A large, stylized world map composed of numerous small, light blue dots, centered on the page.

Global Family Office Compensation Benchmark Report

Agreusgroup.com

Forewords & Disclaimers



Agreus have been helping Family Offices globally, with their resourcing & recruitment requirements for 10 years.

Hiring and retaining key staff is still one of the biggest challenges Family Offices face. Over the past 10 years, the Family Office space has become professionalised and is now seen as a genuine career path for high calibre job seekers. Potential staff often come from a professional service (Banks, investment managers, lawyers, accountants etc.) background, where compensation is highly benchmarked.

We set out to help our clients understand what to pay their staff and create a benchmark they can use for new hires and their existing teams. We are pleased to say that Family Offices are increasingly using our data for these benchmarking purposes.

We are in a unique position as we have access to primary compensation data collected over 10 years from placing candidates in this space. Very few companies, if any, have this level of data.

When more than 60% of the total cost of a family office is allocated to staff compensation and benefits, it's an aspect not to be taken lightly.

We want to thank everyone that participated in this compensation benchmark and we hope you find it useful.

Agreus Disclaimer

This document has been prepared by Agreus. A number of sources were utilized to collect this data. The information and data is part of Agreus Groups proprietary data. Information in this report has not been tailored in anyway. The identity of any family office or individual remains confidential.

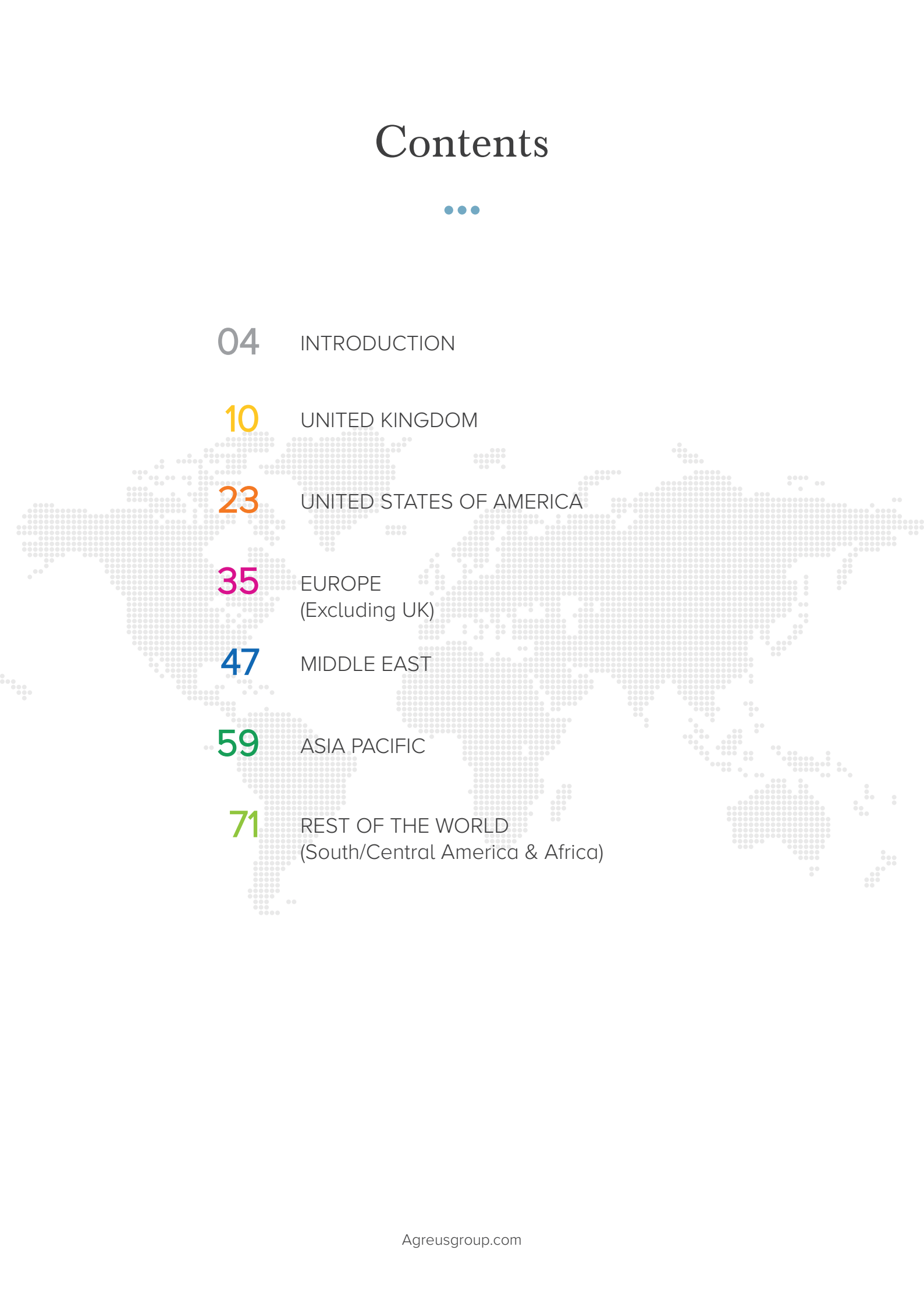
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COVID-19

The data for this survey was collected over a 6-month period throughout 2019-2020 (prior to the COVID-19 pandemic).

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A faint, dotted world map serves as the background for the table of contents, with the text overlaid on it.

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Methodology, Data Source & Global Map

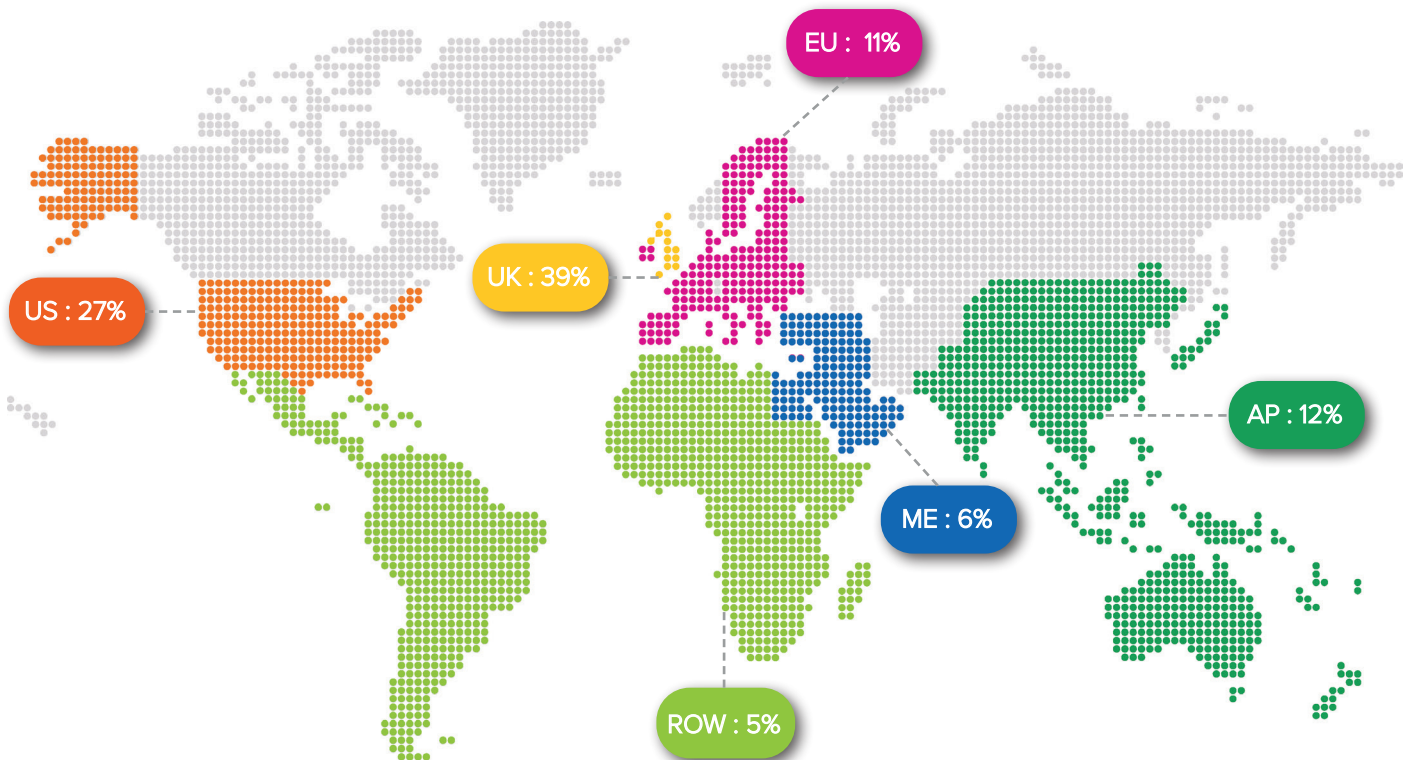


SECONDARY DATA

671 Family Office Professionals including Principals completed an online survey. In addition, qualitative interviews were conducted with 137 family office professionals. 551 unique Family Offices globally were represented in this survey.

PRIMARY DATA

This data was also referenced against primary data that Agreus has on the internal database, collected over a 10 year period. This includes over 1200 Family Offices globally 2,695 Family Office contacts (clients) and circa 2,500 registered Family Office candidates.



Global Summary



CEO – FAMILY MEMBER V NON-FAMILY MEMBER

It's interesting to note that geography and culture does have an impact on the leadership of a Family Office. For example, Europe and Asia have the highest number of non-family members as their CEO (71% and 80%), whereas the Middle Eastern Family Offices have the highest number of family members acting as their CEO (65%). Given the fact that the USA is the most mature Family Office market, it's surprising to find that 50% of the CEOs are still family members.

GENDER EQUALITY

Family Offices still have a long way to go in order to balance gender ratios within their teams. On average 70% of staff are male across the globe. Europe (Excluding UK) fares the worst with over 85% of staff being male. In 2020 Agreus embarked on a mission to promote gender equality in Family Offices. We educate and encourage our clients to actively hire more women in their teams to try and close this gap.

STAFF

Globally there is a common trend that Family Offices have on average less than 5 members of staff. More mature markets such as the UK and USA have a greater range in number of employees in their teams. There are similar numbers of Family Offices in both regions, that have less than 5 and greater than 20 members of staff.

YEARS OF OPERATION

The results of our survey support the view that the USA and UK are the most developed Family Office markets. The highest percentage of Family Offices with over 10 years of operation are based in the USA (57%) and UK (53%). Asia Pacific and Rest of the World have the highest number of new start-up Family Offices. This is as expected due to the creation of new wealth in these parts of the world.

AUM OF FAMILY OFFICE

There is a fairly even spread of Family Offices by size of Assets Under Management, however the smallest representation comes from Family Offices with over \$5Bn in AUM. The majority fall between a wide range of \$250m – \$2bn.

Global Summary



ASSET CLASSES

A Family Office is often set up for wealth preservation. This is often achieved through diversification of investments, which is reflected in our survey. However globally the leading asset classes that Family Offices invest in are Private Equity, Public Equity and Property. Globally there is also a very consistent trend with regard to return on investment. The large majority of Family Offices receive a return of between 7.1% - 10%.

SALARIES

Over the past 10 years we have seen a gradual trend toward consistency within Family Office salaries. There is however a fairly wide variance which makes it harder to benchmark. This is mainly due to a range of factors such as; total assets managed, complexity of the wealth, the role, culture and the purpose of the family office. The location of a Family Office globally does have an impact on the salary level. For example C level staff are paid significantly less from our Rest of the World Survey (South/Central America & Africa) compared to the ones in the mature markets. The highest salary for CEO's are paid in the Middle East, followed closely by USA, UK & Asia Pacific. Globally there is a general correlation between the AUM of a Family Office and fixed salaries of key staff, however our empirical data demonstrates that this is not formulaic and there can be anomalies. For example, more CEO's are paid the highest salary range of £400,000+ from Family Offices managing between £2.1bn - £5bn than those managing £5bn + in the UK.

BONUSES

Globally, discretionary bonuses are the most common way in which Family Offices reward their staff. There are small variations between regions of the world when it comes to not paying any bonus and to paying a formulaic bonus (this takes into consideration the wide range of roles). The "Rest of the World" has the highest percentage of staff receiving no bonus, whereas Europe has the largest percentage of staff receiving a formulaic bonus.

DISCRETIONARY BONUSES

The majority of global Family Offices pay their staff (across all roles) a discretionary bonus of between 21% – 30% of their basic salaries. Asia Pacific pays on average the highest at 31% - 50% of basic salary as a bonus.

Formulaic Bonuses



Formulaic bonuses and Long-Term Incentive Plans (LTIP) are increasingly being introduced by Family Offices as part of their compensation packages to employees.

The data collected suggests that this form of bonus is for leadership and investment roles. For the past 10 years as the Family Office industry becomes more professionalised, this has been a growing trend. The maturity of the Family Office market also has an impact on executives receiving Formulaic/LTIP bonuses. Family Offices from the more mature markets such as the USA, UK & Europe have more staff receiving these types of bonuses. These regions also have more variations and structures.

The structure of a formulaic bonus and LTIP is very personal to the specific Family Office. There is no “one size fits all” solution. Some of the factors that affect this are the purpose of the Family Office, Investment strategy, the asset classes and the individual securities in the portfolio. Formulaic bonuses and LTIPs are often only introduced once there has been a track record of success and trust has been developed. This compensation structure is most commonly introduced after the 1st year of employment. It is important to note that disagreement on bonus payment is the biggest reason for disputes in a Family Office. Hence it is good practice to have the total compensation structure clarified from the get go.

Formulaic Bonuses



EXAMPLES OF
FORMULAIC & LTIP
GLOBALLY:

“Percentage of Net Profits
based on project execution”

“1% of the upside on private
equity business”

“% of investment, each
investment with an
appropriate %, generally
between 0.3 and 1%”

“X% of performance return,
once 6% cash flow return is
made”

“10% of performance”

“2% of the returns from
public market investments,
with a specific \$ cap”

“10% profits earned on
portfolio ... based on excess
return over benchmark”

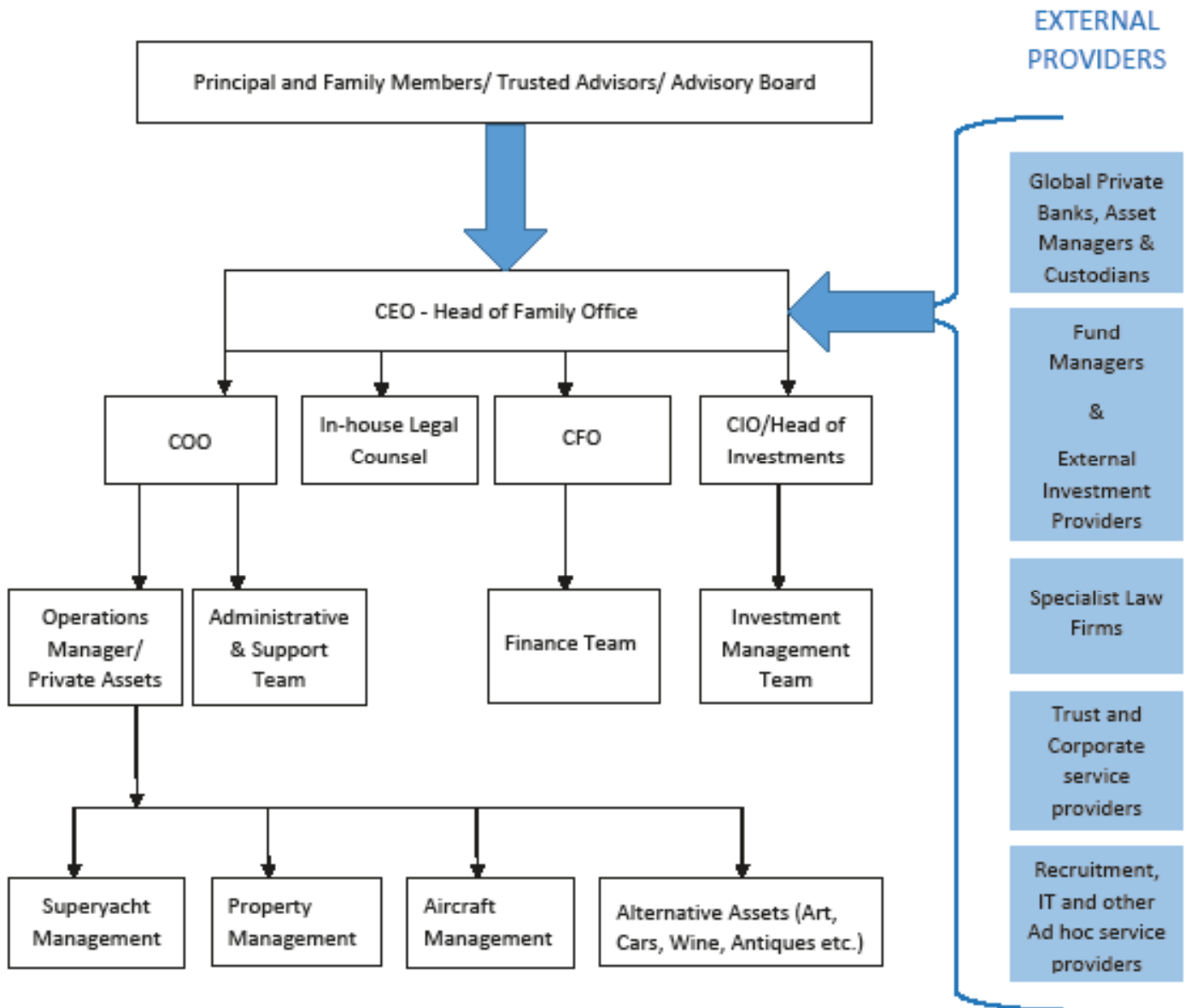
“% of performance over
hurdle of 6%”

“5% of profits over
benchmark plus 1%”

“\$14k per 1% out-
performance versus a
composite benchmark for
entire portfolio”

“% of the value created”

An example of a full service family office is illustrated below

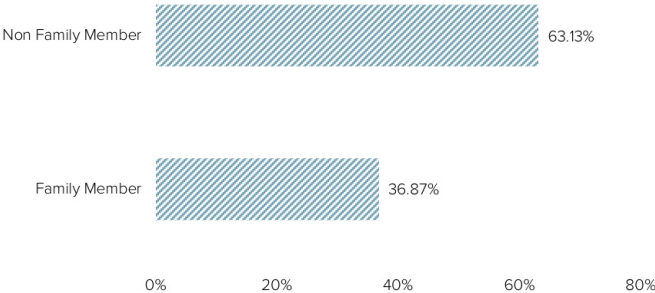




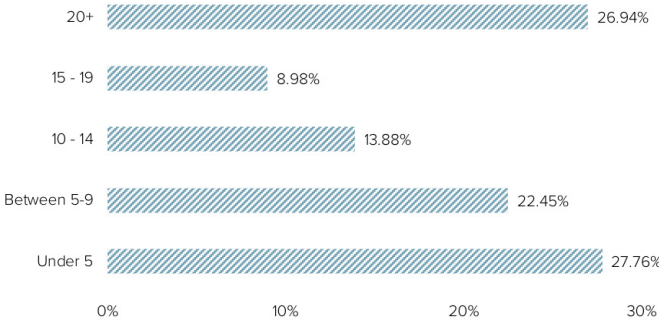
Make-Up of The Family Office



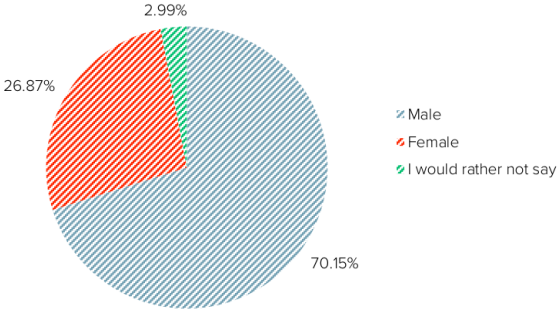
CEO - Family Member



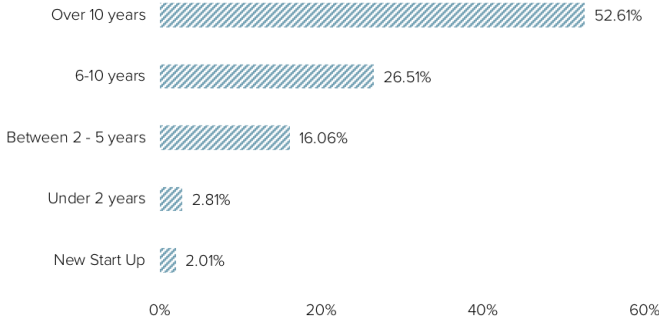
Number of Employees



Gender of respondee



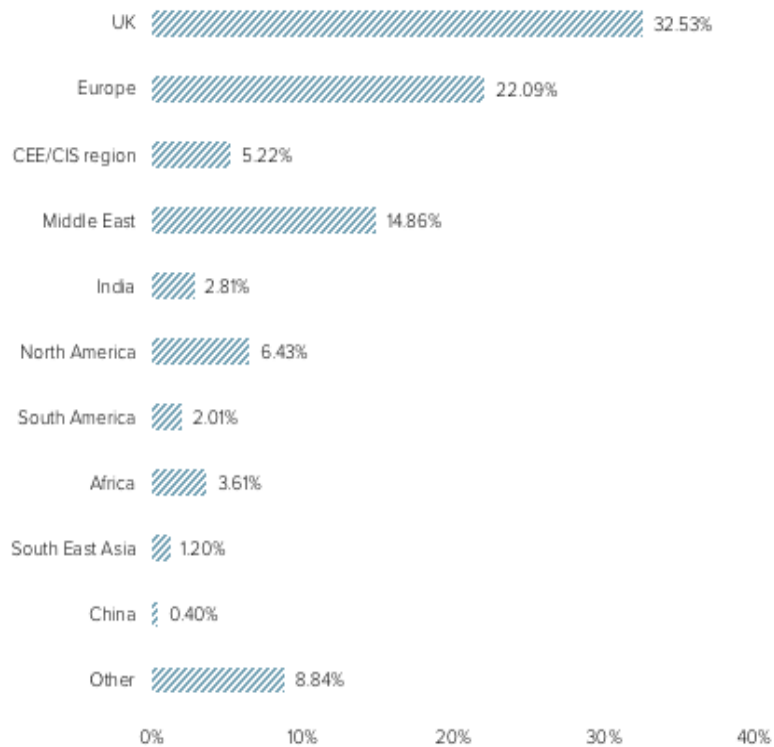
Years of Operation



Family Origin



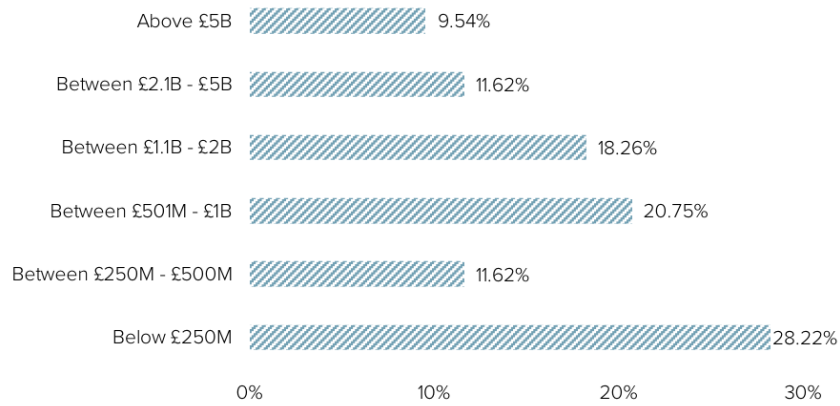
Family Origination



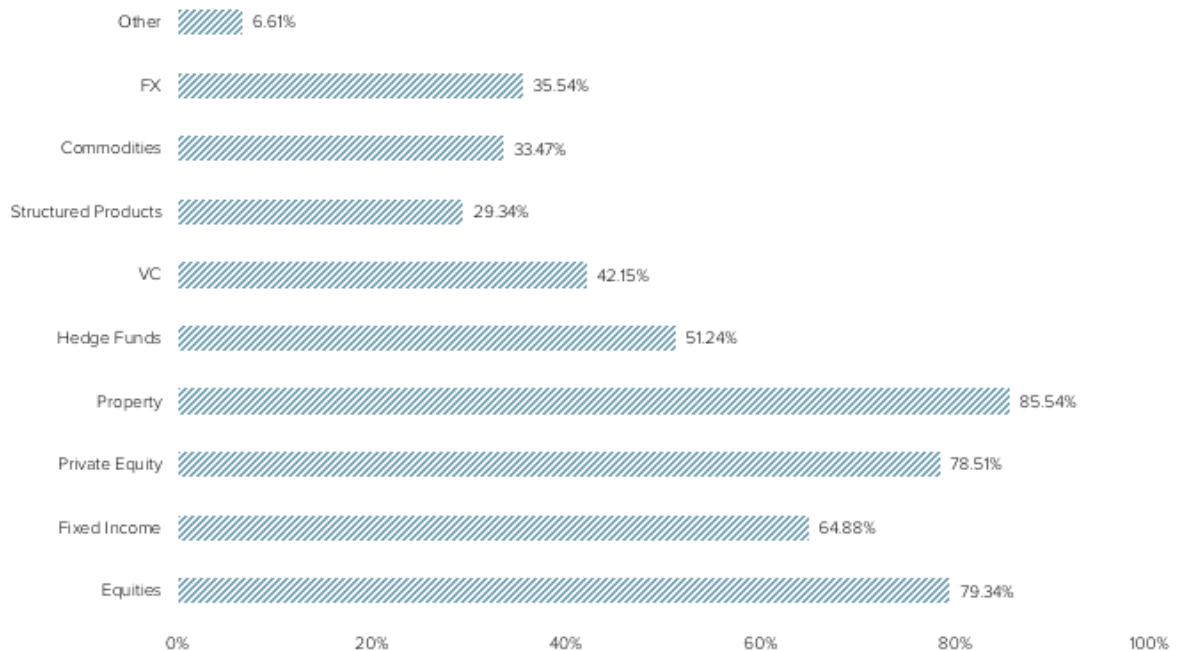
Assets Under Management & Asset Classes



Assets Under Management



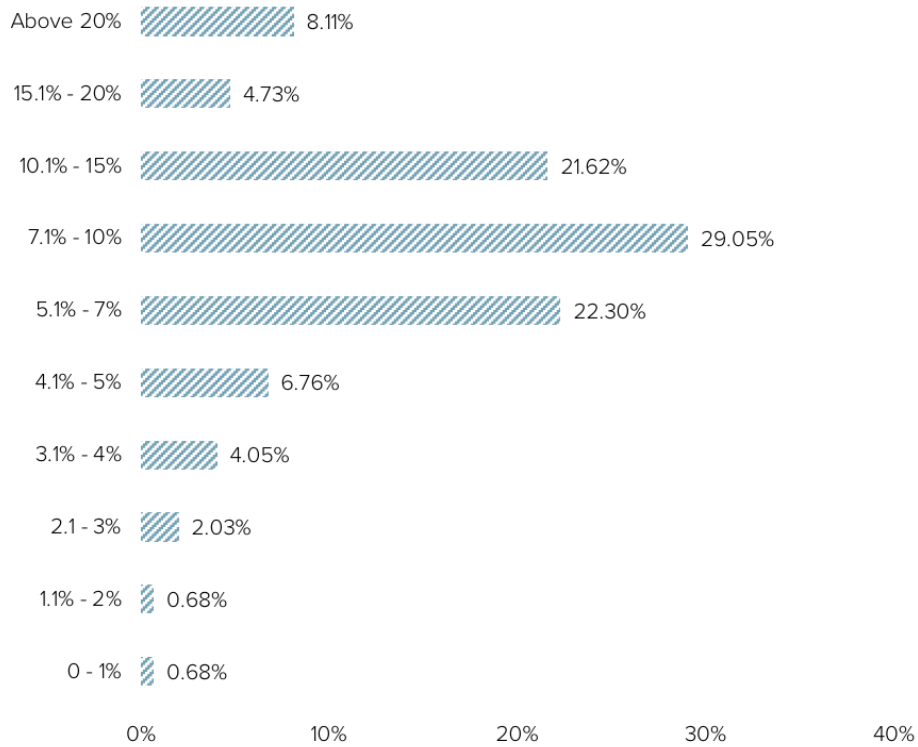
Asset Classes Family Offices invest in



Return on Investment



Return on Investment



* This data was for the 2019 financial year - prior to the COVID-19 pandemic.

