

# SALARY SURVEY

TRADE COMPLIANCE

2022



## Preface

### Greetings!

*From the desk of Garrett Stephenson, President Gateway Recruiting*

Another interesting year and here we are at the crossroads of continued challenges in the world of employment. These challenges over the past 18+ months are not independent to Trade Compliance professionals but are the results of decreased inventory of qualified candidates across the marketplace in general post-pandemic. The challenges of the trade compliance vertical remain heavily in focus on our desk, with the trend repeating what we have seen over the last decade, a shortage of qualified professionals and rising compensation across the board. With geopolitical pressures/events and retiring trade compliance professionals we do not expect Trade Compliance hiring to get easier even when possibly facing an economic slowdown globally. Trade compliance professionals will remain in demand and groups will continue to grow not just domestically in the US, but globally. It has become important for large multi-national companies to continue their expansion to have regionally based compliance groups across the EU, APAC, LATAM.

Due to this demand over the past year we have seen an increase not just in salary/base compensation, but an increase in perks (Hybrid/Flexible Work Schedule, Sign-on Bonuses, Equity; etc). Though remote work is still an option for some of our clients, we are starting to see most clients require professionals back in the office at an increasing rate or be present a few days a week.

On another note, want to thank everyone in Trade Compliance for their continued support on this survey, and in supporting Gateway Recruiting. This survey has become the industry standard over the past 10+ years, and we enjoy providing the data to the industry. If you ever are struggling to hire for your organization (Full time hires or Contract employees); please never hesitate to reach out to myself or one of my valued team members here at Gateway Recruiting. We are always up to the challenge!

Cheers to another year and again, thank you for continuing to support Gateway Recruiting!

**Garrett Stephenson**

*President*

**Gateway Recruiting Inc.**

[Garrett@GatewayRecruiting.com](mailto:Garrett@GatewayRecruiting.com)

Gateway Recruiting was launched to provide timely and focused recruitment services and solutions to emerging, expanding and established companies.

Our extensive background and broad experience have enabled us to tailor each candidate search to the specific requirements of the client. Where other firms tend to be short sighted in placement, we view each open position with bifocals - we understand the need for just-in-time resources, however, we also understand the need to support the client's long-term talent pipeline as they explore change and grow.

The Gateway Recruiting approach delivers the best talent for companies whose bottom-line is both profit and people!

## Gateway Recruiting

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# OUR SERVICES

## Retained Search

If you have an urgent position that must be filled within a certain time constraint, or that is a confidential replacement, or addition to your team; you will directly benefit from our retained searches. Our retained searches offer our clients the highest level of service within our firm and include a (position specific) dedicated team and dedicated time allowance to ensure fulfilling your need (s) as efficiently as possible. We have the ability to customize each search, including payment terms and conditions, to meet your individual company's needs. Gateway Recruiting guarantees our retained searches in writing.

## Contract Staffing

This service will allow you to maximize your work force flexibility in today's rapidly changing business environment. You can lower head count, lower payroll, and adjust staff levels as workloads change. All you need to do is approve time sheets and pay weekly invoices, and let Gateway Recruiting handle everything else. Fees are per hour, and are based on the difficulty of the position. We have staff available and can usually have someone at your offices performing in days.

## Contingency Search

With this level of search between Gateway Recruiting and your company, Gateway Recruiting will be able to take immediate action on critical and urgent searches on an on-going basis. Contingency-based searches are typically awarded to Gateway Recruiting on Exclusive Basis. You will not incur any costs for contingency search until you hire a candidate that we have referred. We are dedicated to providing the best quality candidate for all positions, in a timely manner.

## Trade Compliance Consulting Services

Based on our extensive list of active consultants we have the ability to provide on demand consulting services to our clients in the field of Trade Compliance. If you are going through a consent agreement or an audit, we can provide on demand consultants to come in and help in your compliance project. If you just need consultants for a classification project, or a new ERP roll out, we have you covered as well! Check our pricing compared to the competition and you will be pleased with the impact on your bottom line.

## Trade Compliance/Supply Chain Verticals

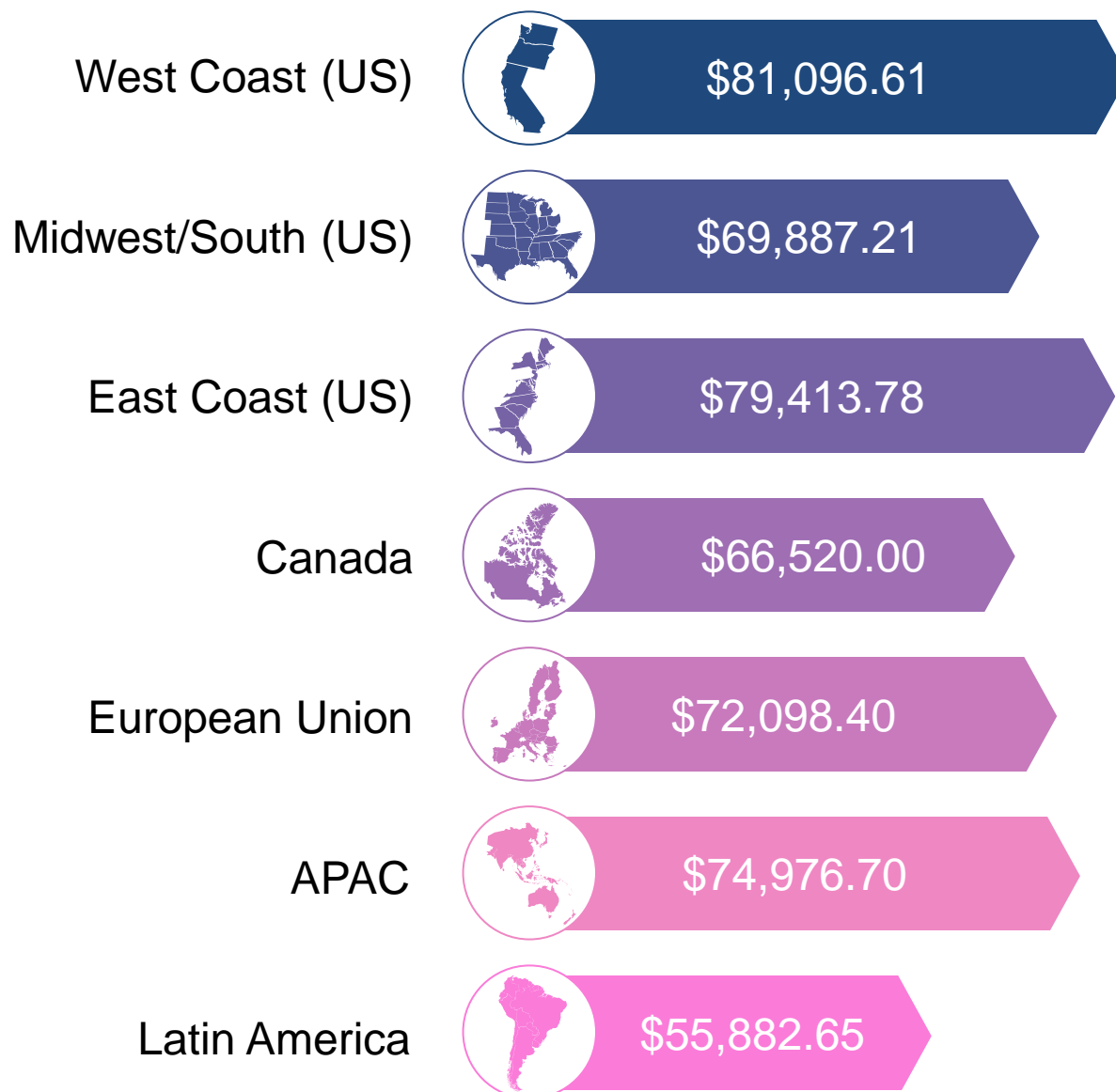
- ▶ Customs Import Compliance
- ▶ Export Compliance
- ▶ SAP GTS
- ▶ ECCN Classification
- ▶ HTS Classification
- ▶ Supply Chain / Operations
- ▶ Capacity Management
- ▶ Global Logistics
- ▶ EMEA Compliance
- ▶ APAC Compliance
- ▶ Domestic/ International Transportation
- ▶ WMS and TMS Implementations
- ▶ Regulatory Compliance
- ▶ FDA Compliance

