



2026
Cayman Islands

RECRUITMENT INSIGHTS & SALARY GUIDE

Navigating a More Selective Market: Pay, Perks & Talent



love you

56%

individuals who feel current pay accurately reflects the work they do

In 2026, 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.

14%

of employers in 2025 **did not** make salary adjustments (↘ down 11%)



FOREWORD

Over the past few years, Cayman’s employment market has continued to evolve at pace. What began as a post pandemic rebuild has matured into a more disciplined, more selective hiring environment: one shaped as much by cost pressures and operating model change as by confidence and growth. Across the administrative and support functions that sit at the heart of Cayman’s financial and professional services sectors, we have seen clear signals of this shift: some categories have expanded and specialized, others have consolidated, and many have been reshaped by technology and new expectations around flexibility and total reward.



What began as a post pandemic rebuild has matured into a more disciplined, more selective hiring environment: one shaped as much by cost pressures and operating model change as by confidence and growth.

Employers are largely maintaining hiring levels, with measured increases where the business case is clear. Demand has remained particularly robust in regulatory and governance driven roles—most notably Compliance and Corporate Services—while commercial functions such as Marketing, Business Development and Sales have re emerged as areas of renewed focus. In contrast, traditional support heavy roles have continued to soften as organizations streamline, redesign processes, and adopt automation. Alongside these shifts, the temporary market has remained balanced but increasingly defined by speed and flexibility: where decision making is efficient and expectations are realistic, temporary and contract hiring continues to be a powerful pathway to permanent employment.

Looking ahead to 2027, we expect three themes to shape the market. First, role design will continue to evolve employers will place greater value on professionals who pair core administrative capability with specialist knowledge, whether that is regulatory awareness, systems fluency, project coordination, or confident use of AI and productivity tools. Second, attraction and retention will remain anchored in total reward. With the cost-of-living top of mind, candidates will continue to weigh salary alongside health coverage, paid time off, and flexibility – making clear communication of benefits as important as the offer itself. Third, the pipeline challenge will intensify. The graduate and early career

market is changing globally and locally, reinforcing the importance of structured training pathways, internships, and internal development to build future ready teams.

At Nova, we sit at the intersection of employers and professionals every day, and this guide reflects what we are seeing in real time—supported by our placement data, our salary survey, market advertising insights, and ongoing conversations across the island. Whether you are benchmarking pay, planning headcount, shaping a benefits offering, or considering your next career move, we hope this report helps you make confident, evidence based decisions for the year ahead.

Sincerely,

The Business Processing Team

CML Group

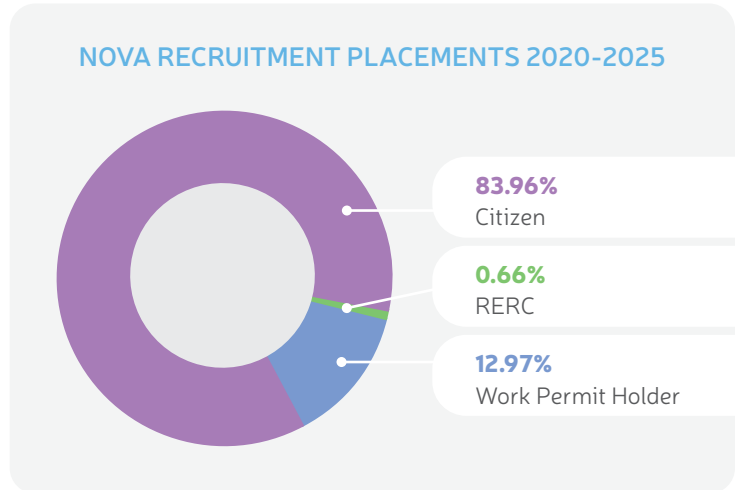


ABOUT NOVA

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, 84% 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.



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 specializes 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.

TABLE OF CONTENTS

Designed to be the most comprehensive hiring resource in Cayman for administrative and support positions in the finance and legal sectors, you'll find a variety of salary figures, industry-specific insights, and economic trends to guide hiring and retention strategies for 2026/27.

- Foreword 3
- About Nova 4
- A Note About This Report 6
- Current Trends 7
- Expert Insights 14
 - AI Job Resilience and Role Evolution 14
 - Immigration Policy and Its Potential Impact 16
- Employee Benefits & Perks 18
- Benefits Breakdown 20
- General Administration & Operations 28
- Non-Qualified Accounting & Finance 32
- Compliance 36
- Corporate Services 40
- Fund Administration & Fiduciary 44
- Trust Administration 48
- Secretarial 52
- Legal Support & Administration 56
- Human Resources 60
- Marketing, Business Development and Sales 64
- Insurance & Pension 68
- Works Cited 70
- Love Your Work 71

A NOTE ABOUT THIS REPORT

Our data and forecasts are based not only on the job placements we make every day as a professional recruitment agency, but also on results from our own salary survey to active Nova candidates, Cayman Compass classifieds for the last calendar year, and ongoing conversations with Cayman's candidate and client base.

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 customize 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 March 2026, Nova Recruitment conducted research amongst using an online data collection methodology. The respondents represent hiring managers and workers across finance and accounting, IT, administrative/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 organizations 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 executives, 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 organizations 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](#)

CURRENT TRENDS

TALENT TRENDS

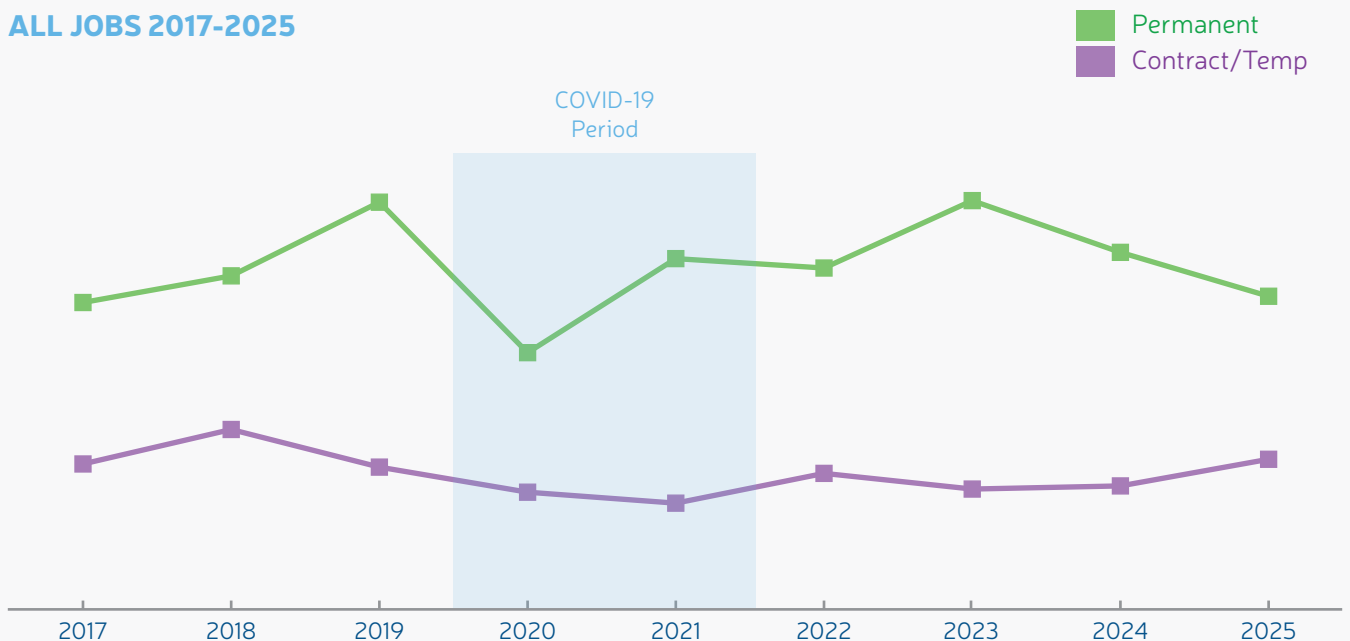
Hiring Forecast

Hiring sentiment in 2026 continues to point to cautious optimism rather than aggressive growth. Half of employers (50%) expect to maintain current hiring levels, showing an increase from last year's 42%, while 42% anticipate increasing recruitment on par with results in 2025, indicating continued confidence. Only a small proportion (8%) expect to decrease hiring.



Permanent roles remain the primary focus, although overall volumes have eased slightly compared to the 2023 peak. At the same time, candidate responses suggest a more selective and competitive market, with 17% of candidates reporting they have been seeking new roles for four to six months and a further 27% for over six months. Together, these trends indicate that organizations are prioritizing stability and selective hiring as they move through 2025, favoring controlled growth over rapid expansion.

ALL JOBS 2017-2025



Sectors to Watch

Over the past year, hiring patterns have shifted toward regulatory, operational, and commercial roles. **Demand for corporate services and compliance professionals remains robust**, driven by ongoing regulatory requirements and the need for skilled talent in governance and business structuring. Organizations also seem to be renewing their focus on growth, reflected by increasing recruitment in marketing, business development, and sales. Trust administration continues to see steady hiring, though with a more measured approach to expanding headcount.

In contrast, support functions have experienced softer demand. Accounting and finance remain stable, while HR and general administration have slowed, likely due to tighter budgets and efforts to improve efficiency.

Traditional, support-heavy roles—including secretarial, legal support, and insurance-related administrative positions—have seen more pronounced declines. These changes are largely a result of evolving operating models, increased automation, and shifting skill requirements, rather than a loss of relevance within the sectors.

Looking ahead, fintech and specialist reinsurance roles are emerging as key areas to watch. Although these fields are still developing locally, signs of growth are already evident, with temporary hiring trends closely mirroring those for permanent positions. This suggests that these shifts are structural rather than short-term or seasonal.

Hiring Pattern Shifts by Sector/Roles

EXPECTED FUTURE GROWTH

- ✓ FinTech
- ✓ Reinsurance

ON THE RISE

- ✓ Corporate Services
- ✓ Compliance
- ✓ Marketing, Business Development & Sales

STEADY

- ✓ Trust Administration
- ✓ HR
- ✓ General Administration & Operations

DECLINING

- ✓ Secretarial
- ✓ Legal Support

Understanding the Disconnect: Perceptions of Burnout and Engagement Between Employers and Employees

This year's salary survey shows a mild disconnect between employers' perceptions of employee wellbeing and employees' actual experiences. **While most employers think managers can recognize burnout, 71% are only 'somewhat confident,' and many employees hesitate to raise stress or burnout concerns—just 33% feel comfortable doing so.** Employees often fear repercussions for discussing mental health issues, contributing to a visibility gap and making it harder for managers to identify problems (National Alliance of Mental Illness, 2025).

Burnout and disengagement tend to develop gradually, underscoring the need for early detection and support. If ignored, even top performers may face exhaustion, lower productivity, and a greater risk of resignation (Karakolias, 2025). Notably, 80% of employees reported feeling engaged, proving that engagement and burnout can coexist; without safe spaces for open discussion, 'silent burnout' may persist until it becomes critical.



A growing friction point we are seeing in the market is the reduced mobility of Permanent Residents (PR holders) when moving into roles that involve a job title variation.

PR Holder Mobility and Job Title Variations

A growing friction point we are seeing in the market is the reduced mobility of Permanent Residents (PR holders) when moving into roles that involve a job title variation. In practice, the need to align to exact approved titles often means a variation must be processed before a move can proceed. With these amendments currently taking several months in many cases, PR holders can be delayed from accepting offers and starting new positions—making it materially harder for them to change jobs compared to work permit holders (WPH).

This aligns with what we are hearing from candidates and increasingly frustrated clients: even where there is strong mutual fit, immigration timing can become the limiting factor. In several of the job categories that follow, the number of PR holders placed is notably low compared to WPH; while multiple factors may contribute, the consistency of this pattern suggests the data may be supporting the lived experience of slower, more restricted movement for PR holders in a market where speed to hire is often decisive.

Temporary Recruitment: A Balanced Market Defined by Speed and Flexibility

The temporary and contract recruitment market is balanced, shaped by candidate supply and client needs. While the pool of immediately available and experienced candidates remains relatively small—making it a challenging niche to fill—placements depend not only on candidate availability, but also on timing, flexibility, and efficient hiring processes.

Temporary roles, particularly within Human Resources and general administration, remain in steady demand, with many short-term assignments progressing into permanent opportunities. **As a result, temporary positions are increasingly viewed as a practical entry point into long-term employment in a competitive market.** Survey data supports this trend, with 19% of employers indicating they usually intend for temporary roles to become permanent, and a further 42% stating this is often the case. At Nova, we see this firsthand—last year, 57% of our temporary employees were offered permanent roles. This reinforces the value of temporary work as a pathway to gaining experience, building professional relationships, and progressing within an organization.

Though many vacancies exist, quickly finding suitable candidates is challenging. Most temporary roles need immediate starts, so availability and quick responses are essential. Delays in decision-making, lengthy approval processes, or strict requirements often leave positions open even when qualified candidates are available.

Another important factor shaping the temporary and contract market is immigration and permit processing timelines. **Because it is rarely possible to obtain a work permit or amend permanent residency status quickly enough to fill urgent or short-term assignments, the demand is for Caymanian candidates.** Many locals may not realize that temporary roles offer a rewarding and potentially lucrative pathway—these positions are often overlooked in the job search, but they provide valuable experience, rapid access to new networks, and can lead to long-term careers. Caymanian temps are uniquely positioned to benefit from these opportunities, as employers are eager to hire candidates who can start immediately without permit delays.