Salaries

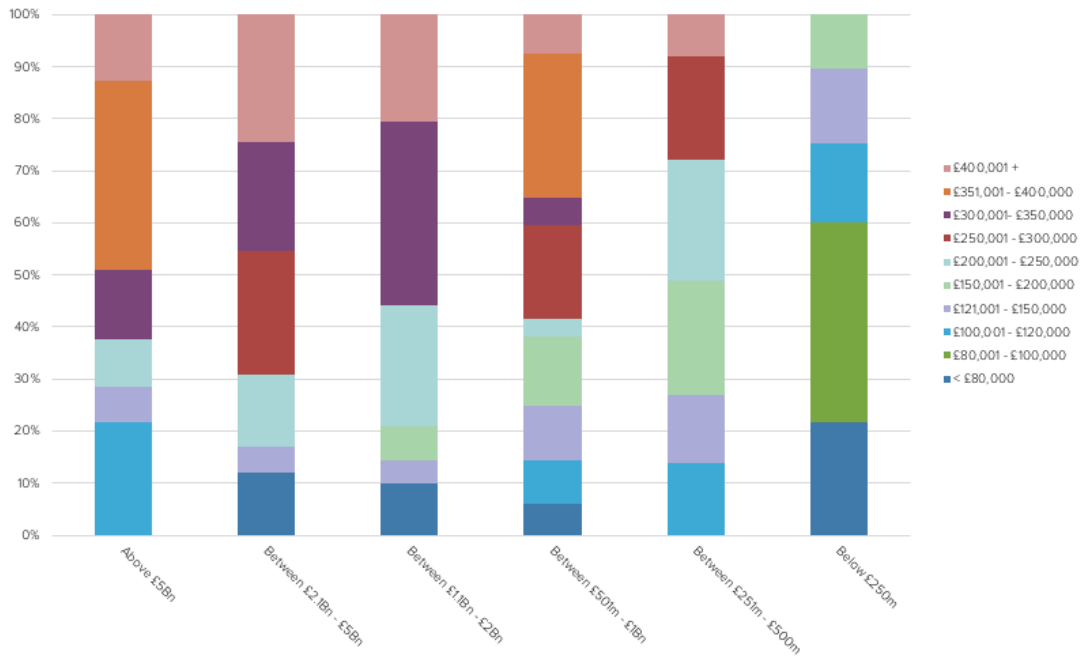


	> £30,000	£30,001 to £45,000	£45,001 to £55,000	£55,001 to £65,000	£65,001 to £75,000	£75,001 to £100,000	£100,001 to £120,000	£120,001 to £150,000	£150,001 to £200,000	£200,001 to £250,000	£250,001 to £300,000	£300,001 to £350,000	£350,001 to £400,000	£400,001 +	Median Salary Band
CEO/MD	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.92%	12.50%	25.00%	9.87%	25.66%	3.95%	7.89%		£200,001 to £250,000
CIO	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.37%	15.79%	17.89%	26.31%	7.37%	14.74%	2.11%	8.42%	£200,001 to £250,000
CFO	0.00%	0.00%	0.00%	0.00%	1.75%	10.53%	8.77%	29.82%	35.09%	5.26%	1.75%	3.51%	1.75%	1.75%	£120,001 to £150,000
COO	0.00%	0.00%	0.00%	0.00%	6.25%	6.25%	18.75%	31.25%	18.75%	12.50%	0.00%	0.00%	0.00%	6.25%	£120,001 to £150,000
Financial Controller/FD	0.00%	0.00%	0.00%	6.60%	10.38%	17.92%	33.01%	16.98%	8.49%	0.94%	0.94%	4.72%	0.00%	0.00%	£100,001 to £120,000
Accountant	6.19%	15.46%	14.43%	18.56%	20.62%	11.34%	6.19%	2.06%	5.15%	0.00%	0.00%	0.00%	0.00%	0.00%	£55,001 to £65,000
Investment Specialist/Portfolio Manager	4.10%	4.10%	2.46%	2.46%	7.38%	22.95%	18.85%	13.93%	13.11%	4.92%	4.10%	0.82%	0.00%	0.82%	£100,001 to £120,000
Investment Analyst	6.58%	10.53%	13.16%	15.79%	17.11%	18.42%	7.89%	7.89%	1.32%	1.32%	0.00%	0.00%	0.00%	0.00%	£65,001 to £75,000
Administrative Support	17.71%	34.38%	27.08%	9.38%	4.17%	3.13%	3.13%	0.00%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%	£30,001 to £45,000
Office Manager	10.00%	30.00%	25.00%	20.00%	5.00%	7.50%	0.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	£45,001 to £55,000
Fiduciary & Trust Specialist	7.32%	7.32%	7.32%	4.88%	9.76%	24.39%	14.63%	14.63%	7.32%	2.44%	0.00%	0.00%	0.00%	0.00%	£75,001 to £100,000
Legal Counsel	5.88%	1.96%	5.88%	1.96%	5.88%	11.76%	13.73%	21.57%	17.65%	7.84%	3.92%	1.96%	0.00%	0.00%	£120,001 to £150,000
Concierge/Lifestyle Manager	16.67%	16.67%	13.89%	13.89%	8.33%	19.44%	2.78%	2.78%	2.78%	2.78%	0.00%	0.00%	0.00%	0.00%	£55,001 to £65,000
Project/Operations Manager	8.00%	10.00%	16.00%	12.00%	22.00%	14.00%	6.00%	6.00%	2.00%	0.00%	4.00%	0.00%	0.00%	0.00%	£65,001 to £75,000
Personal Assistant	16.67%	42.71%	9.38%	8.33%	12.50%	7.29%	1.04%	0.00%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	£30,001 to £45,000
Bookkeeper	34.09%	34.09%	9.09%	11.36%	9.09%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	£30,001 to £45,000

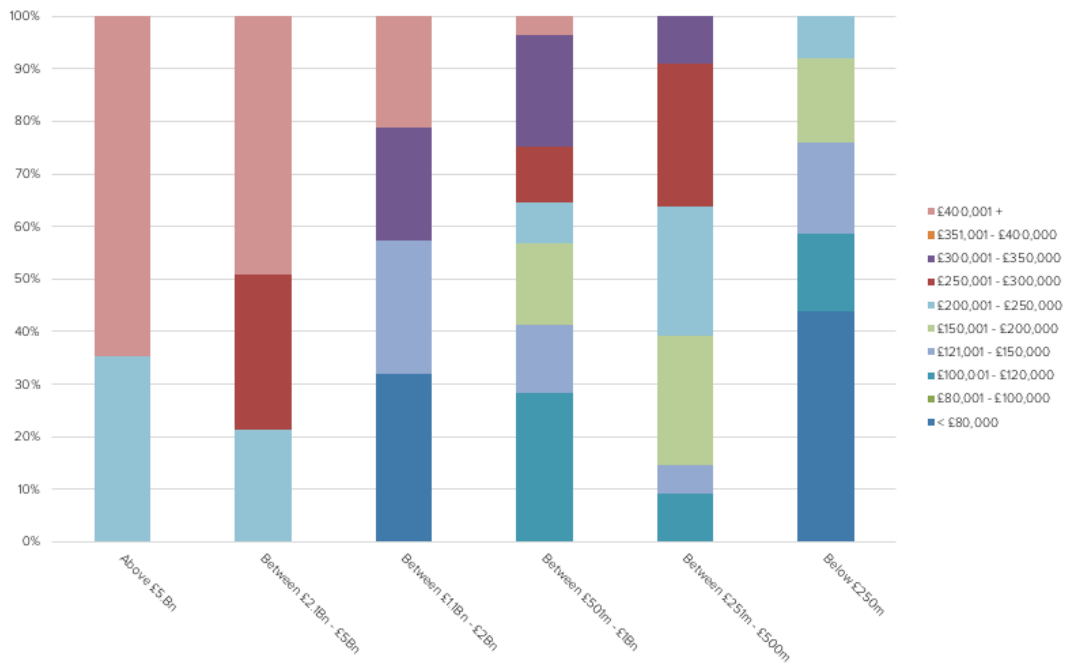
Salaries



CEO - Basic salary against AUM of Family Office



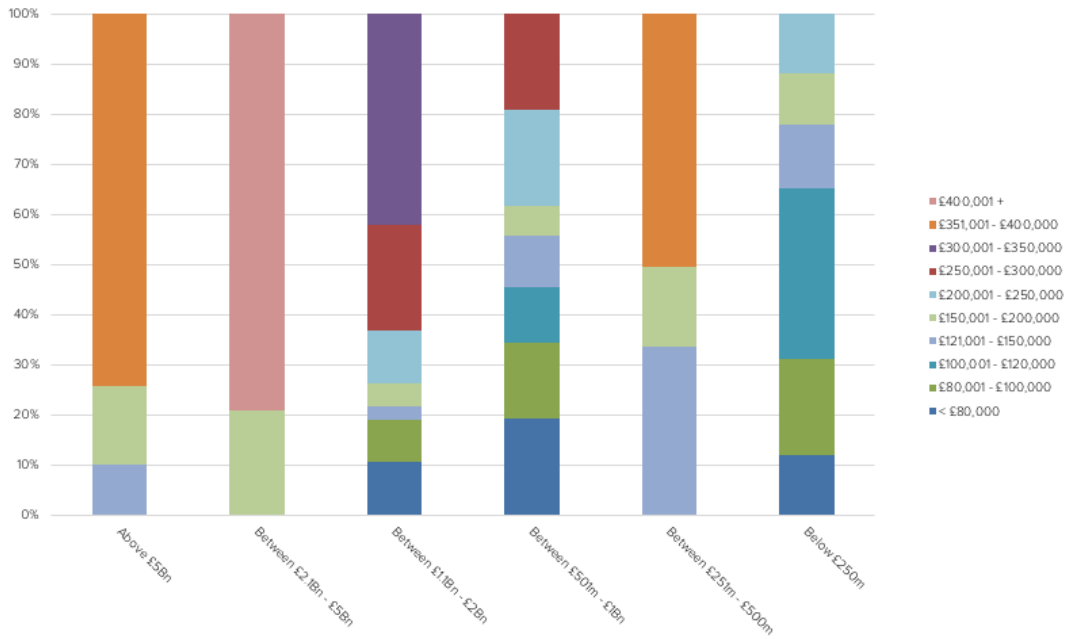
CIO - Basic salary against AUM of Family Office



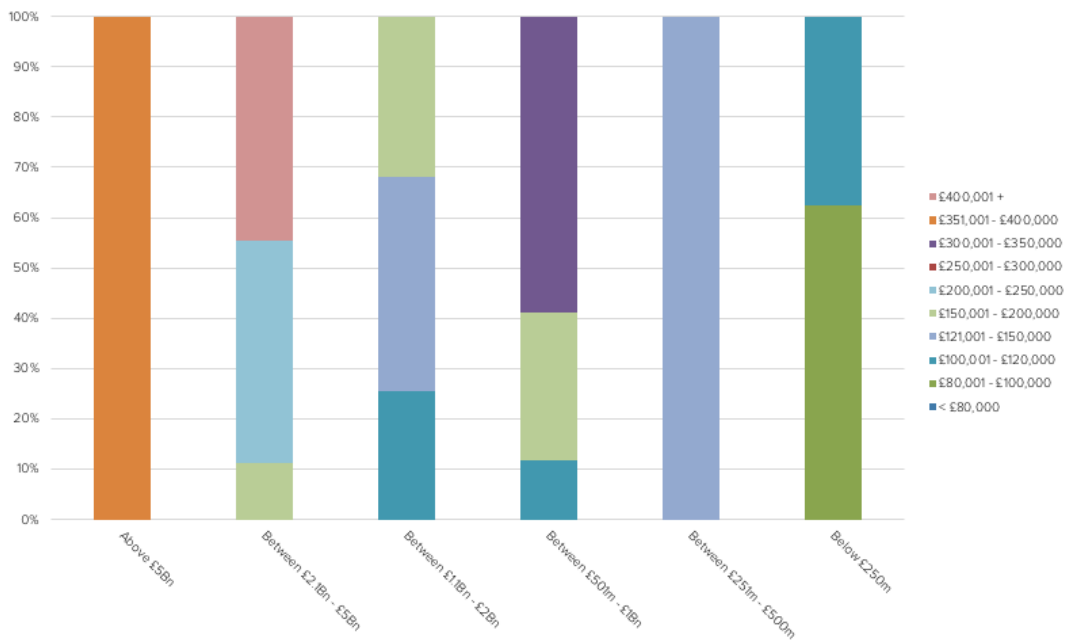
Salaries



CFO - Basic salary against AUM of Family Office



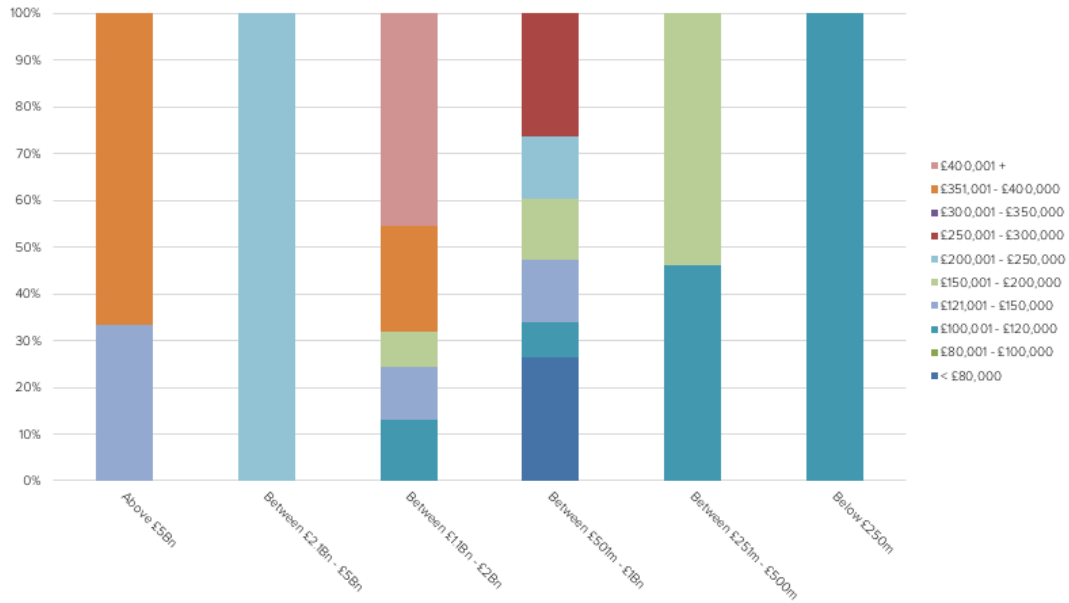
COO - Basic salary against AUM of Family Office



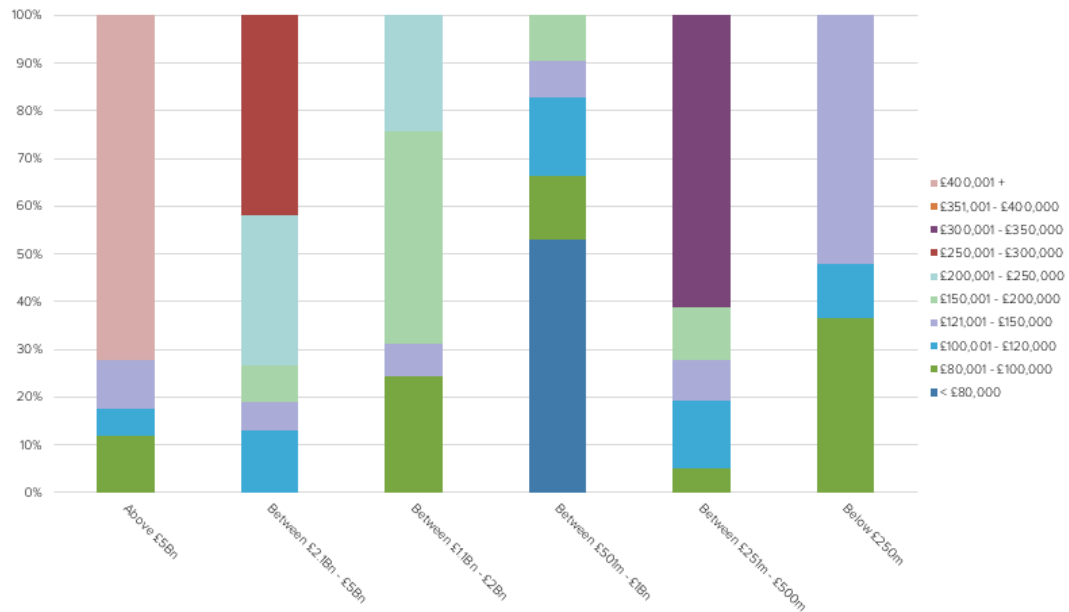
Salaries



Legal Counsel - Basic salary against AUM of Family Office



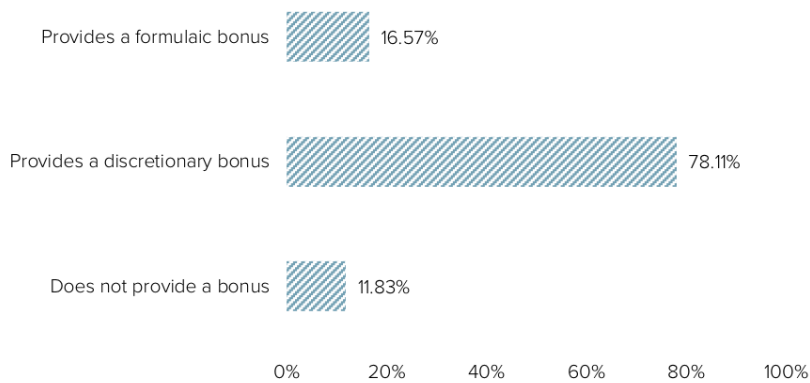
Investment/Portfolio Manager - Basic salary against AUM of Family Office



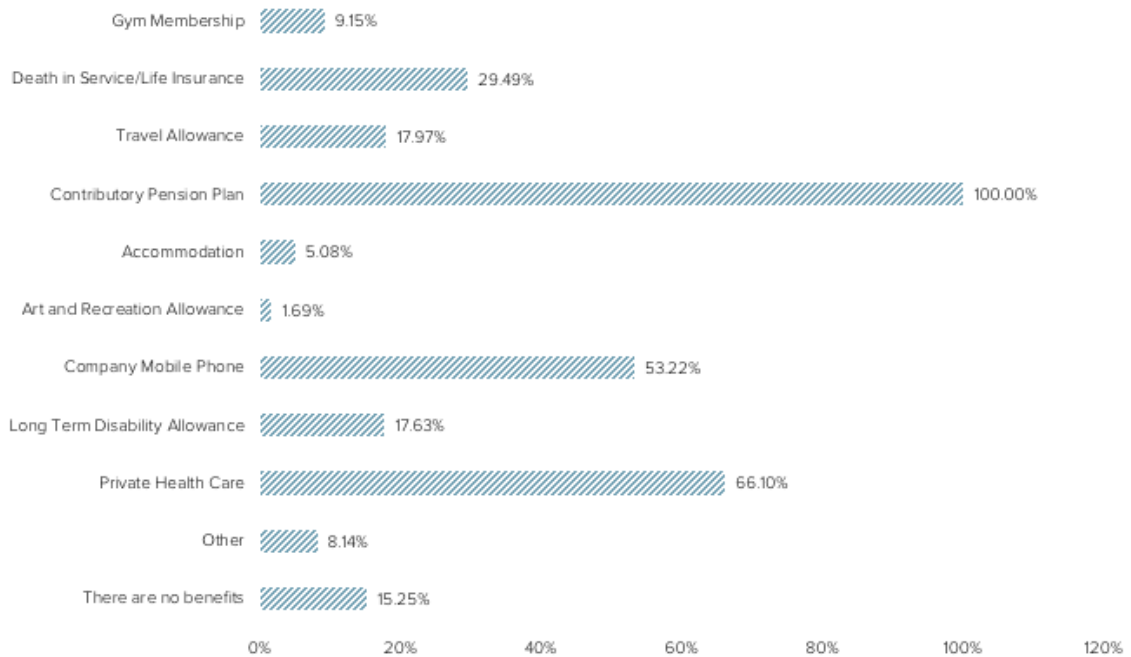
Bonuses & Benefits



Structure of bonus paid



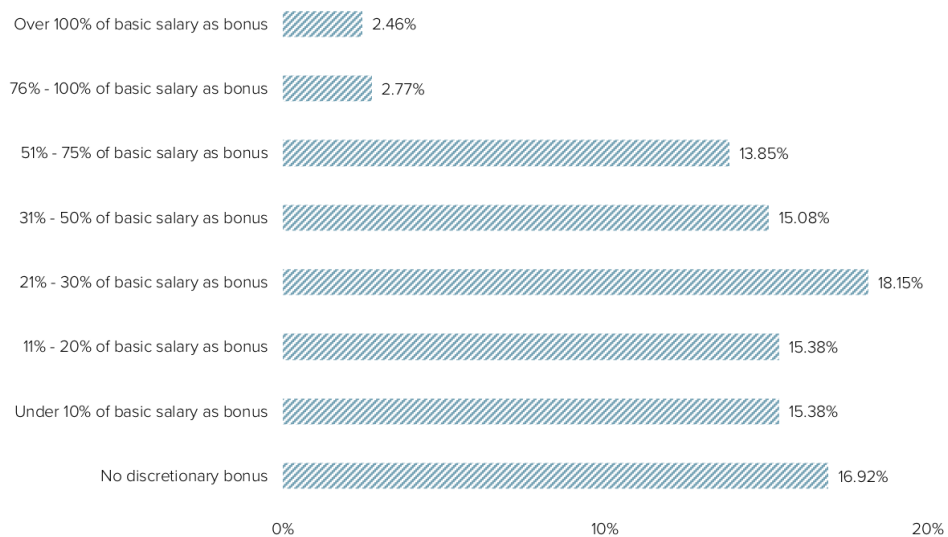
Core benefits provided



Discretionary Bonuses



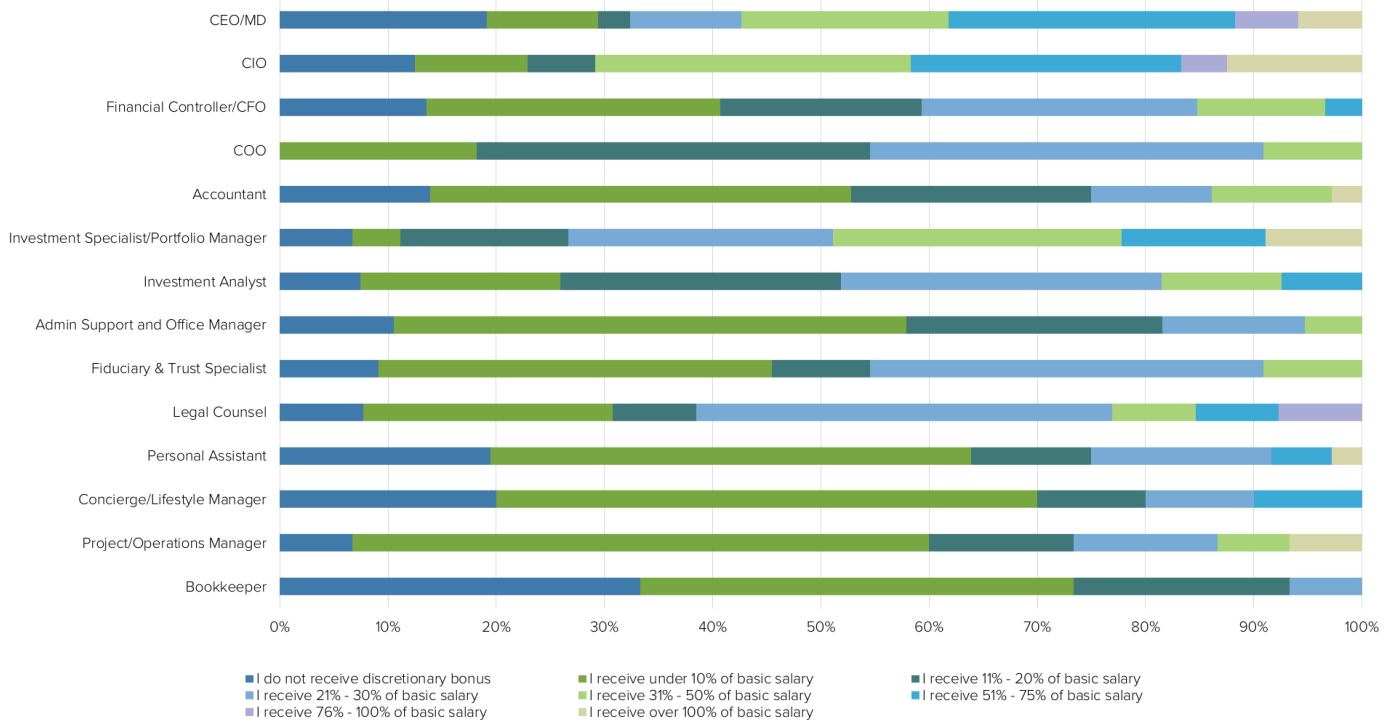
Discretionary bonus averaged over 3 years



Discretionary Bonuses



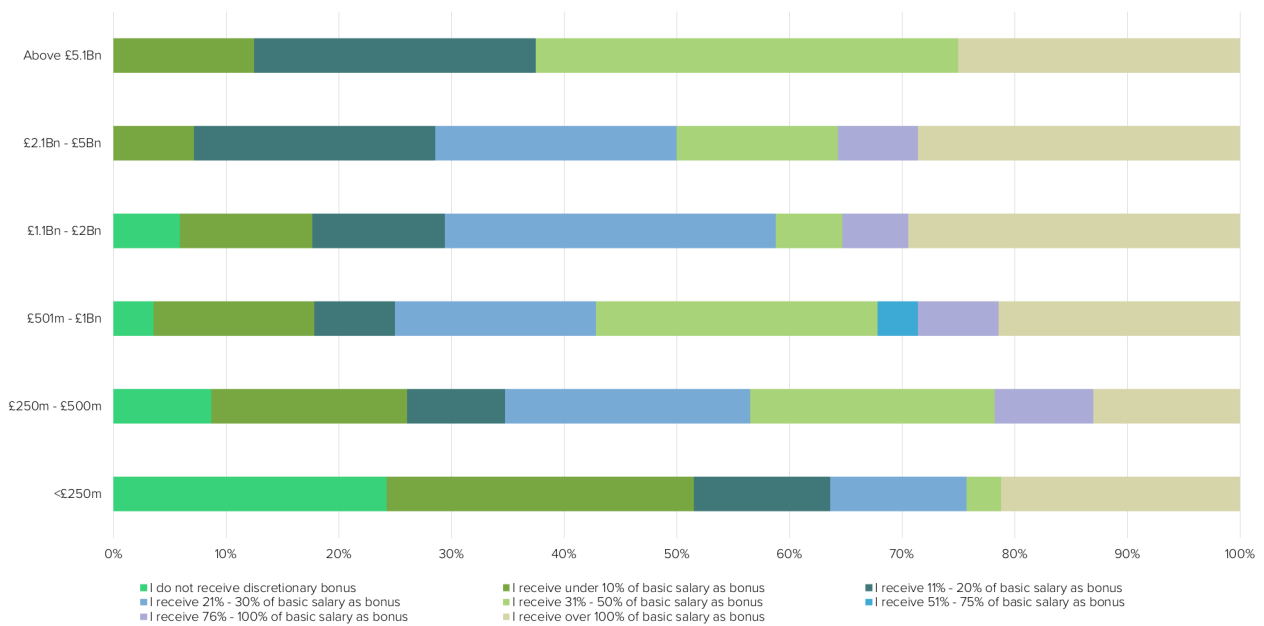
Average bonus payout based on the previous 3 years

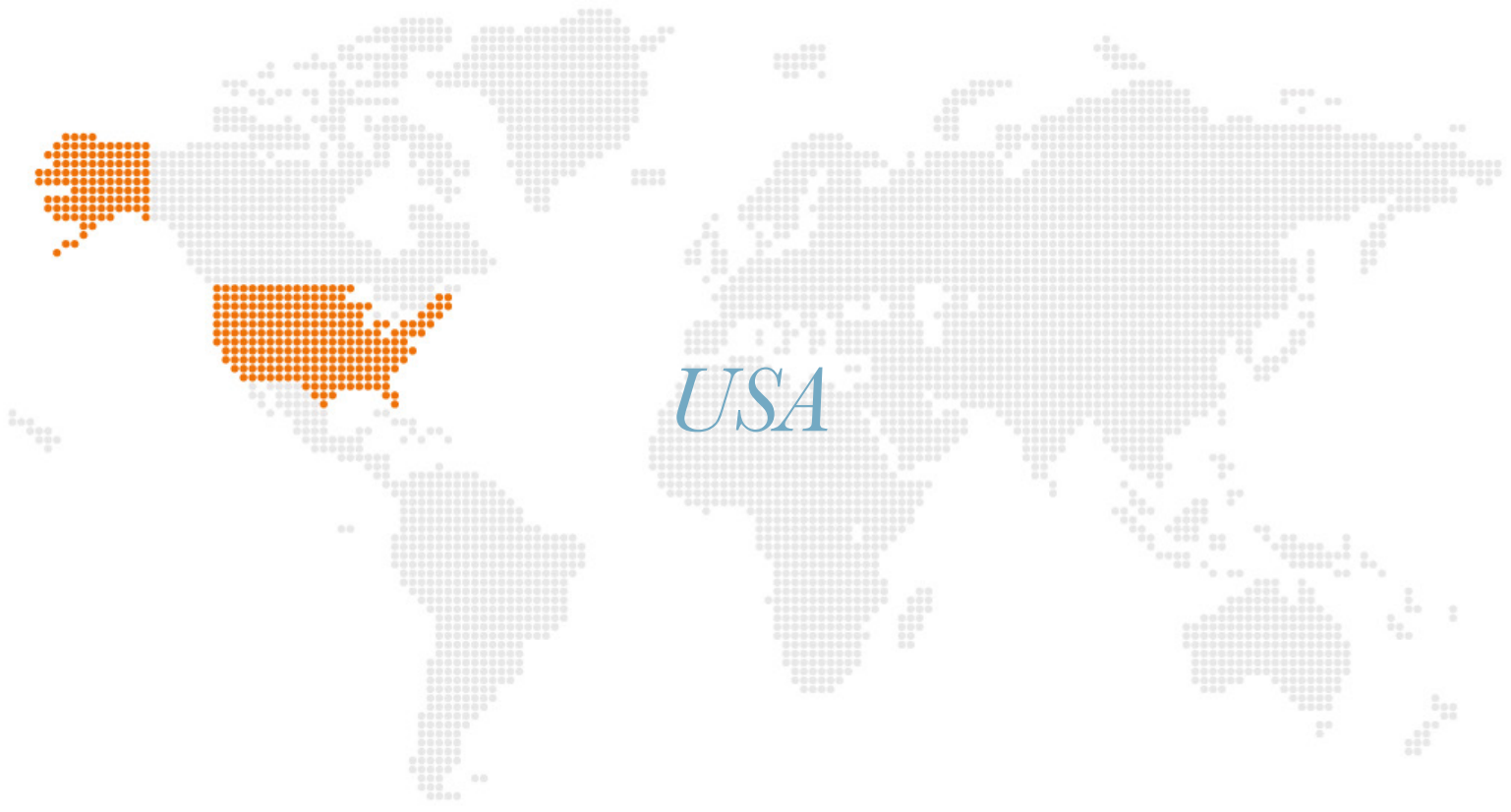


Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel & Investment Manager
Bonus payout against AUM of Family Office

