



2023

# Salary Guide

Risk, Compliance, Legal,  
Operations & Accounting

UK | Europe | US

# INDEX

	Page
Our Services	1
Our Approach	2
Introduction	3
<b>UNITED KINGDOM</b>	
Risk salaries	4
Compliance salaries	5-6
In-House Legal salaries	7
Company secretarial salaries	7
Operations salaries	8-9
<b>GERMANY</b>	
Compliance salaries	10
In-House Legal salaries	10
Risk salaries	10
<b>LUXEMBOURG</b>	
Compliance salaries	11
In-House Legal salaries	11
Risk salaries	11
Accounting salaries	12
<b>NETHERLANDS</b>	
Compliance salaries	13
<b>IRELAND</b>	
Compliance salaries	13
<b>UNITED STATES</b>	
Compliance salaries	14

# SERVICES

In an ever-changing recruitment market, Saxton Leigh delivers a dedicated and specialist recruitment service for UK, EU & US employers and candidates specifically focussing on the Risk, Compliance, Legal, Operations and Accounting markets.

We help build out teams, source specialist individuals and provide an end to end recruitment service for both permanent and contract staff.



## WHY US?

With extensive market knowledge and experience, we have the insights that set us apart from other firms in the industry. With this experience, we have earned the trust of both our clients and candidates, which means that we have the industry's top talent and leading firms working with us. Our consultants can offer you a tailored, bespoke service to match your every hiring need and requirement, whether you are looking to grow out a team or to find a niche specialist to help with a particular project. From a candidate perspective, our consultants are here to help guide you on your job-hunting journey and provide you with the next step in your career.

# OUR APPROACH



## PERMANENT

The success of our permanent solution is based on the continual development of our network of candidates. We are constantly mapping the market and identifying both active and passive job seekers, thus giving you access to the best talent.

---

## INTERIM

Having the right interim resource readily available is essential whether it be to lead a project or provide cover for a BAU position. We have an enviable network of immediately available professional interim consultants, and we are able to provide either individuals or teams for any length of assignment.



## EXECUTIVE SEARCH

For vacancies with specific or in-demand skills, we also offer a full search service. Utilising our dedicated research function, we will map, identify, and present the most suitable candidates from the whole market for you to meet.

# INTRODUCTION

**Welcome to Saxton Leigh's salary guide for 2023. Our experienced consultants have combined their industry insights and analysis of the risk, compliance, legal, operations and accounting markets to bring you this pack.**

We hope that this report will be an informative guide for both our clients and candidates, whether to plot growth strategy, understand what is happening in the market, or look at remuneration benchmarking.

Please note that the research for this paper was carried out in 2022.

As part of our work as your dedicated risk, compliance, legal, operations and accounting specialist, we carry out constant market research through attending seminars, writing blogs, and engaging with our clients on a regular basis.

This research continues to keep us at the forefront of risk, compliance, legal, operations and accounting as one of the leading specialist firms.



# REMUNERATION GUIDELINES

## RISK – UK

Operational Risk	Basic Salary	Daily Rate
Analyst/Senior Analyst	£40,000 - £65,000	£300 - £400
Manager (AVP)	£60,000 - £85,000	£400 - £550
Senior Manager (VP)	£85,000 - £120,000	£550 - £700
Director	£100,000 - £145,000	£600 - £850
Head of Operational Risk	£120,000+	£800+

Credit Risk	Basic Salary	Daily Rate
Analyst/Senior Analyst	£45,000 - £65,000	£350 - £450
Manager (AVP)	£65,000 - £85,000	£450 - £550
Senior Manager (VP)	£85,000 - £110,000	£550 - £700
Director	£90,000 - £145,000	£600 - £850
Head of Credit	£130,000+	£900+

Market Risk - Sell Side	Basic Salary	Daily Rate
Analyst/Senior Analyst	£45,000 - £70,000	£350 - £450
Manager (AVP)	£65,000 - £90,000	£450 - £600
Senior Manager (VP)	£90,000 - £130,000	£600 - £800
Director	£130,000 - £160,000	£850 - £1,000
Head of Market Risk	£160,000+	£1,000+

