



| 2024 Corporate Development Compensation Report



WELCOME & THANK YOU!

The Charles Aris Corporate Development Practice is proud to present our 2024 Corporate Development Compensation Report, which includes valuable hiring data from real offers we saw Charles Aris clients extend to our candidates in 2023.

We would like to extend our sincere thank you to the corporate development community for your ongoing collaboration, which makes this report possible. Our team is confident the following data will be useful to anyone interested in keeping track of the corporate development hiring landscape, which remains turbulent.

In 2023, our practice completed over 70 searches for corporate development hires in a variety of sectors. These searches were primarily for vice presidents or “heads of” corporate development, and our client base continues to be led by private equity portfolio companies with ambitious inorganic growth plans. Overall, we saw hiring stay strong in 2023 despite the relative slowdown in mergers and acquisitions, and we expect the market for this talent to grow even stronger in 2024.

Whether you’re reading this as a hiring authority looking to build out their team or as a corporate development professional considering their next career step, our sincere hope is that you find the information contained in the following pages useful. Please feel free to contact any of our corporate development practice leaders throughout 2024 if we can be of any assistance.

Thank You,

The Charles Aris Corporate Development Leadership Team

Visit [CharlesAris.com](https://www.charlesaris.com) or contact any member of our team to learn more!



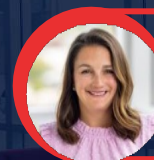
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HISTORY & PROFILE

Charles Aris is an international executive search firm celebrating 55 years in business. Our full-time team consists of nearly 100 professionals who completed 259 searches in 2023.

- Full-service executive search firm founded in 1969
- Formal candidate-to-hire ratio of **6.25:1**
- Clients choose to interview **89.6%** of candidates
- Three-year candidate retention rate of **83%**
- The most advanced and thorough recruiting process in the executive recruiting industry
- Customized deliverables for every search



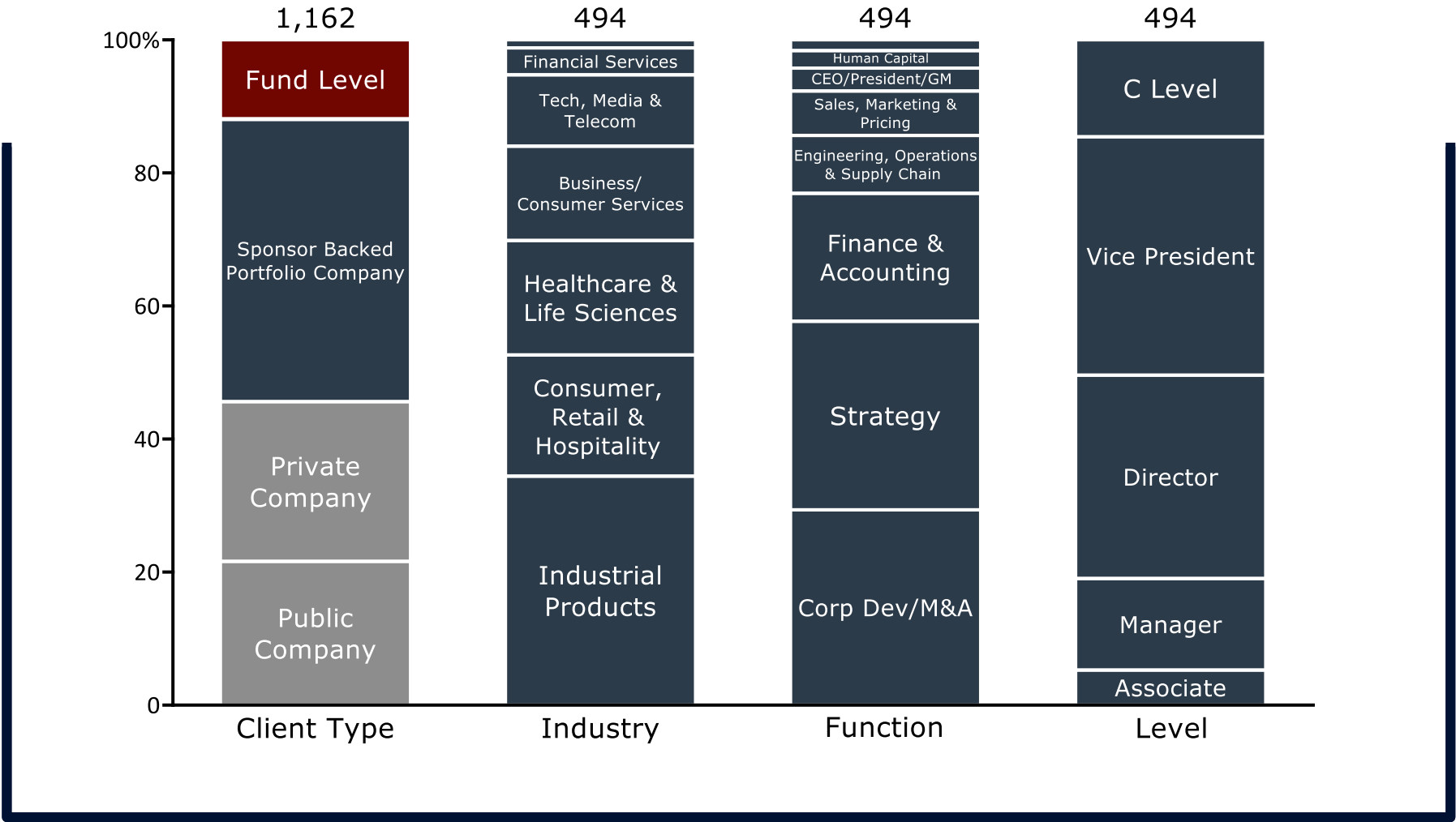
- No geographical boundaries, with proven reach as the sole United States representative of global executive search alliance InterSearch
- A shared-risk approach to partnership with every client

