



2025
Cayman Islands

RECRUITMENT INSIGHTS & SALARY GUIDE

A Blueprint For Adapting To The Evolving Job Market



love your work

36%

individuals happy
with their current
salary

In 2025, it comes as no surprise that the most crucial factor for prospective employees is salary, largely due to the rising cost of living. Ensuring your salary offering is competitive is integral to attracting top talent.

25%

of employers in 2024
did not make salary
adjustments



FOREWORD

With more options on where job seekers choose to work, combined with the continued supply and demand issues for particular skillsets across many industries in Cayman, there is a candidate-driven market that shows no signs of slowing down. As a result, identifying, hiring, and retaining top talent remains one of the key business focuses for our clients in the year ahead, as business success hinges on their talent.



We are often asked by employers how to stand out as their preferred candidate's first choice.

In 2025, it comes as no surprise that the most crucial factor for prospective employees is salary, largely due to the rising cost of living. Ensuring your salary offering is competitive is integral to attracting top talent. However, for employers who are unable to match these increasing salary demands, benefits become paramount. Comprehensive health insurance coverage, flexible / agile working options, and a clear understanding of career progression potential are highly valued by candidates. In such a candidate-driven market, employers must consider these factors as part of their recruitment strategy to attract passive talent and expand what feels like an ever-narrowing candidate pool.

With widening skill gaps, organisations should focus on developing their existing staff and the youth of our islands, aiming to build a sustainable candidate pipeline for the future. Transparency into career progression options, skills development, and apprenticeship programs, if not already in place, should be embraced in the year to come. This will not only enhance employee satisfaction but also ensure a steady flow of qualified candidates in a competitive market.

We hope that this report serves as a valuable resource for navigating the recruitment landscape in 2025, offering insights that will aid in making strategic decisions.

Sincerely,

The Business Processing Team

CML Group



Louise Reed
Managing Director



Jennifer Moseley
Business Process Manager & Head of Marketing

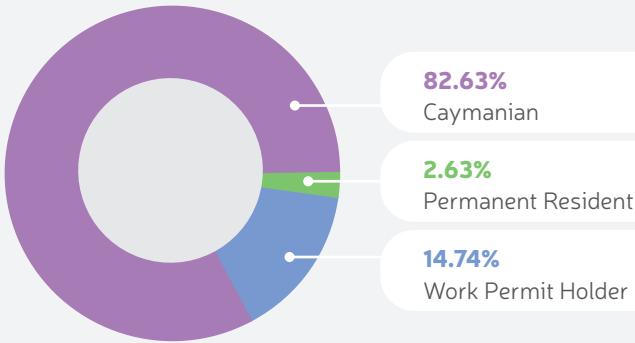
ABOUT NOVA

Nova is a professional recruitment service for those looking to further their career or looking for the perfect candidate to join the team. At Nova, we make finding your next job or hire stress-free and straightforward.

CAYMANIAN SUCCESS

At Nova, the success of Caymanians is one of our highest priorities. We are proud to report that over the last five years, 83% of our placements have been Caymanians. This achievement reflects our commitment to supporting the local community and ensuring they have access to quality job opportunities that align with their professional aspirations.

NOVA RECRUITMENT PLACEMENTS 2019-2024



OUR SPECIALISMS

- [General Administration & Operations](#)
- [Non-Qualified Accounting & Finance](#)
- [Compliance](#)
- [Corporate Services](#)
- [Fund Administration & Fiduciary](#)
- [Trust Administration](#)
- [Secretarial](#)
- [Legal Support & Administration](#)
- [Human Resources](#)
- [Marketing, Business Development and Sales](#)
- [Insurance & Pension](#)
- [Property](#)
- [Information Technology](#)

OUR SISTER BRANDS



[CML Offshore Recruitment](#)

CML specialises in the recruitment of qualified professionals in the finance, legal and IT space for offshore clients. CML take their approach one step further, becoming 360 employment partners by offering HR consultancy and immigration services for clients looking to take a holistic approach to their HR and Talent Acquisition strategy.



[Connect by Nova](#)

A not-for-profit initiative founded by Nova Recruitment, Connect by Nova is committed to supporting Caymanians and the wider Cayman community to achieve career success through free and guided access to career advice, education and training.

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A NOTE ABOUT THIS REPORT

Our data and forecasts are based on the job placements we make every day as a professional recruitment agency as well as results from our own salary survey to active Nova candidates.

Salary data breakdowns for the positions listed in this guide do not include bonuses, benefits, and other forms of compensation. We break down our pay rates into different brackets to help you customise salary offers for each role, which account for differences in a candidate's level of experience and skills, professional certifications, demand for the position, and the size / complexity of the company that is hiring.

Survey Methodology

Non-salary data referenced in this Salary Guide is based on an online survey developed by Nova Recruitment. During November 2024 – January 2025, Nova Recruitment conducted research amongst 450 respondents using an online data collection methodology. The respondents represent 70 hiring managers and 380 workers across finance and accounting, IT, administrative and office support, marketing and creative, and the wider financial services industry. Respondents are drawn from a sample of SMEs to large enterprise private firms, and public sector organisations across the Cayman Islands.

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Additional Information

If you do not see a role or job category listed, please get in touch with our team as this report only covers the areas that Nova specializes within or have enough recruitment volume to give data on that is representative of the wider market. For salary data on qualified accountants, IT, and legal professionals, please reach out to our sister agency, CML Offshore Recruitment, for assistance.

Customised Reporting

Our Business Process team offers paid-for Salary Benchmarking & Talent Mapping services for organisations looking for a more in-depth report on how they stack up against the competition. Reports start at \$3,000 depending on how comprehensive of a study you are looking for.

[LEARN MORE](#)

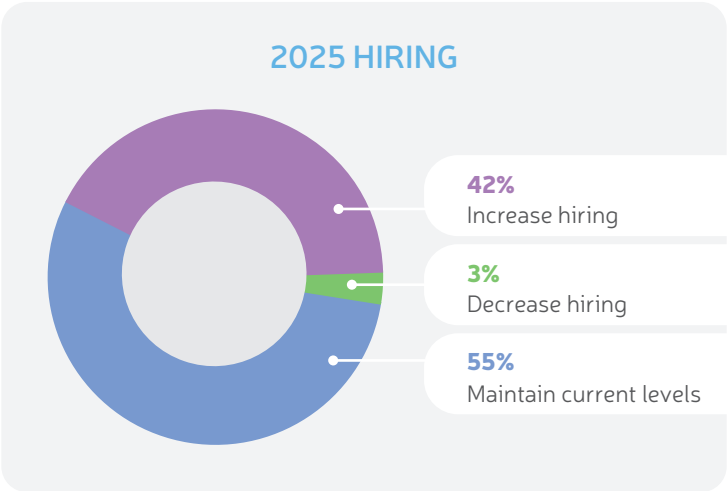
COMMENTS ON THE CURRENT MARKET

Cautious Optimism for Hiring in 2025

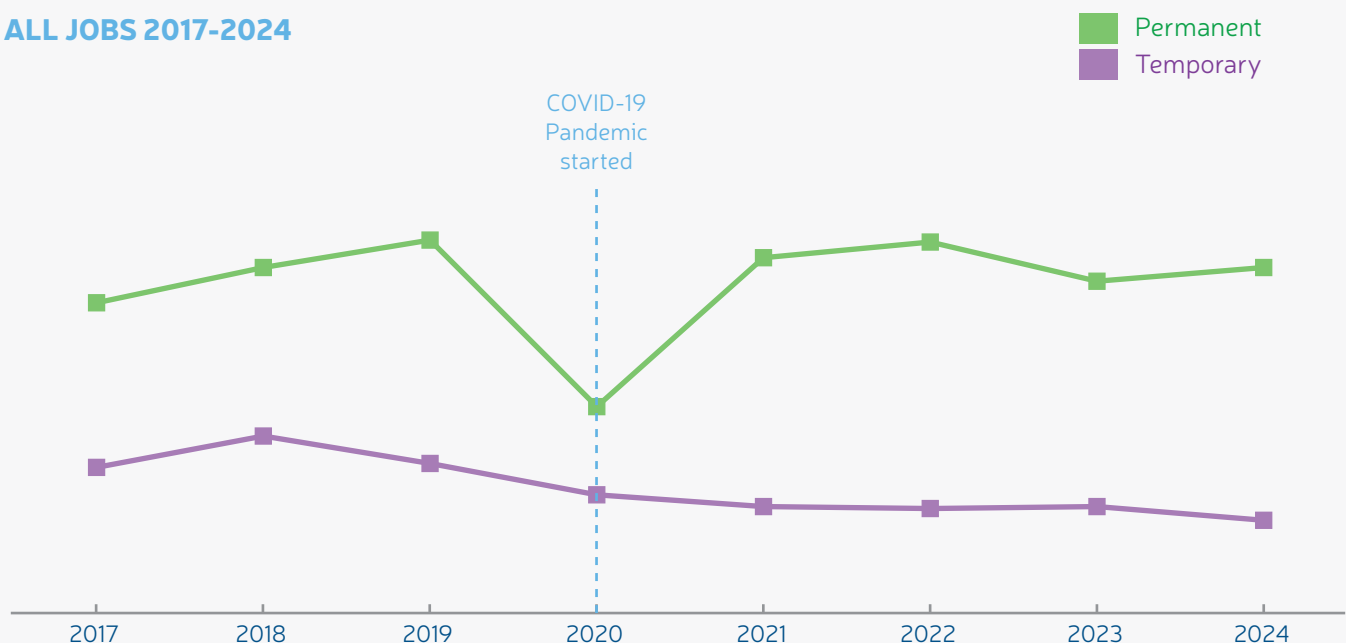
While 57% of employers indicated they had increased their hiring volume in 2024, only 42% plan to do so in 2025, indicating a more conservative approach to hiring as we move through 2025.

Despite this, 38% of job seekers responded to our survey stating they have been looking for new roles for over four months, underscoring their preference for the right opportunity rather than settling for any available positions.

Although our clients have reported plans for hiring growth, job opportunities have remained relatively stable year over year. This is in stark contrast to the financial services sector, which has seen a continuous rise in the number of registered companies, new international insurer licenses issued, and fund formations (Klein, 2024). This discrepancy highlights a tension within the industry: while the sector is expanding in terms of businesses, this growth isn't resulting in a proportional increase in employment opportunities.

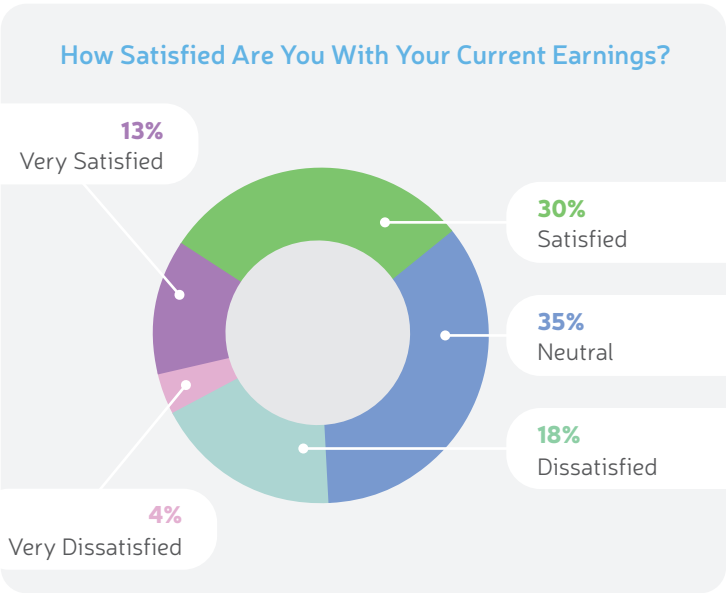


ALL JOBS 2017-2024



Money Can't Buy You Happiness – Or Can It?

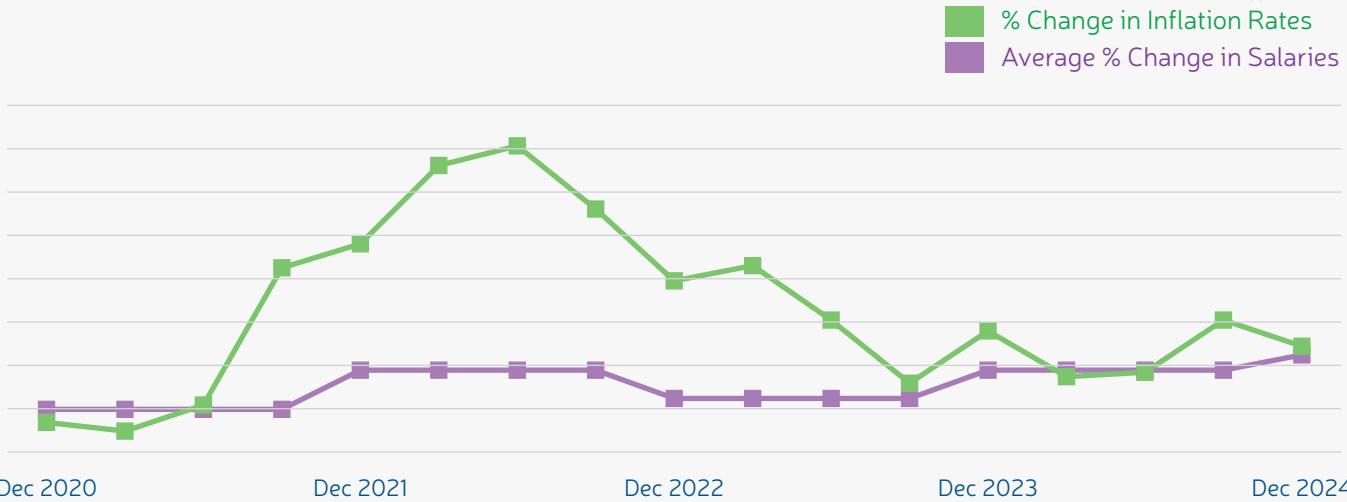
As we progress through 2025, a notable shift in the job market is becoming apparent. While salary has always been a crucial factor for job seekers, the years following the pandemic saw a heightened interest in flexibility and work-life balance. However, in 2025, there is a clear shift back to an overwhelming desire for better pay. Our findings reveal that only one-third of workers in Cayman are satisfied with their current earnings.



The ongoing cost-of-living crisis is exacerbating this sentiment, as employees feel that salary increases have not kept pace with rising expenses, leaving them financially strained.

Inflation has surged due to rising housing costs, increased utility prices, and higher everyday expenses (Economic and Statistics Office, 2025). Unfortunately, salary adjustments have not always kept pace with this change in inflation. In 2024, 25% of employers reported that they did not make any salary adjustments. Employers in Cayman cite the increasing cost of doing business as the primary reason for their inability to raise salaries. This situation strains the local community and exacerbates the cost-of-living crisis, making it difficult to attract qualified talent from abroad. For high-demand sectors struggling to find on-island talent, this gap between salary increases and inflation is a significant hurdle.

AVERAGE % CHANGE IN SALARY VS % CHANGE IN CAYMAN INFLATION RATE (CPI)



Note: This is an average across all job categories we work with; as you will see in the sections to follow, some areas have experienced more salary growth than others. This information reflects only the positions we have placed candidates into; market may differ slightly.

