



Business Support Outlook 2026



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Who We Are

At FRS Recruitment, we like to say we are made different. We started out as an agricultural co-operative in 1980, a heritage that is important to us as it guides the way we work today. We have since grown into a multifaceted, industrial, technological and highly specialised recruitment agency. We span a huge breadth of industries and employ specialised consultants with specific sector knowledge based across Ireland and connected to our ten offices nationwide

Our Purpose

Changing lives
together

Our purpose is all about the lives we change through our recruitment services. It's this purpose that sets us apart from the rest.

Our Values

Integrity
Fairness
Intelligent Innovation
Customer Champions
Diversity
Flexibility



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Business Support Outlook 2026



Ireland moves through 2026 in a relatively strong position but it's not without its challenges. Ongoing geopolitical tensions, conflict in the Middle East, changes in US economic policy and slower growth across parts of Europe are all influencing how confident businesses feel about the year ahead.

While Ireland continues to benefit from a strong multinational footprint and a healthy base of domestic companies, many organisations are being more considered in how they hire. There is still movement in the market – but decisions are more deliberate than they were during peak growth periods.

Within Business Support functions, including Administration, Customer Service, Marketing & Compliance, demand remains steady. However hiring is increasingly focused on:

- Filling genuinely business critical roles rather than expanding teams
- Improving efficiency & managing costs
- Meeting regulatory & governance requirements
- Supporting growth & customer experience
- Driving digital transformation & automation initiatives

Salary growth in 2026 is more selective than across-the-board. The strongest increases are typically seen in specialist, compliance-led, or revenue-supporting roles. More generalist positions are seeing steadier, moderate movement rather than sharp jumps.

Overall, it's a competitive market - but also a cautious one. Employers who can offer flexibility, clear progression opportunities, and transparency about long-term plans are in the best position to attract and retain strong talent.





Administration

Administration remains the backbone of most organisations and that hasn't changed as we move through 2026. What has changed is the mindset around hiring. With ongoing global uncertainty and tighter budget controls, employers are being more selective about when and how they add to their admin teams.

Operational support is still essential, but there's a stronger focus on hiring people who can do more than just the day-to-day. Employers are looking for administrators who bring efficiency, digital confidence and the ability to work across teams.

Key trends:

- Hybrid and remote working are now well embedded, though many companies are encouraging more structured in-office time for collaboration and coordination.
- Demand is strongest for adaptable administrators who can support operations while also managing systems, producing reports, or assisting with projects.
- Roles like Sales Support Administrator and Executive Support are becoming more valued, as businesses look to protect continuity and keep leadership and revenue functions running smoothly.
- There is a strong supply of entry-level administrative candidates, but a noticeable shortage of experienced professionals such as Executive Assistants, Office Managers, and Project Coordinators.

Salary movement in more generalist roles is steady but not dramatic, reflecting careful cost management. Higher salaries tend to be offered to candidates with strong systems skills, technical confidence and broader responsibilities.

Retention is also a clear priority. Employers are putting more emphasis on development opportunities, flexibility and creating stable, well-supported teams rather than constant hiring.

Administration			
Job Title	0–3 Years	3–5 Years	5+ Years
Administration Supervisor	€38k+	€45k+	€52k+
Administrator	€31k+	€31k+	€36k+
Audio Typist	€31k+	€33k+	€37k+
Bid Manager	€57k+	€63k+	€71k+
Clerical Officer	€28k+	€30k+	€36k+
Contracts Administrator	€31k+	€36k+	€41k+
Data Entry Clerk	€26k+	€29k+	€36k+
Document Controller	€35k+	€39k+	€52k+
Executive Assistant	€41k+	€54k+	€62k+
Medical Secretary	€33k+	€36k+	€46k+
Office Manager	€41k+	€52k+	€62k+
Operations Manager	€62k+	€90k+	€95k+
Policy Administrator	€31k+	€36k+	€41k+
Project Administrator	€31k+	€36k+	€41k+
Project Manager	€46k+	€57k+	€67k+
Property Administrator	€29k+	€33k+	€41k+
Property Manager	€36k+	€46k+	€62k+
Quality Administrator	€31k+	€36k+	€41k+
Quality Coordinator	€32k+	€38k+	€44k+
Sales Administrator	€31k+	€36k+	€41k+

Customer Service

Customer Service is becoming more strategic this year, combining frontline support with efforts to improve overall customer experience. Hiring is steady but global uncertainties mean employers are focused on roles that have a direct impact on revenue, client satisfaction & retention.

