



**INVESTMENT MANAGEMENT
SALARY GUIDE 2023**



Compensation Guidance & Salary Tables

The following salary tables are simply overarching tools to help support both businesses and professionals in the Investment Management space, covering the US.

For more specific advice, please get in touch with our team to discuss your requirements



Compensation Guidance & Salary Tables

USA PUBLIC MARKETS

RESEARCH ANALYSTS



USA

Roles	Base Salary	Total Compensation
Associate (0-3 years of buy-side experience)	\$125k - \$150k	100% bonus target
Analyst (2-5 years of buy-side experience)	\$150k - \$200k	100 - 200% bonus target
Senior Analyst (5+ years of buy-side experience)	\$200k - \$250k	100 - 300% bonus target

Compensation Guidance & Salary Tables

USA PRIVATE MARKETS



PRIVATE CREDIT

USA

Tier 1 Cities	Base Salary	Total Compensation
Analyst	\$90k - \$120k	\$150k - \$200k
Associate	\$125k - \$175k	\$250k - \$350k
VP	\$200k - \$250k	\$400k - \$600k
Principal	\$225k - \$300k	\$600k - \$800k+

Tier 2 Cities	Base Salary	Total Compensation
Analyst	\$80k - \$100k	\$120k - \$150k
Associate	\$100k - \$150k	\$175k - \$250k
VP	\$150k - \$200k	\$300k - \$500k
Principal	\$200k - \$300k	\$500k+



Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

PRIVATE EQUITY

USA

Tier 1 Cities			Tier 1 Cities			Tier 1 Cities		
Lower Market	Base Salary	Bonus	Middle Market	Base Salary	Bonus	Upper Market	Base Salary	Bonus
Associate	\$115k - \$130k	50 - 100%	Associate	\$120k - \$140k	50 - 100%	Associate	\$150k - \$180k	75 - 100%
Senior Associate	\$160k - \$180k	50 - 100%	Senior Associate	\$180k - \$200k	50 - 100%	Senior Associate	\$180k - \$200k	80 - 110%
VP	\$200k - \$225k	75 - 100%	VP	\$225k - \$240k	90 - 110%	VP	\$225k - \$250k	90 - 125%
Principal	\$250k - \$300k	75 - 100%	Principal	\$275k - \$300k	100 - 125%	Principal	\$300k - \$350k	100 - 150%



Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

PRIVATE EQUITY

Tier 2 Cities

Lower/Middle Market	Base Salary	Bonus
Associate	\$90k - \$120k	50 - 100%
Senior Associate	\$120k - \$150k	50 - 100%
VP	\$150k - \$200k	50 - 100%
Principal	\$200k+	50 - 100%

Tier 2 Cities

Upper/Middle Market	Base Salary	Bonus
Associate	\$140k - \$180k	70 - 100%
Senior Associate	\$160k - \$200k	70 - 100%
VP	\$225k - \$275k	70 - 150%
Principal	\$250k+	70 - 150%

USA



Compensation Guidance & Salary Tables

USA PRIVATE MARKETS

INVESTOR RELATIONS

USA

Tier 1 Cities	Base Salary	Total Compensation
Analyst	\$100k - \$125k	\$140k - \$175k
Associate	\$125k - \$150k	\$175k - \$200k
VP	\$175k - \$250k	\$400k - \$500k
Principal	\$200k - \$250k	\$500k - \$700k

Tier 2 Cities	Base Salary	Total Compensation
Analyst	\$75k - \$85k	\$100k - \$125k
Associate	\$100k - \$125k	\$130k - \$170k
VP	\$125k - \$150k	\$250k - \$400k
Principal	\$175k - \$225k	\$400k - \$600k



Conclusion

Predicting where Investment Management will be in 12 months is never easy, but the market is developing quickly as worldwide economic and geopolitical events impact the industry.

Despite these macroeconomic concerns for some regions, today's labor market still favors Investment Management professionals. Talent is taking stock of bonuses, benefits and much more when making decisions on whether to stick or move companies, meaning those hiring need to take a holistic approach to their recruitment processes and offers.

While top professionals in Investment Management can take advantage of a tight talent pool, it's also important to note that those concerns surrounding the US economy can also help hiring managers in attracting talent, away from assets that may have impacted performances, and into new, exciting projects and teams that provide further longevity career wise.

Regardless of any challenges in the industry, Investment Management is still ripe with opportunities, and Selby Jennings is here to support those hiring, and those looking for new roles for themselves, as a specialist talent partner in Financial Services.





About Us

Selby Jennings is an established Financial Sciences and Services talent partner. We identify, source, and deliver business-critical talent to the most innovative companies across the US, Europe and APAC.

Providing permanent, contract, multi-hire talent solutions from our offices all over the world, we support the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, across Investment Banking, Risk Management, Quantitative Trading, and Insurance, to Investment Management, Sales & Trading, Technology, and Wealth Management.

Building the right team is rarely easy. It takes time, dedication and expertise. Through our nearly 20 years' experience as the talent partner of choice in Financial Sciences and Services, we have developed relationships with the brightest and boldest minds in banking and financial services. Creating a vast, global network of the best, in-demand professionals, we deliver this talent to leading, innovative organisations around the world.

Our award-winning talent specialists offer bespoke, tailored guidance on the latest hiring

trends and industry news, helping businesses and professionals to gain the competitive edge needed to succeed in the ever-changing financial landscape.

As part of the Phaidon International group, we are a trusted talent partner working with leading firms and organizations to solve their hiring challenges.

WINNER - HFM European Quant Services Awards 2021. Best executive search firm - Quant.

WINNER - HFM US Quant Awards 2021. Best executive search - Quant.

WINNER - HFM European Quant Services Awards 2022. Best executive search - Quant.

WINNER - HFM US Services Awards 2022. Best executive search firm - Quant.

15 Offices, 3 Regions, 1 Community



Contact Us



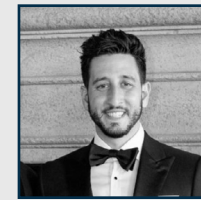
USA



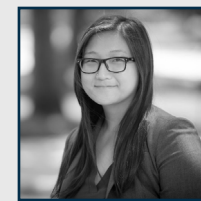
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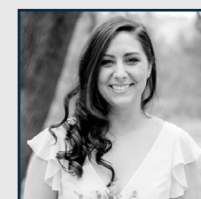
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