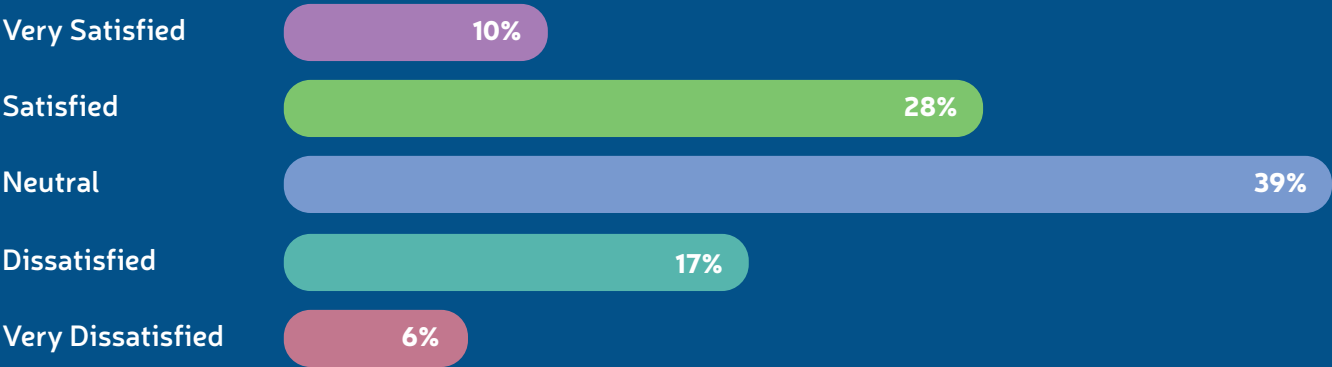
Career Growth & Progression Transparency

An emerging trend in the job market shows that candidates are increasingly seeking positions within organisations that provide clear and comprehensive information about career growth potential, both within the team and the company at large. This interest extends beyond merely training and education opportunities to encompass a transparent view of whether there is potential for advancement beyond the initial role they are considering. For instance, candidates want to know if they can move from an administrator to a manager position eventually, or if they would need to transition to another company to achieve such growth.

Our survey revealed only 38% expressed satisfaction with the professional development opportunities provided by their current or most recent employer. This shift could be attributed to the increasing numbers of new generation workers emerging in mid-level roles, who are keenly aware of the importance of career progression and are actively seeking opportunities that align with their long-term career aspirations.

Notably, 54% of candidates reported that they are currently pursuing additional skills and certifications, while an additional 34% indicated interest in doing so if their company offered options for professional development. This heightened focus on career growth underscores the increasing desire among employees to not only secure their present positions but also to plan for their future career trajectories.

SATISFACTION WITH PROFESSIONAL DEVELOPMENT OPPORTUNITIES PROVIDED BY EMPLOYER



Sectors to Watch

In the current job market, we are witnessing significant changes. Notably, there is impressive growth in opportunities within FinTech and Reinsurance. These sectors are rapidly expanding, drawing substantial interest from job seekers aiming to secure positions before the market becomes saturated. The allure of FinTech lies not only in its innovative nature and the potential for transformative impact on financial services but also in the high earning potential that tends to occur in this category. Similarly, Reinsurance offers robust career paths with ample opportunities for advancement, stability, and attractive compensation packages.

Conversely, the Compliance sector is experiencing a degree of stagnation. While it remains an essential area within the financial services industry, the high level of compensation already enjoyed by job seekers has made them less inclined to move. This has created a challenging market for employers trying to hire top talent. Employers looking to hire senior-level compliance professionals are urged to enhance their recruitment strategies by emphasizing the full compensation package and professional development opportunities to attract these already well-compensated professionals.

Temporary Positions Abound, But Candidates are Scarce

The job market has seen a notable rise in temporary positions, particularly within the secretarial category and non-qualified accounts roles. Most notably we have had numerous occasions of temporary positions initially intended as short-term solutions increasingly becoming pathways to permanent employment. This trend underscores the benefit for job seekers to consider temporary roles as pathways to more stable and permanent employment, especially in such a competitive market.

However, while the rise in temporary and contract positions is evident, there is a persistent challenge in finding immediately available candidates to fill these roles, especially in more specialist areas. To underscore this point, only 5% of respondents in our survey indicated that they were interested in temporary positions. This highlights the gap between the demand for temporary roles and the willingness of job seekers to pursue them, presenting a unique challenge for recruiters and employers.

Temp-to-Perm Success Story: Meet Marieka

"When I first connected with Nova, I was looking for a new opportunity—something that would allow me to grow professionally and use my skills in a meaningful way. Through Nova's temporary placement, I landed a role as an Administrative Assistant at McAlpine, and it turned out to be the perfect fit.

From day one, I embraced the challenges of the role, handling administrative tasks with efficiency and learning as much as I could along the way. With time, my responsibilities expanded, and I had the opportunity to transition into an Accounts Clerk position, which aligned perfectly with my career goals.

Thanks to Nova and the incredible team at McAlpine, I was able to turn a temporary position into a permanent, rewarding career. I'm grateful for the support and guidance I received throughout the process—it made all the difference."



Marieka Hunt

ADVICE FOR RECENT UNIVERSITY GRADUATES IN CAYMAN

Capitalise on Opportunities in Financial & Professional Services

Professionals services remains a robust career path, employing 26.6% of Caymanians across financial, professional and administrative and support service activities and accounts for a total of 24.5% of the total employed labor force (Economic and Statistics Office, 2024). Graduates should consider careers in corporate services, reinsurance, compliance, and fintech, as these areas offer both stability and growth.

The Importance of Higher Education & Professional Certifications

Obtaining certifications or designations such as CFA, CPA, ACAMS/ICA, and Chartered Governance Institute (formerly ICSA) in relevant fields can significantly improve job prospects. Continuous learning and professional development are key to long-term career success.

Proactive Job Hunting & Setting Realistic Expectations

Jobs are available, but competition for top roles is fierce. Graduates should start job hunting 3–6 months before returning home or completing their studies to secure opportunities early, and where possible should be securing internships during their summer/winter breaks to establish connections with future employers early on. If finding an internship in your field, any work experience is a plus. A positive attitude, flexibility, and a willingness to learn can enhance employability and career growth.

SEEKING CAREER SUPPORT?



For Caymanian graduates aiming to navigate the competitive job market, Connect offers comprehensive career consultation services. Connect specialises in helping graduates identify their strengths, align their career goals with market demands, and develop effective job search strategies. Through personalised guidance, Connect can assist in resume building, interview preparation, and networking opportunities, ensuring graduates are well-equipped to secure their desired roles.

Learn more at <https://connect.nova.ky> or contact their team at connect@nova.ky

EMPLOYEE BENEFITS & PERKS

Given that salary remains the most in-demand aspect for job seekers in 2025, driven by the rising cost of living in Cayman, employers must get creative with their benefits packages. While competitive salaries are crucial, not all companies can adjust their salary bandings. **For those unable to offer higher salaries or aiming to attract professionals who already earn similarly, offering comprehensive benefits packages is essential.**

Candidates are increasingly focused on the total benefits package when considering new opportunities. To attract passive talent, it is crucial to ensure that your benefits are prominently featured in your advertising and recruitment marketing strategies, especially if your salary offerings are not competitive. Failure to emphasise your benefits packages may result in your job openings being overlooked.

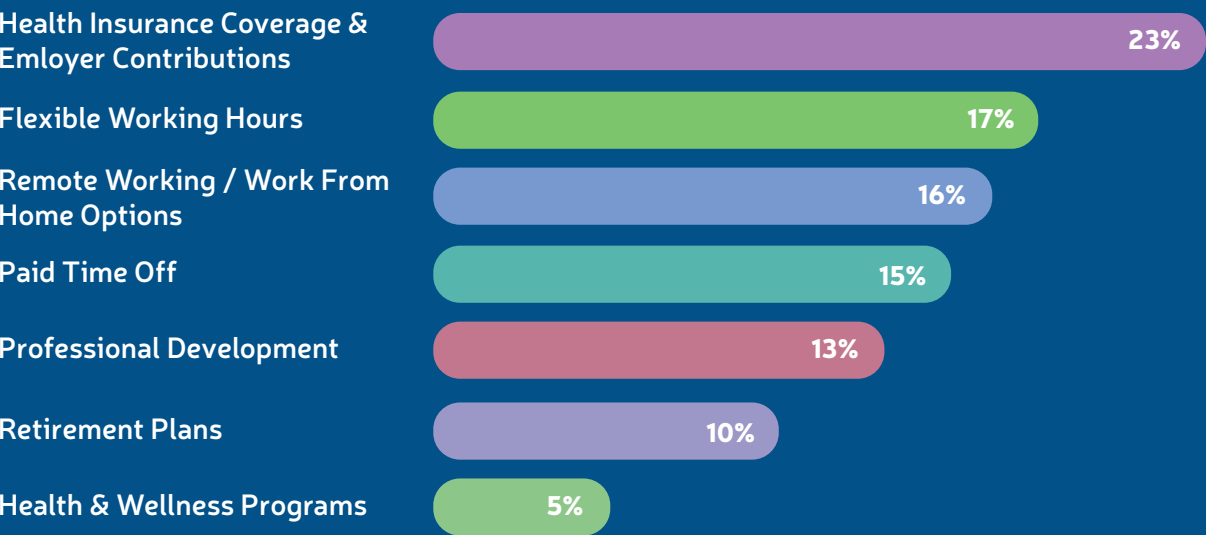
Flexibility in customising benefits for individual needs is also vital. Understanding that one-size-fits-all does not apply to benefits packages can give employers an edge in talent acquisition and retention. By focusing on non-cash rewards and personalised benefits, employers can enhance their appeal to top talent even when salary increases are not feasible.

HOW IMPORTANT ARE BENEFITS?



69% of professionals said employee benefits were very important to them when considering a job offer

WHICH BENEFITS HAVE THE MOST SIGNIFICANT IMPACT ON JOB SATISFACTION AND RETENTION / CHOICE OF NEW JOB?



Tailoring Benefits to Each Generation's Needs

In today's workforce, it is essential to recognize that we have four distinct generations — Boomers, Gen X, Millennials, and Gen Z — each with unique needs and preferences when it comes to employee benefits. Addressing these generational differences can help employers attract and retain a diverse and satisfied workforce.

BOOMERS 1946-1964	GEN X 1965-1980	MILLENNIALS 1981-1996	GEN Z 1997-2012
Most boomers are at a stage where they are planning to retire, but some are now returning to the workforce.	Gen X are in a unique position where many face double caregiving responsibilities for ageing parents as well children.	Millennials are seeking support in areas such as family planning, financial wellness, and career advancement.	Gen Z employees prioritize mental health, work-life balance, financial stability and self-care.

WHAT DO THEY WANT?

They want comprehensive healthcare plans, financial planning support, stability in their role, and in-person communication.	They want support to manage family responsibilities, including flexible working options, help with retirement planning and good health insurance coverage.	This encompasses benefits like family leave, childcare and fertility assistance, student loan repayment aid, mental health support and development opportunities.	They want healthcare plans that encompass holistic health, mental health resources, financial planning support, competitive salaries and flexible work options.
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Customised Benefits Packages

Today's dynamic work environment has led companies to move away from the traditional one-size-fits-all approach to employee benefits, embracing customised packages tailored to meet diverse needs and preferences. This approach allows staff to select benefits most relevant to them, whether it's flexible working options, mental health resources, family planning support, or financial wellness programs. Offering choice fosters loyalty and productivity.

Partnering for Success

Customised benefits can be challenging due to administrative complexity and the need for fairness and consistency. Managing various options requires sophisticated systems, which can be resource-intensive. The Business Process and HR Consulting teams at our sister company, CML, can assist HR departments in developing and implementing customised benefits systems. Reach out to our team today to discuss how we can help your organisation thrive.

BENEFITS BREAKDOWN

In this section, we will break down the different main benefits on offer in Cayman and outline differences for small, medium and large businesses. Understanding these distinctions can help you tailor your benefits package to better fit the size and needs of your organization.

Small Business: 1-19 staff
Medium Business: 20-49 staff
Large Business: 50+ staff

INSURANCE & PENSION

Pension

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
5% employer contribution	5% employer contribution	No cap on annual contributions or increase in employer percentage contribution	No cap on annual contributions and match of contributions on annual bonuses


We have seen cases where employers offer increased employer pension contributions as employees increase their tenure/level of seniority with the organisation.

Health Insurance

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
50% Basic Plan, employee only	Small/Medium Business: 100% Employee, 0% Dependents OR 50-75% for whole family	Small/Medium Business: 100% Employee and 50% dependents OR 75-90% for whole family	Small/Medium Business: 100% Employee and dependents
	Large Business: 100% Employee, 0% Dependents OR 50-75% for whole family regardless of plan level	Large Business: 100% Employee and 50% dependents OR 75-90% for whole family regardless of plan level	Large Business: 100% Employees and dependents regardless of plan level

As the insurance premiums have increased over the years, the employers have absorbed the cost rather than pass it on to the employees which has contributed to the increase in employer contribution levels. Depending on the industry, large employers tend to offer several plan selections, such as top-level plans, mid-level, or basic.

Health insurance coverage is the number one desired benefit by candidates in Cayman. With the rising cost of living, this is something we see candidates asking for more information on when considering a new role, as it has the potential to make a big difference in earning potential. This aligns with the Spring 2024 Quality of Life Report, where the most important aspect for individuals living in the Cayman Islands was their health, with an overwhelming majority of 34.6% choosing this (Economic and Statistics Office, 2024).



Health insurance coverage is the number one desired benefit by candidates in Cayman

Insurance Add-Ons

Description of Benefit	Industry Standard	Above & Beyond	Exception to the Rule
Dental & Vision	Small Business: Mostly included Medium/Large Business: Included	Included	Included
Group Life Insurance	-	Small/Medium Business: Included (fixed sum \$10k) Large Business: Included (2-3x annual salary)	Small Business: Included (fixed sum or multiple of salary) Medium Business: Included (fixed sum \$100k or multiple of salary) Large Business: Included (4x annual salary)
Accidental Death & Dismemberment	-	Small Business: Included (fixed sum \$10k) Medium Business: Included (fixed sum \$25k) Large Business: Included (2-3x annual salary)	Small Business: Included (fixed sum or multiple of salary) Medium Business: Included (fixed sum \$100k or multiple of salary) Large Business: Included (4x annual salary)
Long Term Disability	-	Large Business: Included	Included
Short Term Disability	-	-	Large Business: Included

There is no labor law or statutory requirement for any of these add-ons. Dental and vision coverage typically includes either comprehensive or basic options. Group life insurance can be provided as a fixed sum or as a multiple of salary, with 2x annual salary being the most common among large employers. For accidental death and dismemberment, coverage usually mirrors that of group life insurance. Long-term disability is typically offered with coverage starting at 90 days and providing 60% of the employee's salary. Short-term disability coverage is rare, even among large employers.

TIME OFF

Annual Leave

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
10 Days (year 1-4 of employment) 15 days (4-10 years) 20 days (10+ years)	Small Business: 10-15 days	Small Business: 15-20 days	Small Business: 20 days, additional day per year tenure
	Medium Business: 15-20 days	Medium Business: 20-25 days	Medium Business: 25-30 days or uncapped, buy & sell option for additional or fewer days
	Large Business: 15-20 days	Large Business: 20-25, 1 personal day	Large Business: 25 days, 2 personal days, buy & sell option for additional or less vacation leave

Annual leave amounts above represent value at hire date, annual leave can increase with tenure. These numbers are the general offering of companies, but we have noticed that many senior-level hires will negotiate for more days during the offer stage.

It is also worth noting that while flexibility will be discussed later, some companies allow for remote working options, which expatriate staff tend to take advantage of to extend their holidays when returning to their home countries to visit family and work from there.

Additionally, there is a growing trend among companies to offer buy and sell initiatives, allowing staff to customize their benefits package based on their preference for earnings versus annual leave. This provides employees with greater flexibility and control over their work-life balance. Most companies also offer the ability to carry over up to 5 unused days to the next calendar year.

