

2025 Chief Compliance Officer Compensation Report

June 2025



Introduction

We are pleased to present BarkerGilmore's 2025 Chief Compliance Officer Compensation Report. This year's analysis was made possible by the many CCOs who generously shared their compensation data, enabling us to deliver another robust and insightful report that reflects current market conditions.

Now in its second year, the inclusion of quartile-based compensation data continues to add depth and precision to our reporting. By presenting compensation distributions by quartile, we offer a more nuanced view of market dynamics that captures the caliber of the individual in the position, which facilitates strategic benchmarking and informed decision-making.

Access to compensation data is critical for organizations to remain competitive with industry peers and continue attracting, incentivizing, and retaining the best talent. Of course, we acknowledge that fair and equitable compensation is only one component leading to overall personal and employee satisfaction. Other factors, such as company culture, sophistication of work, and developmental opportunities, are equally prioritized.

We hope this report serves as a valuable resource. Whether you are evaluating your own compensation, establishing team benchmarks, or shaping broader compliance department strategy, the insights provided are intended to support your success.

Thank you to everyone who contributed to making this year's report possible.



Bob Barker, Managing Partner



John Gilmore, Managing Partner

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Compensation Highlights

Chief Compliance Officer median salaries increased by 2.7% in 2025.	This represents a small year-over-year decrease in CCO median salary, compared with the 5.1% increase in 2024.
Public company CCO compensation far outpaced pay at other types of organizations.	The median CCO compensation at public companies across all industries was \$626,000, compared with \$350,000 at privately owned companies and \$321,600 at non-profit organizations.
Cash bonuses for CCOs were paid at 88% of their target, relatively unchanged from the prior year.	CCOs were paid an average bonus of \$125,551, versus a target average bonus of \$134,391.
Female CCOs were paid a higher base salary but a smaller bonus and lower cash compensation than their male counterparts.	Total cash compensation for male CCOs was \$382,500, which was 1% higher than \$379,000 for female CCOs.
The technology industry paid the highest total compensation for CCO positions at \$770,000.	Life Sciences industry came in second highest at \$665,000 and Energy at \$578,000 for total compensation.
50% of CCOs have been in their current positions for 5 years or less.	24% of CCOs have been in their positions for 6 – 10 years, and 19% have been in their positions for more than 10 years.
56% of CCOs are considering a job search in the coming year, mostly related to compensation.	21% of those considering a job search are seeking better compensation and benefits. 19% are seeking new challenges or career growth.
Most CCOs are not concerned about job security.	Perhaps reflecting the current business environment, 39% did express concern over job security.
Fewer than half of CCOs say their opinions on business issues are always sought and respected.	39% of CCOs hold the “Trusted Advisor” role, 30% report that their guidance is always followed, and 25% report it’s subject to debate but usually followed.
Most CCOs report their performance is often resource constrained.	80% said their performance was either sometimes or always affected by a lack of resources or staffing. Despite the work environment, 66% reported they were satisfied with their current work / life balance.

Survey Design

BarkerGilmore conducted an online survey in March 2025 to assess Chief Compliance Officers’ compensation trends. The survey was administered to a random sample of compliance professionals at various seniority levels within different-sized public, private, and non-profit organizations across the United States. The following table presents the data categories captured by the survey through multiple-choice and open-ended questions answered by more than 260 Chief Compliance Officers from various industries. The data is self-reported.

To provide a meaningful comparison of compensation trends, we collected data on 2024 and 2025 compensation components, including Base Salary, Target Cash Bonus, Actual Cash Bonus, Target Long-Term Incentives (LTI), and Actual LTI for 2024, as well as Base Salary, Target Cash Bonus, and Target LTI for 2025. This comprehensive dataset offers a reliable foundation for analyzing true year-over-year changes in compensation.

Key Survey Terms

Term	Description
Position	Chief Compliance Officer – the enterprise-wide head of compliance in an organization
Base Salary	Base salary in U.S. Dollars
Cash Bonus	Target and Actual cash bonus in U.S. Dollars
Long-Term Incentive (LTI)	The estimated value of the long-term incentive award in U.S. Dollars
Total Compensation	The sum of the current base salary, target cash bonus, and estimated long-term incentive value in U.S. Dollars
Salary Increase Rate	Percent increase in base salary from last year to this year
Industry	The industry sector that best describes the nature of the organization’s business activities
Organization Revenue	Annual organization revenue in U.S. Dollars for the prior fiscal year
Organization Type	Specifies whether the organization is publicly listed, privately owned, or operates as a non-profit



Data Methods & Analysis

Measure of Central Tendency

This report uses the median as the primary measure of central tendency to standardize compensation survey data. The median represents the middle value in a dataset, meaning that half of the observations fall above it and half fall below. For datasets with an even number of values, the median is calculated as the average of the two central values. Unless otherwise noted, all numerical data in this report is presented using the median to provide an accurate reflection of typical compensation while minimizing the impact of outliers.

The Use of Quartiles

To offer deeper insights into compensation by role, this report uses quartiles, dividing the data into four equal parts.

- The 1st quartile (25th percentile) marks the point below which 25% of values fall.
- The 2nd quartile (50th percentile) is the median or midpoint.
- The 3rd quartile (75th percentile) indicates where 75% of values fall below.
- The 4th quartile covers the top 25% (75th–100th percentile).

This report also highlights the 90th percentile, showing compensation levels exceeded by only the top 10%.

Missing Data

While our survey data is nearly complete, we recognize that some responses were missing or unusable due to non-response or misinterpretation. For instance, some participants skipped questions or provided answers that could not be included in the analysis. Because instances of missing data were minimal, we applied list-wise deletion on a question-by-question basis. This means that only responses with complete and valid data for each specific question were included in its analysis, ensuring data integrity without significantly affecting sample size.

Using Compensation Data Wisely

BarkerGilmore recognizes the value of detailed compensation data for organizations developing pay strategies and for professionals seeking to expand their roles or pursue new opportunities. While this report offers a comprehensive analysis of legal department compensation structures, it is important to note that compensation is influenced by numerous variables beyond the data presented here. These include an individual's experience, skills, and interpersonal strengths, as well as the organization's financial health and the broader economic environment.

To ensure the accuracy and relevance of this report, BarkerGilmore has leveraged its deep expertise in executive legal and compliance search and leadership development, alongside extensive survey data, to present a broad spectrum of CCO compensation. This report is intended to serve as a general guide. While the data are highly detailed, readers are encouraged to interpret the findings within context and focus on overarching trends rather than isolated figures.

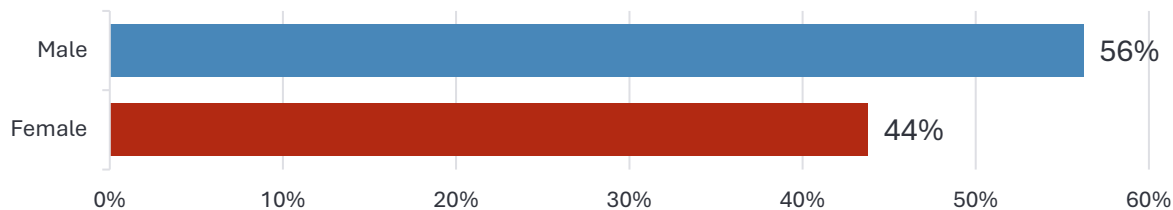
Confidentiality

BarkerGilmore is committed to safeguarding the privacy of all compensation survey participants, recognizing that confidentiality is a cornerstone of our firm's integrity. All responses are kept strictly anonymous and will never be shared or disclosed to any third party.

