VICTUS

FAMILY OFFICE REMUNERATION GUIDE

UK & CROWN DEPENDENCIES

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FOREWORD

Single Family Offices across the UK and Channel Islands are becoming increasingly professionalised, making the hunt for top executives highly competitive.

With a shortage of experienced leaders, a bidding war has broken out over salaries, especially for key roles such as CEOs, CFOs and CIOs.

To land the best talent, family offices now have to offer pay packages similar to large financial institutions, including long-term bonuses and co-investment deals, which are fast becoming the norm.

Meanwhile, leaders are now expected to be experts in governance, digital strategy, and cybersecurity, demanding strong operational and tech skills.

Location also has a significant impact on recruitment. While London offers a deep well of talent, the Channel Islands face a skills shortage, often needing to offer special relocation packages to bring in the right people.

Navigating this complex environment requires a clear understanding of what it takes to attract and retain top performers.

To help you build a winning team, this guide outlines compensation ranges and practical recruitment strategies for key family office roles, to ensure you can secure the talent needed to thrive.

That said, every family office is unique in its structure, assets, and priorities, so the salary and bonus data presented here should be viewed as indicative ranges rather than fixed benchmarks.

ABOUT VICTUS SEARCH

Victus Search works with family office principals and hiring team to source the unique talent they need to fill specialist roles — and with candidates to find niche positions that match their unique skills.

Our rigorous screening process ensures that each candidate possesses the precise experience, skill sets and personality required to deliver the optimum fit for both parties.

Our extensive reach is paired with individual focus, building personal relationships with each client and candidate to understand their interests, needs and ambitions.

It's that level of focus and expertise, paired with our extensive global network, that enables us to source talented, qualified and experienced candidates to fulfil even the most exacting requirements.

INTRODUCTION

HOW TO USE THIS GUIDE

This guide presents compensation benchmarks for the most commonly found senior roles within UK- or Channel Island-based Single Family Offices (SFOs), drawn from our direct placement experience and ongoing market dialogue with principals, advisors, and candidates.

Each role page includes a base salary range organised by three tiers of Assets Under Management, along with typical bonus expectations expressed as a percentage of base. These figures reflect what we see as the current market centre – the range within which most credible offers are landing for competent, experienced professionals.

No two family offices are alike, but several factors consistently push compensation above or below our benchmarked ranges. The most common are set out below.

	Upward Pressure	Downward Pressure
Portfolio type	Direct investments / operating businesses	Purely passive / outsourced portfolios
Jurisdictions	Multi-jurisdictional structures	Single jurisdiction
Location	London-based	Channel Islands / rural / estate-based
Principal involvement	High autonomy, broad remit	Principal highly active, narrower scope
Complexity	Trust layering, multiple entities	Simple structures

We have also flagged role-specific inflationary indicators on each page. If your recruitment needs include additional parameters, we are always happy to discuss further and advise you on how best to structure an attractive compensation package.

QUICK LINKS: REMUNERATION BY ROLE

CEO/HEAD OF FAMILY OFFICE

The CEO is the the linchpin of the Single Family Office, acting as trusted confidante and strategic advisor, and responsible for translating the family's vision, values, and long-term goals into a cohesive operational strategy. They oversee all aspects of the SFO, including investments, legal matters, administrative operations, family governance and succession planning.

REMUNERATION

CEO compensation is highly correlated with the Assets Under Management (AUM) and complexity of the family office. As AUM grows, the role invariably becomes more institutional, demanding a broader and more sophisticated skill set, which is reflected in the remuneration structure. In larger offices, remuneration often includes a performance bonus, Long-Term Incentive Plan (LTIP) or carried interest component, especially where direct investing is a primary activity.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£150k – £250k	£200k – £450k	£400k – £800k
Bonus	10% – 40%	30% – 70%	50% – 80%
Total	**£165k – £350k**	**£260k – £765k**	**£600k – £1.4M**

INFLATIONARY FACTORS

- ↑ CEO also manages investments (taking on CIO role)
- ↑ Office has PE/direct deals rather than passive portfolios
- ↑ Governance across multiple entities, trusts, or operating businesses

COMMON BENEFITS

- Private medical insurance
- Enhanced pension
- Company car
- Travel allowance
- Long-Term Incentive Plan (LTIP)

MARKET ANALYSIS

The market for proven family office leaders is exceptionally tight, with an acute shortage of candidates who possess the requisite blend of skills. Family offices find themselves in fierce competition for talent with private equity firms, asset managers, and hedge funds, which can often offer more lucrative and clearly defined career paths. This dynamic significantly drives up compensation expectations and necessitates a compelling, holistic offer to attract and retain top-tier leadership.