Sick Leave

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
10 Days	10 days	Medium-Large Business: 15 days	Discretionary

A number of medium-large sized companies offer some kind of incentive for their staff who do not use sick days. We have seen different policies for this, but one common one is included paying for half of unused sick days, with the other half going into a sick bank for any long-term illnesses that may happen unexpectedly.

Maternity Leave

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
12 calendar weeks (6 weeks full pay, 6 weeks no pay)	Small Business: Labour law	Small Business: 12 weeks full pay	Small Business: 16 weeks full pay, up to 6 months unpaid
	Medium Business: Labour law	Medium Business: 16 weeks full pay	Medium Business: 52 weeks total, 24 weeks at full pay
	Large Business: 12 weeks full pay	Large Business: 16 weeks full pay, up to 6 months unpaid	Large Business: 52 weeks total, 24 weeks at full pay, up to 12 months unpaid

Some companies also offer staggered returns to work for new parents, creating a smoother transition back to the office. Additionally, parental leave policies now often extend beyond maternity leave, allowing parents to use their leave within the first 18 months of their child's life, and including provisions for adoption and surrogacy. Although not commonly seen locally among our clients, some global firms are now providing leave and support for women who experience miscarriage, giving them time to heal both mentally and physically.

Paternity Leave

Labour Law	Industry Standard	Above & Beyond	Exception to the Rule
No labour law requirement	Small Business: Discretionary	Small Business: 2 weeks	Small Business: 2 weeks, with additional 5 days to be used within 18 months of birth/adoption
	Medium Business: 2 weeks	Medium Business: 6-8 weeks full pay	Medium Business: 6-8 weeks full pay, with additional 1 week to be used within 18 months of birth/adoption
	Large Business: 2 weeks	Large Business: 16 weeks full pay, up to 6 months unpaid	Large Business: 9 weeks paid, up to 43 weeks unpaid

Though paternity leave is not currently mandated by labour law, it has become a common practice for employers to offer 2 weeks of paid leave, which is considered the industry standard across businesses of all sizes.

Sabbatical Leave

Some large firms also provide sabbatical leave options for their staff. These sabbaticals are typically designed to give employees extended time off to pursue personal interests, further education, or undertake research projects. Duration and eligibility for sabbatical leave can vary significantly between organisations. Some companies offer several months of paid leave, while others might provide unpaid leave for up to a year. Sabbaticals are seen not just as a benefit to the employees but also as a way to enrich the workforce with new skills and experiences upon their return.

FLEXIBILITY

Flexibility

Description of the Benefit	Industry Standard	Above & Beyond	Exception to the Rule
Flexitime	-	Employees can choose their start and end times (within a set range, as long as they complete their required hours)	Condensed workweek
Work from home (WFH) options	1-2 WFH working days per week	2-3 WFH working days per week	3+ WFH working days per week
Remote working options (for outside of Cayman)	-	2 weeks of remote working days allowance for the year	No cap on remote working days

Flexible working arrangements depend heavily on the nature of the role and department. Many companies start with a set amount of WFH days which can be increased with tenure; employees often cannot take advantage of these benefits until after they have passed probation.

In our last 2 issues of this report, flexible working options consistently ranked as the #1 benefit desired by candidates. However, in 2025, salary and health insurance coverage have re-emerged as the top priorities for job seekers. This change might be due to flexible working arrangements becoming a standard expectation, and therefore, fewer people are actively seeking them as they already have these options. We are interested to monitor this trend as there is more 'industry talk' about companies moving back to full office working.

FLEXIBLE RETIREMENT OPTIONS

An emerging trend worth mentioning is the provision of flexible retirement options, allowing employees to reduce their working hours gradually while continuing to contribute to their pension funds. This approach supports older employees' transition into retirement and helps retain experienced talent within the workforce.

PROFESSIONAL DEVELOPMENT

Professional development benefits are highly valued and becoming more widely offered by employers, especially medium and large businesses. These benefits typically include paying for relevant courses of study and giving training leave to help employees complete these courses. For accounting firms, it is quite common for the firm to pay for the fees associated with becoming a qualified accountant if not qualified as yet.

HEALTH & WELLNESS

Wellness Wallet

Some medium-sized businesses have introduced wellness wallets for their employees. These wellness wallets can be used for a wide range of wellness benefits, such as gym memberships, coaching, therapy, and spa visits. This initiative allows employees to access essential health and wellness services whilst enhancing their overall compensation. By offering wellness wallets, companies can provide valuable benefits without the administrative complexities associated with formal salary increases.

Health & Wellness Days

Health & Wellness days are designed to allow employees to take time off for activities that enhance their overall health and well-being. Whether it's taking a mental health day, enjoying a spa visit, or using one of these days to extend a holiday, these days recognise that time away from work is crucial for employees to return refreshed and perform at their best.



69%

of professionals said employee benefits were very important to them when considering a job offer

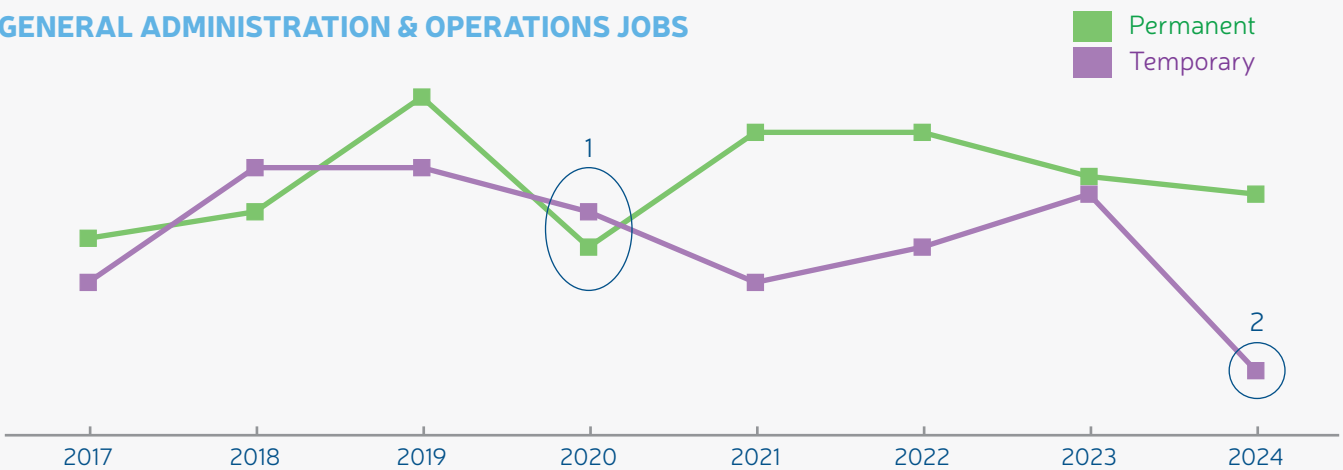
For employers who are unable to match increasing salary demands, benefits become paramount. Comprehensive health insurance coverage, flexible / agile working options, and a clear understanding of career progression potential are highly valued by candidates.

#1

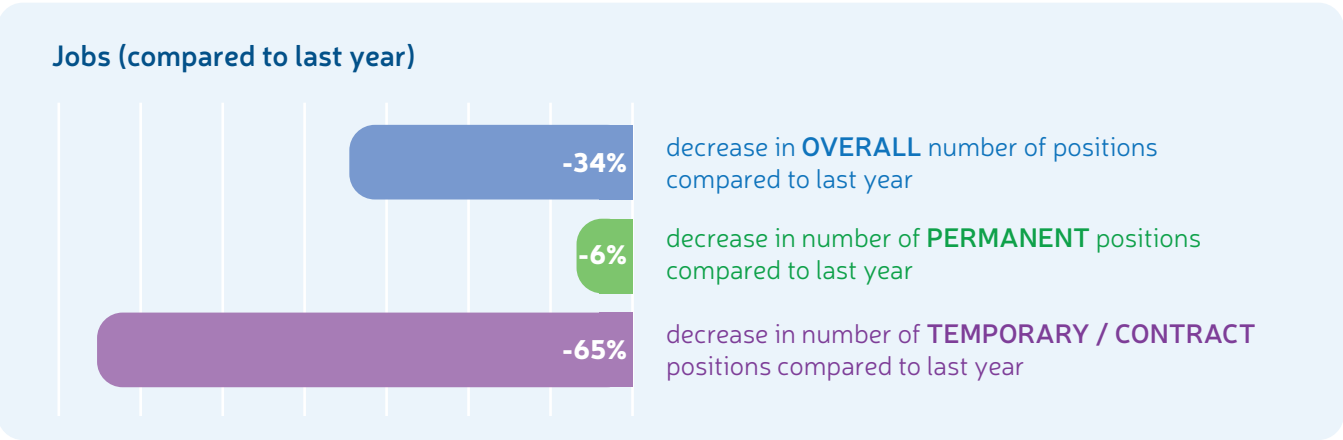
Health insurance coverage is the number one desired benefit by candidates in Cayman

GENERAL ADMINISTRATION & OPERATIONS

The landscape for General Administration & Operations positions in Cayman has seen a gradual shift in recent years. The highest level of jobs in this category was observed just before the COVID-19 pandemic, and as one would expect due to the circumstances, there was a noticeable drop in the number of these positions during the pandemic (1). After the pandemic, those numbers began to slowly climb again, but never quite returned to their pre-COVID levels and in 2024 we saw a noticeable dip in temporary positions in this category (2).



We attribute this slight dip to the fact that many companies on the island have been tightening their belts due to concerns about the future economic state. In such a budget-conscious environment, general administrative positions are often the last to get sign-off on hiring. In addition to this, we have noticed a shift in organisational function, where employers are increasingly engaging more specialised staff rather than generalised administrative support. Previously, it was common for a single general administrative role to encompass responsibilities across HR, marketing, and operations. Some of this change is also due to growth in regulation. You can't have someone wearing all hats now; there is too much red tape in all functions to navigate. As businesses in Cayman have grown, this has led to a decreased demand for general administrative positions and an increased demand in more specialist talent in other areas.



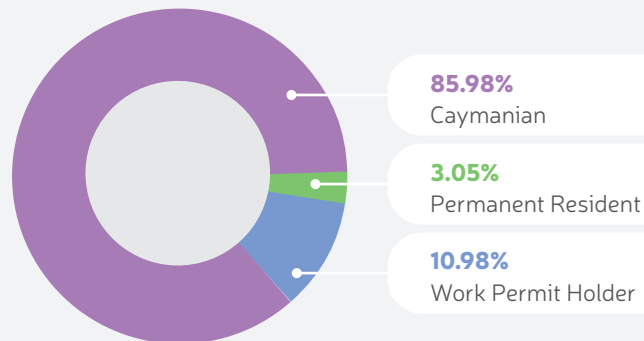
For the General Administration & Operations roles that do remain, companies are not only looking for candidates who can manage day-to-day operations efficiently but also those who can contribute to strategic planning and organisational growth.

As businesses in Cayman have grown, this has led to a decreased demand for general administrative positions and an increased demand in more specialist talent in other areas.

Consequently, the market for these positions has become more competitive, with a growing emphasis on both experience and versatility.

Finding candidates becomes challenging as seniority increases. There is an abundance of junior and mid-level talent, but senior operations positions are harder to fill. This may be because, like the roles becoming more specialised, candidates are preferring this route as well. Many begin in more generalist administrative roles but move into specialist positions as they develop their skills and interests in certain areas.

General Administration & Operations Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- ☐ Better salary
- ☐ More competitive benefits, specifically health insurance coverage
- ☐ Proven positive and supportive working environment
- ☐ Transparent career advancement potential

What Hiring Managers are Looking For:

- ☐ Previous exposure working within a corporate environment (for entry-level positions employers look for relevant internship experience)
- ☐ Further education (e.g. bachelor's degree in business-related area)
- ☐ Strong working proficiency in office management software (e.g. MS Office, Google Workspace)
- ☐ Expertise in digital communication platforms (e.g. Slack, Microsoft Teams)
- ☐ Knowledgeable and proficient in AI use-cases in business

SALARY INFORMATION (USD)

2025					2023	2026
Role	Min	Average	Max		Average	Projection
Receptionist	\$35,000	\$40,000	\$50,000		\$40,000	\$42,000
Customer Service Rep.	\$35,000	\$36,000	\$40,000		\$36,000	\$38,000
Asst. Office Administrator	\$35,000	\$38,750 ➤	\$50,000		\$37,500	\$39,000
Administrator	\$37,000	\$43,000 ➤	\$52,000		\$38,500	\$43,500
Sr. Administrator	\$50,000	\$52,000 ➤	\$62,500		\$49,500	\$53,000
Office Manager	\$60,000	\$73,000 ➤	\$90,000		\$71,250	\$74,000
Operations Manager	\$85,000	\$91,000 ➤	\$120,000		\$90,000	\$92,000

ROLES ON THE RISE (USD)

Administrator



Office Manager



Operations Manager



“

In such a budget-conscious environment, general administrative positions are often the last to get sign-off on hiring.



In-Demand Roles:

- Operations Manager / Director
- CEO / COO

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM



- Get familiar with Microsoft Office suite, learn formulas and pivot tables!
- Be prepared to be tested, as most recruitment processes will have skills testing including workplace reasoning, and microsoft office testing.
- Become proficient in AI tools and how they can help efficient working.

REACH OUT

For further information and support, reach out to our General Administration and Operations team:



Jasmine Zerjal
Recruitment Consultant

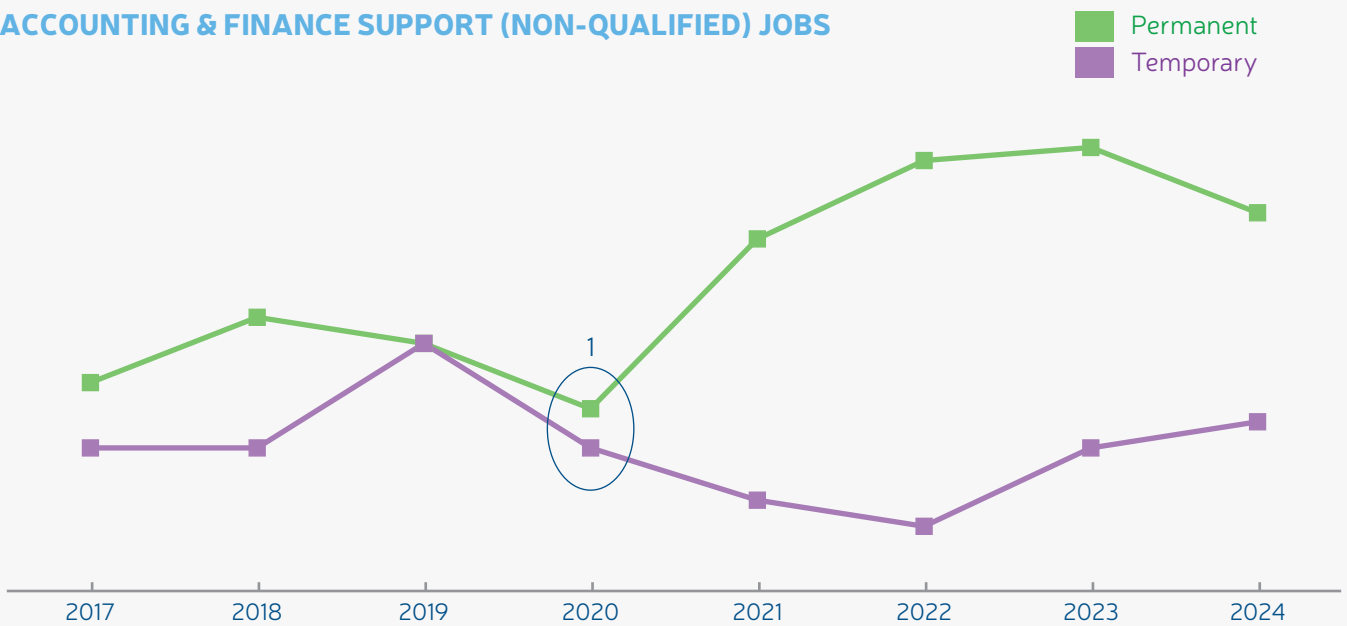


Contact the General Administration and Operations team any time at
jasmine@nova.ky or visit us online at
www.nova.ky/general-administration



ACCOUNTING & FINANCE SUPPORT

In the current competitive job market, non-qualified accounting and finance professionals are facing a unique set of challenges and opportunities. Over the past years, we have seen steady growth in the demand for these positions, with a dip during the COVID-19 pandemic, which was to be expected due to the circumstances (1). Demand then saw a consistent increase until 2023 and has remained at this level of high demand since. With employers seeking to balance their need for skilled personnel with budget constraints, these candidates are in high demand, with noted recent growth in temporary/contract positions.



