

**BARCLAY
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2026 Barclay Simpson
Salary & Bonus Trends

Compliance

Overview

Compliance starting salaries remained largely flat last year, and in real terms saw a slight decline as sluggishness in the jobs market dampened upward pressure on pay. Many candidates also reported that bonuses were lower in 2025.

The plateau in salary growth for compliance jobs is largely a product of greater candidate availability in the market due to restructuring and redundancies, as well as reluctance among professionals to switch jobs during a period of uncertainty.

"Salaries haven't experienced a great deal of growth over the last 12 months, echoing a similarly muted year in 2024," says Nick Evans, Executive Consultant, Compliance, at Barclay Simpson.

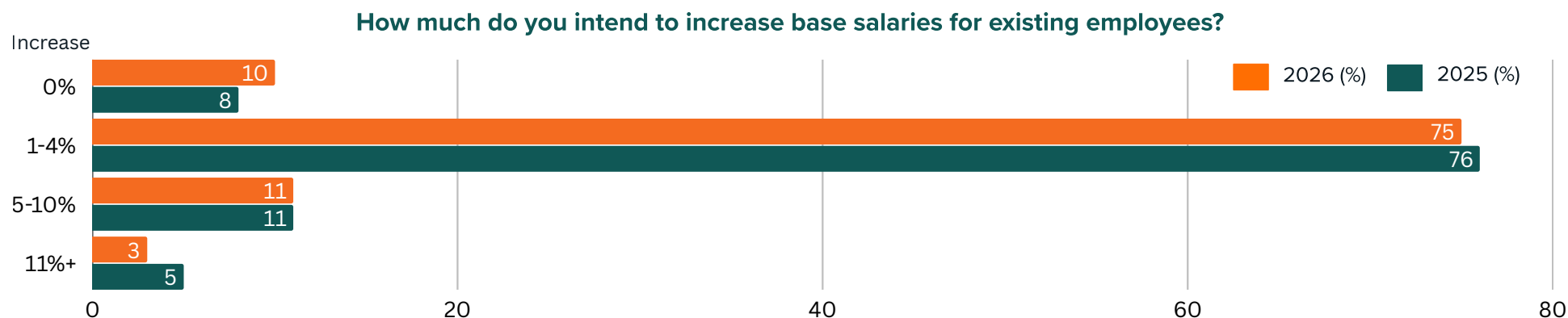
"Professionals already in stable roles are reluctant to move, wary of being the 'last one in, first one out' at another firm.

However, hiring managers still have a lot of options because there are so many strong candidates in the market."

Compliance professionals with the right skills and experience can nevertheless still achieve attractive salary uplifts in the current climate, with employers increasingly favouring those who have good business acumen in addition to key technical capabilities.

Looking ahead, base salaries for existing employees are likely to see only modest increases in 2026. According to our annual survey of employers within compliance and financial crime, 75% of organisations intend to raise salaries by an average of 1% to 4% over the next 12 months. This is broadly in line with last year.

A further 11% are aiming for 5-10% uplifts, while just 3% will offer 11%+. Bonuses are also expected to show little movement, with only 8% of employers anticipating higher payouts in 2026.



Career progression competing with pay

Each year, we ask professionals in compliance jobs to rank the reasons why they would look for a new role in order of importance. Most years, remuneration is the biggest motivator, and this proved to be the case again in our latest Candidate Survey—but the gap between pay and other priorities is closing.

In 2024, more than half (54%) of respondents chose remuneration as their top priority, yet this figure has dropped to roughly a third (34%). Meanwhile, the proportion of compliance professionals choosing career development as their primary goal has jumped from 15% to 28%.

This shift towards career development is perhaps unsurprising given how restrained the jobs market has been in recent years. For many candidates who have been in their current role for some time, the opportunity to move somewhere with clear long-term career prospects is becoming more attractive than marginal pay increases.

Similarly, we are seeing more professionals cite job security as their primary concern (10% versus 7% in last year's [Compliance Salary Survey](#)). This figure has steadily increased year on year from just 4% in 2022.

What is your main priority when considering a new role?

