



JW Michaels & Co.

**Financial Services
Market Data
2018**



Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2018. 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	\$80,000 - \$120,000
	Compliance Officer/VP/Director	\$150,000 - \$310,000
	Deputy Chief Compliance Officer	\$325,000 - \$450,000
	Chief Compliance Officer	\$400,000 - \$520,000
Large Asset Management Firm	Compliance Analyst/Associate	\$80,000 - \$140,000
	Compliance Officer/VP/Director	\$150,000 - \$310,000
	Deputy Chief Compliance Officer	\$420,000 - \$550,000
	Chief Compliance Officer	\$620,000 - \$825,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$80,000 - \$125,000
	Compliance Officer/VP/Director	\$150,000 - \$250,000
	Deputy Chief Compliance Officer	\$250,000 - \$410,000
	Chief Compliance Officer	\$425,000 - \$525,000
Large Hedge Fund	Compliance Analyst/Associate	\$95,000 - \$135,000
	Compliance Officer/VP/Director	\$125,000 - \$275,000
	Deputy Chief Compliance Officer	\$350,000 - \$500,000
	Chief Compliance Officer	\$520,000 - \$1,050,000
Small-Medium Private Equity Firm	Compliance Analyst/Associate	\$125,000 - \$200,000
	Compliance Officer/VP/Director	\$225,000 - \$310,000
	Deputy Chief Compliance Officer	\$300,000 - \$375,000
	Chief Compliance Officer	\$400,000 - \$610,000
Large Private Equity Firm	Compliance Analyst/Associate	\$75,000 - \$150,000
	Compliance Officer/VP/Director	\$160,000 - \$320,000
	Deputy Chief Compliance Officer	\$300,000 - \$450,000
	Chief Compliance Officer	\$500,000 - \$1,200,000
Banks & Broker Dealers	Compliance Analyst/Officer	\$55,000 - \$125,000
	Compliance Officer/VP/Director	\$135,000 - \$320,000
	Deputy Chief Compliance Officer	\$375,000 - \$510,000
	Chief Compliance Officer	\$525,000 - \$850,000
Consulting & Advisory Services Firm	Analyst/ Associate	\$70,000 - \$100,000
	Manager/Director	\$150,000 - \$200,000
	VP/ SVP	\$255,000 - \$370,000
	MD/ Partner	\$400,000 - \$500,000

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

*NOTE: Counsel title optional

**NOTE: Upper end of comp range applies to dual-hatted compliance professionals

LEGAL

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Associate	\$185,000 - \$230,000
	Vice President, Sr. Counsel	\$275,000 - \$350,000
	SVP, Deputy GC	\$350,000 - \$500,000
	General Counsel	\$800,000 - \$1,200,000
Small-Medium Hedge Fund	Paralegal/Legal Analyst	\$75,000 - \$90,000
	Associate	\$225,000 - \$325,000
	AGC & Compliance Officer	\$250,000 - \$350,000
	Director of Legal Affairs	\$350,000 - \$450,000
	GC & CCO	\$650,000 - \$850,000
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	\$900,000 - \$1,300,000
Small-Medium Private Equity Firm	Senior Associate, Legal & Compliance	\$150,000 - \$250,000
	Vice President, Legal & Compliance	\$200,000 - \$400,000
	General Counsel	\$950,000 - \$1,300,000
Large Private Equity Firm	VP, Legal & Compliance	\$250,000 - \$300,000
	VP, Sr. Counsel	\$285,000 - \$400,000
	VP, AGC & Deputy CCO	\$350,000 - \$650,000
	GC & CCO	\$750,000 - \$1,000,000
Top Law Firm	Counsel (Lateral)	\$500,000 - \$650,000
	Partner (from SEC)	\$600,000 - \$650,000
	Partner (Lateral)	\$1,500,000 - \$3,500,000
FinTech Financial Institution	Senior Counsel, Regulatory	\$275,000 - \$350,000
	Counsel, Regulatory	\$250,000 - \$325,000
	Corporate Counsel, Payments	\$230,000 - \$280,000
	General Counsel	\$450,000 - \$800,000

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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	\$95,000 - \$125,000
	Risk Director	\$205,000 - \$250,000
	Chief Risk Officer	\$750,000 - \$1,100,000
Large Hedge Fund	VP, Model Risk	\$165,000 - \$220,000
	VP, Market Risk	\$275,000 - \$325,000
Large Private Equity Firm	Principal, Communications	\$150,000 - \$200,000
FinTech Financial Institution	Risk Analyst/Underwriter	\$50,000 - \$90,000
	Chief Risk Officer	\$400,000 - \$650,000

