The background of the page is a photograph of a modern office interior. The space is characterized by high ceilings, large glass windows, and multiple levels with glass railings. The architecture is clean and contemporary. Overlaid on this image are several large, semi-transparent orange circles of varying sizes, which are part of the design. In the bottom right corner, the words "SALARY GUIDE" are written in a large, bold, blue sans-serif font.

SALARY GUIDE



IMPACT Payments Recruiting carved a niche back in 2000 and touts the largest worldwide network of professionals in the payments, cards, and fintech sectors, and we've compiled compensation information from within the trenches and across all disciplines. Whether you're a job seeker or looking to fill a need at your company, our Salary Guide is just one of many tools we provide to assist you in making informed compensation decisions.



Talent Acquisition

When companies select the top 20% most talented candidates for a role, they frequently realize a:



30% INCREASE IN PROFITABILITY



10% INCREASE IN PRODUCTIVITY



20% INCREASE IN SALES

IMPACT Payments Recruiting partners are part of industry committees and associations (e.g. ETA, MAC, W.Net, NACHA, Money2020, MRC) that keep us apprised on nation-wide compensation trends that no other resource can offer.



Money
20/20



SALARY RANGES

The most sought-after, skilled candidates in the payments space can often write their own tickets when searching for their next opportunities. Employers need to have a firm grasp of salary thresholds, competitive benefits packages as well as popular industry perks if they expect their companies to remain in the running for these candidates. We base our salary parameters on information we've garnered from countless placements in the payments, fintech and other sectors.

Executive, Operations & Finance

Job Title	Salary	Total Compensation	Details
Executive			
CFO	\$220,000 - 285,000	\$360,000 - 870,000	\$ \$ \$
CIO/CTO	\$220,000 - 275,000	\$420,000 - 600,000	\$ \$ \$
CEO	\$300,000 - 425,000	\$750,000 +	\$ \$ \$ \$
Chief Marketing Officer	\$210,000 - 275,000	\$300,000 - 400,000	\$ \$
Chief Revenue Officer	\$275,000 - 325,000	\$375,000 - 500,000	\$ \$ \$
Chief Product Officer	\$230,000 - 290,000	\$300,000 - 375,000	\$ \$ \$
Chief Compliance Officer	\$200,000 - 250,000	\$240,000 - 300,000	\$ \$
President	\$275,000 - 400,000	\$550,000 +	\$ \$ \$ \$
Operations			
VP of Operations	\$170,000 - 200,000	\$200,000 - 275,000	\$ \$
Director of Operations	\$120,000 - 155,000	\$150,000 - 185,000	\$ \$
VP/Head, Payment Operations	\$190,000 - 235,000	\$240,000 - 295,000	\$ \$
Customer Success Manager	\$100,000 - 130,000	\$115,000 - 155,000	\$ \$
Payment Operations Manager	\$90,000 - 120,000	\$120,000 - 150,000	\$ \$
Presale/Implementations Mgr	\$100,000 - 135,000	\$125,000 - 150,000	\$ \$
ACH Manager	\$80,000 - 115,000	\$95,000 - 125,000	\$
Director, Treasury Management	\$110,000 - 140,000	\$120,000 - 165,000	\$ \$
Client Support Manager	\$65,000 - 90,000	\$75,000 - 105,000	\$
Sales Operations	\$75,000 - 105,000	\$90,000 - 125,000	\$
Card Services Manager	\$80,000 - 110,000	\$105,000 - 130,000	\$ \$ \$
ACH Processing Specialist	\$50,000 - 70,000	\$50,000 - 70,000	\$
Finance			
Sr. Accountant	\$65,000 - 85,000	\$70,000 - 95,000	\$
Controller	\$135,000 - 175,000	\$150,000 - 200,000	\$ \$
VP of Finance	\$145,000 - 175,000	\$160,000 - 225,000	\$ \$ \$
Treasurer	\$85,000 - 120,000	\$95,000 - 135,000	\$ \$ \$

Legend

- \$ - Commissions
- \$ - Equity/Stock
- \$ - Profit Sharing
- \$ - Bonus
- \$ - Other (Discretionary, Merit, Non-Equity Incentive, Cash, etc.)

