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2026 Barclay Simpson Salary & Bonus Trends

Quant Trading, Analytics & Research

Overview

Starting salaries for quant jobs have held up reasonably well over the last 12 months, despite a challenging backdrop for the broader economy and employment market overall.

On the buy side, ongoing demand for good analysts has led to firms continuing to offer generous remuneration for candidates with the right combination of skills and experience. However, banks have struggled to retain their top talent, many of whom are receiving attractive offers from elsewhere.

"Certain buy-side firms have an open chequebook for the right people, and they'll pay what it takes to get them on-board," says Tamryn George, Lead Recruiter for Front Office Quants at Barclay Simpson.

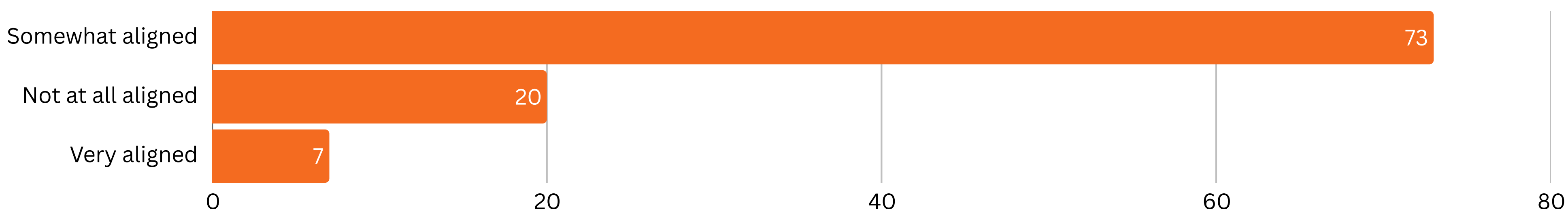
"As a result, banks are being flexible on salaries in an attempt to hold on to their best employees, which is great news for desirable candidates who are in demand."

It comes at a time when banks are already cost-cutting, and it is not unusual to see redundancies at the senior level in order to free up budget to try to retain highly skilled, albeit more junior, quant professionals. The offshoring of quant recruitment was also increasingly common in 2025, as budgetary constraints deepened.

Within US-based quant jobs specifically, a small number of buy-side firms are out-competing the rest of the market on salaries. Companies such as Citadel, Millennium Management and Point72 continue to hire aggressively and pay big salaries to attract the best candidates.

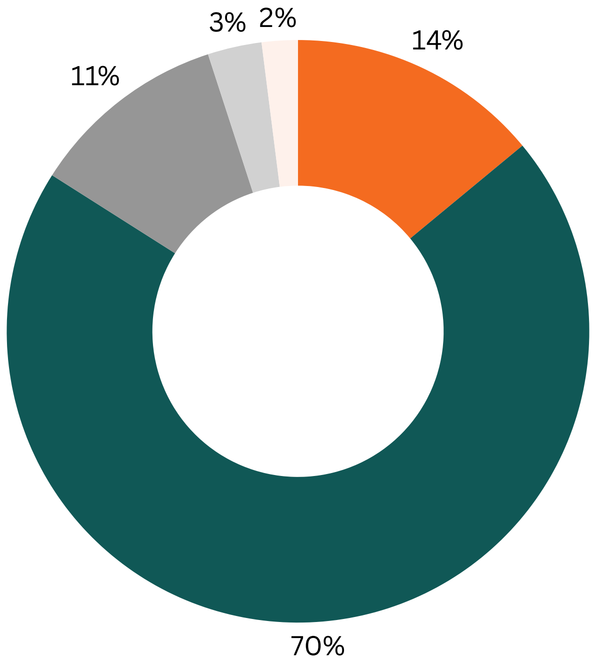
These market conditions could explain why a fifth of organisations in our latest Employer Survey said candidates' salary expectations are 'not at all aligned' with their budgets. Only 7% claim they are 'very aligned'.

