PART OF PHAIDON INTERNATIONAL

LARSON MADDOX



APAC

INDUSTRY INSIGHTS

Salary Guide:

Salary, bonus, and total compensation guidance for regulatory & legal roles across APAC

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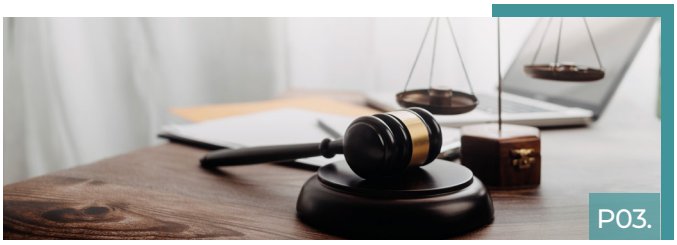
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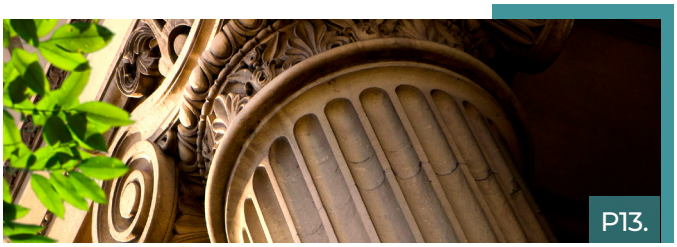
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Introduction



Salary Guidance



Summary



Introduction

Asia Pacific's (APAC) regulatory & legal sector covers diverse business cultures, politics, and regulations across various countries, making the legal industry a complex one in the region.

Singapore and Hong Kong sit as a regional hubs for many industries, including finance, manufacturing, and tech, all with their own sophisticated and robust regulatory environments. As such, major law firms from around the globe are flocking to the areas to take advantage of the many emerging opportunities available.

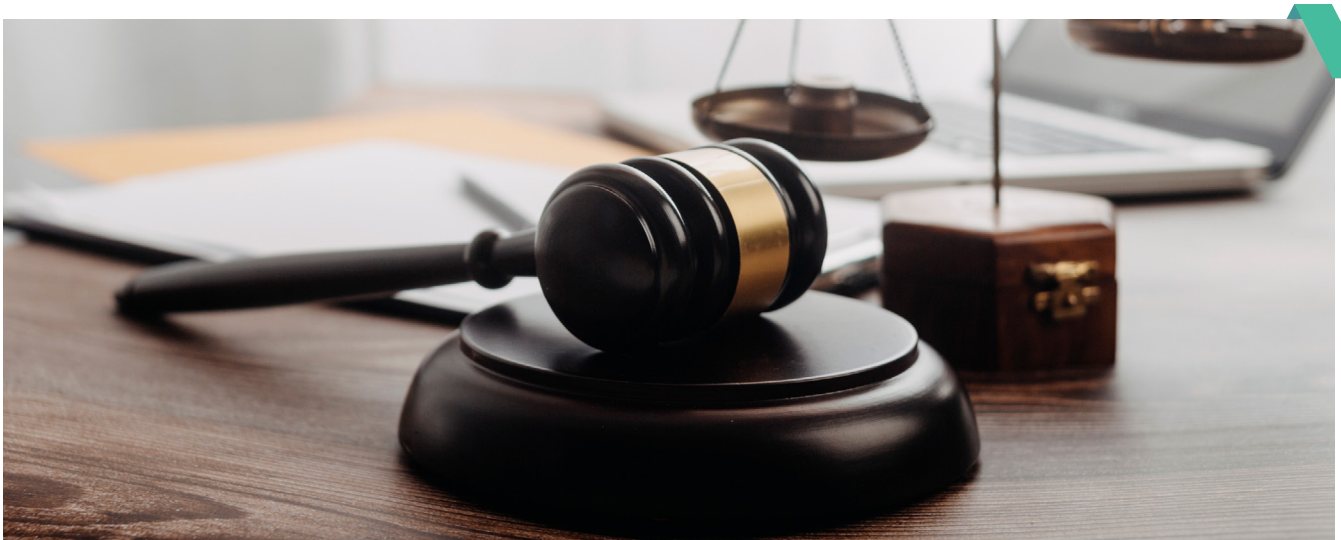
In addition, Southeast Asia as a whole is becoming an emerging market for regulatory & legal professionals, thanks to rapidly growing economies and new infrastructure projects. In Australia, demand for legal expertise is also surging, but salaries have increased in turn, leading to firms becoming much more particular about who they hire.

