



**COMPLIANCE &
RISK SALARY
BENCHMARKING
DUBLIN VS. LONDON**

2020

Tel: +353 (1) 634 4990
Email: acurtis@360search.ie



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Dublin vs. London

Compliance	Dublin (€)	London (£)
Head of Compliance	110,000 - 165,000	95,000 - 200,000
Compliance VP - Director	100,000 - 145,000	90,000 - 140,000
Compliance Manager (VP) (5-7 years' exp.)	75,000 - 110,000	65,000 - 120,000
Compliance Manager (AVP) (3-5 years' exp.)	55,000 - 80,000	50,000 - 70,000
Compliance Officer (1-3 years' exp.)	30,000 - 50,000	40,000 - 60,000
Compliance Analyst	20,000 - 30,000	25,000 - 45,000
Head of AML	100,000 - 130,000	90,000 - 160,000
AML Manager	65,000 - 95,000	55,000 - 100,000
AML Specialist	30,000 - 55,000	30,000 - 70,000
Data Protection Officer	65,000 - 100,000	60,000 - 90,000
Data Protection Specialist	35,000 - 50,000	22,500 - 45,000
Fraud Manager	60,000 - 90,000	50,000 - 80,000
Fraud Analyst	30,000 - 50,000	22,500 - 40,000
Company Secretary Manager (VP)	85,000 - 110,000	75,000 - 100,000
Company Secretary (AVP)	55,000 - 80,000	45,000 - 70,000
Company Secretarial Assistant	35,000 - 60,000	28,000 - 80,000
Corporate Governance Specialist	40,000 - 65,000	30,000 - 55,000

Risk	Dublin (€)	London (£)
Head of Risk	100,000 - 175,000	100,000 - 300,000
Risk Manager	65,000 - 95,000	70,000 - 90,000
Risk Specialist	40,000 - 65,000	45,000 - 70,000
Risk Analyst	30,000 - 45,000	22,000 - 45,000
Operational Risk Manager	65,000 - 85,000	55,000 - 85,000
Operational Risk Analyst	30,000 - 55,000	22,000 - 40,000



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Regional Ireland vs. regional U.K

Compliance	Regional Ireland (€)	Regional U.K (£)
Head of Compliance	100,000 - 155,000	70,000 - 130,000
Compliance VP - Director	90,000 - 130,000	60,000 - 100,000
Compliance Manager (VP) (5-7 years' exp.)	70,000 - 90,000	55,000 - 90,000
Compliance Manager (AVP) (3-5 years' exp.)	55,000 - 80,000	45,000 - 80,000
Compliance Officer (1-3 years' exp.)	30,000 - 50,000	22,000 - 60,000
Head of AML	80,000 - 115,000	75,000 - 110,000
AML Manager	65,000 - 95,000	50,000 - 80,000
AML Specialist	30,000 - 55,000	25,000 - 45,000
Data Protection Officer	65,000 - 100,000	60,000 - 85,000
Data Protection Specialist	35,000 - 50,000	25,000 - 45,000
Fraud Manager	60,000 - 90,000	50,000 - 65,000
Fraud Analyst	30,000 - 50,000	25,000 - 45,000
Company Secretary Manager (VP)	85,000 - 110,000	65,000 - 90,000
Company Secretary (AVP)	55,000 - 80,000	35,000 - 60,000
Corporate Governance Specialist	40,000 - 65,000	22,000 - 45,000

Risk	Regional Ireland (€)	Regional U.K (£)
Head of Risk	80,000 - 150,000	80,000 - 225,000
Risk Manager	50,000 - 85,000	65,000 - 80,000
Risk Specialist	40,000 - 65,000	35,000 - 60,000
Risk Analyst	30,000 - 45,000	22,000 - 45,000
Operational Risk Manager	45,000 - 80,000	45,000 - 75,000
Operational Risk Analyst	25,000 - 40,000	22,000 - 35,000



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Results

The difference in trends that we see in the comparison tables above is down to many factors. In the Republic of Ireland there is a smaller supply in relevant talent, thereby increasing the minimum average offering in each position. As we approach the more senior positions in the U.K we have a higher offering, as the size of the organisations is generally bigger and they have an increased demand in the required skill sets of the candidates entering these positions.

On the Irish side, in the lower to middle end of the salary brackets for each position there is generally a reduced offering in benefits such as healthcare, pension or dental. It is also worth noting the higher taxes that a PAYE employee will have to pay in the Republic of Ireland when compared with the U.K.

Overall, we are not only seeing an increase in the amount of talent returning to Ireland, but new talent attraction is also on the increase given the current Brexit uncertainty and the change in tax law in the U.K.