Are candidates' salary expectations aligned with your budget? (%)



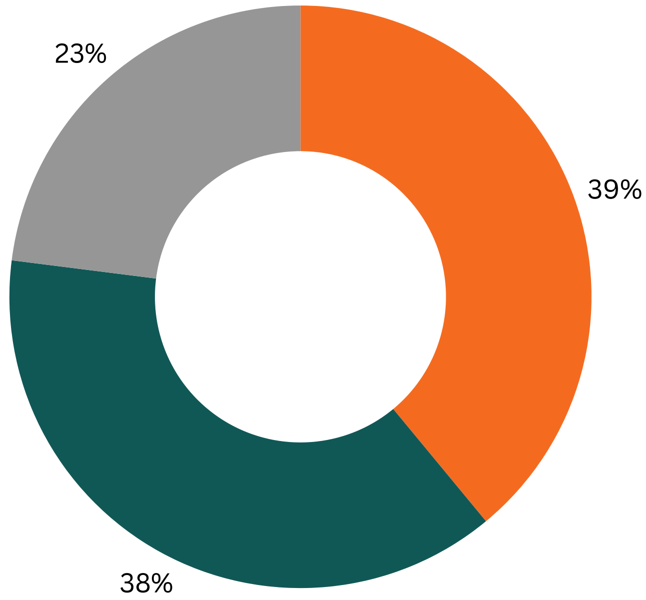
For quant professionals planning to stay in their current role, base salary increases are likely to be more modest in 2026. A large majority (84%) of employers say they will be raising employee salaries by either 1–4%, or not at all. Just 16% plan to offer 5% or more, and less than a quarter (23%) expect bonuses to be higher this year.

What was your most recent bonus as a % of salary?



Increase	% of Employers
0%	14%
1–4%	70%
5–10%	11%
11–15%	3%
16–20%	2%

Are you expecting employee bonuses to be higher in 2026?



No	39%
About the same as 2025	38%
Yes	23%

Career development is top priority

Each year, we ask candidates to rank the reasons why they would consider looking for a new job in order of importance. Remuneration has traditionally come first in the list of priorities for many of the disciplines that we recruit for, but in our latest Candidate Survey of quant professionals, career development took the top spot.

Nearly six out of every 10 (59%) respondents selected it as their first choice, with remuneration a distant second on 18%. A healthy work-life balance was the third most-cited motivator, chosen by 13% of candidates.

This is a notable reversal of the trends from last year's Salary Survey, where two-thirds of quant professionals prioritised remuneration versus 25% for career development. In a more challenging employment market, candidates who have been in their roles for some time may now be placing greater emphasis on progression rather than pay if they feel their progress has stalled.

What is your main priority when considering a new role?

Career development	59%
Remuneration	18%
Work-life balance	13%
Job security	5%
Remote working	5%

Meanwhile, remote working is a priority for only a minority of candidates (5%), despite nearly half claiming they would consider moving jobs if they didn't receive the hybrid working setup they desired.

And when asked how many days they would like to work remotely, the most popular answer was two days (32%). In practice, however, a third of candidates (33%) work from the office full-time — the most common arrangement — even though just 16% say this is what they want.

"After the pandemic, hybrid working arrangements were very popular, but employers are now increasingly expecting people back in the office, especially hedge funds," says Tamryn George, Lead Recruiter for Front Office Quants at Barclay Simpson.

"In the trading world, you often have to be in the office five times a week to really see the fruits of your labour."

Which job benefits do quants value the most?

Annual bonus	60%
Remote working	20%
Flexible working	12%
Company share options/Sharesave scheme	8%

Quant Salaries

The following tables provide an overview of current salary benchmarks for key roles across quant trading, analytics and research. Figures reflect average base salaries and total compensation for professionals across the UK and the US.

Quant Developer – London – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	£60k–£80k	£70k–£110k
Associate	£75k–£100k	£90k–£140k
VP	£100k–£140k	£130k–£210k
Director	£140k–£190k	£200k–£323k
Managing Director	£250k–£300k	£400k+

Desk Quant/Strats – London – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	£80k–£105k	£110k–£170k
Associate	£95k–£130k	£135k–£200k
VP	£130k–£180k	£195k–£315k
Director	£180k–£240k	£325k–£525k
Managing Director	£250k–£350k	£500k+

Trader – London – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	£100k–£140k	£150k–£265k
Associate	£100k–£140k	£150k–£265k
VP	£140k–£200k	£240k–£460k
Director	£200k–£270k	£400k–£750k
Managing Director	£250k–£400k	£600k+