While these differences present challenges, this also brings opportunities for creativity, innovation, and experimentation. It also means that understanding compensation and its nuances is absolutely paramount for both organizations and professionals.
For firms, while there are many factors involved, being able to attract and retain talent ultimately hinges very heavily on the salary and bonuses you can offer.

Therefore, knowing where you are positioned competitively in the market as an organization can assist you in optimizing your talent strategy to bring the best of the best onboard, and to keep top talent too.

For professionals, it is important to understand where career paths may take their compensation. Benchmarking oneself against your peers can help you consider whether you want to make a career move if you feel you are not compensated how you'd like to be. Salary transparency and knowing where you stand in the market is super helpful in understanding whether your expectations align, and where they don't.

Our comprehensive salary guide provides valuable insights into salaries and bonuses across Hong Kong's and Singapore's financial services regulatory & legal sector. Explore the compensation information given, and make better and more informed decisions, whether in your next career move, or as a firm looking to optimize your hiring strategy.



Hong Kong Financial Services Sell Side

COMPLIANCE

AML/CFT (+Sanctions)

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-5	HKD 280K - HKD 450K
Assistant Vice President	5-8	HKD 460K - HKD 650K
Vice President	8-13	HKD 700K - HKD 960K
Senior Vice President/Associate Director	13-15	HKD 1M - HKD 1.8M
Director+	15+	HKD 1.5M - HKD 2.5M

IBD & FICC & Equities Compliance (Advisory)

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-4	HKD 400K - HKD 600K
Assistant Vice President	4-8	HKD 600K - HKD 960K
Vice President	8-12	HKD 900K - HKD 1.5M
Senior Vice President/Associate Director	12-15	HKD 1.6M - HKD 2M
Director+	15+	HKD 2M - HKD 3.5M

Central & Regulatory Compliance

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-4	HKD 320K - HKD 500K
Assistant Vice President	4-8	HKD 520K - HKD 850K
Vice President	8-14	HKD 800K - HKD 1M
Senior Vice President/Associate Director	14-16	HKD 1M - HKD 1.7M
Director+	16+	HKD 1.9M - HKD 3M

Control Room

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-5	HKD 380K - HKD 500K
Assistant Vice President	5-8	HKD 600K - HKD 750K
Vice President	8-12	HKD 700K - HKD 1M
Senior Vice President/Associate Director	12-15	HKD 1.1M - HKD 1.9M
Director+	15+	HKD 2.1M - HKD 3M

Hong Kong Financial Services Sell Side

LEGAL

Global Markets

PQE	Yearly Base Salary
3-5	HKD 1.3M - 1.6M
5-8	HKD 1.6M - 1.8M
8-12	HKD 1.8M - 2M
12-15	HKD 2M - 2.5M
15+	HKD 2.5M+

Transactional (IPO, ECM/ DCM, M&A, Financing)

PQE	Yearly Base Salary
3-5	HKD 1.2M - 1.5M
5-8	HKD 1.5M - 1.7M
8-12	HKD 1.8M - 2M
12-15	HKD 2M - 2.5M
15+	HKD 2.5M+

Regulatory

PQE	Yearly Base Salary
3-5	HKD 1M - 1.2M
5-8	HKD 1.2M - 1.5M
8-12	HKD 1.5M - 1.8M
12-15	HKD 1.8M - 2M
15+	HKD 2M+

General Commercial

PQE	Yearly Base Salary
3-5	HKD 800k - 1M
5-8	HKD 1M - 1.2M
8-12	HKD 1.2M - 1.5M
12-15	HKD 1.5 - 1.8M
15+	HKD 1.8M+