Mythbusting: The Truth About Temping with Nova



Typical temp pay range:
KYD \$25 – \$40



Typical weekly hours:
Majority work 35+ hours



Typical assignment length:
4–5 months



Over half (57%) of temp assignments convert to permanent roles

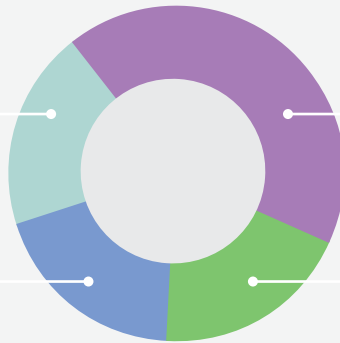
When you hire temporary staff, do you typically intend for the role to become permanent?

19%
Yes, usually

42%
Sometimes

19%
Other

19%
No, it's typically temporary only



Success Story: Dayger Martinez-Taylor, Marketing Assistant

"After graduating from university, I initially faced challenges securing a position in my chosen marketing career field. However, after connecting with Nova, I was given the opportunity to work as a temporary Marketing Assistant at CG BritCay.

During this time, I strengthened my marketing knowledge and developed valuable skills, gaining hands-on experience in a professional environment that ultimately led to a permanent role with CG BritCay. Thanks to the support of the Nova team in helping me establish my career, I am now able to move forward with confidence in my professional journey."



Dayger Martinez-Taylor

If you are interested in Temporary/Contract roles, please reach out to our team any time at rosie@nova.ky or jasmine@nova.ky or visit us online at www.nova.ky

THE GRADUATE DILEMMA

The graduate employment market is undergoing a significant shift. The disconnect between higher education outcomes and the realities of today's entry level job market, often referred to as the 'graduate dilemma', continues to widen. Recent data from leading global job platforms points to a sharp reduction in graduate and entry-level roles, with postings reportedly down by as much as two-thirds (Reed, 2026). This reflects a broader contraction in opportunities available to newly qualified candidates entering the workforce



The disconnect between higher education outcomes and the realities of today's entry level job market, often referred to as the 'graduate dilemma', continues to widen.

Locally, the unemployment rate in 2024 was 2.5%, indicating a strong, resilient labor market. **However, among those aged 15–24, unemployment rises significantly to around 13.5%, indicating that early-career entrants face disproportionately higher barriers to securing employment despite a strong labor market** (Economics and Statistics Office, 2024).

This contrast highlights the core dilemma; while jobs exist, they are not always immediately accessible to graduates. Common friction points include limited entry level roles, insufficient work experience, skills mismatches, and employer preference for candidates with proven, role specific experience. In a small, competitive market like Cayman's, these barriers can be amplified.

The sharp improvement seen in the 25–34 age group, where unemployment drops to approximately 3.2%, suggests that these challenges are largely transitional (Economics and Statistics Office, 2024). Once graduates gain initial experience, professional accreditation, or in demand technical skills, their employability improves rapidly and aligns much more closely with the wider labor market.

The Path Forward



Internships



Graduate Programs



Structured Training Pathways



Closer Alignment Between
Education Providers and
Employers

Overall, the data suggests that the issue is not a lack of opportunity in Cayman, but the gap between education and employment readiness. This reinforces the importance of internships, graduate programs, structured training pathways, and closer alignment between education providers and employers to ease the transition from study to stable employment.

This data mirrors a global pattern; graduates and young workers consistently face higher unemployment despite robust labor markets. **The challenge is entry, not long-term employability.** For employers, investing in graduate pipelines and training is less about risk and more about securing future-ready talent in an increasingly skills short market.

Seeking Career Support?



For Caymanian graduates aiming to navigate the competitive job market, Connect offers comprehensive career consultation services. Connect specializes in helping graduates identify their strengths, align their career goals with market demands, and develop effective job search strategies. Through personalized 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://connectbynova.org/> or contact their team at connect@nova.ky





AI Job Resilience and Role Evolution



Tamsin Deasey-Weinstein, A Saïd Business School, Oxford and MIT-certified executive in Artificial Intelligence and Machine Learning

“

The question I am asked most often, is which roles will survive AI. It is the wrong question. **AI is not eliminating roles, it is recomposing them. The job title stays the same but the work underneath it changes.**

The World Economic Forum projects 22% of jobs will be structurally disrupted by 2030 (World Economic Forum, 2025). The IMF estimates 40% of global employment is exposed to AI, rising to 60% in advanced economies (Georgieva, 2024). For Cayman, an economy built on financial services, professional services, and tourism, that exposure is particularly acute. Most hiring systems here and elsewhere are still operating as though the composition of work is stable when it is not.

Gartner's analysis of 300 capability domains makes the point more precisely than any job title can. AI impact varies by work composition, not by profession (Gartner, 2026). A Cayman-based finance professional whose work is 70% client relationship management has a fundamentally different risk profile from a colleague with the same title whose work is 80% modelling or

documentation. Resilience is no longer about which career you chose twenty years ago it is about what your work is actually made of today.

Thankfully, what stays distinctly human is becoming clearer. Skills and tasks involving non-routine judgment, complex communication, and ethical reasoning under genuine uncertainty are remaining uniquely human. The human role is shifting from producer of output to director of intelligence systems.

The rise and decline of skills

LinkedIn's 2025 data shows 70% of job-related skills become outdated each year (LinkedIn, 2025). The credential system we currently use globally to showcase our work ability (that being static degrees and certificates) was designed to certify stable knowledge for people who left school young and stayed in one job for life. That is no longer the world we live in. **We live in a world where staff must regularly re-skill. Where staff development and training is paramount to remaining competitive in an ever-changing workforce.** In order for businesses to succeed

they must continuously invest in their staff and in order for staff to remain employable, they must continuously invest in themselves.

Similarly, technical skill is still necessary, but it is no longer sufficient alone. Human judgment is the new premium. The skills declining fastest are the ones AI now performs competently at scale including first-draft content, routine data analysis, standard research synthesis, procedural admin.

Impact on Cayman employers and early-career talent

This is where the Cayman opportunity becomes significant. My 2025 research, published in The Round Table journal, found that 45% of local employers report that Cayman workers lack the skills needed for current roles, while few invest in training (Phillip-Durham & Deasey-Weinstein, 2025). The result has been sustained reliance on the work permit system to fill capability gaps.

Here is the most interesting bit. A study of over 5,000 customer service agents using AI found productivity by human staff rose 14% overall. The meaningful number is in the breakdown. The weakest staff performers improved by 35%. New staff reached the output levels of eight-month veterans within two months (Brynjolfsson, Li, & Raymond, 2025). AI was effectively bottling the

expertise of the best people and handing it to everyone else now they needed it. The learning curve that used to take most of a year was compressed into weeks.

For Cayman, that finding is transformative. A thoughtful Caymanian junior hire with strong AI fluency may soon be able to generate output that previously justified a work permit application for a mid-level expatriate. The expertise gap that has historically made overseas hire the rational default may closing, and it is closing fast enough that HR leaders need to be reviewing workforce plans now, not in two years.

The Cayman employers who close that gap first, through deliberate AI training and by redesigning roles around AI-augmented local talent, could define the next decade of recruitment on-island.

For job seekers, the opportunity is genuinely exciting. The professionals who build demonstrable track records of working with AI, exercising sound judgment, and producing verifiable outcomes will command the strongest positions. This is one of those rare moments where the right decisions now shape a generation of careers.



Immigration Policy and Its Potential Impact



Juliette Gilbert

Immigration & Outsourced Services Consultant at CML

“ Recent and proposed immigration reforms have generated significant discussion. In practice, however, we are not seeing a fundamental shift in employer behaviour across the market. The dominant theme is an increasingly urgent need for clarity and practical guidance—rather than a reaction to any single legislative change.

For larger employers, immigration continues to be viewed as an enabler—supporting access to specialist skills and continuity of service. Most enquiries remain consistent with previous years, focused on process, timelines, cost, and compliance, rather than signalling a reduced appetite to hire.

For small and micro businesses, the conversation is more nuanced. Rising work permit fees and wider compliance costs are landing at the same time as intense competition for a limited local talent pool and ongoing cost-of-living driven salary pressure. In this segment, immigration cost

and complexity can materially shape resourcing decisions—particularly where a single hire represents a meaningful percentage of total headcount.

As a result, **we are hearing some SMEs consider delaying hires, holding growth plans, or redesigning roles to reduce reliance on permit-dependent recruitment.** In some cases, this is translating into increased outsourcing to other jurisdictions, greater use of offshore shared services, or accelerated investment in automation for repeatable tasks—especially in support functions.

Across the market, what has increased is the level of caution in decision-making. Ongoing discussion about potential reforms has created persistent background uncertainty, and employers—particularly those without dedicated HR or immigration teams—are seeking reassurance that their approach remains compliant and fit for purpose, alongside clear,

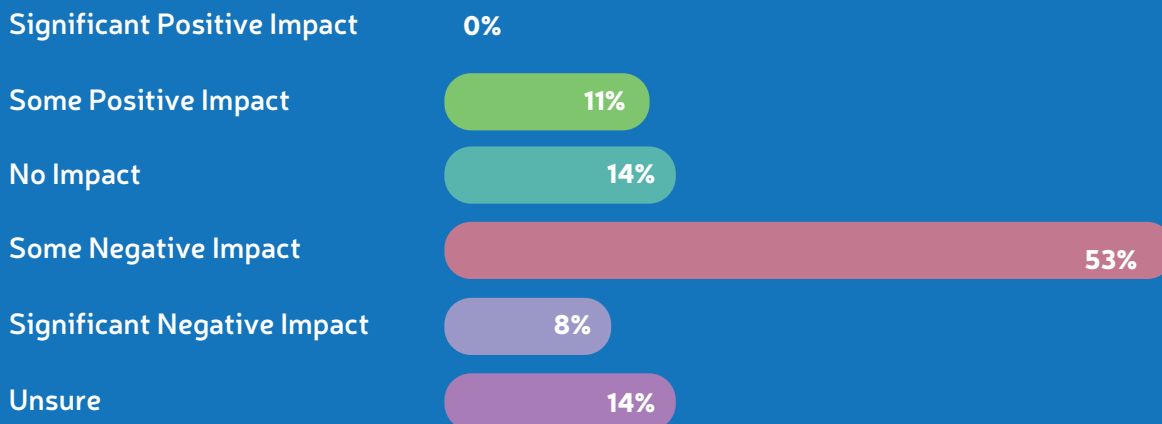
practical advice on how to proceed within the existing framework.

Uncertainty also appears to be weighing more heavily on professionals considering a move. We are hearing greater hesitation from some job seekers—driven by the broader policy conversation, mixed market messaging, and a desire for stability. Candidates are taking longer to make decisions and placing more emphasis on clarity around role scope, job security, and what their immigration position would look like in practice.

Looking for Immigration Support?

CML Immigration Services can guide you every step of the way, taking the stress out of the immigration process so you can focus on running your business. CML offers corporate immigration solutions as well as residency services for individuals. Learn more at www.cml.ky/immigration-services

How Do You Anticipate the Proposed Immigration Changes for Cayman Will Affect Your Hiring Strategy?



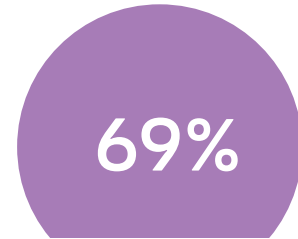
EMPLOYEE BENEFITS & PERKS

Salary remains a key decision-making factor for professionals in 2026, likely driven by the rising cost of living in Cayman. However, job seekers are also increasingly placing emphasis on the overall benefits package, not just base pay.

The 2026 results show that after salary, the most important benefits for professionals are health insurance, paid time off, and flexible working hours, highlighting a clear shift towards security, wellbeing, and work life balance.

Many employers remain constrained in their ability to revise salary bandings, making a strong, well-communicated benefits offering more important than ever. Candidates are increasingly evaluating opportunities based on the total rewards package as a whole. For employers looking to attract passive talent, particularly where salaries are already in line with the market, it is essential that benefits are clearly highlighted throughout job adverts and wider recruitment marketing. Employers who fail to showcase their benefits risk being overlooked altogether, even where salary levels are broadly competitive.

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?



Shifts in Benefit Preferences

Professionals cited higher salaries as their primary motivation for seeking new roles, followed by career growth and then improved benefits. While benefits remain an important consideration for candidates, the data points to a clear shift towards prioritizing higher earning potential and long term career progression. In 2025, 69% of professionals said benefits were very important when considering a job offer, suggesting that while benefits remain highly valued, salary and career growth are increasingly shaping decision making in today's job market.

PRIMARY MOTIVATION FOR SEEKING A NEW ROLE



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. Small businesses are constituted as less than 20 staff, medium as 20-50 staff, and large if they have more than 50+ staff. Understanding these distinctions can help you tailor your benefits package to better fit the size and needs of your organization.

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 organization.

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, 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.

