



2014 Trade Compliance Compensation Trends

Area	Specialist, Analyst, Coordinator, Supervisor, Administrator	Middle Management	Executive in charge of program usually Director/VP title...
Northeast	\$65K-90k	90K-160K	135K-250K
Southeast	\$60K-88k	85K-150K	120K-225K
Midwest	\$60K-88k	85K-150K	125K-200K
West	\$65K-90k	90K-155K	130K-240K

Job Market Grade... A +

This is the **BEST** job market we have seen in years for experienced Trade Compliance professionals who are mobile, educated (Bachelor’s degree) with realistic advancement expectations. Companies who recognize these facts will be able to bring on board incredible talent for their Trade Compliance positions.

Candidates typically get a 10-25% bump from their current base salary when they accept another position at a new firm vs a typical 5-8% increase with an internal promotion and 2-5% for a typical raise at annual review time. More companies seem to be offering some relocation assistance. Geographic regions are no longer a major factor in negotiating salary. Base salary ranges exclude any bonuses.

Manager/Director/VP: Companies seek no learning curve and want experts who know what to do from Day 1, preferably from the same industry. Many require experience in acquisitions & unifying Global TC programs.

Supervisor, Analyst, Coordinator, Specialist and Administrator: These positions are trending to expect more and pay more. In some companies these are program management positions which can be used for career advancement, which can be high paying. Don’t overlook these career opportunities.

Export Compliance- the HOT career path. Hands-on ITAR licensing experience is essential to these roles, many of which are new. Consent Decrees/enforcement actions are raising visibility.

Import Compliance positions continue to seek candidates with a Customs Brokerage License. These positions tend to be replacements/upgrades to improve TC programs.

2014 will require companies to make compelling offers to attract the Trade Compliance professionals they need.