Hong Kong Financial Services Buy Side

HEDGE FUNDS (LEGAL)				
Years of experience	**Market Median Fixed Base Salary**	**Upper Quartile Market Fixed Base Salary**	**Market Median Total Comp**	**Upper Quartile Total Comp**
3-8	HKD 1.6M	HKD 1.8M	HKD 2.2M	HKD 2.8M
8-12	HKD 1.8M	HKD 2.4M	HKD 2.6M	HKD 3.5M
12-15	HKD 2.2M	HKD 2.5M	HKD 3.2M	HKD 5M
15+	HKD 2.5M	HKD 3M	HKD 3.8M	HKD 6M

PRIVATE EQUITY (LEGAL)				
Years of experience (PQE)	**Market Median Fixed Base Salary**	**Upper Quartile Market Fixed Base Salary**	**Market Median Total Comp**	**Upper Quartile Total Comp**
3-8	HKD 1.6M	HKD 2M	HKD 2.2M	HKD 3M
8-12	HKD 2.2M	HKD 2.6M	HKD 3M	HKD 4M
12-15	HKD 2.4M	HKD 3M	HKD 3.5M	HKD 5M
15+	HKD 2.6M	HKD 4M	HKD 4M	HKD 6M

COMPLIANCE				
Years of experience	**Market Median Fixed Base Salary**	**Upper Quartile Market Fixed Base Salary**	**Market Median Total Comp**	**Upper Quartile Total Comp**
3-6	HKD 600K	HKD 750K	HKD 780K	HKD 940K
6-10	HKD 900K	HKD 1.2M	HKD 1.15M	HKD 1.8M
10-15	HKD 1.5M	HKD 2M	HKD 1.9M	HKD 3M
15+	HKD 2M	HKD 2.8M	HKD 2.5M	HKD 4M

Hong Kong Non-Financial Services

NON-FS (LEGAL)	
PQE	**Annual Base Salary**
3-5	HKD 800K - 1M
5-8	HKD 1M - 1.3M
8-12	HKD 1.3M - 1.6M
12-15	HKD 1.6M - 1.8M
15+	HKD 2M+

Singapore Banking

COMPLIANCE

AML / CFT (+ Sanctions)

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-5	SGD 45K - SGD 78K
Assistant Vice President	5-8	SGD 75K - SGD 105K
Vice President	8-13	SGD 108K - SGD 180K
Senior Vice President/Associate Director	13-15	SGD 155K - SGD 240K

IBD & FICC & Equities Compliance (Advisory)

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-4	SGD 48K - SGD 80K
Assistant Vice President	4-8	SGD 80K - SGD 120K
Vice President	8-12	SGD 125K - SGD 180K
Senior Vice President/Associate Director	12-15	SGD 175K - SGD 240K
Director+	15+	SGD 240K++

Central & Regulatory Compliance

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-4	SGD 48K - SGD 80K
Assistant Vice President	4-8	SGD 80K - SGD 120K
Vice President	8-14	SGD 125K - SGD 180K
Senior Vice President/Associate Director	14-16	SGD 175K - SGD 240K
Director+	16+	SGD 240K++

Control Room

Title	Years of Experience	Yearly Base Salary
Analyst/Associate	0-5	SGD 45K - SGD 78K
Assistant Vice President	5-8	SGD 75K - SGD 105K
Vice President	8-12	SGD 108K - SGD 160K
Senior Vice President/Associate Director	12-15	SGD 155K - SGD 220K
Director+	15+	SGD 220K++

LEGAL		
Global Markets (FICC & Equities)	Yearly Base Salary	
PQE	**Advisory**	**ISDA Negotiator**
5-8	SGD 180K - 270K	SGD 120K - 170K
8-12	SGD 250K - 280K	SGD 175K - 220K
12+	SGD 280K ++	SGD 220K ++

Corporate & Investment Bank	
PQE	**Yearly Base Salary**
3-5	SGD 120K - 150K
5-8	SGD 150K - 220K
8-12	SGD 220K - 280K
12++	SGD 280K ++

