



USA

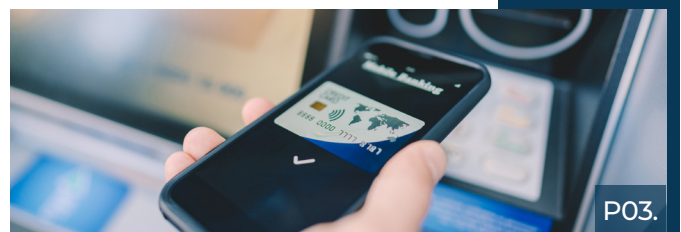
INDUSTRY INSIGHTS

# Salary Guide: **Financial Technology**



## Contents

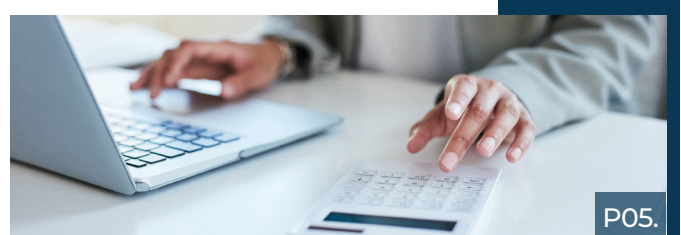
- 03. **Introduction**
- 04. **Compensation Information**
- 05. **Salary Guidance**
- 11. **Summary**
- 12. **About Selby Jennings**
- 13. **Contact Selby Jennings**



Introduction



Compensation Information



Salary Guidance



About Selby Jennings



## Introduction

**With projections of becoming a \$1.5 trillion industry by 2030, the financial technology sector has witnessed rapid growth in recent years. Banking-focused fintech companies are expected to make up almost 25% of all banking valuations worldwide by the end of the decade as well!**

With this anticipated growth comes the hot topic of salaries, not only for those hiring and professionals already working in the industry, but also for those considering a career in this exciting and lucrative field.

Fintech professionals are highly sought after, and as a result, companies in the financial technology sector are willing to offer competitive salaries to attract and retain top talent. The salaries in fintech can vary significantly depending on various factors such as job role, experience, location, and the size of the company. Roles such as data scientists, software engineers, blockchain developers, and cybersecurity experts are in high demand and command substantial salaries. Locations also play a significant role in determining remuneration.

Offering a comprehensive overview of financial technology compensation in the US, the following guidance covers key cities across the states, based on our specialist consultants' market expertise and conversations with hiring managers and top talent.





## Compensation Information

**We have provided average compensation ranges across three different functions:**

- Data Science
- Software Engineering
- Infrastructure

We have also presented these ranges across the five different locations of New York, Dallas, Austin, San Francisco, and Chicago, in order to provide a more accurate picture of how compensation can change depending on the city, skillset, and company. We have split the data into two separate categories:

- Sell Side / Fintech
- Hedge Funds / Prop Trading

When reviewing the data, it is important to caveat that compensation ranges tend to increase at hedge funds / prop trading firms consistently.

Naturally there are outliers, so while this data should be able to provide an accurate guide as to typical compensation levels for candidates exploring offers with both sell side / fintech and hedge funds / prop trading firms, it is important to note that this data represents a sample size of elite level candidates, with extremely high academic pedigrees, moving from another top-tier institution where compensation was already competitive.





