

Europe

COMPENSATION GUIDE

Audit

Detailed salary guidance for internal audit, business continuity management, and operational risk roles across key European hubs.



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Applying These Insights

The following guidance has been collated by our audit talent specialists, and is based on real placement data.

However, it should be used as a reference point only, as compensation will vary 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.



Introduction

Audit functions in Europe are changing, and businesses are feeling the pressure. The introduction of the Digital Operational Resilience Act (DORA) has intensified the focus on IT risk, heightening demand for specialists in operational risk, business continuity management (BCM), and outsourcing roles in particular. In Germany, BaFin's increasingly strict reporting requirements have added further strain, prompting companies to bolster their audit functions to meet heightened scrutiny.

Banks are also facing challenges in executing digitalisation initiatives, which has fuelled demand for IT auditors who can oversee risk and compliance in evolving tech infrastructures. In response to rising costs, some firms are shifting hiring efforts to lower-cost centres such as Eastern Europe and South Asia, replacing auditors previously based in the UK and other high-cost regions.

Meanwhile, the urgency around environmental, social, and governance (ESG) topics has softened due to shifting political priorities in the USA, bringing about a trend towards integrating environmental and sustainability risks into broader risk frameworks rather than maintaining dedicated ESG audit roles.

Understanding how market developments like these impact hiring and compensation is critical for employers and professionals alike, which is why our latest guide provides a comprehensive overview of salaries for key internal audit, operational risk, and BCM roles across Europe. In addition to the base salary benchmarks provided throughout this guide, it is worth noting that bonuses typically fall in the range of **10-15%**, rising to **20-25%** in France.

Whether you are an employer looking to ensure your offers are competitive, or a professional considering a career transition, this guide provides you with up-to-date salary data to support informed decision-making.





Compensation Guidance - Frankfurt

Internal Audit

Role	Years of Experience	Base Salary (€)
Internal Auditor	0 - 2	50k - 70k
Senior Internal Auditor	2 - 4	70k - 85k
Internal Audit Manager	4 - 8	85k - 100k
Senior Internal Audit Manager	8 - 12	100k - 120k
Head of Internal Audit	12+	120k+

Business Continuity Management

Role	Years of Experience	Base Salary (€)
Business Continuity Manager	0 - 10	50k - 120k
Head of Business Continuity Management	10+	120k+

Operational Risk

Role	Years of Experience	Base Salary (€)
Operational Risk Manager	0 - 6	50k - 90k
Senior Operational Risk Manager	6 - 10	90k - 120k
Head of Operational Risk	10+	120k+



Compensation Guidance - Zurich

Internal Audit

Role	Years of Experience	Base Salary (CHF)
Internal Auditor	0 - 2	80k - 110k
Senior Internal Auditor	2 - 4	110k - 130k
Internal Audit Manager	4 - 8	130k - 160k
Senior Internal Audit Manager	8 - 12	160k - 180k
Head of Internal Audit	12+	180k+

Business Continuity Management

Role	Years of Experience	Base Salary (CHF)
Business Continuity Manager	0 - 10	80k - 160k
Head of Business Continuity Management	10+	160k+

Operational Risk

Role	Years of Experience	Base Salary (CHF)
Operational Risk Manager	0 - 6	80k - 130k
Senior Operational Risk Manager	6 - 10	130k - 160k
Head of Operational Risk	10+	160k+



