## **EXECUTIVE PARTNERS**

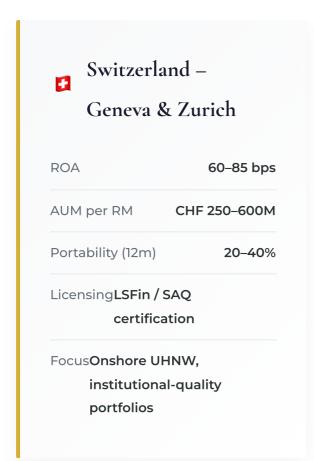
# Private Banking Career Intelligence

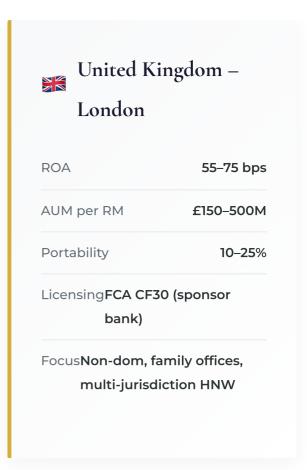
GLOBAL MARKET BENCHMARKS 2024-2025

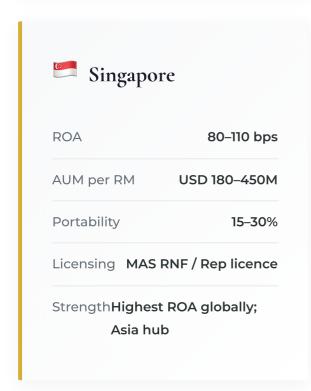
Comprehensive market intelligence for senior private banking professionals evaluating career moves across Geneva, Zurich, London, New York, Miami, Singapore, Hong Kong, Dubai/Abu Dhabi, Paris, Madrid and Lisbon.

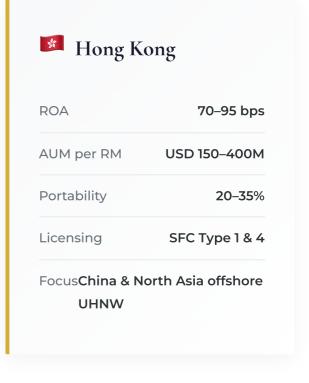
# Global Market Benchmarks

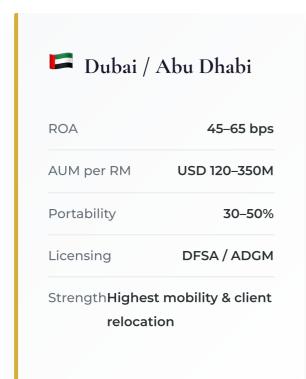
APPROXIMATE 2024-2025 PRACTICE RANGES USED BY BANKS IN FRONT-OFFICE HIRING

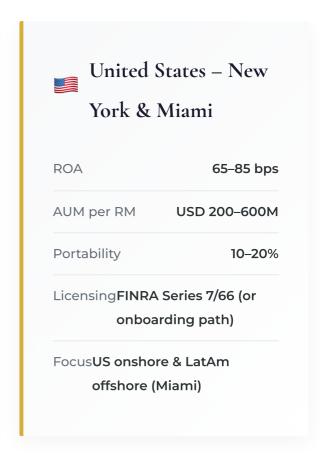














## **AUM Portability Framework**

WHAT BANKS EVALUATE FIRST WHEN CONSIDERING A MOVE

- ✓ Booking Centre Breakdown: Switzerland (Geneva/Zurich onshore & offshore), London, Monaco, Luxembourg, Singapore, Hong Kong, Dubai/Abu Dhabi, New York, Miami, plus EU hubs (Paris, Madrid, Lisbon). Priority booking centres with highest strategic value: CH Onshore, Singapore, Dubai, New York, London.
- ✓ Client Categorisation: UHNW (>USD 30M) shows strongest portability. HNW (USD 5–30M) remains core hiring pool. Affluent (<USD 5M) is usually lower priority. Banks favour UHNW & multi-booking-centre clients with complex, cross-border needs.
- ✓ Jurisdictional Loyalty Trends: Highest client mobility and portability: Dubai/Abu Dhabi, Singapore, Hong Kong, Monaco. Moderate: CH offshore, LatAm offshore (Miami), Euro hubs. More institutional loyalty and slower portability: CH onshore, UK, US onshore.

