

SALARY SURVEY

TRADE COMPLIANCE



2023



Preface

Greetings!

From the desk of Garrett Stephenson, President Gateway Recruiting

Another survey is in the books, as always, an interesting time in employment as the world faces economic uncertainties and head winds. These economic circumstances though have not really changed the challenges of finding Trade Compliance professionals as the inventory of qualified Trade Compliance professionals remains low. This trend has been a constant over the past decade. Trade compliance professionals will remain in demand and groups will continue to grow not just domestically in the US, but globally. It has become important for large multi-national companies to continue their expansion to have regionally based compliance groups across the EU, APAC, LATAM. Interestingly though the data this year due to the expansion OUS of these groups, compensation rose within the US, but dropped across much of the rest of Globe. This is certainly key data we will keep an eye on and help advise our clients to hiring strategies outside of the US.

A few other notes from activity we are seeing across our desk:

- Many companies are still offering Hybrid schedules (3/2 or 4/1); but remote roles have dropped significantly with only 10% of openings in the US offering complete remote work.
- Trade Compliance contractors are in high demand. Many companies are relying on bringing on contractors for project work or to bridge the gap while companies experience hiring freezes. We are happy that we have the largest database of available contractors, and always here to help our current or new clients find great immediate talent.

We of course want to thank everyone in Trade Compliance for their continued support on this survey, and in supporting Gateway Recruiting. This survey has become the industry standard over the past 15+ years, and we enjoy providing the data to the industry. If you ever are struggling to hire for your organization (Full time hires or Contract employees); please never hesitate to reach out to myself or one of my valued team members here at Gateway Recruiting. We are always up to the challenge!

Cheers to another year and again, thank you for continuing to support Gateway Recruiting!



Garrett Stephenson
President

Gateway Recruiting Inc.
Garrett@GatewayRecruiting.com

Gateway Recruiting was launched to provide timely and focused recruitment services and solutions to emerging, expanding and established companies.

Our extensive background and broad experience have enabled us to tailor each candidate search to the specific requirements of the client. Where other firms tend to be short sighted in placement, we view each open position with bifocals - we understand the need for just-in-time resources, however, we also understand the need to support the client's long-term talent pipeline as they explore change and grow.

The Gateway Recruiting approach delivers the best talent for companies whose bottom-line is both profit and people!

Gateway Recruiting

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OUR SERVICES

Retained Search

If you have an urgent position that must be filled within a certain time constraint, or that is a confidential replacement, or addition to your team; you will directly benefit from our retained searches. Our retained searches offer our clients the highest level of service within our firm and include a (position specific) dedicated team and dedicated time allowance to ensure fulfilling your need (s) as efficiently as possible. We have the ability to customize each search, including payment terms and conditions, to meet your individual company's needs. Gateway Recruiting guarantees our retained searches in writing.

Contract Staffing

This service will allow you to maximize your work force flexibility in today's rapidly changing business environment. You can lower head count, lower payroll, and adjust staff levels as workloads change. All you need to do is approve time sheets and pay weekly invoices, and let Gateway Recruiting handle everything else. Fees are per hour, and are based on the difficulty of the position. We have staff available and can usually have someone at your offices performing in days.

Contingency Search

With this level of search between Gateway Recruiting and your company, Gateway Recruiting will be able to take immediate action on critical and urgent searches on an on-going basis. Contingency-based searches are typically awarded to Gateway Recruiting on Exclusive Basis. You will not incur any costs for contingency search until you hire a candidate that we have referred. We are dedicated to providing the best quality candidate for all positions, in a timely manner.

Trade Compliance Consulting Services

Based on our extensive list of active consultants we have the ability to provide on demand consulting services to our clients in the field of Trade Compliance. If you are going through a consent agreement or an audit, we can provide on demand consultants to come in and help in your compliance project. If you just need consultants for a classification project, or a new ERP roll out, we have you covered as well! Check our pricing compared to the competition and you will be pleased with the impact on your bottom line.

Trade Compliance/Supply Chain Verticals

- ▶ Customs Import Compliance
- ▶ Export Compliance
- ▶ SAP GTS
- ▶ ECCN Classification
- ▶ HTS Classification
- ▶ Supply Chain / Operations
- ▶ Capacity Management
- ▶ Global Logistics
- ▶ EMEA Compliance
- ▶ APAC Compliance
- ▶ Domestic/ International Transportation
- ▶ WMS and TMS Implementations
- ▶ Regulatory Compliance
- ▶ FDA Compliance

OUR TEAM



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CEO/SENIOR PARTNER

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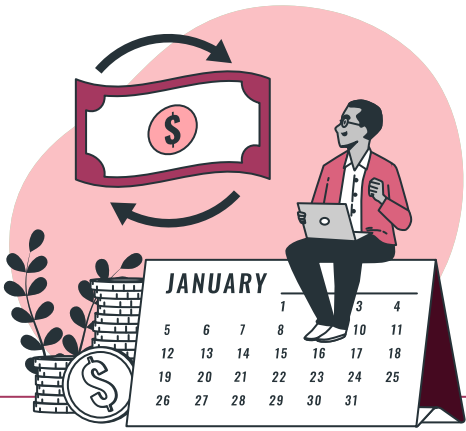
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DIGITAL MARKETING MANAGER

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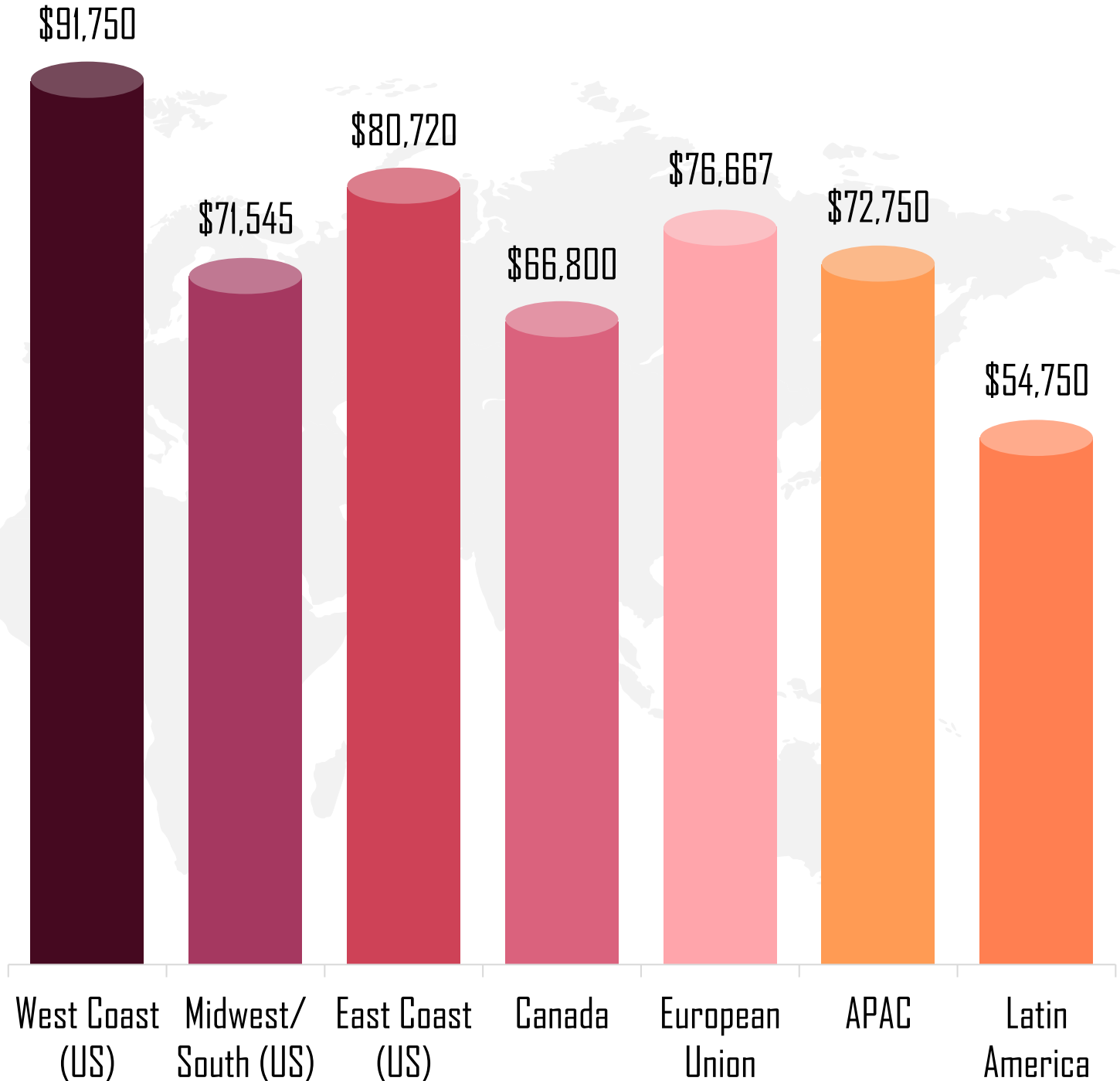
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ASSOCIATE

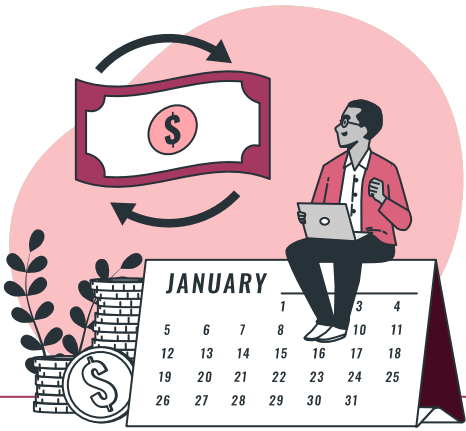
Average Salary by Region



West Coast (US - Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming)