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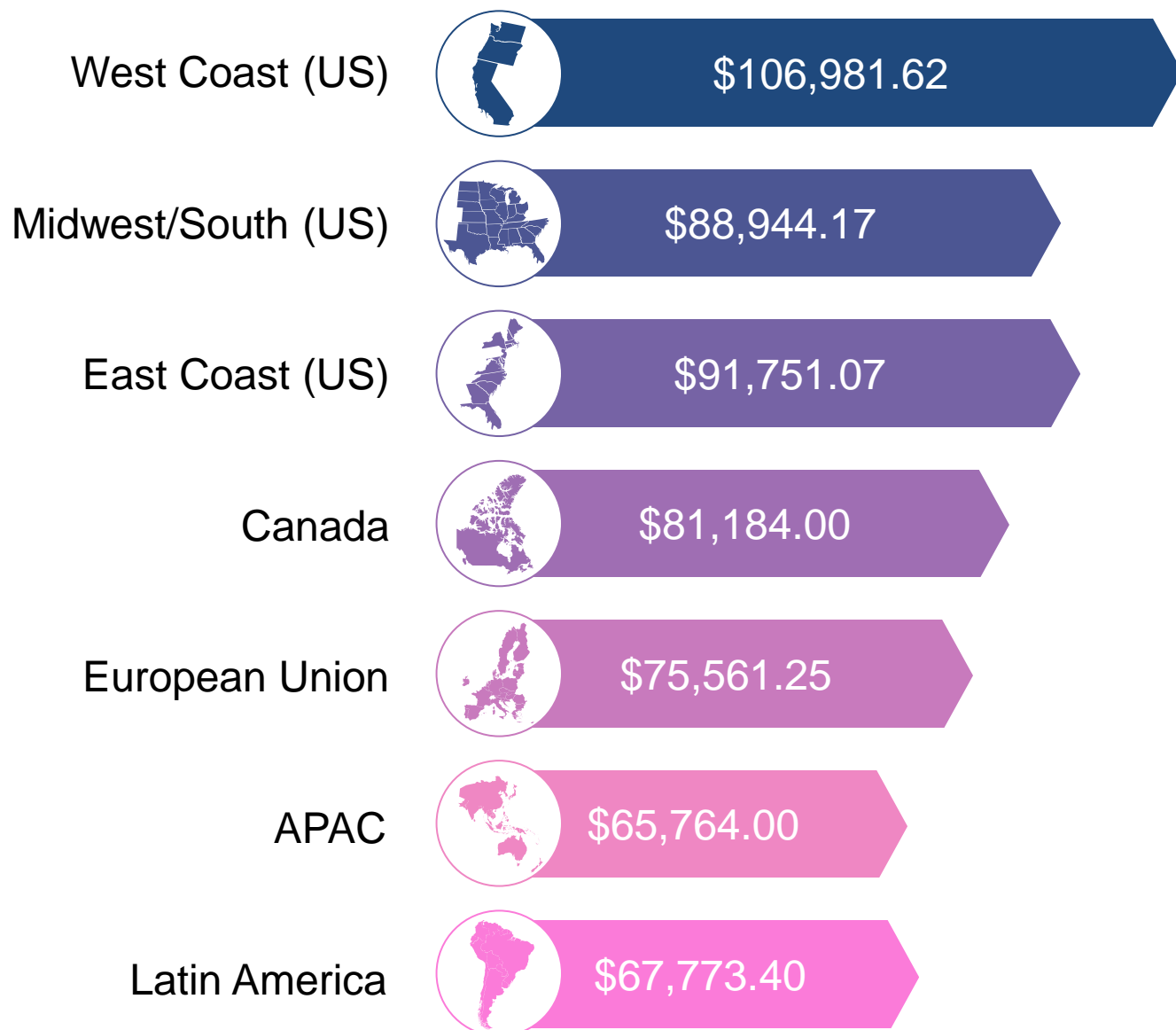
## ASSOCIATE