Interestingly, part of this growth can be attributed to companies increasing their junior accounting and trainee positions across all sectors. As businesses expand and adapt to the evolving economic landscape, they are investing in the development of new talent. This strategic move not only helps address immediate staffing needs but also creates a pipeline for future leadership within the finance and accounting departments.



By focusing on nurturing young professionals, companies are ensuring that they have a well-prepared workforce capable of meeting the ever-changing demands of the industry.

“

With employers seeking to balance their need for skilled personnel with budget constraints, these candidates are in high demand, with noted recent growth in temporary/contract positions.

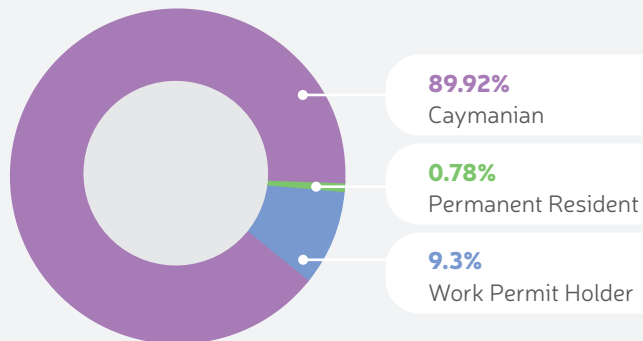
Attracting accounting professionals in the \$50,000 to \$60,000 salary range is proving challenging; many suitable candidates are already earning this amount and therefore difficult to attract to a new role on salary alone.



In-Demand Roles:

- Junior / Trainee Accountant
- Accounts Assistant

Accounting and Finance Support Jobs Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary (or guaranteed future salary growth)
- More competitive benefits, specifically health insurance coverage
- Work from home / flexibility
- Learning opportunities / support for further education

What Hiring Managers are Looking For:

- University degree in business / finance-related field with plans / desires to become fully qualified in future
- System knowledge – Quickbooks / Xero
- Strong skills testing results

SALARY INFORMATION (USD)

2025				2024	2023	2026
Role	Min	Average	Max	Average	Average	Projection
Trainee/Junior Accountant	\$45,000	\$53,500 ↗	\$75,000	\$45,600	\$43,000	\$55,000
Insolvency Administrator	\$50,000	\$59,000 ↗	\$70,000	\$55,000	\$52,000	\$60,000
Accounts Asst./Bookkeeper	\$40,000	\$56,500 ↗	\$65,000	\$55,000	\$54,250	\$57,000
Payroll Administrator	\$48,000	\$57,500 ↗	\$65,000	\$57,000	\$55,000	\$59,000
Collections Specialist	\$45,000	\$58,500 ↗	\$60,000	\$58,000	\$55,000	\$59,000
Finance Administrator	\$60,000	\$75,600 ↗	\$80,000	\$73,750	\$72,000	\$76,000
Financial Analyst	\$75,000	\$78,200 ↗	\$100,000	\$77,500	\$76,000	\$79,000

ROLES ON THE RISE (USD)

Trainee / Junior Accountant

2023	\$43,000
2024	\$45,600
2025	\$53,500

Accounts Assistant / Bookkeeper

2023	\$54,250
2024	\$55,000
2025	\$56,500

Financial Analyst

2023	\$76,000
2024	\$77,500
2025	\$78,200

Note: Reinsurance and Insurance positions are listed in the Insurance & Pension category due to their specialist skillsets for this area.

Employers need to consider offering better benefits, flexible working arrangements, or increase salaries to remain competitive.

“

By focusing on nurturing young professionals, companies are ensuring that they have a well-prepared workforce capable of meeting the ever-changing demands of the industry.

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Secure internships with financial firms during university breaks.
- Look into Accounting scholarships on island as many guarantee work placement opportunities.
- Take accounting systems courses or mini courses (accredited courses are best but there are good online bitesize options as well).

REACH OUT

For further information and support, reach out to our Non-Qualified Accounting & Finance team:



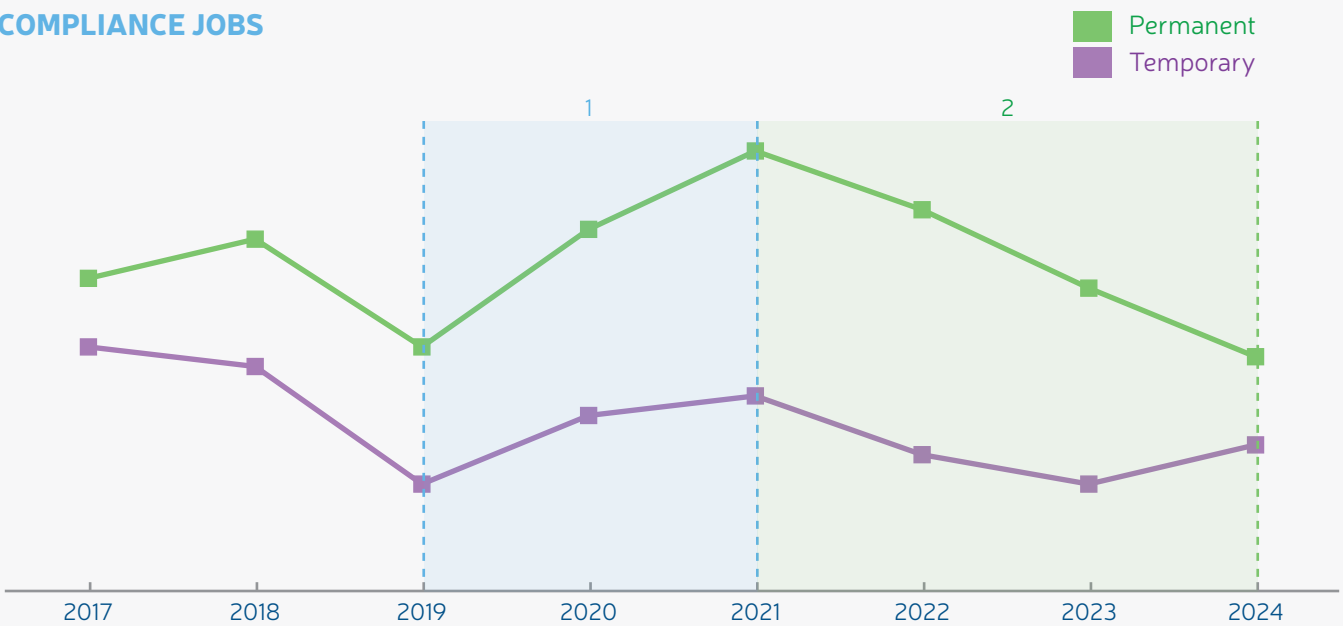
Rosie Ryan
Recruitment Consultant

Jasmine Zerjal
Recruitment Consultant

Contact the Accounting & Finance Support team any time at
rosie@nova.ky or jasmine@nova.ky or visit us online at
www.nova.ky/accounting-and-finance

COMPLIANCE

The period from 2019 to 2021 saw a dramatic increase in demand for compliance professionals due to new regulations and increased reporting requirements (1). However, over the past three years, there has been a slight decline in the number of positions available (2). This trend is likely a reflection of the minimal movement of experienced compliance professionals across organisations locally, resulting in fewer active job postings. This limited movement is mainly attributed to the high compensation that compliance professionals receive, making it challenging to attract them away from their current roles.



Many local employers fear losing experienced compliance talent and not being able to find equally experienced Caymanians to fill the requirement in their wake. The rapid growth in this area leading up to 2021 did not allow much time for local talent to develop to match the demand. Consequently, while there are a number of junior compliance professionals, they are not yet ready to fill the experienced roles and it will be another few years still before they are.

Jobs (compared to last year)



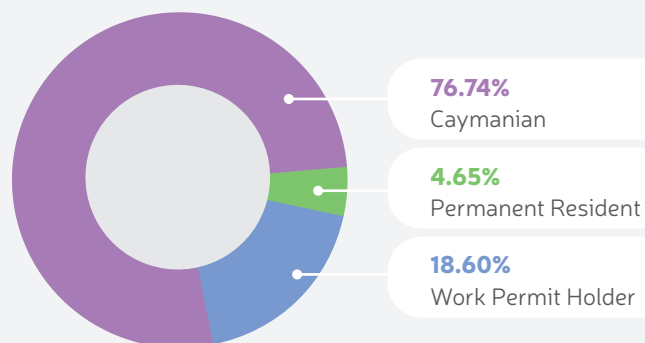
Given the difficulty in obtaining work permits in this area, employers tend to entertain counter offers and much higher compensation packages to ensure they do not lose this in-demand talent. This movement of the same talent also means time to fill and the cost to recruit in this area is extremely high.

Could this unique challenge be limiting the sector's development and stunting growth in the industry?

The slowdown in these roles may also be a reflection of the trend of outsourcing and moving compliance roles overseas. The recruitment process for these positions is taking so long that companies effectively need to headhunt for the talent. As a result, some companies on island have begun to outsource their compliance functions or rehouse the department in jurisdictions where compliance talent is more abundant.

This shift raises a critical question for the future of the workforce: will the roles that have been moved offshore come back?

Compliance Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- ☐ Better salary
- ☐ More competitive health insurance coverage
- ☐ More annual leave allowance
- ☐ Transparent career advancement potential

What Hiring Managers are Looking For:

- ☐ University degree in business / finance-related field
- ☐ ACAMS / ICA
- ☐ CDD / KYC certificates
- ☐ Direct experience in compliance in Cayman / offshore working with clients

SALARY INFORMATION (USD)

2025					2024	2023	2026
Role	Min	Average	Max		Average	Average	Projection
Compliance Administrator	\$55,000	\$65,000	\$70,000		\$65,000	\$65,000	\$67,000
Compliance Analyst	\$60,000	\$70,000	\$80,000		\$70,000	\$70,000	\$72,000
Compliance Officer	\$80,000	\$87,500	\$100,000		\$82,000	\$80,000	\$90,000
Senior Compliance Officer	\$90,000	\$105,000	\$120,000		\$102,000	\$100,000	\$110,000
Compliance Manager	\$110,000	\$135,000	\$160,000		\$130,000	\$125,000	\$138,000
Head of Compliance	\$130,000	\$185,000	\$220,000		\$175,000	\$170,000	\$190,000

ROLES ON THE RISE (USD)

Compliance Officer



Compliance Manager



Head of Compliance



30% of employers in Cayman struggle to fill compliance positions

In-Demand Roles:

Compliance Officer

Compliance Manager/MLRO

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Consider pursuing an ACAMS qualification or undertake compliance certifications to build your resume if you are still building your hands-on work experience.
- Consider temporary / contract roles doing remediation projects to get hands-on experience within compliance.
- If already working full-time but looking to transition, look for ways to get exposure to compliance-adjacent work such as KYC and due-diligence management.

REACH OUT

For further information and support, reach out to our Compliance team:



Adele Keane
Recruitment Consultant



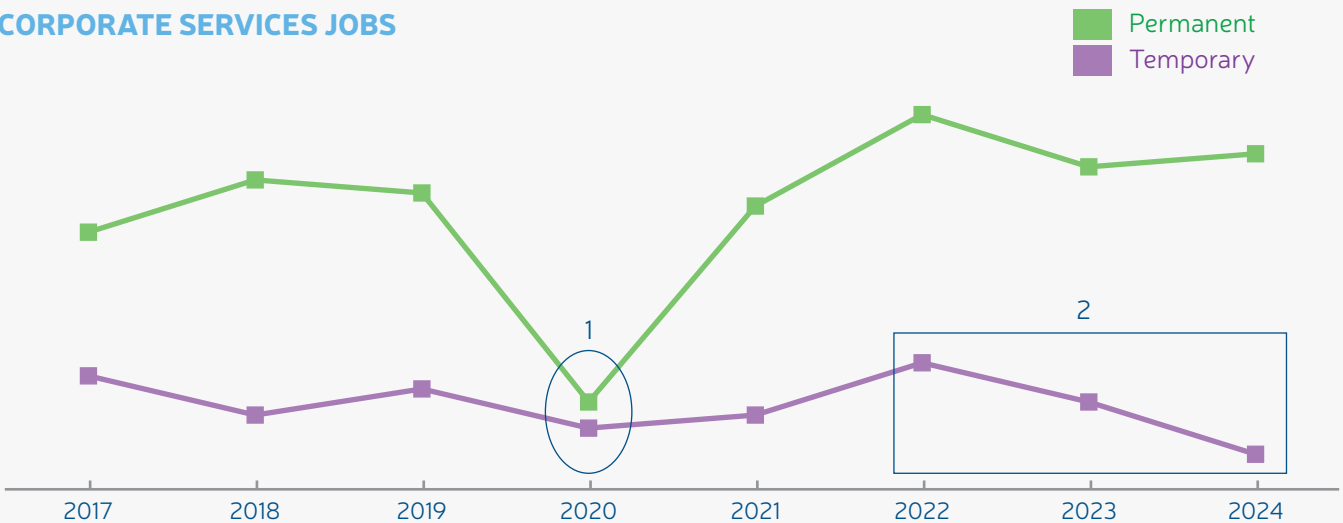
Contact the Compliance team any time at
adele@nova.ky or visit us online at
www.nova.ky/compliance



CORPORATE SERVICES

The Corporate Services sector has shown remarkable resilience over the years, maintaining a steady stream of job opportunities. Despite a natural decline during the 2020 pandemic (1), the market has rebounded, ensuring consistent demand for skilled professionals.

CORPORATE SERVICES JOBS



Attracting top-tier Corporate Services professionals remains challenging. Mid-level corporate administrators are particularly difficult to attract. Senior professionals, with their specialised experience, command higher salaries that employers are willing to offer. Junior staff often climb the ranks from general administrative positions or are recruited from impressive Caymanian talent pools. However, mid-level professionals face a unique challenge—they lack the experience to command higher salaries, making it harder to attract them.

Demand for temporary/contract roles saw the biggest dip because for many years there have been little to no immediately available Caymanian candidates (2). As a result, relying on temporary positions becomes more challenging, further exacerbating the gap in workforce availability.

Jobs (compared to last year)



decrease in **OVERALL** number of positions compared to last year

increase in number of **PERMANENT** positions compared to last year

decrease in number of **TEMPORARY / CONTRACT** positions compared to last year

Candidates are primarily motivated by significantly better salaries or enhanced benefits, as most roles in this field offer similar responsibilities and growth potential across firms.

“

Mid-level professionals face a unique challenge—they lack the experience to command higher salaries, making it harder to attract them.