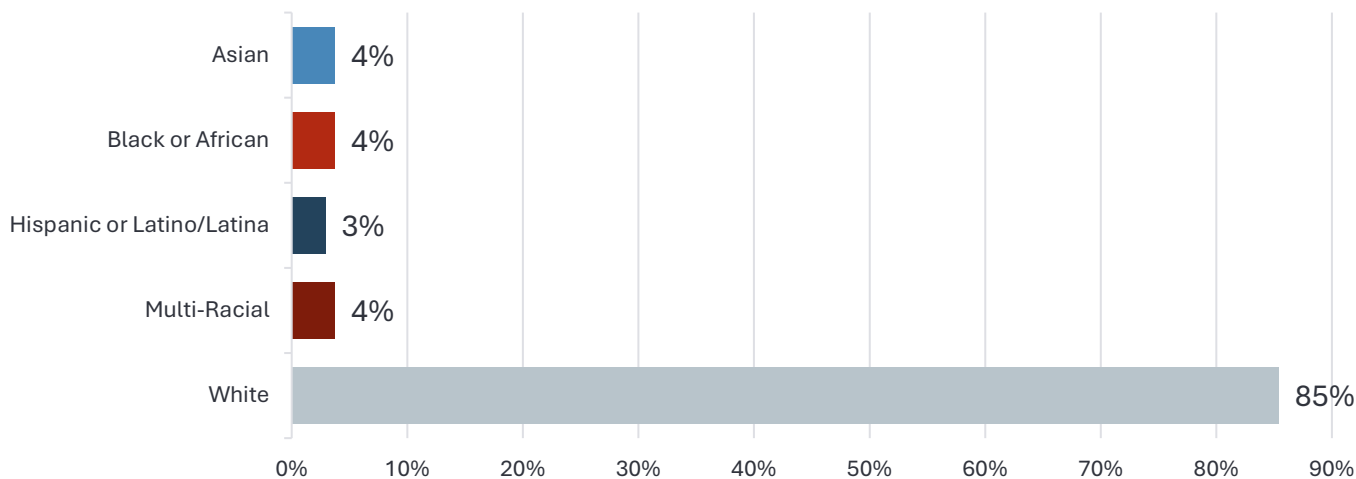
Demographics:

Survey Respondents

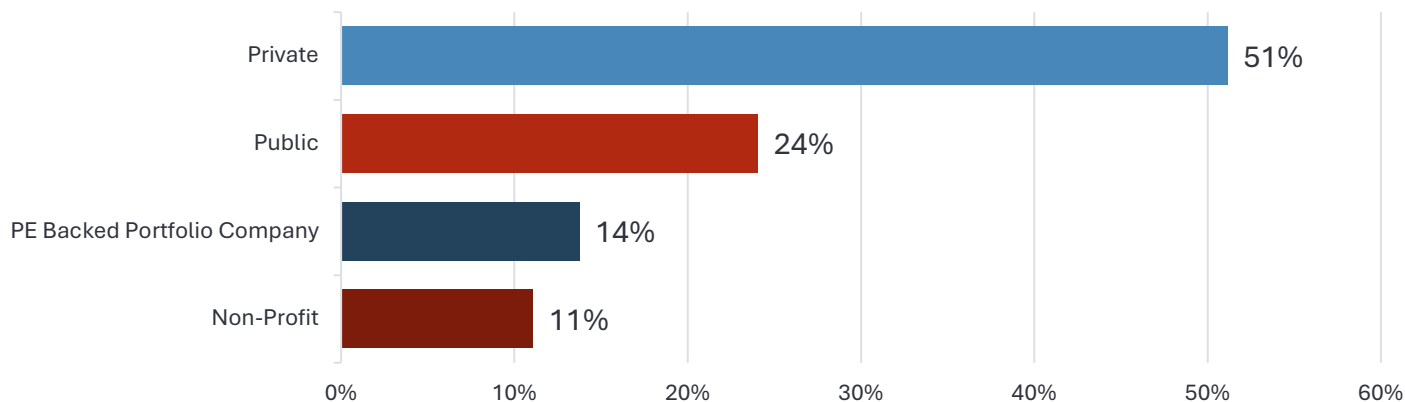
Gender



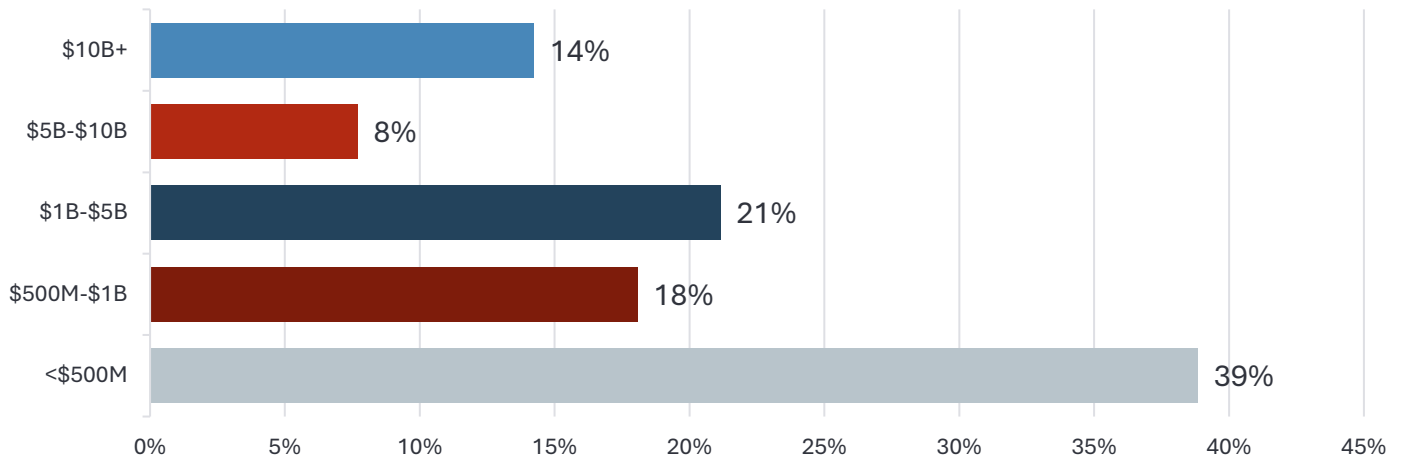
Race/Ethnicity



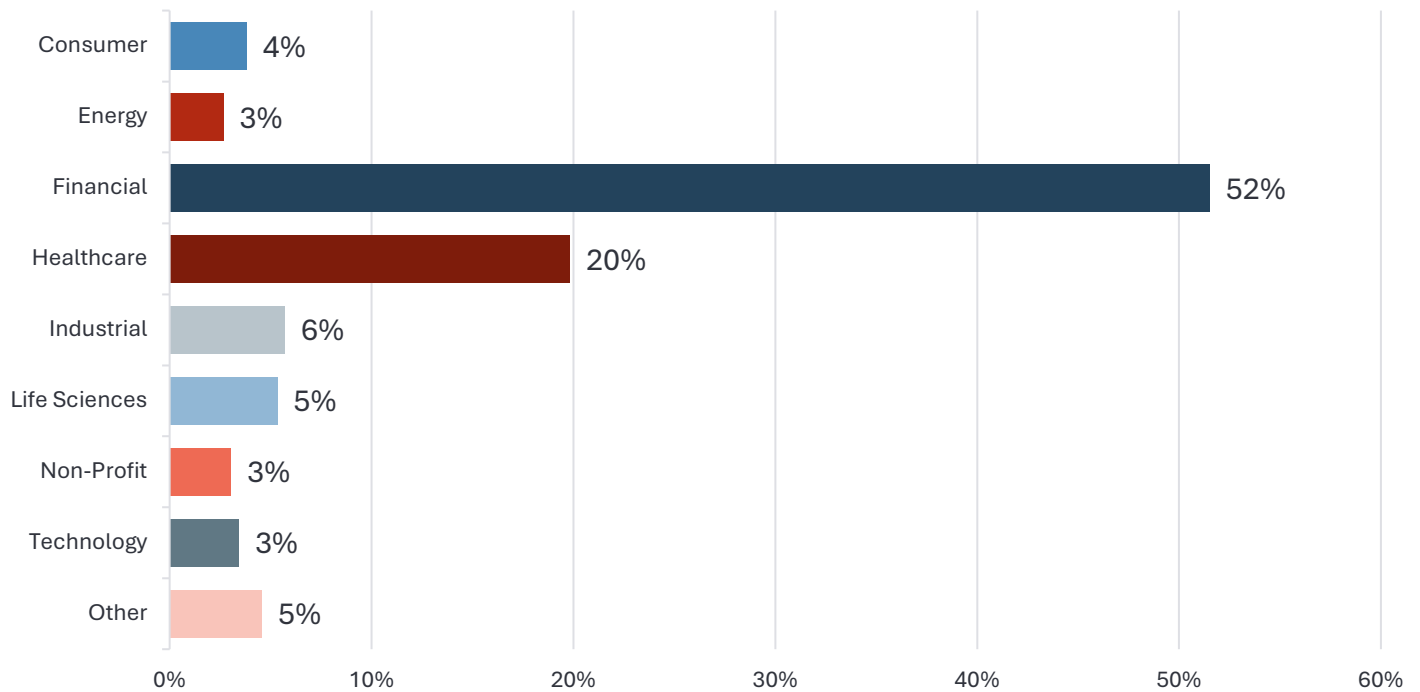
Organization Type



Organization Revenue

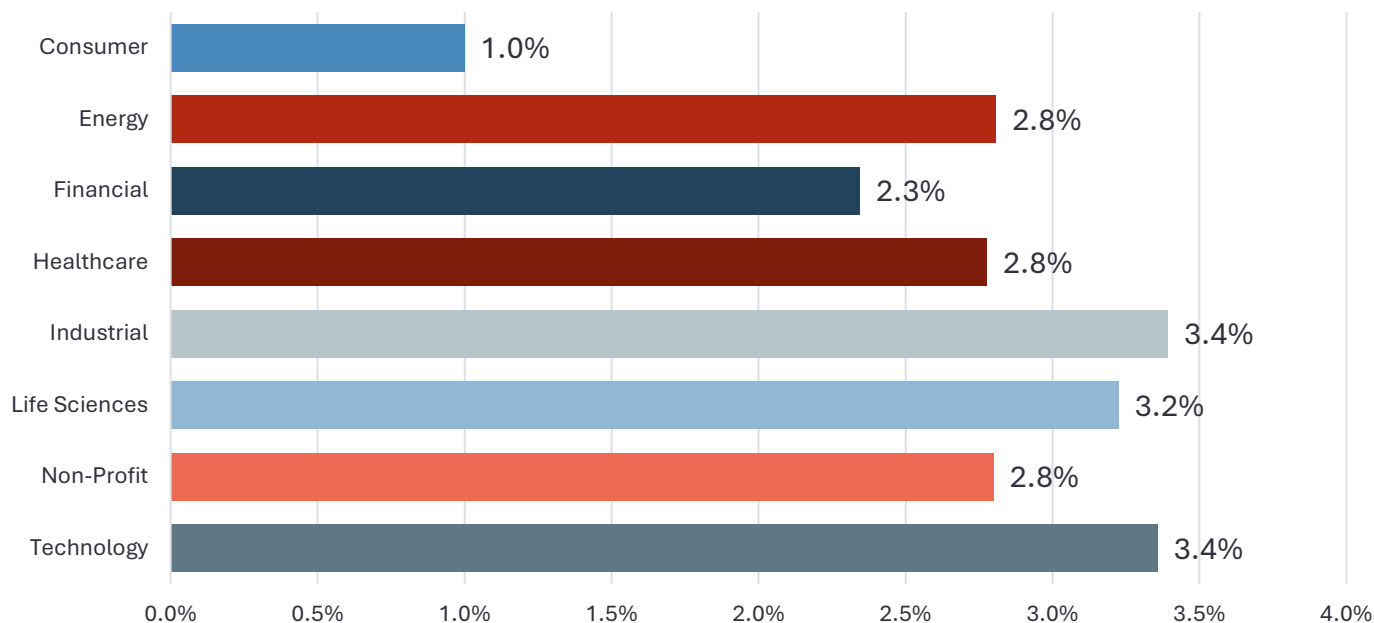


Industry

