

Indicative Range of Annual Gross Basic Salaries**EXECUTIVE TALENT**

General Manager (Director)	€ 65,000	€ 100,000
Chief Commercial Officer (CCO)	€ 60,000	€ 90,000
Chief Executive Officer (CEO)	€ 75,000	€ 120,000
Chief Financial Officer (CFO)	€ 80,000	€ 120,000
Chief Operations Officer (COO)	€ 60,000	€ 90,000
Chief Risk Officer (CRO)	€ 80,000	€ 100,000
Chief Information Officer (CIO)	€ 80,000	€ 120,000
Chief Technology Officer (CTO)	€ 75,000	€ 120,000
Chief Officer - Internal Audit	€ 60,000	€ 90,000
Chief Officer - Legal and Compliance	€ 70,000	€ 85,000

TECH TALENT

1st Line Technical Support	€ 17,703	€ 21,768
2nd Line Technical Support	€ 22,667	€ 27,417
Affiliates Manager	€ 40,000	€ 55,000
BI Developer - Junior 0 to 2	€ 24,000	€ 25,500
BI Developer - Intermediate 3 to 5	€ 30,000	€ 37,250
BI Developer - Senior 5+	€ 35,000	€ 50,000
BI Specialist - Junior 0 to 2	€ 18,000	€ 22,000
BI Specialist - Intermediate 3 to 5	€ 27,333	€ 33,000
Data Scientist	€ 48,333	€ 60,000
Business Analyst - IT - Entry Level	€ 18,000	€ 20,000
Business Analyst - IT - Junior 0 to 2	€ 20,000	€ 27,200
Business Analyst - IT - Intermediate 3 to 5	€ 30,462	€ 39,231
Business Analyst - IT - Senior 5+	€ 37,500	€ 52,500
Business Development - Intermediate 3 to 5	€ 30,000	€ 40,000
Core IP Networks Engineer - Junior 0 to 2	€ 18,000	€ 23,000
Core IP Networks Engineer - Intermediate 3 to 5	€ 24,000	€ 30,000
Senior Core IP Networks Engineer	€ 35,000	€ 47,500
CRM Specialist - Junior 0 to 2	€ 24,000	€ 31,500
Data Analyst - Intermediate 3 to 5	€ 29,500	€ 38,500
Data Analyst - Senior 5+	€ 50,000	€ 60,000
DBA - Intermediate 3 to 5	€ 32,000	€ 42,400
Content Writer - Intermediate 3 to 5	€ 25,000	€ 29,000