Investment Risk - Buy Side	Basic Salary	Daily Rate
Analyst/Senior Analyst	£40,000 - £60,000	£300 - £400
Manager (AVP)	£60,000 - £90,000	£400 - £600
Senior Manager (VP)	£90,000 - £120,000	£600 - £750
Director	£120,000 - £160,000	£800 - £1,000
Head of Investment Risk	£160,000+	£1,000+

Liquidity Risk	Basic Salary	Daily Rate
Analyst/Senior Analyst	£40,000 - £65,000	£300 - £400
Manager (AVP)	£65,000 - £90,000	£450 - £600
Senior Manager (VP)	£85,000 - £120,000	£550 - £700
Director	£130,000 - £160,000	£800 - £1000
Head of Liquidity Risk	£140,000+	£950+

Chief Risk Officer	Basic Salary	Daily Rate
Head of Risk/CRO	£170,000+	£1,200+

# COMPLIANCE – UK

<b>Corporate Banking/Wholesale Banking/ Broking/Stockbroking/Private Banking/ Exchanges/Fintech</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
Compliance Assistant	£35,000 - £45,000	£200 - £275
Compliance Analyst/Associate	£40,000 - £55,000	£250 - £350
Senior Compliance Analyst/Associate	£50,000 - £65,000	£300 - £400
Compliance Supervisor	£60,000 - £80,000	£400 - £500
Compliance Manager /Senior Compliance Officer	£80,000 - £95,000	£450 - £600
Deputy Head of Compliance	£90,000 - £110,000	£600+
Head of Compliance (SM16 registered roles)	£130,000+	£700+
Global Head of Compliance	£170,000+	£1,500+

<b>Investment Banking</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
Compliance Assistant	£45,000 - £55,000	£300 - £400
Compliance Associate	£50,000 - £70,000	£350 - £450
AVP/Manager	£65,000 - £85,000	£400 - £550
VP/Senior Manager	£80,000 - £120,000	£500 - £700
Director/Deputy Head of Compliance	£140,000+	£800+
Head of Compliance (SM16 registered roles)	£160,000+	£1,000+
Global Head of Compliance	£250,000+	£1,600+

<b>Banking (Large)</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
AVP	£65,000 - £85,000	£375 - £475
VP	£90,000 - £120,000	£450 - £600
Director	£130,000 - £160,000	£575 - £800
Head of Regulation Policy	£140,000 - £180,000	£800+
Head of Control Room	£150,000 - £185,000	£800+
Head of Monitoring/Surveillance	£150,000 - £185,000	£800+
Head of Advisory	£140,000 - £250,000	£800+
Head of Compliance	£250,000 - £375,000	£1,500+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

# COMPLIANCE – UK

<b>Asset Management</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
Compliance Assistant/Analyst (1/2 years)	£35,000 - £50,000	£200 - £250
Compliance Associate	£45,000 - £65,000	£250 - £350
AVP/Compliance Manager	£60,000 - £80,000	£350 - £500
VP/Compliance Manager	£80,000 - £120,000	£500 - £750
Head of Compliance	£130,000 - £180,000	£750 - £1,200
Global Head of Compliance	£180,000+	£1,000+

<b>Insurance</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
Compliance Assistant	£23,000 - £35,000	£150 - £200
Compliance Analyst/Associate	£30,000 - £45,000	£200 - £250
Senior Compliance Analyst/Associate	£45,000 - £70,000	£250 - £350
Compliance Manager	£75,000 - £110,000	£400 - £600
Compliance Officer/Head of Compliance	£110,000+	£700+

<b>Financial Crime Banking (Large)</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
AVP Financial Crime	£65,000 - £85,000	£375 - £450
VP Financial Crime	£90,000 - £115,000	£425 - £550
Director of Financial Crime	£125,000 - £160,000	£550 - £750
Head of Onboarding	£140,000 - £180,000	£750+
Head of Financial Crime Policy	£140,000 - £225,000	£750+
MLRO	£180,000 - £300,000	£1,200+

<b>Financial Crime</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
AML/Financial Crime Assistant	£35,000 - £45,000	£200 - £300
AML/Financial Crime Analyst/Associate	£45,000 - £60,000	£300 - £400
AML/Financial Crime Senior Officer/Supervisor	£60,000 - £80,000	£400 - £500
AML/Financial Crime Manager	£80,000 - £100,000	£500 - £700
DMLRO	£95,000 - £120,000	£600+
MLRO (SM17 registered roles)	£140,000+	£800+