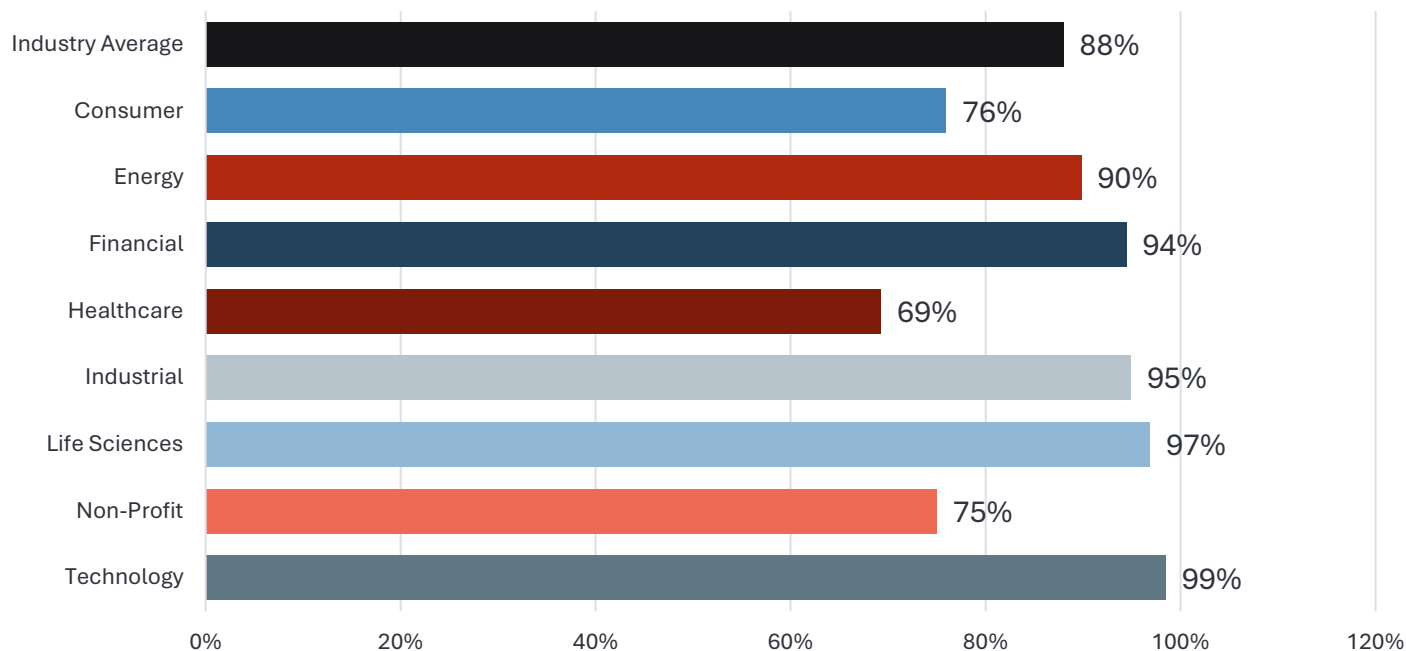


Collective Insights

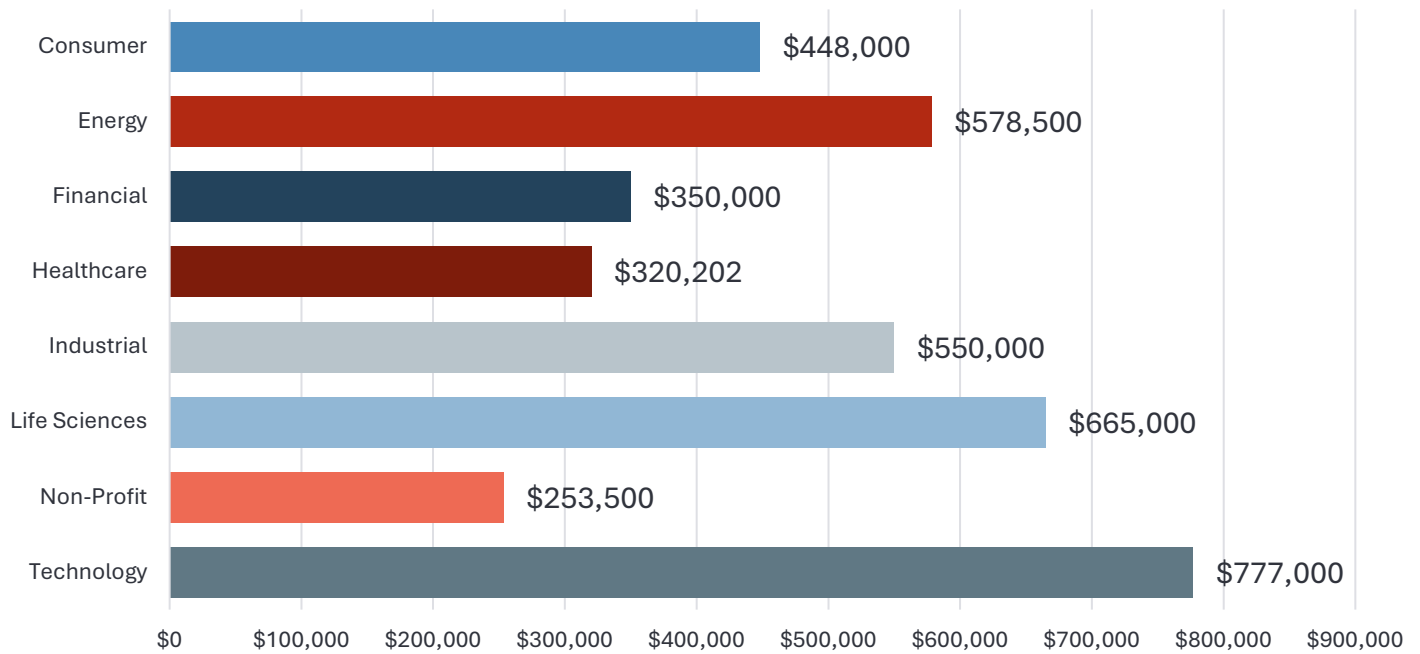
Salary Increase by Industry



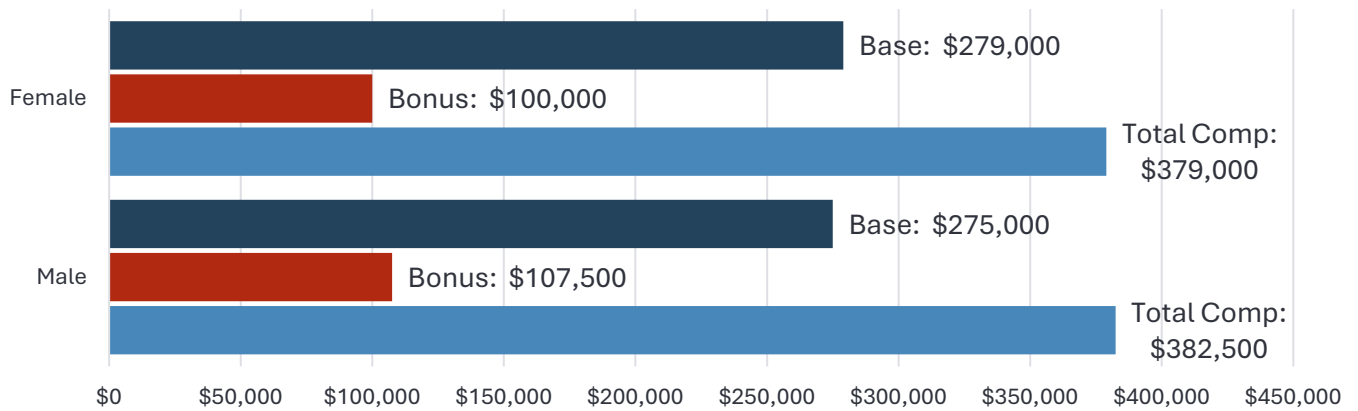
Bonus Payout as a Percentage of Target



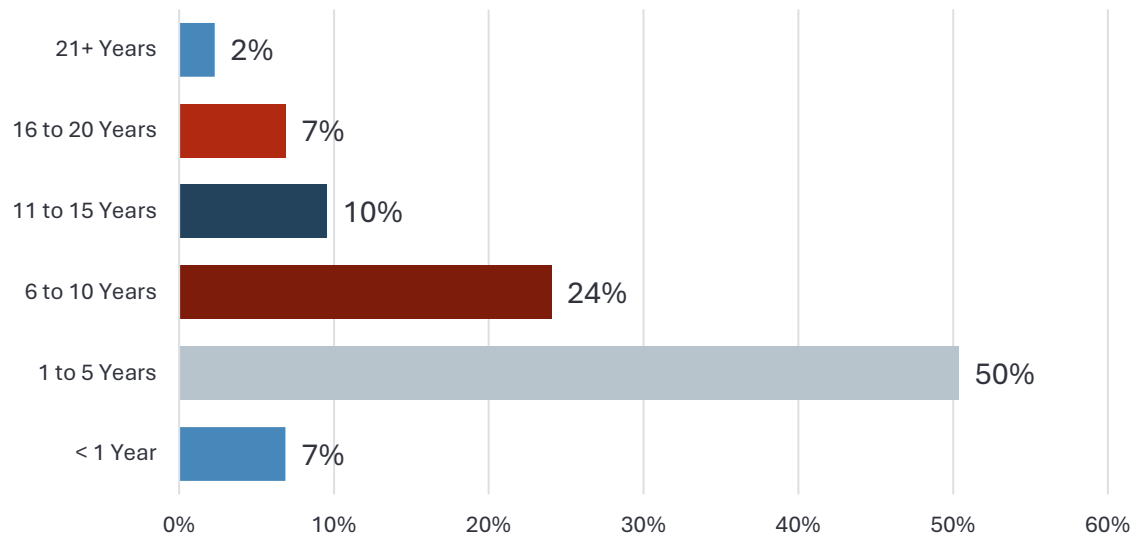
