



# JW Michaels & Co.

**Financial Services  
Market Data  
2020**

The background of the page is a complex, semi-transparent graphic. It features a grid of light blue lines. Overlaid on this grid are several data visualization elements: a line graph with multiple data series in shades of blue and orange; a bar chart with blue bars; a circular icon with a lowercase 'i' inside; a large upward-pointing arrow; and various other smaller icons like a gear, a laptop, and a recycling symbol. The overall aesthetic is clean and professional, typical of a corporate report.

## Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2020. 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 - \$160,000
	Compliance Officer/VP/Director	\$150,000 - \$250,000
	Deputy Chief Compliance Officer	\$265,000 - \$500,000
	Chief Compliance Officer	\$350,000 - \$550,000
Large Asset Management Firm	Compliance Analyst/Associate	\$90,000 - \$175,000
	Compliance Officer/VP/Director	\$175,000 - \$355,000
	Deputy Chief Compliance Officer	\$500,000 - \$600,000
	Chief Compliance Officer	\$750,000 - \$1,050,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$150,000
	Compliance Officer/VP/Director	\$160,000 - \$275,000
	Deputy Chief Compliance Officer	\$250,000 - \$450,000
	Chief Compliance Officer	\$400,000 - \$800,000
Large Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$150,000
	Compliance Officer/VP/Director	\$250,000 - \$325,000
	Deputy Chief Compliance Officer	\$375,000 - \$650,000
	Chief Compliance Officer	\$650,000 - \$900,000
Small-Medium Private Equity Firm	Compliance Analyst/Associate	\$150,000 - \$220,000
	Compliance Officer/VP/Director	\$200,000 - \$350,000
	Deputy Chief Compliance Officer	\$350,000 - \$450,000
	Chief Compliance Officer	\$450,000 - \$625,000
Large Private Equity Firm	Compliance Analyst/Associate	\$125,000 - \$200,000
	Compliance Officer/VP/Director	\$150,000 - \$325,000
	Deputy Chief Compliance Officer	\$425,000 - \$550,000
	Chief Compliance Officer	\$550,000 - \$1,100,000
Consulting & Advisory Services Firm	Analyst/Associate	\$75,000 - \$125,000
	Manager/Director	\$150,000 - \$200,000
	VP/SVP	\$220,000 - \$350,000
	MD/Partner	\$400,000 - \$650,000

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	\$75,000 - \$100,000
	Associate	\$180,000 - \$275,000
	Senior Counsel	\$300,000 - \$375,000
	Deputy General Counsel	\$350,000 - \$550,000
	General Counsel	\$800,000+
Small-Medium Hedge Fund	Paralegal/Legal Analyst	\$80,000 - \$95,000
	Counsel	\$240,000 - \$325,000
	AGC & Compliance Officer	\$250,000 - \$375,000
	Head of Legal	\$400,000 - \$500,000
	GC & CCO	\$700,000 - \$900,000
Large Hedge Fund	Paralegal/Legal Analyst	\$75,000 - \$145,000
	Associate General Counsel	\$200,000 - \$450,000
	VP, Deputy GC, & CCO	\$400,000 - \$675,000
	General Counsel	\$1,050,000+
Small-Medium Private Equity Firm	Associate, Legal & Compliance	\$175,000 - \$275,000
	Vice President, Legal & Compliance	\$200,000 - \$400,000
	General Counsel	\$980,000 - \$1,400,000
Large Private Equity Firm	Legal & Compliance Attorney	\$250,000 - \$325,000
	VP, Sr. Counsel	\$300,000 - \$400,000
	VP, AGC & Deputy CCO	\$375,000 - \$700,000
	GC & CCO	\$775,000 - \$1,000,000+
Top Law Firm	Counsel (Lateral)	\$400,000 - \$650,000
	Partner (from SEC)	\$600,000 - \$850,000
	Partner (Lateral)	\$1,000,000+
FinTech Financial Institution	Corporate Counsel, Payments	\$250,000 - \$300,000
	Principal Broker-Dealer Counsel	\$315,000 - \$380,000
	General Counsel	\$450,000 - \$800,000

