

2026

Private Equity

COMPENSATION REPORT



All placements in this report were completed by Charles Aris between July 1 and Dec. 31, 2025.

Company Type	Industry	Annual Revenue / Fund Size	Offer Components					
			Title	Base Salary	Annual Bonus	Total Cash Compensation	Equity**/Carry*	Cash Sign-On
Fund Level								
Fund Level	Private Equity	\$15B Fund Size	Executive Director, Portfolio Operations	\$325,000	\$425,000	\$750,000	\$5M carried interest	\$150,000
Fund Level	Private Equity	\$11B Fund Size	Director, Value Creation	\$250,000	\$275,000	\$525,000	\$1.3M carried interest	N/A
Fund Level	Private Equity	\$3.7B Fund Size	Vice President, Portfolio Operations	\$275,000	\$175,000	\$450,000	\$750K carried interest	N/A
Fund Level	Private Equity	\$5B Fund Size	Associate, Portfolio Operations	\$225,000	\$225,000	\$450,000	N/A	\$25,000
Fund Level	Private Equity	\$16B Fund Size	Vice President, Special Situations (Ops)	\$250,000	\$177,500	\$427,500	Carry included, TBD at fundraise	N/A
Fund Level	Private Equity	\$5B Fund Size	Associate, Portfolio Operations	\$200,000	\$200,000	\$400,000	N/A	\$25,000
Fund Level	Private Equity	\$3.9B Fund Size	Senior Associate, Artificial Intelligence	\$225,000	\$150,000	\$375,000	N/A	\$25,000
Fund Level	Private Equity	\$800M Fund Size	Vice President, Portfolio Operations	\$250,000	\$100,000	\$350,000	\$1.5M carried interest	N/A
Fund Level	Private Equity	\$4.5B Fund Size	Vice President, Portfolio Operations	\$250,000	\$100,000	\$350,000	Carry included, TBD at fundraise	\$10,000
Fund Level	Private Equity	\$500M Fund Size	Operating Partner, Revenue Cycle Management	\$250,000	\$100,000	\$350,000	\$1.25M carried interest	\$10,000
Fund Level	Private Equity	\$1.3B Fund Size	Vice President, Portfolio Solutions	\$225,000	\$90,000	\$315,000	\$1.25M carried interest	\$66,000
Fund Level	Venture Capital	\$100M Fund Size	Associate	\$180,000	\$50,000	\$230,000	\$350K carried interest	N/A
Fund Level	Private Equity	\$11.5B Fund Size	Associate, AI & Product	\$150,000	\$75,000	\$225,000	N/A	\$10,000
Fund Level	Private Equity	Multibillion dollar family office	Senior Associate, Corporate Development	\$170,000	\$34,000	\$204,000	N/A	\$15,000
Fund Level	Private Equity	\$1.5B Fund Size	Associate, Portfolio M&A	\$145,000	\$55,000	\$200,000	N/A	\$15,000
Fund Level	Private Equity	\$5.25B Fund Size	Associate, Portfolio Operations	\$120,000	\$24,000	\$144,000	N/A	\$10,000
CEO & President								
PE-Backed Portfolio	Industrial Products	\$40M	Chief Executive Officer	\$350,000	\$210,000	\$560,000	\$5.7M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$75M	Chief Executive Officer	\$300,000	\$150,000	\$450,000	\$2M-\$4M at exit	N/A
PE-Backed Portfolio	Consumer Products	\$55M	Chief Executive Officer	\$340,000	\$105,000	\$445,000	\$2M at exit	\$40,000
PE-Backed Portfolio	Construction	Startup	General Manager	\$235,000	\$70,000	\$305,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	Undisclosed	Chief Executive Officer	\$300,000	N/A	\$300,000	\$10M-\$15M at exit	N/A
PE-Backed Portfolio	Aerospace & Defense	\$1B	General Manager	\$220,000	\$55,000	\$275,000	\$750K at exit	\$20,000
Corporate Development								
PE-Backed Portfolio	Technology	\$1B	Vice President, Corporate Development	\$350,000	\$175,000	\$525,000	\$475K at exit	N/A
PE-Backed Portfolio	Financial Services	\$840M	Head of M&A	\$340,000	\$136,000	\$476,000	\$2.4M at exit	\$100,000
PE-Backed Portfolio	Healthcare	\$50M	Head of Corporate Development	\$325,000	\$130,000	\$455,000	\$500K at exit	N/A
PE-Backed Portfolio	Technology	\$1B	Vice President, Corporate Development	\$310,000	\$124,000	\$434,000	N/A	\$100,000
PE-Backed Portfolio	Business & Consumer Services	\$600M	Vice President, Corporate Development	\$300,000	\$105,000	\$405,000	\$1.25M at exit	N/A
PE-Backed Portfolio	Aerospace & Defense	\$130M	Vice President, Corporate Development	\$300,000	\$105,000	\$405,000	\$500K at exit	N/A
PE-Backed Portfolio	Technology	\$1B	Senior Associate, M&A Origination	\$185,000	\$142,500	\$327,500	\$2.5M at exit	\$10,000
