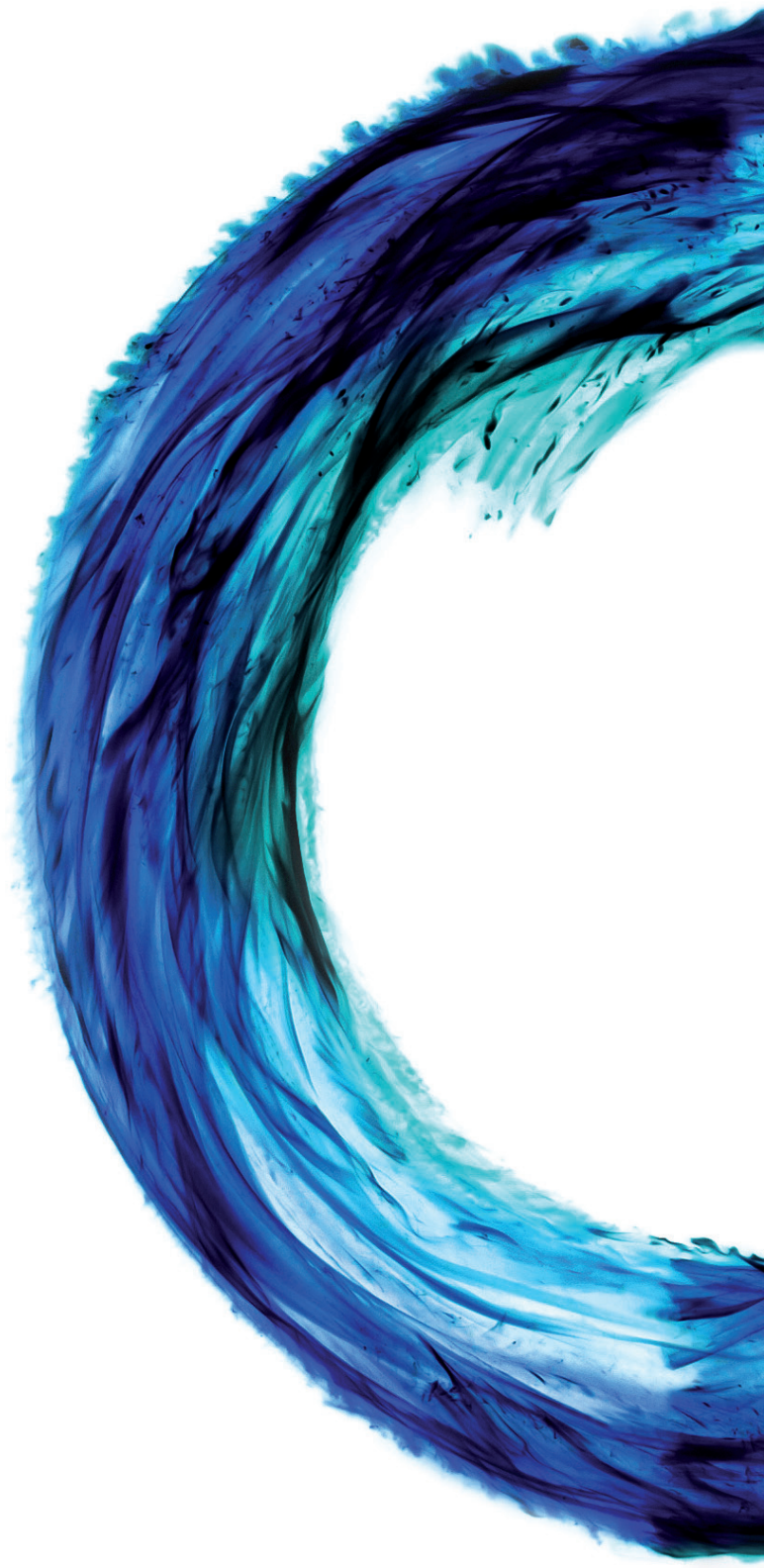


Salary Survey 2013

Northern Ireland



THE BRIGHTWATER
GROUP

With a strong pro-business climate and competitive costs, Northern Ireland offers employers access to a high calibre, highly educated workforce.

[Click below to go directly to each division](#) 

Accountancy / Finance

Accountancy – Temporary & Contract	06
General Accountancy	07
Accountancy – Financial Services	08
Public Practice & Taxation	09
Banking	10

Professional Services


Insurance	12
Human Resources	14
Legal	15
Sales & Marketing	16

Technical Services

Information Technology	18
Production & Manufacturing	22
Supply Chain & Logistics	23

Business Services

Permanent	24
Multilingual	25
Temporary & Contract	26



Over 2,000 people graduate each year with a business qualification in Northern Ireland proving it to be a very attractive place for international firms.



David Bloch
CEO

Our clients have been very positive about the prospects for their firms in terms of employment and salaries, but less optimistic about the economy as a whole. Yet, in Q2 of 2012 it was announced there had been a significant rise in unemployment, headlined by redundancies in the public sector and financial services. However, firms across accountancy, banking, legal, HR, IT, insurance, sales, manufacturing and engineering remain cautiously optimistic about the future of Northern Ireland (and with good reason).

Northern Ireland has seen new businesses invest on an unprecedented level in the last eighteen months – professional services firms and shared service centres. There are now 700 foreign investors in NI with many more coming soon. With a population of 1.75million, NI offers one of Europe's youngest and fastest growing populations with 40% aged 29 or under. Well educated, over 2,000 people graduate each year with

a business qualification in Northern Ireland and salary costs in NI are up to 30% lower than in other similar European locations. Northern Ireland is proving a very attractive place for international firms.

The last twelve months have seen relatively minimal (1% to 3%) salary increases. Only niche skills are demanding a higher premium and there are niche roles in almost all fields – IT and languages skills are almost universally sought after by employers. Benefits are slowly making a return, particularly in the professional services sector.

We are also seeing small but steady growth in hiring activity across the smaller firms, which is a positive sign that optimism is returning – perhaps benefiting from the influx of FDI into Northern Ireland. We expect this trend to continue through 2013 before salaries and benefits start picking up from 2014.

Accountancy

Temporary & Contract

The temporary and contract market for accountancy staff in Northern Ireland has shown considerable growth in recent months. Cost control is still a key focus for many organisations which has led to caution when recruiting permanent staff. This has in turn resulted in an increase in organisations hiring staff initially on an interim basis to assess the need for a permanent member of staff within a team.

The flexibility offered by employing temporary and contract staff has meant that staff can easily be brought in to cover maternity leave, sick leave or even to cover a specific project. Within

the accountancy market, there are busy times such as year end where temporary staff can be utilised for a short period of time.

