

# ACUMEN RESOURCES

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**ACTUARIAL SALARY &  
INDUSTRY INSIGHTS  
2025**

**ar** **ACUMEN RESOURCES**  
RUN BY ACTUARIES FOR ACTUARIES®

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# WELCOME

We are pleased to report that over 500 actuarial professionals working in Ireland took part in our Actuarial Salary & Industry Insights Survey.

Thank you to everyone who contributed.

## METHODOLOGY

Exclusively for actuarial professionals in Ireland, the survey took place from Friday, September 26th, to Wednesday, October 8th, 2025. Actuaries in both permanent and contract positions, as well as those seeking employment, were encouraged to participate.

Participants were able to provide their responses anonymously through TypeForm. The data collected from this survey was analysed to uncover significant trends and areas of interest. This report was compiled in-house by Acumen Resources. For 2025 we have considered both median and mean figures; the median providing a more accurate representation of the bulk of data and less affected by outliers.



**JENNY  
JOHNSTON**

Director

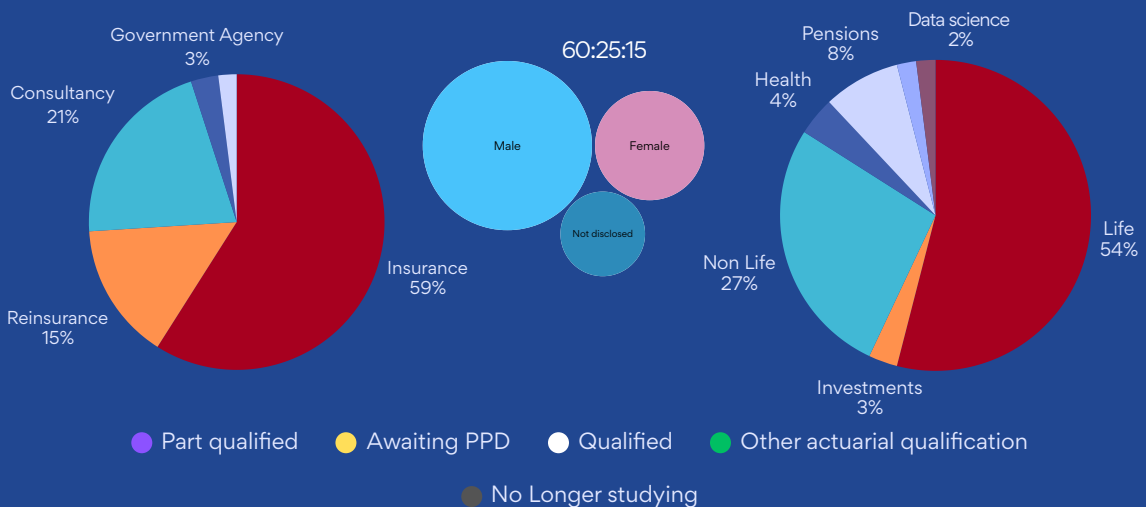


**PAUL  
WALSH**

Director



## DEMOGRAPHICS OF RESPONDENTS



# KEY TAKEAWAYS



## SALARY ANALYSIS



### QUALIFIED ACTUARY

Salaries consistently increase with each additional year of Post-Qualification Experience (PQE), with more pronounced growth observed among individuals in Controlled Function (CF/PCF) and managerial positions. For example, the average (mean) salary for professionals without CF/PCF responsibilities and seven years of PQE is €110,098, whereas those with CF/PCF roles earn an average of €143,333. Salaries in the Reinsurance sector are generally higher than those in Insurance. Professionals in Non-Life roles tend to earn more than those in Life and other practice areas. Salaries are not materially different by gender.



### NEWLY QUALIFIED ACTUARY

The median salary for a newly qualified actuary, who has 3 to 4 years total experience, and has completed all PPD requirements is €80,000. In contrast, students who are still in the process of completing their PPD and have between 2 to 8 years total experience, earn a median salary of €75,500. Notably, those who have successfully passed all IFoA exams but have only two years of experience (one year short of the minimum PPD) earn a median salary of €73,000.