#### Revenue & P&L Readiness

BANKS REQUIRE FULL TRANSPARENCY BEFORE MOVING TO OFFER STAGE

- ✓ Revenue Documentation (Last 12–24 Months): Gross revenues by client and by booking centre, net revenues after retrocessions, ROA calculation, and revenue concentration (top 10 clients % of total).
- ✓ Product Mix Analysis: Advisory vs. Discretionary split, structured products share of revenues, alternatives allocation (PE/HF/real assets), and Lombard loan usage (global UHNW average often 10–20% of AUM).
- ✓ **Compliance Score:** FINMA/FCA/MAS/SFC/DFSA or local regulator history, internal cross-border audits, client complaints, past remediation, exit clauses and non-solicitation terms.
- ✓ Pipeline Maturity: AUM realistically ready to follow within 3, 6 and 12 months, warm prospects, new-money potential and transition risk scenario planning (by market: Geneva, Zurich, London, New York, Miami, Singapore, Hong Kong, Dubai, Paris, Madrid, Lisbon).

# Compensation Benchmarks

INDICATIVE 2024-2025 RANGES FOR SENIOR PRIVATE BANKERS

MARKET	BASE SALARY (SENIOR RM)	BONUS RANGE	REVENUE SHARING
Switzerland – Geneva & Zurich	CHF 160–280k Team Heads: CHF 300– 450k	30–120%	5–12% (higher at boutiques)
<b>™</b> London	£120–220k	30–100%	Revenue share at specialist platforms
■ New York & Miami	USD 180-300k	40-150%	Equity or profit participation possible
<b>□</b> Dubai / Abu Dhabi	USD 160–240k	40–120%	10–20% rev. share (highest globally at boutiques)
Singapore	SGD 180-320k	40–120%	Variable by institution
Hong Kong	HKD 1.2-2.5M	40–120%	Variable by institution
Paris / Madrid /	EUR 120–220k	30–100%	Selective revenue sharing at boutiques

# Candidate Readiness Scorecard

SELF-ASSESSMENT FRAMEWORK — RATE EACH CRITERION 1-5

oenchmark your readiness before engagi	ng in a move.	
AUM Portability (12–18 months) /5	UHNW / HNW Client Quality / 5	
Multi-Booking-Centre Relevance/5	Revenue Stability (3-year track)/5	
Lombard / Structured Product Expertise / 5	Regulatory Portability /5	
Geographical Mobility (CH, UK, US, ME, Asia, EU)	Cultural Fit with Target Platform  —— / 5	

# Required Documentation

ESSENTIAL MATERIALS BEFORE ENGAGING WITH A NEW PLATFORM

- ✓ Updated CV (private banking format with AUM and market coverage for Geneva, Zurich, London, New York, Miami, Singapore, Hong Kong, Dubai, Paris, Madrid, Lisbon).
- ✓ Last 2 years revenue sheets (gross & net), ideally by booking centre and by client tier.
- ✓ AUM breakdown by booking centre and client tier (UHNW / HNW / Affluent).
- ✓ Pipeline list with estimated probability and timing of transfer.
- ✓ Compliance declarations, regulatory history, and cross-border training records.
- ✓ Passport and current residency status documentation for relevant jurisdictions.

# Critical Red Flags Banks Screen For

- ✗ Total AUM below ~CHF 150M (for Switzerland/Singapore top platforms).
- **X** No UHNW clients or limited multi-booking-centre relevance.
- **X** No documented portability plan or transition strategy by market.
- **X** Open compliance issues, regulatory sanctions, or unresolved litigation.
- **X** Unrealistic compensation expectations vs. benchmark ranges.
- X No credible 3-year business plan (by geography and booking centre).
- **X** Reputation concerns, frequent moves or documented team conflict.

Executive Partners — Private Banking Career Intelligence

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