LINCOLN
SEARCH & SELECTION

Salary Review 2012

INDUSTRY & COMMERCE	**€**
Finance Director (International Business or plc)	140,000 - 250,000+
Finance Director (Turnover > €20M)	125,000 - 180,000
Finance Director (Turnover < €20M)	85,000 - 135,000
Financial Controller (International Business or plc)	100,000 - 155,000
Financial Controller (Turnover > €20M)	90,000 - 135,000
Financial Controller (Turnover < €20M)	75,000 - 105,000
Head of Financial Planning & Analysis	85,000 - 120,000
Group Financial Controller	80,000 - 135,000
Taxation Manager	75,000 - 125,000
Commercial Finance Manager	75,000 - 90,000
Finance Manager	65,000 - 80,000
Internal Audit Manager	65,000 - 90,000
Internal Auditor	50,000 - 65,000
Senior Regulatory Accountant	55,000 - 75,000
Regulatory Accountant	50,000 - 65,000
Senior Group Accountant	62,500 - 80,000
Group Accountant	45,000 - 58,000
Big 4 recently qualified ACA	45,000 - 55,000
Top 20 trained ACA	40,000 - 50,000
Financial Accountant	45,000 - 58,000
Management Accountant	45,000 - 58,000
GL Accountant	45,000 - 55,000
Cost Accountant	50,000 - 60,000
Systems Accountant	55,000 - 70,000
Project Accountant	55,000 - 75,000
Tax Accountant	52,500 - 65,000
Treasury Accountant	50,000 - 65,000
Senior Financial Analyst	60,000 - 75,000
Financial Analyst	48,500 - 60,000
Part-Qualified Accountant	30,000 - 38,000
Payroll Manager	37,000 - 52,500

LINCOLN
SEARCH & SELECTION

Accounts Payable Manager	38,000 - 48,000
Credit Control Manager	40,000 - 55,000
General Ledger Manager	45,000 - 55,000
Accounts Payable Administrator	24,000 - 30,000
Accounts Receivable Administrator	24,000 - 30,000
Payroll Administrator	25,000 - 34,000
Accounts Administrator	20,000 - 28,000

FINANCIAL SERVICES	**€**
Chief Financial Officer	185,000 - 300,000
Finance Director	120,000 - 180,000
Head of Taxation	80,000 - 125,000
Group Financial Controller	85,000 - 140,000
Financial Controller	80,000 - 120,000
Senior Internal Auditor	70,000 - 90,000
Internal Auditor	48,000 - 70,000
Senior Regulatory Accountant	70,000 - 85,000
Regulatory Accountant	50,000 - 65,000
Senior Group Accountant	60,000 - 75,000
Group Accountant	50,000 - 60,000
Big 4 recently qualified ACA	50,000 - 58,000
Top 20 trained ACA	40,000 - 50,000
Financial Accountant	45,000 - 58,000
Systems Accountant	55,000 - 70,000
Project Accountant	55,000 - 70,000
Tax Accountant	52,500 - 65,000
Treasury Accountant	50,000 - 65,000
Senior Financial Analyst	62,500 - 75,000
Financial Analyst	48,000 - 60,000
Part-Qualified Accountant	30,000 - 40,000
Payroll Manager	36,000 - 48,000
Accounts Payable Manager	36,000 - 46,000
Credit Control Manager	38,000 - 50,000

LINCOLN
SEARCH & SELECTION

General Ledger Manager	55,000 - 70,000
Accounts Payable Administrator	24,000 - 28,000
Accounts Receivable Administrator	24,000 - 30,000
Payroll Administrator	25,000 - 35,000
Accounts Administrator	23,000 - 28,000

PRACTICE

Audit	**€**
Partner (Salaried)	140,000 - 250,000
Director	90,000 - 130,000
Senior Manager	75,000 - 90,000
Manager	55,000 - 75,000
Company Secretary	50,000 - 60,000
Assistant Manager	45,000 - 55,000
Senior	38,500 - 45,000
Semi-Senior	25,000 - 35,000