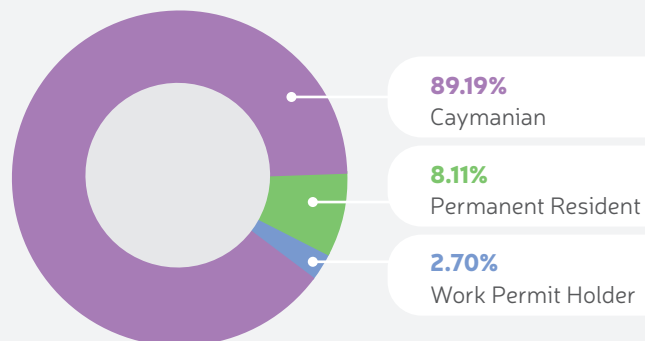
This leaves salary as the main driving factor. Therefore, firms must highlight competitive benefits in their recruitment strategies to attract elite talent, especially when they cannot match higher salaries.



In-Demand Roles:

- Mid-level Corporate Services professionals (3-5 years experience)
- Senior Corporate Services professionals (5-10 years experience)

Corporate Services Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary
- Career progression (for senior candidates who feel they have tapped out on progression, this reverts back to desire for better salary)
- More competitive benefits, specifically health insurance coverage
- Work from home and flexibility

What Hiring Managers are Looking For:

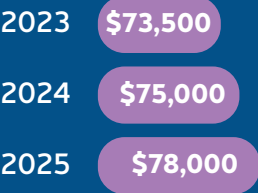
- University degree in business / finance-related field
- Specialised experience (e.g. trusts, SPVs, fintech, incorporations)
- Senior roles – LLB or accounting qualifications may be required
- Longevity in roles / with same company

SALARY INFORMATION (USD)

2025				2024	2023	2026
Role	Min	Average	Max	Average	Average	Projection
Jr. Corporate Administrator	\$50,000	\$55,000 ↗	\$65,000	\$50,000	\$50,000	\$57,000
Corporate Administrator	\$65,000	\$78,000 ↗	\$95,000	\$75,000	\$73,500	\$79,500
Sr. Corporate Administrator	\$85,000	\$95,000 ↗	\$110,000	\$85,000	\$82,500	\$95,000
Mgr, Corporate Services	\$100,000	\$145,000 ↗	\$150,000	\$130,000	\$120,000	\$145,000
Director, Corporate Services	\$130,000	\$180,000 ↗	\$200,000	\$172,000	\$168,000	\$180,000
MD/Head of Corp. Services	\$180,000	\$200,000	\$250,000	\$200,000	\$200,000	\$200,000

ROLES ON THE RISE (USD)

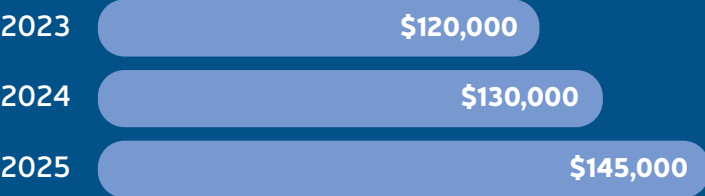
Corporate Administrator



Senior Corporate Administrator



Manager, Corporate Services



20% of employers in Cayman struggle to fill corporate services positions

“Demand for temporary / contract roles saw the biggest dip because for many years there have been little to no immediately available Caymanian candidates.”

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Consider temporary positions at corporate firms via recruitment agencies as there are many project-based assignments that might get you a foot in the door to make a strong impression.
- Junior corporate services positions are hard to come by. Consider looking for administrative roles at financial services firms and find a way to gain exposure to corporate services if possible.

REACH OUT

For further information and support, reach out to our Corporate Services team:



Jasmine Zerjal
Recruitment Consultant



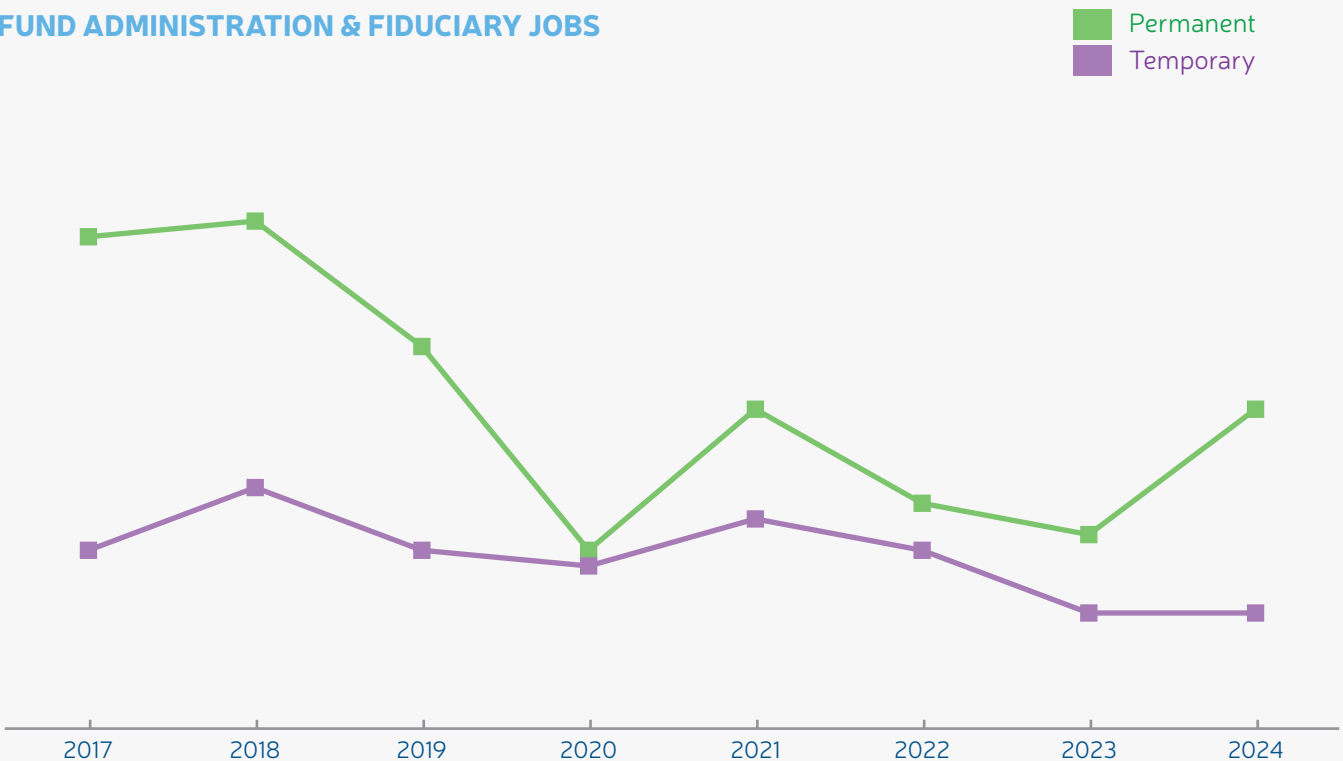
Contact the Corporate Services team any time at
jasmine@nova.ky or visit us online at
www.nova.ky/corporate-services



FUND ADMINISTRATION & FIDUCIARY

The Fund Administration & Fiduciary sector in the Cayman Islands has experienced significant changes over the past 15 years. Notably impacted by the Great Recession (2007-09) and subsequent reset of the financial services industry on island, there has been a noticeable dip in the number of positions within fund administration in the past 15 years.

FUND ADMINISTRATION & FIDUCIARY JOBS



This downturn can be attributed to many companies opting to relocate their investor services departments to onshore jurisdictions, where operational and HR costs were more manageable. Despite these shifts, the demand for roles within firms that offer directorship services remains strong, highlighting the essential nature of these positions within the market.

The evolving landscape has demanded a level of adaptability among professionals in the sector. Companies have had to innovate and streamline operations to remain competitive. Moreover, regulatory changes have necessitated a higher level of expertise and compliance, further shaping the skillset required for fund administration roles.

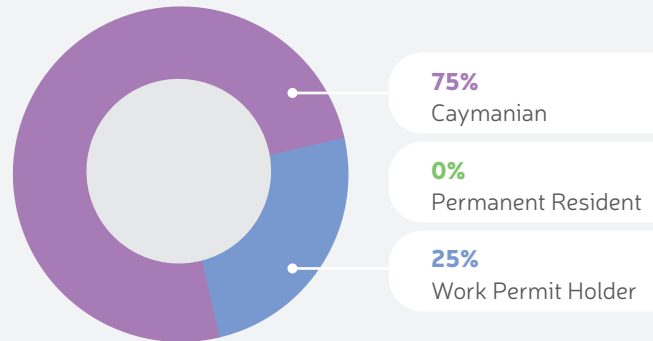
Over the past year, fund administration roles in the Cayman Islands have shown modest growth compared to recent years. This change reflects a mix of favorable timing, availability of skilled candidates, and industry dynamics which speak to increased funds activity in the latter half of 2024 (Cayman Finance, 2024).

“ Many companies are opting to relocate their investor services departments to onshore jurisdictions, where operational and HR costs are more manageable.

Another key development in recent years is the increasing reliance on technology and automation within fund administration and fiduciary support. The integration of sophisticated software solutions has not only enhanced accuracy and efficiency but also reduced the need for manual intervention. This technological shift has allowed firms to manage larger volumes of transactions and data with fewer resources, driving a shift towards a more analytical and strategic approach to fund management.

“ The demand for roles within firms that offer directorship services remains strong, highlighting the essential nature of these positions within the market.

Fund Administration & Fiduciary Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary
- More competitive benefits, specifically health insurance coverage
- Work from home and flexibility
- Balanced workload

What Hiring Managers are Looking For:

- University degree in business / finance-related field
- Experience in fiduciary or corporate administration with exposure to fund entities
- Board Support / CoSec - typically, a qualification from Chartered Governance Institute (formerly ICSA) will be required although not always (particularly if Caymanian)
- Board Support / CoSec - Candidates will typically require experience of taking minutes for fund entities (general minute taking not enough)
- Director roles – LLB or accounting qualifications are required (often with audit or fund admin background)

SALARY INFORMATION (USD)

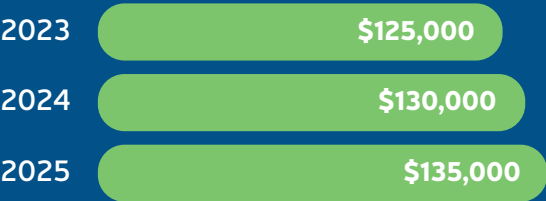
2025					2024	2023	2026
Role	Min	Average	Max		Average	Average	Projection
Fund Administrator	\$60,000	\$65,000	\$80,000		\$65,000	\$65,000	\$65,000
Board Support Admin.	\$65,000	\$82,500 ↗	\$90,000		\$82,000	\$80,000	\$82,500
Corporate Secretary	\$60,000	\$87,500 ↗	\$90,000		\$85,000	\$82,000	\$87,500
AVP Corporate Secretary	\$85,000	\$112,000 ↗	\$120,000		\$110,000	\$108,000	\$115,000
SVP Corporate Secretary	\$150,000	\$160,000	\$170,000		\$160,000	\$155,000	\$165,000
Associate	\$125,000	\$135,000 ↗	\$175,000		\$130,000	\$125,000	\$137,500
Director	\$150,000	\$195,000 ↗	\$250,000		\$192,000	\$185,000	\$195,000

ROLES ON THE RISE (USD)

Corporate Secretary



Associate



Manager, Corporate Services



LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Look for corporate administrative/entry-level finance positions that gets you exposure to funds so you can get some hands-on experience and specialist knowledge.
- Network, network, network. As this area is quite sparse, if you want to find a way into this field you need to leverage strong connections.

REACH OUT

For further information and support, reach out to our Fund Administration & Fiduciary team:



Rosie Ryan
Recruitment Consultant

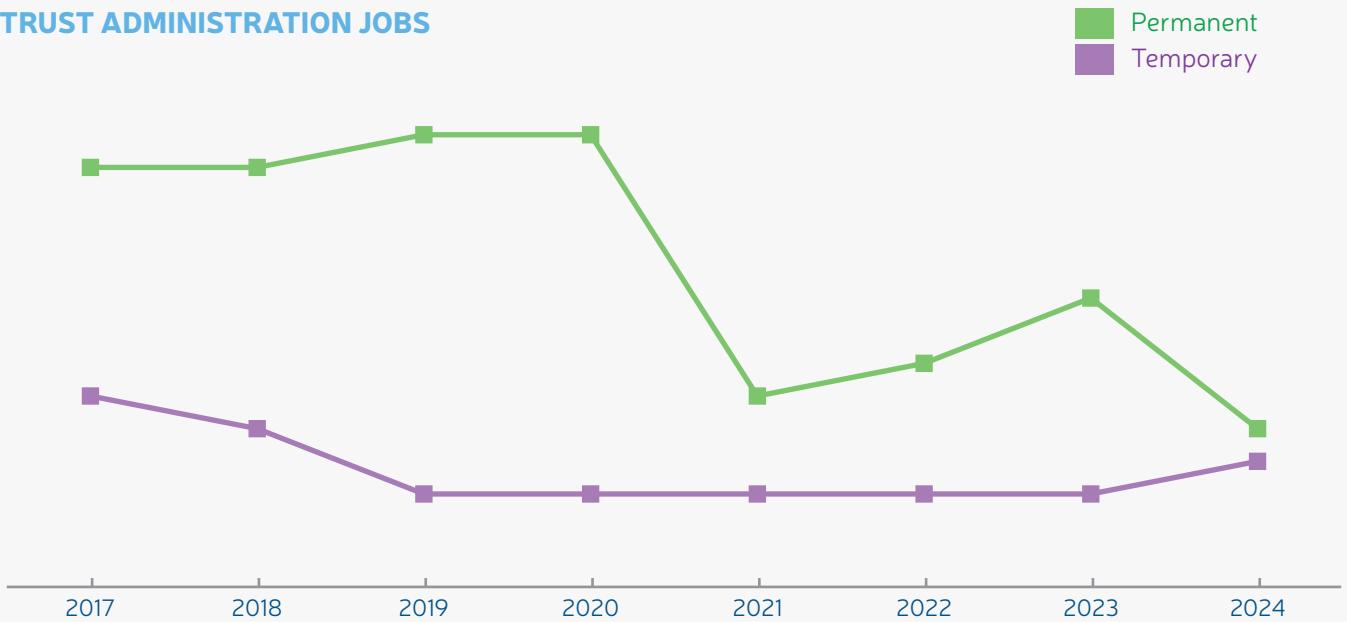
Adele Keane
Recruitment Consultant

Contact the Fund Administration & Fiduciary team any time at
rosie@nova.ky or adele@nova.ky or visit us online at
www.nova.ky/fund-administration

TRUST ADMINISTRATION

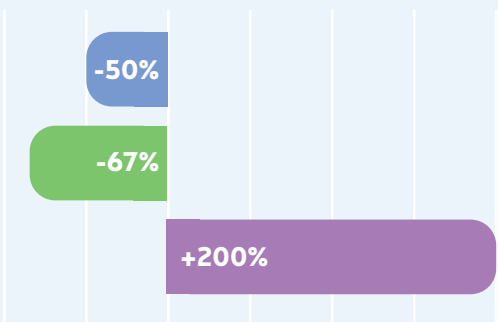
In recent years, the landscape of trust administration recruitment in Cayman has undergone significant changes. There has been a notable decline in the number of available positions within this sector. This shift can be partially attributed to a growing preference among clients for more highly qualified professionals, which our sister agency CML typically manages and so our numbers show a decline but theirs remain quite steady for this category.

TRUST ADMINISTRATION JOBS



The jurisdiction has faced increased regulatory scrutiny and compliance requirements, necessitating a higher level of expertise to navigate these complexities. Additionally, competition from other international financial centers has led to a consolidation of services and a focus on high-value clients, further reducing the demand for basic trust administration roles and a shift to more qualified personnel needs..