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

# RISK

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation / Compensation Range</b>
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	\$175,000 - \$220,000 \$300,000 - \$325,000
Large Private Equity Firm	Principal, Communications	\$150,000 - \$200,000
FinTech Financial Institution	Risk Analyst/Underwriter Chief Risk Officer	\$65,000 - \$90,000 \$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 - Real Estate	\$110,000 - \$140,000
	Accounting Manager	\$130,000 - \$170,000
	Tax Manager (Non-JD)	\$135,000 - \$180,000
	BDC Controller	\$250,000 - \$450,000
Large Hedge Fund	Senior Accountant	\$115,000 - \$170,000
	Senior Tax Manager (Compliance)	\$190,000 - \$230,000
	Tax Associate (JD)	\$200,000 - \$250,000
	Senior Tax Manager	\$250,000 - \$335,000
	CFO	\$800,000 - \$1,300,000
Large Investment Bank	AVP, Deal Execution Officer	\$125,000 - \$175,000
	VP, Investment Accounting	\$260,000 - \$350,000
Professional Services Firm	Senior Associate	\$75,000 - \$95,000
	Tax Associate	\$75,000 - \$100,000
	Senior Tax Manager	\$150,000 - \$200,000
	Senior Audit Manager	\$190,000 - \$220,000
Insurance Company	Staff Accountant	\$45,000 - \$75,000
	Controller	\$200,000 - \$235,000

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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	\$60,000 - \$110,000
	Junior Software Developer	\$80,000 - \$100,000
	Lead Desktop Support	\$80,000 - \$130,000
	DevOps Engineer	\$140,000 - \$200,000
	Senior Software Developer	\$150,000 - \$220,000
	Data Engineer	\$180,000 - \$250,000
	Quant Developer	\$250,000 - \$500,000
Small-Medium Hedge Fund	Senior Software Developer	\$150,000 - \$300,000
	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 Researcher & 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 Engineer	\$100,000 - \$140,000
	Senior Software Developer	\$140,000 - \$200,000
	Information Security Engineer	\$160,000 - \$200,000

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# HR/FRONT OFFICE

## Firm Size and Type

## Title

## Total Compensation / Compensation Range

Large Asset Management Firm

Analyst, Total Rewards & Mobility  
Senior Pensions & Benefits Specialist  
Candidate Sourcer  
Manager, HR

\$70,000 - \$90,000  
\$150,000 - \$250,000  
\$150,000 - \$300,000  
\$150,000 - \$350,000

Small-Medium Hedge Fund

Investment Associate  
Equity Analyst  
Credit Analyst

\$150,000 - \$300,000  
\$250,000 - \$750,000+  
\$250,000 - \$750,000+

Large Hedge Fund

HR Operations Analyst  
Recruiting Associate/Coordinator  
Compensation & Benefits Coordinator  
HR Strategy & Planning Analyst  
Recruiter  
Senior Recruiting Associate/Coordinator  
Payroll Manager  
Campus Recruiter  
Investment Associate  
Tech Recruiter  
Senior Corporate/Business Recruiter  
Compensation Partner  
HR Business Partner  
Campus Recruiting Manager  
Senior HR Business Partner  
Credit Analyst  
Equity Analyst  
Senior Tech Recruiter

\$70,000 - \$95,000  
\$70,000 - \$95,000  
\$75,000 - \$105,000  
\$95,000 - \$125,000  
\$100,000 - \$300,000  
\$115,000 - \$150,000  
\$150,000 - \$300,000  
\$150,000 - \$300,000  
\$150,000 - \$300,000  
\$150,000 - \$350,000  
\$200,000 - \$250,000  
\$200,000 - \$300,000  
\$200,000 - \$400,000  
\$200,000 - \$400,000  
\$250,000 - \$400,000  
\$250,000 - \$750,000+  
\$250,000 - \$750,000+  
\$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.**