### PART QUALIFIED ACTUARY

A student who has completed six Core Principles (excluding CB3) earns a median salary of €40,250. There was notable variation in student salaries as they progressed through exams. The total years of experience accounted for much of this variation, while practice area differences only became significant for students with over six years of experience. A student who advanced quickly through the exams, possessing 1 to 3 years of experience and having completed the Fellowship with all exams passed except one, had a median salary of €57,050. In contrast, a student with the same exams passed and more than 6 years of experience achieved a median salary of €80,000, aligning more closely with the salaries of newly qualified actuaries.



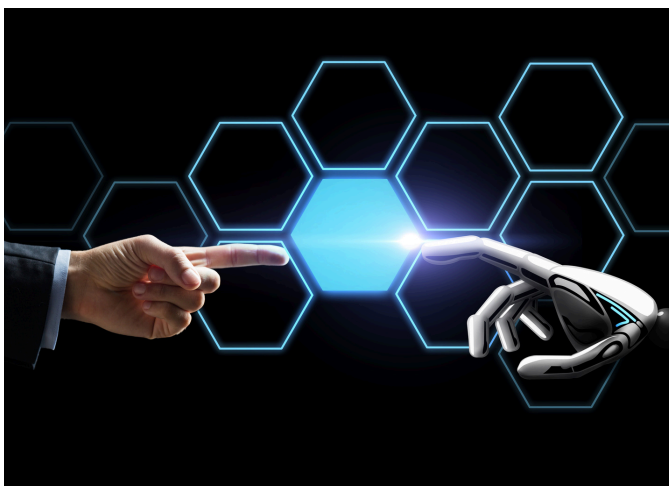
### OBTAINED OTHER ACTUARIAL QUALIFICATION

A total of 20 actuaries who obtained their qualifications from institutions other than the Institute & Faculty of Actuaries, participated in the survey. They reported an average of 12 years of experience and an average salary of €97,421.



### NO LONGER STUDYING ACTUARIAL EXAMS

Responses were received from 13 individuals who had chosen to stop taking actuarial exams. The salaries for these respondents vary widely. On average, they had completed 7.7 exams, with some having finished as many as 12 exams.



## WORKING STYLES



Less than 7% of respondents were employed on a day rate or fixed-term contract basis. The median day rate for actuaries with 11 years of post-qualification experience is €1,000.

Two days a week in the office dominates hybrid working styles.

## ARTIFICIAL INTELLIGENCE



Nearly 50% of actuaries regularly utilise AI in their work.

## EMPLOYEE BENEFITS



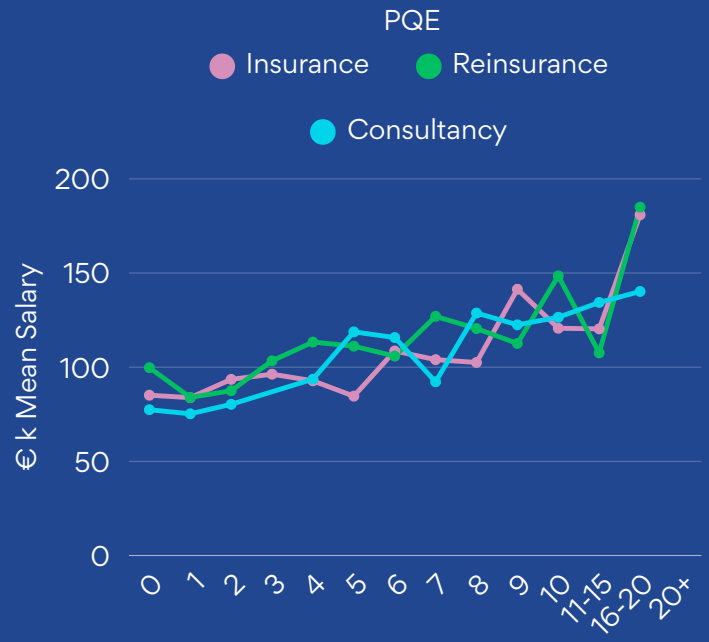
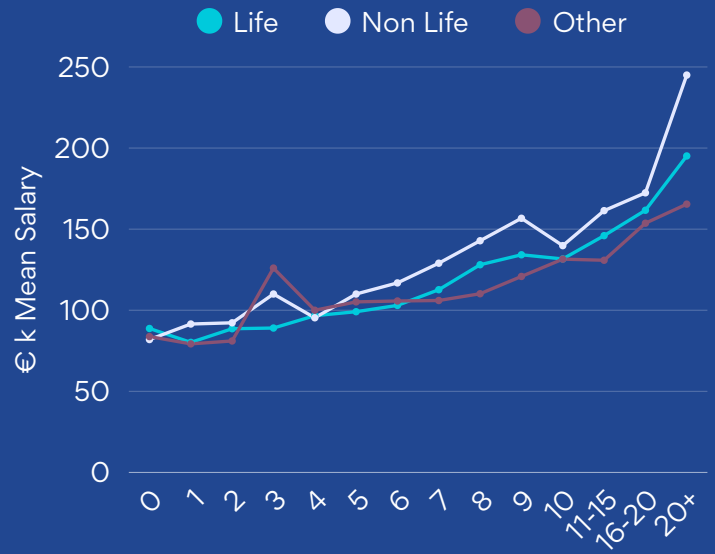
1 in 3 Qualified Actuaries have a car allowance with the Median Car Allowance being €10,000. 73% of respondents enjoy more than 25 days of leave each year.

