

# ANALYST, ASSOCIATE AND VICE PRESIDENT COMPENSATION REPORT 2017/18

# Welcome to the sixth annual Arkesden Partners compensation report

2017 was a busy year for the banks within M&A in London and it continues so in early 2018.

Given the backdrop of Brexit in 2019, firms like Arkesden act as a barometer for the real time requirements of banking clients to hire in various geographies. As things stand today, most of our clients firmly see London as the obvious headquarters for their deal makers and there is a high volume of hiring across Tier 1, Tier 2 and Independent banks for London based roles.

There is a notable build out of banking teams on the European continent particularly in France and Germany in the back and middle office functions, but the pace of front office hiring has shown little detectable sign of change yet. Clearly there is a long way to go before the true impact of Brexit is fully understood but for now, the Investment Banks are choosing London as the place of choice to continue doing business from.

Remuneration plays an interesting side note to individual choice on where to locate geographically. Quality of living,

education and local taxation are major considerations for those thinking about where to base themselves. The figures from this year's report give a strong showing to junior remuneration on solid earnings last year and for now the signs remain cautiously optimistic for this year too in the London market.

We hope you enjoy this year's report.

**Adam Cairns**  
Founder & Managing Partner  
Arkesden Partners

## Trends for 2017 compensation

### Results

The banks have seemingly increased overall compensation by about 8% year on year from last year's report. A strong M&A market has led to increased revenues across the board for the Tier 1 IBD teams.

The largest increase in compensation has been at the VP level this year. We note that the number of VP's within M&A teams continues to be extremely thin. Therefore, both from a strong deal flow perspective and from a retention perspective, banks have been both willing and able to offer stronger bonuses here.

It appears that BAML has paid the highest across the Associate and VP levels for 2017. The feedback from many at the bank has been strong.

From the European banks, UBS has leapt forwards in compensation given increases in the fixed element across the Associate and VP levels. At some of the Associate levels UBS and Credit Suisse have matched the Tier 1 US banks in terms of average remuneration. This is certainly a new trend if you compare figures from our previous reports.

We note that Analyst compensation from 2016 to 2017 was mostly flat or slight increases (for the banks with a Winter Analyst programme).

We reported last year that the Analyst programmes were moving in terms of duration and date. We note that JPMorgan, Goldman Sachs, Morgan Stanley and BAML have maintained a Summer programme however it is a more confused picture around the length of each programme at individual banks. Therefore for the first time we have broken this down in the report.

The margin of pay difference between the large US banks and their European counterparts is noticeably slimmer this year. At the Associate level we calculate that the European Tier 1 banks have paid like for like in the last 12 months on the mean earnings.

## Changes to Analyst Promotion Cycles 2018 Onwards

Bank	Bonus Timing	Analyst 1	Analyst 2	Analyst 3	Associate 0	Associate 1
JP Morgan	Summer	1 year	1 year	1 year	6 months	1 year
Goldman Sachs	Summer	6 months	1 year	1 year	8 months	1 year
Morgan Stanley	Summer	1 year	1 year	1 year	6 months	1 year
BAML	Summer	1 year	1 year	N/A	6 months	1 year
CITI	Winter	1 year	1 year	1 year	6 months	1 year
Barclays	Winter	6 months	1 year	1 year	N/A	1 year
Deutsche Bank	Winter	6 months	1 year	1 year	N/A	1 year
Credit Suisse	Winter	1 year	1 year	1 year	6 months	1 year
UBS	Winter	6 months	1 year	1 year	N/A	1 year

## Analyst, Associate & Vice President – Fixed Compensation

Level	Analyst 1		Analyst 2		Analyst 3		Associate 0/1		Associate 1/2		Associate 2/3		Associate 3/4		VP 1		VP 2		VP 3	
	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18	16/17	17/18
JP Morgan	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£90K	£90K	£105K	£105K	£120K	£120K	£135K	£135K	£155K	£155K	£155K	£155K
Goldman Sachs	£50K	£50K	£57K	£60K	£60K	£60K	£76K	£80K	£91K	£91K	£106K	£106K	£122K	£122K	£134K	£134K	£143K	£143K	£160K	£160K
Morgan Stanley	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£98K	£98K	£111K	£111K	£123K	£123K	£170K	£170K	£170K	£170K	£170K	£170K
BAML	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£90K	£90K	£105K	£105K	£120K	£120K	£150K	£150K	£150K	£150K	£150K	£150K
CITI	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£90K	£90K	£105K	£105K	£120K	£120K	£135K	£135K	£150K	£150K	£150K	£150K
Barclays	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£85K	£90K	£105K	£105K	£107K	£115K	£130K	£135K	£135K	£145K	£146K	£155K
Deutsche Bank	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£90K	£90K	£105K	£105K	£120K	£120K	£140K	£140K	£140K	£155K	£140K	£170K
Credit Suisse	£50K	£50K	£55K	£55K	£60K	£60K	£80K	£80K	£90K	£90K	£105K	£105K	£120K	£120K	£150K	£150K	£150K	£150K	£150K	£150K
UBS	£50K	£50K	£55K	£55K	£60K	£65K	£80K	£85K	£90K	£95K	£105K	£110K	£115K	£122K	£125K	£135K	£135K	£150K	£150K	£150K

