

2024 SALARY GUIDE



TABLE OF CONTENTS

The 2024 Salary Guide is based on the analysis of the entirety of our placements made in Hong Kong over the past year with predictions for the year ahead.

03 [Market Outlook 2024](#)

07 [About Robert Half](#)

08 [Perks and Benefits](#)

09 [Methodology](#)

10 [Finance and Accounting](#)

13 [IT and Technology](#)

16 [Financial Services](#)

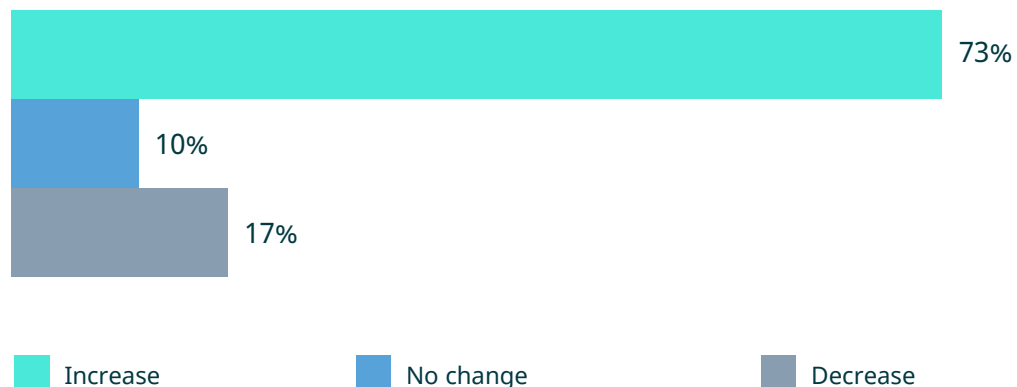
19 [How to Use Our Salary Tables](#)

20 [Salary Tables](#)

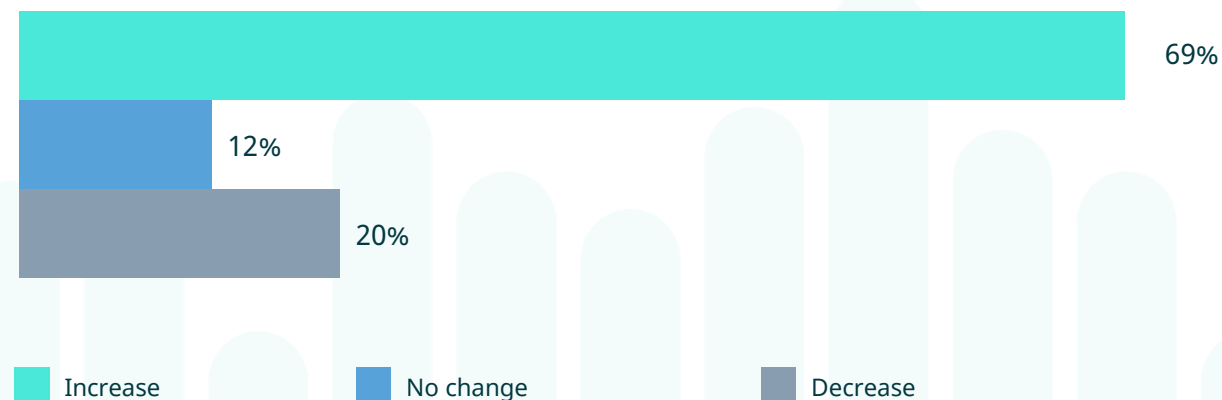


The market is shifting – and the primary motivation for candidates is now progression opportunities and work-life balance, rather than purely increased salaries. Companies are still hiring and expanding their teams, but the chronic skills shortage makes finding professionals a challenge.

How would you say the number of people leaving your company has changed in the past 12 months?



How would you say the number of people joining your company has changed in the past 12 months?



How much movement is there in the Hong Kong recruitment market?

- Hong Kong's labour market has seen a significant amount of movement characterised by talent shortages, skill gaps and the rise of the digital economy.
- Following a mass exodus of talent in recent years, the Hong Kong government has launched a number of initiatives to attract and retain talent, such as the Top Talent Pass Scheme and the Quality Migrant Admission Scheme, designed to make it easier for skilled workers from overseas to live and work in Hong Kong.
- The digital economy is growing rapidly in the region, and this is creating demand for workers with data analysis, artificial intelligence, and cyber-security skillsets.
- The Hong Kong recruitment market is expected to remain buoyant in the years to come, particularly with its strong emphasis on technological innovation, leading to a continual evolution of roles and skill requirements.

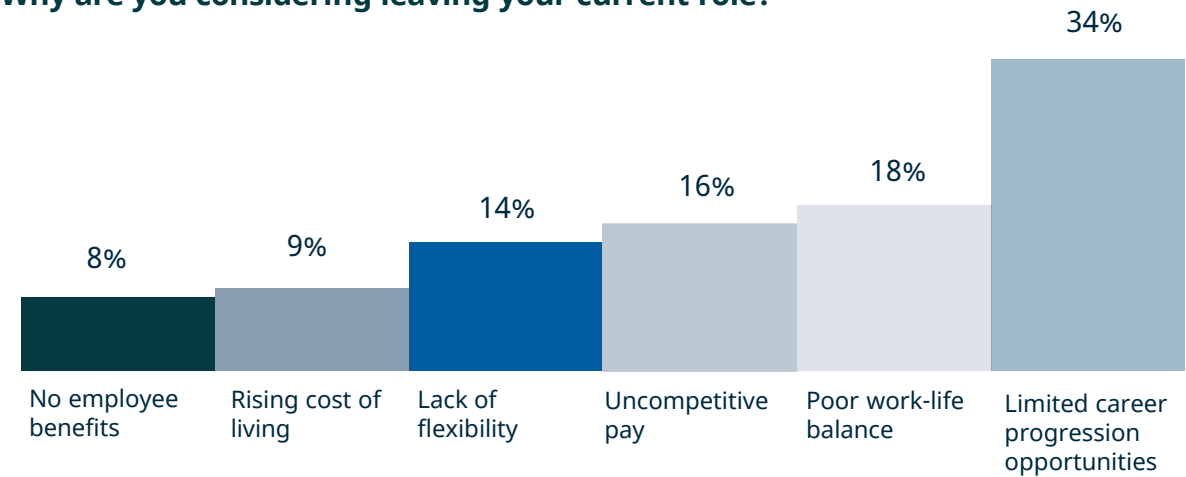


While many Hong Kong professionals do not plan to change roles in the next 12 months, workers are prepared to leave their jobs as a result of limited career progression opportunities and a poor work-life balance.

When are you likely to look for a new job?



Why are you considering leaving your current role?



Which candidates are most likely to leave their jobs?

- Those who have been in their roles from 3-5 years are the most likely to be dissatisfied, making them more likely to leave their role.
- Gen X (those aged between 44-58 years old) are most likely looking to leave their current jobs within the first three months of 2024.
- 89% of Gen Z (those aged between 18-28 years old) are most likely to stay in their current role and have no plans to leave this year.

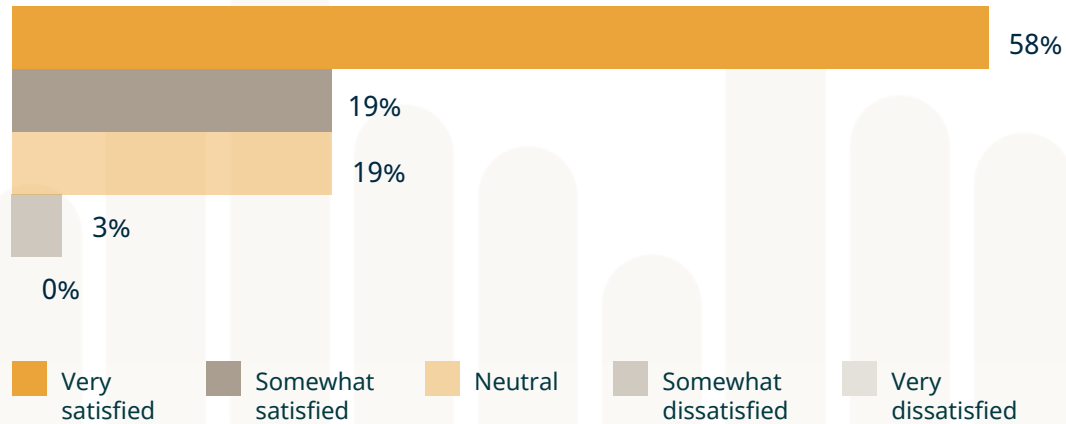
How are career progression opportunities affecting recruitment?

