

2025 Mid-Year

Private Equity

COMPENSATION REPORT



Company Type	Industry	Annual Revenue / Fund Size	Offer Components					
			Title	Base Salary	Annual Bonus	Total Cash Compensation	Equity**/Carry*	Cash Sign-On
Engineering & Operations								
PE-Backed Portfolio	Industrial Products	\$932M	VP, Operations	\$210,000	\$84,000	\$294,000	\$300K at exit	\$30,000
PE-Backed Portfolio	Construction	\$1.9B	VP, Infrastructure & Marine Business Segment	\$205,000	\$82,000	\$287,000	N/A	N/A
PE-Backed Portfolio	Agriculture	\$600M	Director, Sustainability	\$250,000	\$25,000	\$275,000	N/A	N/A
PE-Backed Portfolio	Food & Beverage	\$100M	VP, Human Resources	\$200,000	\$50,000	\$250,000	N/A	\$50,000
PE-Backed Portfolio	Food & Beverage	\$100M	Director, Food Safety & Quality Assurance	\$190,000	\$47,500	\$237,500	N/A	\$25,000
PE-Backed Portfolio	Aerospace & Defense	\$120M	Manager, NPI & Operations Engineer	\$165,000	\$33,000	\$198,000	N/A	N/A
PE-Backed Portfolio	Agriculture	\$60M	Senior Manager, Quality Assurance	\$135,000	\$27,000	\$162,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$150M	Product Development Engineer	\$120,000	N/A	\$120,000	N/A	\$10,000
Finance & Corporate Development								
PE-Backed Portfolio	Industrial Products	\$400M	VP, Corporate Development	\$335,000	\$167,500	\$502,500	\$2M at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$120M	VP, Corporate Development	\$325,000	\$162,500	\$487,500	\$3M at exit	N/A
PE-Backed Portfolio	Technology	\$1B	SVP, Corporate Development	\$340,000	\$102,000	\$442,000	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$50M	VP, Corporate Development	\$275,000	\$125,000	\$400,000	\$2.5M at exit	\$50,000
PE-Backed Portfolio	Healthcare	\$85M	SVP, Business Development	\$280,000	\$112,000	\$392,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Technology	\$750M	VP, Strategic Finance	\$300,000	\$90,000	\$390,000	\$800K at exit	\$75,000
PE-Backed Portfolio	Business & Consumer Services	\$150M	Head of M&A	\$265,000	\$106,000	\$371,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Healthcare	\$400M	VP, RCM	\$275,000	\$82,500	\$357,500	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Consumer Products	\$65M	CFO	\$275,000	\$82,500	\$357,500	\$2M at exit	\$45,000
PE-Backed Portfolio	Life Sciences	\$350M	SVP, Corporate Development	\$285,000	\$71,250	\$356,250	\$1.5M at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$100M	VP, Corporate Development	\$250,000	\$100,000	\$350,000	\$2.5M at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$14M	CFO	\$250,000	\$100,000	\$350,000	1,000 shares	N/A
PE-Backed Portfolio	Industrial Products	\$350M	VP, Corporate Development	\$250,000	\$87,500	\$337,500	Sale bonus of 1x salary at a 2x MOIC	N/A
PE-Backed Portfolio	Technology	\$750M	Director, Strategic Finance	\$250,000	\$62,500	\$312,500	N/A	N/A
PE-Backed Portfolio	Healthcare	\$250M	VP, Strategic Finance	\$250,000	\$62,500	\$312,500	100 shares	N/A
PE-Backed Portfolio	Business & Consumer Services	\$100M	VP, Corporate Development	\$240,000	\$72,000	\$312,000	\$1.6M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$150M	VP, Finance	\$240,000	\$72,000	\$312,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$55M	CFO	\$245,000	\$61,250	\$306,250	\$800K-\$1M	\$15,000
