



ACCOUNTANCY & FINANCE

REPORT 2016

SALARY CHANGES 2016

* WHEN MOVING ROLE



TOP 5 ROLES 2016



INDUSTRY REVIEW 2016

2016 continued to see increased levels of hiring activity in Finance. As companies seek to come to terms with the uncertainty brought on by the current global political trends towards the extremes (right and left), demand for Financial Risk Managers has further increased. Companies are also focusing on Predictive Analytics in traditional and non-traditional areas. As well as demand for Pricing, Reserving and Investment Actuaries, we have seen increased numbers of requests for individuals with the ability to harness multiple Big Data sources as companies look to maximise their balance sheet returns. There is considerable innovation in this space and, for example, some companies are using analytics to identify and better utilise core skillsets within their workforce.



INDUSTRY SKILL SHORTAGE

1. Financial Risk Management
2. Actuarial Pricing
3. Actuarial Reserving
4. Predictive Analytics (Big Data)
5. Solvency II (Pillar 3)

INDUSTRY PREDICTIONS 2017

Companies continue to add revenues and we expect the expansion of Finance functions to continue. We expect the demand for Financial Risk Managers to continue to increase, as the levels of global risk continue to rise and increased regulatory oversight necessitates more detailed levels of risk reporting. Solvency II continues to be a hot topic and many companies are adding resource to ensure full compliance, as well as to cover the reporting requirements. The trend toward predictive analytics continues unabated and we expect to see further innovative approaches and results in the coming year.

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LIFE & PENSIONS

REPORT 2016

SALARY CHANGES 2016

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BUSINESS DEV. MGR. -
HNW CLIENTS



WEALTH
MANAGER



SENIOR FINANCIAL
PLANNER (CFP)



MANAGER
LIFE & PENSIONS



SENIOR PENSION
ADMINISTRATOR



TOP 5 ROLES 2016



INDUSTRY REVIEW 2016

2016 has been a robust year in terms of growth and confidence across most areas in the life, pensions and investment sector. Naturally, there have been a few turbulent months along the way, from a fund performance point of view, Brexit and Donald Trump being elected President of the US being only two examples. The life insurance industry has enjoyed substantial growth with more people realising the importance of reinstating policies that they let lapse during the economic downturn. Multi Asset Funds have made the pensions sector a little more user friendly for consumers, and will allow them to make more informed decisions with the pension funds in the future.



INDUSTRY SKILL SHORTAGE

1. CFP Qualifications
2. Para-planning experience
3. Experience dealing with HNW individuals
4. Medical Underwriting

INDUSTRY PREDICTIONS 2017

Economic growth predictions may have to be reduced, as the fallout from Brexit is going to have more of an impact in 2017, with all sectors watching closely. There will continue to be strong opportunities for IFAs and firms to upsell and relay the importance to customers of things like Income Protection, reviewing overall financial needs, and reassessing where clients have invested their retirement funds. Wealth management will take on extra importance with the added risks Brexit may present to the Irish economy in 2017. Although, in that lies an opportunity, to foster new relationships with any company or business owners to reassure them that they have adequate, and tax efficient safeguards for their business and key staff members in place.

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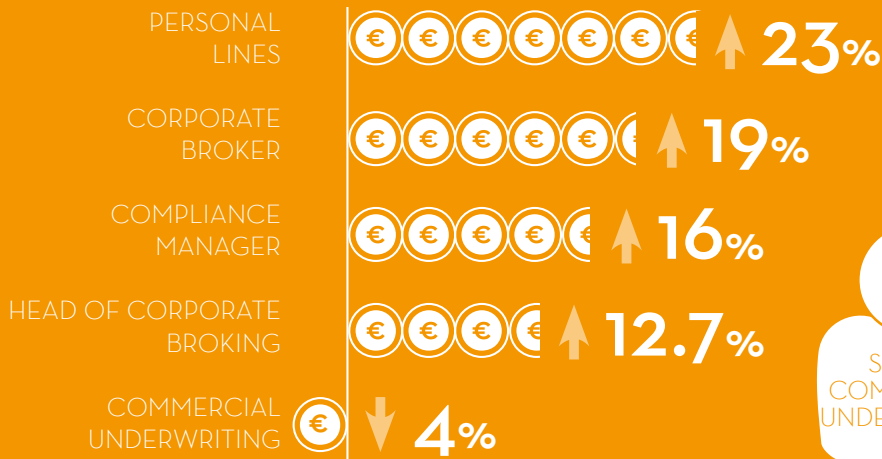




INSURANCE REPORT 2016

SALARY CHANGES 2016

* WHEN MOVING ROLE



TOP 5 ROLES 2016



INDUSTRY REVIEW 2016

2016 is the year of the attempted counteroffer which in the main, has ended on a "Too little, too late" note for the market. With so much movement at executive level, it didn't surprise us at 360 to see that it was the mid-market broker (38-55k) candidates that were much more difficult to source and move. We saw acute movement from general insurance to the healthcare sector, which presented new and different opportunities to candidates. Personal lines and the increased need for a relationship led service from from brokers, meant that there has been an average of 23% increase in salaries when moves are being negotiated.

INDUSTRY PREDICTIONS 2017

Undercurrents of Brexit interest has made business leaders consider best and worst case scenarios in the coming year. New entrants into the market will impact companies and brokers alike as local industry exposure will be needed. This will heighten the need for compliance, local underwriting experience and broker relationships in 2017. With an increase in licenses already being applied for by UK companies, the year ahead will certainly present opportunities.



MOST SOUGHT AFTER SKILLS 2016

1. New Business ability in broking
2. Technical non-standard product knowledge
3. Compliance and AML experience
4. Property loss adjusting experience
5. Marketing, specifically in insurance products

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