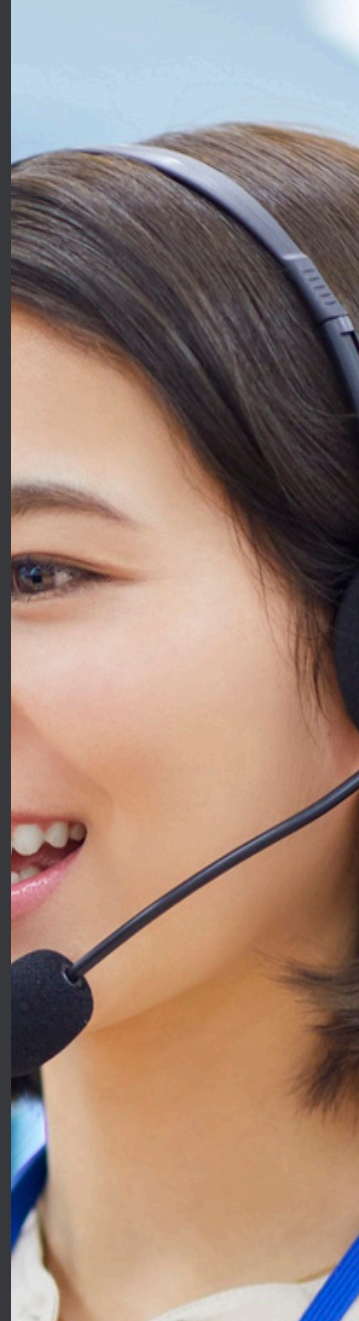
Key trends:

- Growth in Customer Success roles, emphasising long-term client relationships and cross-functional collaboration.
- Increasing use of digital tools, CRM platforms, and analytics to improve efficiency and measure outcomes.
- Emphasis on soft skills such as problem-solving, empathy, and negotiation alongside operational performance.
- Training, upskilling, and hybrid working remain central to attraction and retention.

Team Leaders and Operations Managers are increasingly expected to oversee performance metrics, quality assurance and continuous improvement initiatives.

Salary pressure remains strongest for multilingual representatives, Customer Success roles and experienced Team Leaders. Entry-level salary growth is steady but controlled, reflecting broader economic caution.

Selective but consistent hiring, with premium placed on candidates who combine service excellence with digital and commercial awareness.



Customer Service			
Job Title	0–3 Years	3–5 Years	5+ Years
Call Centre Agent	€29k+	€31k+	€36k+
Customer Experience Specialist	€32k+	€38k+	€45k+
Customer Service Administrator	€29k+	€33k+	€37k+
Customer Service Co-ordinator	€31k+	€36k+	€39k+
Customer Service Manager	€41k+	€52k+	€57k+
Customer Service Operations Manager	€43k+	€57k+	€67k+
Customer Service Representative	€29k+	€33k+	€37k+
Customer Service Representative (Multi-Lingual)	€29k+	€36k+	€41k+
Customer Service Team Leader	€36k+	€43k+	€49k+

Marketing

Marketing in 2026 is defined by specialisation, measurable impact and digital capability. Employers continue to hire, but global economic pressure encourages a focus on roles that directly contribute to revenue, brand visibility and customer acquisition efficiency.

Key trends:

- Digital marketing, analytics, and content roles remain high-demand, while generalist positions are evolving toward measurable, ROI-driven responsibilities.
- Emerging roles like Digital Campaign Analyst, Product Marketing Manager, and Social Content Producer reflect a move toward data-informed marketing strategy.
- Automation and AI tools are reshaping workflows, requiring marketers to combine creative skill with tech literacy.

Premium salaries are concentrated in data and results focused roles. Flexibility, hybrid working and structured career paths remain key to attracting talent amid broader market caution.