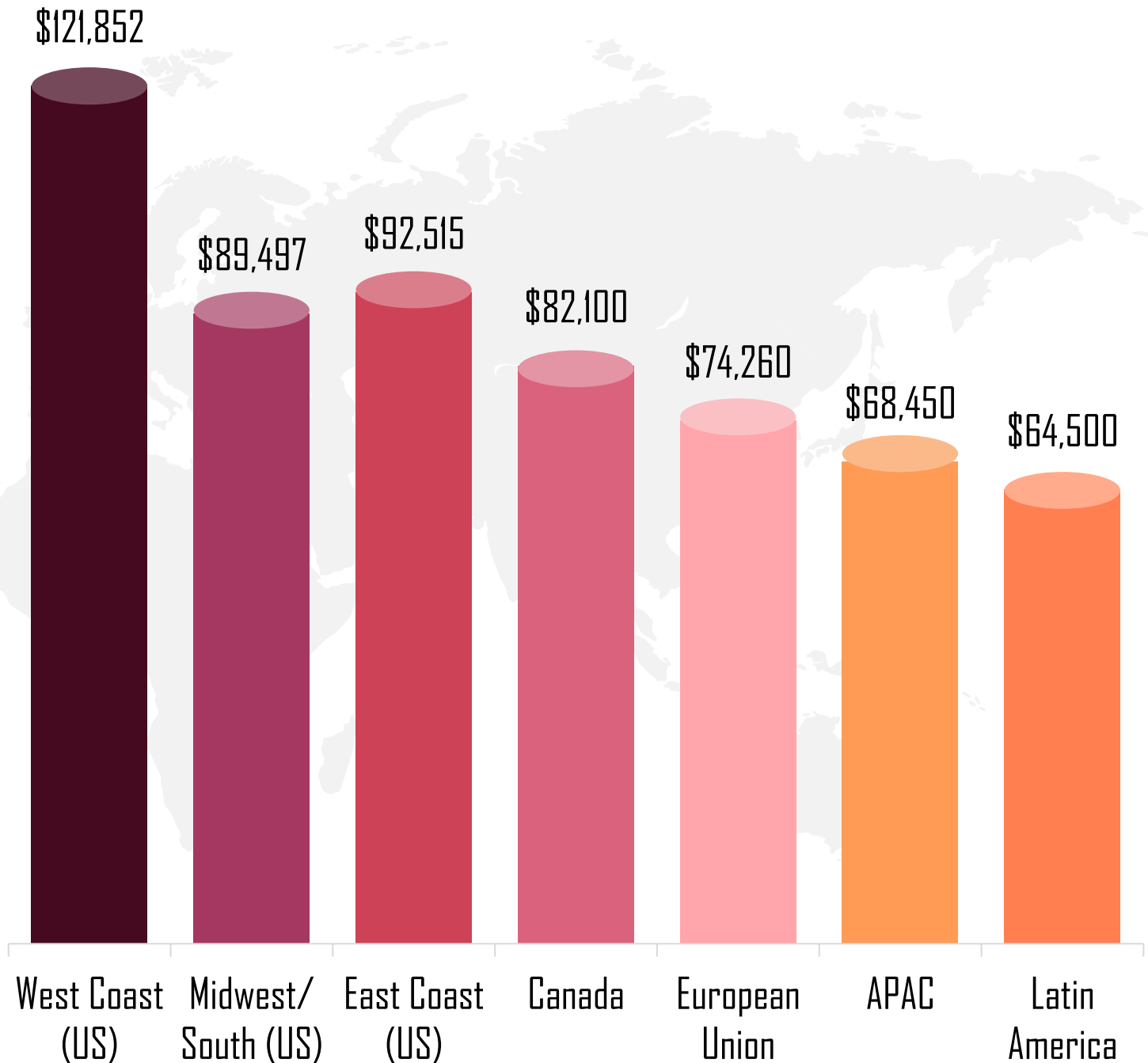
Midwest/South (US - Alabama, Arkansas, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Minnesota, Mississippi, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, South Dakota, Tennessee, Texas, Wisconsin)

East Coast (US - Connecticut, Delaware, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia)



SENIOR ASSOCIATE

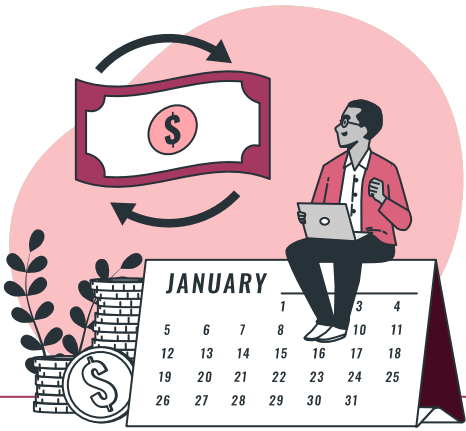
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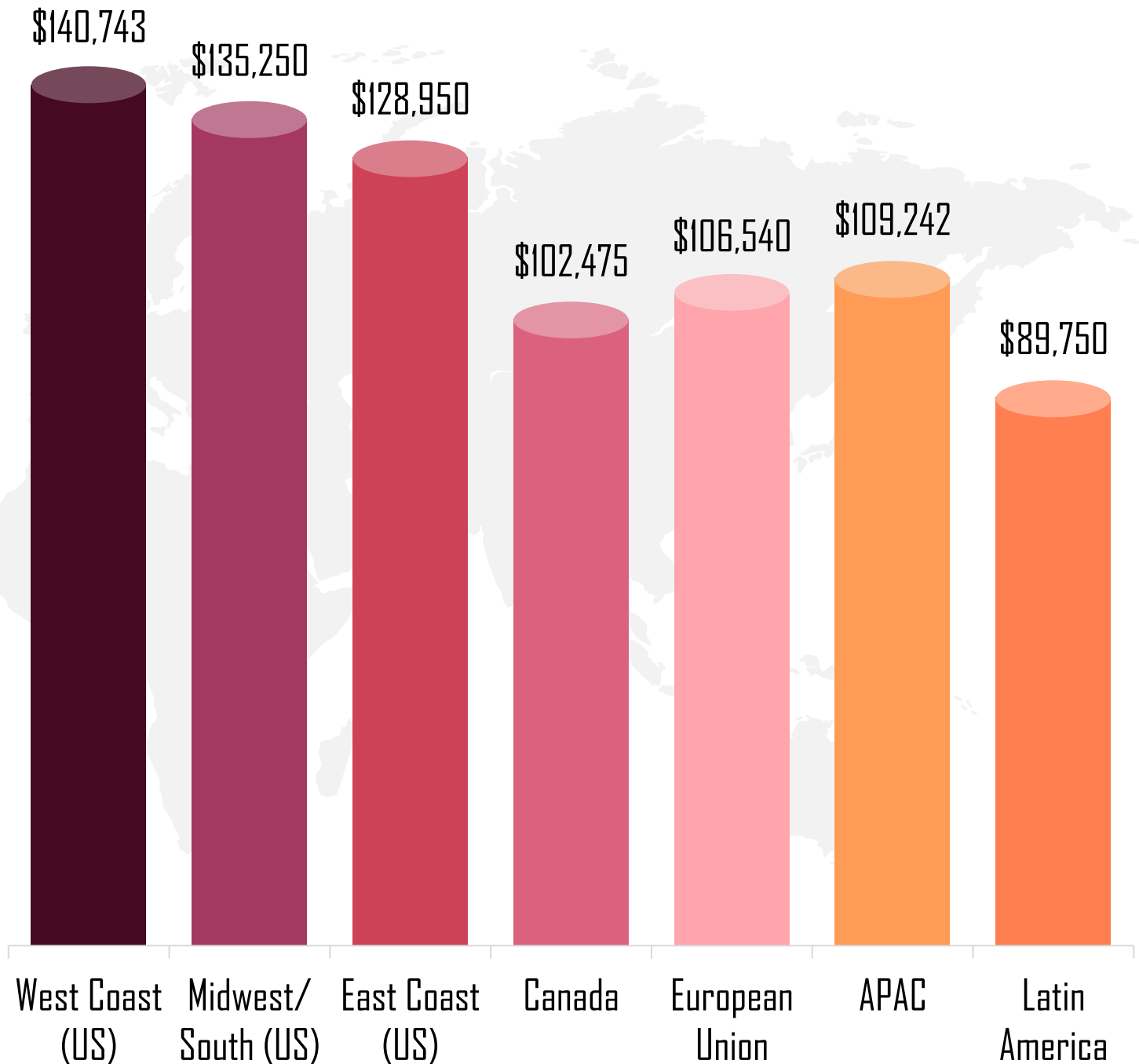
East Coast (US - Connecticut, Delaware, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia)



MANAGER

(NO DIRECT REPORTS)