Onboarding & Training

Companies that offer training programs experience:



24% HIGHER PROFIT MARGINS

Improve Your Onboarding Process

- Implement a formal induction process that integrates new starters into the company effectively to enable new hires to perform quicker
- Design formal training plans with clear milestones and competency frameworks to train employees to add value faster
- Review potential skills gaps in the organization and implement training plans to ensure growth isn't compromised or restricted
- Ensure there is clear measurement and return on investment from training and development spend

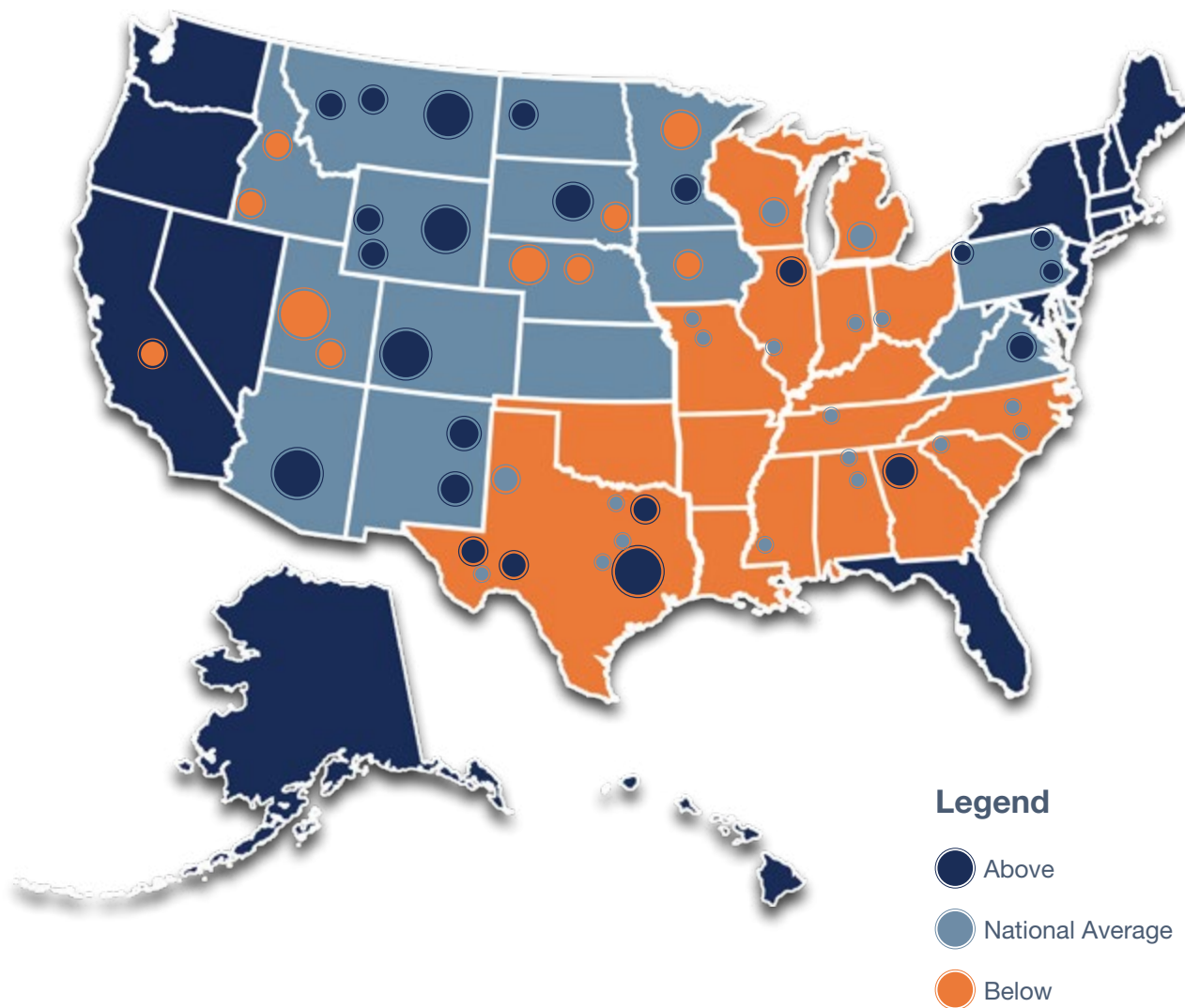
Sales & Business Development

Job Title	Salary	Total Compensation	Details
Sales			
Regional Sales Manager	\$85,000 - 105,000	\$135,000 - 175,000	\$ \$ \$
Sr. Account Executive	\$65,000 - 85,000	\$95,000 - 135,000	\$ \$ \$
B2B, Technology Sales Executive	\$125,000 - 150,000	\$250,000 - 400,000	\$ \$ \$ \$
Inside Sales Manager	\$80,000 - 105,000	\$115,000 - 160,000	\$ \$ \$
Enterprise Sales Executive	\$110,000 - 150,000	\$175,000 - 250,000	\$ \$ \$ \$
VP of Sales	\$150,000 - 200,000	\$250,000 - 350,000	\$ \$ \$ \$
Head of Sales	\$195,000 - 250,000	\$325,000 - 400,000	\$ \$ \$ \$ \$
Director of Sales	\$125,000 - 150,000	\$200,000 - 275,000	\$ \$ \$
B2B Sales, Mid-Market	\$80,000 - 115,000	\$160,000 - 240,000	\$ \$ \$
