

Salary Benchmarking – Front Office Positions

Commodity Strategist

Candidates with MSC +	2 years	3-5years	5-7years	7-10 years
Utility	£38-42k + (10-20%)	£45- 55k + (20-30%)	£55- 70k + (30-50%)	£70-90k + (50-60%)
Sell Side Research	£40-45k + (20-30%)	£50-70k + (30-40%)	£70- 85k + (30-40%)	£85-110k + (40-50%)
Commodity Trading Firm	£60-70k + (30-40%)	£70-80k + (40-50%)	£80-90k + (70-90%)	£90-120k + (80-150%)
Hedge Fund	£50-60k	£60-70k	£70-85k	£85-110k

Equity Strategist

Candidates with MSC +	2 years	3-5years	5-7 years	7-10 years
Sell Side	£45-50k +(10-20%)	£55- 60k +(20-30%)	£70-85k + (30-40%)	£90-130k +(30-50%)
Asset Management	£40-50k + (20-30%)	£55-65k +(25-35%)	£70-80k + (30-40%)	£90-110k + (50-60%)
Hedge fund	£40-45k	£50-60k	£70-80k	£85-100k

Fixed Income Strategist

Candidates with MSC +	2 years	3-5years	5-7years	7-10 years
Sell Side	£50k + (10-20%)	£55-70k +(20-40%)	£80-110k + (40-60%)	£110 -140k + (50-100%)
Asset Management	£45-50k + (20-30%)	£60-70k +(20-40%)	£70-90k + (50-60%)	£90-110k + (50-90%)
Hedge fund	£40-50k	£ 55-65k	£60-80k	£75-95k

Multi Asset / Macro strategist

Candidates with MSC +	2 years	3-5years	5-7 years	7-10 years
Sell Side	£50-55k + (15-20%)	£65-85k +(30-40%)	£80-110k +(40-60%)	£130-£150k +(50-80%)
Asset Management	£40- 50k +(20-30%)	£55-70k +(40-70%)	£70-95k +(50-80%)	£90-120k +(60-90%)
Hedge fund	£40-45k	£50-65k	£70-85k	£75-110k

Quantitative Researcher

Candidates with PHD +	2 years	3 years	4 years
Sell Side	£70-80k +(20-40%)	£80-90k + (30-60%)	£90-100k + (60-80%)
Asset Management	£65-70k + (30-60%)	£70-75k + (50-70%)	£75-90k +(60-90%)
Hedge fund	£55-60k +	£60-65k +	£65-70k +

Candidates with MSC +	2 years	3 years	4 years
Sell Side	£60-70k +(20-30%)	£70-80k + (30-60%)	£80-90k + (60-80%)
Asset Management	£50-60k + (30-40%)	£60-70k + (50-70%)	£70-80k +(60-90%)
Hedge fund	£40-45k +	£50-55k +	£55-60k +

Hedge Funds of Fund Manager

Years of Exp	5 years- 7yrs	7-10 years	PM
Asset Management	£65-75k + (60-80%)	£80-110k + (60-90%)	£110-125K + (90-120%+)
Family Office/FoHF	£60-70k + (40-60%)	£75-90k + (60-70%)	£100-110K + (70-90%)

Macro Economist

Candidates with PHD +	2 years	3-5years	5- 7years	7-10 years	Chief Economist
Sell Side	£60-70k + (10-20%)	£70-85k + (20-30%)	£85-100k + (30-50%)	£100- 130k + (30-50%)	£225-300k + (40-90%)
Asset Management	£60- 65k + (10-20%)	£70- 85k + (20-30%)	£80-95k + (30-40%)	£95-120k + (40-60%)	£170-210k + (60-120%)
Hedge fund	£55-60k +	£65-85k +	£80-90k +	£90-110k +	£150-180k

Candidates with MSC +	2 years	3yrs -5yrs	5yrs- 7yrs	7-10 years	Chief Economist
Sell Side	£50-55k + (10-20%)	£55k-70k + (10-20%)	£70-85k + (15-25%)	£80-105k + (20-30%)	£225-300k + (40-90%)
Asset Management	£45-50k + (15-20%)	£55-65k +(20-30%)	£70-80k + (30-40%)	£85 -110k + (40-50%)	£170-210k + (60-120%)
Hedge fund	£40-50k	£50-65k	£65-80k	£80-95k	£150-180k

Execution Trader

Years of Experience	Junior (2years)	4-5 years	5-8 years	Head
Broker	£28-35k +(20-30%)	£50-60k + (30-40%)	£60-70k +(35-40%)	£80- £100k + (40-50%)
Asset Management	£40-50k +(10-15%)	£55-65k + (20-30%)	£70-80k + (30-40%)	£130- £160k +(70-90%)
Hedge fund	£32-40k +	£50-60k	£60-80k	£120- £150k