- Jobseekers are increasingly prioritising roles that offer clear paths for professional advancement and skill development. Companies that emphasise robust career progression frameworks and invest in employee growth tend to attract and retain top talent.
- Organisations are refining their recruitment strategies, highlighting opportunities for learning, development, and upward mobility.
- While work-life balance and competitive pay are still top of mind for candidates, employers that effectively communicate and demonstrate a commitment to supporting employees in their career journeys are better positioned to attract qualified candidates.

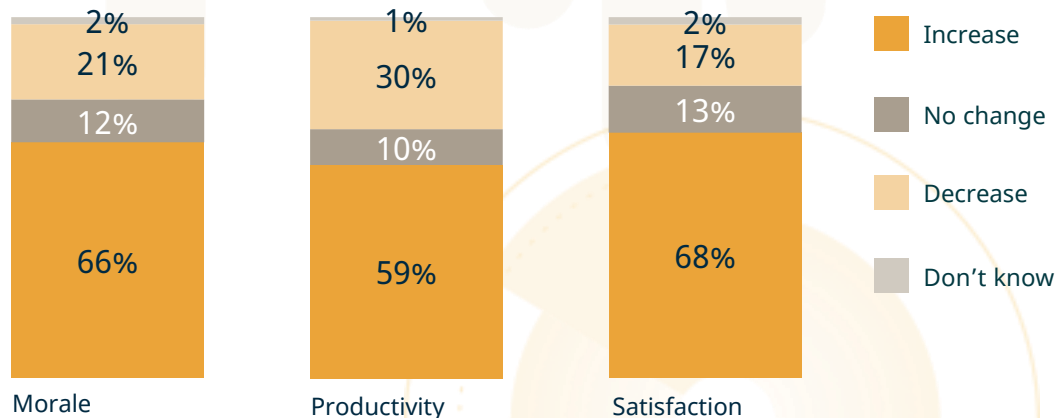


Due to strong job security, generous benefits and positive company culture, the majority of employees are happy in their current role. Staff have also seen an increase across in overall morale, productivity and satisfaction in the last 12 months.

How satisfied are you in your current role?



How have morale, productivity and satisfaction changed in your company in the past 12 months?



Why do employees stay at their current companies?

- The majority of employees are satisfied with their current company following mass movement in the market over the past two years.
- With employers battening down the hatches, many workers recognise that they would not be able to secure the same benefits in a new role, particularly around hybrid working.
- Salaries are also an issue – the pace of growth has slowed and many candidates would be unable to secure the salary increases they would want.

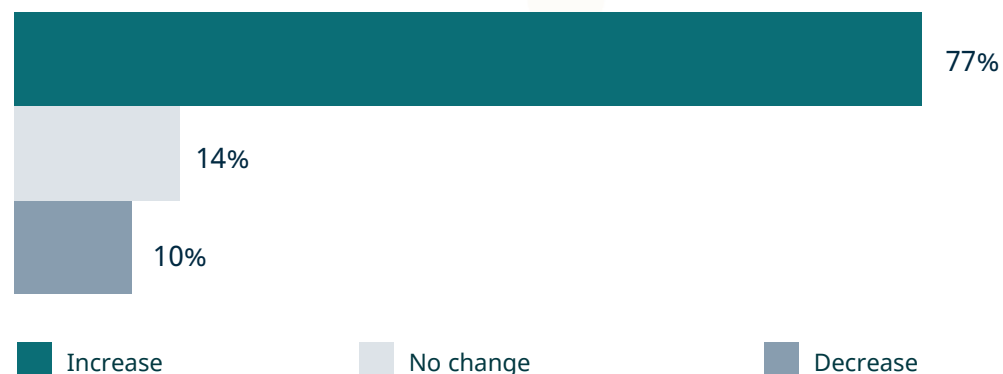
Gen X have cited the **biggest increase** across morale, and productivity in their role, while **Gen Z** have seen the biggest positive shift in satisfaction.

68% of workers say there has been an increase in employee satisfaction in the last 12 months and **66%** have seen a rise in morale as a result.

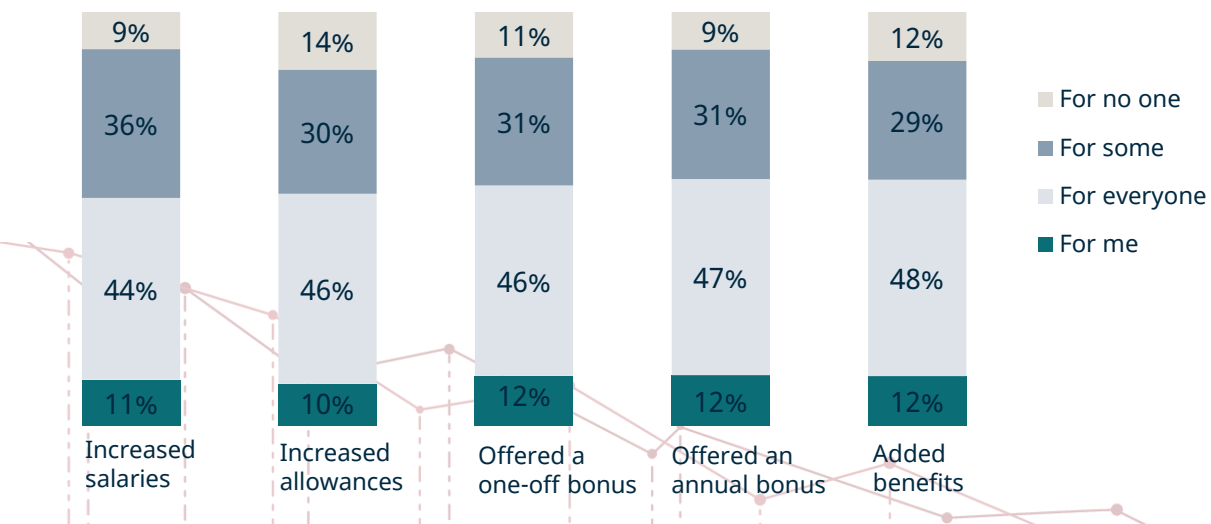


Salaries have become more stable over the past year. However, there are still significant increases available for candidates in specific sectors and roles that are in high demand, resulting in employers having to think more strategically about how to retain their staff.

How have salaries at your company changed in the past 12 months?



Which of the following has your employer done in the past 12 months?



Are employers taking notice of rising living costs?

- While 77% of employers say they have increased salaries in their company, either through an annual increase or new role, 14% say they have made no changes– indicative of a tighter market and tentative economy.
- However, employers are providing bonuses as a way to support and appreciate their staff, with 46% of workers saying everyone received a one-off bonus and 47% receiving an annual bonus in the past 12 months.
- With 20% of employees reporting that no one at their company received any type of bonus in the past 12 months, business leaders should be on the lookout for dissatisfied workers as many look forward to an annual boost.

ABOUT ROBERT HALF



Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled job seekers. We offer permanent placement solutions in the fields of finance and accounting, technology, HR, office support, legal, and financial services. Robert Half has 345 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

roberthalf.com.hk





Working practices and hybrid working arrangements are returning to normal after the pandemic. While flexibility and work-life balance are still important, businesses are encouraging people to attend the office more frequently.