In this market, candidates are becoming much more aware of the benefits of working within an organisation on a temporary basis but will still need to be flexible with role and salary expectations.

Throughout the last few years, there has always been a demand for interim staff at all levels but with organisations still cautious about bringing in extra numbers within their team, we anticipate that this demand will continue to grow in 2013.

Qualified

Job Title	£	£ p/h
Financial Director	45,000 – 65,000	35.00 – 53.00
Financial Controller	40,000 – 55,000	32.00 – 46.00
Finance Manager	35,000 – 45,000	28.00 – 41.00
Financial Accountant	25,000 – 35,000	28.00 – 36.00
Management Accountant	25,000 – 35,000	28.00 – 36.00
Project Accountant	35,000 – 45,000	28.00 – 41.00
Cost Accountant	30,000 – 40,000	28.00 – 39.00
Financial Analyst	25,000 – 40,000	24.00 – 39.00
Systems Accountant	35,000 – 45,000	28.00 – 41.00
Internal Auditor	28,000 – 35,000	23.00 – 31.00
Newly Qualified Accountant	25,000 – 30,000	22.00 – 26.00
Payroll Manager	25,000 – 35,000	28.00 – 36.00
Credit Manager	25,000 – 40,000	16.00 – 39.00

Part-Qualified

Job Title	£	£ p/h
Part-Qualified Accountant	22,000 – 30,000	18.00 – 26.00
Assistant Accountant	18,000 – 25,000	15.00 – 23.00
Bookkeeper	18,000 – 22,000	14.00 – 19.00
Accounts Assistant	16,000 – 20,000	12.50 – 18.00
Credit Controller	16,000 – 22,000	12.50 – 19.00
Payroll Administrator	16,000 – 20,000	12.50 – 18.00
Accounts Payable	15,000 – 18,000	11.00 – 17.00
Accounts Receivable	15,000 – 18,000	11.00 – 17.00

The above hourly rates are inclusive of the candidate's pay, employer's NI, holiday pay, payroll charges and Brightwater's management fee.

General Accountancy

The last twelve months saw little change within the Northern Irish accountancy part-qualified market. Salaries have remained relatively fixed and companies have continued to steadily rebuild their finance team from the bottom up. Experienced professionals with shared services and languages experience continue to be in high demand due to the introduction of international organisations and shared services centres. The market for part-qualified accountants in industry is slowly growing and the emphasis is on recruiting commercially minded individuals with strong analytical and planning skills. Solid academic backgrounds, industry specific experience and exceptional communication and interpersonal skills are still considered fundamental in obtaining the higher salaries and the opportunity to work for some of the global players. Accountancy support

and part-qualified candidates should remain optimistic going into 2013 as companies will continue to rebuild teams recruiting skilled professionals across a variety of key business areas

The market for qualified accountants has in many instances remained static for the last twelve months with very little movement especially within the senior finance market. However, the newly qualified market is continuing to grow for accountants with strong accounts preparation experience rather than just purely an audit focus. Employers are still concentrating on recruiting high calibre commercially minded accountants who will add value to their business.

2013 will continue the trend of slow but steady growth within the finance market with cautious optimism reflecting the mood of many organisations throughout Northern Ireland.

Qualified

Job Title	£
Finance Director T/O >10m	45,000 – 65,000
Finance Director T/O <10m	40,000 – 55,000
Financial Controller T/O >10m	40,000 – 55,000
Financial Controller T/O <10m	35,000 – 45,000
Finance Manager	30,000 – 45,000
Group Management Accountant	35,000 – 45,000
Group Financial Accountant	35,000 – 45,000
Management Accountant	30,000 – 40,000
Financial Accountant	30,000 – 40,000
Internal Auditor	30,000 – 40,000
Project Accountant	30,000 – 45,000
Systems Accountant	35,000 – 45,000
Treasury Accountant	30,000 – 40,000
Financial Analyst	25,000 – 35,000
Cost Accountant	25,000 – 40,000
Newly Qualified Accountant	25,000 – 32,000
Credit Manager	25,000 – 40,000
Accounts Payable Manager	25,000 – 35,000
Accounts Receivable Manager	25,000 – 35,000
Payroll Manager	25,000 – 35,000

Part-Qualified

Job Title	£
Finalist	23,000 – 28,000
Part-Qualified Accountant	18,000 – 24,000
Assistant Accountant	17,000 – 22,000
Accounts Assistant	15,000 – 20,000
Credit Controller	16,000 – 22,000
Payroll Administrator	16,000 – 20,000
Accounts Receivable	15,000 – 18,000
Accounts Payable	15,000 – 18,000
Bookkeeper	18,000 – 24,000

Accountancy

Financial Services

The financial services market in Northern Ireland has generally remained quite static over the last twelve months. Whilst there is certainly not an abundance of roles to be found within the sector, opportunities still exist and continue to be extremely desirable to candidates. Positions for newly qualified accountants in particular, are highly sought after with competition for these roles being fierce.

Budgets and costing continue to be an extremely important consideration for companies and so the trend of available roles within financial services being offered on a contract rather than a permanent basis still persists. Salaries have remained relatively

static but there have been slight increments (1% to 3%) for those with niche skills such as regulatory or compliance.

There have been very little changes in bonuses. Only a small number of companies expect to pay these out in full but these are very strictly linked to both individual and company performance and range from 2% to 10%.

On a positive note, we have seen some inward investment within the industry with a number of new roles being created at all levels which has been a very welcome development and we anticipate that this trend will continue throughout 2013.

Qualified

Job Title	£
Chief Financial Officer	70,000 – 100,000
Financial Director	50,000 – 70,000
Financial Controller	40,000 – 60,000
Finance Manager	30,000 – 45,000
Internal Audit Manager	35,000 – 50,000
Internal Auditor	25,000 – 35,000
Regulatory Reporting Manager	35,000 – 45,000
Regulatory Accountant	28,000 – 35,000
Project Accountant	30,000 – 40,000
Systems Accountant	30,000 – 40,000
Credit Control Manager	25,000 – 35,000
Treasury Manager	28,000 – 35,000
Senior Financial Analyst	28,000 – 35,000
Financial / Business Analyst	25,000 – 32,000
Group Accountant	35,000 – 45,000
Senior Financial Accountant	28,000 – 35,000
Financial Accountant	28,000 – 35,000
Senior Management Accountant	30,000 – 40,000
Management Accountant	28,000 – 35,000
Newly Qualified Accountant	25,000 – 30,000

Part-Qualified

Job Title	£
Finalist	23,000 – 27,000
Part-Qualified Internal Auditor	20,000 – 25,000
Part-Qualified Accountant	16,000 – 23,000
Accounts Payable	14,000 – 18,000
Accounts Receivable	14,000 – 18,000
Accounts Assistant	15,000 – 20,000
Credit Controller	16,000 – 22,000
Graduate	14,000 – 18,000



Public Practice & Taxation

The public practice market in Northern Ireland has remained relatively steady. Generally speaking, smaller firms continue to place an emphasis on retaining staff rather than expanding and this trend will most likely persist throughout 2013. Larger firms who are in a position to consider expanding their teams are seeking highly skilled and specialised individuals who can hit the ground running and add value to their business immediately.