FUNCTIONAL PRACTICES

- Corporate Development
- Engineering, Operations & Supply Chain
- Executive Leadership
- Finance & Accounting
- Sales & Marketing
- Strategy



From 2019-2023, we completed 494 searches for portfolio companies owned by 121 different private equity firms. We work across a variety of industries and functions at all levels.



FAST FACTS – 2024 CORPORATE DEVELOPMENT COMPENSATION REPORT

Below you will find assorted non-cash compensation and hiring insights we have consolidated from the offers we helped clients extend in 2023:

| | | | |
|-----------|---|-----------|--|
| 93 | the percentage of Charles Aris searches where the client was private equity backed in 2023 | 63 | the median corporate development search cycle time (in days) across all levels and all industries in 2023 |
| 92 | the percentage of offers accepted by Charles Aris candidates issued from Charles Aris clients in 2023 | 42 | the percentage of Charles Aris corporate development searches that closed in less than 60 days |
| 83 | the percentage of corporate development offers that included some type of equity / LTI in 2023 | 29 | the percentage of corporate development offers that included a sign-on bonus in 2023 |
| 73 | the percentage of Charles Aris searches where our team introduced the winning candidate in the first 30 days | 21 | the percentage of corporate development offers that included a deal bonus in 2023 |
| 66 | the percentage of placed Charles Aris candidates with previous investment banking experience | 7 | the percentage of corporate development offers that included a severance package as part of the offer in 2023 |
| 65 | the percentage of Charles Aris corporate development Vice President searches that report directly to the CEO | 6 | the average number of candidates our clients interviewed before making a hire in 2023 |
| 64 | the percentage of remote corporate development roles Charles Aris worked on in 2023 | 1 | the number of placed Charles Aris corporate development candidates who relocated for their new role in 2023 |



2023 CORPORATE DEVELOPMENT OFFERS (ALL)



Our consolidated corporate development offer data is based on all offers our firm helped clients extend in 2023 (regardless of industry, location, EBITDA, candidate seniority or company size).