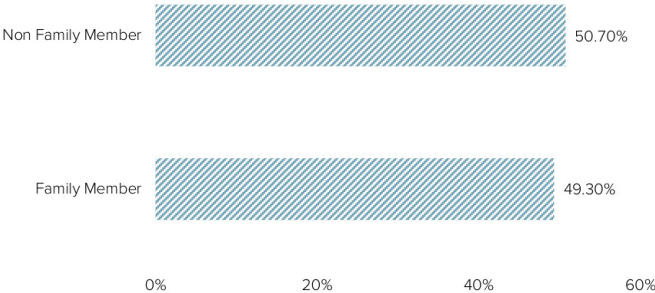




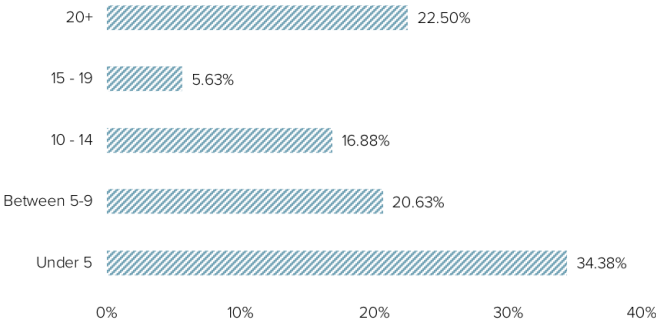
Make-Up of The Family Office



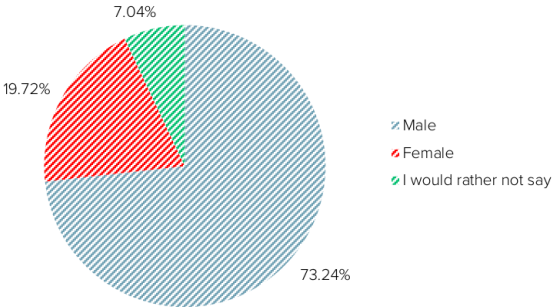
CEO - Family Member



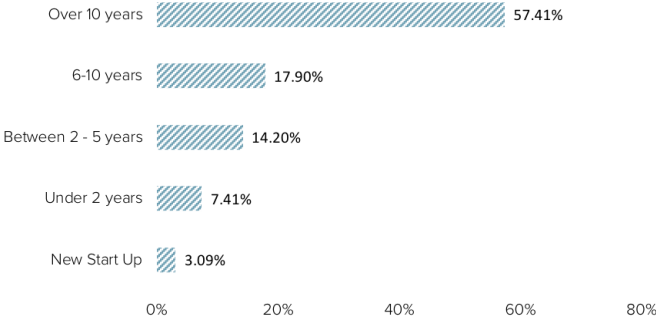
Number of employees



Gender of Respondee



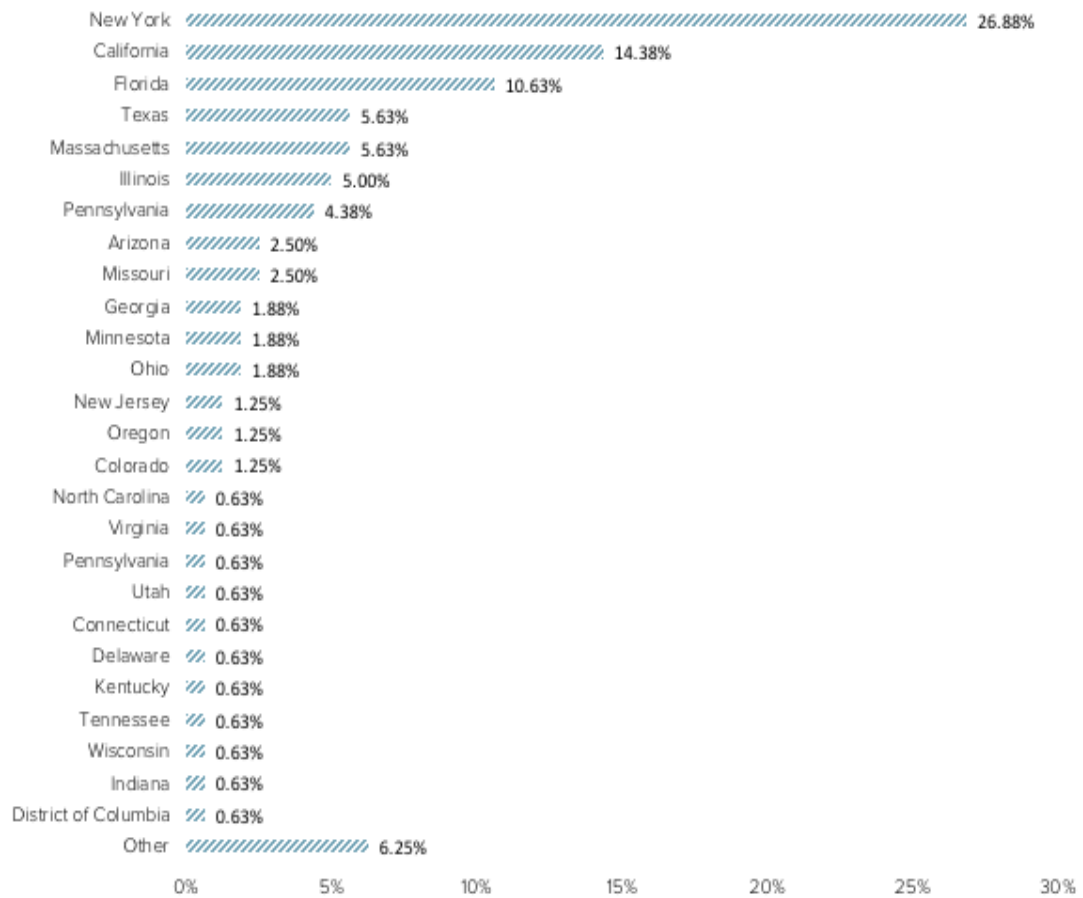
Years of Operation



Family Office Location



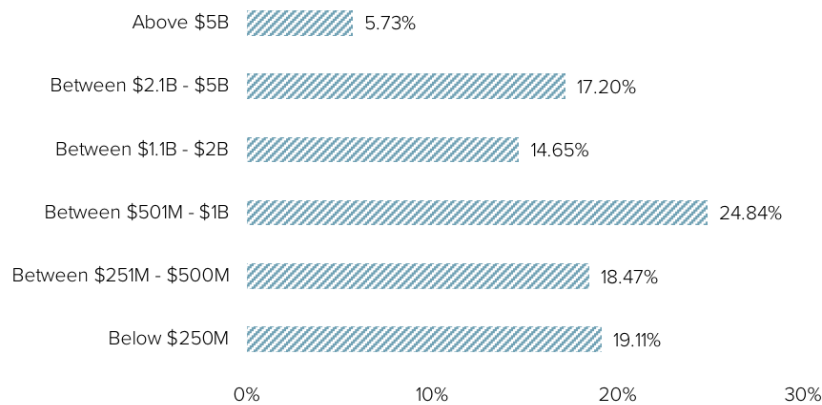
Office Location



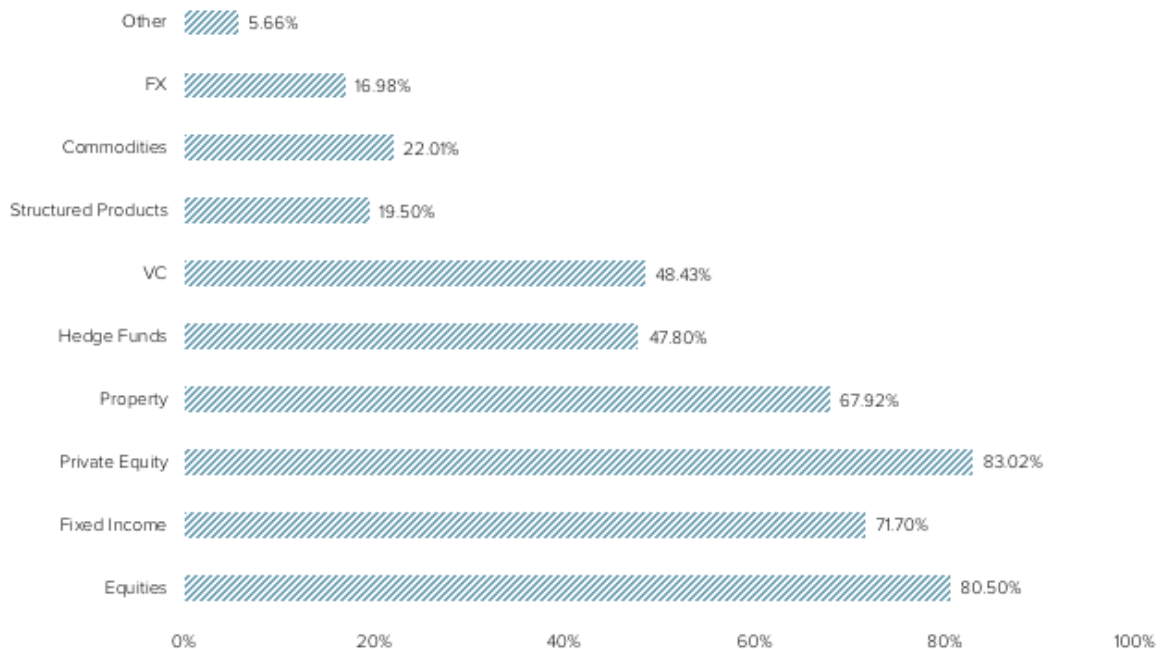
Assets Under Management & Asset Classes



Assets Under Management



Asset Classes Family Offices invest in



Salaries

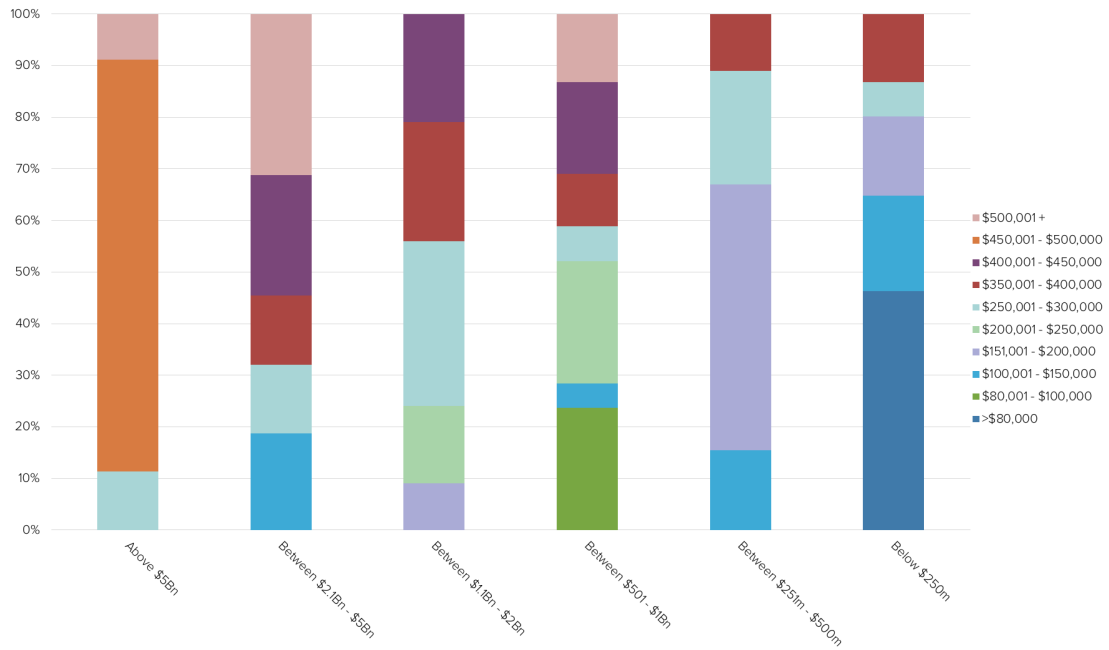


	Under \$60,000	\$60,001 to \$72,000	\$72,001 to \$85,000	\$85,001 to \$99,000	\$99,001 to \$132,000	\$132,001 to \$158,000	\$158,001 to \$198,000	\$198,001 to \$264,000	\$264,001 to \$330,000	\$330,001 to \$396,000	\$396,001 +	Median Salary Range
CEO/MD	0.00%	0.00%	0.00%	0.00%	4.40%	2.20%	6.59%	26.37%	13.19%	7.69%	39.56%	\$264,001 to \$330,000
CIO	0.00%	0.00%	0.00%	0.00%	8.62%	3.45%	13.79%	13.79%	18.96%	10.34%	31.03%	\$264,001 to \$330,000
COO	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	43.75%	6.25%	12.50%	25.00%	\$198,001 to \$264,000
CFO	0.00%	0.00%	0.00%	0.00%	10.29%	5.88%	19.11%	26.47%	19.12%	2.94%	16.18%	\$198,001 to \$264,000
Financial Controller	0.00%	0.00%	4.17%	8.33%	20.83%	20.83%	20.83%	12.50%	8.33%	4.17%	0.00%	\$132,001 to \$158,000
Accountant	3.33%	3.33%	31.67%	16.67%	26.67%	15.00%	3.33%	0.00%	0.00%	0.00%	0.00%	\$85,001 to \$99,000
Investment Specialist/Portfolio Manager	1.52%	1.52%	4.55%	7.58%	16.67%	10.61%	16.67%	19.70%	9.09%	3.03%	9.09%	\$158,001 to \$198,000
Investment Analyst	8.20%	9.84%	14.75%	14.75%	29.51%	4.92%	3.28%	9.84%	0.00%	0.00%	4.92%	\$99,001 to \$132,000
Admin Support and Office Manager	23.08%	19.23%	20.51%	17.95%	12.82%	1.28%	1.28%	3.85%	0.00%	0.00%	0.00%	\$72,001 to \$85,000
Fiduciary & Trust Specialist	6.90%	6.90%	17.24%	20.69%	13.79%	13.79%	13.79%	3.45%	0.00%	0.00%	3.45%	\$85,001 to \$99,000
Legal Counsel	5.88%	2.94%	2.94%	2.94%	8.82%	17.65%	20.59%	8.82%	11.76%	0.00%	17.65%	\$158,001 to \$198,000
Concierge/Lifestyle Manager	25.81%	25.81%	9.68%	6.45%	16.13%	6.45%	3.23%	3.23%	0.00%	3.23%	0.00%	\$60,001 to \$72,000
Project/Operations Manager	10.26%	17.95%	23.08%	15.38%	7.69%	5.13%	12.82%	5.13%	2.56%	0.00%	0.00%	\$72,001 to \$85,000
Personal Assistant	34.69%	20.41%	14.29%	10.20%	12.24%	4.08%	0.00%	2.04%	0.00%	2.04%	0.00%	\$60,001 to \$72,000
Bookkeeper	60.42%	10.42%	10.42%	12.50%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000

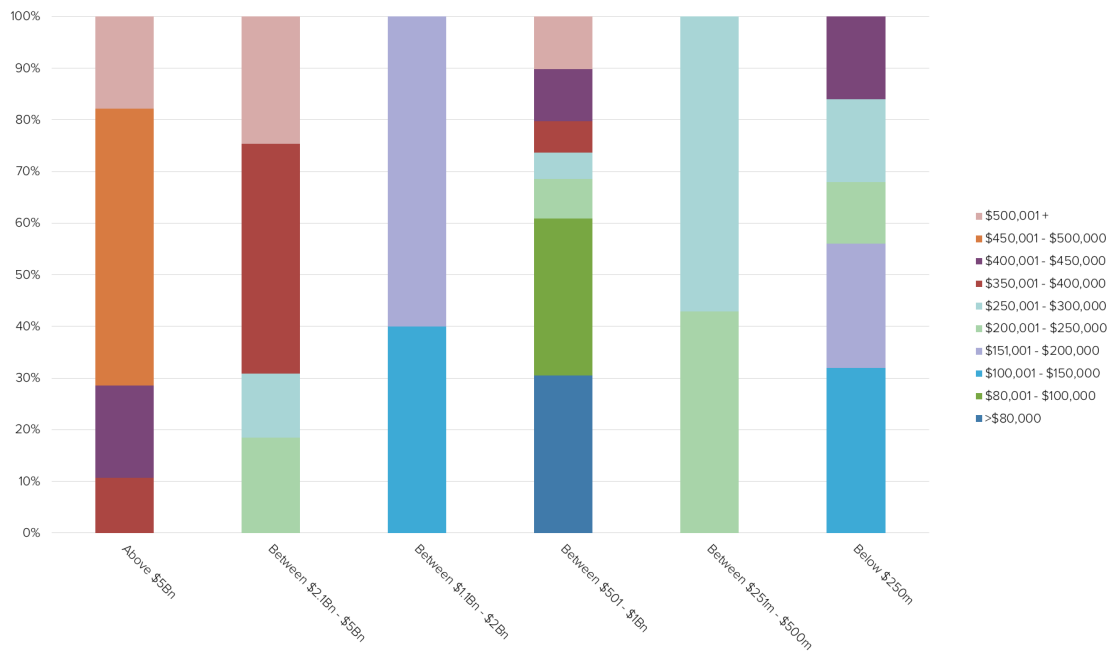
Salaries



CEO - Basic salary against AUM of Family Office



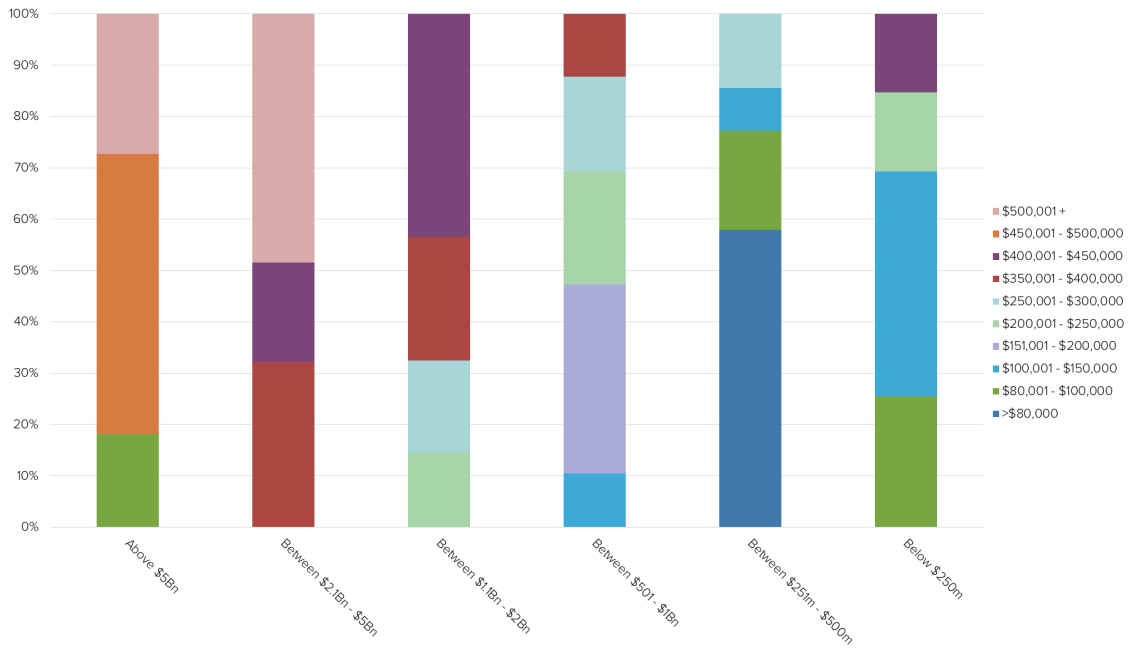
CIO - Basic Salary against AUM of Family Office



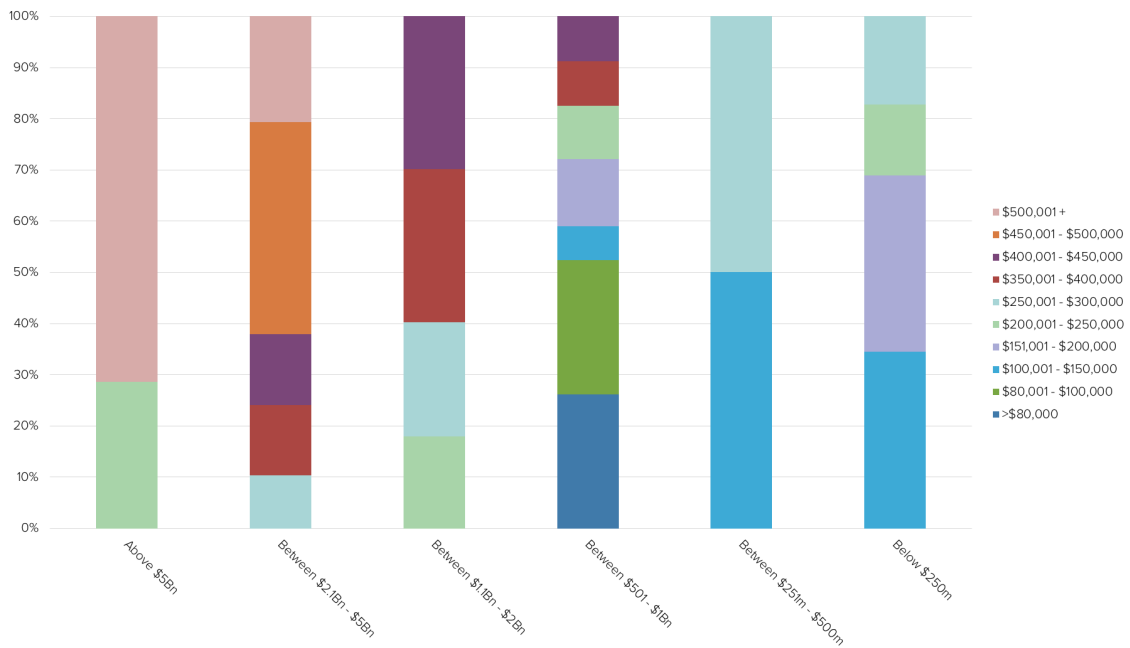
Salaries



CFO - Basic salary against AUM of Family Office



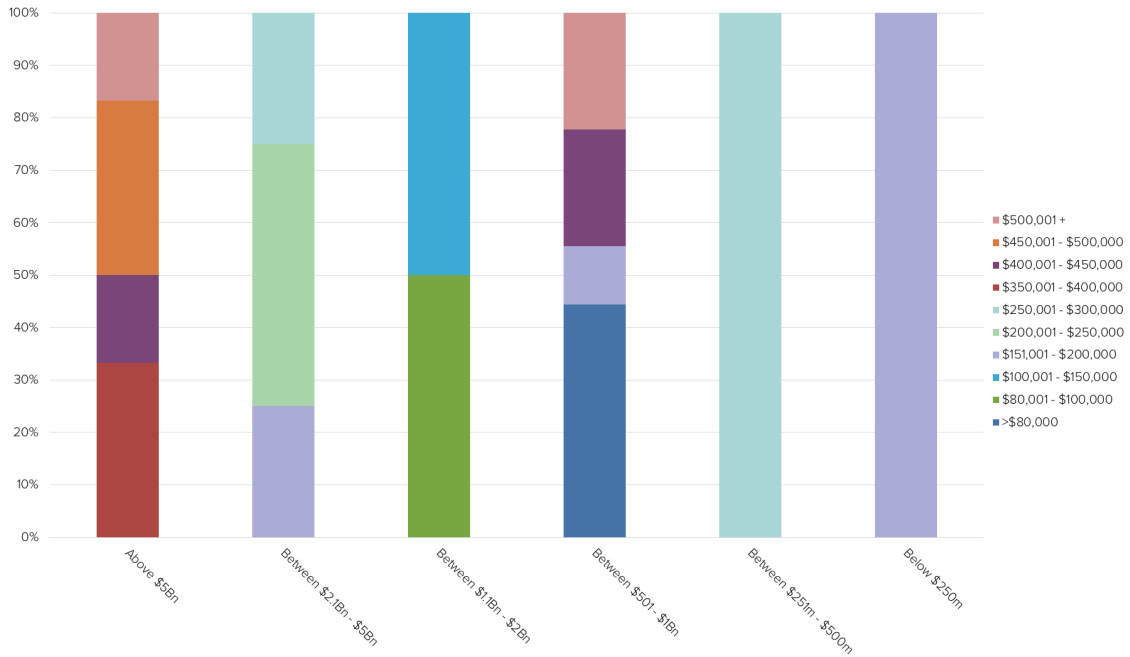
COO - Basic salary against AUM of Family Office



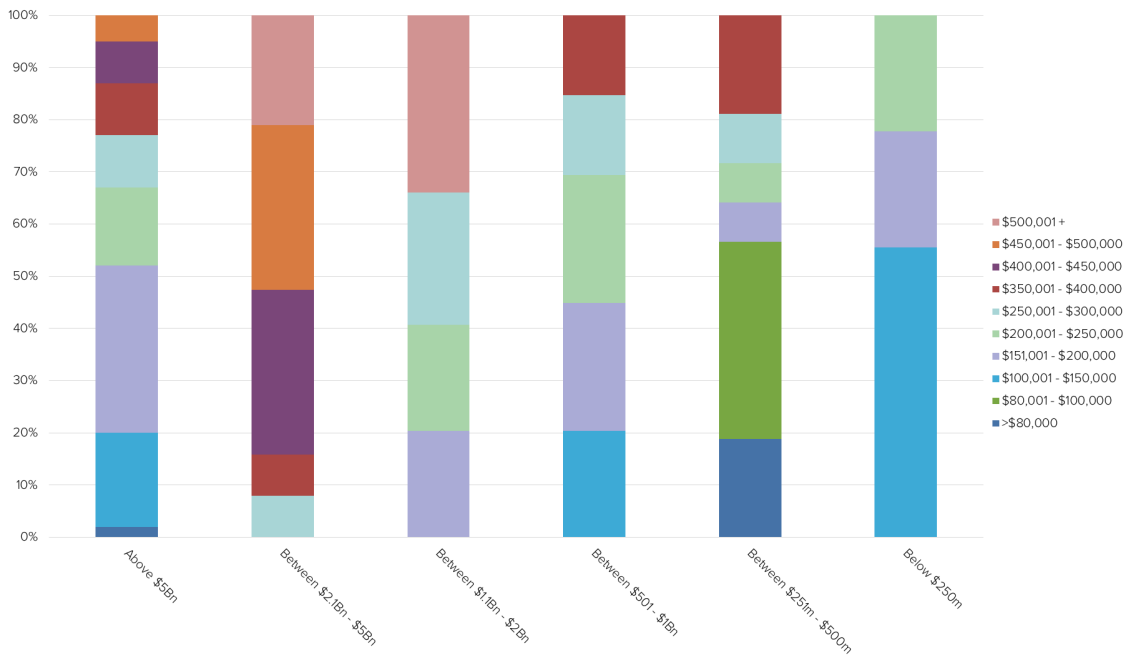
Salaries



Legal Counsel - Basic salary against AUM of Family Office



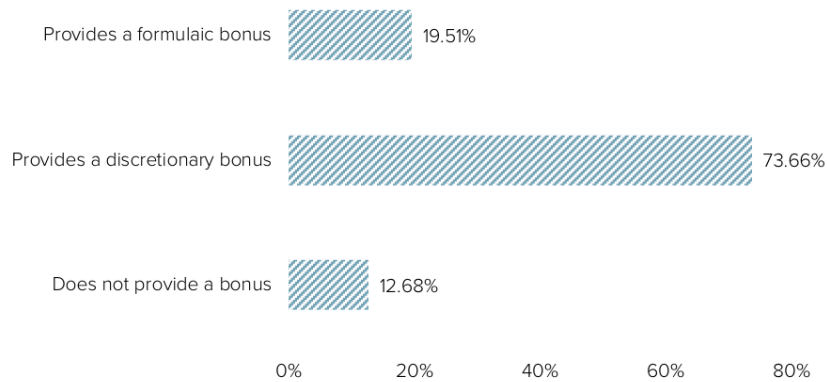
Investment/Portfolio Manager - Basic salary against AUM of Family Office



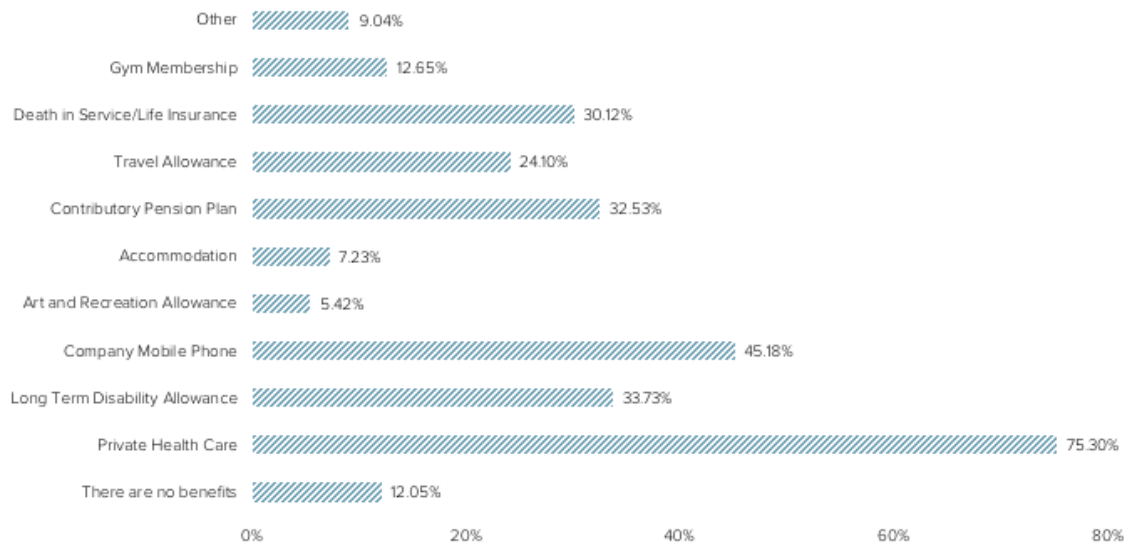
Bonuses & Benefits



Structure of bonus paid



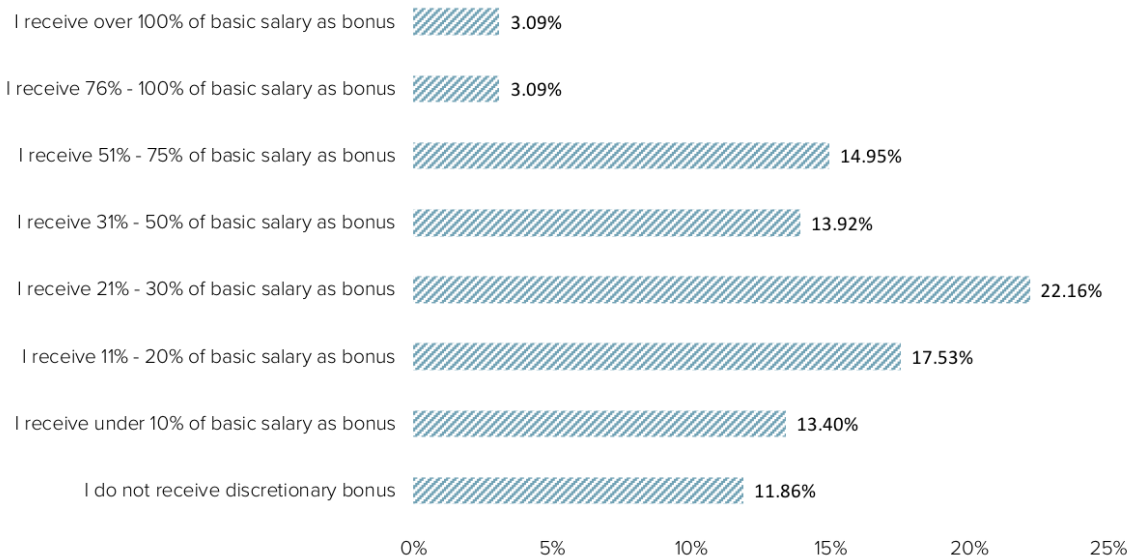
Benefits



Discretionary Bonuses



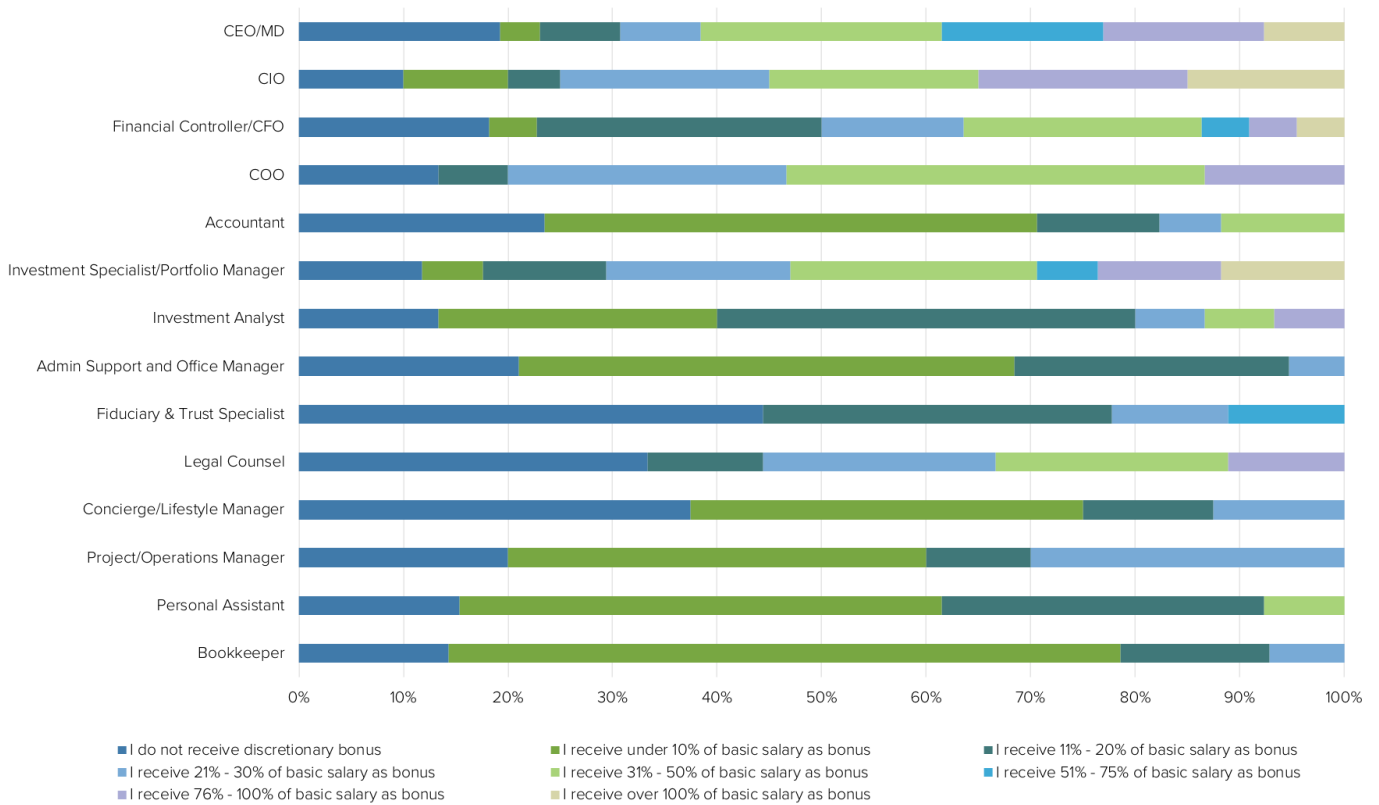
Discretionary bonus averaged over 3 years