Total Compensation by Industry



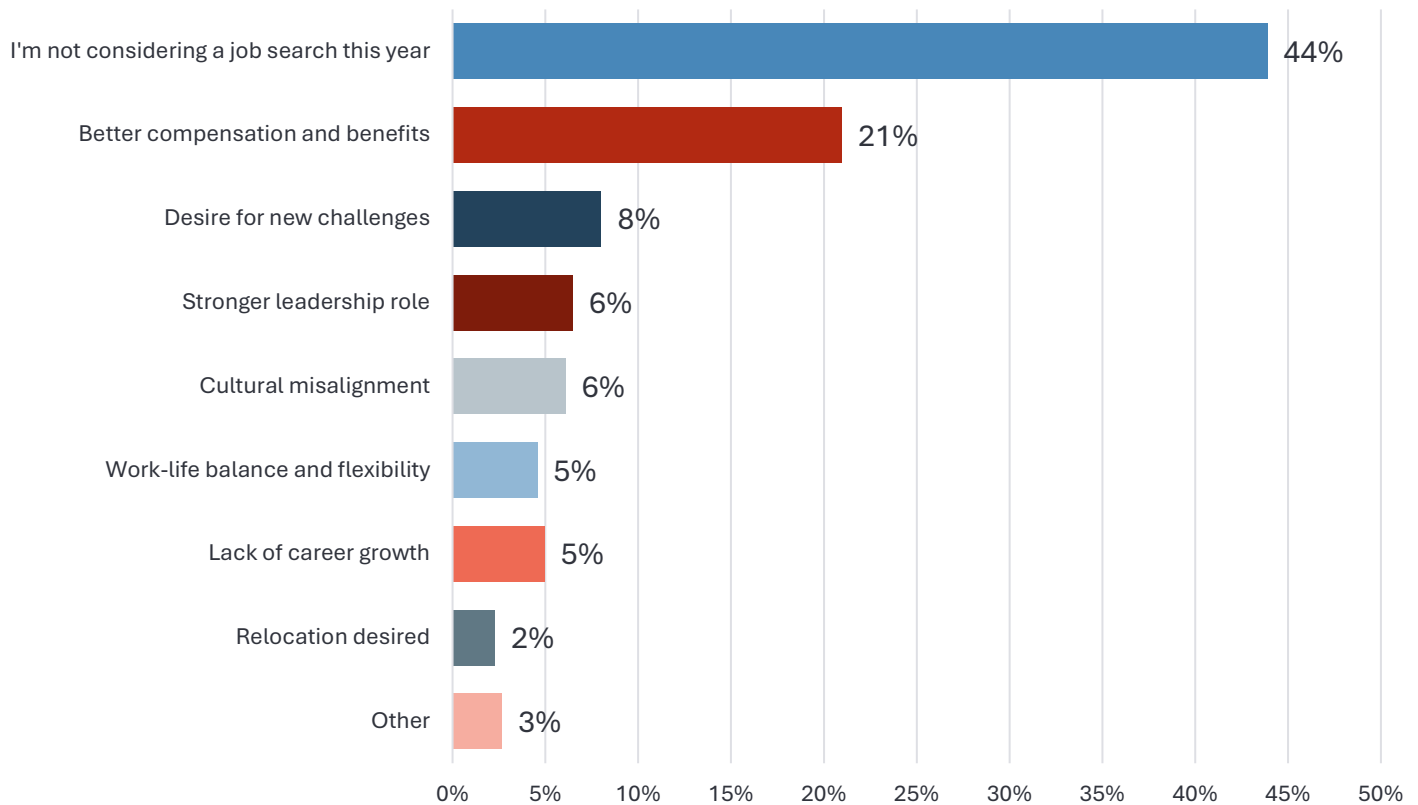
Cash Compensation by Gender



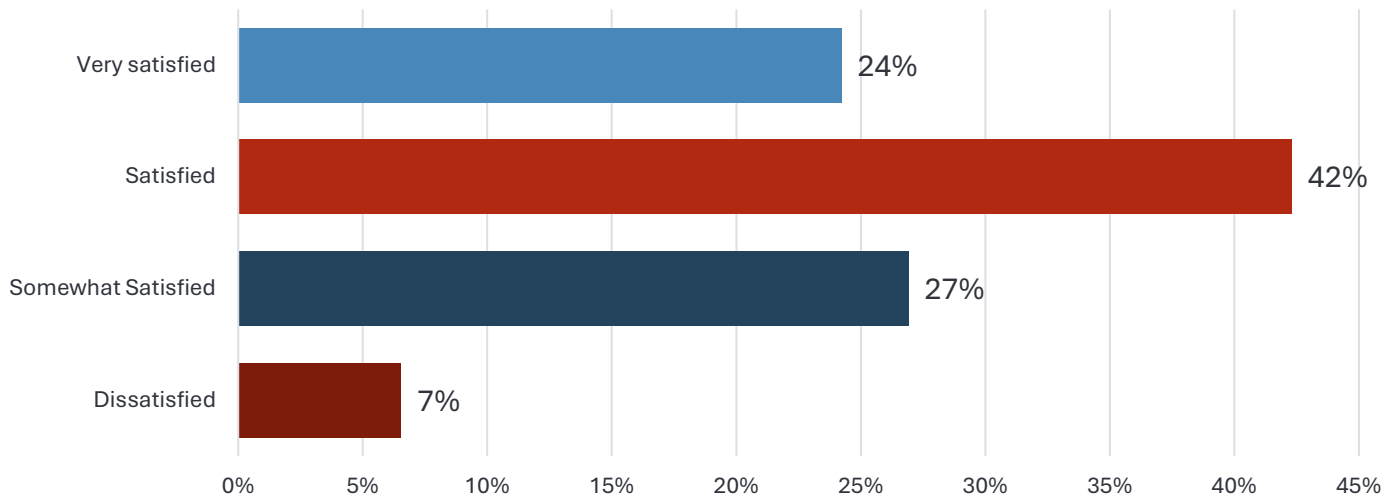
Years in Current Position



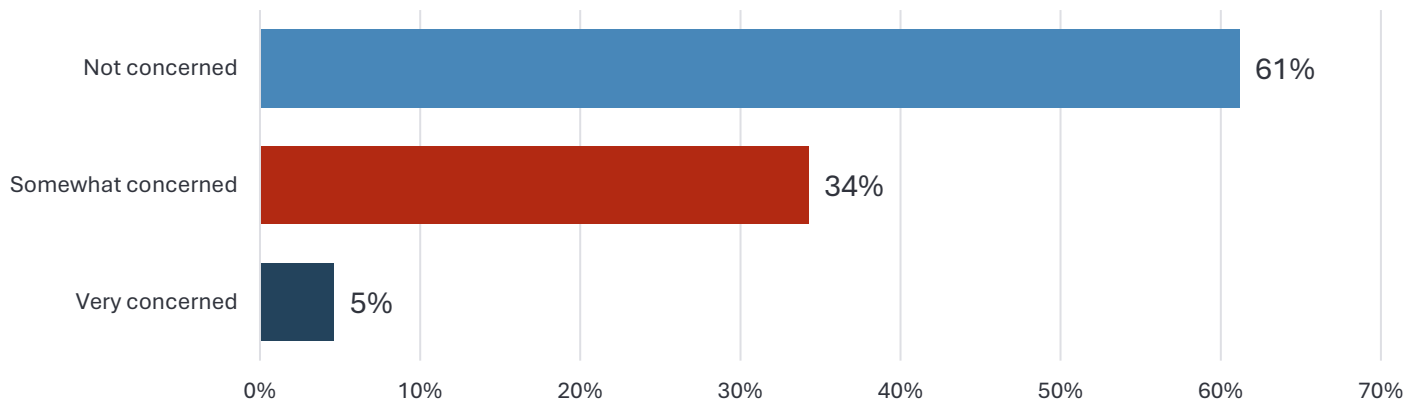
Job Search Motivation



