

HUDSON RISK AND COMPLIANCE

2019 Salary Guide



Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

Hudson helps organisations achieve great performance by discovering talent and helping people realise their potential.

Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

HUDSON RISK AND COMPLIANCE

Sydney

RISK MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Risk Officer (Junior)	250 - 300	125 - 150
Chief Risk Officer (Mid Weight)	300 - 350	150 - 175
Chief Risk Officer (Senior)	350 +	175 +
Head of Operational Risk (Junior)	180 - 210	90 - 105
Head of Operational Risk (Mid Weight)	210 - 250	105 - 125
Head of Operational Risk (Senior)	250 - 300	125 - 150
Senior Risk Manager (Junior)	130 - 150	65 - 75
Senior Risk Manager (Mid Weight)	140 - 160	70 - 80
Senior Risk Manager (Senior)	160 - 200	80 - 100
Operational Risk Manager (Junior)	100 - 110	50 - 55
Operational Risk Manager (Mid Weight)	110 - 120	55 - 60
Operational Risk Manager (Senior)	120 - 140	60 - 70
Senior Risk Analyst / Advisor (Junior)	80 - 90	40 - 45
Senior Risk Analyst / Advisor (Mid Weight)	90 - 100	45 - 50
Senior Risk Analyst / Advisor (Senior)	100 - 110	50 - 55
Operational Risk Analyst / Advisor (Junior)	70 - 75	35 - 37
Operational Risk Analyst / Advisor (Mid Weight)	75 - 85	37 - 43
Operational Risk Analyst / Advisor (Senior)	85 - 90	43 - 45

FEATURED ROLE

Risk Manager

Permanent salary range (AUD/000)

120 - 140

About the role

A Risk Manager supports business stakeholders with a comprehensive and integrated risk service, providing risk management advice and coordination of risk management activities. Key responsibilities include: gathering and analysing risk reports and data to identify and understand risks, undertaking diagnostic deep dives on the risk and control environment to identify and implement systemised control improvements, and ensuring effective design of control for new and changing processes.

Key skills/attributes

- Experience in Operational Risk/Audit or a related field
- Strong knowledge of Controls
- Strong commercial acumen and proven experience in managing senior stakeholders
- Strong oral and written communication skills, proven experience in report writing and presentations
- The capacity to work in a busy, commercial, competitive environment and the ability to meet objectives / targets and deliver customer service
- Capturing risks and controls in a risk profile and reporting key themes in line with Group Standards

HUDSON RISK AND COMPLIANCE

Sydney

COMPLIANCE

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Compliance Officer (Junior)	250 - 300	125 - 150
Chief Compliance Officer (Mid Weight)	300 - 350	150 - 175
Chief Compliance Officer (Senior)	350 +	175 +
Head of Compliance (Junior)	180 - 210	90 - 105
Head of Compliance (Mid Weight)	210 - 250	105 - 125
Head of Compliance (Senior)	250 - 300	125 - 150
Senior Compliance Manager (Junior)	140 - 160	70 - 80
Senior Compliance Manager (Mid Weight)	160 - 180	80 - 90
Senior Compliance Manager (Senior)	180 - 220	90 - 110
Compliance Manager (Junior)	120 - 130	60 - 65
Compliance Manager (Mid Weight)	130 - 150	65 - 75
Compliance Manager (Senior)	150 - 160	75 - 80
Senior Compliance Analyst / Officer (Junior)	90 - 100	45 - 50
Senior Compliance Analyst / Officer (Mid Weight)	100 - 110	50 - 55
Senior Compliance Analyst / Officer (Senior)	110 - 120	55 - 60
Compliance Analyst / Officer (Junior)	70 - 80	35 - 40
Compliance Analyst / Officer (Mid Weight)	80 - 90	40 - 45
Compliance Analyst / Officer (Senior)	90 - 100	45 - 50

FEATURED ROLE

Regulatory Compliance Manager

Permanent salary range (AUD/000)

150 - 170

About the role

A regulatory response professional will have had strong exposure to prudential standards to provide senior support for the development, implementation and ongoing maintenance and execution of the regulatory response strategy. The Regulatory Compliance Manager will: provide advice, oversight, and manage regulatory notices requests and incidents; develop and implement the regulatory response strategy; report to support management on key regulatory responses and relationships; promote awareness of risk and issues; and build strong relationships with key regulators.

Key skills/attributes

- Outstanding stakeholder management skills
- Understanding of regulatory bodies
- Ability to liaise with people of all levels
- Experience in similar role
- High level of integrity

HUDSON RISK AND COMPLIANCE

Sydney

INTERNAL AUDIT

	Permanent (AUD/000)	Contracting (AUD/hr)
General Manager / Chief Audit Officer (Junior)	250 - 300	125 - 150
General Manager / Chief Audit Officer (Mid Weight)	300 - 350	150 - 175
General Manager / Chief Audit Officer (Senior)	350 +	175 +
Head of Internal Audit (Junior)	180 - 210	90 - 105
Head of Internal Audit (Mid Weight)	210 - 250	105 - 125
Head of Internal Audit (Senior)	250 - 300	125 - 150
Senior Internal Audit Manager (Junior)	130 - 150	65 - 75
Senior Internal Audit Manager (Mid Weight)	140 - 160	70 - 80
Senior Internal Audit Manager (Senior)	160 - 200	80 - 100
Internal Audit Manager (Junior)	100 - 110	50 - 55
Internal Audit Manager (Mid Weight)	110 - 120	55 - 60
Internal Audit Manager (Senior)	120 - 140	60 - 70
Senior Internal Auditor (Junior)	80 - 90	40 - 45
Senior Internal Auditor (Mid Weight)	90 - 100	45 - 50
Senior Internal Auditor (Senior)	100 - 110	50 - 55
Internal Auditor (Junior)	70 - 75	35 - 37
Internal Auditor (Mid Weight)	75 - 80	37 - 43
Internal Auditor (Senior)	85 - 90	43 - 45

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

Get in touch to see how we can help

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