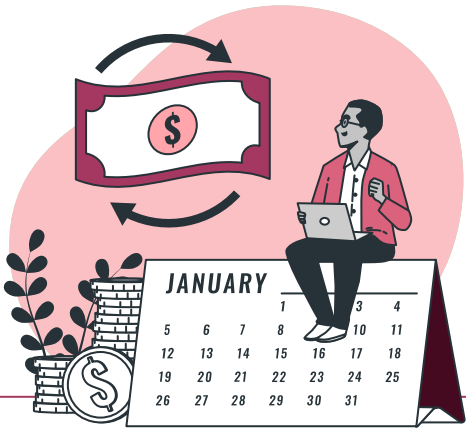
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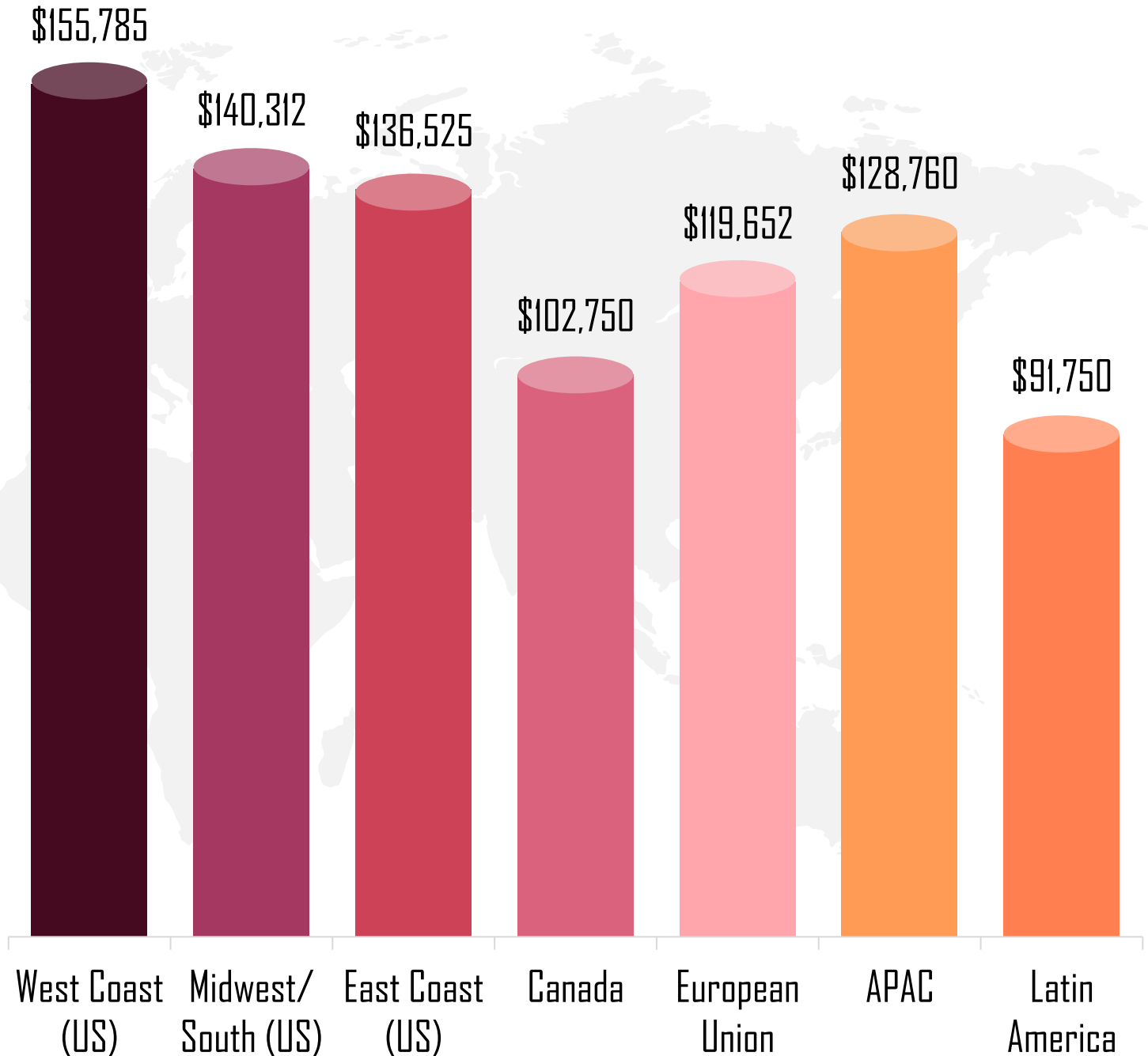
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MANAGER

(DIRECT REPORTS)

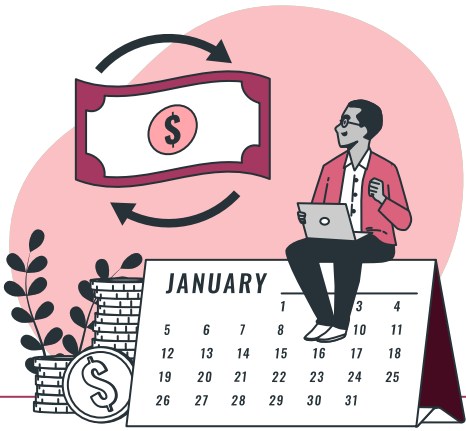
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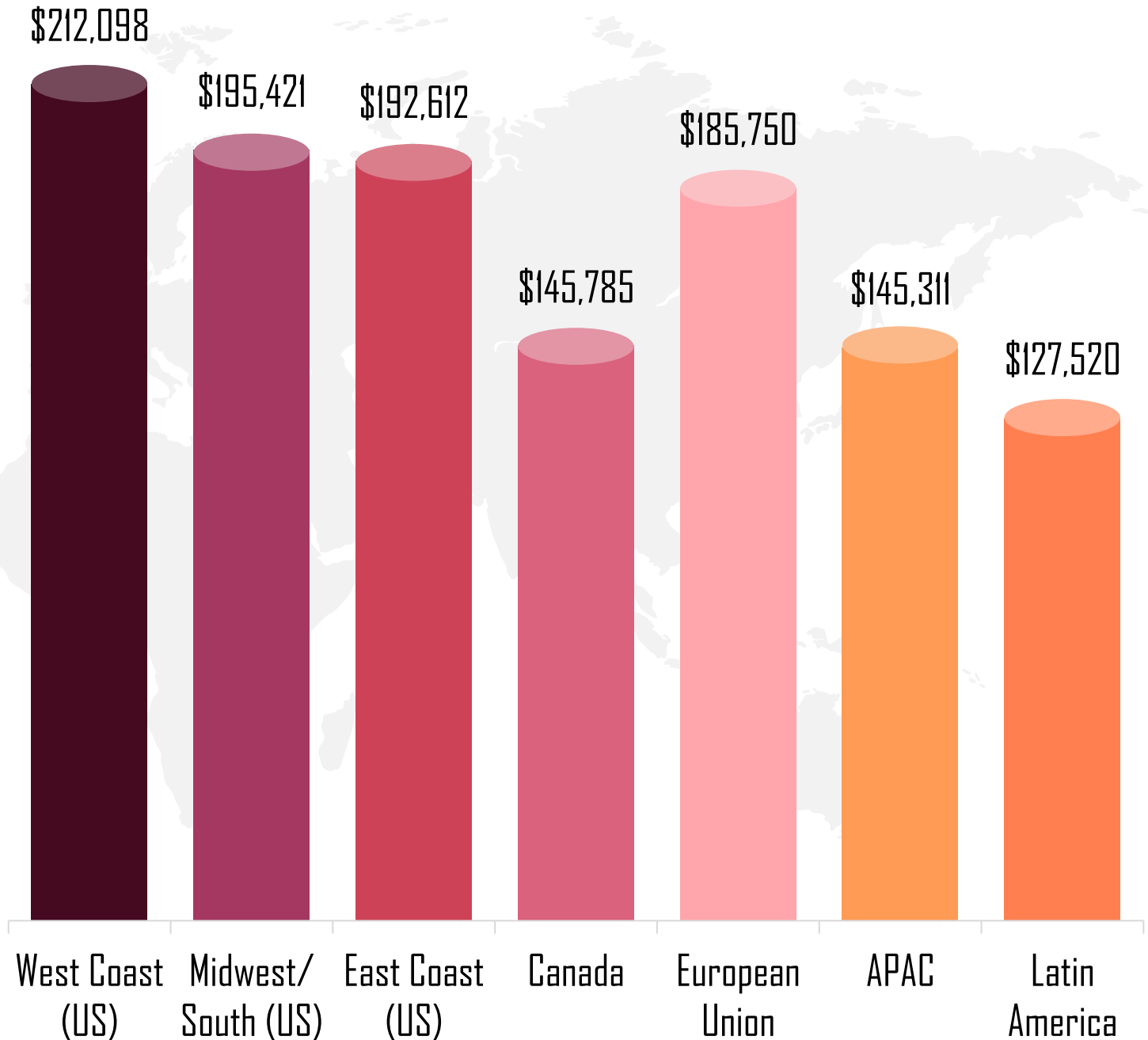
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DIRECTOR