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ACCOUNTING AND FINANCE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Senior Accountant	\$110,000 - \$170,000
	Tax Associate	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$315,000
	Controller	\$500,000 - \$900,000
	CFO (DIV)	\$600,000 - \$800,000
Small-Medium Hedge Fund	Senior Accountant	\$85,000 - \$125,000
	Tax Associate	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$315,000
	Controller	\$350,000 - \$650,000
	CFO	\$750,000 - \$1,100,000
Large Hedge Fund	Senior Accountant	\$75,000 - \$125,000
	Manager of Finance	\$125,000 - \$160,000
	Director of Tax	\$350,000 - \$650,000
Small-Medium Private Equity Firm	Senior Accountant	\$80,000 - \$123,000
	Tax Associate	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$315,000
	Controller	\$500,000 - \$700,000
	CFO	\$600,000 - \$900,000
Large Private Equity Firm	Senior Accountant	\$80,000 - \$123,000
	Tax Manager	\$180,000 - \$210,000
	Consolidations Director	\$180,000 - \$220,000
	Senior Tax Manager	\$250,000 - \$315,000
	Controller	\$500,000 - \$700,000
Professional Services Firm (CPA)	Associate, Audit	\$55,000 - \$85,000
	Senior Tax	\$85,000 - \$110,000
	Manager Audit	\$120,000 - \$150,000
	Senior Manager	\$180,000 - \$300,000
	Director, Audit	\$225,000 - \$325,000

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INFORMATION TECHNOLOGY

Firm Size and Type	Title	Total Compensation / Compensation Range
Small-Medium Asset Management/Hedge Fund	Software Developer	\$120,000 - \$200,000
	Lead Software Engineer	\$170,000 - \$250,000
	Linux/Unix Engineer	\$165,000 - \$200,000
	DevOps Engineer	\$140,000 - \$220,000
	Network/Systems Admin	\$120,000 - \$170,000
	Salesforce Consultant	\$180,000 - \$250,000
	Information Security Manager	\$190,000 - \$250,000
	Head of Infrastructure	\$190,000 - \$260,000
	Head of Application Development	\$190,000 - \$260,000
Large Asset Management/Hedge Fund	Software Developer	\$120,000 - \$200,000
	Lead Software Engineer	\$170,000 - \$250,000
	Linux/Unix Engineer	\$165,000 - \$200,000
	DevOps Engineer	\$140,000 - \$220,000
	Business Analyst	\$150,000 - \$190,000
	Network/Systems Admin	\$120,000 - \$170,000
	Salesforce Consultant	\$180,000 - \$250,000
	Information Security Manager	\$190,000 - \$250,000
	Head of Infrastructure	\$190,000 - \$260,000
Large Investment Bank	Programmer	\$90,000 - \$130,000
	Software Developer	\$120,000 - \$190,000
	Lead Software Engineer	\$150,000 - \$220,000
	Senior Vice President, Development	\$220,000 - \$270,000
	Business Analyst	\$130,000 - \$180,000
	Project Manager	\$130,000 - \$180,000
Insurance Company	Software Developer	\$80,000 - \$150,000
	Lead Software Engineer	\$120,000 - \$160,000
	Information Security Manager	\$130,000 - \$150,000
FinTech Firm	Software Developer	\$110,000 - \$160,000
	Lead Software Engineer	\$140,000 - \$190,000
	DevOps Engineer	\$140,000 - \$160,000
	Network/Systems Admin	\$110,000 - \$160,000
	Chief Information Security Officer	\$180,000 - \$260,000
	Head of Application Development	\$150,000 - \$300,000
	Chief Technology Officer	\$200,000 - \$600,000

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HR/FRONT OFFICE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Analyst, Total Rewards & Mobility	\$70,000 - \$90,000
Small-Medium Asset Management Firm	Quant Investment Analyst Financials Associate Healthcare Analyst (Senior) Credit Analyst	\$150,000 - \$225,000 \$175,000 - \$300,000 \$200,000 - \$400,000 \$300,000 - \$750,000
Large Wealth Management Firm	Head of Talent Acquisition	\$300,000 - \$500,000
Large Hedge Fund	HR Analyst, Recruitment Operations Recruiting Associate/Coordinator HR Strategy & Planning Analyst Recruiter Tech Recruiter Payroll Manager Campus Recruiter Compensation Partner Senior Tech Recruiter VP, Engineering Recruiting Senior HR Business Partner Healthcare Analyst	\$62,500 - \$85,000 \$70,000 - \$95,000 \$95,000 - \$125,000 \$100,000 - \$250,000 \$125,000 - \$275,000 \$150,000 - \$200,000 \$150,000 - \$350,000 \$200,000 - \$300,000 \$200,000 - \$475,000 \$250,000 - \$300,000 \$250,000 - \$400,000 \$250,000 - \$1,000,000
Small-Medium Hedge Fund	HR/Office Manager Quant Recruiter University Relations Lead Tech Recruiting Director	\$50,000 - \$65,000 \$150,000 - \$250,000 \$175,000 - \$375,000 \$300,000 - \$500,000
Large Private Equity Firm	AVP/Senior Associate, HR Business Partner Senior HR Business Partner	\$150,000 - \$200,000 \$200,000 - \$350,000
Global Specialty Finance Co.	Senior Analyst, Pricing & Valuation	\$225,000 - \$275,000

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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.