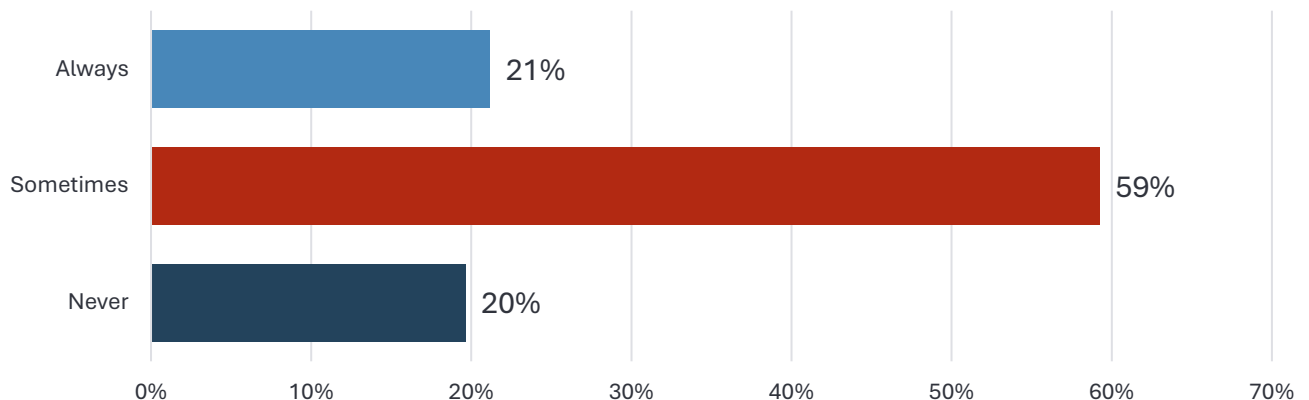
Satisfaction with Current Work-Life Balance



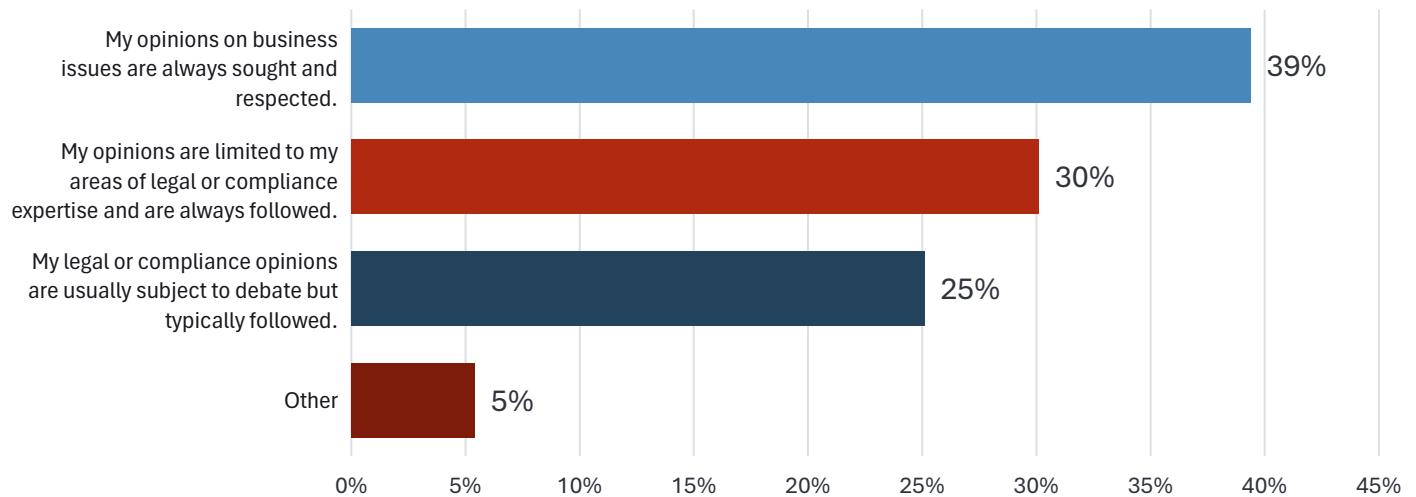
Level of Concern Regarding Job Security



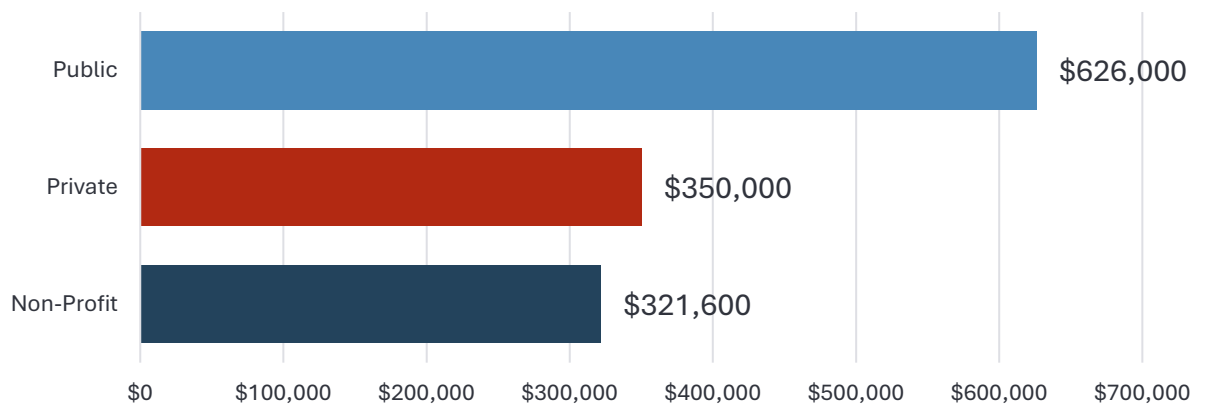
Extent Performance is Affected by Lack of Resources or Staffing