Marketing			
Job Title	0 - 3 Years	3 - 5 Years	5+ years
Brand Manager	€50k+	€55k +	€65k +
Content Manager	€45k +	€55k +	€65k+
Content Marketing Executive	€35k +	€40k +	€50k+
Digital Marketing Executive	€30k +	€35k +	€40k +
Digital Marketing Manager	€45k +	€55k +	€65k +
E-Commerce Executive	€35k +	€42k +	€55k +
Events Executive	€28k +	€35k +	€45k +
Events Manager	€38k +	€40k +	€50k +
Graphic Designer	€35k +	€45k +	€55k +
Marketing & Business Development Executive	€32k +	€40k +	€50k +
Marketing Communications Executive	€35k +	€45k +	€50k +
Marketing Communications Manager	€45k +	€55k +	€65k +
Marketing Strategist	€35k +	€40k +	€45k +
PR Executive	€32k +	€38k +	€45k +
Social Media Manager	€45k +	€50k +	€55k +

Compliance and Risk

In 2026, Compliance and Risk functions are core to organisational resilience and operational excellence. Across industries such as insurance, professional services, logistics and general corporate sectors, employers are investing in professionals who can manage regulatory obligations, risk mitigation, process improvement and governance frameworks.

Key trends:

- Growing demand for GRC, Compliance, and Risk specialists who can implement practical controls, ensure regulatory readiness, and improve operational processes.
- Roles increasingly combine compliance, risk, and quality oversight, requiring analytical capability, process optimisation skills, and cross-functional collaboration.
- Hybrid and flexible working arrangements remain expected, with employers also emphasising professional development and retention strategies.

Premium salaries focus on experienced managers, risk analysts and compliance professionals with demonstrated operational impact. Entry to mid level roles see steady growth, reflecting market demand for multi-skilled candidates.

Hiring is selective but consistent, prioritising talent who can integrate governance, risk and quality frameworks while supporting business performance and regulatory compliance in a dynamic environment.



Compliance and Risk			
Job Title	0–3 Years	3–5 Years	5+ Years
Compliance Administrator	€32k+	€37k+	€42k+
Compliance Data / Reporting Analyst	€37k+	€44k+	€52k+
Compliance Manager	€60k+	€70k+	€85k+
Compliance Officer	€38k+	€45k+	€52k+
Compliance Trainer / Specialist	€38k+	€45k+	€55k+
Continuous Improvement Specialist	€40k+	€48k+	€55k+
Data Protection / GDPR Officer	€45k+	€55k+	€65k+
Governance & Compliance Coordinator	€35k+	€42k+	€50k+
GRC (Governance, Risk & Compliance) Analyst	€38k+	€45k+	€52k+
Operations Compliance Specialist	€40k+	€48k+	€55k+
Regulatory Affairs Manager	€55k+	€65k+	€75k+
Risk & Compliance Analyst	€35k+	€42k+	€50k+
Senior Compliance Officer	€50k+	€60k+	€70k+
Senior Risk & Compliance Analyst	€45k+	€55k+	€65k+
Regulatory Affairs Specialist	€40k+	€48k+	€55k+
Regulatory Liaison / Coordinator	€36k+	€42k+	€50k+

Legal Services and Counsel

The legal recruitment market in 2026 has settled into a more balanced rhythm. Organisations are hiring deliberately, focusing on long-term growth rather than rapid expansion. Legal Services remain critical, covering support and advisory roles including legal secretaries, executives, paralegals, associates, and partners.

Key trends:

- Legal secretaries and executives – Experienced support staff with strong organisational skills, technical proficiency, and legal systems knowledge are in high demand. Roles often include client liaison, document management, billing support, and legal technology use.
- Mid-level associates (3–6 PQE) – Seeking clearer career progression, competitive packages, and improved work-life balance.
- Partner-level hires – Strategic and selective, prioritising alignment with growth objectives and strong client relationships.
- Salary trends – Salaries are stabilising after rapid increases, but high-performing candidates in in-demand areas may still receive premium offers.
- Flexibility – Hybrid working is increasingly expected; organisations offering genuine flexibility are more competitive in attracting and retaining talent.

Quality hires are prioritised over volume, with experienced legal support staff remaining crucial for efficient, scalable operations.

Organisations that offer clarity, flexibility, and a strong value proposition are best placed to attract and retain top talent across all legal roles.

