



USA

INDUSTRY INSIGHTS

# Salary Guide: **Investment Banking**



## Contents

- 03. **Introduction**
- 04-05. **Compensation & Bonus Guidance**
- 06-10. **Salary Guidance**
  - Boutique Investment Bank Compensation
  - Middle Market Investment Bank Compensation
  - Elite Boutique Investment Bank Compensation
  - Bulge Bracket Investment Bank Compensation
  - Corporate Development & Strategy Compensation
  - Turnaround & Restructuring - Lower Middle Market Compensation
  - Turnaround & Restructuring - Middle Market Compensation
  - Turnaround & Restructuring - Large Cap Compensation
- 11. **Summary**
- 12. **About Us**
- 13. **Contact Us**



Introduction



Compensation & Bonus Guidance



Salary Guidance



Summary



About Us





## Introduction

Investment Banking is a highly competitive and rewarding field that plays a critical role in financial markets. Therefore, understanding the compensation and bonus structure is essential for both organizations who want to attract and retain top talent, and for those considering future career opportunities.

**Our guide gives you a comprehensive overview on Investment Banking salaries, providing valuable information on base and bonus compensation in the US, across boutique, middle market, elite, and bulge bracket firms.**

These salary tables have been put together by our expert team to help Investment Banking professionals and hiring managers understand the current compensation landscape to make informed decisions in the near future.





## Compensation & Bonus Guidance

Before we delve into our salary guidance, it is worth reflecting on a few themes across Investment Banking bonus payouts and compensations.



### BONUS PAYOUTS

Throughout the 2023 bonus cycle, bonus payouts varied drastically from bank to bank. Elite boutiques consistently paid well, with upwards of 30% more from an all-in perspective in comparison to bulge bracket platforms. Most middle market investment banks also outperformed bulge brackets in cash.

However, overall bonuses were heavily impacted, and we have seen bonuses decrease by 30-70% in comparison to last year. Looking ahead, it is unlikely that investment banks will decrease base compensation, but it is likely that bonuses will be impacted during down years.

### CORRELATIONS

Regarding our Managing Director compensation information, we typically see a higher base correlate with lower revenue generation payout.

The market average for middle market and above is typically anywhere from 20-30%+, pending performance. Boutique and lower middle market investment banks typically provide a lower base but a 40-50% payout of all in compensation.

### CORPORATE DEVELOPMENT & CORPORATE STRATEGY

Some Investment Banking professionals have been evaluating their careers during layoffs and bonus cuts, with many deciding to transition to Corporate Development. Private Equity firms are considering their portfolio companies closely and building out Corporate Development functions within select companies in their portfolio.

This market trend has resulted in an increase in Corporate Development hiring needs across all levels ranging from Head of Corporate Development to Corporate Development Analysts, which is why we have also included that salary information as well.





## Compensation & Bonus Guidance

### CAPITAL ADVISORY, SPECIAL SITUATIONS, AND TURNAROUND & RESTRUCTURING

Overall public debt markets are still frozen resulting in limited activity across Debt Capital Markets, Syndications, and Leveraged Finance teams. While some believe that financing troubles could begin to ease by Q4, others believe it may continue well into 2024. With that said, Debt Advisory and Restructuring have seen an uptick in deal flow as more companies are reworking their capital structure or are trying to avoid default. Generally restructuring has remained active, however, traditional bankruptcy activity has not yet skyrocketed.

Chapter 11 bankruptcies declined in 2022 and were at the lowest levels in more than a decade. With heightened rates and the end of government support, more companies are struggling leading to an increase in activity and conversations in the market. From an industry perspective, almost half of the restructuring activity in 2022 came from real estate, consumer & retail, and industrials related sectors.

Big players in the restructuring space are generally staying busy across Investment Banking, with deal flow picking up every day. Many firms are looking to increase headcount in anticipation, looking for Associate level hires for Restructuring Investment Banking teams and at the Senior Associate/Director level for Turnaround & Restructuring firms. There has been significant movement at this level across the tier one shops, mostly due to the lack of clear upward mobility for Associates to the Vice President level, caused by Vice President and above levels being heavily staffed. In order to backfill and reinforce that imperative level, we have seen a consistent trend of top tier bulge bracket banks transitioning leverage finance bankers to their restructuring teams.

