



COMPLIANCE  
PROFESSIONALS

2023

# Salary Guide

Compliance and  
Financial Crime

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# OUR SERVICES

In an ever-changing recruitment market, Compliance Professionals delivers a dedicated and specialist recruitment service for UK, EU & US employers and candidates, specifically focussing on the compliance and financial crime space.

We help build out teams, source specialist individuals, and provide an end-to-end recruitment service for both permanent and contract staff.

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## WHY US?

With 20 years of market knowledge and experience, we have the insights that set us apart from other firms in the industry. With this experience, we have earned the trust of both our clients and candidates, which means that we have the industry's top talent and leading firms working with us. Our consultants can offer you a tailored, bespoke service to match your every hiring need and requirement; whether you are looking to grow out a team or to find a niche specialist to help with a particular project. From a candidate perspective, our consultants are here to help guide you on your job search and provide you with the next step in your career.

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# OUR APPROACH



## PERMANENT

The success of our permanent solution is based on the continual development of our network of candidates. We are constantly mapping the market and identifying both active and passive job seekers, thus giving you access to the best talent.

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## INTERIM

Having the right interim resource readily available is essential whether it be to lead a project or provide cover for a BAU position. We have an enviable network of immediately available professional interim consultants, and we are able to provide either individuals or teams for any length of assignment.



## EXECUTIVE SEARCH

For vacancies with specific or in-demand skills, we also offer a full search service. Utilising our dedicated research function, we will map, identify, and present the most suitable candidates from the whole market for you to meet.



# INTRODUCTION

**Welcome to the Compliance Professionals' salary guide for 2023. Our experienced consultants have combined their industry insights and analysis of the financial services compliance market to bring you this pack.**

We hope that this report will be an informative guide for both our clients and candidates, whether to plot growth strategy, understand what is happening in the market, or look at remuneration benchmarking.

Please note that the research for this paper was carried out in 2022.

As part of our work as your dedicated compliance and financial crime specialist, we conduct constant market research by attending seminars, writing blogs, and engaging with our clients regularly. This research continues to keep us at the forefront of compliance and financial crime recruitment and as one of the leading specialist firms.



# REMUNERATION GUIDELINES

## COMPLIANCE – UK

Corporate Banking/Wholesale Banking/ Broking/Stockbroking/Private Banking/ Exchanges/Fintech	Basic Salary	Daily Rate
Compliance Assistant	£35,000 - £45,000	£200 - £275
Compliance Analyst/Associate	£40,000 - £55,000	£275 - £350
Senior Compliance Analyst/Associate	£50,000 - £65,000	£300 - £400
Compliance Supervisor	£60,000 - £80,000	£400 - £500
Compliance Manager/Senior Compliance Officer	£80,000 - £95,000	£450 - £600
Deputy Head of Compliance	£90,000 - £110,000	£600+
Head of Compliance (SM16 registered roles)	£130,000+	£700+
Global Head of Compliance	£170,000+	£1,500+

Investment Banking	Basic Salary	Daily Rate
Compliance Assistant	£45,000 - £55,000	£300 - £400
Compliance Associate	£50,000 - £70,000	£350 - £450
AVP/Manager	£65,000 - £85,000	£400 - £550
VP/Senior Manager	£80,000 - £120,000	£500 - £700
Director/Deputy Head of Compliance	£140,000+	£800+
Head of Compliance (SM16 registered roles)	£160,000+	£1,000+
Global Head of Compliance	£250,000+	£1,600+

Banking (Large)	Basic Salary	Daily Rate
AVP	£65,000 - £85,000	£375 - £475
VP	£90,000 - £120,000	£450 - £600
Director	£130,000 - £160,000	£575 - £800
Head of Regulation Policy	£140,000 - £180,000	£800+
Head of Control Room	£150,000 - £185,000	£800+
Head of Monitoring/Surveillance	£150,000 - £185,000	£800+
Head of Advisory	£140,000 - £250,000	£800+
Head of Compliance	£250,000 - £375,000	£1,500+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Compliance Professionals: [contact@complianceprofessionals.co.uk](mailto:contact@complianceprofessionals.co.uk)



# COMPLIANCE – UK

Asset Management	Basic Salary	Daily Rate
Compliance Assistant/Analyst (1/2 years)	£35,000 - £50,000	£250 - £300
Compliance Associate	£45,000 - £65,000	£300 - £350
AVP/Compliance Manager	£60,000 - £80,000	£350 - £500
VP/Compliance Manager	£80,000 - £120,000	£500 - £750
Head of Compliance	£130,000 - £180,000	£750 - £1,200
Global Head of Compliance	£180,000+	£1,000+

Insurance	Basic Salary	Daily Rate
Compliance Assistant	£23,000 - £35,000	£150 - £200
Compliance Analyst/Associate	£30,000 - £45,000	£200 - £250
Senior Compliance Analyst/Associate	£45,000 - £70,000	£250 - £350
Compliance Manager	£75,000 - £110,000	£400 - £600
Compliance Officer/Head of Compliance	£110,000+	£700+