After salary, health insurance coverage is the item with highest importance to 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	<p>Small Business: Mostly included</p> <p>Medium/Large Business: Included</p>	Included	Included
Group Life Insurance	-	<p>Small/Medium Business: Included (fixed sum \$10k)</p> <p>Large Business: Included (2-3x annual salary)</p>	<p>Small Business: Included (fixed sum or multiple of salary)</p> <p>Medium Business: Included (fixed sum \$100k or multiple of salary)</p> <p>Large Business: Included (4x annual salary)</p>
Accidental Death & Dismemberment	-	<p>Small Business: Included (fixed sum \$10k)</p> <p>Medium Business: Included (fixed sum \$25k)</p> <p>Large Business: Included (2-3x annual salary)</p>	<p>Small Business: Included (fixed sum or multiple of salary)</p> <p>Medium Business: Included (fixed sum \$100k or multiple of salary)</p> <p>Large Business: Included (4x annual salary)</p>
Long Term Disability	-	<p>Large Business: Included</p>	Included
Short Term Disability	-	-	<p>Large Business: Included</p>

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.

Remote Working: 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.

Buy & Sell: 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 labor 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 organizations. 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.

Success Story: Rochelle Ewers, Patient Services Coordinator

"For me, Nova has always been the recruitment agency of choice. Throughout my work life, Nova has consistently encouraged me to pursue opportunities, even when I believed they were beyond my abilities. Their belief was to not doubt yourself before you start and try. Every opportunity is a starting point, a learning experience, a building block for enhancement.

However, last year was quite difficult, and I began to doubt I would find a role that complemented my personality, fulfilled my hunger for customer service, and provided a platform for my growth and security.

Through my re-connection with my recruitment officer for an advertised post, Nova's support, diligent communication, and preparation, I was successfully placed as a Patient Services Coordinator with Ocean Med.

I am thankful to Nova for their unwavering determination and support throughout my placement process. I can confidently recommend trusting Nova to help you get there!"

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.

After COVID, flexible working options were consistently the #1 benefit desired by candidates. While these options remain highly sought after, salary and health insurance coverage have emerged as the top priorities for job seekers yet again as in 2025. This shift highlights the evolving landscape of employee preferences and the balancing act companies must perform to attract and retain top talent.

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.

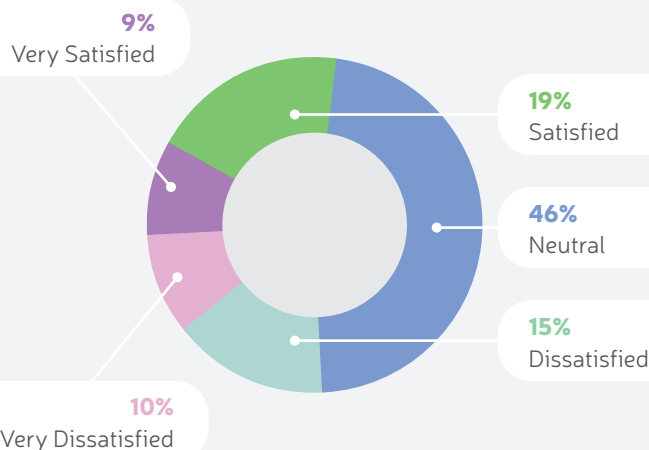
PROFESSIONAL DEVELOPMENT

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.

Beyond formal coursework, employers generally offer attendance at conferences, seminars, and group training sessions that are directly related to skill development required for a particular role. Many companies are also expanding their offerings to include subscriptions to online learning management systems, such as LinkedIn Learning, enabling staff to upskill at their own pace and convenience.

However, survey responses suggest there is still work to do to make these offerings feel meaningful and accessible in practice. Views on professional development currently offered by employers are mixed, with 46% of respondents feeling neutral and 25% reporting dissatisfaction—an indication that many employees either are not aware of what is available, do not feel supported to use it, or do not see a clear link between training and progression.

How Satisfied Are You with the Professional Development Opportunities Provided by Your Current or Most Recent Employer?



Local LMS Options

Connect by Nova, through sponsorship of the Cayman Islands Society for Human Resources Professionals, provides a learning management system (LMS) that is available free of charge for individual use to anyone in the Cayman Islands wishing to upskill or reskill.

For more information on how you can use this resource, please contact info@connectbynova.org

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

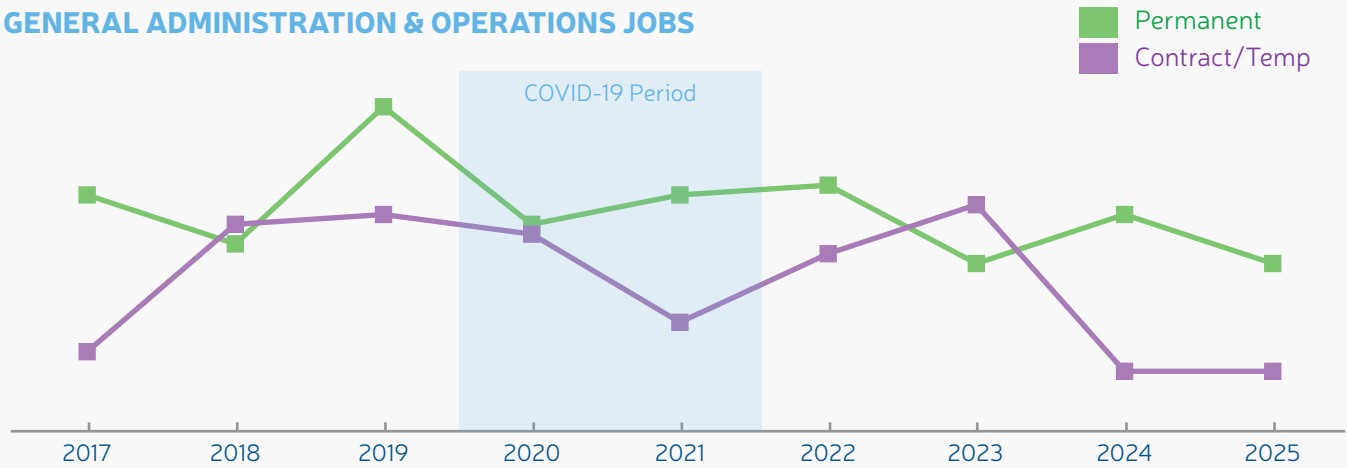
Health & Wellness days are designed to allow employees to take time off for activities that enhance their overall health and wellbeing. Whether it's taking a mental health day, enjoying a spa visit, or using one of these days to extend a holiday, these days recognize that time away from work is crucial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



GENERAL ADMINISTRATION & OPERATIONS

The General Administration & Operations category continues to reflect a market that has structurally shifted away from its pre pandemic profile. While activity has steadied since the volatility of the COVID 19 period, 2025 data shows hiring volumes remain subdued, with little sign of renewed momentum.

GENERAL ADMINISTRATION & OPERATIONS JOBS

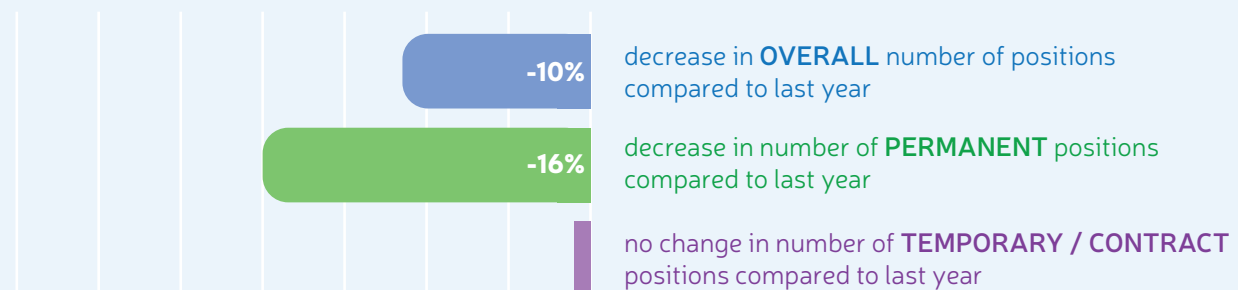


Rather than signaling a sharp contraction, the figures point to a market operating at a lower, more constrained baseline, shaped by longer term changes in organizational structure, cost management, and resourcing priorities. Employers are increasingly selective, with fewer broadly defined roles approved and greater scrutiny applied to replacement or incremental headcount.

This is most evident at entry and junior level: despite strong candidate supply, role volumes remain limited. Many organizations are absorbing junior administrative tasks into existing positions or redistributing them across specialist teams, increasing competition and favoring candidates who can add immediate operational value.

More broadly, hiring continues to favor clearly defined roles with specific operational purpose over traditional generalist positions spanning multiple functions. As business operations and regulatory environments grow more complex, demand has become more targeted, aligned to discrete business needs rather than broad organizational support.

Jobs (compared to last year)

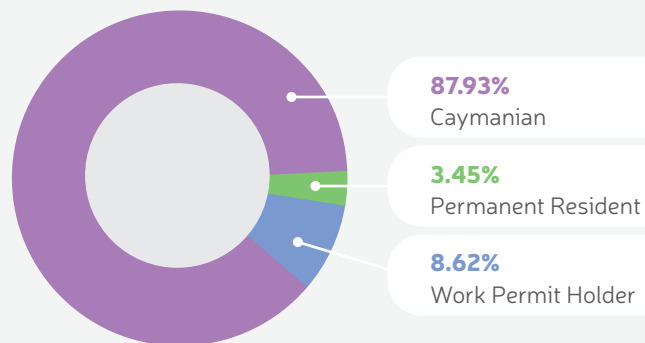


At the senior end, the market remains comparatively tight. Hiring for experienced operations and office management roles is cautious due to cost pressures and a limited pool with the depth of experience required for more complex organizational settings, narrowing progression pathways, and encouraging earlier moves into specialist functions.

Employers are increasingly selective, with fewer broadly defined roles approved and greater scrutiny applied to replacement or incremental headcount.

Looking ahead to 2026, any uplift is likely to be incremental. Entry level opportunities may only expand through structured graduate programs, targeted workforce initiatives, or broader business growth. Overall demand is expected to remain driven by replacement hiring and by clearly defined operational requirements, rather than by an increase in generalist administrative headcount.

General Administration & Operations Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Competitive salary
- Competitive benefits offerings, specifically comprehensive health insurance coverage
- Proven positive and supportive working environment
- Transparent career progression potential
- Flexible working arrangements

What Hiring Managers are Looking For:

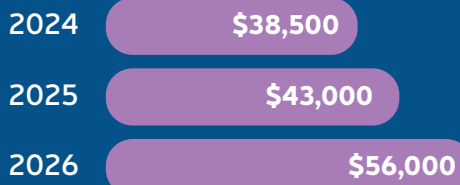
- Previous exposure/internship experience working within corporate environment
- Further education (e.g. bachelor's degree in a business-related area)
- Working proficiency in office management software
- Expertise in professional communication platforms
- Knowledgeable and proficient in AI use-cases in business

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Receptionist	28,500	42,000 ↗	51,000	40,000	40,000	42,000
Customer Service Rep.	32,000	37,000 ↗	50,000	36,000	36,000	38,000
Assistant Administrator	36,000	45,000 ↗	55,000	38,750	37,500	46,000
Administrator	45,000	56,000 ↗	65,000	43,000	38,500	58,000
Sr. Administrator	60,000	62,000 ↗	75,000	52,000	49,500	63,000
Office Manager	65,000	76,500 ↗	90,000	73,000	71,250	77,000
Operations Manager	88,000	103,000 ↗	120,000	91,000	90,000	105,000
CEO/COO	150,000	250,000	400,000	250,000	250,000	275,000

ROLES ON THE RISE (USD)

Administrator



Office Manager



Operations Manager



Note: CEO/COO level roles are difficult to benchmark as they often reflect company size and industry. It is recommended to reach out to our Exec Search team for more tailored benchmarking and bandings based on specific scenarios.

In-Demand Roles:

- Temporary Administrative Support
- Office Manager / Operations Manager

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

CAREER TIPS FROM BY NOVA

- Build strong Microsoft Office skills, especially Excel (formulas and PivotTables), as skills testing for roles is common.
- Utilize free learning resources, such as the Talent LMS platform, available via Connect, sponsored by CISHRP.
- Gain early experience through internships.
- Consider specializing in a specific admin or operations area rather than remaining fully generalist.
- Develop confidence in AI and productivity tools to improve efficiency.

