

2021 Annual Salary Report

HIPERPOOL



Contents

Foreword	3
Our community at a glance	4
Consulting	6
Specialities	7
Compensation	8
Advice	17
Startups	19
Common roles	20
Compensation	21
Advice	27
Corporates	28
Common roles	29
Compensation	30
Advice	36
PE / VC	37
Common roles	38
Compensation	39
Advice	42
Concluding remarks	43
Methodology	44

Foreword

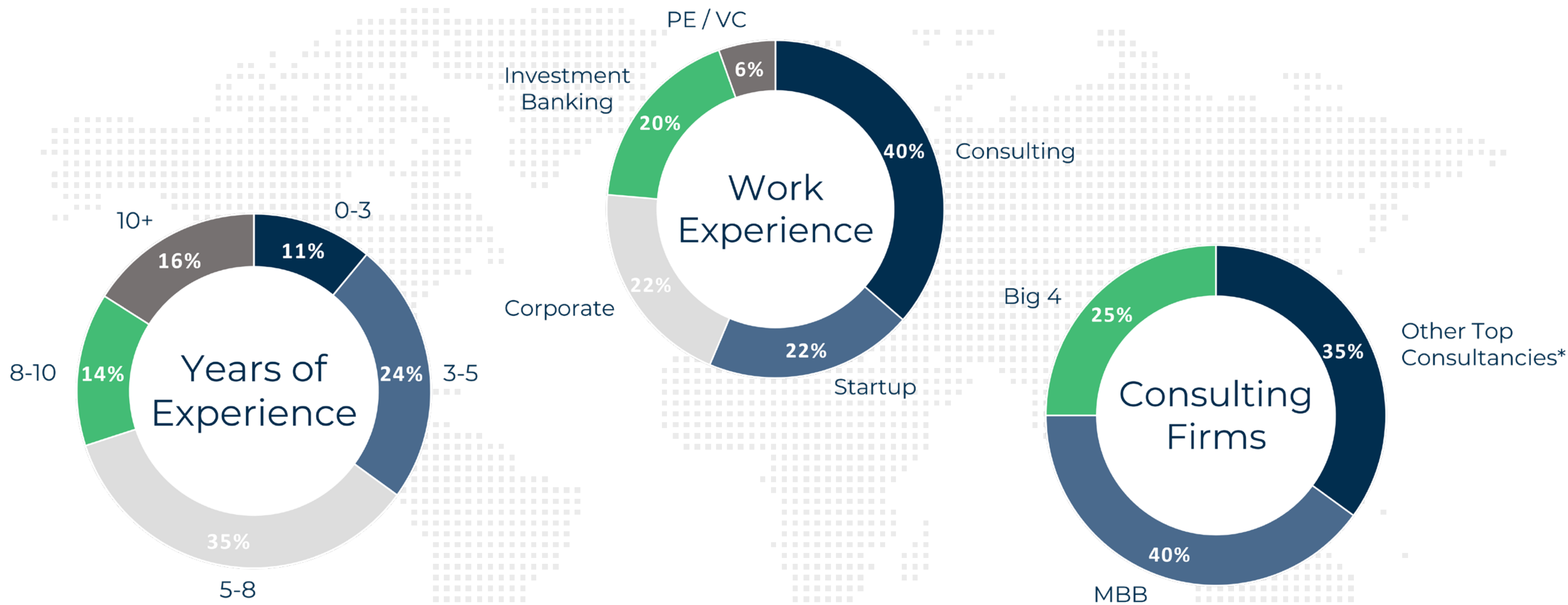
2021 was a tumultuous year, with COVID-19 still influencing our lives in many ways. Throughout it all, it's been remarkably challenging to predict how the situation would unfold and how the pandemic might continue to impact society.

Here at Hiperpool, we understand that careers might have been stalled or shaken as a result. Yet, with workers leaving jobs at historic rates through the “[Great Resignation](#)”, the power is moving to the hands of the labour market. Many companies are still hiring aggressively and are being prompted to raise compensation in order to attract talent, fueling inflation rates, which are predicted to be the highest in decades.

We collected data from over a thousand top-tier professionals to discover more about compensations across elite consultancies, startups, corporates and investment firms in the wake of the pandemic. Whether you're a professional seeking a pay rise or new job, or an employer looking to hire, we hope this helps you navigate the intricacies of the labour market in the coming year.

Mo Rafei & Antonio Leone, co-founders of Hiperpool

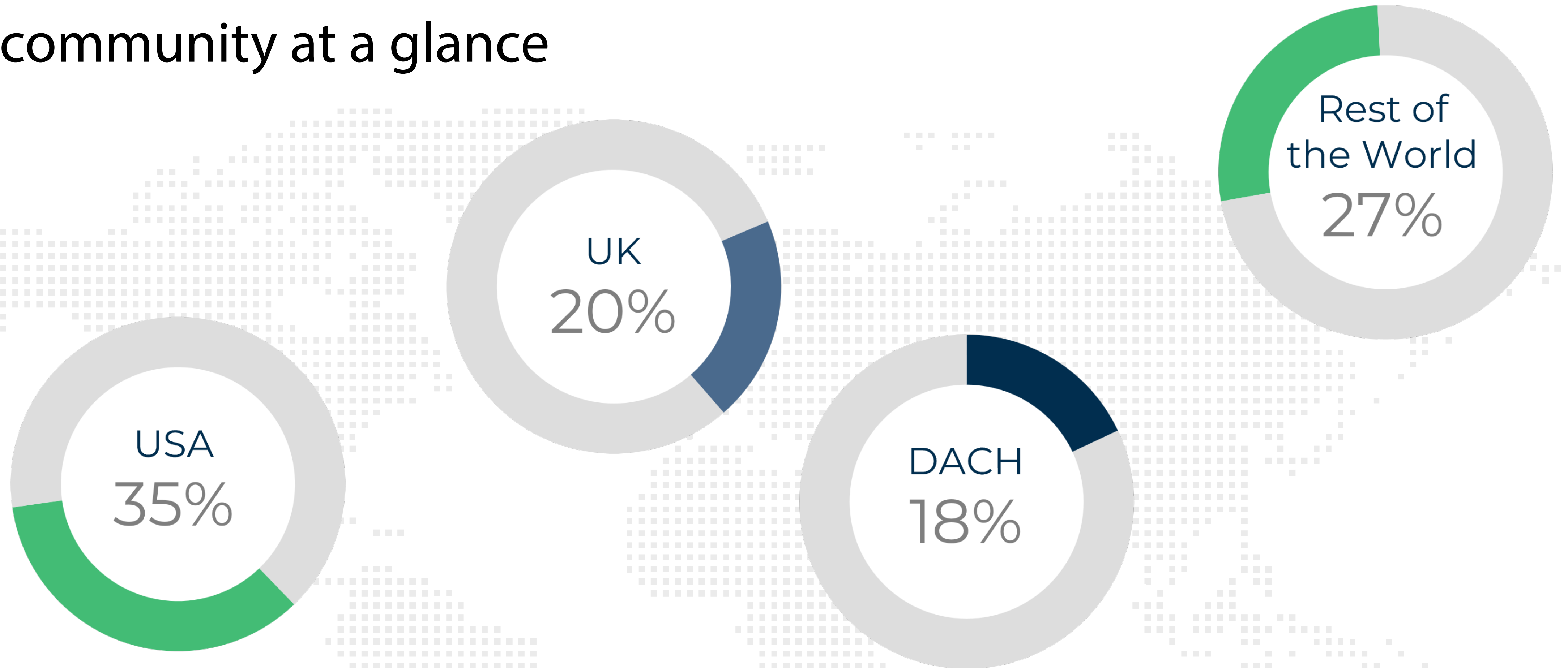
Our community at a glance



Our members are experienced professionals with backgrounds in strategy, consulting, M&A, PE / VC and similar disciplines. We seek professionals with excellent track records - graduates of top schools and employees of reputable companies.

*Consultancies include but not limited to L.E.K. Consulting, OC&C, Oliver Wyman, Simon-Kucher & Partners, and more

Our community at a glance



With members from over 87 different countries, Hiperpool is proud to be truly international. Our most dominant geographies are the USA, UK and DACH regions, with consistent annual growth across Europe, the Middle East and the APAC region.



“

We work with a variety of top consultancy firms of different specialities and sizes, helping them find individuals that can solve complex organisational problems & drive transformation within businesses.

CONSULTING

Common role types in consulting

Generalist

Work on a variety of projects for clients across different industries and functions, with wide-ranging knowledge and a readiness to be flexible and accommodate various clients' needs.

Specialist

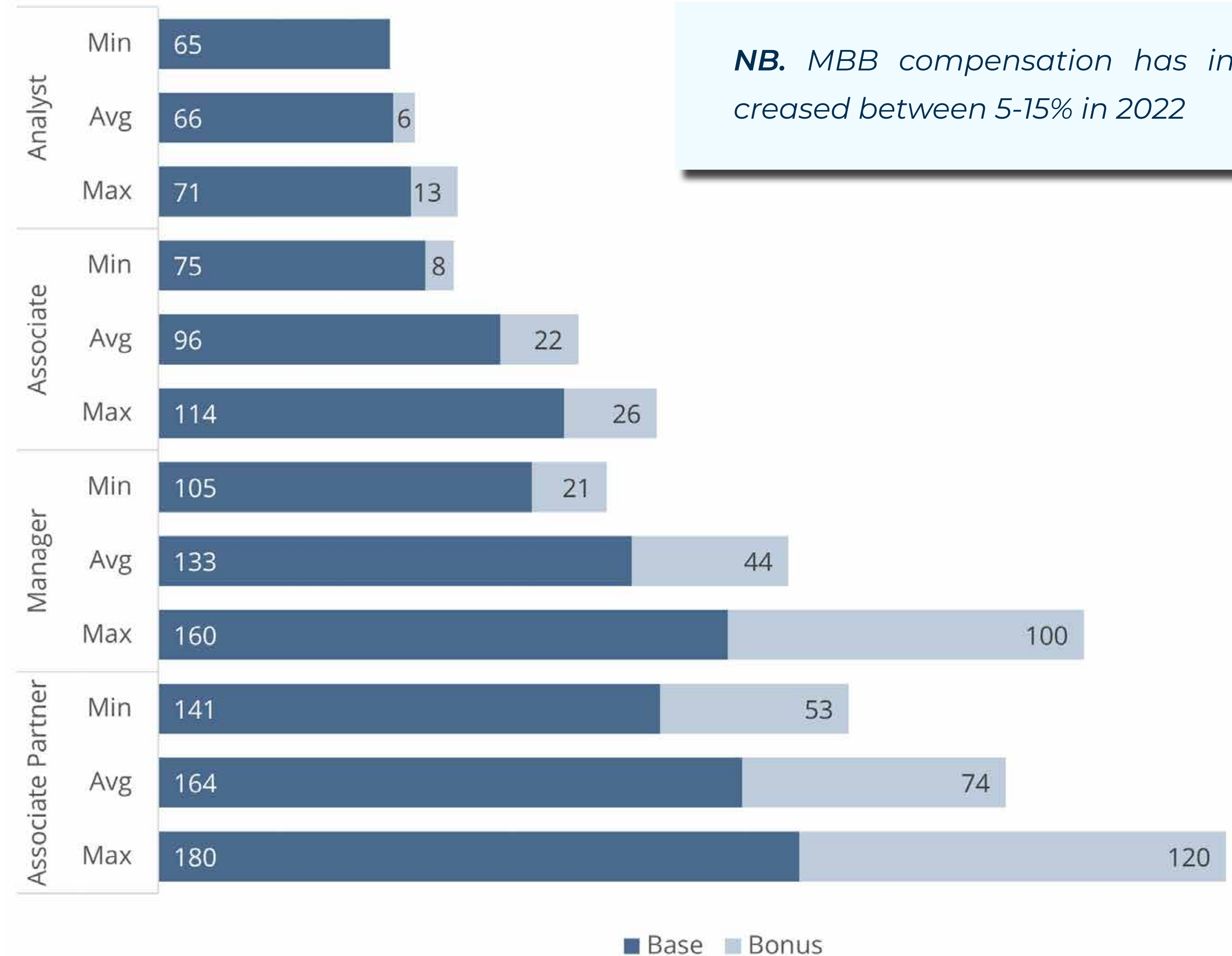
Experts in their chosen field, who apply their specialised knowledge to solve either industry-specific (e.g. oil & gas, financial services) or function-specific (e.g. marketing & sales, M&A) challenges. Top consulting firms including MBB are increasingly hiring specialists with deep experience in their chosen discipline to work on projects in a particular sector (e.g. McKinsey and BCG's Marketing and Sales Practices or Bain's Private Equity practice).



Consulting Compensation Germany: McKinsey, Bain and BCG

MBB Salaries - Germany (€)				
YOE		Total	Base	Bonus
Analyst	Min	65,000	65,000	0
	Avg	71,533	65,960	5,573
	Max	84,480	71,280	13,200
Associate	Min	82,500	75,000	7,500
	Avg	118,004	96,261	21,743
	Max	140,800	114,400	26,400
Manager	Min	126,000	105,000	21,000
	Avg	176,579	132,833	43,746
	Max	260,000	160,000	100,000
Associate Partner	Min	193,600	140,800	52,800
	Avg	237,847	163,740	74,107
	Max	300,000	180,000	120,000