| ASSOCIATE | 25 th | 50 th | 75 th |
|---------------|------------------|------------------|------------------|
| Title | Associate | Associate | Associate |
| Base Salary | \$115,000 | \$125,000 | \$150,000 |
| Annual Bonus | 15% | 20% | 25% |
| Equity Payout | \$0 | \$0 | \$0 |
| Total Cash | \$132,250 | \$150,000 | \$187,500 |

| MANAGER | 25 th | 50 th | 75 th |
|---------------|------------------|------------------|------------------|
| Title | Manager | Manager | Manager |
| Base Salary | \$150,000 | \$165,000 | \$180,000 |
| Annual Bonus | 25% | 25% | 25% |
| Equity Payout | \$0 | \$250,000 | \$400,000 |
| Total Cash | \$187,500 | \$206,250 | \$225,000 |

| DIRECTOR | 25 th | 50 th | 75 th |
|---------------|------------------|------------------|------------------|
| Title | Director | Director | Director |
| Base Salary | \$170,000 | \$180,000 | \$200,000 |
| Annual Bonus | 25% | 30% | 35% |
| Equity Payout | \$300,000 | \$500,000 | \$700,000 |
| Total Cash | \$212,500 | \$234,000 | \$270,000 |

| VP | 25 th | 50 th | 75 th |
|---------------|------------------|------------------|------------------|
| Title | VP | VP | VP |
| Base Salary | \$225,000 | \$260,000 | \$300,000 |
| Annual Bonus | 30% | 30% | 30% |
| Equity Payout | \$750,000 | \$1.1M | \$1.5M |
| Total Cash | \$292,500 | \$338,000 | \$390,000 |

| SVP/CHIEF | 25 th | 50 th | 75 th |
|---------------|------------------|------------------|------------------|
| Title | SVP/CHIEF | SVP/CHIEF | SVP/CHIEF |
| Base Salary | \$300,000 | 330,000 | \$360,000 |
| Annual Bonus | 40% | 45% | 50% |
| Equity Payout | \$2.5M | \$3M | \$4M |
| Total Cash | \$420,000 | \$478,500 | \$540,000 |

* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.



Despite the slowest hiring market in years, our Healthcare & Life Sciences Corporate Development Practice partnered with 22 companies sponsored by 13 different private equity firms. With fewer platform investments occurring, the majority of the offers our firm helped clients extend were at the Vice President and Director-level in the Provider, Staffing, Instrumentation and TIC sectors.

We're optimistic deal activity and value will increase in 2024, and corporate development hiring will rise alongside them. Given the heightened activity levels we saw in cardiology, med spa, and tools / diagnostics M&A during the last six months, 2024 should be a strong year for the corporate development talent market in both sectors.

Subsector Coverage



- Provider
- Payor
- Healthcare Staffing
- HCIT
- CRO/CDMO
- R&D Services
- Tools & Diagnostics
- Instrumentation
- Testing, Inspection & Certification



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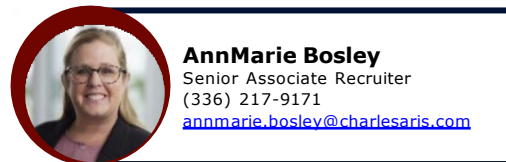
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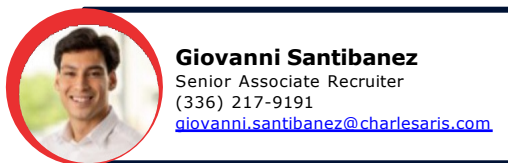
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Select 2023 Search Partners



