



SELBY JENNINGS

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NYC 2024

COMPENSATION GUIDE

# Investment Management

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Compensation benchmarking for key  
investment management roles in New York City

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Introduction



Salary Guidance: Public Markets



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About Selby Jennings





## Introduction

**This investment management salary guide by Selby Jennings has been put together by our expert team in New York to help professionals and hiring managers understand the current compensation landscape.**

At the heart of the financial world, New York's investment management market is incredibly influential on the rest of the US and the globe. Therefore, considering the city's compensation packages is essential for both organizations who want to attract and retain top talent, and for those considering future career opportunities.

Reflecting current market conditions and providing insights into compensation changes across a variety of roles, it's important to note that average investment management salaries in New York can vary depending on the specific expertise, experience level and company size.

Our guide gives you an overview on compensation, so whether you are a seasoned professional contemplating a career move, or a hiring manager seeking to attract top talent, Selby Jennings is here to support you with knowledge and expertise to help you make informed decisions in the fast-paced and competitive environment of New York's investment management financial services industry.





## Public Markets

USD

Research Analysts		
Role	Base Salary	Bonus
Associate (0-3 years of buy side experience)	\$125k - \$150k	100% bonus target
Analyst (2-5 years of buy side experience)	\$150k - \$200k	100 - 200% bonus target
Senior Analyst (5+ years of buy side experience)	\$200k - \$250k	100 - 300% bonus target





## Private Markets

USD

Private Credit		
Role	Base Salary	Total Compensation
Analyst	\$100k - \$130k	\$175k - \$210k
Associate	\$125k - \$175k	\$250k - \$350k
Vice President	\$200k - \$250k	\$400k - \$600k
Principal	\$225k - \$300k	\$600k - \$800k+

USD

Private Equity		
Lower Market		
Role	Base Salary	Bonus
Associate	\$115k - \$130k	50 - 100%
Senior Associate	\$160k - \$180k	50 - 100%
Vice President	\$200k - \$225k	75 - 100%
Principal	\$250k - \$300k	75 - 100%
Middle Market		
Role	Base Salary	Bonus
Associate	\$120k - \$140k	50 - 100%
Senior Associate	\$180k - \$200k	50 - 100%
Vice President	\$225k - \$240k	75 - 100%
Principal	\$275k - \$300k	100 - 125%
Upper Market		
Role	Base Salary	Bonus
Associate	\$150k - \$180k	75 - 100%
Senior Associate	\$180k - \$200k	80 - 110%
Vice President	\$225k - \$250k	90 - 125%
Principal	\$300k - \$350k	100 - 150%





## Investor Relations

USD

Role	Base Salary	Total Compensation
Analyst	\$95k - \$125k	\$150k - \$175k
Associate	\$130k - \$150k	\$200k - \$250k
Senior Associate	\$150k - \$180k	\$250k - \$300k
Vice President	\$175k - 200k	\$300k - \$500k
Director	\$200k - \$250k	\$500k - \$800k
Managing Director	\$250k - \$350k	\$750k - \$1.5m





## 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
- Risk Management
- Financial Technology
- Insurance & Actuarial
- Compliance
- Investment Banking
- Investment Management
- Internal Controls
- Sales & Trading
- Wealth Management





## Contact Selby Jennings

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For further information or advice following this guide, or to discuss your hiring needs, please contact:

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