Quant Developer – London – Buy Side Salaries

Level	Base Salary	Total Comp
Analyst	£70k–£95k	£85k–£140k
Associate	£95k–£125k	£145k–£240k
VP	£130k–£175k	£235k–£402k
Director	£175k–£240k	£350k–£672k
Managing Director	£250k–£350k	£700k+

Quant Researcher – London – Buy Side Salaries

Level	Base Salary	Total Comp
Associate	£90k–£130k	£150k–£250k
VP	£120k–£180k	£250k–£400k
Director	£170k–£250k	£450k–£700k
Managing Director	£220k–£325k	£800k+

Trader – London – Buy Side Salaries

Level	Base Salary	Total Comp
Junior	£150k–£220k	£270k–£506k
VP / Mid	£200k–£280k	£440k–£840k
Director	£240k–£320k	£600k–£1.12m
Head PM	£350k–£500k	£1m+

Portfolio Manager (Quant/Systematic) – London – Buy Side Salaries

Level	Base Salary	Total Comp
Junior PM / Sleeve	£150k–£200k	5%–15% PnL cut
PM / Full Risk	£180k–£250k	10%–25% PnL cut
Senior PM / Head	£200k–£250k	15%–35% PnL cut

Desk Quant/Strats – New York – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	$150k–$175k	$250k–$270k
Associate / AVP	$175k–$190k	$270k–$300k
VP	$190k–$250k	$350k–$450k
Director	$250k–$350k	$500k–$750k
Managing Director	$350k–$500k	$750k–$1.2m

Quant Developer/Engineer – New York – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	$150k–$165k	$170k–$190k
Associate / AVP	$165k–$185k	$200k–$250k
VP	$200k–$250k	$300k–$350k
Director / Lead	$250k–$400k	$450k–$650k
Managing Director	$450k–$500k	$700k–$1m

Trader – New York – Sell Side Salaries

Level	Base Salary	Total Comp
Analyst	$120k–$130k	$170k–$180k
Associate / AVP	$150k–$175k	$200k–$250k
VP	$200k–$250k	$300k–$400k
Director	$300k–$350k	$400k–550k
Managing Director	$450k–$500k	$1m+

Quant Developer/Engineering – New York – Buy Side Salaries

Level	Base Salary	Total Comp
Analyst	$175k–$250k	$250k–$450k
Associate	$200k–$300k	$350k–$600k
VP	$250k–$350k	$500k–$900k
Director	$300k–$450k	$650k–$1.2m
MD	$450k–$600k	$900k–$2m

Quant Researcher – New York – Buy Side Salaries

Level	Base Salary	Total Comp
Analyst / Associate	$150k–$250k	$300k–$550k
VP	$200k–$300k	$500k–$750k
Director	$300k–$400k	$600k–$1m
MD	$450k–$500k	$1m–$2m

Quant Trader – New York – Buy Side Salaries

Level	Base Salary	Total Comp
Junior	$150k–$300k	$250k–$500k
VP / Mid	$175k–$350k	$400k–$1m
Director	$200k–$400k	$600k–$2m
Head PM	$250k–$500k	$1m–$10m

Portfolio Manager (Quant/Systematic) – New York – Buy Side Salaries

Level	Base Salary	Total Comp
Junior PM / Sleeve	$200k–$230k	5%–15% PnL cut
PM / Full Risk	$200k–$300k	10%–25% PnL cut
Senior PM / Head	$350k–$500k	15%–35% PnL cut

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Attract and retain the quantitative trading, analytics and research professionals you need with Barclay Simpson

Demand for highly skilled quants professionals has never been higher. The growing sophistication of markets and heightened competition put quants professionals on the front line of business success. Getting the right skills in place has made recruiting top quants a commercial imperative.

We can help you create a talent attraction strategy with competitive salary offerings to secure the best, or help you find a role that aligns with your skills and long-term career goals.

Arrange a consultation today to see how Barclay Simpson can support you as you build a quant trading, analytics and research team that's market leading.

Contact
Josh Lawson
Divisional Director
jl@barclaysimpson.com
Barclay Simpson, 3 New Street Square,
London EC4A 3FB
Tel: +44 (0) 207 936 2601