Discretionary Bonuses



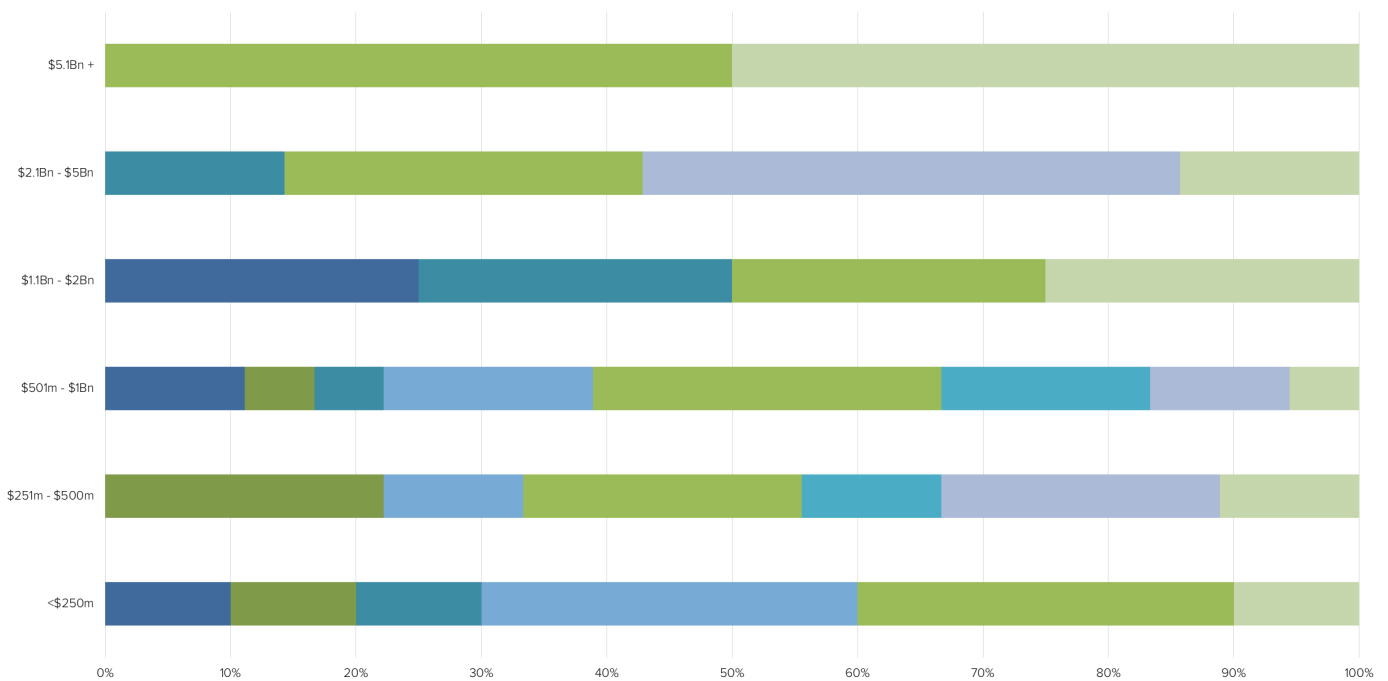
Average bonus payout based on previous 3 years



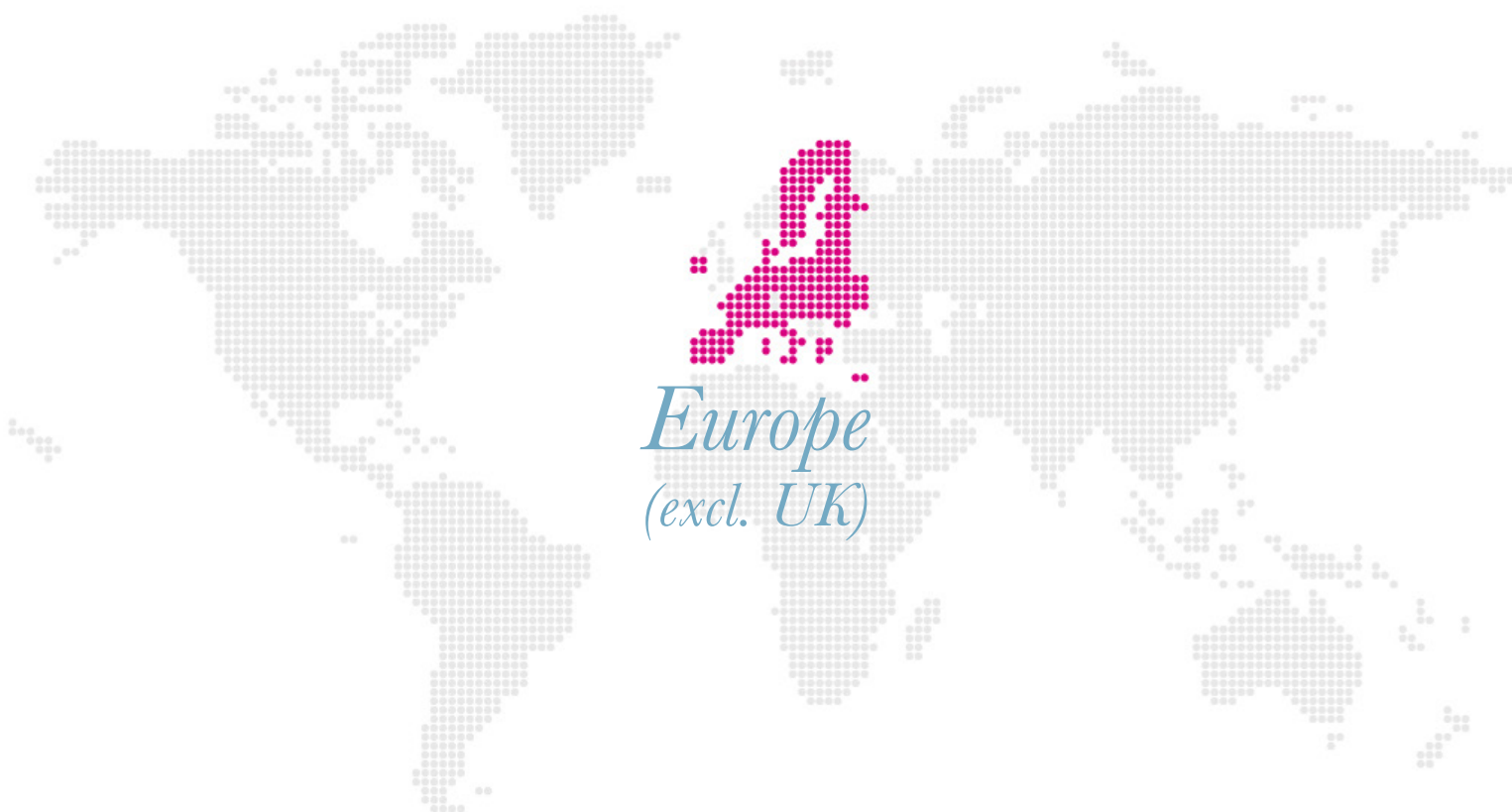
Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel & Investment Manager
 Bonus payout against AUM of Family Office



- I do not receive discretionary bonus
- I receive under 10% of basic salary as bonus
- I receive 11% - 20% of basic salary as bonus
- I receive 21% - 30% of basic salary as bonus
- I receive 31% - 50% of basic salary as bonus
- I receive 51% - 75% of basic salary as bonus
- I receive 76% - 100% of basic salary as bonus
- I receive over 100% of basic salary as bonus

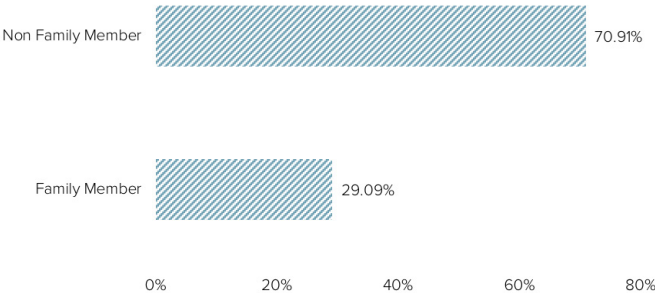


Europe
(excl. UK)

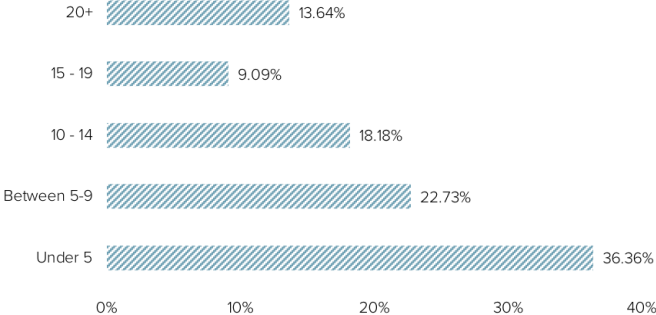
Make-Up of The Family Office



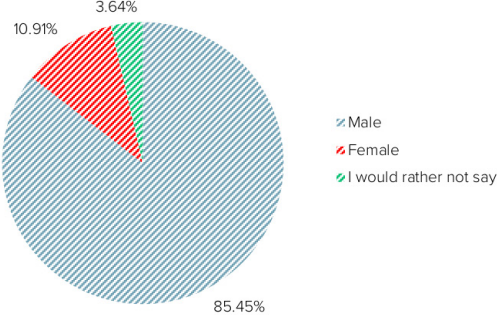
CEO - Family Member



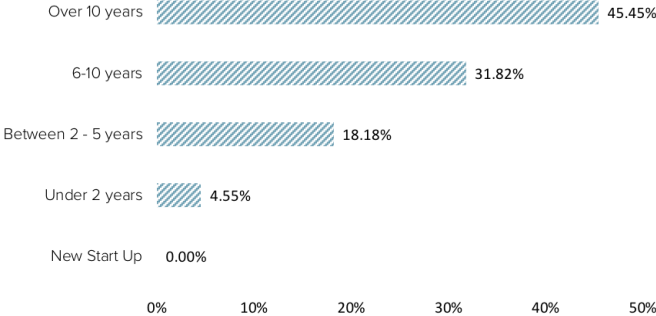
Number of employees



Gender of Respondees



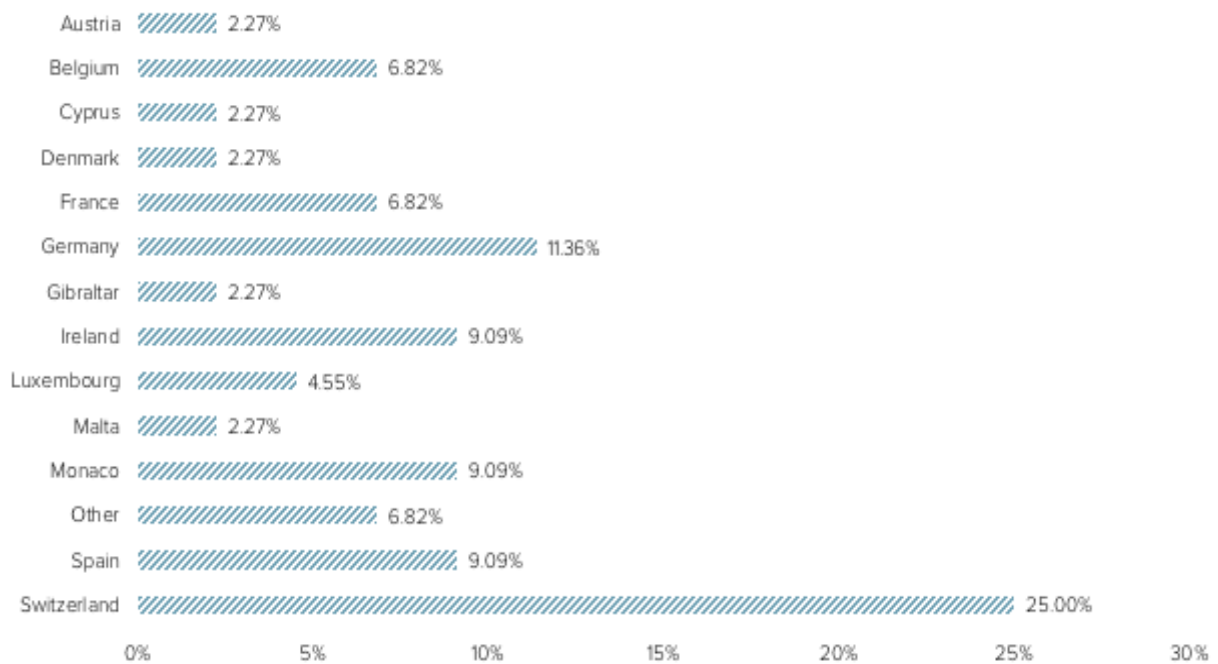
Years of Operation



Family Office Location



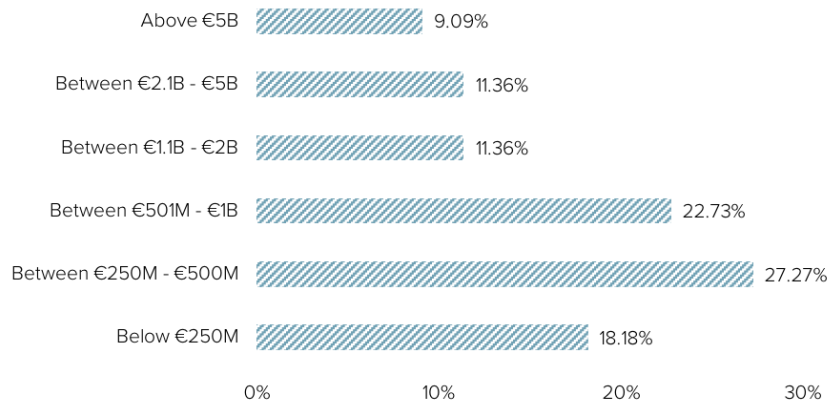
Office Location



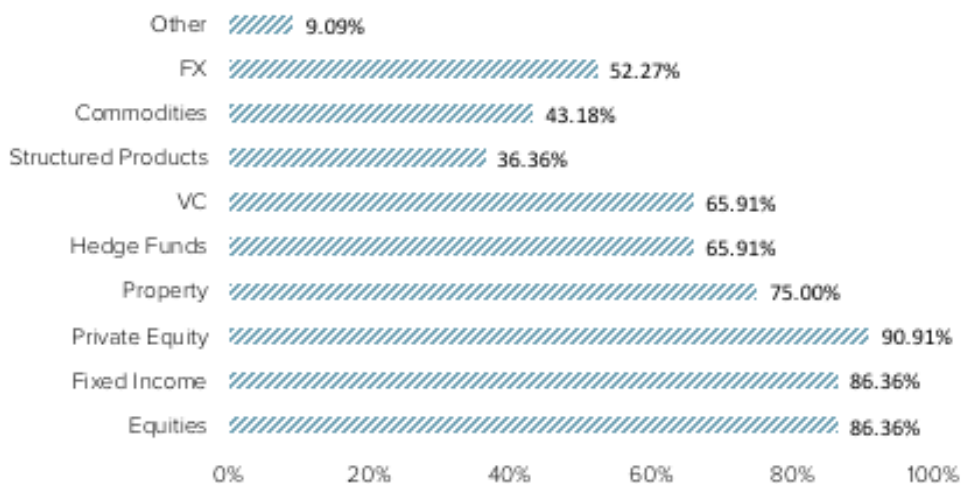
Assets Under Management & Asset Classes



Assets Under Management



Asset Classes Family Offices invest in



Salaries

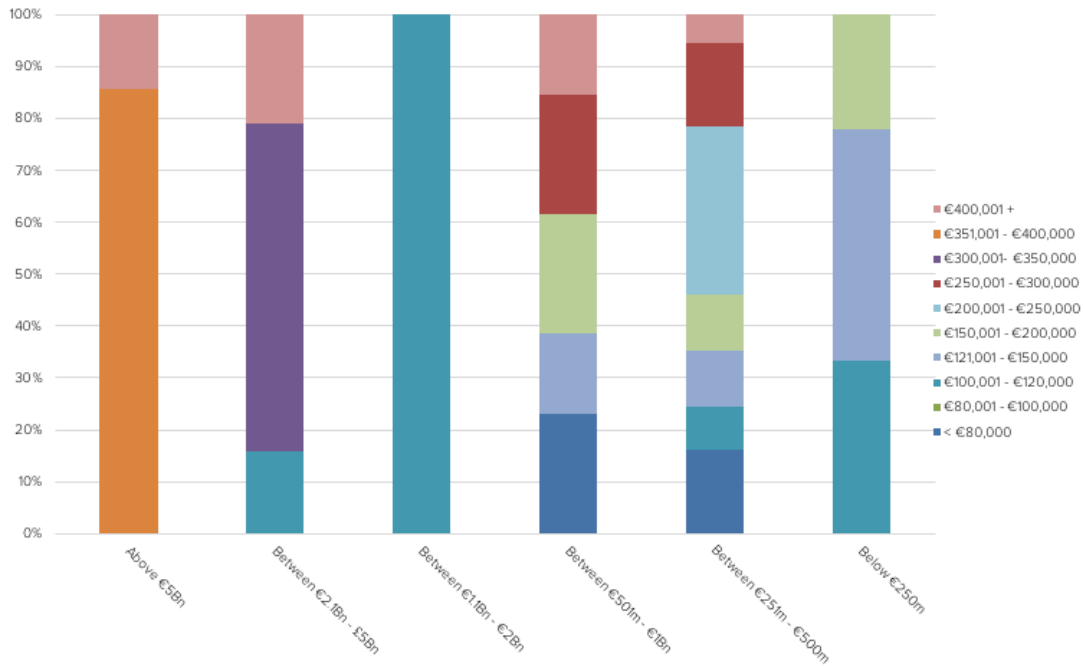


	Under €30,000	€30,001 to €45,000	€45,001 to €55,000	€55,001 to €65,000	€65,001 to €75,000	€75,001 to €100,000	€100,001 to €120,000	€120,001 to €150,000	€150,001 to €200,000	€200,001 to €250,000	€250,001 to €300,000	€300,001 to €350,000	€350,001 to €400,000	€400,001 +	Median Salary Range
CEO/MD	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.00%	4.00%	20.00%	8.00%	28.00%	8.00%	4.00%	16.00%	€150,001 to €200,000
CIO	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	5.56%	33.33%	16.67%	27.78%	0.00%	0.00%	0.00%	11.11%	€150,001 to €200,000
CFO	0.00%	0.00%	0.00%	0.00%	9.09%	9.09%	18.18%	36.36%	9.09%	9.09%	9.09%	0.00%	0.00%	0.00%	€100,001 to €120,000
COO	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	16.67%	16.67%	33.33%	0.00%	0.00%	16.67%	0.00%	0.00%	€100,001 to €120,000
Financial Controller/FD	0.00%	0.00%	11.11%	0.00%	11.11%	22.22%	33.33%	11.11%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	€100,001 to €120,000
Accountant	0.00%	9.09%	36.36%	18.18%	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€55,001 to €65,000
Investment Specialist/Portfolio Manager	0.00%	0.00%	9.09%	4.55%	9.09%	22.73%	13.64%	18.18%	9.09%	0.00%	4.55%	4.55%	4.55%	0.00%	€100,001 to €120,000
Investment Analyst	0.00%	14.29%	28.57%	14.29%	14.29%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€55,001 to €65,000
Administrative Support	8.33%	33.33%	25.00%	8.33%	8.33%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€45,001 to €55,000
Office Manager	0.00%	33.33%	25.00%	0.00%	25.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€45,001 to €55,000
Fiduciary & Trust Specialist	0.00%	0.00%	25.00%	0.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€75,001 to €100,000
Legal Counsel	0.00%	14.29%	0.00%	14.29%	0.00%	14.29%	0.00%	14.29%	28.57%	0.00%	0.00%	14.29%	0.00%	0.00%	€120,001 to €150,000
Concierge/Lifestyle Manager	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€30,001 to €45,000
Project/Operations Manager	0.00%	16.67%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	€55,001 to €65,000
Personal Assistant	10.00%	20.00%	0.00%	20.00%	30.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€55,001 to €65,000
Bookkeeper	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	€45,001 to €55,000

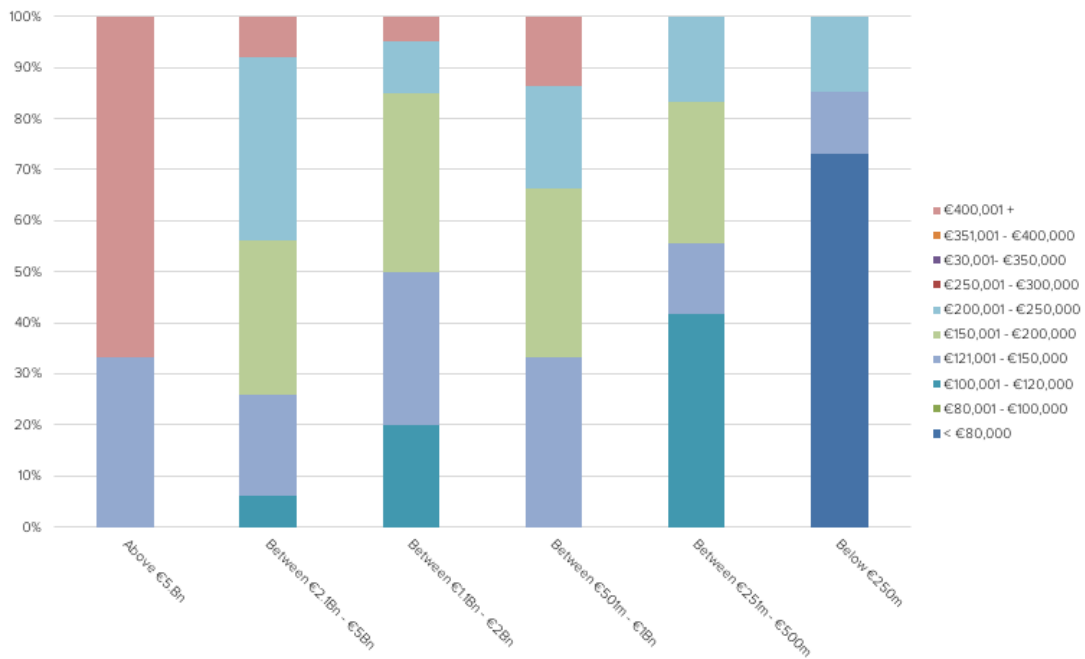
Salaries



CEO - Basic salary against AUM of Family Office



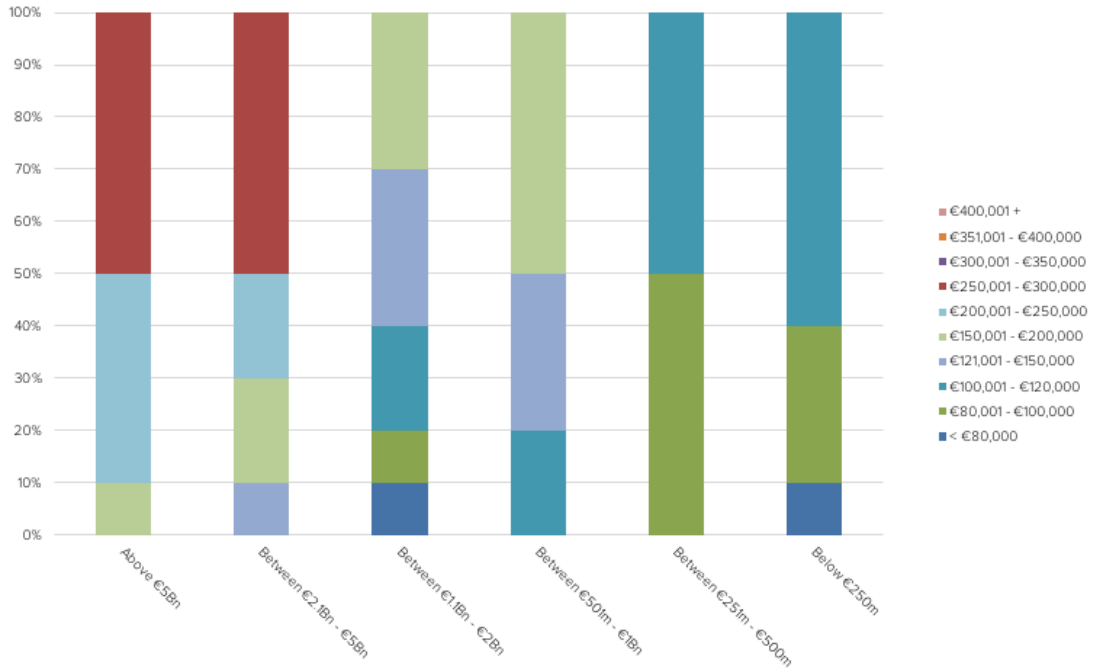
CIO - Basic salary against AUM of Family Office



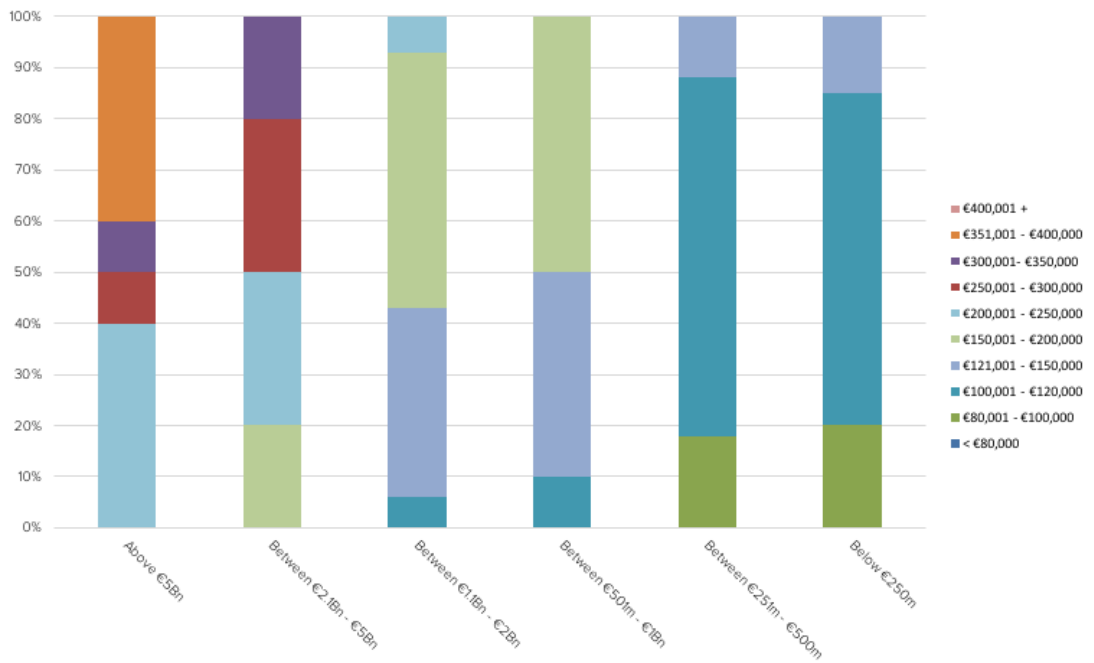
Salaries



CFO - Basic salary against AUM of Family Office



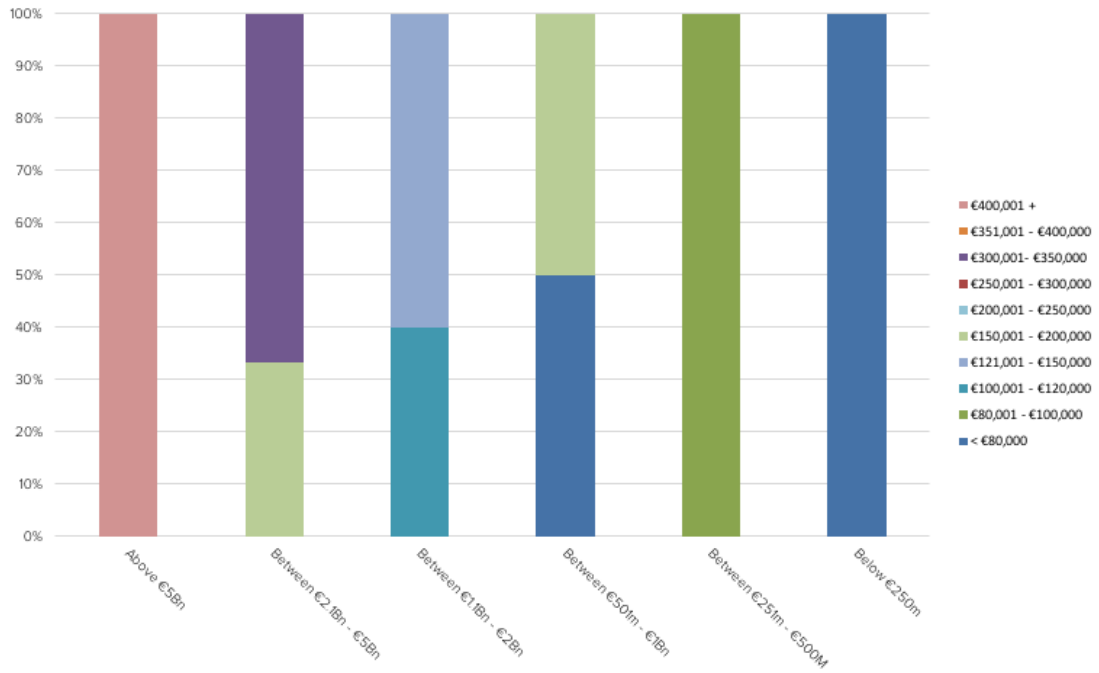
COO - Basic salary against AUM of Family Office