## Data Science - Sell Side / Fintech

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$120k - \$150k	\$100k - \$120k	\$110k - \$130k	\$120k - \$150k
	Total Comp	\$130k - \$170k	\$110k - \$160k	\$120k - \$170k	\$130k - \$170k
<b>Associate</b> (3-6 years)	Base	\$125k - \$180k	\$115k - \$150k	\$115k - \$170k	\$125k - \$180k
	Total Comp	\$150k - \$225k	\$140k - \$185k	\$140k - \$200k	\$150k - \$225k
<b>VP</b> (6-10 years)	Base	\$170k - \$225k	\$150k - \$175k	\$150k - \$180k	\$170k - \$225k
	Total Comp	\$200k - \$275k	\$180k - \$275k	\$180k - \$300k	\$200k - \$275k
<b>Principal/ Director</b> (10+ years)	Base	\$185k - \$235k	\$175k - \$225k	\$175k - \$250k	\$185k - \$235k
	Total Comp	\$250k - \$400k	\$225k - \$300k	\$250k - \$300k	\$250k - \$400k
<b>Managing Director</b> (15+ years)	Base	\$200k - \$275k	\$225k - \$275k	\$250k - \$300k	\$200k - \$275k
	Total Comp	\$350k - \$500k	\$325k - \$400k	\$325k - \$400k	\$350k - \$500k+



## Data Science - Hedge Funds / Prop Trading

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$140k - \$175k	\$125k - \$150k	\$125k - \$160k	\$150k - \$175k
	Total Comp	\$225k - \$275k	\$150k - \$180k	\$175k - \$220k	\$225k - \$275k
<b>Associate</b> (3-6 years)	Base	\$150k - \$200k	\$135k - \$175k	\$135k - \$190k	\$150k - \$200k
	Total Comp	\$275k - \$400k	\$175k - \$250k	\$200k - \$300k	\$275k - \$400k
<b>VP</b> (6-10 years)	Base	\$200k - \$250k	\$150k - \$225k	\$180k - \$225k	\$200k - \$250k
	Total Comp	\$300k - \$450k	\$225k - \$300k	\$275k - \$350k	\$300k - \$450k
<b>Principal/ Director</b> (10+ years)	Base	\$225k - \$300k	\$200k - \$250k	\$225k - \$250k	\$225k - \$300k
	Total Comp	\$450k - \$750k+	\$275k - \$350k	\$300k - \$450k+	\$450k - \$750k
<b>Managing Director</b> (15+ years)	Base	\$225k - \$350k	\$200k - \$275k	\$225k - \$275k	\$225k - \$350k
	Total Comp	\$500k - \$1M	\$350k - \$450k+	\$350k - \$500k+	\$500k - \$1M+



## Cyber Security Engineering - Sell Side / Fintech

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$150k - \$175k	\$125k - \$150k	\$125k - \$160k	\$150k - \$175k
	Total Comp	\$225k - \$275k	\$175k - \$200k	\$175k - \$220k	\$225k - \$275k
<b>Associate</b> (3-6 years)	Base	\$150k - \$200k	\$135k - \$175k	\$135k - \$190k	\$150k - \$200k
	Total Comp	\$275k - \$400k	\$200k - \$275k	\$225k - \$300k	\$275k - \$400k
<b>VP</b> (6-10 years)	Base	\$200k - \$250k	\$175k - \$225k	\$180k - \$225k	\$200k - \$250k
	Total Comp	\$300k - \$450k	\$275k - \$300k	\$275k - \$350k	\$300k - \$450k
<b>Principal/ Director</b> (10+ years)	Base	\$225k - \$300k	\$200k - \$250k	\$225k - \$250k	\$225k - \$300k
	Total Comp	\$450k - \$750k+	\$300k - \$400k	\$300k - \$450k+	\$450k - \$750k
<b>Managing Director</b> (15+ years)	Base	\$225k - \$350k	\$200k - \$275k	\$225k - \$275k	\$225k - \$350k
	Total Comp	\$500k - \$1M	\$350k - \$450k+	\$350k - \$500k+	\$500k - \$1M+



