

2020 Trade Compliance Salary Analysis

WHAT IS THE SAME?

- The tight labor market for trade compliance professionals continues
- Bachelor's Degree, Licensed Customs Broker, Export Licensing and ability to relocate are valued
- China tariffs still creating more import compliance recognition and demand for more resources
- Higher level jobs requiring both import and export compliance experience
- VP promotions, foreign assignments and remote work still mainly for current employees
- Hiring is still all about the right fit and personality

WHAT IS NEW?

- Export compliance jobs trending from ITAR to EAR licensing expertise
- Import Compliance salaries closing in on Export Compliance salaries
- Specialist level openings hard to fill since current base of Specialists are seeking higher level jobs
- More "Senior" titles offered to attract current Managers and Specialists
- State Regs on requesting salary info proving advantageous for candidates even in unregulated areas
- Much longer hiring processes for higher level positions
- Consent agreements less of a factor lately, although export compliance licensing experts are still scarce
- Some flexibility occurring on work hours including some remote workdays
- Industry specific experience becoming a prerequisite

TRADE COMPLIANCE SALARY LEVELS

Level	Min	Max	Ave
Director	\$ 145	\$ 215	\$ 170
Sr Manager	\$ 150	\$ 160	\$ 156
Manager	\$ 78	\$ 175	\$ 114
Sr Specialist	\$ 82	\$ 105	\$ 94
Specialist	\$ 55	\$ 85	\$ 73
Analyst	\$ 50	\$ 65	\$ 59

(Base salaries from our recent placements)

GREAT CANDIDATES OFFER:

- ✓ Bachelor's or higher Degree
- ✓ Relocation ability
- ✓ Licensed Customs Broker
- ✓ EAR licensing experience
- ✓ Management experience
- ✓ Personality and stability
- ✓ Industry expertise
- ✓ Realistic expectations

GREAT JOBS OFFER:

- ✓ Title increase
- ✓ Realistic flexible compensation
- ✓ Partial remote work or flexible hours
- ✓ Work/Life balance
- ✓ Company reputation in compliance
- ✓ Relocation assistance
- ✓ Advancement opportunity
- ✓ Ability to hire fast