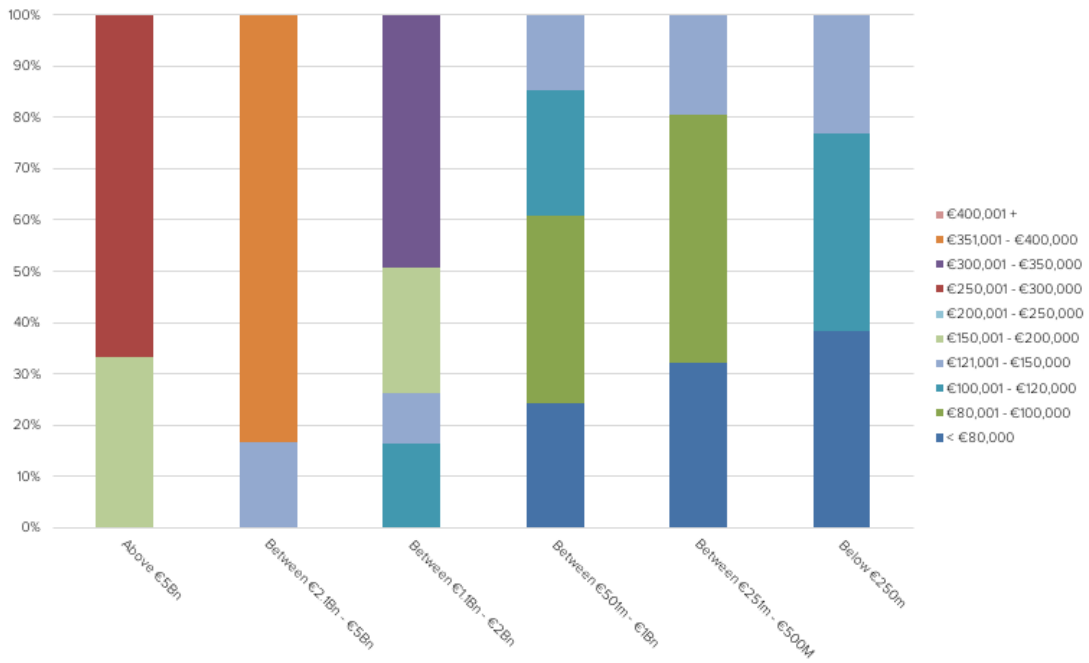
Salaries



Legal Counsel - Basic salary against AUM of Family Office



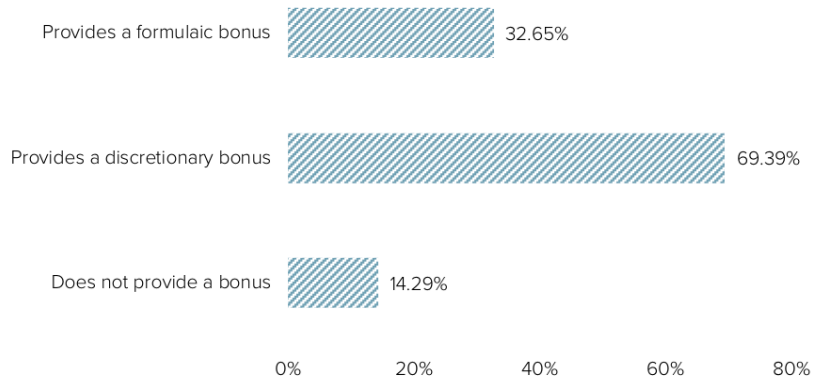
Investment/Portfolio Manager - Basic salary against AUM of Family Office



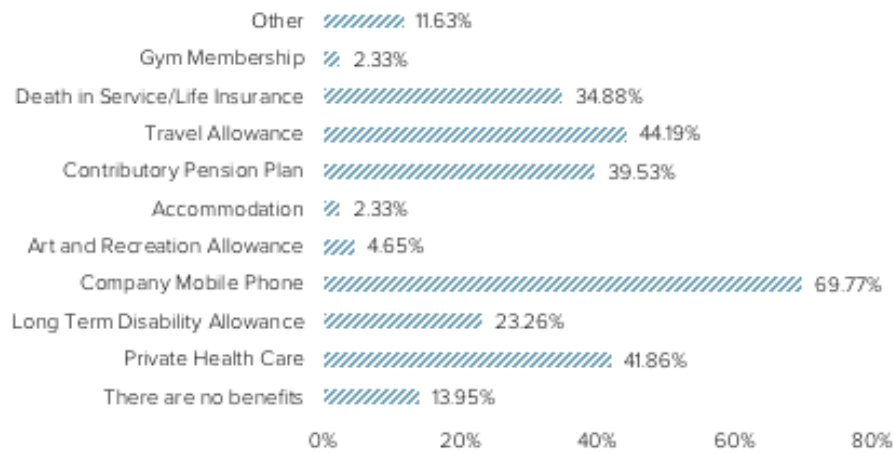
Bonuses & Benefits



Bonus Structure



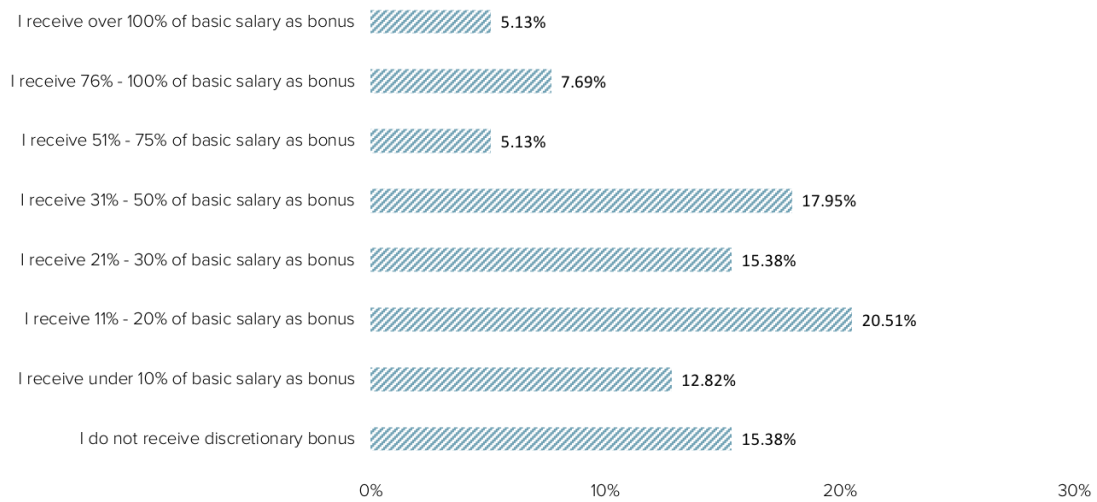
Core Benefits



Discretionary Bonuses



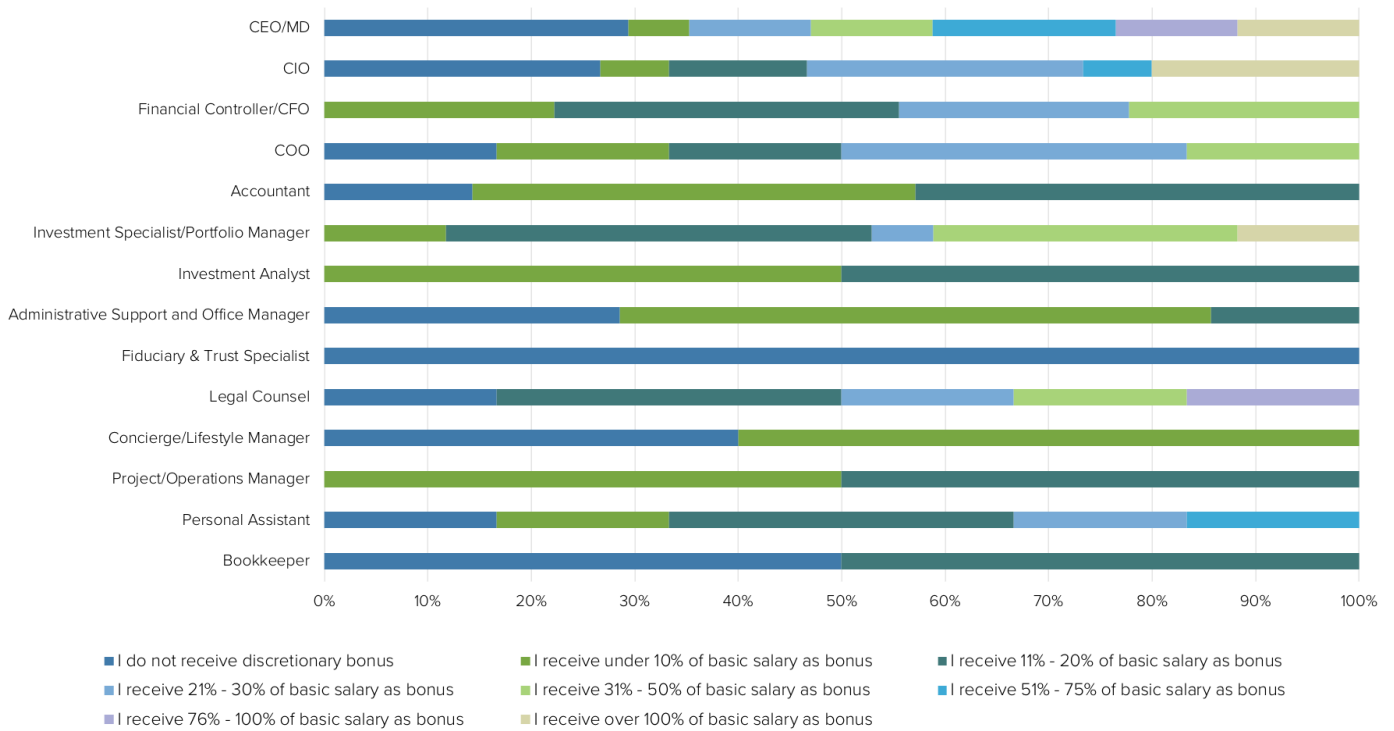
Discretionary bonus averaged over 3 years



Discretionary Bonuses



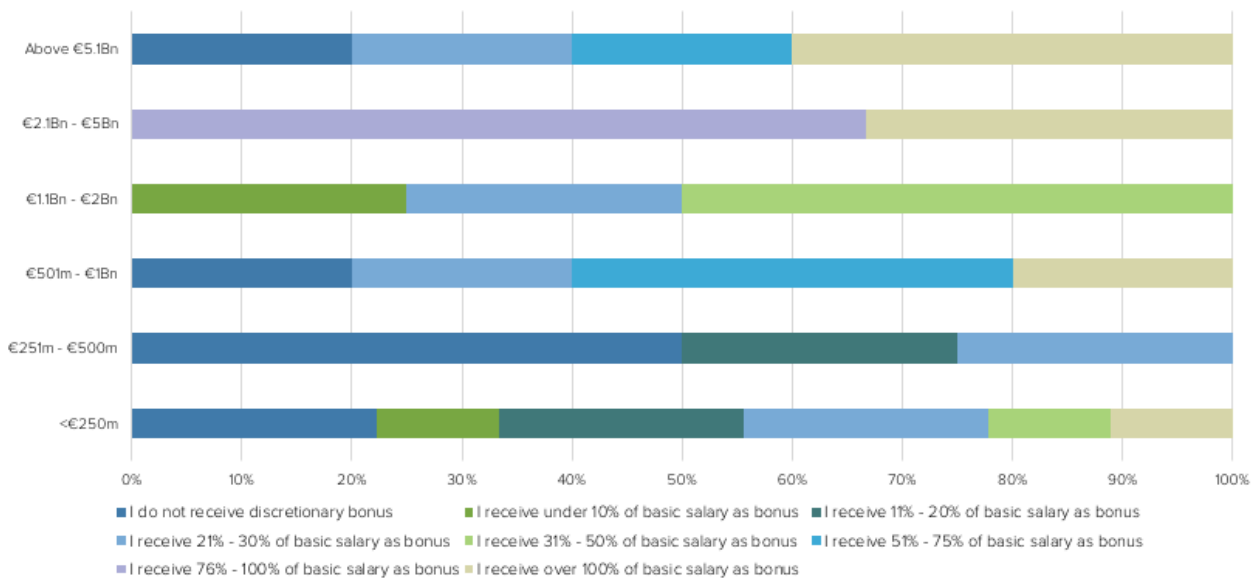
Average bonus payout based on the previous 3 years

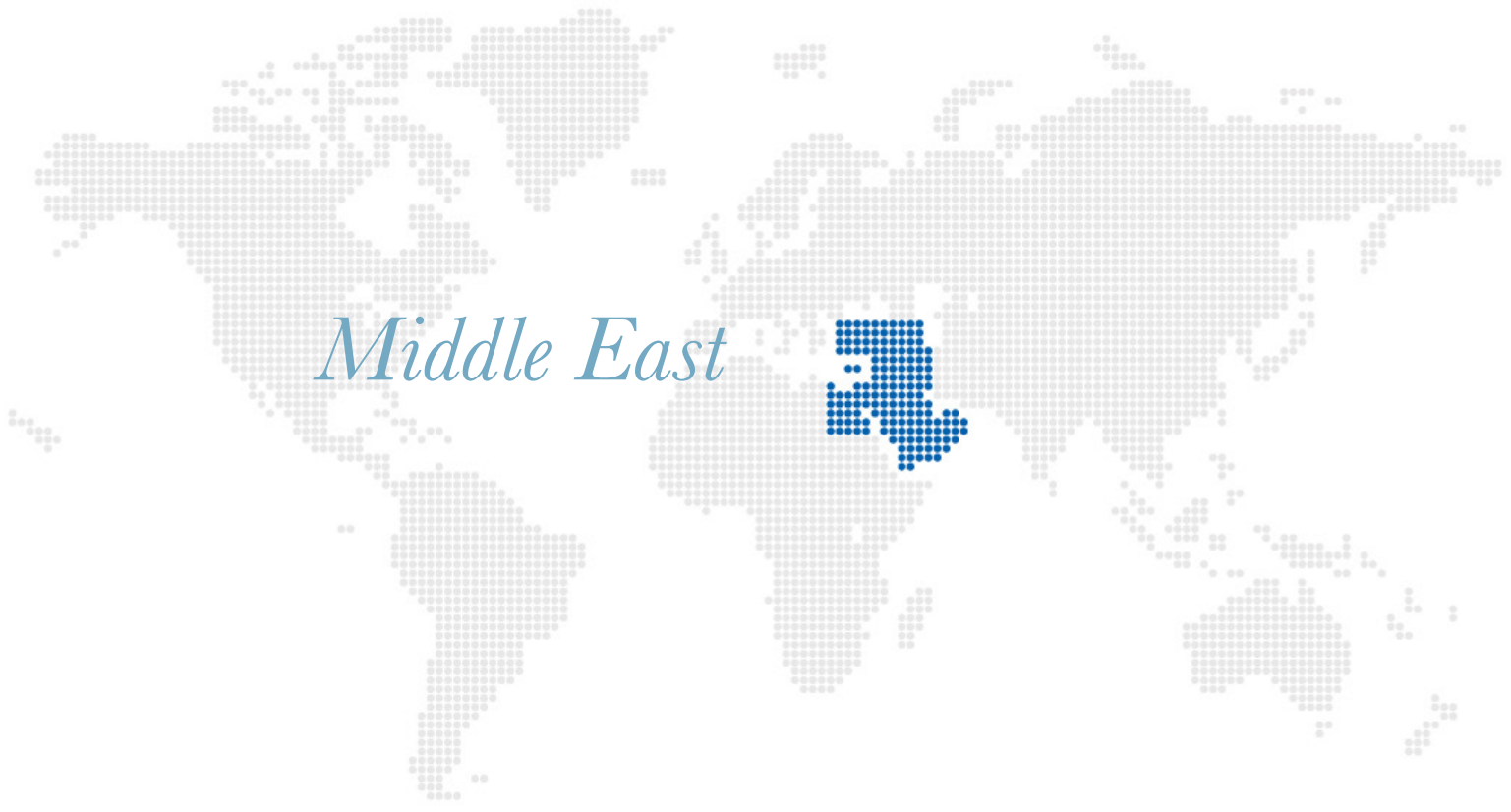


Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel or Investment Manager
Bonus payout against AUM of Family Office



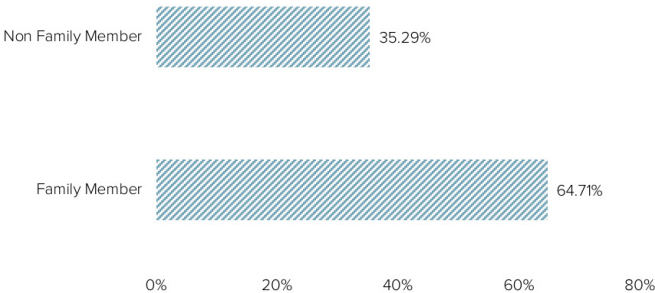


Middle East

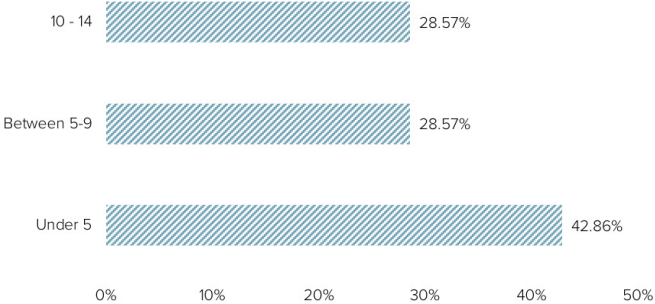
Make-Up of The Family Office



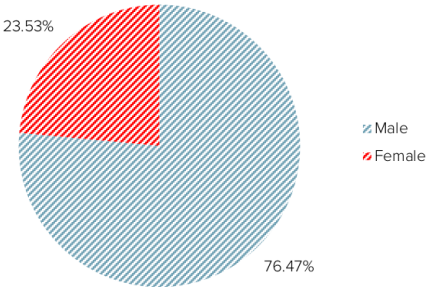
CEO - Family member



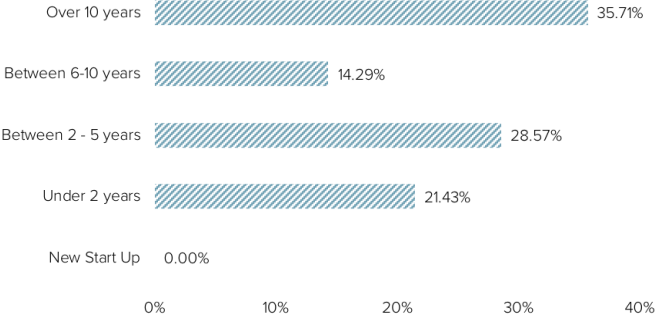
Number of employees



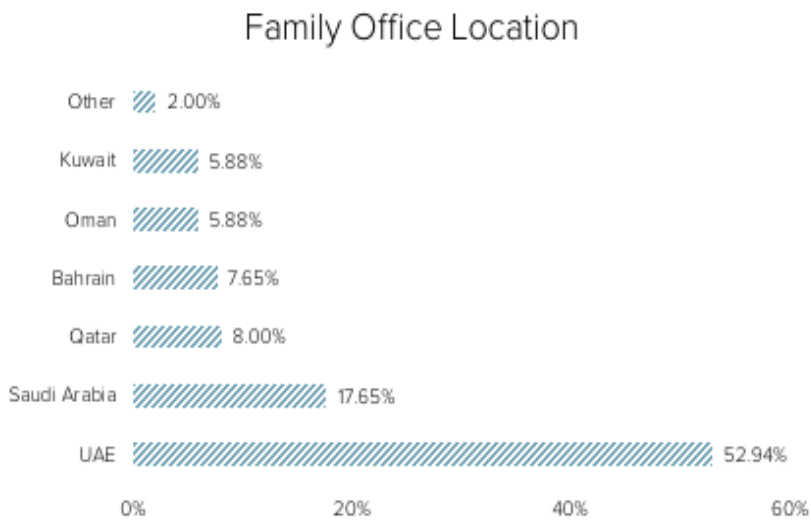
Gender of respondee



Years of Operation



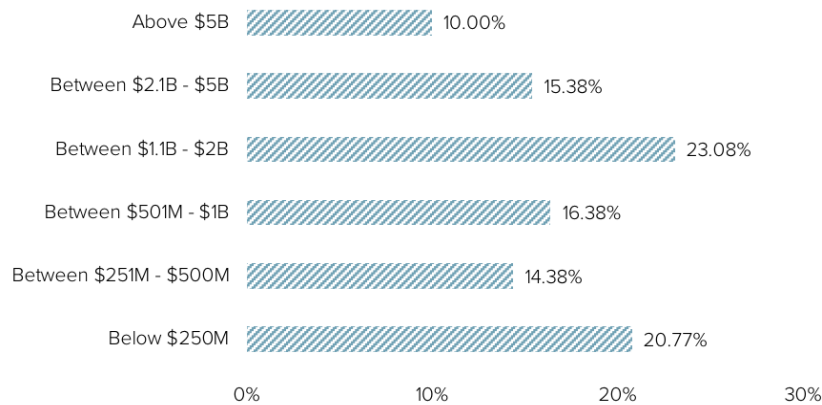
Family Office Location



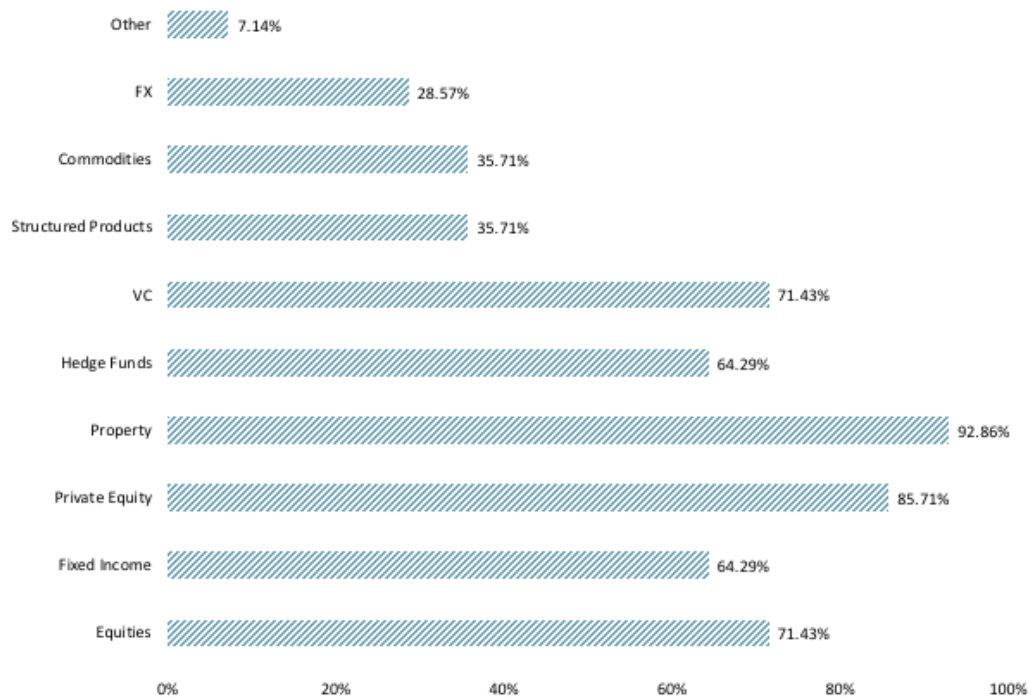
Assets Under Management & Asset Classes



Assets Under Management



Asset Classes Family Offices invest in



Salaries

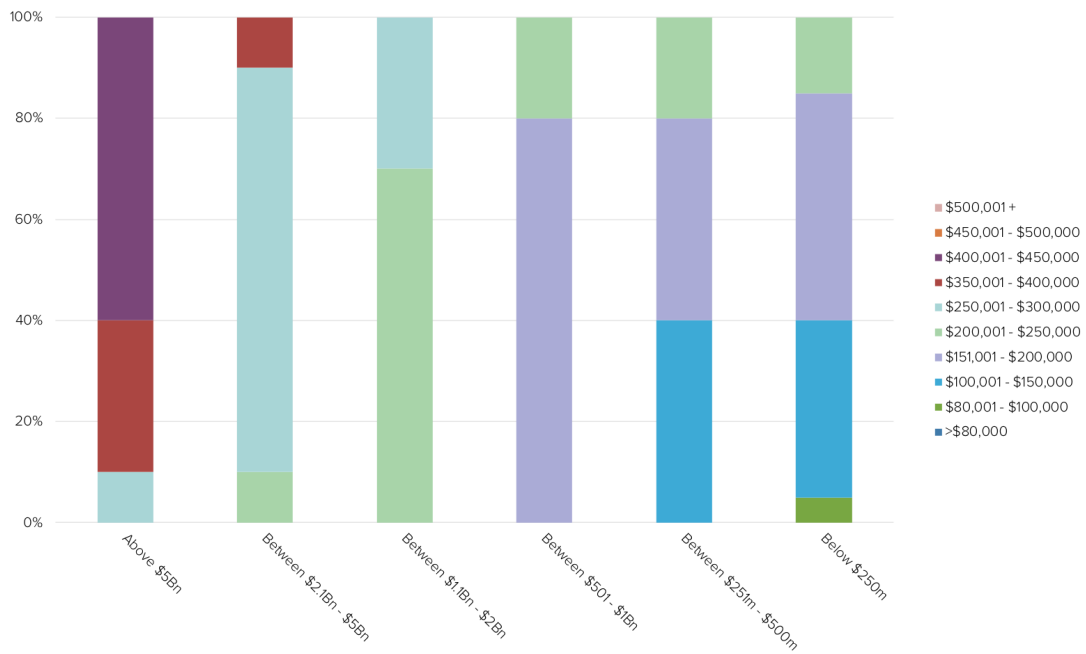


	Under \$60,000	\$60,001 to \$72,000	\$72,001 to \$85,000	\$85,001 to \$99,000	\$99,001 to \$132,000	\$132,001 to \$158,000	\$158,001 to \$198,000	\$198,001 to \$264,000	\$264,001 to \$330,000	\$330,001 to \$396,000	\$396,001 +	Median Salary Range
CEO/MD	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.00%	18.00%	26.00%	7.00%	46.00%	\$330,001 to \$396,000
CIO	0.00%	0.00%	0.00%	0.00%	0.00%	9.00%	25.00%	46.00%	10.00%	0.00%	10.00%	\$198,001 to \$264,000
COO	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	\$132,001 to \$158,000
CFO	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	20.00%	50.00%	20.00%	0.00%	0.00%	\$198,001 to \$264,000
Financial Controller	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	40.00%	10.00%	0.00%	0.00%	0.00%	\$132,001 to \$158,000
Accountant	10.00%	70.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$60,001 to \$72,000
Investment Specialist/Portfolio Manag	0.00%	0.00%	0.00%	0.00%	12.50%	50.00%	25.00%	12.50%	0.00%	0.00%	0.00%	\$132,001 to \$158,000
Investment Analyst	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$72,001 to \$85,000
Admin Support and Office Manager	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Fiduciary & Trust Specialist	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Legal Counsel	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	5.00%	5.00%	10.00%	0.00%	0.00%	\$132,001 to \$158,000
Concierge/Lifestyle Manager	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Project/Operations Manager	0.00%	0.00%	30.00%	60.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$85,001 to \$99,000
Personal Assistant	50.00%	30.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Bookkeeper	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000

