



# JW Michaels & Co.

## **Alternative Asset Management Market Data 2013**

## **Data Collection**

The data appearing in this compensation report were collected by comparing invoiced placements made by JW Michaels in 2013. If you have any questions, please contact Jason Wachtel at (646) 346-2454.

# COMPLIANCE

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation or Compensation Range</b>
Small Alternative Asset Management Firm	CCO	\$300,000
	CCO	\$220,000
Small Hedge Fund	Compliance Officer/Manager	\$130,000 - \$175,500
	Director of Compliance	\$80,000
Medium Alternative Asset Management Firm	Compliance Officer	\$180,000
Medium Private Equity Firm	CCO	\$390,000
Medium Hedge Fund	Compliance Associate	\$85,000 - \$130,000
	Compliance Officer	\$160,000 - \$180,000
	CCO	\$264,000
	COO/CCO	\$600,000
Large Expert Network Organization	CCO	\$350,000
Large Family Office	Compliance Manager	\$400,000
Large Alternative Asset Management Firm	Compliance Officer/Manager	\$120,000 - \$220,000
Large Private Equity Firm	Compliance Officer	\$78,500
Large Fund of Funds	Compliance Officer	\$88,000
	CCO	\$350,000
	Compliance Associate	\$80,000 - \$145,000
Large Hedge Fund	Compliance Officer	\$85,000 - \$175,000
	AGC/VP of Compliance	\$350,000
	Deputy CCO	\$400,000
	Deputy CCO	\$550,000

**Small = <\$1B**

**Medium = \$1B+**

**Large = \$2B+**

\* Note: Some of the positions listed above are hybrid roles involving both Compliance and Legal

# LEGAL

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation or Compensation Range</b>
Small Hedge Fund	GC/CCO	\$300,000
Medium Hedge Fund	GC/CCO	\$526,000
	GC/CCO	\$715,000
Large Alternative Asset Management Firm	Deputy General Counsel	\$750,000
Large Hedge Fund	Associate General Counsel	\$200,000
	Associate General Counsel	\$450,000
	Manager, Counterparty Relations	\$115,000 - \$475,000
	Senior Manager, Legal	\$350,000
	General Counsel	\$1,100,000
Large Private Equity Firm	Assistant General Counsel	\$280,000
	Legal Associate	\$200,000
Large VC/Private Equity Firm	Senior Litigation Counsel	\$470,000
Large Fund of Funds	General Counsel	\$600,000

**Small = <\$1B**

**Medium = \$1B+**

**Large = \$2B+**

# RISK

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation or Compensation Range</b>
Small Hedge Fund	Infrastructure Manager	\$90,000
Large Hedge Fund	Senior Market Risk Analyst	\$350,000
	AVP, Counterparty Credit Risk	\$115,000
Large Alternative Asset Management Firm	VP, Counterparty Risk - Traded Products	\$135,000
	VP, Market Risk	\$140,000 - \$225,000
	VP, Model Risk & Development	\$200,000 - \$216,000
	VP, Mortgage Pricing	\$180,000

**Small = <\$1B**

**Medium = \$1B+**

**Large = \$2B+**

# ACCOUNTING AND FINANCE

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation or Compensation Range</b>
Medium Hedge Fund	Controller	\$225,000
	CFO/COO	\$800,000
Large Hedge Fund	Senior Fund Accountant	\$105,000
	CFO	\$3,000,000
Large HR Management Firm	Senior Audit Manager	\$165,000
Large Alternative Asset Management Firm	Staff Accountant	\$50,000 - \$55,000

**Small = <\$1B**  
**Medium = \$1B+**  
**Large = \$2B+**

# INFORMATION TECHNOLOGY

<b>Firm Size and Type</b>	<b>Title</b>	<b>Total Compensation or Compensation Range</b>
Small Hedge Fund	Mobile Developer	\$135,000
	.NET Developer	\$110,000
	Senior C+ Developer	\$140,000
	Senior Infrastructure Engineer	\$95,000
Large Hedge Fund	Linux Engineer	\$250,000
	Senior Infrastructure Developer	\$275,000
	Software Engineer	\$135,000 - \$300,000
Large Fund of Funds	AVP, Application Development	\$125,000

Small = <\$1B

Medium = \$1B+

Large = \$2B+

## About

# JW Michaels & Co.

JW Michaels & Co. is a specialized executive search firm dedicated to serving the specialized recruiting needs of top-tier financial services, legal, technology and business institutions. We place compliance officers, general counsel, patent counsel, IT, legal, and risk management executives with select investment management firms, hedge funds, investment banks, law firms, and Fortune 500 companies in every industry.

The scope of our services is always tailored to our client's individual needs. With nearly 50 years' professional recruiting experience, our commitment to excellence has allowed us to act as a trusted advisor and partner to help our clients meet their hiring needs by sourcing the best in professional talent. No matter the role, our recruiting process is as accurately targeted as possible - exactly what you need from an executive search agency.

**For more information about JW Michaels, contact Jason Wachtel at (646) 346-2454.**