ROLE	1-3 Years	3-5 years	5+ years
Legal Secretary	€35,000 +	€42,000 +	€50,000 +
Senior Legal Secretary	€42,000 +	€50,000 +	€60,000 +
Legal Executive / Paralegal	€38,000 +	€48,000 +	€55,000 +
Senior Legal Executive / Paralegal	€50,000 +	€60,000 +	€70,000 +
Associate (1–3 PQE)	€60,000 +	–	–
Associate (3–6 PQE)	–	€70,000 +	–
Senior Associate (6+ PQE)	–	–	€90,000 +
Partner / Director	–	–	€120,000 + / higher in top-tier firms



Human Resources Outlook

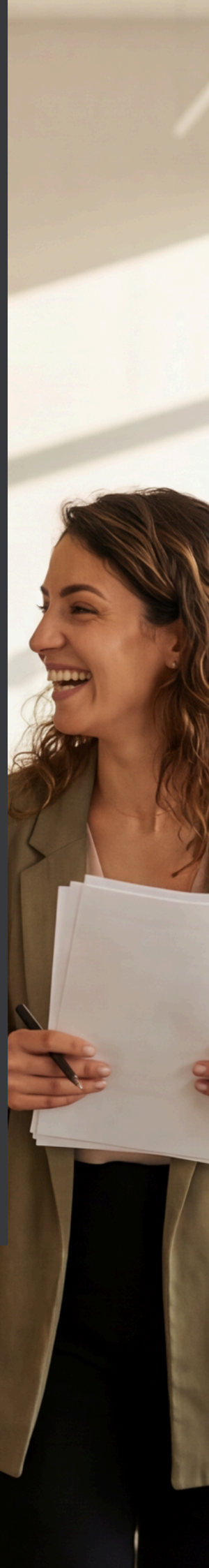


The Human Resources recruitment market in Ireland in 2026 is evolving rapidly, driven by organisational transformation, shifting workforce expectations, and the increasing strategic importance of HR functions. While overall hiring activity remains positive, the HR job market itself is more selective, skills-driven, and structurally changing compared to previous years.

The HR hiring market is active but targeted, with organisations prioritising roles that directly impact business performance, culture, and retention rather than broad HR headcount expansion. Demand is strongest for HR Business Partners, HR Generalists, Employee Relations & L&D professionals. There is a clear shift toward strategic HR focusing on workforce planning and stakeholder influence, as HR is increasingly positioned as a commercial and advisory function.

Key challenges in the HR hiring market include a shortage of experienced HR professionals seeking a move at the mid – to – senior level. The interview processes are slightly longer with multiple approval layers, and permanent HR roles are more competitive to secure than contract roles. Candidates' behaviour shows as more risk – averse on changing roles as well as being more selective regarding benefits, culture and flexibility offered. Most HR roles operate on a 3-day in office hybrid structure, with some industries such as production / manufacturing operating on a 5-day return to office. There is more office presence for HR than other functions due to requirement of employee interaction, stakeholder engagement and culture-building. This is particularly true for HRBPs and senior HR leadership. Fully remote HR roles are rare.

Overall, the outlook on the HR job market in 2026 is stable and active, but not high-volume. It is competitive with a shift towards strategic and specialist skillsets. The market is tighter and more selective, with fewer “generalist entry points” and greater competition for roles, particularly at junior and senior extremes.





Talent Acquisition Sector Outlook

The Talent Acquisition (TA) market in Ireland in 2026 is undergoing a significant shift, shaped by fluctuating hiring volumes, increased use of AI, and a move toward more strategic, business-aligned recruitment functions. While overall hiring demand across industries remains positive, TA hiring itself is more cautious, cyclical, and efficiency-driven compared to other HR disciplines.

TA hiring is directly linked to business confidence and headcount growth, with companies are taking a more measured approach to expanding TA teams, particularly in multinational environments. Demand is strongest for Talent Acquisition Partners / Business Partners, In-house recruiters with stakeholder management experience and TA professionals with niche sector expertise. There is a clear shift away from volume recruitment toward strategic hiring with fewer purely “sourcing” roles and a greater demand for TA professionals who can influence hiring strategy, workforce planning, and employer branding. TA professionals are now expected to partner with leadership and provide consultative, insight-driven hiring.

Persistent talent shortages in Ireland (especially in tech, data, compliance) are increasing reliance on skilled TA professionals who can source niche talent, manage difficult hiring markets and deliver strong candidate experience.