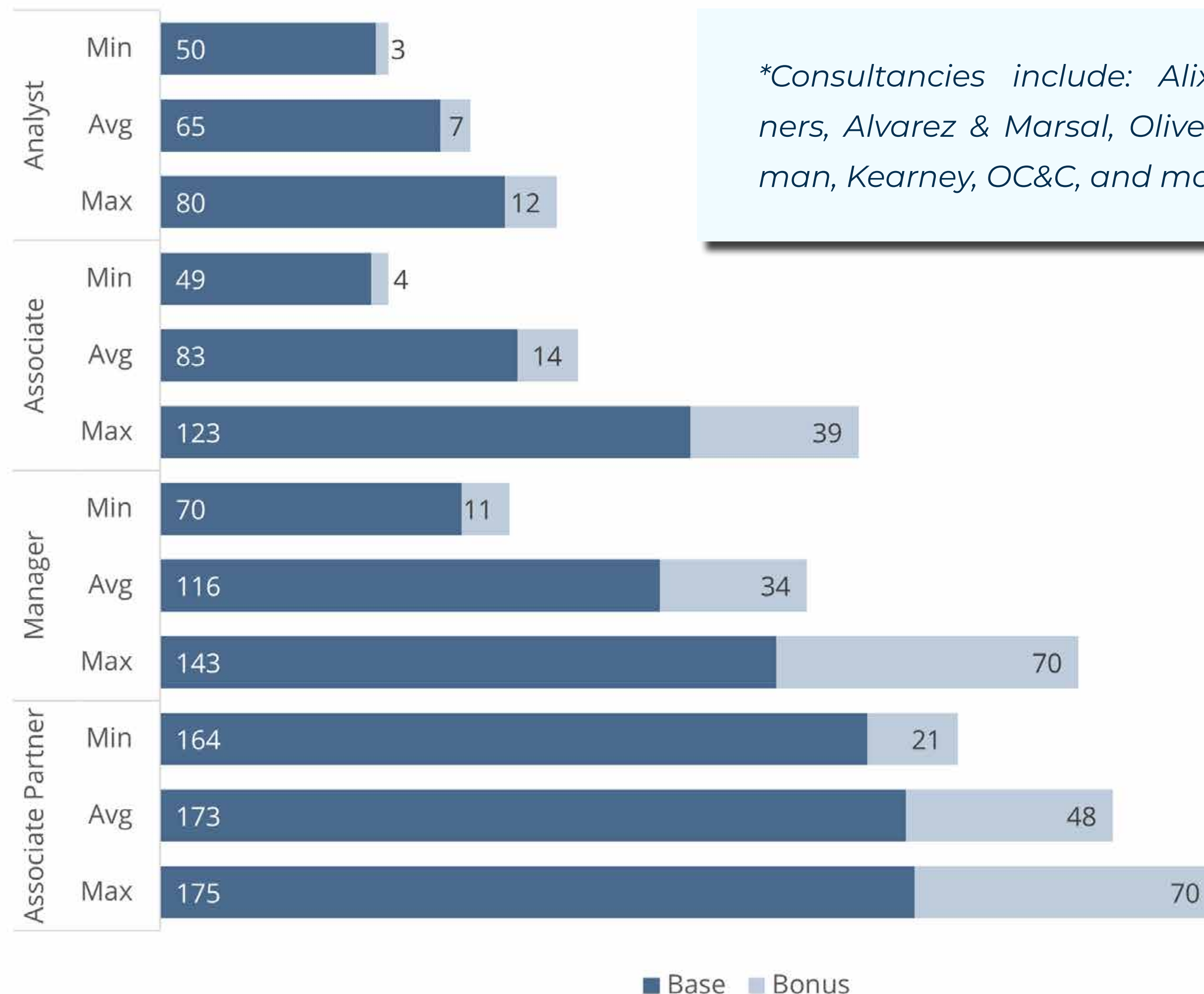
Min, Avg and Max are based on total compensation



Consulting Compensation Germany: Other Top Consultancies*

Other Salaries - Germany (€)				
YOE		Total	Base	Bonus
Analyst	Min	52,800	50,160	2,640
	Avg	72,400	65,080	7,320
	Max	92,000	80,000	12,000
Associate	Min	53,097	49,013	4,084
	Avg	97,103	82,928	14,175
	Max	162,360	123,000	39,360
Manager	Min	81,840	70,400	11,440
	Avg	149,863	116,145	33,718
	Max	213,400	143,000	70,400
Associate Partner	Min	185,152	163,680	21,472
	Avg	221,384	172,893	48,491
	Max	245,000	175,000	70,000

Min, Avg and Max are based on total compensation



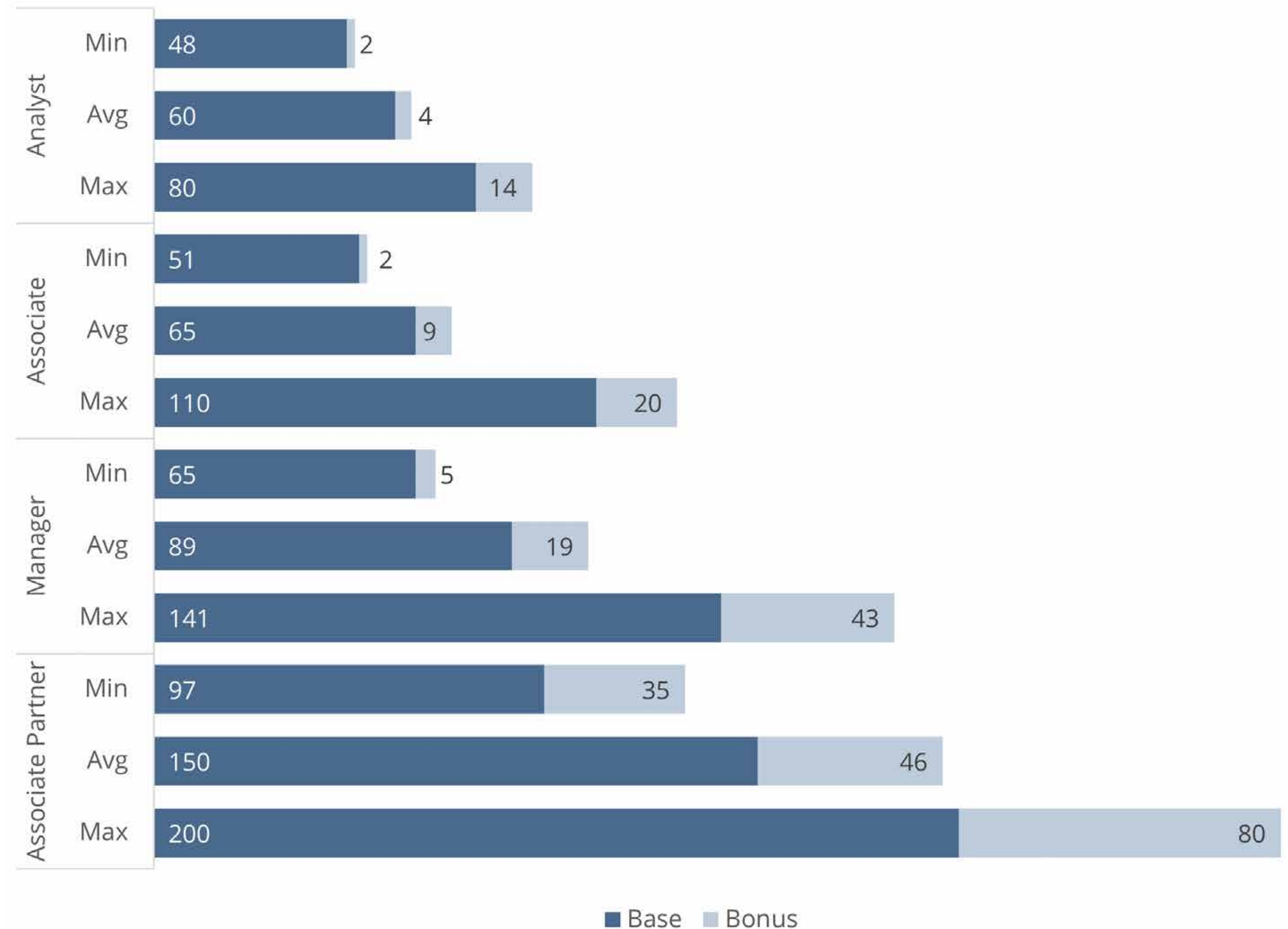
*Consultancies include: AlixPartners, Alvarez & Marsal, Oliver Wyman, Kearney, OC&C, and more

Consulting Compensation Germany: Big 4

NB. Compensation may vary significantly across service lines/teams

Big 4 Salaries - Germany (€)				
YOE		Total	Base	Bonus
Analyst	Min	50,072	48,400	1,672
	Avg	64,334	60,072	4,262
	Max	93,600	80,000	13,600
Associate	Min	52,800	51,040	1,760
	Avg	74,108	64,793	9,315
	Max	130,504	110,114	20,390
Manager	Min	70,200	65,000	5,200
	Avg	107,695	89,162	18,533
	Max	183,500	141,000	42,500
Associate Partner	Min	132,000	96,800	35,200
	Avg	195,708	149,753	45,955
	Max	280,000	200,000	80,000

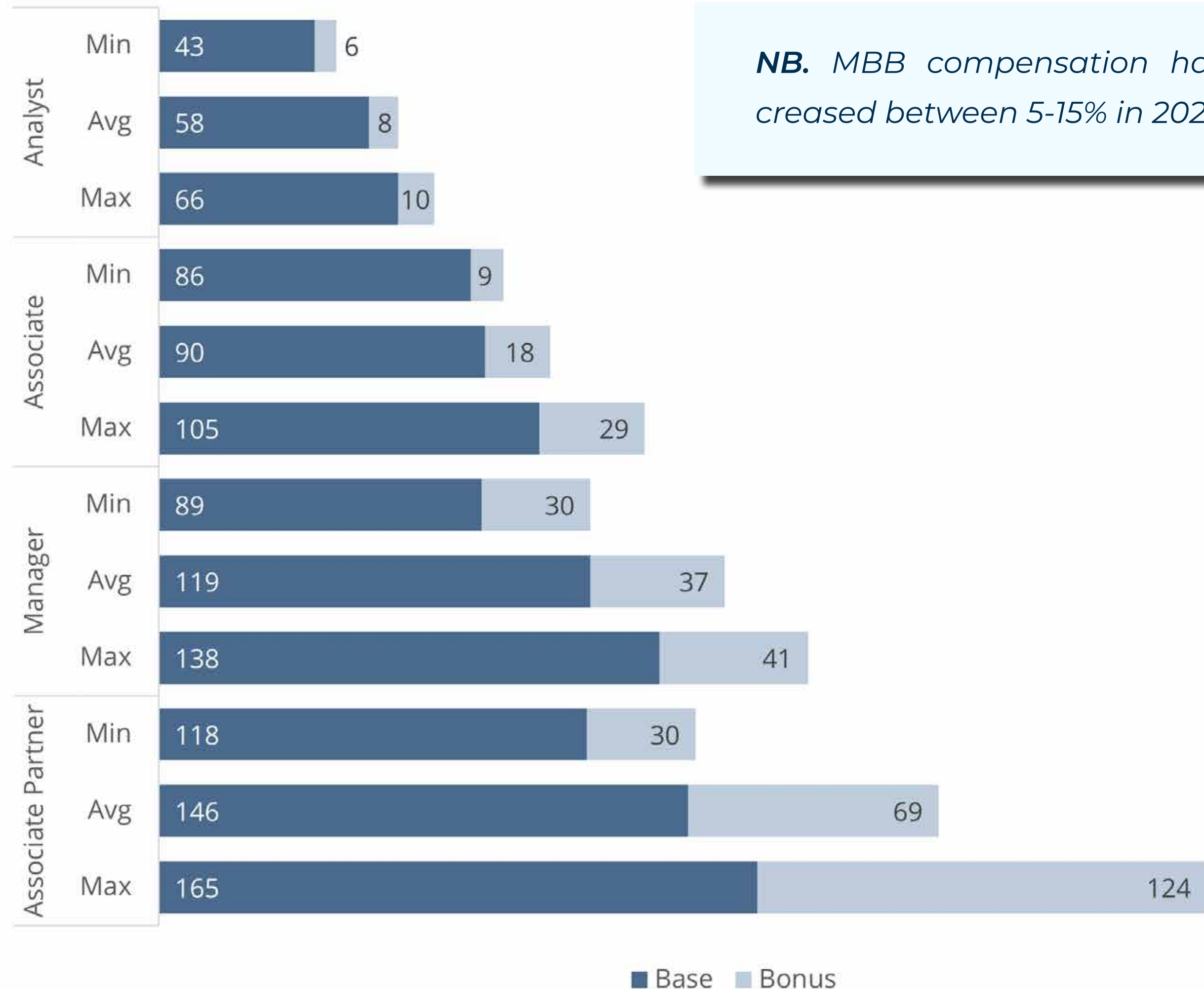
Min, Avg and Max are based on total compensation



Consulting Compensation United Kingdom: McKinsey, Bain and BCG

MBB Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
Analyst	Min	48,470	42,920	5,550
	Avg	65,951	57,955	7,996
	Max	75,600	66,000	9,600
Associate	Min	95,000	86,000	9,000
	Avg	108,217	90,331	17,886
	Max	133,200	104,700	28,500
Manager	Min	118,400	88,800	29,600
	Avg	156,484	119,006	37,478
	Max	179,400	138,000	41,400
Associate Partner	Min	148,000	118,400	29,600
	Avg	214,639	145,995	68,644
	Max	288,750	165,000	123,750

Min, Avg and Max are based on total compensation

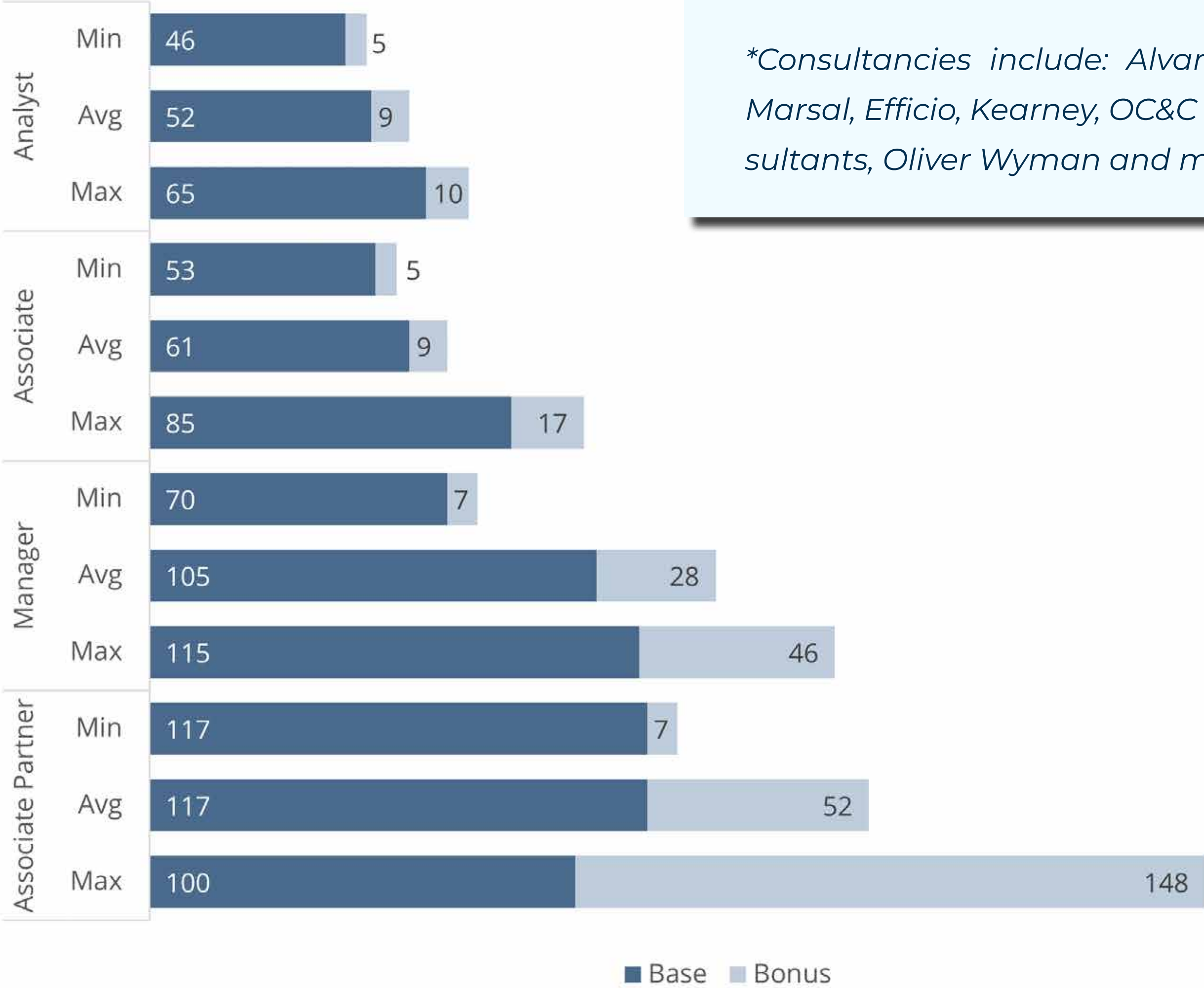


NB. MBB compensation has increased between 5-15% in 2022

Consulting Compensation United Kingdom: Other Top Consultancies*

Other Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
Analyst	Min	50,640	45,673	4,967
	Avg	60,250	51,679	8,571
	Max	74,750	65,000	9,750
Associate	Min	57,757	52,799	4,958
	Avg	70,210	61,226	8,984
	Max	102,000	85,000	17,000
Manager	Min	77,000	70,000	7,000
	Avg	132,350	104,850	27,500
	Max	161,000	115,000	46,000
Associate Partner	Min	123,937	117,277	6,660
	Avg	168,679	116,992	51,687
	Max	247,900	99,900	148,000

