



JW Michaels & Co.

**Financial Services
Market Data
2019**



Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2019. 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	\$60,000 - \$150,000
	Compliance Officer/VP/Director	\$150,000 - \$250,000
	Deputy Chief Compliance Officer	\$250,000 - \$450,000
	Chief Compliance Officer	\$300,000 - \$500,000
Large Asset Management Firm	Compliance Analyst/Associate	\$80,000 - \$150,000
	Compliance Officer/VP/Director	\$150,000 - \$320,000
	Deputy Chief Compliance Officer	\$450,000 - \$550,000
	Chief Compliance Officer	\$700,000 - \$1,000,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$80,000 - \$145,000
	Compliance Officer/VP/Director	\$150,000 - \$250,000
	Deputy Chief Compliance Officer	\$250,000 - \$400,000
	Chief Compliance Officer	\$350,000 - \$750,000
Large Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$150,000
	Compliance Officer/VP/Director	\$200,000 - \$300,000
	Deputy Chief Compliance Officer	\$375,000 - \$575,000
	Chief Compliance Officer	\$500,000 - \$850,000
Small-Medium Private Equity Firm	Compliance Analyst/Associate	\$150,000 - \$200,000
	Compliance Officer/VP/Director	\$200,000 - \$300,000
	Deputy Chief Compliance Officer	\$300,000 - \$400,000
	Chief Compliance Officer	\$400,000 - \$600,000
Large Private Equity Firm	Compliance Analyst/Associate	\$125,000 - \$175,000
	Compliance Officer/VP/Director	\$150,000 - \$325,000
	Deputy Chief Compliance Officer	\$400,000 - \$500,000
	Chief Compliance Officer	\$500,000 - \$1,000,000+
Consulting & Advisory Services Firm	Analyst/Associate	\$70,000 - \$100,000
	Manager/Director	\$150,000 - \$200,000
	VP/SVP	\$200,000 - \$300,000
	MD/Partner	\$400,000 - \$500,000

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

Large Hedge Fund = \$5B - \$50B+ AUM
Small-Medium Private Equity Firm = <\$10B AUM
Small-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	Legal Analyst	\$70,000 - \$90,000
	Associate	\$165,000 - \$250,000
	Vice President, Sr. Counsel	\$275,000 - \$350,000
	SVP, Deputy GC	\$350,000 - \$500,000
	General Counsel	\$750,000+
Small-Medium Hedge Fund	Paralegal/Legal Analyst	\$75,000 - \$90,000
	Counsel	\$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	\$70,000 - \$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)	\$450,000 - \$600,000
	Partner (from SEC)	\$600,000 - \$650,000
	Partner (Lateral)	\$1,000,000+
FinTech Financial Institution	Corporate Counsel, Payments	\$230,000 - \$280,000
	Principal Broker-Dealer Counsel	\$275,000 - \$350,000
	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
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	BDC Controller	\$250,000 - \$450,000
Large Hedge Fund	Senior Accountant	\$110,000 - \$170,000
	Tax Associate	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$315,000
	Chief Financial Officer	\$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
Small-Medium Asset Management Firm	Application Manager	\$180,000 - \$250,000
	Infrastructure Manager	\$190,000 - \$270,000
Large Asset Management Firm	Level I & II Desktop Support	\$65,000 - \$100,000
	Junior Software Developer	\$80,000 - \$100,000
	Lead Desktop Support	\$80,000 - \$130,000
	Midlevel Software Developer	\$100,000 - \$150,000
	Senior Software Developer	\$150,000 - \$220,000
	Software Development Lead	\$170,000 - \$250,000
	Quant Developer	\$250,000 - \$400,000
Small-Medium Hedge Fund	Desktop Support Engineer	\$105,000 - \$165,000
	Information Security Engineer	\$180,000 - \$300,000
Large Hedge Fund	Junior Software Developer	\$100,000 - \$130,000
	Midlevel Software Developer	\$120,000 - \$160,000
	Senior Software Developer	\$150,000 - \$300,000
Small-Medium Private Equity Firm	Project Manager	\$130,000 - \$180,000
	Data Scientist	\$180,000 - \$300,000
	Equity Research Developer	\$180,000 - \$400,000
	Quant Research & Developer	\$200,000 - \$600,000
Large Private Equity Firm	Business Analyst	\$110,000 - \$140,000
	Senior Business Analyst	\$140,000 - \$180,000
FinTech Financial Institution	Junior Software Developer	\$70,000 - \$100,000
	Midlevel Software Developer	\$90,000 - \$130,000
	Senior Software Developer	\$120,000 - \$170,000
	Information Security Engineer	\$160,000 - \$220,000

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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
	Senior Pensions & Benefits Specialist	\$150,000 - \$250,000
	Candidate Sourcer	\$150,000 - \$300,000
	Manager, HR	\$150,000 - \$350,000
Small-Medium Hedge Fund	Investment Associate	\$150,000 - \$300,000
	Equity Analyst	\$250,000 - \$750,000+
	Credit Analyst	\$250,000 - \$750,000+
Large Hedge Fund	HR Operations Analyst	\$70,000 - \$95,000
	Recruiting Associate/Coordinator	\$70,000 - \$95,000
	Compensation & Benefits Coordinator	\$75,000 - \$105,000
	HR Strategy & Planning Analyst	\$95,000 - \$125,000
	Recruiter	\$100,000 - \$250,000
	Senior Recruiting Associate/Coordinator	\$115,000 - \$150,000
	Payroll Manager	\$150,000 - \$200,000
	Campus Recruiter	\$150,000 - \$300,000
	Investment Associate	\$150,000 - \$300,000
	Tech Recruiter	\$150,000 - \$350,000
	Senior Corporate/Business Recruiter	\$200,000 - \$250,000
	Compensation Partner	\$200,000 - \$300,000
	HR Business Partner	\$200,000 - \$350,000
	Campus Recruiting Manager	\$200,000 - \$400,000
	Senior HR Business Partner	\$250,000 - \$400,000
	Credit Analyst	\$250,000 - \$750,000+
	Equity Analyst	\$250,000 - \$750,000+
	Senior Tech Recruiter	\$300,000 - \$500,000+

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INVESTOR RELATIONS

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Investor Relations Associate	\$150,000 - \$300,000
	Product Specialist	\$200,000 - \$450,000
	Director of Investor Relations	\$300,000 - \$500,000
Small-Medium Hedge Fund	Client Services	\$60,000 - \$150,000
	Investor Relations	\$200,000 - \$400,000
Large Hedge Fund	Client Services	\$100,000 - \$250,000
	Product Specialist	\$300,000 - \$500,000
	Head of Investor Relations	\$400,000 - \$600,000
Large Private Equity Firm	Client Services	\$150,000 - \$300,000
	Head of Investor Relations	\$400,000 - \$600,000
Real Estate Investment Trust	Investor Relations Analyst/Associate	\$100,000 - \$200,000
	Head of Investor Relations	\$300,000 - \$500,000

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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.