### Average Salary by Region



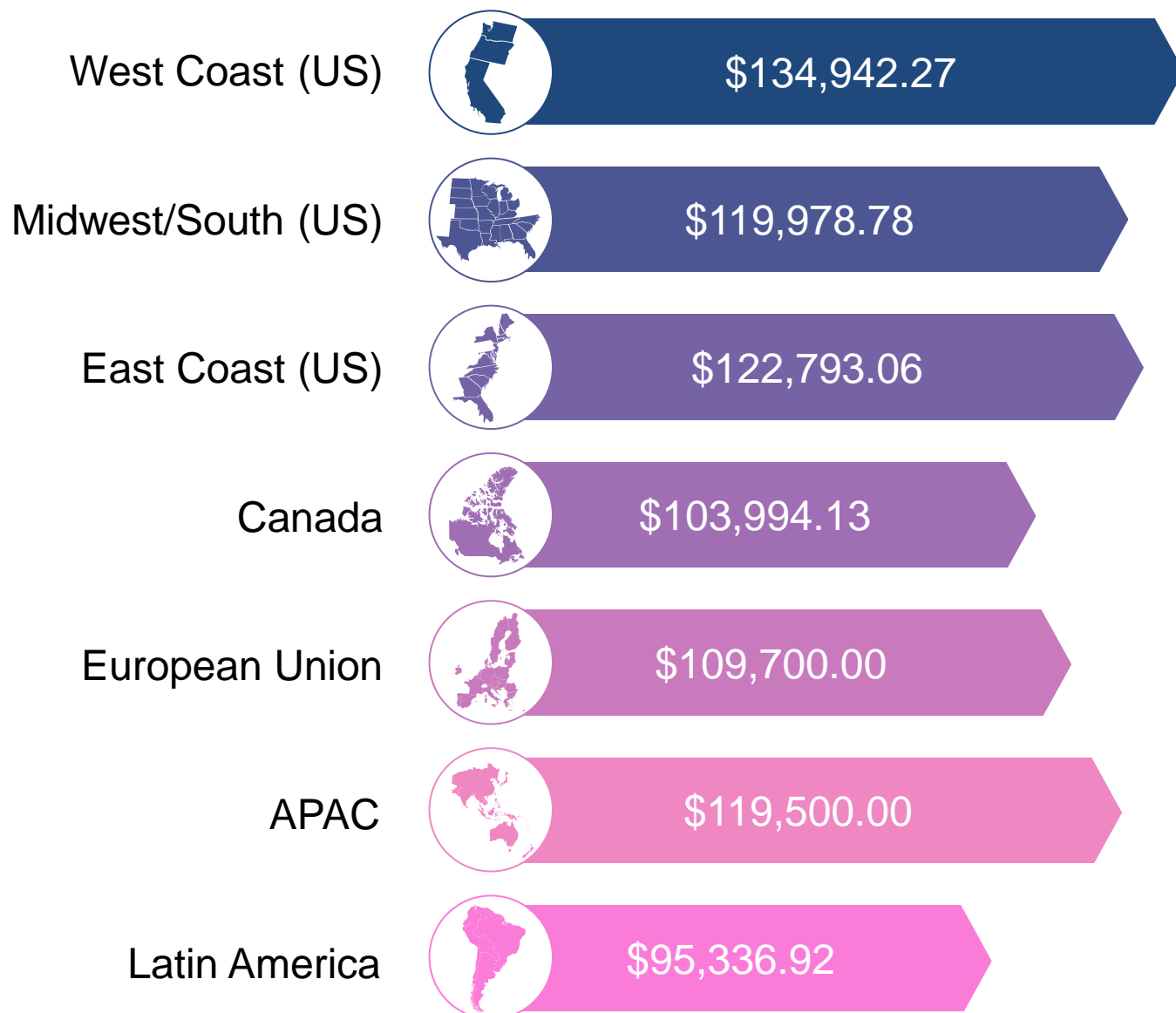
## SENIOR ASSOCIATE

## Average Salary by Region



# MANAGER (NO DIRECT REPORTS)

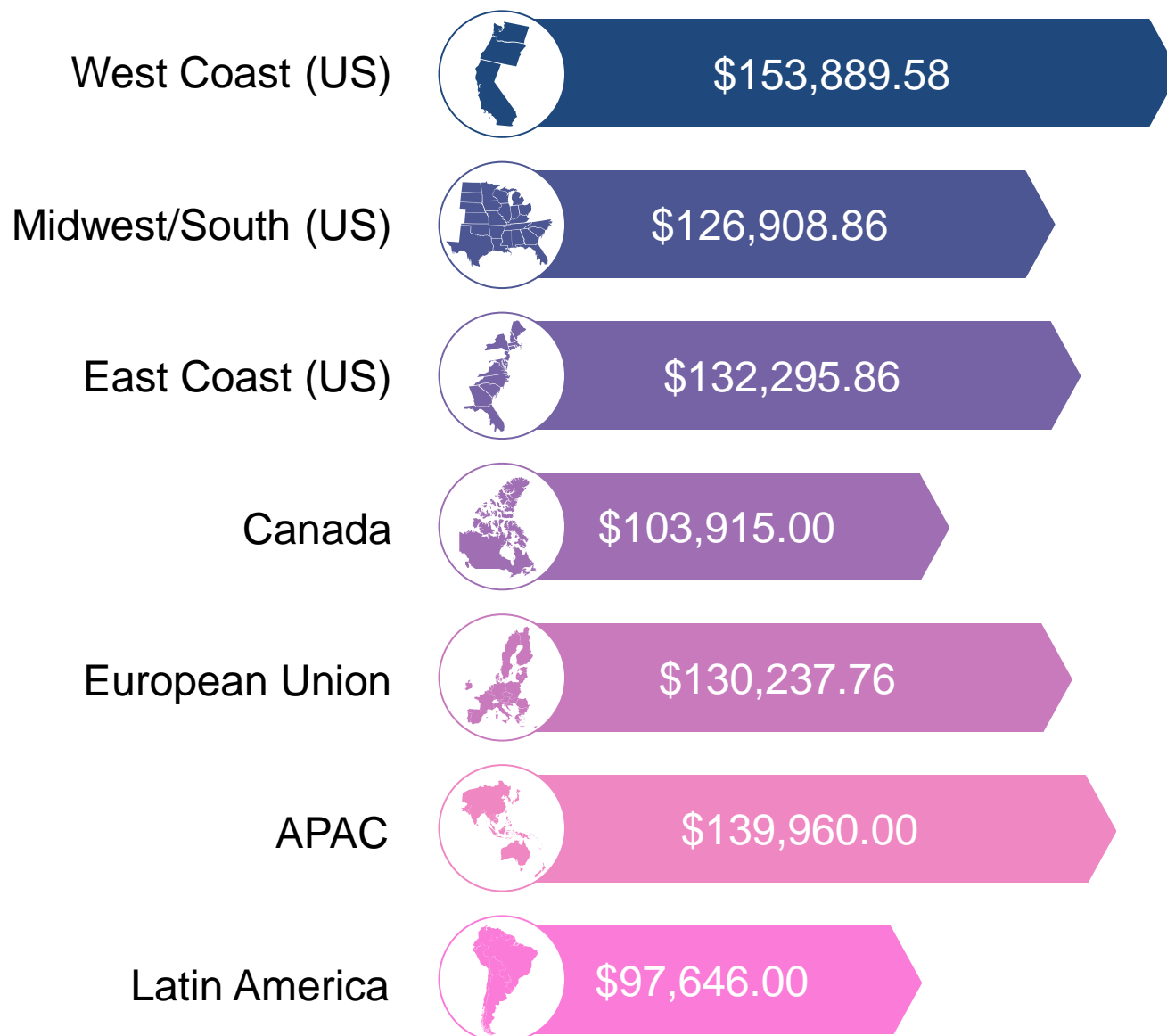
## Average Salary by Region





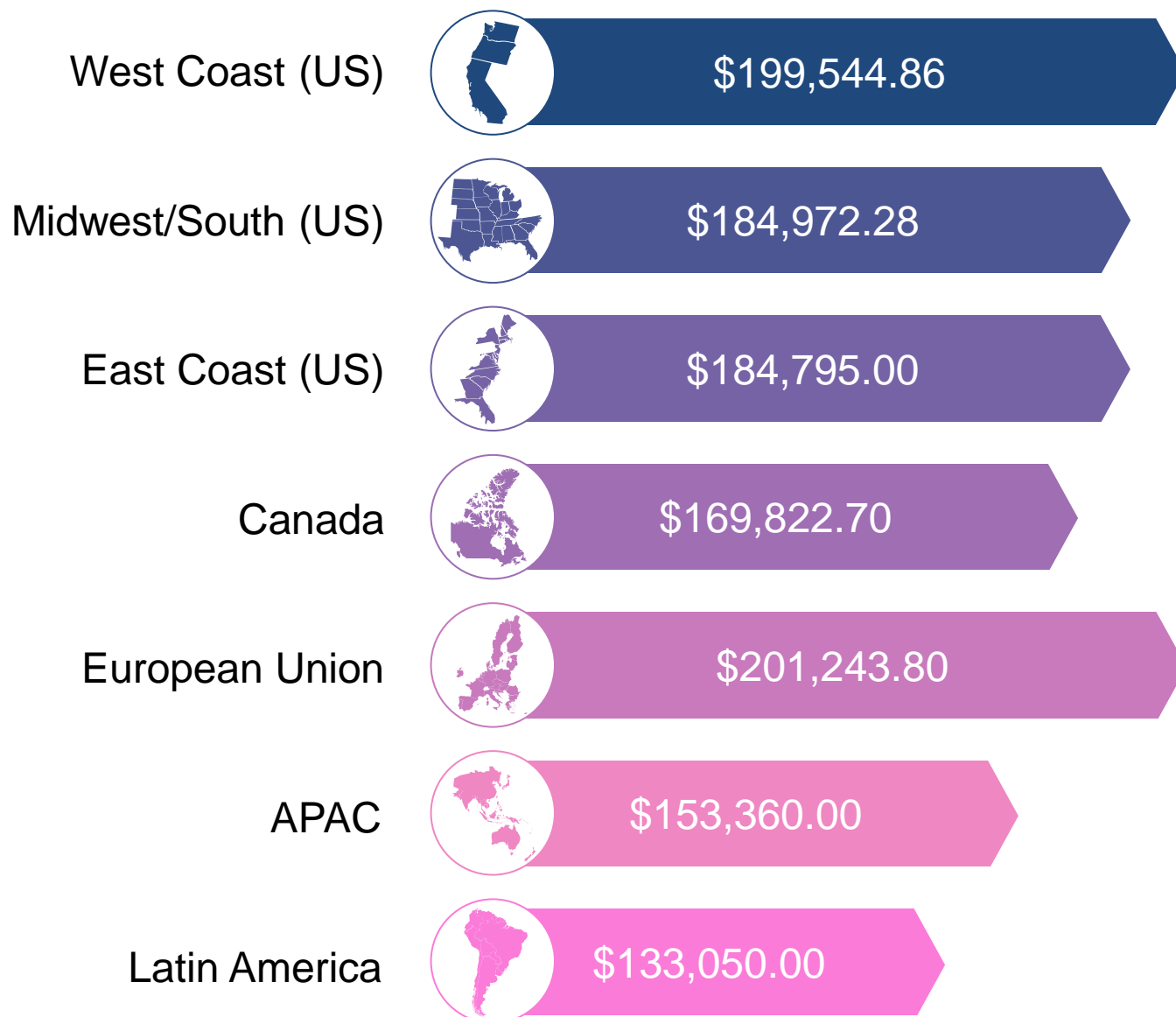
## MANAGER (DIRECT REPORTS)