Min, Avg and Max are based on total compensation

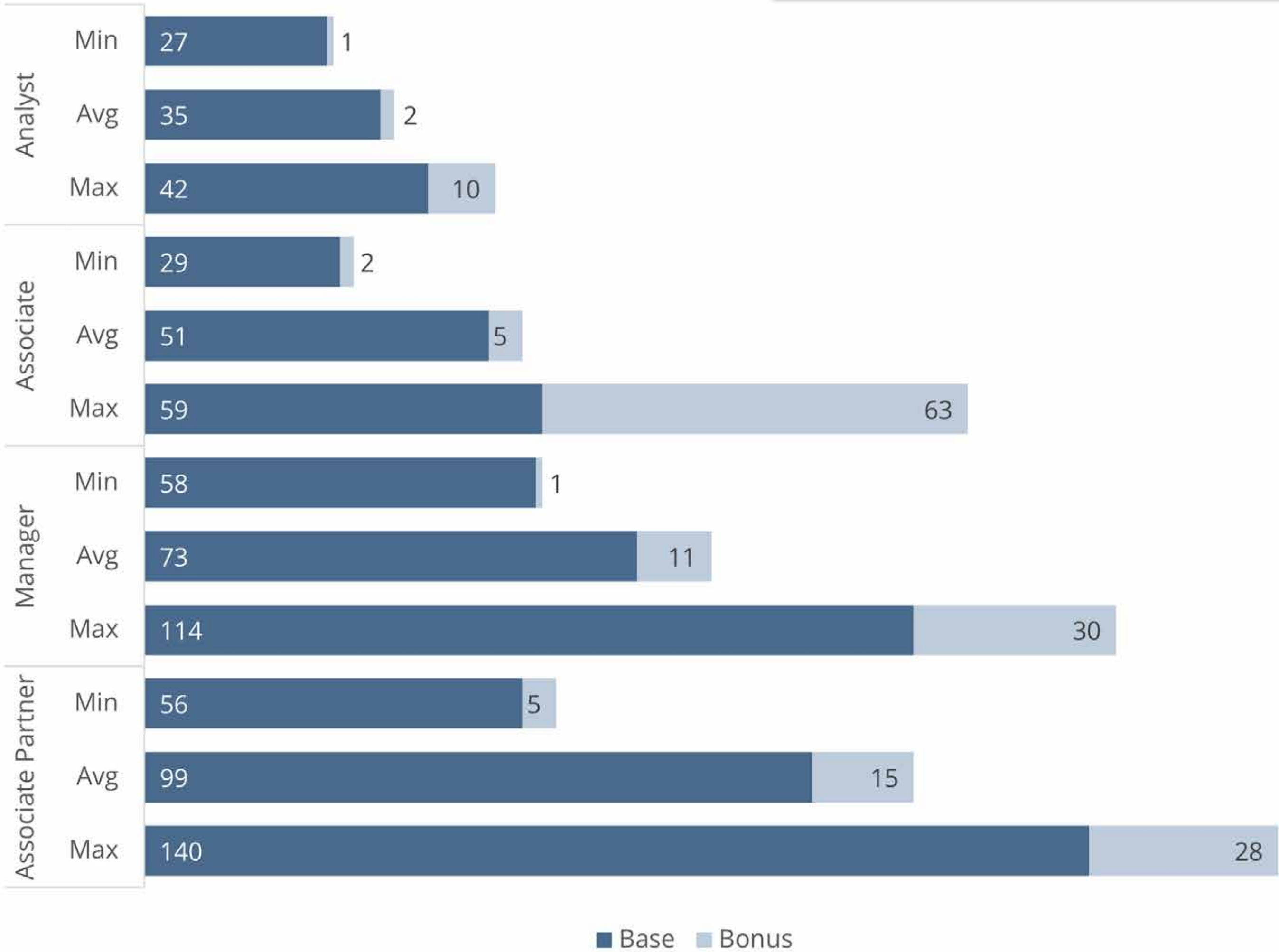


Consulting Compensation United Kingdom: Big 4

NB. Compensation may vary significantly across service lines/teams

Big 4 Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
Analyst	Min	28,601	27,380	1,221
	Avg	36,929	34,517	2,412
	Max	51,719	41,773	9,946
Associate	Min	30,585	29,068	1,517
	Avg	55,748	50,977	4,771
	Max	122,100	59,200	62,900
Manager	Min	59,940	58,460	1,480
	Avg	84,381	73,120	11,262
	Max	143,560	113,960	29,600
Associate Partner	Min	60,680	55,500	5,180
	Avg	114,760	99,412	15,348
	Max	167,980	139,860	28,120

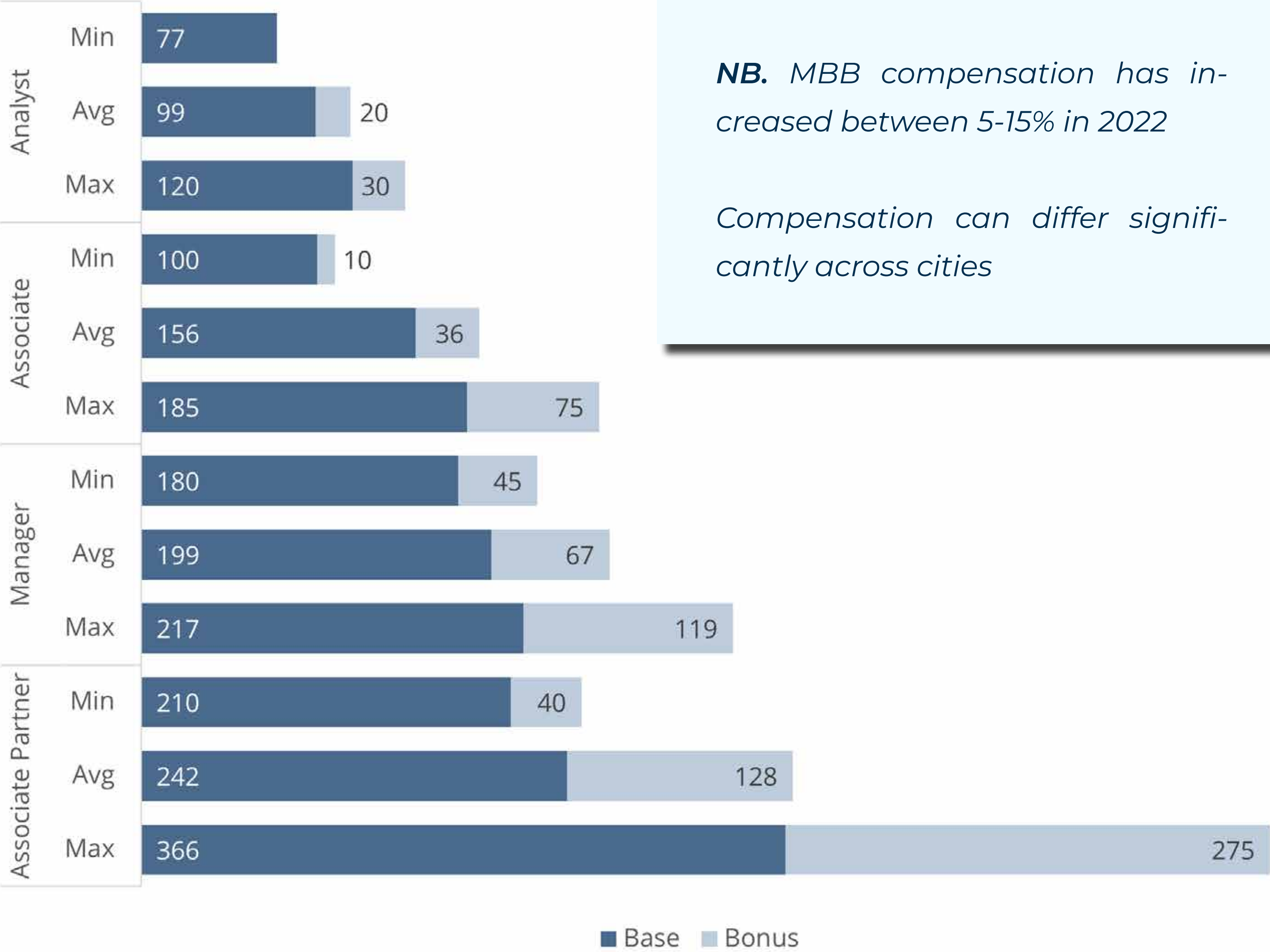
Min, Avg and Max are based on total compensation



Consulting Compensation United States: McKinsey, Bain and BCG

MBB Salaries - United States (\$)				
YOE		Total	Base	Bonus
Analyst	Min	77,000	77,000	0
	Avg	118,152	98,580	19,572
	Max	150,000	120,000	30,000
Associate	Min	110,000	100,000	10,000
	Avg	191,558	155,525	36,033
	Max	260,000	185,000	75,000
Manager	Min	225,000	180,000	45,000
	Avg	265,793	198,786	67,007
	Max	336,350	217,000	119,350
Associate Partner	Min	250,000	210,000	40,000
	Avg	370,008	242,144	127,864
	Max	640,500	366,000	274,500

Min, Avg and Max are based on total compensation



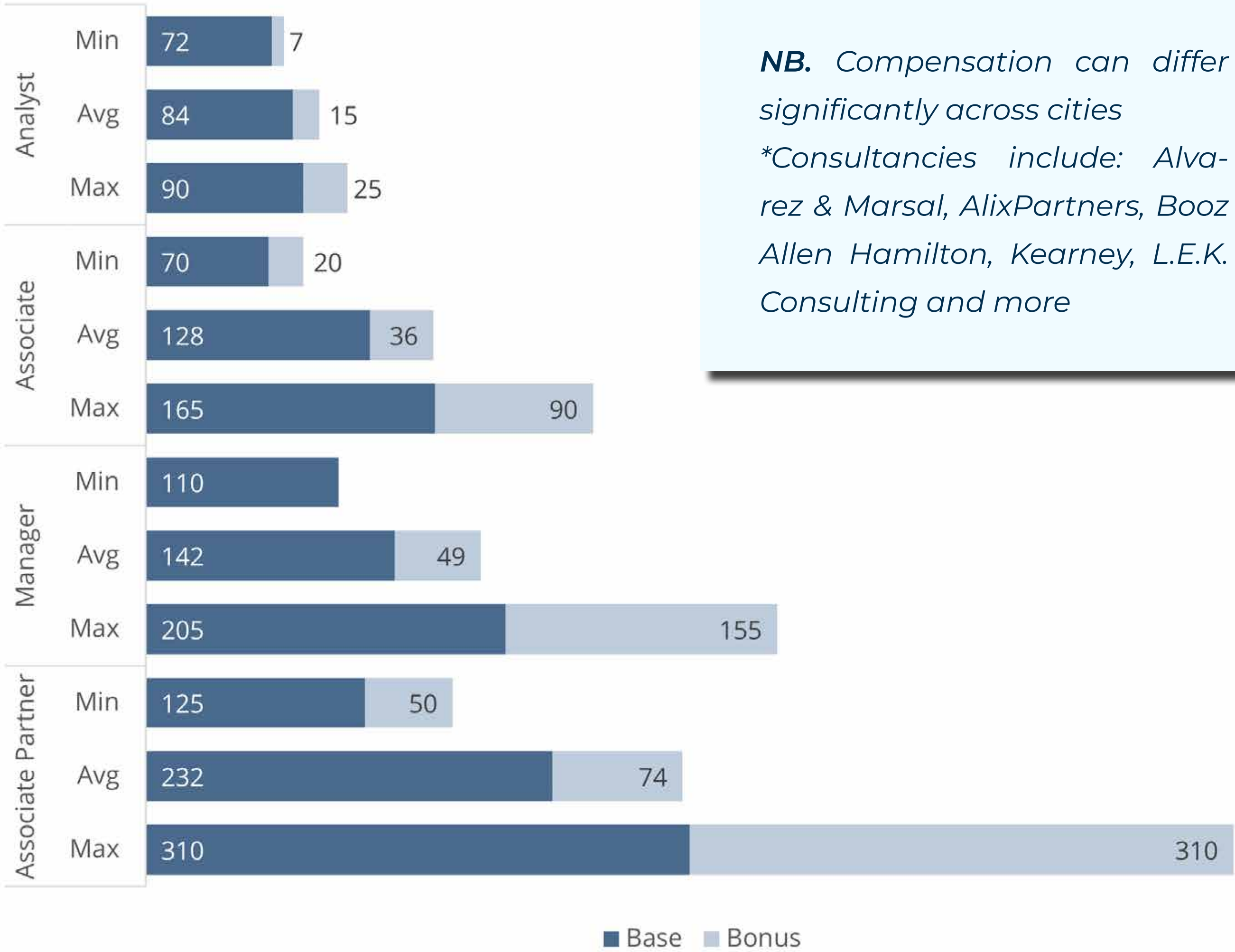
NB. MBB compensation has increased between 5-15% in 2022

Compensation can differ significantly across cities

Consulting Compensation United States: Other Top Consultancies*

Other Salaries - United States (\$)				
YOE		Total	Base	Bonus
Analyst	Min	79,200	72,000	7,200
	Avg	98,838	83,688	15,150
	Max	115,000	90,000	25,000
Associate	Min	90,000	70,000	20,000
	Avg	163,585	127,773	35,812
	Max	255,000	165,000	90,000
Manager	Min	110,000	110,000	0
	Avg	191,359	141,875	49,484
	Max	360,000	205,000	155,000
Associate Partner	Min	175,000	125,000	50,000
	Avg	306,375	231,917	74,458
	Max	620,000	310,000	310,000