	2025	2024
Remuneration	34%	54%
Career development	28%	15%
Work-life balance	17%	16%
Job security	10%	7%
Remote working	9%	8%
Better benefits	1%	1%

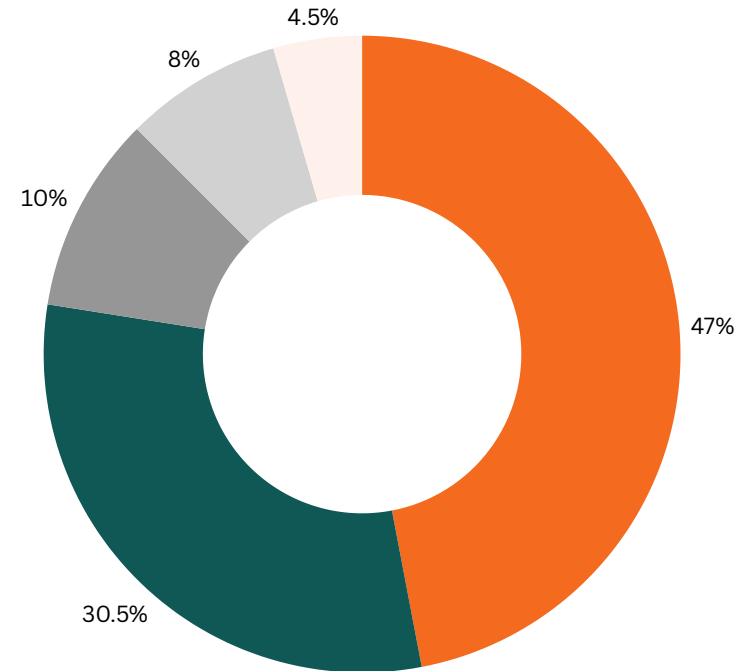
The figures for a healthy work-life balance (chosen by 17% of candidates) and remote working (9%) were largely unchanged from last year. Nonetheless, remote working remains important to compliance professionals, with 47% saying it is the job benefit they value the most, while 10% chose flexible working.

Some 63% of candidates also claimed they would consider changing jobs if they couldn't secure their preferred hybrid working set-up in their current role.

Unfortunately, greater flexibility is increasingly at odds with what the market is offering. Organisations continue to expect more time in the office from employees, with 26% now requiring either four or five days a week on-site — up from 16% in 2024 and just 8% in 2023.

Left unresolved, the widening disconnect between expectation and reality on hybrid working risks becoming a growing source of frustration for both employers and candidates as 2026 unfolds.

Which job benefits do compliance professionals value the most?



Benefit	% of Candidates
Remote working	47%
Annual bonus	30.5%
Flexible working	10%
Private healthcare	8%
Other	4.5%

Compliance Salaries

The following tables provide an overview of current salary benchmarks for key roles across compliance. Figures reflect average base salaries and day rates for professionals across the UK, as well as those working remotely

Corporate and Investment Banking Salaries

Area	London	South East	Regional
Compliance Assistant	£40k—£55k	£40k—£55k	£35k—£45k
Compliance AVP / Manager	£50k—£85k	£50k—£85k	£45k—£80k
Compliance VP / Senior Manager	£80k—£140k	£80k—£140k	£70k—£120k
Compliance Director	£160k—£190k	£150k—£180k	£130k—£160k
Compliance Executive Director	£160k—£220k	£160k—£220k	£160k—£220k
MD / Head of Compliance	£200k—£400k	£200k—£400k	£200k—£300k
Global Head of Compliance	£350k+	£250k+	£250k+

Retail Banking Salaries

Area	London	South East	Regional
Compliance Assistant	£40k—£55k	£40k—£55k	£30k—£50k
Compliance AVP / Manager	£50k—£80k	£50k—£80k	£40k—£60k
Compliance VP / Senior Manager	£80k—£140k	£80k—£140k	£60k—£95k
Compliance Director	£90k—£180k	£90k—£180k	£85k—£140k
Head of Compliance	£150k—£250k	£150k—£250k	£140k—£200k
Global Head of Compliance	£200k—£350k	£200k+	£200k+

Private Banking Salaries

Area	London	South East	Regional
Compliance Assistant	£45k—£55k	£40k—£55k	£35k—£45k
Compliance AVP / Manager	£60k—£80k	£55k—£75k	£50k—£70k
Compliance VP / Senior Manager	£80k—£110k	£80k—£110k	£80k—£100k
Compliance Director	£120k—£180k	£120k—£160k	£100k—£150k
Head of Compliance	£150k—£250k	£140k—£250k	£120k—£200k
Global Head of Compliance	£250k—£500k	£200k+	£150k+