Stature as a Trusted Advisor to Management

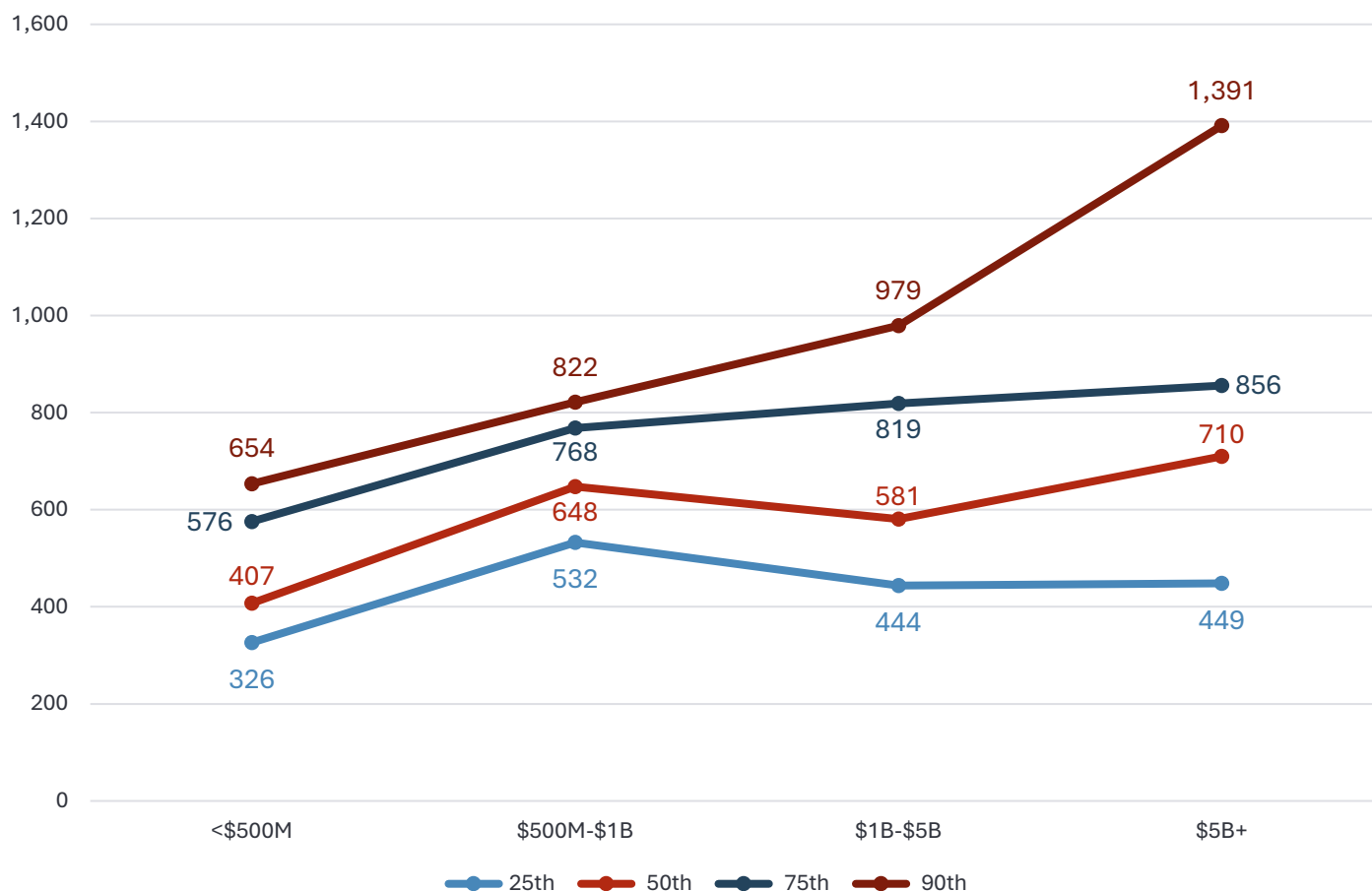


Total Compensation by Organization Type



Chief Compliance Officer: Public Companies

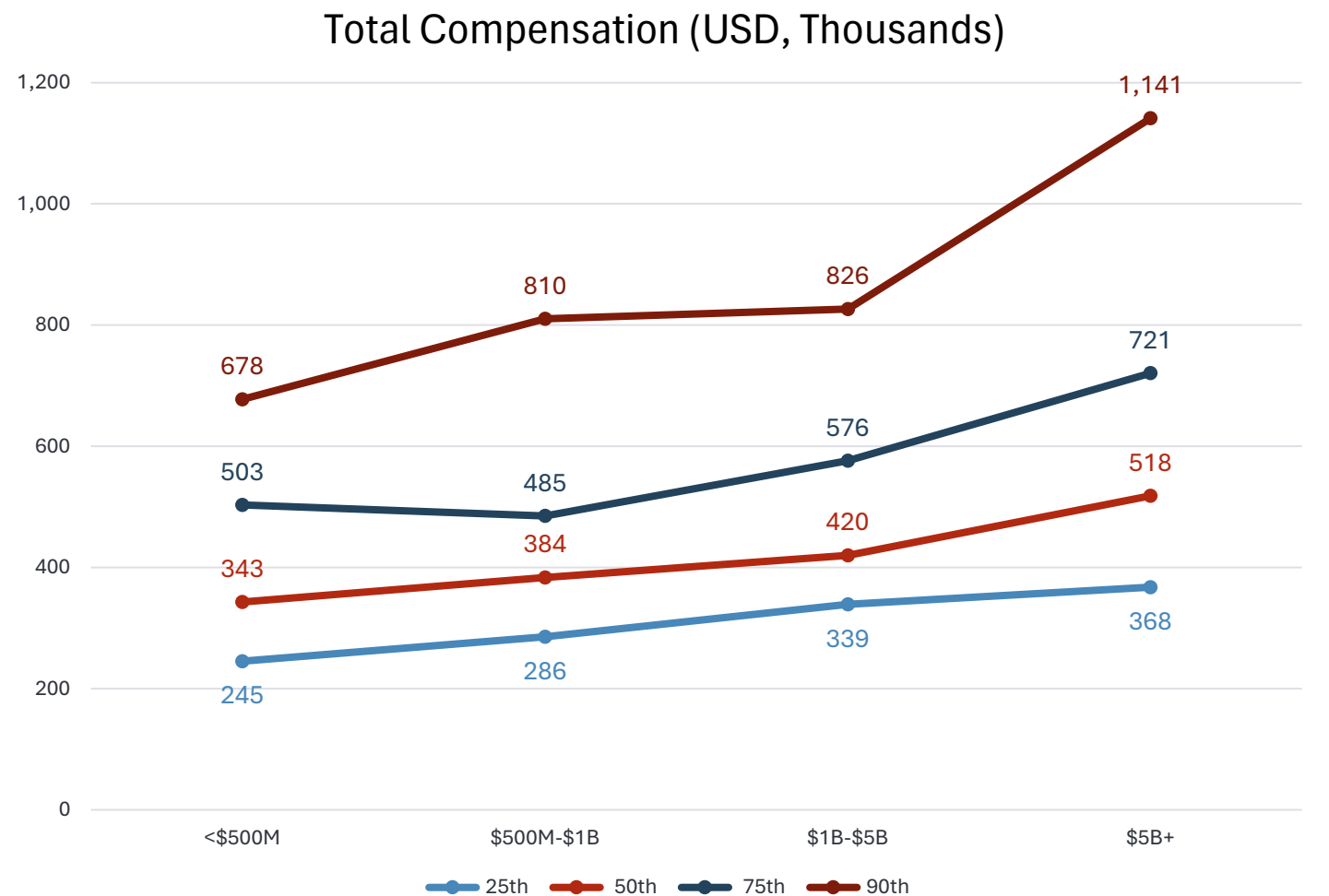
Total Compensation (USD, Thousands)



COMPENSATION BREAKDOWN (USD, THOUSANDS)

