LUT/NE BELL



2024

SALARY SURVEY

CONTENTS

- **Risk Management**
  - Risk Management: London
  - Risk Management: Regional
- **Compliance & Financial Crime**
  - Compliance: London
  - Compliance: Regional
  - Financial Crime London
  - Financial Crime: Regional
- **Internal Audit & Finance**
  - Internal Audit: London
  - Internal Audit: Regional
  - Technology Audit: London & Regional
  - Finance: London
  - Finance: Regional
- **Legal & Corporate Governance**
  - Legal: London
  - Legal: Regional
  - Corporate Governance: London
  - Corporate Governance: Regional
- **The Lutine Bell Team**

RISK MANAGEMENT



Alice Murray

Associate Director, Investments and Insurance

alicemurray@lutinebell.com
01444 587 020



Ben Loxley

Associate Director, Banking

benloxley@lutinebell.com
01444 884 644

RISK MANAGEMENT: LONDON

Specialism	Level	Experience	Salary Range
Enterprise Risk	Analyst	3 - 5 years	£65,000 - £85,000
	Manager (AVP)	5 - 7 years	£85,000 - £100,000
	Senior Manager (VP)	7 - 10 years	£105,000 - £145,000
	Head of Department	10 + years	£150,000 +
Operational Risk (incl. conduct)	Analyst	3 - 5 years	£60,000 - £80,000
	Manager (AVP)	5 - 7 years	£80,000 - £100,000
	Senior Manager (VP)	7 - 10 years	£100,000 - £130,000
	Head of Department	10 + years	£130,000 +
Financial Risk (incl. credit, market and liquidity)	Analyst	3 - 5 years	£65,000 - £90,000
	Manager (AVP)	5 - 7 years	£90,000 - £120,000
	Senior Manager (VP)	7 - 10 years	£120,000 - £150,000
	Head of Department	10 + years	£150,000 +
Investment Risk	Analyst	3 - 5 years	£65,000 - £90,000
	Manager (AVP)	5 - 7 years	£90,000 - £110,000
	Senior Manager (VP)	7 - 10 years	£110,000 - £150,000
	Head of Department	10 + years	£155,000 +

RISK MANAGEMENT: LONDON

Specialism	Level	Experience	Salary Range
IT, Change and Transformation Risk	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 - £135,000
	Head of Department	10 + years	£140,000 +
1st Line Risk & Controls	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£65,000 - £80,000
	Senior Manager (VP)	7 - 10 years	£85,000 - £120,000
	Head of Department	10 + years	£130,000 +
Operational Resilience	Analyst	3 - 5 years	£50,000 - £70,000
	Manager (AVP)	5 - 7 years	£70,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £140,000
	Head of Department	10 + years	£150,000 +
C - Suite / SMF4		10 + years	£240,000 +

RISK MANAGEMENT: REGIONAL

Specialism	Level	Experience	Salary Range
Enterprise Risk	Analyst	3 - 5 years	£55,000 - £75,000
	Manager (AVP)	5 - 7 years	£75,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £115,000
	Head of Department	10 + years	£125,000 +
Operational Risk (incl. conduct)	Analyst	3 - 5 years	£50,000 - £65,000
	Manager (AVP)	5 - 7 years	£65,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £95,000
	Head of Department	10 + years	£110,000 +
Financial Risk (incl. credit, market and liquidity)	Analyst	3 - 5 years	£55,000 - £75,000
	Manager (AVP)	5 - 7 years	£80,000 - £95,000
	Senior Manager (VP)	7 - 10 years	£95,000 - £130,000
	Head of Department	10 + years	£130,000 +
Investment Risk	Analyst	3 - 5 years	£70,000 - £85,000
	Manager (AVP)	5 - 7 years	£85,000 - £95,000
	Senior Manager (VP)	7 - 10 years	£95,000 - £105,000
	Head of Department	10 + years	£130,000 +

