



PROFESSIONAL RECRUITERS SERVING THE  
TRADE COMPLIANCE COMMUNITY

## 2026 TRADE COMPLIANCE COMPENSATION TRENDS

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**It continues to be a great time to be a Trade Compliance Professional!  
Our impact and value has grown significantly over the past year.  
Increases in compensation reflect this trend.**

***Top 3 Reasons why Trade Compliance professionals seek a new career opportunity:***

- 1. Compensation***
- 2. Top-down support for a corporate culture of Trade Compliance***
- 3. Work/life balance - Remote and hybrid roles continue to be of high interest***

**2026 Base Compensation ranges by title:**

**Trade Compliance Specialist/Analyst**

These titles are interchangeable and are individual contributors and do not manage people (3+ years' experience) \$90k to \$98k

**Senior Trade Compliance Specialist/Analyst**

This includes both specialty focused roles and/or multitask roles in large or small firms. (5+ years of experience) - \$95k to \$115k

**Senior EXPORT Compliance Specialist/Analyst** - Focus on Export Compliance with expertise in the Defense, Aerospace, Semiconductor, Tech community, these are specialty niche fields with a large demand and a small pool. (3 to 7+ years of experience) - \$120k to \$145k

**Trade Compliance Manager/Senior Manager**

Compensation can vary if the TC Manager is managing function ONLY or if there are two managers in the department dividing Import and Export responsibilities, or if they split various compliance functions among the group.

(8 - 10 years or more) - \$140k to \$170k

**Director / Senior Director / VP /In-House Trade Counsel**

This base salary increases depending on size of company, operations, staff oversight, global reach, and credentials (Masters, J.D., Attorney). (10+ years with managerial oversight) \$200k to \$300k+