



SELBY JENNINGS

PART OF PHAIDON INTERNATIONAL

2024/25

COMPENSATION GUIDE

# Risk Management

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Compensation benchmarking for key  
risk management roles across Europe

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## Introduction

As new regulations, emerging markets, and macroeconomic disruptions reshape risk management, having the right risk specialists on board is more crucial than ever.

The following salary tables have been collated by our risk management talent experts, based on real placement data. They provide general benchmarks to support financial services organisations and risk professionals across a wide range of positions in London, Paris, Germany, Switzerland, and the Netherlands.

Please note that these tables should be used as a reference point only, as compensation varies depending on various factors such as a candidate's experience, the exact requirements of the role, and the size and location of the firm. Please contact us for bespoke benchmarking.





## Salary Guidance: London

### ◆ INVESTMENT BANKS

GBP

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
<b>Model Risk / Analytics</b>	Base	£55k - £70k	£70k - £90k	£100k - £140k	£140k - £185k	£200k - £300k
	Total Comp	£65k - £80k	£80k - £110k	£125k - £180k	£170k - £225k	£250k - £450k
<b>Market Risk</b>	Base	£50k - £60k	£65k - £85k	£90k - £130k	£135k - £170k	£180k - £250k
	Total Comp	£55k - £70k	£75k - £100k	£100k - £150k	£160k - £220k	£225k - £350k
<b>Credit Risk</b>	Base	£50k - £60k	£65k - £85k	£90k - £130k	£135k - £160k	£170k - £225k
	Total Comp	£55k - £70k	£75k - £100k	£100k - £150k	£160k - £200k	£200k - £300k
<b>Operational Risk</b>	Base	£50k - £55k	£60k - £75k	£75k - £100k	£125k - £150k	£150k - £200k
	Total Comp	£55k - £60k	£70k - £90k	£85k - £130k	£160k - £180k	£180k - £250k



## Salary Guidance: London

◆ COMMODITIES

GBP

Sector	Compensation Type	Analyst	Senior Analyst	Manager	Head
Market Risk	Base	£60k - £65k	£70k - £90k	£100k - £140k	£150k - £200k
	Total Comp	£65k - £70k	£80k - £105k	£125k - £175k	£200k - £275k
Credit Risk	Base	£50k - £60k	£65k - £75k	£80k - £110k	£125k - £150k
	Total Comp	£55k - £70k	£70k - £85k	£90k - £125k	£150k - £225k
Middle Office (Inc Trade Control / Product Control)	Base	£50k - £60k	£60k - £75k	£75k - £100k	£100k - £140k
	Total Comp	£60k - £65k	£65k - £80k	£90k - £110k	£125k - £175k



## Salary Guidance: London

### ◆ BUY SIDE RISK

GBP

Sector	Compensation Type	Analyst	Manager	Senior Manager	Head
Investment Risk	Base	£70k - £100k	£100k - £130k	£130k - £175k	£220k - £250k
	Total Comp	£90k - £120k	£125k - £160k	£170k - £250k	£300k - £500k
Operations (Treasury & Trade)	Base	£55k - £70k	£75k - £90k	£95k - £110k	£110k - £150k
	Total Comp	£60k - £75k	£80k - £100k	£105k - £120k	£130k - £175k

*Average across asset managers, hedge funds, and prop trading firms - does not include sign-on bonuses.*



## Salary Guidance: Paris

EUR

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
<b>Model Risk / Analytics</b>	Base	€50k - €65k	€65k - €90k	€90k - €120k	€120k - €160k	€180k - €250k
<b>Market Risk</b>	Base	€50k - €65k	€65k - €90k	€90k - €120k	€120k - €160k	€180k - €300k
<b>Credit Risk</b>	Base	€50k - €65k	€65k - €85k	€85k - €120k	€120k - €160k	€180k - €280k
<b>Operational Risk</b>	Base	€50k - €65k	€65k - €85k	€85k - €120k	€120k - €160k	€180k - €250k
<b>Energy &amp; Commodities</b>	Base	€60k - €80k	€75k - €90k	€100k - €140k	€130k - €180k	€160k - €350k



## Salary Guidance: Germany

EUR

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
<b>Model Risk / Analytics</b>	Base	€60k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €250k
<b>Market Risk</b>	Base	€60k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €300k
<b>Credit Risk</b>	Base	€60k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €280k
<b>Operational Risk</b>	Base	€55k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €250k
<b>Energy &amp; Commodities</b>	Base	€60k - €80k	€75k - €100k	€100k - €140k	€130k - €180k	€160k - €350k



## Salary Guidance: Switzerland

### ◆ COMMODITIES

CHF

Sector	Compensation Type	Analyst	Senior Analyst	Manager	Head
Market Risk	Base	CHF 75k - CHF 90k	CHF 100k - CHF 125k	CHF 130k - CHF 160k	CHF 170k - CHF 200k
	Total Comp	CHF 90k - CHF 110k	CHF 120k - CHF 150k	CHF 150k - CHF 200k	CHF 200k - CHF 250k
Credit Risk	Base	CHF 75k - CHF 90k	CHF 100k - CHF 120k	CHF 125k - CHF 140k	CHF 150k - CHF 175k
	Total Comp	CHF 90k - CHF 110k	CHF 120k - CHF 140k	CHF 150k - CHF 180k	CHF 180k - CHF 225k
Middle Office (Inc Trade Control / Product Control)	Base	CHF 60k - CHF 70k	CHF 80k - CHF 100k	CHF 110k - CHF 130k	CHF 140k - CHF 160k
	Total Comp	CHF 70k - CHF 80k	CHF 95k - CHF 120k	CHF 130k - CHF 160k	CHF 170k - CHF 200k

