

New York's financial regulator oversees 3,000 institutions and \$9.7 trillion in assets. Every one of them needs a name on the certification.

The New York metro area holds the densest concentration of regulated financial firms in the country. Roughly 1,800 insurance companies with \$4.7 trillion in assets, 1,500 banks and licensed lenders, and 198,200 securities industry jobs inside the five boroughs. Statewide the securities industry employs 217,800, more than double California's 102,600. Those firms answer to NYDFS, the SEC, FINRA and the New York Attorney General at once. No other U.S. market carries that regulatory load.

3,000+

Financial institutions regulated by NYDFS

\$9.7T

Assets under NYDFS supervision

198,200

Securities industry jobs in NYC, 2025

\$246,900

Average Wall Street bonus, 2025, off a record \$49.2B pool

WHAT CHANGED

Part 500 finished phasing in on November 1, 2025. MFA on every information system, a documented asset inventory program, and a certification signed by the CEO and CISO due April 15, 2026. The multi-year runway is gone.

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. New York's RAISE Act was signed December 19, 2025, effective January 1, 2027, with a new DFS office collecting reports and penalties running to \$3 million.

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. 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, with a 25% to 35% New York premium on top. Robert Half's 2026 New York range for a Chief Compliance Officer runs \$234,439 to \$318,045.

A CCO for an MGA is a different hire than a CRO at a P&C carrier 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. NY State Comptroller, The Securities Industry in New York City (Oct 2025) and 2025 bonus estimate (Mar 2026) · NYDFS regulated-entity and asset figures · 23 NYCRR Part 500, final phase effective Nov 1, 2025, certification due Apr 15, 2026 · SEC Division of Examinations 2026 Priorities (Nov 17, 2025) · FinCEN final rule delaying the investment adviser AML rule to Jan 1, 2028 · NY RAISE Act (signed Dec 19, 2025) · Ncontracts, The Future of Compliance (Dec 2025, n=183 U.S. financial institutions) · Robert Half 2026 salary data, New York, NY · Lyneer Search Group, 2026 Family Office & Wealth Management Salary Guide.

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