Key areas such as restructuring and insolvency are significant areas of growth whilst audit, assurance

and tax remain steady. We expect this trend to continue throughout 2013.

Whilst salaries have not seen any real increase, benefits are slowly coming back into play. Big 4 firms as always are continuing to provide life assurance, medical insurance, some type of pension scheme and various flexible benefits depending on the seniority of the position. Medium sized firms are able to compete on some of these benefits including payment of professional fees whilst the smaller firms are now able to provide professional fees once again.

Public Practice

Top Tier Practice – Audit & Assurance

Job Title	£
Partner	60,000 – 130,000
Director	45,000 – 80,000
Senior Manager	35,000 – 55,000
Manager	32,000 – 42,000
Assistant Manager	28,000 – 32,000
Audit Senior (1+ year's exp.)	28,000 – 30,000
Newly Qualified / Audit Senior	26,000 – 28,000
Trainee	12,000 – 20,000

Top Tier Practice – Advisory / Corporate Finance / Corporate Recovery / Forensics

Job Title	£
Partner	60,000 – 130,000
Director	45,000 – 80,000
Senior Manager	35,000 – 60,000
Manager	32,000 – 42,000
Assistant Manager	30,000 – 35,000
Audit Senior (1+ year's exp.)	28,000 – 32,000
Newly Qualified / Senior	26,000 – 30,000
Trainee	12,000 – 20,000

General Practice – Small & Medium Firms

Job Title	£
Partner	55,000 – 100,000
Director	40,000 – 60,000
Senior Manager	35,000 – 45,000
Manager	30,000 – 40,000
Assistant Manager	28,000 – 32,000
Audit Senior (1+ year's exp.)	25,000 – 28,000
Newly Qualified / Audit Senior	24,000 – 27,000
Trainee	12,000 – 18,000

Taxation

Job Title	£
Tax Partner	60,000 – 110,000
Tax Director	45,000 – 75,000
Senior Tax Manager	35,000 – 50,000
Tax Manager	32,000 – 45,000
Tax Assistant Manager	28,000 – 32,000
Tax Senior (1+ year's exp.)	28,000 – 30,000
Newly Qualified / Tax Senior	26,000 – 28,000
Tax Trainee	12,000 – 20,000

Banking

In comparison to banks across Europe, UK banks are in a relatively strong position despite somewhat negative press and continued restructuring across corporate, retail and investment markets. Such optimism has indeed attracted an increased appetite to lend and invest in services which have had little focus in recent years.

On a local level in Northern Ireland, Brightwater has noted an increase in lending-based functions and a rise in recruitment activity in these areas. However for the most part, corporate and retail banking recruitment continues to be focused mainly towards credit based and restructuring roles. Strong credit skills are consistently in

demand both in NAMA and non-NAMA environments but the temporary nature of such requirements (along with bank hiring policy) results in contract-based vacancies and therefore an increase in salaries to attract/retain staff.

Again this year, the local marketplace has not been without its restructures

Treasury

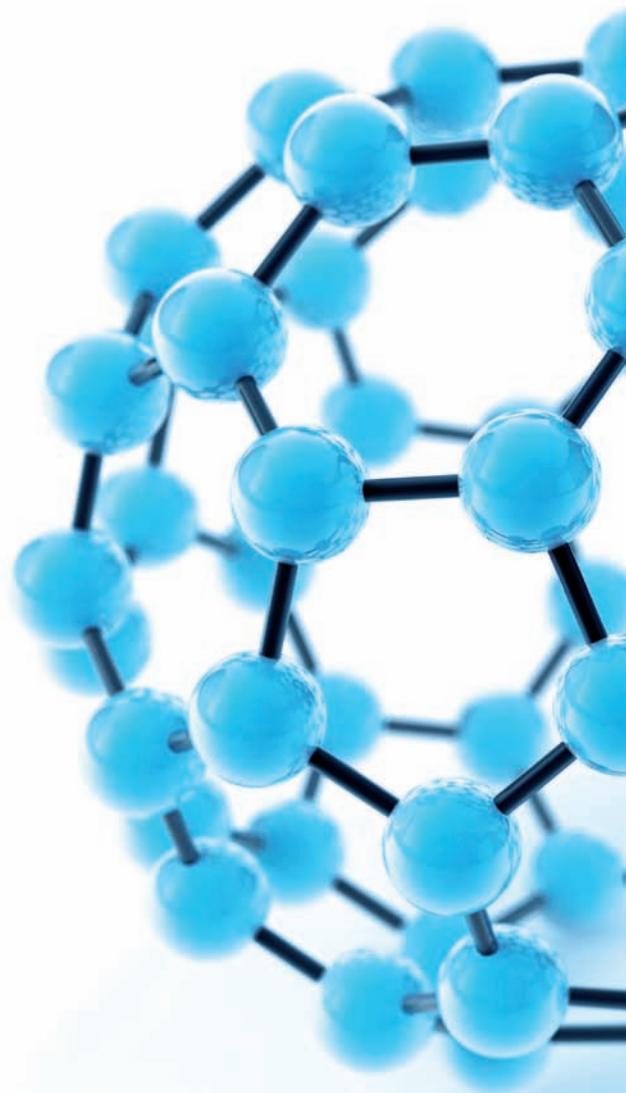
Job Title	£
Head of Treasury	70,000 – 90,000
Treasury Operations Manager	55,000 – 65,000
Treasury Dealer	40,000 – 50,000
Treasury Assistant Manager	32,000 – 38,000
Treasury Officer	23,000 – 30,000

Senior Management

Job Title	£
Head of Credit	70,000 – 100,000
Head of Operations	60,000 – 80,000
Senior Lending Manager	60,000 – 80,000
Senior Operations Manager	55,000 – 65,000
Senior Risk Manager	55,000 – 70,000
Corporate Lending Manager	45,000 – 60,000
HNW Portfolio Management Consultant (2-5 years' exp.)	40,000 – 60,000
Senior Equity Analyst	45,000 – 60,000

Mid Management

Job Title	£
Senior Credit Analyst	40,000 – 50,000
Credit Analyst	28,000 – 38,000
Senior Corporate Lender	45,000 – 60,000
Senior Commercial Lender	40,000 – 55,000
Corporate Lender	38,000 – 45,000
Commercial Lender	30,000 – 40,000
Equity Analyst	35,000 – 45,000
Risk Analyst	25,000 – 38,000
Operations Supervisor	35,000 – 45,000
Loans / Credit Administrator	17,000 – 25,000
Graduate	15,000 – 22,000



and redundancies. Candidates are mindful of banks' changing needs and the subsequent shifts in staffing requirements. Staff are looking at internal job/training opportunities to broaden their skills and employability.