Average Salary by Region



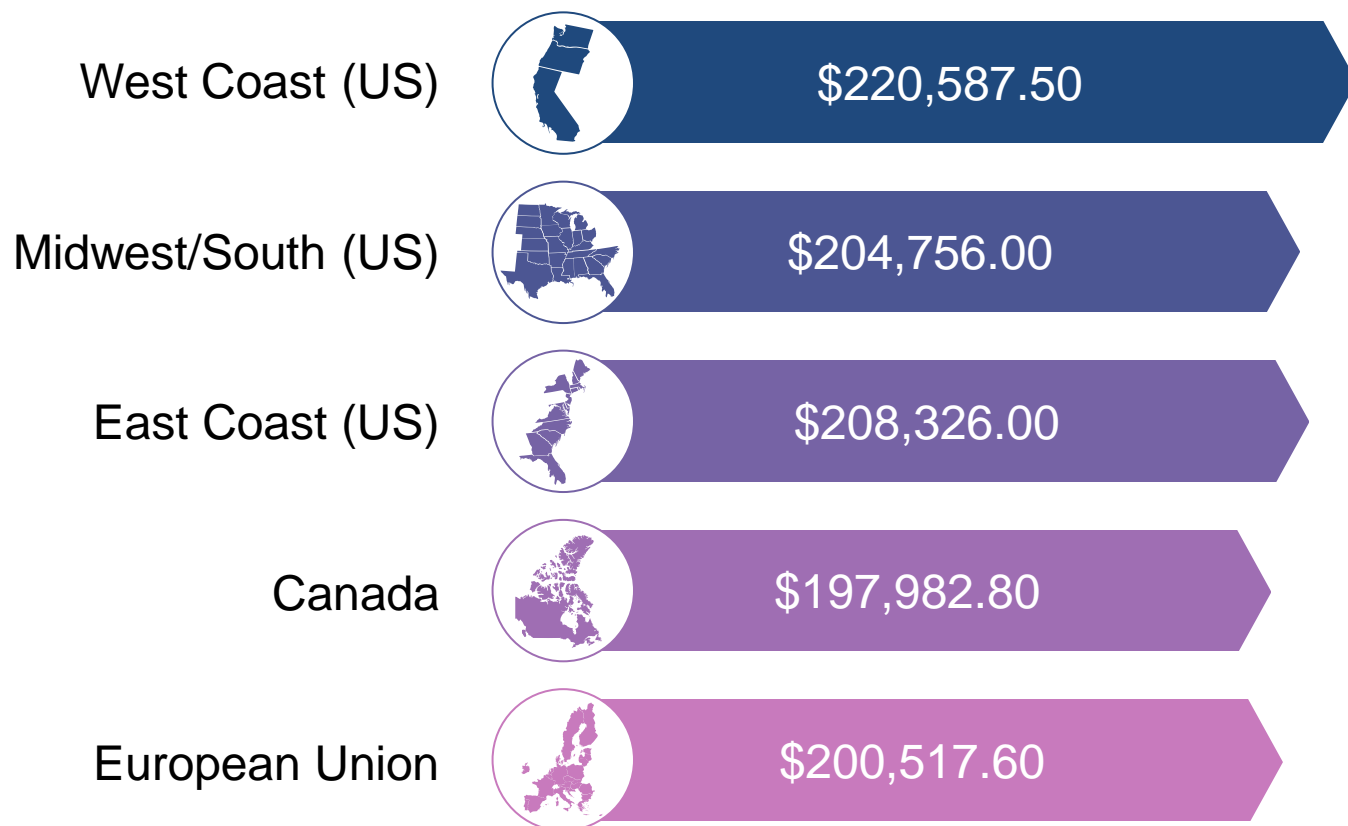
## DIRECTOR

### Average Salary by Region

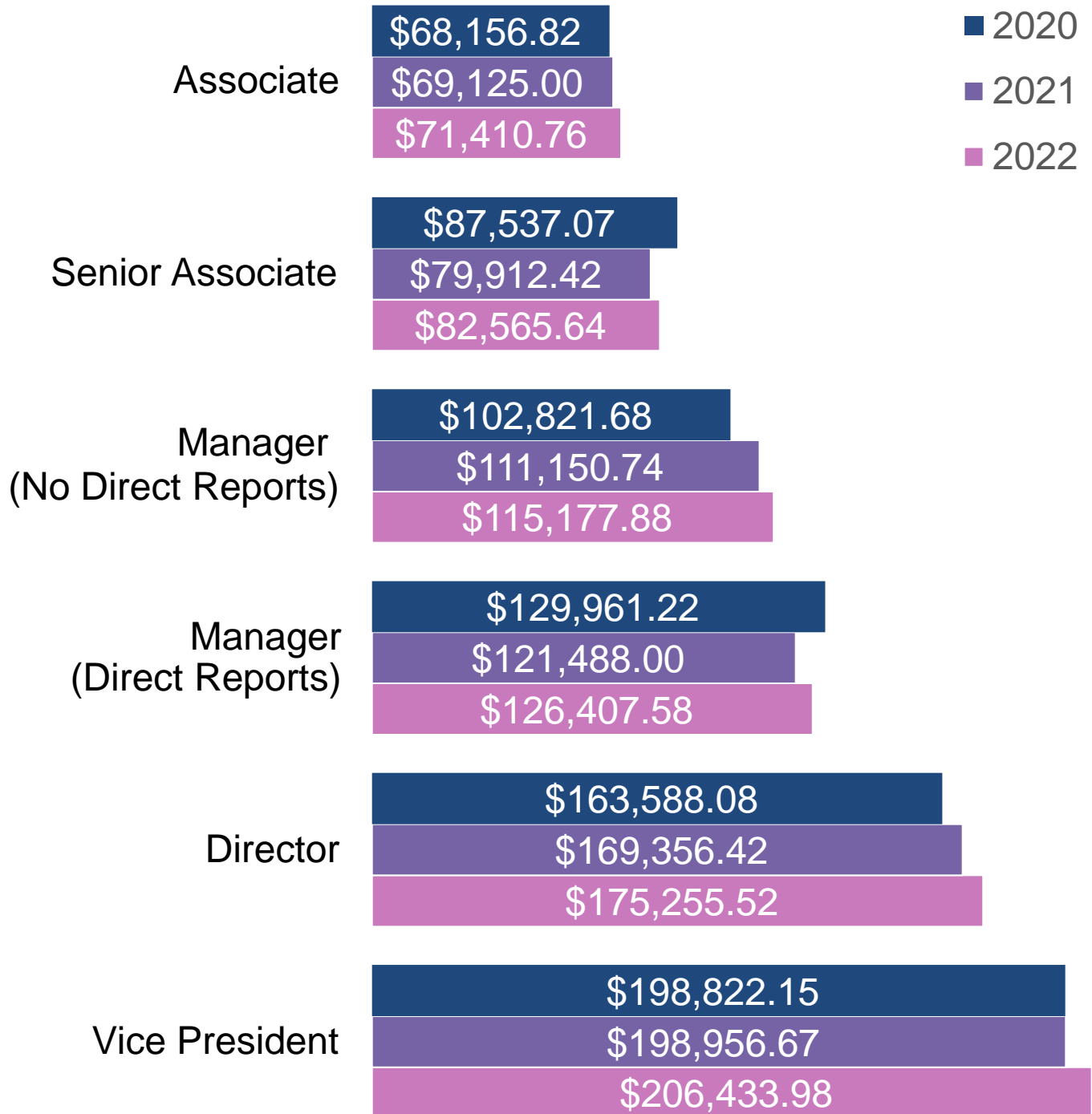


## VICE PRESIDENT

### Average Salary by Region



## AVERAGE SALARY GLOBALLY PER TITLE



## HOW MUCH HAS YOUR SALARY GROWN IN LAST 3 YEARS?

It has Shrunk