RISK MANAGEMENT: REGIONAL

Specialism	Level	Experience	Salary Range
IT, Change and Transformation Risk	Analyst	3 - 5 years	£60,000 - £75,000
	Manager (AVP)	5 - 7 years	£75,000 - £85,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £120,000
	Head of Department	10 + years	£135,000 +
1st Line Risk & Controls	Analyst	3 - 5 years	£45,000 - £55,000
	Manager (AVP)	5 - 7 years	£60,000 - £80,000
	Senior Manager (VP)	7 - 10 years	£80,000 - £110,000
	Head of Department	10 + years	£120,000 +
Operational Resilience	Analyst	3 - 5 years	£40,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £85,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £135,000
	Head of Department	10 + years	£135,000 +
C - Suite / SMF4		10 + years	£210,000 +

COMPLIANCE & FINANCIAL CRIME



Stephanie Coleman

Associate Director, Compliance & Financial Crime

stephaniecoleman@lutinebell.com
01444 884 648

COMPLIANCE: LONDON

Specialism	Level	Experience	Salary Range
Compliance Advisory	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 - £125,000
	Head of Department	10 + years	£125,000 +
Compliance Monitoring	Analyst	3 - 5 years	£65,000 - £75,000
	Manager (AVP)	5 - 7 years	£75,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £110,000
	Head of Department	10 + years	£115,000 +
Data Privacy	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 - £125,000
	Head of Department	10 + years	£125,000 +

COMPLIANCE: LONDON

Specialism	Level	Experience	Salary Range
Compliance Generalist	Analyst	3 - 5 years	£60,000 - £75,000
	Manager (AVP)	5 - 7 years	£80,000 - £100,000
	Senior Manager (VP)	7 - 10 years	£100,000 - £125,000
	Head of Department	10 + years	£125,000 +
Financial Promotions	Analyst	3 - 5 years	£60,000 - £75,000
	Manager (AVP)	5 - 7 years	£75,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £110,000
	Head of Department	10 + years	£115,000 +

COMPLIANCE: REGIONAL

Specialism	Level	Experience	Salary Range
Compliance Advisory	Analyst	3 - 5 years	£50,000 - £65,000
	Manager (AVP)	5 - 7 years	£65,000 - £80,000
	Senior Manager (VP)	7 - 10 years	£80,000 - £100,000
	Head of Department	10 + years	£110,000 +
Compliance Monitoring	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £95,000
	Head of Department	10 + years	£100,000 +
Data Privacy	Analyst	3 - 5 years	£50,000 - £65,000
	Manager (AVP)	5 - 7 years	£65,000 - £80,000
	Senior Manager (VP)	7 - 10 years	£80,000 - £100,000
	Head of Department	10 + years	£110,000 +

COMPLIANCE: REGIONAL

Specialism	Level	Experience	Salary Range
Compliance Generalist	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £95,000
	Head of Department	10 + years	£100,000 +
Financial Promotions	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £95,000
	Head of Department	10 + years	£100,000 +

FINANCIAL CRIME: LONDON

Specialism	Level	Experience	Salary Range
AML Policy / Advisory	Analyst	3 - 5 years	£50,000 - £65,000
	Manager (AVP)	5 - 7 years	£65,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £120,000
	Head of Department	10 + years	£125,000 +
Sanctions Policy / Advisory	Manager (AVP)	5 - 7 years	£65,000 - £90,000
	Senior Manager (VP)	7 - 10 years	£90,000 - £120,000
	Head of Department	10 + years	£125,000 +
Transaction Monitoring	Analyst	3 - 5 years	£48,000 - £65,000
	Manager (AVP)	5 - 7 years	£65,000 - £85,000
	Senior Manager (VP)	7 - 10 years	£85,000 - £110,000
	Head of Department	10 + years	£120,000 +

FINANCIAL CRIME: REGIONAL

Specialism	Level	Experience	Salary Range
AML Policy / Advisory	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £100,000
	Head of Department	10 + years	£110,000 +
Sanctions Policy / Advisory	Analyst	3- 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£65, 000 - £85,000
	Senior Manager (VP)	7 - 10 years	£85,000 - £100,000
	Head of Department	10 + years	£120,000 +
Transaction Monitoring	Analyst	3 - 5 years	£45,000 - £60,000
	Manager (AVP)	5 - 7 years	£60,000 - £75,000
	Senior Manager (VP)	7 - 10 years	£75,000 - £100,000
	Head of Department	10 + years	£110,000 +

