



**Method**



# **Salary Guide 2026**

**RISK & COMPLIANCE**

# About this guide

This guide provides a snapshot of the current Risk & Compliance talent market across Australia in 2026. It combines remuneration benchmarks with market insight to support organisations making informed hiring decisions and professionals navigating their next career move.

From governance and operational risk through to audit and financial crime, this resource reflects the evolving capabilities organisations require to manage risk while enabling business delivery.

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# About Method Recruitment Group

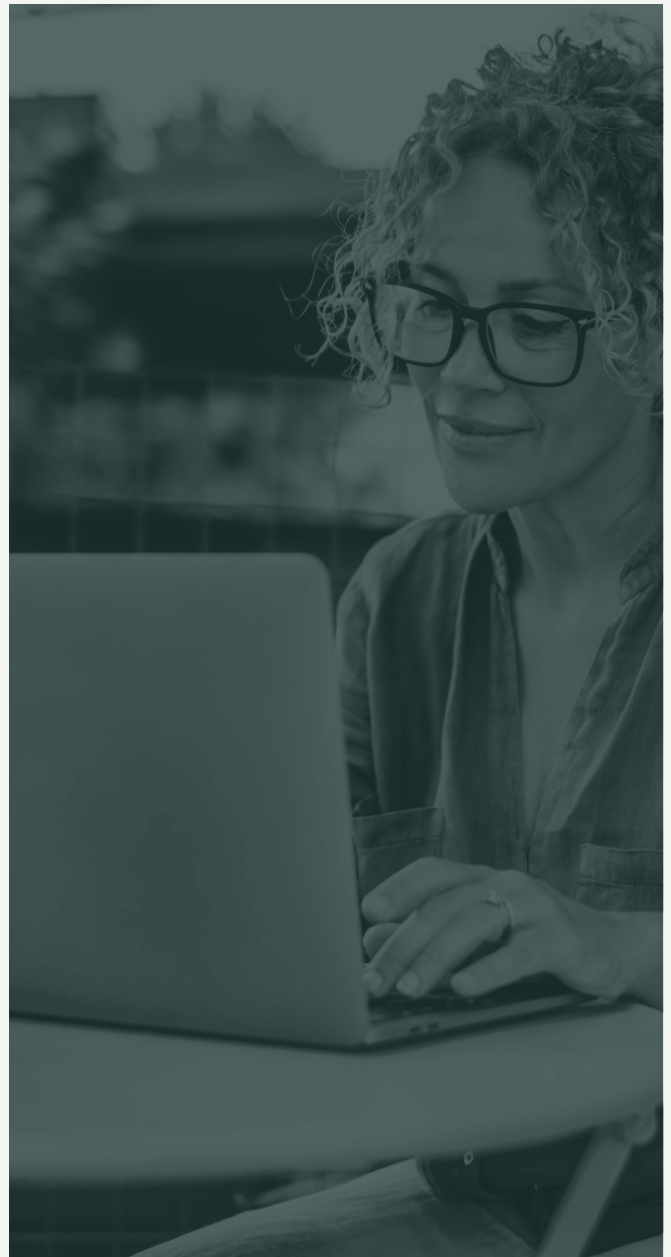
Method Recruitment Group was built on the belief that recruitment should be intentional, insights driven and strategically aligned – yet always uniquely human. We operate at the intersection of performance and partnership, aligning capability to business ambition and careers to long-term potential.

Across Technology, Accounting & Finance, Sales & Marketing, Business Support, HR, Risk and Executive engagements, our consultants are specialists by design. They work exclusively within their markets, combining deep commercial understanding with genuine relationship depth. That proximity gives our clients a competitive edge by way of access to informed advisory, calibrated market intelligence and talent networks built over years, not weeks.

Our vision is to be Australia's most trusted and impactful recruitment experience. Trust is earned through transparency. Impact is created through outcomes. Every brief we take on is approached with care, precision and a commitment to long-term success.

For clients, that means recruitment aligned to business performance.  
For candidates, it means guidance, clarity and advocacy at pivotal career moments.

Recruitment done right isn't reactive. It's deliberate, refined and human at its core. That's our Method.



Growth doesn't  
happen by accident.  
Neither does great hiring.

# Employment Market Overview

Governance functions are moving from oversight only operating models toward business enabling risk capability.

Risk and Compliance functions remain strategically critical as regulatory expectations, operational complexity and digital transformation converge. Boards and executive teams are placing greater emphasis on clear risk articulation, pragmatic control design and credible remediation pathways where issues are identified. The most effective teams are evolving into business enablers, partnering early in delivery cycles while maintaining independent governance and oversight.

We're already seeing hiring activity at its strongest for professionals who can influence stakeholders, translate regulatory requirements into practical frameworks and communicate risk outcomes with clarity to executive and board audiences. Cross-functional literacy across privacy, cyber governance, technology and third-party risk is increasingly valued across sectors.

