



2023 Trade Compliance Salary Analysis

What will 2023 have in store?

✓ **Remote working?** Well – not so much anymore. Companies are pushing to get people back in the office and they are pushing hard – much more so for new hires. Hybrid seems to be more of the norm rather than fully remote. Candidates still are pushing for fully remote.

✓ **Salary Requirements and Job Titles?** Many companies are finding they need to re-evaluate their job titles and salary ranges in response to a tight labor market. New laws that require the posting of salary ranges and/or prohibit asking for someone’s current salary are having a similar effect. Now it’s “How much do you want?” instead of “What do you earn?”

Candidates are receiving and accepting counteroffers – the highest number we have seen. 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	\$185k	\$240k
Manager	\$95k	\$150k
Senior Specialist/Analyst	\$85k	\$125k
Specialist/Analyst	\$75k	\$95k

(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 filing 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