## Cyber Security Engineering - Hedge Funds / Prop Trading

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$120k - \$130k	\$80k - \$110k	\$80k - \$110k	\$140k - \$170k
	Total Comp	\$150k - \$180k	\$100k - \$130k	\$100k - \$130k	\$150k - \$200k
<b>Associate</b> (3-6 years)	Base	\$140k - \$180k	\$120k - \$150k	\$120k - \$150k	\$150k - \$200k
	Total Comp	\$160k - \$200k	\$150k - \$180k	\$150k - \$180k	\$200k+
<b>VP</b> (6-10 years)	Base	\$200k - \$220k	\$185k - \$210k	\$185k - \$210k	\$220k - \$250k
	Total Comp	\$250k - \$300k	\$220k - \$300k	\$220k - \$300k	\$300k - \$500k
<b>Principal/ Director</b> (10+ years)	Base	\$300k - \$400k	\$240k - \$280k	\$240k - \$280k	\$300k+
	Total Comp	\$500k - \$750k+	\$300k - \$400k	\$300k - \$400k+	\$500k - \$600k+
<b>Managing Director</b> (15+ years)	Base	\$300k - \$400k	\$300k+	\$300k+	\$350k - \$400k+
	Total Comp	\$500k - \$1M	\$350k - \$500k+	\$350k - \$500k+	\$500k - \$1M+



## Cloud & Infrastructure Engineering - Sell Side / Fintech

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$100k - 130k	\$90k - \$120k	\$100k - \$130k	\$110k - \$150k
	Total Comp	\$140k - 170k	\$120k - \$150k	\$140k - \$160k	\$150k - \$200k
<b>Associate</b> (3-6 years)	Base	\$130k - \$170k	\$110k - \$150k	\$120k - \$160k	\$130k - \$175k
	Total Comp	\$180k - \$240k	\$165k - \$190k	\$175k - \$200k	\$200k - \$270k
<b>VP</b> (6-10 years)	Base	\$175k - \$225k	\$150k - \$175k	\$150k - \$200k	\$180k - \$250k
	Total Comp	\$250k - \$350k	\$200k - \$265k	\$225k - \$275k	\$250k - \$400k
<b>Principal/ Director</b> (10+ years)	Base	\$200k - \$250k	\$175k - \$225k	\$200k - \$250k	\$225k - \$275k
	Total Comp	\$350k - \$400k	\$275k - \$350k	\$300k - \$400k	\$350k - \$400k
<b>Managing Director</b> (15+ years)	Base	\$250k - \$300k	\$200k - \$250k	\$225k - \$275k	\$250k - \$350k
	Total Comp	\$400k - \$500k+	\$300k - \$400k	\$350k - \$500k	\$400k - \$500k+



## Cloud & Infrastructure Engineering - Hedge Funds / Prop Trading

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$120k - \$155k	\$110k - \$140k	\$125k - \$150k	\$130k - \$170k
	Total Comp	\$150k - \$200k	\$140k - \$175k	\$150k - \$185k	\$150k - \$200k
<b>Associate</b> (3-6 years)	Base	\$150k - \$200k	\$125k - \$150k	\$150k - \$175k	\$150k - \$200k
	Total Comp	\$200k - \$300k	\$165k - \$225k	\$200k - \$250k	\$200k - \$300k
<b>VP</b> (6-10 years)	Base	\$200k - \$225k	\$150k - \$180k	\$150k - \$200k	\$200k - \$225k
	Total Comp	\$250k - \$400k	\$225k - \$275k	\$250k - \$350k	\$250k - \$400k
<b>Principal/ Director</b> (10+ years)	Base	\$200k - \$250k	\$175k - \$225k	\$200k - \$250k	\$225k - \$250k
	Total Comp	\$350k - \$600k+	\$300k - \$350k	\$300k - \$400k+	\$400k - \$620k
<b>Managing Director</b> (15+ years)	Base	\$250k - \$350k	\$225k - \$250k	\$225k - \$275k	\$250k - \$350k
	Total Comp	\$500k - \$1M	\$350k - \$400k+	\$350k - \$500k+	\$500k - \$700k+



