



SELBY JENNINGS

PART OF PHAIDON INTERNATIONAL ▼

2024/25

COMPENSATION GUIDE

# Risk Management

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Compensation benchmarking for key  
risk management roles across the USA

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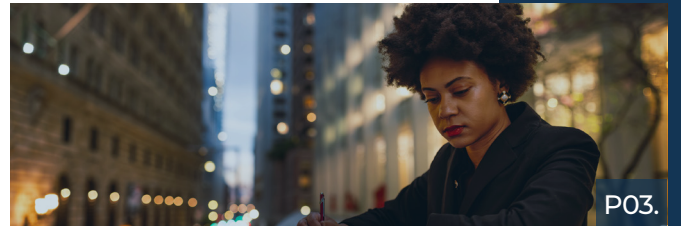
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## Introduction

In an era of heightened financial scrutiny and economic unpredictability, the need for specialized risk management talent in the USA has never been greater.

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 organizations and risk professionals across a wide range of positions within New York City, Dallas, Houston, Chicago, Charlotte, San Francisco, Wilmington, Tampa, and across buy side risk.

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

◆ NEW YORK CITY

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$120k - \$130k	\$130k - \$150k	\$155k - \$220k	\$225k - \$300k	\$250k - \$450k
	Total Comp	\$140k - \$160k	\$155k - \$200k	\$190k - \$300k	\$325k - \$550k	\$600k - \$1.2mm
Market Risk	Base	\$90k - \$120k	\$120k - \$150k	\$150k - \$225k	\$225k - \$300k	\$250k - \$450k
	Total Comp	\$110k - \$140k	\$145k - \$200k	\$180k - \$300k	\$325k - \$550k	\$600k - \$1.5mm
Credit Risk	Base	\$90k - \$120k	\$120k - \$150k	\$150k - \$225k	\$225k - \$275k	\$250k - \$450k
	Total Comp	\$105k - \$150k	\$145k - \$200k	\$180k - \$300k	\$325k - \$500k	\$600k - \$1.2mm
Operational Risk	Base	\$85k - \$110k	\$110k - \$140k	\$150k - \$200k	\$225k - \$275k	\$250k - \$450k
	Total Comp	\$95k - \$130k	\$125k - \$165k	\$175k - \$250k	\$300k - \$450k	\$600k - \$1mm
Treasury / Liquidity Risk	Base	\$85k - \$110k	\$115k - \$145k	\$150k - \$220k	\$225k - \$275k	\$275k - \$450k
	Total Comp	\$100k - \$130k	\$135k - \$180k	\$180k - \$300k	\$325k - \$500k	\$600k - \$1mm
Technology Risk	Base	\$95k - \$115k	\$120k - \$150k	\$150k - \$240k	\$225k - \$275k	\$275k - \$500k
	Total Comp	\$110k - \$135k	\$140k - \$185k	\$190k - \$325k	\$350k - \$475k	\$650k - \$1.2mm



## Salary Guidance

◆ DALLAS

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$100k - \$120k	\$120k - \$150k	\$160k - \$200k	\$210k - \$270k	\$275k - \$400k
	Total Comp	\$115k - \$135k	\$140k - \$175k	\$190k - \$250k	\$300k - \$450k	\$450k - \$800k
Market Risk	Base	\$90k - \$100k	\$110k - \$140k	\$150k - \$200k	\$220k - \$275k	\$275k - \$400k
	Total Comp	\$100k - \$120k	\$125k - \$160k	\$180k - \$250k	\$300k - \$450k	\$500k - \$1mm
Credit Risk	Base	\$85k - \$110k	\$115k - \$130k	\$140k - \$190k	\$200k - \$275k	\$275k - \$400k
	Total Comp	\$100k - \$115k	\$130k - \$160k	\$160k - \$230k	\$300k - \$500k	\$450k - \$850k
Operational Risk	Base	\$85k - \$100k	\$110k - \$130k	\$140k - \$180k	\$200k - \$250k	\$250k - \$450k
	Total Comp	\$95k - \$110k	\$130k - \$150k	\$160k - \$220k	\$260k - \$400k	\$450k - \$850k
Treasury / Liquidity Risk	Base	\$90k - \$115k	\$120k - \$150k	\$150k - \$200k	\$215k - \$260k	\$275k - \$400k
	Total Comp	\$100k - \$130k	\$130k - \$175k	\$180k - \$275k	\$300k - \$450k	\$500k - \$900k
Technology Risk	Base	\$95k - \$115k	\$120k - \$150k	\$150k - \$225k	\$225k - \$250k	\$275k - \$400k
	Total Comp	\$110k - \$135k	\$140k - \$185k	\$190k - \$325k	\$350k - \$450k	\$450k - \$1.2mm



