



**Storm
Recruitment**

SALARY SURVEY 2023

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

Accountancy: Large Companies

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Financial Director/CFO	€100k – €180k	€80k – €150k
Financial Controller	€75k – €150k	€70k – €120k
Group Financial Controller	€95k – €125k	€80k – €90k
Finance Business Partner	€70k – €95k	€65k – €80k
Head of Financial Reporting	€75k – €100k	€70k – €85k
Group Treasury Manager	€90k – €130k	€75k – €95k
Finance Manager	€75k – €100k	€65k – €85k
Revenue Manager	€70k – €90k	€65k – €75k
Project Accountant	€65k – €85k	€55k – €70k
Group Accountant	€60k – €75k	€55k – €65k
Financial Analyst	€55k – €70k	€50k – €65k
Senior Financial Accountant	€70k – €90k	€65k – €80k
Financial Accountant	€55k – €70k	€45k – €60k
Financial Reporting Accountant	€55k – €65k	€50k – €60k
Revenue Accountant	€60k – €80k	€60k – €70k
Management Accountant	€55k – €75k	€50k – €65k

Accountancy: Internal Audit

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Head of Internal Audit	€100k – €150k	€80k – €130k
Internal Audit Manager	€80k – €100k	€65k – €85k
Internal Auditor	€50k – €70k	€42k – €65k

Accountancy: Part – Qualified

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Assistant Financial Accountant	€40k – €50k	€35k – €40k
Assistant Management Accountant	€35k – €48k	€30k – €40k
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	€35k – €45k

Accountancy: Accounts Staff

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Payroll Manager	€45k – €65k	€35k – €55k
Payroll Clerk	€30k – €45k	€30k – €35k
AP Manager	€55k – €75k	€47k – €65k
AR Manager	€55k – €70k	€47k – €65k
AP Clerk	€28k – €40k	€25k – €35k
Credit Control Manager	€50k – €75k	€45k – €65k
Credit Control Clerk	€30k – €45k	€25k – €35k
Accounts Assistant	€30k – €45k	€24k – €35k

Insurance

Insurance: General / Life Insurance

<i>Job Title</i>	<i>Ireland</i>
Underwriting Director	€85k – €155k
Commercial Underwriting Manager	€70k – €100k
Commercial Underwriter (5-10 years' exp.)	€50k – €70k
Commercial Underwriter (1-5 years' exp.)	€30k – €55k
Assistant Underwriter (1-3 years' exp.)	€28k – €35k
Personal Lines Manager	€55k – €75k
Personal Lines Underwriter	€30k – €40k
Personal Lines Executive	€28k – €35k
Life Underwriter (3-9 years' exp.)	€45k – €75k
Operations Manager	€45k – €75k
Client Services Supervisor	€45k – €65k
Client Services Administrator	€28k – €40k
Pensions Administrator	€30k – €45k
Pensions Consultant	€45k – €70k
Claims Analyst	€30k – €45k
Claims Team Manager	€40k – €70k
Claims Handler/Assessor (1-10 years' exp.)	€30k – €65k

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	€30k – €40k
Financial Adviser	€32k – €55k
Life Admin/Sales Support	€28k – €40k
Claims Handler/Assessor	€30k – €45k

Office Support & HR

Office Support & HR: Office Roles

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Executive Assistant	€45k – €70k	€35k – €65k
Senior PA	€40k – €55k	€35k – €45k
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	€35k – €45k	€30k – €40k
Junior Receptionist	€23k – €28k	€22k – €25k
Senior Administrator	€35k – €45k	€27k – €40k
Junior Administrator	€23k – €28k	€22k – €28k

Office Support & HR: HR Generalist

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
HR Director	€90k – €155k	€85k – €140k
HR Manager/HR Business Partner	€65k – €80k	€55k – €75k
Senior HR Manager/Senior HR Business Partner	€70k – €95k	€65k – €85k
HR Advisor	€40k – €55k	€35k – €50k
HR Generalist/HR Officer	€40k – €50k	€35k – €45k
HR Administrator	€28k – €40k	€25k – €35k
HR Graduate	€25k – €30k	€22k – €28k

Office Support & HR: Reward / Compensation & Benefits

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
C&B/Reward Manager	€65k – €100k	€60k – €85k
C&B/Reward Specialist	€50k – €65k	€40k – €60k

Office Support & HR: Recruitment / Talent Acquisition

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Recruitment/Talent Acquisition Manager	€55k – €85k	€50k – €75k
Recruitment Specialist	€40k – €60k	€35k – €55k

