SELBY JENNINGS

PART OF PHAIDON INTERNATIONAL

2024

COMPENSATION GUIDE

Financial Technology

Compensation benchmarking
for key financial technology roles
across the USA, Europe, and APAC





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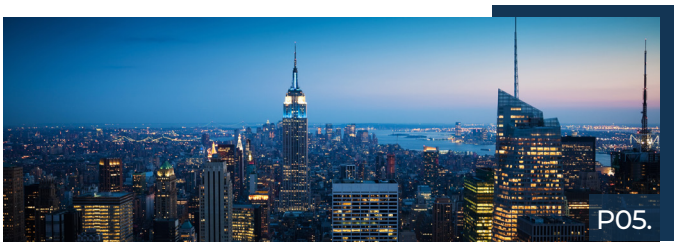
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Introduction



USA Salary Guidance



Europe Salary Guidance



APAC Salary Guidance

Introduction

> **The global financial technology sector may be returning to normalcy following the inflated salaries and bonuses seen in 2021-2022, but it is set for significant growth, with the sector's share of global financial services revenue projected to soar from 2% to 7% by 2030[1].**

Restructuring and 'rightsizing' following a challenging year means that there are many exceptional professionals on the market, but the sector is also undergoing a technological revolution. As the rise of AI continues, and firms update and replace their outdated software and technology, there are a plethora of opportunities for professionals to help shape the future of finance.

Many areas have continued to hire and offer competitive salaries including crypto, regtech, cybersecurity, and particularly for web and AI roles. Generally, candidates can expect 10-20% salary increases for new roles, rather than the inflated 30-40% being offered in recent years, but further details can be found within this salary guide.

Containing salary benchmarks across a range of functions in the USA, Europe, and APAC, this guide provides you with a comprehensive overview of the global financial technology compensation landscape.

Whether you are a hiring manager looking for top talent, or a seasoned professional considering your next career move, Selby Jennings provides you with the expertise to make informed decisions. Plus, if you need further guidance or bespoke salary data, our award-winning team of knowledgeable consultants are here to share their local knowledge and industry expertise, wherever you are around the globe.



Salary Guidance Overview

Our salary guidance offers compensation benchmarks for the following areas, set out by job title, experience level, compensation type, and city:

USA

- Technology Talent Benchmarks
- Data Engineer / Scientist - Sell Side / Fintech
- Data Engineer / Scientist – Hedge Funds / Prop Trading
- Software Engineer – Sell Side / Fintech
- Software Engineer - Hedge Funds / Prop Trading
- Cyber Security Engineer - Sell Side / Fintech
- Cyber Security Engineer - Hedge Funds / Prop Trading
- Cloud & Infrastructure Engineer - Sell Side / Fintech
- Cloud & Infrastructure Engineer - Hedge Funds / Prop Trading

EUROPE

- Software Engineering - Hedge Funds / Prop Trading
- Software Engineering - Sell Side
- Infrastructure - Hedge Funds / Prop Trading
- Infrastructure - Sell Side
- Data Engineering / Science - Buy Side / Prop Trading
- Data Engineering / Science - Sell Side

APAC

Singapore

- Site Reliability Engineer / DevOps / App Support
- Network / Infrastructure (Network / System)
- Cyber Security
- Data
- Change Management / Transformation

Hong Kong

- Tier One Investment Banks - Sell Side
- High Frequency Trading & Hedge Funds - Hedge Funds / Prop Trading

Please note that while the figures provided offer an accurate guideline, compensation can be affected by a number of factors such as differences in role specifications, the exact location of a firm, additional benefits, and a candidates' previous experience or qualifications.

