



| 2025 CORPORATE DEVELOPMENT COMPENSATION REPORT



WELCOME & THANK YOU!

Charles Aris is proud to present our 2025 Corporate Development Compensation Report, which includes valuable hiring data from real offers we saw our clients extend to our candidates in the last year.

We would like to express our sincere gratitude to the corporate development community for the ongoing collaboration that makes this report possible. Our team is confident the data will be useful to both hiring managers and job seekers in the corporate development landscape.

In 2024, our practice completed over 90 searches for corporate development roles across various industries. These searches primarily focused on vice president or “head of” positions in private equity portfolio companies with ambitious inorganic growth strategies.

Please reach out to any of our finance and corporate development practice leaders throughout 2025 if we can answer questions or support your career or hiring goals.

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!



TJ Deal
Managing Director
(336) 217-9154
tj.deal@charlesaris.com



Josh Kotelnicki
Vice President
Healthcare
(336) 217-9159
josh.kotelnicki@charlesaris.com



Ryan Morgan
Senior Practice Leader
Industrials
(336) 217-9105
ryan.morgan@charlesaris.com



Diane DeRosa-Fedor
Senior Practice Leader
Technology
(336) 217-9198
diane.fedor@charlesaris.com



Derek Gracey
Senior Practice Leader
Business & Professional Services
(336) 217-9152
derek.gracey@charlesaris.com



Rebecca Conway
Senior Associate Practice Leader
Healthcare
(336) 217-9139
rebecca.conway@charlesaris.com

CHARLES ARIS EXECUTIVE SEARCH

HISTORY & PROFILE

Charles Aris is an international executive search firm celebrating 56 years in business. Our full-time team consists of nearly 100 professionals who completed **243 searches** in 2024.

- Full-service executive search firm founded in 1969
- Formal candidate-to-hire ratio of **6.65:1**
- Clients choose to interview **92%** of candidates
- Three-year candidate retention rate of **80%**



- 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

- Engineering & Operations
- CEO, President & Board
- Finance & Corporate Development
- Strategy & Go-to-Market

FAST FACTS

Below you will find assorted non-cash compensation and hiring insights we have consolidated from the offers we helped clients extend in 2024:

- | | | | |
|-----------|---|-----------|--|
| 87 | the percentage of Charles Aris searches where the client was private equity backed in 2024 | 65 | the median corporate development search cycle time (in days) across all levels and all industries in 2024 |
| 82 | the percentage of offers accepted by Charles Aris candidates issued from Charles Aris clients in 2024 | 47 | the percentage of Charles Aris corporate development searches that closed in less than 60 days |
| 76 | the percentage of corporate development offers that included some type of equity / LTI in 2024 | 31 | the percentage of corporate development offers that included a deal bonus in 2024 |
| 71 | the percentage of Charles Aris searches where our team introduced the winning candidate in the first 30 days | 29 | the percentage of corporate development offers that included a sign-on bonus in 2024 |
| 68 | the percentage of placed Charles Aris candidates with previous investment banking experience | 11 | the percentage of corporate development offers that included a severance package as part of the offer in 2024 |
| 67 | 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 2024 |
| 66 | the percentage of remote corporate development roles Charles Aris worked on in 2024 | 2 | the number of placed Charles Aris corporate development candidates who relocated for their new role in 2024 |

2024 CORPORATE DEVELOPMENT OFFERS (ALL)

Our consolidated corporate development offer data is based on all offers our firm helped clients extend in 2024 (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	\$130,000	\$150,000
Annual Bonus	15%	25%	25%
Equity Payout	\$0	\$0	\$0
Total Cash	\$132,250	\$162,500	\$187,500

MANAGER	25 th	50 th	75 th
Title	Manager	Manager	Manager
Base Salary	\$150,000	\$165,000	\$190,000
Annual Bonus	25%	25%	25%
Equity Payout	\$0	\$250,000	\$400,000
Total Cash	\$187,500	\$206,250	\$237,500

DIRECTOR	25 th	50 th	75 th
Title	Director	Director	Director
Base Salary	\$170,000	\$190,000	\$215,000
Annual Bonus	25%	30%	35%
Equity Payout	\$300,000	\$500,000	\$700,000
Total Cash	\$212,500	\$247,000	\$290,250

VP	25 th	50 th	75 th
Title	VP	VP	VP
Base Salary	\$225,000	\$260,000	\$305,000
Annual Bonus	30%	30%	35%
Equity Payout	\$750,000	\$1.1M	\$1.5M
Total Cash	\$292,500	\$338,000	\$411,750

