A nighttime photograph of the London skyline. On the left, the large dome of St Paul's Cathedral is visible. In the center and right, modern skyscrapers are lit up, including the distinctive curved Gherkin building. The lights from the buildings and streetlights along the riverbank are reflected in the water in the foreground. The sky is a deep twilight blue.

Market insights and salary survey

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2016 – 2017

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This document has been prepared by Mason Blake.

The information contained in this document is a brief insight into the investment management employment market in 2016 – 2017.

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Mason Blake is a specialist investment management recruitment consultancy . We have experienced consultants who cover distribution, investment and operational functions. Our focus has allowed us to become experts in the sector and build an unrivalled network of clients and candidates. It also gives us unique insight to identify opportunities for our clients.

This report has been prepared by our team and helps identify remuneration and compensation trends and benchmarks, issues impacting award strategies and sectors that might experience growth in 2017.

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Distribution:

	0 – 3 years	Bonus potential	4 – 7 years	Bonus potential	Manager (or eqv)	Bonus potential	Head of	Bonus potential
Consultant Relations	£25,000 – £50,000	10% – 20%	£50,000 – £80,000	25% – 75%	£80,000 – £110,000	25% – 75%	£110,000 – £180,000	50% – 120%
CRM	£25,000 – £40,000	10%	£40,000 – £70,000	15% – 45%	£65,000 – £90,000	15% – 45%	£90,000 – £150,000	30% – 100%
Investment Writing	£25,000 – £40,000	N/A	£40,000 – £65,000	15% – 40%	£65,000 – £90,000	15% – 40%	£90,000 – £125,000	30% – 50%
Marketing – Institutional	£25,000 – £45,000	10% – 20%	£40,000 – £75,000	20% – 35%	£75,000 – £100,000	35% – 50%	£90,000 – £150,000	40% – 100%
Marketing – Retail	£25,000 – £40,000	5% – 8%	£40,000 – £65,000	10% – 30%	£65,000 – £90,000	20% – 40%	£80,000 – £130,000	35% – 100%
Marketing – Wholesale	£25,000 – £40,000	10%	£40,000 – £65,000	15% – 35%	£65,000 – £90,000	30% – 50%	£80,000 – £130,000	50% – 100%
Product Development	£30,000 – £60,000	10% – 30%	£45,000 – £80,000	15% – 50%	£70,000 – £100,000	20% – 60%	£90,000 – £150,000	40% – 100%
Product Specialist (Equities)	£30,000 – £70,000	10% – 25%	£50,000 – £90,000	20% – 50%	£80,000 – £110,000	20% – 50%	£100,000 – £180,000	45% – 100%
Product Specialist (FI)	£30,000 – £70,000	10% – 25%	£50,000 – £90,000	20% – 50%	£80,000 – £110,000	20% – 50%	£100,000 – £180,000	30% – 120%
RFP	£25,000 – £45,000	10% – 20%	£45,000 – £70,000	20% – 25%	£65,000 – £90,000	25% – 40%	£90,000 – £140,000	30% – 50%

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Investments:

	1 – 3 years	Bonus potential	4 – 7 years	Bonus potential	7 – 10 years	Bonus potential	10 years +	Bonus potential
Credit Research Analyst	£35,000 – £55,000	20% – 40%	£50,000 – £80,000	30% – 50%	£65,000 – £110,000	30% – 90%	£90,000 – £120,000	80% – 100% +
Equity Research Analyst	£35,000 – £60,000	20% – 50%	£55,000 – £90,000	30% – 100%	£80,000 – £125,000	50% – 100%	£100,000 – £150,000	100% – 200% +
Economist/Investment Strategy	£30,000 – £50,000	20% – 30%	£50,000 – £80,000	30% – 55%	£70,000 – £100,000	30% – 70%	£100,000 – £120,000 +	75% – 150%
Manager Research/Selection	£35,000 – £50,000	20% – 25%	£50,000 – £75,000	30% – 50%	£65,000 – £85,000	40% – 80%	£90,000 – £110,000	70% – 100%
Investment Risk	£30,000 – £40,000	10% – 15%	£45,000 – £65,000	10% – 25%	£60,000 – £85,000	20% – 30%	£90,000 – £110,000	30% – 50%
Quantitative Analyst	£35,000 – £50,000	20% – 30%	£45,000 – £80,000	30% – 70%	£70,000 – £100,000	60% – 100%	£100,000 – £120,000	75% – 150%
Portfolio Management Support (Fixed Income, Equities, Multi Asset)	£30,000 – £45,000	10% – 20%	£45,000 – £65,000	20% – 40%	£60,000 – £80,000	30% – 50%	£70,000 – £90,000	40% – 50%
Private Equity	£40,000 – £60,000	20% – 50%	£60,000 – £100,000	50% – 100%	£100,000 – £150,000	80% – 200%	£150,000 – £200,000 +	100% +

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Finance, Risk and Compliance:

	1 – 3 years	Bonus potential	4 – 7 years	Bonus potential	Manager (or eqv)	Bonus potential	Head of	Bonus potential
Finance								
Financial Control (Qualified)	£45,000 – £55,000	10% – 20%	£60,000 – £80,000	10% – 20%	£80,000 – £100,000	20% – 40%	N/A	N/A
Finance Manager (Qualified)	£45,000 – £55,000	10% – 20%	£55,000 – £75,000	10% – 20%	£80,000 – £100,000	20% – 40%	N/A	N/A
Management Accountant (Qualified)	£45,000 – £55,000	10% – 20%	£55,000 – £65,000	10% – 20%	£60,000 – £80,000	20% – 30%	N/A	N/A
Management Accountant (Part Qualified)	£30,000 – £40,000	10%	£35,000 – £45,000	10% – 20%	N/A	N/A	N/A	N/A
Financial Accountant (Qualified)	£42,000 – £55,000	10% – 20%	£50,000 – £65,000	10% – 20%	£60,000 – £80,000	10% – 30%	N/A	N/A
Financial Accountant (Part Qualified)	£25,000 – £35,000	10%	£30,000 – £45,000	10% – 20%	N/A	N/A	N/A	N/A
Fund Accountant (Qualified)	£40,000 – £55,000	10% – 20%	£45,000 – £60,000	10% – 20%	£60,000 – £80,000	10% – 20%	N/A	N/A
Chief Finance Officer	N/A	N/A	N/A	N/A	N/A	N/A	£90,000 – £150,000	50%+
Risk								
Operational Risk	£30,000 – £45,000	10%	£50,000 – £70,000	10% – 20%	£75,000 +	10% – 20%	£80,000 – £120,000	20%+
Compliance								
Generalist	£30,000 – £45,000	10% – 20%	£45,000 – £70,000	10% – 20%	£70,000 – £90,000	20% +	£100,000 +	50%
Investment Compliance	£35,000 – £45,000	10% – 20%	£55,000 – £80,000	10% – 20%	£80,000 – £100,000	20% +	£100,000 +	N/A
Monitoring	£30,000 – £35,000	10% – 20%	£35,000 – £55,000	10% – 20%	£60,000 – £80,000	20% +	£100,000 +	N/A
Advisory	£30,000 – £35,000	10% – 20%	£35,000 – £55,000	10% – 20%	£60,000 – £80,000	20%	£100,000 +	50%

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Operations:


	0 – 3 years	Bonus potential	4 – 7 years	Bonus potential	Manager (or eqv)	Bonus potential	Head of	Bonus potential
Trade Support	£25,000 – £40,000	10% – 25%	£35,000 – £50,000	10% – 25%	£50,000 – £70,000	10% – 25%	N/A	N/A
Reconciliations	£25,000 – £30,000	10%	£30,000 – £40,000	10%	£40,000 – £45,000	10%	N/A	N/A
Data	£25,000 – £40,000	10% – 20%	£40,000 – £60,000	10% – 20%	£50,000 – £75,000	10% – 20%	£70,000 – £110,000	30%
Corporate Actions	£25,000 – £35,000	10%	£30,000 – £45,000	10%	£45,000 – £60,000	10%	N/A	N/A
Client Services	£25,000 – £35,000	10%	£35,000 – £60,000	10%	£55,000 – £70,000	10% – 25%	£70,000 – £120,000	25% +
Business Analyst	£30,000 – £45,000	10% – 25%	£40,000 – £60,000	10% – 25%	£60,000 – £80,000	10% – 25%	N/A	N/A
Project Manager	N/A	N/A	£45,000 – £70,000	10% – 20%	£70,000 – £100,000	10% – 30%	£100,000 +	30% +
Third Party Oversight	£30,000 – £40,000	10% – 20%	£40,000 – £60,000	10% – 20%	£60,000 – £80,000	10% – 20%	£80,000 – £100,000	20%
Operations Analyst	£25,000 – £35,000	10% – 20%	£40,000 – £55,000	10% – 20%	N/A	N/A	N/A	N/A
Operations Manager	N/A	N/A	N/A	N/A	£50,000 – £70,000	10% – 25%	N/A	N/A
COO	N/A	N/A	N/A	N/A	N/A	N/A	£90,000	30% +
Fund Accounting	£30,000 – £45,000	10% – 20%	£45,000 – £55,000	10% – 20%	£60,000 – £75,000	10% – 20%	£70,000 – £80,000	20%
Client Reporting	£30,000 – £45,000	10% – 20%	£45,000 – £55,000	10% – 20%	£60,000 – £70,000	10% – 20%	£70,000 – £95,000	20%
Performance	£30,000 – £45,000	10% – 20%	£45,000 – £55,000	10% – 20%	£65,000 – £80,000	10% – 20%	£70,000 – £95,000	20%

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Temporary and Contracts:

	0 – 3 years	Bonus potential	4 – 7 years	Bonus potential	Manager (or eqv)	Bonus potential	Head of	Bonus potential
Client Reporting	£150 – £200 per day	N/A	£200 – £300 per day	N/A	£300 + per day	N/A	N/A	N/A
Client Services	£16 – £20 per hour	N/A	£20 – £30 per hour	N/A	£300 – £400 per day	N/A	N/A	N/A
Fund Accounting	£17 – £25 per hour	N/A	£20 – £30 per hour	N/A	£30 – £35 per hour	N/A	N/A	N/A
Investment Writing	£200 – £250 per day	N/A	£300 – £350 per day	N/A	£400 – £450 per day	N/A	N/A	N/A
Marketing	£150 per day	N/A	£200 – £300 per day	N/A	£400 per day	N/A	N/A	N/A
Trade Operations	£150 – £225 per day	N/A	£225 – £275 per day	N/A	£250 – £350 per day	N/A	N/A	N/A
Oversight	N/A	N/A	£200 + per day	N/A	£300 per day	N/A	N/A	N/A
Performance	£140 – £180 per day	N/A	£200 – £350 per day	N/A	£350 – £450 per day	N/A	N/A	N/A
Product Development	N/A	N/A	£400 – £700 per day	N/A	£800 per day	N/A	N/A	N/A
RFP	£20 per hour	N/A	£250 – £350 per day	N/A	£350 – £475 per day	N/A	N/A	N/A
Project Manager	N/A	N/A	£500 – £700 per day	N/A	£700 – £1000 per day	N/A	N/A	N/A
Business Analyst	N/A	N/A	£350 – £500 per day	N/A	£500 + per day	N/A	N/A	N/A

A nighttime photograph of the London skyline. On the left, the large dome of St Paul's Cathedral is visible. In the center and right, modern skyscrapers are illuminated, including the Gherkin. The River Thames flows in the foreground, with its lights reflecting on the water. A bridge is visible in the middle ground.

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