USA
Salary Guidance

- Technology Talent Benchmarks
- Data Engineer / Scientist - Sell Side / Fintech
- Data Engineer / Scientist – Hedge Funds / Prop Trading
- Software Engineer – Sell side / Fintech
- Software Engineer - Hedge Funds / Prop Trading
- Cyber Security Engineer - Sell Side / Fintech
- Cyber Security Engineer - Hedge Funds / Prop Trading
- Cloud & Infrastructure Engineer - Sell Side / Fintech
- Cloud & Infrastructure Engineer - Hedge Funds / Prop Trading



USA Salary Guidance

USD

TECHNOLOGY TALENT BENCHMARKS		
Years of Experience	**Base Salary**	**Typical Bonus**
1 - 4	$100k - $150k	10 - 15%
5 - 10	$150k - $200k	20 - 25%
10+	$200k+	20 - 30%

USD

DATA ENGINEER / SCIENTIST – SELL SIDE / FINTECH						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Analyst (0-3 years)	Base	$110k - $140k	$100k - $125k	$100k - $135k	$110k - $140k	$100k - $135k
	Total Comp	$140k - $190k	$120k - $160k	$120k - $175k	$140k - $190k	$120k - $175k
Associate (3-6 years)	Base	$130k - $175k	$110k - $130k	$120k - $150k	$130k - $175k	$120k - $150k
	Total Comp	$180k - $250k	$165k - $190k	$175k - $225k	$180k - $250k	$175k - $225k
Vice President (6-10 years)	Base	$175k - $225k	$150k - $200k	$150k - $200k	$175k - $225k	$150k - $200k
	Total Comp	$250k - $400k+	$200k - $300k+	$250k - $350k	$250k - $400k+	$250k - $350k+
Principal / Director (10+ years)	Base	$200k - $300k	$175k - $250k	$200k - $300k	$200k - $300k	$200k - $300k
	Total Comp	$350k - $750k	$275k - $500k+	$300k - $600k+	$350k - $750k	$300k - $600k+
Managing Director (15+ years)	Base	$250k - $400k	$250k - $350k	$250k - $400k	$250k - $400k	$250k - $400k
	Total Comp	$500k - $1MM+	$400k - $750k+	$500k - $800k+	$500k - $1MM+	$500k - $800k+

USA Salary Guidance

USD

DATA ENGINEER / SCIENTIST – HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Data Analyst / Engineer (0-3 years)	Base	$130k - $200k	$110k - $140k	$125k - $150k	$130k - $200k	$125k - $150k
	Total Comp	$225k - $350k+	$150k - $250k	$150k - $300k+	$225k - $350k+	$150k - $300k+
Data Engineer / Scientist (3-6 years)	Base	$150k - $225k	$125k - $175k	$150k - $200k	$150k - $225k	$150k - $200k
	Total Comp	$300k - $600k+	$200k - $300k	$200k - $450k	$300k - $600k+	$200k - $450k
Senior Data Engineer / Scientist (6-10 years)	Base	$200k - $300k	$150k - $225k+	$175k - $250k	$200k - $300k	$175k - $250k
	Total Comp	$400k - $850k+	$225k - $400k+	$250k - $600k	$400k - $850k+	$250k - $600k
Principal Data Scientist (10+ years)	Base	$250k - $350k	$175k - $250k	$200k - $275k	$250k - $350k	$200k - $275k
	Total Comp	$500k - $1.2MM	$300k - $500k+	$350k - $800k	$500k - $1.2MM	$350k - $800k
Head of Data (15+ years)	Base	$300k - $500k	$250k - $350k	$250k - $400k	$300k - $500k	$250k - $400k
	Total Comp	$1M - $2MM+	$400k - $800k+	$500k - $1M+	$1M - $2MM+	$500k - $1MM+

