



The Executive Level Compliance Recruitment Specialists

This survey is compiled from our internal records of 2018 and is designed to represent an indication of the most up to date compensation information available relating to Heads of Compliance cross the UK financial services market. It is important to note that these are not definitive and exceptions do exist at either end of the pay spectrum. The firm size in people and jurisdictional coverage is imperfect as a metric as risk profile, complexity, profitability, experience, team size etc., are all relevant but the survey report is intended to be a guideline and indicative.

HEAD OF COMPLIANCE SALARY SURVEY 2018

Investment Management

Global Head of Compliance for Large Investment Manager	Basic Salary Banding/GBP Sterling	£250 – £350k
EMEA Head of Compliance for Large Investment Manager		£170 – £260k
UK Head of Compliance for Large Investment Manager		£160 – £200k
Global Head of Compliance for Small-Mid Investment Manager		£150 – £190k
EMEA Head of Compliance for Small-Mid Investment Manager		£145 – £180k
UK Head of Compliance for Small-Mid Investment Manager		£120 – £160k

Hedge Funds

Global Head of Compliance for Large Hedge Fund	Basic Salary Banding/GBP Sterling	£240 – £280k
EMEA Head of Compliance for Large Hedge Fund		£160 – £230k
UK Head of Compliance for Large Hedge Fund		£145 – £200k
Global Head of Compliance for Small-Mid Hedge Fund		£140 – £180k
EMEA Head of Compliance for Small-Mid Hedge Fund		£130 – £150k
UK Head of Compliance for Small-Mid Hedge Fund		£100 – £145k

Private Equity

Global Head of Compliance for Large Private Equity Firm	Basic Salary Banding/GBP Sterling	£170 – £280k
EMEA Head of Compliance for Large Private Equity Firm		£165 – £220k
UK Head of Compliance for Large Private Equity Firm		£150 – £200k
Global Head of Compliance for Small-Mid Private Equity Firm		£135 – £180k
EMEA Head of Compliance for Small-Mid Private Equity Firm		£130 – £150k
UK Head of Compliance for Small-Mid Hedge Fund		£100 – £145k

Private Wealth

Global Head of Compliance for Large Wealth Manager	Basic Salary Banding/GBP Sterling	£150 – £240k
EMEA Head of Compliance for Large Wealth Manager		£140 – £190k
UK Head of Compliance for Large Wealth Manager		£120 – £140k
Global Head of Compliance for Small-Mid Wealth Manager		£110 – £140k
EMEA Head of Compliance for Small-Mid Wealth Manager		£105 – £135k
UK Head of Compliance for Small-Mid Wealth Manager		£90 – £125k

Investment Banking

Global Head of Compliance for Large Investment Bank	£250 – £400k +
EMEA Head of Compliance for Large Investment Bank	£175 – £250k
UK Head of Compliance for Large Investment Bank	£140 – £180k
Global Head of Compliance for Small-Mid Investment Bank	£165 – £240k
EMEA Head of Compliance for Small-Mid Investment Bank	£140 – £170k
UK Head of Compliance for Small-Mid Investment Bank	£115 - £150k

Brokerage/Exchange

Global Head of Compliance for Large Broker	£160 – £240k
EMEA Head of Compliance for Large Broker	£150 – £200k
UK Head of Compliance for Large Broker	£140 – £160k
Global Head of Compliance for Small-Mid Broker	£135 – £160k
EMEA Head of Compliance for Small-Mid Broker	£120 – £150k
UK Head of Compliance for Small-Mid Broker	£100 – £125k

Financial Conduct Authority

Director	£151 – £200k
Head of Department	£95 – £200k
Technical Head of Department	£95 – £200k
Regulatory Manager	£95 – £200k
Manager (Regulatory)	£95 – £200k
Manager (Regulatory)	£65 – £118k
Technical Specialist (Regulatory)	£65 – £118k
Lead Associate (Regulatory)	£60 – £95k
Manager (Policy)	£65 – £118k
Technical Specialist (Policy)	£65 – £118k
Manager (Technical Services)	£65 – £113k
Technical Specialist (Technical Services)	£65 – £105k
Senior Associate (Technical Services)	£43 – £78k