18% agree that poor work-life balance is a reason to leave their current role

14% cite a lack of flexibility as a push factor

21% of Gen Z agree that they might leave their current role due to a lack of flexibility

34% say they want to leave their current role due to a lack of career progression opportunities

8% say they have no employee benefits

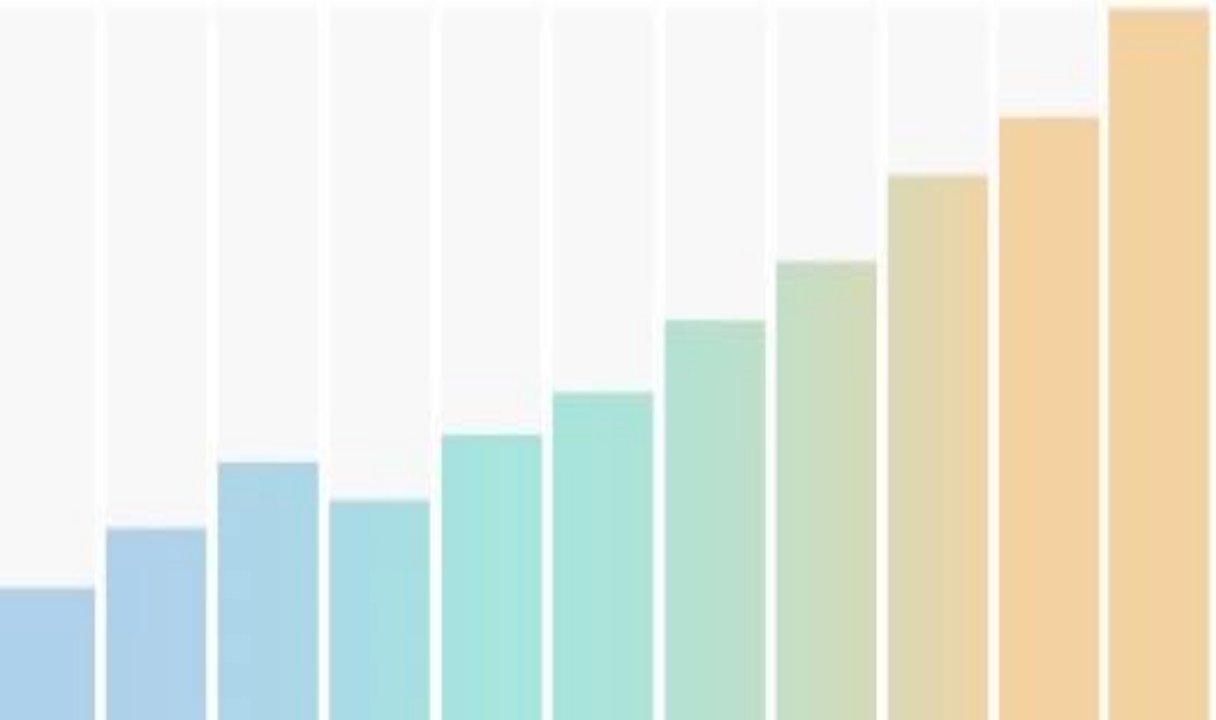
What are the trends when it comes to perks and benefits?

- In most sectors and roles, companies have started to call people back into the office, asking staff to spend a minimum of 3 days in the workplace.
- The demand for hybrid working arrangements is still present but the majority of candidates ask for flexibility which allows them to amend their hours when necessary.
- Business leaders are trying to fulfil the requests for 'lifestyle' benefits from staff by providing opportunities for better work-life balance and flexi-benefits to allow time for medical leave.
- Annual leave is still highly valued by candidates, who are willing to reject a job offer if the leave allowances don't cater to taking a suitable amount of time off.

METHODOLOGY



Data referenced in this Salary Guide is based on proprietary Robert Half insights and an online survey developed by Robert Half, conducted by an independent research firm. During November 2023 Robert Half commissioned research amongst 750 respondents using an online data collection methodology. The respondents represent 250 employers and 500 employees in Finance and Tech departments. Respondents are drawn from a sample of SME and large organisations from public sector, private and publicly listed businesses in Hong Kong.





The sector is seeing less movement at a senior level, but junior candidates are scarce, leading to salary inflation at that level. In order to access the talent they need, companies are willing to look outside of the industry to fill the gaps.

Most in-demand functions

Accounting Operations / Full-Set Accounting

Finance Transformation / Systems

Internal Audit

FP&A / Commercial Finance / Business Controlling

Most in-demand roles

Accountant / Assistant Accountant

Internal Audit & Risk Manager / Senior Auditor

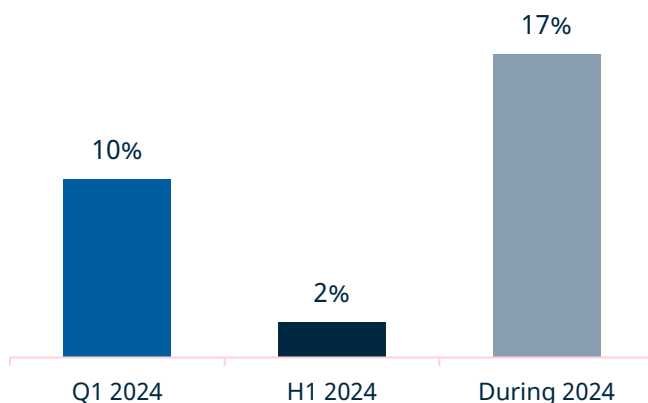
FP&A Manager / Analyst

Finance Transformation Manager

**Click here to discover all salaries in
Finance and Accounting**



Are you likely to look for a new job in the near future? If so, when?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Benefits
- 3 Corporate values (DEI, ESG)
- 4 Managers
- 5 Company growth prospects

Companies adopt an open-minded approach to finance hiring

- Companies are becoming more flexible and abandoning strict industry preferences when searching for potential candidates. The emphasis in hiring has shifted towards jobseekers who excel in communication and business process skills. Finance and accounting talent who possess strong interpersonal and communicative abilities, alongside a demonstrated capacity to bring value to a role, are highly sought-after.
- The scarcity of candidates in Hong Kong's job market compels employers to embrace a more open-minded approach to hiring. The recognition that individuals from management backgrounds, even those from different industries, can bring fresh perspectives is a response to this shortage. Hiring managers are more willing to consider candidates from diverse sectors, understanding that a degree of flexibility in industry background can contribute positively to innovation and problem-solving.

Deficit of junior finance candidates

- The scarcity of new entrants into the finance industry coupled with a plethora of job opportunities places junior candidates, especially in roles like accountants or assistant accountants, in a position of power. The high demand for junior professionals means that employers need to be competitive in their offerings to attract and retain talent.
- The competitive landscape for junior positions has led to salary inflation, with examples of less experienced individuals commanding higher salaries, sometimes reaching 20K per month. This phenomenon indicates that candidates, even with limited experience, have the leverage to negotiate and may receive counter offers from existing or potential employers.



Most in-demand technical skills

ERP / Accounting Systems (SAP, Oracle, Tagetik, YonYou, Kingdee, Microsoft Dynamics)

BI and Data Analytic tools (Power BI, Tableau, Python)

Microsoft Excel (Pivot Tables, Financial Modelling, Data Analysis)

Most in-demand soft skills

Communication skills

Adaptability & agility

Business partnering skills

Stakeholder management skills

Project management

Analytical mindset

Growing importance of technology in finance sector

- Cloud-based accounting and financial management software is becoming increasingly popular in Hong Kong, creating demand for professionals who are familiar with these technologies.
- With artificial intelligence being used for a variety of tasks in finance and accounting such as fraud detection, risk management, and customer service, demand is high for professionals who can understand and implement AI solutions.





