

LUT/NE BELL

2025

SALARY SURVEY

RISK MANAGEMENT

OVERVIEW

As every year passes, the risk landscape seems to grow increasingly complex.

With rapid technological advancements, evolving cyber threats, geopolitical uncertainties, and heightened regulatory expectations all adding to the ever-changing horizon, there's never a dull moment.

Coupled with the ongoing requirements around operational resilience, and third-party risk management, it is no surprise that risk teams in 2025 are continually having to develop new strategies to navigate these dynamics effectively.

The following salary survey outlines the average salaries we are recognising in UK-based risk management functions.

For more detail, please contact the Lutine Bell Risk Management team.

OPERATIONAL RISK
(INCLUDING CONDUCT)

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£60,000 - £85,000
Manager (VP)	5 - 7 years	£85,000 - £100,000
Senior Manager (SVP)	7 - 10 years	£100,000 - £135,000
Head of Department	10+ years	£135,000+

ENTERPRISE RISK

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£65,000 - £85,000
Manager (VP)	5 - 7 years	£85,000 - £100,000
Senior Manager (SVP)	7 - 10 years	£100,000 - £140,000
Head of Department	10+ years	£140,000+

1ST LINE RISK & CONTROLS

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£45,000 - £65,000
Manager (VP)	5 - 7 years	£65,000 - £85,000
Senior Manager (SVP)	7 - 10 years	£85,000 - £125,000
Head of Department	10+ years	£130,000+

OPERATIONAL RESILIENCE

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£70,000 - £85,000
Manager (VP)	5 - 7 years	£85,000 - £110,000
Senior Manager (SVP)	7 - 10 years	£110,000 - £150,000
Head of Department	10+ years	£150,000+

IT, CHANGE & TRANSFORMATION RISK

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£65,000 - £85,000
Manager (VP)	5 - 7 years	£85,000 - £100,000
Senior Manager (SVP)	7 - 10 years	£100,000 - £140,000
Head of Department	10+ years	£140,000+

INVESTMENT RISK

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£65,000 - £90,000
Manager (VP)	5 - 7 years	£90,000 - £125,000
Senior Manager (SVP)	7 - 10 years	£125,000 - £150,000
Head of Department	10+ years	£150,000 - £190,000

FINANCIAL RISK
(ACTUARIAL)

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£75,000 - £90,000
Manager (VP)	5 - 7 years	£90,000 - £120,000
Senior Manager (SVP)	7 - 10 years	£120,000 - £160,000
Head of Department	10+ years	£160,000+

PRUDENTIAL RISK
(INCLUDING CREDIT, MARKET & LIQUIDITY)

Position	Experience	Salary
Analyst (AVP)	3 - 5 years	£65,000 - £85,000
Manager (VP)	5 - 7 years	£85,000 - £110,000
Senior Manager (SVP)	7 - 10 years	£110,000 - £160,000
Head of Department	10+ years	£160,000+

C-SUITE

Position	Experience	Salary
C-Suite	10+ years	£240,000+

THE RISK MANAGEMENT TEAM



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