PE-Backed Portfolio	Business & Consumer Services	\$500M	VP, Corporate Development	\$250,000	\$56,250	\$306,250	\$600K-\$800K at exit	\$30,000
PE-Backed Portfolio	Technology	\$850M	SVP, Corporate Development	\$230,000	\$69,000	\$299,000	\$500 DAW	N/A
PE-Backed Portfolio	Aerospace & Defense	\$800M	VP, FP&A	\$225,000	\$67,500	\$292,500	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$300M	Head of Corporate Development	\$220,000	\$66,000	\$286,000	\$937K at exit	\$40,000
PE-Backed Portfolio	Business & Consumer Services	\$25M	Sr. Director, Finance	\$220,000	\$44,000	\$264,000	\$250K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$500M	VP, Corporate Development	\$200,000	\$60,000	\$260,000	\$400K at exit	N/A
PE-Backed Portfolio	Technology	\$750M	Director, FP&A	\$205,000	\$51,250	\$256,250	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$500M	Director, Finance - M&A Partner Development	\$180,000	\$70,000	\$250,000	\$420K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$200M	M&A Associate	\$190,000	\$60,000	\$250,000	\$250K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$110M	Controller	\$190,000	\$57,000	\$247,000	\$400K at exit	\$10,000
PE-Backed Portfolio	Technology	\$750M	IDC Finance Business Partner	\$220,000	\$22,000	\$242,000	N/A	N/A
PE-Backed Portfolio	Technology	\$30M	VP, Corporate Development	\$200,000	\$40,000	\$240,000	N/A	N/A
PE-Backed Portfolio	Technology	\$30M	Director, Strategic Growth	\$200,000	\$40,000	\$240,000	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$20M	Director, Corporate Development	\$180,000	\$54,000	\$234,000	\$200K at exit	N/A
PE-Backed Portfolio	Technology	\$1B	Senior Operations Associate	\$200,000	\$25,000	\$225,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$200M	Director, FP&A	\$180,000	\$45,000	\$225,000	\$500K-\$600K at exit	N/A
PE-Backed Portfolio	Healthcare	\$27M	Controller	\$185,000	\$37,000	\$222,000	N/A	N/A
PE-Backed Portfolio	Transportation & Logistics	\$1B	Director, Treasury	\$185,000	\$37,000	\$222,000	157,135 equity units	\$5,000
PE-Backed Portfolio	Mining	\$50M	VP, Finance	\$175,000	\$43,750	\$218,750	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Technology	\$50M	Controller	\$190,000	\$28,500	\$218,500	75 class-B units and 75 class-C units	N/A
PE-Backed Portfolio	Business & Consumer Services	\$160M	Director, FP&A	\$175,000	\$35,000	\$210,000	\$200K at exit	\$20,000
PE-Backed Portfolio	Business & Consumer Services	\$250M	Sr. Manager, M&A	\$175,000	\$35,000	\$210,000	\$400K at exit	N/A
PE-Backed Portfolio	Healthcare	\$60M	Controller	\$210,000	N/A	\$210,000	\$100K at exit	\$15,000
PE-Backed Portfolio	Healthcare	\$450M	VP, Corporate Development	\$175,000	\$35,000	\$210,000	1/4 percent	N/A
PE-Backed Portfolio	Healthcare	\$50M	Senior Manager, Corporate Development	\$165,000	\$41,250	\$206,250	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$200M	Manager, Corporate Development	\$160,000	\$40,000	\$200,000	\$250K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$50M	Controller	\$180,000	\$20,000	\$200,000	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Technology	\$30M	Director, Corporate Development	\$190,000	N/A	\$190,000	\$800K at exit	N/A
PE-Backed Portfolio	Healthcare	\$60M	Director, RCM	\$172,500	N/A	\$172,500	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$700M fund size	Associate, M&A	\$130,000	\$20,000	\$150,000	N/A	\$5,000