<b>KYC/Onboarding – UK</b>	<b>Basic Salary</b>	<b>Daily Rate</b>
KYC Analyst/Assistant	£35,000 - £50,000	£250 - £350
Senior KYC Analyst/Officer	£50,000 - £65,000	£350 - £450
QA/QC Officer	£60,000 - £70,000	£400 - £500
KYC Manager/Supervisor	£80,000 - £110,000	£500 - £650
Head of KYC/Onboarding	£110,000+	£750+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances. For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)



## IN HOUSE LEGAL – UK

Years	Payment/Fintech	Broker/Exchange	Asset Management
NQ - 2 Years	£65,000 - £70,000	£65,000 - £80,000	£70,000 - £90,000
2 - 4 Years	£70,000 - £85,000	£70,000 - £90,000	£85,000 - £110,000
4 - 6 Years	£75,000 - £110,000	£75,000 - £115,000	£95,000 - £125,000
6 - 8 Years	£85,000 - £125,000	£90,000 - £130,000	£110,000 - £140,000
8 - 10+ Years	£100,000 - £130,000	£105,000 - £135,000	£125,000 - £150,000
General Counsel	£140,000 - £250,000	£180,000 - £250,000	£175,000 - £300,000

Years	Private Equity	Hedge Fund	Regulatory
NQ - 2 Years	£75,000 - £95,000	£75,000 - £95,000	£75,000 - £100,000
2 - 4 Years	£85,000 - £115,000	£90,000 - £115,000	£95,000 - £120,000
4 - 6 Years	£115,000 - £125,000	£100,000 - £125,000	£100,000 - £135,000
6 - 8 Years	£110,000 - £145,000	£110,000 - £145,000	£125,000 - £150,000
8 - 10+ Years	£135,000 - £155,000	£135,000 - £155,000	£130,000 - £160,000
General Counsel	£175,000 - £300,000	£175,000 - £350,000	-

Years	General Banking / Corporate	Capital Markets	Derivatives/ Structured products
NQ - 2 Years	£70,000 - £100,000	£75,000 - £100,000	£80,000 - £100,000
2 - 4 Years	£90,000 - £120,000	£95,000 - £120,000	£95,000 - £125,000
4 - 6 Years	£100,000 - £130,000	£100,000 - £135,000	£105,000 - £140,000
6 - 8 Years	£115,000 - £140,000	£125,000 - £145,000	£125,000 - £145,000
8 - 10+ Years	£120,000 - £155,000	£130,000 - £155,000	£130,000 - £160,000
Director	£140,000 - £185,000	£140,000 - £185,000	£140,000 - £185,000
General Counsel	£175,000 - £300,000	£175,000 - £350,000	-

## COMPANY SECRETERIAL – UK

Company Secretarial	Financial Services	FTSE	Non-Listed Company
Trainee Company Secretary	£27,000 - £35,000	£28,000 - £35,000	£25,000 - £30,000
Company Secretarial Assistant	£30,000 - £40,000	£32,000 - £50,000	£30,000 - £42,000
Assistant Company Secretary	£50,000 - £85,000	£55,000 - £85,000	£48,000 - £75,000
Senior Assistant Company Secretary	£70,000 - £100,000	£80,000 - £100,000	£70,000 - £95,000
Deputy Company Secretary	£90,000 - £135,000	£100,000 - £150,000	£90,000 - £130,000
Company Secretary	£120,000+	£140,000+	£120,000+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

# OPERATIONS – UK

<b>Trade Support - Equity, Fixed Income, ETD/OTC, FX options</b>	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £65,000	£185 - £350
Manager (AVP)	£65,000 - £75,000	£350 - £400
Senior Manager (VP)	£80,000 - £100,000	£425 - £575
Director / Managing Director	£110,000+	£600+

<b>Trade Support - Hedge Fund / Investment Management</b>	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £65,000	£160 - £350
Manager (AVP)	£65,000 - £75,000	£350 - £400
Senior Manager (VP)	£80,000 - £100,000	£425 - £575
Director / Managing Director	£110,000+	£600+

<b>Settlements - Equity, Fixed Income, FX, OTC derivatives</b>	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £65,000	£160 - £350
Manager (AVP)	£60,000 - £70,000	£325 - £375
Senior Manager (VP)	£75,000 - £100,000	£400 - £575
Director / Managing Director	£110,000+	£600+

