

BROADGATE

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Salary & Rate Guide 2023 EU/UK

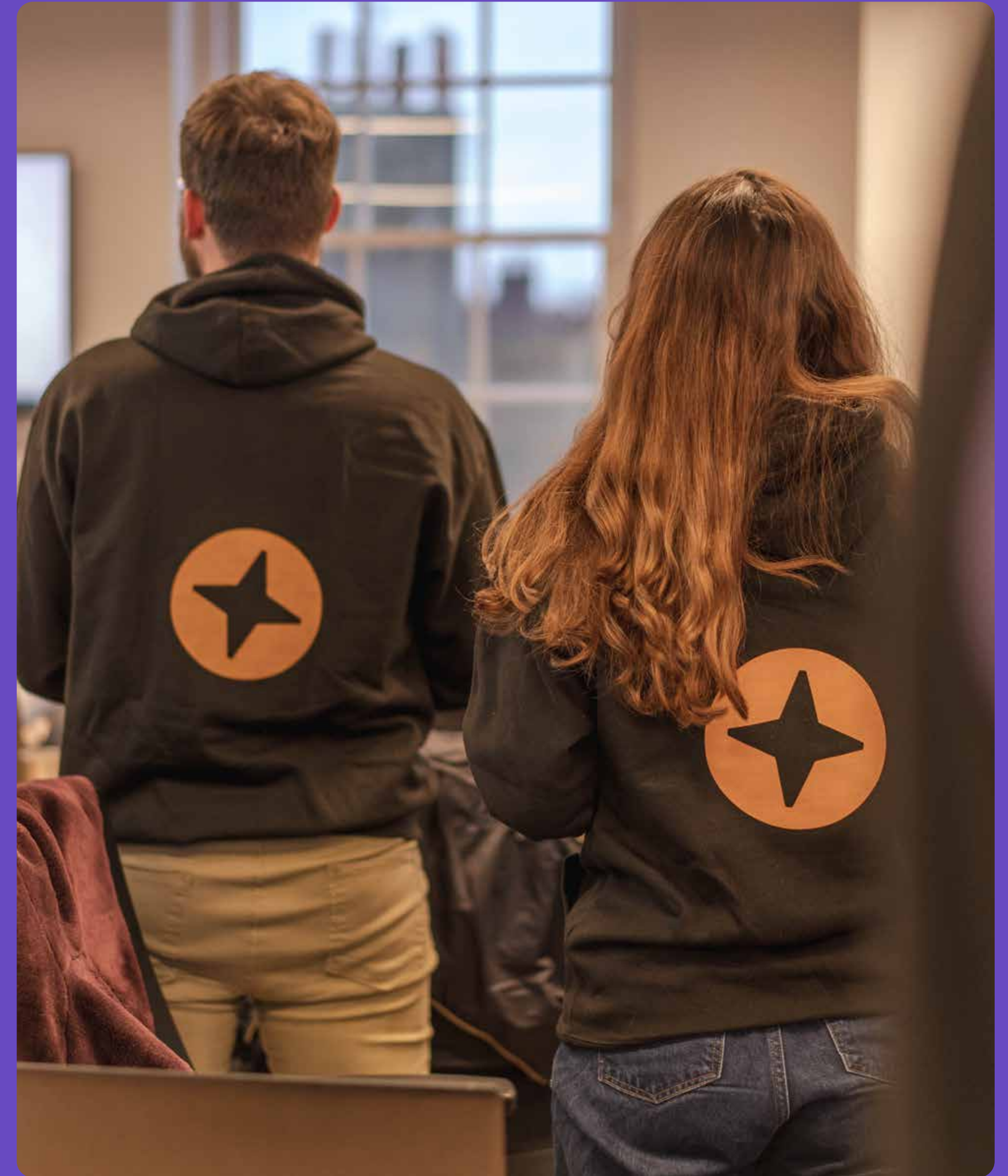
***We know that diverse talent leads to *dynamic* results
Believe in our people, *believe* in Broadgate.***



Who we are

We are Broadgate, the business protection and enablement staffing specialists on a mission to build diversity, create inclusion, and encourage workplace innovation.

Our diversity-focused, community-led hiring solutions enable us to put the most important part of recruitment first every time: The people. By underpinning our every process with a diversity, equity, inclusion and belonging approach to life, we are able to reshape what recruitment can be.



Our Global Reach★

From our five offices, our recruitment solutions protect and empower evolving, tech-enabled businesses as they grow and scale.