Demand is concentrated in candidates who can operate between policy and execution, particularly those experienced in designing controls that balance protection with operational practicality. As organisations invest in AI and data-enabled operating models, Risk and Compliance professionals are expected to spend less time on manual assurance activity and more time providing forward-looking advisory insight.

The industry continues to attract talent where roles offer meaningful influence over organisational strategy, delivery programs and emerging risk domains. Individuals who demonstrate stakeholder influence, issue resolution capability and experience translating regulatory intent into operational practice remain highly competitive in the current market.

## What Good Looks Like in 2026

### CORE CAPABILITY SIGNALS

Controls design is shifting toward models that balance protection with practicality, supporting Line 1 enablement while maintaining independent Line 2 oversight. High-performing candidates demonstrate experience building frameworks that reduce operational burden while preserving regulatory integrity.

Risk analytics capability is increasingly valued, particularly where professionals can deliver meaningful dashboards, track issue trends and present early warning signals that executive stakeholders trust and act upon. Incident response and remediation planning is expected to be structured, time-bound and commercially aware rather than purely procedural.

### AI-ENABLED RISK FUNCTIONS

AI and advanced data capability are beginning to reshape operational risk and compliance workflows.

Automation is reducing manual workload in areas such as continuously refreshed risk profiling, dynamic KRI monitoring and automated evidence capture for control attestations. This is enabling risk teams to shift focus toward strategic advisory work, predictive insight and early identification of emerging threats.

The strongest teams in 2026 will be those that combine governance discipline with the ability to leverage technology to improve efficiency, transparency and decision-making

### Cross-Industry Regulatory Capability

Hiring success across Risk and Compliance functions increasingly depends on selecting professionals who can move beyond policy knowledge and translate regulatory intent into practical, operational frameworks.

The strongest candidates are those who can design controls that are aligned to business maturity, embed repeatable compliance workflows and simplify governance without creating unnecessary operational burden.

Technical regulatory knowledge alone is no longer sufficient with stakeholder influence and practical delivery judgment equally critical.

Demand for this capability is particularly strong in telecommunications, utilities, community services and financial services, where customer protection obligations, data governance and regulatory scrutiny continue to intensify.

### Remove Hiring Friction Through Clarity

**The most common cause of stalled recruitment outcomes is mandate ambiguity.**

Hiring processes are more successful when employers clearly define whether the role is expected to prioritise assurance, enablement or a balanced combination of both.

Other common friction points include expecting rapid maturity uplift while under-resourcing remediation programs, operating with prolonged multi-stage interview cycles and limiting candidate visibility to final decision-makers.

### Hiring Takeaway

Investment in data-enabled and AI-supported risk management will continue to expand. Employers will increasingly value professionals who can integrate privacy, cyber governance and technology risk into broader operational strategy.

The market will reward candidates who combine regulatory literacy with stakeholder influence, commercial judgment and the ability to support delivery while maintaining governance integrity.



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# Risk & Compliance



**Diversity:**  
52% Female



**Tenure:**  
2.3 years



**Demand:**  
Very High

Sydney and Melbourne continue to lead hiring activity, driven by Financial Services, superannuation and large enterprise governance uplift programs. Brisbane demand is steady, particularly across utilities, energy, infrastructure and public sector environments.

Enterprise Risk and Compliance advisory roles remain active where organisations are formalising risk appetite frameworks, uplifting control environments and strengthening board reporting visibility.

Technology Risk Managers and Senior Compliance Managers are in consistent demand where privacy, cyber governance and operational risk frameworks intersect with digital transformation programs.

Demand is strongest for professionals who can translate regulatory intent into workable internal standards while influencing operational leaders across first and second line.

Role	Low Range	Mid Range	High Range	Contract Day Rate
<b>Risk Analyst</b>	\$85k–\$100k	\$100k–\$120k	\$120k–\$140k	\$600–\$900
<b>Senior Risk Analyst</b>	\$110k–\$130k	\$130k–\$150k	\$150k–\$180k	\$750–\$1,100
<b>Operational Risk Manager</b>	\$130k–\$150k	\$150k–\$180k	\$180k–\$220k	\$800–\$1,200
<b>Senior Risk Manager</b>	\$160k–\$190k	\$190k–\$230k	\$230k–\$270k	\$900–\$1,300
<b>Head of Risk</b>	\$180k–\$220k	\$220k–\$260k	\$260k–\$350k	\$1,200–\$1,800
<b>Compliance Analyst</b>	\$90k–\$105k	\$105k–\$125k	\$125k–\$145k	\$600–\$850
<b>Senior Compliance Analyst</b>	\$110k–\$135k	\$135k–\$160k	\$160k–\$190k	\$700–\$1,000
<b>Compliance Manager</b>	\$130k–\$150k	\$150k–\$175k	\$175k–\$210k	\$800–\$1,150
<b>Senior Compliance Manager</b>	\$160k–\$185k	\$185k–\$220k	\$220k–\$260k	\$900–\$1,250
<b>Head of Compliance</b>	\$180k–\$230k	\$230k–\$300k	\$300k–\$350k	\$1,200–\$1,800
<b>Technology Risk Manager</b>	\$150k–\$180k	\$180k–\$210k	\$210k–\$260k	\$900–\$1,300
<b>Head of Technology Risk</b>	\$190k–\$220k	\$220k–\$250k	\$250k–\$300k	\$1,300–\$1,900

