

ETHOS BEATHCHAPMAN



Market Insights 2025



AUDIT & TECHNOLOGY RISK



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Meet The Team

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Market Insights

We surveyed 3,000 passive candidates who are in our specialised talent pool as well as in excess of 1000 Senior Leaders across Technology and Transformation, Risk Management, Audit and Finance.



Job Satisfaction

62%

of respondents are satisfied with their current job



Career Development

57%

of respondents are satisfied with the career development opportunities provided by their current employer

Top 4 factors contributing to job satisfaction

1 Career development

2 Job security

3 Work life balance

4 Salary and compensation



Working from home

on average per week most people work from home for

3 Days



Diversity and Inclusion

72%

of respondents like their company's commitment to diversity and inclusion



Over the last
12 months
**Permanent
Headcount
Increased**

42%

**Contract
Headcount
Decreased**
23%



What hiring trends leaders expect in 2025

- 1** Selective hiring for critical roles (62%)
- 2** Significant hiring for growth and transformation (18%)
- 3** Minimal or no hiring activity (10%)

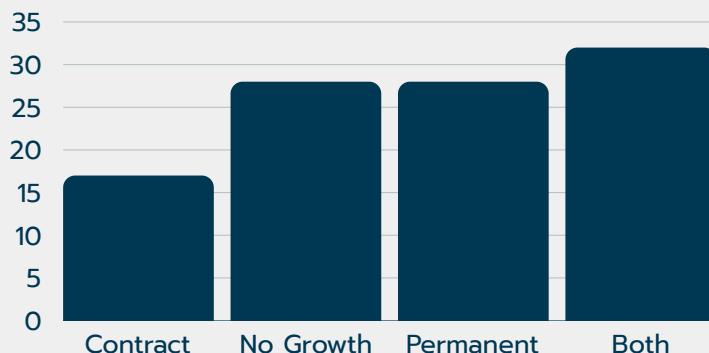
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Top 3 hiring constraints:

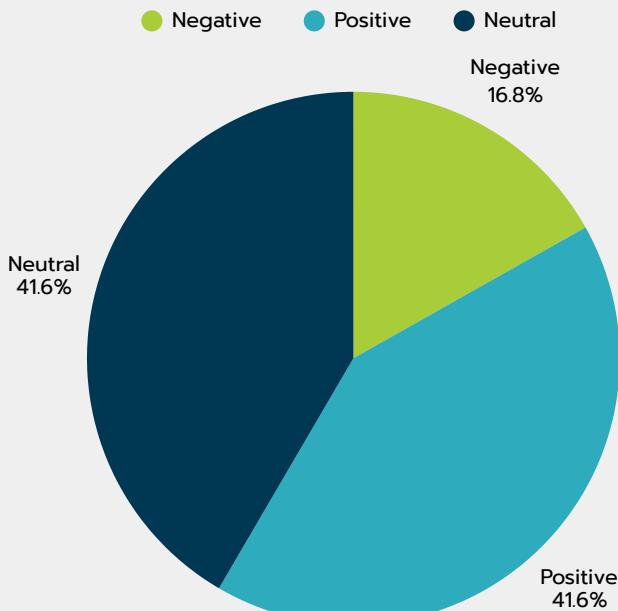
- 1** No budget for additional headcount
- 2** Couldn't find the right technical skill
- 3** Work life balance (WFH flexibility)



If you expect hiring growth, do you anticipate this will impact contract or permanent headcount?



What is the overriding economic sentiment within your industry/business for 2025?



Positive - 41.6%

Set to be a good, growth driven year

Neutral - 41.6%

Not expecting to see much difference in conditions. Outlook and expectations remain the same

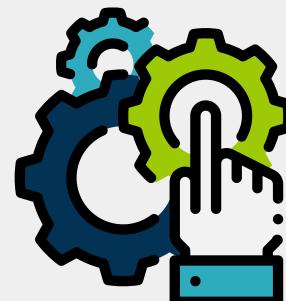
Negative - 16.8%

2025 will be a challenging year focused on managing cost



3 biggest challenges in retaining top talent:

- 1 Budget constraints
- 2 Lack of career progression
- 3 Burnout



Biggest strategic priorities in 2025

- 1 Cost optimisation
- 2 Technology modernisation
- 3 Automation and AI
- 4 Revenue & customer growth
- 5 Technology simplification