Compensation Guidance - Paris

Internal Audit

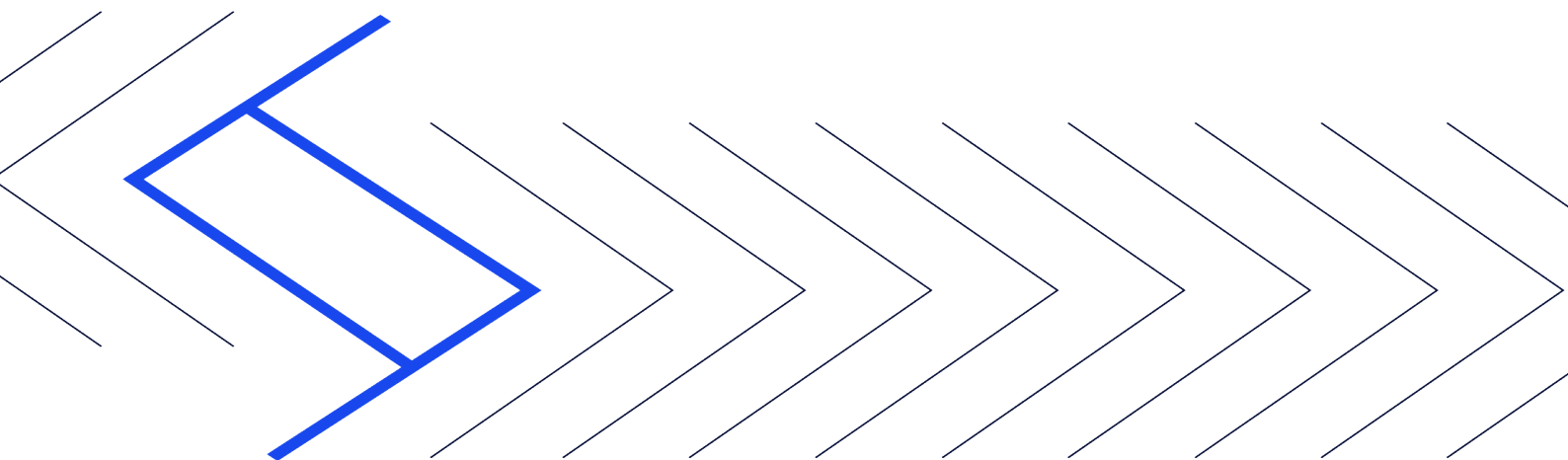
Role	Years of Experience	Base Salary (€)
Internal Auditor	0 - 2	40k - 60k
Senior Internal Auditor	2 - 4	60k - 80k
Internal Audit Manager	4 - 8	80k - 100k
Senior Internal Audit Manager	8 - 12	100k - 125k
Head of Internal Audit	12+	125k+

Business Continuity Management

Role	Years of Experience	Base Salary (€)
Business Continuity Manager	0 - 10	40k - 100k
Head of Business Continuity Management	10+	100k+

Operational Risk

Role	Years of Experience	Base Salary (€)
Operational Risk Manager	0 - 6	40k - 80k
Senior Operational Risk Manager	6 - 10	80k - 120k
Head of Operational Risk	10+	120k+



Summary

With tightening regulations, digitalisation efforts, and ever-evolving risks, the demand for skilled audit professionals has never been greater. Firms that don't offer competitive compensation packages risk losing top talent to those that do, making it more critical than ever to stay informed on salary benchmarks and hiring trends. We hope this guide has equipped you with the knowledge to make data-backed decisions in today's complex hiring market.

Whether you're a hiring manager searching for top audit talent or a professional looking for exclusive opportunities in leading firms, Selby Jennings is here to support you. Beyond salary insights, we provide market intelligence, hiring strategies, and career advisory services to help you achieve your long-term goals.

If you would like tailored salary benchmarks or expert guidance on optimising your talent strategy, or if you're ready to explore your next career move, please do not hesitate to contact us.



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

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- ◆ Risk Management
- ◆ Audit
- ◆ Compliance
- ◆ Finance & Accounting

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1,500,000+

candidates in our talent pool

3 years

average tenure of candidates in role

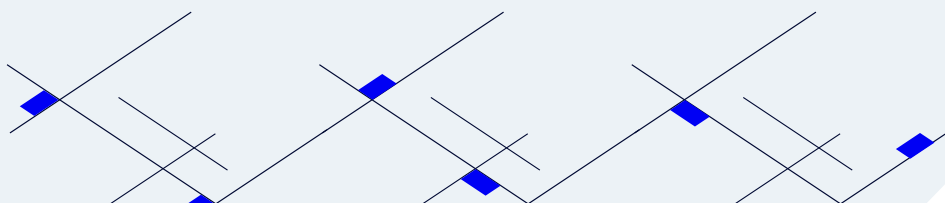
4,000+

satisfied businesses we've hired for

6-8

weeks average vacancy fill time

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Contact Selby Jennings

For further information, tailored salary guidance, or to discuss how we can support your hiring or career goals, please contact:

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