PE-Backed Portfolio	Industrial Products	\$100M	Director, Finance	\$114,000	\$22,800	\$136,800	N/A	\$10,000
PE-Backed Portfolio	Healthcare	\$20M	Manager, Business Development	\$100,000	\$35,000	\$135,000	N/A	N/A
PE-Backed Portfolio	Healthcare	\$35M	Senior Analyst, Corporate Development	\$95,000	\$26,250	\$121,250	N/A	N/A
PE-Backed Portfolio	Business & Consumer Services	\$150M	Senior Analyst, M&A	\$120,000	N/A	\$120,000	N/A	\$25,000
Private Equity Fund Level								
Fund Level	Private Equity	\$1.7B fund size	Strategic Executive	\$400,000	\$400,000	\$800,000	N/A	N/A
Fund Level	Private Equity	\$13B fund size	Vice President, Portfolio Operations	\$250,000	\$250,000	\$500,000	\$1.5M carried interest	N/A
Fund Level	Private Equity	\$3.5B fund size	Vice President, Portfolio Operations	\$280,000	\$170,000	\$450,000	\$2M carried interest	N/A
Fund Level	Private Equity	\$3.5B fund size	VP, Portfolio Ownership - AI/Tech	\$275,000	\$175,000	\$450,000	\$1M-\$2M carried interest	N/A
Fund Level	Private Equity	\$5.3B fund size	Vice President, Portfolio Operations	\$250,000	\$150,000	\$400,000	\$1.3M carried interest	N/A
Fund Level	Private Equity	\$13B fund size	Senior Associate, Portfolio Operations	\$200,000	\$200,000	\$400,000	\$1M carried interest	N/A
Fund Level	Private Equity	\$1.5B fund size	Vice President, Portfolio Operations	\$275,000	\$110,000	\$385,000	\$2.5M carried interest	\$50,000
Fund Level	Private Equity	\$5.6B fund size	Vice President, Portfolio Operations	\$200,000	\$175,000	\$375,000	\$1M carried interest	N/A
Fund Level	Private Equity	\$1.5B fund size	Vice President, Program Management	\$225,000	\$125,000	\$350,000	Carry included, TBD at fundraise	N/A
Fund Level	Private Equity	\$1.4B fund size	Senior Associate, Portfolio Operations	\$175,000	\$150,000	\$325,000	N/A	N/A
Fund Level	Private Equity	\$20B fund size	Associate, Portfolio Operations	\$200,000	\$125,000	\$325,000	\$20,000 annual equity	N/A
Fund Level	Private Equity	\$6B fund size	Senior Associate, Portfolio Operations	\$220,000	\$100,000	\$320,000	N/A	N/A
Fund Level	Private Equity	\$20B fund size	Associate, Portfolio Operations	\$185,000	\$125,000	\$310,000	\$20,000 annual equity	\$35,000
Fund Level	Private Equity	\$3.7B fund size	Associate, Deal Side	\$175,000	\$130,000	\$305,000	N/A	N/A
Fund Level	Private Equity	\$1.7B fund size	Senior Associate, Portfolio Operations	\$175,000	\$125,000	\$300,000	N/A	\$50,000
Fund Level	Private Equity	\$1.7B fund size	Senior Associate, Portfolio Operations	\$175,000	\$125,000	\$300,000	N/A	\$25,000
Fund Level	Private Equity	\$2.7B fund size	Associate, Portfolio Operations	\$150,000	\$75,000	\$225,000	N/A	N/A
Fund Level	Private Equity	\$4B fund size	Analyst, Portfolio Operations	\$150,000	\$45,000	\$195,000	N/A	N/A
Strategy & Go-to-Market								
PE-Backed Portfolio	Industrial Products	\$2B	Chief Transformation Officer	\$396,000	\$237,600	\$633,600	\$1.1M at exit	\$175,000
PE-Backed Portfolio	Life Sciences	\$1.3B	VP, Special Projects	\$320,000	\$160,000	\$480,000	\$800K-\$2.4M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$45M	CEO	\$300,000	\$180,000	\$480,000	\$2.5M-4.5M at exit	N/A
PE-Backed Portfolio	Consumer Products	\$1.2B	Chief Transformation Officer	\$400,000	N/A	\$400,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$650M	Chief Information Officer	\$260,000	\$132,000	\$390,000	\$275K at exit	\$30,000
