

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



Switzerland – Geneva & Zurich

ROA 60–85 bps

AUM per RM CHF 250–600M

Portability (12m) 20–40%

Licensing **LSFin / SAQ**
certification

Focus **Onshore UHNW,**
institutional-quality
portfolios



United Kingdom – London

ROA 55–75 bps

AUM per RM £150–500M

Portability 10–25%

Licensing **FCA CF30** (sponsor
bank)

Focus **Non-dom, family offices,**
multi-jurisdiction **HNW**



Singapore

ROA 80–110 bps

AUM per RM USD 180–450M

Portability 15–30%

Licensing **MAS RNF / Rep licence**

Strength **Highest ROA globally;**
Asia hub



Hong Kong

ROA 70–95 bps

AUM per RM USD 150–400M

Portability 20–35%

Licensing **SFC Type 1 & 4**

Focus **China & North Asia offshore**
UHNW



Dubai / Abu Dhabi

ROA 45–65 bps

AUM per RM USD 120–350M

Portability 30–50%

Licensing DFSA / ADGM

Strength **Highest mobility & client relocation**



United States – New York & Miami

ROA 65–85 bps

AUM per RM USD 200–600M

Portability 10–20%

Licensing **FINRA Series 7/66 (or onboarding path)**

Focus **US onshore & LatAm offshore (Miami)**



Euro Wealth Hubs – Paris, Madrid, Lisbon

ROA 55–75 bps

AUM per RM EUR 150–350M

Portability 10–25%

Licensing **MiFID II (local regulator)**

Focus **EU-resident HNW & entrepreneurs**

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 <small>Team Heads: CHF 300– 450k</small>	30–120%	5–12% (higher at boutiques)
 London	£120–220k	30–100%	Revenue share at specialist platforms
 New York & Miami	USD 180–300k	40–150%	Equity or profit participation possible
 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 / Lisbon	EUR 120–220k	30–100%	Selective revenue sharing at boutiques

Candidate Readiness Scorecard

SELF-ASSESSMENT FRAMEWORK — RATE EACH CRITERION 1-5

Banks typically advance candidates scoring $\geq 28 / 40$. Use this scorecard to benchmark your readiness before engaging in a move.

AUM Portability (12-18 months)

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UHNW / HNW Client Quality

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Multi-Booking-Centre Relevance

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Revenue Stability (3-year track)

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Lombard / Structured Product
Expertise

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Regulatory Portability

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Geographical Mobility (CH, UK, US,
ME, Asia, EU)

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Cultural Fit with Target Platform

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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).
- ✗ No UHNW clients or limited multi-booking-centre relevance.
- ✗ No documented portability plan or transition strategy by market.
- ✗ Open compliance issues, regulatory sanctions, or unresolved litigation.
- ✗ Unrealistic compensation expectations vs. benchmark ranges.
- ✗ No credible 3-year business plan (by geography and booking centre).
- ✗ Reputation concerns, frequent moves or documented team conflict.