RECENTLY COMPLETED SEARCHES – HEALTHCARE & LIFE SCIENCES

2023 Median Search Cycle Time (All Closed Searches): 63 Days

| Healthcare & Life Sciences | | | | | | | | | | | |
|----------------------------|---------------|---------------------------|-------------|--------------|------------------|----------|-------------|---------|------------------------|--------------------------|----------|
| Company extending offer | Offer Details | | | | | | | | Candidate Details | | |
| | Title | Total Cash (Base + Bonus) | Base Salary | Annual Bonus | Equity* | Sign-On | Deal Bonus? | Remote? | Title at time of offer | Company at time of offer | Result |
| PE Portfolio | EVP | \$562,500 | \$375,000 | \$187,500 | \$3.5M | N/A | Yes | Yes | SVP | PE Portfolio | Accepted |
| PE Portfolio | CGO | \$420,000 | \$300,000 | \$120,000 | \$3M | \$20,000 | No | Yes | CGO | PE Portfolio | Accepted |
| PE Portfolio | VP | \$400,000 | \$250,000 | \$150,000 | \$2.6M | N/A | No | Yes | President | PE Portfolio | Accepted |
| PE Portfolio | VP | \$390,000 | \$300,000 | \$90,000 | \$500,000 | \$20,000 | Yes | No | Director | Investment Bank | Accepted |
| PE Portfolio | VP | \$385,000 | \$275,000 | \$110,000 | \$1.2M | N/A | No | Yes | Director | Public | Accepted |
| PE Portfolio | VP | \$324,000 | \$240,000 | \$84,000 | N/A | \$50,000 | No | Yes | VP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$317,250 | \$235,000 | \$82,250 | \$1.5M | \$40,000 | No | Yes | Director | PE Portfolio | Accepted |
| PE Portfolio | VP | \$281,250 | \$225,000 | \$56,250 | \$1.1M | N/A | Yes | Yes | Director | PE Portfolio | Accepted |
| PE Portfolio | Director | \$280,000 | \$180,000 | \$100,000 | \$1.1M | \$10,000 | Yes | Yes | Manager | PE Portfolio | Accepted |
| PE Portfolio | Director | \$275,000 | \$150,000 | \$125,000 | \$750,000 | N/A | Yes | Yes | Director | Public | Accepted |
| Public | Director | \$270,000 | \$200,000 | \$70,000 | \$25,000 in RSUs | \$25,000 | No | No | Director | Private | Accepted |
| PE Portfolio | VP | \$260,000 | \$200,000 | \$60,000 | \$700,000 | N/A | No | Yes | Director | PE Portfolio | Accepted |
| PE Portfolio | Director | \$234,000 | \$180,000 | \$54,000 | \$750,000 | \$20,000 | No | Yes | Sr. Manager | PE Portfolio | Accepted |
| PE Portfolio | Director | \$234,000 | \$180,000 | \$54,000 | N/A | \$10,000 | No | Yes | Director | PE Portfolio | Accepted |
| PE Portfolio | Director | \$227,500 | \$175,000 | \$52,500 | \$750,000 | N/A | No | Yes | Manager | Public | Accepted |
| PE Portfolio | Director | \$200,000 | \$170,000 | \$30,000 | \$1.2M | N/A | Yes | Yes | Director | PE Portfolio | Accepted |
| PE Portfolio | Director | \$195,500 | \$170,000 | \$25,500 | \$100,000 | N/A | No | No | Sr. Associate | PE Portfolio | Declined |
| PE Portfolio | Sr. Manager | \$193,750 | \$155,000 | \$38,750 | \$300,000 | \$15,000 | No | No | Manager | PE Portfolio | Accepted |
| PE Portfolio | Director | \$192,000 | \$160,000 | \$32,000 | \$300,000 | N/A | No | No | Manager | Big 4 | Declined |
| Public | Director | \$180,000 | \$150,000 | \$30,000 | 40% of base/year | \$10,000 | No | Yes | Manager | Private | Accepted |
| PE Portfolio | Director | \$172,500 | \$150,000 | \$22,500 | \$70,000 | N/A | No | No | Director | VC Portfolio | Accepted |
| PE Portfolio | Director | \$161,000 | \$140,000 | \$21,000 | \$50,000 | N/A | No | No | Analyst | PE Portfolio | Accepted |
| PE Portfolio | Sr. Associate | \$150,000 | \$125,000 | \$25,000 | N/A | N/A | No | No | Sr. Associate | Big 4 | Accepted |
| PE Portfolio | Sr. Analyst | \$91,530 | \$81,000 | \$10,530 | \$115,000 | \$1,000 | No | Yes | Analyst | Public | Accepted |

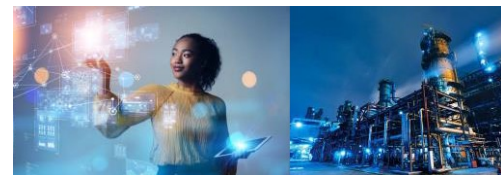
* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.



In 2023, tech-focused corporate development roles shifted towards IT services rather than the traditional software sector. Three key profiles—hunters, integrators and managers—were hired based on organizational needs. Hunters facilitated deals for acquisitive organizations, integrators supported post-close activities for those with a strong 2022 and managers were sought by companies maintaining a steady long-term inorganic growth plan.

