

Private Banking. Spanish Market.

Salary benchmarks for senior professionals
and executives.

2019

Jaime Cristobalena
Page Executive, Partner

Introduction

This study aims to present a picture of what current salaries are like for private bankers/asset managers with senior profiles within the Spanish Market.

To compile this information, we have taken into account a series of factors that can directly affect the salary itself, such as the type of entity where the banker works, his/her "seniority" in terms of career and hierarchical levels reached, as well as the volume of assets or goodwill under his/her responsibility.

The data has been extracted and compiled from different selection processes, candidate evaluations, and ad hoc salary studies that we have seen over the past year in Page Executive's Financial Services Division. That said, we have obtained the information firsthand, which allows us to offer a true reflection of the current salary situation and panorama.

The study focuses on Spain and the information gathered is from more than 500 professionals from areas, business units and private banking departments.

At Page Executive and its Financial Services Division, we take the search for and selection of private bankers at various hierarchical levels very seriously as they are extremely complicated searches and as remuneration and salaries play an important part in attracting talent and selecting the best professionals.

We intend to provide general information with this study. In the case of there being interest in building a more specific model or study, we would be happy to assist you.

Professional Profile



Jaime Cristobalena, Partner

+34 91 131 76 38

jaimecristobalena@pageexecutive.com

[LinkedIn Profile](#)

AREAS

Financial Services, Professional Services & Consultancy, CFO & Financial Management, Operational, Business Development & General Management.

EXPERIENCE

Jaime is a Partner at Page Executive. He is specialized in the search for and selection of executive profiles for the financial and insurance sectors. Thanks to his extensive experience in the selection of highly qualified professions, he is very knowledgeable about the needs and demands of different entities in his search for executives in this sector.

Jaime has a Bachelor's Degree in Law from The Complutense University of Madrid and postgraduate in the management of salaries and benefits from the Centro Europeo de Finanzas. He speaks English fluently.

LATEST PROJECTS:

International Financial Institution
Executive Director UHNW

International Financial Institution
Director of Private Banking

International Financial Institution
COO

International Financial Institution
Director Investment Advisory

Broker Online
Managing Director

Financial Services Multinational
Country Manager Spain

International Bank
Private Banking Team

International Fund
Exec Director Energy & Infrastructure

National Family Office
CEO

LOCAL BANKS (LARGE)

| | JOB TITLE | GROSS ANNUAL SALARY | BONUS (annual) |
|-----------------------------------------------------------------------------|---------------------|---------------------|----------------|
| Personal Banking: Wealth up to € 250-300.000 | | | |
| | Personal Banker | 40-60.000 € | 15-30% |
| | Director | 60-90.000 € | 30-50% |
| | Executive Director | 90-140.000 € | 30-50% |
| | Managing Director | 120-220.000 € | 40-70% |
| Private Banking & UHNW: Wealth above € 300-500.000 & Key Clients | | | |
| | Private Banker* | 60-120.000 € | 30-50% |
| | Director* | 80-130.000 € | 30-50% |
| | Executive Director* | 100-160.000 € | 40-70% |
| | Managing Director | 160-250.000 € | 40-80% |

LOCAL & INTERNATIONAL BANKS (SMALL & MEDIUM)**WEALTH MANAGEMENT BOUTIQUES**

| | JOB TITLE | GROSS ANNUAL SALARY | BONUS (annual) |
|---------------------------------------------------------------------|-----------------------|---------------------|----------------|
| Private Banking: Wealth above € 500.000 | | | |
| | Private Banker** | 80-120.000 € | 30-60% |
| | Director** | 100-160.000 € | 30-60% |
| | Executive Director** | 130-180.000 € | 40-70% |
| | Managing Director | >180.000 € | 40-80% |
| ULTRA HIGH NET WORTH (UHNW): Key Clients & Wealth above 5mm€ | | | |
| | Private Banker*** | 100-140.000 € | 30-60% |
| | Director*** | 120-180.000 € | 40-70% |
| | Executive Director*** | 160-240.000 € | 40-70% |
| | Managing Director | >240.000 € | 40-100% |

*Bankers managing client portfolios above 75mm€.

**Bankers managing client portfolios above 100mm€.

***Bankers managing client portfolios above 200mm€.

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PAGE EXECUTIVE KEY FACTS

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| 1,300 executive recruitments per year at salaries above €120k | Consultants have an average of 12 years of experience in recruitment | 286.000 executive candidates in EMEA | | |

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