PINNACLE
CAREER COACHING



COMPENSATION REPORT

BROKER DEALER, RIA & PRIVATE FUNDS

2025/26

Table of Content

Our Message	01	Florida, Texas & South	08
Hiring Trends for 2026	02	California & West Coast	09
Skills in Demand	04	Boston & Upper North East	10
Private Funds - NY,NJ and CT	05	Contact Us	11
Broker Dealer/RIA - NY,NJ and CT	06		
Chicago & Midwest	07		



Our Message

In my 10 years of recruitment, one thing has stuck out... It's that most candidates want to know they're being paid their "market value" or a "fair salary".

Whilst we've created this guide to be used as a marker, it is incredibly important to note that just like any arena of competition, we are not all paid fairly or equally.

There will be people who have negotiated a higher salary when receiving an offer, professionals grandfathered into compensation schemes that have since changed and institutions that out-perform the market considerably and reward their people. All while noting the inverse can also be true.

Cash compensation is also one piece of a complex puzzle that includes wider benefits information, from insurance and perks through to PTO and loyalty schemes.

If you would like to discuss the information in this report in more detail, discuss hiring or your career search, I am available at
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Thank you,

Tom

Thomas Byrne
Founder, Pinnacle Career Coaching



20-25%

Percentage of Compliance personnel who moved jobs in the past 12-24 months.

13 weeks

The average time in weeks it has been taking hiring managers in Legal & Compliance to make a suitable hire.

Hiring Trends for 2026

Here are just some of the hiring trends we foresee in 2026. A recurring theme is the growth of technology in compliance operations, coupled with an expansive regulatory reach and a need for accuracy and transparency in actions.

AI Risk & Validation Specialists

- This likely comes as no suprise with a recent study showing that "AI usage is now the top compliance concern for U.S. investment advisers." BusinessWire+1
- With a growing need for firms to hire or upskill for roles dedicated to AI governance, model validation, and testing of AI outputs.
- "Given the increasing use of generative AI and agentic systems, demand will rise for "AI translators" — compliance professionals who understand both regulatory risk and technical AI architecture." Deloitte Italia+1

AML / Financial Crime Compliance Expansion

- Even though some AML rules (e.g., FinCEN's AML program rule) have been delayed, firms are still preparing for future requirements and expected regulatory pressure. We expect to see more hiring in AML investigators, transaction monitoring analysts, and KYC lifecycle experts.
- "Operational inefficiencies in KYC / AML (e.g., manual onboarding) are a significant drag for U.S. asset managers: many firms report high onboarding costs and fragmented workflows." Hedge Fund Alpha

Disclosure, Transparency & Marketing-Rule Compliance

- The SEC is focusing more on accurate and transparent disclosures by investment advisers, especially around performance, fees, and marketing communications. IQ-EQ
- Compliance hiring will likely include roles specifically for marketing-compliance, to ensure advertising and promotional materials meet SEC Marketing Rule standards and avoid misleading claims.
- Regulators Scrutinising AI & ESG Claims
- U.S. regulators are pushing back on misleading AI claims ("AI washing") and making it a compliance risk. IQ-EQ
- Similarly, ESG "greenwashing" remains a serious concern, and compliance teams increasingly need ESG-specific controls, validation functions, and disclosure governance.

Digital Fluency & Cross-Disciplinary Talent

- Deloitte's 2026 outlook highlights that U.S. investment firms are increasingly hiring cross-disciplinary talent — combining data science, AI, and regulatory expertise. Deloitte Italia

Hiring Trends



RegTech & Automation Roles

- A growing trend is for compliance hires to increasingly understand RegTech and tools to streamline operations and automation, whilst managing vendor relationships for said systems.
- “The inefficiency in manual KYC / AML processes is pushing firms to adopt RegTech.” Hedge Fund Alpha

Onboarding & Investor Lifecycle Compliance

- Over recent years, we’ve seen a growth in the KYC, middle-office function with Investment managers, as onboarding often became a bottleneck and a client lifecycle differentiator. Thus, we expect a growth in not just compliance but compliance/ops mixed roles.
- “Onboarding is a major pain point (slow KYC, data collection), compliance hiring will increasingly focus on client lifecycle management roles — people who can streamline KYC, refresh protocols, and manage the compliance aspects of client onboarding.” Hedge Fund Alpha

Senior-Level Compliance Leaders & Succession

- Given growing complexity (AI, AML, Inter-sectionality), firms will continue to hire experienced CCOs or Heads of Compliance who have a technical focus or strong cross-functional experience.
- There's likely to be more succession planning: grooming internal compliance talent who understand company culture and lessen institutional risk and learning curve.