## Analyst 1 - 2017 Starters

Bank	CYCLE	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	Summer	£50,000	£50,000	£42,000	Not Announced	£30,000	Not Announced	£80,000	N/A
Goldman Sachs	Summer	£50,000	£50,000	£45,000	Not Announced	£30,000	Not Announced	£80,000	N/A
Morgan Stanley	Summer	£50,000	£50,000	£42,000	Not Announced	£35,000	Not Announced	£85,000	N/A
BAML	Summer	£50,000	£50,000	£55,000	Not Announced	£35,000	Not Announced	£85,000	N/A
CITI	Winter	£50,000	£50,000	N/A	N/A	£12,500 stub	£12,500 stub	£62,500	£62,500
Barclays	Winter	£50,000	£50,000	N/A	N/A	£10,000 stub	£10,000 stub	£60,000	£60,000
Deutsche Bank	Winter	£50,000	£50,000	N/A	N/A	£15,000 stub	£16,000 stub	£65,000	£66,000
Credit Suisse	Winter	£50,000	£50,000	N/A	N/A	£17,500 stub	£17,500 stub	£68,500	£68,500
UBS	Winter	£50,000	£50,000	N/A	N/A	£15,000 stub	£15,000 stub	£65,000	£65,000

## Analyst 2 - 2016 Starters

Bank	CYCLE	2016/2107 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	Summer	£55,000	£55,000	£42,000	Not Announced	£35,000	Not Announced	£90,000	N/A
Goldman Sachs	Summer	£60,000	£60,000	£44,000	Not Announced	£36,000	Not Announced	£96,000	N/A
Morgan Stanley	Summer	£55,000	£55,000	£45,000	Not Announced	£33,000	Not Announced	£88,000	N/A
BAML	Summer	£55,000	£55,000	£43,000	Not Announced	£33,000	Not Announced	£88,000	N/A
CITI	Winter	£55,000	£55,000	£40,000	£50,000	£32,000	£36,000	£87,000	£91,000
Barclays	Winter	£55,000	£55,000	£42,000	£45,000	£30,000	£34,000	£85,000	£89,000
Deutsche Bank	Winter	£55,000	£55,000	£38,000	£42,000	£32,000	£34,000	£87,000	£89,000
Credit Suisse	Winter	£55,000	£55,000	£41,000	£55,000	£31,000	£38,000	£86,000	£93,000
UBS	Winter	£55,000	£55,000	£45,000	£42,000	£34,000	£35,000	£89,000	£90,000

## Analyst 3 - 2015 Starters

Bank	CYCLE	2016/2107 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	Summer	£60,000	£60,000	£57,000	Not Announced	£47,000	Not Announced	£107,000	N/A
Goldman Sachs	Summer	£60,000	£60,000	£58,000	Not Announced	£48,000	Not Announced	£108,000	N/A
Morgan Stanley	Summer	£60,000	£60,000	£54,000	Not Announced	£42,000	Not Announced	£102,000	N/A
BAML	Summer	£60,000	£60,000	£56,000	Not Announced	£42,000	Not Announced	£102,000	N/A
CITI	Winter	£60,000	£60,000	£55,000	£62,000	£45,000	£44,000	£105,000	£104,000
Barclays	Winter	£60,000	£60,000	£50,000	£48,000	£41,000	£40,000	£101,000	£100,000
Deutsche Bank	Winter	£60,000	£60,000	£50,000	£40,000	£40,000	£36,000	£100,000	£96,000
Credit Suisse	Winter	£60,000	£60,000	£52,000	£60,000	£40,000	£45,000	£100,000	£105,000
UBS	Winter	£60,000	£60,000	£60,000	£62,000	£47,000	£45,000	£107,000	£105,000