WE ARE A TECH-ENABLED & COMMUNITY-LED RECRUITER

We established four unique community groups to grant our clients access to extraordinary talent from underrepresented backgrounds, and provide people with a safe space to affect change, and access a wider range of career opportunities.

Our Community groups support the following four pillars:

Gender, Ethnicity, Veterans & LGBTQIA+.



**WOMEN
IN DEVOPS**

**RACE
NSTEM**



**PRIDE IN
TECH**

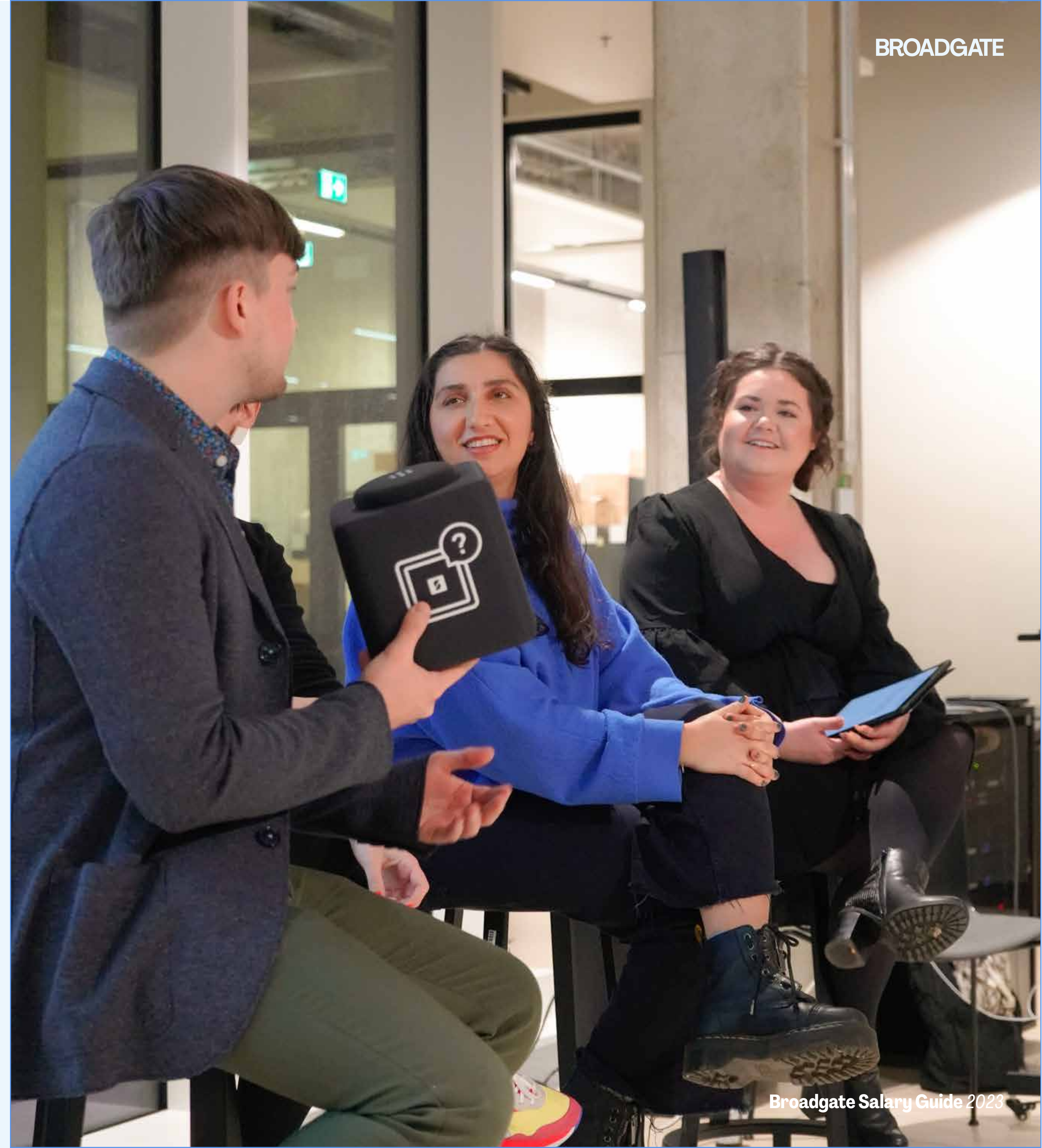
Benchmarking Considerations

When benchmarking salaries, it is important to note that keeping to the current market rate can prove challenging when hiring new talent. Candidates will be far less likely to leave their current roles without receiving an uplift in salary – few people in the market are underpaid, making it difficult to adhere to bandings in areas that are experiencing high demand.