In Hong Kong's dynamic technology hiring landscape, the integration of artificial intelligence (AI) is reshaping roles in insurance, financial services, and tech. This shift reflects a rising demand for professionals well-versed in AI and machine learning methodologies to help streamline processes. As digital innovation propels ongoing development, the perpetual need for skilled professionals capable of navigating this dynamic terrain has become increasingly evident.

Most in-demand functions

Cyber-Security
IT Governance
Data Engineering
Cloud Infrastructure Engineering
Digital / ERP Project Management
Software Development

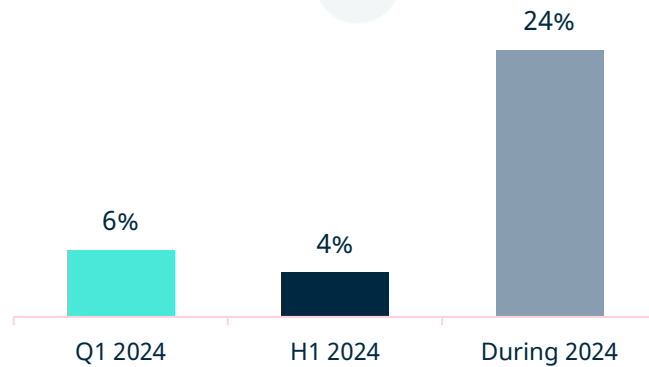
Most in-demand technical skills and experience

Machine Learning / AI
Project Management
IT Security Operations
Programming Languages (Java, Python)
Business Intelligence / Data Analytics (Tableau, PowerBI)
Cloud and DevOps Automation

Click here to discover all salaries in
IT and Technology



Are you likely to look for a new job in the near future? If so, when?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Company growth prospects
- 3 Geographical location
- 4 Manager(s)
- 5 Benefits

AI to aid efficiencies

- In the insurance and overall financial services and tech sector, the integration of AI has given rise to specialised roles such as NLP engineers and machine learning engineers.
- The emergence of these roles reflects a transition in the industry, emphasising the need for professionals with expertise in AI and machine learning methodologies.
- While there is a decrease in the demand for traditional data scientists, a trend of reskilling these professionals into machine learning engineers has emerged. This shift is driven by the recognition that machine learning engineering skills are essential in the evolving landscape of AI applications in the tech sector.

Focus on how to use data for decision-making

- The ongoing development and transformation driven by digital innovation underscore the perpetual need for skilled professionals who can navigate and contribute to this dynamic landscape.
- The rising prominence of data analytics within Business Intelligence (BI) roles in retail firms reflects a strategic shift towards leveraging data to optimise CRM programs to run targeted campaigns, maximise product use, and enhance decision-making processes.
- Candidates with a blend of data analytics skills, business acumen, and a deep understanding of CRM strategies will be instrumental in driving sales revenue and customer-centric initiatives.

Automation for workflow optimisation

- Insurance firms are actively considering the implementation of Power Platform and automation tools within their processes. These technologies offer the potential to streamline workflows, enhance approval processes, and improve overall efficiency in insurance operations.
- The introduction of new tools for workflow and process automation indicates a proactive approach among firms to modernise and optimise their operational procedures.
- The rise of job requests in the cloud engineering and automation space, coupled with ongoing design phases, signifies a surge in demand for talent with expertise in Power Platform and related skills.
- The emphasis on the design phase suggests a proactive approach by organisations to integrate these technologies into their processes.

Most in-demand certifications & degrees

Cloud (AWS / Azure / GCP)
Agile
TOGAF
CISP / CISM

Most in-demand soft skills

Bilingual skills
Agile mindset
Stakeholder management skills
Communication and presentations skills
Cross-functional relationship-building skills





Hong Kong's financial services hiring landscape is experiencing a transformative surge as a key player in the hedge fund industry, with robust growth of family offices and the creation of new career opportunities in the region.

Most in-demand functional areas

Compliance
Operational Risk
Fund Accounting
Corporate Accounting
Actuarial
Finance Operations
IT Audit

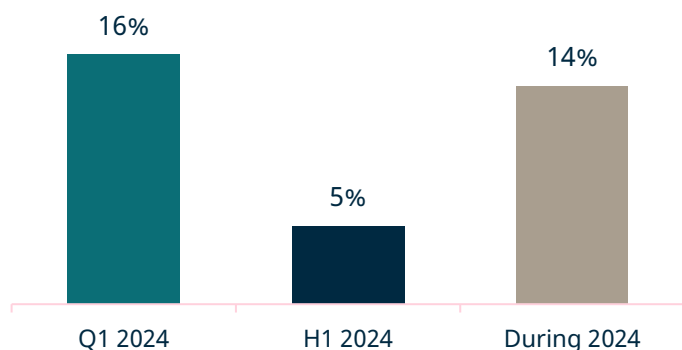
In-demand technical skills and experience

IFRS 17 Reporting and Accounting Policy
RBC and Capital Reporting
IT skills (Python, C+ BASIC, C, C++, COBOL, Java, R, Tableau, SQL, VBA, and Macro)
Operational Risk, Information and IT Risk, Risk Transformation, Risk Analytics, Internal Control Framework

[Click here to discover all salaries in Financial Services](#)



Are you likely to look for a new job in the near future? If so, when?



Which of the following are most important for you when considering a new role?

- 1 Benefits
- 2 Salary
- 3 Good flexibility
- 4 Challenging work
- 5 Company growth prospects

Family offices encouraged to establish themselves in Hong Kong in 2024

- The Hong Kong government has launched a program to promote family offices and attract high-net-worth individuals to establish their operations in the region.
- Within the commercial side, there is a transition from private wealth management to rebranding as family offices. This strategic move by financial institutions aligns their services with the evolving needs of high-net-worth clients.
- The family offices sector is currently facing a shortage of candidates. However, there is openness to considering candidates from corporate accounting within the fund side due to their well-rounded skills. These candidates are equipped to handle various aspects of finance, including expenses, revenue, reporting, and audit.

Retaining insurance talent remains critical in final implantation stage

- In the past few years, the insurance industry has witnessed a surge in hiring, primarily driven by the implementation of IFRS 17 and RBC requirements. As the industry approaches the final stages of implementation, the focus has shifted from competing for new talent to retaining existing staff. This year, a significant portion of hiring is centered around replacement positions.
- There is a notable trend of increasing demand for hire-on-demand roles. With the reopening of the border with China, new business has returned to a normal rate, leading to a heightened need for mid/back-office staff in areas such as underwriting, claims, customer services, and other roles driven by specific requirements.



Employers are prioritising cost over skills – leading to more headcount but less ability

- The prevailing approach in the financial services sector in Hong Kong involves prioritising cost considerations over specific skillsets when hiring to replace mid-senior level roles.
- As tenured professionals exit the business, companies are opting to replace them with extra junior hires due to cost issues.
- This threatens a knowledge and experience vacuum while deepening the talent deficit.
- Teams need to reconsider their strategy. The extra upfront cost of hiring someone senior with a wealth of knowledge will outweigh the costs of having to replace staff who are underperforming in a role they are not qualified for.

Most in-demand certifications & degrees

Actuarial - FSA

IT audit - CISA

Most in-demand soft skills

Interpersonal skills

Stakeholder management skills

Adaptability

Regional exposures (other APAC countries)

Language skills (Cantonese, Mandarin, English – verbal and written)



HOW TO USE OUR SALARY TABLES



Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that is hiring. The salaries do not include any bonuses or benefits.

25th

The applicant has limited or no experience in the position and is still developing their skills.

50th

The applicant has an average level of experience and has most of the necessary skills.

75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialised qualifications.