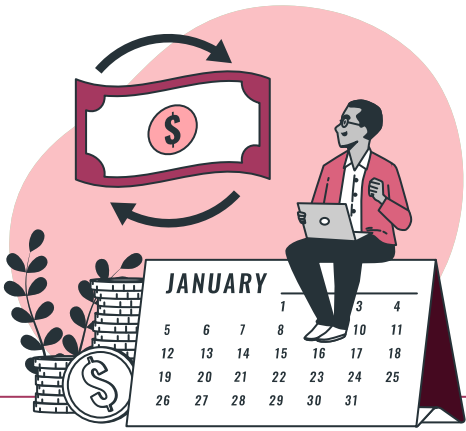
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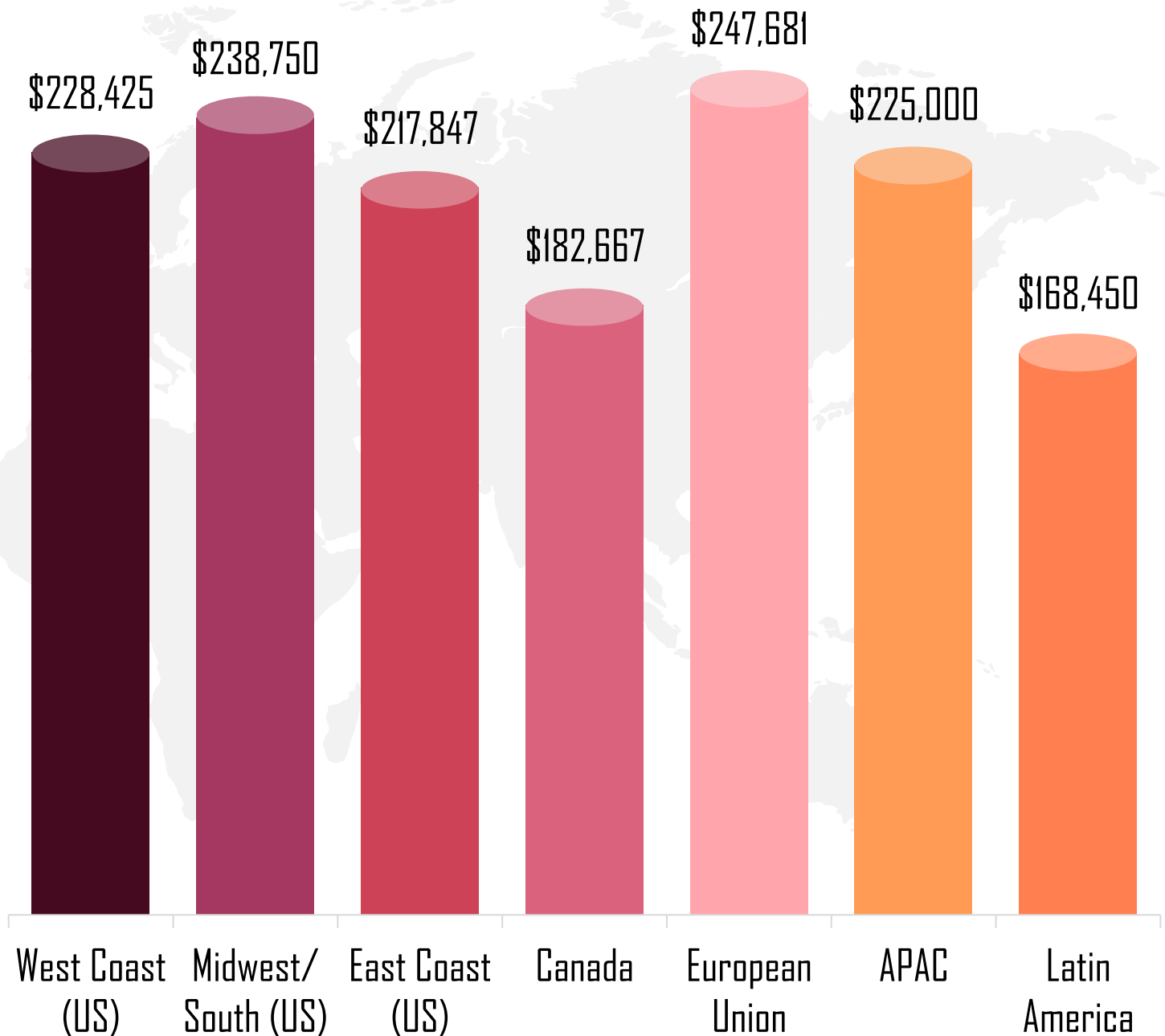
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VICE PRESIDENT

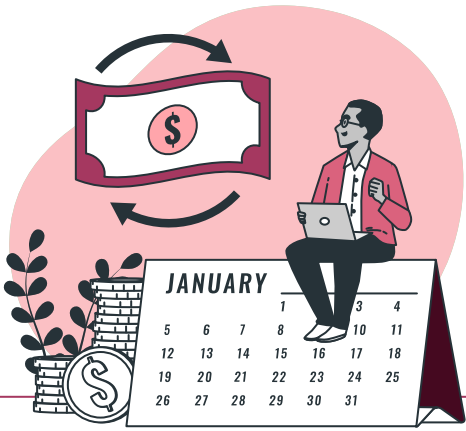
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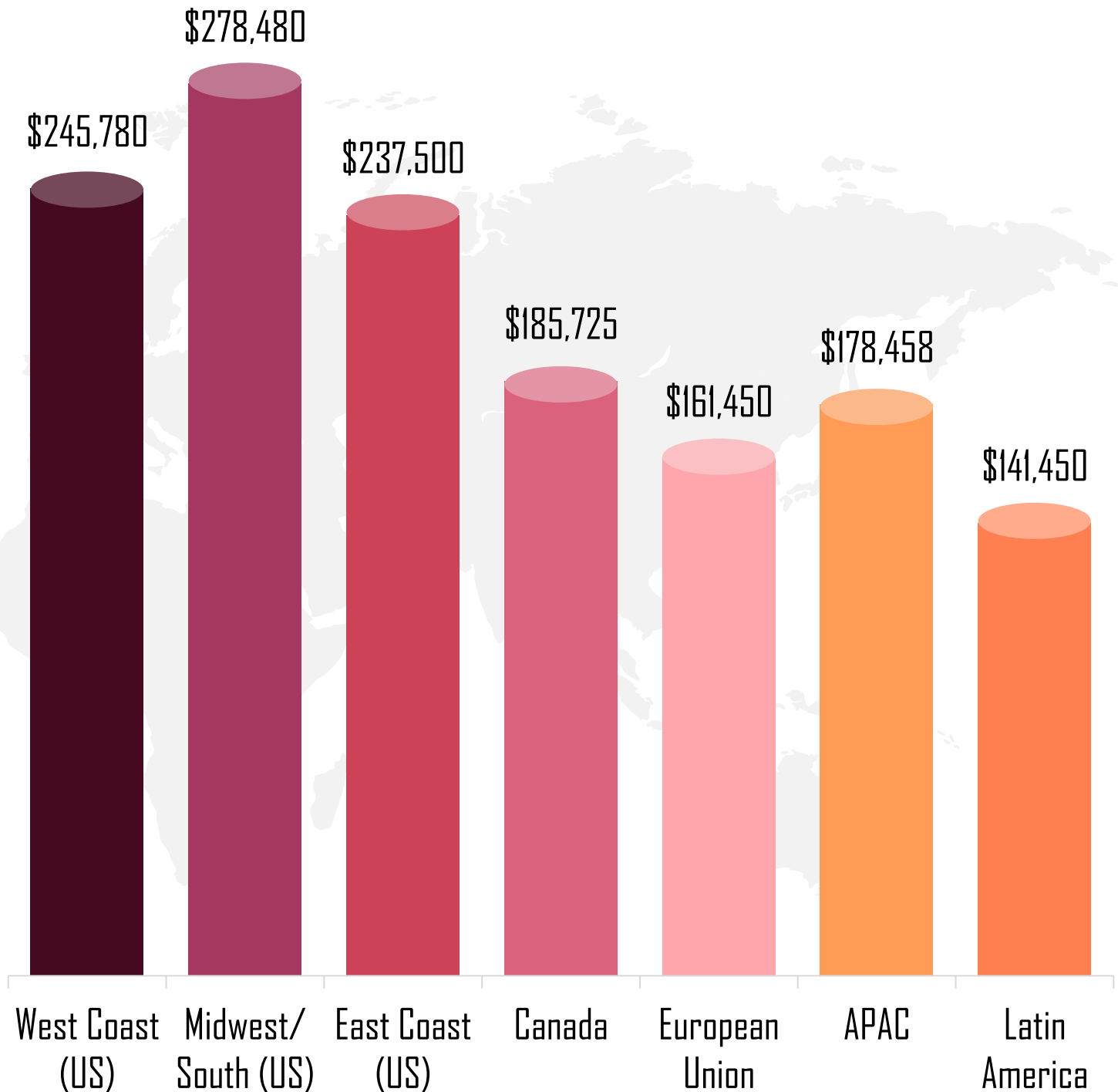
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GLOBAL TRADE COUNSEL