General Commercial	
PQE	**Yearly Base Salary**
3-5	SGD 110K - 150K
5-8	SGD 150K - 180K
8-12	SGD 180K - 210K
12++	SGD 210K

Singapore Buy Side

LEGAL		
PQE	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
5-10	SGD 180K	SGD 230K
10-15	SGD 240K	SGD 270K
15-20	SGD 260K	SGD 340K
20+	SGD 340K	SGD 420K

COMPLIANCE		
Years of experience	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 65K	SGD 90K
6-10	SGD 85K	SGD 150K
10-15	SGD 160K	SGD 250K
15-20	SGD 250K	SGD 350K
20+	SGD 300K	SGD 400K

Singapore Commodities

LEGAL		
PQE	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 108K	SGD 132K
6-10	SGD 132K	SGD 250K
10-15	SGD 220K	SGD 350K
15-20	SGD 280K	SGD 380K
20+	SGD 350K	SGD 450K

COMPLIANCE		
Years of experience	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 65K	SGD 85K
6-10	SGD 108K	SGD 140K
10-15	SGD 140K	SGD 250K
15-20	SGD 200K	SGD 300K
20+	SGD 250K	SGD 350K



Singapore Fintech

LEGAL		
PQE	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 150K	SGD 200K
6-10	SGD 190K	SGD 280K
10-15	SGD 250K	SGD 320K
15-20	SGD 330K	SGD 400K

COMPLIANCE		
Years of experience	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 65K	SGD 96K
6-10	SGD 96K	SGD 150K
10-15	SGD 180K	SGD 240K
15-20	SGD 280K	SGD 320K
20+	SGD 300K	SGD 380K



Singapore Consulting

Compliance		
Years of experience	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 72K	SGD 100K
6-10	SGD 100K	SGD 140K
10-15	SGD 140K	SGD 200K
15-20	SGD 200K	SGD 280K
20+	SGD 250K	SGD 300K

Singapore Trading and Brokerage

Securities		
Compliance		
Years of experience	**Market Median Fixed Salary**	**Upper Quartile Market Fixed Salary**
3-5	SGD 84K	SGD 108K
6-10	SGD 120K	SGD 144K
10-15	SGD 144K	SGD 230K
15-20	SGD 210K	SGD 280K
20+	SGD 280K	SGD 300K