Min, Avg and Max are based on total compensation



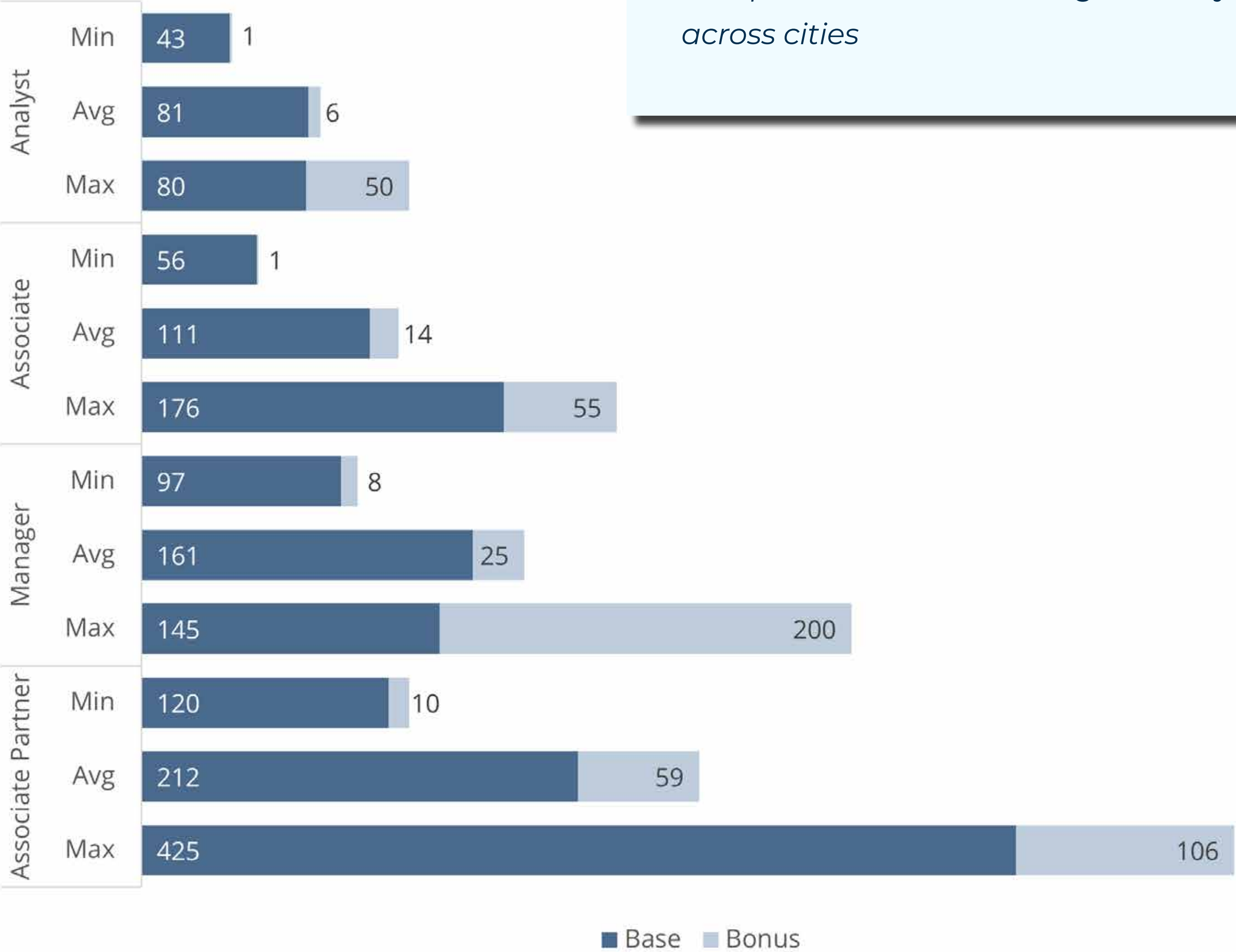
NB. Compensation can differ significantly across cities
 *Consultancies include: Alvarez & Marsal, AlixPartners, Booz Allen Hamilton, Kearney, L.E.K. Consulting and more

Consulting Compensation United States: Big 4

***NB.** Compensation may vary significantly across service lines/teams*

Compensation can differ significantly across cities

Big 4 Salaries - United States (\$)				
YOE		Total	Base	Bonus
Analyst	Min	44,000	43,000	1,000
	Avg	86,791	80,557	6,234
	Max	129,500	79,500	50,000
Associate	Min	57,000	56,000	1,000
	Avg	125,399	111,422	13,977
	Max	231,000	176,000	55,000
Manager	Min	105,000	97,000	8,000
	Avg	185,382	160,671	24,711
	Max	345,000	145,000	200,000
Associate Partner	Min	130,000	120,000	10,000
	Avg	270,850	212,255	58,595
	Max	531,250	425,000	106,250



Min, Avg and Max are based on total compensation

Advice on how to succeed in consulting

“A key skill aspiring consultants can work on is communication: how you answer questions and frame your thinking. Structure answers by giving the outcome first, i.e. ‘There are three options to explore X, Y, and Z,’ and then go into detail if necessary. This instantly builds credibility.”

Joseph Nolte, Bain Consultant & LBS
alumnus

“Being comfortable with ambiguity is key. It’s not always immediately apparent what problem you’re solving, and it’s certainly not always obvious what the best answer to the problem may be. Even if you don’t have perfect inputs (which you probably won’t), you’ll have to be able to quickly adapt and draw meaningful insights from imperfect information.”

Consultant, McKinsey & Company

“Orient yourself around people rather than projects or companies. Aligning yourself with people who will have your back, who help you grow, who are committed to your success and that you can learn from is critical. This is so much more important than any specific topic you’re working on or industry you’re working in. Choosing the right people is a really big aspect of growth.”

Manager, Bain & Company

Advice on how to succeed in consulting (cont'd)

For Associates/Analysts (pre-MBA)

“As an analyst, you’re expected to execute analysis, and that’s the core of your job. Get that right, and anything beyond will play greatly into your performance. So, first make sure that you can build an Excel model, learn the tool to be efficient, and sanity check the results. Once you’ve mastered the basics, think about how to structure an analysis: How will the model work? What are the inputs? What are the outputs? Do we have access to these inputs? Who do we need to talk to on the client-side? Who do we need to talk to within our research network to get those inputs? This thinking will stretch your role within those core responsibilities and will make you shine as an analyst.”

Project Leader, BCG

For Consultants (post-MBA)

“Post-MBA, you want to start building a brand that is going to differentiate you, to get you in good shape for a leadership position at the firm. Find the thing that is going to make you unique in your role and what will make clients, partners, and managers want to work with you.”

Project Leader, BCG

For Project Leaders

“You need to ask yourself “what is going to be different from a consultancy running this project versus a client doing it on their own?”. It’s important to take the time to think and identify what is the value that you are bringing. Validate it, and make sure your keystakeholders are aligned, because executing is easy after that. Having that clarity of what you’re going to be optimising for and making sure that you’re delivering on top of what the clients would have done by themselves is critical in creating value.”

Project Leader, BCG



“

We work with some of the most innovative and rapidly growing startups in sectors including fintech, retail, healthcare, and many more. A strong hiring strategy is vital to set these companies up for success in the early stages of operation. Read on to discover more about common roles and typical compensations in startups.

STARTUPS

Common roles at startups

Business Operations

Varies from an internal consulting position to a more diverse role that might place you in different functions across the business that need support at a given time, subject to company and stage.

Business Development

Helps find growth opportunities and drive expansion for the business by acquiring new clients, developing new partnerships or implementing new growth strategies.

Customer Success

Leads the post-sale relationship, offering clients a single source of support for their entire customer journey and aiming to establish a strong relationship between the company and its customers.

Product Management

Responsible for the end-to-end product lifecycle, working with internal & external stakeholders to plan, launch and improve the company's products. Applies to both physical and technology products.

Chief of Staff

Acts as an extension of the CEO (or other senior leader) to align communications across the business and help execute high priority projects, helping the leader be more effective in their role.

General Management

Head of a particular vertical, market or product within an organisation, with overall profit & loss responsibilities for their business unit. Usually oversees multiple functions within the unit (e.g. operations, sales, marketing).

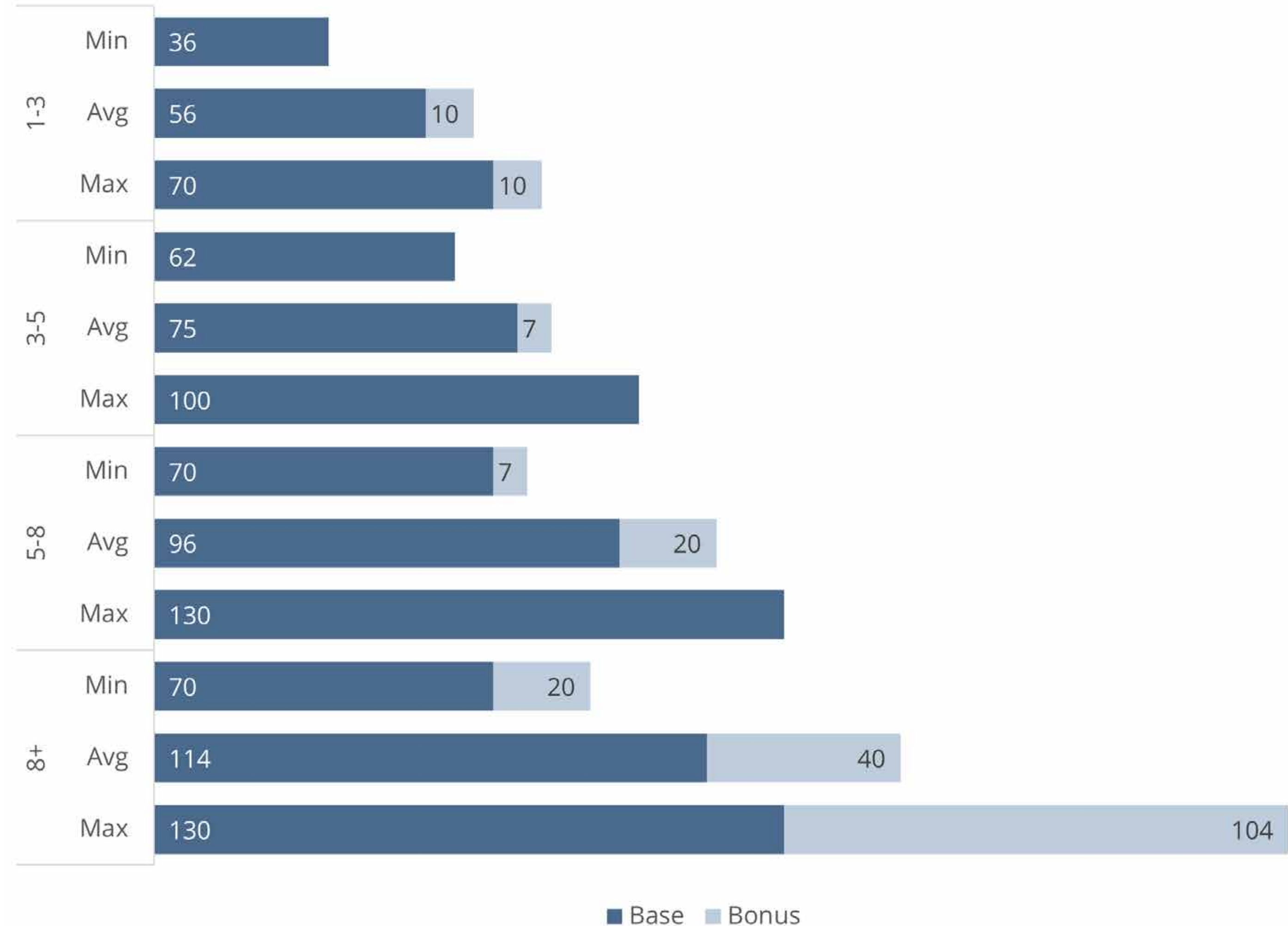


Startup Compensation: Germany

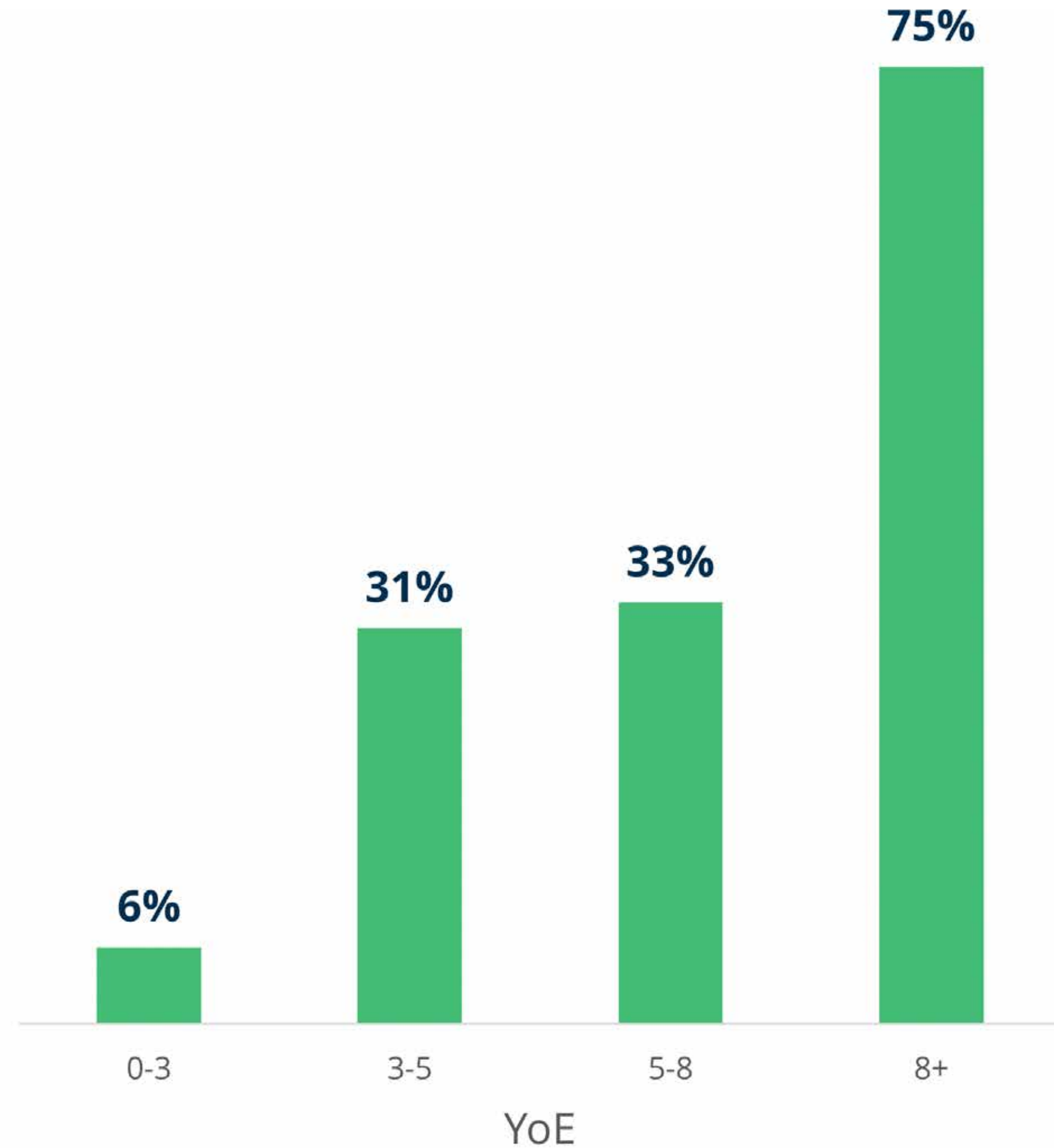
NB. Bonus figures exclude equity grants

Startup Salaries - Germany (€)				
YOE		Total	Base	Bonus
1-3	Min	36,000	36,000	0
	Avg	66,063	56,063	10,000
	Max	80,000	70,000	10,000
3-5	Min	62,000	62,000	0
	Avg	82,642	75,375	7,267
	Max	100,000	100,000	0
5-8	Min	77,000	70,000	7,000
	Avg	116,417	96,083	20,333
	Max	130,000	130,000	0
8+	Min	89,950	70,000	19,950
	Avg	154,213	113,813	40,400
	Max	234,000	130,000	104,000