Whilst wealth appointments in the banking sector have continued and look

likely to increase in some parts in 2013, the need for 'RDR readiness' has seen some companies increase their offering and others withdraw their services around regulated financial advice which has caused movement in this area.

Candidate flow has again seen an increase in recent months with

candidates often opting to take on long term contracts to gain career progression rather than 'stay put' for job security and employee benefits. Salaries have slightly increased in some parts (1% to 3%) but in other areas remain frozen with few bonuses on offer for 2013.

Compliance

Job Title	£
Head of Compliance	55,000 – 80,000
Compliance Manager (5-7 years' exp.)	45,000 – 58,000
Compliance Manager (3-5 years' exp.)	35,000 – 45,000
Compliance Officer (2-3 years' exp.)	22,000 – 30,000
Compliance Officer (1-2 years' exp.)	18,000 – 22,000
AML Officer	20,000 – 30,000
Fraud Risk Manager	32,000 – 40,000
Fraud Risk Officer	19,000 – 25,000

Financial Services – Sales & Marketing

Job Title	£
Banking Sales Manager	40,000 – 53,000
Banking Sales Executive	30,000 – 40,000
Senior Wealth Manager	50,000 – 70,000
Wealth Manager	35,000 – 55,000
Financial Advisor	30,000 – 40,000
Senior Portfolio Manager	45,000 – 65,000
Portfolio Manager	35,000 – 45,000
Stockbroker	40,000 – 50,000
Junior Stockbroker	30,000 – 40,000
FX Sales Trader	35,000 – 50,000
Equity / Bond Sales Trader	35,000 – 48,000
Pension / Investment Sales	28,000 – 40,000
Head of Marketing	45,000 – 60,000
Marketing Manager	35,000 – 45,000
Marketing Executive	18,000 – 28,000
Product Manager	35,000 – 45,000
Senior Mortgage Sales Manager	40,000 – 50,000
Mortgage Sales Executive	22,000 – 31,000
Bancassurance Advisor	23,000 – 32,000
Paraplanner	22,000 – 30,000
Financial Planning Assistant	18,000 – 23,000



Insurance

2012 has been a steady year in general insurance compared with its financial services counterparts. Brokers continue to compete against direct insurance providers, supermarkets and dotcoms with the concept of 'selling on service' not being enough to guarantee business.

Added-value services are on offer to new and existing clients with companies hiring commercially-focused staff to proactively target a traditionally reactive market. However, there have been few appointments with GI providers with increasingly more department restructures in the NI market. Desk-based and external claims opportunities have been few, perhaps due to the need for insurance providers to keep supplier costs down therefore, there have not been any real increases in salaries.

For the financial planning sector, the last twelve months has been a time of RDR preparation both for employers and employees. Companies are looking at their business models in terms of fees, compliance and indeed the viability of their client base against their offering. Candidates are seeking RDR-ready employers and have focused on attaining Level 4 before approaching the market.

General Insurance

Job Title	£
Underwriting Manager (10+ years' exp.)	50,000 – 65,000
Underwriting Manager (5-10 years' exp.)	38,000 – 50,000
Underwriting Manager (3-5 years' exp.)	30,000 – 37,000
Developmental Underwriter (10+ years' exp.)	38,000 – 50,000
Developmental Underwriter (5-10 years' exp.)	30,000 – 40,000
Underwriter – General (5-10 years' exp.)	25,000 – 37,000
Underwriter – General (3-5 years' exp.)	20,000 – 25,000
Underwriter – General (1-3 years' exp.)	15,000 – 22,000

Life & Pensions

Job Title	£
Pensions Consultant (5-10 years' exp.)	50,000 – 70,000
Pensions Consultant (3-5 years' exp.)	38,000 – 50,000
Pensions Consultant (1-3 years' exp.)	28,000 – 38,000
Pensions Administrator (3-5 years' exp.)	23,000 – 30,000
Pensions Administrator (1-3 years' exp.)	18,000 – 23,000
Life Administrator (3-5 years' exp.)	20,000 – 28,000
Life Administrator (1-3 years' exp.)	17,000 – 22,000

General Broking

Job Title	£
Corporate Broker (10+ years' exp.)	45,000 – 65,000
Corporate Broker (5-10 years' exp.)	35,000 – 45,000
Corporate Broker (1-5 years' exp.)	28,000 – 35,000
Corporate Servicing Executive (10+ years' exp.)	35,000 – 45,000
Corporate Servicing Executive (5-10 years' exp.)	28,000 – 35,000
Corporate Servicing Executive (1-5 years' exp.)	24,000 – 28,000
Account Handler (5-10 years' exp.)	25,000 – 31,000
Account Handler (3-5 years' exp.)	19,000 – 25,000
Account Handler (1-3 years' exp.)	16,000 – 22,000
Personal Lines (5-10 years' exp.)	20,000 – 30,000
Personal Lines (3-5 years' exp.)	17,000 – 21,000
Personal Lines (1-3 years' exp.)	13,000 – 18,000



More 'tied' and 'multi-tied' opportunities have arisen this year and new IFA roles have been focused on high net worth or corporate clients providing technical or specialist advice. Advisers have seen a shift in their business mix towards the protection insurances and away from investments.

However, changing pensions' legislation has provided an opportunity to assist local companies on their employee benefit provision. Naturally, this has created a need for strong technical pension skills with an increase in both pension sales and administration specialists which we expect to continue throughout 2013.

Claims

Job Title	£
Head of Claims	35,000 – 50,000
Senior Claims Handler (5-10 years' exp.)	28,000 – 35,000
Claims Handler (3-5 years' exp.)	20,000 – 30,000
Claims Handler (1-3 years' exp.)	15,000 – 21,000

Key Specialist Areas

Job Title	£
Senior Business Analyst	32,000 – 45,000
Business Analyst	28,000 – 35,000

Actuarial

Job Title	£
Chief Actuary	65,000 – 80,000
Pensions Actuary Qualified	45,000 – 60,000
Pensions Actuary Part-Qualified	30,000 – 40,000

Human Resources

The HR market showed promise in recent months and has since stabilised. There has been a steady flow of contract and temporary positions, at all levels, interspersed with demands for permanent professionals. Although still a little unpredictable, all signs point to a steady improvement moving into 2013.

