



Financial Services Sector

2019 Salary Guide

If you are after an initial indication of salary ranges being offered in the market for key roles within the financial services market you will find our Options in Finance Salary Guide very helpful.

The salary range estimates include superannuation. Salary ranges have been segmented based on business turnover per annum, and applicant's years of relevant experience, however many other factors can affect salaries.

Factors such as the current economic climate, talent shortages in certain areas, a surplus of applicants exceeding current demand, industry, as well as the skills, qualifications and experience all have an impact on the market rate for any role.

With so many variables impacting on salaries – our experienced Options' consultants can provide you with a more targeted assessment with a little information about your situation.

Please contact our recruitment team for a confidential discussion regarding your specific finance staff salaries today.

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Executive and middle management

Position	Estimated Salary Expectation including superannuation per annum (\$'000)		
	< \$250M turnover	< \$500M turnover	\$500M + turnover
Financial Controllers, Finance Executive	110 - 150	150 - 200	180 -250
Chief Executive Officers, Chief Financial Officers, Chief Information Officers, Chief Operating Officers, Finance Directors, Company Secretaries	125 -225	220 - 275	260 - 350+

Risk and Strategy

Position	Estimated Salary Expectation including superannuation per annum (\$'000)		
	< 3 yrs exp	3 - 5 yrs exp / Senior	5+ years exp / Supervisory
Risk & Compliance Analysts, M & A Specialists	70 – 80	80 – 100	100 – 150+
Risk & Compliance Specialists, Strategy & Planning Specialists	85 – 100	100 – 130	125 – 160+
Internal Auditors	65 – 90	85 – 105	100 – 135+
Compliance Managers, Risk Managers, Internal Audit Managers	100 – 120	120 – 135	125 – 150+

Insurance

Position	Estimated Salary Expectation including superannuation per annum (\$'000)		
	< 3 yrs exp	3 - 5 yrs exp	5+ years exp
Assessors, Insurance Officers	40 – 47	45 – 55	55 - 70

Funds / Investments / Superannuation

Position	Estimated Salary Expectation including superannuation per annum (\$'000)		
	< 3 yrs exp	3 - 5 yrs exp / Senior	5+ years exp / Supervisory
Unit Pricing	45 – 50	50 – 55	55 – 75+
Corporate Actions Officers, Settlements Officers	45 – 55	50 – 60	55 - 65
Settlements Supervisors	60 – 70	65 – 75	70 - 80
Administrators including Fund Administrators, Investment Administrators	60 – 70	70 – 80	80 – 90
Analysts including Research Analysts, Strategy Analysts, Finance Analysts, Investment Analysts, Derivatives Analysts	70 – 80	80 – 110	110 - 130
Financial Modellers	80 – 95	90 – 105	105 - 130
Accountants including Fund Accountants, Investment Accountants	60 – 75	75 – 85	85 – 120+
Fund Managers, Portfolio Managers	110 – 125	120 – 140	135 – 250+

Account / Product Management

Position	Estimated Salary Expectation including superannuation per annum (\$'000)		
	< 3 yrs exp	3 - 5 yrs exp / Senior	5+ years exp / Supervisory
Business Development Managers, Account Managers, Relationship Managers	90 – 100	95 – 110	100 – 250+
Product Control Managers, Product Controllers	95 – 115	110 – 125	120 - 150