Indicative Range of Annual Gross Basic Salaries**TECH TALENT**

Digital Marketing Executive - Junior 0 to 2	€ 19,375	€ 25,500
Digital Marketing Executive - Intermediate 3 to 5	€ 28,143	€ 33,143
Digital Marketing Manager	€ 40,000	€ 50,000
Marketing Manager	€ 32,000	€ 40,000
Front End Developer - Intermediate 3 to 5	€ 35,000	€ 45,000
Full Stack Developer - Junior 0 to 2	€ 30,000	€ 35,000
Head of Software Engineering	€ 50,000	€ 70,000
Implementation - Intermediate 3 to 5	€ 35,000	€ 45,000
Information Security Specialist - Junior 0 to 2	€ 22,125	€ 32,500
Information Security Specialist - Intermediate 3 to 5	€ 32,667	€ 37,333
Networks Engineer - Junior 0 to 2	€ 23,500	€ 26,000
Networks Engineer - Intermediate 3 to 5	€ 26,000	€ 32,000
Operations Support Officer - Junior 0 to 2	€ 22,500	€ 27,500
Product Manager	€ 28,625	€ 36,000
Product Support Specialist - Junior 0 to 2	€ 21,500	€ 25,000
Product Support Specialist - Intermediate 3 to 5	€ 30,000	€ 40,000
QA - Junior 0 to 2	€ 21,000	€ 27,200
QA - Intermediate 3 to 5	€ 27,500	€ 37,000
Scrum Master	€ 45,000	€ 60,000
Software Developer - Junior 0 to 2	€ 23,500	€ 31,750
Software Developer - Intermediate 3 to 5	€ 30,700	€ 42,525
Software Developer - Senior 5+	€ 37,143	€ 49,286
Software Developer in Test	€ 23,500	€ 35,000
Software Development Manager	€ 43,750	€ 56,250
Software Tester (Manual Testing) - Junior 0 to 2	€ 26,667	€ 35,667
System Administrator - Junior 0 to 2	€ 20,750	€ 26,750
System Administrator - Intermediate 3 to 5	€ 29,750	€ 34,750
System Engineer - Junior 0 to 2	€ 21,250	€ 29,500
System Engineer - Intermediate 3 to 5	€ 30,800	€ 35,600
Technical Architect	€ 43,333	€ 54,000
Technical Project Manager	€ 35,714	€ 45,714
UX/UI Designer - Junior 0 to 2	€ 27,500	€ 37,500
Web Developer - Junior 0 to 2	€ 21,000	€ 27,000
Web Developer - Intermediate 3 to 5	€ 27,500	€ 40,000
Web/Graphic Designer - Intermediate 3 to 5	€ 28,600	€ 35,400
Web/Graphic Designer - Junior 0 to 2	€ 19,333	€ 25,667
Web/Graphic Designer - Senior 5+	€ 31,500	€ 42,500
Non-Technical Project Manager	€ 35,000	€ 40,000

Salary Benchmark**Financial, Tech & Executive Talent****2018**

Indicative Range of Annual Gross Basic Salaries

FINANCIAL TALENT

Accounts Executive - Junior 0 to 2	€ 17,600	€ 21,650
Accountant - Junior 0 to 2	€ 19,252	€ 23,469
Accountant - Intermediate 3 to 5	€ 29,411	€ 35,157
Accountant - Senior 5+	€ 43,250	€ 47,000
Advisory Professional - Intermediate 3 to 5	€ 35,000	€ 45,000
Advisory Professional - Senior 5+	€ 56,667	€ 66,667
Assistant Manager	€ 35,500	€ 38,500
Audit Professional - Junior 0 to 2	€ 18,357	€ 23,143
Audit Professional - Intermediate 3 to 5	€ 29,538	€ 35,692
Audit Professional - Senior 5+	€ 36,667	€ 51,667
Branch Personnel	€ 16,750	€ 21,500
Business Analyst - Finance	€ 30,500	€ 32,750
Business Development	€ 27,500	€ 32,500
Company Secretary	€ 29,000	€ 30,000
Compliance Manager	€ 35,000	€ 45,000
Compliance Officer - Junior 0 to 2	€ 20,267	€ 24,333
Compliance Officer - Intermediate 3 to 5	€ 29,000	€ 37,455
Compliance Officer - Senior 5+	€ 50,000	€ 63,000
Corporate Administrator - Entry Level	€ 17,810	€ 20,000
Corporate Administrator - Junior 0 to 2	€ 20,318	€ 25,322
Corporate Administrator - Intermediate 3 to 5	€ 27,667	€ 32,000
Credit Analyst - Junior 0 to 2	€ 20,000	€ 26,000
Credit Analyst - Intermediate 3 to 5	€ 26,333	€ 32,333
Credit Analyst - Senior 5+	€ 32,000	€ 38,000
Credit Controller	€ 35,000	€ 40,000
Executive Assistant	€ 23,000	€ 27,000
Finance Manager	€ 46,923	€ 54,077
Financial Analyst	€ 25,167	€ 28,833
Financial Controller	€ 54,375	€ 62,250
Fund Accountant - Junior 0 to 2	€ 18,667	€ 24,167
Fund Accountant - Intermediate 3 to 5	€ 31,000	€ 37,667
Fund Accountant - Senior 5+	€ 36,800	€ 40,400
Fund Administrator - Junior 0 to 2	€ 19,333	€ 23,333
Fund Administrator - Intermediate 3 to 5	€ 28,000	€ 32,000
HR Officer - Junior 0 to 2	€ 20,250	€ 25,000
HR Officer - Intermediate 3 to 5	€ 33,455	€ 40,636
HR Manager	€ 43,000	€ 52,000
Insurance Officer - Junior 0 to 2	€ 16,900	€ 20,400