RECRUITING FOR THIS ROLE?

Successful recruitment often involves sourcing from a diverse set of senior talent pools, including existing SFOs, managing directors from private banking, and partners from "Big 4" accountancy or law firms specialising in private client and tax matters. Evaluation must extend beyond technical capabilities to assess intangible qualities; look for a genuine cultural fit and an alignment with the family's core values.

CHIEF OF STAFF

The CoS manages the intersection of the family, business, and family office, ensuring the principal is prepared for all engagements, and that their strategic initiatives are executed seamlessly. This is a role built on trust and personal chemistry, acting as a gatekeeper, troubleshooter, and project manager for the principal – focused on optimising their time and amplifying their effectiveness.

REMUNERATION

Compensation for a CoS is less tied to AUM and more to the complexity of the principal's affairs. A formal CoS is very uncommon in smaller offices, but as as the principal's external commitments grow, the role becomes more critical. Remuneration is substantial, reflecting the immense trust and strategic importance of the role, and can be comparable to other C-suite executives within the office – but with a significant premium for the often 24/7 nature of the position.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£90k – £150k	£130k – £210k	£190k – £330k
Bonus	10% – 30%	20% – 50%	30% – 50%
Total	**£99k – £195k**	**£156k – £315k**	**£247k – £495k**

INFLATIONARY FACTORS

- ↑ Managing staff and operations across multiple properties
- ↑ Acting as the principal's representative on external boards
- ↑ Responsibility for complex security and travel logistics

COMMON BENEFITS

- Private medical insurance
- Highly flexible working arrangements
- Housing or accommodation allowance
- Travel allowance/use of private transport
- Discretionary bonuses tied to projects

MARKET ANALYSIS

The market for Chiefs of Staff may be the most opaque and network-driven of any family office role. There is no standard career path, and culture/personality fit is everything. Because the role is so personal, recruitment through traditional channels is often ineffective. The search is for an individual with extreme discretion, resourcefulness, and low ego. Common profiles include former military aides, lawyers, or senior EAs, but the the reality is that there's no "ideal background" – the relationship with the principal is the key consideration.

RECRUITING FOR THIS ROLE?

Sourcing is almost exclusively done through the principal's trusted, first-degree network and referrals are paramount. The interview process must be led by the principal and should simulate real-world challenges to test for capability under pressure and practical problem-solving skills. Key traits include loyalty, adaptability, and a genuine desire to serve and support the principal's mission.

CHIEF OPERATING OFFICER

The Chief Operating Officer (COO) builds and runs the engine of the family office – responsible for creating a seamless, secure, and highly efficient operational infrastructure that underpins all activities. Their remit typically includes technology and cybersecurity, finance and accounting, HR, legal and compliance coordination, vendor management, and the administration of physical assets

REMUNERATION

The COO's compensation is driven by the operational complexity of the family office. In smaller offices, if the position exists, it will be a hands-on, generalist role. As the number of staff, entities, jurisdictions, and asset classes grows, the need for a sophisticated and experienced operational leader increases significantly. Compensation becomes more substantial in parallel, often including a performance bonus tied to operational milestones and efficiency gains.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£120k – £190k	£160k – £250k	£250k – £420k
Bonus	10% – 30%	20% – 50%	30% – 50%
Total	**£132k – £247k**	**£192k – £375k**	**£325k – £630k**

INFLATIONARY FACTORS

- ↑ Managing operations across multiple jurisdictions
- ↑ Responsible for a large in-house team (10+ direct reports)
- ↑ Leading major technology or infrastructure transformation projects

COMMON BENEFITS

- Private medical insurance
- Enhanced pension
- Company car/travel allowance
- Discretionary performance-related bonus
- Professional development budget

MARKET ANALYSIS

Unlike in a standard corporation, a family office COO must be a versatile generalist, proficient across finance, technology, HR, and legal, while also possessing the soft skills to operate within a private and discreet family environment. Candidates from corporate backgrounds may lack the adaptability, while those from smaller firms may lack experience with institutional-grade systems and controls. As a result, SFOs often compete for a small number of proven operators, driving a premium for candidates with the right mix of skills.

RECRUITING FOR THIS ROLE?

Look for candidates with a strong track record in operational leadership roles either with an SFO or private client, or within financial services, such as COOs or Heads of Operations from hedge funds, private equity firms, or boutique asset managers. Senior managers from fund administration or professional services firms who have had significant exposure to complex private clients can also be excellent candidates.

