

Mecklenburg County holds \$452.1 billion in deposits across 36 insured institutions. One bank holds 70.4% of it.

Charlotte is the second largest banking center in the country, and the concentration is the story. 105,000+ financial services jobs sit in the region, and a single institution controls roughly seven of every ten deposit dollars in Mecklenburg County. Concentration like that means examiners come often, deal scrutiny is constant, and a compliance failure at one firm moves the whole market's reputation.

\$452.1B

Deposits in Mecklenburg County, across 36 insured institutions and 243 branches

105,000+

Financial services jobs in the Charlotte region

70.4%

Bank of America's share of Mecklenburg County deposits

\$243,485

Top of the published 2026 Charlotte market range for a Chief Compliance Officer

WHAT CHANGED

Bank M&A came back. Roughly 5% of U.S. banks sold in 2025, double the COVID-era rate of 2.5%. Federal agencies rescinded the 2024 merger guidelines and restored expedited review, and recent deals have cleared in less than half the time comparable deals took before. Boards now diligence a target's BSA/AML program, CRA record and fair-lending history before they sign, which puts a premium on people who can read those files fast and tell you what breaks post-close.

SMBC picked Charlotte for its second U.S. headquarters, with 2,000 jobs planned by the end of 2032. New U.S. bank operations mean risk, compliance and legal functions built from nothing, usually on a deadline set by a regulator.

The SEC published its 2026 exam priorities on November 17, 2025. Compliance program effectiveness, Regulation S-P information security, AML and adviser use of AI sit at the top, and never-examined advisers get looked at first.

FinCEN pushed the investment adviser AML rule to January 1, 2028. That buys advisory firms time. The staffing requirement is still coming.

The teams absorbing all of it are thin. Nearly 40% of institutions run compliance with one or two people, and 64% expect flat or shrinking budgets over the next 12 to 18 months. At one in four institutions, a quarter of the compliance staff can retire within 5 years. Another 9% could lose more than half the team.

ROLES WE PLACE IN RISK, LEGAL AND COMPLIANCE

COMPLIANCE

Chief Compliance Officer
Head of Regulatory Affairs
AML / BSA Officer
Compliance Counsel

RISK

Chief Risk Officer
Head of Operational Risk
Enterprise Risk Director
Third-Party Risk Lead

LEGAL

General Counsel
Deputy General Counsel
Regulatory Counsel
Corporate Secretary

TECHNOLOGY & AI RISK

CISO / Head of Digital Risk
Technology Risk Director
AI Governance Lead
Vendor Risk Manager

100% Placement rate on retained searches since 1993

90% Of our placements earn a promotion within their organization

Top 250 HuntScanlon's 2025 America's Top Executive Search Firms

What it costs. Published 2026 market data puts the Charlotte range for a Chief Compliance Officer at \$179,479 to \$243,485, against a national range of \$171,750 to \$233,000. Our 2026 salary guide puts General Counsel median base at \$235,000, Enterprise Risk Analyst at \$128,000 and the new AI Governance & Compliance Lead at \$155,000 nationally.

A BSA officer at a \$3B community bank is a different hire than a CRO at a national franchise or a general counsel for a \$2B RIA. We've recruited into insurance, wealth management and financial services since 1993, and the Lyneer Executive Search Strategy™ scores every candidate on technical skill, leadership capability, cultural alignment and long-term growth potential.

SOURCES. FDIC Summary of Deposits, Mecklenburg County, NC (deposits, institution and branch counts, deposit share) · Charlotte Regional Business Alliance, financial services employment · City of Charlotte, SMBC second U.S. headquarters announcement · Reed Smith, U.S. Bank M&A Outlook for 2026 and Beyond · Wilary Winn, bank merger and acquisition activity through 2025 · Congressional Research Service, Recent Regulatory Activity on Bank Merger Policy · SEC Division of Examinations 2026 Priorities (Nov 17, 2025) · FinCEN final rule delaying the investment adviser AML rule to Jan 1, 2028 · Ncontracts, The Future of Compliance (Dec 2025, n=183 U.S. financial institutions) · Robert Half 2026 salary data, Charlotte, NC · Lyneer Search Group, 2026 Family Office & Wealth Management Salary Guide.

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