## Salary Guidance

◆ HOUSTON

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$100k - \$120k	\$120k - \$150k	\$160k - \$200k	\$210k - \$270k	\$275k - \$400k
	Total Comp	\$115k - \$130k	\$140k - \$160k	\$190k - \$240k	\$300k - \$450k	\$450k - \$800k
Market Risk	Base	\$90k - \$110k	\$110k - \$140k	\$150k - \$200k	\$210k - \$275k	\$300k - \$450k
	Total Comp	\$100k - \$120k	\$125k - \$170k	\$175k - \$250k	\$300k - \$450k	\$500k - \$1mm
Credit Risk	Base	\$85k - \$105k	\$110k - \$130k	\$140k - \$190k	\$200k - \$275k	\$275k - \$400k
	Total Comp	\$100k - \$115k	\$130k - \$160k	\$170k - \$240k	\$300k - \$500k	\$450k - \$850k
Operational Risk	Base	\$85k - \$100k	\$100k - \$120k	\$130k - \$190k	\$200k - \$260k	\$250k - \$400k
	Total Comp	\$95k - \$110k	\$125k - \$140k	\$160k - \$220k	\$275k - \$450k	\$450k - \$850k
Commodities Risk	Base	\$80k - \$100k	\$110k - \$140k	\$140k - \$190k	\$200k - \$300k	\$300k - \$450k
	Total Comp	\$95k - \$115k	\$130k - \$170k	\$170k - \$220k	\$250k - \$400k	\$400k - \$700k



## Salary Guidance

◆ CHICAGO

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$110k - \$130k	\$130k - \$160k	\$160k - \$210k	\$220k - \$280k	\$280k - \$400k
	Total Comp	\$120k - \$140k	\$140k - \$160k	\$190k - \$240k	\$300k - \$500k	\$500k - \$800k
Market Risk	Base	\$100k - \$115k	\$120k - \$145k	\$150k - \$200k	\$210k - \$290k	\$300k - \$400k
	Total Comp	\$110k - \$130k	\$135k - \$165k	\$175k - \$225k	\$300k - \$475k	\$500k - \$1mm
Credit Risk	Base	\$90k - \$110k	\$115k - \$140k	\$140k - \$200k	\$225k - \$300k	\$300k - \$400k
	Total Comp	\$100k - \$120k	\$130k - \$170k	\$170k - \$300k	\$325k - \$500k	\$500k - \$850k
Operational Risk	Base	\$95k - \$115k	\$120k - \$140k	\$140k - \$200k	\$220k - \$260k	\$300k - \$425k
	Total Comp	\$110k - \$130k	\$135k - \$160k	\$165k - \$240k	\$280k - \$450k	\$450k - \$850k
Treasury Risk	Base	\$100k - \$120k	\$120k - \$140k	\$145k - \$190k	\$200k - \$285k	\$300k - \$400k
	Total Comp	\$155k - \$125k	\$130k - \$160k	\$175k - \$265k	\$300k - \$450k	\$450k - \$800k
Technology Risk	Base	\$90k - \$110k	\$125k - \$140k	\$150k - \$200k	\$225k - \$260k	\$300k - \$475k
	Total Comp	\$110k - \$140k	\$140k - \$170k	\$175k - \$300k	\$315k - \$450k	\$600k - \$1.2mm