SVP of Enterprise Sales	\$210,000 - 250,000	\$350,000 - 425,000	\$ \$ \$
Business Development			
Director, Business Development	\$140,000 - 175,000	\$210,000 - 250,000	\$ \$
Strategic Alliance Manager	\$115,000 - 145,000	\$175,000 - 210,000	\$ \$
Strategic Account Manager	\$115,000 - 140,000	\$165,000 - 190,000	\$ \$
VP, Business Development	\$150,000 - 205,000	\$235,000 - 310,000	\$ \$ \$
Customer Success Manager	\$85,000 - 115,000	\$125,000 - 155,000	\$ \$
VP of Client Partnerships	\$150,000 - 175,000	\$195,000 - 235,000	\$ \$ \$
SVP of Partnerships, B2B	\$200,000 - 250,000	\$325,000 - 400,000	\$ \$ \$ \$ \$
Dir/VP of Issuing Partnerships	\$185,000 - 225,000	\$280,000 - 350,000	\$ \$ \$ \$
ERP Alliances Director	\$130,000 - 155,000	\$190,000 - 225,000	\$ \$ \$ \$
Director of Channel Partnerships	\$115,000 - 145,000	\$175,000 - 220,000	\$ \$ \$
Enterprise Account Manager	\$110,000 - 140,000	\$140,000 - 180,000	\$ \$

Legend

- \$ - Commissions
- \$ - Equity/Stock
- \$ - Profit Sharing
- \$ - Bonus
- \$ - Other (Discretionary, Merit, Non-Equity Incentive, Cash, etc.)

Average National Salaries



At Impact Payments Recruiting, our recruiters have deep experience working in the sectors for which they source talent, so our salary statistics are on target and often used as a benchmark for other surveys.