Taxation	
Partner (Salaried)	140,000 - 250,000
Director	90,000 - 140,000
Manager	70,000 - 85,000
Senior	40,000 - 55,000
Semi-Senior	30,000 - 40,000

Advisory	
Partner (Salaried)	140,000 - 250,000
Director	90,000 - 130,000
Senior Manager	75,000 - 90,000
Manager	55,000 - 75,000
Senior	38,500 - 45,000
Semi Senior	25,000 - 35,000

LINCOLN
SEARCH & SELECTION

BANKING	€
TREASURY	
Senior Treasury dealer	75,000 - 85,000
Treasury dealer	50,000 - 70,000
Junior Treasury dealer	25,000 - 45,000
Manager, Middle Office	65,000 - 90,000
Senior Market Risk Analyst	65,000 - 100,000
Senior Equity Analyst	65,000 - 90,000
Market Risk Analyst	35,000 - 60,000
Treasury Settlements Officer	30,000 - 40,000
Back office Manager	40,000 - 60,000
Operations Supervisor	40,000 - 50,000
Back office Team Leader	40,000 - 50,000
Back office Administrator	22,000 - 34,000
BANKING	
Credit/Risk Analyst	
Director	120,000 - 180,000
Senior Manager	80,000 - 115,000
Manager	55,000 - 80,000
Executive	35,000 - 50,000
Graduate	28,000 - 30,000
Corporate Banking	
Director - Corporate Banking	150,000+
Associate Director	120,000 - 150,000
Senior Relationship Manager	80,000 - 115,000
Relationship Manager	70,000 - 85,000
Assistant Manager	50,000 - 65,000
Graduate/Officer	30,000 - 45,000
Commercial Banking	
Senior Relationship Manager	75,000 - 100,000
Relationship Manager	55,000 - 80,000
Assistant Manager	45,000 - 60,000
Graduate/Officer	28,000 - 42,000

LINCOLN
SEARCH & SELECTION

Equity Analyst	
Senior Analyst	65,000 - 125,000
Junior Analyst	40,000 - 60,000
Graduate Role	30,000 - 35,000
Wealth Management - Private Clients	
Senior Portfolio Manager	80,000 - 125,000
Portfolio Manager	50,000 - 80,000
Assistant Portfolio Manager	40,000 - 50,000
Investment Management	
Senior Fund Manager	85,000 - 125,000
Fund Manager	60,000 - 85,000
Junior Fund Manager	45,000 - 60,000
Senior Investment Analyst	85,000 - 125,000
Investment Analyst	60,000 - 90,000
Junior Investment Analyst	35,000 - 65,000
Operations Supervisor	40,000 - 60,000
Loans Administrator	25,000 - 35,000

FUNDS ADMINISTRATION	**€**
Director - Fund Services	135,000 - 170,000
Head of Fund Accounting	90,000 - 125,000
Team Leader, Fund Accounting	60,000 - 75,000
Senior Fund Accountant	50,000 - 65,000
Fund Accountant	35,000 - 45,000
Fund Administrator	25,000 - 30,000
Shareholder Services Manager	75,000 - 90,000
Shareholder Services Executive	40,000 - 55,000
Trustee Manager	50,000 - 70,000
Trustee Executive	30,000 - 45,000
Head of Custody	90,000 - 100,000
Custody Manager	50,000 - 60,000
Custody Executive	30,000 - 45,000
Corporate Actions Manager	55,000 - 65,000

LINCOLN
SEARCH & SELECTION

Corporate Actions Executive	30,000 - 40,000
Client Services Manager	50,000 - 70,000
Client Services Executive	30,000 - 40,000
Business Analyst	50,000 - 65,000

CORPORATE FINANCE	**€**
Director	85,000 - 130,000
Associate Director	75,000 - 100,000
Manager	55,000 - 75,000

COMPLIANCE	
Head of Compliance	100,000 - 135,000
Compliance Manager	65,000 - 85,000
Compliance Officer	45,000 - 60,000
AML Manager	50,000 - 65,000
Compliance Associate	40,000 - 50,000
Compliance Assistant	25,000 - 35,000