INTERNAL AUDIT & FINANCE



Ben Blackwell

Associate Director, Internal Audit and Finance

benblackwell@lutinebell.com
01444 884 645

INTERNAL AUDIT: LONDON

Level	Experience (PQE)	Salary Range
Internal Auditor	1 - 6 years	£50,000 - £65,000
Senior Auditor	3 - 5 years	£65,000 - £80,000
Manager	4 - 7 years	£80,000 - £95,000
Senior Manager	7 - 10 years	£95,000 - £130,000
Head of Department	10 + years	£130,000 +
Director / C-Suite	10 + years	£200,000 +

INTERNAL AUDIT: REGIONAL

Level	Experience (PQE)	Salary Range
Internal Auditor	1 - 6 years	£45,000 - £55,000
Senior Auditor	3 - 5 years	£55,000 - £70,000
Manager	4 - 7 years	£70,000 - £85,000
Senior Manager	7 - 10 years	£85,000 - £95,000
Head of Department	10 + years	£95,000 - £120,000
Director / C-Suite	10 + years	£180,000 +

TECHNOLOGY AUDIT: LONDON & REGIONAL

Level	Experience (PQE)	Salary Range	
		London	Regional
Internal Auditor	1 - 3 years	£50,000 - £65,000	£50,000 - £60,000
Senior Auditor	3 - 5 years	£65,000 - £80,000	£60,000 - £75,000
Manager	4 - 7 years	£80,000 - £100,000	£75,000 - £90,000
Senior Manager	7 - 10 years	£100,000 - £120,000	£90,000 - £110,000
Head of Department	10 + years	£120,000 - £150,000	£110,000 - £125,000
Director / C-Suite	10 + years	£200,000 +	£180,000 +

FINANCE: LONDON

Specialism	Level	Experience	Salary Range
Financial Planning and Analysis	Senior Analyst	1 - 6 years	£55,000 - £70,000
	Business Partner	3 - 7 years	£70,000 - £85,000
	Manager	4 - 7 years	£85,000 - £100,000
	Senior Manager	7 - 10 years	£95,000 - £130,000
	Head of Department	10 + years	£130,000 - £170,000
	Director / C-Suite	10 + years	£170,000 +
Core Finance	Financial Accountant	1 - 3 years	£60,000 - £70,000
	Financial Reporting	3- 5 years	£70,000 - £85,000
	Finance Manager	4- 7 years	£85,000 - £100,000
	Financial Controller	7 - 10 years	£100,000 - £150,000
	Head of Finance	10+ years	£135,000 - £200,000
	Director / C-Suite	10+ years	£200,000 - £300,000+

FINANCE: LONDON

Specialism	Level	Experience	Salary Range
Regulatory / Capital Reporting	Analyst	1 - 3 years	£50,000 - £65,000
	Manager	4 - 7 years	£65,000 - £80,000
	Senior Manager	7 - 10 years	£80,000 - £95,000
	Head of Department	10 + years	£95,000 - £120,000
	Director / C-Suite	10 + years	£120,000 - £160,000
Tax	Senior Analyst	1 - 3 years	£50,000 - £65,000
	Business Partner	3- 5 years	£65,000 - £80,000
	Manager	4- 7 years	£80,000 - £100,000
	Senior Manager	7 - 10 years	£90,000 - £110,000
	Head of Department	10+ years	£110,000 - £140,000
	Director / C-Suite	10+ years	£140,000 - £200,000