USA Salary Guidance

USD

SOFTWARE ENGINEER – SELL SIDE / FINTECH						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Analyst (0-3 years)	Base	$120k - $150k	$100k - $120k	$110k - $135k	$120k - $150k	$110k - $135k
	Total Comp	$150k - $200k	$120k - $150k	$135k - $160k	$150k - $200k	$135k - $160k
Associate (3-6 years)	Base	$150k - $215k	$110k - $150k	$120k - $175k	$150k - $215k	$120k - $175k
	Total Comp	$200k - $300k	$135k - $185k	$175k - $200k	$200k - $350k	$175k - $200k
Vice President (6-10 years)	Base	$200k - $250k	$150k - $190k	$150k - $200k	$200k - $250k	$150k - $200k
	Total Comp	$250k - $450k	$200k - $300k	$250k - $300k	$250k - $450k	$250k - $300k
Principal / Director (10+ years)	Base	$225k - $300k	$185k - $250k	$200k - $300k	$225k - $300k	$200k - $300k
	Total Comp	$350k - $750k	$300k - $500k	$300k - $600k	$350k - $750k	$300k - $600k
Managing Director (15+ years)	Base	$300k - $400k	$250k - $350k+	$250k - $400k	$300k - $400k	$250k - $400k
	Total Comp	$800k - $1MM+	$500k - $750k+	$600k – $900k+	$800k - $1MM+	$600k - $900k+

USA Salary Guidance

USD

SOFTWARE ENGINEER – HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Software Engineer (0-3 years)	Base	$130k - $200k	$110k - $140k	$120k - $170k	$140k - $175k	$120k - $170k
	Total Comp	$225k - $350k+	$150k - $200k+	$150k - $250k	$225k - $300k+	$150k - $250k
Software Engineer (3-6 years)	Base	$150k - $225k	$125k - $175k	$150k - $200k	$150k - $200k	$150k - $200k
	Total Comp	$300k - $600k+	$200k - $300k	$200k - $400k	$300k - $500k	$200k - $400k
Senior Software Engineer (6-10 years)	Base	$200k - $300k	$150k - $200k+	$175k - $250k	$200k - $300k	$175k - $250k
	Total Comp	$400k - $850k+	$225k - $400k+	$250k - $500k	$400k - $850k	$250k - $500k
Technical Lead / Staff SWE (10+ years)	Base	$250k - $350k	$175k - $250k	$200k - $275k	$250k - $350k	$200k - $275k
	Total Comp	$500k - $1.2MM	$300k - $500k+	$350k - $800k	$500k - $1MM	$350k - $800k
Engineering Manager / Principal (15+ years)	Base	$300k - $500k	$250k - $350k	$250k - $400k	$300k - $500k	$250k - $400k
	Total Comp	$1M - $2MM+	$400k - $800k+	$500k - 1M+	$1M - $2MM+	$500k - 1M+

USA Salary Guidance

USD

CYBER SECURITY ENGINEER – SELL SIDE / FINTECH						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Analyst (0-3 years)	Base	$120k - $130k	$80k - $110k	$80k - $110k	$140k - $170k	$80k - $110k
	Total Comp	$150k - $180k	$100k - $130k	$100k - $130k	$150k - $200k	$100k - $130k
Associate (3-6 years)	Base	$140k - $180k	$120k - $150k	$120k - $150k	$150k - $200k	$120k - $150k
	Total Comp	$160k - $200k	$150k - $180k	$150k - $180k	$200k+	$150k - $180k
Vice President (6-10 years)	Base	$200k - $220k	$185k - $210k	$185k - $210k	$220k - $250k	$185k - $210k
	Total Comp	$250k - $300k	$220k- $300k	$220k - $300k	$300k - $500k	$220k- $300k
Principal / Director (10+ years)	Base	$300k - $400k	$240k - $20k	$240k - $280k	$300k+	$240k - $20k
	Total Comp	$500k - $750k+	$300k - $400k	$300k - $400k+	$500k - $600k+	$300k - $400k
Managing Director (15+ years)	Base	$300k - $400k	$300k+	$300k+	$350k - $400k+	$300k+
	Total Comp	$500k - $1M	$350k - $500k+	$350k - $500k+	$500k - $1M+	$350k - $500k+