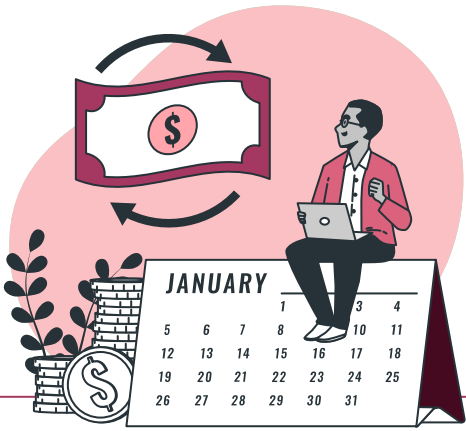
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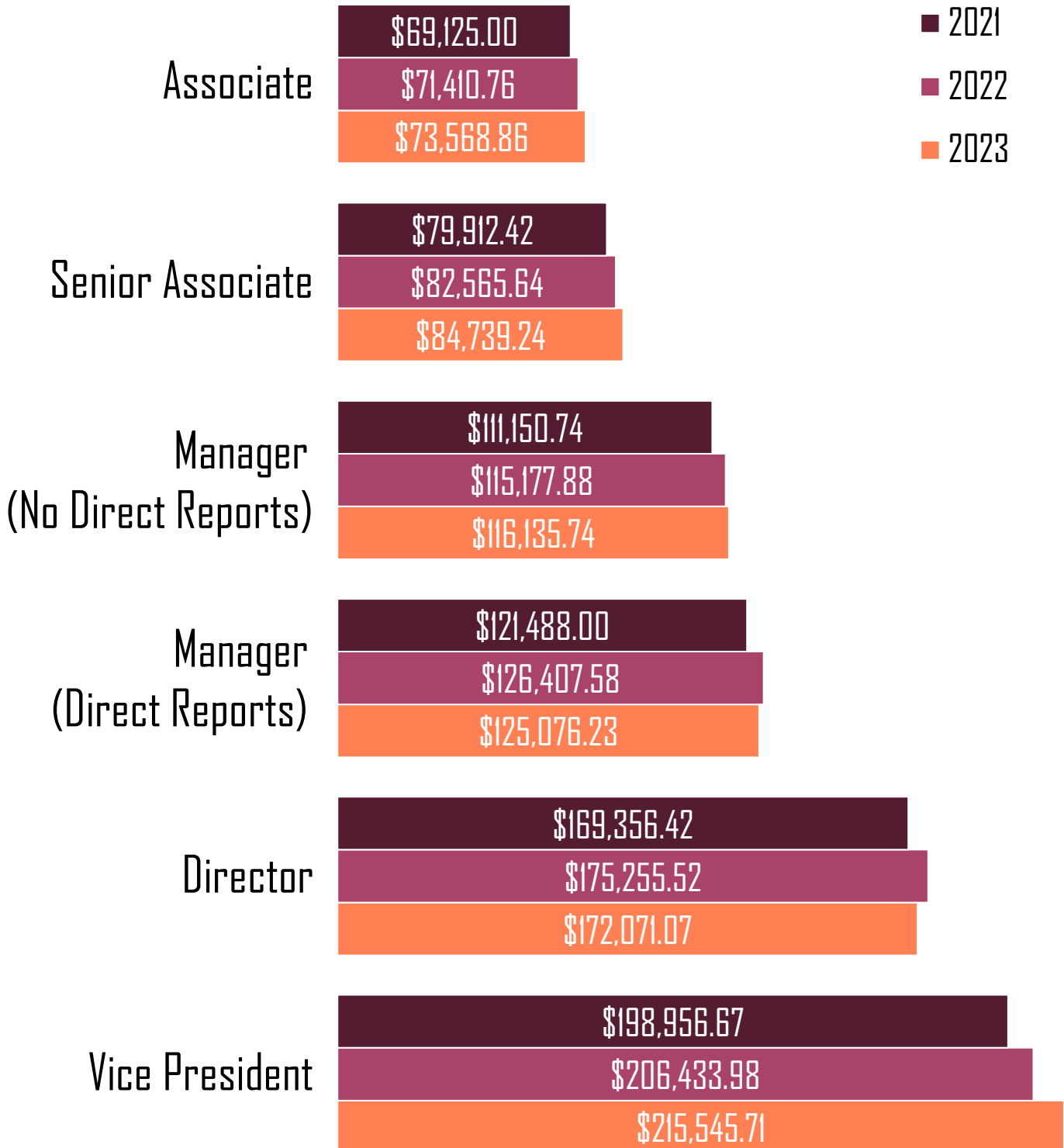
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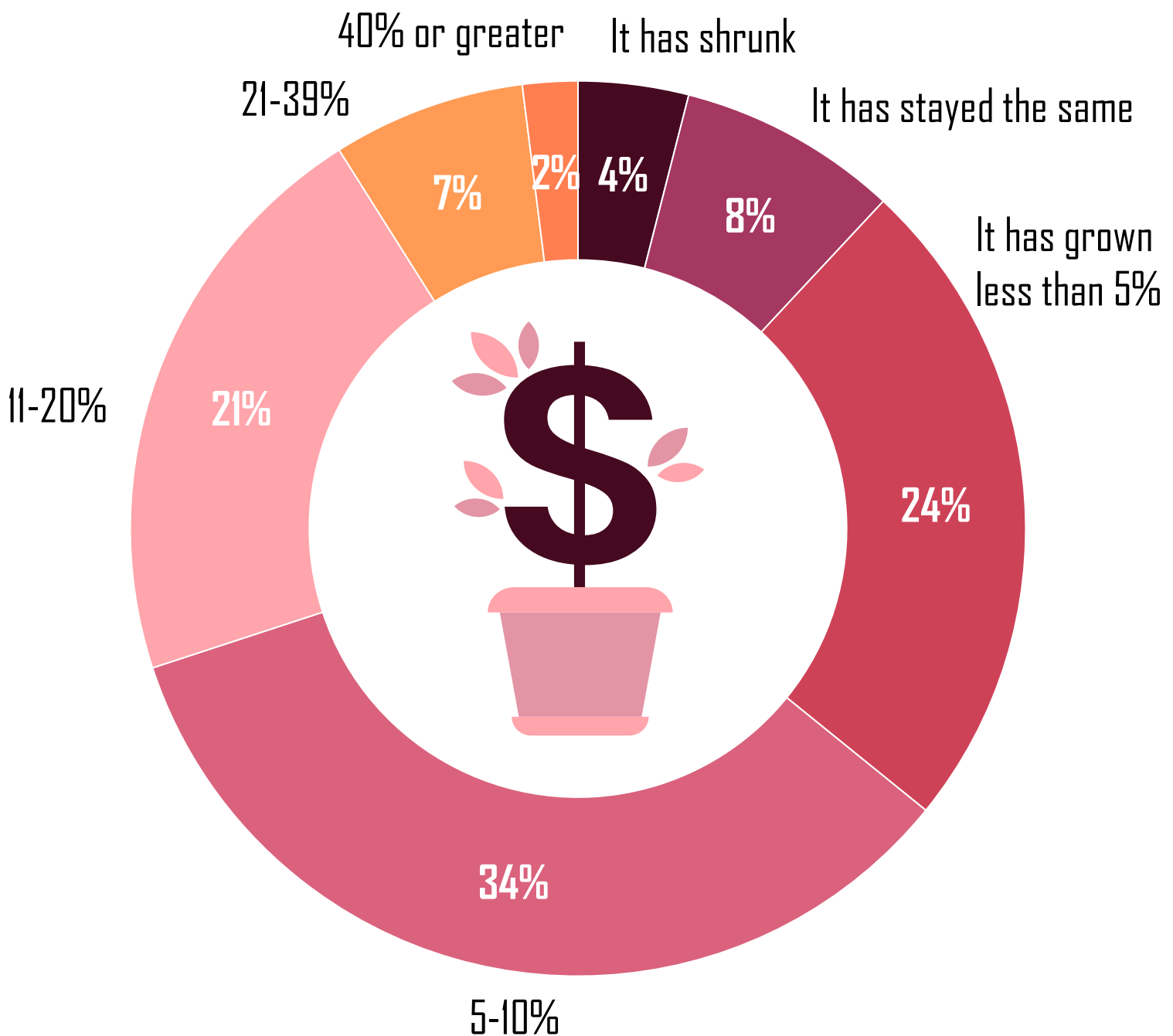
East Coast (US - Connecticut, Delaware, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia)



AVERAGE SALARY GLOBALLY PER TITLE

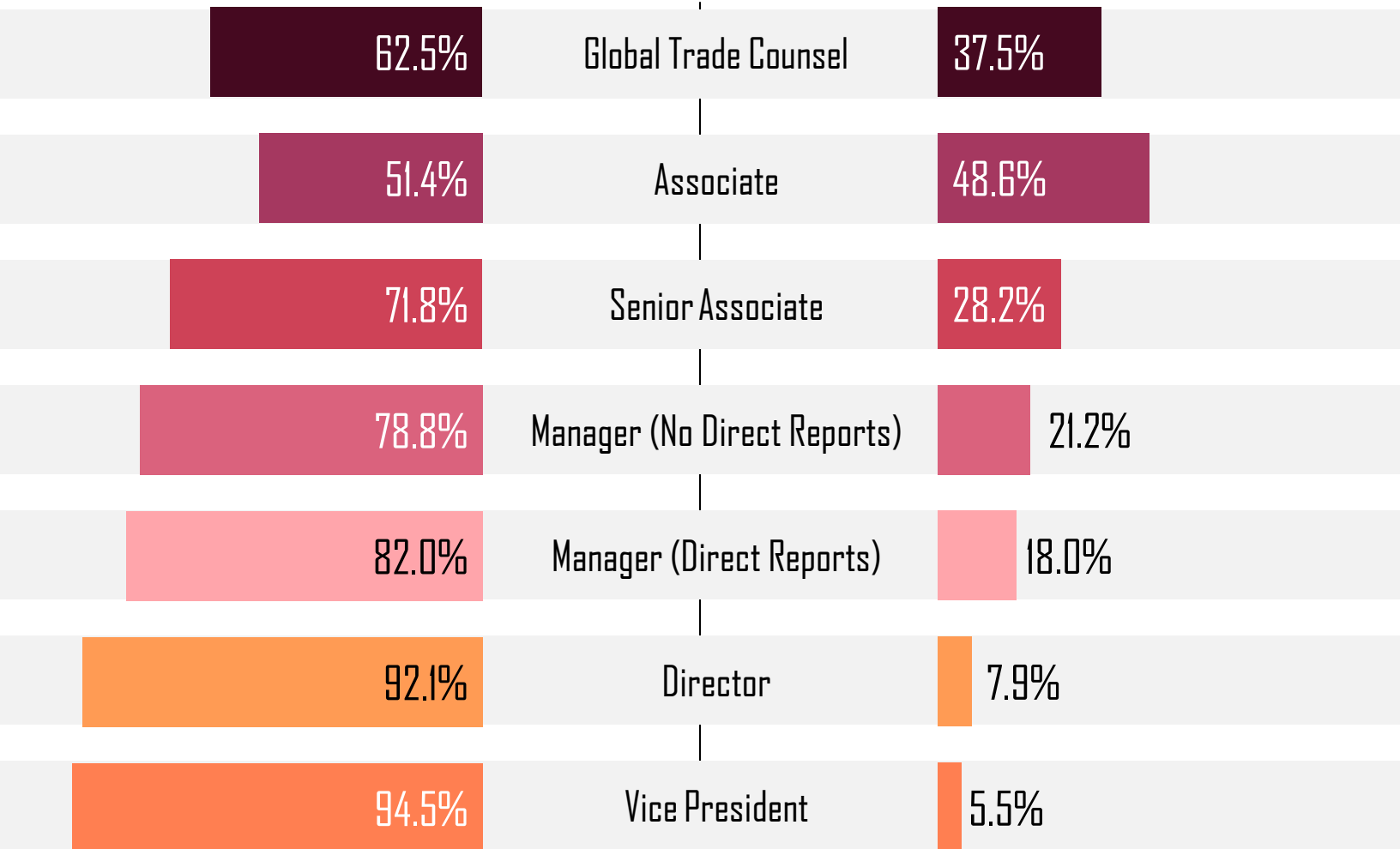


HOW MUCH HAS YOUR SALARY GROWN IN LAST 3 YEARS?