# QUALIFIED ACTUARY

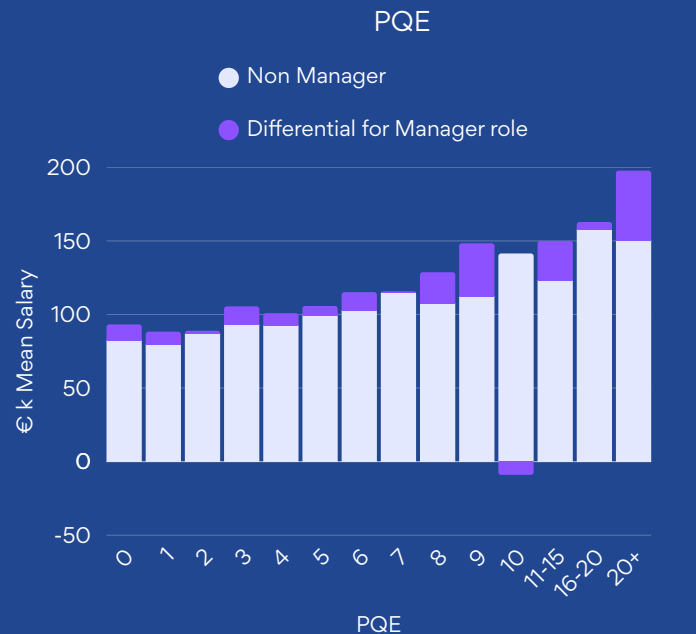
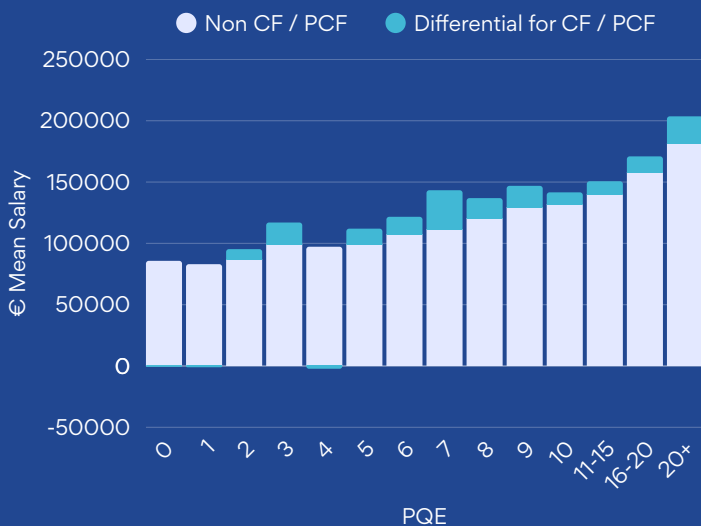
## ALL PRACTICE AREAS