In addition to transitioning employees internally, we are seeing organizations build out practices or functions within their organization by looking to hire entire deal teams from competitors. Furthermore, in the past year, several notable management consulting firms have added turnaround and restructuring practices. Similarly, several banks have added turnaround and restructuring teams at the same time as various turnaround and restructuring firms have added banking functions.







## Salary Tables

- Boutique Investment Bank Compensation
- Middle Market Investment Bank Compensation
- Elite Boutique Investment Bank Compensation
- Bulge Bracket Investment Bank Compensation
- Corporate Development & Strategy Compensation
- Turnaround & Restructuring - Lower Middle Market Compensation
- Turnaround & Restructuring - Middle Market Compensation
- Turnaround & Restructuring - Large Cap Compensation





## Salary Tables

Ranges below reflect Spring 2023 & Summer 2023 Bonuses.

### BOUTIQUE INVESTMENT BANK COMPENSATION

Title	Base Compensation	Bonus Compensation
Investment Banking <b>Analyst</b>	\$80,000 - \$120,000	50 - 100%
Investment Banking <b>Associate</b>	\$120,000 - \$180,000	50 - 100%
Investment Banking <b>Vice President</b>	\$160,000 - \$200,000	50 - 150%
Investment Banking <b>Director</b>	\$200,000 - \$250,000	Performance & Origination, 100 - 200%
Investment Banking <b>Managing Director</b>	\$150,000 - \$250,000	30 - 50% + of Revenue Generation

### MIDDLE MARKET INVESTMENT BANK COMPENSATION

Title	Base Compensation	Bonus Compensation
Investment Banking <b>Analyst</b>	\$100,000 - \$125,000	30 - 75%
Investment Banking <b>Associate</b>	\$150,000 - \$225,000	30 - 80%
Investment Banking <b>Vice President</b>	\$225,000 - \$275,000	30 - 125%
Investment Banking <b>Director</b>	\$250,000 - \$300,000	Performance & Origination, 100 - 200%
Investment Banking <b>Managing Director</b>	\$250,000 - \$350,000	20 - 30% + of Revenue Generation



## Salary Tables

### ELITE BOUTIQUE INVESTMENT BANK COMPENSATION

Title	Base Compensation	Bonus Compensation
Investment Banking <b>Analyst</b>	\$100,000 - \$135,000	50 - 75%
Investment Banking <b>Associate</b>	\$175,000 - \$250,000	50 - 100%
Investment Banking <b>Vice President</b>	\$250,000 - \$300,000	50 - 150%
Investment Banking <b>Director</b>	\$300,000 - \$350,000	Performance & Origination, 100 - 200%
Investment Banking <b>Managing Director</b>	\$300,000 - \$450,000	20 - 30% + of Revenue Generation

### BULGE BRACKET INVESTMENT BANK COMPENSATION

Title	Base Compensation	Bonus Compensation
Investment Banking <b>Analyst</b>	\$100,000 - \$135,000	30 - 50%
Investment Banking <b>Associate</b>	\$175,000 - \$250,000	50 - 75%
Investment Banking <b>Vice President</b>	\$250,000 - \$275,000	50 - 100%
Investment Banking <b>Director</b>	\$275,000 - \$350,000	Performance & Origination, 100 - 200%
Investment Banking <b>Managing Director</b>	\$300,000 - \$450,000	20 - 30% + of Revenue Generation





## Salary Tables

### CORPORATE DEVELOPMENT & STRATEGY COMPENSATION

Title	Base Compensation	Bonus Range
Corporate Development <b>Analyst</b>	\$100,000 - \$115,000	10 - 35%
Corporate Development <b>Associate</b>	\$115,000 - \$130,000	15 - 40%
Corporate Development <b>Manager</b>	\$130,000 - \$160,000	20 - 45%
Corporate Development <b>Senior Manager</b>	\$160,000 - \$190,000	25 - 50%
Corporate Development <b>Director</b>	\$190,000 - \$230,000	30 - 60%
Corporate Development <b>Vice President</b>	\$200,000 - \$250,000	30 - 60%
Head of <b>Corporate Development</b>	\$250,000 - \$350,000 +	50 - 80%

### TURNAROUND & RESTRUCTURING - LOWER MIDDLE MARKET COMPENSATION

Title	Base Compensation	Bonus Compensation
<b>Consultant/Analyst (0-2 yrs of RX)</b>	\$70,000 - \$100,000	10 - 25% of base
<b>Senior Consultant/Associate (1-4 yrs of RX)</b>	\$100,000 - \$140,000	25 - 35% of base
<b>Director/Vice President (5-8 yrs of RX)</b>	\$140,000 - \$160,000	35 - 50% of base
<b>Senior Director/Managing Director (8-15 yrs of RX)</b>	\$160,000 - \$200,000	50 - 75% of base
<b>Managing Director/Senior Managing Director (originator)</b>	\$200,000 - \$250,000	Dependent on revenue