## Associate 0/1 - 2014 Starters

Bank	2016/2017 Fixed	2017/2018 Fixed	Summer 2017 Associate Sign On	2017/2018 Upper Bonus	2017/2018 Mean Bonus	January 2018 Stub Bonus	2017/2018 Mean Total Comp
JP Morgan	£80,000	£80,000 (6 months)	£22,000	£60,000	£21,500	£53,000	£136,500
Goldman Sachs	£76,000	£80,000 (9 months)	N/A	£75,000	£21,000	£56,000	£136,000
Morgan Stanley	£80,000	£81,000 (6 months)	£25,000	£72,000	£25,000	£52,000	£142,500
BAML	£80,000	£80,000 (6 months)	£20,000	£70,000	£25,000	£58,000	£143,000
CITI	£80,000	£80,000 (6 months)	£22,000	£75,000	N/A	£55,000	£117,000
Barclays	£80,000	£80,000 (6 months)	£22,000	£70,000	N/A	£54,000	£116,000
Deutsche Bank	£80,000	£80,000 (6 months)	£22,000	£55,000	N/A	£45,000	£107,000
Credit Suisse	£80,000	£80,000 (6 months)	£22,000	£76,000	N/A	£55,000	£117,000
UBS	£80,000	£85,000	N/A	£85,000	N/A	£62,000	£147,000

## Associate 1/2 - 2013 Starters

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£90,000	£90,000	£90,000	£92,000	£65,000	£72,000	£155,000	£162,000
Goldman Sachs	£91,000	£91,000	£92,000	£110,000	£66,000	£76,000	£157,000	£167,000
Morgan Stanley	£98,000	£98,000	£67,000	£83,000	£52,000	£62,000	£150,000	£160,000
BAML	£90,000	£90,000	£90,000	£112,000	£65,000	£74,000	£155,000	£164,000
CITI	£90,000	£90,000	£90,000	£86,000	£61,000	£65,000	£151,000	£155,000
Barclays	£90,000	£90,000	£85,000	£89,000	£62,000	£64,000	£152,000	£154,000
Deutsche Bank	£90,000	£90,000	£84,000	£92,000	£58,000	£61,000	£148,000	£151,000
Credit Suisse	£90,000	£90,000	£100,000	£88,000	£60,000	£69,000	£150,000	£159,000
UBS	£90,000	£95,000	£90,000	£85,000	£64,000	£68,000	£154,000	£163,000

## Associate 2/3 - 2012 Starters

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£105,000	£105,000	£110,000	£100,000	£74,000	£81,000	£179,000	£186,000
Goldman Sachs	£106,000	£106,000	£112,000	£122,000	£78,000	£83,000	£184,000	£189,000
Morgan Stanley	£111,000	£111,000	£90,000	£115,000	£66,000	£68,000	£177,000	£179,000
BAML	£105,000	£105,000	£110,000	£120,000	£74,000	£88,000	£179,000	£193,000
CITI	£105,000	£105,000	£108,000	£105,000	£76,000	£78,000	£181,000	£183,000
Barclays	£105,000	£105,000	£100,000	£95,000	£71,000	£75,000	£176,000	£180,000
Deutsche Bank	£105,000	£105,000	£105,000	£110,000	£70,000	£81,000	£175,000	£186,000
Credit Suisse	£105,000	£105,000	£110,000	£110,000	£76,000	£85,000	£181,000	£190,000
UBS	£105,000	£110,000	£105,000	£100,000	£74,000	£83,000	£179,000	£193,000

## Associate 3/4 - VP 2018 Promotes

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£120,000	£120,000	£140,000	£125,000	£84,000	£95,000	£204,000	£215,000
Goldman Sachs	£120,000	£120,000	£142,000	£135,000	£90,000	£97,000	£210,000	£217,000
Morgan Stanley	£123,000	£123,000	£120,000	£145,000	£76,000	£88,000	£199,000	£211,000
BAML	£120,000	£120,000	£138,000	£155,000	£85,000	£102,000	£205,000	£222,000
CITI	£120,000	£120,000	£140,000	£126,000	£87,000	£95,000	£207,000	£215,000
Barclays	£107,000	£115,000	£115,000	£130,000	£81,000	£82,000	£188,000	£197,000
Deutsche Bank	£120,000	£120,000	£114,000	£125,000	£80,000	£85,000	£200,000	£205,000
Credit Suisse	£120,000	£120,000	£140,000	£136,000	£86,000	£96,000	£206,000	£216,000
UBS	£123,000	£123,000	£130,000	£135,000	£84,000	£89,000	£207,000	£212,000

