SALARY GUIDE 2025

Clarity Search Partners

INTRODUCTION

Market Overview

2025 has continued the upward momentum across the Irish professional services market, with many larger firms once again reporting year-on-year revenue growth. Consolidation remains a defining theme, driven not only by private equity but also by independent firms aligning with international networks to gain scale, infrastructure, and market reach.

Hiring Trends

Hiring demand has stayed steady across most service lines. However, the adoption of AI and automation has noticeably reduced the volume of traditional trainee intakes in larger firms.

For mid-market practices, 2025 has been marked by expansion and diversification — moving beyond core compliance and deepening advisory, transaction support, and sector-specialist offerings.

INTRODUCTION

Financial services continues to be a major growth focus for medium and large firms, with specialist areas such as transfer pricing, indirect tax, and risk advisory attracting sustained investment and headcount growth.

Demand for quality talent remains steady, and firms that communicate clearly, move quickly, and offer real long-term value are best positioned to thrive. The market is evolving — and the opportunities are growing with it.

All in all, 2025 has been another strong and positive year for the Irish professional services sector.

PRACTICAL OBSERVATIONS…

Key points we've taken from successful interview processes –

NO. 1
KEEPING THE HUMAN ELEMENT IN AN AI-DRIVEN HIRING WORLD

As AI tools accelerate screening and assessment, maintaining genuine human engagement has never mattered more. Personal touchpoints, transparent conversations, and relationship-focused hiring are key to ensuring candidates feel valued—not processed.

NO. 2
PROCESS & TIME-TO-HIRE

With more firms growing, consolidating, and entering niche spaces such as capital allowances, R&D, and accounting advisory, the competition for talent has intensified. Streamlined processes, clear communication, and swift decision-making are now essential to securing the right people before they're picked off by faster-moving firms.

NO. 3
MANAGING EXPECTATIONS: NO SURPRISES

With internal salary structures, external hires, and partner-track roles under increasing scrutiny, expectation management is critical. Clear alignment on role scope, remuneration, progression, and timelines—early and often—helps avoid friction later in the process and ensures cleaner, more successful hires.

WHAT ARE CANDIDATES LOOKING FOR?

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CANDIDATE VALUE PROPOSITION

Responsiveness

Candidates are drawn to firms that move quickly, communicate clearly, and show genuine interest from the first conversation.

Storytelling

A compelling story around culture, leadership style, and growth opportunities consistently outperforms a job spec alone.

Priorities

Flexibility, transparency, and a clear path for progression remain top priorities for professionals considering a move.

Respect

In a competitive market, the firms that stand out are those that treat candidates like future colleagues—not transactions.

COMPENSATION GUIDE

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AUDIT	Salary Range	TAX	Salary Range
Audit Partner (Salaried)	€150,000+	Tax Partner (Salaried)	€150,000+
Audit Director	€90,000 - 145,000	Tax Director	€90,000 - 210,000
Audit Senior Manager/ Associate Director	€75,000 - 90,000	Tax Senior Manager/ Associate Director	€80,000 - 98,000
Audit Manager (depending on firm size and seniority)	€63,000 - 85,000	Tax Manager/ Senior Consultant (depending on years of exp.)	€68,000 - 90,000
Audit AM/ Senior Practice Accountant (SME)	€50,000 - 68,000	Tax Assistant Manager/ Consultant (2/3 years pqe)	€57,000 - 68,000
Audit Senior/Associate (Qualified)	€48,000 - 55,000	Tax Senior (Qualified)	€50,000 - 55,000
Semi Senior/ Part Qualified (1 - 3 years exp)	€27,000 - 42,000	Tax Semi Senior (depending on experience)	€30,000 - 45,000
Audit Trainee (Depending on firm size)	€24,000 - 30,000	Tax Trainee	€24,000 - 30,000

PRIMARY BENEFITS

LARGE FIRMS VS. SME

	LARGE FIRMS	SME FIRMS
Pension	5 – 20% (employer contribution)	3 – 5% (some firms)
Bonus	10% - 30% (depending on business unit)	(Discretionary) up to 10% (some firms)
Flexible Working	Ability to work remotely overseas for a number of weeks (some firms)	Hybrid working (most firms)
Gym Membership	✓	✓
Wellness Allowance	✓	✓
Christmas Bonus (most firms)	✓	✓
Parking (either paid or from gross salary, depending on level)	✓	✓
Relocation allowance	Employment Permit and Entry Visa, One way flight, Airport Pick Up, 2 – 4 Weeks Accommodation	Employment Permit and Entry Visa – Nearly All firms, One way flight – Some firms, Accommodation support – Some firms

MAIN TAKEAWAY: CONNECTION

Using the telephone for good news and bad.

Even as hiring becomes more automated, the human connection remains essential. Candidates appreciate feeling listened to and supported throughout the process.

Thoughtful check-ins, clear communication, and genuine conversation help create confidence and trust — making the overall experience smoother for everyone involved.

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Clarity Search Partners looks forward to building on our learning from successful outcomes from trainee recruitment to partner level appointments in 2025. We can be of assistance to your firm in developing your recruitment strategy and strengthening your team from trainees to partners in 2026 and would be delighted to hear from you.

Patrick O' Rourke is a Director and Professional Services Recruitment Specialist, experienced in placing top people from entry to Partner level in Audit, Tax and Advisory positions with SME – Big 4 firms.

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