

2024

GLOBAL ETF

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SALARY

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SURVEY REPORT

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# KEY FINDINGS

**\$308K**

The average total compensation across the ETF industry is \$308k

**75%**

The average bonus is 75% of the base industry

**\$308K**

US is the country paying the highest compensation, on average 45% higher than in Europe and 28% than in Asia

**18%**

On average women are paid 18% less than men across the industry

**\$947K**

Heads of Businesses are on average getting paid \$947k

**\$393K**

The highest paying roles are those within Trading, on average paying \$393k

**\$141K**

The lowest paying roles are Operations, on average paying \$141k

**\$672K**

Those at the start of their careers i.e., Analysts, are on average getting paid \$100k and those at the top i.e., Managing Directors are getting paid \$672k

**+K**

Companies paying the highest compensation levels are AP/Market Makers and firms paying the lowest are Data Vendors

**ALL FIGURES ARE QUOTED IN USD  
FOR SIMPLICITY WE HAVE USED AVERAGE FIGURES IN ALL INSTANCES**





**BLACKWATER**

**INTERESTED IN  
THE FULL  
REPORT?**

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Contact

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## Blackwater is a global ETF | Digital Assets consulting and recruitment firm.

Founded in 2019, we are a team of ex ETF industry professionals with over 100 years of Asset Management experience. We are able to leverage our know-how to provide both clients and candidates with unique insights.

### OUR SERVICES

#### CONSULTING

Helping clients enter the ETP and Crypto industry in the most effective way possible – save costs, dramatically shorten the time to market, and provide guidance to avoid the pitfalls with launching an ETP business.

#### RECRUITING

Helping clients source the best talent the industry has to offer across the globe.

#### PR

Helping clients elevate their brand presence and provide access and explore to financial and main stream media across Europe.