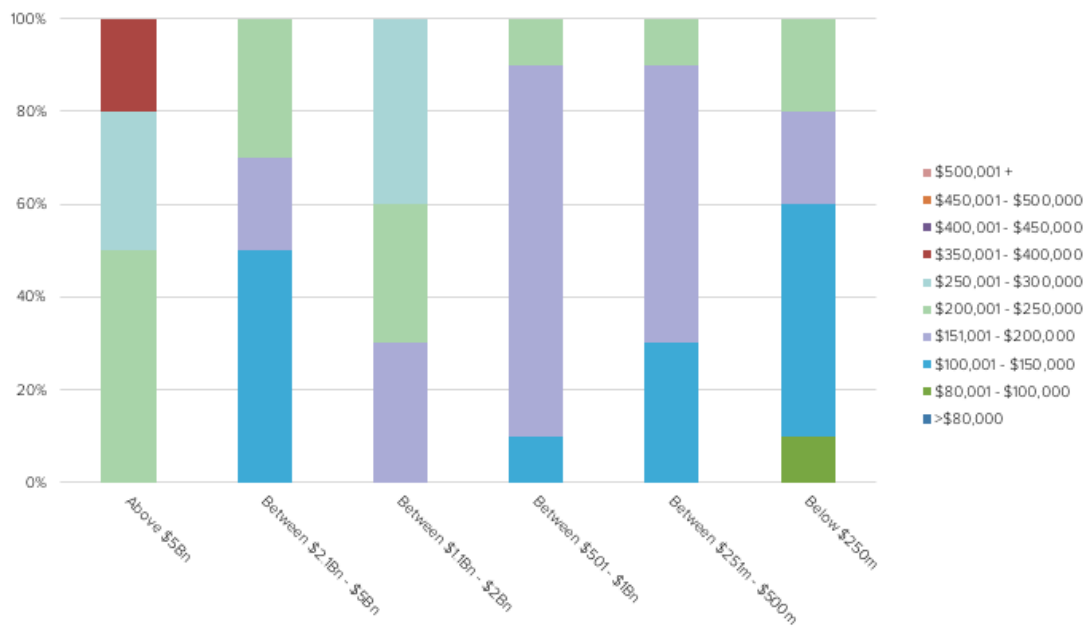
Salaries



CEO - Basic salary against AUM of Family Office



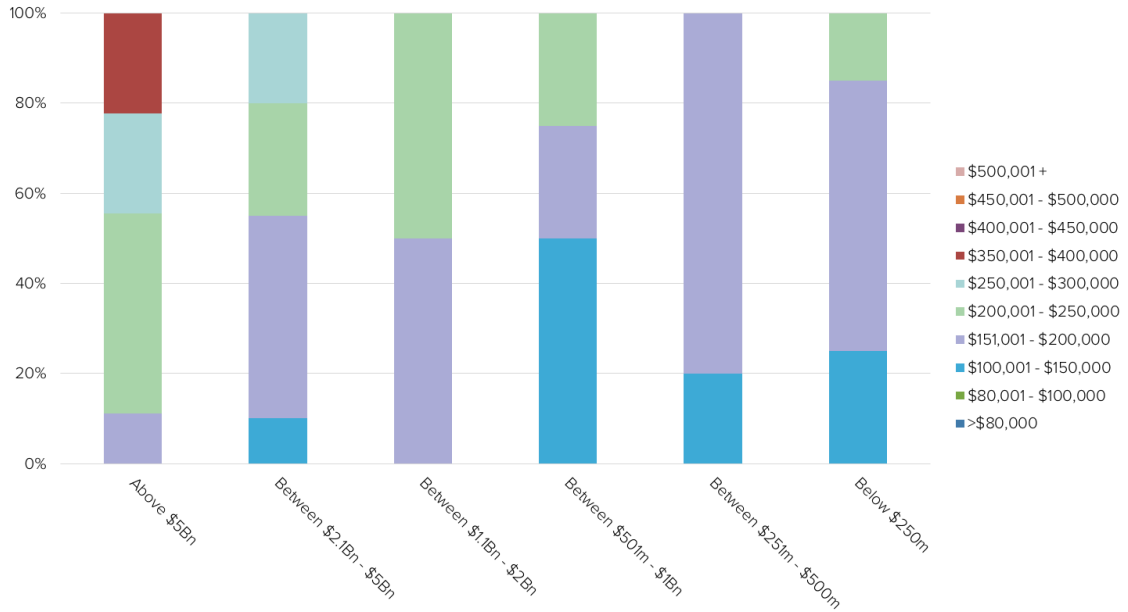
CIO - Basic salary against AUM of Family Office



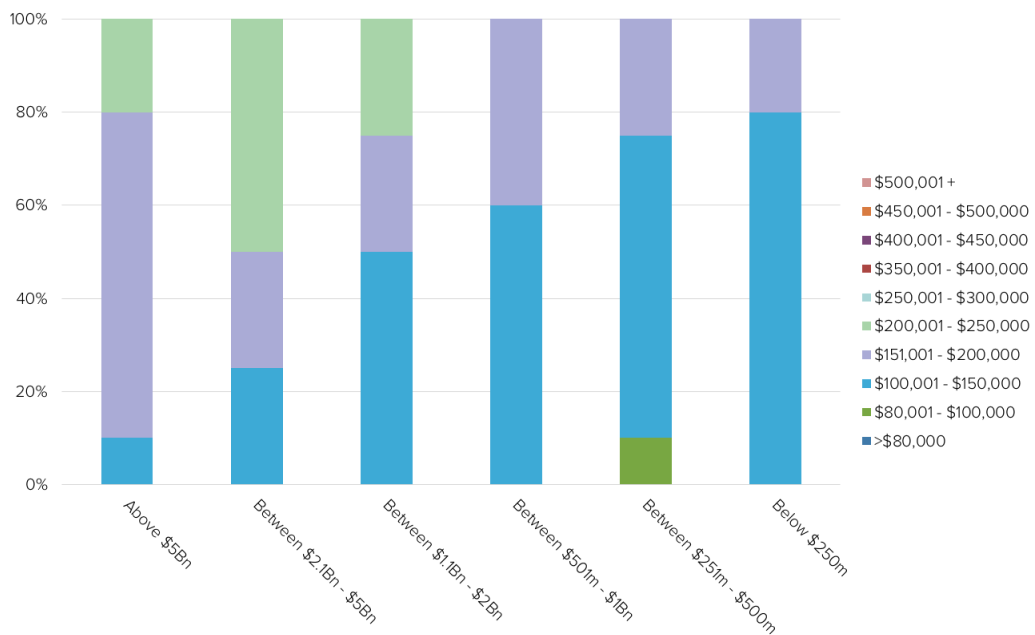
Salaries



CFO - Basic salary against AUM of Family Office



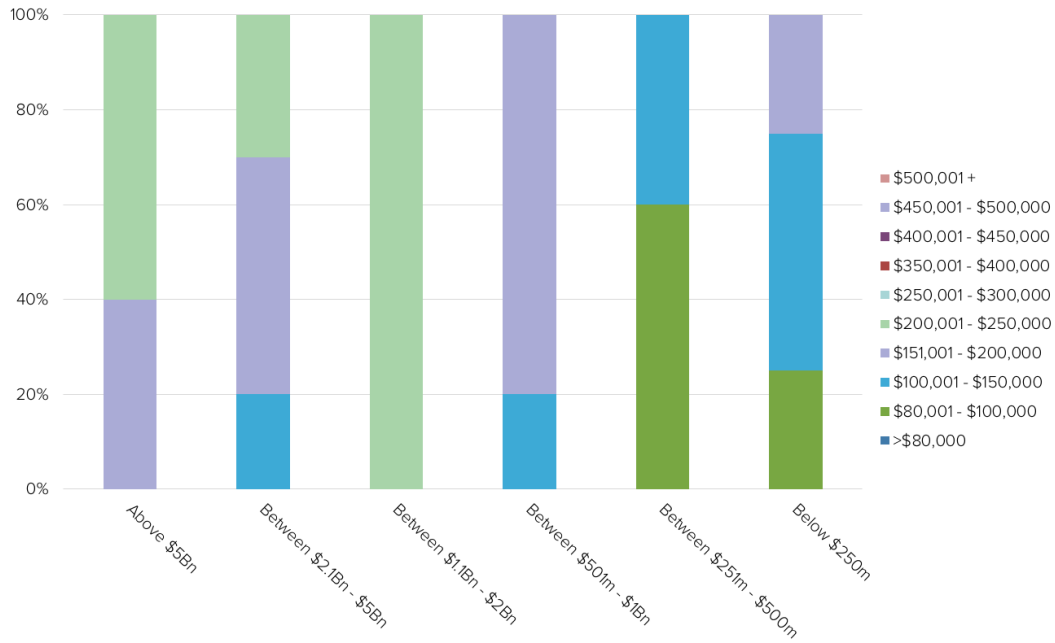
COO - Basic salary against AUM of Family Office



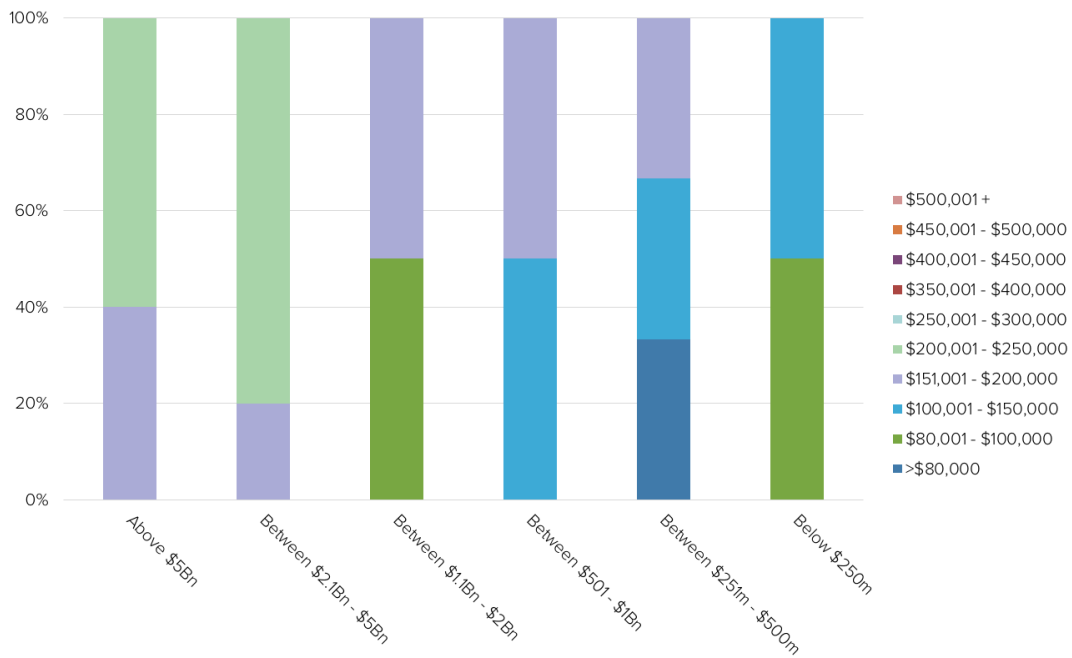
Salaries



Legal Counsel - Basic salary against AUM of Family Office



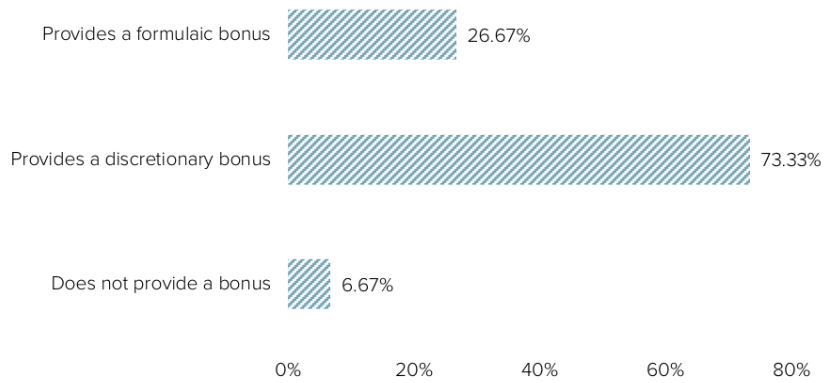
Investment/Portfolio Manager
Basic salary against AUM of Family Office



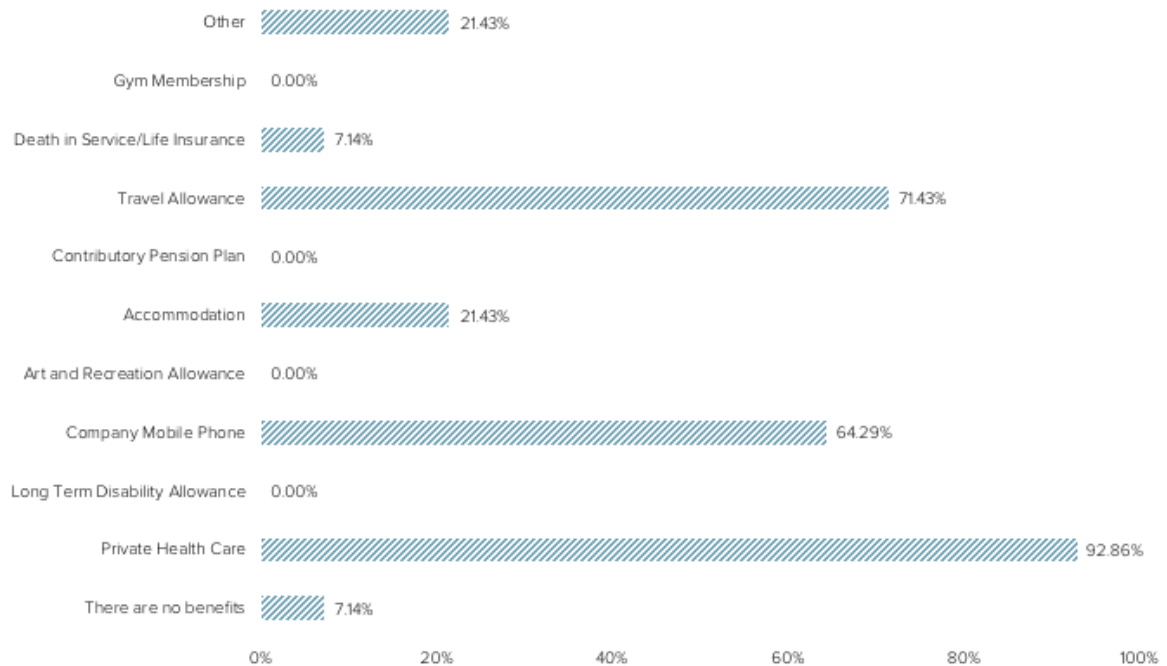
Bonuses & Benefits



Structure of Bonus



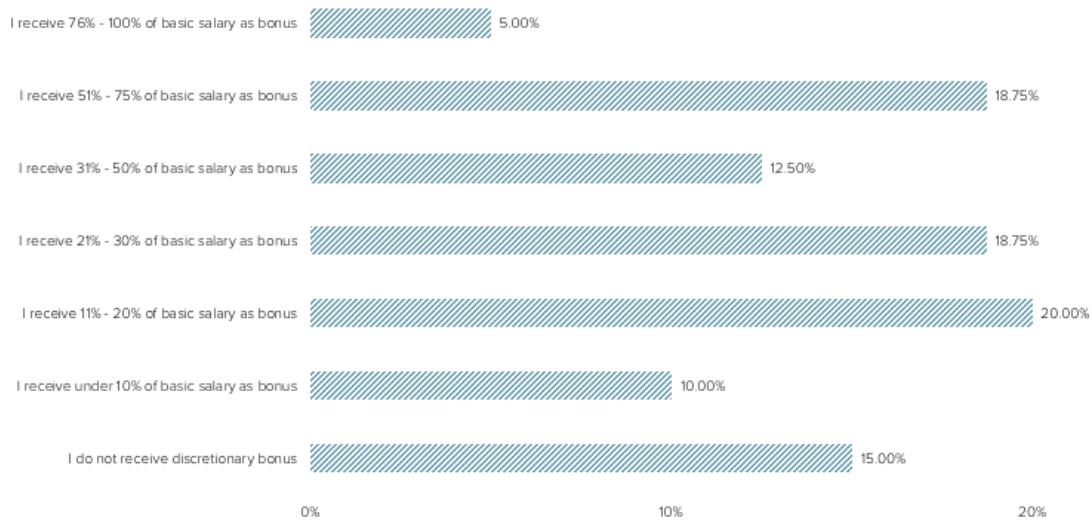
Core Benefits



Discretionary Bonuses



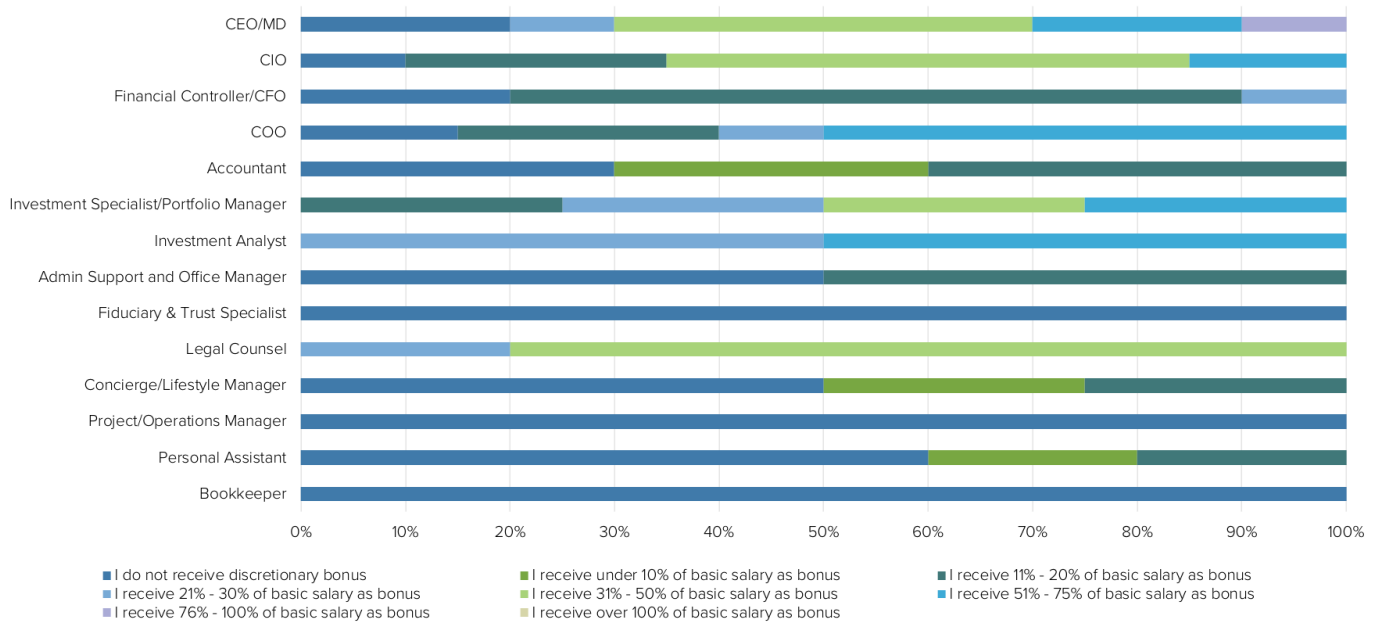
Discretionary bonus averaged over 3 years



Discretionary Bonuses



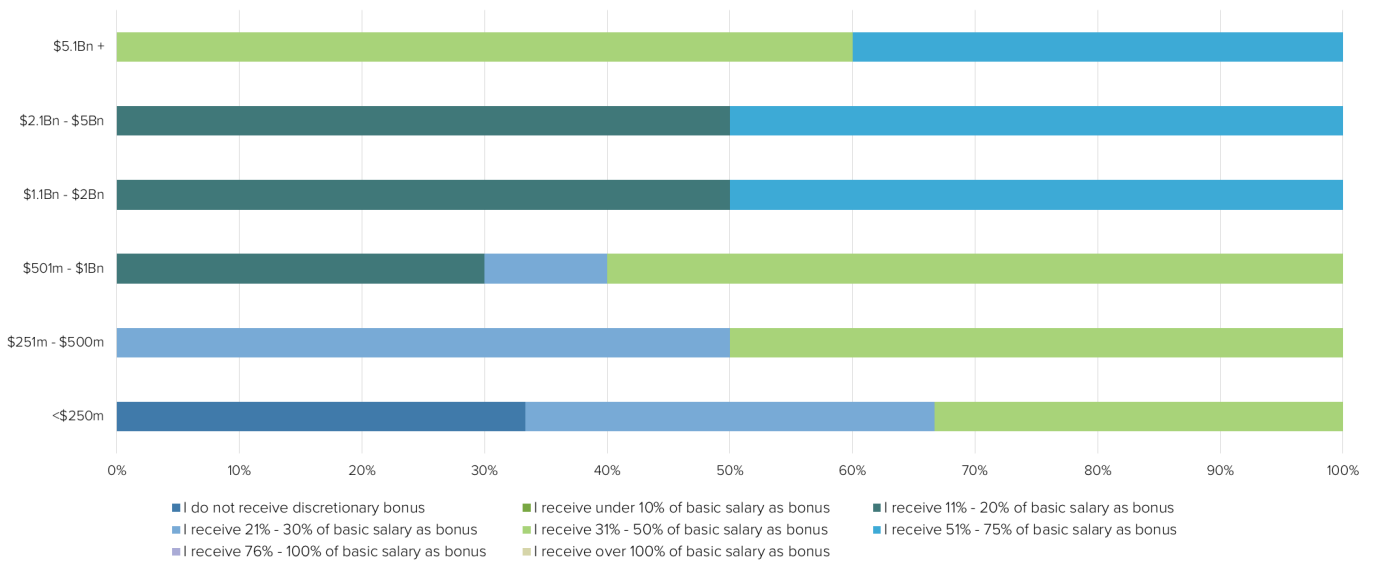
Average bonus payout based on the previous 3 years



Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel & Investment Manager
Bonus payout against AUM of Family Office



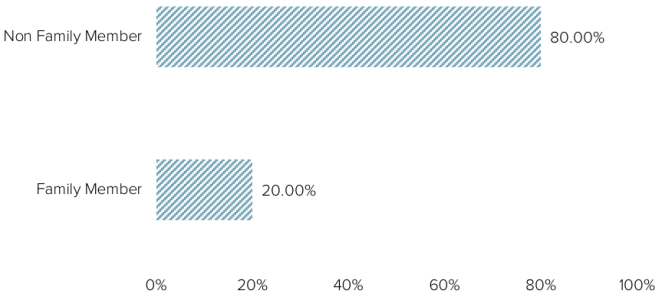


Asia Pacific

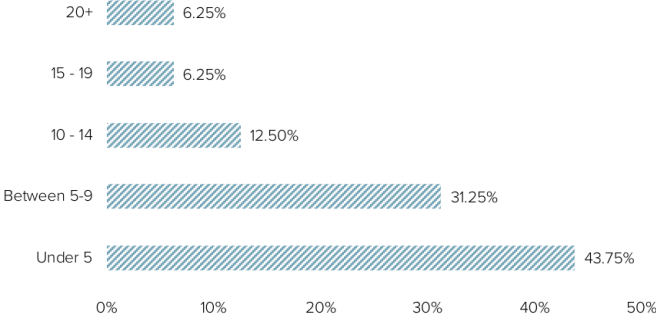
Make-Up of The Family Office



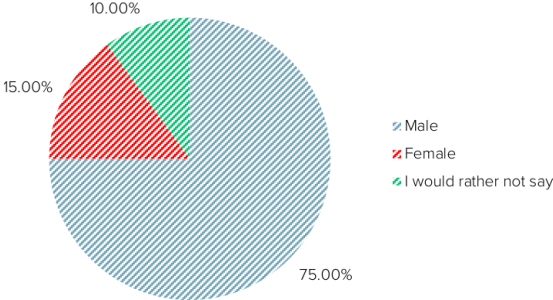
CEO - Family member



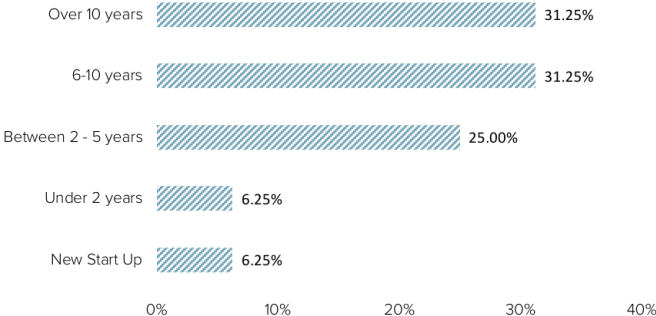
Number of employees



Gender of Respondee



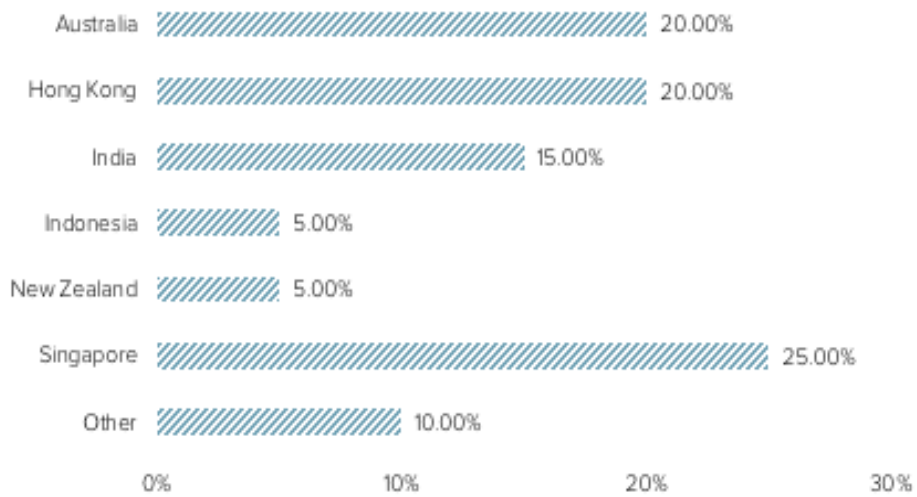
Years of Operation



Family Office Location



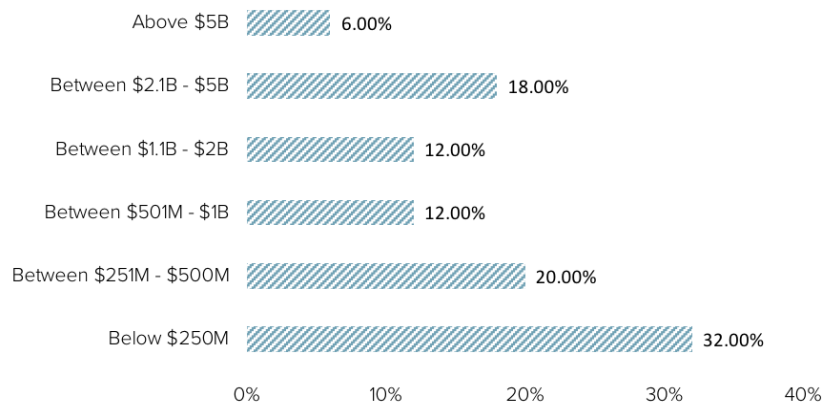
Office Location



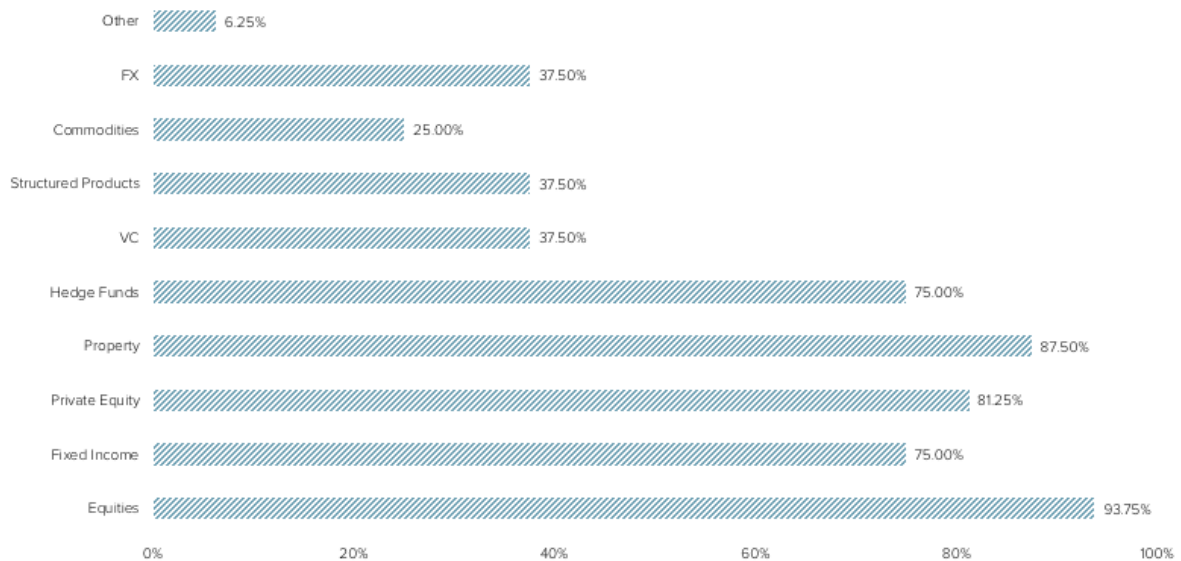
Assets Under Management & Asset Classes



Assets Under Management



Asset Classes Family Offices Invest In



Salaries

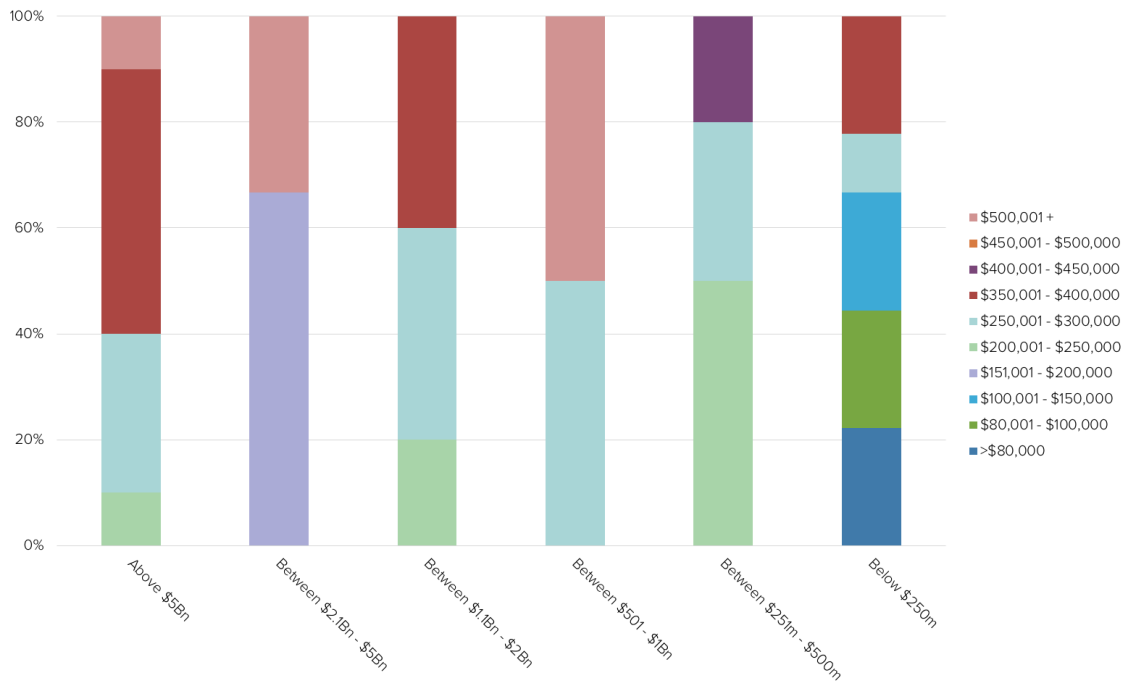


	Under \$60,000	\$60,001 to \$72,000	\$72,001 to \$85,000	\$85,001 to \$99,000	\$99,001 to \$132,000	\$132,001 to \$158,000	\$158,001 to \$198,000	\$198,001 to \$264,000	\$264,001 to \$330,000	\$330,001 to \$396,000	\$396,001 +	Median Salary Range
CEO/MD	0.00%	0.00%	0.00%	0.00%	18.18%	0.00%	9.09%	0.00%	27.27%	9.09%	36.36%	\$264,001 to \$330,000
CIO	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	12.50%	37.50%	12.50%	25.00%	\$264,001 to \$330,000
COO	0.00%	0.00%	0.00%	0.00%	0.00%	15.00%	25.00%	40.00%	0.00%	0.00%	20.00%	\$198,001 to \$264,000
CFO	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	10.00%	50.00%	20.00%	0.00%	0.00%	\$198,001 to \$264,000
Financial Controller	0.00%	0.00%	0.00%	12.50%	37.50%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	\$99,001 to \$132,000
Accountant	0.00%	16.66%	16.66%	46.00%	20.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$85,001 to \$99,000
Investment Specialist/Portfolio Manager	0.00%	0.00%	0.00%	7.13%	28.57%	21.44%	28.57%	14.29%	0.00%	0.00%	0.00%	\$132,001 to \$158,000
Investment Analyst	0.00%	28.57%	42.86%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$72,001 to \$85,000
Admin Support and Office Manager	28.57%	42.86%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$60,001 to \$72,000
Fiduciary & Trust Specialist	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$60,001 to \$72,000
Legal Counsel	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	\$132,001 to \$158,000
Concierge/Lifestyle Manager	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Project/Operations Manager	15.00%	0.00%	0.00%	60.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$85,001 to \$99,000
Personal Assistant	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Bookkeeper	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000

