



SELBY JENNINGS

PART OF PHAIDON INTERNATIONAL ▼

2024

COMPENSATION GUIDE

Internal Controls

Detailed salary guidance for the
European internal controls market



Introduction

Compiled by our experts in Europe, the Selby Jennings internal controls salary guide assists professionals and hiring managers in understanding the current compensation structure for auditors in the European financial hubs of Paris, Zurich, and Frankfurt.

Salaries within internal controls can vary depending on the individual's expertise, experience level, and company size, however this guide presents general benchmarks that reflect current market conditions, providing insights into recent salary and bonus movements.

Our salary guide provides a comprehensive overview of compensation within Europe, so whether you're a seasoned professional contemplating a change in your career path or a hiring manager trying to attract top talent, Selby Jennings can provide you with knowledge and expertise to help you make informed decisions in Europe's fast-paced and competitive financial sciences and services industry.

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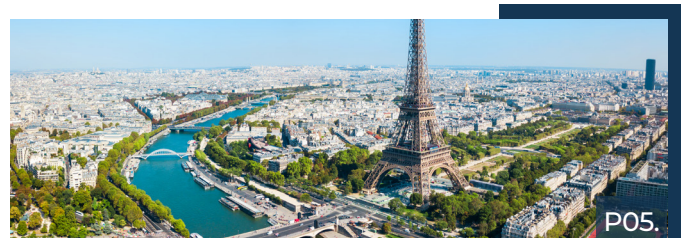
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Salary Guidance - Frankfurt



Salary Guidance - Zurich



Salary Guidance - Paris



Salary Guidance - Frankfurt

INTERNAL AUDIT			
Roles	Years of Experience	Base Salary (€)	Bonus
Internal Auditor	0 - 2	50k - 70k	10 - 20%
Senior Internal Auditor	2 - 4	70k - 90k	10 - 20%
Internal Audit Manager	4 - 8	90k - 110k	10 - 20%
Senior Internal Audit Manager	8 - 12	110k - 130k	10 - 20%
Head of Internal Audit	12+	130k+	10 - 20%

BUSINESS CONTINUITY MANAGEMENT			
Roles	Years of Experience	Base Salary (€)	Bonus
Business Continuity Manager	0 - 10	50k - 120k	10 - 20%
Head of BCM	10+	120k+	10 - 20%

OPERATIONAL RISK			
Roles	Years of Experience	Base Salary (€)	Bonus
Operational Risk Manager	0 - 6	50k - 80k	10 - 20%
Senior Operational Risk Manager	6 - 10	80k - 120k	10 - 20%
Head of Operational Risk	10+	120k+	10 - 20%



Salary Guidance - Zurich

INTERNAL AUDIT			
Roles	Years of Experience	Base Salary (CHF)	Bonus
Internal Auditor	0 - 2	80k - 100k	10 - 20%
Senior Internal Auditor	2 - 4	100k - 120k	10 - 20%
Internal Audit Manager	4 - 8	120k - 150k	10 - 20%
Senior Internal Audit Manager	8 - 12	150k - 180k	10 - 20%
Head of Internal Audit	12+	180k+	10 - 20%

BUSINESS CONTINUITY MANAGEMENT			
Roles	Years of Experience	Base Salary (CHF)	Bonus
Business Continuity Manager	0 - 10	80k - 160k	10 - 20%
Head of BCM	10+	160k+	10 - 20%

OPERATIONAL RISK			
Roles	Years of Experience	Base Salary (CHF)	Bonus
Operational Risk Manager	0 - 6	80k - 130k	10 - 20%
Senior Operational Risk Manager	6 - 10	130k - 160k	10 - 20%
Head of Operational Risk	10+	160k+	10 - 20%



Salary Guidance - Paris

INTERNAL AUDIT			
Roles	Years of Experience	Base Salary (€)	Bonus
Internal Auditor	0 - 2	40k - 50k	15 - 25%
Senior Internal Auditor	2 - 4	50k - 70k	15 - 25%
Internal Audit Manager	4 - 8	70k - 90k	15 - 25%
Senior Internal Audit Manager	8 - 12	90k - 120k	15 - 25%
Head of Internal Audit	12+	120k+	15 - 25%

BUSINESS CONTINUITY MANAGEMENT			
Roles	Years of Experience	Base Salary (€)	Bonus
Business Continuity Manager	0 - 10	40k - 100k	15 - 25%
Head of BCM	10+	100k+	15 - 25%

OPERATIONAL RISK			
Roles	Years of Experience	Base Salary (€)	Bonus
Operational Risk Manager	0 - 6	40k - 80k	15 - 25%
Senior Operational Risk Manager	6 - 10	80k - 120k	15 - 25%
Head of Operational Risk	10+	120k+	15 - 25%



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 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 organisations 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

For general enquiries, tailored salary guidance, or to discuss your hiring needs, please reach out to:

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