SVP/CHIEF	25 th	50 th	75 th
Title	SVP/CHIEF	SVP/CHIEF	SVP/CHIEF
Base Salary	\$300,000	\$333,000	\$400,000
Annual Bonus	40%	40%	50%
Equity Payout	\$2.5M	\$3M	\$4M
Total Cash	\$420,000	\$466,200	\$600,000

HEALTHCARE & LIFE SCIENCES

Our healthcare corporate development team facilitated 26 healthcare corporate development searches in 2024, primarily at the vice president and director levels, with a focus on the provider, RCM and clinical site testing sectors.

We're optimistic that deal activity and valuations will rise in 2025, driving increased demand for corporate development talent. As healthcare continues to globalize, private equity firms are expanding their investments across a variety of healthcare sectors. Sustained M&A activity we saw in MedSpas, CROs and fertility throughout 2024 indicates that 2025 will be a strong year.

SUBSECTOR COVERAGE



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



Josh Kotelnicki

Vice President
(336) 217-9159
josh.kotelnicki@charlesaris.com



Rebecca Conway

Senior Associate Practice Leader
(336) 217-9139
rebecca.conway@charlesaris.com



AnnMarie Bosley

Senior Associate Recruiter
(336) 217-9171
annmarie.bosley@charlesaris.com



Amie Supaporn

Associate Recruiter
(336) 217-9128
amie.supaporn@charlesaris.com



Katherine Hubbard

Associate Recruiter
(571) 701-9204
katherine.hubbard@charlesaris.com



Grace Kutzma

Associate Recruiter
(336) 217-9141
grace.kutzma@charlesaris.com

SELECT 2024 SEARCH PARTNERS

ALTAS

WARBURG PINCUS



GRYPHON
INVESTORS



COMPASS GROUP
EQUITY PARTNERS

PRINCETON
EQUITY GROUP

NMS | CAPITAL



TRINITY HUNT
PARTNERS



MARTIS CAPITAL

RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **65 Days**

Healthcare & Life Sciences

Company extending offer	Annual Revenue	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	\$30M	CDO	\$490,000	\$350,000	\$140,000	\$3.4M	No	No	Yes	SVP	PE Portfolio	Accepted
PE Portfolio	\$1.1B	SVP	\$427,000	\$305,000	\$122,000	\$3.3M	No	No	Yes	Partner	PE Firm	Accepted
PE Portfolio	\$110M	VP	\$403,000	\$310,000	\$93,000	\$1.5M	No	No	Yes	Sr. Director	Public	Accepted
PE Portfolio	\$400M	EVP	\$322,000	\$230,000	\$92,000	\$1.5M	No	No	Yes	VP	PE Firm	Accepted
PE Portfolio	\$25M	VP	\$305,000	\$215,000	N/A	\$900K	No	Yes	Yes	Director	PE Portfolio	Declined
PE Portfolio	\$25M	VP	\$305,000	\$215,000	N/A	\$900K	No	Yes	Yes	Director	PE Portfolio	Accepted
PE Portfolio	\$15M	VP	\$292,500	\$225,000	\$67,500	\$1M	No	No	Yes	Sr. Director	PE Portfolio	Accepted
PE Portfolio	\$350M	Sr. Director	\$269,000	\$185,000	\$84,000	N/A	No	Yes	No	Director	PE Portfolio	Declined
PE Portfolio	\$15M	VP	\$260,350	\$205,000	\$55,350	\$1M	No	Yes	No	Sr. Director	PE Portfolio	Accepted
PE Portfolio	\$750M	VP	\$260,000	\$200,000	\$60,000	\$500K	No	No	Yes	VP	PE Portfolio	Accepted
PE Portfolio	\$350M	Sr. Director	\$253,750	\$195,000	\$58,750	N/A	No	Yes	No	Director	Public	Accepted
PE Portfolio	\$20M	VP	\$247,000	\$190,000	\$57,000	\$750K	No	Yes	Yes	Director	PE Portfolio	Declined
PE Portfolio	\$220M	Director	\$200,000	\$140,000	N/A	\$350K	No	Yes	Yes	Manager	PE Portfolio	Accepted
PE Portfolio	\$130M	Sr. Analyst	\$192,000	\$160,000	\$32,000	N/A	\$10,000	No	No	Sr. Associate	PE Firm	Declined
PE Portfolio	\$130M	Sr. Analyst	\$180,000	\$150,000	\$30,000	N/A	\$5,000	No	No	Manager	Public	Declined
PE Portfolio	\$220M	Director	\$165,000	\$115,000	N/A	\$350K	No	Yes	Yes	Manager	Public	Accepted
PE Portfolio	\$130M	Sr. Analyst	\$156,000	\$130,000	\$26,000	N/A	No	No	No	Sr. Analyst	Public	Declined
PE Portfolio	\$375M	Sr. Analyst	\$132,250	\$115,000	\$17,250	N/A	No	No	Yes	Sr. Associate	Big 4	Accepted
PE Portfolio	\$350M	Sr. Analyst	\$125,000	\$125,000	N/A	N/A	\$5,000	No	No	Sr. Analyst	PE Portfolio	Accepted