3%

It has stayed the same

4%

It has grown less than 5%

23%

5-10%

35%

11-20%

20%

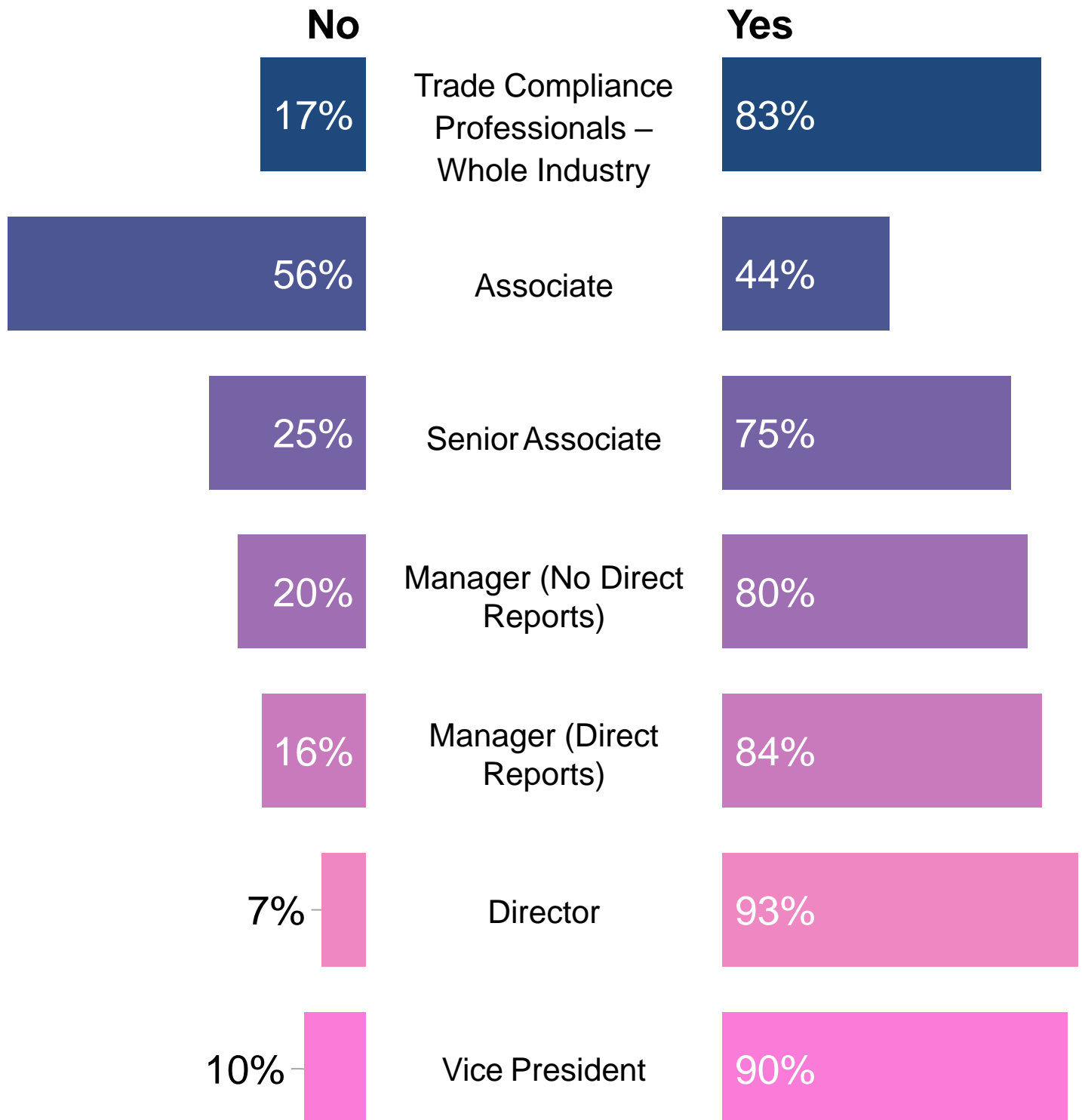
21-39%

10%

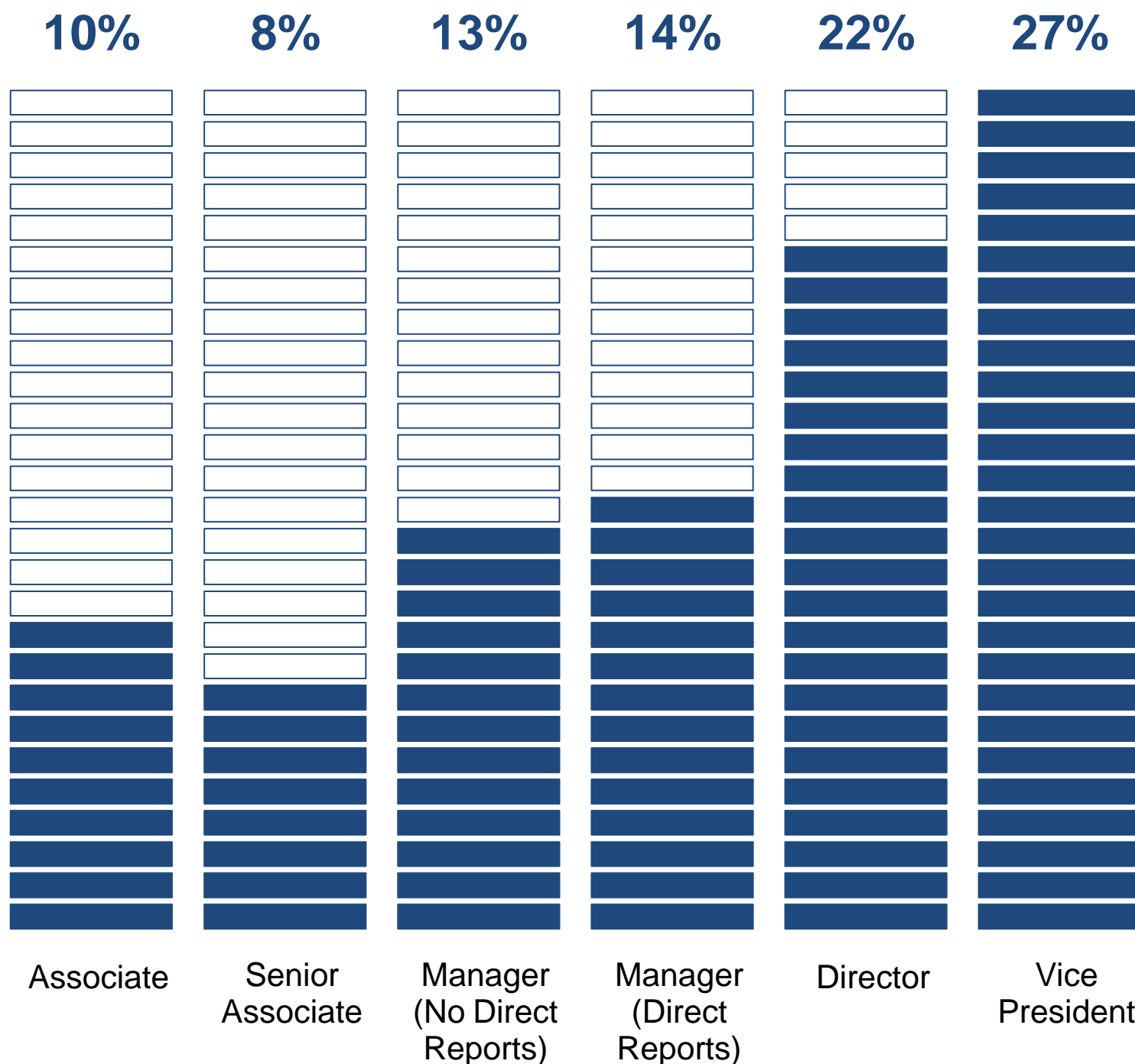
40% or greater

5%

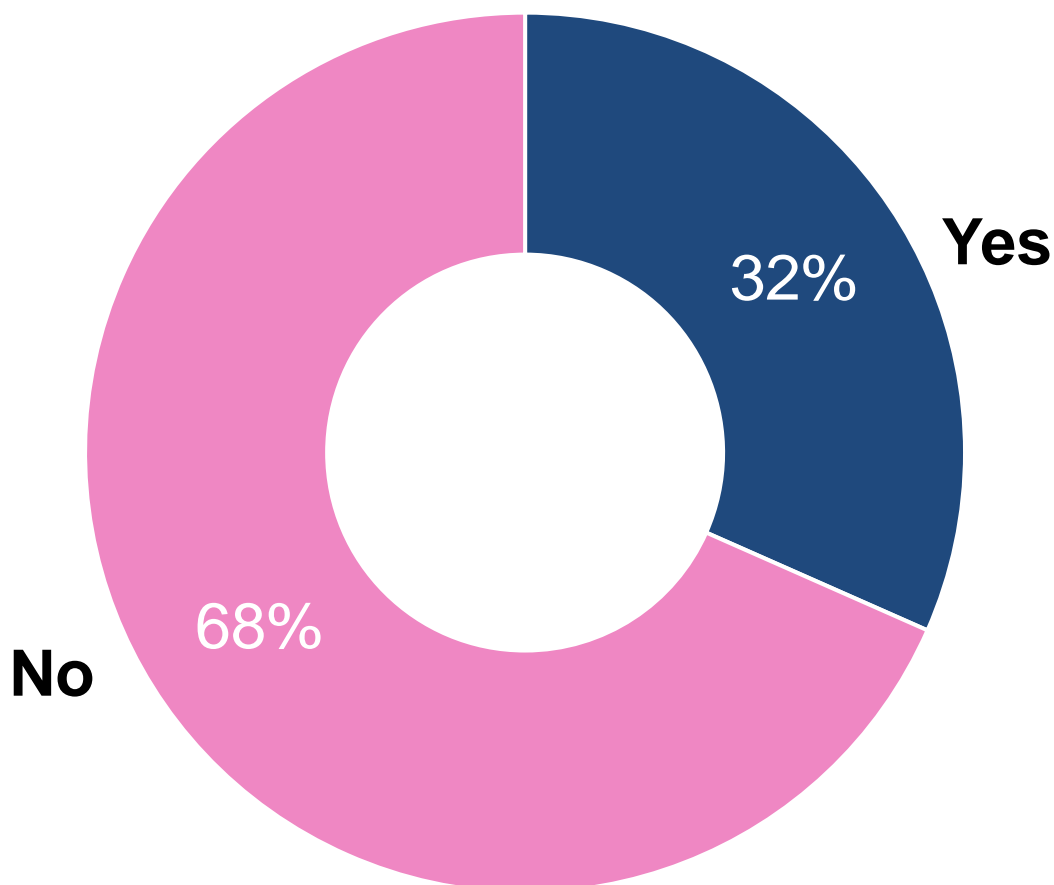
## DID YOU RECEIVE A BONUS LAST YEAR?



