

LUT/NE BELL

2025

SALARY SURVEY

COMPLIANCE &
FINANCIAL CRIME

OVERVIEW

Compliance teams continue to find themselves at the forefront of this rapidly changing regulatory landscape.

Shifting economic circumstances, technological advancements, evolving regulations and increasing consumer demands all continue to create significant pressure in 2025.

Compliance departments, including those overseeing financial crime, need to adapt and transform quickly in order to ensure that the financial institutions they represent remain competitive and compliant, and able to continue to provide best practice moving forward.

The following salary survey outlines the average salaries we are recognising in UK and Ireland based compliance and financial crime functions.

For more detail, please contact the Lutine Bell Compliance team.

COMPLIANCE: LONDON

Compliance Monitoring

Position	Experience	Salary
Analyst	3 - 5 years	£65,000 - £80,000
Manager (AVP)	5 - 7 years	£80,000 - £95,000
Senior Manager (VP)	7 - 10 years	£95,000 - £115,000
Head of Department	10+ years	£115,000+

Compliance Advisory

Position	Experience	Salary
Analyst	3 - 5 years	£65,000 - £80,000
Manager (AVP)	5 - 7 years	£80,000 - £100,000
Senior Manager (VP)	7 - 10 years	£100,000 - £120,000
Head of Department	10+ years	£120,000+

COMPLIANCE: REGIONAL

Compliance Monitoring & Advisory

Position	Experience	Salary
Compliance Analyst	3 - 5 years	£40,000 - £55,000
Senior Compliance Analyst	3 - 5 years	£50,000 - £65,000
Compliance Manager	5 - 7 years	£70,000 - £90,000
Senior Manager	7 - 10 years	£90,000 - £120,000
Head of Compliance	10+ years	£120,000+

COMPLIANCE: IRELAND

Compliance Monitoring & Advisory

Position	Experience	Salary
Compliance Analyst	3 - 5 years	€40,000 - €55,000
Compliance Officer	3 - 5 years	€60,000 - €75,000
Compliance Manager / PCF Function	5 - 7 years	€80,000 - €110,000
Head of Compliance / Director	7 - 10 years	€120,000 - €160,000
Chief Compliance Officer	10+ years	€150,000 - €250,000

FINANCIAL CRIME: LONDON

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Financial Crime (AML Policy/Advisory)

Position	Experience	Salary
Analyst	3 - 5 years	£55,000 - £65,000
Manager (AVP)	3 - 5 years	£65,000 - £90,000
Senior Manager (VP)	5 - 7 years	£100,000 - £120,000
Head of Department	10+ years	£120,000+

FINANCIAL CRIME: REGIONAL

Financial Crime (AML Policy/Advisory)

Position	Experience	Salary
Analyst	3 - 5 years	£55,000 - £65,000
Manager (AVP)	5 - 7 years	£65,000 - £90,000
Senior Manager (VP)	7 - 10 years	£100,000 - £120,000
Head of Department	10+ years	£120,000+

FINANCIAL CRIME: IRELAND

Financial Crime (AML Policy/Advisory)

Position	Experience	Salary
KYC/AML Analyst	3 - 5 years	€40,000 - €55,000
AML Officer	5 - 7 years	€55,000 - €75,000
Senior Manager (VP)	7 - 10 years	€85,000 - €105,000
MLRO	10+ years	€120,000 - €180,000

THE COMPLIANCE & FINANCIAL CRIME TEAM



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