

ETHOS BEATHCHAPMAN



Market Insights 2025



RISK MANAGEMENT



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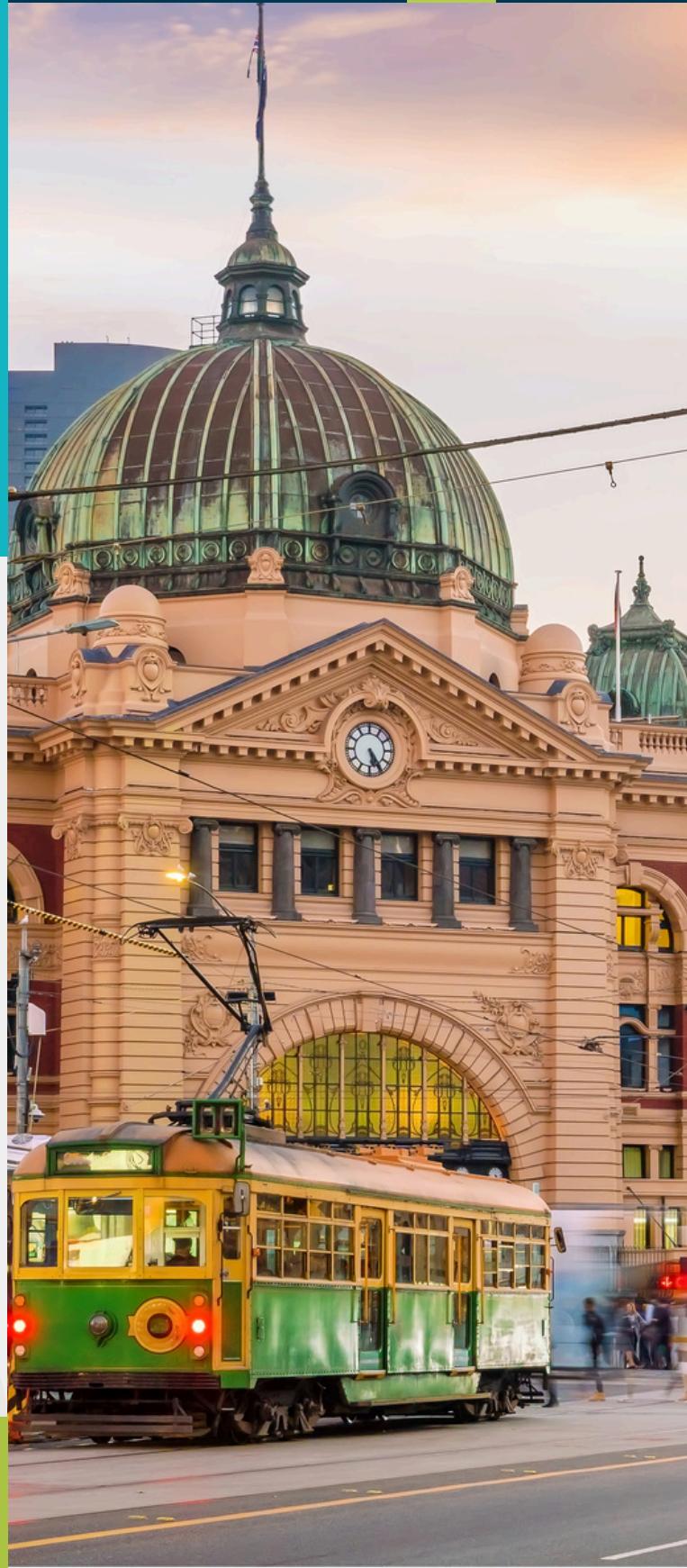
[Awais's LinkedIn](#)





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%



Top 3 hiring constraints:

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

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%)



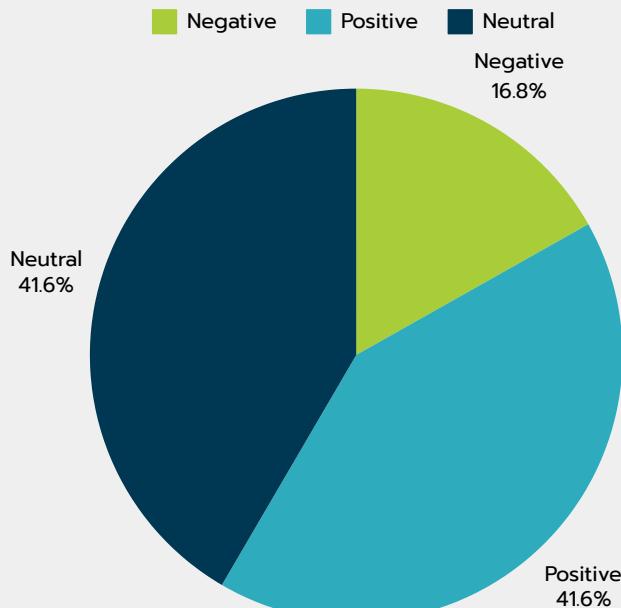
Apply Now



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

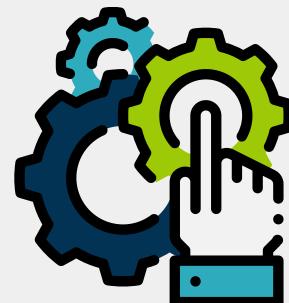
Negative - 16.8%

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

Risk Management

Job Title	Perm (base)	Contract (base daily rate)
CRO/CCO/Group Executive/GM	from \$350+	n/a

Operational Risk Mgmt/Assurance

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250-\$350K	\$1,200-\$1,700
Senior Manager/ Executive Manager	\$170-\$250K	\$800-\$1,200
Manager	\$130-\$160K	\$620-\$770



Salary Guide

Financial Risk

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250K	n/a
Senior Manager/ Executive Manager	\$160-\$200K	\$1,000-\$1,500
Manager	\$140-\$160K	\$900-\$1,100

Technology Risk

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250-\$350K	\$1,200-\$1,700
Senior Manager/ Executive Manager	\$170-\$250K	\$800-\$1,200
Manager	\$130-\$160K	\$620-\$770



Salary Guide

Credit Risk

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250K	n/a
Senior Manager/ Executive Manager	\$160-\$200K	\$1,000-\$1,500
Manager	\$140-\$160K	\$900-\$1,100

Compliance

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250-\$350K	\$1,200-\$1,700
Senior Manager/ Executive Manager	\$170-\$250K	\$800-\$1,200
Manager	\$130-\$160K	\$620-\$770

Salary Guide

Financial Crime/Fraud

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$230-\$300K +	\$1,000-\$1,500
Senior Manager/ Executive Manager	\$160-\$220K	\$1,100-\$1,500
Manager	\$120-\$150K	\$570-\$720

Actuarial

Job Title	Perm (base)	Contract (base daily rate)
Head of	\$250K +	\$1,800
Senior Manager/ Executive Manager	\$160-\$190K	\$1,200-\$1,500
Manager	\$160-\$190K	\$1,200-\$1,500

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Risk &
Compliance



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