Marketing, Product & Engineering

Job Title	Salary	Total Compensation	Details
Marketing			
Marketing Automation Manager	\$95,000 - 130,000	\$105,000 - 150,000	\$
Product Marketing Manager	\$120,000 - 155,000	\$135,000 - 175,000	\$
Demand Generation Manager	\$100,000 - 135,000	\$110,000 - 145,000	\$
Director, Marketing Operations	\$130,000 - 160,000	\$155,000 - 165,000	\$
PR/Communications Manager	\$110,000 - 140,000	\$130,000 - 160,000	\$
Content Delivery Director	\$120,000 - 150,000	\$140,000 - 180,000	\$
SEO Manager	\$80,000 - 110,000	\$90,000 - 115,000	\$
VP of Growth	\$175,000 - 210,000	\$190,000 - 235,000	\$ \$
Product			
Product Manager	\$125,000 - 150,000	\$150,000 - 180,000	\$
Sr. Product Manager	\$110,000 - 145,000	\$145,000 - 175,000	\$
VP/Director of Product	\$175,000 - 200,000	\$205,000 - 250,000	\$
SVP of Product	\$200,000 - 250,000	\$240,000 - 310,000	\$ \$ \$
Engineering			
Sr. Software Engineer	\$125,000 - 150,000	\$135,000 - 160,000	\$ \$
Database Architect	\$120,000 - 160,000	\$115,000 - 170,000	\$ \$
AI Data Scientist	\$105,000 - 130,000	\$120,000 - 140,000	\$ \$
UI Software Engineer	\$105,000 - 135,000	\$105,000 - 135,000	\$ \$

Legend

- \$ - Commissions
- \$ - Equity/Stock
- \$ - Profit Sharing
- \$ - Bonus
- \$ - Other (Discretionary, Merit, etc.)

Legal Compliance & Loss Prevention

Job Title	Salary	Total Compensation	Details
Legal			
Attorney	\$120,000 - 155,000	\$150,000 - 185,000	\$
General Counsel	\$160,000 - 235,000	\$225,000 - 75,000	\$ \$ \$
Compliance / Loss Prevention			
VP, Loss Prevention	\$150,000 - 200,000	\$175,000 - 225,000	\$ \$ \$
Manager of Loss Prevention	\$75,000 - 105,000	\$90,000 - 125,000	\$
Underwriter	\$55,000 - 75,000	\$55,000 - 75,000	\$
Risk Analyst	\$55,000 - 75,000	\$55,000 - 75,000	\$
Compliance Officer	\$120,000 - 145,000	\$125,000 - 150,000	\$ \$ \$
Head of Global Investigations	\$145,000 - 175,000	\$165,000 - 195,000	\$ \$ \$
AVP, Collections Risk	\$75,000 - 100,000	\$80,000 - 115,000	\$ \$
Director, Underwriting/Compliance	\$115,000 - 150,000	\$135,000 - 165,000	\$ \$ \$
Chief Compliance Officer	\$220,000 - 255,000	\$255,000 - 310,000	\$ \$ \$ \$

Legend

- \$ - Commissions
- \$ - Bonus
- \$ - Equity/Stock
- \$ - Profit Sharing
- \$ - Other (Discretionary, Merit, Non-Equity Incentive, Cash, etc.)

Our Sectors



Having worked with the majority of the Top 50 Merchant Acquirers, our connections in acquiring allow us to place top performers.

ACQUIRING



We work in industries that run parallel to payments and cards, i.e. companies that help their clients mitigate fraud, risk, chargebacks, and overall cybersecurity.

RISK/FRAUD



From card-issuing to treasury management, debit, ACH, and bill payment, this has been one of our firm's core sectors.

PAYMENTS



Our most rapidly growing recruitment arm. As internet business transactions evolve—so has our focus on recruitment in this industry.

ECOMMERCE

Improve Your Recruitment Strategy



PURPLE UNICORNS

If the candidate possesses most of the required skills, it's likely they can learn the remaining skills on the job. Stop looking for perfection.



TRACKING

Set up an application tracking system (ATS) so you know your company's overall timeline to get someone sourced, hired and onboarded.



APPLICANT DATA

Knowing applicant statistics can give you valuable insights and help you improve the candidate experience, leading to more solid hires.



ADDITIONAL SCREENING

Be sure to perform additional screening (review LinkedIn profiles, references, etc.) to identify any profile inconsistencies and red flags.



COMPANY VALUES

Reduce turnover and improve hiring with a solid Employee Value Proposition, answering the question "Why should I work for your company?"



