



Fintech Market Salary Insights



Commercial and Compliance roles

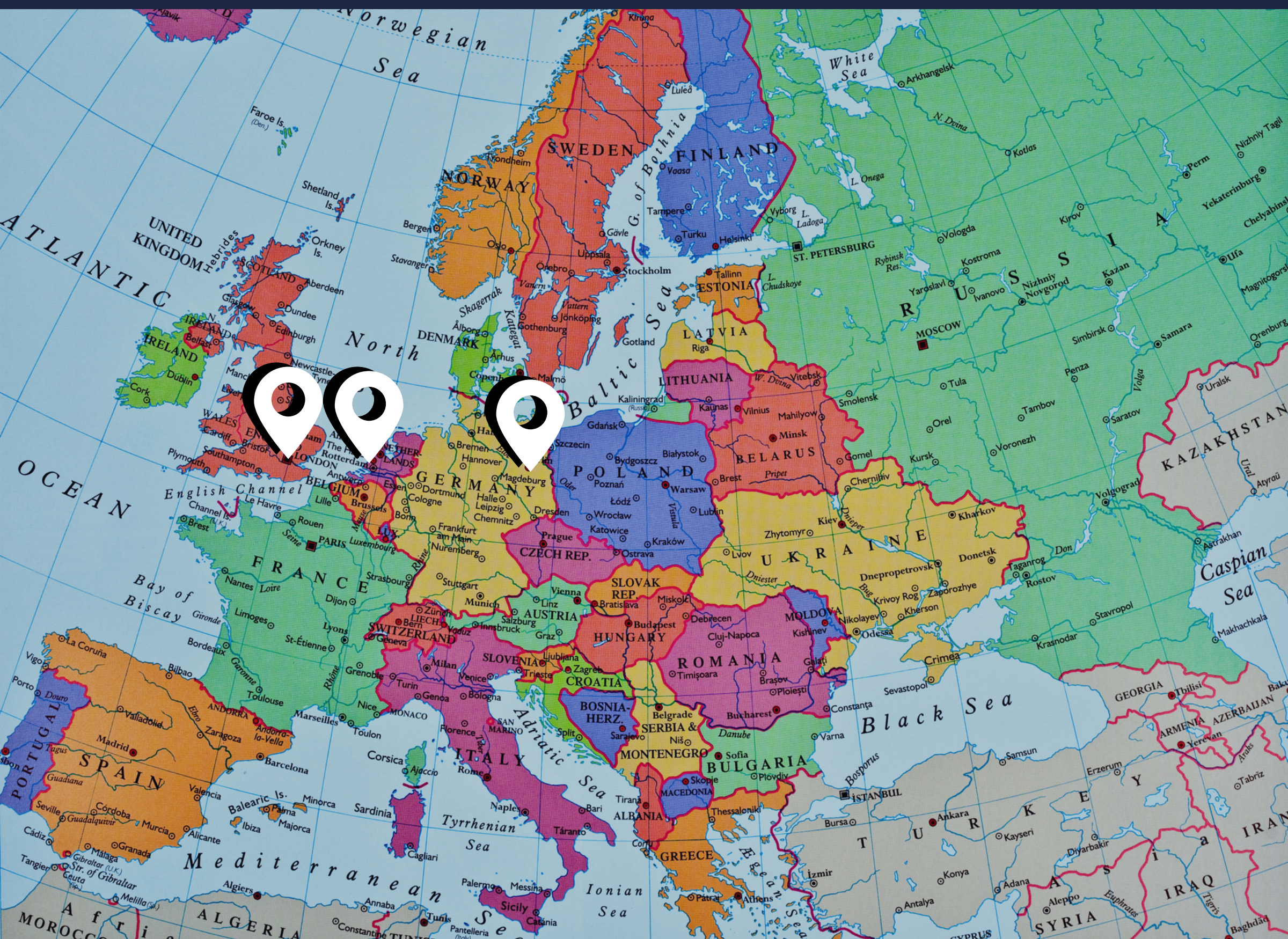


London, Berlin & Amsterdam

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- In our previous *Hiring in Fintech* report, we highlighted **London**, **Berlin** and **Amsterdam** as the key fintech hubs in Europe.
- More recently, in our *Hiring Trends* report we pointed out that **commercial** and **compliance** roles are among the most in-demand jobs across the market.

In this report, we take a closer look at salary trends to provide a clear picture of where the opportunities lie.



LONDON

Commercial / Sales	Low	Mid	High
SDR / BDR	£28,000	£34,000	£40,000
Sales manager / BDM	£40,000	£55,000	£70,000
Senior sales / SBDM	£70,000	£85,000	£100,000
Head of Sales	£100,000	£125,000	£150,000
CCO (Chief Commercial Officer)	£150,000	£187,500	£225,000

Compliance roles	Low	Mid	High
Compliance manager	£70,000	£85,000	£100,000
Head of Compliance	£100,000	£125,000	£150,000
CCO (Chief Compliance Officer)	£180,000	£215,000	£250,000

Note: The following figures represent base salary, excluding bonus/OTE/equity.



BERLIN

Commercial / Sales	Low	Mid	High
SDR/ BDR	€35,000	€42,500	€50,000
Sales manager / BDM	€50,000	€65,000	€80,000
Senior sales / SBDM	€80,000	€100,000	€120,000
Head of Sales	€125,000	€175,000	€200,000
CCO (Chief Commercial Officer)	€200,000	€225,000	€250,000

Compliance roles	Low	Mid	High
Compliance manager	€70,000	€80,000	€90,000
Head of Compliance	€120,000	€135,000	€150,000
CCO (Chief Compliance Officer)	€170,000	€195,000	€220,000

Note: The following figures represent base salary, excluding bonus/OTE/equity.

AMSTERDAM

Commercial / Sales	Low	Mid	High
SDR/ BDR	€35,000	€42,500	€50,000
Sales manager / BDM	€50,000	€65,000	€80,000
Senior sales / SBDM	€80,000	€100,000	€120,000
Head of Sales	€125,000	€175,000	€200,000
CCO (Chief Commercial Officer)	€200,000	€225,000	€250,000

Compliance roles	Low	Mid	High
Compliance manager	€70,000	€80,000	€90,000
Head of Compliance	€120,000	€135,000	€150,000
CCO (Chief Compliance Officer)	€170,000	€195,000	€220,000

Note: The following figures represent base salary, excluding bonus/OTE/equity.

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Feel free to get in touch with us for any
recruitment, career & development questions!

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