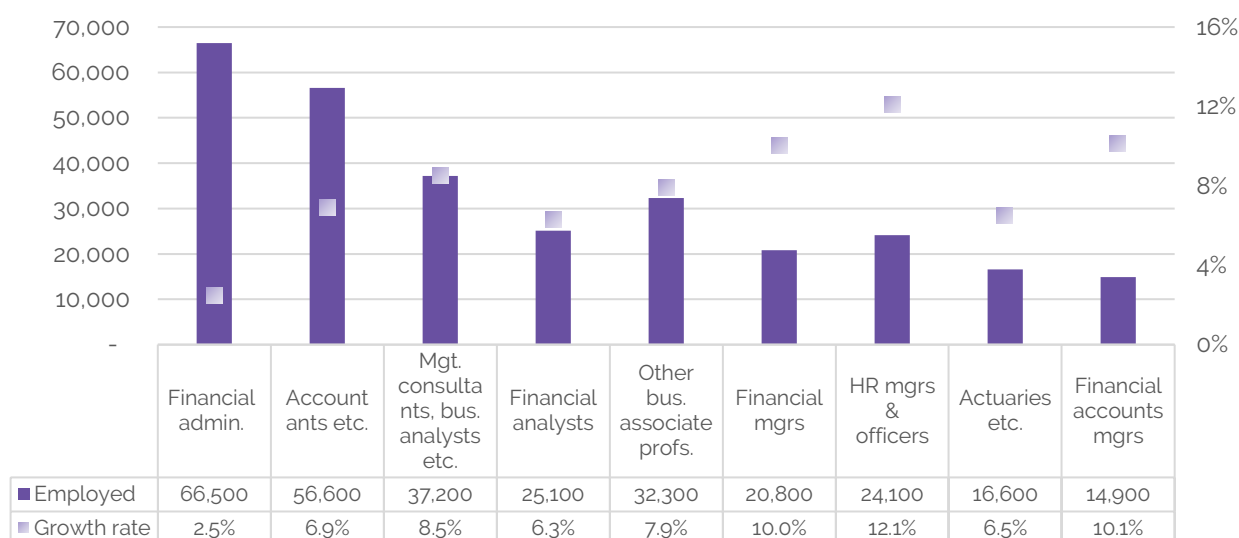


10.3 Business & Financial Occupations

Figure 10.3 Annual Average Employment (2024) & Annual Average Growth Rates (2019-2024)



Overall employment	294,200
Share of total workforce	11%
Main sectors of employment	31% - Financial activities 22% - Professional activities 9% - Industry 8% - ICT
Employment growth	+81,500 between 2019 and 2024 +6.7% on average annually (compared to +3.4% for total workforce)

2024	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Accountants & tax experts	53%	92%	15%	86%	98%	696	✓
Mgt. consultants, business analysts & project managers	47%	96%	...	80%	89%	1,748	
Actuaries, economists & statisticians	[46%]	93%	...	81%	97%	102	✓
Financial analysts and insurance underwriters	45%	96%	...	78%	88%	98	✓
Other business associate professionals	54%	93%	...	64%	83%	335	✓
Financial accounts managers	[55%]	92%	...	84%	79%	24	
Financial managers & directors	47%	95%	[21%]	87%	87%	77	✓
Financial admin. occupations	73%	80%	21%	80%	66%	3	✓
HR managers and officers	77%	90%	...	80%	93%	109	✓
Overall total	58%	90%	15%	80%	85%	3,192	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

Overall Outlook for these Occupations

Employment grew steadily over the five-year period for business and financial occupations, with an additional 81,000 persons employed since 2019 and the third highest growth rate nationally, at 6.7%. This occupational group also had a higher than average share of women employed, accounting for 58% of its workforce.

Evidence from employers (including Skills for Growth, the EGFSN's International Financial Services Skills Implementation Group) suggests technical skills, some of which are also in demand in ICT occupations (see Section 10.2), continue to be in high demand (e.g. security, cloud, UX design), especially in the financial services sector. Digital skills in demand for this occupational group include Excel, data/business analysis, and data visualisation (e.g. Power BI), while other business skills sought by employers included leadership, innovation, people management, project management, and regulation/compliance.