REACH OUT

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



Rosie Ryan
Recruitment Consultant

Jasmine Zerjal
Recruitment Consultant

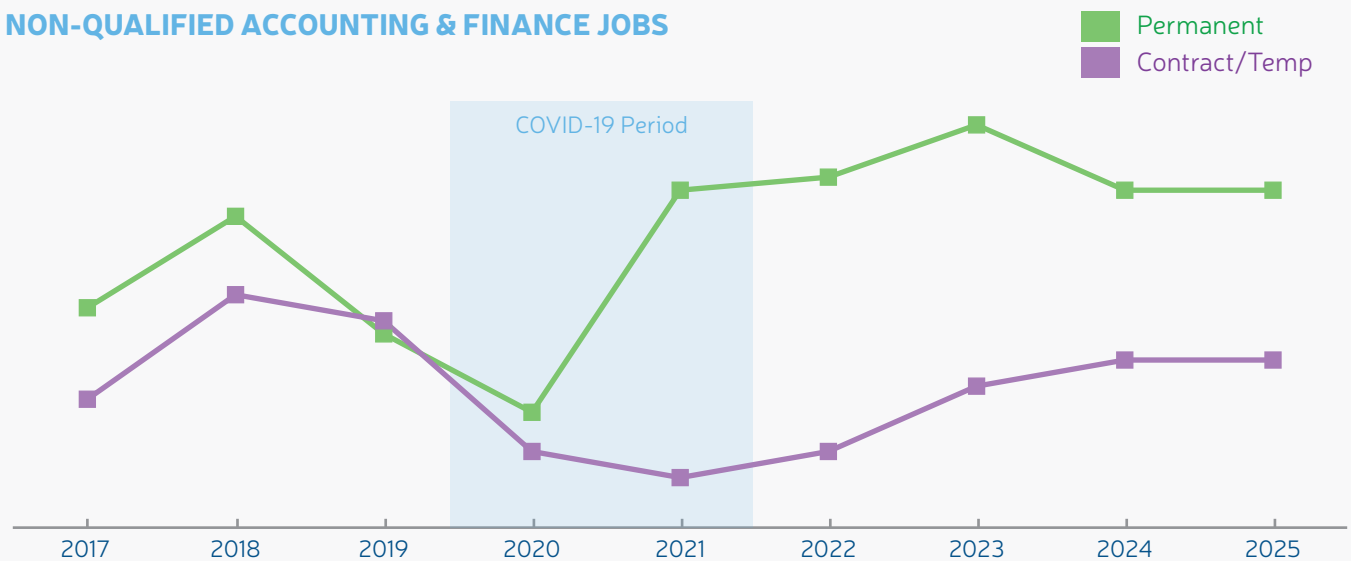
{ Contact the General Administration and Operations team any time at rosie@nova.ky or jasmine@nova.ky or visit us online at www.nova.ky/general-administration }

NON-QUALIFIED ACCOUNTING & FINANCE

The Non Qualified Accounting & Finance category remained an active and strategically important segment of the Cayman employment market in 2025, although the data suggests a shift from expansion toward consolidation. Hiring volumes in 2025 sit broadly in line with, or slightly below, recent highs, indicating that demand has stabilized following several years of sustained activity rather than continuing to accelerate.

This reflects a market that has absorbed post pandemic growth and is now operating at a more measured pace. Employers continue to need non qualified finance support for core operations, control, and reporting, but approvals are more selective, with greater scrutiny on role necessity, scope, and cost.

NON-QUALIFIED ACCOUNTING & FINANCE JOBS



Demand remains strongest at mid level (Accounts Assistants, Finance Administrators, Bookkeepers and Assistant Accountant type roles), which continue to underpin finance teams across sectors. Entry level and trainee opportunities exist but are being created more cautiously and are typically tied to replacement hiring or clearly defined workload needs rather than broad talent building.

Success Story: Mitzi Dizon-Rivas, Payroll Specialist

"I would like to express my sincere appreciation to Nova Recruitment for opening the door to a new and exciting opportunity in the maritime industry. From the very beginning, their team has been exceptionally professional, thorough, and genuinely supportive throughout the entire process. Their guidance and attention to detail gave me confidence at every step, and their trust in my abilities has made a lasting impact on my professional journey."



Mitzi Dizon-Rivas

At the more experienced non qualified end, hiring remains relatively constrained, with fewer roles available for candidates with significant hands on experience but without formal qualifications. Where complexity increases, employers may upskill internally, redesign the role, or appoint a qualified professional.

Salary pressure remains most visible in the mid market, where experienced non qualified professionals are often well remunerated in role. This contributes to longer hiring timelines and stronger competition for practical experience, reinforcing the need for employers to differentiate through scope, flexibility, and progression, not salary alone.



In-Demand Roles:

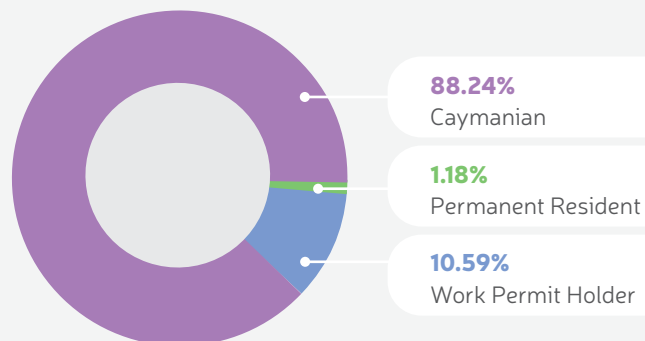
Accounts Assistant

Accounts Clerk



This role can be difficult to fill due to lower salary ranges. Candidates are far more likely to move roles when enhanced benefits are offered, particularly around flexibility and paid time off.

Non-Qualified Accounting & Finance 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
- Flexible working arrangements
- Clear succession planning
- Support with qualifications and future study

What Hiring Managers are Looking For:

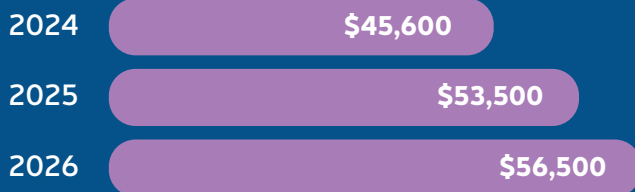
- University degree in business/finance-related field with plans/desires to become fully qualified in the future.
- System knowledge – Quickbooks / Xero
- Strong skills testing results

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Trainee/Junior Accountant	42,500	56,000 ↗	78,000	53,500	45,600	57,000
Insolvency Administrator	54,000	60,000 ↗	66,000	59,000	55,000	61,000
Accounts Clerk	44,000	48,000 ↗	51,000	47,000	45,000	49,000
Accounts Asst./Bookkeeper	53,000	62,000 ↗	80,000	56,500	55,000	64,000
Payroll Administrator	53,000	60,500 ↗	68,000	57,500	57,000	62,000
AP/Collections Specialist	49,000	55,000 ↘	61,000	58,500	58,000	56,000
Finance Administrator	51,000	65,000 ↘	72,000	75,600	73,750	70,000
Financial Analyst	64,000	75,500 ↘	86,500	78,200	77,500	77,000
Investment Analyst	106,000	135,000 ↗	160,000	132,000	130,000	137,000

ROLES ON THE RISE (USD)

Trainee / Junior Accountant



Accounts Assistant / Bookkeeper



Payroll Administrator



Note: Nova do not recruit for qualified accountancy and finance roles, please contact our sister agency, CML Offshore Recruitment for tailored advice and salary information on these roles.



Employers continue to need non qualified finance support for core operations, control, and reporting, but approvals are more selective, with greater scrutiny on role necessity, scope, and cost.

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

CAREER TIPS FROM

- Secure internships with financial firms during university breaks to gain real-world experience and build a professional network.
- Explore on island accounting scholarships, as many offer guaranteed work placement opportunities.
- Take accounting systems courses or short courses to build practical, job ready skills.
- Where possible, choose accredited courses, but don't overlook reputable online, short courses.

REACH OUT

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



Rosie Ryan
Recruitment Consultant

Jasmine Zerjal
Recruitment Consultant

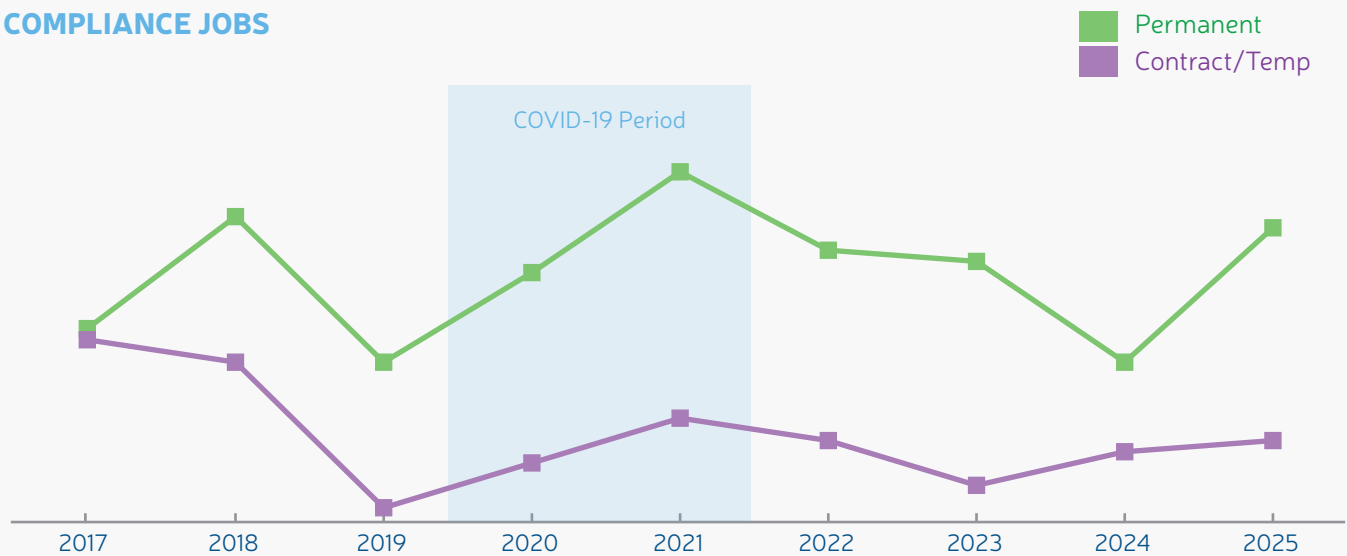
Contact the Accounting & Finance Support team any time at
rosie@nova.ky or jasmine@nova.ky or visit us online at
www.nova.ky/accounting-and-finance

COMPLIANCE

The Compliance market in the Cayman Islands remains one of the most structurally critical segments of the professional services landscape. In contrast to the moderation seen in some support functions, the 2025 data indicates **moderate growth**, with hiring activity higher than 2024 and broadly in line with 2022 levels.

This uplift is consistent with an environment where regulatory expectations continue to evolve and the cost of non-compliance remains high. Employers are strengthening coverage across core compliance activities, investing in more specialized capability, and building resilience against key-person risk—driving both replacement hiring and selective team build-out.

COMPLIANCE JOBS



Despite the growth in volumes, the market remains tight at mid to senior level, with limited mobility and long hiring timelines for Cayman-experienced professionals. In practice, this means there may be a healthy number of roles in market, but not all vacancies are ultimately filled—many organizations struggle to secure the depth of experience they want at the salary level they can sustainably support.

Jobs (compared to last year)

+59%

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

+80%

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

+14%

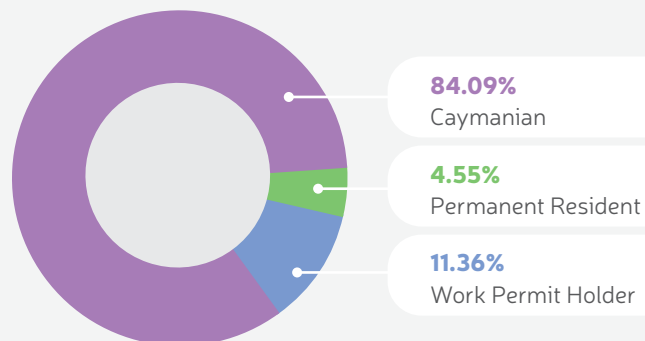
increase in number of **TEMPORARY / CONTRACT** positions compared to last year

A consistent theme in client conversations is an affordability gap: experienced candidates are often "priced out" of moving once total compensation, counteroffers, and the cost of living are factored in. As a result, employers may need to revisit role scope, consider stronger progression pathways, or broaden their search criteria to achieve a successful hire.

Looking ahead to 2026, demand is expected to remain resilient, with hiring driven by regulatory change, business growth, and ongoing investment in governance, systems and controls. However, market conditions suggest that time-to-hire will remain extended for mid-senior appointments unless compensation, role design, and flexibility are closely aligned to candidate expectations.

Salary expectations typically exceed advertised ranges by approximately \$20K–\$30K. With limited role differentiation, flexibility and remote working are key decision factors.

Compliance Placements by Immigration in Last 5 Years



What Candidates are Looking For:

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

What Hiring Managers are Looking For:

- University degree in business/finance-related field
- Preferred qualifications include ACAMS/ICA
- CDD/KYC certificates
- Direct experience in compliance in Cayman or Offshore working with clients

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Junior Compliance Admin.	45,000	51,000	65,000	51,000	50,000	51,000
Compliance Administrator	65,000	73,000 ↗	87,500	65,000	65,000	75,000
Compliance Analyst	66,500	75,250 ↗	83,000	70,000	70,000	77,000
Senior Compliance Analyst	90,000	98,000 ↗	110,000	95,000	92,000	99,000
Compliance Officer	90,000	95,000 ↗	100,000	87,500	82,000	85,000
Senior Compliance Officer	100,000	110,000 ↗	125,000	105,000	102,000	100,000
Compliance Manager	110,000	135,000	145,000	135,000	130,000	140,000
Senior Compliance Manager	140,000	146,500 ↗	160,000	145,000	143,500	147,000
Head of Compliance	150,000	185,000	250,000	185,000	175,000	185,000

ROLES ON THE RISE (USD)

Compliance Administrator



Compliance Officer



Senior Compliance Officer



In-Demand Roles:

- Compliance Analyst
- Compliance Officer
- Compliance Manager/MLRO

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

CAREER TIPS FROM

- Consider pursuing a compliance qualification to strengthen your CV, especially if you don't yet have hands on experience.
- Build complementary skills early, such as regulatory awareness, attention to detail, and risk understanding.