# Audit



**Diversity:**  
47% Female



**Tenure:**  
2.9 years



**Demand:**  
Very High

The majority of Internal Audit hiring demand sits within Financial Services, listed corporates and complex enterprise environments and consultancies. Brisbane demand remains consistent within government, infrastructure and energy sectors.

Internal Audit demand is strongest where mandates extend beyond cyclical assurance into data-enabled testing and tangible influence over issue closure.

Technology Audit roles are increasingly active across all major cities, particularly where organisations are undergoing core system replacement, cloud transformation or digital uplift programs.

Demand favours audit professionals who can combine governance rigour with analytics capability and cross-functional stakeholder engagement.

Role	Low Range	Mid Range	High Range	Contract Day Rate
<b>Internal Auditor</b>	\$90k–\$115k	\$115k–\$135k	\$135k–\$160k	\$700–\$1,000
<b>Internal Audit Manager</b>	\$140k–\$170k	\$170k–\$200k	\$200k–\$240k	\$900–\$1,250
<b>Senior Internal Audit Manager</b>	\$170k–\$200k	\$200k–\$240k	\$240k–\$280k	\$1,000–\$1,400
<b>Head of Internal Audit</b>	\$180k–\$210k	\$210k–\$240k	\$240k–\$300k	\$1,200–\$1,800
<b>Technology Auditor</b>	\$110k–\$135k	\$135k–\$160k	\$160k–\$190k	\$750–\$1,050
<b>Technology Audit Manager</b>	\$140k–\$180k	\$180k–\$210k	\$210k–\$260k	\$900–\$1,300
<b>Head of Technology Audit</b>	\$190k–\$220k	\$220k–\$250k	\$250k–\$300k	\$1,300–\$1,900

# Financial Crime



**Diversity:**  
52% Female



**Tenure:**  
1.7 years



**Demand:**  
Moderate-High

Sydney remains the dominant hub for Financial Crime hiring, driven by major banking, fintech and regulatory response programs. Melbourne follows closely, particularly across institutional banking and superannuation sectors. Brisbane activity is more targeted but growing within regional banking and digital-first organisations.

Australian businesses are set to experience one of the most demanding compliance environments in years. Regulatory changes in 2026, paired with intensified enforcement activities and growing financial crime complexity, place increasing pressure on organisations.

Managers and Heads of Financial Crime remain highly sought after where institutions are managing ongoing regulatory scrutiny, remediation programs or system uplift initiatives.

Demand is strongest for professionals with experience in AML/CTF frameworks, transaction monitoring enhancement, sanctions governance and regulator engagement.

Across all levels, hiring preference is shifting toward candidates who can combine technical compliance knowledge with operational execution capability and stakeholder influence.

Role	Low Range	Mid Range	High Range	Contract Day Rate
Financial Crime Analyst	\$90k–\$105k	\$105k–\$125k	\$125k–\$150k	\$650–\$950
Manager, Financial Crime	\$140k–\$170k	\$170k–\$200k	\$200k–\$250k	\$900–\$1,300
Head of Financial Crime	\$180k–\$210k	\$210k–\$240k	\$240k–\$350k	\$1,200–\$1,800

# Hiring across other teams?

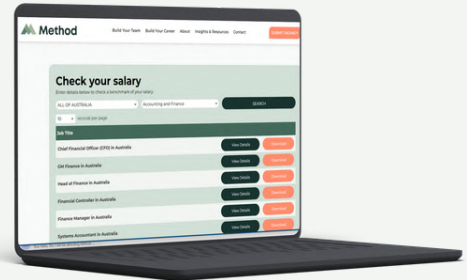


Workforce planning doesn't happen in isolation. If you are recruiting across other functions, our specialist salary guides provide detailed market insights across Technology, Data & AI, Accounting & Finance, Business Support, HR, and Risk & Compliance.

Scan the QR code to access our full Salary Guide library and explore market trends, remuneration benchmarks and hiring insights designed to support your planning decisions.



# Benchmark With Our Salary Tool



Our Salary Checker Tool is based on real hiring activity and placements across Australia. While no tool can account for every variable, it provides a reliable market-aligned benchmark. Our specialist recruitment team updates this data quarterly or sooner if there are considerable market changes.





Scan the QR code to explore real-time market positioning.





**Method**

# Get in touch

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