With increased confidence in the market, HR professionals have been more active in their job searches and are making positive career moves. This healthy development explains the peaks of permanent recruitment throughout this year, with natural turnover prompting job re-evaluations and back-fills.

The last twelve months have also seen an increase in specialist roles such as in-house recruitment, learning & development and talent management. In addition, HR has become more focused on strategic goals; re-engineering HR processes, redefining roles and looking to add value to the business. Cost reduction is still a massive consideration but many organisations are now starting to find a balance between initiatives, benefits and cost.

Organisations are now welcoming the opportunity to reward their staff with training and up-skilling and there has been greater emphasis on employee engagement and motivational initiatives. This is particularly prevalent in organisations which employ specialist staff, or those in high demand e.g. IT developers, design/electronic engineering, multilingual or strong business developers. It also occurs within these organisations where there is demand for dedicated in-house resourcing specialists. Those who can be proactive and utilise creative attraction methods remain in demand. Salary levels moving into 2013 remain steady with average pay increases between 2.5% to 3.5%.

The calibre of HR professionals across NI is excellent. Academic and professional CIPD qualification results are impressive and this makes for a very competitive, candidate rich market. With this being the case, companies are more inclined to review practical work experience and focus on cultural fit and capabilities.

This has been an interesting time for the HR market with consistent contract positions interspersed with a broad range of permanent generalist and specialist opportunities. It is difficult to predict a definitive trend moving into 2013, however, signs point to a steady improvement in permanent roles coupled with continued demand for contract and temporary HR resources.

Generalist HR

Job Title	£
HR Director	55,000 – 85,000
Senior HR Manager	40,000 – 55,000
HR Manager / Business Partner	30,000 – 50,000
HR Consultant	35,000 – 55,000
HR Generalist	20,000 – 30,000
HR Officer / HR Advisor	18,000 – 30,000
HR Assistant	14,000 – 17,000
HR Graduate	14,000 – 16,000

Learning & Development

Job Title	£
Learning & Development Director	50,000 – 65,000
Learning & Development Manager	30,000 – 45,000
Trainer	25,000 – 35,000
Training Officer / Coordinator	18,000 – 28,000
Training Administrator	14,000 – 18,000

Compensation & Benefits / Recruitment

Job Title	£
Compensation & Benefits Manager	50,000 – 65,000
Compensation & Benefits Specialist	35,000 – 45,000
Recruitment Manager	30,000 – 40,000
Recruitment Specialist	18,000 – 28,000
Recruitment Coordinator	16,000 – 20,000

Key Specialist Areas

Job Title	£
Organisational / Development Manager	40,000 – 65,000
Industrial / Employee Relations (IR/ER) Manager	30,000 – 42,000



Legal

Practice

The last twelve months have seen a positive change in the legal market within Northern Ireland. Recent years have seen high profile UK Top 10 law firms open offices in Belfast which created a number of very exciting opportunities at a variety of levels. Last year saw these companies grow further and 'bolt on' extra teams, driven by positive feedback from partners in terms of the quality of work being produced and the calibre of candidates in Northern Ireland. A further legal services firm has also entered the market and created a number of new roles for solicitors from 10+ years' PQE through to paralegal level.

In addition to this, growth within the top tier private practices in Northern Ireland remains steady with the majority expecting to add to their teams in 2013 across a variety of departments including property, corporate and employment etc.

What could be most encouraging is that there have been a number of smaller, regional general practices who have recruited new solicitors this year which is certainly a positive sign.

Within this marketplace, candidates who have been attracting the most interest tend to be returners who have trained elsewhere and broadened their knowledge/skill-set from a reputable firm but are now looking to return to Northern Ireland and still have opportunities for career development.

Salaries have increased slightly but this rise has been relatively conservative. As there are more opportunities available in the market this naturally drives up salaries however, the competition is still fierce enough among candidates that this rise is minimal. With very specialist roles requiring a niche skills set, employers are forced to pay more generous salaries to attract the right calibre of candidate.

In-House

What has been most noticeable this year is the increase in the number of new in-house legal opportunities. This is driven in part by companies wanting to streamline their business but also the entry of large corporate companies into Northern Ireland of the size which would require an in-house function. This has offered legal professionals another route to develop their legal career and is an increasingly popular option for candidates.

Practice

Job Title	£
Salaried Partner	45,000 – 100,000
6-9 years' PQE	45,000 – 70,000
3-6 years' PQE	25,000 – 45,000
1-3 years' PQE	18,000 – 30,000
Newly Qualified Solicitor	18,000 – 25,000
Company Secretary Qualified	27,000 – 32,000
Company Secretary Part-Qualified	18,000 – 22,000
Legal Executive / Paralegal	15,000 – 20,000

In-House

Job Title	£
Head of Legal	45,000 – 110,000
Senior Lawyer	45,000 – 65,000
Legal Counsel	35,000 – 45,000
Funds Lawyer	45,000 – 70,000
Regulatory Lawyer	35,000 – 60,000
Company Secretary	43,000 – 67,000
Legal Executive	20,000 – 22,000

Sales & Marketing

Sales and marketing salaries have remained largely stable in Northern Ireland for the last year. Some niche areas have witnessed a marginal increase (2% to 4%), including those aligned with a requirement for online expertise and specifically, the availability of skills to harness information from digital platforms to drive organisational growth. In direct correlation, the print and media industry remains largely in troubled times as digital methods of promotion become ever more prevalent.

Of all of the sectors in the market, IT related sales professionals remain the highest remunerated as more start-up businesses were established and continued local investment in the sector remained strong.

The FMCG sector has shown more opportunity than in previous years. However salaries remain constant as the margins from major multiples continue to be driven down.

Candidates from both sales and marketing professions remain cautious of exploring new ventures and sacrificing time served with their current employer to gain new product knowledge with pastures new. Employers are also remaining cautious in recruiting additional resources that may not offer specific experience gained within their sector.