DID YOU RECEIVE A BONUS LAST YEAR?





AVERAGE BONUS PERCENTAGE RECEIVED

30% Vice President



21% Director



15% Manager (Direct Reports)



13% Manager (No Direct Reports)



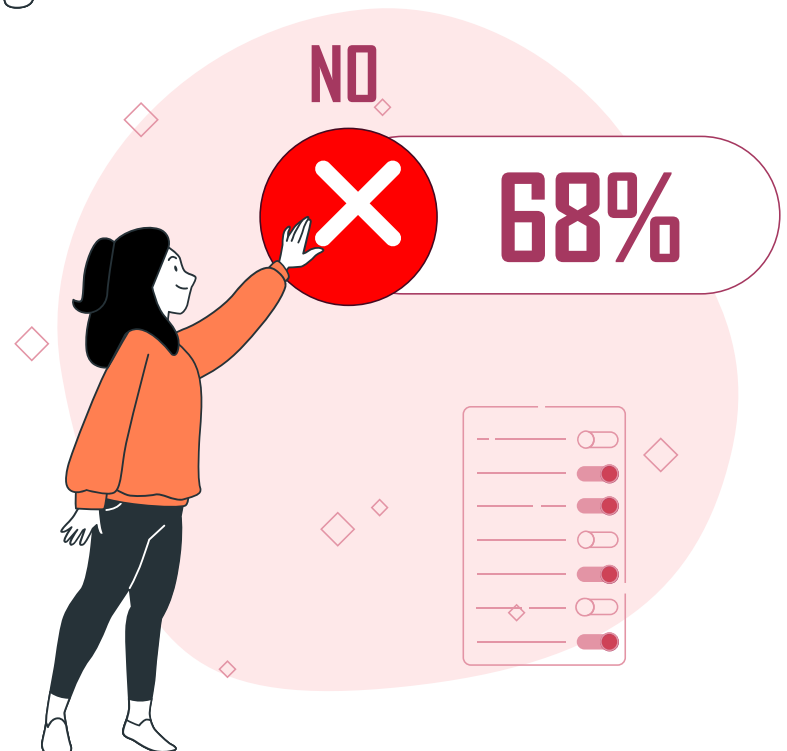
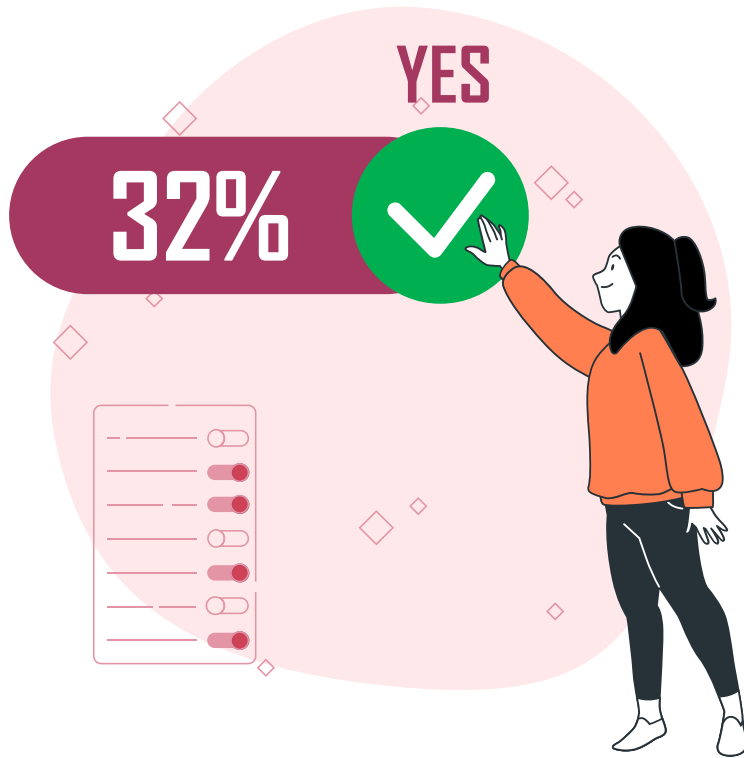
16% Senior Associate



8% Associate

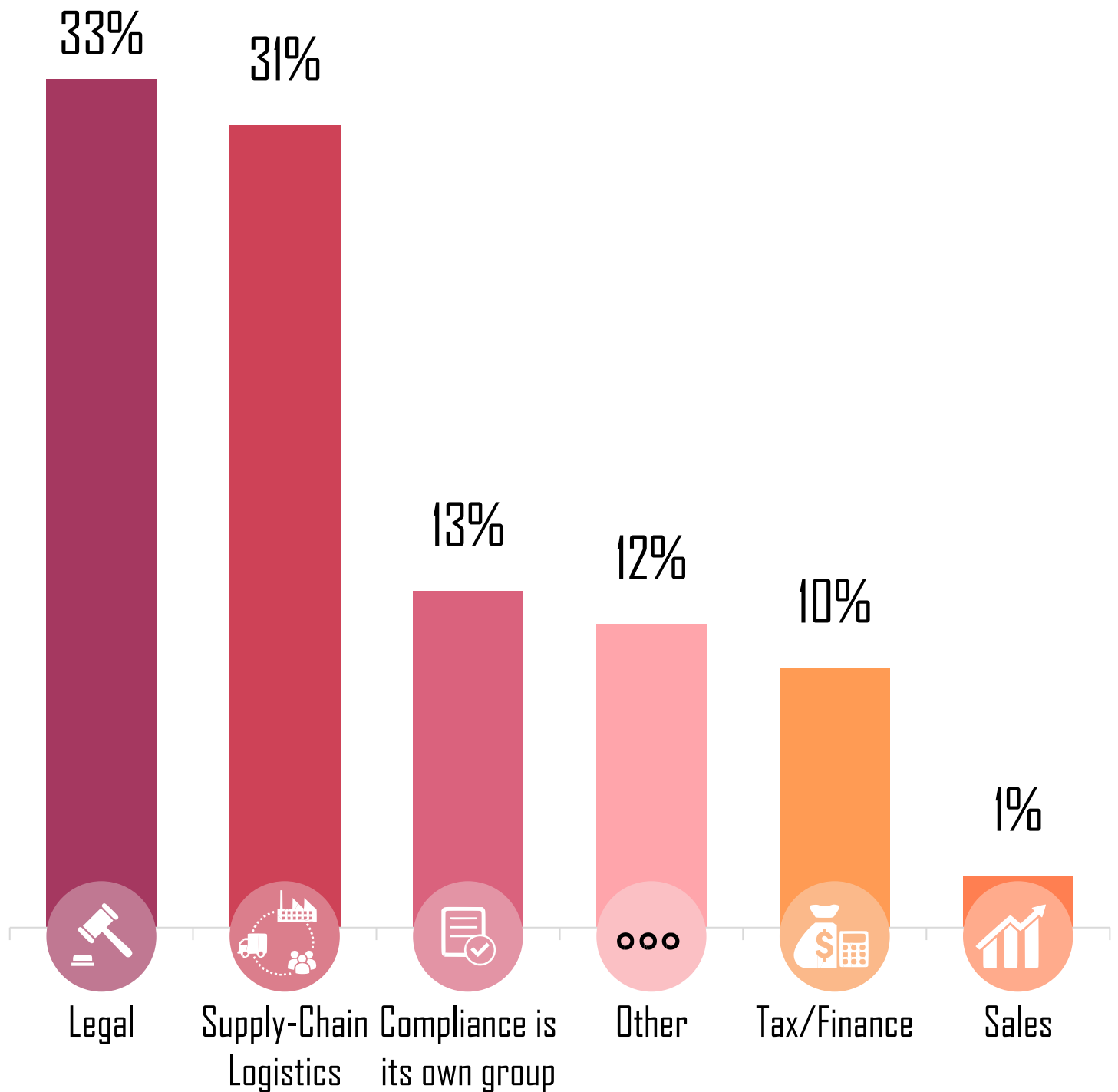


DO YOU RECEIVE STOCK OPTIONS OR STOCK GRANTS?



