



# JW Michaels & Co.

**Financial Services  
Market Data  
2023**

The background of the slide is a complex, semi-transparent graphic. It features a grid of various data visualization elements: line graphs with fluctuating data points, bar charts of varying heights, and circular icons representing different concepts like information, a gear, and a laptop. The color palette is a mix of light blues, greys, and warm oranges, creating a professional and data-oriented aesthetic.

## Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2023. 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	\$90,000 - \$175,000
	Compliance Officer/Vice President/Director	\$200,000 - \$350,000
	Deputy Chief Compliance Officer	\$300,000 - \$400,000
	Chief Compliance Officer	\$350,000 - \$550,000
Large Asset Management Firm	Compliance Analyst/Associate	\$90,000 - \$175,000
	Compliance Officer/Vice President/Director	\$175,000 - \$355,000
	Deputy Chief Compliance Officer	\$450,000 - \$600,000
	Chief Compliance Officer	\$750,000 - \$900,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$80,000 - \$160,000
	Compliance Officer/Vice President/Director	\$175,000 - \$300,000
	Deputy Chief Compliance Officer	\$300,000 - \$450,000
	Chief Compliance Officer	\$550,000 - \$750,000
Large Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$175,000
	Compliance Officer/Vice President/Director	\$250,000 - \$450,000
	Deputy Chief Compliance Officer	\$375,000 - \$650,000
	Chief Compliance Officer	\$750,000 - \$1,000,000
Small-Medium Private Equity Firm	Compliance Analyst/Associate	\$100,000 - \$200,000
	Compliance Officer/Vice President/Director	\$200,000 - \$350,000
	Deputy Chief Compliance Officer	\$350,000 - \$450,000
	Chief Compliance Officer	\$400,000 - \$500,000
Large Private Equity Firm	Compliance Analyst/Associate	\$125,000 - \$200,000
	Compliance Officer/Vice President/Director	\$150,000 - \$325,000
	Deputy Chief Compliance Officer	\$425,000 - \$550,000
	Chief Compliance Officer	\$1,000,000 - \$1,500,000
Consulting & Advisory Services Firm	Analyst/Associate	\$75,000 - \$125,000
	Manager/Director	\$150,000 - \$200,000
	Vice President/Senior Vice President	\$250,000 - \$350,000

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	\$100,000+
	Associate	\$200,000 - \$300,000
	Senior Counsel	\$350,000 - \$425,000
	Deputy General Counsel	\$400,000 - \$550,000+
	General Counsel	\$800,000+
Small-Medium Hedge Fund	Legal Analyst	\$100,000+
	Counsel	\$275,000 - \$325,000
	Associate General Counsel & Compliance Officer	\$350,000 - \$400,000
	General Counsel & Chief Compliance Officer	\$500,000 - \$750,000+
Large Hedge Fund	Paralegal/Legal Analyst	\$100,000+
	Associate General Counsel	\$275,000 - \$450,000
	Vice President, Deputy GC, & CCO	\$500,000 - \$675,000
	General Counsel	\$1,250,000+
Small-Medium Private Equity Firm	Associate, Legal & Compliance	\$300,000 - \$350,000
	Vice President, Legal & Compliance	\$400,000+
	General Counsel	\$1,000,000+
Large Private Equity Firm	Legal & Compliance Attorney	\$300,000 - \$350,000
	Vice President, Senior Counsel	\$375,000 - \$450,000
	Vice President, AGC & Deputy CCO	\$475,000 - \$700,000
	General Counsel and Chief Compliance Officer	\$775,000 - \$1,500,000+
Top Law Firm	Counsel (Lateral)	\$450,000 - \$750,000
	Partner (from SEC)	\$550,000 - \$850,000
	Partner (Lateral)	\$2,500,000+
FinTech Financial Institution	Corporate Counsel, Payments	\$250,000 - \$300,000
	Principal Broker-Dealer Counsel	\$315,000 - \$380,000
	General Counsel	\$450,000 - \$800,000

**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**

# ACCOUNTING AND FINANCE

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	Distressed Debt Fund Accountant	\$135,000
	Project Manager, Procurement	\$200,000
	Senior Manager of Asset Management	\$450,000
	Vice President, Finance	\$500,000
Small-Medium Hedge Fund	Staff Accountant	\$85,000 - \$100,000
	Tax Specialist	\$115,000
	Senior Associate, Financial Planning & Analysis	\$130,000
	Senior Tax Associate	\$145,000
	Controller	\$200,000
	Tax Manager/Vice President	\$175,000 - \$300,000
	Head of Tax Operations	\$400,000
Chief Financial Officer	\$500,000	
Large Hedge Fund	Procurement Specialist	\$115,000
Large Private Equity Firm	Vice President, Procurement	\$200,000 - \$250,000
	Controller	\$450,000
	Procurement Lead	\$450,000
	Director, Audit & Compliance	\$500,000
Broker-Dealer	Operations Associate	\$125,000
	Tax Director	\$600,000
Family Office	Accountant	\$85,000
	Assistant Controller	\$175,000
Professional Services Firm	Senior Tax Manager	\$265,000
Renewable Energy Trading Firm	Billing Specialist	\$75,000
	Senior Accountant	\$95,000 - \$130,000
	Chief Financial Officer	\$450,000
Retail Bank	Mortgage Post Closer	\$75,000
	Mortgage Loan Officer	\$85,000
	Mortgage Processor	\$75,000 - \$100,000
	Project Manager	\$145,000
<b>Small-Medium Asset Management Firm = &lt;\$50B AUM</b> <b>Large Asset Management Firm = \$50B - \$1T+ AUM</b> <b>Medium Hedge Fund = &lt;\$10B AUM</b>		<b>Large Hedge Fund = \$5B - \$50B+ AUM</b> <b>Small-Medium Private Equity Firm = &lt;\$10B AUM</b> <b>Small-Large Private Equity Firm = \$10B - \$50B+ AUM</b>