ICT Sales

Job Title	£ Base	£ OTE
Sales Director	45,000 – 70,000	90,000 – 110,000
Business Development Manager	28,000 – 36,000	55,000 – 72,000
Account Manager	25,000 – 34,000	33,000 – 43,000
Field Sales	18,000 – 30,000	35,000 – 60,000
Internal Sales	15,000 – 20,000	19,000 – 25,000

FMCG Sales

Job Title	£ Base	£ OTE
National Sales Director	48,000 – 58,000	62,000 – 82,000
Commercial Manager	37,000 – 45,000	45,000 – 56,000
National Sales Manager	30,000 – 36,000	40,000 – 46,000
Area Sales Manager	23,000 – 27,000	33,000 – 40,000
Key Account Manager	20,000 – 30,000	24,000 – 35,000
Field Sales Representative	14,500 – 16,000	17,500 – 21,000
Van Sales Representative	14,500 – 16,000	17,500 – 21,000
Merchandiser	12,000 – 18,000	N/A

Business to Business Sales

Job Title	£ Base	£ OTE
Account Director	45,000 – 60,000	60,000 – 80,000
Account Manager	30,000 – 40,000	40,000 – 50,000
Key Account Manager	25,000 – 30,000	30,000 – 40,000
Field Sales Executive	18,000 – 28,000	28,000 – 39,000
Internal Sales Executive	15,000 – 19,000	24,000 – 29,000
Lead Generator	16,000	19,000



Service Sales

Job Title	£ Base	£ OTE
Sales Director	45,000 – 58,000	62,000 – 92,000
Commercial Manager	40,000 – 52,000	52,000 – 72,000
Sales Manager	30,000 – 40,000	45,000 – 55,000
Area Sales Manager	27,000 – 35,000	38,000 – 45,000
Key Account Manager	25,000 – 35,000	35,000 – 39,000
Account Manager	20,000 – 25,000	28,000 – 33,000
Field Sales Executive	20,000 – 25,000	25,000 – 35,000
Telesales Executive	15,000 – 17,000	22,000 – 27,000

The professional services sector has offered more opportunity to commercial individuals in recent months in association with the trend for Northern Ireland to be utilised as a near-shoring base for many global organisations. Second language skills remain in high demand, specifically those with German, Dutch and Far East fluency as a result of companies exporting to more buoyant locations and also sourcing material from the most affordable countries.

Overall the last year has remained relatively steady in terms of job growth. Although some markets continue to look uncertain, forward thinking organisations are continuing to diversify and improve their efficiencies. We expect requirements for specific niche skills to deliver on these improvement strategies to increase throughout 2013.

Sales Support

Job Title	£
Sales Administrator (>3 years' exp.)	15,000 – 18,500
Sales Administrator (<3 years' exp.)	13,000 – 16,000

Marketing

Job Title	£
Marketing Director	45,000 – 60,000
Marketing Manager	27,000 – 35,000
Marketing Executive	18,000 – 27,000
Marketing Coordinator	13,000 – 17,000
Social Media / Digital Marketing Manager	22,000 – 28,000
Social Media / Digital Marketing Executive	18,000 – 25,000
Online / Content Communications Manager	25,000 – 40,000
Brand Manager	21,000 – 31,000
Assistant Brand Manager	18,000 – 25,000
Communications Manager	23,000 – 35,000
PR Executive	14,000 – 21,000

Information Technology

Permanent

The last twelve months have been a strong period for the Northern Ireland IT sector. Significant growth has been experienced through the development of indigenous companies, existing inward investment companies and a number of new inward investment companies establishing their base here.

The IT market continues to be strong and has been relatively untouched by wider economic factors. A number of global companies have established development centres in Northern Ireland based on a growing technical knowledge and sector knowledge.

The most significant factor affecting the IT industry in Northern Ireland continues to be supply and demand pressures. High demand skills within the software development sector would include Java, C#, C++, SQL and Oracle. An increase in demand in this sector has been experienced at a junior,

intermediate and senior level. Remuneration has been upward with junior and intermediate levels affected most (5% to 10%).

Support roles in certain areas have also experienced growth in 2012 with more niche skills being in demand based on Networking, Unix, Voice and Virtualisation technology. General support skills have been slightly static but in some areas we have noted a downward trend.

Locally the sector is trying to take a much more sustained approach to developing skills. A number of innovative initiatives have been undertaken to develop skills of STEM and non-STEM graduates into the software and testing sector. All indications seem to support that sustained growth should continue into 2013 with many companies expecting growth over the next twelve months.

Executive

Job Title	£
Chief Technical Officer	65,000 – 95,000
Operations Manager	50,000 – 60,000
Head of IT Function	55,000 – 75,000

Software Development

Job Title	£
Engineering / Development Manager	45,000 – 60,000
Principal Developer / Technical Team Lead (JEE / .Net)	38,000 – 55,000
Oracle Applications Consultant (Technical / Functional)	40,000 – 50,000
C / C++ Developer	28,000 – 45,000
Java Developer	22,000 – 47,000
C# Developer	22,000 – 45,000
.Net Developer	22,000 – 40,000
Web Developer	18,000 – 35,000
Database Developer (Oracle / SQL Server / Sybase)	30,000 – 45,000
Multimedia / Graphical / Web Designer	21,000 – 35,000
Technical Writer / Editor	23,000 – 40,000
Delphi Developer	25,000 – 40,000
User Interface Specialist	22,000 – 40,000

System Analysis

Job Title	£
Business Systems Analyst / Consultant	28,000 – 45,000
QA / Test Manager	35,000 – 50,000
Principal Engineer / Systems Architect	45,000 – 65,000
Software Test / QA Engineer	20,000 – 35,000
Business Intelligence Consultant	30,000 – 50,000
Data Warehousing Consultant	35,000 – 55,000

IT / Project Management

Job Title	£
Programme Manager	50,000 – 70,000
Senior Project Manager	45,000 – 60,000
Project Manager	30,000 – 50,000
Product Manager	40,000 – 60,000
Management Consultant	28,000 – 60,000

Support / Administration

Job Title	£
Database Administrator (Oracle / SQL Server / Sybase)	28,000 – 50,000
Unix / Linux Administrator	25,000 – 48,000
Network Systems Administrator	25,000 – 50,000
Network Engineer	25,000 – 50,000
Help Desk Support	16,000 – 26,000
Application Support Consultant	22,000 – 35,000
Virtualisation Engineer	25,000 – 37,000
Infrastructure Manager	30,000 – 42,000

QA / Localisation

Job Title	£
Localisation Project Manager	30,000 – 45,000
Localisation Engineer	20,000 – 25,000
Localisation QA Engineer	20,000 – 35,000

ERP Consultancy / Specialist Roles

Job Title	£
SAP Consultant (Functional / Technical)	30,000 – 50,000
SAP Basis Consultant	35,000 – 60,000
Oracle App (Functional / Technical)	35,000 – 60,000

Security / Anti-fraud

Job Title	£
IT Security Consultant	35,000 – 55,000
IT Auditor	30,000 – 50,000

Information Technology

Contract

The IT contract market in Northern Ireland remains small in comparison to the permanent sector. It is primarily comprised of project based roles within a small number of companies on the managed service, software, financial and larger manufacturing companies.