Min, Avg and Max are based on total compensation



Respondents who Reported being Offered Equity: Germany

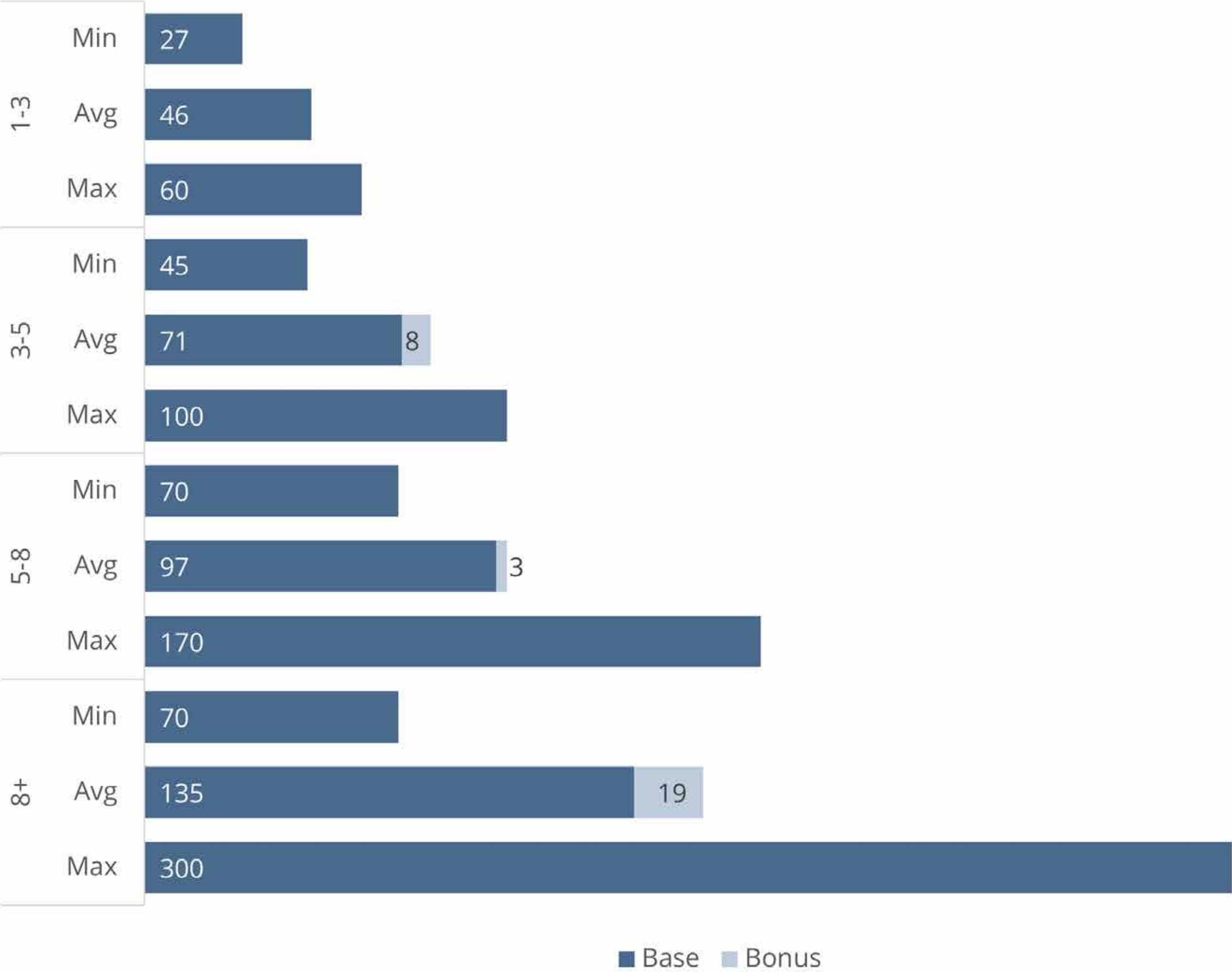


Startups tend to offer lower / no bonus in favour of equity. As expected, there is a correlation between equity and years of experience — leadership candidates tend to get more access to equity packages.

Startup Compensation: United Kingdom

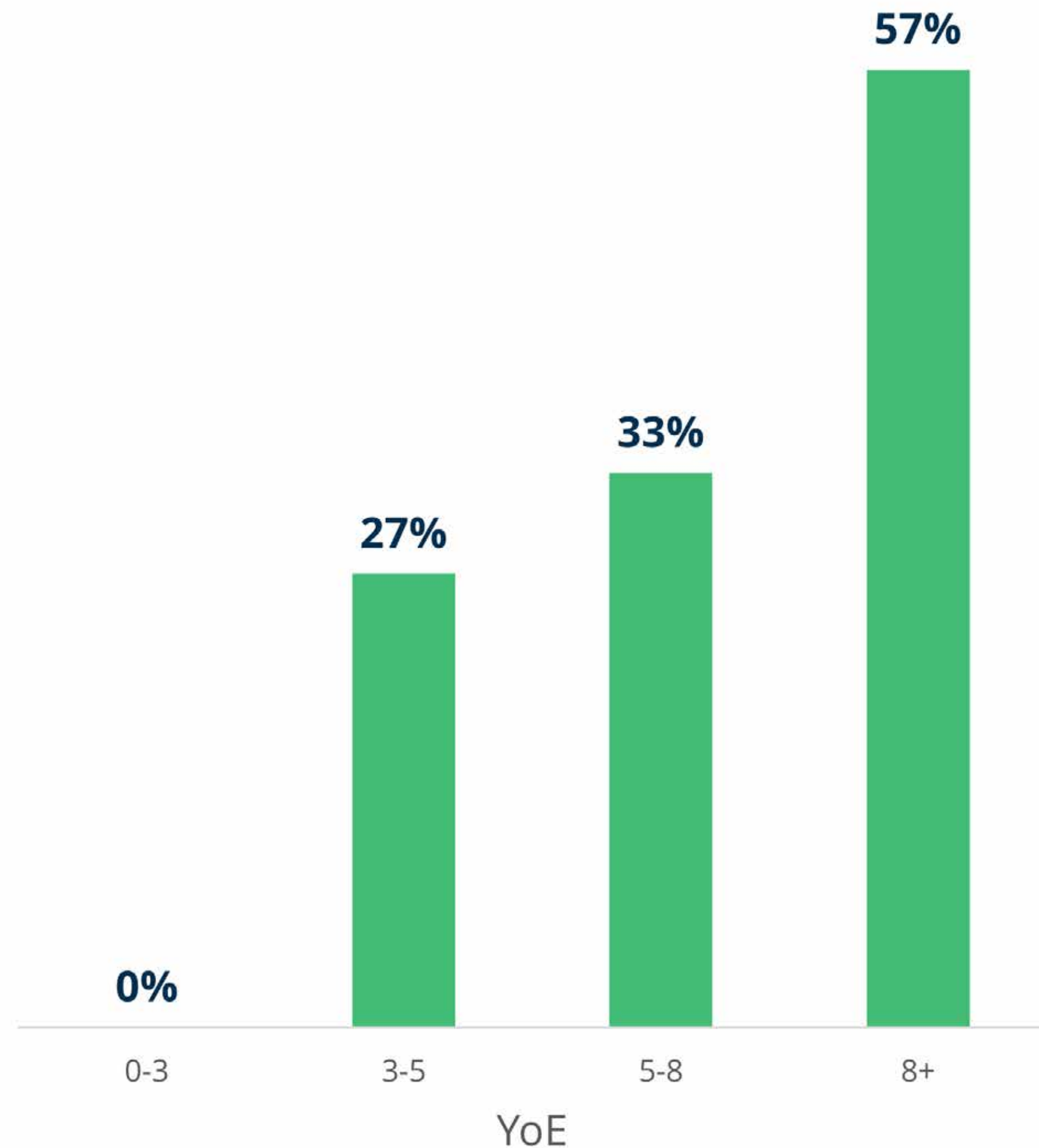
NB. Bonus figures exclude equity grants

Startup Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
1-3	Min	27,000	27,000	0
	Avg	46,421	46,421	0
	Max	60,000	60,000	0
3-5	Min	45,000	45,000	0
	Avg	78,900	70,667	8,233
	Max	100,000	100,000	0
5-8	Min	70,000	70,000	0
	Avg	99,708	96,994	2,714
	Max	170,000	170,000	0
8+	Min	70,000	70,000	0
	Avg	153,712	134,556	19,156
	Max	300,000	300,000	0



Min, Avg and Max are based on total compensation

Respondents who Reported being Offered Equity: United Kingdom



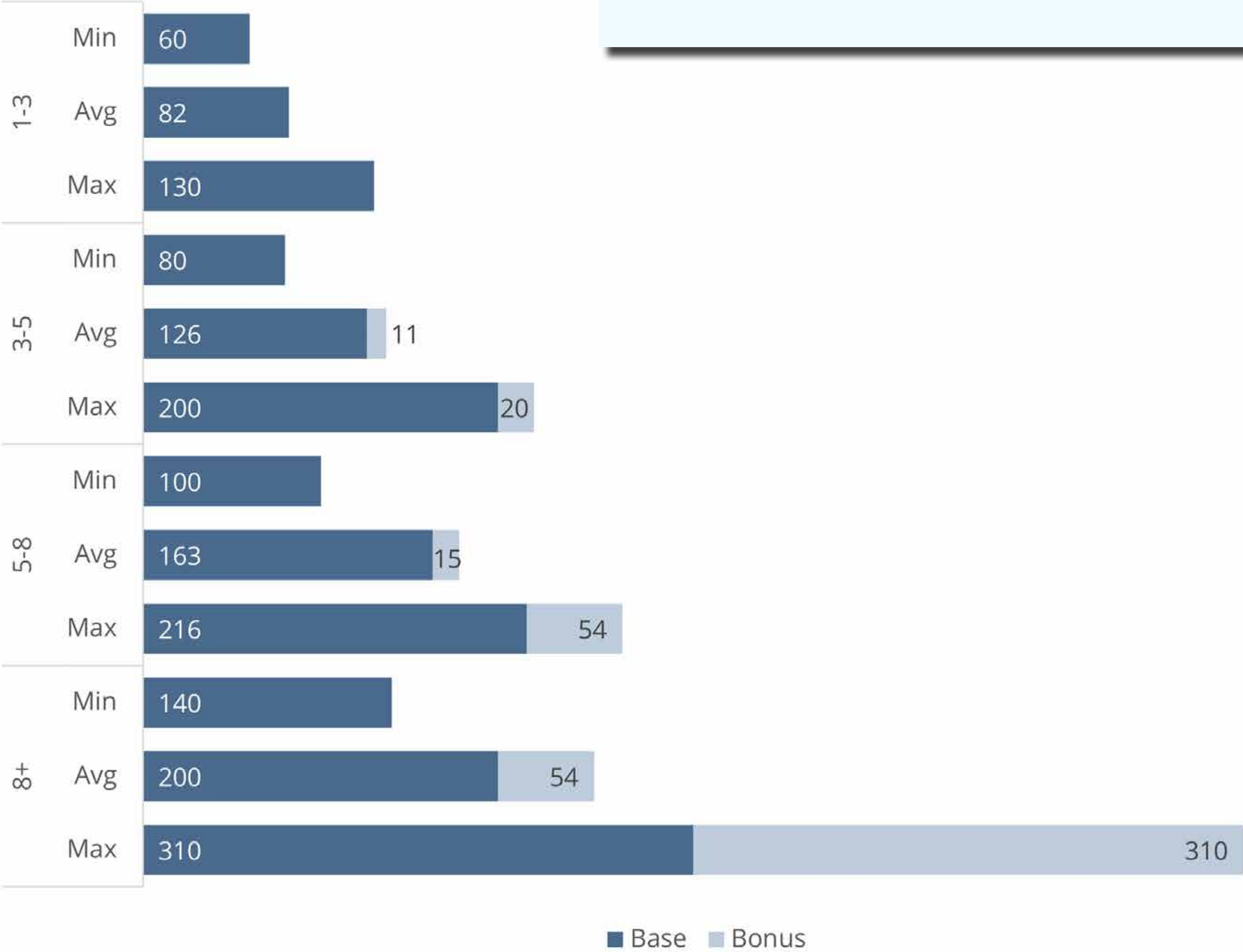
Startups tend to offer lower / no bonus in favour of equity. As expected, there is a correlation between equity and years of experience — leadership candidates tend to get more access to equity packages.

