

# Salary Survey 2009

For the first time in over five years we have noticed a decline in demand for Fund professions leading to a downward pressure on salaries. At the beginning of 2008 salary levels remained relatively stable with plenty of opportunities for high calibre candidates in the funds sector.

The turbulent market in the second half of 2008, led to a significant slowdown in the funds industry. There has been a noticeable decline in the number of live jobs being registered in the sector resulting in a downward movement of salaries as candidates looking to secure employment become more flexible on their salary requirements.

## Permanent Positions

Position level	Low	High
Graduate with no experience	€24K	€26K
6 months up to 1 year's experience	€25K	€30K
Fund Accountants 12-18 months	€30K	€35K
Senior Fund Accountants 2-3 years	€33K	€38K
Supervisor Fund Accountant 3-4 years	€40K	€50K
Assistant Manager/Account Manager	€45K	€60K
Manager Fund Accounting	€55K	€75K
Group Manager	€70K	€95K
VP Fund Accounting	€90K	€120K
Head of Fund Accounting/Administration	€110K	€150K
Chief Operations Officer	€140K	€180K
Managing Director/Branch Manager	€200K	€300K

### Benefit Packages - Positions 1-7 (Fund Accountant – Manager)

#### Standard

- Discretionary bonus c10%
- Health Cover – VHI or Bupa (Plan B)
- Pension c.8% of base salary
- Annual salary review
- 6 months probation
- Holidays 22 or 23 day's holidays.
- Club Subs
- Educational Assistance
- Professional Registration
- Travel Scheme

### Benefit Packages - Positions 8 – 10 (Group Manager – Head of Operations)

#### Standard

- Discreet. Bonus 25% - 40%
- Health Cover – Plan D options
- Pension 10% - 15%
- Holidays average 28 days
- Annual Review
- Travel Assistance

#### Optional

- a. Car Parking
- b. Car Allowance €6.5k - €10k
- c. Professional subs
- d. club subs

## **Benefit Packages – Chief Operations Officer/Managing Director**

### **Standard**

- Discretionary bonus 25% - 50%
- Health Cover Plan b options – Plan D options for employee, spouse & dependents
- Life Assurance 4- 6 times salary.
- Pension 10% - 15%
- Car Allowance €8k - €12k
- Car parking
- Hols up to 30 days
- Club subs €250 - 500

### **Optional:** Share Options

Travel assistance

Banking benefits

Preferential mortgages

Savings Scheme

Accommodation allowance €1,500 - €3,000

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