## Salary Guidance

◆ CHARLOTTE

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$115k - \$125k	\$135k - \$155k	\$155k - \$210k	\$210k - \$270k	\$250k - \$400k
	Total Comp	\$130k - \$150k	\$155k - \$180k	\$180k - \$280k	\$270k - \$450k	\$500k - \$900k
Market Risk	Base	\$80k - \$100k	\$100k - \$130k	\$140k - \$200k	\$200k - \$275k	\$250k - \$400k
	Total Comp	\$100k - \$125k	\$115k - \$150k	\$160k - \$250k	\$275k - \$400k	\$400k - \$900k
Credit Risk	Base	\$80k - \$100k	\$100k - \$130k	\$140k - \$195k	\$200k - \$275k	\$250k - \$400k
	Total Comp	\$100k - \$115k	\$115k - \$150k	\$160k - \$250k	\$275k - \$400k	\$400k - \$900k
Operational Risk	Base	\$75k - \$95k	\$95k - \$120k	\$140k - \$195k	\$200k - \$250k	\$250k - \$400k
	Total Comp	\$90k - \$110k	\$115k - \$145k	\$160k - \$235k	\$275k - \$400k	\$400k - \$900k
Treasury / Liquidity Risk	Base	\$85k - \$110k	\$115k - \$140k	\$145k - \$210k	\$215k - \$260k	\$275k - \$400k
	Total Comp	\$100k - \$130k	\$130k - \$175k	\$180k - \$300k	\$325k - \$450k	\$500k - \$900k
Technology Risk	Base	\$90k - \$110k	\$125k - \$140k	\$150k - \$180k	\$225k - \$260k	\$300k - \$450k
	Total Comp	\$110k - \$140k	\$140k - \$170k	\$180k - \$275k	\$315k - \$425k	\$600k - \$1mm



## Salary Guidance

◆ SAN FRANCISCO

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$125k - \$135k	\$140k - \$165k	\$170k - \$250k	\$225k - \$300k	\$250k - \$400k
	Total Comp	\$140k - \$155k	\$165k - \$200k	\$225k - \$350k	\$285k - \$450k	\$450k - \$900k
Credit Risk	Base	\$100k - \$115k	\$120k - \$150k	\$150k - \$220k	\$225k - \$275k	\$250k - \$400k
	Total Comp	\$110k - \$130k	\$130k - \$160k	\$175k - \$275k	\$285k - \$450k	\$450k - \$900k
Operational Risk	Base	\$90k - \$110k	\$115k - \$140k	\$145k - \$185k	\$200k - \$270k	\$250k - \$400k
	Total Comp	\$100k - \$120k	\$125k - \$160k	\$160k - \$235k	\$275k - \$400k	\$450k - \$850k
Data Science	Base	\$115k - \$130k	\$130k - \$170k	\$175k - \$240k	\$250k - \$325k	\$350k - \$550k
	Total Comp	\$150k - \$180k	\$180k - \$200k	\$225k - \$350k	\$400k - \$500k	\$650k - \$1.2mm
Technology Risk	Base	\$95k - \$115k	\$120k - \$150k	\$175k - \$225k	\$225k - \$275k	\$275k - \$500k
	Total Comp	\$110k - \$135k	\$140k - \$185k	\$200k - \$325k	\$350k - \$475k	\$650k - \$1.2mm



## Salary Guidance

### ◆ WILMINGTON

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
<b>Model Risk / Analytics</b>	Base	\$110k - \$120k	\$130k - \$155k	\$160k - \$200k	\$250k - \$300k	\$350k - \$500k
	Total Comp	\$125k - \$150k	\$150k - \$180k	\$200k - \$270k	\$350k - \$500k	\$600k - \$900k
<b>Credit Risk</b>	Base	\$90k - \$110k	\$130k - \$155k	\$160k - \$200k	\$250k - \$300k	\$350k - \$450k
	Total Comp	\$110k - \$140k	\$150k - \$180k	\$200k - \$270k	\$350k - \$500k	\$600k - \$900k
<b>Operational Risk</b>	Base	\$90k - \$110k	\$125k - \$140k	\$150k - \$180k	\$225k - \$260k	\$300k - \$450k
	Total Comp	\$110k - \$140k	\$140k - \$170k	\$180k - \$250k	\$315k - \$420k	\$600k - \$800k
<b>Data Science</b>	Base	\$115k - \$130k	\$130k - \$170k	\$175k - \$240k	\$250k - \$325k	\$350k - \$550k
	Total Comp	\$150k - \$180k	\$180k - \$200k	\$225k - \$350k	\$400k - \$500k	\$650k - \$1.2mm



