

2019 SALARY SURVEY COMPLIANCE

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Despite the promise of deregulation, compliance specialists will remain highly sought after throughout 2019, with a blend of legislative knowledge and business acumen considered highly desirable.

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BANKING

The hot topics in compliance last year were privacy, cybersecurity and GDPR. Banks with an international presence were looking to hire risk and compliance specialists to help reinforce their privacy and cybersecurity infrastructure.

The banking sector continues to see a slowdown in hiring as many banks in NYC are looking to move their compliance function to locations such as Delaware, Tennessee, Jacksonville and Salt Lake City. We expect this trend to continue into this year as banks are looking to cut costs.

ASSET MANAGEMENT

Hiring remained robust in 2018 for New York where a focus on recruiting candidates that could operate in a multi-faceted role took precedent over individuals who were subject matter experts. In addition, employers continued to have a strong interest in compliance candidates with legal

degrees. We expect asset managers to continue this trend into 2019 - top talent will continue to benefit from a candidate driven market defined by multiple offers while firms are competing for a tightening pool of available candidates.

VENTURE CAPITAL AND PRIVATE EQUITY

This year we have seen private equity (PE) and venture capital (VC) firms hiring excellent junior candidates. As much as it has been a candidate driven market, the junior candidates have the desire to move away from the traditional banking or legal careers. With a vigorous and lengthy interview process, there is strong competition amongst the VC and PE firms to recruit top talent. We foresee this trend to continue into 2019 and expect firms to consolidate their interview processes to quickly acquire exceptional candidates.

FINTECH

Hiring has dramatically increased within the fintech and startup sectors. Banking and asset management compliance officers are now moving away from traditional roles and considering unique options with startups. In addition, candidates are open to making a lateral move or taking a decrease in compensation in the hopes of joining a new and exciting business. We expect to see this trend to once again continue in 2019.

U.S. COMPLIANCE HIRING TRENDS

The most consistent hiring we're seeing exists in Boston, Chicago, Dallas and Washington, D.C. respectively. Specifically the traditional investment management and private equity sectors are the areas with the most needs in these locations, as firms start to adapt more of a multi-strategy approach and fundraising is at an all-time high.

With these new strategies and the importance of fundraising, versatility in the compliance realm is needed, and one example of this is traditional CFO/CCOs looking to shed the CCO title and bring on senior-level compliance hires.

We expect these locations to continue consistent flows of hiring in 2019, as the quality of investment management firms and the growth of assets under management with firms in these locations will require compliance buildouts and quality subject matter experts.

NEW YORK

COMPLIANCE

ROLE	PERMANENT	
	PERMANENT SALARY PER ANNUM USD (\$)	
	2018	2019
Investment Banking		
Managing Director	250 - 550k	275 - 600k
Director (SVP)	180 - 250k	220 - 275k
VP	130 - 200k	140 - 220k
AVP	90 - 130k	100 - 140k
Analyst/Associate	60 - 90k	60 - 100k
Investment Management Firm (AUM \$2B - \$5B)		
Chief Compliance Officer (10+ yrs' exp)	230 - 300k	210 - 300k
Compliance Manager (5 - 10 yrs' exp)	120 - 200k	130 - 210k
Compliance Associate (1 - 5 yrs' exp)	70 - 120k	70 - 130k
Investment Management Firm (AUM \$5B+)		
Chief Compliance Officer (15+ yrs' exp)	300 - 500k	300 - 500k
Compliance Manager (8 - 15 yrs' exp)	150 - 300k	160 - 300k
Compliance Officer (5 - 8 yrs' exp)	100 - 150k	110 - 160k
Compliance Associate (1 - 5 yrs' exp)	55 - 100k	60 - 110k
Anti-Money-Laundering		
Director (SVP)	190 - 250k	190 - 250k
Team Leader (AVP)	95 - 120k	100 - 130k
Analyst	60 - 95k	60 - 100k
KYC/EDD Analyst	50 - 70k	55 - 75k

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