



SALARY GUIDE

A Comprehensive Compensation Guide for
Cards, Payments & Fintech



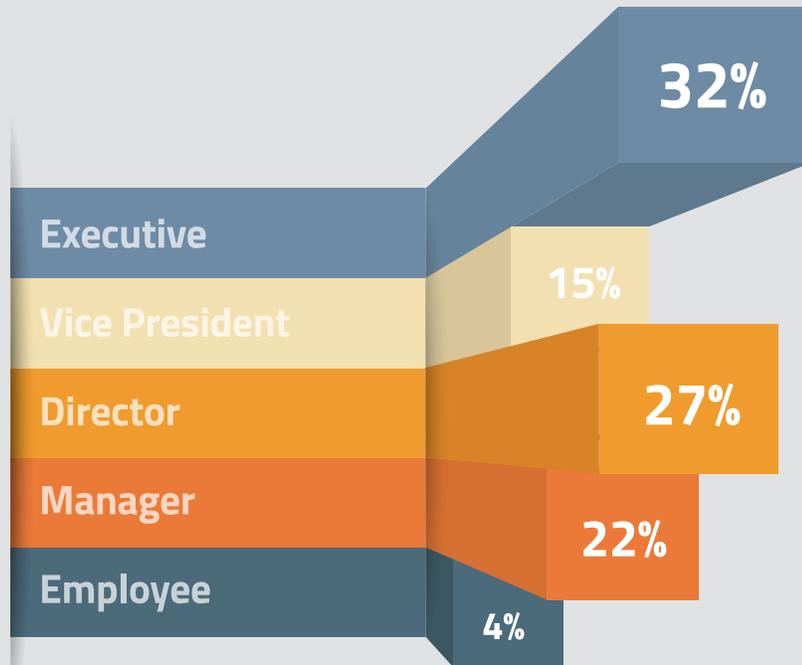
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BENEFITS & PERKS

IMPACT Payments Recruiting carved a niche back in 2000 and touts the largest worldwide network of professionals within the payments (technology), cards, and fintech sectors. We've compiled compensation information from within the trenches and across all disciplines of the payments, fintech and ecommerce communities. Whether you're a job seeker or looking to fill a need at your company, our 2019 Salary Guide is just one of many tools we provide to assist you in making informed compensation decisions.

Career Levels of Placements Made

For almost two decades, our experienced recruitment consultants have placed top candidates in high-level positions with many of the fastest growing payments companies in the industry.



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. For example, 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.

