

2026 TRADE COMPLIANCE COMPENSATION TRENDS

It continues to be a great time to be a Trade Compliance Professional!
Our impact and value has grown significantly over the past year.
Increases in compensation reflect this trend.

WHY TRADE COMPLIANCE PROFESSIONALS SEEK A NEW OPPORTUNITY

- 1 Compensation
- 2 Top-down support for a corporate culture of Trade Compliance
- 3 Work/life balance — remote and hybrid roles continue to be of high interest

2026 BASE COMPENSATION RANGES BY TITLE

TRADE COMPLIANCE SPECIALIST / ANALYST

3+ YEARS EXPERIENCE · INDIVIDUAL CONTRIBUTOR

These titles are interchangeable and are individual contributors who do not manage people.

\$90K–\$98K

SENIOR TRADE COMPLIANCE SPECIALIST / ANALYST

5+ YEARS EXPERIENCE

Includes both specialty-focused and multitask roles across large and small firms.

\$95K–\$115K

SENIOR EXPORT COMPLIANCE SPECIALIST / ANALYST

3–7+ YEARS EXPERIENCE · NICHE SPECIALTY

Focus on Export Compliance — Defense, Aerospace, Semiconductor, Tech. Large demand, small talent pool.

\$120K–\$145K

TRADE COMPLIANCE MANAGER / SENIOR MANAGER

8–10+ YEARS EXPERIENCE

Compensation varies by scope — full function ownership vs. split Import/Export or specialty responsibilities.

\$140K–\$170K

DIRECTOR / SENIOR DIRECTOR / VP / IN-HOUSE TRADE COUNSEL

10+ YEARS · MANAGERIAL OVERSIGHT

Base salary scales with company size, operations, global reach, staff oversight, and credentials (Masters, J.D., Attorney).

\$200K–\$300K+

QUESTIONS ABOUT THIS DATA? CONTACT OUR TEAM

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