Sales

Sales: ICT

<i>Job Title</i>	<i>Dublin Base</i>	<i>Dublin OTE</i>	<i>Regional Base</i>	<i>Regional OTE</i>
Sales Director	€80k – €130k	€100k – €165k	€70k – €110k	€90k – €145k
Sales Manager	€65k – €85k	€90k – €150k	€55k – €70k	€70k – €120k
Business Development Manager	€55k – €90k	€85k – €130k	€50k – €85k	€60k – €100k
Business Development Executive	€40k – €55k	€50k – €60k	€30k – €45k	€45k – €55k
Account Manager	€35k – €55k	€50k – €80k	€30k – €50k	€45k – €70k
Technical Sales Executive	€35k – €50k	€50k – €65k	€30k – €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	€30k – €40k

Sales: FMCG

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Head of Sales	€100k – €175k	€90k – €150k
Commercial Manager	€95k – €130k	€85k – €100k
Area/Regional Manager	€70k – €90k	€65k – €80k
National Account Manager	€70k – €100k	€65k – €85k
Key Account Manager	€50k – €65k	€45k – €55k
Customer Account Manager	€60k – €90k	€50k – €70k
Territory Sales Manager	€50k – €70k	€40k – €60k
Field Sales Rep	€35k – €55k	€30k – €45k
Van Sales Rep	€32k – €40k	€30k – €35k
Merchandiser	€28k – €35k	€25k – €30k

Sales: B2B

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Country Sales Director	€110k – €150k	€95k – €135k
Country Sales Manager	€90k – €125k	€80k – €105k
Territory Sales Manager	€80k – €100k	€65k – €80k
Sales & Marketing Manager	€65k – €90k	€50k – €75k
Key Account Manager	€65k – €100k	€50k – €70k
Client Services Manager	€65k – €90k	€60k – €85k
Business Development Manager	€45k – €70k	€40k – €60k
Business Development Executive	€35k – €60k	€30k – €50k
Business Manager	€65k – €85k	€60k – €75k
Product Manager	€60k – €105k	€65k – €85k
Field Sales Executive	€35k – €55k	€30k – €40k
Inside Sales/Telesales Team Leader	€40k – €60k	€30k – €50k
Inside Sales/Telesales Executive	€30k – €45k	€28k – €35k
Sales Manager (Team >6 people)	€80k – €125k	€75k – €100k
Sales Manager (Team <6 people)	€60k – €100k	€55k – €85k
Business Development Manager	€65k – €85k	€65k – €75k

Marketing

Marketing:

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Marketing Director	€90k – €150k	€80k – €130k
Marketing Manager	€60k – €85k	€50k – €75k
Marketing Executive (5+ years' exp.)	€40k – €55k	€35k – €45k
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.)	€55k – €75k	€50k – €65k
Brand Manager (1-5 years' exp.)	€35k – €60k	€30k – €55k
Activation/Trade Marketing Manager	€45k – €70k	€35k – €60k
Channel Marketing Manager	€40k – €60k	€35k – €55k
Customer Marketing Manager	€40k – €60k	€35k – €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	€60k – €70k	€55k – €65k
PR/Communications Executive	€35k – €45k	€30k – €45k
Marketing & Campaign Manager	€45k – €65k	€40k – €60k
Media Advisor/Specialist	€55k – €65k	€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 – €70k	€45k – €65k
Online/Digital Marketing Executive	€30k – €45k	€28k – €45k
e-Commerce Manager	€55k – €80k	€50k – €70k
Digital Content Manager	€45k – €65k	€45k – €60k
Digital Content Strategist	€35k – €55k	€35k – €45k
Community Manager	€45k – €65k	€40k – €60k
Social Media Manager	€45k – €65k	€40k – €55k
Social Media Executive	€30k – €40k	€25k – €35k
SEO Specialist	€35k – €55k	€30k – €50k
Internal Communications Manager	€50k – €70k	€50k – €65k
Internal Communications Executive	€35k – €45k	€32k – €40k

Engineering, Production & Manufacturing

Engineering, Production & Manufacturing – Managerial

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
General Manager	€95k – €140k	€80k – €120k
Operations VP Director	€90k – €130k	€80k – €110k
Operations Manager	€85k – €100k	€70k – €90k
Plant Manager	€85k – €115k	€75k – €95k
Production Manager	€70k – €90k	€60k – €80k
Engineering Manager	€85k – €115k	€70k – €90k
Maintenance Manager	€65k – €85k	€55k – €70k
Continuous Improvement Manager	€70k – €90k	€60k – €80k
Technical Manager	€60k – €80k	€50k – €70k
Quality Manager	€65k – €85k	€50k – €70k
H&S Manager	€60k – €90k	€50k – €70k
Project Manager	€70k – €90k	€65k – €85k