Jobs (compared to last year)



decrease in **OVERALL** number of positions compared to last year

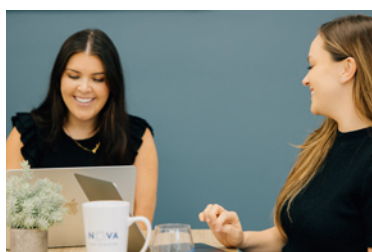
decrease in number of **PERMANENT** positions compared to last year

increase in number of **TEMPORARY / CONTRACT** positions compared to last year

Employers are increasingly seeking candidates with advanced credentials and experience, particularly those with a background in business or finance and relevant certifications such as the STEP designation. This trend highlights the evolving demands of the market and the emphasis on expertise and advanced skills in the field of trust administration.

“

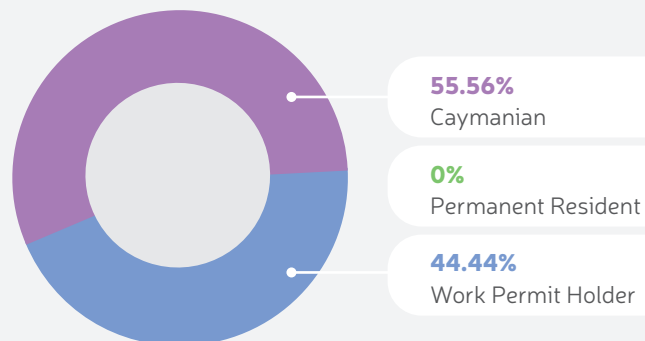
There has been a notable decline in the number of available positions within this sector, which can be partially attributed to a growing preference among clients for more highly qualified professionals.



In-Demand Roles:

- ☐ Trust Officer
- ☐ Senior Trust Officer

Trust Administration Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- ☐ Better salary
- ☐ Career progression (for senior candidates who feel they have tapped out on progression, this reverts back to desire for better salary)
- ☐ More competitive benefits, specifically health insurance coverage
- ☐ Work from home and flexibility

What Hiring Managers are Looking For:

- ☐ University degree in business / finance-related field
- ☐ STEP designation
- ☐ Experience with offshore firm providing private client trust services
- ☐ For entry-level roles, a background within corporate administration dealing with trust entities

SALARY INFORMATION (USD)

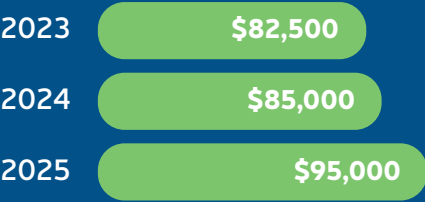
2025				2024	2023	2026
Role	Min	Average	Max	Average	Average	Projection
Trust Administrator	\$40,000	\$46,500 ↗	\$55,000	\$45,000	\$45,000	\$47,000
Junior Trust Officer	\$55,000	\$57,000 ↘	\$80,000	\$60,000	\$60,000	\$60,000
Trust Officer	\$65,000	\$77,500 ↗	\$90,000	\$75,000	\$75,000	\$78,000
Senior Trust Officer	\$90,000	\$92,500 ↗	\$110,000	\$90,000	\$90,000	\$92,000
Trust Manager	\$120,000	\$128,000 ↗	\$150,000	\$125,000	\$120,000	\$130,000

ROLES ON THE RISE (USD)

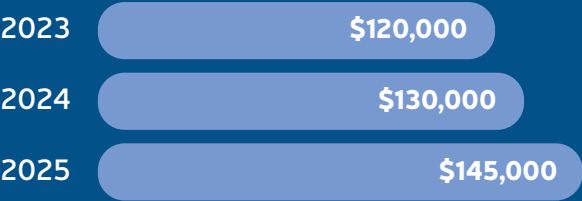
Corporate Administrator



Senior Corporate Administrator



Manager, Corporate Services



LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM



- Try and get exposure to working on trust entities if you are already working in a corporate environment.
- Consider pursuing a STEP qualification.

REACH OUT

For further information and support, reach out to our Trust Administration team:



Rosie Ryan
Recruitment Consultant



Alongside Rosie, our team at CML also support more specialist Trust positions. Learn more at:
www.cml.ky/trust-accounting



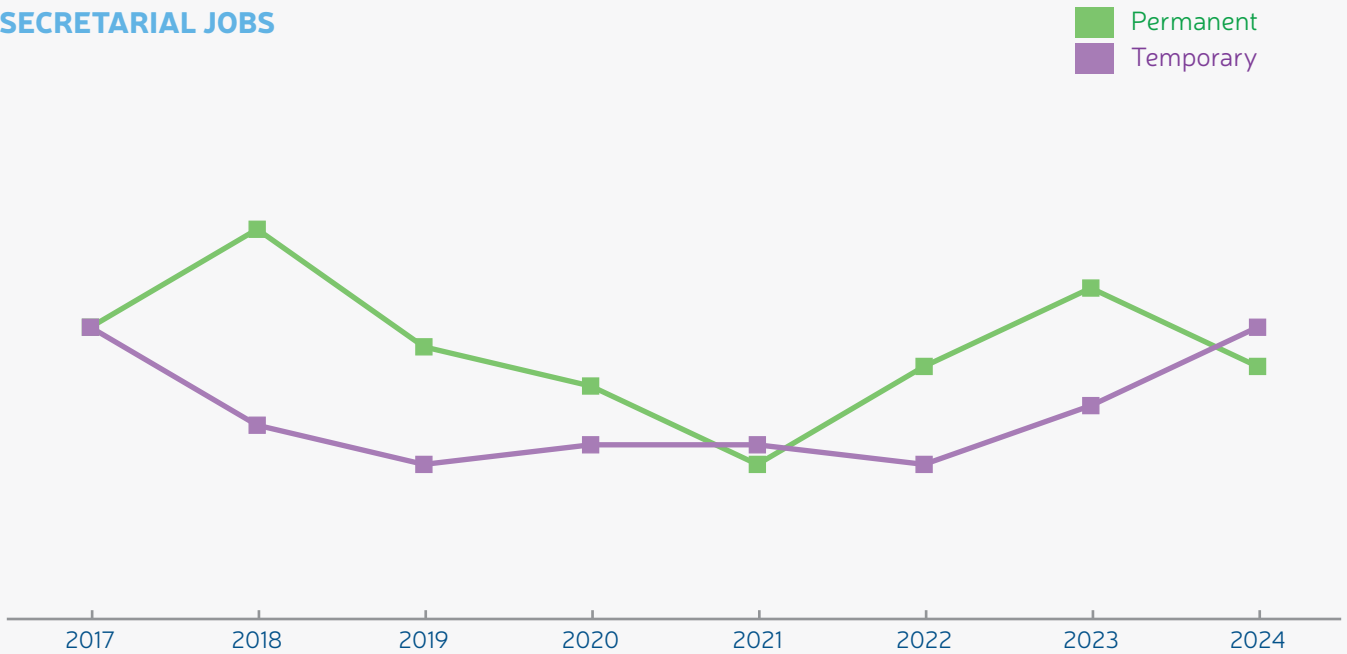
Contact the Trust Administration team any time at
rosie@nova.ky or visit us online at
www.nova.ky/trust-administration



SECRETARIAL

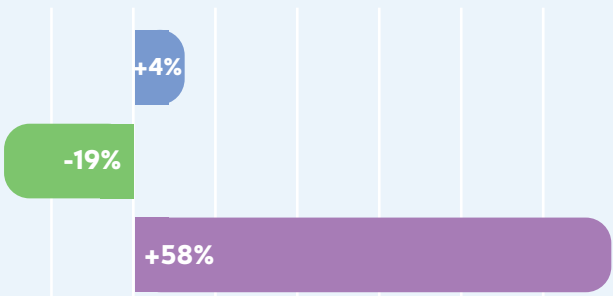
Secretarial talent remains consistently in high demand in the Cayman Islands, particularly for executive and personal assistants. Although there was a noticeable dip during the pandemic, these numbers have since rebounded to their pre-COVID levels.

SECRETARIAL JOBS



Recently, there has been a surge in demand for temporary, contract, and part-time positions within this category. There tends to be a scarcity of experienced and immediately available talent to fill the temporary and contract roles and employers may need to consider less-experienced talent to fill immediate needs. In contrast, part-time positions are comparatively easier to fill, often attracting individuals who prioritise work-life balance to spend more time with their children or are looking to return to work without the stress of a full-time role.

Jobs (compared to last year)



increase in **OVERALL** number of positions compared to last year

decrease in number of **PERMANENT** positions compared to last year

increase in number of **TEMPORARY / CONTRACT** positions compared to last year

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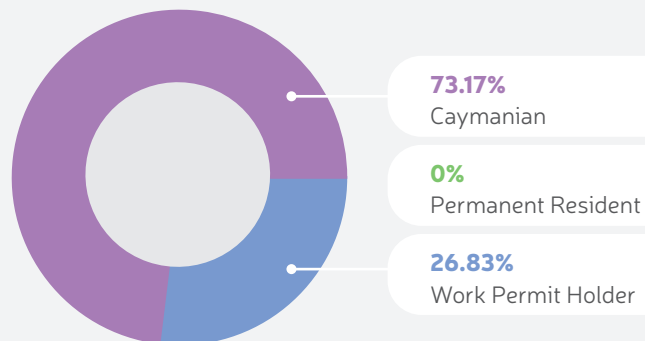
Part-time positions are comparatively easier to fill, often attracting individuals who prioritise work-life balance to spend more time with their children or are looking to return to work without the stress of a full-time role.



In-Demand Roles:

- Executive Assistants
- Personal Assistants
- Part-time and temporary contracts

Secretarial Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary
- Better work-life balance
- Workplace flexibility

What Hiring Managers are Looking For:

- Prior experience working with Senior and C-suite executives
- Corporate Background; Board Support and minute-taking experience

SALARY INFORMATION (USD)

2025				2024	2023	2026
Role	Min	Average	Max	Average	Average	Projection
Executive Assistant	\$80,000	\$87,250 ↗	\$110,000	\$85,000	\$85,000	\$83,000
Personal Assistant	\$65,000	\$81,000	\$90,000	\$81,000	\$80,000	\$80,000

Note: Board Support and Corporate Secretary positions are listed in the Fund Administration & Fiduciary category due to their specialist skillsets for this area. Similarly, Legal Secretary positions are listed in the Legal Support category.



LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Consider increasing your typing skills using online practice courses and tests. Aim for a minimum of 50 wpm. Top firms ideally look for 70wpm.
- Get familiar with all the technology available through AI transcription services.

REACH OUT

For further information and support, reach out to our Secretarial team:



Jasmine Zerjal
Recruitment Consultant



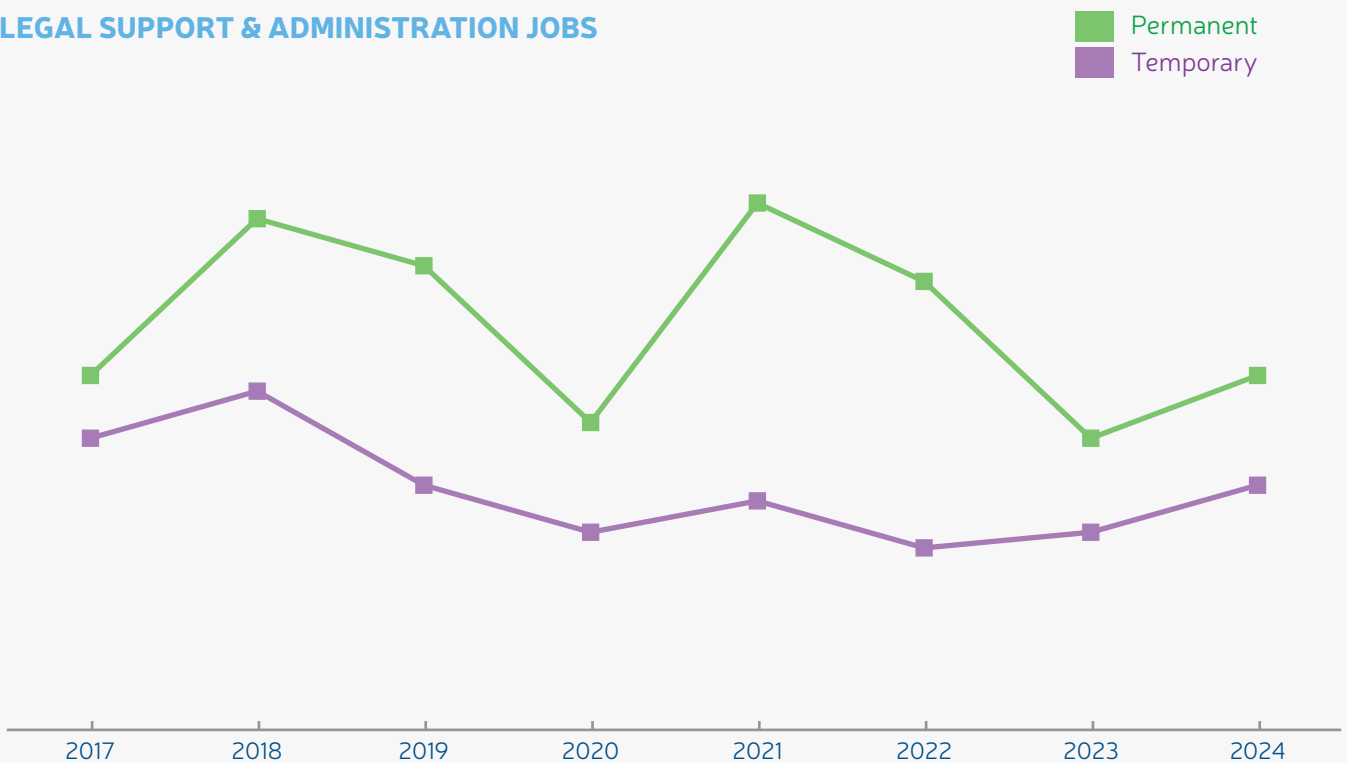
Contact the Secretarial team any time at
jasmine@nova.ky or visit us online at
www.nova.ky/secretarial



LEGAL SUPPORT & ADMINISTRATION

The legal support and administration market has consistently faced challenges, with more roles available than there are candidates to fill them locally. To address this gap, some of the larger firms have initiated apprenticeship programs aimed at nurturing young local talent, providing them with opportunities to enter this field. This proactive approach is critical to meeting the increasing market demands, however it is not yet flourishing enough to meet local demand and is unlikely to do so in the next 5-10 years.

LEGAL SUPPORT & ADMINISTRATION JOBS



Jobs (compared to last year)

+59%

increase in **OVERALL** number of positions compared to last year

+44%

increase in number of **PERMANENT** positions compared to last year

+200%

increase in number of **TEMPORARY / CONTRACT** positions compared to last year

The recruitment process for legal secretary roles has become sluggish and demanding on resources, often resulting in effectively headhunting to find suitable talent.

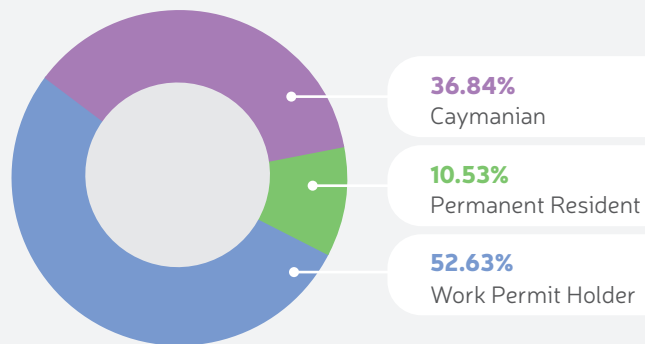
As a result, more administrative support positions have seen responsibilities being pooled to support multiple lawyers and putting more on the workload of the secretaries, whilst specialised roles are increasingly being outsourced to other jurisdictions to reduce both cost and time to fill.