AI and automation are now embedded in recruitment areas including sourcing tools, CV screening, candidate matching and interview scheduling. This is creating demand for TA professionals who can use recruitment technology and sourcing platforms as well as effectively interpret hiring data.

Key challenges in hiring TA professionals include the sensitivity to hiring slowdowns. Companies pause or reduce TA hiring quickly when growth slows. Entry-level TA roles are highly competitive while the senior TA role has increased in complexity. Modern TA requires data literacy, stakeholder influence and understanding of DEI and compliance.

Hybrid working is strong with most TA roles operating on a 2-3 days in office. TA professionals are increasingly expected to be on-site for hiring manager engagement, interview coordination and employer branding initiatives. This is particularly relevant for TA Business Partners and Leadership hiring roles. Flexibility remains a key attraction tool, despite shifts towards the office. Employers who reduce flexibility risk losing experienced recruiters to more agile competitors.

Overall, the outlook on the Talent Acquisition job market in 2026 is positive but highly dependent on hiring cycles, more competitive especially at junior level and evolving toward strategic, tech-enabled recruitment roles

Salary Guide – Human Resources

All figures are estimates based on current salary surveys and industry data, and actual ranges can vary by employer, location and market conditions.

ROLE	ROLE	3-5 years	5+ years
HR Administrator	€30,000+	€35,000+	€38,000+
HR Officer	€35,000+	€40,000+	€45,000+
HR Generalist	€40,000+	€45,000+	€50,000+
Learning & Development Specialist	€45,000+	€50,000+	€60,000+
HR Business Partner	€55,000+	€60,000+	€70,000+
L&D / Training Manager	€60,000+	€70,000+	€80,000+
HR Manager	€60,000+	€70,000+	€80,000+
HR Director	€90,000+	€100,000+	€120,000+

Salary Guide – Talent Acquisition

All figures are estimates based on current salary surveys and industry data, and actual ranges can vary by employer, location and market conditions.

ROLE	1-3 Years	3-5 years	5+ years
Recruitment Administrator	€30,000+	€35,000+	€38,000+
Talent Acquisition Coordinator	€35,000+	€40,000+	€45,000+
Talent Acquisition Specialist / In House Recruiter	€40,000+	€50,000+	€60,000+
Talent Acquisition Manager	€60,000+	€70,000+	€80,000+
Head of Talent Acquisition	€70,000+	€85,000+	€95,000+
Talent Acquisition Director	€90,000+	€100,000+	€120,000+



Technical Sales Outlook



Ireland's technical sales market enters 2026 in a strong position, with a clear shortage of experienced talent. Ongoing capital investment across pharmaceuticals, medtech, advanced manufacturing, engineering services, renewable energy, and enterprise technology is sustaining demand for commercially focused professionals with real technical depth. Continued expansion in biopharma, alongside active facility builds and equipment investment, is keeping demand steady across engineering, process equipment, and cleanroom sales.

The market broadly divides into two distinct paths.

Engineering and industrial technical sales centres on capital equipment, process solutions, cleanroom environments, automation, and energy infrastructure. These roles are relationship-led, largely field-based, and built around long project cycles and on-site engagement.

Technology and SaaS sales focuses on cloud, cybersecurity, data, AI, and enterprise software. These environments are faster paced, commercially driven, and typically structured around pipeline management and revenue targets, often with hybrid or remote working models.

Both involve complex sales cycles and multiple stakeholders but operate very differently in practice. OTE attainment varies by environment, with SaaS roles often offering higher upside but less certainty, while engineering and life sciences positions tend to provide more stable, longer-term earnings linked to project delivery.

The supply of experienced talent is tight, particularly from mid-level upwards. The most difficult hires continue to be technical sales engineers, field application specialists, business development managers, channel and partner managers, and senior account managers across life sciences, infrastructure, and enterprise technology. Strong candidates are rarely active on the market, and most successful hires now come through direct approaches rather than advertising.



At entry level, the market has shifted. Traditional SDR and BDR hiring has reduced in parts of the technology sector since 2023, with employers placing greater emphasis on candidates who can demonstrate technical understanding from the outset. Pure pipeline generation roles are less common, and expectations are higher earlier.

