



DANOS
GROUP

US MARKET & COMPENSATION REPORT

Compliance &
Financial Crime

2024



COMPLIANCE | FINANCIAL CRIME | RISK | LEGAL

Danos Group is a global recruitment solutions provider. We specialize in Compliance, Risk, and Legal, and offer comprehensive search solutions for permanent, interim, and consulting hires.

Our journey began in 2004 with the establishment of Danos Associates, which became a leading contingency and retained search firm focused on mid to senior level permanent hires within the Compliance space. Later we added Danos Consulting to complement our offering and deliver consulting services and interim resourcing solutions.

Today, the Danos Group operates from key global locations of New York, London, Singapore, and Hong Kong, collaborating with clients across Financial Services, Commerce & Industry, Professional Services, and Regulatory sectors. We empower them to meet their legal, risk, governance, and regulatory responsibilities by consistently delivering experienced, top-quality professionals across the Americas, EMEA, and Asia Pacific.

We take pride in our ability to match talent not only to role requirements but also to the unique style of each business. Over the years, we have fostered successful partnerships with leading Financial Services institutions, assisting them in identifying top-tier talent to fortify their Compliance and Financial Crime Compliance functions.

Committed to excellence, we provide a personalised, discreet search service from our strategically located offices. Leveraging our specialists' access to an unparalleled regional and international talent network, we ensure the swift delivery of highly experienced and diverse shortlists for mandates within Compliance and Financial Crime.

Enclosed is a high-level report detailing average compensation ranges across the Sell-Side and Buy-Side of the US Financial Services Industry. While these figures serve as a reliable guide, it is imperative to recognise that there may be cases falling outside these ranges or instances where compensation packages are structured differently.

At more senior levels, the salary brackets demonstrate increased breadth, reflecting a notable rise in the percentage of variable compensation. This nuanced understanding provides valuable insights for professionals navigating the intricate landscape of international compensation structures.

Thank you, Grant Potter



Grant Potter

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2023 MARKET REVIEW

After a very active two years of hiring within the US Compliance sector, activity equalized in H2 of 2023 to a more considered pace.

While there was still momentum with interview processes and offers being made as we headed towards the end of the year, the highly competitive junior and mid-market seen in H1 was much less frenetic. Compensation is less inflated because of this, and new offers are more in line with previous market benchmarks.

Increased SEC (U.S. Securities and Exchange Commission) scrutiny of the private funds space means that hiring managers expect a surge of hiring activity next year to deal with regulatory requirements.

Work arrangements leveled out in 2023 and we now see the market norm of three days in-office for most firms. There are some outliers who require full time in-office, but they are in the minority. There are other sectors of the industry where fully remote work is standard – FinTech, RegTech, etc.

The required separation between Financial Risk and Non-Financial Risk has for most firms presented challenges in terms of the structure of their control functions. Many larger global institutions have restructured so that Compliance, Financial Crime, and Operational Risk report up together, functionally, which has often resulted in a reshuffle of senior heads within those spaces.

US Compliance & Financial Crime Team



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ROLE	BASE SALARY RANGE	TOTAL COMPENSATION RANGE
Entry Level - Associate	\$75,000 - \$130,000	\$85,000 - \$140,000
Assistant Vice Preseident	\$125,000 - \$200,000	\$130,000 - \$240,000
Executive Director	\$200,000 - \$300,000	\$220,000 - \$400,000
Managing Director	\$300,000 - \$1,000,000	\$450,000 - \$2,000,000

ROLE	BASE SALARY RANGE	BONUS RANGE
Entry Level - Associate	\$80,000 - \$115,000	15% to 20%
Assistant Vice Preseident	\$90,000 - \$150,000	20% to 30%
Vice President / Manager	\$130,000 - \$200,000	20% to 40%
Director	\$200,000 - \$300,000	40% to 70%
Managing Director	\$300,000 - \$500,000	50% to 100% +

GLOBAL RECRUITMENT SOLUTIONS

COMPLIANCE | FINANCIAL CRIME | RISK | LEGAL



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