PE-Backed Portfolio	Education	\$1B	Vice President, Corporate Development	\$260,000	\$52,000	\$312,000	\$900K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$317M	Vice President, Corporate Development	\$235,000	\$70,500	\$305,500	\$250K at exit	\$10,000
PE-Backed Portfolio	Business & Consumer Services	\$20M	Vice President, Corporate Development	\$230,000	\$69,000	\$299,000	\$750K at exit	N/A
PE-Backed Portfolio	Healthcare	\$300M	Vice President, Human Resources	\$220,000	\$44,000	\$286,000	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Business & Consumer Services	\$50M	Vice President, Corporate Development	\$220,000	\$66,000	\$286,000	\$500K at exit	\$20,000
PE-Backed Portfolio	Healthcare	\$30M	Vice President, Corporate Development	\$150,000	\$130,000	\$280,000	\$1.7M at exit	N/A
PE-Backed Portfolio	Healthcare	\$300M	Vice President, Human Resources	\$215,000	\$64,500	\$279,500	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Business & Consumer Services	\$500M	Vice President, Due Diligence	\$200,000	\$60,000	\$260,000	\$450K at exit	N/A
PE-Backed Portfolio	Healthcare	\$50M	Director, Corporate Development	\$185,000	\$74,000	\$259,000	N/A	\$15,000
PE-Backed Portfolio	Business & Consumer Services	\$20M	Director, Business Development	\$175,000	\$80,000	\$255,000	\$250K-\$350K at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$400M	Manager, Corporate Development	\$175,000	\$75,000	\$250,000	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Technology	\$1B	Associate, M&A Origination	\$145,000	\$91,250	\$236,250	\$1M at exit	\$15,000
PE-Backed Portfolio	Financial Services & Asset Management	\$1.36B	Manager, Corporate Development	\$180,000	\$45,000	\$225,000	N/A	N/A
PE-Backed Portfolio	Life Sciences	\$15M	Senior Director, Corporate Development	\$200,000	\$50,000	\$250,000	Equity included, value undisclosed	\$15,000
PE-Backed Portfolio	Automotive	\$275M	Manager, M&A	\$190,000	\$28,500	\$218,500	\$1M at exit	N/A
PE-Backed Portfolio	Technology	\$300M	Manager, Strategic Growth	\$174,000	\$26,000	\$200,000	\$400K at exit	N/A
PE-Backed Portfolio	Technology	\$1B	Senior Manager, Corporate Development	\$160,000	\$16,000	\$176,000	N/A	\$15,000
PE-Backed Portfolio	Business & Consumer Services	\$20M	Associate, Business Development	\$100,000	\$62,000	\$162,000	N/A	\$10,000
PE-Backed Portfolio	Education	\$20M	Associate, Corporate Development	\$115,000	\$34,500	\$149,500	N/A	N/A
PE-Backed Portfolio	Healthcare	\$750M	Associate, Business Development	\$115,000	\$23,000	\$138,000	N/A	\$10,000
Engineering & Operations								
PE-Backed Portfolio	Business & Consumer Services	\$120M	Chief Operating Officer	\$350,000	\$350,000	\$700,000	\$8.9M at exit	\$100,000
PE-Backed Portfolio	Aerospace & Defense	\$1.5B	Senior Vice President, OEM Sales	\$375,000	\$225,000	\$600,000	\$2.5M at exit	\$200,000
PE-Backed Portfolio	Food & Beverage	\$100M	Chief Operating Officer	\$300,000	\$150,000	\$450,000	\$2M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$46M	Vice President, Sales & Marketing	\$275,000	\$110,000	\$385,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Aerospace & Defense	\$1B	Director, Lean Engineering & NPI	\$250,000	\$62,500	\$312,500	N/A	N/A
PE-Backed Portfolio	Technology	\$330M	Vice President, US & Global Regional Operations	\$230,000	\$69,000	\$299,000	\$1M at exit	N/A
PE-Backed Portfolio	Healthcare	\$750M	Senior Director, Operations	\$180,000	\$45,000	\$225,000	\$500K at exit	\$15,000
PE-Backed Portfolio	Healthcare	\$750M	Director, Operations	\$160,000	\$40,000	\$200,000	N/A	N/A
PE-Backed Portfolio	Real Estate	\$170M	Senior Human Resources Manager, Talent Acquisition	\$160,000	\$40,000	\$200,000	N/A	\$10,000
PE-Backed Portfolio	Aerospace & Defense	\$1.5B	Director, CRO/MRO New Business Development	\$165,000	\$33,000	\$198,000	N/A	N/A
Finance & Accounting								
PE-Backed Portfolio	Industrial Products	\$170M	Chief Financial Officer	\$386,000	\$193,000	\$579,000	\$900K-\$2M at exit	\$150,000