<b>Futures Clearing/Broker – Reconciliations - ETD Operations</b>	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £60,000	£160 - £270
Manager (AVP)	£60,000 - £70,000	£270 - £375
Senior Manager (VP)	£75,000 - £95,000	£400 - £550
Director / Managing Director	£100,000+	£575+

<b>Client Services</b>	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £60,000	£160 - £270
Manager (AVP)	£60,000 - £75,000	£270 - £400
Senior Manager (VP)	£80,000 - £110,000	£425 - £600
Director / Managing Director	£120,000+	£650+

<b>Collateral Management</b>	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £60,000	£185 - £325
Manager (AVP)	£60,000 - £75,000	£325 - £400
Senior Manager (VP)	£80,000 - £110,000	£425 - £600
Director / Managing Director	£115,000+	£600+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances. For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

# OPERATIONS – UK

Reconciliations	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £50,000	£160 - £270
Manager (AVP)	£55,000 - £65,000	£300 - £350
Senior Manager (VP)	£70,000 - £90,000	£375 - £475
Director / Managing Director	£95,000+	£550+

Asset Servicing	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £50,000	£185 - £270
Manager (AVP)	£45,000 - £55,000	£250 - £300
Senior Manager (VP)	£60,000 - £80,000	£325 - £425
Director / Managing Director	£90,000+	£500+

Loans Administration	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £60,000	£185 - £325
Manager (AVP)	£60,000 - £80,000	£325 - £425
Senior Manager (VP)	£85,000 - £115,000	£460 - £600
Director / Managing Director	£120,000+	£650+

Fund Administration	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £50,000	£150 - £250
Manager (AVP)	£55,000 - £65,000	£300 - £350
Senior Manager (VP)	£70,000 - £85,000	£375 - £460
Director / Managing Director	£90,000+	£500+

Valuations, Client Reporting, Pricing	Basic Salary	Daily Rate
Analyst/Associate	£30,000 - £55,000	£160 - £270
Manager (AVP)	£55,000 - £65,000	£300 - £350
Senior Manager (VP)	£70,000 - £90,000	£375 - £475
Director / Managing Director	£95,000+	£550+

Data	Basic Salary	Daily Rate
Analyst/Associate	£35,000 - £65,000	£185 - £350
Manager (AVP)	£65,000 - £85,000	£350 - £460
Senior Manager (VP)	£85,000 - £115,000	£460 - £600
Director / Managing Director	£120,000+	£650+

Performance	Basic Salary	Daily Rate
Analyst/Associate	£40,000 - £60,000	£250 - £325
Manager (AVP)	£65,000 - £80,000	£350 - £425
Senior Manager (VP)	£80,000 - £95,000	£425 - £550
Director / Managing Director	£100,000+	£550+

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

## COMPLIANCE – GERMANY

Compliance	Basic Salary
Compliance Analyst	€55,000 - €70,000
Compliance Officer	€65,000 - €90,000
Compliance Manager	€75,000 - €105,000
Head of Compliance / Director	€120,000 - €190,000
Chief Compliance Officer	€160,000 - €300,000

Financial Crime	Basic Salary
KYC/AML Analyst	€50,000 - €80,000
AML Officer	€65,000 - €90,000
AML Manager	€75,000 - €120,000
MLRO	€140,000 - €250,000

## IN HOUSE LEGAL – GERMANY

In House Legal	Basic Salary
Paralegal	€50,000 - €70,000
Company Secretary	€70,000 - €105,000
Legal Counsel	€90,000 - €140,000
Senior Legal Counsel	€110,000 - €200,000
General Counsel	€160,000 - €350,000

## RISK – GERMANY

Risk	Basic Salary
Op Risk Analyst	€55,000 - €80,000
Op Risk Manager	€90,000 - €130,000
Head of Op Risk	€125,000 - €240,000
Credit Risk Analyst	€60,000 - €80,000
Credit Risk Manager	€95,000 - €130,000
Head of Credit Risk	€140,000 - €250,000
Market Risk Analyst	€65,000 - €95,000
Market Risk Manager	€95,000 - €135,000
Head of Market Risk	€150,000 - €250,000
CRO	€160,000 - €450,000