Startup Compensation: United States

NB. Bonus figures exclude equity grants

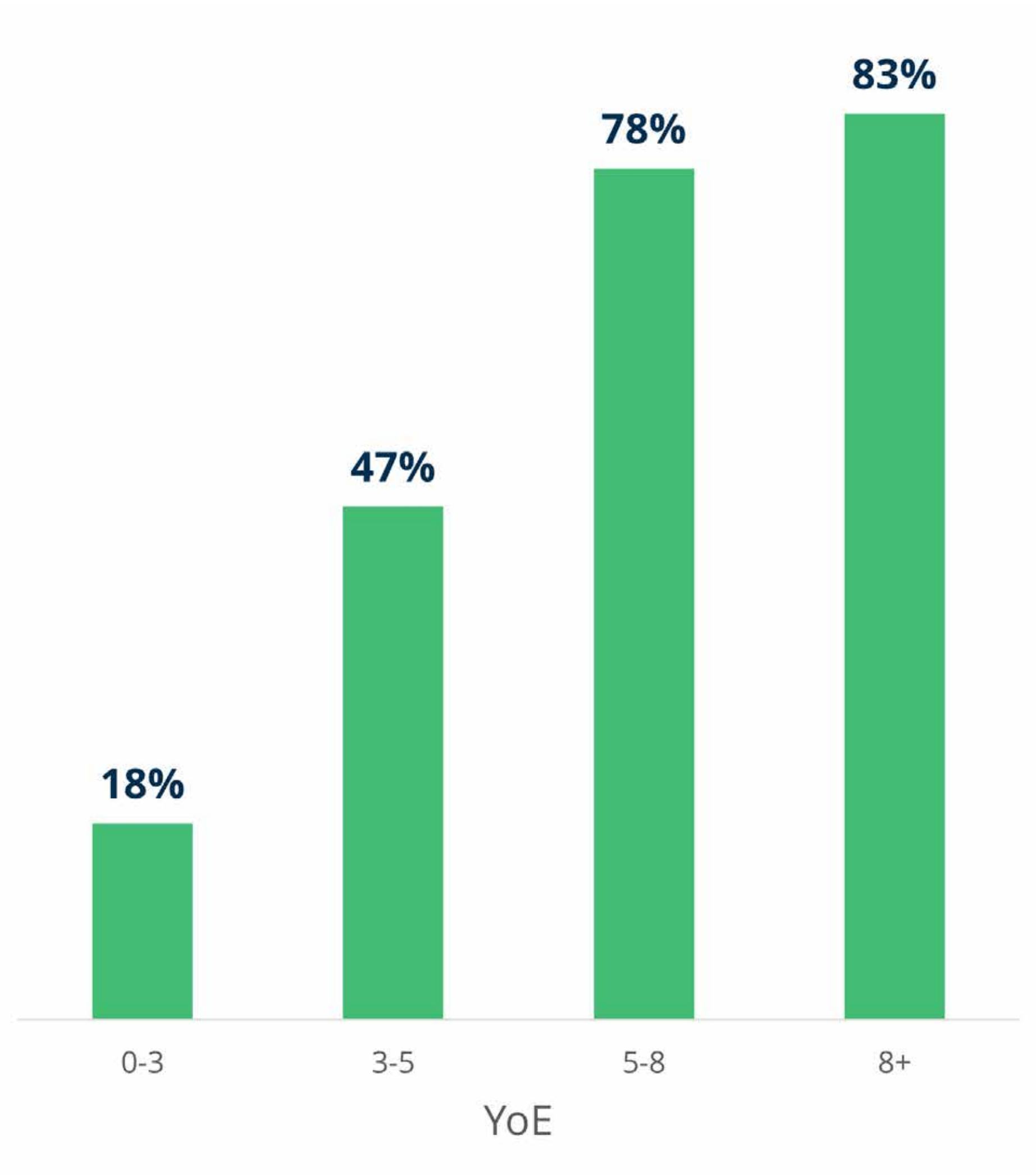
Compensation can differ significantly across cities

Startup Salaries - United States (\$)				
YOE		Total	Base	Bonus
1-3	Min	60,000	60,000	0
	Avg	82,294	82,294	0
	Max	130,000	130,000	0
3-5	Min	80,000	80,000	0
	Avg	136,783	125,888	10,894
	Max	220,000	200,000	20,000
5-8	Min	100,000	100,000	0
	Avg	178,815	163,481	15,333
	Max	270,000	216,000	54,000
8+	Min	140,000	140,000	0
	Avg	254,689	200,235	54,453
	Max	620,000	310,000	310,000



Min, Avg and Max are based on total compensation

Respondents who Reported being Offered Equity: United States



Startups tend to offer lower / no bonus in favour of equity. As expected, there is a correlation between equity and years of experience — leadership candidates tend to get more access to equity packages.

Advice on how to succeed at a Startup

"In early-stage startups you will often have to wear multiple 'hats' and take on responsibilities that aren't always in your job description. Having a versatile toolkit and demonstrating that you are willing to take on new initiatives, will always be well received."

The Best Career & Recruitment Advice from the First Half of 2020

"Work on getting rid of all the habits that you've developed working in large or hierarchical companies. In most startups, you'll be expected to raise your hand and step up to do things that are outside of your job description. So, become comfortable with that and get used to feeling like you may be stepping on someone's toes or breaking the hierarchy. In reality that's what delivers volume."

Head of Strategy & Business Operation at Better.com

"The distinguishing characteristic of a startup is high-growth and a degree of uncertainty. In the space of a few months, the company could double in size, change offices, introduce new products, open up new markets, or pivot its strategy entirely. Growth comes with inherent challenges and opportunities. To succeed you need to be autonomous, adaptable, and enjoy new challenges. This is not necessarily an environment for someone who enjoys stability and comfort."

Interviewing with a Startup: The Essential Guide



“

We support the hiring practices of many corporates across our main regions and are conscious of the complexities involved in recruiting for a large company. Read on to discover more about common roles and typical compensations within corporate organisations.

CORPORATES

Common roles at corporates

Corporate Strategy

Defines the strategic direction of the organisation or specific verticals, working to set and drive the overall corporate strategy on initiatives such as positioning, vertical growth and market entry.

Business Development

Creates long-term value for the organisation by pursuing new avenues of growth and nurturing existing measures to continuously expand the business.

Corporate Development

The function that is responsible for executing mergers, acquisitions, divestitures, and capital raising in-house for a corporation.

Chief of Staff

Works closely with the CEO (or other senior leader) to help manage their priorities and handle the daily needs of the company, serving as a link between the leader and the broader organisation.

Internal Consulting

Deals with varied projects across business units and functions to improve the performance of a company, by solving organisational problems and implementing solutions.

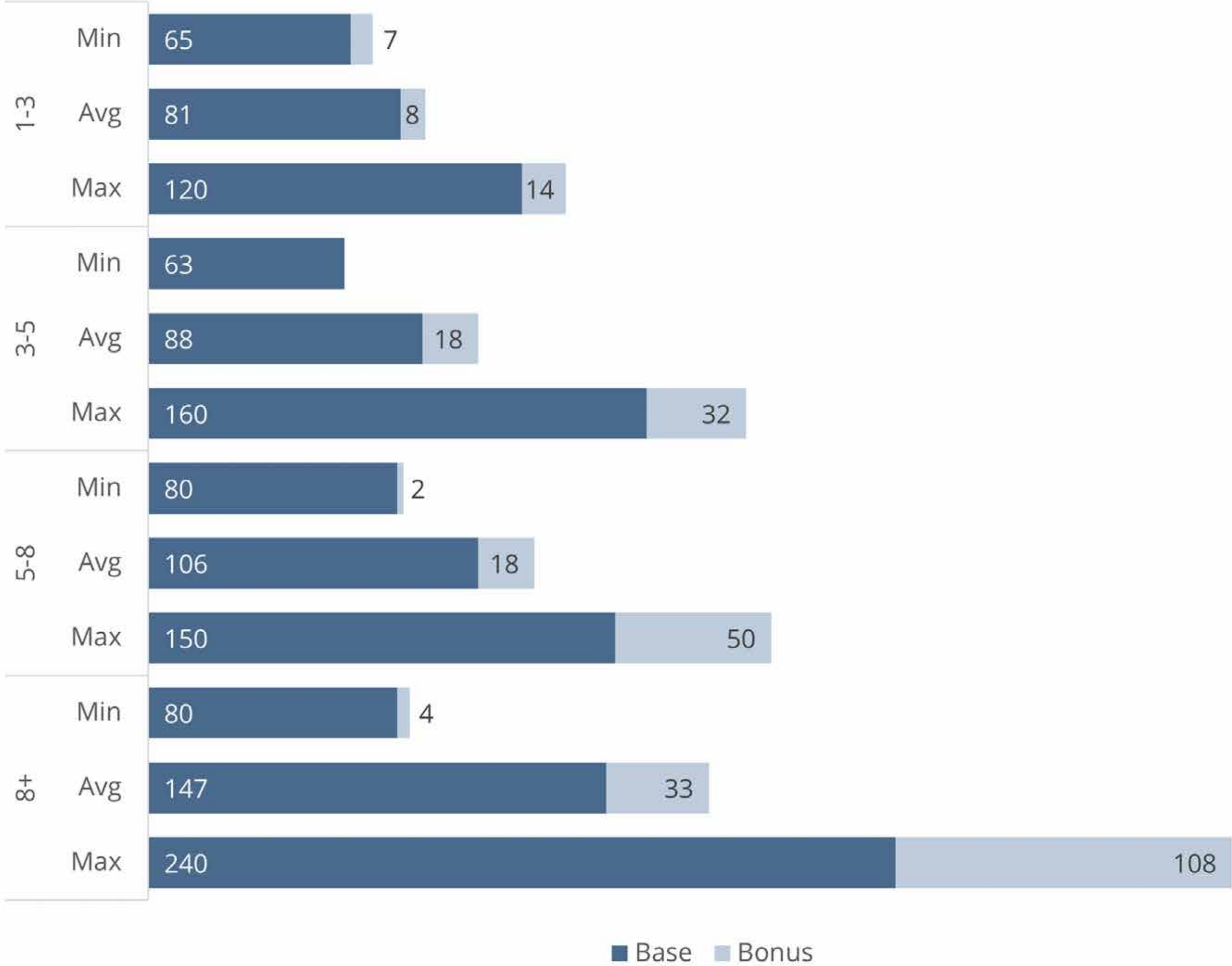
Corporate Venturing

Invest in promising ventures and provide them with access to the resources, relationships and deep industry expertise they need to grow and succeed.

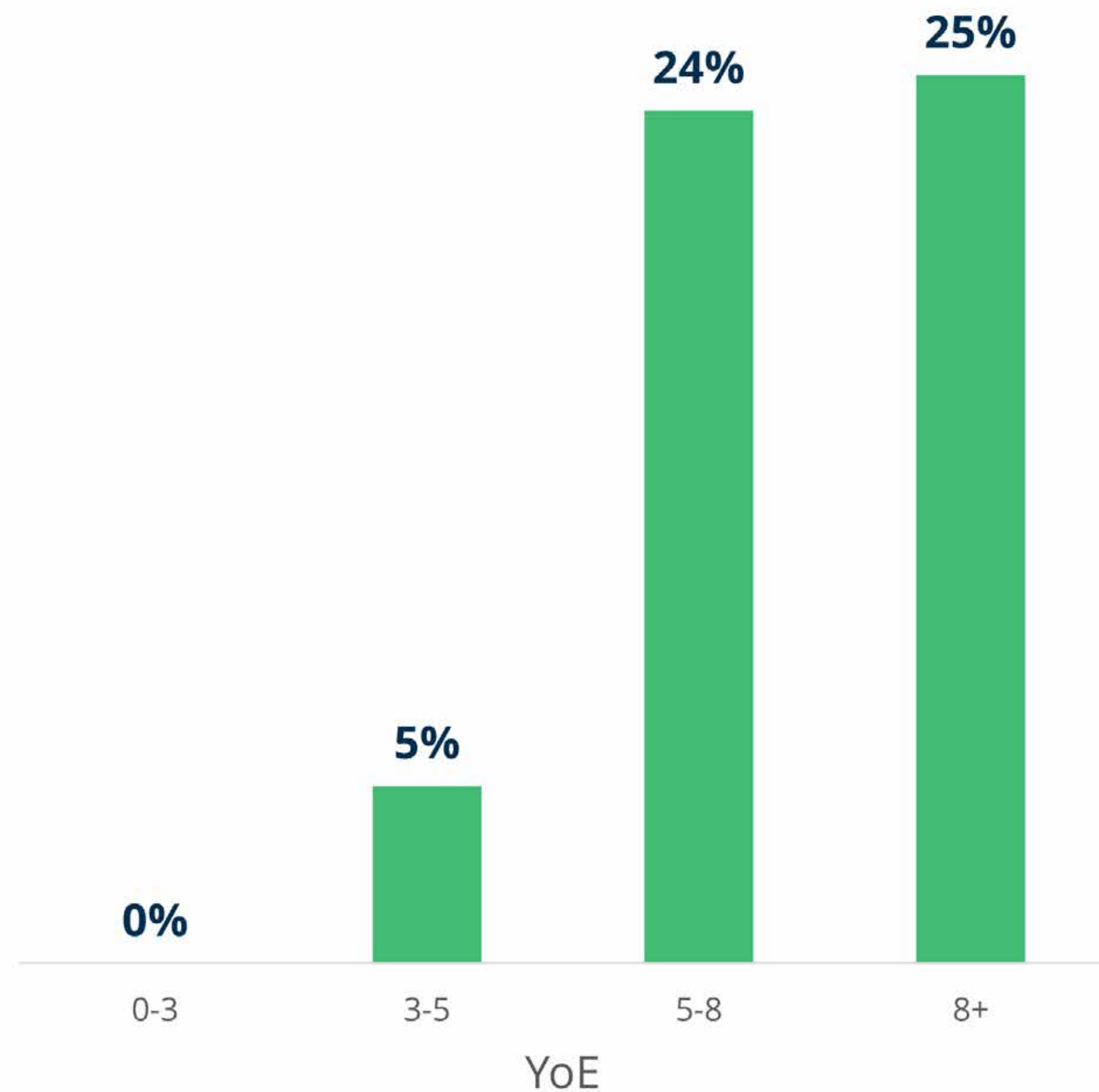
Corporate Compensation: Germany

Corporate Salaries - Germany (€)				
YOE		Total	Base	Bonus
1-3	Min	71,500	65,000	6,500
	Avg	88,679	80,890	7,789
	Max	134,400	120,000	14,400
3-5	Min	62,500	62,500	0
	Avg	106,204	88,032	18,172
	Max	192,000	160,000	32,000
5-8	Min	81,600	80,000	1,600
	Avg	123,659	106,254	17,405
	Max	199,500	150,000	49,500
8+	Min	84,000	80,000	4,000
	Avg	180,340	147,476	32,864
	Max	348,000	240,000	108,000

