

GOING THE DISTANCE

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Compliance 201: Preparing Your Students to Meet the Financial Compliance Hiring Boom

Swati M. Parikh, Director of Public Service Careers, New York Law School

Sabrina Nelson, Senior Law Career Counselor, The George Washington University Law School

Christian Focacci, CIO, TransparINT, LLC



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Compliance in the News

The Hottest Job in America: Compliance Officer

- Wall Street Journal

Compliance Jobs See Major Salary Hikes As Tough Bank Regulations Boost Demand

- Huffington Post

Compliance Attorneys Are in Demand. Here's Why

- Find Law

After Scandals, New Legal Stars Rise on Wall St.

- New York Times

U.S. compliance salary report: More jobs, higher pay

- Reuters

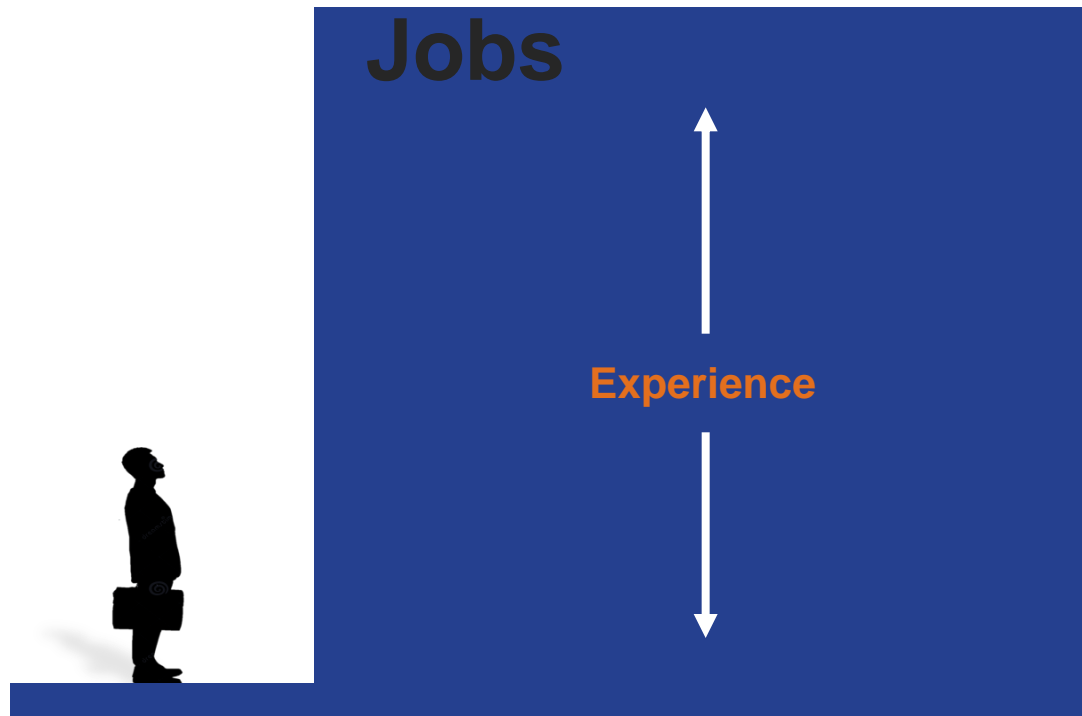
The Rise of the Compliance Guru

- Bloomberg



Reality

Compliance Jobs



Compliance Defined

Regulatory compliance is an organization's adherence to laws, regulations, guidelines and specifications relevant to its business.

Violations of regulatory compliance regulations often result in legal punishment, including federal fines.