CHIEF FINANCIAL OFFICER

The CFO is responsible for all aspects of financial management, including budgeting, accounting, tax compliance and strategy, cash flow management, and financial reporting. They ensure that the family and the executive team have accurate, timely, and insightful data upon which to base critical decisions, from investment allocations to philanthropic giving and estate planning.

REMUNERATION

CFO compensation scales with the complexity of the family's balance sheet, the number of legal entities, and the geographic scope of its assets and operations. In smaller offices the role is often a hybrid "Controller" or "Head of Finance" position. In larger offices, CFOs oversee complex, multi-jurisdictional consolidated reporting, lead global tax strategy, manage treasury and liquidity for the entire enterprise, and act as a key partner to the CIO and CEO on all transactions. Remuneration is significant, often including a Long-Term Incentive Plan.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£110k – £180k	£170k – £260k	£240k – £430k
Bonus	10% – 30%	20% – 60%	40% – 90%
Total	**£121k – £234k**	**£204k – £416k**	**£336k – £817k**

INFLATIONARY FACTORS

- ↑ Managing the finance function for directly owned operating businesses
- ↑ Financial due diligence and integration for direct investments
- ↑ Responsibility for complex, cross-border tax structuring

COMMON BENEFITS

- Private medical insurance
- Enhanced pension
- Performance-based bonus
- Long-Term Incentive Plan (LTIP)
- Professional development budget

MARKET ANALYSIS

The talent pool for family office CFOs is more defined than for other C-suite roles, yet top candidates with the right blend of experience are still in high demand. Family offices compete for talent with corporate finance departments, private equity portfolio companies, and professional services firms. There is a premium on candidates from "Big 4" private client service groups who have had direct exposure to the unique complexities of UHNW individuals.

RECRUITING FOR THIS ROLE?

The ideal background is often a senior manager or director from a major accounting firm's private client/family enterprise practice or a controller/CFO from another family office or private investment firm. Target candidates with a professional accounting qualification (ACA, ACCA, CPA) with a strong understanding of tax and trust accounting, and the ability to communicate complex financial information clearly and simply.

CHIEF INVESTMENT OFFICER

The CIO's mandate covers the full investment spectrum: setting the long-term strategic asset allocation, sourcing and conducting due diligence on managers and direct deals, managing portfolio risk, and driving investment performance. They are responsible for designing and executing an investment strategy that aligns with the family's specific goals, risk tolerance, and liquidity needs.

REMUNERATION

CIO compensation is the most performance-sensitive in the family office and is directly linked to AUM, portfolio complexity, and, most importantly, investment returns. At smaller offices, CIOs may receive a discretionary bonus based on portfolio performance. At larger offices, their compensation structure is complex and highly motivational, often including a base salary, an annual bonus, and a significant long-term incentive or carried interest component to align them with the family's multi-generational perspective.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£150k – £260k	£220k – £380k	£360k – £650k
Bonus	20% – 50%	40% – 100%	60% – 120%
Total	**£180k – £390k**	**£308k – £760k**	**£576k – £1.4M**

INFLATIONARY FACTORS

- ↑ A significant mandate for direct investing
- ↑ Managing a large internal team of investment professionals
- ↑ Expertise in a niche or highly complex asset class

COMMON BENEFITS

- Enhanced pension and medical
- Carried interest or co-investment opportunities
- Long-Term Incentive Plan (LTIP) tied to multi-year performance
- Discretionary performance-related bonus

MARKET ANALYSIS

The market for top-tier CIOs is hyper-competitive – family offices are in a direct battle for talent with private equity firms, hedge funds, and large endowments. The primary challenge is competing on compensation, as traditional fund structures can often offer more lucrative carried interest economics. However, family offices can attract elite talent by offering a better work-life balance, the stability of permanent capital, and the freedom from constant fundraising.

RECRUITING FOR THIS ROLE?

Source candidates from top-tier asset managers, endowments, private equity firms, and other successful family offices. The interview process must be exceptionally rigorous, delving deep into investment philosophy, past performance attribution, and risk management frameworks – as well as culture fit to ensure longevity. Look for an investor, not a speculator, who values capital preservation as much as growth.

DIRECTOR/HEAD OF INVESTMENTS

Where the CIO sets the overall strategy and allocation, the Director or Head of Investments is a hands-on investor responsible for its execution. This involves leading on sourcing, due diligence, execution, and monitoring for a particular asset class. They are responsible for managing key relationships with fund managers and banks, as well as mentoring junior investment analysts.

