



Martina Quinn
Finance Recruitment

Ireland Finance Salary & Benefits Trends 2026

Northern Ireland | Dublin | Rest of Ireland

Contents

Northern Ireland	03
Dublin	06
Rest of Ireland	09

Northern Ireland

An aerial photograph of Belfast, Northern Ireland, taken during the golden hour of sunset. The city's skyline is silhouetted against a bright, hazy orange and yellow sky. In the foreground, a large body of water, likely the Lough, reflects the light. Several boats are docked at a pier. The city buildings are densely packed, with a prominent white dome-shaped structure visible in the middle ground. The overall atmosphere is calm and scenic.

What's Really Happening

The finance market in Northern Ireland continued to evolve throughout 2025 and into 2026. While we've moved beyond the sharp salary increases seen post-pandemic, competition for experienced finance professionals remains high. Employers are having to think more creatively about how they attract and retain talent, and candidates are becoming increasingly selective about what really matters to them in a role.

At Martina Quinn Finance Recruitment, we speak with both employers and candidates across Northern Ireland every day, giving us a real-time view of what's happening in the market.

Key Trends Shaping the NI Finance Market

Total Reward Packages Are Growing in Importance

While base pay levels have stabilised, employers are now differentiating themselves through complete reward packages, flexible and hybrid work options, healthcare, enhanced annual leave, and professional development support. For many candidates, these benefits are just as important as salary when considering a new opportunity.

Skills Premiums for Tech-Enabled Finance Professionals

Employers in NI are increasingly seeking finance professionals with data analytics, ERP, and automation experience. The ability to interpret and communicate data-driven insights has become a key differentiator. Those who can blend technical capability with commercial acumen are commanding a clear salary premium.

Hybrid and Flexible Working Are Here to Stay

Hybrid work remains a top priority. Most employers now offer 2–3 days per week in the office, and candidates are factoring flexibility heavily into their job decisions. Businesses offering remote-friendly policies are widening their talent pool and improving retention.

Sector-Specific Hotspots

Shared Services & SSCs: Continued investment from multinationals in Belfast and the North West.

Manufacturing & Engineering: Strong demand for cost-focused and commercial finance roles.

Public & Not-for-Profit: Increased hiring for compliance, audit and grant-reporting specialists.

Technology: Growing appetite for finance professionals with automation and systems experience.



What This Means for Candidates

Know Your Worth

Understand where your skills fit within current salary bands before negotiating or changing jobs.

Look Beyond the Base

Total package, flexibility, and professional growth matter more than ever.

Upskill Strategically

Focus on high-value areas like FP&A, automation, or business partnering to move your career forward.



What This Means for Employers

Benchmark Regularly

Keep your salary ranges aligned with market expectations to attract and retain top performers.

Sell the Full Package

Candidates now expect flexibility, learning opportunities, and wellbeing support, not just pay.

Communicate Your EVP

Your Employer Value Proposition (culture, purpose, flexibility) should come through clearly in every stage of recruitment.



The Outlook in 2026

The Northern Ireland accountancy & finance recruitment market remains candidate-driven, particularly for qualified and senior accountants. Employers who can move quickly, offer flexibility, and demonstrate a clear value proposition will continue to secure the best people.

At Martina Quinn Finance Recruitment, we work closely with clients and candidates across Northern Ireland to provide up-to-date market insights, salary benchmarking, and trusted recruitment advice. Whether you're hiring your next finance professional or exploring your next career move, we'd be delighted to help you navigate the Northern Ireland market with confidence.

Dublin

Insights for Candidates & Employers

The Dublin finance market has been evolving rapidly. While salary inflation has moderated over the last period, competition for top finance talent remains intense. Understanding current salary trends is essential for both candidates planning their next move and employers aiming to attract and retain skilled professionals.

Key Trends Shaping the Dublin Finance Market

Total Reward Packages Are Growing

While base salaries are stabilising, employers increasingly emphasise flexible working, professional development, and wellness benefits to attract and retain talent.

Skills Premiums Continue

Finance professionals with niche skills, data analytics, ERP systems and automation tools are in high demand. Combining technical expertise with strategic insight remains highly valued.

Hybrid & Flexible Work Shapes Expectations

Candidates prioritise flexibility and work-life balance. Organisations offering competitive pay and flexible work arrangements stand out in a tight labour market.

Sector-Specific Variations

Tech & FinTech: Strong demand for FP&A and finance business partners.

Pharma & Life Sciences: Compliance, reporting, and regulatory roles are on the rise.

Construction & Real Estate: Senior accountants and controllers are sought for complex projects.



What This Means for Candidates

Benchmark Your Salary

Research market ranges for your role and experience.

Consider Total Reward

Evaluate benefits, flexibility, and career development opportunities.

Upskill Strategically

Focus on FP&A, automation, and data analytics to increase earning potential.



What This Means for Employers

Stay Competitive

Review compensation packages to attract high-demand skills.

Provide Growth Opportunities

Training, mentoring, and career progression attract and retain top talent.

Offer Flexible Work Options

Flexibility is now a key differentiator alongside salary.