### ◆ CORPORATE & INVESTMENT BANKING, PRIVATE BANKING & ASSET MANAGEMENT

Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Base	CHF 90k - CHF 120k	CHF 100k - CHF 140k	CHF 140k - CHF 180k	CHF 200k - CHF 250k	CHF 250k - CHF 450k



## Salary Guidance: Netherlands

EUR

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
<b>Model Risk / Analytics</b>	Base	€55k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €250k
<b>Market Risk</b>	Base	€55k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €300k
<b>Credit Risk</b>	Base	€55k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €280k
<b>Operational Risk</b>	Base	€55k - €75k	€65k - €100k	€85k - €120k	€120k - €160k	€180k - €250k
<b>Energy &amp; Commodities</b>	Base	€60k - €80k	€75k - €90k	€100k - €140k	€130k - €180k	€160k - €350k



# Risk and Reward

Explore deeper insights into Europe's risk management talent landscape with Selby Jennings' latest specialist report, 'Risk and Reward', so you can keep one step ahead.

Along with overall risk management talent trends, the report takes an in-depth look into how market changes, challenges, and opportunities have impacted hiring, retention, and compensation in the following locations:

- ◆ London
- ◆ Dublin
- ◆ Paris
- ◆ Germany
- ◆ Switzerland
- ◆ Amsterdam
- ◆ Luxembourg

[DOWNLOAD REPORT](#)





## Selby Jennings' Risk Management Expertise

Protecting your organisation from risk is critical to business success. You can't do that without the right risk talent, which is why you need the right risk management talent partner.

At Selby Jennings, we have dedicated teams around the globe specialising in identifying top risk management talent for leading financial firms who can identify and prevent market, credit, operational, and liquidity risks to protect assets and maintain regulatory compliance.



*The Selby Jennings team has been a great partner and advisor in building out our risk team. They have helped me find the right talent for multiple teams. The consultants are prompt and professional and acted as an extension of our team throughout the entire process. They have been very impactful when we were discussing offers, bringing the roles to market, and providing us with benchmarking data. I appreciate the work that they have done and would certainly use them for all future needs.*

### Managing Director Risk Modelling

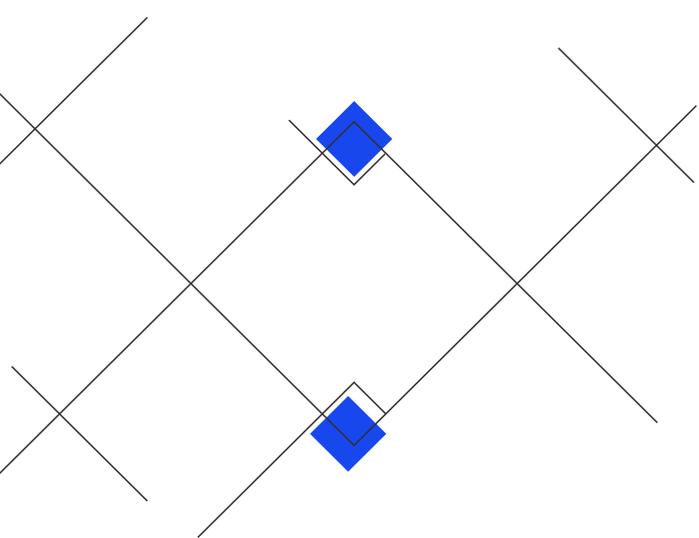
Tier 1 Investment Bank

### Companies We Support:

- ◆ Corporate, Investment & Retail Banks
- ◆ Fintechs
- ◆ Insurance
- ◆ Asset & Investment Management Firms
- ◆ Energy & Commodities Firms
- ◆ Consultancies
- ◆ Prop Trading Firms & Hedge Funds
- ◆ Crypto Shops & Exchanges

### Roles We Place:

- ◆ Chief Risk Officers
- ◆ Market Risk Managers (across all asset classes)
- ◆ Model Risk Management & Risk Modelling (Market, Counterparty, AI/ML, Retail, Wholesale, Liquidity, Fraud, Credit)
- ◆ Risk Model Validators
- ◆ Liquidity Risk Managers (1st & 2nd Line)
- ◆ Credit Risk Managers (Retail, Wholesale & Corporate)
- ◆ Technology, Operational, & Enterprise Risk Managers
- ◆ Chief Credit Officers
- ◆ Buy Side Risk Managers (Prop Trading, Hedge Funds, Asset Managers, Investment Firms, Commodity Trading Houses)
- ◆ Fraud Risk
- ◆ Data Science
- ◆ Corporate Treasury (1st & 2nd line)
- ◆ Prime Brokerage Risk Managers
- ◆ Credit Analysts & Underwriters
- ◆ Quantitative Business & Risk Analysts





## 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 organizations to solve their hiring challenges.

## OUR SPECIALISMS

- ◆ Quantitative Analytics, Research, & Trading
- ◆ Financial Technology
- ◆ Insurance & Actuarial Science
- ◆ Investment Banking
- ◆ Investment Management
- ◆ Sales & Trading
- ◆ Risk Management
- ◆ Audit
- ◆ Finance & Accounting
- ◆ Wealth Management



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

## Contact Selby Jennings

If you would like to speak to the Selby Jennings team about any aspect of hiring and retaining talent, or careers in the risk management space, please get in touch.

For general inquiries or to discuss your hiring needs, reach out to:

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### Matt Nicholson

Managing Director, Head of Europe  
London

[Contact Matt](#)

### Ross Hannon

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### Michael Franz

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