REACH OUT

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



Adele Keane
Recruitment Consultant



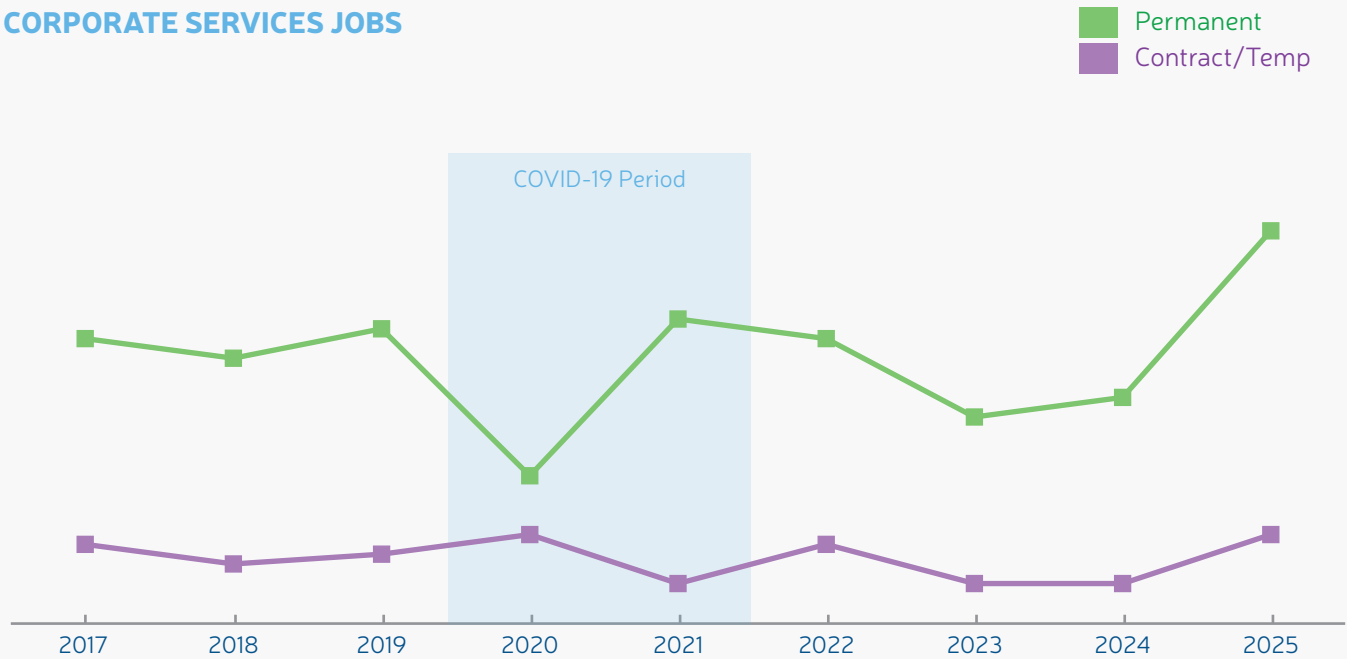
Contact the Compliance team any time at
adele@nova.ky or visit us online at
www.nova.ky/compliance



CORPORATE SERVICES

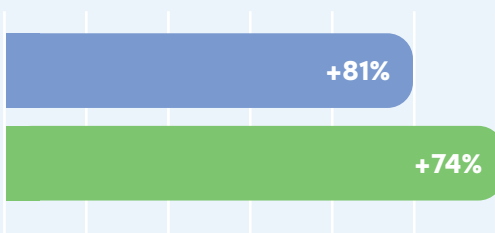
The Corporate Services sector continues to represent one of the more structurally robust areas of the Cayman employment market. In contrast to several support functions that have seen hiring volumes plateau or soften, 2025 shows **continued growth** in Corporate Services roles, reinforcing the sector's central role in supporting governance, regulatory compliance, and corporate activity across the jurisdiction.

CORPORATE SERVICES JOBS



This growth in 2025 is driven predominantly by permanent hiring, rather than a reliance on temporary or contract solutions. The expansion of permanent headcount suggests a degree of longer term confidence among employers, with firms investing in stable teams to support ongoing client mandates, regulatory obligations, and increasing operational complexity. Contract and temporary roles remain part of the resourcing mix, but their contribution has been incremental rather than transformative.

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

Despite the positive headline trend, the data also points to persistent structural tightness within the talent market, particularly at the mid level. Demand for experienced Corporate Administrators and Senior Corporate Administrators continues to outpace supply, contributing to longer hiring timelines and heightened competition for proven candidates. This scarcity is not new, but 2025 reinforces that it remains a defining feature of the market.

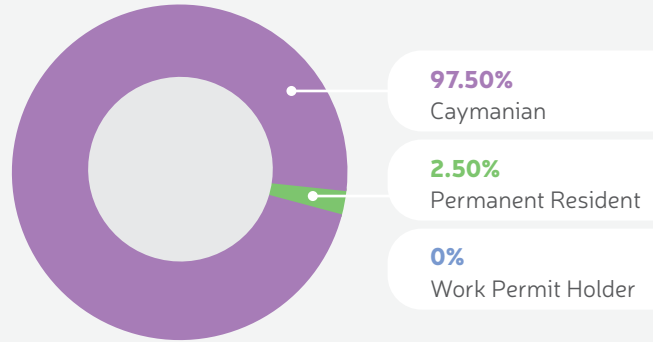
Entry level hiring remains comparatively constrained. While junior professionals continue to enter Corporate Services via general administration or trainee style pathways, the volume of true entry level roles remains limited.



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 – Corporate Services candidates are highly vocal about salary, prioritizing offers that clearly exceed their current pay
- Career progression – particularly for senior candidates who feel they've reached a ceiling, this often translates to a renewed focus on higher compensation
- More competitive benefits, specifically health insurance coverage
- Flexible working arrangements

What Hiring Managers are Looking For:

- University degree in business or finance-related field
- Specialized corporate experience with offshore financial structures (e.g., trusts, SPVs, fintech, incorporations)
- Demonstrated longevity in previous roles

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Junior Corp. Administrator	56,250	62,000 ↗	67,250	55,000	50,000	64,000
Corporate Administrator	70,500	80,000 ↗	90,000	78,000	75,000	82,000
Senior Corp. Administrator	86,500	96,000 ↗	120,000	95,000	85,000	98,000
Manager, Corp. Services	107,000	145,000	160,000	145,000	130,000	130,000
Director, Corporate Services	160,000	180,000	200,000	180,000	172,000	175,000

Note: Jr. Corporate Administrator and Corporate Administrator were some of the most abundant roles advertised in 2025.

ROLES ON THE RISE (USD)

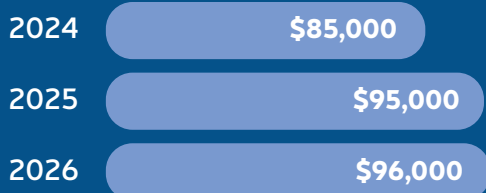
Junior Corporate Administrator



Corporate Administrator



Senior Corporate Administrator



This reflects a broader trend toward efficiency and leaner team structures, with employers prioritizing roles that can deliver immediate operational value.

Looking ahead to 2026, the 2025 data suggests that **Corporate Services is likely to remain an active but capacity constrained market.**

Continued growth is expected, but it is likely to be shaped by the availability of experienced talent rather than demand alone. Employers may increasingly need to focus on retention, internal development, and succession planning to sustain growth. At the same time, candidates with relevant experience and jurisdictional knowledge are likely to remain in a strong negotiating position.

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

CAREER TIPS FROM **connect** BY NOVA

- Consider internship opportunities with corporate services firms to gain early industry exposure.
- Look at temporary or contract roles via recruitment agencies, as many corporate firms hire for project based assignments.
- Short-term roles can often lead to longer-term opportunities once you've demonstrated capability, reliability and built professional connections.

REACH OUT

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



Jasmine Zerjal
Recruitment Consultant

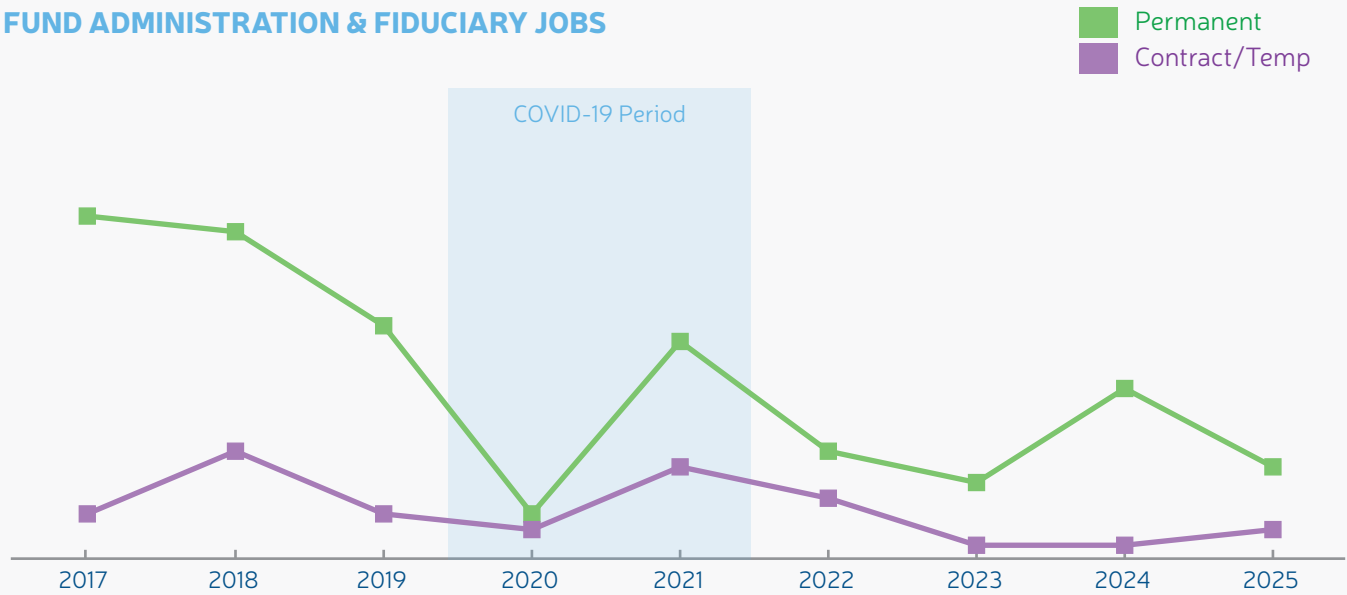
Adele Keane
Recruitment Consultant

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

FUND ADMINISTRATION & FIDUCIARY

The Fund Administration & Fiduciary market in Cayman has largely completed its post pandemic reset and is now operating in a more mature, disciplined hiring environment. The 2025 data shows lower hiring volumes than 2024, pointing to consolidation rather than a weakening of underlying activity.

FUND ADMINISTRATION & FIDUCIARY JOBS



This softening does not necessarily imply reduced funds or fiduciary demand. Instead, many organizations appear to be meeting governance and regulatory requirements through stronger internal capability, workflow redesign, and process efficiency, opting to stabilize team structures and recruit primarily where there is a clear, business critical need.

Where hiring has taken place, it has been highly targeted and predominantly permanent, centered on roles that support fiduciary oversight, governance, directorship services, and senior administration. Contract and temporary hiring remains a useful backfill and project tool, but it has not been the main driver of volumes. For employers, this reinforces the importance of retention, succession planning, and realistic role design where experienced talent is scarce; for job seekers, it highlights the value of demonstrable judgment, client exposure, and regulatory fluency over purely processing based experience.

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

A defining feature of the 2025 market is the increasing concentration of demand at the experienced and senior end. Employers are prioritizing candidates who can manage complexity, exercise professional judgment, and operate confidently within an evolving regulatory framework. This has further narrowed opportunities for entry level or processing focused roles, reinforcing the shift away from volume driven fund administration toward higher value fiduciary and governance functions.

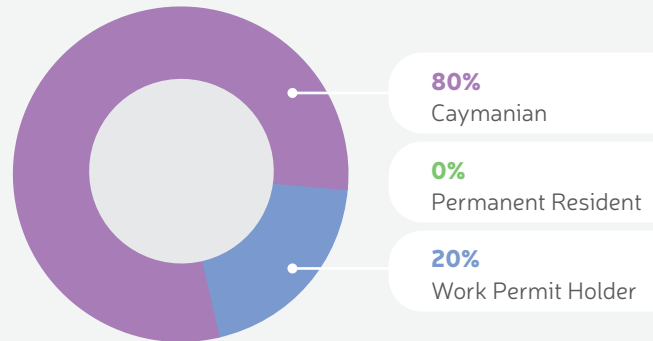
Looking ahead to 2026, hiring is expected to remain **measured and selective**. Any uplift is more likely to be triggered by regulatory change, new mandates or structural shifts within the industry than by broad headcount expansion.



