



2024 Trade Compliance Salary Analysis

What changes are we seeing this year?

✓ **Remote working?** Nope. Companies want you back in the office – most are hybrid, but many 100% all in office. Candidates are still pushing for fully remote.

✓ **Salary Requirements and Job Titles?** Companies have started to post potential salary ranges for positions. Many are pretty broad posting extreme lows to extreme highs. Some companies are finding they need to re-evaluate their job titles and salary ranges in response to a tight labor market.

Candidates continue to receive and accept counteroffers so offers must be compelling. It's a tight labor market in Trade Compliance because many candidates are just choosing to stay put. Those already working remotely rarely seek out new roles. Trade compliance professionals are risk adverse by nature and switching jobs can be risky.

Until companies force their current employees back to the office, the pool of trade compliance professionals will continue to be tight.

RECENT TRADE COMPLIANCE BASE SALARY LEVELS

LEVEL	Low	High
Director	\$190k	\$195k
Sr. Manager	\$149k	\$185k
Manager	\$105k	\$145k
Sr. Specialist/Analyst	\$75k	\$125k
Specialist/Analyst	\$65k	\$86k

(Base salaries from our actual recent placements)

Great Trade Compliance Candidates Offer:

Prior Hands-on industry expertise ready to dig in immediately; flexibility with hybrid working conditions; relocation ability a plus; management experience; Bachelor's Degree. On the import side; Customs Brokers License. On the export/defense side; Export Licensing experience – actually hands-on filing of EAR and ITAR licenses.

Great Companies Provide:

Flexibility with working a Hybrid schedule at a minimum, work/life balance, realistic compensation, full support for Trade Compliance and the ability to hire fast will give companies the edge on hiring a well-qualified Trade Compliance professional. Fully remote jobs will open up the candidate database and make for a quicker hire.

Linda Lexo and Rick Miller are the Owners and Managing Directors of Trade Compliance Recruiting Solutions. Both are Licensed Customs Brokers with a total combined 30 years of recruiting experience in the Trade Compliance field. Their prior corporate industry and human resource experience provides them with the insight required to properly match qualified candidates with right position. You can reach them at

linda@traderecruiting.com rick@traderecruiting.com

www.traderecruiting.com