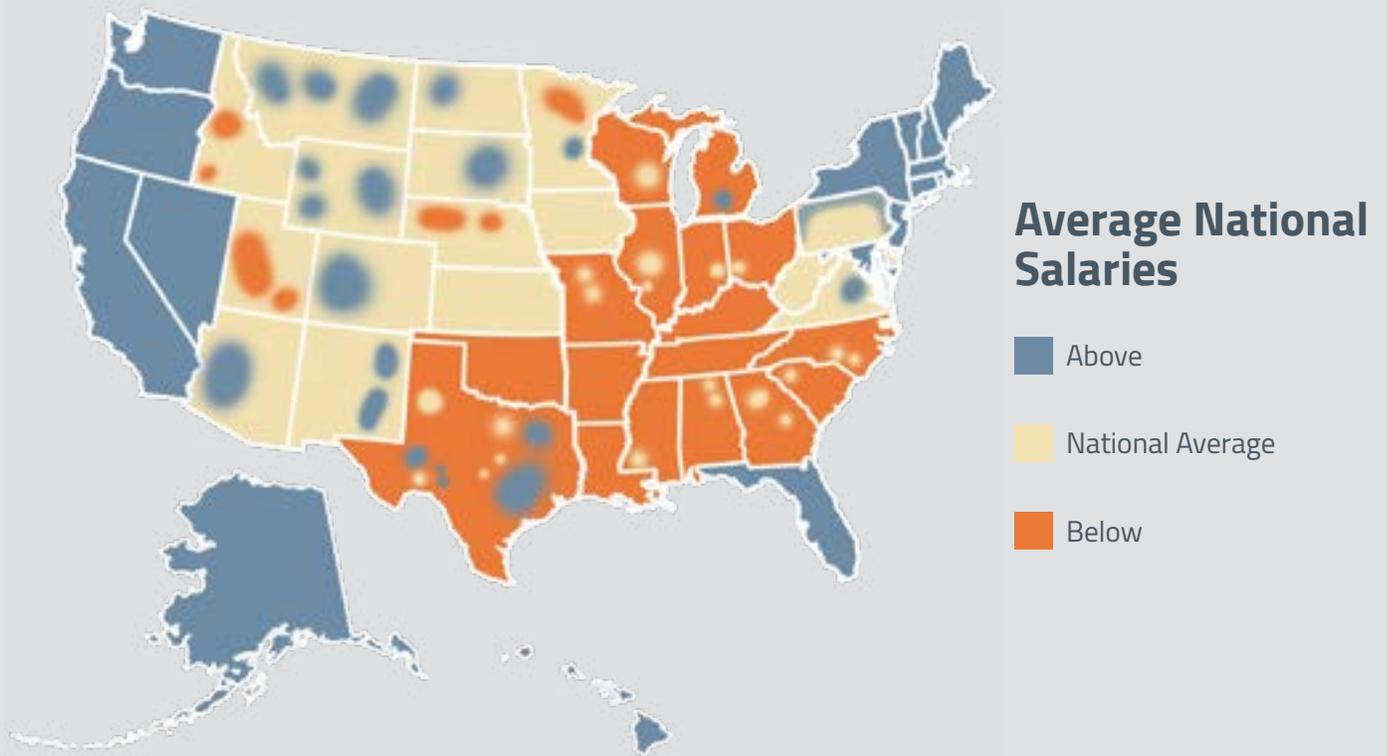
PAYMENTS



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

ECOMMERCE

A unique, more personal approach to recruiting. Whether you're a job seeker or looking to fill a need at your company, our relationship-based recruiting process insures a perfect fit every time. We understand the importance of both cultural and personality suitability when it comes to placing candidates, and take the time to gain a real understanding of both the candidate and the client in order to make the best match possible.



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



2019 Compensation Ranges

Function	Salary Range	Total Compensation Range
Executive		
Chief of Staff	\$140,000 - 180,000	\$200,000+
CFO	\$175,000 - 300,000	\$245,000 - 400,000
CIO/CTO	\$175,000 - 225,000	\$200,000 - 300,000
President/CEO	\$285,000 - 400,000	\$400,000 - 600,000
Chief Marketing Officer	\$150,000 - 200,000	\$180,000 - 250,000
COO	\$185,000 - 250,000	\$225,000 - 300,000
Chief Revenue Officer	\$175,000 - 325,000	\$350,000 - 475,000
Chief Product Officer	\$150,000 - 250,000	\$190,000 - 325,000
Chief Compliance Officer	\$175,000 - 250,000	\$200,000 - 275,000
Operations		
Director/VP of Operations	\$120,000 - 175,000	\$145,000 - 215,000
Fulfillment Manager	\$70,000 - 110,000	\$80,000 - 132,000
Customer Success Manager	\$90,000 - 140,000	\$150,000 - 235,000
Payment Operations	\$85,000 - 225,000	\$102,000 - 300,000
Presale/Implementations Mgr	\$90,000 - 120,000	\$110,000 - 140,000

Function	Salary Range	Total Compensation Range
Sales		
Regional Sales Manager	\$80,000 - 100,000	\$130,000 - 160,000
Sr. Account Executive	\$60,000 - 75,000	\$95,000 - 110,000
B2B, Technology Sales Executive	\$125,000 - 175,000	\$225,000 - 325,000
Inside Sales Manager	\$60,000 - 95,000	\$100,000 - 145,000
Enterprise Sales Executive	\$90,000 - 150,000	\$190,000 - 275,000
VP of Sales	\$150,000 - 225,000	\$250,000 - 350,000
Business Development		
Director, Business Development	\$140,000 - 175,000	\$210,000 - 250,000
Strategic Alliance Manager	\$85,000 - 135,000	\$115,000 - 170,000
Strategic Account Manager	\$80,000 - 140,000	\$120,000 - 225,000
VP, Business Development	\$150,000 - 235,000	\$225,000 - 300,000
Client Success Manager	\$80,000 - 125,000	\$125,000 - 180,000
Account Mgr, Channel Partnerships	\$100,000 - 120,000	\$135,000 - 160,000
VP of Client Partnerships	\$140,000 - 175,000	\$190,000 - 250,000
Product		
Product Manager	\$90,000 - 125,000	\$120,000 - 150,000
Sr. Project Manager	\$120,000 - 150,000	\$150,000 - 180,000
VP / Director of Product	\$150,000 - 200,000	\$175,000 - 250,000
SVP of Product	\$175,000 - 250,000	\$220,000 - 300,000
Marketing		
Marketing Automation Manager	\$70,000 - 120,000	\$70,000 - 140,000
Product Marketing Manager	\$90,000 - 150,000	\$120,000 - 180,000
Demand Generation Manager	\$80,000 - 150,000	\$95,000 - 180,000
Director, Marketing Operations	\$130,000 - 160,000	\$155,000 - 200,000
PR/Communications Manager	\$110,000 - 140,000	\$132,000 - 170,000
Content Delivery Director	\$120,000 - 150,000	\$140,000 - 180,000
SEO Manager	\$50,000 - 115,000	\$55,000 - 135,000
Compliance / Loss Prevention		
VP, Loss Prevention	\$165,000 - 190,000	\$185,000 - 215,000
Manager of Loss Prevention	\$70,000 - 100,000	\$70,000 - 100,000
Underwriter	\$40,000 - 65,000	\$40,000 - 65,000
Risk Analyst	\$50,000 - 90,000	\$55,000 - 100,000
Compliance Officer	\$110,000 - 160,000	\$125,000 - 185,000
Legal		
Attorney	\$125,000 - 150,000	\$150,000 - 180,000
General Counsel	\$160,000 - 250,000	\$185,000 - 285,000