In-Demand Roles:

- Fund Administrator
- Corporate Secretary

Fund Administration & Fiduciary Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary
- More competitive benefits, specifically health insurance coverage
- Flexible working arrangements
- 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 will be required
- Board Support/CoSec - Candidates will typically require experience in preparing minutes for fund entities
- Director roles – LLB or accounting qualifications are required (often with audit or fund admin background)

SALARY INFORMATION (USD)

Role	Min	2026		2025	2024	2027
		Average	Max	Average	Average	Projection
Fund Administrator	60,000	65,000	80,000	65,000	65,000	65,000
Corporate Secretary	85,000	92,000 ▲	110,000	87,500	85,000	93,000
AVP Corporate Secretary	95,000	115,000 ▲	120,000	112,000	110,000	115,000
SVP Corporate Secretary	150,000	160,000	170,000	160,000	160,000	155,000
Associate	125,000	135,000	175,000	135,000	130,000	135,000
Director	150,000	195,000	250,000	195,000	192,000	195,000

ROLES ON THE RISE (USD)

Corporate Secretary

2024 **\$85,000**

2025 **\$87,500**

2026 **\$92,000**

AVP Corporate Secretary

2024 **\$110,000**

2025 **\$112,000**

2026 **\$115,000**



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:



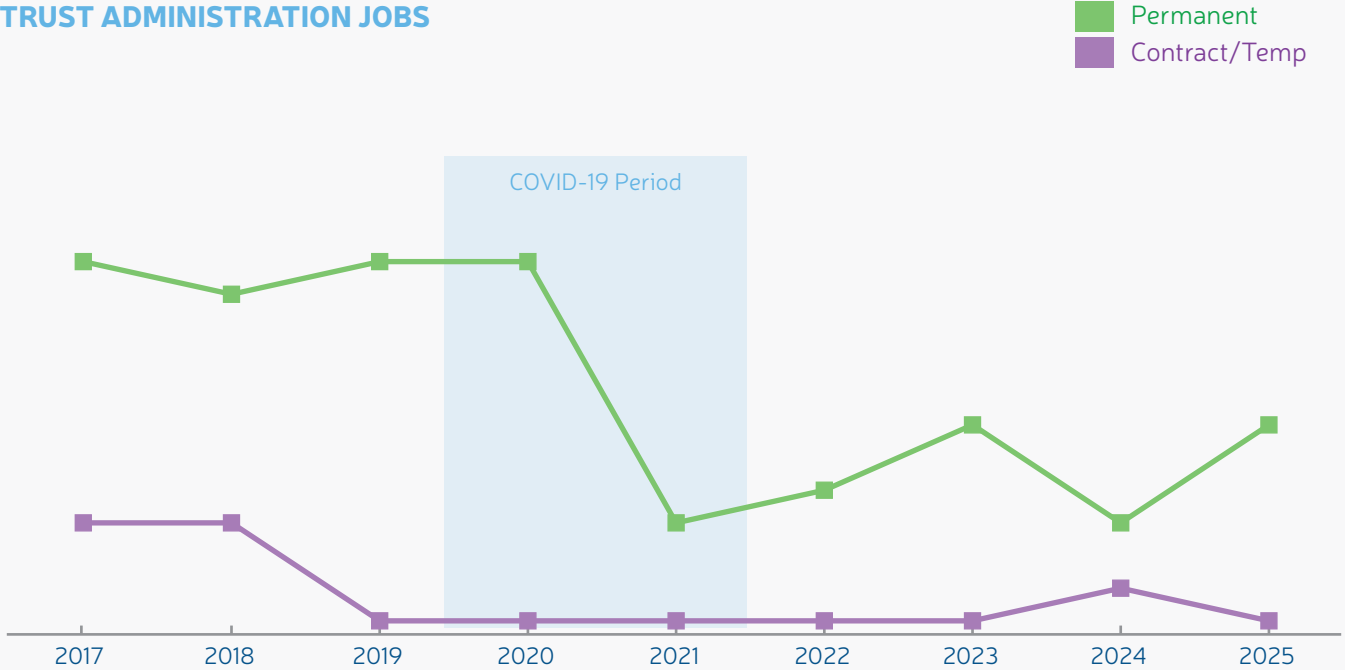
Rosie Ryan
Recruitment Consultant

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

TRUST ADMINISTRATION

Trust Administration remains a specialist market within Cayman's financial services landscape. While underlying demand for trust services persists, 2025 hiring volumes reflect a tighter, more selective employment market, with firms deploying headcount cautiously and prioritizing roles that directly support governance, risk management and client delivery.

TRUST ADMINISTRATION JOBS



Rather than a sharp decline, the data suggests a market operating within clear constraints. Many organizations are maintaining established team structures and recruiting mainly for replacement needs or clearly defined workload pressures, reflecting operating models that have adjusted to higher regulatory thresholds and rising client expectations.

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

Demand continues to concentrate at the experienced end of the market. Employers are prioritizing professionals who can handle complex trust structures, manage regulatory obligations and provide confident client oversight, which naturally reduces the number of true entry-level opportunities and reinforces a shift from volume hiring toward expertise-led recruitment.

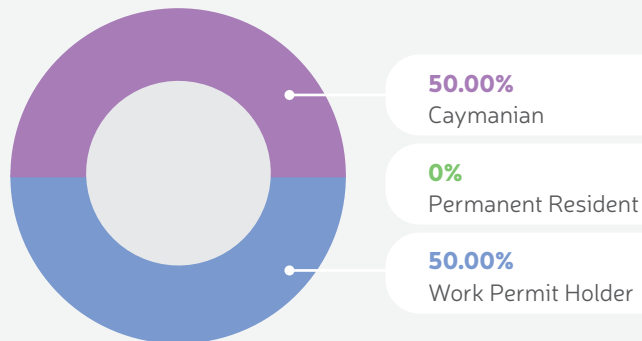
Where hiring does occur, it remains predominantly permanent, reflecting the value placed on continuity, institutional knowledge, and long-term client relationships; contract and temporary hiring appears limited. At the same time, ongoing regulatory scrutiny is raising the bar on technical capability and judgment, contributing to longer hiring timelines when vacancies arise.



In-Demand Roles:

- Trust Officer
- Senior Trust Officer

Trust Administration Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Clear career progression opportunities
- More competitive benefits, specifically health insurance coverage
- Flexible working arrangements

What Hiring Managers are Looking For:

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

SALARY INFORMATION (USD)

Role	Min	2026		2025	2024	2027
		Average	Max	Average	Average	Projection
Trust Administrator	55,000	62,500 ↗	80,000	46,500	45,000	60,000
Trust Officer	70,000	79,500 ↗	92,500	77,500	75,000	80,000
Senior Trust Officer	85,000	98,750 ↗	112,500	92,500	90,000	100,000
Trust Manager	110,000	128,000	142,000	128,000	125,000	126,000
Senior Trust Manager	125,000	150,000 ↗	170,000	145,000	145,000	150,000

ROLES ON THE RISE (USD)

Trust Administrator



Senior Trust Administrator



Senior Trust Manager



Looking back over the past decade, the higher job volumes seen in earlier years were in part supported by a greater concentration of work permit holders in the market. More recently, we have seen an increase in Caymanian placements alongside a reduction in overall job volumes, reinforcing a shift toward a smaller, more selective hiring environment.

For employers, this reinforces the importance of retention, succession planning, and realistic role design; for candidates, the strongest opportunities continue to favor those with demonstrable jurisdictional exposure, strong governance discipline, and relevant professional credentials (for example, STEP).

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

CAREER TIPS FROM BY NOVA

- If you're already working in a corporate services environment, try to gain exposure to trust related work where possible.
- For those looking to specialize, pursuing a STEP qualification can help support long term progression.

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



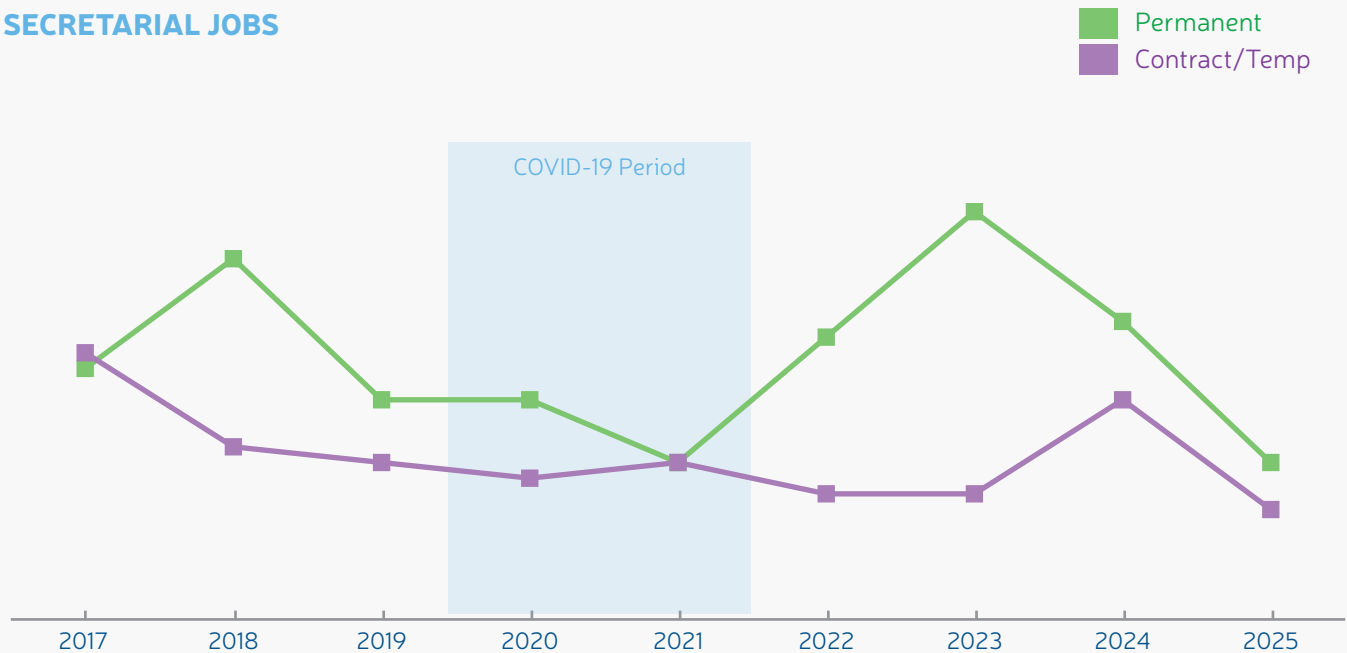
Contact the Trust Administration team any time at
rosie@nova.ky or visit us online at
www.nova.ky/trust-administration



SECRETARIAL

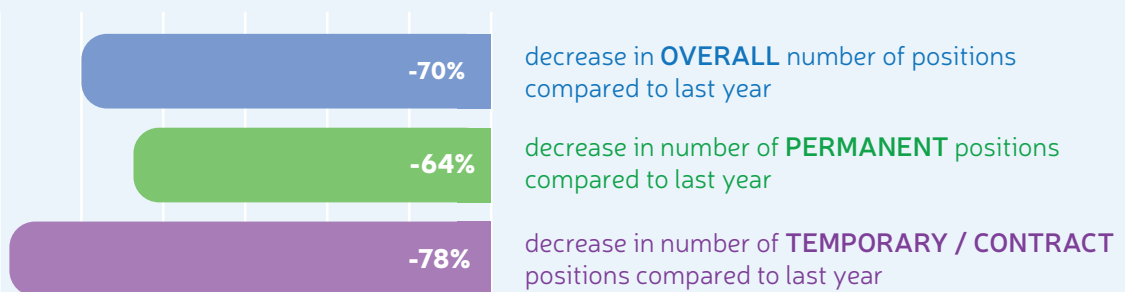
The Secretarial category shows one of the clearest structural shifts in the 2025 data, with hiring volumes declining more sharply than in many other support functions. Unlike categories that appear to have stabilized or consolidated, the data indicates that 2025 marks a meaningful step down in overall secretarial demand, extending a longer term downward trajectory rather than representing a short term pause.

SECRETARIAL JOBS



This reduction does not suggest that secretarial support is no longer required, but rather that the way this support is being delivered has changed materially. Many organizations appear to have reached a point where existing secretarial capacity, combined with technology, workflow redesign, and role consolidation, is sufficient to meet operational needs. As a result, fewer new roles are being created, and replacement hiring has become more selective.

Jobs (compared to last year)



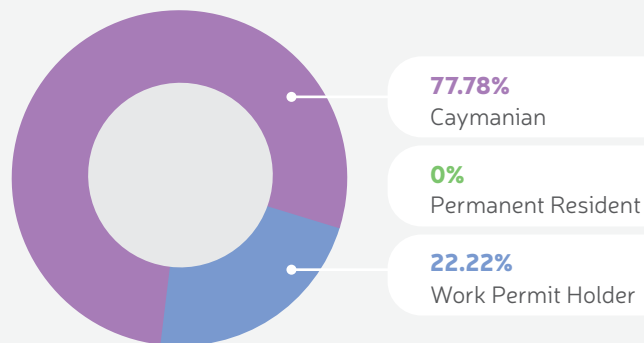
The decline is particularly notable outside of senior and executive level support. Demand has increasingly concentrated around a smaller number of high value roles supporting senior leadership, boards, and regulated business lines, while more traditional secretarial and general support positions have diminished. This has narrowed the market significantly, with opportunities becoming fewer but more specialized.

The 2025 data also suggests a reduced reliance on temporary and contract secretarial hiring. While flexibility remains desirable in theory, the scarcity of experienced, immediately available candidates – combined with tighter headcount control – appears to have curtailed short term hiring activity. Employers are less inclined to bring in interim support unless it is business critical, further suppressing overall volumes.

In-Demand Roles:

- Executive 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
- Complex calendar and travel management
- Relevant industry experience
- Demonstrated longevity in previous roles
- Experience working with well-established or recognizable organizations

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Executive Assistant	91,000	92,000	110,000	87,250	85,000	92,000
Personal Assistant	65,000	81,000	90,000	81,000	80,000	81,000

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.