	JOB TITLE	25th	50th	75th
Corporate Finance	Corporate Finance Analyst - S/M	\$ 347,000	\$ 399,000	\$ 442,000
	Corporate Finance Analyst - L	\$ 504,000	\$ 561,000	\$ 644,000
	Corporate Finance Manager - S/M	\$ 567,000	\$ 609,000	\$ 676,000
	Corporate Finance Manager - L	\$ 811,000	\$ 946,000	\$ 1,248,000
	Corporate Finance Director - L	\$ 1,092,000	\$ 1,716,000	\$ 2,028,000
Financial Controlling	Financial Controller / Finance Director / Head of Finance - S/M	\$ 811,000	\$ 884,000	\$ 956,000
	Financial Controller / Finance Director / Head of Finance - L	\$ 956,000	\$ 1,612,000	\$ 2,028,000
	CFO - S/M	\$ 1,009,000	\$ 1,261,000	\$ 1,577,000
	CFO - L	\$ 1,684,000	\$ 2,548,000	\$ 3,640,000



	JOB TITLE	25th	50th	75th
Financial Planning & Analysis / Business	Financial Analyst - S/M	\$ 315,000	\$ 353,000	\$ 399,000
	Financial Analyst - L	\$ 416,000	\$ 499,000	\$ 624,000
	Financial Planning & Analysis Manager / Business Controller - S/M	\$ 567,000	\$ 613,000	\$ 707,000
	Financial Planning & Analysis Manager / Business Controller - L	\$ 676,000	\$ 884,000	\$ 1,092,000
	Head of Financial Planning & Analysis - S/M	\$ 820,000	\$ 936,000	\$ 1,051,000
	Head of Financial Planning & Analysis - L	\$ 1,060,000	\$ 1,261,000	\$ 1,716,000
Financial Reporting / Accounting	Billing Officer - S/M	\$ 164,000	\$ 214,000	\$ 226,000
	Billing Officer - L	\$ 216,000	\$ 291,000	\$ 416,000
	Assistant Accountant - S/M	\$ 229,000	\$ 256,000	\$ 286,000
	Assistant Accountant - L	\$ 249,000	\$ 297,000	\$ 338,000
	Credit Controller - S/M	\$ 252,000	\$ 315,000	\$ 353,000
	Credit Controller - L	\$ 315,000	\$ 378,000	\$ 442,000



	JOB TITLE	25th	50th	75th
Financial Reporting / Accounting (Cont.)	Financial Accountant - S/M	\$ 315,000	\$ 341,000	\$ 369,000
	Financial Accountant - L	\$ 353,000	\$ 420,000	\$ 600,000
	Finance Project Manager (System/Process) - S/M	\$ 473,000	\$ 567,000	\$ 631,000
	Finance Project Manager (System/Process) - L	\$ 676,000	\$ 936,000	\$ 1,196,000
	Finance Manager - S/M	\$ 480,000	\$ 600,000	\$ 700,000
	Finance Manager - L	\$ 600,000	\$ 780,000	\$ 960,000
	Senior Finance Manager - S/M	\$ 620,000	\$ 720,000	\$ 780,000
	Senior Finance Manager - L	\$ 750,000	\$ 850,000	\$ 1,140,000
	Financial Controller - S/M	\$ 680,000	\$ 760,000	\$ 840,000
	Financial Controller - L	\$ 800,000	\$ 1,020,000	\$ 1,440,000
	Finance Director / Head of Finance - S/M	\$ 850,000	\$ 940,000	\$ 1,100,000
	Finance Director / Head of Finance - L	\$ 1,080,000	\$ 1,440,000	\$ 1,800,000



	JOB TITLE	25th	50th	75th
Financial Transformation / System	Finance Project Analyst (System/Process) - S/M	\$ 224,000	\$ 249,000	\$ 287,000
	Finance Project Analyst (System/Process) - L	\$ 287,000	\$ 349,000	\$ 411,000
	Finance Project Manager (System/Process) - S/M	\$ 499,000	\$ 561,000	\$ 624,000
	Finance Project Manager (System/Process) - L	\$ 686,000	\$ 748,000	\$ 873,000
	Head of Finance Project (System/Process) - S/M	\$ 840,000	\$ 900,000	\$ 1,020,000
	Head of Finance Project (System/Process) - L	\$ 1,050,000	\$ 1,200,000	\$ 1,440,000
Internal Audit / Risk	Internal Auditor - S/M	\$ 364,000	\$ 446,000	\$ 536,000
	Internal Auditor - L	\$ 442,000	\$ 572,000	\$ 728,000
	Internal Audit / Risk Manager - S/M	\$ 499,000	\$ 603,000	\$ 676,000
	Internal Audit / Risk Manager - L	\$ 644,000	\$ 811,000	\$ 946,000
	Head of Internal Audit / Internal Audit Director - L	\$ 973,000	\$ 1,248,000	\$ 1,539,000



	JOB TITLE	25th	50th	75th
Tax	Tax Analyst - S/M	\$ 263,000	\$ 294,000	\$ 357,000
	Tax Analyst - L	\$ 442,000	\$ 452,000	\$ 483,000
	Tax Manager - S/M	\$ 540,000	\$ 624,000	\$ 720,000
	Tax Manager - L	\$ 720,000	\$ 840,000	\$ 900,000
	Head of Tax / Tax Director - L	\$ 1,080,000	\$ 1,440,000	\$ 1,680,000
Treasury	Treasury Analyst - S/M	\$ 294,000	\$ 357,000	\$ 420,000
	Treasury Analyst - L	\$ 362,000	\$ 442,000	\$ 526,000
	Treasury Manager - S/M	\$ 567,000	\$ 609,000	\$ 676,000
	Treasury Manager - L	\$ 631,000	\$ 820,000	\$ 1,092,000
	Treasurer - L	\$ 946,000	\$ 1,366,000	\$ 1,716,000



	JOB TITLE	25th	50th	75th
Application & Development	Architect (Applications, Solutions, Systems, Data)	\$ 832,000	\$ 1,144,000	\$ 1,352,000
	Back End Developer	\$ 520,000	\$ 728,000	\$ 1,040,000
	Back Office Application / Production Support	\$ 416,000	\$ 624,000	\$ 936,000
	DevOps Engineer	\$ 624,000	\$ 884,000	\$ 1,144,000
	Front End Developer	\$ 416,000	\$ 624,000	\$ 936,000
	Front Office Application / Production Support	\$ 499,000	\$ 728,000	\$ 1,040,000
	Full Stack Developer	\$ 416,000	\$ 832,000	\$ 1,040,000
	Quality Assurance / Testing	\$ 315,000	\$ 840,000	\$ 1,080,000
	UI / UX Designer	\$ 315,000	\$ 750,000	\$ 1,020,000



	JOB TITLE	25th	50th	75th
Business Transformation	Agile Coach	\$ 780,000	\$ 900,000	\$ 1,200,000
	Business Analyst	\$ 376,000	\$ 546,000	\$ 842,000
	PMO	\$ 504,000	\$ 750,000	\$ 1,200,000
	Program Manager	\$ 960,000	\$ 1,154,000	\$ 1,577,000
	Project Manager	\$ 600,000	\$ 780,000	\$ 1,366,000
	CIO / CTO	\$ 1,577,000	\$ 1,892,000	\$ 3,000,000
Cyber-Security	Cyber-Security Specialist	\$ 499,000	\$ 629,000	\$ 1,020,000
	IT Auditor	\$ 499,000	\$ 708,000	\$ 925,000
	Technology Risk	\$ 504,000	\$ 960,000	\$ 1,400,000