Min, Avg and Max are based on total compensation



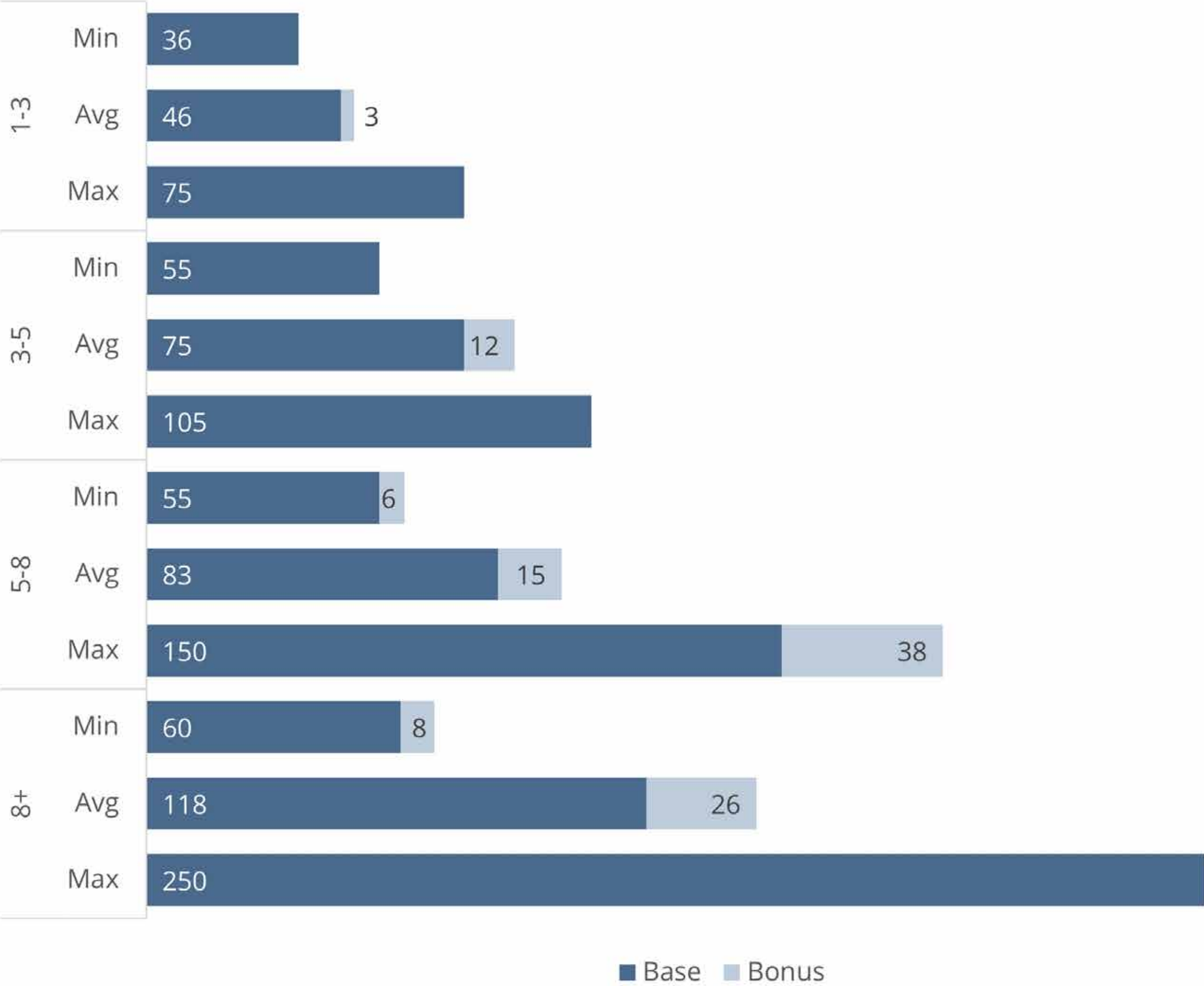
Respondents who Reported being offered Stock Packages: Germany



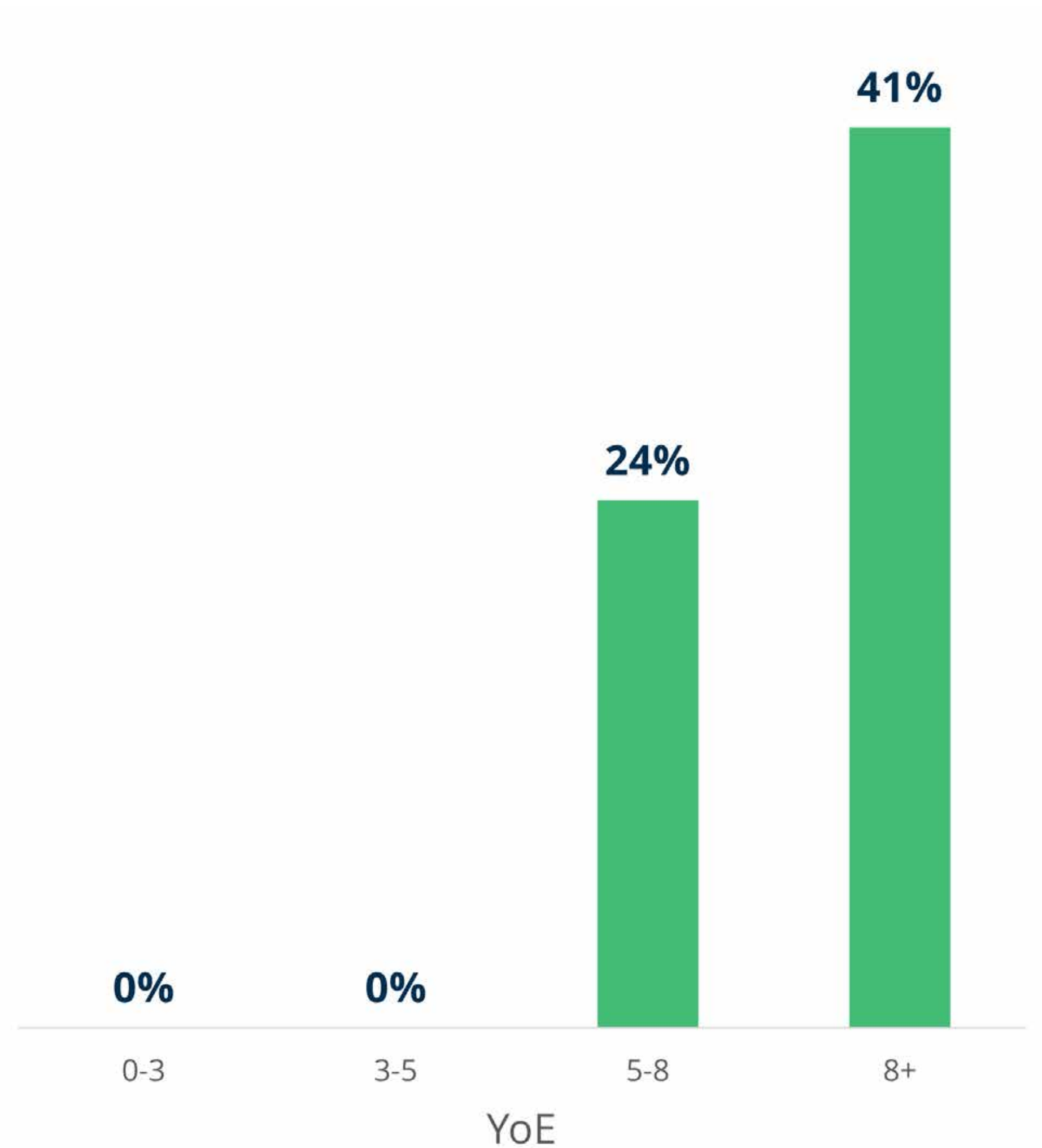
As expected, there is a correlation between stock packages and years of experience — leadership candidates tend to get more access to stock packages.

Corporate Compensation: United Kingdom

Corporate Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
1-3	Min	36,000	36,000	0
	Avg	49,000	46,143	2,857
	Max	75,000	75,000	0
3-5	Min	55,000	55,000	0
	Avg	86,100	74,550	11,550
	Max	105,000	105,000	0
5-8	Min	60,500	55,000	5,500
	Avg	97,927	82,794	15,133
	Max	187,500	150,000	37,500
8+	Min	68,400	60,000	8,400
	Avg	143,451	117,941	25,509
	Max	250,000	250,000	0



Respondents who Reported being offered Stock Packages: UK

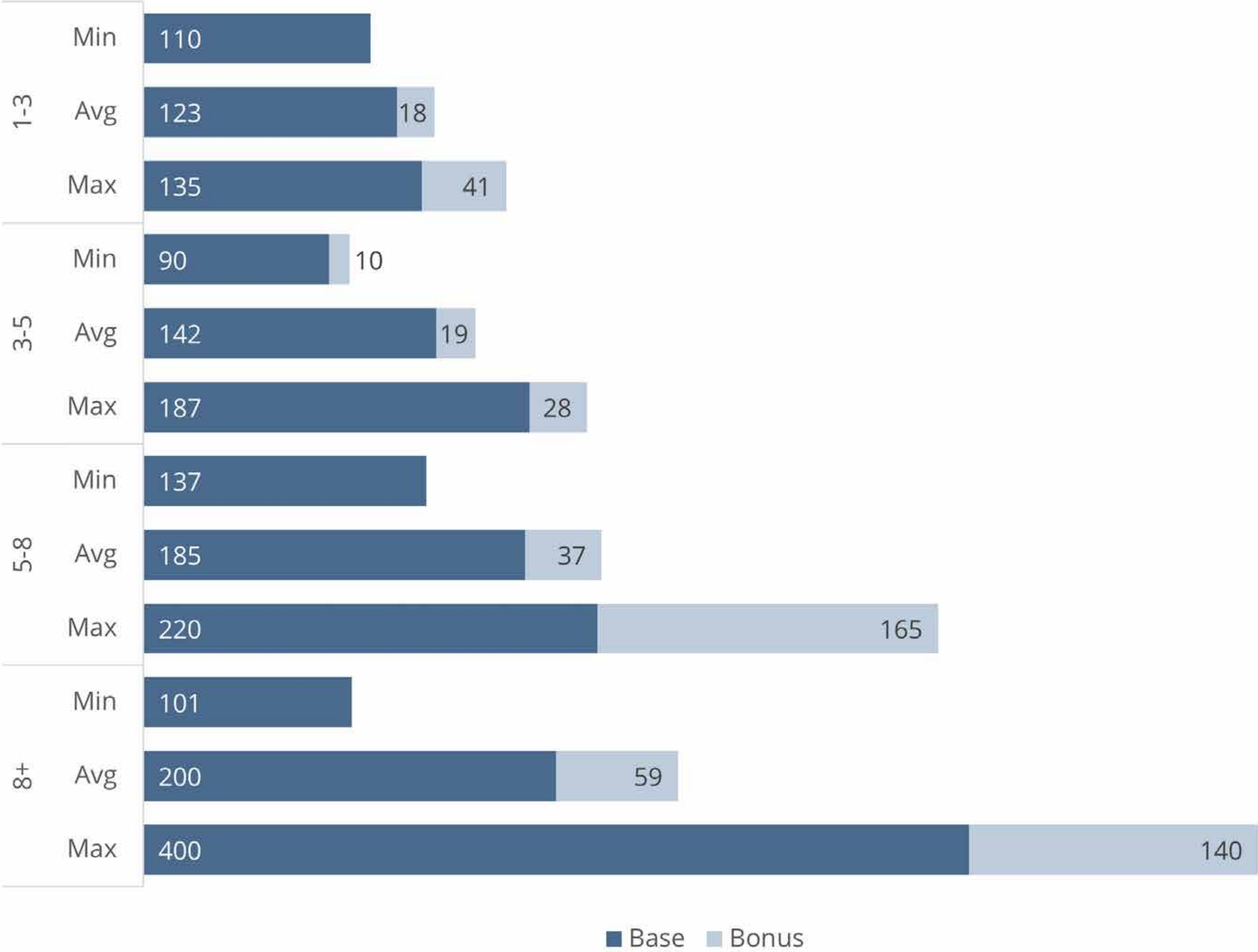


As expected, there is a correlation between stock packages and years of experience — leadership candidates tend to get more access to stock packages.

Corporate Compensation: United States

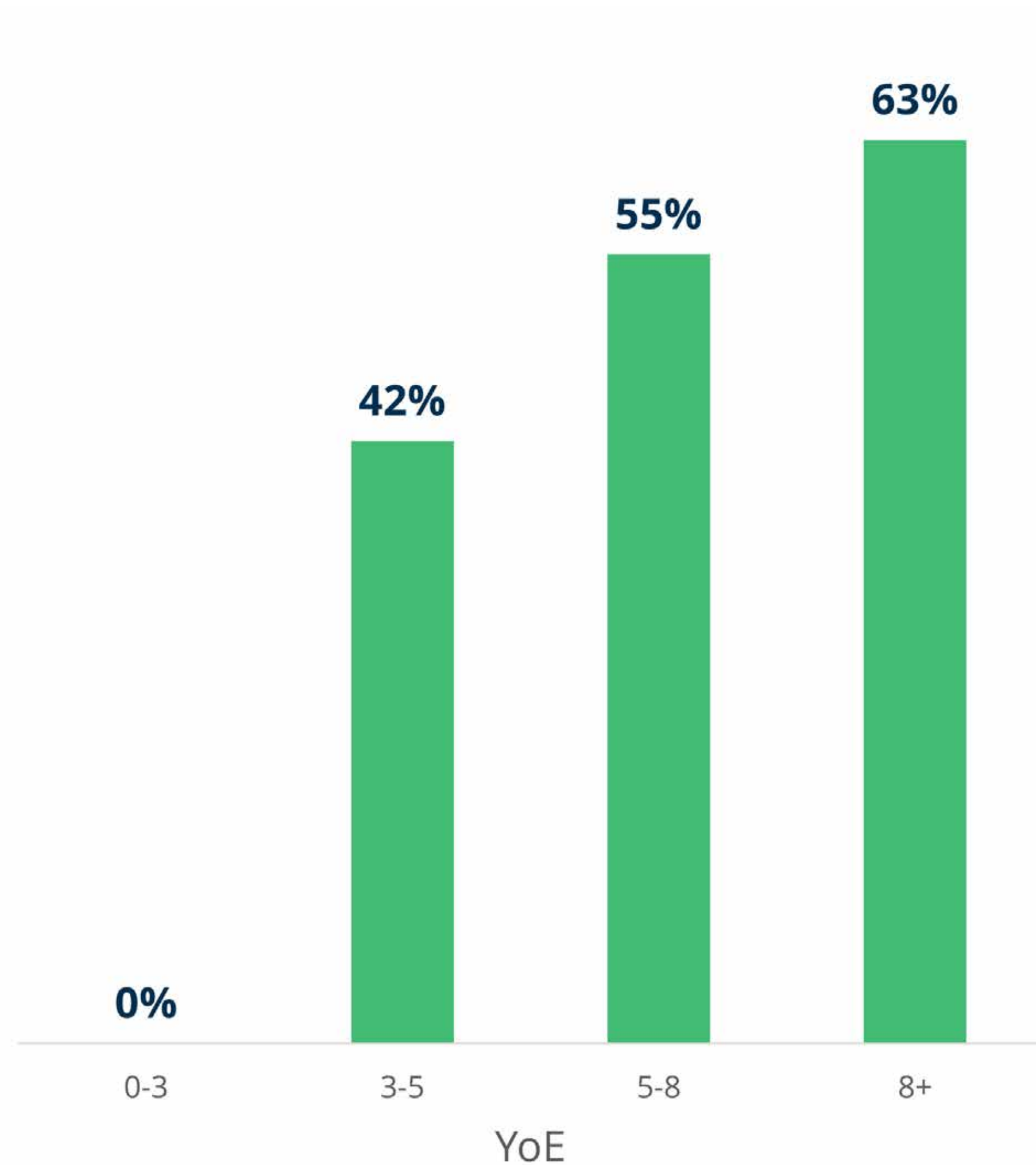
***NB.** Compensation can differ significantly across cities*

Corporate Salaries - United States (\$)				
YOE		Total	Base	Bonus
1-3	Min	110,000	110,000	0
	Avg	140,028	122,500	17,528
	Max	175,500	135,000	40,500
3-5	Min	99,900	90,000	9,900
	Avg	160,792	141,708	19,084
	Max	215,050	187,000	28,050
5-8	Min	137,000	137,000	0
	Avg	222,462	185,004	37,458
	Max	385,000	220,000	165,000
8+	Min	101,000	101,000	0
	Avg	259,203	200,133	59,069
	Max	540,000	400,000	140,000



Min, Avg and Max are based on total compensation

Respondents who Reported being offered Stock Packages: US



As expected, there is a correlation between stock packages and years of experience — leadership candidates tend to get more access to stock packages.