Some key considerations for when benchmarking your teams against the wider market include:

- ✦ Job Titles
- ✦ Years of Experience
- ✦ Attracting Talent
- ✦ Branch or Headquarters
- ✦ PRISM Rating (Ireland Specific)
- ✦ Cost of Living
- ✦ Supply and Demand

More often than not, if you're coming from a high-risk organisation and have broader experience, you'll be on a premium salary. To attract those candidates, businesses typically need to offer a wage that's higher than the market average and dependent on experience.





***Compliance &
Financial Crime***



Hiring Trends

It's becoming clear that the recession will be shorter-lived than initially predicted, and as investor confidence in the UK financial market remains correspondingly high, we predict that it will stay that way in the coming quarters.

From a hiring point of view, with current vacancy levels as high as ever, we expect firms to remain bullish across all of our verticals, whether that's Compliance, Governance, or other regulation-related areas – the Financial Conduct Authority are consistently bringing in new measures, and it ultimately leads to a greater desire for talent.

The introduction of the Consumer Duty Act is a prime example, as it's left firms of all shapes and sizes pondering over the best approach to make changes accordingly. We've seen some businesses getting support in from the big four, Deloitte, Ernst & Young, KPMG, and PwC, whereas others have resorted to hiring contractors both inside and outside of IR35.

We have also noticed an uptake in secondment recently, as organisations consider the question of whether or not to take on a permanent hire for a Consumer Duty position that might not be relevant forever.

Consolidation is still rife in certain markets like the insurance sector, with big companies buying up smaller ones and moving their talent around inside the organisation, so we're not seeing waves of redundancies following acquisitions like we used to.

Large-scale restructures are not as common as they were a few years ago, which we can partly attribute to the lack of high-profile fines being handed out. Restructures of this sort tend to lead to redundancies, which we now only seldom see, and it's usually when the business has failed to get off the ground.

The fallout from the government's mini-budget announcement has made the future a little less secure for the mortgage market, as sky-high rates are yet to even out. Elsewhere, we can see the price of energy coming back down as the tensions from last Autumn begin to disperse.





Regulation Changes:

Frequent regulation changes represent some big opportunities in the world of compliance recruitment, the introduction of the Consumer Duty Act being a prime example.

The new act has left firms of all shapes and sizes pondering over the best approach to make changes. We've seen some businesses vying for support from the big four, Deloitte, Ernst & Young, KPMG, and PwC, whereas others have resorted to hiring contractors both inside and outside of IR35.

In Europe, the EBA published a new set of retail risk indicators to better identify potential threats to the consumer from financial institutions. The inaugural publication seeks to improve the consumer experience when interacting with financial products and services, laying out the groundwork for a stronger regulatory/supervisory system. The EBA also extended their AML/CFT guidelines to encompass crypto-asset service providers.

This move could result in greater crypto adoption by businesses operating in EU markets, enhanced security, and more opportunity for career growth in the compliance and Fincrime space. It could also mark the start of a more costly era in compliance, so companies will need to be ready with the right talent.

The implementation of the DORA (Digital Operational Resilience Act) seeks to ensure financial systems within EU member states can withstand IT-related disruption and protect against cyber-attacks, resulting in a drive for transformation & change talent.

The Irish market saw the introduction of the SEAR (Senior Executive Accountability Regime) and Fitness & Probity frameworks, significantly increasing the level of responsibility Control Function holders carry in a higher-risk business.

Candidate Trends

There has been a prominent shift in what candidates are prioritising when it comes to their prospective compliance roles, and it's often seen in the form of appropriately compensated remote working.

Perhaps the biggest change we've seen from this time last year, however, is the remote working conversation coming full circle – many firms now have the data to suggest that, culturally, they're suffering from not having people return to in-person working.

We have seen the number of remote working days being offered to candidates turn into a key parameter for prospective talent, often outweighing the salary conversation by a significant margin (even in the middle of a cost-of-living crisis).

Remote working as a laser-focussed point of contention is something we're seeing across many of our specialisms, although there is another side to the story – many people have spent so long out of the office, that they're desperate to get back to working in person.