Looking ahead to 2024, the private equity sector holds approximately \$2.5 trillion in dry powder, and analysts anticipate a record-breaking year for M&A. We foresee increased investor interest in AI, FinTech and other products and services bridging technology and human interactions. This shift is driven by a growing emphasis on disruption and transformation at both business and consumer levels.

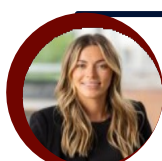
Subsector Coverage



- Cyber Security
- Ed Tech
- FinTech
- Hardware
- IT Services
- SaaS
- Software
- TMT



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Select 2023 Search Partners



RECENTLY COMPLETED SEARCHES - TECHNOLOGY

2023 Median Search Cycle Time (All Closed Searches): 63 Days

| Technology | | | | | | | | | | | |
|-------------------------|---------------|---------------------------|-------------|--------------|-----------|----------|-------------|---------|------------------------|--------------------------|----------|
| Company extending offer | Offer Details | | | | | | | | Candidate Details | | |
| | Title | Total Cash (Base + Bonus) | Base Salary | Annual Bonus | Equity* | Sign-On | Deal Bonus? | Remote? | Title at time of offer | Company at time of offer | Result |
| PE Portfolio | VP | \$422,500 | \$325,000 | \$97,500 | \$1M | \$50,000 | Yes | No | Director | Public | Accepted |
| PE Portfolio | SVP | \$390,000 | \$300,000 | \$90,000 | \$2.5M | N/A | No | Yes | SVP | PE-Backed Portfolio | Accepted |
| PE Portfolio | SVP | \$378,000 | \$315,000 | \$63,000 | \$1M | \$26,000 | No | Yes | VP | PE-Backed Portfolio | Accepted |
| PE Portfolio | VP | \$344,500 | \$265,000 | \$79,500 | \$1.5M | N/A | No | No | Director | Public | Accepted |
| PE Portfolio | VP | \$325,000 | \$250,000 | \$75,000 | \$1M | N/A | No | Yes | Director | Public | Declined |
| PE Portfolio | VP | \$325,000 | \$250,000 | \$75,000 | \$1M | N/A | No | Yes | VP | Public | Accepted |
| PE Portfolio | VP | \$325,000 | \$250,000 | \$75,000 | \$1.25M | N/A | No | Yes | VP | PE-Backed Portfolio | Accepted |
| PE Portfolio | VP | \$292,500 | \$225,000 | \$67,500 | \$800,000 | N/A | No | Yes | VP | PE firm | Declined |
| PE Portfolio | VP | \$276,000 | \$230,000 | \$46,000 | \$500,000 | N/A | No | Yes | VP | Private | Accepted |
| PE Portfolio | VP | \$275,000 | \$220,000 | \$55,000 | \$1.6M | N/A | No | Yes | VP | PE-Backed Portfolio | Accepted |
| PE Portfolio | VP | \$260,000 | \$200,000 | \$60,000 | \$300,000 | \$5,000 | Yes | Yes | Director | Private | Accepted |
| PE Portfolio | VP | \$222,000 | \$185,000 | \$37,000 | \$250,000 | \$15,000 | Yes | Yes | Director | Private | Accepted |
| PE Portfolio | Manager | \$187,500 | \$150,000 | \$37,500 | N/A | N/A | No | No | Manager | Public | Accepted |

* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

The industrials M&A landscape experienced a deceleration in 2023 as companies navigated an uncertain economy and took a more prudent approach to inorganic growth. Reflecting on the year, even with the slowing deal activity, we were encouraged to see the greatest need(s) at the Director and Vice President level, signaling a “ramp up” in the last four months of 2023.

The energy sector in particular is poised for robust M&A activity in 2024, which is driven by greater demand for renewable fuel sources and sustainability. Similarly, analysts expect the aerospace and defense industry to continue inorganic growth activity due to advancements in tech, geopolitical shifts and a focus on defense.