Indicative Range of Annual Gross Basic Salaries

FINANCIAL TALENT

Insurance Officer - Intermediate 3 to 5	€ 23,000	€ 27,000
Insurance Manager	€ 30,000	€ 37,500
Internal Auditor - Junior 0 to 2	€ 25,000	€ 30,000
Internal Auditor - Intermediate 3 to 5	€ 35,000	€ 45,000
Internal Auditor - Senior 5+	€ 60,000	€ 70,000
Investment Administrator	€ 20,000	€ 23,000
Investment Analyst - Junior 0 to 2	€ 19,500	€ 27,750
Investment Analyst - Intermediate 3 to 5	€ 30,000	€ 35,000
Investment Analyst - Senior 5+	€ 40,000	€ 50,000
Investor Relations Analyst - Junior 0 to 2	€ 27,500	€ 36,500
Investor Relations Analyst - Intermediate 3 to 5	€ 30,000	€ 40,000
Investor Relations Analyst - Senior 5+	€ 50,000	€ 55,000
Lawyer - Junior 0 to 2	€ 20,000	€ 25,250
Lawyer - Intermediate 3 to 5	€ 25,636	€ 33,545
Lawyer - Senior 5+	€ 39,286	€ 51,429
Management Accountant	€ 35,000	€ 40,000
Office Manager	€ 24,000	€ 29,333
Operations Officer - Junior 0 to 2	€ 21,118	€ 24,706
Operations Officer - Intermediate 3 to 5	€ 34,778	€ 39,444
Operations Manager	€ 45,000	€ 55,000
Payroll	€ 19,500	€ 23,500
Pensions Officer	€ 19,889	€ 23,333
Portfolio Manager	€ 42,500	€ 57,500
Product Support Specialist	€ 25,000	€ 35,000
Product Manager	€ 50,000	€ 80,000
Risk Analyst - Junior 0 to 2	€ 23,667	€ 27,667
Risk Analyst - Intermediate 3 to 5	€ 25,000	€ 30,000
Risk Manager	€ 42,500	€ 52,500
Settlements Officer - Junior 0 to 2	€ 17,500	€ 23,000
Tax Professional - Entry Level	€ 15,500	€ 21,500
Tax Professional - Junior 0 to 2	€ 20,250	€ 25,750
Tax Professional - Intermediate 3 to 5	€ 31,667	€ 38,333
Tax Professional - Senior 5+	€ 45,000	€ 60,000
Trader - Intermediate 3 to 5	€ 27,500	€ 35,000
Treasury Manager	€ 46,667	€ 53,333
Trust Officer - Junior 0 to 2	€ 20,000	€ 22,833
Trust Officer - Intermediate 3 to 5	€ 30,000	€ 35,000
Trust Manager	€ 40,000	€ 50,000

Our Castille 2018 Salary Benchmark is based on the Average Gross Basic Salary ranges we are seeing being offered in the local market over the last 12 months.

For the avoidance of doubt our figures will not necessarily be statistically representative of all salary values paid by the entire market as our report focuses specifically on the values we are seeing being offered for open vacancies during this period. This data is collated through our front end systems, filtered and categorized by our consultancy and brand teams to ensure the numbers are representative and comparable of such offers in the market.

The Castille Benchmark should therefore be used as an indicative reference point for companies looking to attract and retain best talent based on current market trends.

Should companies require more specific advice on salary structures and skills availability, please do not hesitate to contact us on brand@castilleresources.com or (+356) 20 933 000