PE-Backed Portfolio	Industrial Products	\$450M	Chief Financial Officer	\$325,000	\$130,000	\$455,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Healthcare	\$300M	Senior Vice President, Revenue Cycle Management	\$300,000	\$90,000	\$390,000	\$1.3M at exit	\$60,000
PE-Backed Portfolio	Business & Consumer Services	\$35M	Chief Financial Officer	\$275,000	\$96,250	\$371,250	N/A	\$25,000
PE-Backed Portfolio	Healthcare	\$800M	Vice President, FP&A	\$285,000	\$85,500	\$370,500	\$2.7M at exit	\$50,000
PE-Backed Portfolio	Industrial Products	\$65M	Chief Financial Officer	\$265,000	\$88,325	\$353,325	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Industrial Products	\$50M	Chief Financial Officer	\$260,000	\$78,000	\$338,000	\$2M at exit	N/A
PE-Backed Portfolio	Business & Consumer Services	\$16M	Chief Financial Officer	\$250,000	\$87,500	\$337,500	Equity included, value undisclosed	\$15,000
PE-Backed Portfolio	Business & Consumer Services	\$175M	Vice President, Finance	\$250,000	\$75,000	\$325,000	N/A	\$25,000
PE-Backed Portfolio	Business & Consumer Services	\$8M	Chief Financial Officer	\$250,000	\$62,500	\$312,500	\$1M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$30M	Chief Financial Officer	\$240,000	\$72,000	\$312,000	N/A	N/A
PE-Backed Portfolio	Healthcare	\$750M	Head of Finance	\$260,000	\$52,000	\$312,000	\$1M at exit	\$15,000
PE-Backed Portfolio	Healthcare	\$30M	Vice President, Strategic Finance	\$230,000	\$70,000	\$300,000	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Business & Consumer Services	\$500M	Vice President, FP&A	\$225,000	\$67,500	\$292,500	\$500K-\$700K at exit	\$40,000
PE-Backed Portfolio	Aerospace & Defense	\$900M	Vice President, Finance	\$215,000	\$64,500	\$279,500	Equity included, value undisclosed	\$15,000
PE-Backed Portfolio	Aerospace & Defense	\$900M	Vice President, Finance	\$215,000	\$64,500	\$279,500	\$700K-\$1M at exit	N/A
PE-Backed Portfolio	Industrial Products	\$200M	Corporate Controller	\$220,000	\$55,000	\$275,000	\$1.5M at exit	N/A
PE-Backed Portfolio	Healthcare	\$30M	Controller	\$215,000	\$53,750	\$268,750	Equity included, value undisclosed	\$5,000
PE-Backed Portfolio	Automotive	\$70M	Vice President, Finance	\$215,000	\$48,375	\$263,375	N/A	N/A
PE-Backed Portfolio	Industrial Products	\$200M	Director, Financial Planning	\$210,000	\$52,500	\$262,500	\$500K at exit	N/A
PE-Backed Portfolio	Industrial Products	\$350M	Corporate Director, FP&A	\$210,000	\$52,500	\$262,500	\$350K-\$550K at exit	N/A
PE-Backed Portfolio	Healthcare	\$160M	Senior Director, FP&A	\$210,000	\$42,000	\$252,000	Equity included, value undisclosed	\$25,000
PE-Backed Portfolio	Transportation & Logistics	\$135M	Director, Finance	\$200,000	\$50,000	\$250,000	Equity included, value undisclosed	\$12,500
PE-Backed Portfolio	Healthcare	\$1B	Senior Director, Revenue Cycle Management	\$195,000	\$48,750	\$243,750	N/A	N/A
PE-Backed Portfolio	Automotive	\$220M	Vice President, Finance	\$184,320	\$55,296	\$239,616	N/A	\$10,000
PE-Backed Portfolio	Business & Consumer Services	\$45M	Chief Financial Officer	\$190,000	\$47,500	\$237,500	Equity included, value undisclosed	N/A
PE-Backed Portfolio	Life Sciences	\$80M	Controller	\$190,000	\$47,500	\$237,500	N/A	\$25,000
PE-Backed Portfolio	Financial Services & Asset Management	\$50M	Controller	\$200,000	\$25,000	\$225,000	\$200K at exit	N/A
PE-Backed Portfolio	Healthcare	\$120M	Vice President, Revenue Cycle Management	\$180,000	\$45,000	\$225,000	\$225K at exit	\$7,500
PE-Backed Portfolio	Automotive	\$50M	Controller	\$125,000	\$15,625	\$140,625	N/A	N/A
Strategy & Go-to-Market								
PE-Backed Portfolio	Business & Consumer Services	\$500M	Chief Transformation Officer	\$300,000	\$150,000	\$450,000	\$1.2M at exit	\$100,000
PE-Backed Portfolio	Life Sciences	\$500M	Chief Strategy & Development Officer	\$300,000	\$105,000	\$405,000	\$3M at exit	N/A
PE-Backed Portfolio	Life Sciences	\$90M	Vice President, Strategy & Growth	\$300,000				

SOURCE: Our data points are a subset of accepted offers extended to Charles Aris candidates by Charles Aris clients from July 2025 to December 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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