PQE	Total exp. range	€Median	€ Min	€ Max	Count
0	3 - 12	83,500	73,000	145,000	19
1	4 - 12	82,570	72,500	100,000	16
2	5 - 12	86,200	65,000	110,000	21
3	6 - 11	91,400	83,000	135,000	12
4	6 - 18	95,000	79,950	130,000	15
5	7 - 17	101,000	72,000	155,000	17
6	8 - 13	113,263	89,983	130,000	22
7	10 - 18	117,000	84,000	160,000	21
8	11 - 17	125,000	100,500	160,000	15
9	11 - 22	125,000	102,348	219,000	15
10	12 - 23	126,000	115,000	185,400	16
11 - 15	13 - 30	135,500	87,000	230,000	44
16 - 20	18 - 31	153,000	119,000	232,000	22
20+	26 - 37	193,000	108,700	300,000	11

## SPLIT PRACTICE AREAS



Salaries are not materially different by gender. Female salaries trended marginally higher than male salaries at 4 to 6 years PQE. Male salaries show higher trends from 7 years PQE with the difference eroding from 10 years + PQE.



# AWAITING PPD

Professionals who have completed all actuarial exams and are awaiting completion of PPD requirement to transfer to Fellow (as prescribed by the Institute & Faculty of Actuaries).

Years exp.	€ Median	€ Min	€ Max	Count
2	73,000	55,000	91,000	9
3	76,000	61,800	92,000	12
4	73,000	68,000	78,000	3
5 - 8	87,500	70,000	104,000	4

Year passed last IFOA exam	€ Median	€ Min	€ Max	Count
2023	80,000	70,000	90,000	2
2024	78,500	64,000	92,000	7
2025	73,000	55,000	104,000	19



**€75,500** MEDIAN SALARY WITHOUT FIA DESIGNATION

Experience range, 2 - 8 years

PQE	Total exp. range	€ Median	€ Min	€ Max	Count
0	3 - 12	83,500	73,000	95,000	18

**MEDIAN SALARY FOR  
NEWLY QUALIFIED  
WITH FIA  
DESIGNATION**

**€83,500**

**€80,000** MEDIAN SALARY FOR NEWLY QUALIFIED WITH FIA DESIGNATION

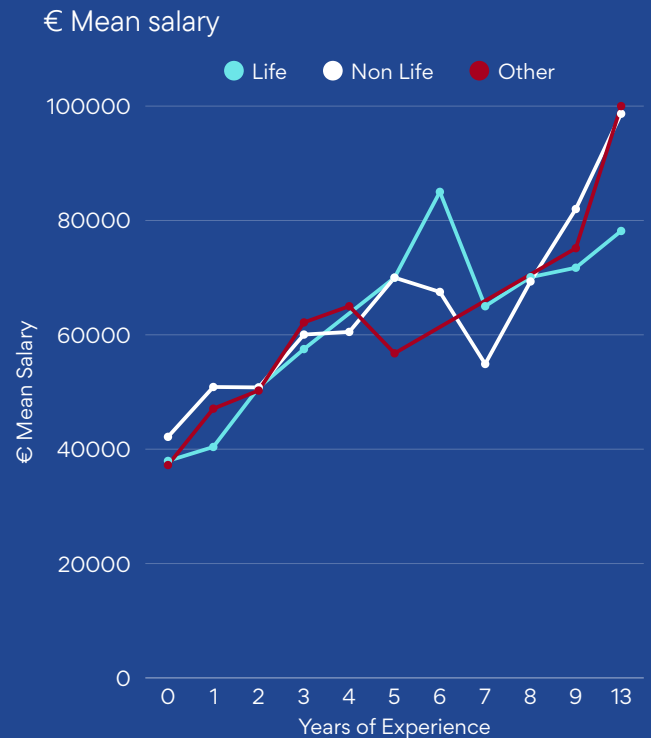
0 years PQE, Experience range, 3 - 4 years

# PART QUALIFIED

## ALL PRACTICE AREAS

Years of Experience	€ Median	€ Min	€ Max	Count
0	38,750	27,500	55,000	26
1	42,500	37,900	75,000	21
2	50,000	37,000	80,000	29
3	60,750	41,000	83,000	16
4	59,750	51,000	78,100	6
5	70,000	43,728	75,000	7
6	75,000	60,000	85,000	3
7	59,950	54,900	65,000	2
8	67,025	61,000	80,000	6
9 - 12	75,000	65,000	85,000	7
13 +	89,660	70,000	123,000	6