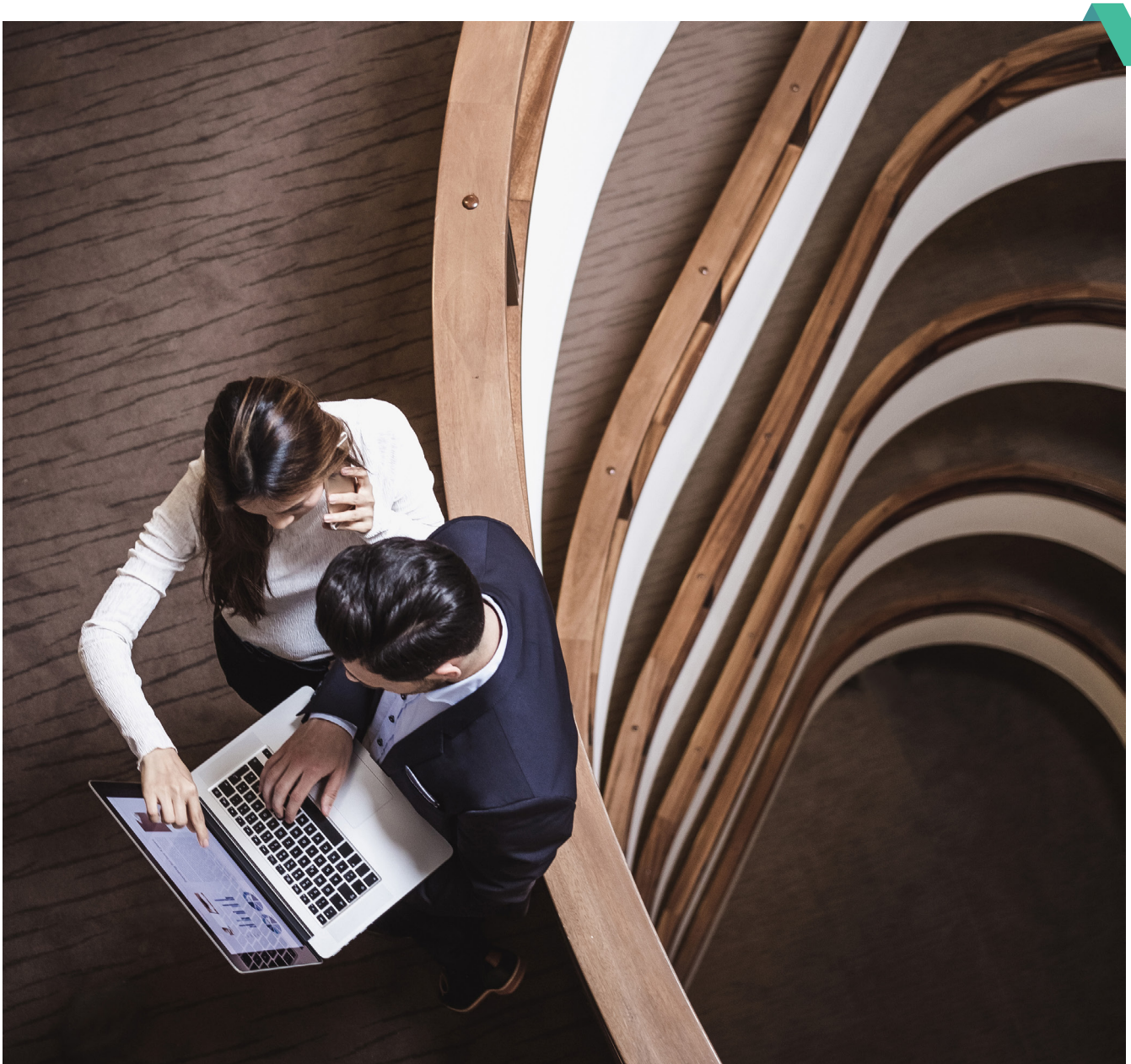


Summary

Understanding local compensation intricacies is pivotal for both organizations and professionals, influencing talent attraction, retention, and career decisions. Our specialized salary guide caters to the financial services regulatory & legal sector in Hong Kong and Singapore, and we hope the comprehensive insights help you navigate compensation structures effectively. Whether seeking talent or exploring career moves, this guide empowers informed decisions aligned with market standards.

As compensation dynamics vary across countries and emerging markets within APAC, including Australia and Southeast Asia, Larson Maddox can also provide tailored guidance to your exact needs on request.

If you are looking to hire regulatory & legal talent, seeking salary guidance for other countries within APAC or beyond, or simply want to find out more about our research and services, get in touch with Larson Maddox. As a leading specialist talent partner, we are here to support hiring managers with finding top talent in their specific field and match industry professionals with exceptional opportunities at leading companies.



About Larson Maddox

At Larson Maddox, we give essential guidance to leading firms by connecting them with the best talent for their regulatory & legal needs.

From data privacy and formalizing financial resilience, to ensuring umbrella companies are compliant and approving innovative technologies for use, a new regulatory landscape is emerging. Through an increasing amount of laws and governance comes the need to secure the right talent to scale for growth, but also to protect your organization best.

