



JW Michaels & Co.

**Financial Services
Market Data
2021**

The background features a complex data visualization theme. It includes several line graphs with fluctuating data points, bar charts of varying heights, and a central circular icon with a lowercase 'i' inside. The color palette is primarily light blue and teal, with some orange and yellow accents 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 2021. 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 - \$170,000
	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 - \$180,000
	Compliance Officer/VP/Director	\$175,000 - \$355,000
	Deputy Chief Compliance Officer	\$450,000 - \$600,000
	Chief Compliance Officer	\$750,000 - \$1,050,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$175,000
	Compliance Officer/VP/Director	\$175,000 - \$300,000
	Deputy Chief Compliance Officer	\$300,000 - \$450,000
	Chief Compliance Officer	\$400,000 - \$800,000
Large Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$175,000
	Compliance Officer/VP/Director	\$250,000 - \$450,000
	Deputy Chief Compliance Officer	\$375,000 - \$650,000
	Chief Compliance Officer	\$700,000 - \$2,500,000
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	\$700,000 - \$1,700,000
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	\$85,000 - \$160,000
	Associate	\$200,000 - \$300,000
	Senior Counsel	\$350,000 - \$425,000
	Deputy General Counsel	\$450,000 - \$675,000
	General Counsel	\$800,000 - \$1,100,000
Small-Medium Hedge Fund	Paralegal/Legal Analyst	\$85,000 - \$160,000
	Counsel	\$275,000 - \$325,000
	AGC & Compliance Officer	\$350,000 - \$455,000
	Head of Legal	\$475,000 - \$600,000
	GC & CCO	\$750,000 - \$1,050,000
Large Hedge Fund	Paralegal/Legal Analyst	\$95,000 - \$165,000
	Associate General Counsel	\$275,000 - \$450,000
	VP, Deputy GC, & CCO	\$500,000 - \$675,000
	General Counsel	\$1,250,000 - \$1,650,000
Small-Medium Private Equity Firm	Associate, Legal & Compliance	\$250,000 - \$350,000
	Vice President, Legal & Compliance	\$400,000 - \$650,000
	General Counsel	\$1,000,000 - \$1,750,000
Large Private Equity Firm	Legal & Compliance Attorney	\$300,000 - \$350,000
	VP, Sr Counsel	\$400,000 - \$550,000
	VP, AGC & Deputy CCO	\$475,000 - \$700,000
	GC & CCO	\$775,000 - \$1,475,000
Top Law Firm	Counsel (Lateral)	\$550,000 - \$800,000
	Partner (from SEC)	\$700,000 - \$850,000
	Partner (Lateral)	\$2,500,000 - \$3,125,000
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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ACCOUNTING AND FINANCE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Project Manager, Procurement	\$130,000
	Distressed Debt Fund Accountant	\$135,000
	VP, Finance	\$145,000
	Senior Manager of Asset Management	\$155,000
Small-Medium Hedge Fund	Tax Specialist	\$65,000
	Staff Accountant	\$69,500 - \$90,000
	Senior Tax Associate	\$125,000
	Senior Associate, Financial Planning & Analysis	\$130,000
	Tax Manager/VP	\$160,000 - \$225,000
	Controller	\$200,000
Large Hedge Fund	Head of Tax Operations	\$325,000
	Procurement Specialist	\$110,000
Large Private Equity Firm	Director, Audit & Compliance	\$135,000
	Procurement Lead	\$220,000
	VP, Procurement	\$200,000 - \$250,000
Broker-Dealer	Operations Associate	\$126,500
	Tax Director	\$300,000
Family Office	Accountant	\$65,000
	Assistant Controller	\$135,000
Professional Services Firm	Senior Tax Manager	\$130,000
Renewable Energy Trading Firm	Billing Specialist	\$65,000
	Senior Accountant	\$87,000 - \$97,000
Retail Bank	Mortgage Post Closer	\$58,000
	Mortgage Loan Officer	\$58,500
	Mortgage Processor	\$65,000 - \$67,000
	Project Manager	\$145,000

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INFORMATION TECHNOLOGY

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Data Engineer	\$165,000
	Analytics Engineer	\$285,000
Small-Medium Hedge Fund	Director of Technology	\$200,000
Large Private Equity Firm	Applications Analyst/Developer	\$172,500
Large Investment Manager	Data Science Engineer	\$145,000
Large Investment Bank	Data Analyst	\$120,000
	Programmer Analyst	\$110,000 - \$150,000
	VP, Programmer Analyst	\$180,000
Large Financial/Insurance Institution	VP, Life Sciences	\$215,000
FinTech Financial Institution	Application Support Engineer	\$55,000 - \$70,000
	Credit Product Specialist II	\$80,000
	Professional Services Engineer	\$80,000
	Customer Success Manager	\$85,000
	Business Analyst	\$80,000 - \$90,000
	Product Specialist II	\$80,000 - \$90,000
	Senior Quality Assurance Analyst	\$90,000 - \$95,000
	Technical Engineer II	\$95,000
	Business Analyst II	\$100,000
	Product Specialist III	\$115,000
	Technical Data Analyst	\$132,250
	CloudOps Engineer	\$180,000
	Product Manager	\$180,000
	Senior Back-End Engineer	\$235,000 - \$260,000
Lead Security Engineer	\$349,000	
Consulting & Advisory Services Firm	Lead Android Developer	\$190,000
	Cloud Architect	\$230,000

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HR/FRONT OFFICE

Firm Size and Type	Title	Total Compensation / Compensation Range
Medium Asset Management Firm	Learning & Development Manager	\$250,000 - \$350,000
	Employee Relations Manager	\$250,000 - \$400,000
	Head of Human Resources	\$700,000 - \$1,000,000+
Large Asset Management Firm	HRIS Associate/Analyst	\$70,000 - \$100,000
	Campus Recruiting Associate	\$100,000 - \$150,000
	Compensation Manager/VP of Comp	\$225,000 - \$375,000
	DE&I Manager	\$250,000 - \$350,000
Small-Medium Hedge Fund	Investment Associate	\$150,000 - \$300,000
	VP, Learning & Development	\$200,000 - \$350,000
	Senior HR Business Partner	\$300,000 - \$400,000
	Director, Human Resources	\$300,000 - \$500,000
	Portfolio Manager	\$1,000,000+
Large Hedge Fund	Recruiting Associate/Coordinator	\$80,000 - \$125,000
	HR Associate/Coordinator	\$80,000 - \$125,000
	Campus Recruiter	\$125,000 - \$225,000
	Corporate Recruiter	\$150,000 - \$200,000
	HR Generalist	\$150,000 - \$250,000
	Tech Recruiter	\$150,000 - \$300,000
	Senior Corporate Recruiter	\$200,000 - \$300,000
	HR Business Partner	\$200,000 - \$400,000
	Senior Campus Recruiter	\$225,000 - \$275,000
	Senior HR Business Partner	\$250,000 - \$450,000+
	Credit Analyst	\$250,000 - \$750,000+
	Equity Analyst	\$250,000 - \$750,000+
	Senior Manager, DE&I	\$300,000 - \$450,000
Senior Tech Recruiter	\$300,000 - \$500,000+	
Employee Relations Specialist	\$350,000 - \$600,000	
Small-Medium Private Equity Firm	Benefits Associate	\$85,000 - \$100,000
	Office Manager	\$115,000 - \$150,000
Large Private Equity Firm	DE&I Lead	\$200,000 - \$300,000
	Compensation Manager	\$250,000 - \$350,000

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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 of 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.