USA Salary Guidance

USD

CYBER SECURITY ENGINEER – HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Analyst (0-3 years)	Base	$150k - $175k	$125k - $150k	$125k - $160k	$150k - $175k	$125k - $150k
	Total Comp	$225k - $275k	$175k - $200k	$175k - $220k	$225k - $275k	$175k - $200k
Associate (3-6 years)	Base	$150k - $200k	$135k - $175k	$135k - $190k	$150k - $200k	$135k - $175k
	Total Comp	$275k - $400k	$200k - $275k	$225k - $300k	$275k - $400k	$200k - $275k
Vice President (6-10 years)	Base	$200k - $250k	$175k - $225k	$180k - $225k	$200k - $250k	$175k - $225k
	Total Comp	$300k - $450k	$275k - $300k	$275k - $350k	$300k - $450k	$275k - $300k
Principal / Director (10+ years)	Base	$225k - $300k	$200k - $250k	$225k - $250k	$225k - $300k	$200k - $250k
	Total Comp	$450k - $750k+	$300k - $400k	$300k - $450k+	$450k - $750k	$300k - $400k
Managing Director (15+ years)	Base	$225k - $350k	$200k - $275k	$225k - $275k	$225k - $350k	$200k - $275k
	Total Comp	$500k - $1M	$350k - $450k+	$350k - $500k+	$500k - $1M+	$350k - $450k+

USA Salary Guidance

USD

CLOUD & INFRASTRUCTURE ENGINEER – SELL SIDE / FINTECH						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Analyst (0-3 years)	Base	$110k - $130k	$90k - $120k	$100k - $130k	$110k - $130k	$100k - $130k
	Total Comp	$150k - $175k	$120k - $150k	$150k - $160k	$150k - $175k	$150k - $160k
Associate (3-6 years)	Base	$125k - $175k	$110k - $150k	$120k - $160k	$125k - $175k	$120k - $160k
	Total Comp	$185k - $240k	$165k - $200k+	$175k - $220k	$185k - $240k	$175k - $220k
Vice President (6-10 years)	Base	$175k - $225k	$150k - $200k	$150k - $200k	$175k - $225k	$150k - $200k
	Total Comp	$300k - $450k	$200k - $350k	$225k - $275k	$250k - $375k	$225k - $275k
Principal / Director (10+ years)	Base	$250k - $350k	$200k - $275k	$200k - $300k	$250k - $350k	$200k - $300k
	Total Comp	$400k - $750k+	$300k - $500k+	$300k - $600k	$400k - $750k	$300k - $600k
Managing Director (15+ years)	Base	$300k - $400k	$275k - $350k	$300k - $400k	$300k - $400k	$300k - $400k
	Total Comp	$600k - $1M+	$400k - $750k	$500k - $800k+	$600k - $1M+	$500k - $800k+

USA Salary Guidance

USD

CLOUD & INFRASTRUCTURE ENGINEER – HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**New York, NY**	**Dallas, TX**	**Austin, TX**	**San Francisco, CA**	**Chicago, IL**
Cloud / DevOps Engineer (0-3 years)	Base	$125k - $175k	$120k - $150k	$120k - $170k	$125k - $175k	$120k - $170k
	Total Comp	$150k - $250k+	$150k - $200k	$150k - $220k	$150k - $250k+	$150k - $220k
Cloud / SRE (3-6 years)	Base	$150k - $200k	$125k - $175k	$150k - $175k	$150k - $200k	$150k - $175k
	Total Comp	$250k - $400k+	$200k - $275k	$200k - $300k	$250k - $400k+	$200k - $300k
Senior Cloud / SRE (6-10 years)	Base	$220k - $300k	$150k - $200k	$150k - $200k	$220k - $300k	$150k - $200k
	Total Comp	$400k - $750k+	$250k - $400k+	$250k - $500k+	$400k - $750k+	$250k - $500k+
Team Lead Cloud / SRE (10+ years)	Base	$250k - $350k	$200k - $275k	$200k - $300k	$250k - $350k	$200k - $300k
	Total Comp	$600k - $1M+	$350k - $500k+	$350k - $600k+	$600k - $1M+	$350k - $600k+
Head of Infrastructure (15+ years)	Base	$300k - $400k	$250k - $350k	$250k - $400k	$300k - $400k	$250k - $400k
	Total Comp	$750k - $1.25M+	$500k - $800k	$500k - $800k+	$750k - $1.25M+	$500k - $800k+

