



USA

INDUSTRY INSIGHTS

# Salary Guide: **Quantitative Analytics, Research & Trading**



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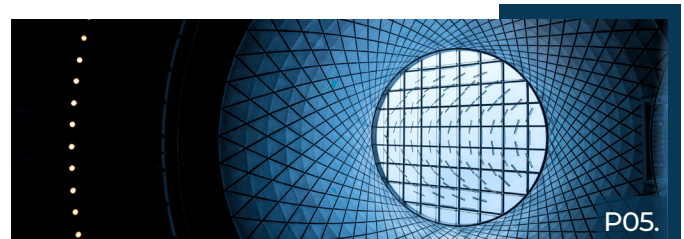
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Introduction



Salary Guidance



Summary



About Selby Jennings



## Introduction

**Quantitative Analytics, Research & Trading professionals are always in demand in the financial services industry. With the further adoption of data analytics, machine learning, and artificial intelligence in finance and banking, the roles, responsibilities, and remuneration packages of Quantitative Analytics, Research & Trading experts are evolving as well.**

For Quants talent, the market is very strong, as evidenced by strong bonus data - 48% of Quants professionals we surveyed from our database said their bonus had increased in the last year.

**“Quants and multi-strategy were the top performing hedge fund sectors in 2022, so it is not surprising to see this reflected in bonuses. It will be interesting to see if this continues in 2023 as there have been many geopolitical and economic events that have provided the market volatility needed for hedge funds to realize big gains,” explains Senior Vice President at Selby Jennings USA, Tyler Robinson.**

Our latest salary information offers in-depth information on compensation, broken down by job roles and experience levels. You may also notice some significant movements from our 2022 guidance.

Typically experienced Quants professionals on the sell side at Vice President level had a base salary range of \$200,000 – \$230,000 last year. That has now increased to \$200,000 – \$250,000, despite the sell side having notoriously strict compensation bands.

We have also witnessed a notable rise in PhD graduate base salaries in investment banks and mid-sized hedge funds. However, the biggest base salary growth we've seen has been on the buy side, for Senior Quantitative Researchers. Specialized talent with 5+ years of experience are expecting approximately 20% more base remuneration than last year, rising from \$165,000 – \$185,000 to \$165,000 – \$225,000.

Whether you are an employer aiming to attract the brightest minds or a Quants professional looking to benchmark your compensation, we provide you with an essential overview of the current salary landscape in Quantitative Analytics.





## Salary Guidance

### PhD Graduates (USD)

| Company                     | Base Salary           | Total Compensation    |
|-----------------------------|-----------------------|-----------------------|
| Investment Bank             | \$145,000 – \$175,000 | \$250,000 – \$275,000 |
| Mid Sized Hedge Fund        | \$160,000 – \$200,000 | \$300,000 – \$500,000 |
| Top Hedge Fund/Trading Firm | \$175,000 – \$325,000 | \$300,000 – \$750,000 |

### Sell Side (USD)

| Roles                              | Base Salary           | Total Compensation      |
|------------------------------------|-----------------------|-------------------------|
| Associate/Associate Vice President | \$175,000 – \$195,000 | \$275,000 – \$295,000   |
| Vice President                     | \$200,000 – \$250,000 | \$375,000 – \$425,000   |
| Director/Executive Director        | \$250,000 – \$300,000 | \$550,000 – \$700,000   |
| Managing Director                  | \$350,000 – \$500,000 | \$700,000 – \$1,400,000 |

### Buy Side (USD)

| Roles                                  | Base Salary           | Total Compensation    |
|----------------------------------------|-----------------------|-----------------------|
| Quantitative Researcher (2-5 years)    | \$155,000 – \$170,000 | \$325,000 – \$500,000 |
| Sr. Quantitative Researcher (5+ years) | \$165,000 – \$225,000 | \$500,000 – \$800,000 |
| Portfolio Manager (Fund)               | \$200,000 – \$300,000 | 10-20% of PnL         |
| Quant Trader (Prop/HFT)                | \$150,000 – \$200,000 | 30-50% of PnL         |