Fiduciary Risk and Governance Specialists

- We foresee a growing need for specialists who can ensure that conflicts of interest (fees, performance claims, AI-based decision-making) are properly governed, disclosed, and mitigated.
- IQ-EQ signals that SEC enforcement will increasingly target fiduciary duty breaches. IQ-EQ

Compliance Testing & Monitoring

- With AI, AML, cybersecurity, and marketing risk all on the rise, firms will further expand compliance testing functions (e.g., independent testing, mock examinations, scenario testing). IMCT survey participants already report increased testing around AI. BusinessWire

Skills in Demand



Technical Skills & Data Management

- Regulatory reporting and regulatory filings knowledge (Form ADV, PF,D, Blue Sky)
- Fee/Expense traceability (Excel & SQL fluency)
- Data Governance & Record Keeping
- Ammendments to rule S-P and privacy laws

Marketing Compliance & Investor Comms

- Consequential effect on fundraising and bottleneck without compliant marketing materials
- Performance Controls and performance rule expertise

Conflicts, Valuation and Allocation Controls

- Knowledge of Valuation Committees & Methodology documentation, Co-investment, and expense allocation governance
- Affiliate transactions and side letter disclosure mechanics understanding
- Formerly legal challenges are now classed more as operational controls

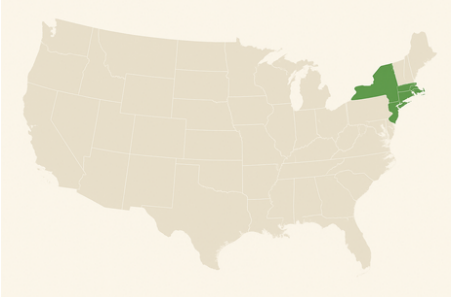
Exam Readiness

- Preparedness for SEC exams and exam response packages
- Audit trail creation
- Candidates who have been through regulatory exams

Licenses & Education

- Series 7 & 24 are especially in demand to take on principal tasks
- JD Holder preference

Compensation Benchmarks Private Funds New York, New Jersey & Connecticut



What we've seen:

Consistent hiring for Private Funds institutions as we see increased investment into private credit investment vehicles. We have increasingly seen a growth in the number of firms making their first dedicated compliance hire as they bring the function internal with less reliance on external consultants.

High-performing candidates are receiving multiple competing offers at the Associate and VP levels, leading to higher base salaries and premiums paid for candidates, compared with prior years.

Interview processes have been more extensive by comparison with hiring managers often putting candidates through 4-6 rounds of interview before coming to a decision.

"Base compensation" here means fixed cash base salary, before bonus or long-term incentive/carry.

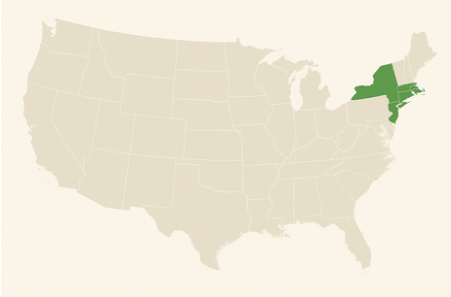
In a study on cash bonus realization, "Realized bonus" is what actually gets paid (often ~80-90% of target) for Private Funds. With some funds the variable compensation component can vary wildly and/or be combined with long-term incentives (LTIP) or "carry/participation," so the cash bonus % might be "lower" but the total bonus/upside may be higher.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$100,000- $160,000	10-30%	$110,000 - $210,000
VP/ Manager	5-8 years	$150,000 - $220,000	15-30%	$170,000 - $285,000
Director	8-12 years	$175,000 - $275,000	15-30%	$200,000 - $360,000
Deputy CCO	10+ years	$200,000 - $350,000	20-100%	$240,000 - $700,000
CCO	12+ years	$250,000 - $700,000	25% -100%	$300,000 - $1.5m*

*In some circumstances compensation may exceed $1.5m including long term incentives

Compensation Benchmarks BD/RIA
New York, New Jersey & Connecticut



What we've seen:

Extensive hiring by large national broker-dealers with significant advisory + brokerage/advisor-facing business (due to supervisory/marketing/recordkeeping risk). Mid-to-large RIAs (and dual-registrant firms), expanding their reach, has led to changes in compliance teams from M&A.

