

**BARCLAY
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2026 Barclay Simpson
Salary & Bonus Trends

Financial Crime

Overview

Financial crime starting salaries showed relatively little movement over the past year, and declined slightly when accounting for inflation, as a quieter jobs market constrained pay growth and bonuses.

Restructuring within financial crime teams contributed to the flattening of salaries, with redundancies and the offshoring of operational roles meaning employers had access to a deeper pool of available candidates in the market.

"Starting salaries for financial crime jobs are looking much the same as last year," says Michael Cunningham, Executive Consultant at Barclay Simpson.

"Some skillsets, such as analytics and fraud prevention, remain in-demand and can garner more interest from employers, but

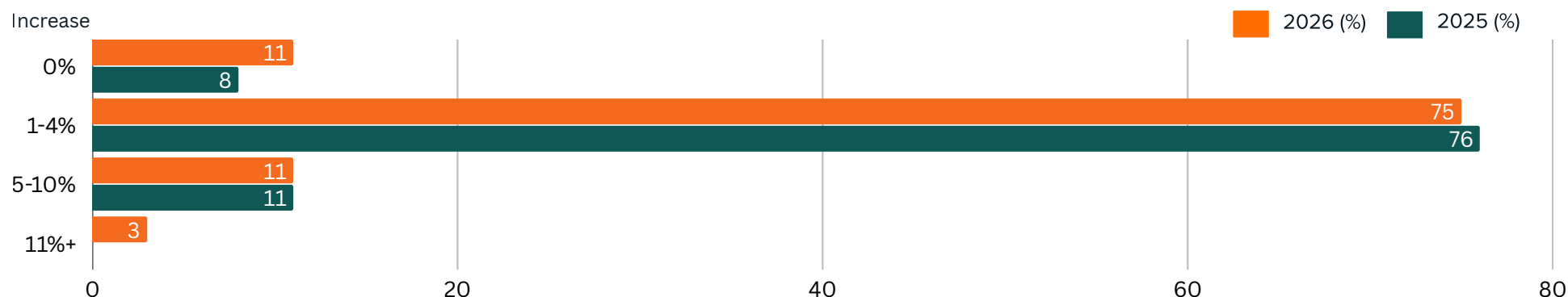
the tale of 2025 was mostly one of restructuring and offshoring."

Despite a subdued financial crime recruitment landscape, the salary uplifts for candidates able to land new roles in 2026 are still likely to outpace the base increases planned for existing employees.

Our annual survey of compliance and financial crime employers revealed that three-quarters of organisations will be raising base salary by between 1% and 4% on average over the next 12 months.

Meanwhile, 11% are aiming for 5-10% increases, and just 3% will offer 11%+. Bonuses are also expected to show little movement —only 8% of employers expect higher payouts in 2026.

How much do you intend to increase base salaries for existing employees?



Indeed, remuneration remains the top challenge for employers of financial crime and compliance professionals, with 39% citing it as the main reason they are struggling to find the right candidates.

When asked how current salary demands compare with their budget, only 14% reported they were 'very aligned' with what they can offer, while a quarter of organisations admitted they were 'not at all aligned'.

Remuneration remains top priority for candidates

Among candidates, remuneration is often the top priority when taking the next big step in a career, and 2025 proved to be no exception.

Our annual survey of financial crime professionals revealed that 41% see this as their main motivating factor at the moment. However, this figure is notably lower than the 55% of respondents who said the same in our 2024 Salary Survey.

Furthermore, the proportion of candidates who instead cited career development as their top priority has more than doubled year on year from 12% to 30%. This indicates that while money is still the biggest motivator, more people are beginning to focus on progression rather than pay amid market uncertainty.

It is not uncommon to see such a shift when opportunities become more limited, particularly among those who have been in their current role for some time. Making a sideways move on remuneration may be logical if the chance to upskill and take on new responsibilities leads to clearer — and faster — career progression over the mid to long term.

What is your main priority when considering a new role?

	2025	2024
Remuneration	41%	55%
Career development	30%	12%
Work-life balance	15%	17%
Job security	6%	5%
Remote working	8%	12%
Better benefits	<1%	<1%

