



JW Michaels & Co.

**Financial Services
Market Data
2017**

The background features a complex data visualization theme. It includes several line graphs with fluctuating data points, bar charts of varying heights, and icons such as a gear, an information symbol (i in a circle), and a laptop. The color palette is primarily light blue and grey, with a warm orange-to-red gradient on the right side. A large white arrow points upwards in the upper right quadrant. The overall aesthetic is clean and professional, typical of a corporate data report.

Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2017. If you have any questions, please contact Jason Wachtel at (646) 346-2454.

COMPLIANCE

Firm Size and Type	Title	Total Compensation / Compensation Range
Small-Medium Asset Management Firm	Compliance Analyst/Associate	\$120,000 - \$175,000
	Vice President/Sr. Compliance Officer	\$160,000 - \$230,000
Large Asset Management Firm	Compliance Officer	\$120,000 - \$220,000
	Compliance Director/Sr. Manager	\$200,000 - \$370,000
	Chief Compliance Officer	\$400,000 - \$825,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$80,000 - \$125,000
	Vice President/Sr. Compliance Officer	\$150,000 - \$250,000
	Deputy Chief Compliance Officer	\$200,000 - \$375,000
	Chief Compliance Officer	\$425,000 - \$600,000
Large Hedge Fund	Compliance Analyst/Associate	\$95,000 - \$135,000
	Compliance Officer/VP/Director	\$125,000 - \$275,000
	Chief Compliance Officer	\$400,000 - \$985,000
Small-Medium Private Equity Firm	Compliance Officer	\$85,000 - \$130,000
Large Private Equity Firm	Compliance Analyst/Associate	\$70,000 - \$180,000
	Compliance Officer/Director	\$160,000 - \$220,000
	Vice President/Deputy CCO	\$230,000 - \$465,000
	Chief Compliance Officer	\$410,000 - \$785,000
Large Investment Bank	Senior Compliance Manager	\$192,000 - \$245,000
Small-Medium Financial Services Firm	Compliance Director	\$110,000 - \$230,000
Broker/Dealer Financial Services Firm	Compliance Officer	\$80,000 - \$120,000
	Compliance Director/VP/DCCO	\$140,000 - \$400,000
Large Consulting Services Firm	Compliance Analyst/Associate	\$80,000 - \$105,000
	Compliance Director	\$120,000 - \$255,000
	Head of Compliance	\$300,000 - \$425,000

Small-Medium Asset Management Firm = <\$50B AUM
Large Asset Management Firm = \$50B - \$1T+ AUM
Small-Medium Hedge Fund = <\$10B AUM

Large Hedge Fund = \$5B - \$50B+ AUM
Small-Medium Private Equity Firm = <\$10B AUM
Large Private Equity Firm = \$10B - \$50B+ AUM

LEGAL

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Legal & Compliance Associate	\$210,000 - \$265,000
	Vice President, Sr. Counsel	\$275,000 - \$315,000
	SVP, Deputy CCO & Counsel	\$350,000 - \$500,000
	Chief Legal Officer	\$800,000 - \$1,200,000
Small-Medium Hedge Fund	Paralegal/Legal Analyst	\$50,000 - \$90,000
	Legal & Compliance Associate	\$200,000 - \$250,000
	AGC & Compliance Officer	\$225,000 - \$275,000
	Director of Legal Affairs	\$300,000 - \$450,000
Large Hedge Fund	Paralegal/Legal Analyst	\$75,000 - \$125,000
	Legal Counsel/AGC	\$175,000 - \$400,000
	VP, Deputy GC & CCO	\$350,000 - \$650,000
	General Counsel	\$925,000 - \$1,600,000
Small-Medium Private Equity Firm	Senior Associate, Legal & Compliance	\$150,000 - \$250,000
	Vice President, Legal & Compliance	\$200,000 - \$400,000
	General Counsel	\$900,000 - \$1,200,000
Large Private Equity Firm	VP, Legal & Compliance	\$250,000 - \$300,000
	VP, Sr. Counsel	\$285,000 - \$400,000
	VP, AGC & Deputy CCO	\$330,000 - \$475,000
Top Law Firm	Counsel (Lateral)	\$400,000 - \$500,000
	Partner (from SEC)	\$600,000 - \$650,000
	Partner (Lateral)	\$2,225,000 - \$3,500,000
FinTech Financial Institution	Corporate Counsel, Payments	\$225,000 - \$250,000
	Sr. Counsel	\$245,000 - \$280,000
	DGC, FinTech Startup	\$220,000 - \$250,000
	General Counsel	\$450,000 - \$550,000