REMUNERATION

Dedicated DoIs/HoIs are rare in smaller offices – this role emerges as the portfolio diversifies into more complex areas. Compensation is heavily weighted towards performance and the specific asset class they oversee. DoIs/HoIs operate with considerable autonomy, often manage a team of analysts, and are a key voice in the investment committee. Remuneration is substantial and highly leveraged, often including base, bonus, and a meaningful share of the carried interest or LTIP.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£110k – £190k	£170k – £290k	£250k – £450k
Bonus	20% – 50%	40% – 100%	60% – 120%
Total	**£132k – £285k**	**£238k – £580k**	**£400k – £990k**

INFLATIONARY FACTORS

- ↑ Track record of sourcing and executing successful direct deals
- ↑ Niche expertise in a high-demand area (VC, life sciences, digital assets)
- ↑ Holds a board seat on a portfolio company

COMMON BENEFITS

- Private medical insurance
- Significant performance bonus
- Co-investment rights or carried interest
- Long-Term Incentive Plan (LTIP)
- CFA charter support

MARKET ANALYSIS

The competition for proven investment directors is intense. Family offices are competing directly with private equity firms, venture capital funds, and hedge funds for VP, Principal, and Director-level talent. But, while financial firms can often offer higher formulaic carry, family offices can attract top candidates with the promise of a stable capital base, a broader investment mandate, more autonomy, and a better work-life balance.

RECRUITING FOR THIS ROLE?

Source candidates from the associate, VP, and principal ranks of investment banks, private equity firms, and asset managers. Look for individuals who are not just technically brilliant but also demonstrate a genuine passion for investing and a long-term mindset. The most sought-after individuals are those who combine deep analytical rigour with the commercial acumen to source proprietary deals.

HEAD OF TRUSTS OR FIDUCIARY SERVICES

The Head of Trusts/Fiduciary Services oversees trust and fiduciary structures across jurisdictions – ensuring they remain compliant, tax-efficient, and aligned with the family's evolving wealth preservation and succession objectives. They act as the primary point of coordination between external trustees, legal advisors, tax professionals, and internal investment and governance teams.

REMUNERATION

Compensation at this level is influenced more by governance responsibility and structural complexity than by AUM alone. In smaller offices, the role may sit alongside a broader legal or compliance function. As the number of jurisdictions, trust entities, and governance layers increases, the position becomes more strategic. Where the role extends to trustee-level decision-making, supervision of offshore fiduciary entities, or participation in governance structures, compensation increases – often including a meaningful discretionary bonus

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£100k – £135k	£120k – £185k	£150k – £220k
Bonus	10% – 20%	10% – 20%	20% – 40%
Total	**£110k – £162k**	**£132k – £222k**	**£180k – £308k**

INFLATIONARY FACTORS

- ↑ Number of jurisdictions under management
- ↑ Involvement in private trust company (PTC) structures or trustee board participation
- ↑ Direct control over fiduciary decision-making, reducing reliance on external firms

COMMON BENEFITS

- Private medical insurance
- Enhanced pension
- Performance-based bonus
- Payment of professional dues and practising certificate fees

MARKET ANALYSIS

As families bring more fiduciary oversight in-house, demand for proven professionals continues to outstrip supply. Family offices compete directly with offshore trust companies, private banks, and fiduciary services firms for candidates who combine deep technical knowledge of trust law and administration with the commercial pragmatism and discretion required in a private family environment. The most sought-after candidates are those with multi-jurisdictional experience and an ability to navigate the intersection of trusts, tax, investments, and family governance – a combination that is increasingly rare.

RECRUITING FOR THIS ROLE?

Source candidates from senior positions within trust companies, fiduciary services firms, and the private client departments of offshore law firms. Look for individuals with hands-on experience managing complex, multi-jurisdictional trust structures, a strong grasp of the link between fiduciary obligations, tax planning, and investment strategy – and an ability to communicate complex fiduciary concepts in plain language

GENERAL COUNSEL

The General Counsel is the senior in-house legal advisor, serving as a strategic partner to the family and the executive team. Their role is to proactively manage legal risk across the entire enterprise, including the family's personal affairs, trusts, holding companies, operating businesses, and investment portfolio, as well as selecting and managing all external law firms