SOCIAL MEDIA

Highlighting why your employees love coming to work could be the key to filling those hard-to-fill positions.



THE 4 C'S OF HIRING

Character, Calling, Competence, and Chemistry. Following the 4 C's in your HR department can help prevent costly bad hires.



REMOTE OPTIONS

Remote employees see increased productivity, lower overhead costs, greater retention, and they take fewer sick days.



WELLNESS BENEFITS

Wellness benefits boost employee morale and tenure, but also attract new talent. You can't have a healthy company with unhealthy staff!



TARGETED QUESTIONS

Cater your interview questions and projects towards the role you are hiring for (i.e. client facing versus non-client facing).



Our partners include blockchain, cryptocurrency, and wallet companies who are looking to disrupt the centralized market.

BLOCKCHAIN



Partnering with large corporations to start-ups looking to bring technology into banking, alternative lending, financial services, compliance, and more.

FINTECH



Recruiting for Director to VP of Digital Marketing and Lead/Demand Generation candidates has been a heavy focus for IMPACT the past 7 years.

MARKETING



Placing highly qualified candidates in Gift Card, Branded Currency, Incentives, and Prepaid organizations has been a large focus of our firm since inception.

GIFT CARDS

Employee Benefits

IMPACT Payments Recruiting surveyed over 10,000 professionals in Payments, Fintech and other sectors, asking what benefits (in addition to salary) they received at their current place of employment.



Health Insurance



Dental Insurance



Vision Insurance



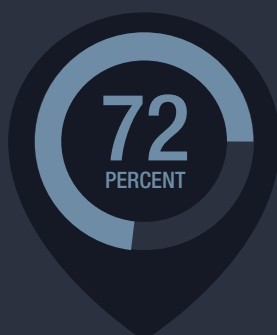
Retirement/401K



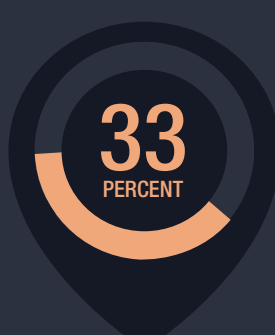
Paid Time Off



Sick Time
(accrued)



Vacation Time
(accrued)



Sick Time
(not accrued)