Typical Tasks of a Compliance Attorney

- Writing policy
- Monitoring controls
- Providing guidance to business
- Reviewing and on advising new regulation

Potential Employers in The Financial Services Sector

Financial services industry

- Banking
 - Commercial banks
 - Investment banks
 - Nonbank financial institutions (credit unions, thrifts)
- Securities
 - Brokerages/broker dealers
 - Asset Management/Investment Management Companies
 - Hedge funds
 - Private equity funds
 - Exchanges
- Consulting companies
- Industry trade associations

Entities that regulate the financial services industry

- Federal government agencies
- State government agencies
- Self-regulatory organizations

Types of Financial Compliance Positions

- Anti-Money Laundering (AML)
- KYC (Know Your Client)
- Broker Dealer Regulation
- Banking and Financial Institution Regulation
- Investment Advisor Regulations
- Dodd Frank
- Trade Surveillance

Skills and Qualifications

- Understanding of Financial Markets
- Knowledge of Regulatory Agencies/Framework
- Research and Investigative Skills
- Communication Skills
- Negotiation Skills
- Detail Oriented
- Problem Solving Skills

Entry Level Jobs

- Focused resume
- Networking
- Consider consulting and temp positions
- Look at alternative/smaller companies

Actionable Advice

- Compliance Associate and Compliance Analyst are two of the most common titles for entry level positions
- Look for positions requesting 1-5 years of experience

Job Titles and Salary Ranges

Title/Experience	2014	2015	% Change
Compliance – Large Companies^b			
Chief Compliance Officer	\$ 162,250 - \$ 232,000	\$ 169,500 - \$ 240,750	4.1%
Compliance Director	\$ 134,500 - \$ 184,500	\$ 140,000 - \$ 191,750	4.0%
Compliance Officer	\$ 106,000 - \$ 143,750	\$ 109,500 - \$ 150,000	3.9%
Senior Compliance Analyst	\$ 82,000 - \$ 108,250	\$ 86,000 - \$ 112,000	4.1%
Compliance Analyst	\$ 64,250 - \$ 86,250	\$ 67,500 - \$ 89,000	4.0%
Compliance – Midsize Companies^b			
Chief Compliance Officer	\$ 136,500 - \$ 189,250	\$ 141,750 - \$ 197,000	4.0%
Compliance Director	\$ 116,500 - \$ 155,500	\$ 120,500 - \$ 162,250	4.0%
Compliance Officer	\$ 96,250 - \$ 127,250	\$ 99,750 - \$ 132,750	4.0%
Senior Compliance Analyst	\$ 73,750 - \$ 99,000	\$ 76,000 - \$ 103,750	4.1%
Compliance Analyst	\$ 60,750 - \$ 80,250	\$ 62,500 - \$ 84,000	3.9%
Compliance – Small Companies^b			
Chief Compliance Officer	\$ 112,000 - \$ 150,250	\$ 116,500 - \$ 156,000	3.9%
Compliance Director	\$ 95,500 - \$ 128,000	\$ 99,000 - \$ 133,250	3.9%
Compliance Officer	\$ 79,000 - \$ 104,750	\$ 82,500 - \$ 108,500	3.9%
Senior Compliance Analyst	\$ 64,500 - \$ 86,000	\$ 67,500 - \$ 89,000	4.0%
Compliance Analyst	\$ 51,750 - \$ 69,750	\$ 54,750 - \$ 71,500	3.9%

Compliance vs. Traditional Practice of Law

Cons

- You won't be practicing law
- Potentially lower compensation
- Some roles are very production driven

Pros

- Rapidly growing industry
- Stable work/life balance
- Interesting subject matter with a global nature

Preparing Students for Careers in Compliance

- Information Sessions and Panels
- Resume Workshops
- Compliance Courses
- Compliance Internship Programs
- Job Search Resources
- Alumni Networking Groups
- Job Fairs
- Certification Programs

Law School Training Programs

- Range from 1 day seminars, online certifications, to LL.M. programs
- Courses in Compliance, Financial Regulation, Securities, Financial Services, Financial Crimes, Tax, Accounting, etc.

Resume Guidance

- Editing legal resumes into compliance resumes
- Include relevant key words and phrases
- Highlight specific interest in finance
- Strong & brief executive summary
- Not necessary to highlight Bar admission first

Experience Builders

- Participating in trainings or CLEs to add experience
- Building skills through internships
- Certifications
- Relevant courses

Contact Information

Swati M. Parikh
Director of Public Service Careers
New York Law School
(212) 431-2160
swati.parikh@nyls.edu

Sabrina Nelson
Assistant Director, Career Center
The George Washington University
Law School
(202) 994-7340
sanelson@law.gwu.edu

Christian Focacci
Chief Information Officer
TransparINT, LLC
(973) 251-9951 x202
chris@transparint.com