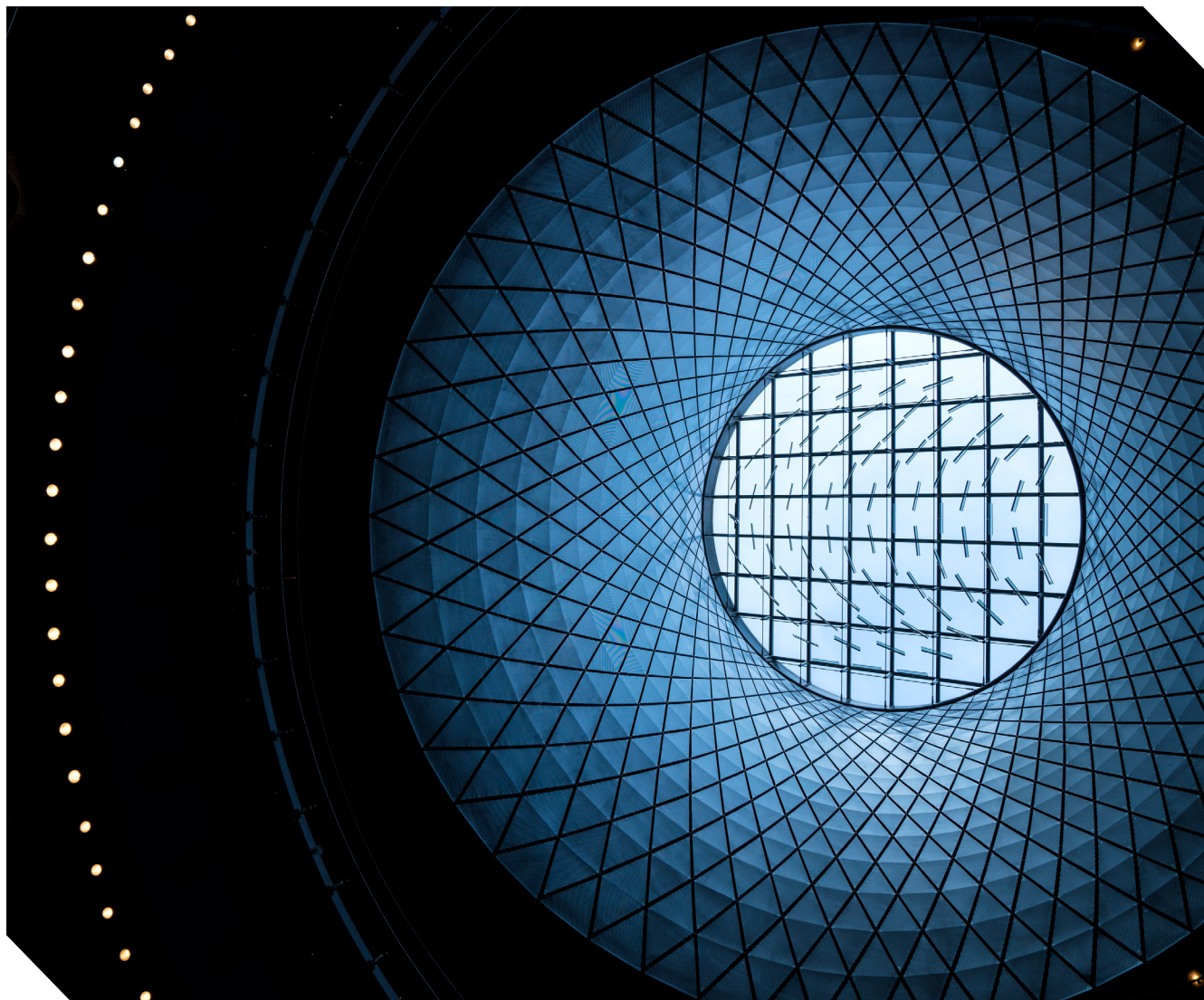
## Summary

Outside of our salary table guidance, there is the topic of additional pay, such as guaranteed bonuses, sign-on bonuses, and relocation packages. We have seen many companies offering one-time sign-on bonuses subject to a one-year clawback to put together more attractive compensation packages, ultimately designed to entice candidates to join.

Relocation packages have also been used more commonly as a tool to sweeten the deal so to speak. If candidates require relocation assistance or are out of state, such packages can really help businesses stand out among competitors.

We hope our latest salary guidance has helped you gain insights and supports you to remain competitive, either as a hiring manager or organization, or as a professional looking to benchmark oneself.

Navigate the fast-paced world of quantitative finance with confidence through Selby Jennings.





## 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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**Tyler Robinson**  
Senior Vice President,  
Selby Jennings USA  
**Contact Tyler**

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