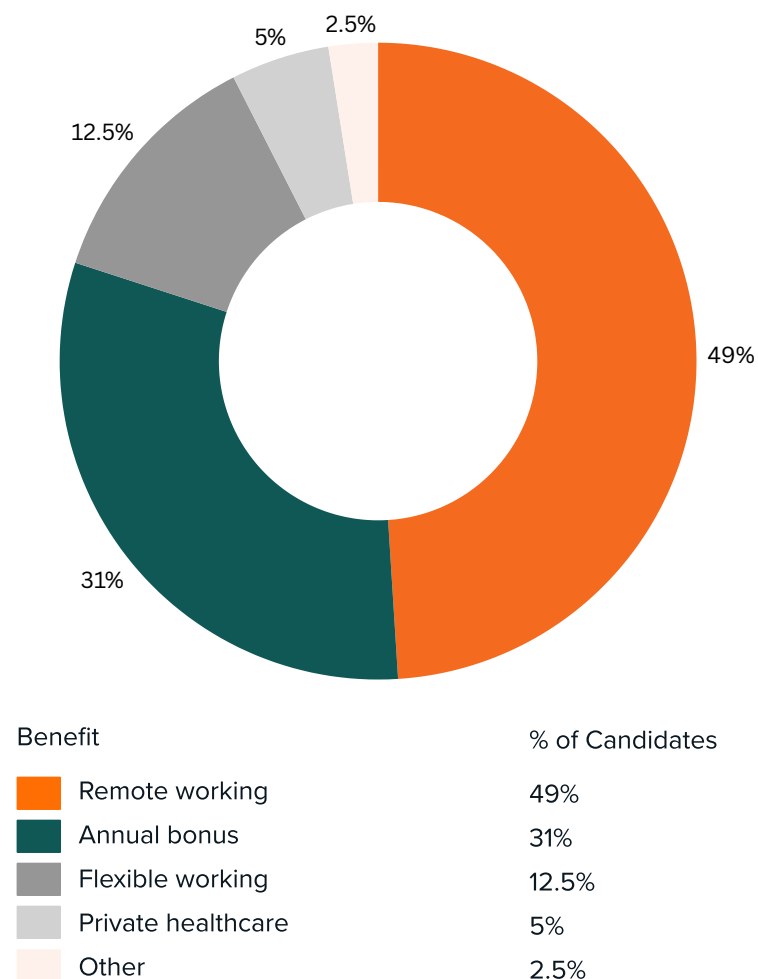
Perhaps surprisingly, given the current climate, financial crime professionals do not appear to be prioritising job security significantly more than in previous years. In 2024, just 5% of candidates said this was their biggest motivator, and this has increased only slightly to 6% today.

There has been a slight drop in the proportion of candidates pursuing a better work-life balance (15% versus 17% in 2024) and remote working (8% versus 12%) when changing jobs over the last year.

That said, both still appear to be important to candidates. Nearly two-thirds (64%) of financial crime professionals say they would consider looking for a new role if their current one did not provide their preferred hybrid working setup.

What's more, almost half (49%) cited remote working as their most valued job benefit, beating both an annual bonus (31%) and flexible working (12.5%) to the top spot.

Which job benefits do financial crime professionals value the most?



Financial Crime Salaries

The following tables provide an overview of current salary benchmarks for key financial crime roles. 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
Financial Crime Analyst	£40k—£50k	£40k—£50k	£30k—£40k
Financial Crime AVP / Manager	£50k—£80k	£50k—£80k	£45k—£65k
Financial Crime VP / Senior Manager	£80k—£130k	£80k—£130k	£70k—£110k
Financial Crime Director	£140k—£180k	£140k—£180k	£100k—£150k
Head of Financial Crime / MLRO	£150k—£300k	£150k—£250k	£150k—£250k
Global Head of Financial Crime	£250k—£600k	£250k+	£250k+

Retail Banking Salaries

Area	London	South East	Regional
Financial Crime Analyst	£30k—£50k	£30k—£50k	£24k—£45k
Financial Crime AVP / Manager	£50k—£80k	£50k—£70k	£45k—£70k
Financial Crime VP / Senior Manager	£80k—£120k	£70k—£110k	£60k—£100k
Financial Crime Director	£100k—£160k	£90k—£160k	£80k—£150k
Head of Financial Crime / MLRO	£140k—£300k	£130k—£250k	£110k—£250k
Global Head of Financial Crime	£230k—£600k	£220k+	£200k+

Private Banking Salaries

Area	London	South East	Regional
Financial Crime Analyst	£40k—£50k	£40k—£50k	£28k—£45k
Financial Crime AVP / Manager	£50k—£80k	£50k—£70k	£45k—£70k
Financial Crime VP / Senior Manager	£80k—£120k	£70k—£110k	£60k—£100k
Financial Crime Director	£120k—£160k	£110k—£160k	£90k—£150k
Head of Financial Crime / MLRO	£140k—£300k	£130k—£250k	£110k—£250k
Global Head of Financial Crime	£230k—£600k	£220k+	£200k+

Asset and Wealth Management Salaries

Area	London	South East	Regional
Financial Crime Analyst	£40k—£55k	£40k—£55k	£35k—£45k
Financial Crime AVP / Manager	£60k—£80k	£55k—£75k	£50k—£70k
Financial Crime VP / Senior Manager	£80k—£110k	£80k—£110k	£80k—£100k
Financial Crime Director	£120k—£180k	£120k—£160k	£100k—£150k
Head of Financial Crime / MLRO	£150k—£300k	£140k—£250k	£120k—£200k
Global Head of Financial Crime	£250k—£500k	£200k+	£150k+