## AVERAGE BONUS PERCENTAGE RECEIVED



## DO YOU RECEIVE STOCK OPTIONS OR STOCK GRANTS?

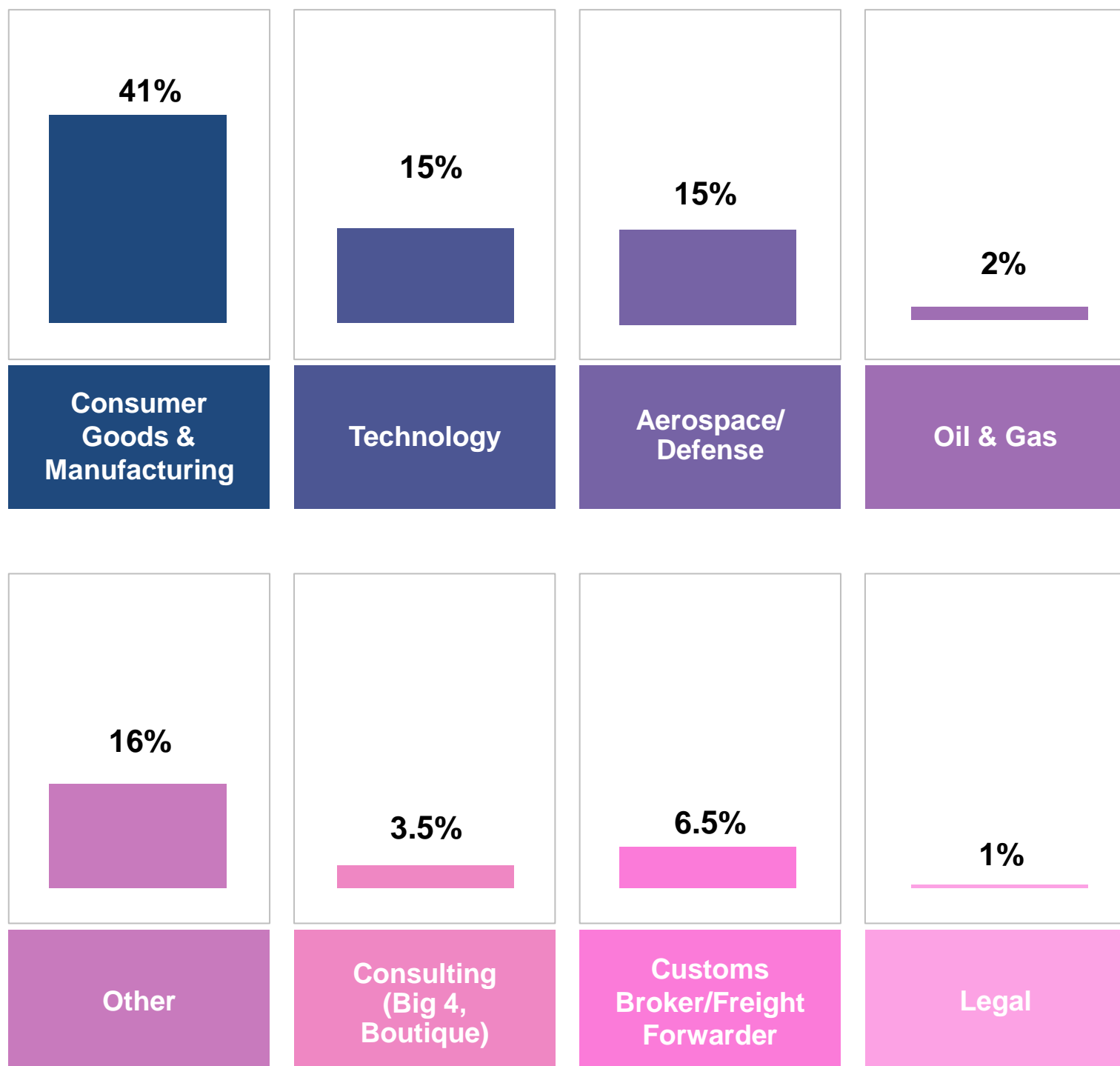




## WHERE DOES YOUR GROUP REPORT?



## INDUSTRY PARTICIPATION

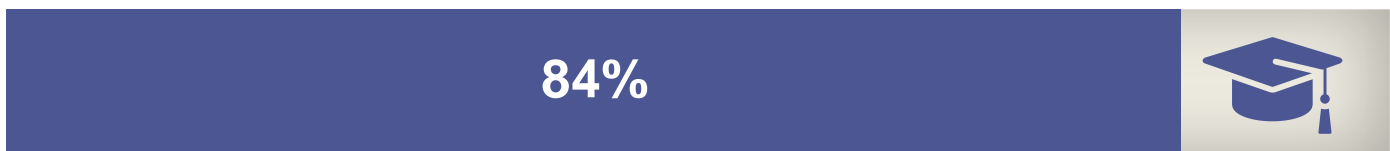


## HIGHEST LEVEL OF EDUCATION: ALL TRADE COMPLIANCE PROFESSIONALS

### NO 4 Year Degree



### Bachelor's Degree



### Masters Degree



### Law Degree



### Licensed Customs Broker



## WHAT IS THE PRIMARY FUNCTION OF YOUR ROLE?

Export Compliance