## SPLIT PRACTICE AREAS



## MEDIAN SALARY

**€40,250** CM1&2, CS1&2, CB1&2

Range (€38,000 - 46,000, 0 - 3 years exp)

**€65,025** ASSOCIATE

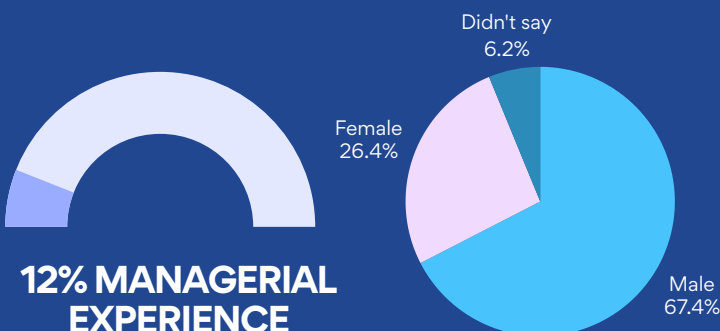
Range (€62,350 - 67,700, 2 - 4 years exp)

**€57,050** FELLOWSHIP PASSED,  
1 OTHER EXAM LEFT

Range (€49,000 - 75,000, 1 - 3 years exp)

**€80,000** FELLOWSHIP PASSED,  
1 OTHER EXAM LEFT

Range (€75,000 - 82,000, 6 - 9 years exp)



Exams Completed*	Total Exp. range	€ Median	€ Min	€ Max	Count
1	0 - 2	36,850	27,500	63,000	4
2	0 - 2	37,000	32,500	41,000	5
3	0 - 3	37,900	35,000	57,500	9
4	0 - 1	41,500	39,000	52,000	4
5	0 - 2	41,250	38,300	44,000	4
6	0 - 8	41,500	38,000	77,000	19
7	0 - 5	44,000	33,000	60,000	13
8	1 - 13	52,750	40,000	93,000	10
9	1 - 13	56,000	45,000	80,000	9
10	2 - 22	61,925	47,500	123,000	16
11	2 - 15	62,382	45,000	100,000	17
12	1 - 15	75,000	49,000	86,320	19

\*Any exam, in any order

# OTHER QUALIFICATION

20 respondents working in Ireland have completed other Actuarial Qualifications:

- Society of Actuaries in the U.S. and the Casualty Actuarial Society
- Actuarial Society of South Africa
- South America (Brazilian and Argentinian)
- Actuaries who have earned a European Masters in Actuarial Science and are members of:
  - Instituto de Actuarios, Spain
  - Institut des Actuares, France
  - German Association of Actuaries (DAV)



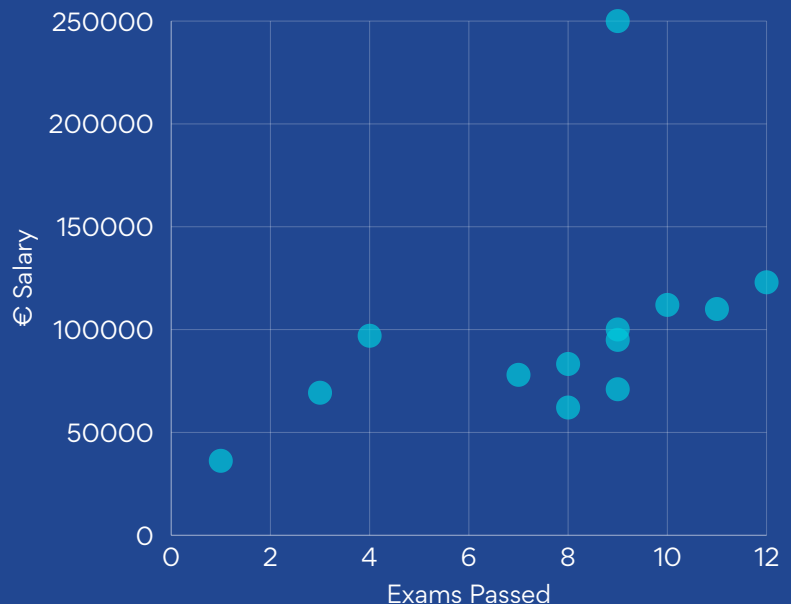
**€97,421**

**MEAN SALARY WITH AVERAGE 12 YEARS TOTAL EXPERIENCE**

# NO LONGER STUDYING

13 respondents had chosen to stop taking actuarial exams after completing 7.7 exams on average, with some having completed up to 12 exams.