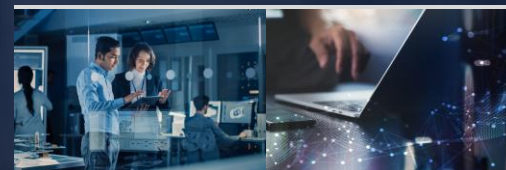
* Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

TECHNOLOGY

In 2024, tech-focused corporate development continued to pivot toward IT services, with hiring in the traditional software sector remaining subdued. Tech M&A activity remained steady, but the last two months of the year showed an uptick.

We anticipate growing investor interest in AI, FinTech and other innovations that bridge technology and human interaction in the new year. Additionally, a focus on transformation and disruption—spanning both business and consumer markets—could drive a resurgence in M&A activity as the year progresses.

SUBSECTOR COVERAGE



- BPO
- Cybersecurity
- EdTech
- FinTech
- Hardware
- IT Services
- MSP
- SaaS
- Software
- TMT



Diane DeRosa-Fedor
Senior Practice Leader
(336) 217-9198
diane.fedor@charlesaris.com



Giovanni Santibanez
Associate Practice Leader
(336) 217-9191
giovanni.santibanez@charlesaris.com



Logan Spell
Senior Associate Recruiter
(336) 217-9107
logan.spell@charlesaris.com



Hazael Mengesha
Associate Recruiter
(336) 217-9118
hazael.mengesha@charlesaris.com



Neil Patel
Associate Recruiter
(336) 217-9120
neil.patel@charlesaris.com



Grace Kutzma
Associate Recruiter
(336) 217-9141
grace.kutzma@charlesaris.com

SELECT 2024 SEARCH PARTNERS



Hellman & Friedman



RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **65 Days**

TECHNOLOGY												
Company extending offer	Annual Revenue	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	\$100M	VP	\$450,000	\$350,000	\$100,000	\$2M	\$80,000	No	Hybrid	Sr. Director	PE Portfolio	Declined
PE Portfolio	\$2.5B	VP	\$362,500	\$290,000	\$72,500	\$300K	\$30,000	No	Yes	Director	Public	Accepted
PE Portfolio	\$1B+	VP	\$362,500	\$290,000	\$72,500	\$600K	\$30,000	No	Yes	Director	Private	Accepted
PE Portfolio	\$100M	VP	\$325,000	\$250,000	\$75,000	\$1.25M	No	No	Yes	VP	PE Portfolio	Accepted
PE Portfolio	\$250M	VP	\$312,000	\$240,000	\$72,000	\$900K	No	No	Yes	Director	PE Portfolio	Accepted
PE Portfolio	\$250M	VP	\$312,000	\$240,000	\$72,000	\$1.25M	No	No	Yes	Director	PE Portfolio	Accepted
Private	\$10M	CDO	\$300,000	\$250,000	\$50,000	\$1.25M	No	No	Yes	CFO	Private	Accepted
PE Portfolio	\$250M	VP	\$260,000	\$200,000	\$60,000	\$400K	No	No	Yes	Manager	Public	Accepted
PE Portfolio	\$25M	VP	\$260,000	\$200,000	\$60,000	\$500K	No	No	Hybrid	Director	Public	Accepted
PE Portfolio	\$25M	VP	\$240,000	\$200,000	\$40,000	\$500K	No	No	Hybrid	VP	PE Portfolio	Accepted
PE Portfolio	\$150M	Director	\$225,000	\$175,000	\$50,000	N/A	No	No	Yes	Sr. Associate	Private	Declined
PE Portfolio	\$25M	Director	\$190,000	\$150,000	\$40,000	\$250K	\$25,000	No	Yes	Sr. Associate	Public	Accepted
PE Portfolio	\$25M	Manager	\$187,500	\$150,000	\$37,500	N/A	No	No	Hybrid	Manager	Public	Accepted
PE Portfolio	\$250M	Analyst	\$144,000	\$120,000	\$24,000	N/A	No	No	Yes	Analyst	Investment Bank	Accepted

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

INDUSTRIALS

Private equity firms have demonstrated steady interest in the industrials sector, drawn by the industry's resilience and opportunities for transformation.

