



Update! Trade Compliance Compensation Trends 2025

The Top Three Reasons Trade Compliance Professionals will change jobs in 2025

Compensation

Remote/Hybrid Policy

Top-down support for a Best In Class Trade Compliance program...

TEN YEARS AGO

The Top Three Reasons Trade Compliance Professionals made a change in 2015

Top-down support for a Best In Class Trade Compliance program...

Compensation

Location

BASE SALARY COMPENSATION

Trade Compliance Specialist/Analyst/Associate/Coordinator–

These titles are interchangeable and are individual contributors and do not manage people

(1 to 3 years' experience) *\$80k to 90k*

Senior Trade Compliance Specialists/Analysts

This includes both specialty focused TC roles and/or multitask TC roles in large or small firms... Supervision of an Analyst is common at this level

(3+ years experience) – *\$90k to 110k*

*****Senior Trade Compliance Specialists/Associates** with **EXPORT** Trade Compliance expertise in the Defense, Aerospace, Semiconductor, Tech community will drive this salary up...there is simply a huge need and a lack of Talented Trade Compliance professionals in this segment.
(3-7+years experience) – **\$115k to 145**

Team Lead / Trade Compliance Manager/Senior Manager

**Compensation can vary if there are two managers in the department dividing Import and Export responsibilities, or if they split various compliance functions among the group. Export Compliance specialty continues to drive a higher base salary.
(8+ yrs) – **\$140k to 170k**

Associate Director/Director of Trade Compliance –
(10+ years of experience) \$180k to 245k+

Senior Director/VP of Trade Compliance/In-House Trade Counsel – \$240k++

FACTORS

- ✓ **Low Supply** – Biggest factor is the finite number of experienced Trade Compliance professionals. There is **100% Employment** in the Trade Compliance niche.
- ✓ **High Demand** – Especially Now as Wash DC has transitioned to an aggressive Administration reworking Trade Policy
- ✓ **Remote** – High Interest 100% of candidates will accept an interview
Hybrid -Medium/High Interest for a 3/2 arrangement
Full 5 Day Onsite Low Interest
- ✓ **Interest** – Why will an excellent Trade Compliance professional consider leaving their current Team to join your Team? Your Firm? What is your Compelling Recruiting Message?

QUESTIONS?

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