# 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
	Vice President, Programmer Analyst	\$180,000
Large Financial/Insurance Institution	Vice President, 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

**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**

# HUMAN RESOURCES/FRONT OFFICE

## Firm Size and Type

## Title

## Total Compensation / Compensation Range

### Large Hedge Fund

HR/Talent Acquisition Analyst	\$80,000 - \$125,000
Campus Recruiting Associate	\$85,000 - \$125,000
HR Associate (Includes Benefits/Payroll/Compensation)	\$100,000 - \$150,000
Global Mobility Analyst / Associate	\$100,000 - \$150,000
HRIS/Workday Analyst/Associate	\$125,000 - \$175,000
Diversity, Equity, & Inclusion Associate	\$125,000 - \$200,000
Campus Recruiter	\$125,000 - \$225,000
Campus Recruiting Operations Specialist	\$175,000 - \$275,000
Corporate (ex-Tech/Front Office) Recruiter	\$150,000 - \$300,000
HR Generalist	\$150,000 - \$300,000
Employee Engagement Specialist	\$150,000 - \$300,000
Technical Talent Sourcer/Research Specialist	\$150,000 - \$325,000
Technical Recruiter	\$150,000 - \$350,000
Global Mobility & Immigration Specialist	\$200,000 - \$350,000
HR Business Partner	\$200,000 - \$400,000
Human Capital Product Managers	\$200,000 - \$400,000
Manager, DE&I	\$200,000 - \$400,000
Manager, Learning & Development	\$200,000 - \$400,000
Senior Campus Recruiter	\$225,000 - \$325,000
Senior Corporate Recruiter	\$225,000 - \$425,000
University Relations Manager	\$250,000 - \$400,000+
Senior HR Business Partner	\$250,000 - \$450,000+
Credit Analyst	\$250,000 - \$750,000+
Equity Analyst	\$250,000 - \$750,000+
Senior Manager, Diversity, Equity, & Inclusion	\$300,000 - \$450,000+
Senior Technical Recruiter	\$300,000 - \$500,000+
Head of Benefits	\$300,000 - \$500,000+
Employee Relations Specialist	\$350,000 - \$600,000
Head of Compensation	\$350,000 - \$600,000+
Portfolio Manager	\$1,000,000+

### Small-Medium Hedge Fund

HR Generalist	\$150,000 - \$250,000
Investment Associate	\$150,000 - \$300,000
Vice President, Learning & Development	\$200,000 - \$350,000
HR Business Partner	\$250,000 - \$400,000
Senior HR Business Partner	\$300,000 - \$400,000
Director, Human Resources	\$325,000 - \$500,000+
Portfolio Manager	\$1,000,000+

Large Hedge Fund = \$5B - \$50B+ AUM    Medium Hedge Fund = <\$10B AUM

# HUMAN RESOURCES/FRONT OFFICE

(CONTINUED)

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	HR/Talent Acquisition Analyst	\$80,000 - \$125,000
	HR/Talent Acquisition Associate	\$100,000 - \$150,000
	Campus Recruiting Associate	\$100,000 - \$150,000
	HRIS/People Analytics Senior Associate	\$125,000 - \$175,000
	Diversity, Equity, & Inclusion Manager	\$250,000 - \$350,000
	Compensation Manager/VP of Compensation	\$250,000 - \$400,000+
Medium Asset Management Firm	HR Generalist	\$150,000 - \$300,000
	Learning & Development Manager	\$250,000 - \$350,000
	Employee Relations Manager	\$250,000 - \$400,000
	Head of Human Resources	\$650,000 - \$1,000,000+
Large Private Equity Firm	HR/Talent Acquisition Analyst	\$80,000 - \$125,000
	HR Associate (Includes Benefits/Payroll/Compensation)	\$100,000 - \$150,000
	Compensation Manager	\$300,000 - \$500,000
Small-Medium Private Equity Firm	Campus Recruiting Associate	\$85,000 - \$125,000
	HR Generalist	\$150,000 - \$300,000
	Diversity, Equity, & Inclusion Lead/Manager	\$200,000 - \$400,000
	Learning & Development Manager	\$200,000 - \$400,000

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

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

**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.**