

adept
recruitment

Compliance & Risk

Salary Survey 2016

Compliance & Risk Salary Survey 2016

Introduction:

2015 was a busy year in the Compliance & Risk (AML & Conflicts) – but like so many other areas in recruitment there is a candidate shortage making recruitment challenging as we continue to go through 2016. US firms increasing their London presence and starting to build compliance teams within London will add a further challenge over the next few years – especially as their salaries tend to be a bit higher in the Legal sector.

Candidates

There are many challenging factors as we go through 2016 for recruiting Compliance & Risk staff.

Demand

Demand for candidates has grown over the past few years in this area and the legal industry face stiff competition from many other sectors including; Financial Services, Insurance & firms of Accountants and US firms in the next few years.

Shortages

There is a particular shortage of candidates with 2-3 years experience. With good opportunities to learn and possible promotion candidates are staying in their first roles a lot longer making this particular area quite restrictive.

Counter Offers

Are continuing to rise as firms realise that shortages in this sector make re-recruiting tougher.

Flexibility

Due to lack candidates many firms have started to review candidates with transferable skills to ensure filling their roles in a more timely fashion.

Salaries

Salaries are still on the increase although at a slower pace than 2014.

Salaries have increased by around 10%. Although we have seen pay rises up to 25% of salary to secure good candidates at a senior level.

Moving Forward

Like any candidate driven market that we are currently experiencing - Clients that are flexible and quick to react on good CV's stand a better chance of securing candidates over the coming year.



Salary Survey 2016

Moving Forward

Like any candidate driven market that we are currently experiencing - Clients that are flexible and quick to react on good CV's stand a better chance of securing candidates over the coming year.

Role	Permanent Salary Band
Graduate Entry / Administrator	£24,000 - £26,000
Officer 1-3 years	£25,000 - £29,000
Officer 3-5 years +	£28,000 - £38,000
Senior Officer	£40,000 - £55,000
Manager	£65,000 - £155,000
Head of Department	£150,000 - £290,000

Please note, the data for the Salary Survey has been collated using a variety of sources and should only be used as a reference tool supported by your own research.

London

68 Lombard Street
London EC3V 9LJ

Tel: 020 3063 9010
legal@adept-
recruitment.co.uk

www.adept-
recruitment.co.uk