At the entry and junior end, opportunities are now extremely limited. The data supports the view that organizations are no longer using secretarial roles as a broad entry point into professional services. This has contributed to a shrinking pipeline at junior levels and increased competition for the relatively small number of roles that do arise. This trend may also be connected to the rise in Regulation 6 applications, which now require firms to establish clearly defined entry points instead of relying on traditional administrative starting positions. While this structured approach is positive in principle—helping ensure applicants have the necessary qualifications—it has inadvertently created obstacles for those without specific experience. As a result, individuals seeking their first opportunity in the sector may find it increasingly difficult to gain access, since there are fewer roles available that serve as stepping stones into the profession.



Looking ahead to 2026, the 2025 data suggests that the Secretarial market is unlikely to rebound to previous levels. Instead, demand is expected to remain structurally lower, with hiring focused on experienced, high impact roles rather than volume recruitment. Any future uplift is likely to be incremental and tied to specific leadership support needs or organizational restructuring rather than organic growth.

Overall, the Secretarial market enters 2026 as a significantly smaller and more specialized market than in previous cycles – one where demand persists, but opportunities are limited, highly competitive, and increasingly defined by seniority, capability, and scope rather than headcount growth.

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

CAREER TIPS FROM **connect** BY NOVA

- Build strong typing skills, aiming for at least 50 WPM, with top firms often expecting 70 WPM or higher.
- Become very comfortable using Microsoft Word, as it is heavily used in corporate and administrative roles.
- Get familiar with AI and productivity tools that can support efficiency, accuracy, and workload management.

REACH OUT

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



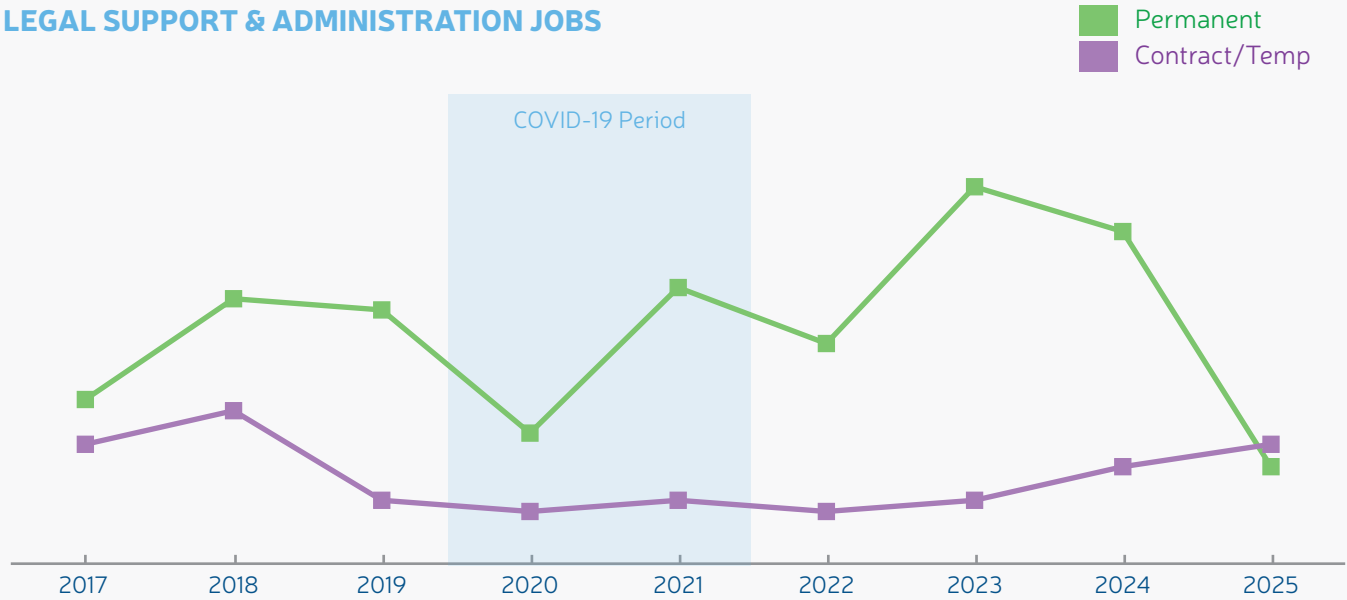
Jasmine Zerjal
Recruitment Consultant

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

LEGAL SUPPORT & ADMINISTRATION

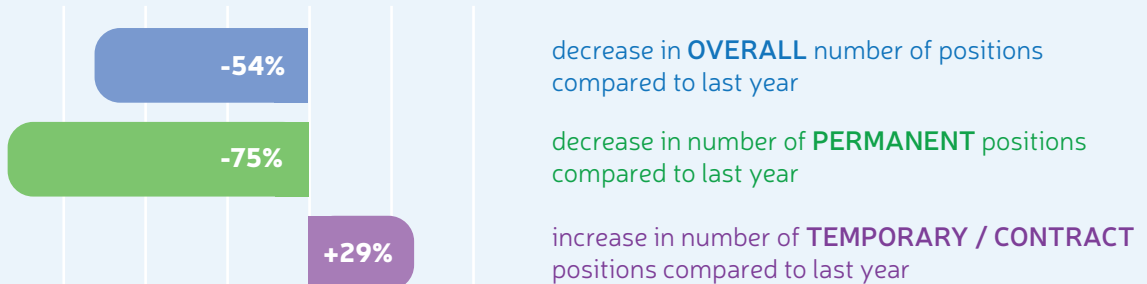
The Legal Support and Administration category shows a marked reduction in hiring volumes in 2025. While 2024 recorded only a slight decrease, the decline in 2025 is materially larger, reinforcing that the shift seen in recent years is structural rather than temporary. **Rather than a short term pause, the data points to a smaller on island market where fewer support roles are being created and external hiring is more selective.**

LEGAL SUPPORT & ADMINISTRATION JOBS



While demand for legal services remains strong, the way support work is delivered has changed materially. A larger share of process driven and document heavy activity is being restructured, centralized, automated, or moved offshore, and the 2025 figures suggest these models are now embedded, with limited evidence of roles returning to the local market at scale.

Jobs (compared to last year)

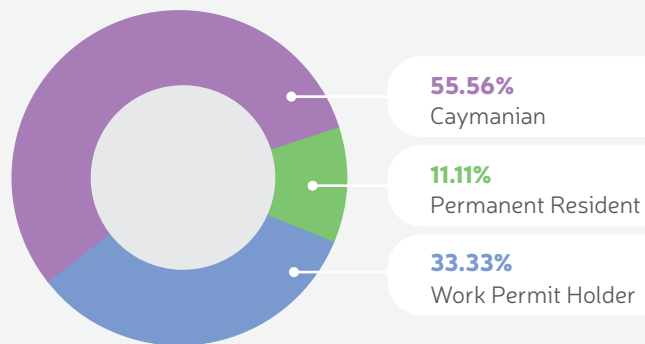


Where hiring does occur, it is increasingly concentrated around experienced, high value support aligned to senior lawyers, complex practice areas, and regulated work where local knowledge, discretion, and proximity remain important. For employers, this places a premium on retention and realistic role design; for job seekers, competition is higher and opportunities increasingly favor specialist experience and strong technical systems capability.

Looking ahead to 2026, Legal Support and Administration is expected to remain structurally constrained

This shift should not be read as a lack of investment in local talent. Many firms continue to build capability through trainee and apprenticeship pathways, but this internal development sits alongside lower external vacancy volumes. Looking ahead to 2026, Legal Support and Administration is expected to remain structurally constrained: hiring will be limited and targeted, typically linked to seniority, specialism, or regulatory necessity, with offshore support and internal development continuing to shape resourcing strategies.

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), or 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)

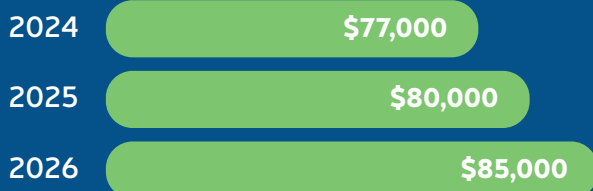
Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Legal Support Admin.	55,000	58,500 ↗	75,000	58,000	55,000	59,000
Legal Secretary	75,500	85,000 ↗	94,000	80,000	77,000	87,000
Senior Legal Secretary	85,000	90,000 ↗	102,000	88,000	82,000	91,000
Paralegal	80,000	90,000 ↘	120,000	102,000	95,000	95,000

ROLES ON THE RISE (USD)

Legal Support Administrator



Legal Secretary



Senior Legal Secretary



“ Many firms continue to build capability through trainee and apprenticeship pathways, but this internal development sits alongside lower external vacancy volumes.”



In-Demand Roles:

- Legal Secretary
- Contract legal support positions (6+ months)

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

CAREER TIPS FROM

- Explore pursuing CILEX qualifications.
- Consider starting your career through a legal firm apprenticeship or trainee program to gain practical experience and industry exposure.

REACH OUT

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



Jasmine Zerjal
Recruitment Consultant

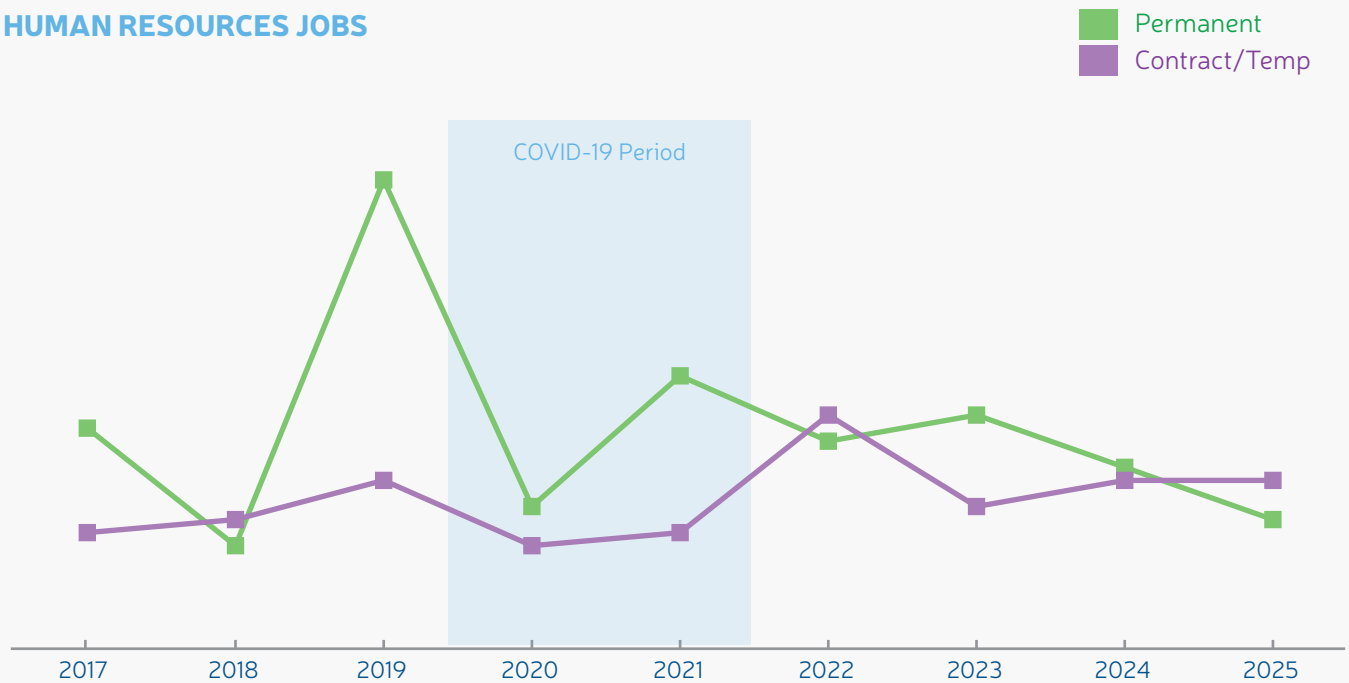
Rosie Ryan
Recruitment Consultant

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

HUMAN RESOURCES

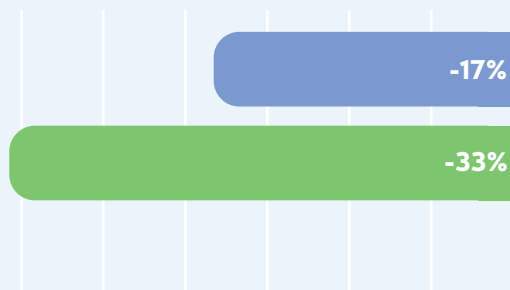
The Human Resources market in the Cayman Islands continues to show underlying resilience, but 2025 reflects a more subdued and stabilized hiring environment than earlier years. HR remains a core function across sectors, however vacancy volumes appear flatter, pointing to more settled team structures and a shift away from reactive recruitment cycles.

HUMAN RESOURCES JOBS



This reflects a market that has absorbed several years of change, where prior peaks in HR activity were often driven by restructuring and workforce-management pressures. By 2025, many employers appear better resourced internally, with hiring focused more on targeted gaps than broad expansion.

