

## Private Banking. Spanish Market.

Salary benchmarks for senior professionals  
and executives.

2017

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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

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#### 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

**Payment Method Multinational**  
Regional Director of Southern Europe

**International Fund**  
Exec Director Energy & Infrastructure

**National Family Office**  
CEO

**LOCAL BANKS (LARGE)**

	JOB TITLE	GROSS ANNUAL SALARY	BONUS (annual)
<b>Personal Banking:</b> Wealth up to € 250-300.000			
	Personal Banker	€ 40-60.000	20-30%
	Director	€ 60-90.000	30-60%
	Executive Director	€ 90-130.000	30-60%
	Managing Director	€ 120-220.000	40-100%
<b>Private Banking &amp; UHNW:</b> Wealth above € 300-500.000 & Key Clients			
	Private Banker*	€ 60-120.000 €	30-60%
	Director*	€ 80-140.000 €	30-60%
	Executive Director*	€ 100-180.000 €	40-80%
	Managing Director*	€ 180-300.000 €	50-100%

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

	JOB TITLE	GROSS ANNUAL SALARY	BONUS (annual)
<b>Private Banking:</b> Wealth above € 500.000			
	Private Banker**	€ 80-120.000	30-60%
	Director**	€ 100-160.000	30-60%
	Executive Director**	€ 150-220.000	40-80%
	Managing Director**	€ 220-350.000	50-100%
<b>ULTRA HIGH NET WORTH (UHNW):</b> Key Clients & Wealth above 5mm€			
	Private Banker***	€ 100-150.000 €	40-60%
	Director***	€ 150-220.000 €	40-70%
	Executive Director***	€ 220-300.000 €	50-80%
	Managing Director***	€ 300.000 €	50-100%

\*Bankers managing client portfolios above 175mm€.

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

\*\*\*Bankers managing client portfolios above 300mm€.

## Page Executive

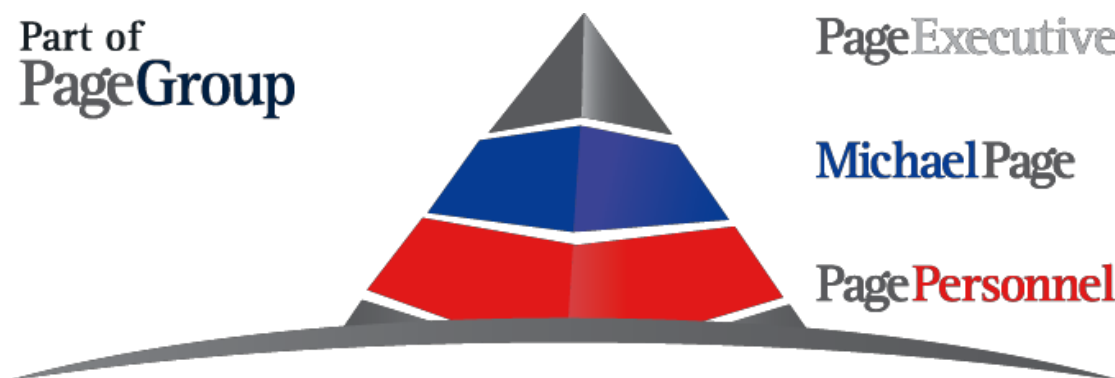
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Formally established in <b>1998</b>	<b>110</b> specialized consultants	Exclusivity on a committed basis	Unrivalled ability to bring diversity	<b>24</b> offices
<b>1,300</b> executive recruitments per year at salaries above €120k		Consultants have an average of <b>11</b> years of experience in recruitment	<b>286.000</b> executive candidates in EMEA	

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