EUROPE
Salary Guidance

- Software Engineering - Hedge Funds / Prop Trading
- Software Engineering - Sell Side
- Infrastructure - Hedge Funds / Prop Trading
- Infrastructure - Sell Side
- Data Engineering / Science - Buy Side / Prop Trading
- Data Engineering / Science - Sell Side



Europe Salary Guidance

SOFTWARE ENGINEERING - HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**London**	**Germany**	**Paris**	**Amsterdam**	**Switzerland**
Associate (0-3 years)	Base	£70k - £90k	€50k - €80k	€50k - €80k	€75k - €120k	75CHF - 90CHF
	Total Comp	£100k+	€60k - €100k	€60k - €100k	€90k - €150k+	100CHF - 150CHF
Associate Vice President (3-6 years)	Base	£100k - £140k	€75k - €150k	€100k - €150k	€75k - €150k	110CHF - 140CHF
	Total Comp	£150k+	€150k - €200k	€130k - €170k	€150k - €200k+	150CHF - 170CHF
Vice President (6-10 years)	Base	£140k - £180k	€75k - €200k	€150k - €200k	€75k - €200k	160CHF - 190CHF
	Total Comp	£200k+	€300k - €400k	€250k - €280k	€300k - €400k	190CHF - 230CHF
Director (10+ years)	Base	£200k - £400k	€100k - €250k	€200k - €300k	€75k - €250k	200CHF - 250CHF
	Total Comp	£400k+	€400k - €500k+	€250k - €350k+	€400k - €500k+	250CHF - 300CHF+
Managing Director (15+ years)	Base	£450k+	€150k - €250k	€300k - €400k	€150k - €350k+	250CHF - 350CHF+
	Total Comp	£650k+	€500k+	€500k+	€500k+	500CHF+

Europe Salary Guidance

SOFTWARE ENGINEERING - SELL SIDE						
Title	**Compensation**	**London**	**Germany**	**Paris**	**Amsterdam**	**Switzerland**
Associate (0-3 years)	Base	£28k - £70k	€30k - €75k	€25k - €35k	€30k - €75k	75CHF - 90CHF
	Total Comp	10 - 30%	10 - 20%	10 - 20%	10 - 20%	10 - 20%
Associate Vice President (3-6 years)	Base	£70k - £110k	€75k - €150k	€35k - €65k	€75k - €150k	100CHF - 140CHF
	Total Comp	20 - 30%	20 - 30%	20 - 30%	20 - 30%	10 - 30%
Vice President (6-10 years)	Base	£110k - £150k	€100k - €200k	€65k - €120k	€100k - €200k	100CHF - 140CHF
	Total Comp	20 - 40%	20 - 30%	20 - 30%	20 - 30%	20 - 30%
Director (10+ years)	Base	£150k - £200k	€100k - €250k	€120k - €150k+	€100k - €250k	140CHF - 175CHF
	Total Comp	20 - 40%	20 - 30%	20 - 40%	20 - 30%	20 - 40%
Managing Director (15+ years)	Base	£200k - £300k+	€150k - €350k+	€150k+	€150k - €350k+	175CHF+
	Total Comp	30 - 40%	20 - 40%	20 - 40%	20 - 40%	20 - 40%

Europe Salary Guidance

INFRASTRUCTURE - HEDGE FUNDS / PROP TRADING						
Title	**Compensation**	**London**	**Germany**	**Paris**	**Amsterdam**	**Switzerland**
Associate (0-3 years)	Base	£70k - £125k	€45k - €60k	€40k - €80k	€45k - €60k	100CHF - 110CHF
	Total Comp	£110k - £130k	€75k - €85k	€50k - €100k	€75k - €85k	130CHF - 140CHF
Associate Vice President (3-6 years)	Base	£100k - £150k	€65k - €75k	€80k - €100k	€65k - €75k	120CHF - 140CHF
	Total Comp	£130k - £155k	€85k - €120k	€120k - €160k	€85k - €120k	160CHF - 180CHF
Vice President (6-10 years)	Base	£150k - £200k	€75k - €100k	€120k - €170k	€75k - €100k	140CHF - 160CHF
	Total Comp	£180k - £250k	€120k - €190k	€160k - €210k	€120k - €190k	180CHF - 200CHF
Director (10+ years)	Base	£200k - £300k	€75k - €120k	€170k - €230k	€75k - €150k	180CHF - 200CHF
	Total Comp	£300k - £350k	up to €300k+	€210k - €300k+	up to €300k+	250CHF - 400CHF
Managing Director (15+ years)	Base	£300k - £550k	€150k - €200k	€230k - €350k	€150k - €250k+	200CHF - 400CHF
	Total Comp	£650k+	up to €500k+	€250k - €400k+	up to €500k+	500CHF+