Salary Guide

Financial Services & Industry

Technology/IT Internal Audit

Job Title	Perm (base)	Contract (base daily rate)
EGM IT Audit/GM IT Audit	from \$370K (bonus up to 70% + shares)	from \$1,600 +
IT Audit Director/EM IT Audit/VP IT Audit	from \$240K (bonus up to 60%)	from \$1,300 +
Senior IT Audit Manager /Portfolio IT Audit Manager/Assistant VP IT	from \$180K (bonus up to 40%)	from \$900 +
IT Audit Manager	from \$145K (bonus up to 20%)	from \$750 +
Senior IT Auditor	from \$125K (bonus up to 20%)	from \$650 +
IT Auditor	from \$110K (bonus up to 15%)	from \$550 +

***Cyber / Cloud Specialists will have a 3-5% premium on base/package**

***AI/GenAI/Emerging Technology Specialists will have a 5-10% premium on base/package**

Salary Guide

Financial Services & Industry

Internal Audit

Job Title	Perm (base)	Contract (base daily rate)
EGM Audit/CAE/HOA/GM Audit	from \$370K (bonus up to 70% + shares)	from \$1,600 +
HOA (Small Team)/Audit Director/EM Audit/VP Audit	from \$240K (bonus up to 60%)	from \$1,300 +
Senior Audit Manager Portfolio Audit Manager Assistant VP	from \$180K (bonus up to 40%)	from \$900 +
Audit Manager	from \$145K (bonus up to 20%)	from \$750 +
Senior Auditor	from \$125K (bonus up to 20%)	from \$650 +
Auditor	from \$110K (bonus up to 10%)	from \$550 +

***Financial Services, in general, pays higher salaries than Industry**

Salary Guide

Financial Services & Industry

Technology Risk Line 1/2

Job Title	Perm (base)	Contract (base daily rate)
EGM Tech Risk/GM Tech Risk/Head of Tech Risk	from \$370K (bonus up to 70% + shares)	from \$1,600 +
Head of Tech Risk (small team)/Tech Risk Director/EM Tech Risk/VP Tech Risk	from \$240K (bonus up to 60%)	from \$1,300 +
Senior Tech Risk Manager/Portfolio Tech Manager/Assistant VP Tech Risk	from \$180K (bonus up to 40%)	from \$900 +
Tech Risk Manager	from \$145K (bonus up to 20%)	from \$750 +
Senior Tech Risk Analyst	from \$125K (bonus up to 20%)	from \$650 +
Tech Risk Analyst	from \$110K (up to 15%)	from \$550 +

***Cyber / Cloud Specialists will have a 3-5% premium on base/package**

***AI/GenAI/Emerging Technology Specialists will have a 5-10% premium on base/package**

Salary Guide

Professional Services Firms

Internal Audit & Risk Assurance - IT & Non IT

Job Title	Perm (base)	Contract (base daily rate)
Partner (Salaried)	from \$280K (bonus not disclosed)	from \$1,100 +
Director / Principal	from \$200K (bonus up to 15%)	from \$900 +
Associate Director	from \$180K (bonus up to 15%)	from \$850 +
Senior Manager	from \$170K (bonus up to 10%)	from \$750 +
Manager	from \$140K (bonus up to 8%)	from \$650 +
Assistant Manager/ Supervisor	from \$120K (bonus up to 8%)	from \$550 +
Consultant/Advisor	from \$110K	from \$450 +

Salary Guide

Professional Services Firms

External IT / Financial Statement Audit

Job Title	Perm (base)	Contract (base daily rate)
Audit Partner (Salaried)	from \$260K (bonus not disclosed)	from \$1,100 +
Audit Director / Principal	from \$180K (bonus up to 15%)	from \$800 +
Audit Associate Director	from \$170K (bonus up to 15%)	from \$700 +
Senior Audit Manager	from \$150K (bonus up to 10%)	from \$600 +
Audit Manager	from \$135K (bonus up to 8%)	from \$450 +
Assistant Audit Manager/ Supervisor	from \$105K (bonus up to 8%)	from \$400 +
IT Audit Consultant/Advisor	from \$85K	from \$360 +

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Technology



Accounting
& Finance



Risk &
Compliance



Insurance



Audit &
Technology
Risk



Project
Services



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