Paid Holidays

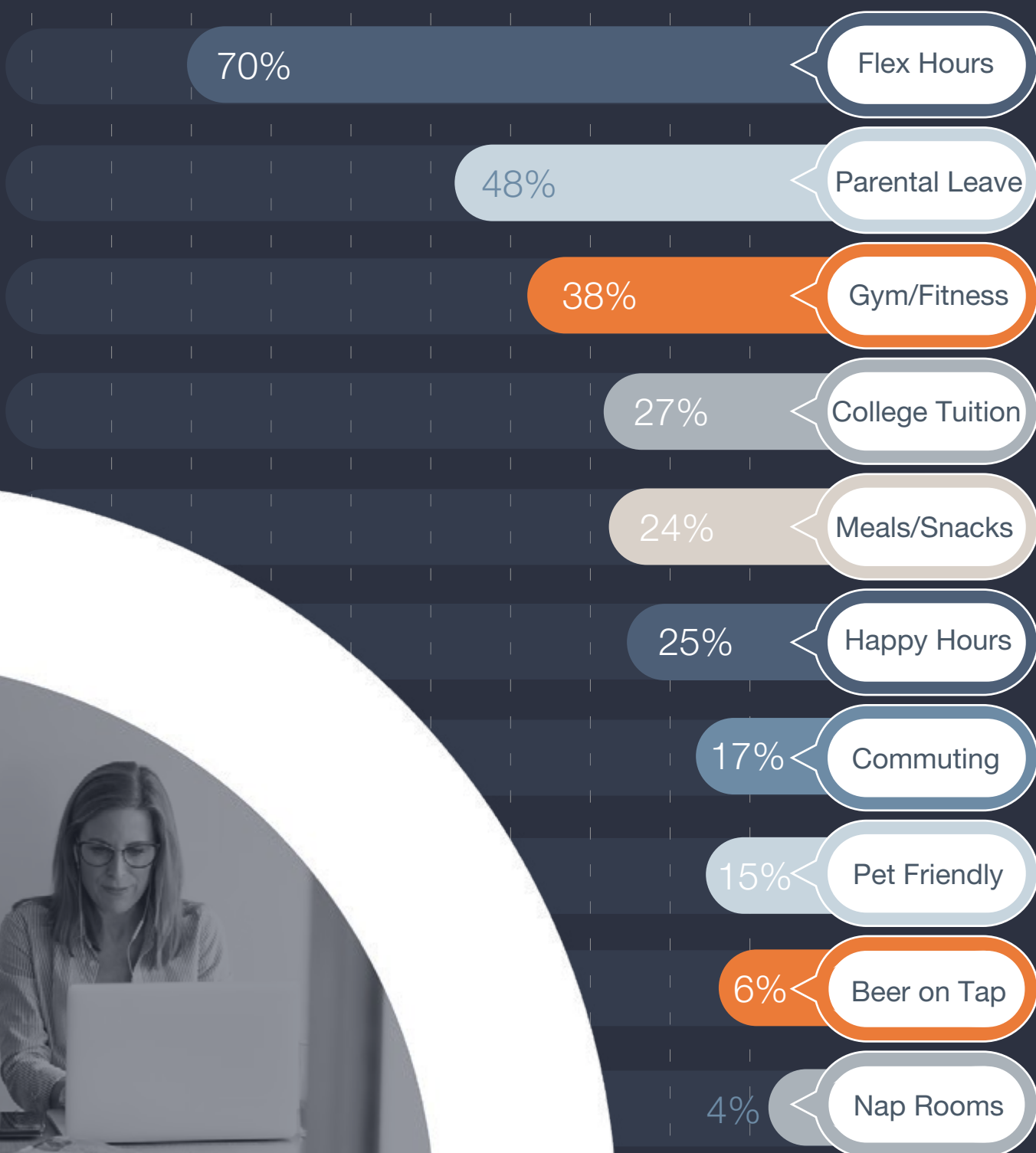


Other
(paid family time off,
limitless vacation, etc.)



Employee Perks

Of course, there's more to compensation than typical benefits. Perks have slowly been increasing throughout the industry, as employers get more creative in order to stay competitive. Below represents a sample of some of the more popular perks offered in today's workplaces.



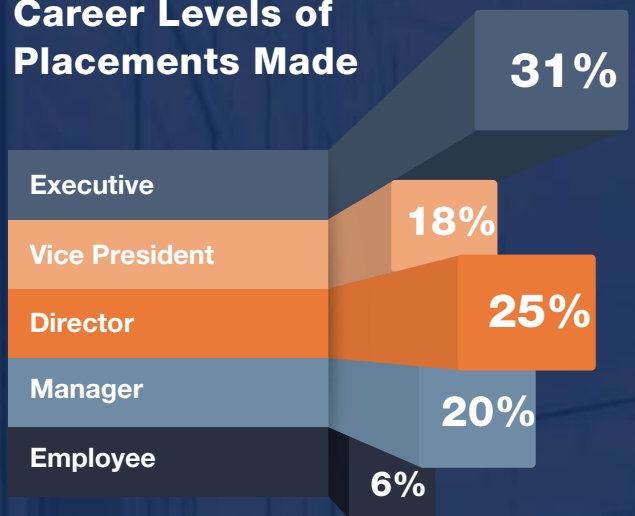
About Us

For almost two decades, Impact Payments Recruiting's experienced recruitment consultants have placed top candidates in high-level positions with many of the fastest growing payments companies in the industry. With more than 100 years of combined experience throughout the payments, cards, fintech, and ecommerce industries, we have we have offices in Dallas, Omaha, Minneapolis, Washington D.C., and San Diego.

Segments of Placements Made



Career Levels of Placements Made



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