BENEFITS

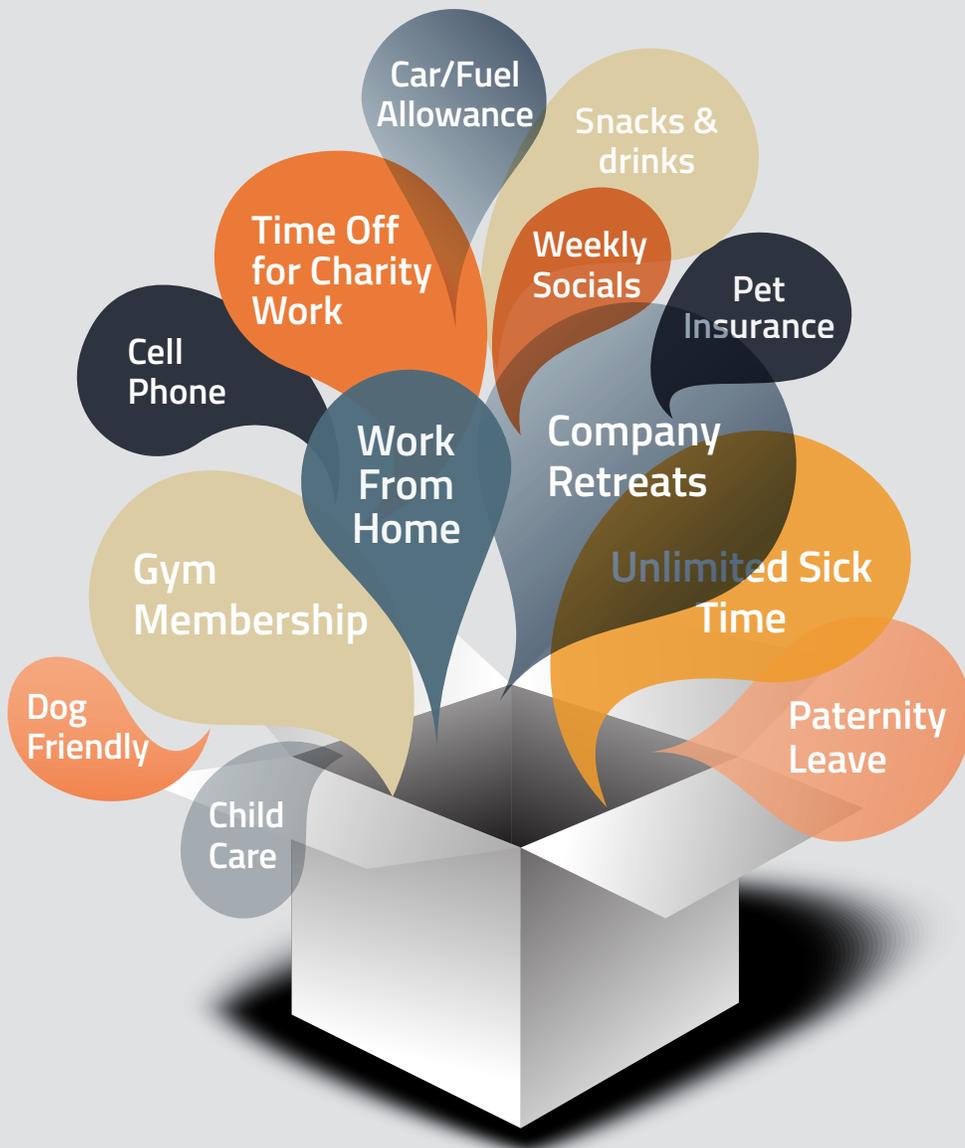


Of course, there's more to compensation than base salary.

Employers continue to expand their compensation packages in order to attract top talent.

Medical, dental and vision benefits, as well as short and long term disability and life insurance have become standard in many packages.

In addition to salary, options such as company stock, performance bonuses, profit sharing, retirement savings and tuition reimbursement are being offered.



PERKS

Companies have increased their focus on perks, getting more creative in order to stay competitive.

While gym memberships, cell phone and gas allowances and flex time have become the norm, other perks such as dog-friendly offices, time off for volunteering, and paid child care are being used to lure candidates.

In some more progressive markets we're seeing dog-friendly offices, paid pet insurance and even beer on-tap in break rooms!



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IMPACT Payments Recruiting is proud to work with the following clients:



A First Data Company