2025 has seen a slew of RIA acquisitions, over 270+ YTD (at time of writing) with 49% of deals be made by PE-backed platforms and being made at a larger scale, with a trend to sellers being between $500m to $1bn in assets.

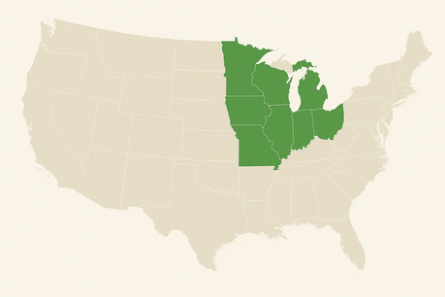
With some firms taking the plunge and implementing new technology / AI / vendor-risk frameworks, they have found a need for compliance staff to handle oversight and implementation.

Factors to be considered when viewing salary bandings for broker-dealer and investment advisers include institution size, product complexity, integration with business units, enforcement scrutiny, and regulatory risk. One of the most prevalent factors we've noticed is the premium for candidates with Series 7 & 24 licenses and the growing need for individuals to take on principal activities.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$60,000- $120,000	10-20%	$65,000 - $145,000
VP/ Manager	5-8 years	$120,000 - $170,000	10-25%	$130,000 - $215,000
Director	8-12 years	$150,000 - $225,000	15-30%	$200,000 - $360,000
Deputy CCO	10+ years	$175,000 - $300,000	15-30%	$200,000 - $390,000
CCO	12+ years	$250,000 - $350,000	20% -50%	$300,000 - $525,000

Compensation Benchmarks
Chicago & Midwest



What we've seen:

Compared to New York, we've seen lower base salaries for equivalent positions, especially at the more senior end of the spectrum, where we have seen Chief Compliance Officer positions advertised as low as $140,000. Thankfully, we have also seen strong compensation for higher risk and/or high growth Broker Dealer/RIAs, with consistently strong salaries for Private Funds businesses.

We have also seen a growth in opportunities for wealth management firms, with mid- to senior-level opportunities available across Chicago, Cincinnati, Columbus & Cleveland, Detroit, Des Moines, Minneapolis and Indianapolis.

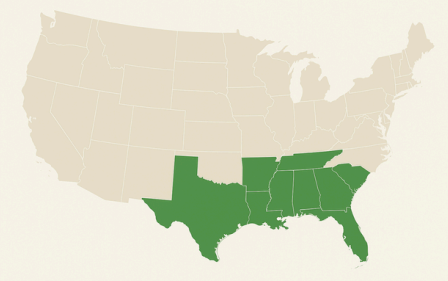
With Chicago and other larger cities, cultivating a lot of the opportunities, clients with smaller candidate pools have often found hiring challenging for talent (Broker-Dealer, especially), given the challenge of finding Series 7 & 24 holders. Candidates with these licenses found themselves in a leveraged position when negotiating opportunities.

Special consideration and premium in salaries has also been seen in highly specialized positions focused on Trade & Marketing Compliance particularly in Chicago. Though often these candidates have found a challenge when applying for broader searches later in their career and challenges of potential pay-cuts to open up more opportunities.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$60,000- $120,000	10-20%	$65,000 - $145,000
VP/ Manager	5-8 years	$100,000 - $180,000	10-30%	$110,000 - $235,000
Director	8-12 years	$150,000 - $220,000	15-30%	$170,000 - $285,000
Deputy CCO	10+ years	$150,000 - $270,000	15-50%	$175,000 - $400,000
CCO	12+ years	$200,000 - $350,000	20% -100%	$250,000 - $700,000

Compensation Benchmarks
Florida, Texas and the South



What we've seen:

Florida and Texas have seen the lion's share of attention and have become an understandable hotspot for candidates and employers alike, buoyed by favourable tax opportunities (and some may say weather).

We've seen a growth in hiring with established players in Miami and Tampa as well as Austin, Dallas and major cities across both North & South Carolina. Candidates have often found their secondary searches in these areas challenging, especially when having relocated from New York and the North East with prior employers.

We've also noticed a lot of smaller RIA institutions in these locations, which may prefer the Outsourced CCO or fractional compliance model, for cost and headcount purposes.