FINANCE: REGIONAL

Specialism	Level	Experience	Salary Range
Financial Planning and Analysis	Senior Analyst	1 - 6 years	£50,000 - £65,000
	Business Partner	3 - 7 years	£65,000 - £80,000
	Manager	4 - 7 years	£80,000 - £95,000
	Senior Manager	7 - 10 years	£95,000 - £120,000
	Head of Department	10 + years	£120,000 - £145,000
	Director / C-Suite	10 + years	£145,000 +
Core Finance	Financial Accountant	1 - 3 years	£50,000 - £65,000
	Financial Reporting	3- 5 years	£65,000 - £80,000
	Finance Manager	4- 7 years	£80,000 - £95,000
	Financial Controller	7 - 10 years	£95,000 - £120,000
	Head of Finance	10+ years	£100,000 - £150,000
	Director / C-Suite	10+ years	£150,000 - £200,000

FINANCE: REGIONAL

Specialism	Level	Experience	Salary Range
Regulatory / Capital Reporting	Analyst	1 - 3 years	£60,000 - £70,000
	Manager	4 - 7 years	£75,000 - £90,000
	Senior Manager	7 - 10 years	£90,000 - £130,000
	Head of Department	10 + years	£130,000 - £180,000
	Director / C-Suite	10 + years	£180,000 +
Tax	Senior Analyst	1 - 3 years	£60,000 - £80,000
	Business Partner	3- 5 years	£80,000 - £95,000
	Manager	4- 7 years	£95,000 - £110,000
	Senior Manager	7 - 10 years	£110,000 - £140,000
	Head of Department	10+ years	£140,000 - £180,000
	Director / C-Suite	10+ years	£200,000 +

LEGAL & CORPORATE GOVERNANCE



Elizabeth O’Brien

Associate Director, Legal & Corporate Governance

elizabethobrien@lutinebell.com
01444 884 647

LEGAL: LONDON

Experience	Salary Range
1 - 3 years PQE	£85,000 - £115,000
3 - 5 years PQE	£115,000 - £150,000 +
6 - 8 years PQE	£120,000 - £185,000 +
8+ years PQE	£180,000 - £280,000 +
10+ years PQE	£250,000 - £435,000 +

LEGAL: REGIONAL

Experience	Salary Range
1 - 3 years PQE	£70,000 - £95,000
3 - 5 years PQE	£95,000 - £110,000 +
6 - 8 years PQE	£110,000 - £125,000 +
8 - 10 years PQE	£150,000 - £225,000 +
10+ years PQE	£200,000 - £250,000 +

CORPORATE GOVERNANCE: LONDON

Level	Experience	Salary Range
Group Company Secretary Admin	1 - 3 years	£50,000 - £68,000
Assistant Company Secretary	3 - 5 years	£75,000 - £95,000 +
Company Secretary Assistant	4 - 7 years	£95,000 - £115,000 +
Company Secretary	7 - 10 years	£135,000 - £180,000 +
Deputy Group Company Secretary	10 + years	£135,000 - £190,000 +
Group Company Secretary	15 + years	£200,000 +
C-Suite	10 + years	£215,000 +

CORPORATE GOVERNANCE: REGIONAL

Level	Experience	Salary Range
Group Company Secretary Admin	1 - 3 years	£40,000 - £55,000
Assistant Company Secretary	3 - 5 years	£65,000 - £85,000 +
Company Secretary Assistant	4 - 7 years	£85,000 - £110,000 +
Company Secretary	7 - 10 years	£125,000 - £170,000 +
Deputy Group Company Secretary	10 + years	£130,000 - £170,000 +
Group Company Secretary	15 + years	£180,000 +
C-Suite	10 + years	£190,000 +

THE LUTINE BELL TEAM



Stephanie Coleman

Associate Director, Compliance & Financial Crime

stephaniecoleman@lutinebell.com
01444 884 648



Steven Cooke

Director

stevencooke@lutinebell.com
01444 884 645



Alice Murray

Associate Director, Investments & Insurance

alicemurray@lutinebell.com
01444 587 020



Elizabeth O'Brien

Associate Director, Legal & Corporate Governance

elizabethobrien@lutinebell.com
01444 884 647



Ben Loxley

Associate Director, Banking

benloxley@lutinebell.com
01444 884 644



Ben Blackwell

Associate Director, Internal Audit & Finance

benblackwell@lutinebell.com
01444 884 645

LUTINE BELL



www.lutinebell.com