Asset and Wealth Management Salaries

Area	London	South East	Regional
Compliance Assistant	£45k—£55k	£40k—£55k	£35k—£45k
Compliance AVP / Manager	£60k—£80k	£55k—£75k	£50k—£70k
Compliance VP / Senior Manager	£80k—£110k	£80k—£110k	£80k—£100k
Compliance Director	£120k—£180k	£120k—£160k	£100k—£150k
Head of Compliance	£150k—£250k	£140k—£250k	£120k—£200k
Global Head of Compliance	£200k+	£200k+	£150k+

Hedge Funds and Private Equity Salaries

Area	London
Compliance Assistant	£50k—£70k
Compliance AVP / Manager	£60k—£100k
Compliance VP / Senior Manager	£100k—£130k
Compliance Director	£140k—£180k
Head of Compliance	£150k—£300k
Global Head of Compliance	£300k+

Fintech/Payments Salaries

Area	London	South East	Regional
Compliance Assistant	£35k—£55k	£40k—£55k	£30k—£50k
Compliance AVP / Manager	£50k—£80k	£50k—£80k	£40k—£60k
Compliance VP / Senior Manager	£80k—£140k	£80k—£140k	£60k—£95k
Compliance Director	£90k—£180k	£90k—£180k	£95k—£140k
Head of Compliance	£120k—£250k	£120k—£250k	£100k—£200k

Brokerage Salaries

Area	London	South East	Regional
Compliance Assistant	£40k—£55k	£40k—£55k	£30k—£50k
Compliance AVP / Manager	£50k—£80k	£50k—£80k	£40k—£60k
Compliance VP / Senior Manager	£80k—£140k	£80k—£140k	£60k—£95k
Compliance Director	£90k—£180k	£90k—£180k	£95k—£140k
Head of Department	£180k—£250k	£150k—£250k	£140k—£200k
Global Head of Compliance	£160k—£350k	£160k—£350k	£160k—£350k

Insurance Salaries

Area	London	South East	Regional
Compliance Assistant	£35k—£50k	£35k—£50k	£25k—£35k
Compliance AVP / Manager	£40k—£65k	£40k—£65k	£30k—£70k
Compliance VP / Senior Manager	£60k—£80	£60k—£80	£40k—£80k
Compliance Director	£80k—£120k	£80k—£120k	£70k—£120k
Head of Compliance	£100k—£200k	£100k—£200k	£100k—£200k
Global Head of Compliance	£200k—£400k	£180k+	£180k+

Public Practice Salaries (Big 4)

Area	London	South East	Regional
Compliance Associate	£30k—£40k	£30k—£50k	£20k—£40k
Compliance Assistant Manager	£45k—£60k	£45k—£60k	£45k—£60k
Compliance Manager	£60k—£80k	£60k—£80k	£55k—£75k
Compliance Senior Manager	£80k—£120k	£80k—£120k	£75k—£100k
Compliance Director	£100k—£200k	£100k—£180k	£90k—£140k
Partner	£200k+	£200k+	£150k+

Temporary / Interim Rates (Per Day)

Area	London	South East	Regional
Compliance Assistant	£250—£400	£250—£350	£200—£350
Compliance AVP / Manager	£350—£550	£250—£500	£200—£450
Compliance VP / Senior Manager	£450—£650	£400—£600	£400—£550
Compliance Director / Project Consultant	£600—£1,000	£550—£850	£450—£750
Head of Compliance / Project Lead	£1,000—£1,400	£850—£1,000	£550—£850
Global Head of Compliance / Global Project Lead	£1,200—£2,800	£750—£1,300	£650—£1,200



Attract and retain the compliance professionals you need with Barclay Simpson

Barclay Simpson has specialised in recruiting compliance professionals since 2002. Our compliance practice has deep experience recruiting across regulatory compliance, advisory, assurance, regulatory affairs, policy and change.

When building a team to support you and negate any potential challenges posed by changing regulatory pressures, engaging a specialist recruiter will save time and money. We can help you create a talent attraction strategy with competitive salary offerings or help you find a role that aligns with your skills and long-term career goals. As a compliance professional, we can also support you from interview through to onboarding in your new role.

Looking for your next move? Explore our latest compliance jobs. And if you're hiring, learn more about our compliance recruitment services. Contact our experts today.

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