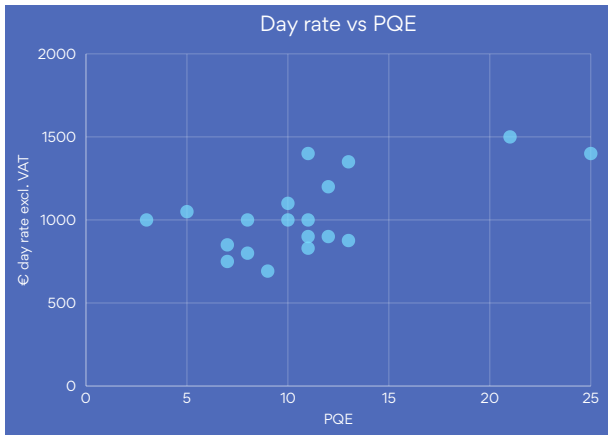
Total years experience	€ Median
<5	78,000
6 - 11	71,000
12 +	110,000



# WORKING STYLES

## CONTRACT VS PERMANENT

**6.5%** EMPLOYED ON A FIXED TERM CONTRACT OR DAY RATE CONTRACT



**€1,000** **MEDIAN DAY RATE**

Total experience range, 3 - 25 years  
Median 11 years PQE

**€85,000**

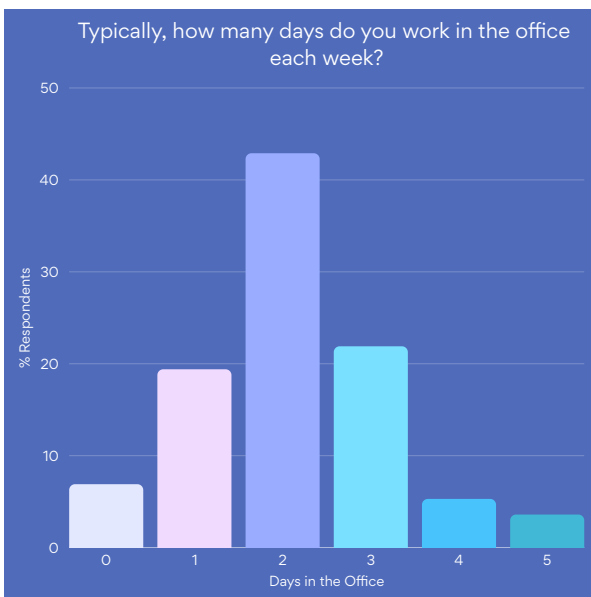
**MEDIAN FTC SALARY**

Qualified Acuary

## HYBRID WORKING

**TWO DAYS A WEEK IN THE OFFICE CONTINUES TO DOMINATE HYBRID WORKING STYLES**

**69%** 2 days or less in the office



Respondents could choose multiple statements which they agreed with:

**I'm happy with my current arrangement** **77%**

**I believe working in the office is important for career progression** **16%**

**I'd like to be in the office more, but it doesn't feel valuable when others aren't** **12%**

**I feel under pressure to return to the office** **14%**

**I'm concerned that promotions, salary increases, or bonuses may be impacted by time spent in the office** **10%**

## FULL TIME VS PART TIME

OF ALL RESPONDENTS

**2.9%** Work part time

**1.7%** Work full time but would like to work part time

# ARTIFICIAL INTELLIGENCE

"ARE YOU UTILISING ARTIFICIAL INTELLIGENCE (AI) IN YOUR CURRENT ROLE?"



47%

**USE AI IN THEIR CURRENT ROLE**

**HOW?**

## 1. Coding and Technical Support

AI tools such as Microsoft Copilot, GitHub Copilot, and ChatGPT are popular for writing, debugging, and clarifying code—covering languages like SQL, Python, VBA, and macros.