12%

Import/Customs Compliance

23%

Both Import/Export

31%

Technology around Compliance (SAP GTS etc)

1%

Regulatory and FDA

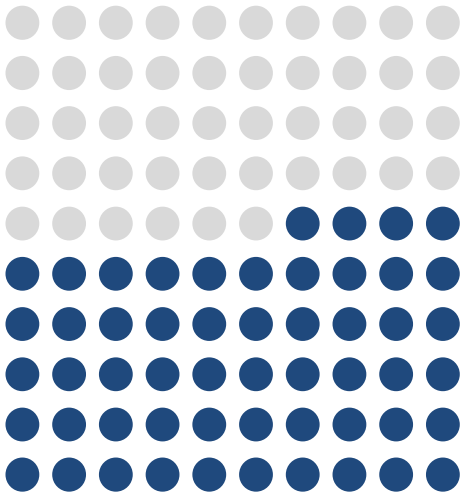
0%

All of the Above

33%

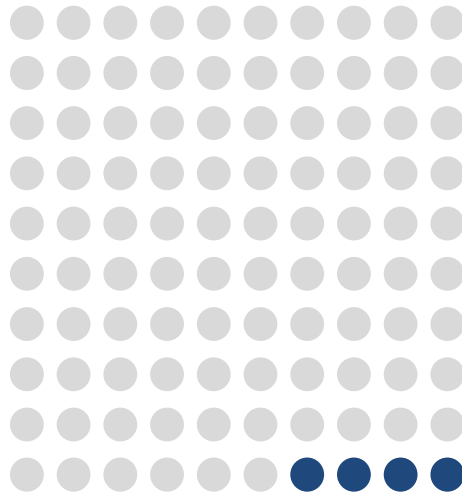
## WHAT IS THE GROWTH OF YOUR GROUP CURRENTLY?

**54%**



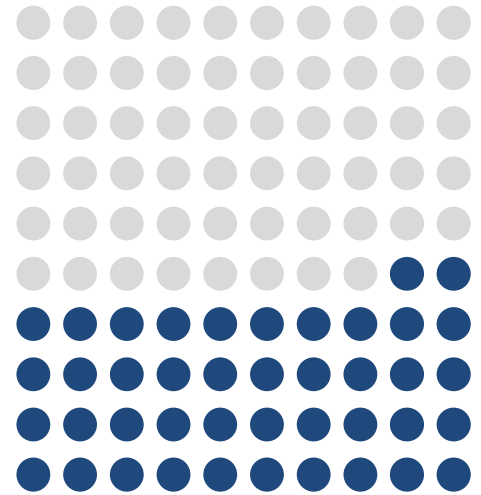
**We are only  
replacing staff as  
they leave**

**4%**



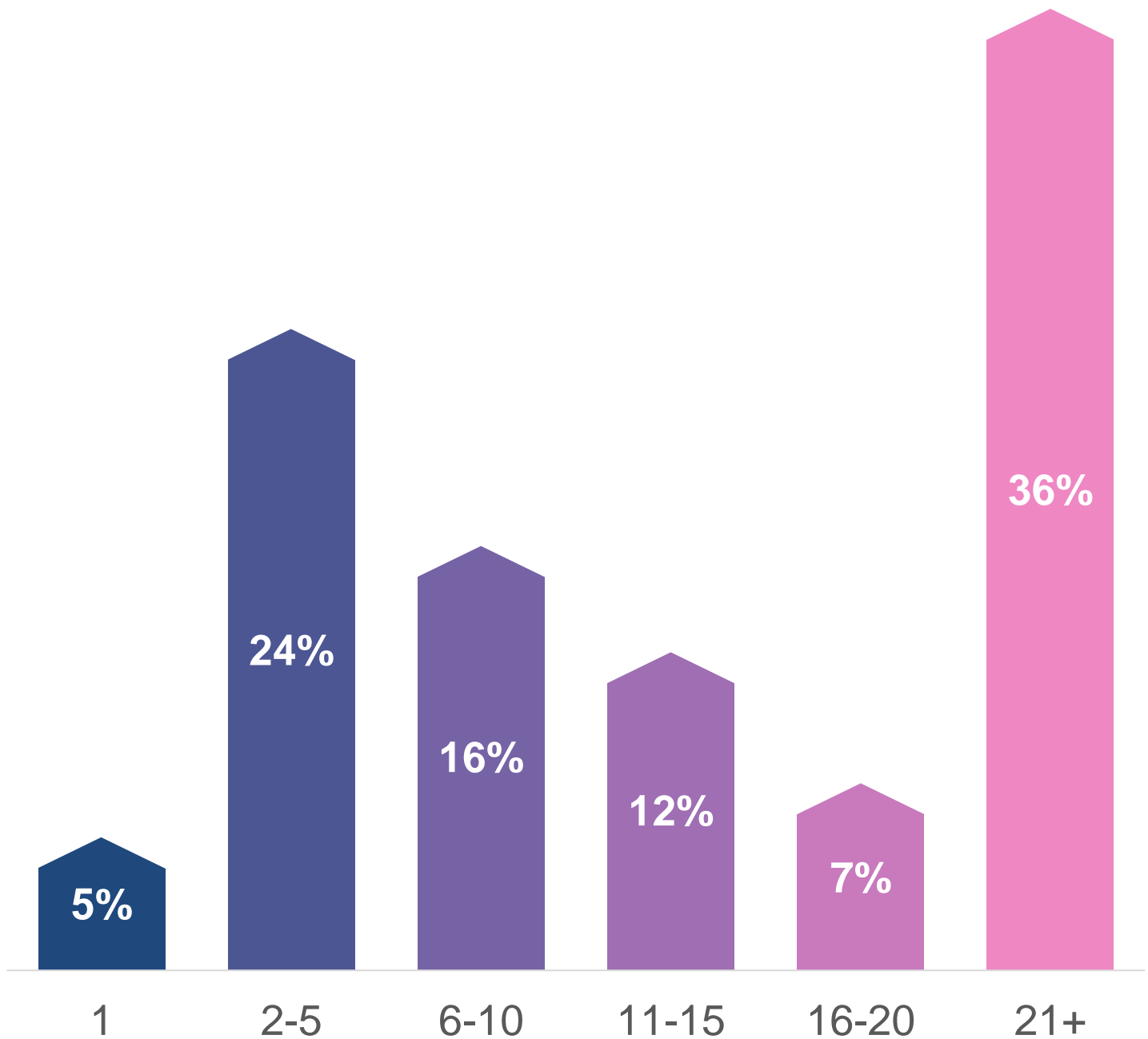
**We are  
downsizing  
our compliance  
group**