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

## COMPLIANCE – LUXEMBOURG

Compliance	Basic Salary
Compliance Analyst	€55,000 - €55,000
Compliance Officer	€65,000 - €90,000
Compliance Manager	€75,000 - €100,000
Head of Compliance / Director	€120,000 - €180,000
Chief Compliance Officer	€160,000 - €300,000

Financial Crime	Basic Salary
KYC/AML Analyst	€45,000 - €80,000
AML Officer	€60,000 - €80,000
AML Manager	€75,000 - €100,000
MLRO	€140,000 - €250,000

## IN HOUSE LEGAL – LUXEMBOURG

In House Legal	Basic Salary
Paralegal	€50,000 - €65,000
Company Secretary	€65,000 - €90,000
Legal Counsel	€80,000 - €120,000
Senior Legal Counsel	€110,000 - €170,000
General Counsel	€160,000 - €250,000

## RISK – LUXEMBOURG

Risk	Basic Salary
Op Risk Analyst	€55,000 - €75,000
Op Risk Manager	€75,000 - €110,000
Head of Op Risk	€110,000 - €160,000
Credit Risk Analyst	€60,000 - €80,000
Credit Risk Manager	€80,000 - €120,000
Head of Credit Risk	€120,000 - €180,000
Market Risk Analyst	€65,000 - €85,000
Market Risk Manager	€80,000 - €125,000
Head of Market Risk	€125,000 - €180,000
CRO	€150,000 - €300,000

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

# ACCOUNTING – LUXEMBOURG

Compliance	Basic Salary
Junior Accountant	€50,000 - €60,000
Senior Accountant	€60,000 - €75,000
Fund Controller	€80,000 - €115,000
Finance Manager	€85,000 - €120,000
CFO	€170,000+

*Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)*

# COMPLIANCE – NETHERLANDS

Compliance	Basic Salary
Compliance Analyst	€45,000 - €65,000
Compliance Officer	€55,000 - €80,000
Compliance Manager	€75,000 - €100,000
Head of Compliance / Director	€110,000 - €170,000
Chief Compliance Officer	€140,000 - €250,000

Financial Crime	Basic Salary
KYC/AML Analyst	€50,000 - €80,000
AML Officer	€60,000 - €80,000
AML Manager	€80,000 - €100,000
MLRO	€120,000 - €210,000

# COMPLIANCE – IRELAND

Compliance	Basic Salary
Compliance Analyst	€40,000 - €55,000
Compliance Officer	€55,000 - €75,000
Compliance Manager	€70,000 - €90,000
Head of Compliance / Director	€110,000 - €160,000
Chief Compliance Officer	€150,000 - €250,000

Financial Crime	Basic Salary
KYC/AML Analyst	€40,000 - €50,000
AML Officer	€55,000 - €75,000
AML Manager	€70,000 - €95,000
MLRO	€120,000 - €180,000

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)

# COMPLIANCE – USA

<b>Banking</b>	<b>Base Salary</b>
Assistant Vice President	\$130,000 - \$150,000
Vice President	\$160,000 - \$225,000
Director	\$250,000 - \$300,000
Head of Regulation Policy	\$275,000 - \$350,000
Head of Control Room	\$275,000 - \$325,000
Head of Monitoring Surveillance	\$275,000 - \$325,000
Head of Advisory	\$275,000 - \$350,000
Head of Compliance	\$300,000 - \$500,000

<b>Asset Management/Alternatives</b>	<b>Base Salary</b>
Compliance Associate	\$90,000 - \$145,000
Compliance Manager	\$160,000 - \$275,000
Compliance Director	\$200,000 - \$320,000
Chief Compliance Officer	\$250,000 - \$400,000

<b>Financial Crime</b>	<b>Base Salary</b>
AVP Financial Crime	\$120,000 - \$150,000
VP Financial Crime	\$140,000 - \$200,000
Director Financial Crime	\$210,000 - \$275,000
Head of Onboarding	\$220,000 - \$260,000
Head of Financial Crime Policy	\$220,000 - \$280,000
MLRO	\$225,000 - \$350,000

Salary figures are correct for 2023, there are anomalies outside these with exceptional compensation circumstances.  
For more detail on salary information, please contact Saxton Leigh: [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)



# YOUR RECRUITMENT PARTNER



**UK/EU:** +44 203 008 8036  
**US:** +1 646 553 4076

**Contact:** [contact@saxtonleigh.com](mailto:contact@saxtonleigh.com)