

ACCOUNTING & FINANCE

The Irish Accounting & Finance sector remains strong in 2025, but shifting workforce dynamics, digital transformation and regulatory pressures are reshaping hiring trends.

Emerging Trends

Demand is high across all levels, particularly for Financial Analysts, Payroll Specialists and Compliance Officers. Senior-level hiring has increased as CFOs position businesses for long-term growth, while newly qualified accountants continue to emigrate. However, experienced professionals with 3+ years PQE are returning, enriching the talent pool with international expertise.



The Impact of AI & Sustainability

Automation and AI are streamlining finance processes, increasing demand for professionals skilled in data analytics, fintech and digital finance. Sustainability finance is also expanding, with ESG, green investment and CSRD compliance roles growing rapidly as businesses align with new regulatory frameworks.

Salary & Retention Challenges

Salaries have remained competitive, but with skilled candidates fielding multiple offers, counteroffers are increasingly common. Newly qualified accountants and those with 1-3 years PQE are securing the biggest salary jumps, particularly those moving from 'Big 4' and 'Top 10' firms. However, employers are still struggling to fill key roles in tax advisory, financial planning, and forensic accounting.

Return to Office Expectations

Most finance employers now expect staff onsite at least three days a week, prioritising collaboration and mentorship. However, candidates still value flexibility, and companies that fail to accommodate hybrid work risk losing top talent.



The Year Ahead

Ireland's finance sector is at a turning point, with digitalisation, sustainability and strategic finance skills shaping the future. Companies that adapt to evolving expectations, offer competitive packages and embrace flexible work policies will have the best chance of attracting and retaining top talent in an increasingly competitive landscape.

Ciaran Phelan

Director, CIMA Ireland



“As a result of rapid technological advancements, including the exponential growth of AI, the accounting and finance profession is undergoing a paradigm shift.

The Chartered Institute of Management Accountants (CIMA), are seeing professionals swiftly transition from being information curators to value creators, and from being controllers to trusted business advisors.

The ability to interpret data, make strategic decisions, and use critical thinking to give personalised advice to drive sustainable business growth requires a balance of judgment, professional scepticism, creativity, and social intelligence that AI cannot replicate.

This is what we are now training current and future Chartered Global Management Accountants to do, and this is playing out in the marketplace where demand for the right professionals with the right skills continues to grow. As the role and scope of finance expands beyond traditional boundaries, we are optimistic about the future in 2025 – and beyond.”

Accounting & Finance

Job Title	Dublin	South	South East	Midlands	Midwest	West	North West	North East
Industry	€	€	€	€	€	€	€	€
Finance Director	125k-200k	120k-190k	110k-170k	120k-150k	110k-170k	120k-150k	110k-125k	90k-100k
Financial Controller	95k-135k	90k-120k	90k-110k	80k-110k	90k-110k	85k-120k	80k-110k	70k-90k
Financial Accountant	60k-85k	55k-80k	50k-70k	50k-70k	50k-65k	55k-70k	50k-65k	45k-60k
Cost/Management Accountant	65k-80k	55k-85k	55k-75k	55k-65k	55k-75k	60k-75k	50k-65k	45k-60k
Treasury Manager	90k-130k	90k-100k	85k-95k	70k-90k	75k-95k	70k-80k	70k-80k	70k-80k
Treasury Accountant	65k-75k	50k-75k	50k-70k	55k-70k	50k-70k	50k-60k	45k-55k	45k-55k
Audit Manager	70k-85k	60k-85k	60k-80k	55k-80k	60k-80k	65k-80k	55k-70k	50k-65k
Audit Senior (General Practice)	55k-65k	45k-65k	45k-60k	50k-65k	45k-60k	50k-65k	50k-60k	40k-45k
Internal Auditor	60k-90k	55k-85k	55k-80k	50k-65k	55k-80k	50k-60k	40k-55k	40k-55k
Tax Manager	75k-100k	70k-95k	65k-85k	65k-85k	65k-80k	70k-85k	60k-75k	60k-80k
Tax Accountant	60k-85k	55k-75k	50k-70k	45k-65k	50k-70k	50k-65k	40k-55k	40k-55k
Newly Qualified Accountant	55k-65k	50k-60k	45k-55k	45k-55k	45k-55k	50k-55k	45k-50k	38k-45k
Part Qualified Accountant	45k-55k	35k-45k	35k-40k	35k-50k	32k-42k	35k-42k	32k-40k	35k-40k
Support	€	€	€	€	€	€	€	€
Accounts Payable Manager	60k-80k	55k-65k	45k-60k	45k-65k	45k-60k	50k-60k	40k-50k	45k-60k
Accounts Payable	35k-50k	32k-42k	30k-40k	30k-40k	30k-38k	32k-40k	32k-38k	32k-38k
Accounts Receivable	35k-50k	32k-42k	30k-40k	30k-40k	30k-38k	32k-40k	32k-38k	32k-38k
Payroll Manager	55k-90k	50k-80k	50k-70k	50k-70k	45k-65k	40k-50k	35k-45k	45k-60k
Payroll Specialist	45k-55k	40k-50k	35k-45k	32k-45k	35k-45k	35k-40k	32k-40k	32k-40k
Credit Controller	38k-50k	35k-45k	30k-40k	32k-40k	32k-42k	35k-45k	30k-38k	30k-35k
Accounts Assistant	40k-50k	35k-45k	32k-42k	30k-45k	30k-38k	32k-38k	30k-35k	30k-38k
Funds	€	€	€	€	€	€	€	€
Fund Accounting VP - Director	120k-140k	110k-130k	105k-125k	100k-120k	105k-125k	110k-130k	110k-120k	110k-120k
Senior Manager/VP Fund Accounting	90k-110k	85k-105k	80k-100k	70k-95k	80k-100k	80k-100k	80k-100k	80k-100k
Senior Manager/VP Fund Accounting (Private Equity)	90k-120k	85k-110k	80k-105k	75k-95k	80k-105k	85k-105k	85k-105k	85k-105k
Manager/AVP/Account Manager Fund Accounting	75k-95k	65k-85k	60k-80k	55k-75k	60k-80k	60k-80k	60k-80k	60k-80k
Manager / AVP / Account Manager Fund Accounting (Private Equity)	75k-95k	65k-85k	60k-80k	60k-75k	60k-80k	65k-85k	65k-85k	65k-85k
Fund Accounting Supervisor/Team Leader	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	45k-55k	45k-55k	45k-55k
Fund Accounting Supervisor/Team Leader (Private Equity)	55k-75k	50k-65k	45k-60k	45k-55k	45k-60k	50k-60k	50k-60k	50k-60k
Senior Fund Accountant	48k-65k	42k-52k	40k-50k	35k-55k	38k-48k	35k-45k	35k-45k	35k-45k
Senior Fund Accountant (Private Equity)	45k-65k	42k-55k	40k-52k	35k-55k	40k-50k	40k-55k	40k-55k	40k-55k
Fund Accountant	40k-55k	35k-42k	30k-40k	30k-35k	30k-40k	32k-38k	32k-38k	32k-38k
Fund Administrator	35k-40k	30k-35k	30k-35k	30k-35k	30k-35k	30k-35k	30k-35k	30k-35k



Established in 1990, Collins McNicholas Recruitment & HR Services Group is a respected Irish firm dedicated to talent acquisition across diverse sectors for its client companies.

Our mission is to consistently deliver a world-class customer experience to our clients and candidates by providing innovative people solutions.

Find out more about Collins McNicholas:

www.collinsmcnicholas.ie