Compensation and progression vary by company type and structure. Multinationals tend to offer greater stability and defined career paths. Scale-ups and smaller firms can offer higher earning potential, with more variability. Territory quality and account ownership also play a major role in performance and earnings, particularly in enterprise SaaS, medtech, and capital equipment environments, where existing relationships and installed base can significantly influence outcomes.

Job titles are not always consistent across the market, with scope and seniority varying between organisations despite similar role names. Commission structures, accelerators, and equity can materially affect total compensation, particularly within technology companies.

The outlook for 2026 is positive, particularly for experienced professionals. Working patterns continue to vary by sector. Technology roles typically offer hybrid or remote options; while engineering and life sciences positions remain largely field-based, where in-person engagement is central to building trust and securing business.

Dublin salaries sit ahead of regional levels at mid-level, with the gap narrowing at senior and leadership levels. Overall, demand is strongest for candidates who combine technical understanding with clear commercial impact.

Below is a 2026 salary guide for the most common Technical Sales roles in Ireland. All figures are estimates based on current salary surveys and industry data, and actual ranges can vary by employer, location and market conditions.

Software & Digital Solutions | SaaS | Cloud | Cybersecurity | AI | DevOps

Covers roles across multinationals, scale-ups, and Irish tech companies.

ROLE	1-3 Years	3-5 years	5+ years
Sales Development Rep (SDR / BDR)	€35,000– €42,000	€43,000– €50,000	—
Inside Sales Executive	€40,000+	€50,000+	€60,000+
Account Executive — SMB / Mid-Market	€50,000+	€70,000+	€90,000+
Enterprise Account Executive	—	€85,000+	€120,000+
Channel Sales Manager	€50,000+	€65,000+	€85,000+
Partner / Alliance Manager	€55,000+	€70,000+	€90,000+
Renewal Account Manager	€45,000+	€58,000+	€72,000+
Expansion / Upsell Account Manager	€50,000+	€65,000+	€80,000+
Solutions Consultant / Pre-Sales	€55,000+	€72,000+	€95,000+
Sales Engineer (Technical)	€58,000+	€75,000+	€100,000+
Customer Success Manager (CSM)	€45,000+	€65,000+	€85,000+
Technical Account Manager (TAM)	€55,000+	€70,000+	€90,000+
Revenue Operations Manager	€55,000+	€70,000+	€90,000+
Sales Enablement Manager	€55,000+	€68,000+	€85,000+

Life Sciences | MedTech | Pharma | Biotech | Diagnostics

Regulated environments where clinical or scientific credibility matters.

ROLE	1-3 Years	3-5 years	5+ years
Technical BDR / Inside Sales	€38,000+	€48,000+	—
Field Sales Rep (Medtech / Pharma)	€45,000+	€60,000+	€75,000+
Field Application Specialist (FAS)	€48,000– €55,000	€60,000– €72,000	€85,000+
Account Manager	€45,000+	€58,000+	€72,000+
Key Account Manager (Strategic)	—	€75,000+	€110,000+
Solutions Consultant / Pre-Sales	€55,000+	€75,000+	€100,000+
Clinical Specialist	€50,000+	€65,000+	€85,000+

Industrial, Engineering & Renewables | Capital Equipment | Automation | Process Solutions | Energy

Project-led, relationship-driven sales.

ROLE	1-3 Years	3-5 years	5+ years
Inside Sales Executive	€35,000+	€45,000+	€55,000+
Field Sales Representative	€45,000+	€60,000+	€75,000+
Business Development Manager	€50,000+	€65,000+	€80,000+
Technical Sales Engineer	€50,000+	€70,000+	€95,000+
Key Account Manager (Strategic)	—	€75,000+	€110,000+
Solutions / Pre-Sales Consultant	€55,000+	€72,000+	€95,000+

GTM Leadership & Executive | All Technical Sales Verticals

ROLE	3-5 Years	5-10 years	10+ years (C-Level)
Head of Sales Development	€70,000+	€85,000+	—
Sales Team Lead	€70,000+	€85,000+	—
Sales Manager / Director	€90,000+	€110,000+	€140,000+
VP of Sales / GTM	—	€130,000+	€170,000+
Chief Commercial Officer (CCO)	—	€140,000+	€180,000+
Chief Revenue Officer (CRO)	—	—	€190,000+

Notes:

- All figures are base salary only, not inclusive of bonus, commission, or equity.
- Engineering degree or PhD background typically commands a 10 to 15% base salary increase.
- Dublin salaries run 12 to 18% ahead of regional rates at mid-level, closing at senior and leadership levels.