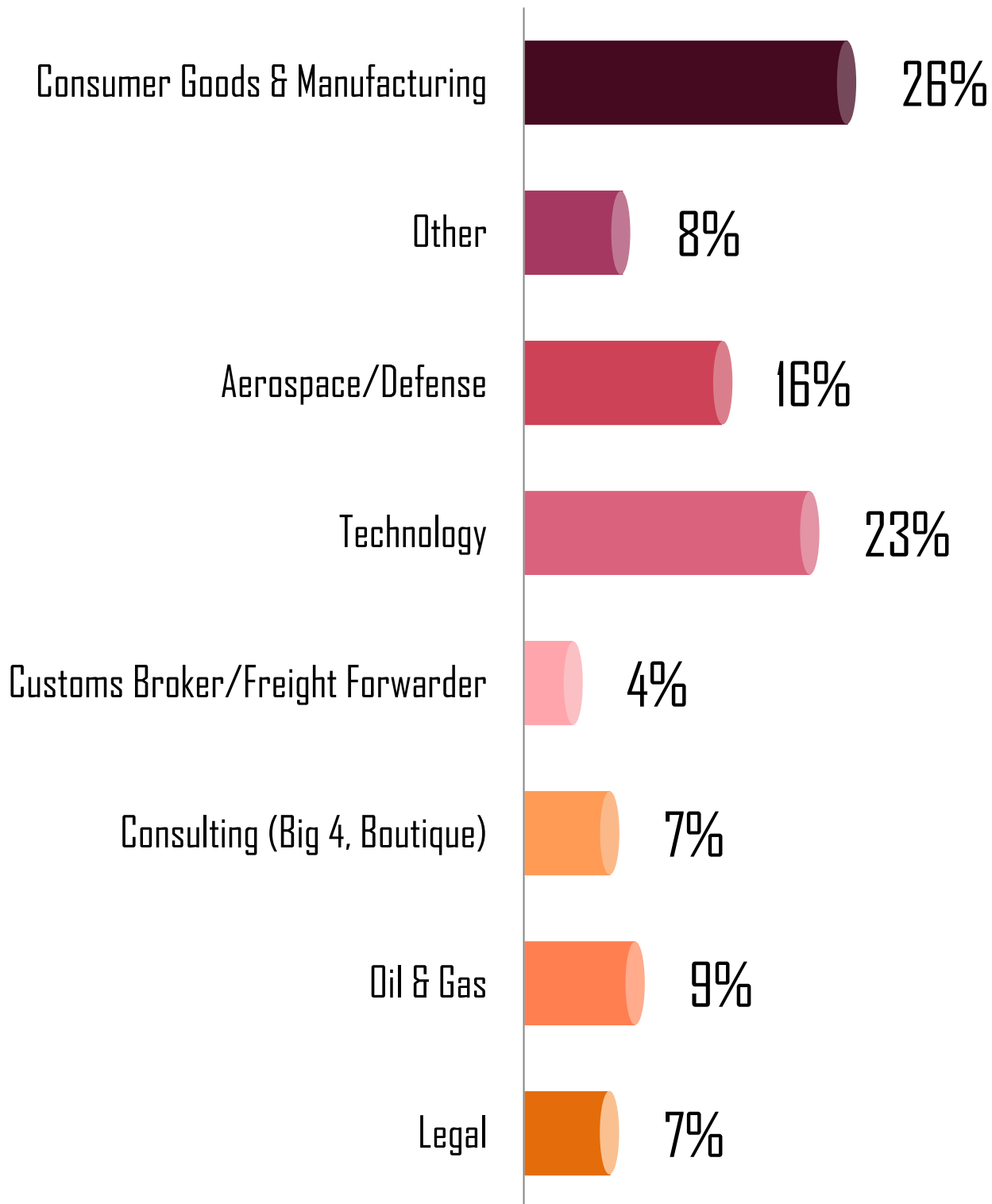


WHERE DOES YOUR GROUP REPORT?



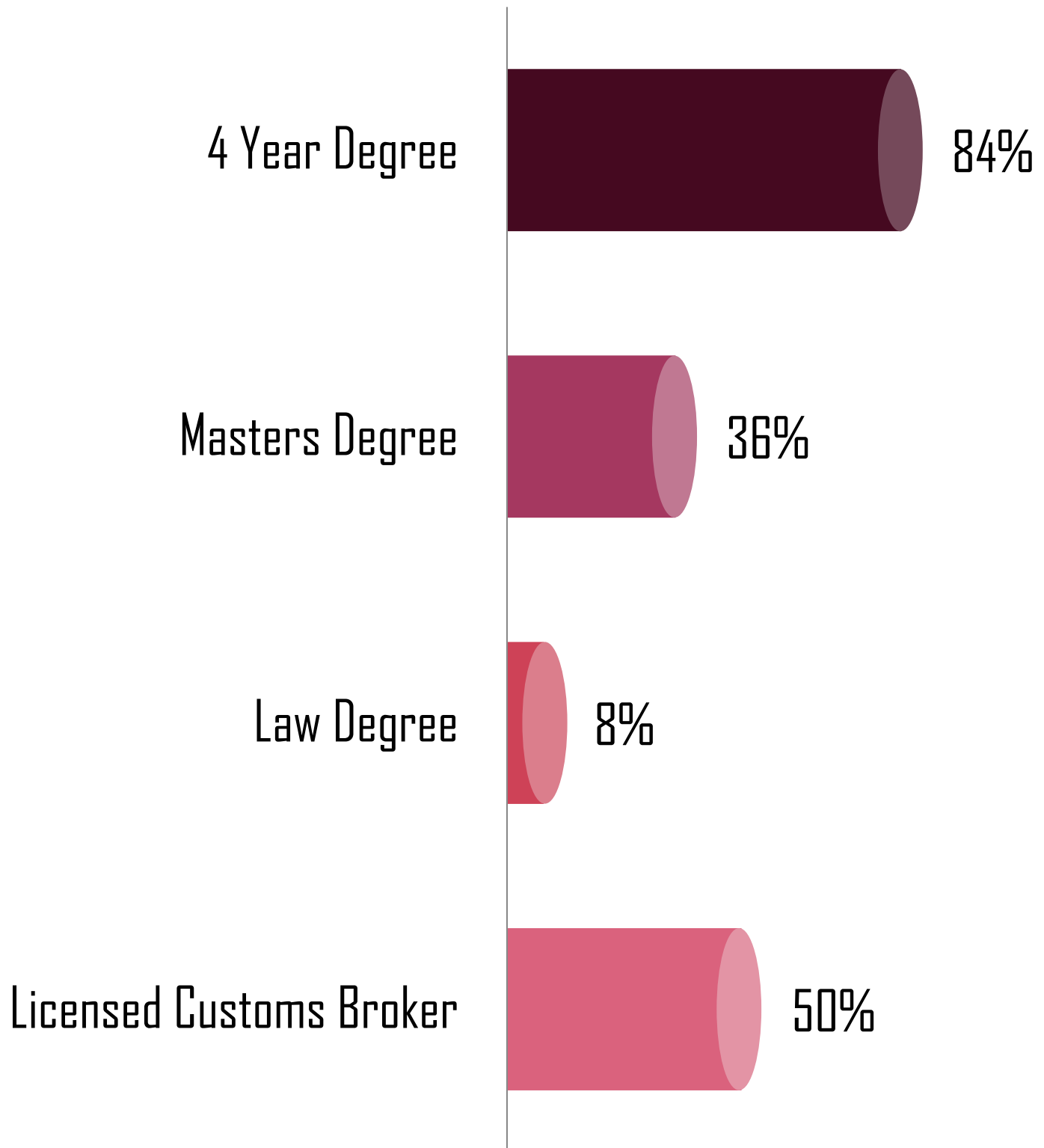


INDUSTRY PARTICIPATION





HIGHEST LEVEL OF EDUCATION: ALL TRADE COMPLIANCE PROFESSIONALS





WHAT IS THE PRIMARY FUNCTION OF YOUR ROLE?

Export Compliance

13%

Import/Customs
Compliance

21%

Both Import/Export

31%

Technology around
Compliance (SAP GTS etc)

2%

Regulatory and FDA

1%

All of the Above

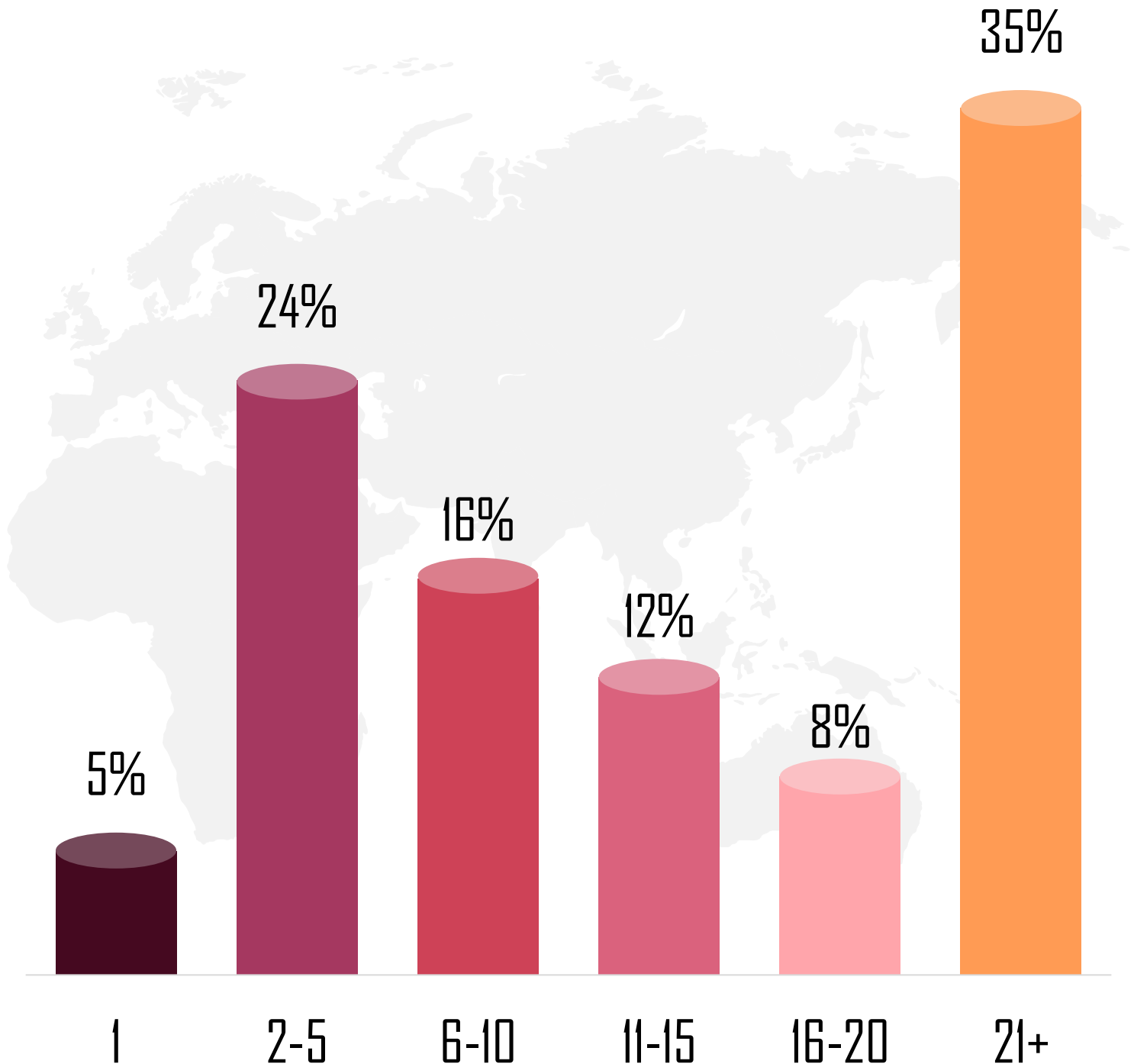
32%

WHAT IS THE GROWTH OF YOUR GROUP CURRENTLY?