The energy sector, driven by growing demand for renewable fuel sources, sustainability initiatives and infrastructure, remains a focal point for M&A activity. Likewise, the aerospace and defense industry continues to attract investment due to technological advancements. Despite slower deal activity in 2024, we observed consistent demand for talent at the director and vice president levels.



Ryan Morgan
Senior Practice Leader
(336) 217-9105
ryan.morgan@charlesaris.com



Ryan Krumroy
Senior Associate Practice Leader
(336) 217-9129
ryan.krumroy@charlesaris.com



Kayla White
Senior Associate Recruiter
(336) 217-9170
kayla.white@charlesaris.com



Katherine Hubbard
Associate Recruiter
(571) 701-9204
katherine.hubbard@charlesaris.com



Hazael Mengesha
Associate Recruiter
(336) 217-9118
hazael.mengesha@charlesaris.com



Neil Patel
Associate Recruiter
(336) 217-9120
neil.patel@charlesaris.com

SUBSECTOR COVERAGE



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

SELECT 2024 SEARCH PARTNERS

KKR



GRYPHON
INVESTORS



NMS | CAPITAL



RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **65 Days**

INDUSTRIALS

Company extending offer	Annual Revenue	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	\$77M	SVP	\$487,500	\$325,000	\$162,500	\$2.5M	\$50,000	No	Yes	CFO	PE Portfolio	Accepted
PE Portfolio	\$400M	VP	\$390,000	\$260,000	\$130,000	\$1.75M	No	No	Yes	VP	PE Portfolio	Accepted
PE Portfolio	\$300M	SVP	\$364,000	\$280,000	\$84,000	\$1.5M	No	No	No	Director	PE Portfolio	Accepted
Public	\$10B	Director	\$299,000	\$230,000	\$69,000	30% of salary awarded in grants	\$25,000	No	No	Director	Public	Accepted
Private	\$5B	Director	\$286,000	\$220,000	\$66,000	N/A	No	No	No	Director	Public	Declined
PE Portfolio	\$350M	Director	\$279,500	\$215,000	\$64,500	\$1.5M	\$35,000	No	Yes	Director	Public	Accepted
Public	\$1.5B	Director	\$260,000	\$200,000	\$60,000	20% of salary awarded in grants	No	No	No	Director	Public	Accepted
PE Portfolio	\$100M	Director	\$237,500	\$190,000	\$47,500	\$800K	\$15,000	No	Yes	Director	Public	Accepted
Private	\$5B	Sr. Manager	\$237,500	\$190,000	\$47,500	N/A	\$25,000	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

Private equity firms continue to see the services sector as one of the most compelling areas for investment. Despite broader economic uncertainty, steady demand for essential services kept deal activity resilient throughout the year.

Restoration, environmental and engineering services emerged as particularly consistent targets, reflecting the sector's appeal for its stability, recurring revenue streams and potential for operational improvements.

These industries, which provide critical services for both businesses and consumers, will continue to attract firms seeking reliable, scalable investment opportunities.



Derek Gracey
Senior Practice Leader
(336) 217-9152
derek.gracey@charlesaris.com



Corby Brooke
Associate Practice Leader
(571) 701-9206
corby.brooke@charlesaris.com



Chuck Hannah
Senior Associate Recruiter
(336) 217-9179
chuck.hannah@charlesaris.com



Kayla White
Senior Associate Recruiter
(336) 217-9170
kayla.white@charlesaris.com



Neil Patel
Associate Recruiter
(336) 217-9120
neil.patel@charlesaris.com



Amie Supaporn
Associate Recruiter
(336) 217-9128
amie.supaporn@charlesaris.com

SUBSECTOR COVERAGE



- Fire Services
- Landscaping
- Engineering Services
- Environmental Services
- HVAC
- Auto Services
- Roofing & Construction
- Restoration
- Insurance
- Wealth Management
- Employee Benefits

SELECT 2024 SEARCH PARTNERS

PERCHERON
CAPITAL

Morgan Stanley
CAPITAL PARTNERS

|| Charlesbank ||

KKR

LITTLEJOHN & Co.