Whilst intended as a short-term solution, we must pose the question of if the roles that have been moved onshore will ever come back?

This scarcity of legal talent has made it crucial for employers to retain their top legal secretaries. The fear of being unable to refill these positions has driven employers and lawyers to fiercely protect and incentivise their key support staff.

Consequently, legal secretaries in this candidate-driven market have historically been able to negotiate for very high salaries and makes attracting these professionals exceedingly difficult without an incredible compensation package.

Legal Support & Administration Placements by Immigration in Last 5 Years



What Candidates are Looking For:

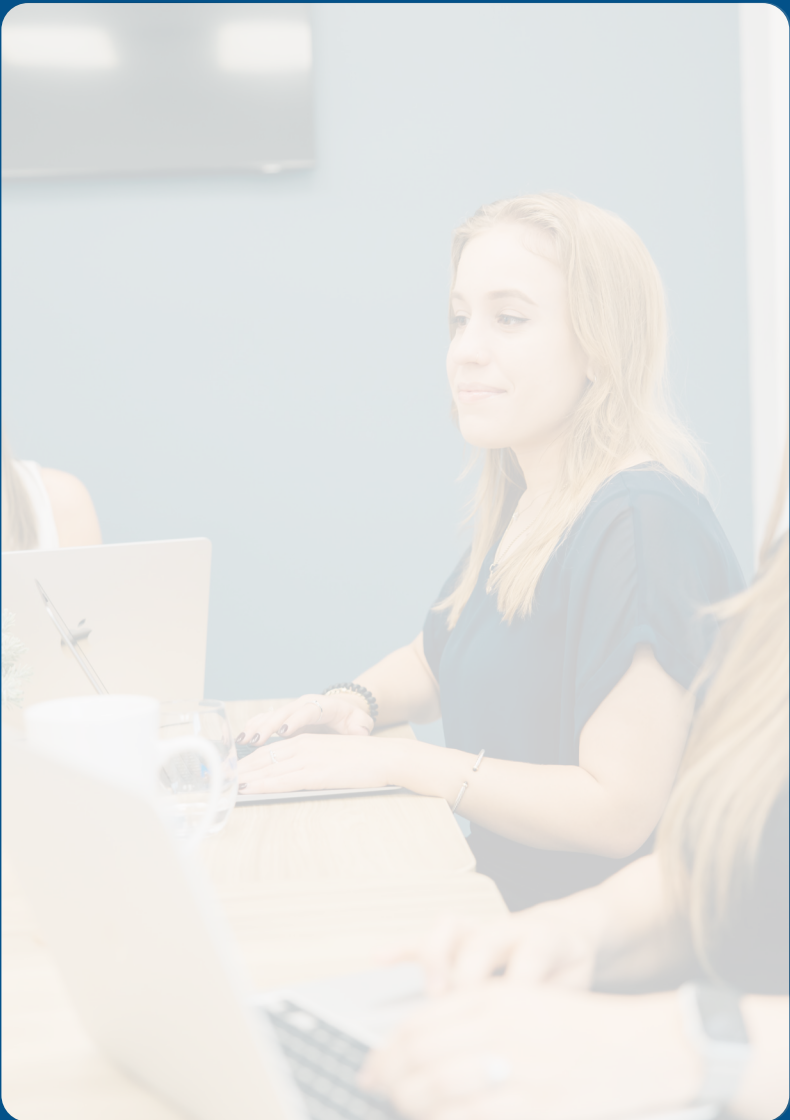
- More competitive benefits, specifically health insurance coverage
- Work from home and flexibility
- Balanced workload

What Hiring Managers are Looking For:

- A law degree (i.e. LLB), at a minimum a university degree in a business-related field
- CILEx Legal Secretaries Diploma
- Specialised experience in relevant practice areas (e.g. corporate, litigation)

SALARY INFORMATION (USD)

2025				2024	2023	2026
Role	Min	Average	Max	Average	Average	Projection
Legal Support Admin.	\$50,000	\$58,000 ↗	\$70,000	\$55,000	\$52,000	\$58,500
Legal Secretary	\$65,000	\$80,000 ↗	\$95,000	\$77,000	\$75,000	\$80,000
Senior Legal Secretary	\$80,000	\$88,000 ↗	\$100,000	\$82,000	\$80,000	\$90,000
Paralegal	\$100,000	\$102,000 ↗	\$125,000	\$95,000	\$90,000	\$105,000



“Legal secretaries in this candidate-driven market have historically been able to negotiate for very high salaries and makes attracting these professionals exceedingly difficult without an incredible compensation package.



In-Demand Roles:

- Litigation Legal Secretaries
- Contract legal support positions (6+ months)

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Look into CILEX qualifications.
- Work with Connect to identify available training / apprenticeship programs in place at large law firms.

REACH OUT

For further information and support, reach out to our Legal Support & Administration team:



Adele Keane
Recruitment Consultant



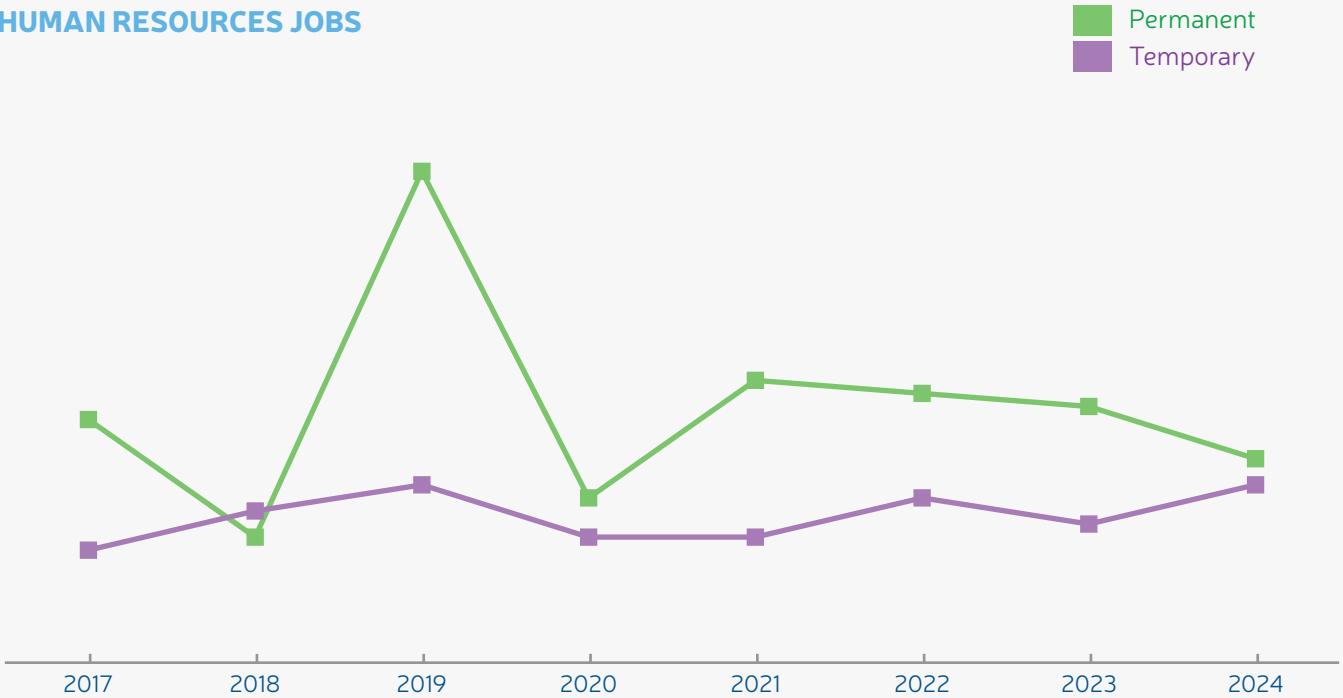
Contact the Legal Support & Administration team any time at
adele@nova.ky or visit us online at
www.cml.ky/legal-support-and-administration



HUMAN RESOURCES

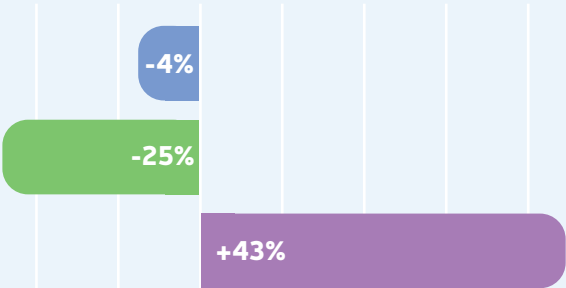
Generally speaking, the Human Resources employment market in the Cayman Islands is relatively steady. Over the past three years, despite a few peaks and troughs, recruitment for HR roles has remained consistent.

HUMAN RESOURCES JOBS



A notable characteristic of HR positions is the domino effect they create due to the talent shortage in this area. When one HR professional leaves a position, it is typically filled by another local HR professional, which in turn opens another role, continuing a cyclical pattern.

Jobs (compared to last year)



decrease in **OVERALL** number of positions compared to last year

decrease in number of **PERMANENT** positions compared to last year

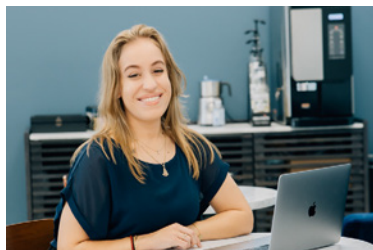
increase in number of **TEMPORARY / CONTRACT** positions compared to last year

Another consistent trend we have observed is the demand for temporary HR professionals. In our experience, these temporary roles often serve as a solid starting ground for young HR professionals seeking to establish themselves in the field.

These positions can provide invaluable experience and opportunities for networking, ultimately paving the way for permanent roles in the long-term.

“

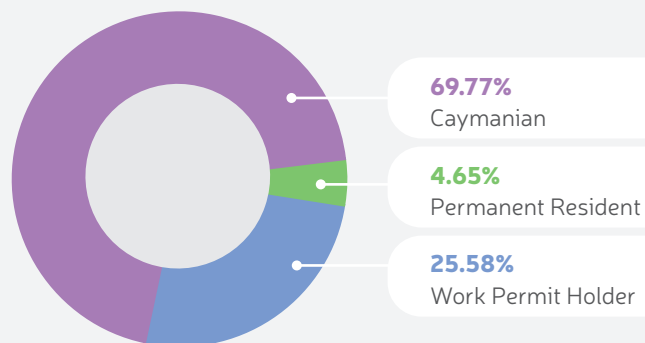
Temporary roles often serve as a solid starting ground for young HR professionals seeking to establish themselves in the field.



In-Demand Roles:

- ☐ HR Administrator
- ☐ HR Analyst
- ☐ HR Manager

HR Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- ☐ Better salary
- ☐ Transparent career advancement and growth potential
- ☐ Positive team environment / better working culture
- ☐ Work-from-home opportunities and flexibility

What Hiring Managers are Looking For:

- ☐ SHRM / HRCI qualification
- ☐ University degree in business / HR-related field
- ☐ Longevity at a company
- ☐ Specialist experience / knowledge (e.g., Recruitment, HR analytics, Cayman Islands Immigration)

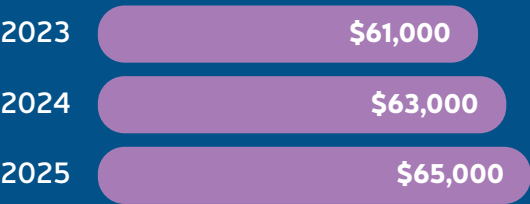
SALARY INFORMATION (USD)

2025					2024	2023	2026
Role	Min	Average	Max		Average	Average	Projection
Immigration Administrator	\$50,000	\$65,000 ↗	\$70,000		\$63,000	\$61,000	\$65,000
HR Administrator	\$40,000	\$47,000 ↗	\$60,000		\$45,000	\$42,000	\$47,000
HR Analyst	\$85,000	\$87,000	\$110,000		N/A*	N/A*	\$90,000
HR Generalist	\$60,000	\$72,000 ↗	\$80,000		\$71,000	\$68,000	N/A*
HR Manager	\$80,000	\$98,000 ↗	\$100,000		\$95,750	\$93,200	\$97,000
Senior HR Manager	\$100,000	\$110,000 ↗	\$130,000		\$105,000	\$100,000	\$112,000
HR Director	\$130,000	\$132,000 ↗	\$160,000		\$130,000	\$130,000	\$135,000
Talent Acq. Specialist	\$65,000	\$71,000 ↗	\$85,000		\$69,000	\$68,000	\$81,500
Talent Acquisition Manager	\$85,000	\$93,000 ↗	\$100,000		\$92,000	\$91,000	\$93,000

*N/A = not enough information to give accurate estimation.

ROLES ON THE RISE (USD)

Immigration Administrator



HR Manager



Talent Acquisition Specialist



LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM



- Become a member of the Cayman Islands Society for Human Resources Professionals (CISHRP).
- Complete the CISHRP HR Certification program to enhance your **local** HR knowledge.
- Attend specialist HR-focused workshops and networking events.
- Consider a professional HR qualification such as SHRM/PHR.

REACH OUT

For further information and support, reach out to our Human Resources team:



Rosie Ryan
Recruitment Consultant



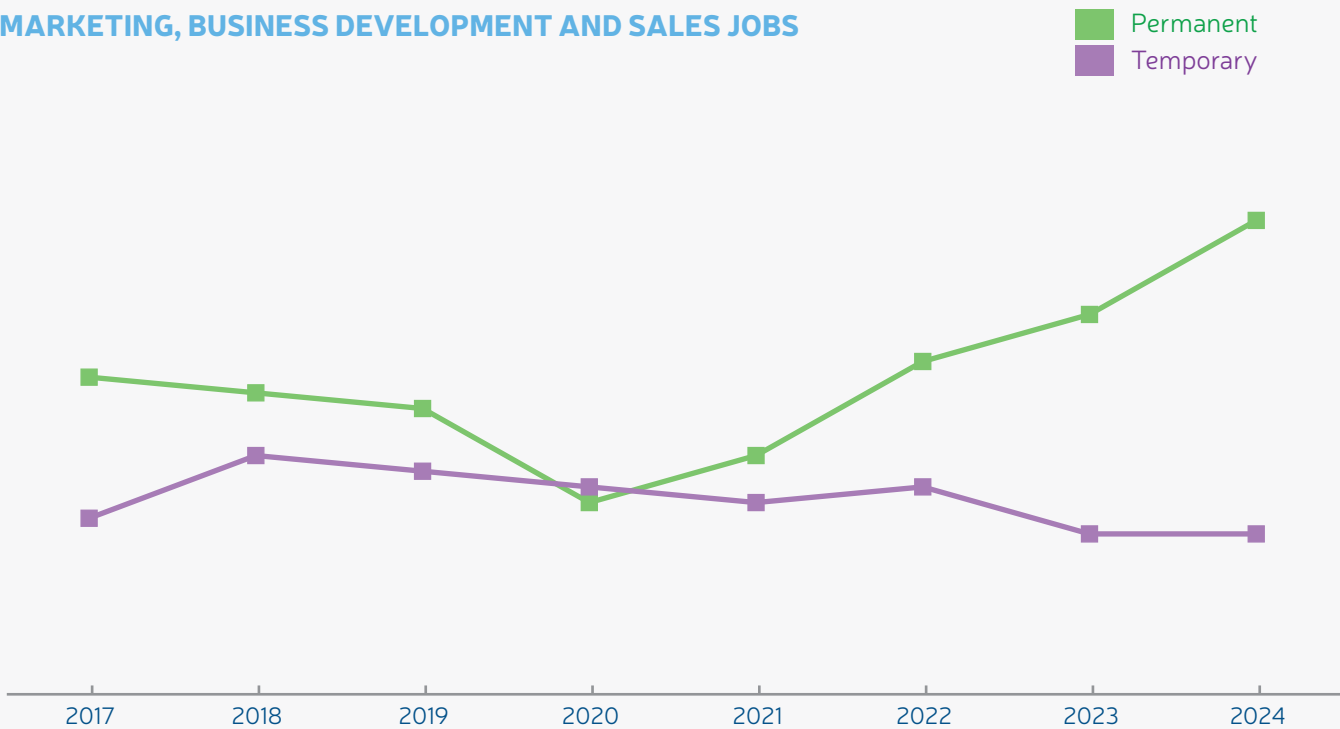
Contact the Human Resources team any time at
rosie@nova.ky or visit us online at
www.nova.ky/human-resources



MARKETING, BUSINESS DEVELOPMENT AND SALES

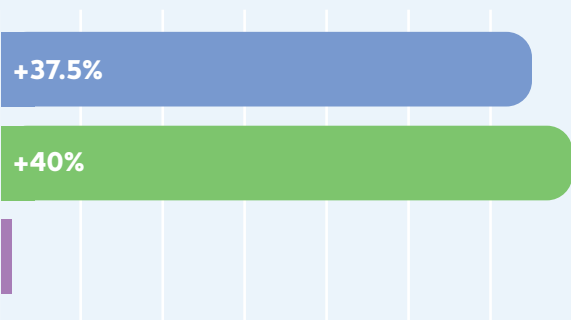
Since the pandemic, there has been a steady increase in jobs within the marketing, business development, and sales sectors, a trend that is expected to continue through 2025.