## Salary Tables

### TURNAROUND & RESTRUCTURING - MIDDLE MARKET COMPENSATION

Title	Base Compensation	Bonus Compensation
<b>Consultant / Analyst (0-2 yrs of RX)</b>	\$90,000 - \$115,000	15% - 25% of base
<b>Senior Consultant / Associate (1-4 yrs of RX)</b>	\$120,000 - \$160,000	25% - 50% of base
<b>Director / Vice President (5-8 yrs of RX)</b>	\$160,000 - \$225,000	50% - 75% of base
<b>Senior Director / Managing Director (8-15 yrs of RX)</b>	\$225,000 - \$275,000	75% - 100% of base
<b>Managing Director / Senior Managing Director (Originator)</b>	\$250,000 - \$350,000	Dependent on revenue

### TURNAROUND & RESTRUCTURING - LARGE CAP COMPENSATION

Title	Base Compensation	Bonus Compensation
<b>Consultant / Analyst (0-2 yrs of RX)</b>	\$100,000 - \$135,000	25% - 35% of base
<b>Senior Consultant / Associate (1-4 yrs of RX)</b>	\$150,000 - \$200,000	35% - 75% of base
<b>Director / Vice President (5-8 yrs of RX)</b>	\$200,000 - \$275,000	50% - 150% of base
<b>Senior Director / Managing Director (8-15 yrs of RX)</b>	\$250,000 - \$325,000	75% - 150% of base
<b>Managing Director / Senior Managing Director (Originator)</b>	\$300,000 - \$500,000	Dependent on revenue





## Summary & What We Do

As the Investment Banking industry continues to navigate atypical markets and ongoing economic uncertainty, the response has ranged from team and bank consolidations, reorganizations and bonus cuts, to origination hires and expansions.

Activity is picking back up, with good predictions for Q4 and Q1 2024 onwards, the market is slowly but surely returning to pre-COVID conditions. And with this resurgence of confidence comes the need to be fully educated on what compensation packages are expected, both as a professional considering a potential move, and as a hiring manager looking to implement changes to their team.

Here at Selby Jennings, we have assisted our clients in navigating three years of atypical market conditions, completing 220 successful placements nationally in 2022 and completing over 100 successful placements already in 2023. Since 2017, our Investment Banking team across the US has experienced a 30% increase in revenue year on year and we have grown our own headcount by 80% in the last 12 months across our dedicated offices in New York, Chicago, Los Angeles, and Charlotte.

Servicing organizations within Investment Banking, Strategic Advisory, Capital Markets, Restructuring, and Corporate Development across the US, our clients range from bulge bracket investment banks and Fortune 500 corporations to regional boutiques and specialized consulting firms, with 80% of our placements resulting from repeat business.





## About Selby Jennings

Selby Jennings is an award-winning, established Financial Sciences and Services talent partner.

Whether that be Quantitative Analytics, Research & Trading professionals developing complex financial models to improve a firm's bottom line, or Investment Management specialists leading the charge on sustainable investments and greener assets to make an impact, we are here to build the right team for you and have been doing so for nearly 20 years.

Working with the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, we have developed relationships with the brightest and boldest minds in banking and finance, and deliver this talent to leading, innovative businesses around the world.

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

## OUR SPECIALISMS

- Quantitative Analytics, Research & Trading
- Risk Management
- Financial Technology
- Insurance & Actuarial
- Compliance
- Investment Banking
- Investment Management
- Internal Controls
- Sales & Trading
- Wealth Management





[UPLOAD YOUR RESUME](#)[SUBMIT A VACANCY](#)[NEW OPPORTUNITIES](#)

## Contact Selby Jennings

---



**Ben Hodzic**  
Managing Director  
New York  
**Contact Ben**

---



**Cameron Woods**  
Senior Vice President  
New York  
**Contact Cameron**

---



**Megan Grabow**  
Senior Vice President  
Chicago  
**Contact Megan**

---



**Emma Maddox**  
Vice President  
Charlotte  
**Contact Emma**

---



**James Lee**  
Director  
Los Angeles  
**Contact James**