REMUNERATION

General Counsel compensation reflects their critical role in protecting the family's wealth and reputation. It scales with the legal and structural complexity of the family's affairs. The role is rarely seen in smaller offices, where most legal work is outsourced, but may be hired if the family has significant transactional activity or owns operating businesses. In larger offices they are essential C-suite executives and trusted advisors, attracting compensation commensurate with that of a law firm partner or a corporate GC.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£150k – £225k	£170k – £270k	£250k – £400k
Bonus	10% – 30%	20% – 40%	30% – 60%
Total	**£165k – £292k**	**£204k – £378k**	**£325k – £640k**

INFLATIONARY FACTORS

- ↑ Extensive experience in M&A, private equity, or VC transactions
- ↑ Dual qualification or deep expertise in international jurisdictions
- ↑ Managing active litigation or regulatory investigations

COMMON BENEFITS

- Private medical insurance
- Enhanced pension
- Payment of professional dues and practicing certificate fees
- Executive-level bonus
- Flexible working arrangements

MARKET ANALYSIS

For a family office, the ideal General Counsel combines the intellectual horsepower of a top law firm partner with the commercial pragmatism and versatility to handle a wide range of matters, from a property conveyance to a complex derivatives contract. The talent pool consists of partners and senior associates from law firm private client or corporate departments, and existing in-house counsel from private equity firms or corporations.

RECRUITING FOR THIS ROLE?

The challenge is finding a candidate who has the high EQ to navigate the personal dynamics of a family and is excited by a broad, generalist remit. Look for someone who can provide commercial solutions, not just identify problems. At interview, examine their ability to explain complex legal concepts in simple terms and their judgment on when to handle matters in-house versus when to seek specialist external advice.

RISK/COMPLIANCE MANAGER

This role's primary function is to identify, assess, manage, and report on the key risks facing the family office – developing and implementing frameworks, policies, and controls. In many offices this may be a standalone role, working with outside consultants or firms for support. In some offices, the role can be similar to what would be termed Head of Compliance or Risk in a corporate setting.

REMUNERATION

A dedicated manager becomes necessary as the family office's activities become more institutional, especially if managing regulated entities or using complex financial instruments – ensuring the office meets its fiduciary and regulatory obligations. As a specialist function, compensation is driven by the regulatory burden and scope of the family's operations and investments – usually benchmarked against similar roles in boutique asset management or wealth management firms.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£65k – £100k	£90k – £150k	£130k – £220k
Bonus	5% – 10%	5% – 15%	10% – 15%
Total	**£68k – £110k**	**£95k – £172k**	**£143k – £253k**

INFLATIONARY FACTORS

- ↑ Holds a formal risk management qualification
- ↑ Quantitative skills for investment portfolio risk modeling
- ↑ Experience in building and implementing a cybersecurity framework

COMMON BENEFITS

- Private medical insurance
- Pension scheme
- Performance-based bonus
- Travel allowance
- Support for professional certifications and training

MARKET ANALYSIS

This is an emerging but rapidly growing role within the SFO ecosystem as principals seek to professionalise their operations. The talent pool consists of risk and compliance professionals from banks, hedge funds, and asset managers. The main challenge for SFOs is attracting candidates who are used to the large teams and systems of a major financial institution and can adapt to the more entrepreneurial, less-structured SFO environment.

RECRUITING FOR THIS ROLE?

Source candidates from other SFOs, or the risk or compliance departments of professional and financial services firms. Look for individuals who are pragmatic and solutions-oriented, capable of building a function from scratch. They must be able to work collaboratively with the investment and operations teams to embed a strong risk culture, and communicate effectively with principals on regulatory and due diligence matters.

OPERATIONS MANAGER

The Operations Manager is the practical and logistical hub of the family office, responsible for the smooth and efficient running of the office's non-investment infrastructure. Their remit is broad and varied, covering areas such as IT/systems management, vendor relationships, facilities, HR and recruitment as well as project management for operational improvements.

REMUNERATION

Compensation is tied to the size of the team and the complexity of the office's infrastructure. At larger family offices, the Operations Manager acts a key deputy to the COO, potentially managing a small team of administrators. They lead operational projects, such as implementing new software or managing an office move, and focus on continuous process improvement.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£60k – £90k	£80k – £120k	£110k – £170k
Bonus	5% – 10%	5% – 15%	10% – 15%
Total	**£63k – £99k**	**£84k – £138k**	**£121k – £195k**

INFLATIONARY FACTORS

- ↑ Managing a small administrative or IT team
- ↑ PMP or other project management certification
- ↑ Direct responsibility for cybersecurity and business continuity planning

COMMON BENEFITS

- Private medical insurance
- Pension scheme
- Performance-based bonus
- Professional development budget
- Flexible working opportunities

MARKET ANALYSIS

The talent pool for Operations Managers is broad, but finding the right fit for a family office can be challenging. Candidates can come from practice management roles in law or accounting firms, office management in other professional services, or operations roles in smaller financial firms. The key is to find someone who combines exceptional organisational skills with a proactive, service-oriented mindset and the discretion required for a private family environment.

