



Trade Compliance Recruiting Solutions

2025 Salary Analysis

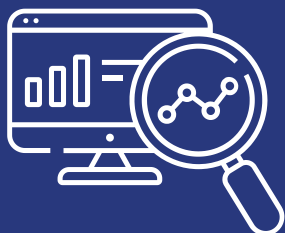


Trade Compliance Role - Salary Levels



Specialist/Analyst

\$65,000-\$85,000



Senior Analyst

\$75,000-\$115,000



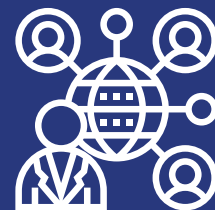
Manager

\$110,000-175,000



Senior Manager

\$150,000-185,000



Director

\$165,000-\$200,000

The salary ranges are from actual TCRS placements. Note, salaries vary based on experience, location, education, and industry.

What shifts are we seeing?

- Companies are returning to **in office**.
 - Only **20%** of our placements were fully **remote** positions.
 - **Hybrid** schedule improves retention and satisfaction.
 - Companies who offer remote work continue to benefit from a broader pool of **high-quality candidates**.
- Trade continues to be a **HOT** topic.
 - Export Controls (**ITAR, EAR**) experience remains in high demand.
 - Focus on **tariffs** and **duty** recovery knowledge.
 - Continuing education and certifications are key (**LCB, CUSECO, CCS**).
- The hiring process is taking longer.
 - Approximately **60-90 days** in total.
 - Candidates and companies are waiting to find the **right fit**.
 - A positive workplace **culture** is important.