The Outlook in 2026

The Dublin finance market in 2026 remains competitive, with high demand for skilled professionals. By understanding salary trends, valuing in-demand skills, and providing flexible, total reward packages, both employers and candidates can achieve success.

Martina Quinn Finance Recruitment partners with finance professionals and organisations to navigate Dublin's evolving finance landscape. Whether hiring or seeking a new role, our market expertise ensures optimal outcomes for both sides.

Rest of Ireland

What Employers & Candidates Need to Know

Across the wider Irish regions, covering Munster, Connacht, and the Midlands, the finance recruitment landscape in 2026 continues to show resilience and steady growth. While these markets tend to be less volatile than Dublin, demand for strong finance talent remains consistently high, particularly within industry, manufacturing, shared services, and fast-growing SMEs.

At Martina Quinn Finance Recruitment, we are supporting employers and candidates across Limerick, Cork, Galway, and the broader regions every day, giving us a clear, real-time perspective on what's shaping the market this year.

Current Salary Snapshot

Salary levels across the regions have stabilised after several years of rapid movement. While still lower than Dublin benchmarks, regional employers are now increasing base salaries to remain competitive, particularly at qualified and senior finance levels.

Typical # salary bands across the wider regions include:

- Part-Qualified Accountants: Slight uplift driven by strong SME and manufacturing demand
- Newly Qualified Accountants: Competitive ranges, with Cork and Galway at the higher end.
- Finance Managers & Financial Controllers: Strong competition between industry and SSCs.
- Analyst & FP&A Roles: Noticeable salary premiums in tech, med-tech, and pharma clusters.

You can refer to our [2026 Salary Guide](#) to reference salaries.

Key Trends Shaping the Ireland Finance Market

Total Reward Is Now a Deciding Factor

While base salary growth has levelled off, employers are increasingly differentiating themselves through full reward packages. In regional locations, where commutes tend to be shorter, benefits such as hybrid working, wellbeing initiatives, and study support are proving particularly compelling.

Regional employers offering the below are consistently attracting stronger candidate interest:

- 2–3 hybrid days
- Enhanced annual leave
- Onsite or subsidised parking
- Healthcare
- Structured progression

Commercial & Systems Skills Are in Demand

Across Munster and the West, employers are prioritising candidates who can combine financial reporting with:

- Automation experience
- ERP upgrades and system implementations
- Data analytics
- Strong business partnering

The ongoing investment in med-tech, biotech, shared services centres, and scaling technology companies is pushing demand for technically capable finance talent.

Hybrid Work Is Strong but More Varied Regionally

Hybrid working is well-established but less rigid than in Dublin. Many employers offer 2 days per week from home, with some SMEs preferring more onsite collaboration. Fully remote roles exist but remain the exception rather than the norm. Candidates still expect flexibility, but value shorter commutes and work-life balance equally.

Sectoral Hotspots Across the Regions

Med-Tech & Pharma (Cork, Limerick, Galway): High demand for cost accountants, FP&A, project finance, and commercial analysts.

Manufacturing & Engineering (Midlands, Munster): Growing need for plant accountants, cost-focused roles, and financial controllers.

Shared Services & Global Business Centres (Cork, Athlone, Galway): Ongoing investment continues to create opportunities for analysts, AP/AR leaders, and newly qualified accountants.

Scaling SMEs & Indigenous Businesses: Strong appetite for part-qualified accountants, company accountants, and finance managers who can support modernisation and process improvement.



What This Means for Candidates

Know Your Local Market

Salary levels vary significantly by region and sector. Candidates in Cork and Galway may command higher ranges than those in the Midlands or North-West.

Prioritise Growth & Skills

Upskilling in automation, FP&A, analytics, and ERP systems continues to offer the clearest salary and progression boost across regional markets.

Evaluate the Full Package

Shorter commutes, hybrid working, and stronger work-life balance across the regions often outweigh the salary differences with Dublin-based roles.



What This Means for Employers

Benchmark Regularly.

The competition for qualified accountants is still strong, particularly from multinationals and SSCs. Reviewing salary levels regularly ensures you remain competitive.

Promote Flexibility Clearly

Hybrid working is expected. Employers who define and communicate clear flexible working policies are experiencing better attraction and retention.

Develop Clear Career Pathways

Regional candidates value progression and professional development. Visibility around mentoring, training, and pathway to leadership remains a key differentiator.



The Outlook in 2026

The accountancy & finance market outside Dublin remains steady, competitive, and candidate-driven for qualified and senior finance roles. SMEs, shared services centres, and multinationals continue to hire actively, with strong demand expected across commercial finance, FP&A, and systems-focused roles.

Employers who move quickly, communicate transparently, and offer attractive total reward packages will secure the strongest talent in a competitive regional landscape.

At Martina Quinn Finance Recruitment, we support employers and finance professionals across the Island of Ireland with market insights, salary benchmarking, and specialist recruitment support. Whether you're exploring a new role or hiring into your growing finance team, we're here to help you navigate the regional market with confidence.



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