Design Manager	€65k – €80k	€50k – €65k
Project Engineer	€60k – €75k	€55k – €65k
Continuous Improvement Engineer	€60k – €70k	€50k – €65k
Process Engineer	€50k – €65k	€40k – €60k
Manufacturing Engineer	€50k – €65k	€40k – €60k
Quality Engineer	€45k – €75k	€40k – €60k
Health & Safety Engineer	€40k – €65k	€35k – €55k
Environmental Engineer	€45k – €65k	€35k – €55k
QA Technician	€35k – €45k	€30k – €40k
Controls / Automation Engineer	€60k – €75k	€40k – €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 – €70k	€50k – €60k
Lean Six Sigma Engineer	€60k – €75k	€55k – €65k
Continuous Improvement Engineer	€60k – €70k	€50k – €65k
Process Engineer	€50k – €65k	€40k – €60k
Manufacturing Engineer	€55k – €65k	€50k – €60k
Quality Engineer	€50k – €75k	€45k – €65k
Health & Safety Engineer	€45k – €65k	€45k – €55k
Environmental Engineer	€50k – €65k	€45k – €60k
QA Technician	€35k – €50k	€30k – €40k
QC Technician	€35k – €45k	€30k – €40k
Validation Engineer	€60k – €80k	€50k – €70k
Controls / Automation Engineer	€60k – €80k	€50k – €65k
Maintenance Engineer	€50k – €70k	€40k – €60k
Maintenance Technician	€40k – €60k	€35k – €50k

Engineering, Production & Manufacturing – Technical Services

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

Supply Chain & Logistics

Supply Chain & Logistics

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Supply Chain Director	€100k – €140k	€90k – €120k
Supply Chain Manager	€70k – €95k	€65k – €80k
Supply Chain Specialist	€50k – €65k	€45k – €60k
Procurement VP – Director (EMEA/Global)	€100k – €145k	€90k – €125k
Head of Procurement	€75k – €110k	€70k – €90k
Procurement/Purchasing Manager	€65k – €80k	€55k – €70k
Procurement/Purchasing Specialist	€40k – €55k	€35k – €45k
Buying Manager	€65k – €75k	€60k – €70k
Vendor Manager	€50k – €75k	€40k – €65k
Materials Manager	€45k – €65k	€40k – €55k
Inventory Manager	€40k – €65k	€35k – €55k
Inventory Analyst	€35k – €45k	€30k – €40k
Planning Manager	€60k – €85k	€50k – €70k
Master Scheduler	€50k – €65k	€45k – €60k
Demand/Supply Planner	€50k – €70k	€45k – €60k

Production Planner	€40k – €60k	€40k – €50k
Buyer/Planner	€40k – €55k	€35k – €45k
Senior Buyer	€55k – €65k	€50k – €60k
Buyer	€45k – €55k	€35k – €50k

Logistics

<i>Job Title</i>	<i>Dublin</i>	<i>Regional</i>
Director of Operations	€95k – €120k	€80k – €110k
Plant/Operations Manager	€65k – €95k	€45k – €70k
Logistics Manager	€50k – €70k	€45k – €65k
Logistics Coordinator	€40k – €60k	€30k – €45k
Order Management Team Lead	€40k – €55k	€35k – €45k
Order Management Executive	€35k – €45k	€30k – €40k
Warehouse Manager	€45k – €65k	€40k – €60k
Warehouse Supervisor	€35k – €50k	€32k – €45k
Stock Control Manager	€35k – €55k	€30k – €45k
Inventory Controller	€32k – €45k	€30k – €45k
Transport/Distribution Manager	€45k – €65k	€40k – €55k
Transport Supervisor	€40k – €50k	€35k – €45k
Shipping Manager	€45k – €75k	€40k – €65k
Freight Forwarding	€35k – €45k	€30k – €40k
Freight Specialist	€40k – €55k	€35k – €50k

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Sales / Marketing – Orla Bradshaw: 01 255 7377 ext 1 / orla@stormrecruitment.ie

Engineering, Production & Manufacturing / Supply Chain & Logistics – Claire Hennessy: 01 255 7377 ext 2 / claireh@stormrecruitment.ie

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