

# Pay trends in Private Equity

Explore what our Private Equity surveys tell us about the current compensation landscape in the sector



## New hires in Private Equity: By the numbers

**11%** of incumbents in our 2022 database are new hires

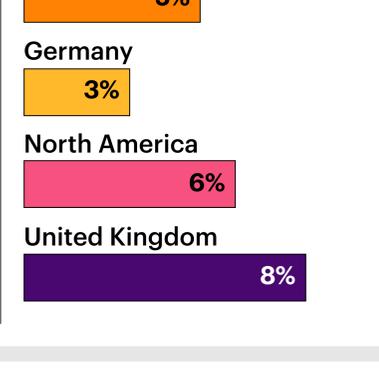
**22%** of new hires were:  
 • Investment Analyst  
 • Junior Investment Manager

### New hire compensation in the Private Equity sector:

In the **UK**, Investment Analysts can attract higher salaries due to the competitive talent market

In **Benelux (Belgium, Netherlands and Luxembourg)** new Investment Analyst and Junior Investment Manager new hires can be paid 10% more than existing incumbents

## Year-on-year salary increases



### Job functions with the highest base salary increases

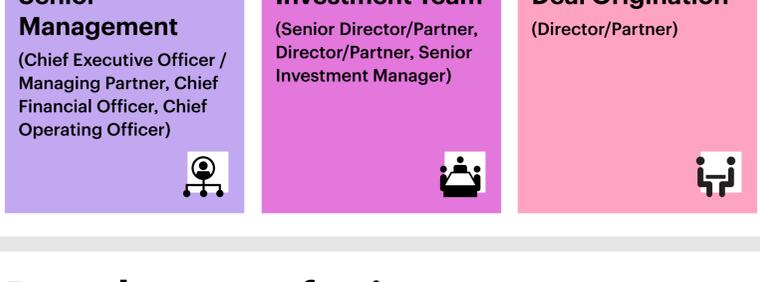
**BLX (Benelux)**  
 • Deal Origination  
 • Fund Accounting

**FRA (France)**  
 • Human Resources

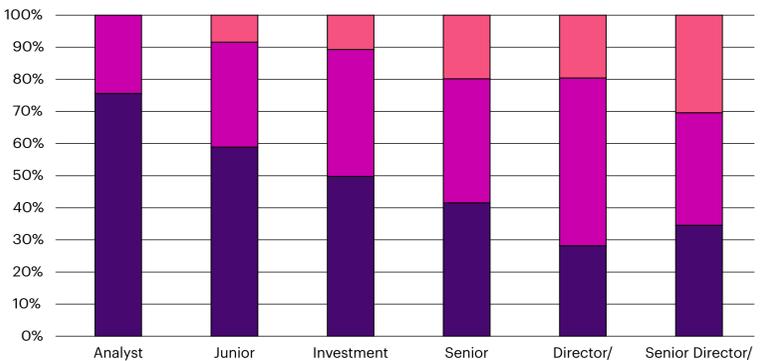
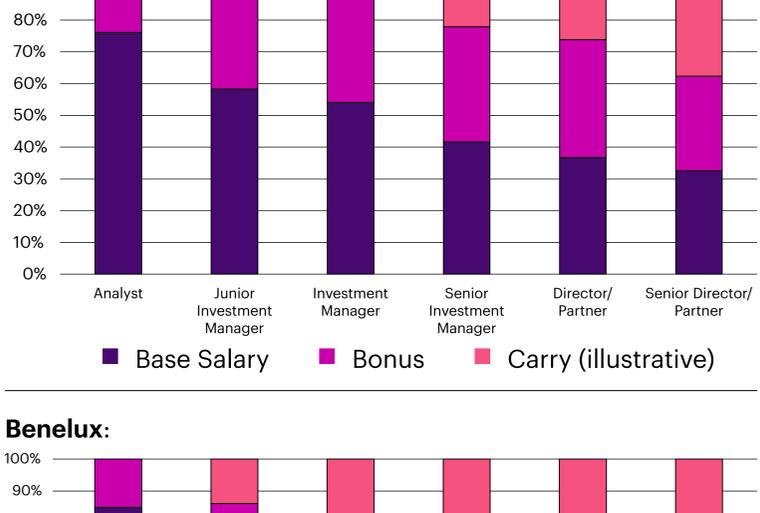
**GBR (United Kingdom)**  
 • Deal Origination  
 • Legal  
 • Financial Accounting

**USA (United States of America)**  
 • Risk Management

## Roles most likely to be included in carried interest plans

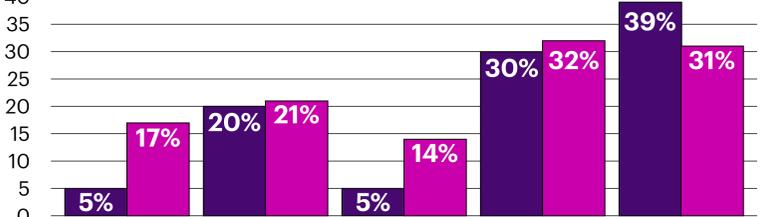
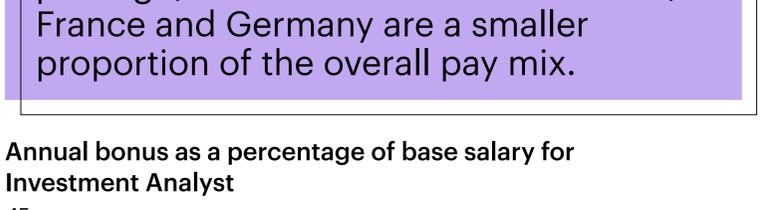


## Pay elements for investment teams



## The role of annual bonuses

In the UK and North America, bonuses are a significant component of the overall pay package, while bonus levels in Benelux, France and Germany are a smaller proportion of the overall pay mix.



Annual bonus movement across all roles	Increased	No change	Decreased
Benelux	All roles		
France	Most roles		Director/Partner
Germany	Most roles	Investment Manager	
North America	Junior and Mid-level Investment roles		Director/Partner and Senior Director/ Partner
United Kingdom		Senior Director/ Partner	Up to Director/Partner

## Trends that will drive rewards decisions

- Economic volatility and uncertainty may force organizations to review their workforces and be more cautious about increasing fixed elements of compensation, like base salaries.
- Organizations will look beyond pay and take a holistic view of total rewards to create employee experiences that attract and retain the talent needed to drive business objectives.
- To effectively compete against industry peers, compensation and HR professionals will seek a more sophisticated understanding and application of data in their strategic total rewards practices and policies.