Subsector Coverage



- Aerospace and Defense
- Construction and Engineering
- Heavy Machinery
- Distributors
- Transportation
- Chemicals
- Energy
- Building Products
- Automotive



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Select 2023 Search Partners



RECENTLY COMPLETED SEARCHES - INDUSTRIALS

2023 Median Search Cycle Time (All Closed Searches): 63 Days

| Industrials | | | | | | | | | | | |
|-------------------------|---------------|---------------------------|-------------|--------------|---------|---------|-------------|---------|------------------------|--------------------------|----------|
| Company extending offer | Offer Details | | | | | | | | Candidate Details | | |
| | Title | Total Cash (Base + Bonus) | Base Salary | Annual Bonus | Equity* | Sign-On | Deal Bonus? | Remote? | Title at time of offer | Company at time of offer | Result |
| PE Portfolio | VP | \$500,000 | \$385,000 | \$115,000 | \$150K | N/A | No | No | VP* | Private | Accepted |
| PE Portfolio | VP | \$450,000 | \$300,000 | \$150,000 | \$1.5M | N/A | Yes | Yes | VP* | Public | Accepted |
| PE Portfolio | SVP | \$420,000 | \$300,000 | \$120,000 | \$2.5M | N/A | No | Yes | SVP* | PE Portfolio | Accepted |
| PE Portfolio | VP | \$364,000 | \$260,000 | \$104,000 | \$500K | N/A | No | Yes | Manager* | Public | Accepted |
| PE Portfolio | VP | \$350,000 | \$250,000 | \$100,000 | \$2M | \$25K | Yes | Yes | VP | Public | Accepted |
| PE Portfolio | VP | \$350,000 | \$280,000 | \$70,000 | \$650K | N/A | No | Yes | VP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$335,000 | \$260,000 | \$75,000 | \$3.3M | N/A | No | No | Director | Investment Bank | Accepted |
| PE Portfolio | VP | \$331,250 | \$265,000 | \$66,250 | \$850K | N/A | No | No | Director | Top Investment Bank | Accepted |
| PE Portfolio | VP | \$305,500 | \$230,000 | \$75,500 | \$1.4M | N/A | No | Yes | VP* | PE Firm | Accepted |
| PE Portfolio | VP | \$305,500 | \$235,000 | \$70,500 | \$2M | \$25K | No | Yes | VP* | PE Firm | Declined |
| PE Portfolio | VP | \$305,500 | \$235,000 | \$70,000 | \$2M | N/A | No | Yes | VP* | PE Firm | Accepted |
| PE Portfolio | VP | \$270,000 | \$200,000 | \$70,000 | \$700K | N/A | No | No | VP | Top Investment Bank | Accepted |
| PE Portfolio | Director | \$270,000 | \$180,000 | \$90,000 | \$700K | N/A | No | No | Director* | Public | Accepted |
| PE Portfolio | Director | \$260,000 | \$200,000 | \$60,000 | \$700K | N/A | No | No | Director* | PE Portfolio | Accepted |
| PE Portfolio | Manager | \$225,000 | \$180,000 | \$45,000 | \$600K | N/A | No | Yes | Associate* | PE Portfolio | Accepted |
| PE Portfolio | Manager | \$220,000 | \$180,000 | \$40,000 | \$400K | N/A | No | Yes | Associate | Investment Bank | Accepted |
| PE Portfolio | Manager | \$212,500 | \$170,000 | \$42,500 | N/A | N/A | No | Yes | Associate | PE Portfolio | Declined |
| PE Portfolio | Manager | \$195,000 | \$150,000 | \$45,000 | N/A | N/A | No | No | Manager* | PE Portfolio | Accepted |

* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

BUSINESS & CONSUMER SERVICES



In 2023, the business and consumer services sector continued to hold strong amidst a broader decline in the market. The Services Corporate Development Practice ended the year with over 20 completed searches, marking a fourth straight record year for the practice. Our team partnered with 18 different services companies sponsored by 14 different PE firms, with most of those searches at the “head of” level.

We found that many private equity clients continued to invest in new platforms while supporting a strong M&A agenda within their existing portfolio as well. We expect this growth in the sector to continue into 2024 and beyond.