RECRUITING FOR THIS ROLE?

Prioritise candidates who have thrived in similar high-end professional environments. Look for a track record of improving processes and solving practical problems. During interviews, use scenario-based questions to test their resourcefulness and ability to handle pressure. Check references for reliability, proactivity, and their ability to work well with a demanding team of senior executives.

SENIOR ACCOUNTANT

The Senior Accountant is a cornerstone of the finance team, responsible for the accuracy and integrity of the family office's financial records. Reporting to the CFO or Financial Controller, they execute day-to-day accounting functions including maintaining the general ledger for multiple entities, preparing management accounts, processing payments, and preparing for audits.

REMUNERATION

In smaller offices, this individual may be the sole finance professional, handling everything from bookkeeping to financial statement preparation. Within a larger finance department, the Senior Accountant may specialise in a specific area, such as investment and fund accounting, property accounting, or tax accounting, playing a key role in the month-end close process and financial reporting cycle. Compensation is driven by the accountant's level of qualification and the complexity of the accounting work.

	UP TO £500M AUM	£500M - £1.5BN AUM	£1.5BN+ AUM
Base	£50k – £80k	£65k – £100k	£90k – £130k
Bonus	5% – 10%	5% – 15%	10% – 15%
Total	**£52k – £88k**	**£68k – £115k**	**£99k – £150k**

INFLATIONARY FACTORS

- ↑ Experience with complex fund accounting or partnership accounting
- ↑ Expertise in specific family office accounting software
- ↑ Holds a professional accounting qualification (ACA, ACCA, CIMA)

COMMON BENEFITS

- Private medical insurance
- Pension scheme
- Annual bonus
- Support for professional qualifications and CPD

MARKET ANALYSIS

While there is a good supply of qualified accountants, finding those with the specific experience required for a family office is a challenge. The role requires a unique ability to handle a mix of corporate, trust, and personal accounting, which is not typical in a standard industry role. Family offices are in competition for talent with accounting firms (particularly their private client service lines), fund administrators, and other financial services companies.

RECRUITING FOR THIS ROLE?

The best candidates often come from the audit or business services departments of accounting firms, where they have had exposure to a variety of clients, including HNW individuals or private investment companies. Look for a professional qualification as a strong indicator of technical ability. Candidates who can demonstrate meticulous attention to detail and absolute discretion are highly valued.

VICTUS SEARCH

SPECIALIST RECRUITMENT FOR FAMILY OFFICES

At Victus Search you'll find a recruitment partner with the extensive sector knowledge and global reach to match specialised talent to niche family office roles. We pride ourselves on being more than just a consultancy — we're a strategic partner, supporting both clients and candidates to succeed over the long term.

CULTURE FIT

In family office hires, culture fit is often as important as expertise — and qualities like discretion and trustworthiness are absolutely essential.

We conduct personality and ethics assessments of candidates and can also involve family members in the later stages of the process to ensure a fit for both parties.

FLEXIBILITY

Family office work is highly personalised and demands exceptional client service skills. The ability to adapt to changing needs quickly is crucial to success.

Our recruitment process incorporates real-world scenarios that evaluate a candidate's adaptability to rapidly changing priorities.

DIVERSE SKILLS

Family office roles encompass a wide range of required skills, from estate planning to investment management, which can be hard to meet with a single hire.

Our extensive global network and deep industry contacts give us unparalleled access to candidates with the multi-disciplinary expertise required.

OUR RECRUITMENT SPECIALISMS

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METHODOLOGY & COPYRIGHT

The salary bands and remuneration data in this guide are based on a combination of Victus Search Ltd's proprietary recruitment data and an aggregation of broader market research.

This guide is designed to provide a general market overview and should be used for informational purposes only. It is not a guarantee of salary or compensation – executive compensation is highly variable, and final remuneration packages are heavily influenced by company size, industry sector, equity/LTI offerings, and the specific experience of the individual.

VICTUS

MULTIJURISDICTIONAL RECRUITMENT FOR INSTITUTIONAL AND PRIVATE CLIENT FIRMS

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