Many users depend on AI to assist with technical questions, tackle challenges, and automate repetitive coding tasks.

## 2. Documentation and Communication Support

AI plays a valuable role in creating, rephrasing, and summarizing various forms of communication, such as emails, reports, presentations, and meeting minutes. It is utilised to generate initial drafts, enhance grammar, and offer alternative expressions for your communications.

## 3. Research and Knowledge Discovery

AI is leveraged for quick research, sourcing information, and summarising large documents.

## 4. Productivity and Automation

AI automates routine tasks such as minute-taking, managing to-do lists, and processing data.

## 5. Learning and Teaching

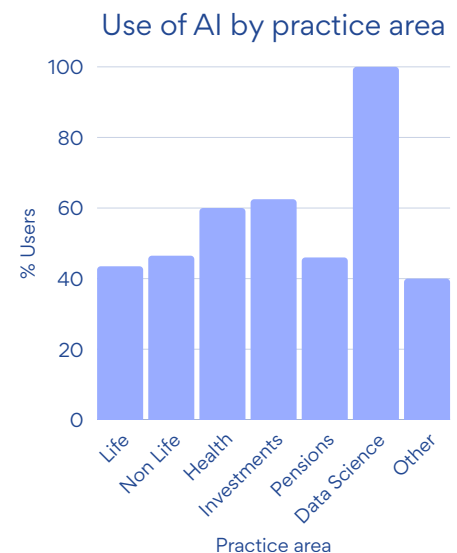
Some users integrate AI into teaching, especially to inform graduates about responsible AI use and its applications.

## 6. Specialized Applications

AI supports regulatory research, claim analysis, and market research. It's also used for data cleaning, analysis, and modeling in specialized domains.

## 7. General Assistance

AI chatbots (including internal versions based on ChatGPT) are used for day-to-day queries, reminders, and as research assistants.



**AI IS EMBEDDED ACROSS A WIDE RANGE OF TASKS — THE MOST COMMON USES ARE FOR CODING ASSISTANCE, DOCUMENT DRAFTING, AND BOOSTING PRODUCTIVITY THROUGH AUTOMATION AND QUICK INFORMATION RETRIEVAL.**



# EMPLOYEE BENEFITS



**23%**  
Car Allowance

**1 IN 3 QUALIFIED ACTUARIES HAVE A CAR ALLOWANCE**

**AVERAGE CAR ALLOWANCE €10,780**  
**MEDIAN CAR ALLOWANCE €10,000**



**73%**  
>=25 days holidays



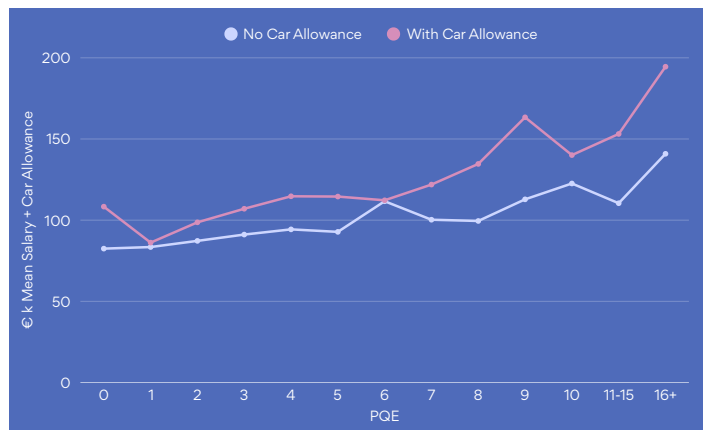
**69%**  
Health Insurance



**41%**  
Share plan / Saving scheme



**13%**  
Gym membership



Benefits Received	% of All Respondents
Pension	91%
Bonus	88%
Buy / Sell hols	45%
Canteen	33%
Lunch allowance	10%
Breakfast	7%
Flexi leave	27%
Company phone	20%

Respondents noted "other" benefits including:

Significantly reduced price for insurance products, dental insurance, and wellbeing/wellness allowances.

Free lunch once per week, free fruit and cookies.

Extreme flexibility, low stress environment, option to work abroad up to 6 weeks a year.

Management allowance, One4all voucher (€1,000).

# CONTACT US

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