Insurance Sector Outlook

The insurance sector continues to maintain strong momentum into 2026, building on continued consolidation, market expansion and evolving customer demands. Ongoing mergers and acquisitions, alongside the entrance of niche and international players, will further drive job creation and increase movement across the market, particularly within commercial, specialty and agri lines.

Confidence across the industry remains high, with continued investment in digital transformation, data analytics, ESG initiatives and customer experience, all of which are reshaping traditional roles and creating demand for more technically skilled and commercially focused professionals. As insurers modernise systems and processes, there is growing need for talent with a blend of technical expertise, regulatory knowledge and strong client-facing capabilities.

Talent attraction and retention, however, remains a key challenge in 2026. The market continues to experience a shortage of experienced professionals, particularly in underwriting, claims, broking and compliance, with competition for high performers driving salary growth and counteroffer activity. Employers are placing increased emphasis on career development, flexibility and employer branding to secure and retain top talent.

Hybrid working is now firmly embedded, but there is a gradual shift towards more structured in-office collaboration, particularly for client-facing and leadership roles.

Overall, the outlook for 2026 is highly positive, with sustained growth expected and continued focus on strategic hiring, upskilling and workforce planning to meet the evolving needs of the insurance landscape.

Below is a 2026 salary guide for the General Insurance for common roles in Ireland (general insurance, underwriting, claims, broking and support, financial services).

All figures are estimates based on current salary surveys and industry data, and actual ranges can vary by employer, location and market conditions.



Insurance Broking

ROLE	1-3 Years	3-5 years	5+ years
Personal Lines Sales/Advisor	€26,000 +	€35,000 +	€40,000 +
Personal Lines Account Handler	€30,000 +	€38,000 +	€45,000 +
Personal Lines Team Lead	€40,000 +	€50,000 +	€60,000 +
Commercial Lines Sales Advisor	€30,000 +	€38,000 +	€48,000 +
Commercial Account Handler	€32,000 +	€40,000 +	€50,000 +
Commercial Account Executive	€35,000 +	€45,000 +	€60,000 +
Snr Commercial Account Executive	-	€70,000 +	€90,000 +
Commercial Team Lead	€45,000 +	€55,000 +	€65,000 +
Insurance/Broking Manager	-	-	€70,000 +
Head of Personal/Commercial Lines	-	-	€90,000 +

Note: Sales/New Business roles often include commission or bonus on top of base pay.

Claims

ROLE	1-3 Years	3-5 years	5+ years
Claims Handler/Assessor	€26,000 +	€ 30,000 +	€ 40,000 +
Snr Claims Handler/Adjuster	-	€ 45,000 +	€ 55,000 +
Claims Team Lead	-	€ 60,000 +	€ 70,000 +
Claims Manager	€50,000 +	€ 65,000 +	€ 90,000 +
Head of Claims	-	€100,000 +	€120,000 +

Underwriting

ROLE	1-3 Years	3-5 years	5+ years
Underwriting Assistant/Trainee	€33,000 +	€ 38,000 +	-
Personal Lines Underwriter	€30,000 +	€ 45,000 +	€ 55,000 +
Commercial underwriter	€34,000 +	€ 50,000 +	€ 65,000 +
Snr Underwriter/Specialist	-	€ 70,000 +	€ 90,000 +
Underwriting Manager	-	€ 80,000 +	€100,000 +
Head of Underwriting	-	€100,000 +	€160,000 +

Life & Pensions

ROLE	1-3 Years	3-5 years	5+ years
Life & Pensions Administrator	€30,000 +	€38,000 +	€ 45,000 +
Snr Life & Pensions Administrator	-	€45,000 +	€ 55,000 +
Team Lead – Life & Pensions Admin	€50,000 +	€60,000 +	€ 70,000 +
Manager – Life & Pensions	-	€65,000 +	€ 75,000 +
Head of Life & Pensions Admin/Ops	-	-	€ 90,000 +
Financial/Pension Advisor	€30,000 +	€45,000 +	€ 60,000 +



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