## Salary Guidance

◆ TAMPA

USD

Sector	Compensation Type	Analyst	Associate / AVP	Vice President	ED / Director	Managing Director
Model Risk / Analytics	Base	\$110k - \$120k	\$130k - \$150k	\$170k - \$200k	\$250k - \$300k	\$350k - \$500k
	Total Comp	\$125k - \$150k	\$150k - \$180k	\$200k - \$270k	\$350k - \$500k	\$600k - \$900k
Credit Risk	Base	\$90k - \$110k	\$130k - \$150k	\$170k - \$200k	\$250k - \$300k	\$350k - \$450k
	Total Comp	\$110k - \$140k	\$150k - \$180k	\$200k - \$270k	\$350k - \$500k	\$600k - \$800k
Operational Risk	Base	\$75k - \$110k	\$110k - \$140k	\$150k - \$180k	\$225k - \$250k	\$300k - \$450k
	Total Comp	\$90k - \$125k	\$140k - \$170k	\$180k - \$220k	\$315k - \$420k	\$550k - \$750k
Technology Risk	Base	\$75k - \$110k	\$110k - \$150k	\$150k - \$200k	\$225k - \$250k	\$300k - \$450k
	Total Comp	\$90k - \$125k	\$140k - \$175k	\$180k - \$250k	\$315k - \$425k	\$550k - \$850k



## Salary Guidance

### ◆ BUY SIDE RISK

USD

Sector	Compensation Type	0-3 years	4-7 years	7-10 years	10-15 years / Head	15+ year / CRO
Asset Management	Base	\$90k - \$120k	\$120k - \$150k	\$150k - \$225k	\$200k - \$250k	\$250k - \$350k
	Total Comp	\$110k - \$150k	\$150k - \$200k	\$200k - \$350k	\$250k - \$500k	\$500k - \$1mm+
Prop Trading Firms	Base	\$90k - \$130k	\$120k - \$150k	\$150k - \$200k	\$200k - \$250k	\$250k - \$350k
	Total Comp	\$110k - \$150k	\$150k - \$225k	\$225 - \$350k	\$350k - \$600k	\$600k - \$1.5mm+
Hedge Funds	Base	\$100k - \$140k	\$140k - \$200k	\$160k - \$250k	\$250k - \$350k	\$300k - \$500k
	Total Comp	\$130k - \$180k	\$180k - \$400k	\$250k - \$600k	\$500k - \$1mm	\$900k - \$2.5mm+



# Redefining Risk Management

Discover deeper insights into the USA's risk management talent landscape with Selby Jennings' latest specialist report, 'Redefining Risk Management', so you can stay ahead of the curve.

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

- ◆ Market Risk
- ◆ Treasury & Liquidity Risk
- ◆ Credit Risk
- ◆ Operational & Enterprise Risk
- ◆ Commodities
- ◆ Buy Side Risk
- ◆ Model Risk
- ◆ Prime Brokerage
- ◆ Audit
- ◆ Technology Risk

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Market Risk	Total Comp	Base
Market Risk	\$100,000	\$75,000
Credit Risk	\$100,000	\$75,000
Operational Risk	\$100,000	\$75,000
Treasury / Liquidity Risk	\$100,000	\$75,000
Technology Risk	\$100,000	\$75,000





## Selby Jennings' Risk Management Expertise

Protecting your organization 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 specializing 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 Modeling

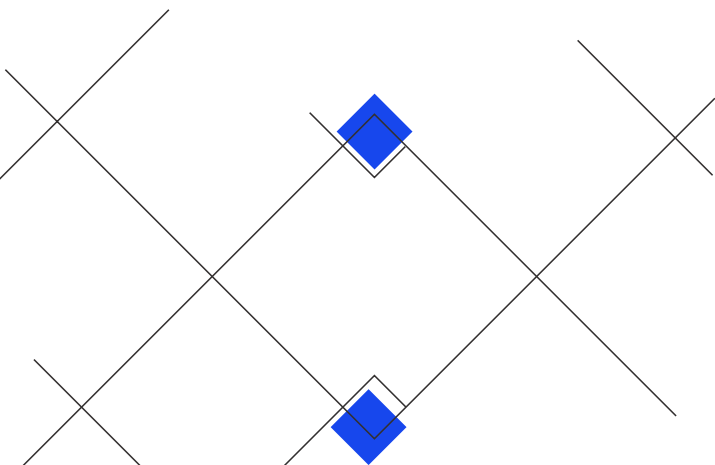
Tier 1 Investment Bank

### 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 Modeling (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





## Contact Selby Jennings

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## 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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### Ben Hodzic

Managing Director  
New York, NY

[Contact Ben](#)

### Anthony McCann

Executive Director  
New York, NY

[Contact Anthony](#)

### Sasha Stratton

Associate Vice President  
Dallas, TX

[Contact Sasha](#)