## Software Engineering - Sell Side / Fintech

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$120k - \$150k	\$100k - \$120k	\$110k - \$130k	\$120k - \$160k
	Total Comp	\$150k - \$200k	\$130k - \$160k	\$130k - \$170k	\$150k - \$200k
<b>Associate</b> (3-6 years)	Base	\$150k - \$225k	\$120k - \$150k	\$125k - \$160k	\$150k - \$225k
	Total Comp	\$200k - \$350k	\$165k - \$190k	\$175k - \$200k	\$200k - \$350k
<b>VP</b> (6-10 years)	Base	\$200k - \$250k	\$150k - \$180k	\$150k - \$180k	\$200k - \$250k
	Total Comp	\$250k - \$400k	\$200k - \$265k	\$225k - \$275k	\$250k - \$400k
<b>Principal/ Director</b> (10+ years)	Base	\$225k - \$300k	\$175k - \$225k	\$200k - \$250k	\$200k - \$300k
	Total Comp	\$350k - \$500k	\$300k - \$350k	\$300k - \$400k	\$350k - \$500k
<b>Managing Director</b> (15+ years)	Base	\$250k - \$300k	\$225k - \$250k	\$225k - \$275k	\$200k - \$300k
	Total Comp	\$500k+	\$350k - \$500k	\$350k - \$500k	\$500k+



## Software Engineering - Hedge Funds / Prop Trading

	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA
<b>Analyst</b> (0-3 years)	Base	\$150k - \$175k	\$125k - \$150k	\$125k - \$160k	\$150k - \$175k
	Total Comp	\$225k - \$275k	\$175k - \$200k	\$175k - \$220k	\$225k - \$275k
<b>Associate</b> (3-6 years)	Base	\$150k - \$200k	\$135k - \$175k	\$135k - \$190k	\$150k - \$200k
	Total Comp	\$275k - \$400k	\$200k - \$275k	\$225k - \$300k	\$275k - \$400k
<b>VP</b> (6-10 years)	Base	\$200k - \$250k	\$175k - \$225k	\$180k - \$225k	\$200k - \$250k
	Total Comp	\$300k - \$450k	\$275k - \$300k	\$275k - \$350k	\$300k - \$450k
<b>Principal/ Director</b> (10+ years)	Base	\$225k - \$300k	\$200k - \$250k	\$225k - \$250k	\$225k - \$300k
	Total Comp	\$450k - \$750k+	\$300k - \$400k	\$300k - \$450k+	\$450k - \$750k
<b>Managing Director</b> (15+ years)	Base	\$225k - \$350k	\$200k - \$275k	\$225k - \$275k	\$225k - \$350k
	Total Comp	\$500k - \$1M	\$350k - \$450k+	\$350k - \$500k+	\$500k - \$1M+



## Summary

The financial technology industry, with its ability to adapt quickly to changing economic conditions, providing cost-effective and often leaner solutions, means fintech firms can often capitalize on new opportunities quicker than more traditional organizations. Fundamentally the industry has changed habits of a lifetime, such as using ATMs, going to the bank, or paying with cash. New technology is also opening up banking and more traditional financial institutions to different generations of consumers, bringing capital access to the masses in a way not quite seen before.

Just as startups in other industries however, fintech firms can face quite a bit of uncertainty. If government regulations change swiftly, or a market crashes overnight, an organization can dissolve as quickly as it began. This is why fintech is not for everyone, but it can be incredibly rewarding both numerically speaking, and by being part of something changing the very world we live in.

Fintech companies often offer attractive packages including bonuses, stock options, flexible working arrangements, and comprehensive healthcare coverage. These added incentives further contribute to the overall appeal of working in the fintech industry.

The intersection of finance and technology has created a highly competitive job market, resulting in higher salaries, especially for roles that require specialized knowledge and skills. As the industry continues to evolve and grow, it is expected that salaries will continue to rise, making it an enticing field for those seeking financial rewards and professional growth.

Financial companies are increasingly moving towards AI and data-driven software, and in turn, businesses need the very best tech professionals to keep up with this ever-changing, evergrowing demand. As a leading talent partner to the industry, Selby Jennings is here to support both professionals and hiring managers in financial technology with salary guidance, top trends and key takeaways to help you achieve your goals.





## 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



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## Contact Selby Jennings

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## References

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