This is ultimately dependent on the nature of the candidate, and in turn, what kind of bare minimum an employer can offer them if they need them to return to the office. We have noticed that companies willing to get creative with their hybrid working requirements are the ones with the sharpest competitive edge.

Widening the talent pool may depend on this creativity too – candidates need to feel as though they are present enough to get their stakeholder engagement across the course of the average week. In some instances, we've seen clients offering a three-day stretch in a fortnight, requiring their candidates from further afield to spend two nights away from home to get the rest of the team together.



Candidate Trends

It's not just the commute to consider anymore, it's the entire work experience that changes the dynamic of the vacancy we're hiring for, be it the employer's ability to cover the cost of a hotel or offer fuel subsidies.

Why Compliance & Financial Crime Candidates Move:



Greater work/life balance and flexibility



A salary increase of around 10%



Creative hybrid working solutions



Better representation at the board level



12-Month Change in Compliance & Financial Crime

Data from LinkedIn Talent Insights



Talent Pool Growth:

1%

Professionals Moved Jobs:

20%

Hiring Demand:

Very High

Gender Split:

48% Male / 52% Female



Top Locations:

- London Area, UK**
- The Randstad, Netherlands**
- Ireland**
- Luxembourg**
- Manchester Area, UK**



| | Contract Day Rates | | Permanent Salaries | | |
|---|--------------------|--------------|--------------------|-------------------|-------------------|
| | UK - £ | UK - £ | UK - £ | Ireland - € | EU - € |
| | Inside IR35 | Outside IR35 | | | |
| Compliance & Financial Crime | | | | | |
| Chief Compliance Officer | 1200 - 1500 | 1000 - 1200 | 150,000 - 300,000 | 150,000 - 220,000 | 120,000 - 180,000 |
| Head of Compliance | 800 - 950 | 900 - 1000 | 120,000 - 150,000 | 125,000 - 175,000 | 110,000 - 150,000 |
| Deputy Chief Compliance Officer | 800 - 900 | 900 - 1000 | 90,000 - 160,000 | 100,000 - 150,000 | 120,000 - 150,000 |
| Senior Compliance Manager | 700 - 750 | 700 - 750 | 80,000 - 130,000 | 80,000 - 130,000 | 70,000 - 120,000 |
| Compliance Manager | 600 - 700 | 600 - 700 | 80,000 - 90,000 | 70,000 - 110,000 | 50,000 - 100,000 |
| Compliance Specialist | 180 - 250 | 500 - 600 | 60,000 - 80,000 | 48,000 - 70,000 | 50,000 - 80,000 |
| Compliance Analyst | 200 - 350 | 300 - 400 | 40,000 - 45,000 | 38,000 - 45,000 | 45,000 - 60,000 |
| Financial Crime | | | | | |
| MLRO / Head of Financial Crime | 1000 -1250 | 900 -1000 | 130,000 - 180,000 | 100,000 - 160,000 | 220,000 - 280,000 |
| Senior Financial Crime Manager | 700 - 800 | 800 - 900 | 70,000 - 90,000 | 85,000 - 120,000 | 70,000 - 130,000 |
| Financial Crime Manager | 400 - 600 | 600 - 750 | 75,000 - 80,000 | 70,000 - 110,000 | 70,000 - 95,000 |
| Financial Crime Compliance Officer | 300 - 450 | 500 - 600 | 70,000 - 90,000 | 42,000 - 65,000 | 70,000 - 95,000 |
| AML/Financial Crime Analyst | 200 - 350 | 300 - 400 | 65,000 - 80,000 | 35,000 - 55,000 | 40,000 - 50,000 |