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RISK

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Risk Director	\$240,000 - \$300,000
Small - Medium Hedge Fund	Quantitative Risk Analyst Risk Director	\$95,000 - \$125,000 \$205,000 - \$250,000
Large Hedge Fund	VP, Model Risk VP, Market Risk	\$165,000 - \$220,000 \$275,000 - \$325,000
Large Private Equity Firm	Principal, Communications	\$150,000 - \$200,000
FinTech Financial Institution	Risk Analyst/Underwriter Chief Risk Officer	\$50,000 - \$90,000 \$400,000 - \$650,000

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ACCOUNTING AND FINANCE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Hedge Fund	Senior Accountant	\$110,000 - \$170,000
	Tax Associate	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$315,000
	CFO	\$800,000 - \$1,300,000
Large Investment Bank	AVP, Deal Execution Officer	\$125,000 - \$175,000
	VP, Investment Accounting	\$250,000 - \$350,000
Professional Services Firm	Tax Associate	\$75,000 - \$100,000
	Senior Tax Manager	\$150,000 - \$200,000
Insurance Company	Staff Accountant	\$45,000 - \$75,000

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INFORMATION TECHNOLOGY

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Business Analyst	\$150,000 - \$170,000
Small-Medium Hedge Fund	Senior Linux Engineer	\$165,000 - \$185,000
	Developer	\$190,000 - \$200,000
	Salesforce Consultant	\$200,000 - \$245,000
	Lead Unix Engineer	\$250,000 - \$280,000
Large Investment Bank	Programmer Analyst	\$115,000 - \$145,000
Fortune 100 Media Conglomerate	Quality Assurance Manager	\$110,000 - \$135,000
Large Media Firm	Project Manager	\$130,000 - \$165,000
	Software Engineer	\$160,000 - \$200,000
Insurance Company	Application Developer	\$105,000 - \$140,000
FinTech Financial Institution	Software Development Engineer	\$75,000 - \$95,000
	Systems Administrator	\$100,000 - \$115,000
	Programmer	\$100,000 - \$140,000
	Software Engineer	\$125,000 - \$180,000

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HR/FRONT OFFICE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Recruiting Associate	\$50,000 - \$80,000
	Recruiter	\$95,000 - \$160,000
	TMT Credit Analyst	\$150,000 - \$200,000
	CLO Portfolio Optimization Analyst	\$200,000 - \$350,000
	Senior Credit Analyst/Portfolio Manager	\$450,000 - \$650,000
Small Hedge Fund	Healthcare Life Sciences Analyst	\$125,000 - \$165,000
Large Hedge Fund	Technical Recruiter	\$75,000 - \$100,000
	Utilities Analyst	\$125,000 - \$180,000
	Learning & Development Program Manager	\$165,000 - \$220,000
	HR Business Partner	\$215,000 - \$280,000
	Head of Engineering Sourcing	\$275,000 - \$335,000
Large Private Equity Firm	Senior Human Resources Business Partner	\$225,000 - \$350,000
Large Investment Bank	Human Resources Associate	\$75,000 - \$95,000
FinTech Financial Institution	Vice President, Human Resources	\$175,000 - \$230,000
Am Law 50 Firm	Human Resources Manager	\$145,000 - \$175,000

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About

JW Michaels & Co.

JW Michaels & Co. is a specialized executive search firm dedicated to serving the specialized recruiting needs of top-tier financial services, legal, technology and business institutions. We place compliance officers, general counsel, patent counsel, IT, legal and risk management executives with select investment management firms, hedge funds, investment banks, law firms and Fortune 500 companies in every industry.

The scope of our services is always tailored to our client's individual needs. With nearly 50 years' professional recruiting experience, our commitment to excellence has allowed us to act as a trusted advisor and partner to help our clients meet their hiring needs by sourcing the best in professional talent. No matter the role, our recruiting process is as accurately targeted as possible – exactly what you need from an executive search agency.

For more information about JW Michaels, contact Jason Wachtel at (646) 346-2454.