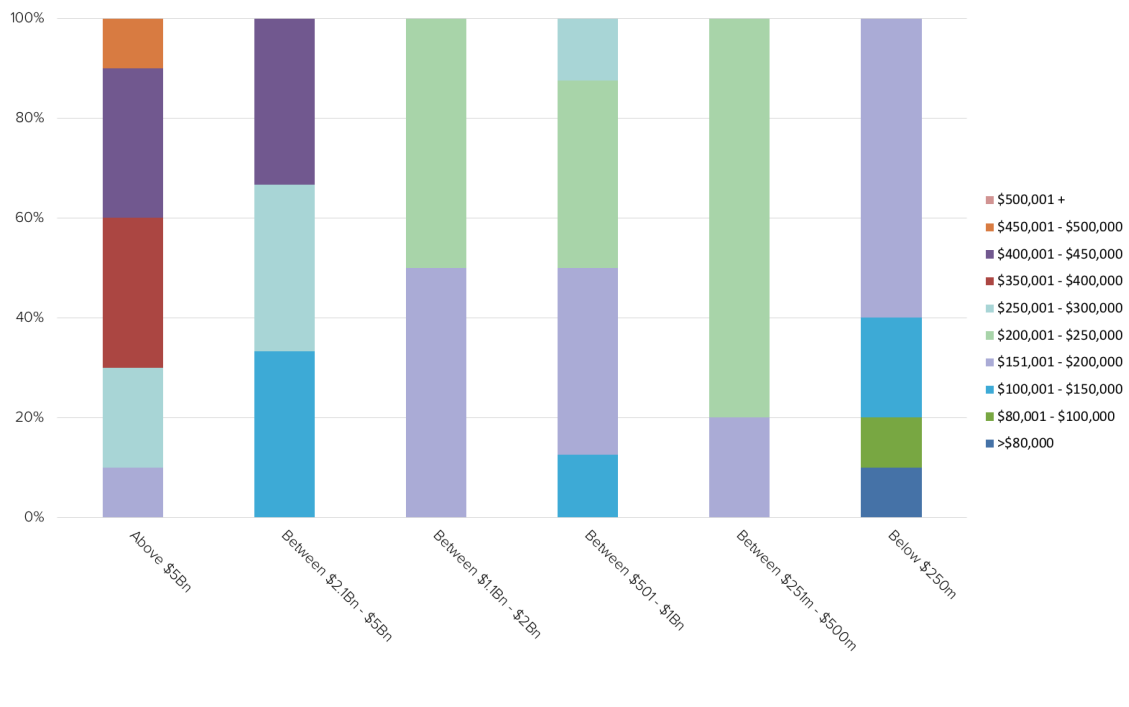
Salaries



CEO - Basic salary against AUM of Family Office



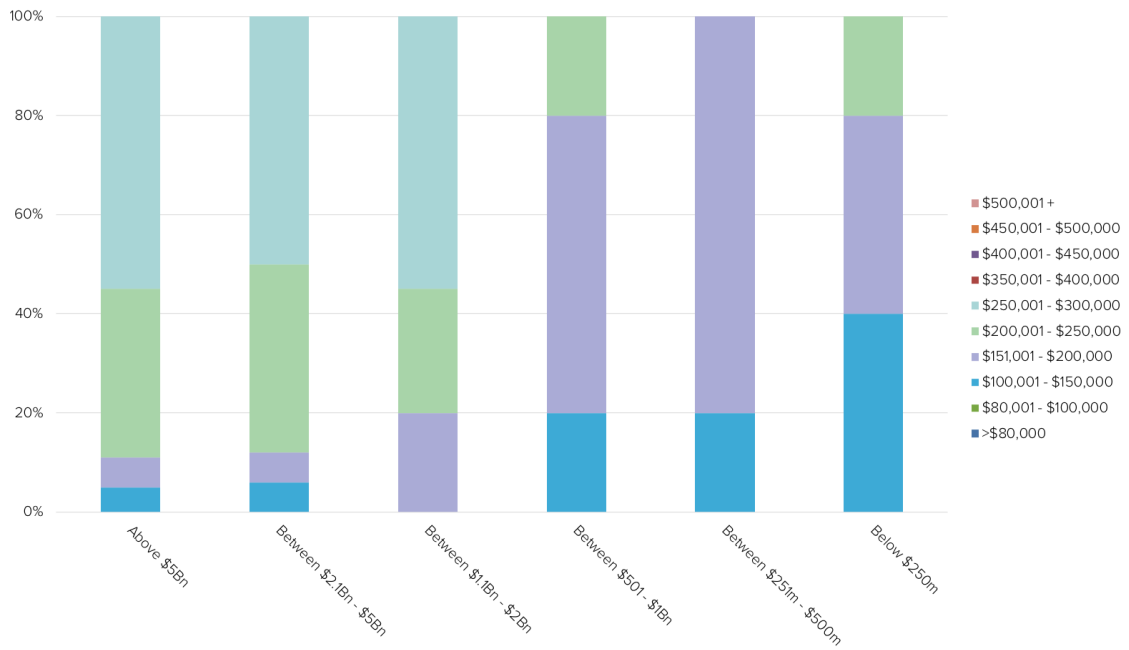
CIO - Basic salary against AUM of Family Office



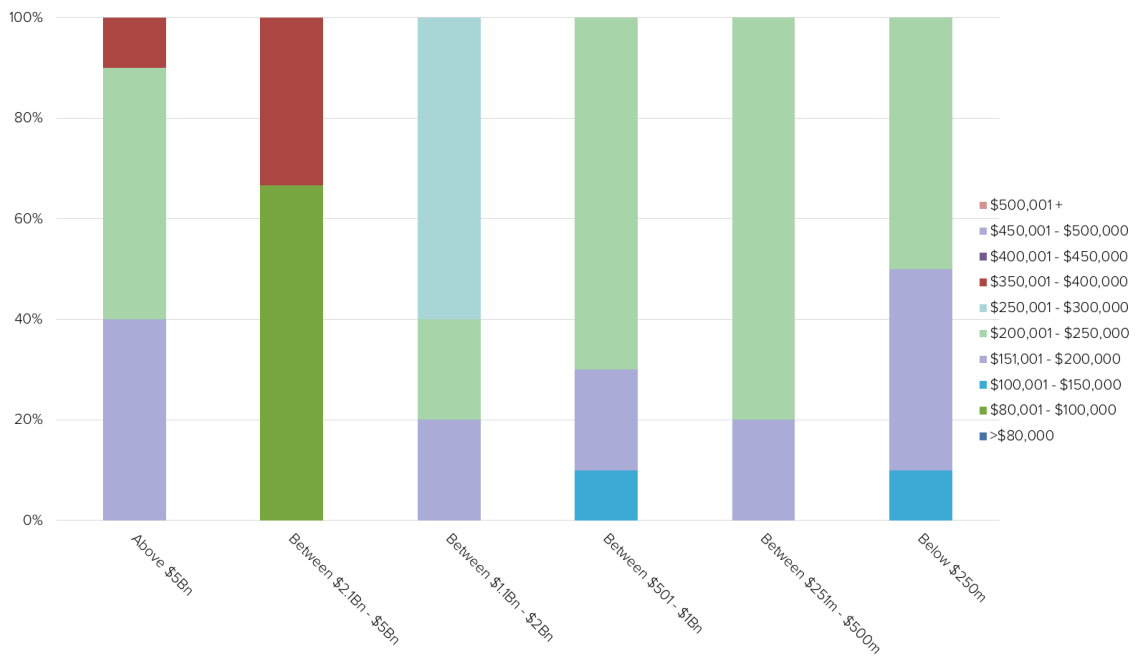
Salaries



CFO - Basic salary against AUM of Family Office



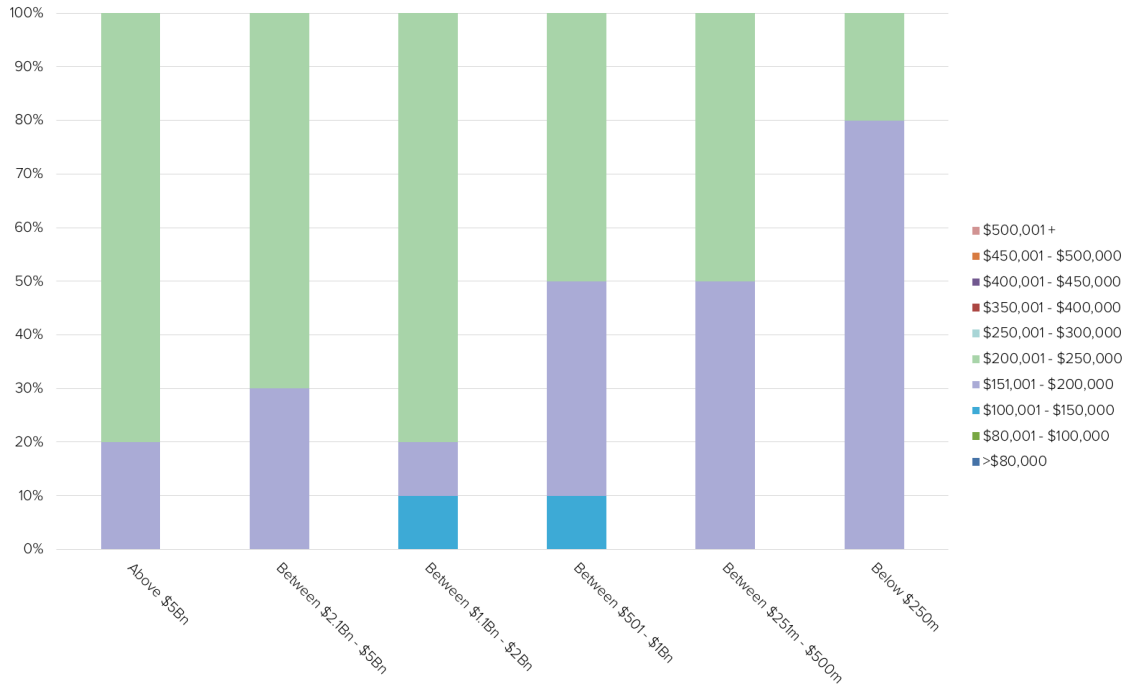
COO - Basic salary against AUM of Family Office



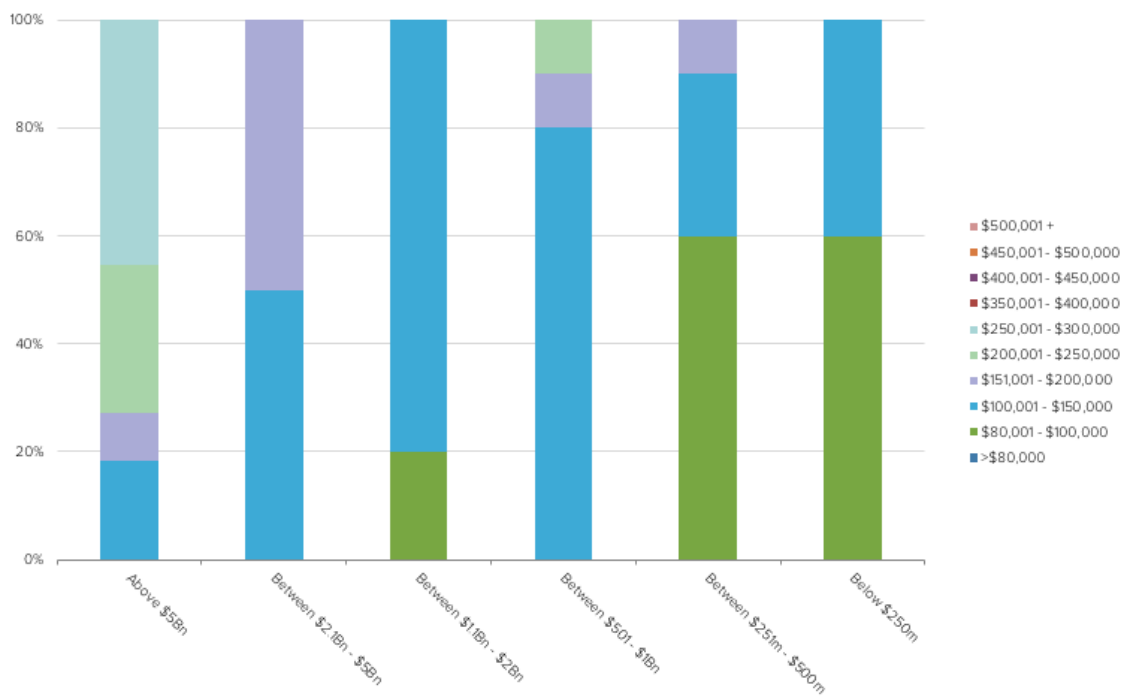
Salaries



Legal Counsel - Basic salary against AUM of Family Office



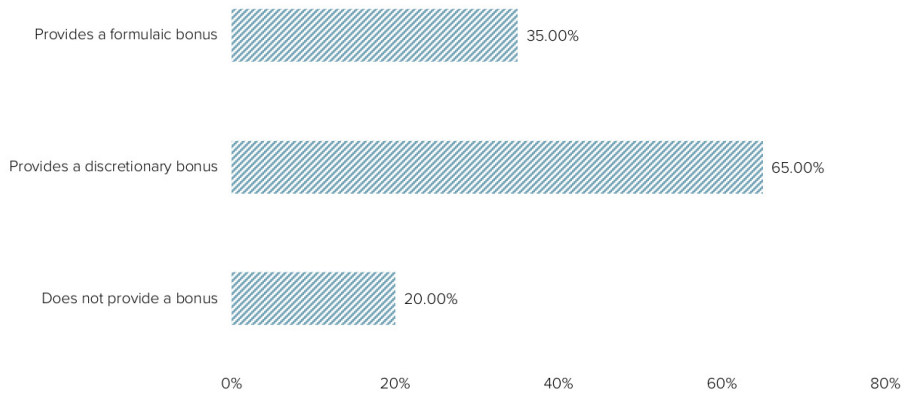
Investment/Portfolio Manager - Basic salary against AUM of Family Office



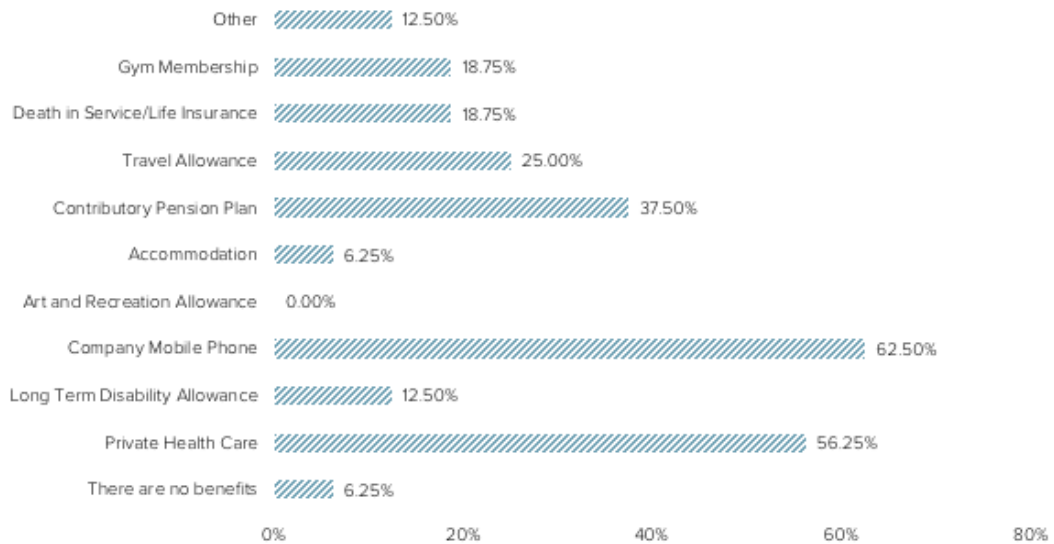
Bonuses & Benefits



Structure of Bonus



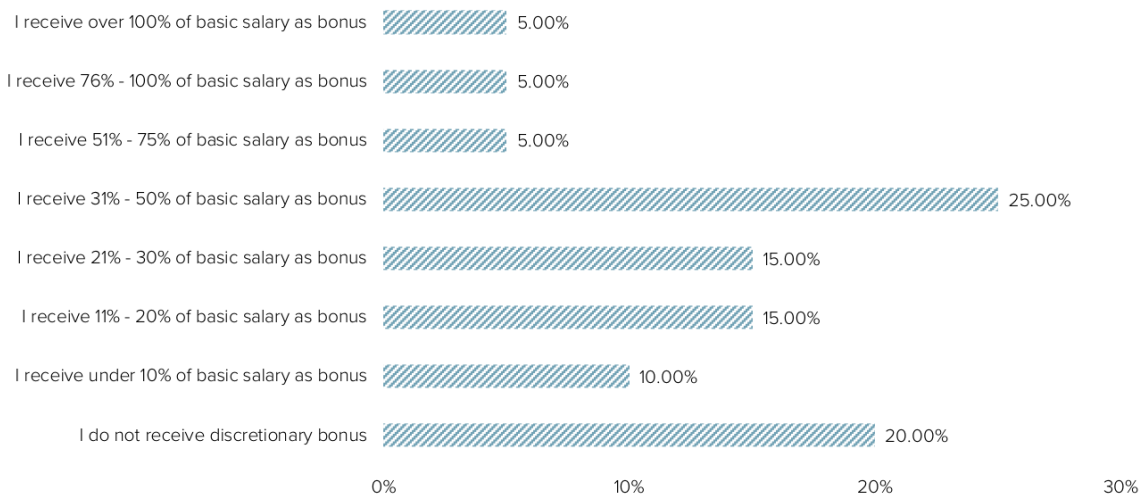
Core Benefits



Discretionary Bonuses



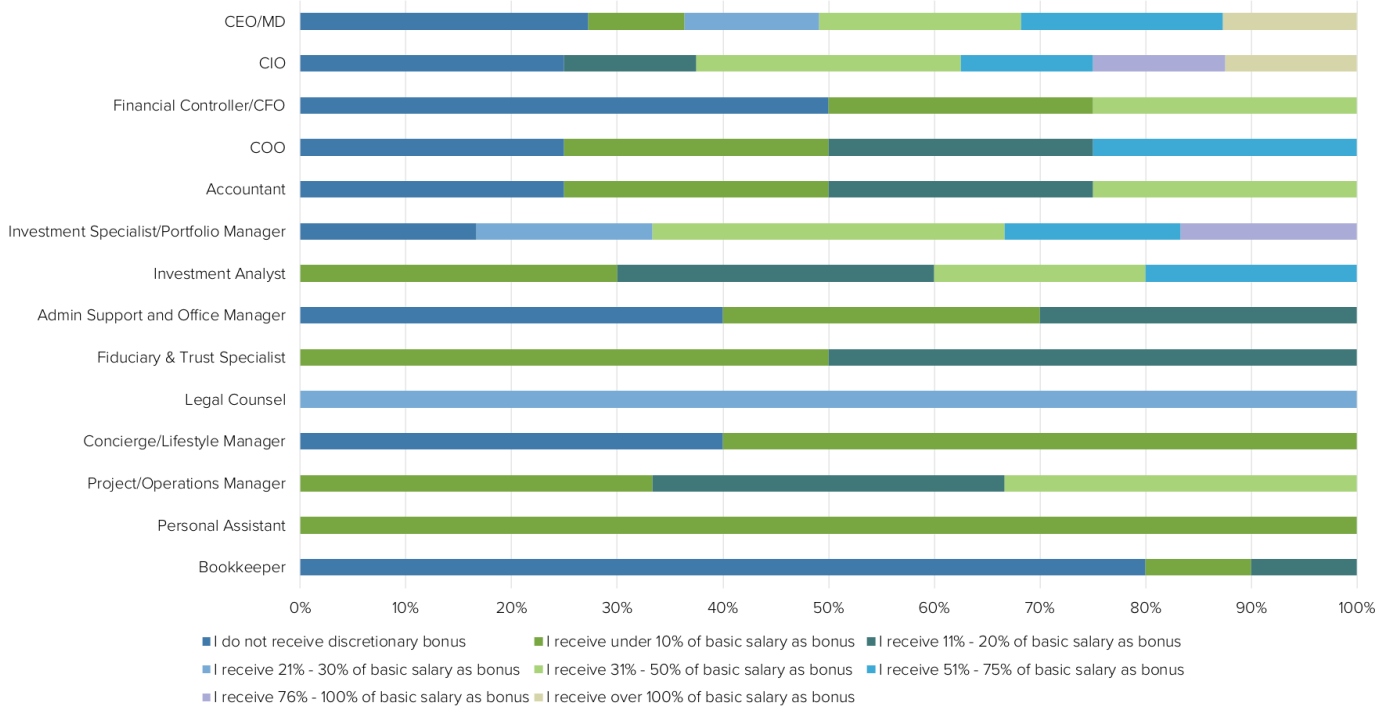
Discretionary bonus averaged over 3 years



Discretionary Bonuses



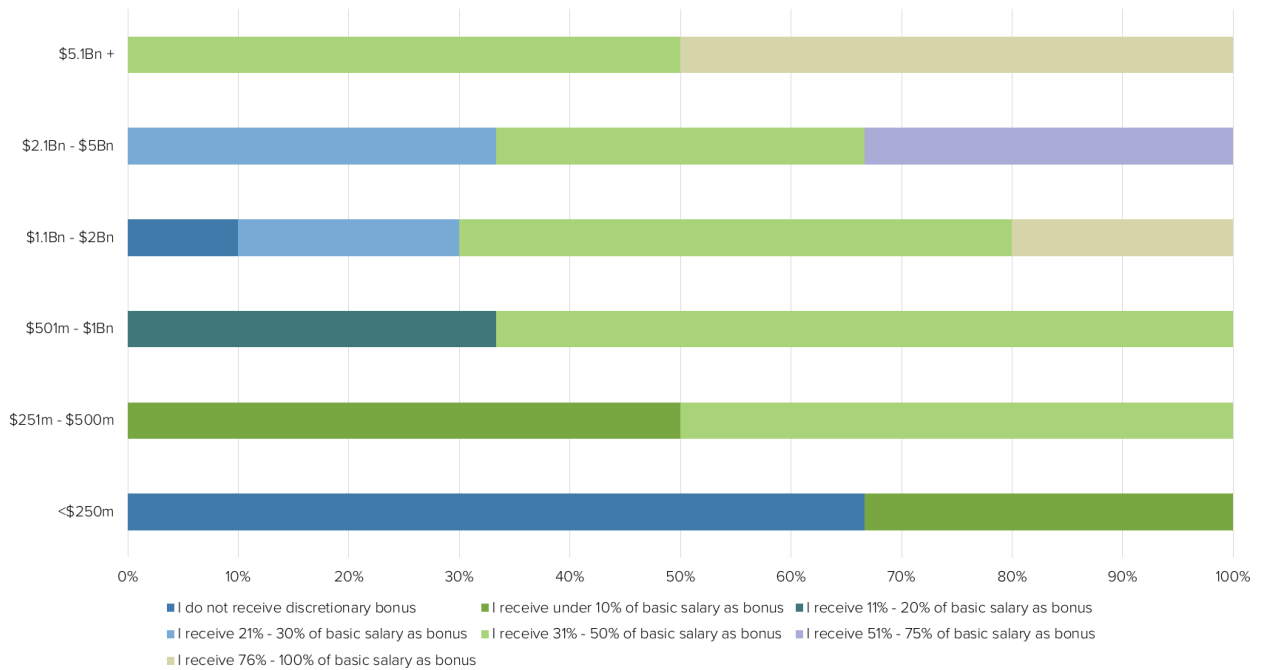
Average bonus payout based on previous 3 years



Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel & Investment Manager
Bonus payout against AUM of Family Office



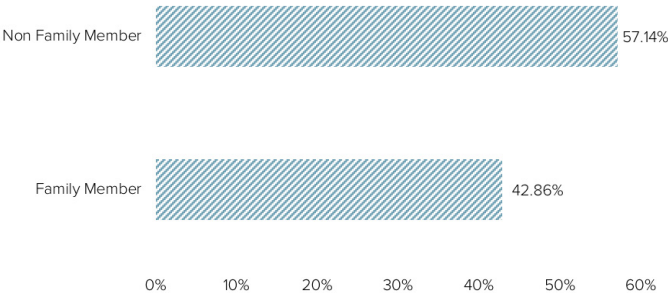


Rest of The World
(South/Central America & Africa)