	JOB TITLE	25th	50th	75th
Infrastructure	Database Administrator Lead	\$ 736,000	\$ 933,000	\$ 1,130,000
	Helpdesk Analyst	\$ 374,000	\$ 536,000	\$ 686,000
	Infrastructure Cloud Engineer	\$ 561,000	\$ 873,000	\$ 1,248,000
	IT / Infrastructure Manager	\$ 748,000	\$ 998,000	\$ 1,497,000
	Network Engineer	\$ 499,000	\$ 707,000	\$ 1,080,000
	Unix / Linux Administrator	\$ 624,000	\$ 873,000	\$ 1,060,000
	Windows Administrator	\$ 624,000	\$ 873,000	\$ 1,060,000
Data	Data Scientist	\$ 576,000	\$ 960,000	\$ 1,800,000
	Data Engineer / Cloud Data Engineer	\$ 576,000	\$ 900,000	\$ 1,400,000
	Data Analyst	\$ 420,000	\$864,000	\$1,300,000



	JOB TITLE	25th	50th	75th
Banking – Retail / Commercial / Virtual – Compliance	AML/FCC Associate / Assistant Manager - Banking - Compliance	\$ 336,000	\$ 420,000	\$ 473,000
	AML/FCC Manager / AVP - Banking - Compliance	\$ 352,800	\$ 462,000	\$ 520,300
	AML/FCC Senior Manager / VP - Banking - Compliance	\$ 442,000	\$ 683,000	\$ 757,000
	AML/FCC Director / Section Head - Banking - Compliance	\$ 663,000	\$ 819,600	\$ 908,400
	Compliance Testing Associate / Assistant Manager - Banking	\$ 315,000	\$ 399,000	\$ 442,000
	Compliance Testing Manager / AVP - Banking	\$ 442,000	\$ 609,000	\$ 683,000
	Compliance Testing Senior Manager / VP - Banking	\$ 798,000	\$ 998,000	\$ 1,156,000
	Compliance Testing Director / Section Head - Banking	\$ 1,156,000	\$ 1,345,000	\$ 1,419,000
	Regulatory Compliance Associate / Assistant Manager - Banking	\$ 315,000	\$ 403,000	\$ 442,000
	Regulatory Compliance Manager / AVP - Banking	\$ 442,000	\$ 631,000	\$ 736,000
	Regulatory Compliance Senior Manager / VP - Banking	\$ 820,000	\$ 1,009,000	\$ 1,199,000
	Regulatory Compliance Director / Section Head - Banking	\$ 1,261,000	\$ 1,419,000	\$ 1,555,000
	Head of Compliance / Chief Compliance Officer - Banking	\$ 1,664,000	\$ 1,872,000	\$ 2,184,000



	JOB TITLE	25th	50th	75th
Banking – Retail / Commercial / Virtual – Finance	Accounting Officer / Senior Accounting Officer / Associate - Banking	\$ 264,000	\$ 378,000	\$ 452,000
	Assistant Finance Manager / Senior Associate - Banking	\$ 360,000	\$ 415,800	\$ 497,200
	Finance Manager / AVP - Banking	\$ 540,000	\$ 600,000	\$ 683,000
	Senior Finance Manager / VP - Banking	\$ 720,000	\$ 924,000	\$ 960,000
	Financial Controller / Head of Finance / SVP - Banking	\$ 1,020,000	\$ 1,366,000	\$ 1,471,000
	CFO - Banking	\$ 1,629,000	\$ 1,944,000	\$ 2,400,000
Banking – Retail / Commercial / Virtual – Internal Audit	(Senior) Auditor - Banking	\$ 300,000	\$ 430,000	\$ 480,000
	Assistant Audit Manager / Manager - Banking	\$ 540,000	\$ 665,000	\$ 840,000
	Senior Audit Manager / Audit Director - Banking	\$ 900,000	\$ 1,008,000	\$ 1,200,000
	Head of Internal Audit / Chief Auditor - Banking	\$ 1,380,000	\$ 1,450,000	\$ 1,629,000



	JOB TITLE	25th	50th	75th
Banking – Retail / Commercial / Virtual – Risk	Market Risk Associate - Banking	\$ 315,000	\$ 388,000	\$ 452,000
	Market Risk Manager / AVP - Banking	\$ 526,000	\$ 683,000	\$ 757,000
	Market Risk Senior Manager / VP - Banking	\$ 946,000	\$ 1,051,000	\$ 1,261,000
	Market Risk SVP / MD - Banking	\$ 1,577,000	\$ 1,944,000	\$ 2,312,000
	Liquidity Risk Associate - Banking	\$ 336,000	\$ 399,000	\$ 462,000
	Liquidity Risk Manager / AVP - Banking	\$ 547,000	\$ 652,000	\$ 788,000
	Liquidity Risk Senior Manager / VP - Banking	\$ 977,000	\$ 1,156,000	\$ 1,366,000
	Liquidity Risk SVP / MD - Banking	\$ 1,682,000	\$ 1,997,000	\$ 2,207,000
	Credit Risk Associate - Banking	\$ 252,000	\$ 304,000	\$ 357,000
	Credit Risk Manager / AVP - Banking	\$ 442,000	\$ 504,000	\$ 557,000
	Credit Risk Senior Manager / VP - Banking	\$ 788,000	\$ 998,000	\$ 1,209,000
	Credit Risk SVP / MD - Banking	\$ 1,419,000	\$ 1,660,000	\$ 1,913,000



	JOB TITLE	25th	50th	75th
Banking – Retail / Commercial / Virtual – Risk (Cont.)	Operations Risk Associate - Banking	\$ 230,000	\$ 294,000	\$ 378,000
	Operations Risk Manager / AVP - Banking	\$ 504,000	\$ 557,000	\$ 683,000
	Operations Risk Senior Manager / VP - Banking	\$ 841,000	\$ 998,000	\$ 1,135,000
	Operations Risk SVP / MD - Banking	\$ 1,366,000	\$ 1,598,000	\$ 1,765,000
	Head of Risk / Chief Risk Officer - Banking	\$ 2,080,000	\$ 2,496,000	\$ 2,704,000
Insurance - Actuarial	Assistant Actuarial Analyst / Actuarial Analyst / Senior Actuarial Analyst	\$ 249,000	\$ 436,000	\$ 603,000
	Assistant Manager / Manager - Actuarial	\$ 540,000	\$ 720,000	\$ 900,000
	Senior Manager - Actuarial	\$ 884,000	\$ 1,060,000	\$ 1,248,000
	Sub Team Head / Director - Actuarial	\$ 1,248,000	\$ 1,508,000	\$ 1,747,000
	Appointed Actuary / Senior Director / Chief Actuary	\$ 1,976,000	\$ 2,308,000	\$ 2,704,000
	CFO - Insurance / Actuarial	\$ 2,028,000	\$ 2,392,000	\$ 3,016,000



	JOB TITLE	25th	50th	75th
Insurance – Compliance	General Compliance Associate / Assistant Manager - Insurance	\$ 329,000	\$ 383,000	\$ 448,000
	General Compliance AVP / Manager - Insurance	\$ 448,000	\$ 533,000	\$ 670,000
	General Compliance Senior Manager / VP - Insurance	\$ 735,000	\$ 852,000	\$ 969,000
	General Compliance Director / Section Head - Insurance	\$ 1,225,000	\$ 1,384,000	\$ 1,575,000
	Head of Compliance / Chief Compliance Officer	\$ 1,470,000	\$ 1,799,200	\$ 2,205,000
Insurance – Finance	Assistant Officer / Officer / Senior Officer - Insurance	\$ 208,000	\$ 416,000	\$ 533,000
	Assistant Manager / Manager - Insurance	\$ 468,000	\$ 561,000	\$ 832,000
	Senior Manager - Insurance	\$ 832,000	\$ 988,000	\$ 1,144,000
	Sub Team Head / Director - Insurance	\$ 1,064,000	\$ 1,278,000	\$ 1,664,000
	Financial Controller - Insurance	\$ 1,598,000	\$ 1,917,000	\$ 2,237,000
	CFO - Insurance	\$ 2,028,000	\$ 2,392,000	\$ 3,016,000