Subsector Coverage




- Fire Services
- Landscaping
- Environmental Services
- HVAC
- Car Wash
- Roofing and Construction
- Insurance
- Wealth Management
- Employee Benefits



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Select 2023 Search Partners

Morgan Stanley
CAPITAL PARTNERS



Goldman
Sachs



INVESTCORP



RECENTLY COMPLETED SEARCHES - SERVICES

2023 Median Search Cycle Time (All Closed Searches): 63 Days

| Services – Business, Consumer & Professional | | | | | | | | | | | |
|--|---------------|---------------------------|-------------|--------------|-----------|-----------|-------------|---------|------------------------|--------------------------|----------|
| Company extending offer | Offer Details | | | | | | | | Candidate Details | | |
| | Title | Total Cash (Base + Bonus) | Base Salary | Annual Bonus | Equity* | Sign-On | Deal Bonus? | Remote? | Title at time of offer | Company at time of offer | Result |
| PE Portfolio | VP | \$504,000 | \$315,000 | \$189,000 | \$3.25M | N/A | No | Yes | VP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$412,500 | \$275,000 | \$137,500 | \$1.75M | \$50,000 | No | Yes | SVP | PE Portfolio | Accepted |
| PE Portfolio | SVP | \$400,000 | \$250,000 | \$150,000 | \$2.5M | \$25,000 | No | Yes | SVP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$399,000 | \$285,000 | \$114,000 | \$2M | \$100,000 | No | No | VP | Public | Declined |
| PE Portfolio | VP | \$375,000 | \$250,000 | \$125,000 | \$2.2M | \$25,000 | No | Yes | VP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$324,000 | \$240,000 | \$84,000 | N/A | N/A | No | No | Director | PE Portfolio | Accepted |
| PE Portfolio | VP | \$300,000 | \$250,000 | \$50,000 | \$1.9M | N/A | No | Yes | VP | PE Firm | Accepted |
| PE Portfolio | VP | \$292,500 | \$225,000 | \$67,500 | \$1.25M | N/A | No | Yes | VP | PE Portfolio | Accepted |
| PE Portfolio | VP | \$292,500 | \$225,000 | \$67,500 | \$1.25M | N/A | No | Yes | Director | Public | Accepted |
| Public | Director | \$270,000 | \$200,000 | \$70,000 | \$30,000 | \$30,000 | Yes | No | Director | PE Portfolio | Accepted |
| PE Portfolio | VP | \$260,000 | \$200,000 | \$60,000 | \$400,000 | N/A | No | No | Director | PE Portfolio | Accepted |
| Public | Director | \$256,500 | \$190,000 | \$66,500 | \$50,000 | N/A | Yes | No | Associate | Investment Bank | Accepted |
| PE Portfolio | Associate | \$225,000 | \$150,000 | \$75,000 | N/A | N/A | No | No | Associate | Public | Accepted |
| PE Portfolio | Manager | \$210,000 | \$175,000 | \$35,000 | N/A | \$10,000 | No | No | Associate | Investment Bank | Accepted |
| PE Portfolio | Director | \$200,000 | \$175,000 | \$25,000 | N/A | N/A | No | Yes | Associate | PE Firm | Accepted |
| PE Portfolio | Sr. Associate | \$187,500 | \$150,000 | \$37,500 | N/A | N/A | No | Yes | Associate | PE Portfolio | Accepted |
| PE Portfolio | Director | \$180,000 | \$150,000 | \$30,000 | \$300,000 | N/A | No | Yes | Associate | Investment Bank | Accepted |
| PE Portfolio | Sr. Associate | \$172,500 | \$150,000 | \$22,500 | N/A | N/A | No | Yes | Manager | PE Portfolio | Accepted |
| PE Portfolio | Associate | \$132,000 | \$110,000 | \$22,000 | N/A | \$5,000 | No | Yes | Analyst | Investment Bank | Accepted |

* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

PRIVATE EQUITY – FUND LEVEL



Despite market uncertainty and a more challenging deal environment, the Charles Aris Fund-Level Practice is excited to celebrate another year of consistent growth. The Fund-Level Practice, which specializes in placing current/former investment bankers and strategy consultants into PE, GE and VC, ended the year with over 30 placements across deal-side, portfolio operations and specialty roles (BD, IR, etc) and saw an especially strong Q4.

As we roll into 2024 and deal optimism continues to increase, we expect this hiring trend to continue to keep pace with what is shaping up to be a busy, yet complicated, year in PE.