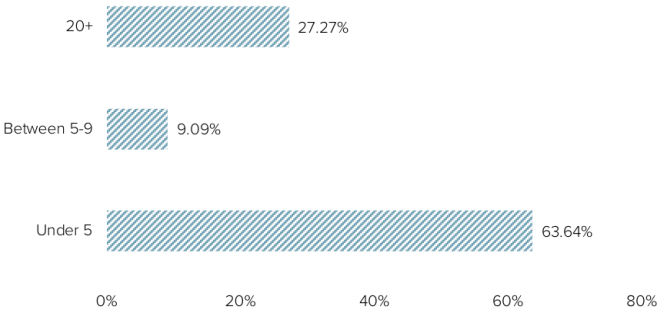
Make-Up of The Family Office



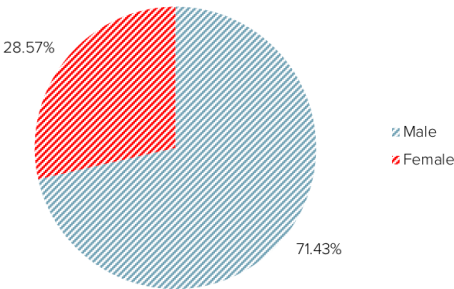
CEO - Family Member



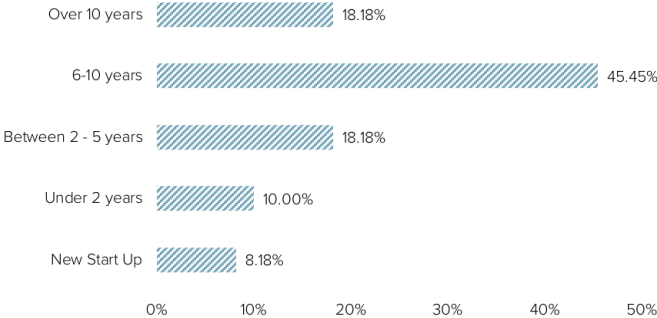
Number of Employees



Gender of Respondees



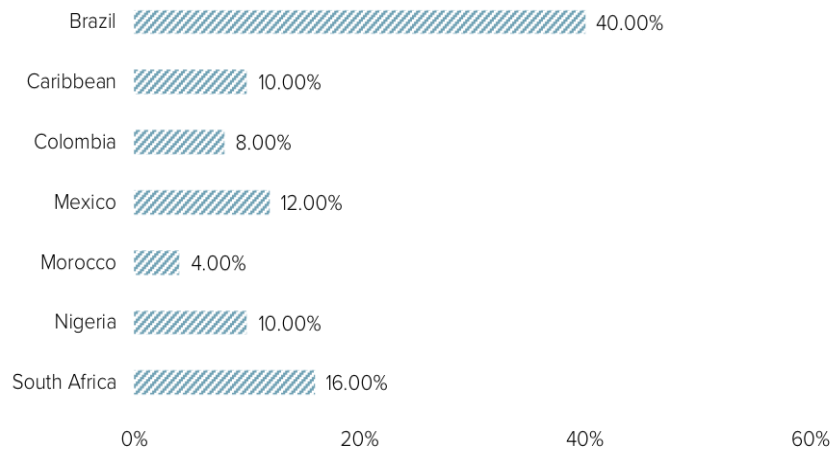
Years of Operation



Family Office Location



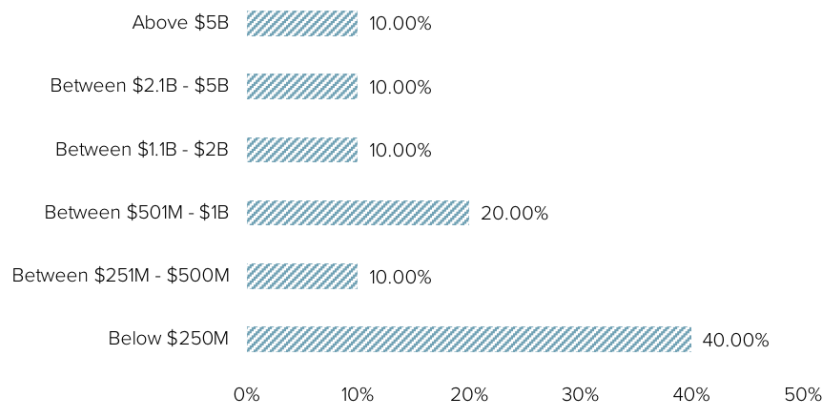
Office Location



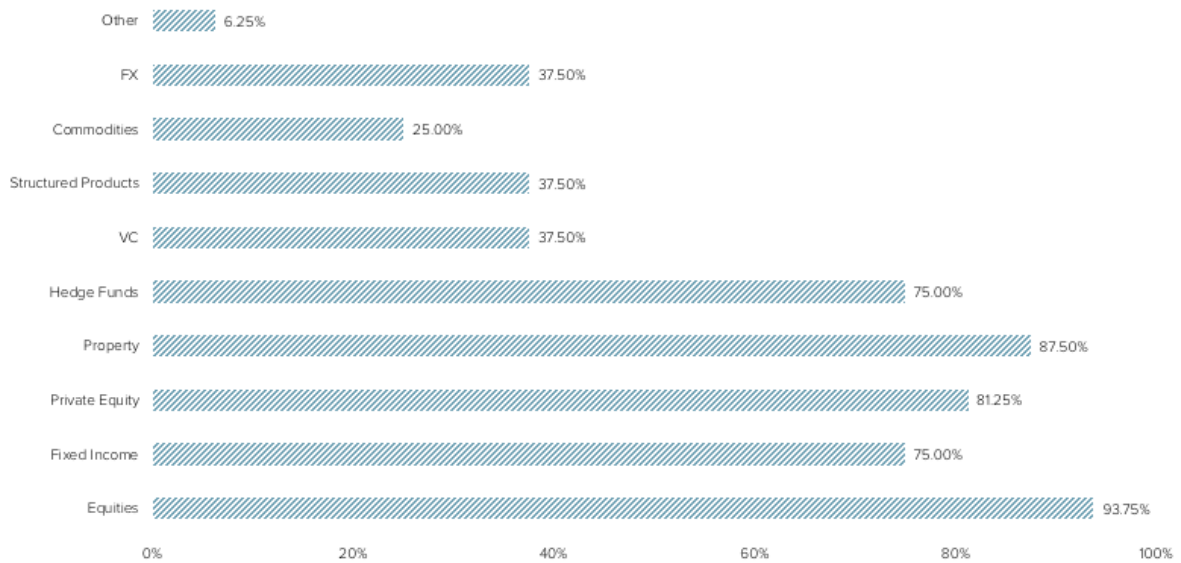
Assets Under Management & Asset Classes



Assets Under Management



Asset Classes Family Offices Invest In



Salaries

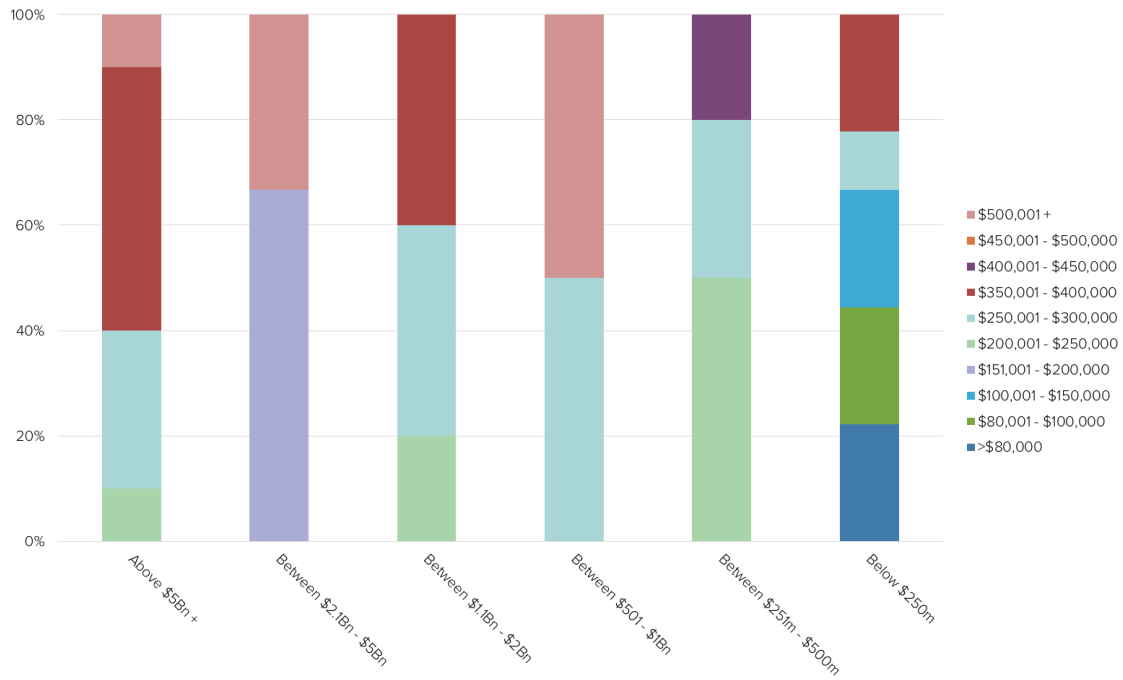


	Under \$60,000	\$60,001 to \$72,000	\$72,001 to \$85,000	\$85,001 to \$99,000	\$99,001 to \$132,000	\$132,001 to \$158,000	\$158,001 to \$198,000	\$198,001 to \$264,000	\$264,001 to \$330,000	\$330,001 to \$396,000	\$396,001 +	Median Salary Range
CEO/MD	0.00%	0.00%	0.00%	0.00%	11.11%	11.34%	44.22%	22.22%	0.00%	11.11%	0.00%	\$158,001 to \$198,000
CIO	0.00%	0.00%	0.00%	16.67%	0.00%	50.00%	0.00%	16.67%	0.00%	16.67%	0.00%	\$132,001 to \$158,000
COO	0.00%	0.00%	16.67%	33.33%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$99,001 to \$132,000
CFO	0.00%	16.67%	16.67%	0.00%	50.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	\$99,001 to \$132,000
Financial Controller	0.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$99,001 to \$132,000
Accountant	0.00%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$72,001 to \$85,000
Investment Specialist/Portfolio Manager	0.00%	0.00%	16.67%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	\$85,001 to \$99,000
Investment Analyst	0.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$72,001 to \$85,000
Admin Support and Office Manager	80.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Fiduciary & Trust Specialist	66.67%	0.00%	0.00%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Legal Counsel	0.00%	0.00%	50.00%	30.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	\$72,001 to \$85,000
Concierge/Lifestyle Manager	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Project/Operations Manager	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Personal Assistant	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000
Bookkeeper	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Under \$60,000

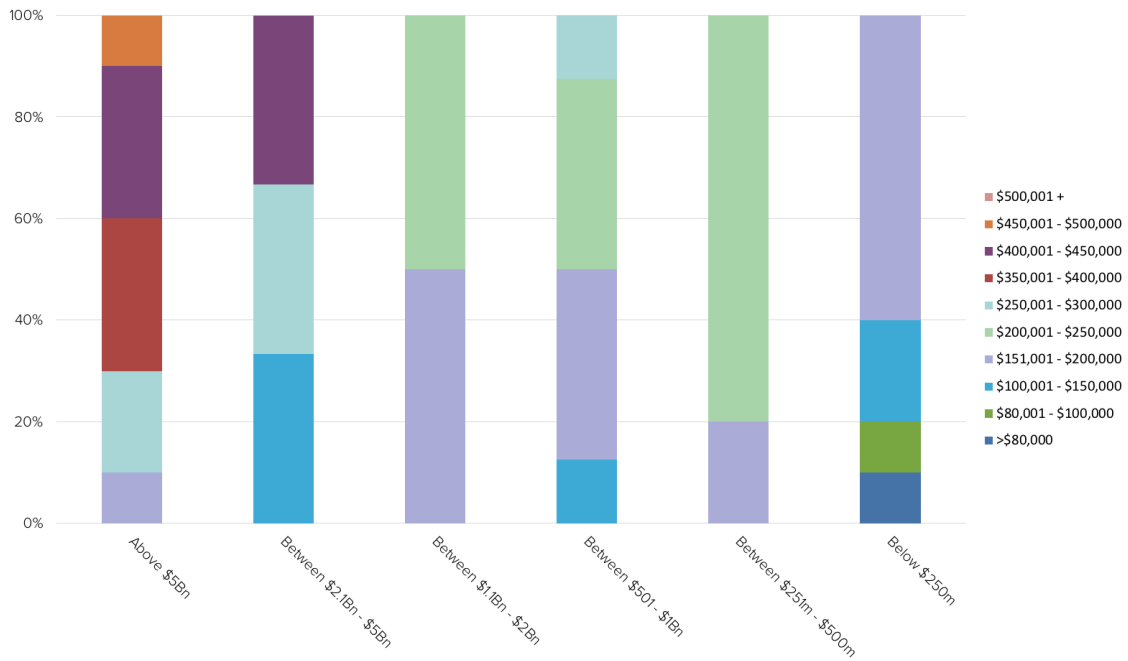
Salaries



CEO - Basic salary against AUM of Family Office



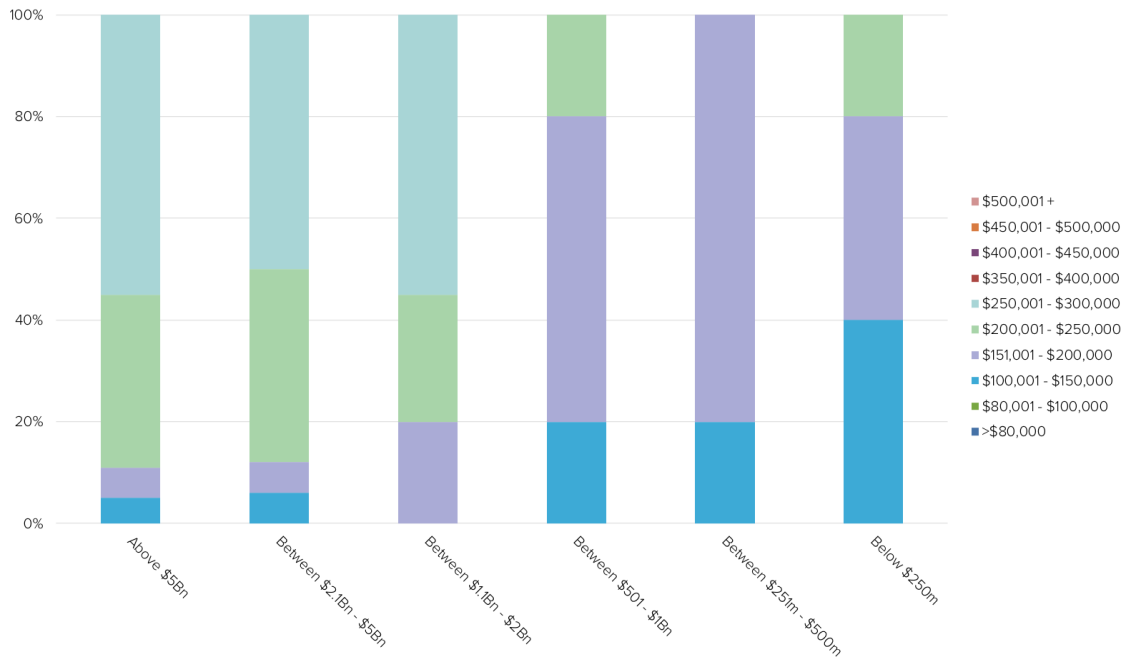
CIO - Basic salary against AUM of Family Office



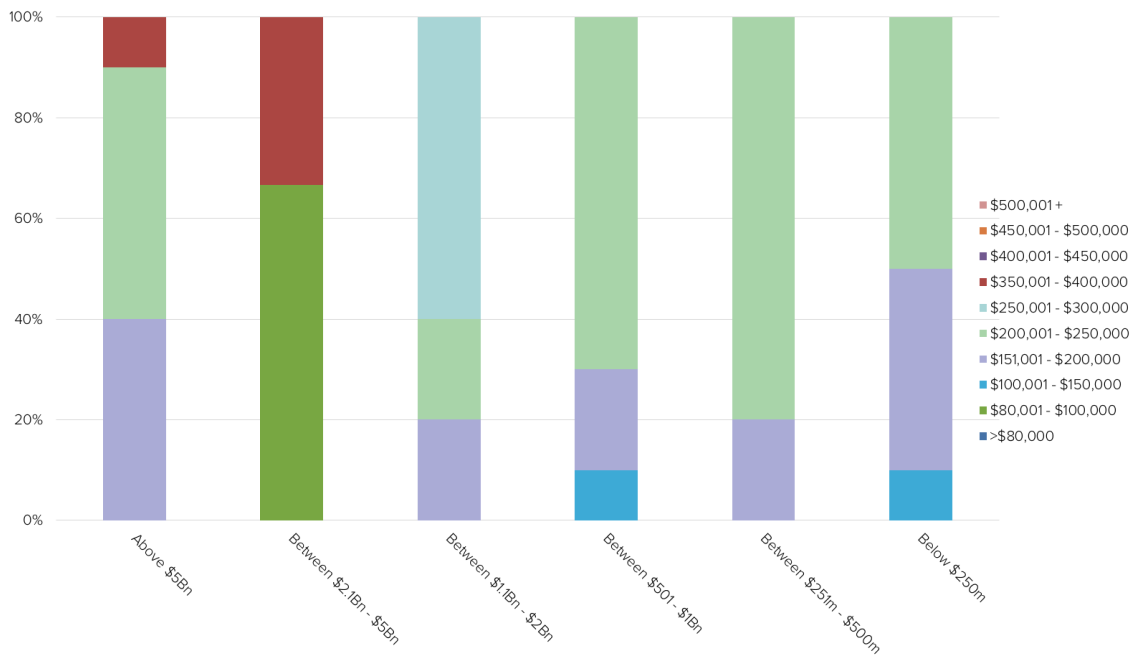
Salaries



CFO - Basic salary against AUM of Family Office



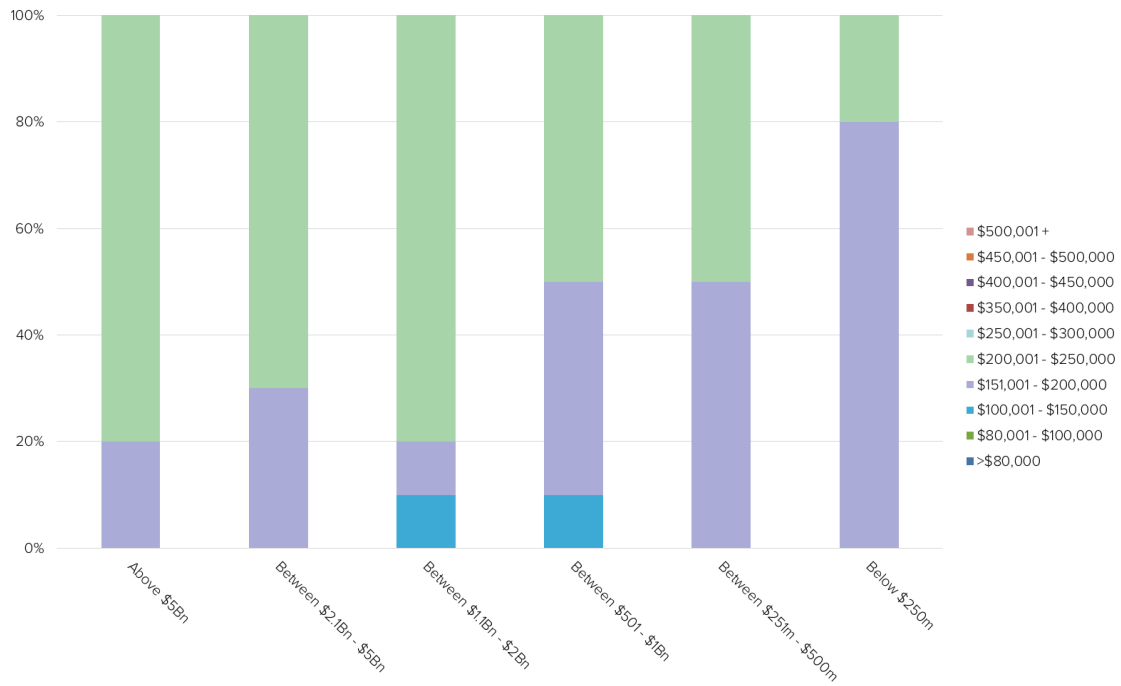
COO - Basic salary against AUM of Family Office



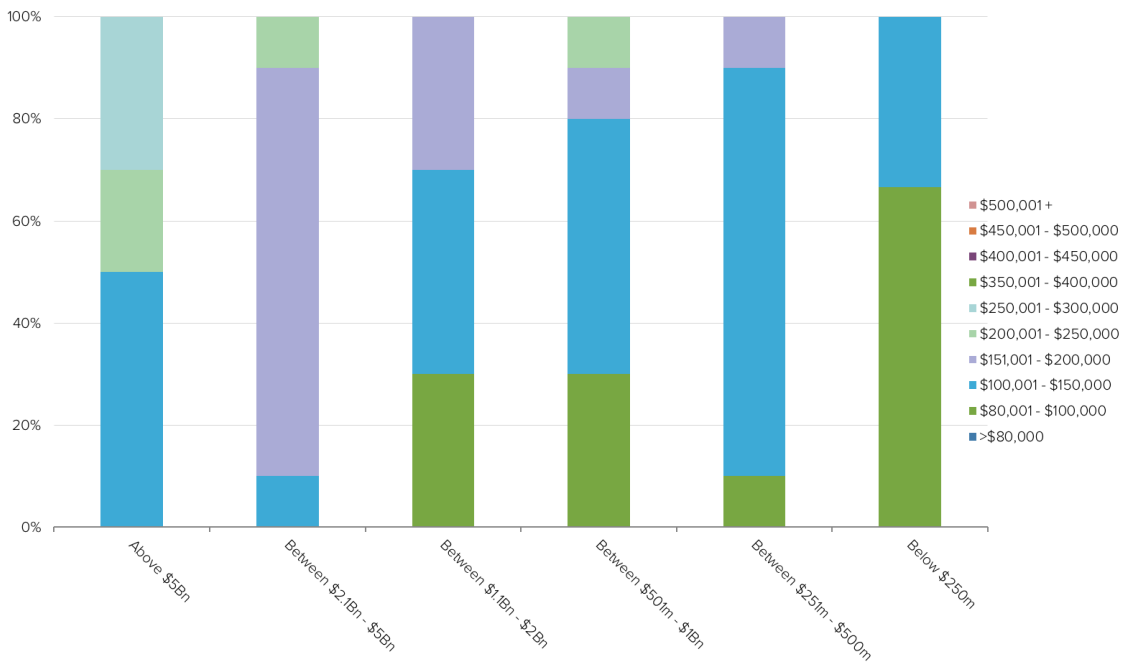
Salaries



Legal Counsel - Basic salary against AUM of Family Office



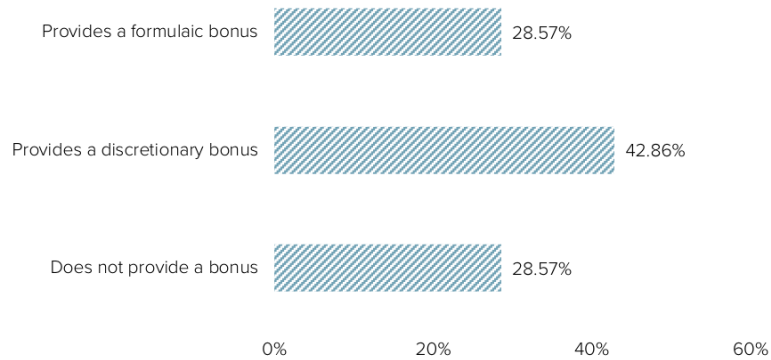
Investment/Portfolio Manager - Basic salary against AUM of Family Office



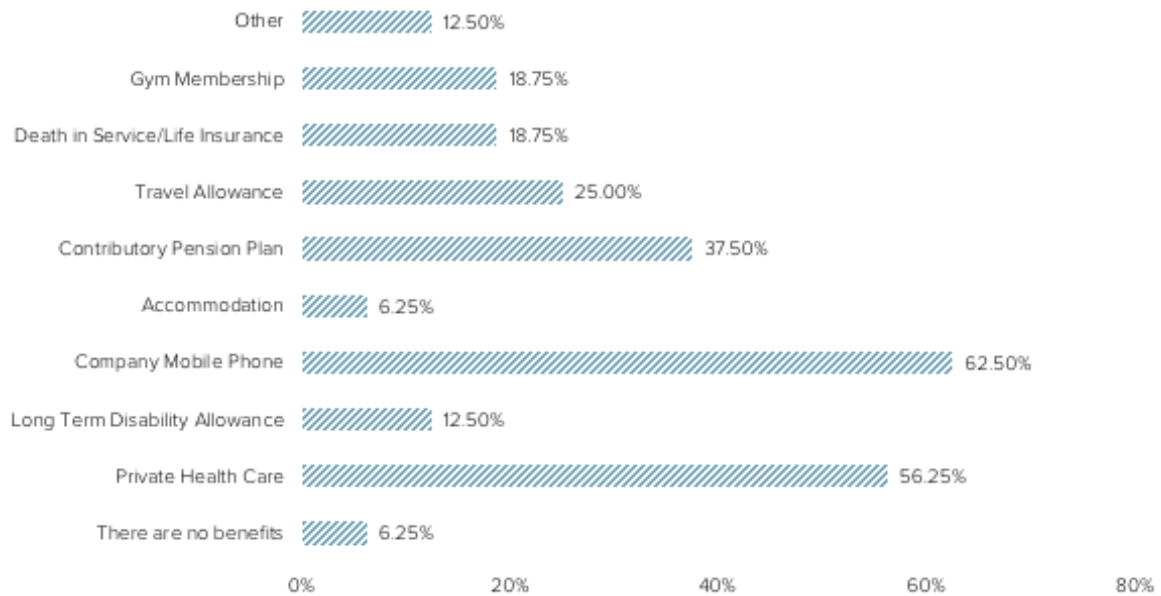
Bonuses & Benefits



Bonus Structure



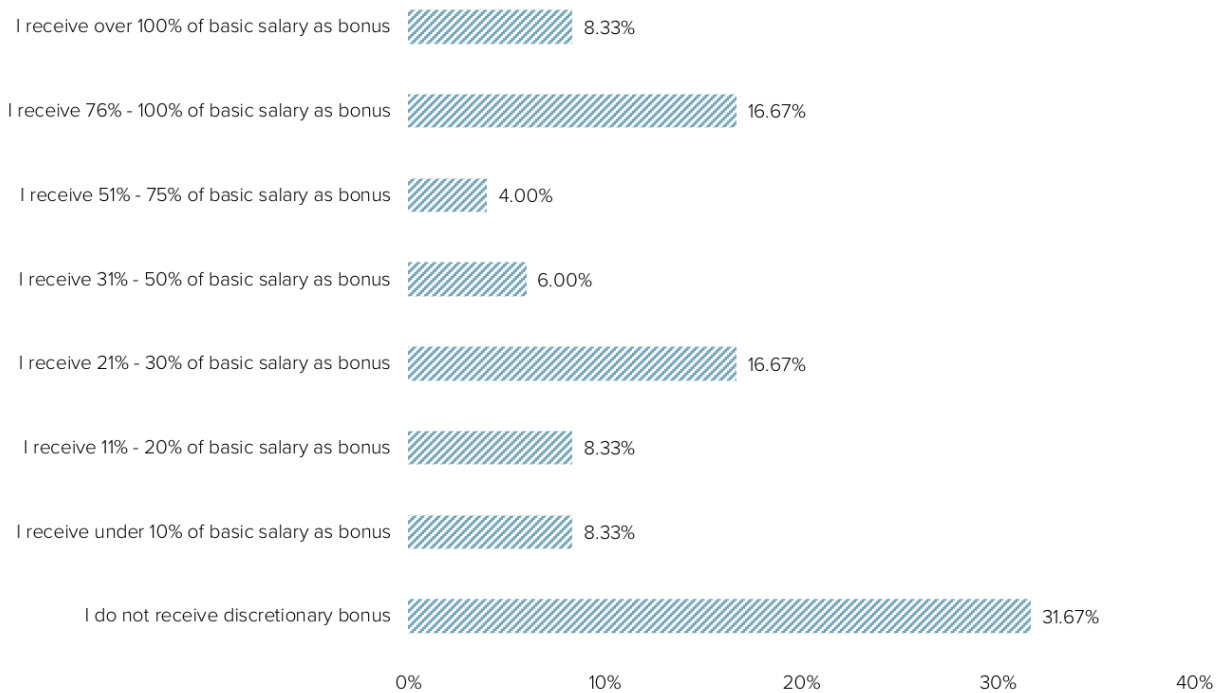
Core Benefits



Discretionary Bonuses



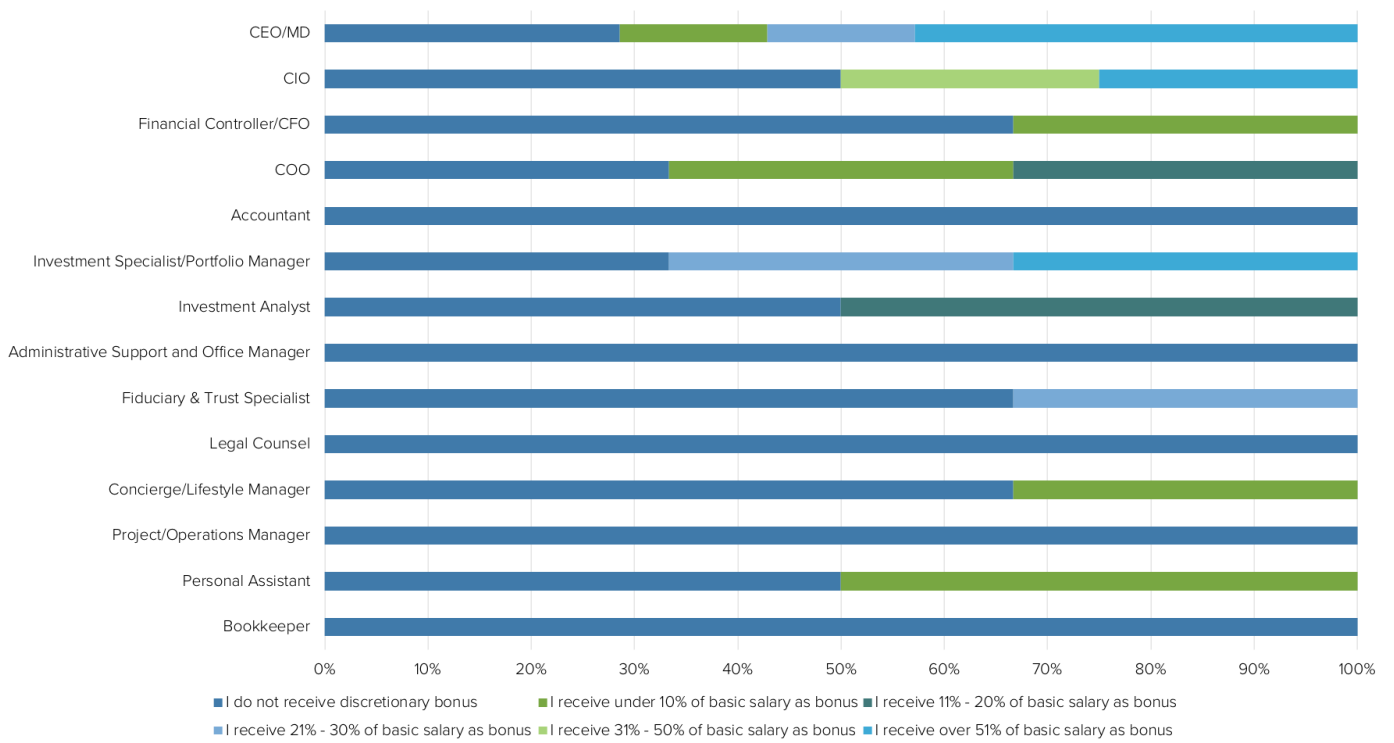
Discretionary bonus averaged over 3 years



Discretionary Bonuses



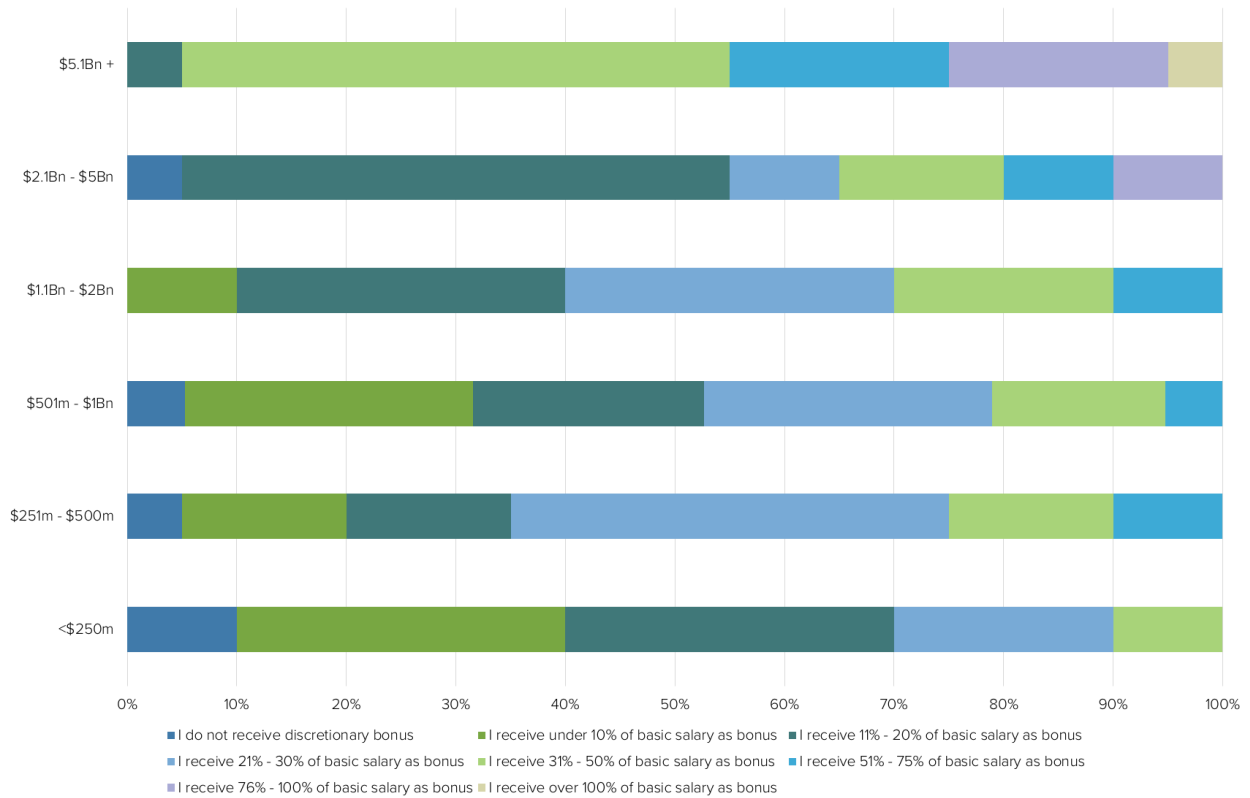
Average bonus payout based on the previous 3 years



Discretionary Bonuses



CEO, CIO, CFO, COO, Legal Counsel or Investment Manager
Bonus payout against AUM of Family Office



About Agreus



Agreus Group is a full-service resourcing and recruitment company, focused on working exclusively with Family Offices around the world.

Agreus was founded from the desire to become a true partner to Family Offices - recognising that their unique requirements could be better serviced from a specialist resourcing and recruitment boutique.

Working in a Family Office can provide a rewarding career and a fulfilling life, but it's not without challenges and responsibilities and it certainly isn't suited to everyone. Family Offices are as culturally diverse as the families themselves and finding people that are a natural fit is critical for creating long-lasting and mutually beneficial relationships.

Agreus is a powerful network of experienced resourcing and recruitment professionals.

We're committed to helping Family Offices plan for growth, find the right people and make the most of their existing resources.



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