

A black and white photograph of an American flag waving in the foreground, with a tall, ornate clock tower in the background. The image is split diagonally by a dark grey shape.

# DANOS ASSOCIATES

**US Compliance & Financial Crime**  
Salary Benchmark Report 2021

## Compensation Levels For US Compliance & Financial Crime Roles

### FinTech

Years Of Experience	Base Salary	Bonus
0 - 2	\$85,000 to \$110,000	Up to 20%
3 - 5	\$110,000 to \$130,000	20% to 30%
6 - 8	\$130,000 to \$140,000	30% +
9 +	\$140,000 +	30% +

### Sell Side Compliance

Years Of Experience	Base Salary	Bonus
0 - 2	\$75,000 to \$90,000	Up to 20%
3 - 5	\$90,000 to \$120,000	20% to 30%
6 - 8	\$120,000 to \$160,000	30% +
9 +	\$160,000 +	30% +

### Buy Side Compliance

Years Of Experience	Base Salary	Bonus
0 - 2	\$75,000 to \$100,000	Up to 20%
3 - 5	\$100,000 to \$160,000	20% to 50%
6 - 8	\$150,000 to \$170,000	50% +
9 +	\$170,000 +	100% +

### Financial Crimes Compliance

Years Of Experience	Base Salary	Bonus
0 - 2	\$70,000 to \$90,000	Up to 15%
3 - 5	\$90,000 to \$130,000	15% to 20%
6 - 8	\$130,000 to \$160,000	20% +
9 +	\$160,000 +	20% +

## Trends Influencing Hiring & Compensation

### **BUSY & COMPETITIVE MARKET**

US Compliance hiring remained active during 2020, and apart from delays in recruitment processes during the early stages of lockdown while firms navigated remote interview processes and new hire onboarding, the year overall did not see the recruitment slowdown that was expected during a global pandemic.

Building on the steady work done in 2020, hiring activity in Compliance now in 2021 is seeing a significant uplift on the previous year. We are seeing an extremely active and fast-moving market across the whole of the US. All our client firms have shaken off any inertia from 2020 and are racing to secure the best talent in a very active market.

Whist this environment sees hiring managers competing with multiple firms for top talent in most hiring processes, candidates are also seeing high levels of competition from their peers when interviewing, as the industry in general is open to opportunity right now.

### **GROWTH SECTORS**

While Financial Services Compliance hiring is active across the board, we are seeing particular demand for strong talent on the buy side and in the general FinTech space. Financial Crimes Compliance is also seeing a surge of activity with demand for strong talent across sectors.

Another common trend across the US is compliance personnel wanting to move into a more “developing” or emerging part of the market, away from traditional banking. Most popular seems to be any firm that focuses on the ESG / Sustainability space. This sector is also in growth, so is presenting opportunity for talent to make that move away from the more traditional parts of the industry.

## Trends Influencing Hiring & Compensation

### WORKING FROM HOME & RETURNING TO THE OFFICE

“Return to the office” is a major discussion point generally, but particularly as part of interview processes. While many firms are realizing that remote or flexible working can be a long-term solution, others are planning a pre-Covid office working situation to be implemented as soon as possible.

With the levels of hiring happening across the industry, decisions on this subject are being slightly forced, as new employees will need to know their obligations before joining a firm. In fact, a firm’s “return to the office” policy can be a deal breaker when trying to land new talent.

From a workforce perspective, the attitude towards working from home seems to be split. Some people want to be back in a collaborative office environment, while others are eager to retain remote working flexibility and not to return at all to big city office working situations.

How the industry navigates “return to the office” will continue to play out over the coming months but our guess is that most firms will retain some form of flexible working arrangement for employees, but 100% work from home arrangements will diminish over time.

### YOUR CAREER

One strong trend to report on is that the mid-junior part of the market is generally pushing for continued flexibility more than their senior colleagues. There could be various reasons for this, but one important point that has been raised by multiple senior clients is that an absence from the office in the long term could be damaging for junior personnel’s careers. They will lose the high levels of exposure that they would experience in the office and might find that their promotion prospects and general upward mobility could be hampered by a lack of professional facetime.

Having said that, the firms that are planning a permanent 100% work from home arrangement clearly offer up opportunities to people in any location across the US, rather than just those in the major business hubs.

## **DANOS GROUP | COMPLIANCE & FINANCIAL CRIME**

**Danos Associates** is a leading specialist executive search firm providing a personalised, discreet recruitment and selection service to an elite client base across the global market. With an unparalleled talent network, we provide experienced, top quality professionals within Compliance, Financial Crime, Risk, and Legal sectors throughout the Americas, EMEA, and APAC.

Our network and deep understanding of the Americas market perfectly positions us to efficiently source the best individuals for your organisation.

We pride ourselves on being able to match talent not just to the requirements of the role, but also to the style of the organisation.

### **Our Offering:**

- **Retained Search**
- **Contingency Recruitment**

Over the past decade, our search consultants have developed a comprehensive network of candidates and clients across the Americas and the globe, built through both delivery on mandates and nurturing of relationships.

With an office located in New York, we service both the local market and major US Financial Services business hubs, including New York, Boston, Chicago, San Francisco, and Los Angeles. We have a track record of delivering the best candidates to our clients.

**If you are looking to hire in US Compliance & Financial Crime, or would like to discuss the market, please feel free to reach out to the US Danos Associates team:**

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