MARKETING, BUSINESS DEVELOPMENT AND SALES JOBS



These roles are predominantly filled by Caymanian candidates or individuals readily available on the island. Despite this growing number of marketing roles, we have noticed compared to other sectors that salary year on year has remained relatively stagnant with less growth than experienced in other areas.

Jobs (compared to last year)



increase in **OVERALL** number of positions compared to last year

increase in number of **PERMANENT** positions compared to last year

no change in number of **TEMPORARY / CONTRACT** positions compared to last year

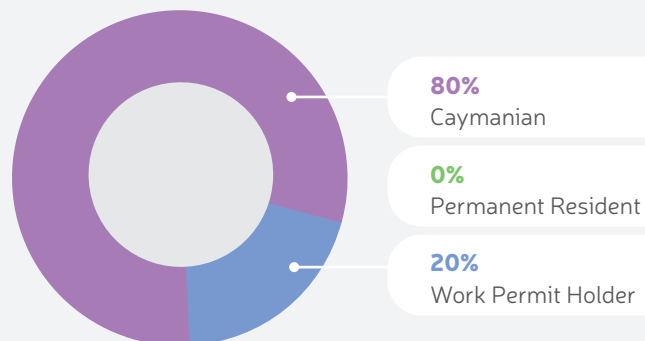
The marketing sector had a significant number of temporary positions in the past, however, recent trends indicate a shift towards permanent roles, especially at the marketing manager level.

A number of our clients have noted that rather than bringing in temporary staff to support marketing teams, this work is instead being outsourced to marketing agencies (both locally and overseas) for additional short-term support on project-based work.

Despite this growing number of marketing roles, we have noticed compared to other sectors that salary year on year has remained stagnant with less growth than experienced in other areas.

It is worth noting that the majority of Marketing Manager positions at small-medium sized businesses do not necessarily involve managing a team, instead, they focus on overseeing marketing and branding efforts for the organization.

Marketing, Business Development & Sales Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- ☐ Better salary
- ☐ Transparent career advancement and growth potential
- ☐ Positive team environment / better working culture
- ☐ Work-from-home opportunities and flexibility

What Hiring Managers are Looking For:

- ☐ University degree in business / marketing-related field
- ☐ Well-rounded experience across multiple functions (social media, analytics, graphic design, content creation, etc.)
- ☐ For BD positions, clients look for experience / knowledge of the legal environment in Cayman as it's quite specialist in nature

SALARY INFORMATION (USD)

2025					2024	2023	2026
Role	Min	Average	Max		Average	Average	Projection
Marketing Administrator	\$40,000	\$55,000	\$60,000		\$55,000	\$52,000	\$55,000
Mark. & Comm. Specialist	\$65,000	\$75,000	\$90,000		\$75,000	\$75,000	\$75,000
Marketing Manager	\$75,000	\$87,000	\$100,000		\$86,500	\$85,000	\$87,500
Business Dev. Executive	\$80,000	\$87,000	\$100,000		\$87,000	\$85,000	\$87,000



In-Demand Roles:

- Business Development Manager
- Marketing Manager

LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM

- Join the Cayman Islands Marketing Professionals Association (CIMPA) and attend their workshops, conferences and networking events.
- Look for charitable organisations who need marketing/events volunteers to get hands-on experience to build out your experience and portfolio.

REACH OUT

For further information and support, reach out to our Marketing, Business Development and Sales team:



Jasmine Zerjal
Recruitment Consultant

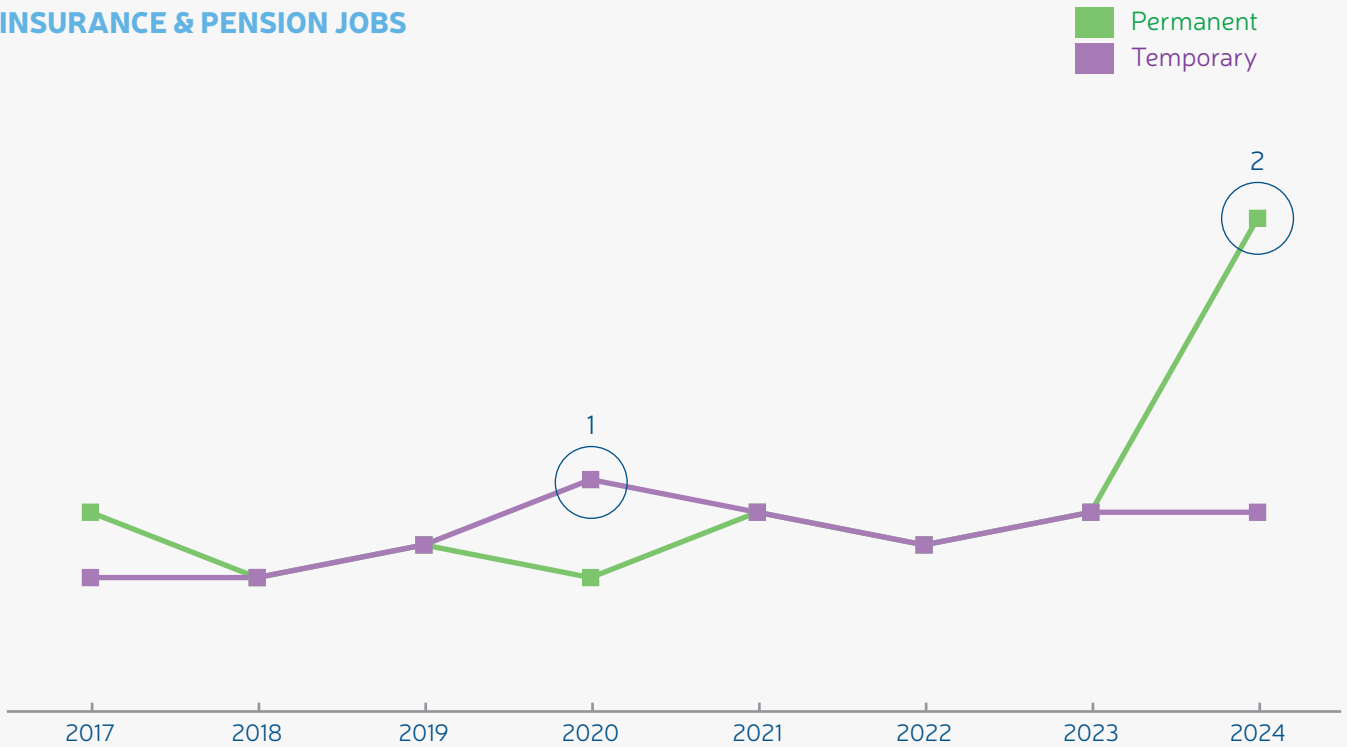
Rosie Ryan
Recruitment Consultant

{ Contact the Marketing, Business Development and Sales team any time at
jasmine@nova.ky or rosie@nova.ky or visit us online at
www.nova.ky/marketing-business-development }

INSURANCE & PENSION

While the Insurance and Pension sector has historically only represented a small portion of the roles we manage, we have seen recent movement in this sector.

INSURANCE & PENSION JOBS



In 2020, there was an increase in temporary and contract positions due to the COVID-19 pandemic (1), particularly to address pension withdrawals. In 2024, we observed a significant rise in job opportunities within this category, a trend that appears to be continuing into 2025 with no indication of abating (2).

Jobs (compared to last year)

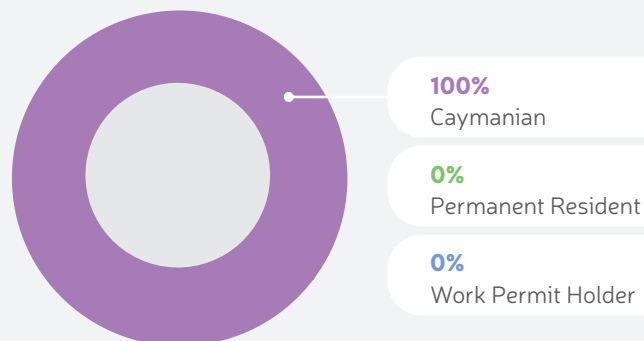


This observation aligns with the fact that in 2024, CIMA issued 40 new international insurance licenses, including one Class D open market reinsurer, following a record-high issuance of 41 licenses in 2023 (Insurance Managers Association of Cayman, 2025). This represents a continuous record for the largest number of licenses issued in a single year in over a decade.

In 2024, we observed a significant rise in job opportunities within this category, a trend that appears to be continuing into 2025 with no indication of abating.

Additionally, the recent growth of the reinsurance sector has also contributed to the increase in job opportunities noted in this category in the past year. Recent studies have shown that the reinsurance sector contributes to 256 direct jobs, with nearly 50% held by Caymanians and over 72% by Caymanians or Permanent Residents (FTS, 2025).

Insurance & Pension Placements by Immigration in Last 5 Years




What Candidates are Looking For:

- Better salary / strong commission structure (for sales-based insurance roles)
- Better hours (taking into consideration overtime, on-call work)
- Work-from-home opportunities and flexibility
- Location

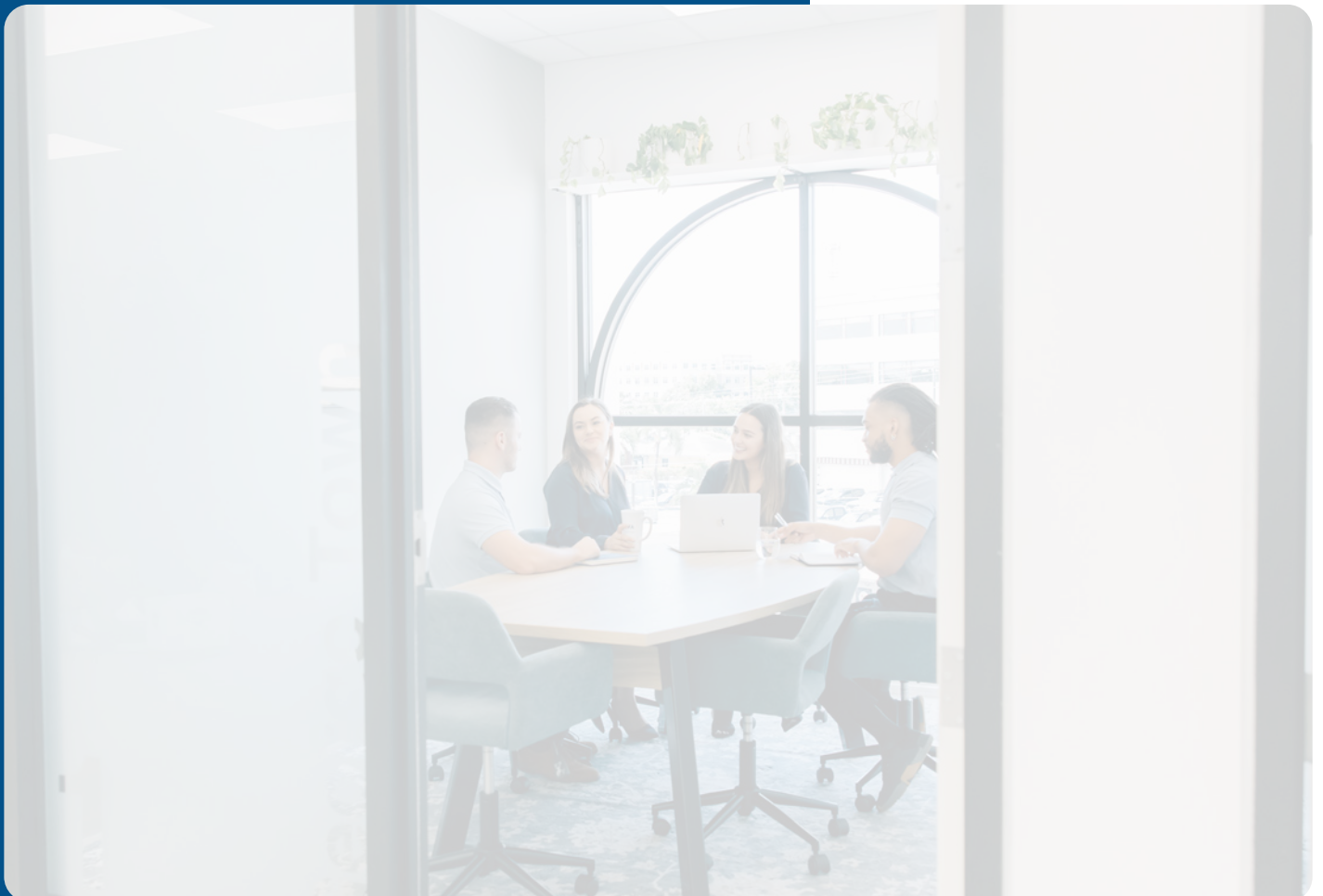
What Hiring Managers are Looking For:

- University degree in business / finance-related field
- Strong customer services skills
- Pension roles: experience with or knowledge of the Cayman Islands Pension Law

SALARY INFORMATION (USD)

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Pension Administrator	\$30,000	\$48,000 	\$55,000	\$37,000	\$32,000	\$45,000
Insurance Broker	\$85,000	\$110,000	\$120,000	\$110,000	N/A*	\$110,000
Assistant Underwriter	\$38,000	\$47,000	\$50,000	N/A*	N/A*	\$47,000
Reins. Accounting Analyst	\$70,000	\$80,000	\$85,000	N/A*	N/A*	\$80,000

*N/A = not enough information to give accurate estimation.



LOOKING TO BREAK IN TO OR DEVELOP FURTHER IN THIS FIELD?

CAREER TIP FROM



- Consider pursuing a Certificate in Insurance from the Cayman Islands Insurance Association.
- Attend local insurance and reinsurance conferences to learn about trends in the industry and network with experienced professionals in the field.

REACH OUT

For further information and support, reach out to our Insurance & Pension team:



Adele Keane
Recruitment Consultant

Rosie Ryan
Recruitment Consultant

Contact the Insurance & Pension team any time at
adele@nova.ky or rosie@nova.ky

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- [Trust Administration](#)
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