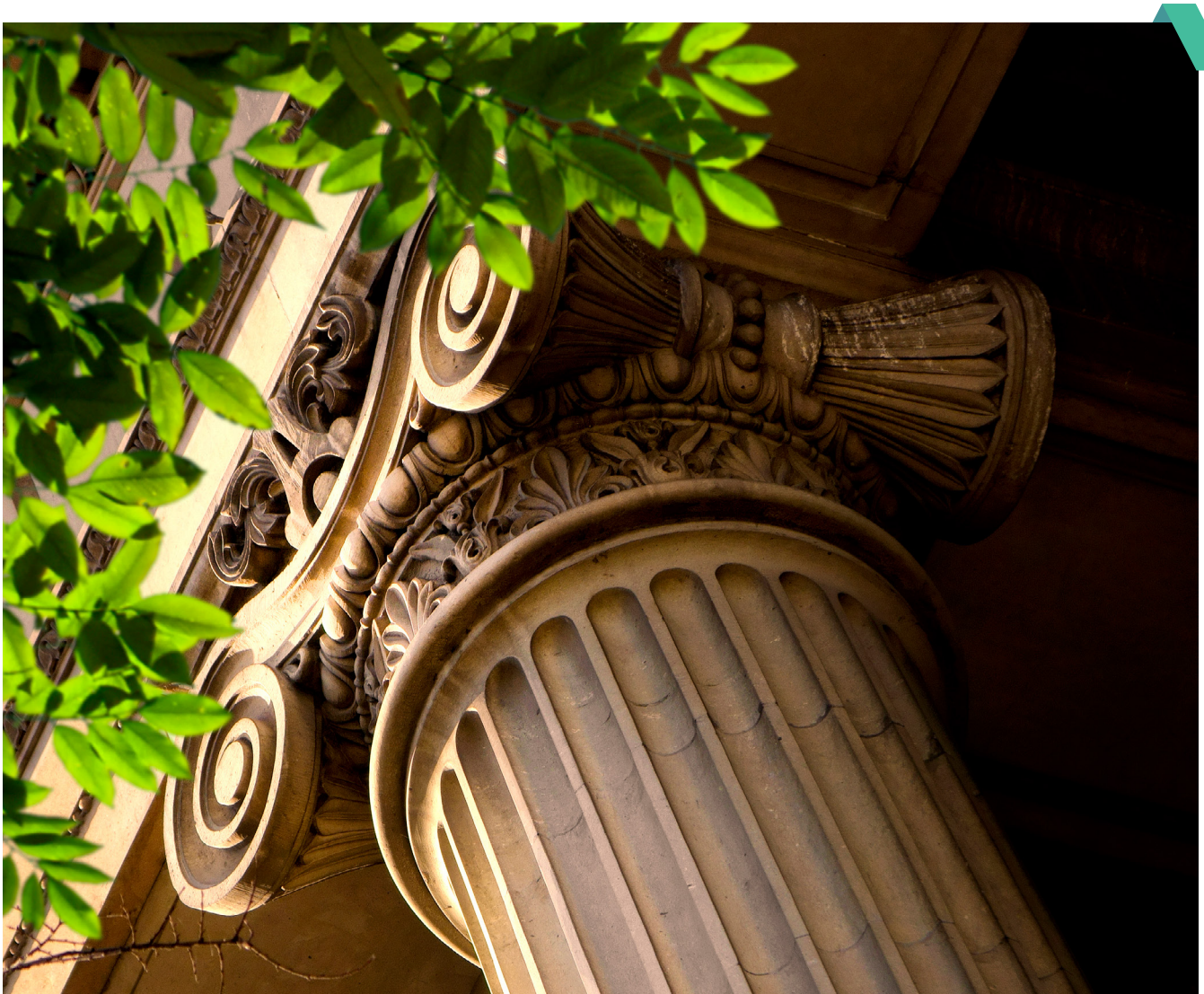
With Larson Maddox as your leading talent partner, you can rest assured that you have the expertise needed to succeed in a regulated market.

Our Specialisms

- In-house Counsel
- Legal Operations
- Contract Management
- Compliance
- Regulatory Reporting
- Government Affairs
- Regulatory Operations
- Data & Privacy

Our Industry Expertise

- Financial Services
- Life Sciences
- Technology, Media & Entertainment
- Consumer Goods
- Energy, Construction & Infrastructure
- Manufacturing



Contact Larson Maddox

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Whether you are interested in hiring top legal & compliance talent specializing in financial services, are an industry professional looking to explore your career options, or would simply like to find out more about our research, please reach out to our expert consultants.

Ian Yeung
Head of Legal and Compliance, North Asia

Contact Ian

Simran Karamchandani
Associate Vice President

Contact Simran

Jamie Thorpe
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