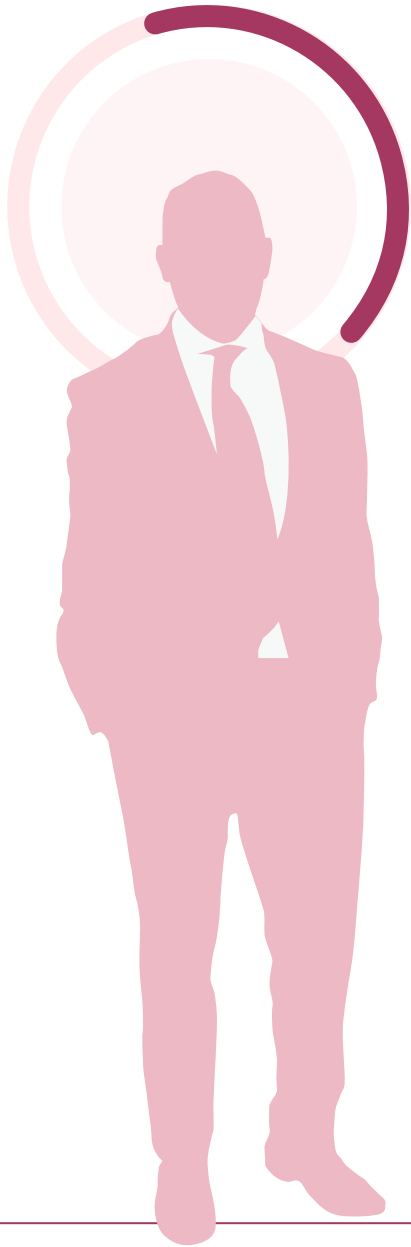




HOW BIG IS YOUR ORGANIZATION'S TRADE COMPLIANCE GROUP GLOBALLY?

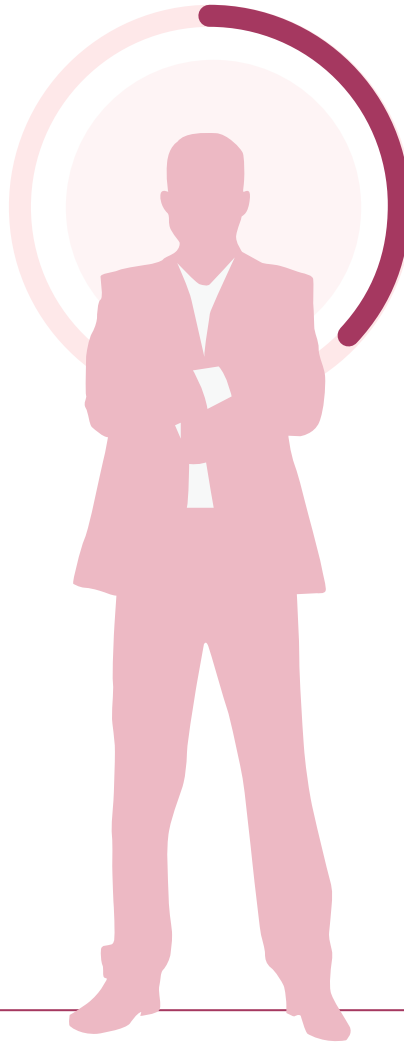


HIGHEST RANKING COMPLIANCE PROFESSIONAL IN YOUR ORGANIZATION



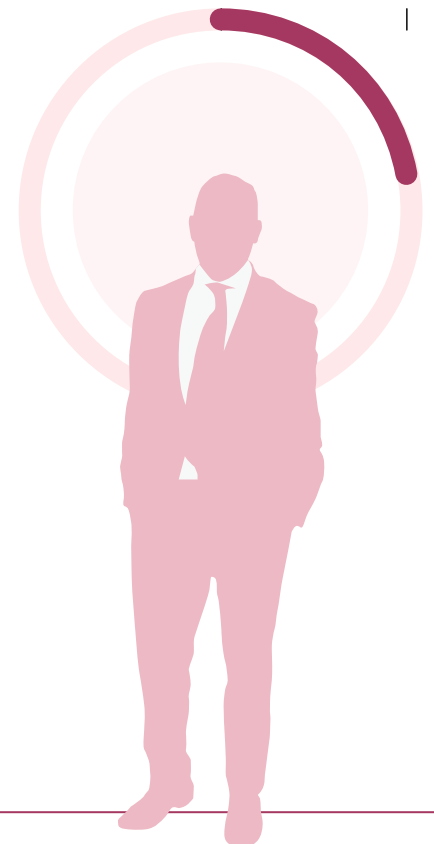
41%

DIRECTOR



37%

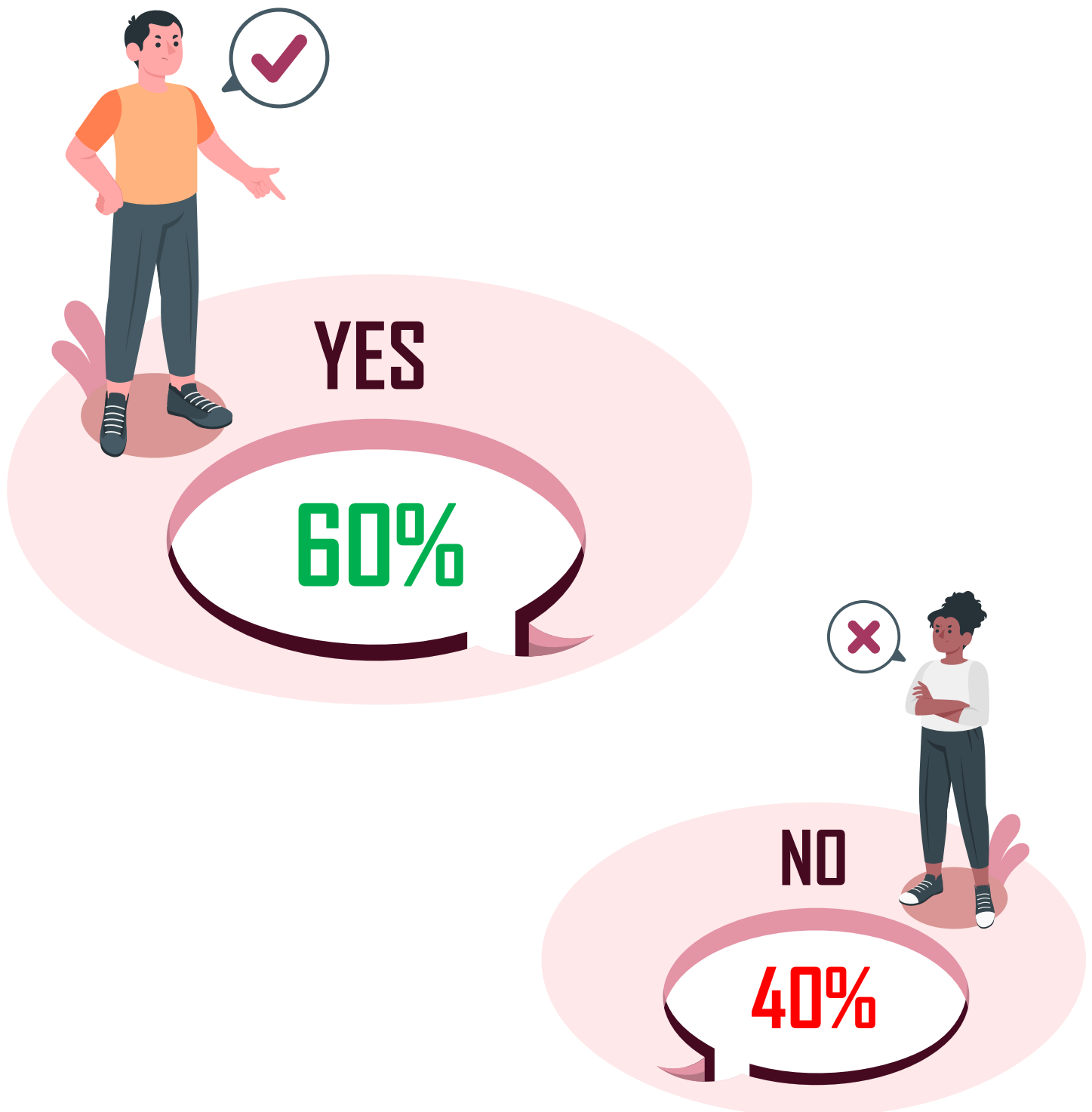
VICE PRESIDENT



22%

MANAGER

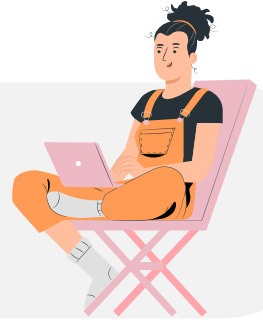
DOES YOUR GROUP USE EXTERNAL CONSULTANTS TO HELP WITH COMPLIANCE?



DO YOU WORK REMOTE?

22%

Yes, 100% remote



41%

Hybrid –
Office/Remote



No, In Office

37%