	JOB TITLE	25th	50th	75th
Insurance – Internal Audit	(Senior) Auditor - Insurance	\$ 300,000	\$ 430,000	\$ 480,000
	Assistant Audit Manager / Manager - Insurance	\$ 540,000	\$ 665,000	\$ 840,000
	Senior Audit Manager / Audit Director - Insurance	\$ 900,000	\$ 1,008,000	\$ 1,200,000
	Head of Internal Audit / Chief Auditor - Insurance	\$ 1,380,000	\$ 1,450,000	\$ 1,629,000
Insurance - Risk	Investment Risk Manager / Senior Manager - Insurance	\$ 936,000	\$ 1,144,000	\$ 1,352,000
	Head of Investment Risk - Insurance	\$ 1,560,000	\$ 1,872,000	\$ 2,080,000
	Operational Risk Manager / Senior Manager - Insurance	\$ 624,000	\$ 832,000	\$ 1,040,000
	Head of Operational Risk - Insurance	\$ 1,352,000	\$ 1,580,000	\$ 1,747,000
	Financial Risk Manager / Senior Manager - Insurance	\$ 936,000	\$ 1,144,000	\$ 1,352,000
	Head of Financial Risk – Insurance	\$ 1,560,000	\$ 1,872,000	\$ 2,080,000
	Head of Risk / Chief Risk Officer - Insurance	\$ 1,872,000	\$ 2,288,000	\$ 2,600,000



	JOB TITLE	25th	50th	75th
Investment Bank & Brokerage – Compliance	AML/FCC Associate / Assistant Manager - Investment Bank & Brokerage - Compliance	\$ 336,000	\$ 420,000	\$ 473,000
	AML/FCC Manager / AVP - Investment Bank & Brokerage - Compliance	\$ 403,200	\$ 504,000	\$ 614,900
	AML/FCC Senior Manager / VP - Investment Bank & Brokerage - Compliance	\$ 442,000	\$ 683,000	\$ 757,000
	AML/FCC Director / Section Head - Investment Bank & Brokerage - Compliance	\$ 574,600	\$ 887,900	\$ 984,100
	Compliance Testing Associate / Assistant Manager - Investment Bank & Brokerage	\$ 336,000	\$ 420,000	\$ 473,000
	Compliance Testing Manager / AVP - Investment Bank & Brokerage	\$ 403,200	\$ 504,000	\$ 567,600
	Compliance Testing Senior Manager / VP - Investment Bank & Brokerage	\$ 524,160	\$ 655,200	\$ 737,880
	Compliance Testing Director / Section Head - Investment Bank & Brokerage	\$ 1,048,320	\$ 1,310,400	\$ 1,475,760
	Control Room Associate / Assistant Manager - Investment Bank & Brokerage	\$ 378,000	\$ 420,000	\$ 452,000
	Control Room Manager / AVP - Investment Bank & Brokerage	\$ 453,600	\$ 504,000	\$ 542,400



	JOB TITLE	25th	50th	75th
Investment Bank & Brokerage – Compliance (Cont.)	Control Room Senior Manager / VP - Investment Bank & Brokerage	\$ 680,400	\$ 756,000	\$ 813,600
	Control Room Director / Section Head - Investment Bank & Brokerage	\$ 1,224,720	\$ 1,360,800	\$ 1,464,480
	Product Compliance Associate / Assistant Manager - Investment Bank & Brokerage	\$ 315,000	\$ 403,000	\$ 442,000
	Product Compliance Manager / AVP - Investment Bank & Brokerage	\$ 409,500	\$ 523,900	\$ 574,600
	Product Compliance Senior Manager / VP - Investment Bank & Brokerage	\$ 614,250	\$ 785,850	\$ 861,900
	Product Compliance Director / Section Head - Investment Bank & Brokerage	\$ 1,105,650	\$ 1,414,530	\$ 1,551,420
	Regulatory Compliance Associate / Assistant Manager - Investment Bank & Brokerage	\$ 315,000	\$ 403,000	\$ 442,000
	Regulatory Compliance Manager / AVP - Investment Bank & Brokerage	\$ 442,000	\$ 631,000	\$ 736,000
	Regulatory Compliance Senior Manager / VP - Investment Bank & Brokerage	\$ 820,000	\$ 1,009,000	\$ 1,199,000
	Regulatory Compliance Director / Section Head - Investment Bank & Brokerage	\$ 1,261,000	\$ 1,419,000	\$ 1,555,000
	Head of Compliance / Chief Compliance Officer - Investment Bank & Brokerage	\$ 1,895,000	\$ 2,107,000	\$ 2,528,000



	JOB TITLE	25th	50th	75th
Investment Bank & Brokerage – Finance	Accounting Officer / Senior Accounting Officer / Associate - Investment Bank & Brokerage	\$ 264,000	\$ 239,000	\$ 324,000
	Assistant Finance Manager / Senior Associate - Investment Bank & Brokerage	\$ 336,000	\$ 343,000	\$ 456,000
	Finance Manager / AVP - Investment Bank & Brokerage	\$ 564,000	\$ 613,000	\$ 769,000
	Senior Finance Manager / VP - Investment Bank & Brokerage	\$ 748,000	\$ 936,000	\$ 1,352,000
	Financial Controller / Head of Finance / SVP - Investment Bank & Brokerage	\$ 1,248,000	\$ 1,404,000	\$ 1,612,000
	CFO - Investment Bank & Brokerage	\$ 1,664,000	\$ 2,080,000	\$ 2,600,000
Investment Bank & Brokerage – Internal Audit	(Senior) Auditor - Investment Bank & Brokerage	\$ 263,000	\$ 399,000	\$ 452,000
	Assistant Audit Manager / Manager - Investment Bank & Brokerage	\$ 442,000	\$ 567,000	\$ 657,000
	Senior Audit Manager / Audit Director - Investment Bank & Brokerage	\$ 757,000	\$ 893,000	\$ 1,009,000
	Head of Internal Audit / Chief Auditor - Investment Bank & Brokerage	\$ 1,051,000	\$ 1,388,000	\$ 1,629,000



Investment Bank & Brokerage –
Operations

JOB TITLE	25th	50th	75th
Trade Support Analyst	\$ 353,000	\$ 403,000	\$ 461,000
Trade Support Associate	\$ 491,000	\$ 552,000	\$ 600,000
Trade Support AVP	\$ 600,000	\$ 650,000	\$ 780,000
Trade Support VP	\$ 864,000	\$ 1,156,000	\$ 1,361,000
Trade Support Director	\$ 1,524,000	\$ 1,664,000	\$ 1,872,000
Settlement Analyst	\$ 277,000	\$ 294,000	\$ 349,000
Settlement Associate	\$ 378,000	\$ 418,000	\$ 540,000
Settlement AVP	\$ 550,000	\$ 580,000	\$ 600,000
Settlement VP	\$ 631,000	\$ 762,000	\$ 998,000
Settlement Director	\$ 1,156,000	\$ 1,261,000	\$ 1,314,000



	JOB TITLE	25th	50th	75th
Investment Bank & Brokerage – Operations (Cont.)	Corporate Actions Analyst	\$ 309,000	\$ 356,000	\$ 436,000
	Corporate Actions Associate	\$ 480,000	\$ 510,000	\$599,000
	Corporate Actions AVP	\$ 600,000	\$ 650,000	\$ 780,000
	Corporate Actions VP	\$ 780,000	\$ 920,000	\$ 1,100,000
	Corporate Actions Director	\$ 1,156,000	\$ 1,261,000	\$ 1,314,000
	Client Servicing / Sales Support Analyst - Investment Bank & Brokerage	\$ 353,000	\$ 403,000	\$ 461,000
	Client Servicing / Sales Support Associate - Investment Bank & Brokerage	\$ 491,000	\$ 552,000	\$ 600,000
	Client Servicing / Sales Support AVP - Investment Bank & Brokerage	\$ 600,000	\$ 650,000	\$ 780,000
	Client Servicing / Sales Support VP - Investment Bank & Brokerage	\$ 864,000	\$ 1,156,000	\$ 1,361,000
	Client Servicing / Sales Support Director - Investment Bank & Brokerage	\$ 1,524,000	\$ 1,664,000	\$ 1,872,000
	Head of Operations - Investment Bank & Brokerage	\$ 1,872,000	\$ 1,976,000	\$ 2,080,000