Subsector Coverage



- Investment Team
- Off-Cycle Associate
- Business Development
- Portfolio Operations
- Capital Markets / IR



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Select 2023 Search Partners

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Charlesbank

polarispartners

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CAPITAL

L CATTERTON

SKYKNIGHT

Morgan Stanley

butterfly

Hastings

ANGELES
EQUITY PARTNERS

ARCLINE
INVESTMENT MANAGEMENT

RECENTLY COMPLETED SEARCHES – PRIVATE EQUITY



2023 Median Search Cycle Time (All Closed Searches): 63 Days

| Private Equity – Fund Level | | | | | | | | | | | |
|-----------------------------|---------------|---------------------------|-------------|--------------|---------|----------|-------------|---------|------------------------|--------------------------|----------|
| Company extending offer | Offer Details | | | | | | | | Candidate Details | | |
| | Title | Total Cash (Base + Bonus) | Base Salary | Annual Bonus | Equity* | Sign-On | Deal Bonus? | Remote? | Title at time of offer | Company at time of offer | Result |
| PE Fund | Director | \$600,000 | \$300,000 | \$300,000 | Carry | N/A | No | No | VP | PE Firm | Accepted |
| PE Fund | VP | \$580,000 | \$250,000 | \$330,000 | Carry | \$60,000 | No | No | Principal | Big 3 | Accepted |
| PE Fund | Director | \$550,000 | \$200,000 | \$350,000 | Carry | N/A | No | No | VP | PE Firm | Accepted |
| PE Fund | VP | \$550,000 | \$375,000 | \$175,000 | Carry | N/A | No | No | VP | Public Company | Accepted |
| PE Fund | Principal | \$487,500 | \$325,000 | \$162,500 | Carry | N/A | No | No | Principal | PE Firm | Accepted |
| PE Fund | VP | \$450,000 | \$225,000 | \$225,000 | Carry | N/A | Yes | Yes | Sr. Director | Public Company | Accepted |
| PE Fund | SVP | \$420,000 | \$300,000 | \$120,000 | Carry | \$50,000 | No | No | SVP | PE Portfolio | Accepted |
| PE Fund | VP | \$360,000 | \$240,000 | \$120,000 | Carry | \$30,000 | No | No | VP | PE Firm | Accepted |
| PE Fund | VP | \$350,000 | \$250,000 | \$100,000 | Carry | N/A | Yes | Yes | VP | PE Firm | Accepted |
| PE Fund | VP | \$325,000 | \$250,000 | \$75,000 | Carry | N/A | No | No | Director | PE Portfolio | Accepted |
| PE Fund | Associate | \$280,500 | \$150,000 | \$130,500 | N/A | N/A | No | No | Manager | Top 9 | Accepted |
| PE Fund | VP | \$275,000 | \$160,000 | \$115,000 | N/A | N/A | No | No | Manager | Top 9 | Accepted |
| PE Fund | VP | \$250,000 | \$125,000 | \$125,000 | Carry | N/A | Yes | Yes | Associate | Investment Bank | Accepted |
| PE Fund | Associate | \$210,000 | \$125,000 | \$85,000 | N/A | N/A | No | No | Analyst | Big 3 | Accepted |
| PE Fund | Sr. Associate | \$200,000 | \$150,000 | \$50,000 | Carry | N/A | No | No | Analyst | Top 9 | Accepted |
| PE Fund | Sr. Associate | \$200,000 | \$150,000 | \$50,000 | Carry | N/A | No | No | Analyst | Top 9 | Accepted |
| PE Fund | Manager | \$200,000 | \$160,000 | \$40,000 | Carry | N/A | No | No | Associate | Big 3 | Accepted |
| PE Fund | Associate | \$200,000 | \$150,000 | \$50,000 | Carry | \$12,000 | No | No | Associate | Big 3 | Accepted |
| PE Fund | Associate | \$200,000 | \$100,000 | \$100,000 | N/A | N/A | No | No | Analyst | Investment Bank | Accepted |
| PE Fund | Associate | \$199,995 | \$150,000 | \$49,995 | Carry | \$12,000 | No | No | Associate | Big 3 | Accepted |
| PE Fund | Associate | \$190,000 | \$125,000 | \$65,000 | Carry | N/A | No | No | Associate | Investment Bank | Accepted |

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Reach out to anyone on our team to learn more about our executive search services and how we can add A-level talent to your organization.

Would you like to stay in touch? We actively produce a series of newsletters where we discuss the latest news, trends and opportunities we're seeing across our practices:

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