65k – €80k | €50k – €60k |
| Project Engineer | €60k – €85k | €45k – €50k |
| Continuous Improvement Engineer | €60k – €75k | €45k – €55k |
| Process Engineer | €50k – €65k | €50k – €60k |
| Manufacturing Engineer | €50k – €65k | €50k – €60k |
| Quality Engineer | €50k – €75k | €45k – €55k |
| Health & Safety Engineer | €45k – €60k | €45k – €55k |
| Environmental Engineer | €50k – €65k | €45k – €55k |
| QA Technician | €35k – €50k | €30k – €40k |
| Controls / Automation Engineer | €65k – €85k | €45k – €60k |
| Maintenance Engineer | €50k – €70k | €40k – €50k |
| Maintenance Technician | €40k – €60k | €30k – €45k |

Engineers in Production & Manufacturing

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|--|---------------|-----------------|
| Project Engineer | €60k – €85k | €45k – €50k |
| Lean Six Sigma Engineer | €70k – €85k | €55k – €60k |
| Continuous Improvement Engineer | €60k – €75k | €45k – €55k |
| Process Engineer | €50k – €65k | €50k – €60k |
| Manufacturing Engineer | €50k – €65k | €50k – €60k |
| Quality Engineer | €50k – €75k | €45k – €55k |
| Health & Safety Engineer | €45k – €60k | €45k – €55k |
| Environmental Engineer | €50k – €65k | €45k – €55k |
| QA Technician | €35k – €50k | €30k – €40k |
| QC Technician | €35k – €50k | €30k – €35k |
| Validation Engineer | €70k – €85k | €45k – €50k |
| Controls / Automation Engineer | €65k – €85k | €45k – €60k |
| Maintenance Engineer | €50k – €70k | €40k – €50k |
| Maintenance Technician | €40k – €60k | €30k – €45k |

Engineering, Production & Manufacturing – Technical Services

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|------------------------------|---------------|-----------------|
| Service Manager | €65k – €80k | €45k – €55k |
| Service Engineer | €40k – €50k | €35k – €45k |
| Facilities Manager | €60k – €85k | €50k – €65k |
| Facilities Technician | €45k – €60k | €35k – €40k |

Supply Chain & Logistics

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|--|---------------|-----------------|
| Supply Chain Director | €100k – €180k | €80k – €120k |
| Supply Chain Manager | €80k – €110k | €60k – €80k |
| Supply Chain Specialist | €55k – €75k | €55k – €70k |
| Procurement VP – Director (EMEA/Global) | €100k – €200k | €90k – €145k |
| Head of Procurement | €85k – €140k | €80k – €100k |
| Procurement/Purchasing Manager | €40k – €55k | €38k – €50k |
| Procurement/Purchasing Specialist | €35k – €45k | €32k – €40k |
| Buying Manager | €65k – €75k | €60k – €70k |
| Vendor Manager | €50k – €68k | €48k – €65k |
| Materials Manager | €55k – €70k | €50k – €65k |
| Inventory Manager | €50k – €65k | €50k – €65k |
| Inventory Analyst | €35k – €45k | €35k – €45k |
| Planning Manager | €65k – €85k | €55k – €70k |
| Master Scheduler | €48k – €65k | €45k – €60k |
| Demand/Supply Planner | €50k – €65k | €45k – €50k |
| Production Planner | €45k – €60k | €40k – €52k |
| Buyer/Planner | €50k – €60k | €45k – €55k |
| Senior Buyer | €55k – €70k | €50k – €65k |
| Buyer | €45k – €60k | €42k – €55k |

Logistics

| <i>Job Title</i> | <i>Dublin</i> | <i>Regional</i> |
|---------------------------------------|---------------|-----------------|
| Director of Operations | €90k – €125k | €85k – €110k |
| Plant/Operations Manager | €75k – €110k | €70k – €85k |
| Logistics Manager | €60k – €75k | €50k – €70k |
| Logistics Coordinator | €55k – €70k | €35k – €40k |
| Order Management Team Lead | €40k – €55k | €35k – €45k |
| Order Management Executive | €35k – €45k | €30k – €40k |
| Warehouse Manager | €45k – €70k | €45k – €60k |
| Warehouse Supervisor | €38k – €50k | €35k – €45k |
| Stock Control Manager | €36k – €48k | €35k – €45k |
| Inventory Controller | €32k – €45k | €32k – €45k |
| Transport/Distribution Manager | €50k – €75k | €45k – €60k |
| Transport Supervisor | €40k – €50k | €38k – €46k |
| Shipping Manager | €60k – €75k | €60k – €75k |
| Freight Forwarding | €35k – €48k | €32k – €40k |
| Freight Specialist | €40k – €55k | €38k – €50k |



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