Demand tends to be across functional or technical areas. The predominant areas within the contract sector would be project management, specialist support skills, modular ERP skills and high demand software development skills. Contractors in the NI market tend to be very flexible and work throughout the UK and ROI due to the limited number of opportunities in the sector.

Demand on the contract side has shown both growth and decline dependant on skills.

Within project management, growth has been static whilst software development has seen steady growth of the usage of contractors within the financial, insurance and product sectors. Skills that are in demand would include Java, C# and C++. Specialist support skills within managed service companies have increased with enterprise support skills at a premium. ERP skills seem to be used on a contract basis within global manufacturing companies that have a base in Northern Ireland and modular skills within Oracle and SAP would be most predominant.

We expect to see continued growth in terms of the contract sector in Northern Ireland throughout 2013 as it becomes a more accepted model.

Executive

Job Title	£ p/d
Chief Technical Officer	400 – 600
Operations Manager	300 – 450
Head of IT Function	300 – 450

Software Development

Job Title	£ p/d
Engineering / Development Manager	300 – 500
Principal Developer / Technical Team Lead (JEE / .Net)	300 – 450
Oracle Applications Consultant (Technical / Functional)	300 – 400
C / C++ Developer	300 – 400
Java Developer	250 – 350
C# Developer	250 – 350
.Net Developer	250 – 350
Web Developer	150 – 250
Database Developer (Oracle / SQL Server / Sybase)	300 – 500
Multimedia / Graphical / Web Designer	100 – 150
Technical Writer / Editor	150 – 250
Delphi Developer	250 – 300
User Interface Specialist	250 – 350

System Analysis

Job Title	£ p/d
Business Systems Analyst / Consultant	250 – 350
QA / Test Manager	300 – 400
Principal Engineer / Systems Architect	300 – 400
Software Test / QA Engineer	200 – 300
Business Intelligence Consultant	250 – 350
Data Warehousing Consultant	300 – 400



IT / Project Management

Job Title	£ p/d
Programme Manager	350 – 500
Senior Project Manager	300 – 450
Project Manager	250 – 400
Product Manager	250 – 350
Management Consultant	350 – 450

Support / Administration

Job Title	£ p/d
Database Administrator (Oracle / SQL Server / Sybase)	250 – 400
Unix / Linux Administrator	250 – 350
Network Systems Administrator	150 – 250
Network Engineer	150 – 250
Help Desk Support	80 – 150
Application Support Consultant	100 – 150
Virtualisation Engineer	250 – 400
Infrastructure Manager	250 – 350

QA / Localisation

Job Title	£ p/d
Localisation Project Manager	250 – 350
Localisation Engineer	150 – 200
Localisation QA Engineer	150 – 250

ERP Consultancy / Specialist Roles

Job Title	£ p/d
SAP Consultant (Functional / Technical)	350 – 500
SAP Basis Consultant	300 – 400
Oracle App (Functional / Technical)	350 – 450

Security / Anti-fraud

Job Title	£ p/d
IT Security Consultant	300 – 500
IT Auditor	250 – 350



Production & Manufacturing

Managerial

Job Title	£
Managing Director	80,000 – 100,000
Technical Director	50,000 – 70,000
General Manager	70,000 – 90,000
Operations Manager	40,000 – 60,000
Production Manager	30,000 – 40,000
Maintenance Manager	35,000 – 50,000
Process Improvement Manager	35,000 – 45,000
NPD Manager	30,000 – 40,000
Technical Manager	30,000 – 40,000
NPI Manager	30,000 – 40,000
Quality Manager	30,000 – 45,000
Environmental, Health & Safety Manager	35,000 – 50,000
Project Manager	30,000 – 40,000
Design Manager	35,000 – 50,000
Service Manager	30,000 – 40,000
Facilities Manager	30,000 – 50,000

Engineering & Technical

Job Title	£
Project Engineer	20,000 – 32,000
Process Improvement Engineer	20,000 – 32,000
Process Engineer	20,000 – 32,000
NPI Engineer	20,000 – 32,000
Mechanical Design Engineer	20,000 – 40,000
Electronic / Electrical Design Engineer	20,000 – 40,000
Quality Engineer	20,000 – 32,000
Health & Safety Engineer	20,000 – 30,000
Maintenance Engineer	20,000 – 34,000
Commissioning / Validation Engineer	20,000 – 32,000
Automation / Controls Engineer	30,000 – 40,000
Service Engineer	20,000 – 25,000
Facilities Technician	20,000 – 25,000
NPD Technologist	15,000 – 25,000
QA / QC Technician	16,000 – 25,000
Laboratory Technician	18,000 – 25,000
Draughtsman	18,000 – 25,000
Maintenance Technician	18,000 – 25,000
Test Technician	18,000 – 22,000

It has been a positive year for most companies working within the manufacturing, engineering and food processing sectors.

The demand for technical staff is still high but there is a mindset in the market that as there is high unemployment, there should be lots of suitable candidates. This assumption is in fact incorrect as there are plenty of unskilled workers in the market but still a lack of technically specific candidates.

Companies are still struggling to recruit for a number of areas, including:

Engineering Sector:

Mechanical design and electronic design engineers with specific sector experience in light, medium or heavy engineering are still in high demand.

Food Processing Sector:

Technical and new product development (NPD) managers are still extremely difficult to come by within the food sector with demand outweighing supply.

In general, most companies have gone through redundancy processes and are now recruiting again, although there are a few exceptions to this rule. On the whole the market has strengthened and attitudes towards the future in 2013 remain positive.



Supply Chain & Logistics

Supply Chain

Job Title	£
Director of Operations	50,000 – 60,000
Head of Supply Chain	40,000 – 60,000
General Manager	35,000 – 60,000
Operations Manager	30,000 – 40,000
Materials Manager	30,000 – 40,000
Commodity Manager	30,000 – 40,000
Procurement Manager	30,000 – 40,000
Procurement Specialist	20,000 – 28,000
Procurement Officer	15,000 – 23,000
Inventory Manager	18,000 – 28,000
Inventory Controller / Analyst	13,000 – 17,000
Demand Planner	18,000 – 28,000
Supply Chain Analyst	13,000 – 25,000
Senior Buyer	25,000 – 35,000
Buyer	15,000 – 25,000

Logistics

Job Title	£
Director of Operations	45,000 – 60,000
General Manager	35,000 – 50,000
Logistics / Transport Manager	22,000 – 35,000
Transport Supervisor	15,000 – 27,000
Warehouse Manager	18,000 – 35,000
Warehouse Supervisor	16,000 – 23,000
Logistics Coordinator	15,000 – 20,000

In the Northern Ireland market place there is an ever increasing understanding about the strategic role that supply chain has in growing companies. The supply chain function has always been regarded as an 'added cost' but this mindset is changing as companies realise it is key to managing overheads and costs.

