



**FIDARSI**

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# Risk & Compliance Salary Guide 2025 (London)



# Market Overview

The compliance sector within financial services has demonstrated remarkable resilience in 2024, with continued demand for specialist skills despite broader economic pressures. Regulatory changes and increased scrutiny have maintained strong demand for compliance professionals, particularly in areas such as financial crime, cryptocurrency compliance, and ESG regulation.

## Risk and Compliance Salaries

*\*All salaries in GBP*

### Risk

Position	Salaries	Per Day
Risk Analyst	40,000 - 55,000	200 - 300
Senior Risk Analyst	55,000 - 70,000	300 - 400
Risk Manager	70,000 - 90,000	400 - 550
Senior Risk Manager	90,000 - 120,000	500 - 700
Head of Risk	120,000 - 160,000	700 - 900
Chief Risk Officer	150,000 - 250,000	800 - 1,200

### Compliance

Position	Salaries	Per Day
Compliance Assistant	35,000 - 45,000	200 - 275
Compliance Analyst/Associate	40,000 - 60,000	250 - 400
Senior Compliance Analyst/Associate	50,000 - 75,000	325 - 475
Compliance Supervisor	60,000 - 90,000	400 - 550
Compliance Manager/Senior Compliance Officer	80,000 - 100,000	500 - 700
Deputy Head of Compliance	90,000 - 120,000	600+
Head of Compliance (SMF16)	140,000+	700+
Global Head of Compliance	180,000+	1,500+







## Financial Crime

Position	Salaries	Per Day
AVP Financial Crime	65,000 – 85,000	375 – 500
VP Financial Crime	90,000 – 115,000	500 – 650
Director of Financial Crime	130,000 – 160,000	650 – 900
Head of Onboarding	140,000 – 180,000	750+
Head of Financial Crime Policy	150,000 – 225,000	800+
MLRO (SMF17)	180,000 – 300,000	1,200+
AML/Financial Crime Assistant	35,000 – 45,000	250 – 350
AML/Financial Crime Analyst/Associate	45,000 – 60,000	300 – 450
AML/Financial Crime Senior Officer/Supervisor	65,000 – 80,000	400 – 550
AML/Financial Crime Manager	80,000 – 100,000	500 – 700
DMLRO	100,000 – 140,000	600+
MLRO (SMF17)	140,000+	800+

## Key Market Insights

### Compliance Trends

The compliance landscape in financial services continues to evolve rapidly, with several key developments observed:

-  Increased demand for professionals with cryptocurrency and digital assets compliance expertise
-  Growing focus on ESG compliance and sustainable finance regulations
-  Rising importance of RegTech and compliance automation skills
-  Strong demand for financial crime prevention specialists

## Benefits & Additional Compensation

Compensation packages remain competitive, with firms focusing on holistic offerings:

- Annual bonuses ranging from 15–30% of base salary
- Private healthcare
- Life insurance
- Pension contributions (typically 8–12%)
- Annual leave 25–30 days
- Flexible/hybrid working options

## Market Outlook 2025

Looking ahead to 2025, we anticipate continued growth in compliance hiring, particularly in areas related to digital assets, ESG, and financial crime prevention. The implementation of new regulations will drive demand for specialists who can navigate complex regulatory frameworks while leveraging new technologies.

*Note: Salaries can vary significantly based on company size, specific sector within financial services, and individual experience/expertise. Figures represent base salary only and exclude additional benefits or bonuses.*



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## Contact us

If you have questions about Fidarsi, please contact us!

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