



# JW Michaels & Co.

**Financial Services  
Market Data  
2024**

The background features a complex data visualization theme. It includes several line graphs with fluctuating data points, bar charts of varying heights, and icons such as a gear, an information symbol (a lowercase 'i' in a circle), and a computer monitor. The color palette is primarily light blue and teal, with some orange and yellow accents in the upper right quadrant. A large, semi-transparent white arrow points upwards from the bottom left towards the center of the page.

# Data Collection

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2024. 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	\$75,000 - \$150,000
	Compliance Officer/VP/Director	\$175,000 - \$275,000
	Deputy Chief Compliance Officer	\$300,000 - \$400,000
	Chief Compliance Officer	\$450,000 - \$550,000
Large Asset Management Firm	Compliance Analyst/Associate	\$90,000 - \$180,000
	Compliance Officer/VP/Director	\$150,000 - \$350,000
	Deputy Chief Compliance Officer	\$450,000 - \$650,000
	Chief Compliance Officer	\$700,000 - \$900,000
Small-Medium Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$150,000
	Compliance Officer/VP/Director	\$175,000 - \$300,000
	Deputy Chief Compliance Officer	\$300,000 - \$450,000
	Chief Compliance Officer	\$550,000 - \$850,000
Large Hedge Fund	Compliance Analyst/Associate	\$100,000 - \$175,000
	Compliance Officer/VP/Director	\$250,000 - \$450,000
	Deputy Chief Compliance Officer	\$350,000 - \$650,000
	Chief Compliance Officer	\$850,000 - \$1,250,000
Small-Medium Private Equity Firm	Compliance Analyst/Associate	\$100,000 - \$200,000
	Compliance Officer/VP/Director	\$200,000 - \$350,000
	Deputy Chief Compliance Officer	\$350,000 - \$450,000
	Chief Compliance Officer	\$400,000 - \$600,000
Large Private Equity Firm	Compliance Analyst/Associate	\$125,000 - \$200,000
	Compliance Officer/VP/Director	\$150,000 - \$375,000
	Deputy Chief Compliance Officer	\$500,000 - \$700,000
	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	\$80,000+
	Associate	\$200,000 - \$300,000
	Senior Counsel	\$350,000 - \$425,000
	Deputy General Counsel	\$550,000 - \$850,000+
	General Counsel	\$900,000+
Small-Medium Hedge Fund	Legal Analyst	\$75,000+
	Counsel	\$180,000 - \$300,000
	Associate General Counsel & Compliance Officer	\$350,000 - \$400,000
	General Counsel & Chief Compliance Officer	\$500,000 - \$750,000+
Large Hedge Fund	Paralegal/Legal Analyst	\$125,000+
	Associate General Counsel	\$275,000 - \$450,000
	Vice President, Deputy General Counsel & CCO	\$600,000 - \$900,000
	General Counsel	\$1,250,000+
Small-Medium Private Equity Firm	Associate, Legal & Compliance	\$250,000 - \$350,000
	Vice President, Legal & Compliance	\$350,000 - \$600,000
	General Counsel	\$750,000+
Large Private Equity Firm	Legal & Compliance Attorney	\$300,000 - \$400,000
	Vice President, Senior Counsel	\$350,000 - \$450,000
	Vice President, Associate General Counsel & Deputy CCO	\$500,000 - \$800,000
	General Counsel & Chief Compliance Officer	\$1,000,000 - \$2,000,000+
Top Law Firms	Counsel (Lateral)	\$550,000 - \$800,000
	Partner (from SEC)	\$600,000 - \$1,000,000+
	Partner (Lateral)	\$1,500,000+
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	Project Manager, Procurement	\$200,000
	Distressed Debt Fund Accountant	\$135,000
	Vice President, Finance	\$500,000
	Senior Manager of Asset Management	\$450,000
Small-Medium Hedge Fund	Tax Specialist	\$125,000
	Staff Accountant	\$95,000-\$115,000
	Senior Tax Associate	\$150,000
	Senior Associate, Financial Planning & Analysis	\$150,000
	Tax Manager/Vice President	\$175,000 - \$300,000
	Controller	\$250,000
Large Hedge Fund	Chief Financial Officer	\$500,000
	Head of Tax Operations	\$400,000
Large Private Equity Firm	Procurement Specialist	\$120,000
Broker-Dealer	Director, Audit & Compliance	\$500,000
	Controller	\$500,000
	Procurement Lead	\$250,000
	Vice President, Procurement	\$400,000 - \$500,000
Family Office	Operations Associate	\$125,000
	Tax Director	\$750,000
Professional Services Firm	Accountant	\$90,000
	Assistant Controller	\$175,000
Renewable Energy Trading Firm	Senior Tax Manager	\$275,000
Retail Bank	Billing Specialist	\$80,000
	Senior Accountant	\$105,000 - \$130,000
	Chief Financial Officer	\$500,000
Retail Bank	Mortgage Post Closer	\$75,000
	Mortgage Loan Officer	\$85,000
	Mortgage Processor	\$85,000 - \$125,000
	Project Manager	\$200,000
<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	QA Analyst	\$110,000
	Business Systems Analyst	\$130,000
	Data Scientist	\$155,000
	Chief Technology Officer	\$1,500,000
Small-Medium Hedge Fund	Quant Developer (junior)	\$250,000
	Software Engineer (mid-senior)	\$265,000
	Head of Engineering	\$500,000
	Chief Technology Officer	\$800,000
	Quant Developer (senior)	\$1,000,000
Large Hedge Fund	Product Manager	\$250,000
	DevOps Engineer	\$365,000
	Trading Developer	\$365,000
Large Investment Bank	Data Analyst	\$120,000
	Software Developer (junior)	\$130,000
	Software Developer (mid)	\$175,000
	Software Developer (senior)	\$250,000
Family Office	Systems Analyst	\$110,000
	Desktop Support Engineer	\$110,000
	Infrastructure Engineer	\$115,000
FinTech	Fullstack Engineer (junior)	\$135,000
	Fullstack Engineer (mid)	\$185,000
	Data Engineer	\$185,000
	Fullstack Engineer (lead/senior)	\$275,000
	iOS Engineering Lead	\$350,000
	Lead Security Engineer	\$350,000
	Head of Cloud Ops	\$410,000
	Chief Technology Officer	\$800,000
Tech (mid-size)	Technical Project Manager	\$135,000
	Cloud Architect	\$230,000
	Chief Information Officer	\$500,000
<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>