Europe Salary Guidance

INFRASTRUCTURE - SELL SIDE					
Title	**Compensation**	**London**	**Paris**	**Amsterdam**	**Switzerland**
Associate (0-3 years)	Base	£25k - £40k	€25k - €35k	€30k - €75k	80CHF - 100CHF
	Discretionary Bonus	10%	10 - 20%	10 - 20%	10 - 20%
Associate Vice President (3-6 years)	Base	£40k - £85k	€35k - €65k	€65k - €90k	120CHF - 130CHF
	Discretionary Bonus	15 - 30%	20 - 30%	20 - 30%	20 - 30%
Vice President (6-10 years)	Base	£85k - £110k	€65k - €100k	€90k - €110k	120CHF - 140CHF
	Discretionary Bonus	20 - 40%	20 - 30%	20 - 30%	
Director (10+ years)	Base	£120k - £150k	€100k - €150k+	€110k - €130k	140CHF - 200CHF+
	Discretionary Bonus	20 - 40%	20 - 40%	20 - 40%	
Managing Director (15+ years)	Base	£150k - £200k+	€150k+	€130k - €160k+	200CHF - 350CHF+
	Discretionary Bonus	40 - 60%	20 - 40%	20 - 40%	

Europe Salary Guidance

DATA ENGINEERING / SCIENCE - BUY SIDE / PROP TRADING					
Title	**Compensation**	**London**	**Germany**	**Paris**	**Switzerland**
Associate (0-3 years)	Base	£65k - £85k	€80k - €100k	€60k - €80k	80CHF - 150CHF
	Total Comp	£80k - £100k	€80k - €120k	€70k - €100k	100CHF - 200CHF
Associate Vice President (3-6 years)	Base	£90k - £150k	€90k - €110k	€85k - €150k	150CHF - 200CHF
	Total Comp	£100k - £250k	€110k - €130k	€100k - €250k	200CHF - 250CHF
Vice President (6-10 years)	Base	£150k - £200k	€110k - €130k	€150k - €200k	200CHF - 300CHF
	Total Comp	£250k - £400k	€130k - €160k	€170k - €250k	250CHF - 350CHF
Director (10+ years)	Base	£250k - £400k	€250k - €400k	€250k - €400k	300CHF - 400CHF
	Total Comp	£350k - £650k	€250k - €350k	€250k - €350k	350CHF - 500CHF
Managing Director (15+ years)	Base	£450k+	€350k+	€400k+	400CHF+
	Total Comp	£650k+	€400k+	€550k+	450CHF - 500CHF

Europe Salary Guidance

DATA ENGINEERING / SCIENCE - SELL SIDE					
Title	**Compensation**	**London**	**Germany**	**Paris**	**Switzerland**
Associate (0-3 years)	Base	£25k - £60k	€35k - €65k	€60k - €80k	90CHF - 110CHF
	Total Comp	£30k - £70k	€60k - €80k	€70k - €100k	120CHF - 130CHF
Associate Vice President (3-6 years)	Base	£70k - £85k	€65k - €100k	€85k - €150k	110CHF - 130CHF
	Total Comp	£80k - £95k	€80k - €100k	€100k - €250k	140CHF - 200CHF
Vice President (6-10 years)	Base	£100k - £125k	€80k - €100k	€150k - €200k	130CHF - 160CHF
	Total Comp	£110k - £150k	€100k - €120k	€170k - €250k	200CHF - 300CHF
Director (10+ years)	Base	£130k - £150k	€100k - €120k	€250k - €400k	200CHF+
	Total Comp	£200k - £250k	€120k - €140k	€250k - €350k+	200CHF+
Managing Director (15+ years)	Base	£250k - £350k+	€120k - €140k	€400k+	400CHF+
	Total Comp	£400k+	€200k+	€550k+	650CHF+