Revenue	Base				Bonus				LTI				Total Compensation			
	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th
<\$500M	260	310	367	375	66	93	103	110	0	5	106	169	326	407	576	654
\$500M-\$1B	319	352	378	387	108	136	175	175	105	160	215	260	532	648	768	822
\$1B-\$5B	314	337	357	428	130	155	175	187	0	90	288	365	444	581	819	979
\$5B+	300	350	381	500	149	185	225	391	0	175	250	500	449	710	856	1,391

Chief Compliance Officer: Private Companies

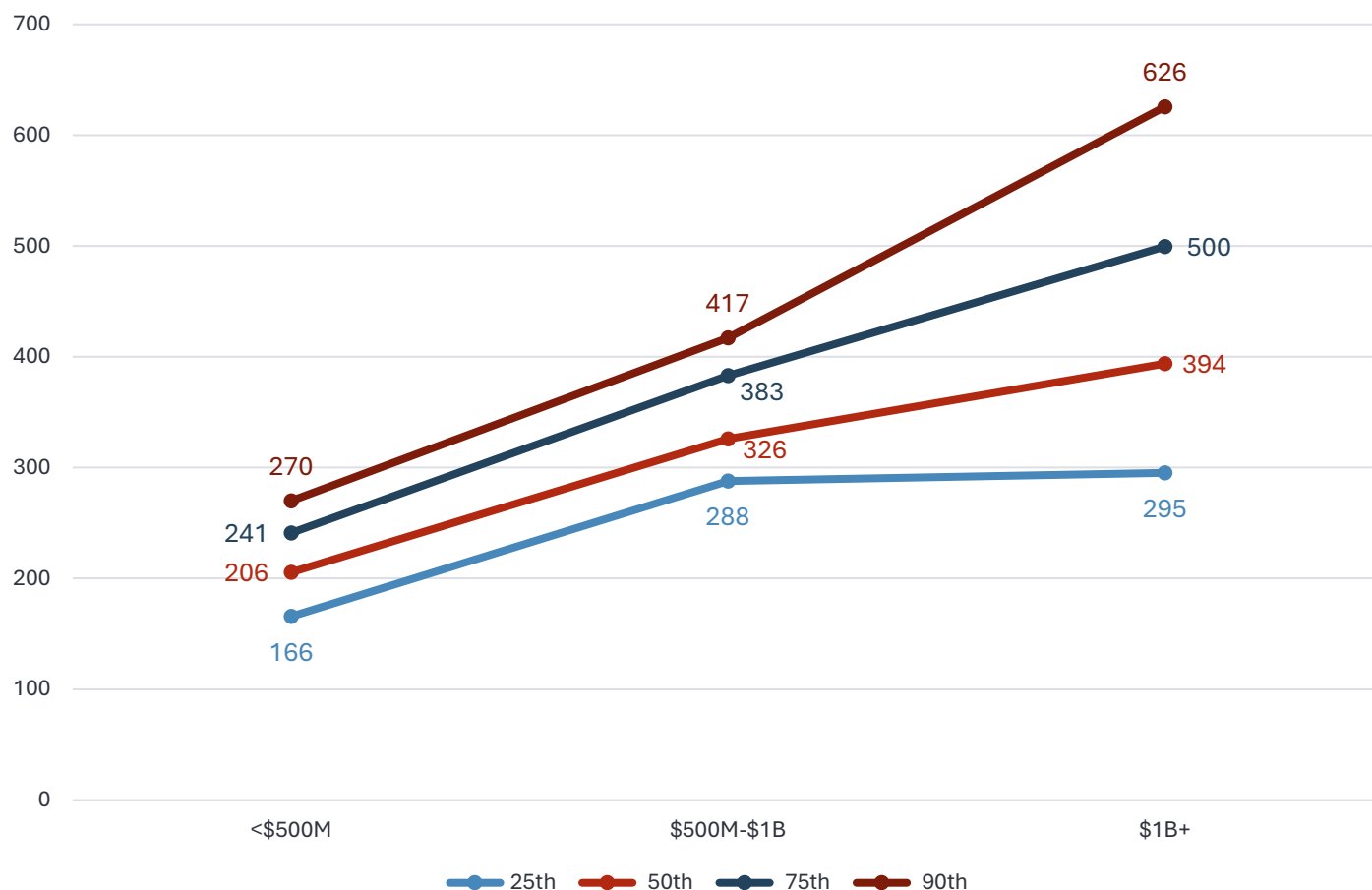


COMPENSATION BREAKDOWN (USD, THOUSANDS)																
	Base				Bonus				LTI				Total Compensation			
Revenue	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th
<\$500M	200	250	300	350	45	93	203	305	0	0	0	23	245	343	503	678
\$500M-\$1B	230	280	350	407	56	104	135	316	0	0	0	87	286	384	485	810
\$1B-\$5B	250	275	301	395	89	145	275	355	0	0	0	76	339	420	576	826
\$5B+	268	346	361	425	100	173	222	440	0	0	138	276	368	518	721	1,141

Note: Although 19% of CCOs at private companies received long-term incentives (LTI), the median value is reported as zero due to the use of median-based reporting

Chief Compliance Officer: Non-Profit Companies

Total Compensation (USD, Thousands)



COMPENSATION BREAKDOWN FOR CCO AT NON-PROFIT COMPANIES (USD, THOUSANDS)

Revenue	Salary				Bonus				LTI				Total Compensation			
	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th
<\$500M	148	180	202	222	18	26	40	48	0	0	0	0	166	206	241	270
\$500M-\$1B	228	256	303	331	60	70	80	86	0	0	0	0	288	326	383	417
\$1B-\$5B	255	325	383	480	40	69	117	146	0	0	0	0	295	394	500	626

Note: Although 28% of CCOs at non-profit companies received long-term incentives (LTI), the median value is reported as zero due to the use of median-based reporting.

Services

Below are some of the services available to advance your career and organization's success.



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Search](#)



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Resources

Whether you aspire to become a General Counsel or seek to overcome challenges facing in-house legal teams, our thought leadership, industry research, and GC AdvantageSM webinars equip you with the knowledge and tools needed to thrive.



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[General Counsel
Toolkit](#)

Selected Resources



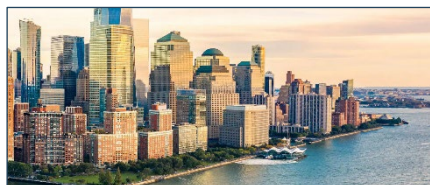
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[Compliance Careers: Where the
Profession Is Today, Where It's
Headed Tomorrow](#)



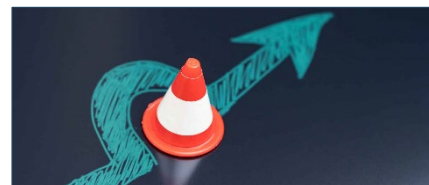
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[2024 General Counsel
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[23 Favorite Interview Questions for
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[Navigating the Challenges and
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About BarkerGilmore

Founded in 2006, BarkerGilmore is recognized as the industry's leading executive search, coaching, and advisory firm dedicated exclusively to the recruitment, retention, and success of in-house legal and compliance teams.

With a team of highly experienced search consultants and a distinguished bench of former General Counsel and Chief Compliance Officers, BarkerGilmore delivers unparalleled expertise and insight. The firm serves as a strategic advisor to its clients, delivering comprehensive solutions that maximize the business value of corporate legal and compliance departments.

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