Investment Bank & Brokerage – Risk

JOB TITLE	25th	50th	75th
Market Risk Associate - Investment Bank & Brokerage	\$ 315,000	\$ 388,000	\$ 452,000
Market Risk Manager / AVP - Investment Bank & Brokerage	\$ 526,000	\$ 683,000	\$ 757,000
Market Risk Senior Manager / VP - Investment Bank & Brokerage	\$ 946,000	\$ 1,051,000	\$ 1,261,000
Market Risk SVP / MD - Investment Bank & Brokerage	\$ 1,577,000	\$ 1,944,000	\$ 2,312,000
Liquidity Risk Associate - Investment Bank & Brokerage	\$ 336,000	\$ 399,000	\$ 462,000
Liquidity Risk Manager / AVP - Investment Bank & Brokerage	\$ 547,000	\$ 652,000	\$ 788,000
Liquidity Risk Senior Manager / VP - Investment Bank & Brokerage	\$ 977,000	\$ 1,156,000	\$ 1,366,000
Liquidity Risk SVP / MD - Investment Bank & Brokerage	\$ 1,682,000	\$ 1,997,000	\$ 2,207,000



	JOB TITLE	25th	50th	75th
Investment Bank & Brokerage – Risk (Cont.)	Credit Risk Associate - Investment Bank & Brokerage	\$ 252,000	\$ 304,000	\$ 357,000
	Credit Risk Manager / AVP - Investment Bank & Brokerage	\$ 442,000	\$ 504,000	\$ 557,000
	Credit Risk Senior Manager / VP - Investment Bank & Brokerage	\$ 788,000	\$ 998,000	\$ 1,209,000
	Credit Risk SVP / MD - Investment Bank & Brokerage	\$ 1,419,000	\$ 1,660,000	\$ 1,913,000
	Operations Risk Associate - Investment Bank & Brokerage	\$ 230,000	\$ 294,000	\$ 378,000
	Operations Risk Manager / AVP - Investment Bank & Brokerage	\$ 504,000	\$ 557,000	\$ 683,000
	Operations Risk Senior Manager / VP - Investment Bank & Brokerage	\$ 841,000	\$ 998,000	\$ 1,135,000
	Operations Risk SVP / MD - Investment Bank & Brokerage	\$ 1,366,000	\$ 1,598,000	\$ 1,765,000
	Head of Risk / Chief Risk Officer - Investment Bank & Brokerage	\$ 2,080,000	\$ 2,496,000	\$ 2,704,000



	JOB TITLE	25th	50th	75th
Private Equity / Hedge Fund / Asset Management – Compliance	General Compliance Associate / Assistant Manager - PE/HF/AM	\$ 315,000	\$ 368,000	\$ 420,000
	General Compliance AVP / Manager - PE/HF/AM	\$ 442,000	\$ 504,000	\$ 578,000
	General Compliance Senior Manager / VP - PE/HF/AM	\$ 683,000	\$ 757,000	\$ 841,000
	General Compliance Director / Section Head - PE/HF/AM	\$ 946,000	\$ 1,261,000	\$ 1,419,000
	Investment Compliance Associate / Assistant Manager - PE/HF/AM	\$ 336,000	\$ 378,000	\$ 442,000
	Investment Compliance AVP / Manager - PE/HF/AM	\$ 442,000	\$ 526,000	\$ 662,000
	Investment Compliance Senior Manager / VP - PE/HF/AM	\$ 725,000	\$ 841,000	\$ 956,000
	Investment Compliance Director / Section Head - PE/HF/AM	\$ 1,135,000	\$ 1,388,000	\$ 1,682,000
	Head of Compliance / Chief Compliance Officer - PE/HF/AM	\$ 1,261,000	\$ 1,471,000	\$ 1,734,000



	JOB TITLE	25th	50th	75th
Private Equity / Hedge Fund / Asset Management – Finance	Fund Accountant / Senior Fund Accountant / Associate - PE/HF/AM	\$ 260,000	\$ 312,000	\$ 336,000
	Assistant Finance Manager / Senior Associate - PE/HF/AM	\$ 360,000	\$ 420,000	\$ 452,000
	Finance Manager / AVP - PE/HF/AM	\$ 600,000	\$ 631,000	\$ 683,000
	Senior Finance Manager / Finance Director / VP - PE/HF/AM	\$ 757,000	\$ 915,000	\$ 1,104,000
	Financial Controller / Head of Finance / Senior VP - PE/HF/AM	\$ 1,261,000	\$ 1,366,000	\$ 1,471,000
	CFO - PE/HF/AM	\$ 1,629,000	\$ 1,944,000	\$ 2,400,000
Private Equity / Hedge Fund / Asset Management – Internal Audit	(Senior) Auditor - PE/HF/AM	\$ 263,000	\$ 399,000	\$ 452,000
	Assistant Audit Manager / Manager - PE/HF/AM	\$ 442,000	\$ 567,000	\$ 657,000
	Senior Audit Manager / Audit Director - PE/HF/AM	\$ 757,000	\$ 893,000	\$ 1,009,000
	Head of Internal Audit / Chief Auditor - PE/HF/AM	\$ 1,051,000	\$ 1,388,000	\$ 1,629,000



Private Equity / Hedge Fund / Asset Management – Operations

JOB TITLE	25th	50th	75th
Fund Operations Analyst	\$ 312,000	\$ 362,000	\$ 436,000
Fund Operations Manager	\$ 480,000	\$ 621,000	\$ 769,000
Fund Operations VP	\$ 652,000	\$ 893,000	\$ 1,051,000
Head of Fund Operations	\$ 1,040,000	\$ 1,248,000	\$ 1,500,000
Client Services / Sales Support Analyst - PE/HF/AM	\$ 353,000	\$ 403,000	\$ 461,000
Client Services / Sales Support Manager - PE/HF/AM	\$ 491,000	\$ 621,000	\$ 769,000
Client Services / Sales Support VP - PE/HF/AM	\$ 893,000	\$ 1,156,000	\$ 1,361,000
Head of Client Services / Sales Support - PE/HF/AM	\$ 1,524,000	\$ 1,664,000	\$ 1,872,000



	JOB TITLE	25th	50th	75th
Private Equity / Hedge Fund / Asset Management – Operations	Transfer Agency / Onboarding Analyst	\$ 299,000	\$ 332,000	\$ 396,000
	Transfer Agency / Onboarding Associate	\$ 396,000	\$ 442,000	\$ 600,000
	Transfer Agency / Onboarding Manager	\$ 600,000	\$ 750,000	\$ 750,000
	Transfer Agency / Onboarding VP	\$ 790,000	\$ 1,000,000	\$ 1,100,000
	Head of Transfer Agency / Onboarding	\$ 1,144,000	\$ 1,300,000	\$ 1,352,000
	Head of Operations - PE/HF/AM	\$ 1,040,000	\$ 1,248,000	\$ 1,500,000
Private Equity / Hedge Fund / Asset Management – Risk	Risk Management Associate - PE/HF/AM	\$ 332,000	\$ 431,000	\$ 582,000
	Risk Management Manager / AVP - PE/HF/AM	\$ 582,000	\$ 655,000	\$ 769,000
	Risk Management Senior Manager / VP - PE/HF/AM	\$ 780,000	\$ 936,000	\$ 1,456,000
	Head of Risk Management / Chief Risk Officer - PE/HF/AM	\$ 1,456,000	\$ 1,560,000	\$ 1,664,000