**42%**

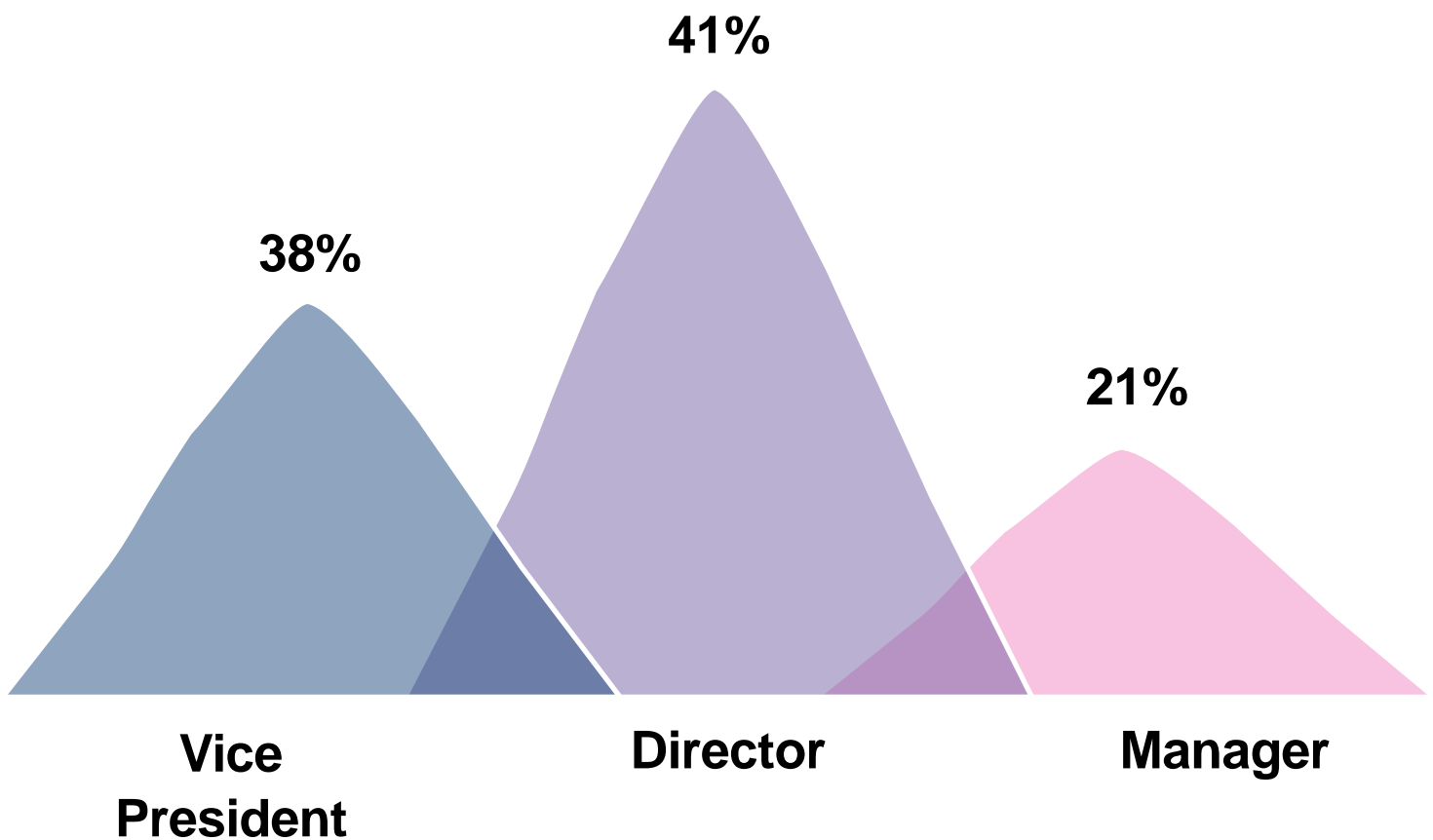


**We are growing  
and adding staff**

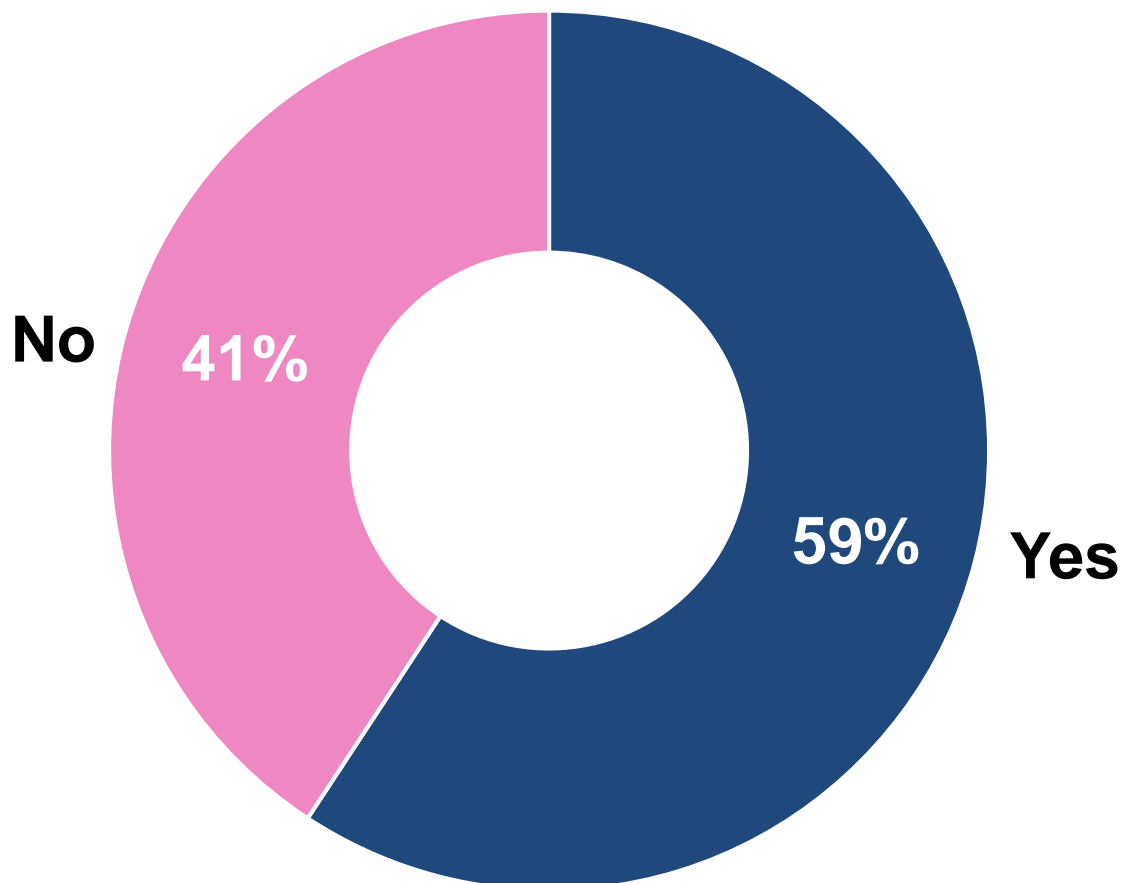
## HOW BIG IS YOUR ORGANIZATION'S TRADE COMPLIANCE GROUP GLOBALLY?



# HIGHEST RANKING COMPLIANCE PROFESSIONAL IN YOUR ORGANIZATION



## DOES YOUR GROUP USE EXTERNAL CONSULTANTS TO HELP WITH COMPLIANCE?





## DO YOU WORK REMOTE?

Yes, 100% remote

11%



No, In Office

35%



Hybrid – Office/Remote

52%



Only during COVID

2%