Advice on how to succeed at a corporate

“Network internally early and often. The company supports moves internally and has locations all over/ industries all over so you never know when you’ll need those connections. And sign up for all the beta programs you can! You learn a ton about the company and it may help you find your way into interesting roles and teams”

The Best Career & Recruitment Advice from the First Half of 2020

“The best advice I can give to someone looking to excel in a BizOps role is to demonstrate that you can combine hard-nosed strategy skills with customer empathy.”

Principal of Business Operations, Intuit



We work with private equity (PE) and venture capital (VC) firms across our key geographies to help hire for roles including investing, value creation and portfolio company roles (e.g., Transformation Director, Head of Sustainability). Read on to discover more about PE/VC roles and typical compensations.

PE / VC

Common roles in PE / VC

Investing Team

Sources investment opportunities by identifying companies the fund can acquire, assessing whether the deal is worth pursuing, and negotiating the deal itself.

Portfolio Company Roles

Drives various transformation and performance improvement initiatives as part of a PE-backed firm, by implementing strategic and operational changes across the business.

Value Creation / Operating Team

Partners with deal teams during asset selection and works with management teams of portfolio companies to drive value creation initiatives.

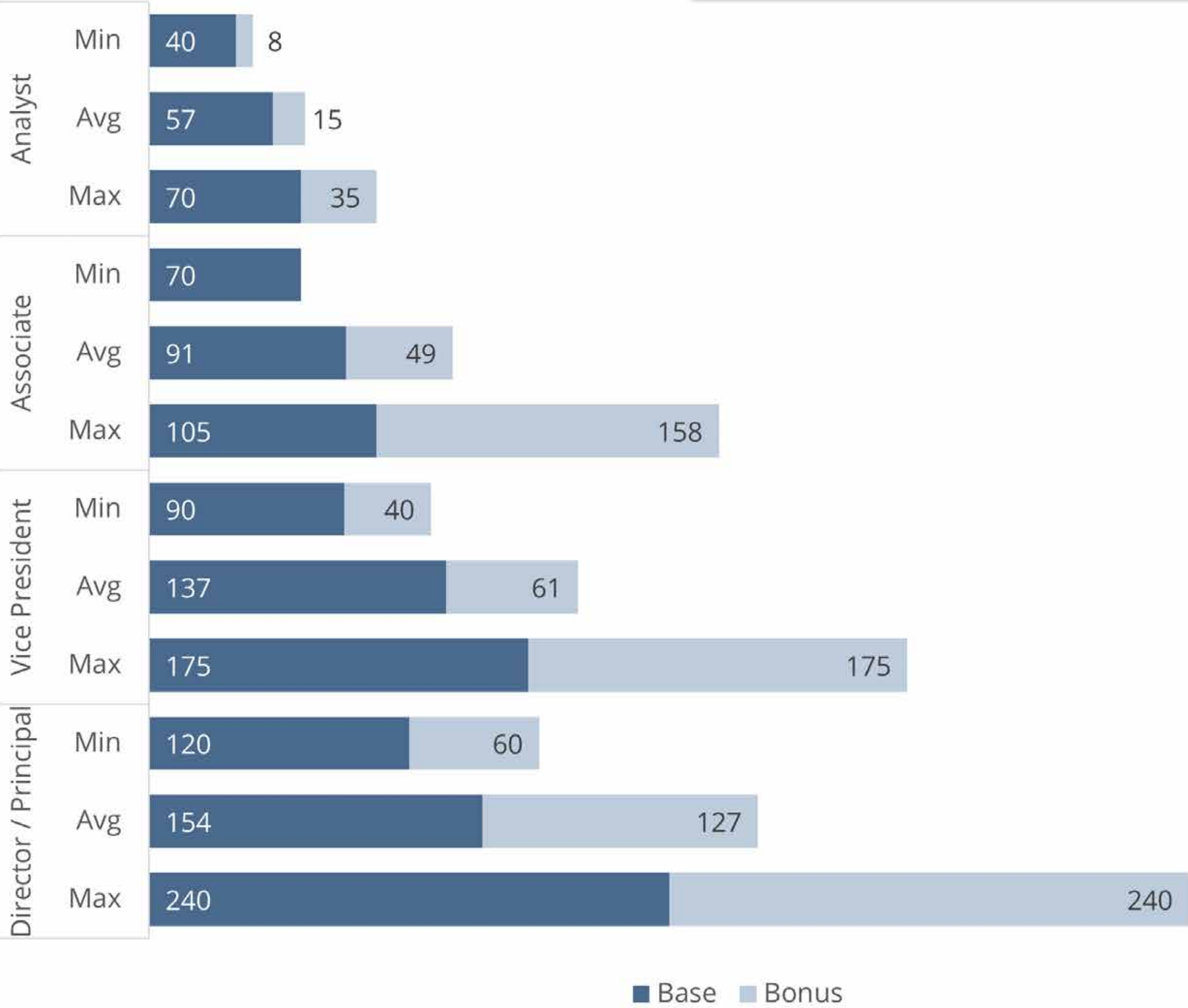


PE / VC Investing Compensation: United Kingdom

***NB.** Compensation does not include carry and will vary considerably across fund sizes / types*

PE / VC Salaries - United Kingdom (£)				
YOE		Total	Base	Bonus
Analyst	Min	48,000	40,000	8,000
	Avg	71,952	57,286	14,667
	Max	105,000	70,000	35,000
Associate	Min	70,000	70,000	0
	Avg	139,942	90,680	49,262
	Max	262,500	105,000	157,500
Vice President	Min	130,000	90,000	40,000
	Avg	197,643	137,143	60,500
	Max	350,000	175,000	175,000
Director / Principal	Min	180,000	120,000	60,000
	Avg	281,500	154,375	127,125
	Max	480,000	240,000	240,000

Min, Avg and Max are based on total compensation



PE / VC Investing Compensation: United States

PE / VC Salaries - United States (\$)				
YOE		Total	Base	Bonus
Analyst	Min	70,000	70,000	0
	Avg	106,300	83,800	22,500
	Max	159,000	101,000	58,000
Associate	Min	145,000	145,000	0
	Avg	214,068	130,643	83,425
	Max	300,000	150,000	150,000
Vice President	Min	150,000	120,000	30,000
	Avg	403,522	222,038	181,483
	Max	600,000	300,000	300,000
Director / Principal	Min	400,000	250,000	150,000
	Avg	551,067	289,000	262,067
	Max	822,000	411,000	411,000

Min, Avg and Max are based on total compensation

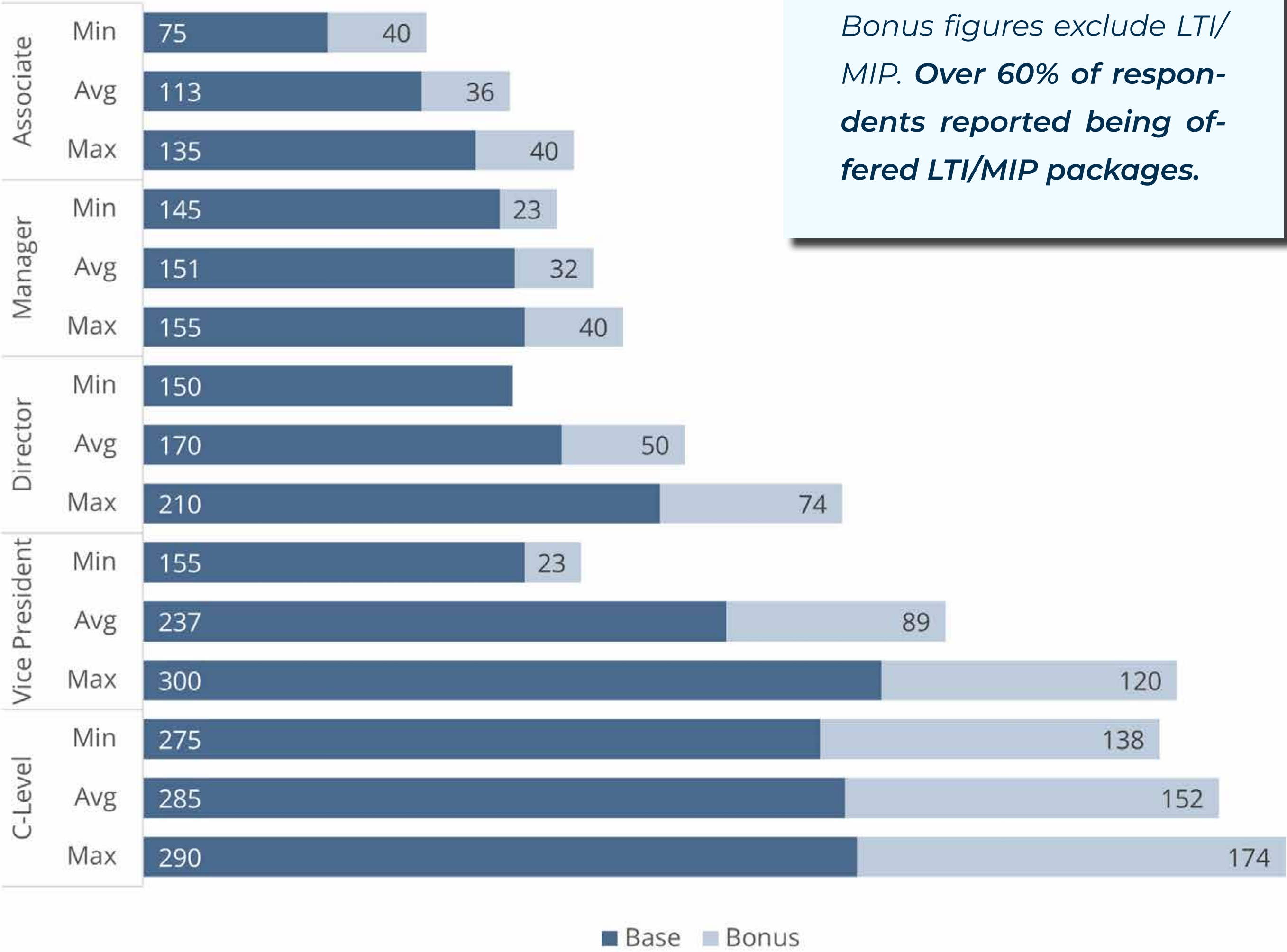


NB. Compensation does not include carry

Compensation can differ significantly across cities and will vary considerably across fund sizes / types

PE-Backed Portfolio Company Compensation: US

PE Backed Salaries - United States (\$)				
YOE		Total	Base	Bonus
Associate	Min	115,000	75,000	40,000
	Avg	148,000	112,500	35,500
	Max	175,000	135,000	40,000
Manager	Min	168,200	145,000	23,200
	Avg	182,969	150,625	32,344
	Max	195,000	155,000	40,000
Director	Min	150,000	150,000	0
	Avg	219,197	169,667	49,530
	Max	283,500	210,000	73,500
Vice President	Min	177,986	154,770	23,216
	Avg	326,124	236,769	89,355
	Max	420,000	300,000	120,000
C-Level	Min	412,500	275,000	137,500
	Avg	437,167	285,000	152,167
	Max	464,000	290,000	174,000



NB. Compensation can differ significantly across cities

Bonus figures exclude LTI/MIP. **Over 60% of respondents reported being offered LTI/MIP packages.**

Min, Avg and Max are based on total compensation

Advice: PE / VC

"Besides quantitative skills, PE requires professionals to have well-developed qualitative skills such as expertise in communication and relationship-building."

Making a Career in Private Equity

"Most PE firms will be divided into two teams, 'Investment' and 'Portfolio Operations'. The latter is the operational division of the firm, where you're likely to find ex-consultants from a variety of backgrounds. The former is the division that seeks out new acquisition targets where you are likely to find more bankers than consultants. It can be quite challenging to join the investing team unless you have explicit consulting experience in PE."

Management Consulting vs Investment Banking: The Exit Options

"Everyone that applies for VC jobs says they are interested in technology and entrepreneurship. However, that's table stakes and it doesn't say much about you. To stand out, you have to evidence your interest and passion by doing things that are interesting. Instead of just reading TechCrunch, following VCs on Twitter, and listening to tech podcasts, invest time in doing things that without a doubt evidence the depth of your passion and interest in technology and entrepreneurship."

The Antidote to Getting a VC Job: 10 Prescriptions for Aspiring Investors

"VCs tend to hire professionals with strong track records in leading, building or investing in startups. This means that consultants and bankers need to make an extra effort to break into the Venture Capital industry. As Michelle Nacouzi emphasises, "less than 5% of PE/VC hires come from consulting, [banking] or accounting firms."

3 Steps to start your move into Venture Capital

Concluding remarks

2021 has been a year like no other and we wanted to thank all of our members and partners for their continued support. We want to extend a very special thank you to everyone who participated and shared their compensation details with us for the purpose of this report. Your contribution helps our community and increases transparency around pay scales across industries.

Help us continue to build an even more comprehensive report for 2022 by submitting your compensation details through our anonymous form [here](#). We hope you have a wonderful year ahead!

Methodology

Our salary data has been collected using information gathered throughout 2021 from our Hiperpool database of professionals, job offers, and a comprehensive survey completed by over a thousand of our members. Additional data has been compiled from secondary reports. Please note that compensation may vary depending on city and levels within a specific role.

Advice collated throughout the report has been gathered through first-hand interviews over the past couple of years. All secondary sources, including but not limited to Hiperpool articles and third party articles, have been referenced.

About Hiperpool

Hiperpool is the leading recruitment and career development platform for top-tier business professionals in the consulting, investment and strategy space.

If you're a professional looking for your next opportunity, or resources that will help you grow professionally, sign up or sign in to [Hiperpool.com](https://hiperpool.com)

If you're hiring, reach out to employers@hiperpool.com to set up a discovery call