The challenge in supply chain is balancing the risks of supply and demand. Companies are looking to reduce stock held in inventory, but recognise the importance of planning more rigorously in order to ensure continuity of supply.

Although there are more supply chain jobs available in the Northern Ireland market, there is still a lack of sector suitable candidates to fill the roles. However, salaries have remained relatively static and we expect this trend to continue throughout 2013.

Business Services

Permanent

The last twelve months have seen a significant increase in the requirement for skilled and specialist business support staff. This function has evolved with companies now demanding a greater breadth of candidate capability and sometimes multiple skill sets, in order to support the needs of their business.

Candidates are still naturally cautious when considering a permanent career move. However with employers opting for flexibility in their workforce with regards to manpower planning, there is greater availability in the contract and temporary job market and consequently a good flow of skilled and experienced candidates.

There have been no major changes with regards to salary levels and we do not anticipate any significant movements for 2013, with the exception of niche/ specialist skills where employers can justify increased recruitment spend, as these positions are business critical and add overall value.

PA & Secretarial

Job Title	£
Executive / CEO Assistant	20,000 – 28,000
Personal Assistant (>5 years' exp.)	20,000 – 25,000
Personal Assistant (3-5 years' exp.)	18,000 – 21,000
Personal Assistant (<3 years' exp.)	16,000 – 18,000
Secretary (>5 years' exp.)	17,000 – 22,000
Secretary (3-5 years' exp.)	15,000 – 18,000
Secretary (<3 years' exp.)	14,000 – 16,000
Medical Secretary	14,000 – 18,000
Site Secretary	14,000 – 17,000

Legal Support

Job Title	£
Legal PA	18,000 – 26,000
Legal Secretary (>5 years' exp.)	18,000 – 22,000
Legal Secretary (3-5 years' exp.)	16,000 – 18,000
Legal Secretary (<3 years' exp.)	13,000 – 16,000
Legal Administrator / Receptionist	12,000 – 16,000
Typist	12,000 – 15,000

Office Administration

Job Title	£
Office Manager (>5 years' exp.)	20,000 – 32,000
Office Manager (<5 years' exp.)	19,000 – 25,000
Senior Administrator (>3 years' exp.)	16,000 – 18,000
Administrator (<3 years' exp.)	12,000 – 15,000
Data Entry Operator	12,000 – 14,000
Audio Typist	14,000 – 16,000

Office Support

Job Title	£
Office Manager (>5 years' exp.)	20,000 – 32,000
Office Manager (<5 years' exp.)	19,000 – 25,000
Senior Administrator (>3 years' exp.)	16,000 – 18,000
Administrator (<3 years' exp.)	12,000 – 15,000
Office Junior	11,000 – 13,000



Multilingual

There has been a continued growth in demand for multilingual candidates in recent months particularly within customer service, accounts and technical support roles. Demand has been particularly high for the German, Russian and Nordic languages. In addition to European languages, we have also seen some demand for global language skills from Mandarin and Cantonese to Hebrew and Arabic dialects.

With this increase in demand set to continue into 2013, the opportunities for multilingual candidates appear positive. Northern Ireland hosts a number of shared service facilities as well as a growth in commercial export activity. This continued growth suggests Northern Ireland is becoming a hub for the provision of European language skills, with potential for global language provision to follow suit. It is an exciting time for multilingual candidates in Northern Ireland and bodes well for the coming year.

Facilities / Mailroom

Job Title	£
General Services / Facilities Manager	28,000 – 35,000
General Services / Facilities Supervisor	22,000 – 26,000
General Services / Facilities Administrator	17,000 – 20,000

Customer Service

Job Title	£
Call Centre Manager	25,000 – 35,000
Customer Service Manager	20,000 – 30,000
Customer Service Team Lead	17,000 – 19,000
Customer Service Agent (>3 years' exp.)	14,000 – 16,000
Customer Service Agent (<3 years' exp.)	12,000 – 14,000
Sales Administrator	12,000 – 16,000

Specialist Roles

Job Title	£
Regulatory / Compliance Manager	35,000 – 45,000
Project Manager	25,000 – 35,000
Business Improvement Manager	27,000 – 36,000
Business Analyst	20,000 – 30,000
Corporate Service Manager	20,000 – 28,000

Multilingual

Job Title	£
Multilingual Customer Service Manager	30,000 – 45,000
Multilingual Customer Service Agent (>3 years' exp.)	18,000 – 28,000
Multilingual Customer Service Agent (<3 years' exp.)	14,000 – 18,000
Multilingual Sales Administrator	14,000 – 20,000
Multilingual Technical Support Agent	14,000 – 20,000



Business Services

Temporary & Contract

The market in recent times for temporary and contract staff has been encouraging, with more employers choosing to recruit on an interim basis allowing them greater flexibility and providing solutions for short term cover such as holidays, sickness and maternity leave. We have also seen a steady rise in temporary and contract staffing solutions for fixed term project related roles.

We predict that this trend will last into 2013 as companies continue to require experienced support staff without the cost and commitment of permanent contracts.

Job Title	£ NI p/h
Office Manager	14.50 – 20.50
Project Manager	22.31 – 29.75
Project Coordinator	14.09 – 15.85
Senior PA / Executive Assistant	17.61 – 22.02
Junior PA / Executive Assistant	14.09 – 18.49
Receptionist (3-5 years' exp.)	11.22 – 13.62
Switchboard Operator	10.48 – 12.82
Administrator (3-5 years' exp.)	12.39 – 14.87
Administrator (0-2 years' exp.)	10.05 – 12.28
Secretary	11.28 – 14.61
Medical Secretary	11.57 – 12.89
Legal Secretary	12.80 – 16.30
Audio Typist	11.31 – 13.55
Helpdesk Administrator (>3 years' exp.)	11.28 – 12.85
Helpdesk Administrator (<3 years' exp.)	9.67 – 11.28
Customer Service Manager	18.16 – 27.23
Customer Service Representative	11.07 – 12.89
Sales Administrator	10.74 – 13.22
Data Entry Administrator	10.05 – 12.85

The above hourly rates are inclusive of the candidate's pay, employer's NI, holiday pay, payroll charges and Brightwater's management fee.



Northern Ireland has seen new businesses invest at an unprecedented level in the last eighteen months, creating optimism in the market.



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