While traditional, physical banks remain the preferred option for their main current account amongst most adults in Ireland, an increasing share also use digital banks (e.g. Revolut): nearly two fifths of adults were using a digital bank in 2024 (up from 18% in 2022).¹ The shift towards digital banks, which are typically cloud based services, requires workers with increasingly sophisticated technical skills (AI, machine learning, blockchain) to improve customer experience, facilitate multiple cyber security measures, and better detect fraud.

Demand for international financial services skills is expected to persist across a number of areas, including sustainable finance and regulatory and compliance activities.² Business and financial jobs have also been identified as accounting for a significant share of green employment in Ireland with skills such as corporate social responsibility occurring in online job adverts.³ In addition, demand for blockchain skills was evident in the financial sector according to a recent report by the ESRI.⁴

Occupation	Economic summary
Accountants & tax experts	Accountants and tax experts are the second largest occupation in this grouping, with above average employment growth over the five-year period; this was particularly pronounced between 2023 and 2024, with an additional 9,700 persons employed. Employment was spread across sectors but particularly in professional activities, financial and industry. This occupation had an above average share of women employed and a below average share of non-Irish citizens. Most of the employment permits issued related to auditors in the financial sector. Despite the strong growth in employment, the share of OJAs for accountants (for the total business and financial group) has fallen since 2023. Difficult-to-fill mentions (RAS and Skills for Growth) related to accountants, including cost accountants, across financial, tax, insurance, practice and the manufacturing sector, with both newly and part-qualified accountants in demand. In addition to accountancy-related skills, employers were seeking candidates with experience, especially in manufacturing, as well as digital (Excel) and organisational skills.

¹ Department of Finance (2024). [Consumer Sentiment Banking Survey Report 2024](#).

² EGFSN (2024). [Skills for International Financial Services](#).

³ SOLAS (2025). Spring Skills Bulletin 2025

⁴ ESRI (2024). [Skill Requirements for Emerging Technologies in Ireland](#).