Financial Crime Banking (Large)	Basic Salary	Daily Rate
AVP Financial Crime	£65,000 - £85,000	£375 - £450
VP Financial Crime	£90,000 - £115,000	£425 - £550
Director of Financial Crime	£125,000 - £160,000	£550 - £750
Head of Onboarding	£140,000 - £180,000	£750+
Head of Financial Crime Policy	£140,000 - £225,000	£750+
MLRO	£180,000 - £300,000	£1,200+

Financial Crime	Basic Salary	Daily Rate
AML/Financial Crime Assistant	£35,000 - £45,000	£200 - £300
AML/Financial Crime Analyst/Associate	£45,000 - £60,000	£300 - £400
AML/Financial Crime Senior Officer/Supervisor	£60,000 - £80,000	£400 - £500
AML/Financial Crime Manager	£80,000 - £100,000	£500 - £700
DMLRO	£95,000 - £120,000	£600+
MLRO (SM17 registered roles)	£140,000+	£800+

KYC/Onboarding	Basic Salary	Daily Rate
KYC Analyst/Assistant	£35,000 - £50,000	£250 - £350
Senior KYC Analyst/Officer	£50,000 - £65,000	£350 - £450
QA/QC Officer	£60,000 - £70,000	£400 - £500
KYC Manager/Supervisor	£80,000 - £110,000	£500 - £650
Head of KYC/Onboarding	£110,000+	£750+

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## COMPLIANCE – GERMANY

Compliance	Basic Salary
Compliance Analyst	€55,000 - €70,000
Compliance Officer	€65,000 - €90,000
Compliance Manager	€75,000 - €105,000
Head of Compliance / Director	€120,000 - €190,000
Chief Compliance Officer	€160,000 - €300,000

Financial Crime	Basic Salary
KYC/AML Analyst	€50,000 - €80,000
AML Officer	€65,000 - €90,000
AML Manager	€75,000 - €120,000
MLRO	€140,000 - €250,000

## COMPLIANCE – LUXEMBOURG

Compliance	Basic Salary
Compliance Analyst	€55,000 - €55,000
Compliance Officer	€65,000 - €90,000
Compliance Manager	€75,000 - €100,000
Head of Compliance / Director	€120,000 - €180,000
Chief Compliance Officer	€160,000 - €300,000

Financial Crime	Basic Salary
KYC/AML Analyst	€45,000 - €80,000
AML Officer	€60,000 - €80,000
AML Manager	€75,000 - €100,000
MLRO	€140,000 - €250,000

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# COMPLIANCE – NETHERLANDS

Compliance	Basic Salary
Compliance Analyst	€45,000 - €65,000
Compliance Officer	€55,000 - €80,000
Compliance Manager	€75,000 - €100,000
Head of Compliance / Director	€110,000 - €170,000
Chief Compliance Officer	€140,000 - €250,000

Financial Crime	Basic Salary
KYC/AML Analyst	€50,000 - €80,000
AML Officer	€60,000 - €80,000
AML Manager	€80,000 - €110,000
MLRO	€120,000 - €210,000

# COMPLIANCE – IRELAND

Compliance	Basic Salary
Compliance Analyst	€40,000 - €55,000
Compliance Officer	€55,000 - €75,000
Compliance Manager	€70,000 - €90,000
Head of Compliance / Director	€110,000 - €160,000
Chief Compliance Officer	€150,000 - €250,000

Financial Crime	Basic Salary
KYC/AML Analyst	€40,000 - €50,000
AML Officer	€55,000 - €75,000
AML Manager	€70,000 - €95,000
MLRO	€120,000 - €180,000

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# COMPLIANCE – USA

Banking	Base Salary
Assistant Vice President	\$130,000 - \$150,000
Vice President	\$160,000 - \$225,000
Director	\$250,000 - \$300,000
Head of Regulation Policy	\$275,000 - \$350,000
Head of Control Room	\$275,000 - \$325,000
Head of Monitoring Surveillance	\$275,000 - \$325,000
Head of Advisory	\$275,000 - \$350,000
Head of Compliance	\$300,000 - \$500,000

Asset Management/Alternatives	Base Salary
Compliance Associate	\$90,000 - \$145,000
Compliance Manager	\$160,000 - \$275,000
Compliance Director	\$200,000 - \$320,000
Chief Compliance Officer	\$250,000 - \$400,000

Financial Crime	Base Salary
AVP Financial Crime	\$120,000 - \$150,000
VP Financial Crime	\$140,000 - \$200,000
Director Financial Crime	\$210,000 - \$275,000
Head of Onboarding	\$220,000 - \$260,000
Head of Financial Crime Policy	\$220,000 - \$280,000
MLRO	\$225,000 - \$350,000

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# YOUR RECRUITMENT PARTNER



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