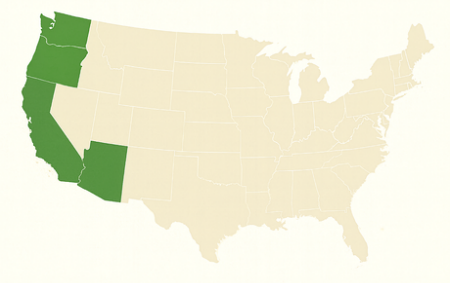
Special consideration and often a focus for candidate searches include a fluency in Spanish, with numerous firms looking for employees who can communicate with their client base and network in Latin America.

While we have seen higher bonus percentages, we have primarily seen 20-50% at CCO level.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$60,000- $85,000	10-20%	$65,000 - $100,000
VP/ Manager	5-8 years	$80,000 - $140,000	10-25%	$90,000 - $175,000
Director	8-12 years	$140,000 - $170,000	15-30%	$160,000 - $220,000
Deputy CCO	10+ years	$140,000 - $200,000	15-30%	$175,000 - $260,000
CCO	12+ years	$150,000 - $400,000	20% -50%	$180,000 - $600,000

Compensation Benchmarks
California & the West Coast



What we've seen:

Similarly to New York, the West Coast area (namely San Francisco and Los Angeles) benefited from the influx in investment in private credit and subsequent demand for compliance hiring.

We received job requisitions centered around private-fund adviser compliance and candidates with a strong understanding of fee/expense coverage. In more senior searches, clients targeted professionals who had either been with the SEC previously, or had a proven track record navigating SEC examinations.

Within trading firms we saw a growth in surveillance hiring amid calls for tighter controls around off-channel communications, information barriers and MNPI concerns.

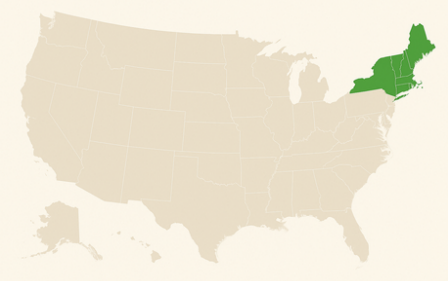
The West Coast, specifically, is a geography where we noticed an uptick in the Fractional CCO and many smaller managers preferring this model to full-time CCO hires.

With a strong start-up culture, we noticed traditional finance firms competing more with strong total compensation packages on the West Coast than most other geographies Alongside challenges to recruit at the junior level especially with differing work-from home policies to their Fintech counterparts.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$80,000- $135,000	10-20%	$85,000 - $160,000
VP/ Manager	5-8 years	$100,000 - $200,000	10-25%	$110,000 - $250,000
Director	8-12 years	$150,000 - $250,000	15-30%	$170,000 - $350,000
Deputy CCO	10+ years	$180,000 - $320,000	20-50%	$215,000 - $480,000
CCO	12+ years	$200,000 - $600,000	20% -100%	$240,000 - $1,200,000+

Compensation Benchmarks
Boston & Upper North-East



What we've seen:

We saw a steady increase in hiring, primarily in Boston, with large money managers, PE firms and asset servicers continuing to hire specialists in trade and marketing compliance alongside experienced hires joining State Street and Fidelity alike.

Continuinng in this vein we've seen a number of Associate to VP level vacancies and hires, tasked with supporting on regulatory filings (ADV & PF primarily), coverage of restricted list management and MNPI protocols as well as specialist regulatory reporting roles.

There were areas of downsizing and consolidation within multi-strategy platforms and consultancies, providing a mixed outlook on overall hiring in the region.

Continued return to office policies are present, with the norm being 3-4 days in the office in larger institutions; though we have seen more flexibility with regional RIA firms in Rhode Island, Maine and Vermont in an attempt to attract talent in smaller candidate pools.

*There is a large variance in salaries here given the differential between leading Fund Managers in Boston compared with smaller financial institutions in more rural geographies in the upper NE.

Salary Table

Role / Level	Years of Experience	Base Compensation	Variable Compensation	Total Compensation Estimate
Analyst/ Associate	1 - 4 years	$60,000- $140,000	10-20%	$65,000 - $170,000
VP/ Manager	5-8 years	$100,000 - $200,000	10-25%	$110,000 - $250,000
Director	8-12 years	$140,000 - $250,000	15-30%	$160,000 - $325,000
Deputy CCO	10+ years	$160,000 - $300,000	20-50%	$190,000 - $450,000
CCO	12+ years	$180,000 - $400,000	20% -100%	$215,000 - $800,000

Contact Us

If you would like more information or would like to have a confidential discussion about your job search or hiring for your team we'd be happy to hear from you.

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Our Website