# 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 (incl. Benefits/Payroll/Comp)	\$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
Senior Campus Recruiter	\$225,000 - \$325,000
Technical Recruiter	\$150,000 - \$350,000
Technical Talent Sourcer/Research Specialist	\$175,000 - \$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
University Relations Manager	\$250,000 - \$400,000+
Senior Corporate Recruiter	\$225,000 - \$425,000
Senior HR Business Partner	\$250,000 - \$450,000+
Senior Manager, DE&I	\$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+
Credit Analyst	\$300,000 - \$800,000+
Equity Analyst	\$300,000 - \$800,000+
Portfolio Manager	\$1,000,000+

### Small-Medium Hedge Fund

HR Generalist	\$150,000 - \$250,000
VP, Learning & Development	\$200,000 - \$350,000
Investment Associate	\$200,000 - \$400,000
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+

**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

(CONTINUED)

Firm Size and Type	Title	Total Compensation / Compensation Range
Large Asset Management Firm	HR/TA Analyst	\$85,000 - \$125,000
	Campus Recruiting Associate	\$100,000 - \$150,000
	HR/TA Associate	\$125,000 - \$175,000
	HRIS/People Analytics Senior Associate	\$150,000 - \$200,000
	DE&I Manager	\$250,000 - \$350,000
	Compensation Manager/VP of Comp	\$250,000 - \$400,000+
Medium Asset Management Firm	HR Generalist	\$175,000 - \$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	\$90,000 - \$145,000
	HR Associate (incl. Benefits/Payroll/Comp)	\$115,000 - \$175,000
	Compensation Manager	\$300,000 - \$500,000
Small-Medium Private Equity Firm	Campus Recruiting Associate	\$85,000 - \$125,000
	HR Generalist	\$150,000 - \$300,000
	DE&I Lead/Manager	\$200,000 - \$400,000
	Learning & Development Manager	\$200,000 - \$400,000

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

**About**

# JW Michaels & Co.

At JW Michaels & Co., we specialize in connecting top talent with leading organizations in financial services, legal, technology, and business industries. Our expertise lies in placing compliance officers, legal counsel, patent counsel, IT professionals, and risk management executives with investment management firms, hedge funds, investment banks, law firms, and Fortune 500 companies.

With nearly 50 years of recruiting experience, we take pride in tailoring our services to meet each client's unique needs. Our commitment to excellence ensures that we deliver highly targeted and effective hiring solutions, making us a trusted partner for sourcing exceptional talent.

**For more information about JW Michaels, contact Jason Wachtel at (646) 346-2454.**