PE-Backed Portfolio	Sales	\$70M	VP, Sales	\$255,000	\$12,750	\$382,500	Profits interest, value undisclosed	\$25,000
PE-Backed Portfolio	Life Sciences	\$1.3B	Director, Value Creation Officer	\$270,000	\$81,000	\$351,000	\$250,000 at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$260M	SVP, Value Creation & Strategy	\$250,000	\$100,000	\$350,000	\$1M-\$1.5M at exit	N/A
PE-Backed Portfolio	Aerospace & Defense	\$1B	Director, SIOP & Procurement	\$265,000	\$66,250	\$331,250	\$200K LTI	\$20,000
PE-Backed Portfolio	Consumer Products	\$450M	VP, Strategy	\$250,000	\$75,000	\$325,000	500,000 units of phantom equity	N/A
PE-Backed Portfolio	Technology	\$175M	Chief of Staff	\$250,000	\$75,000	\$325,000	\$1.5M at exit	\$60,000
PE-Backed Portfolio	Transportation & Logistics	\$1B	VP, Yield Optimization	\$235,000	\$82,250	\$317,250	275,000 equity units	\$10,000
PE-Backed Portfolio	Aerospace & Defense	\$1B	Director, VCO Commercial Excellence	\$250,000	\$62,500	\$312,500	\$200K LTI	N/A
PE-Backed Portfolio	Aerospace & Defense	\$1B	VCO, Operational Excellence Director	\$240,000	\$60,000	\$300,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$250M	VP, Transformation	\$240,000	\$48,000	\$288,000	Profits interest, value undisclosed	\$20,000
PE-Backed Portfolio	Life Sciences	\$25M	VP, Business Development	\$215,000	\$70,000	\$285,000	.375% company ownership equity	N/A
PE-Backed Portfolio	Life Sciences	\$600M	Director, Transformation	\$220,000	\$55,000	\$275,000	\$460K at exit	N/A
PE-Backed Portfolio	Life Sciences	\$180M	Chief of Staff to CEO	\$215,000	\$53,750	\$268,750	\$500K at exit	N/A
PE-Backed Portfolio	Industrial Products	\$1B	Senior Manager, Corporate Strategy	\$210,000	\$42,000	\$252,000	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$150M	Chief of Staff	\$200,000	\$50,000	\$250,000	\$600K at exit	\$10,000
PE-Backed Portfolio	Consumer Products	\$450M	Director, Strategy	\$180,000	\$36,000	\$216,000	120,000 units of phantom equity	N/A
PE-Backed Portfolio	Aerospace & Defense	\$1.5B	VCO, Pricing Director	\$180,000	\$36,000	\$216,000	\$75K LTI	\$10,000
PE-Backed Portfolio	Education	\$75M	Director, Operational Strategy	\$195,000	\$19,500	\$214,500	N/A	\$5,000
PE-Backed Portfolio	Technology	\$15M	Chief of Staff	\$175,000	\$35,000	\$210,000	60,000 incentive units	N/A
PE-Backed Portfolio	Technology	\$15M	Chief of Staff	\$175,000	\$26,250	\$201,250	85,000 service units	N/A
PE-Backed Portfolio	Retail	Undisclosed	VP, Operations	\$150,000	\$30,000	\$180,000	N/A	N/A
PE-Backed Portfolio	Healthcare	\$1B	Strategy Lead	\$130,000	\$20,000	\$150,000	N/A	N/A

SOURCE: Our data points are a subset of accepted offers extended to Charles Aris candidates by Charles Aris clients from Jan. 2025 to June 2025. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

Company size is indicated by annual revenue for private equity portfolios and latest fund size for private equity firms.

\*\*Equity can take two forms: "at exit," meaning a one-time grant with expected value upon sale or IPO of the business at some point in the future, and "carried interest."

\*Carried interest is reported using a dollars at work (x2) valuation across the full lifecycle of the fund.

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