	While demand is evident at present, artificial intelligence is likely to play a transformational role in the tasks associated with this occupation with some ⁵ highlighting the likely decline in employment numbers for accountants in the long term. However, given such a large occupation, job opportunities will persist.
Mgt. consultants, business analysts & project managers	Employment growth was above average for this occupation over the five-year period, particularly relating to growth between 2023 and 2024 of 6,900 persons. Both the share of women and non-Irish citizens employed was broadly in line with the national average and employment was concentrated in the professional activities sector along with industry, financial and ICT. The high number of new employment permits related mostly to roles in the financial and ICT sectors for positions including analysts (financial, business, data), project managers and management consultants. Employer data from Skills for Growth noted issues sourcing business analysts and those with skills in customer relationships, leadership, lean, and business. The share of OJAs (as a percentage of business/financial OJAs) increased between 2023 and 2024. Although demand is evident for specific skills in this occupation, no shortages have been identified.
Actuaries, economists & statisticians; other business profs.	Employment grew steadily for this occupation between 2020 and 2023 but declined in 2024. Approximately two-fifths were employed in the public administrative sector with the share of women and non-Irish citizens broadly in line with the national average. Employment permits issued were primarily for data scientists and actuarial analysts, with data scientists also appearing as difficult-to-source in the Recruitment Agency Survey. While demand exists for these roles, the numbers involved are likely to be small.
Financial analysts and insurance underwriters	Despite above average employment growth over the five-year period for this occupation, employment has fallen by 4,000 persons since 2023. Most were employed in the financial sector. Employment permits were primarily for financial analysts. Difficult-to-fill vacancies identified in the Recruitment Agency Survey mostly related to insurance roles; Skills for Growth data highlighted issues with recruiting insurance underwriters and those with skills in ESG, R&D, regulation, risk, and digital (including AI) skills.
Financial accounts managers	With the exception of a small decline in 2022, employment levels have grown steadily over the five-year period for financial accounts managers, increasing by 1,900 persons since 2023. Employment was spread across a range of sectors including financial activities and industry. Only a small number of employment permits were issued and this occupation did not feature in any other data sources relating to demand for skills.
Other business associate profs. (e.g. accounting technicians, estimators, valuers)	The five-year annual average growth rate for this occupation was above average, although there have been some fluctuations in employment levels since 2022. Approximately half of those employed were working in the financial and professional activities sectors. Females accounted for the larger share at 54% and the share of non-Irish citizens far exceeded the national average. A third of the new employment permits issued were for roles in the ICT sector; job titles included AI safety annotator, data/business analysts, financial/accounting technicians and estimators. Mentions in the Recruitment Agency Survey related to data analysts and planners. Other business associate professionals made up nearly a quarter of all OJAs for finance and business related occupations in 2024, up from 18% in 2023, largely due to increases in the share for business associate professionals not elsewhere classified (e.g. data analysts) and, to a lesser extent, accounting technicians. There were a small number of mentions in the Skills for Growth data for data analysts; however, the demand for data analysis skills was more prevalent as a skill associated with non-data analyst roles (e.g. project managers, engineers), particularly in sales and manufacturing.
Financial managers & directors	Having grown annually in recent years, employment for financial managers and directors fell by 2,800 since 2023; however, the annual average employment growth rate of 10% over the five-year period far exceeded the national average. Over two-thirds were employed in the financial activities sector with the share of women and non-Irish citizens broadly in line with the national average. A relatively small number of employment permits were issued for financial managers and director roles. The skill set required for financial managers, particularly those managing financial institutions, is rapidly evolving due to significant changes within the financial sector. These changes include the impacts

⁵ World Economic Forum (2025). [Future of Jobs Report](#)

	of automation and digitalisation, leading the implementation of AI (especially in small and medium enterprises), the shift to online banking, and the transition to sustainable finance. Consequently, upskilling and reskilling will likely become essential requirements to meet the future demands of the industry.
Financial admin.	Although financial administration roles have seen a below average growth over the five-year period, they remain the largest occupation in this group. Two thirds of employment relates to the financial, professional activities and wholesale and retail sectors combined. Almost three quarters of those employed in these roles were female, two-thirds held third-level qualifications and one fifth were working part-time. With very little employment growth but a relatively high level of recent job hires, replacement demand appears to be the main source of job opportunities for these roles. DSP Jobs Ireland vacancy posts related to accounts assistants/administrators, bookkeepers, payroll and finance/pension administrators. Difficult-to-fill vacancies mentioned in the Recruitment Agency Survey and Skills for Growth data pointed to issues in sourcing candidates with skills and knowledge in credit control, accounts, payroll, customer care, compliance skills, import/export & trade knowledge, and digital skills. Given the size of this occupation and the high level of turnover, demand is expected to persist in the short to medium term.
HR managers and officers	Strong employment growth between 2023 and 2024 (with 4,700 additional persons) has led to a significantly above average employment growth rate over the five-year period for this occupation; this is despite declines in both 2021 and 2023. Most employed in these roles are female and the share of non-Irish citizens was broadly in line with the national average. Posts for HR officers/assistants, generalists, recruitment consultants, talent acquisition specialists and HR managers appeared frequently through DSP Jobs Ireland, with the share of OJAs within this occupational group increasing since 2023. Employment permits were issued for similar job titles, with a third of all new permits for this occupation issued for the ICT sector. A small number of mentions of difficult-to-fill vacancies occurred in the Recruitment Agency Survey for talent acquisition specialist and recruiters. Skills identified in the Skills for Growth data for these roles included recruitment, absence and performance management, employee welfare, engagement and employee relations. Although overall employment growth has begun to slow, the greater emphasis being placed on retention, talent development and staff well-being will likely ensure a continued demand for HR and recruitment roles.