Hedge Funds and Private Equity Salaries

Area	London
Financial Crime Assistant	£50k—£70k
Financial Crime AVP / Manager	£60k—£90k
Financial Crime VP / Senior Manager	£100k—£140k
Financial Crime Director	£140k—£180k
Head of Financial Crime / MLRO	£150k—£250k
Global Head of Financial Crime	£300k—£700k+

Payments Salaries

Area	London	South East	Regional
Financial Crime Analyst	£30k—£50k	£30k—£50k	£28k—£45k
Financial Crime AVP / Manager	£50k—£80k	£50k—£70k	£45k—£70k
Financial Crime VP / Senior Manager	£80k—£120k	£70k—£110k	£60k—£100k
Financial Crime Director	£100k—£160k	£90k—£160k	£80k—£150k
Head of Financial Crime / MLRO	£140k—£300k	£130k—£250k	£110k—£250k
Global Head of Financial Crime	£230k—£600k	£220k+	£200k+

Brokerage Salaries

Area	London	South East	Regional
Financial Crime Analyst	£30k—£45k	£30k—£45k	£25k—£40k
Financial Crime AVP / Manager	£50k—£80k	£50k—£80k	£45k—£65k
Financial Crime VP / Senior Manager	£80k—£120k	£80k—£120k	£70k—£110k
Financial Crime Director	£100k—£180k	£100k—£180k	£90k—£160k
Head of Financial Crime / MLRO	£150k—£300k	£150k—£250k	£150k—£250k
Global Head of Financial Crime	£250k—£600k	£250k+	£250k+

Insurance Salaries

Area	London	South East	Regional
Financial Crime Analyst	£35k—£50k	£35k—£50k	£25k—£35k
Financial Crime AVP / Manager	£40k—£65k	£40k—£65k	£30k—£60k
Financial Crime VP / Senior Manager	£70k—£90k	£70k—£90k	£65k—£85k
Financial Crime Director	£100k—£120k	£100k—£120k	£90k—£110k
Head of Financial Crime / MLRO	£100k—£200k	£100k—£200k	£100k—£170k
Global Head of Financial Crime	£200k—£400k	£180k+	£180k+

Professional Services Salaries

Area	London	South East	Regional
Financial Crime Analyst	£30k—£40k	£30k—£40k	£25k—£35k
Financial Crime AVP / Manager	£45k—£70k	£40k—£70k	£40k—£60k
Financial Crime VP / Senior Manager	£80k—£110k	£75k—£110k	£60k—£100k
Financial Crime Director	£120k—£200k	£100k—£180k	£100k—£180k
Partner	£200k+	£160k+	£150k+

Fraud Salaries

Area	London	South East	Regional
Fraud Analyst	£35k—£45k	£35k—£45k	£25k—£35k
Fraud AVP / Manager	£40k—£60k	£40k—£60k	£35k—£55k
Fraud VP / Senior Manager	£70k—£80k	£60k—£80k	£55k—£75k
Fraud Director	£90k—£120k	£80k—£120k	£70k—£120k
Head of Fraud	£100k—£180k	£100k—£180k	£100k—£180k
Global Head of Fraud	£180k—£300k	£180k+	£180k+

Analytics Salaries

Area	London	South East	Regional
Analyst	£40k—£55k	£40k—£50k	£35k—£45k
AVP / Manager	£50k—£70k	£45k—£65k	£40k—£60k
VP / Senior Manager	£90k—£130k	£80k—£120k	£65k—£95k
Director	£120k—£180k	£100k—£180k	£100k—£180k
Head of Analytics	£160k—£200k	£150k—£200k	£150k—£200k
Global Head of Analytics	£200k—£400k	£200k+	£200k+

Temporary / Interim Rates (Per Day)

Area	London	South East	Regional
Financial Crime Analyst	£200—£350	£200—£300	£150—£250
Financial Crime AVP / Manager	£300—£500	£250—£450	£200—£400
Financial Crime VP / Senior Manager	£450—£700	£400—£600	£350—£550
Financial Crime Director	£650—£1,200	£600—£1,200	£600—£900
MLRO / Project Lead	£1,000—£1,600	£850—£1,600	£550—£1,000
Global Head of Financial Crime / Global Lead	£1,200—£2,500	£1,000—£1,500	£800—£1,400



Attract and retain the financial crime professionals you need with Barclay Simpson

Barclay Simpson has specialised in recruiting financial crime professionals since 2002. Our financial crime practice has extensive experience recruiting across fraud, KYC, AML, EDD, sanctions and ABC, monitoring and surveillance.

Growth in all forms of financial crime and current levels of global instability have led to a highly active sanctions regime, which has heaped significant operational and regulatory pressures on financial crime functions. Financial services businesses have rarely faced so much financial, regulatory or reputational risk. When looking to build a team that can support and mitigate these risks, engaging a specialist recruiter will save you time and money. We can help you create a talent attraction strategy with competitive salary offerings, or as a practitioner help you find a role that aligns with your skills and long-term career goals, while supporting you from interview through to onboarding in your new role.

Contact us today to learn about our specialist financial crime recruitment services.

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