CALERA
CAPITAL

WARREN
EQUITY PARTNERS

Ridgmont
EQUITY PARTNERS

WARBURG PINCUS

Hellman & Friedman

RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **65 Days**

BUSINESS & CONSUMER SERVICES

Company extending offer	Annual Revenue	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	\$275M	CDO	\$720,000	\$450,000	\$270,000	\$11.5M	No	No	No	SVP	Public	Accepted
PE Portfolio	\$5.2B	SVP	\$641,250	\$475,000	\$166,250	\$3.5M	No	No	Yes	SVP	PE Portfolio	Dedined
PE Portfolio	\$23M	VP	\$550,000	\$300,000	\$250,000	\$1.5M	No	Yes	No	Director	Private	Accepted
PE Portfolio	\$250M	VP	\$425,000	\$325,000	\$100,000	\$2.5M	No	No	Yes	VP	PE Firm	Dedined
PE Portfolio	\$40M	VP	\$420,000	\$300,000	\$120,000	\$2M	\$85,000	No	Hybrid	VP	Private	Accepted
PE Portfolio	\$600M	VP	\$399,000	\$285,000	\$114,000	\$2M	\$100,000	No	No	VP	Public	Dedined
PE Portfolio	\$600M	VP	\$392,000	\$280,000	\$112,000	\$2M	\$80,000	No	Yes	EVP	PE Portfolio	Accepted
PE Portfolio	\$70M	VP	\$375,000	\$250,000	\$125,000	\$3.8M	\$85,000	No	Yes	VP	PE Portfolio	Accepted
PE Portfolio	\$700M	VP	\$344,250	\$255,000	\$89,250	\$1.5M	No	No	Hybrid	VP	Investment Bank	Accepted
PE Portfolio	\$200M	VP	\$325,000	\$250,000	\$75,000	\$500K	No	No	Yes	VP	PE Portfolio	Accepted
Public	\$15B	Director	\$270,000	\$200,000	\$70,000	\$30K annual grant	No	No	No	Sr. Associate	Investment Bank	Accepted
Public	\$15B	Director	\$263,250	\$195,000	\$68,250	\$30K annual grant	\$15,000	No	No	Director	Big 4	Dedined
PE Portfolio	UNDISCLOSED	VP	\$260,000	\$200,000	\$60,000	\$750K	No	No	Yes	Sr. Associate	PE Firm	Accepted
PE Portfolio	\$160m	VP	\$260,000	\$200,000	\$60,000	\$500K	No	No	Yes	Sr. Associate	PE Firm	Accepted
Public	\$15B	Director	\$256,500	\$190,000	\$66,500	\$30K annual RSU grant	No	No	No	Manager	PE Portfolio	Accepted
Public	\$15B	Director	\$256,500	\$190,000	\$66,500	\$30K annual RSU grant	\$15,000	No	No	Manager	Public	Accepted
PE Portfolio	\$120M	VP	\$250,000	\$200,000	\$50,000	\$1.4M	No	Yes	Yes	Director	PE Portfolio	Accepted
Public	\$15B	Director	\$243,000	\$180,000	\$63,000	\$30K annual grant	No	No	No	Manager	Public	Accepted
PE Portfolio	\$100M	Sr. Associate	\$195,000	\$145,000	\$50,000	N/A	No	No	Yes	Associate	Investment Bank	Accepted
PE Portfolio	\$350M	Associate	\$138,000	\$120,000	\$18,000	N/A	No	No	Yes	Associate	PE Portfolio	Accepted
PE Portfolio	\$70M	Manager	\$137,500	\$125,000	\$12,500	N/A	No	Yes	Yes	Analyst	PE Portfolio	Accepted
PE Portfolio	\$350M	Associate	\$132,000	\$110,000	\$22,000	N/A	No	No	Yes	Analyst	PE Portfolio	Accepted

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

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:

Aris Amplify Recruitment Services
Agriculture
Charles Aris Transaction Services
Monthly Roundup
Finance & Corporate Development
Engineering & Operations
Executive Summary
Private Equity
Strategy & Go-to-Market

[Subscribe here](#)



Charles Aris HQ
299 North Greene Street
Greensboro, NC 27401

Washington, DC Office
1025 Connecticut Ave NW
Washington, DC 20036

(336) 378-1818 | CharlesAris.com