Meet our Compliance & Financial Crime Experts



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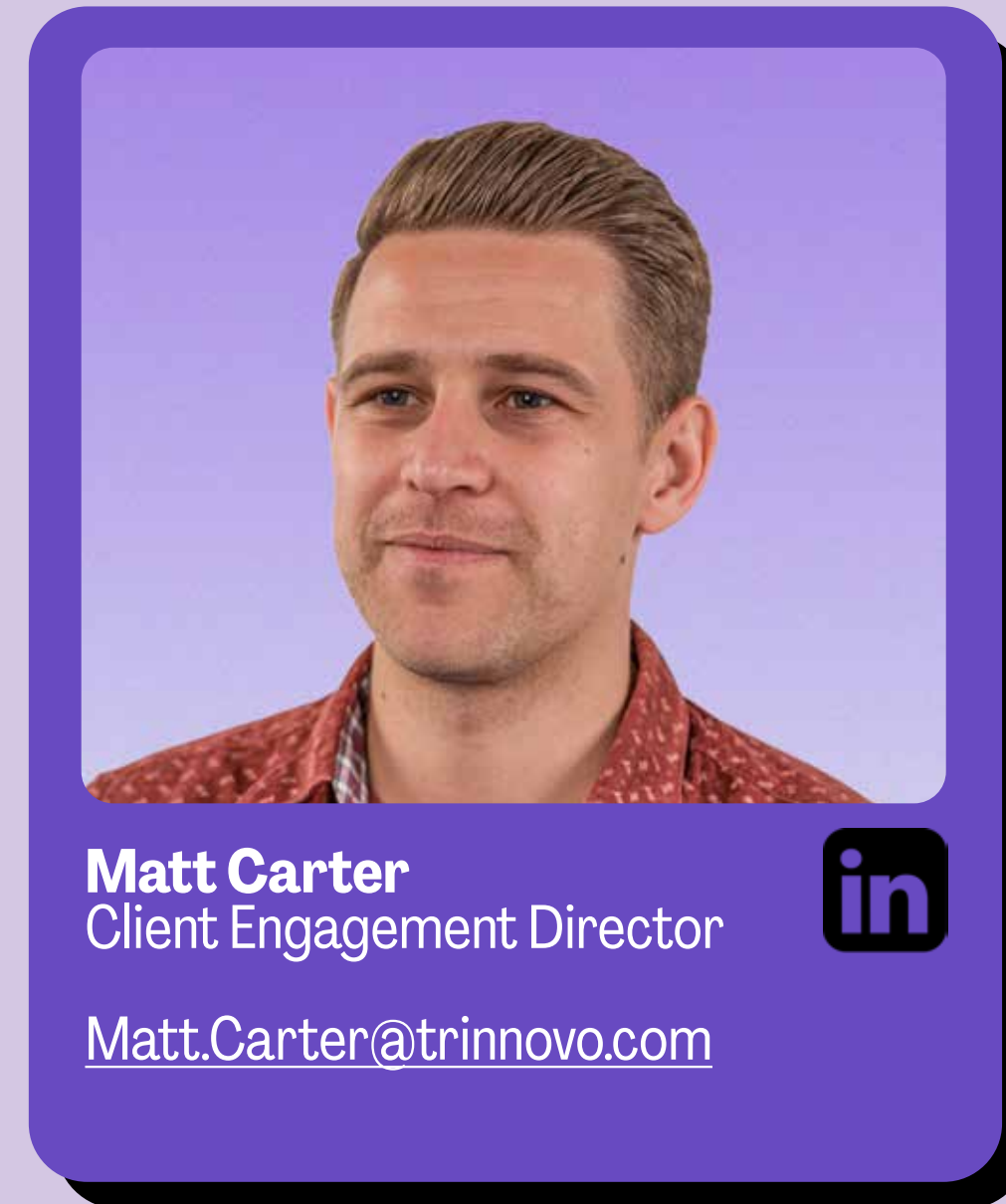




Ben Adams - Founder

“Broadgate is in the business of building brighter futures for high-growth companies, and that means delivering our clients the talent they need to thrive as they grow and scale. From finance teams to compliance and legal experts, we can help you establish the lines of defence that protect and enable every aspect of your organisation. Whether you’re hoping to assemble a team or start an exciting new career, our inclusive, diversity-led approach to recruitment is here to help.”





Matt Carter - *Client Engagement Director*

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“As the global client engagement director at Broadgate, I’m thrilled to work with a host of incredible organisations and individuals, and to be able to provide them with the support they need to thrive. My role allows me to offer insights into market trends, ensuring that our clients are well-equipped to navigate any recruitment challenges they may face. I’m always here to answer any questions they might have, and I take pride in making their experience with us as smooth as possible.”

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trinnovo group

Trinnovo Group is a tech-enabled, socially aware, staffing and advisory business focused on high-growth technology-led sectors. We deliver this via our DEIB consultancy (Equiris), three market leading specialist staffing businesses and our own social enterprise supporting veterans (Ex-military Careers) and our community groups, including Women in DevOps and Race in STEM.



SODA

BioTalent

EX-MILITARY
CAREERS.COM

equiris
consulting

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