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

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

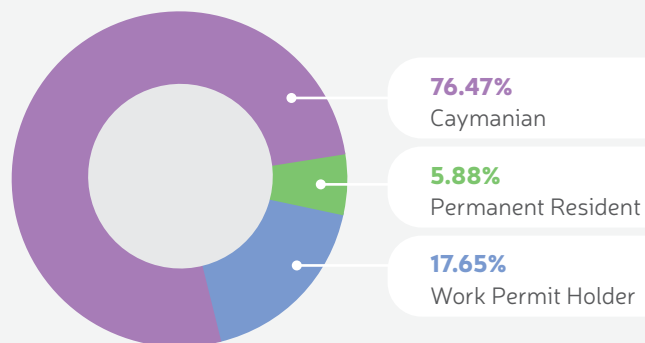
A notable feature of 2025 is reduced movement at the experienced end of the market. Mid to senior HR professionals are more firmly anchored in role—supported by competitive compensation, broader scope, and increased strategic involvement—limiting the "domino effect" that typically creates vacancy chains and supporting lower churn overall.

Temporary and contract HR hiring also appears measured. Interim support and outsourced consulting remain relevant for projects and periods of change, but they are typically time bound and specialist rather than volume-driven. At the same time, role design continues to evolve, with greater emphasis on analytical capability, workforce planning, and HR systems—reflecting a broader shift toward data-informed people strategies.

In-Demand Roles:

- HR Administrator
- HR Officer
- 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 / CIPD / PHR 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)

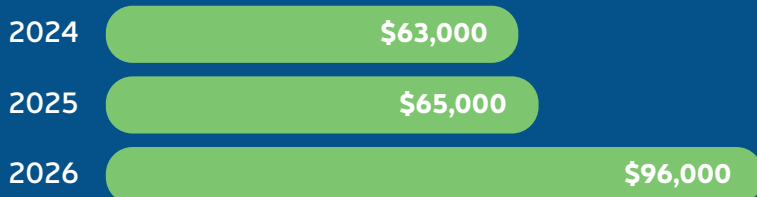
Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
HR Assistant (Entry-Level)	40,000	46,000 ↑ ↗	54,000	45,000	40,000	50,000
HR Administrator	51,500	65,000 ↑ ↗	68,000	58,000	55,000	67,000
Senior HR Administrator	71,000	83,250 ↑ ↗	93,000	82,000	80,000	84,000
HR Officer	57,500	69,000	77,000	*	*	71,000
HR Generalist	84,000	87,500 ↑ ↗	91,800	72,000	71,000	88,000
HR Manager	75,000	95,000 ↓ ↘	100,000	98,000	95,750	96,000
Senior HR Manager	94,500	105,000 ↓ ↘	118,000	110,000	105,000	105,000
HR Director	115,000	132,000	145,000	132,000	130,000	132,000
Head of HR/CHRO	135,000	138,000 ↑ ↗	162,000	*	*	*
Talent Acquis. Specialist	65,000	71,000	85,000	71,000	69,000	71,000
Talent Acquis. Manager	85,000	93,000	100,000	93,000	92,000	93,000
Immigration Specialist	84,000	96,000 ↑ ↗	108,000	65,000	63,000	95,000
Learning & Devel. Specialist	70,000	90,000	110,000	*	*	*

ROLES ON THE RISE (USD)

HR Administrator



Immigration Specialist



HR Generalist



Looking ahead to 2026, HR hiring is expected to remain selective rather than expansive. Any uplift is likely to be triggered by specific business events—organizational change, regulatory developments, new systems implementations, or transformation programs—rather than broad headcount growth. Candidates with hybrid skillsets (generalist capability plus analytics, systems or specialist expertise) are likely to remain well positioned.

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

CAREER TIPS FROM **connect** BY NOVA

- Become a member of CISHRP and consider completing the CISHRP Certificate in HR Management.
- Attend HR focused workshops or specialist training sessions to build practical knowledge.
- Consider professional HR qualifications such as SHRM, PHR, or CIPD to support long term career progression.

REACH OUT

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



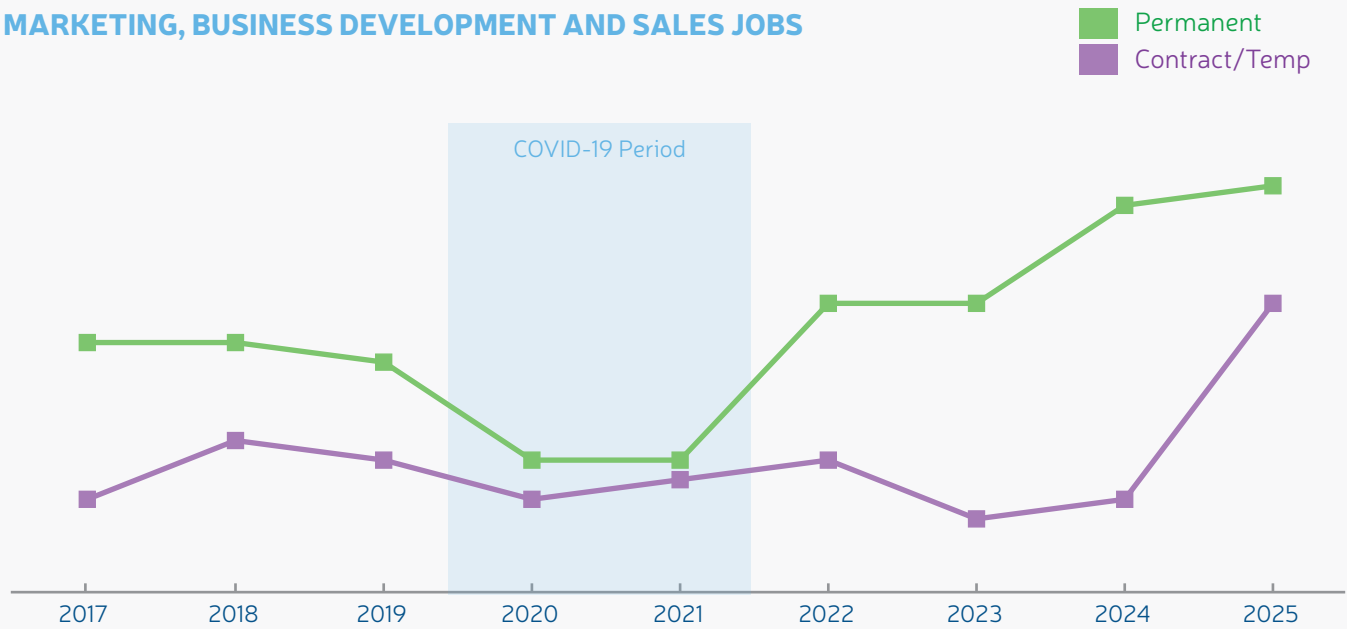
Rosie Ryan
Recruitment Consultant

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

The Marketing, Business Development & Sales category shows clear growth in 2025, positioning it as one of the more expansionary segments of the Cayman employment market. This stands in contrast to several support functions that have entered a phase of consolidation, and reflects a renewed focus on commercial activity, brand positioning and revenue generation.

MARKETING, BUSINESS DEVELOPMENT AND SALES JOBS



While growth is still anchored by permanent hiring, the 2025 data also shows a significant shift in resourcing mix, with a **333% increase in temporary/contract roles**. This suggests organizations are using interim specialists to execute campaigns, cover short-term capacity gaps, support events and launches, or test new initiatives before committing to permanent headcount—making speed, portfolio evidence and immediate impact especially important for candidates.

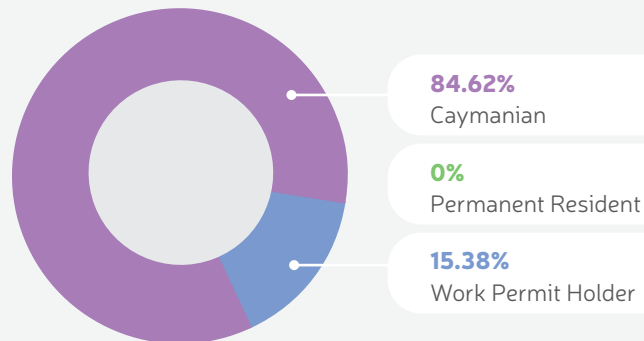
Jobs (compared to last year)



Role design continues to evolve toward standalone, accountable positions—particularly in small to mid-sized organizations—where strategic oversight and hands-on delivery sit together. Looking ahead to 2026, the market is expected to remain active for professionals who can demonstrate commercial outcomes, versatility and autonomy, with continued demand across pipeline development, client engagement, digital capability and brand-led growth.

Organizations are using interim specialists to execute campaigns, cover short-term capacity gaps, support events and launches, or test new initiatives before committing to permanent headcount—making speed, portfolio evidence and immediate impact especially important for candidates.

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 and workplace 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 marketing functions
- Adobe Suite, Canva, SEO tools, Google Digital Marketing Suite, and AI tools proficiency
- For BD positions within Law Firms, clients look for experience/knowledge of the legal environment

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Public Relations Specialist	71,000	82,000	93,000	*	*	85,000
Social Media Assistant	27,500	30,250	33,000	*	*	35,000
Marketing Assistant	48,500	53,500 ↗	58,500	52,000	52,000	55,000
Marketing Admin./Coord.	44,165	56,000 ↗	67,661	55,000	55,000	56,000
Market. & Comms Specialist	79,500	89,500 ↗	99,500	75,000	75,000	85,000
Marketing Manager	85,500	97,500 ↗	110,000	87,000	87,000	95,000
Business Devel. Executive	75,000	81,250 ↘	100,000	87,000	87,000	85,000

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

ROLES ON THE RISE (USD)

Marketing Assistant



Marketing & Communications Specialist



Marketing Manager



In-Demand Roles:

- Digital Marketing Specialist
- Marketing Manager
- Business Development Manager

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

CAREER TIPS FROM **connect** BY NOVA

- Join CIMPA to start building your professional network and industry awareness.
- Look for volunteering opportunities with charities or non profits, particularly in marketing or events, to gain hands on experience and start building a portfolio.
- Seek internship opportunities to develop practical skills and gain exposure to real world campaigns and projects.

REACH OUT

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

A portrait of Jasmine Zerjal, a woman with long brown hair, wearing a striped button-down shirt, smiling slightly. She is positioned in the center of the page, with her arms crossed.

Jasmine Zerjal
Recruitment Consultant

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

INSURANCE & PENSION

The Insurance & Pension category continues to represent a strategically important and evolving segment of the Cayman employment market. While the 2025 data shows a moderate reduction in hiring volumes compared to the elevated levels seen in 2024, this appears to reflect a period of consolidation rather than a loss of momentum within the sector.

SALARY INFORMATION (USD)

Role	2026			2025	2024	2027
	Min	Average	Max	Average	Average	Projection
Pension Administrator	40,000	48,000	55,000	48,000	37,000	48,000
Sr. Pension Administrator	55,000	65,000	70,000	*	*	*
Claims Administrator	57,500	64,500	71,500	*	*	*
Claims Manager	85,000	96,500	108,000	*	*	*
Health Insurance Admin.	42,000	47,500	54,000	*	*	*

The heightened activity observed in 2024 followed a phase of rapid expansion across insurance and reinsurance, with organizations scaling teams to support licenses, regulatory obligations, and operational build out. By contrast, 2025 reflects a year in which many firms appear to be absorbing that growth, focusing on stabilizing teams, embedding capability, and refining operating models rather than continuing to add headcount at the same pace.

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

CAREER TIPS FROM

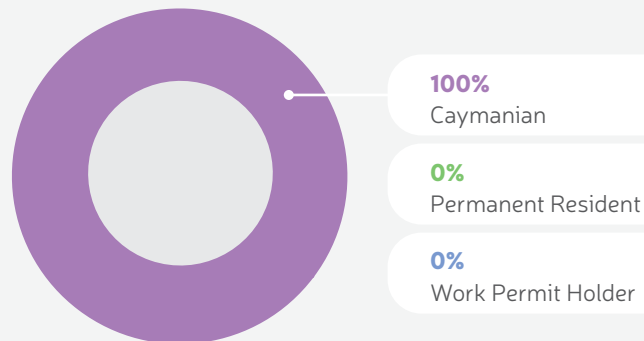
- Consider pursuing a Certificate in Insurance through the Cayman Islands Insurance Association.
- Look at assistant underwriter or junior underwriting roles as a practical way to enter the insurance industry and gain relevant, hands on experience.

Looking ahead, the outlook for Insurance & Pension remains positive—though with measured growth. Modest hiring is expected to continue, driven by licensing activity, sector diversification, and Cayman’s role as a hub for reinsurance and specialist insurance solutions. Overall, this moderation seems to signal market consolidation rather than a downturn, but due to the niche nature of the sector, there is limited data and we rarely see a high volume of roles in this category*.

**It is important to note that further opportunities within Insurance and Reinsurance exist but are managed under the umbrella of our sister recruitment agency, CML Offshore Recruitment. This is because numerous roles require accounting qualifications. For more information regarding salaries for these positions, please contact the CML team directly—they will be happy to offer tailored advice and guidance.*

For further information and support, reach out to our Insurance & Pension team any time at: adele@nova.ky

Insurance & Pension Placements by Immigration in Last 5 Years



What Candidates are Looking For:

- Better salary/strong commission structure (for sales-based insurance roles)
- Transparent career progression and growth opportunities
- More competitive benefits, specifically health insurance coverage
- Better hours (taking into consideration overtime, on-call work)
- Work-from-home opportunities and flexibility

What Hiring Managers are Looking For:

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

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