## VP 1 - 2017 Promotes

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£140,000	£140,000	£155,000	£165,000	£102,000	£122,000	£242,000	£262,000
Goldman Sachs	£134,000	£134,000	£200,000	£170,000	£105,000	£131,000	£239,000	£265,000
Morgan Stanley	£170,000	£170,000	£150,000	£175,000	£80,000	£93,000	£250,000	£263,000
BAML	£150,000	£150,000	£165,000	£175,000	£102,000	£121,000	£252,000	£271,000
CITI	£135,000	£150,000	£140,000	£135,000	£107,000	£115,000	£242,000	£265,000
Barclays	£130,000	£135,000	£130,000	£150,000	£91,000	£111,000	£221,000	£246,000
Deutsche Bank	£140,000	£140,000	£120,000	£145,000	£78,000	£109,000	£218,000	£249,000
Credit Suisse	£150,000	£150,000	£170,000	£160,000	£93,000	£115,000	£248,000	£265,000
UBS	£125,000	£135,000	£160,000	£165,000	£100,000	£114,000	£225,000	£249,000

## VP 2 - VP 2016 Promotes

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£155,000	£155,000	£228,000	£215,000	£136,000	£152,000	£291,000	£307,000
Goldman Sachs	£146,000	£146,000	£237,000	£228,000	£130,000	£152,000	£273,000	£298,000
Morgan Stanley	£170,000	£170,000	£198,000	£210,000	£102,000	£114,000	£272,000	£284,000
BAML	£150,000	£150,000	£295,000	£232,000	£124,000	£144,000	£274,000	£294,000
CITI	£150,000	£150,000	£260,000	£230,000	£128,000	£139,000	£278,000	£289,000
Barclays	£140,000	£145,000	£220,000	£205,000	£121,000	£132,000	£261,000	£277,000
Deutsche Bank	£140,000	£155,000	£190,000	£200,000	£104,000	£121,000	£244,000	£276,000
Credit Suisse	£150,000	£150,000	£240,000	£220,000	£122,000	£136,000	£272,000	£286,000
UBS	£135,000	£150,000	£235,000	£245,000	£128,000	£135,000	£263,000	£285,000

## VP 3 - VP 2015 Promotes

Bank	2016/2017 Fixed	2017/2018 Fixed	2016/2017 Upper Bonus	2017/2018 Upper Bonus	2016/2017 Mean Bonus	2017/2018 Mean Bonus	2016/2017 Mean Total Comp	2017/2018 Mean Total Comp
JP Morgan	£155,000	£155,000	£260,000	£262,000	£159,000	£172,000	£314,000	£327,000
Goldman Sachs	£160,000	£160,000	£272,000	£270,000	£161,000	£174,000	£321,000	£334,000
Morgan Stanley	£170,000	£170,000	£235,000	£248,000	£123,000	£156,000	£293,000	£326,000
BAML	£150,000	£150,000	£263,000	£340,000	£151,000	£184,000	£301,000	£334,000
CITI	£150,000	£150,000	£265,000	£260,000	£153,000	£172,000	£303,000	£322,000
Barclays	£150,000	£155,000	£240,000	£240,000	£136,000	£152,000	£286,000	£307,000
Deutsche Bank	£150,000	£170,000	£220,000	£235,000	£128,000	£146,000	£268,000	£316,000
Credit Suisse	£150,000	£150,000	£255,000	£265,000	£141,000	£169,000	£291,000	£319,000
UBS	£150,000	£150,000	£250,000	£255,000	£152,000	£162,000	£302,000	£312,000

# Arkesden Partners

[www.arkesden.com](http://www.arkesden.com)

We are a leading search firm that focuses on placing individuals into financial services and corporates.

We are London based but we undertake mandates throughout Europe, MENA and North American regions. We have over a decade of experience and focus on individuals at the Director, Vice President, Associate and Analyst levels.

## Arkesden Banking

[www.arkesden.com/investment-banking](http://www.arkesden.com/investment-banking)

Arkesden Banking Practice has consistently delivered both for our clients and candidates since its inception. The team operates across numerous markets including:

- M&A
- ECM
- Broking
- Restructuring
- Sector and Country Coverage
- Debt Advisory
- Leveraged Finance.

Arkesden Banking clients range from a select group of Tier 1 and Tier 2 Independent banks and Boutique Banks. Many of the relationships we hold have been developed over many years. Those relationships have often been strongest during economic downturn and indeed both our client and candidate community appreciate the continued support we offer them regardless of economic conditions. While sourcing individuals is a key part of what we do, we also provide market data and mapping services to our community.

## Our Approach

During our ten year history we have built a very wide ranging network of professionals within our five core markets. This has been built from real belief and understanding of the importance many people place on their careers. We always aim to offer sound medium term career advice. This approach has led us to be recommended many times to other professionals and clients alike to build fresh relationships.

To find out more about Arkesden Banking and the work we do please feel free to contact us.

Website: [www.arkesden.com/investment-banking](http://www.arkesden.com/investment-banking)

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