APAC
Salary Guidance

Singapore

- Site Reliability Engineer / DevOps / App Support
- Network / Infrastructure (Network / System)
- Cyber Security
- Data
- Change Management / Transformation

Hong Kong

- Tier One Investment Banks - Sell Side
- High Frequency Trading & Hedge Funds - Hedge Funds / Prop Trading



APAC Salary Guidance

SINGAPORE		
Role	**Years of Experience**	**Yearly Base Salary***
Site Reliability Engineer / DevOps / App Support	5 - 8	SGD 96k - SGD 150k
	9 - 15	SGD 150k - SGD 200k
	15+	SGD 220k+
Network / Infrastructure (Network / System)	5 - 8	SGD 84k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 200k - SGD 240k+
Cyber Security	5 - 8	SGD 96k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 220k+
Data	5 - 8	SGD 84k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 250k+
Change Management / Transformation	5 - 8	SGD 72k - SGD 108k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 240k+

**2024 yearly base salary which does not include bonuses, benefits and other forms of remuneration.*

APAC Salary Guidance

HONG KONG

TIER ONE INVESTMENT BANKS - SELL SIDE

Title	Yearly Base Salary*
Associate	HKD 480k - HKD 660k
Senior Associate / Associate Vice President	HKD 660k - HKD 1.2M
Associate Director / Vice President	HKD 1.1M - HKD 1.6M
Director	HKD 1.6M+

HIGH FREQUENCY TRADING & HEDGE FUNDS - HEDGE FUNDS / PROP TRADING

Role	Years of Experience	Yearly Base Salary*
Software Engineers	0 - 3	HKD 600k - HKD 1M
	4 - 7	HKD 800k - HKD 1.3M
	7+	HKD 1.2M - HKD 2M
Site Reliability Engineer / DevOps / App Support	0 - 3	HKD 420k - HKD 660k
	4 - 7	HKD 660k - HKD 900k
	7+	HKD 900k - HKD 1.6M
Infrastructure Engineer (Network / System / Cyber)	0 - 3	HKD 360k - HKD 540k
	4 - 7	HKD 500k - HKD 780k
	7+	HKD 720k - HKD 1.5M
Data	0 - 3	HKD 500k - HKD 800k
	4 - 7	HKD 700k - HKD 1M
	7+	HKD 1M - HKD 2.5M

*2024 yearly base salary which does not include bonuses, benefits and other forms of remuneration.

Summary

As the financial technology sector returns to business as usual, now is the perfect time to secure the most in-demand talent or consider your next role, and take advantage of opportunities to reshape financial services as the sector continues to grow in importance.

Standout compensation packages will be critical to entice and retain the very best professionals, so we hope our salary guide helps you navigate compensation with confidence in such a rapidly evolving hiring landscape.

So, whether you're a hiring manager seeking the finest minds in finance, or a professional looking for exclusive roles at industry leading firms, Selby Jennings is here to not only help you in your search, but provide ongoing guidance and value-added services to keep you ahead of your competition.



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



UPLOAD YOUR CV | SUBMIT A VACANCY | NEW OPPORTUNITIES

Contact Selby Jennings

Jared Butler
Managing Director - Head of Financial Technology North America, Dallas

Contact Jared

Dylan Gomez
Executive Director - Head of Software Engineering, New York

Contact Dylan

Suraj Sharma
Director - Head of Cloud & Infrastructure, New York

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[1] https://www.bcg.com/press/3may2023-fintech-1-5-trillion-industry-by-2030