



salary survey 2006

ROBERT WALTERS

contents

uk		
London		
Banking & Financial Services		
- Accounting	1	
- Banking Operations	4	
- Corporate Finance	7	
- Insurance	9	
- Investment Management & Global Custody	12	
- Risk Management & Quantitative Analysis	15	
Accounting & Finance - Commerce & Industry		
- Energy	17	
- IT/Hi-Tech/Telecommunications	19	
- Marketing/Media/Advertising	21	
- Pharmaceuticals/Bio-Technology	23	
- Professional Services	25	
- Public Sector/Not for Profit/Charities	27	
- Real Estate/Property	29	
- Retail/FMCG	31	
Compliance	33	
Human Resources	36	
- Commerce & Industry	37	
- Financial & Professional Services	39	
Information Technology		
- Commerce & Industry	41	
- Banking & Financial Services	44	
Interim Management	46	
Legal	47	
- Commerce & Industry	48	
- Financial Services	50	
- Private Practice	52	
- Public Sector	54	
Sales & Marketing	56	
Secretarial & Support	58	
Tax	60	
Treasury	62	
Manchester & the North		
Accounting & Finance		64
Midlands		
Accountancy & Finance		66
Human Resources		68
Surrey/Sussex/North Hampshire		
Accounting & Finance		70
Thames Valley		
Accounting & Finance		72
Human Resources		74
scotland		
Accounting & Finance		76
ireland		
Dublin		
Accounting & Finance		
- Banking & Financial Services		81
- Commerce & Industry		87
Insurance		90
Legal & Compliance		92
belgium		
Brussels		
Finance & Legal		95
Financial Services		97
Human Resources		99
Interim Management		101
Walters Interim		103
france		
Paris		
Accounting & Finance		
- Banking & Financial Services		107
- Commerce & Industry		109
Human Resources		111
Information Technology		112
Interim Management		114

contents

Walters Interim		Legal Support	177
- Commerce & Industry	115	Sales & Marketing	178
- Banking & Financial Services	116		
luxembourg		Melbourne	
Banking, Commerce & Industry, Human Resources	119	Accounting & Finance	
Law, Tax & Treasury	121	- Banking & Financial Services	180
		- Commerce & Industry	185
netherlands		Call Centre & Customer Service	187
Finance & Accounting	123	Information Technology	189
Banking & Financial Services	125	Legal	192
Tax & Treasury	127	Sales & Marketing	194
Interim Solutions	129	Secretarial & Support	197
south africa		Perth	
Accounting & Finance		Accounting	
- Banking & Financial Services	131	- Commerce & Industry	199
- Commerce & Industry	135	Finance	
		- Banking & Financial Services	202
usa		General Management	205
Banking & Financial Services	139	Information Technology	207
		Legal	211
australia		Mining & Resources	214
Adelaide		Sales & Marketing	216
Accounting & Finance			
- Banking & Financial Services	143	Sydney	
- Commerce & Industry	146	Accounting & Finance	
Engineering & Operations	149	- Banking, Specialist & Operations	219
Sales & Marketing	151	- Commerce & Industry	224
Secretarial & Support	153	Engineering	227
		Information Technology	229
Brisbane		Sales & Marketing	232
Accounting & Finance		Secretarial & Support	235
- Commerce & Industry	156		
- Banking & Financial Services	160	new zealand	
Business Support	164	Accounting & Finance	
Engineering & Operations	166	- Banking & Financial Services	239
General Management	168	- Commerce & Industry	243
Human Resources	170	Information Technology	246
Information Technology	172	General Management	250
Legal	175	Human Resources	251
		Sales & Marketing	253

contents

asia

Hong Kong

Accounting & Finance	
- Banking & Financial Services	257
- Commerce & Industry	260
Human Resources	262
Information Technology	264
Sales & Marketing	267
- IT & Telecommunications	269

Singapore

Accounting & Finance	
- Banking & Financial Services	273
- Commerce & Industry	278
Information Technology	
- Contract	281
- Permanent	285
Human Resources	288
Sales & Marketing	290
Supply Chain, Logistics & Procurement	292

japan

Financial Services	295
Accounting & Finance	
- Commerce & Industry	300
Human Resources	302
Information Technology	304
- Financial Services	305
- Commerce & Industry	306
Sales & Marketing	307

usa

Our New York office provides a professional recruitment service to all financial institutions. Our team specialises in recruiting into accounting, finance and risk management roles on a permanent basis. We also provide recruitment solutions in all areas of banking, brokerage and capital markets.

market overview

The US labour market remained consistent throughout 2005. Candidates showed a willingness to change careers with almost half of those we spoke to suggesting they would do so after year-end.

During the year, employers continued to hire at a steady and deliberate pace. We have seen a trend towards employers choosing candidates with very specific skill sets, forcing managers to operate their divisions with leaner teams.

We have also seen a shortage of qualified candidates with specialised financial and legal experience, and the demand for them is increasing rapidly, so that candidates may finally be able to reap financial rewards. Compliance professionals, accounting/financial reporting specialists and risk managers will continue to see increases in their compensation.

The supply and demand imbalance for qualified candidates has increased dramatically in 2005, and we forecast the pace of hiring to remain unabated in 2006 despite recent setbacks such as Hurricane Katrina, the war in Iraq, and record high oil prices.

The shortage of qualified candidates in the legal and finance sectors at this time is too pronounced. Many businesses will still find it challenging to hire skilled professionals, and the competition for candidates is intensifying. For all these reasons, 2006 will favour qualified candidates. Many of our client companies plan on expanding their staffing levels in 2006. Employers will need to be creative when it comes to attracting top talent.

Looking forward to 2006, the salary brackets will trend higher with the US market feeling inflationary pressure.

salaries | new york | banking & financial services

Role	Permanent salary per annum \$US
Wall Street/Banking	
CFO	\$500k – 1.5m+ total pkg
SVP - Operations	\$600k – 1m
Chief Risk Officer	\$1.5m+
Credit Risk Manager	\$200 – 400k
Market Risk Manager	\$500k – 1m
Chief Compliance Officer	\$400 – 700k
VP Compliance	\$140 – 250k+
Compliance Examiner	\$75 – 120k
Compliance Examiner - Capital Markets	\$100 – 160k
3rd year Attorney	\$200k pkg
Product Controller	\$200 – 600k
Quantitative Analysis	\$150 – 400k
Controller	\$160 – 400k
Risk Analyst	\$100 – 200k
SVP Internal Audit	\$300 – 550k
VP Credit	\$150 – 250k pkg
3 year Credit Trained	\$100 – 150k pkg
Commerce/Fortune 1000	
CFO	\$250k plus bonus/options, etc
VP Finance	\$150 – 200k+
Director of Audit	\$110 – 200k+
Director of Finance	\$105 – 190k+
Treasurer	\$150 – 200k+
Controller	\$125 – 200k+
Assistant Controller	\$90 – 110k+
Accounting Manager	\$75 – 90k+
Tax Manager	\$90 – 110k
Senior Financial Analyst	\$65 – 85k+
Senior Accountant	\$50 – 70k+
Staff	\$40 – 50k

NB. Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

