

December 1, 2020

Average compensation for today's CRE financial analysts has remained essentially unchanged from 2019, except for those with specialized degrees, according to new data from leading real estate executive search firm RETS Associates.

The firm, which has successfully placed more than 3,000 candidates in key real estate positions, has announced the results of its annual Financial Analyst Survey, revealing a decrease in the total average compensation from **\$139,407** to **\$138,941**, which is considered to be statistically insignificant.

- While average bonuses fell from **\$30,748** to **\$29,947**, a **2.6%** decrease – a fact that could account for the decline in total compensation – salaries actually rose for most financial analyst categories even during the global crisis.

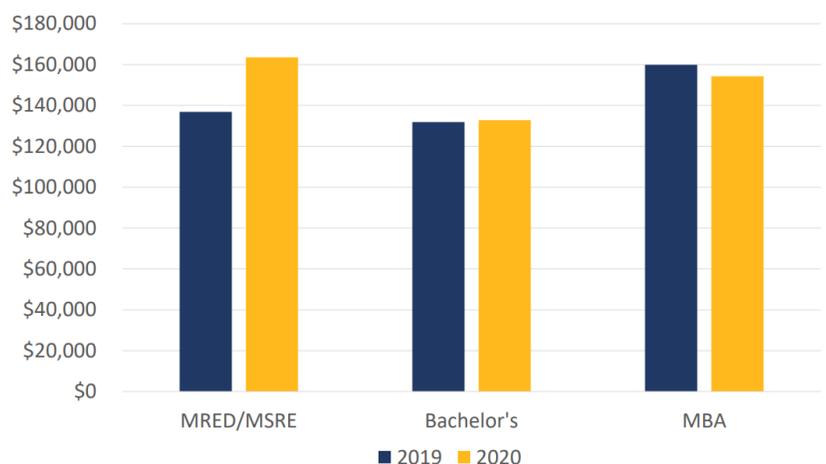
Insight into financial analysts' compensation trends is indicative of trends in the CRE industry as a whole, and therefore very compelling, companies are seeking employees with specialized degrees in order to gain an edge in a highly competitive market – one where hiring and retaining top talent are paramount.

- Jana Turner
Principal, RETS Associates

While education levels support higher salary growth, specific degrees garnered the strongest increases.

- Those with an **MRED** or **MSRE** degree saw average compensation increases of **16.3%** to **\$163,494**, while those with a bachelor's degree received an average increase of **0.7%** to **\$132,756**.
- An **MBA** or other master's degree was worth less than an MRED or MSRE, garnering a **3.6%** decrease to **\$154,265**.

Compensation by Degree Level

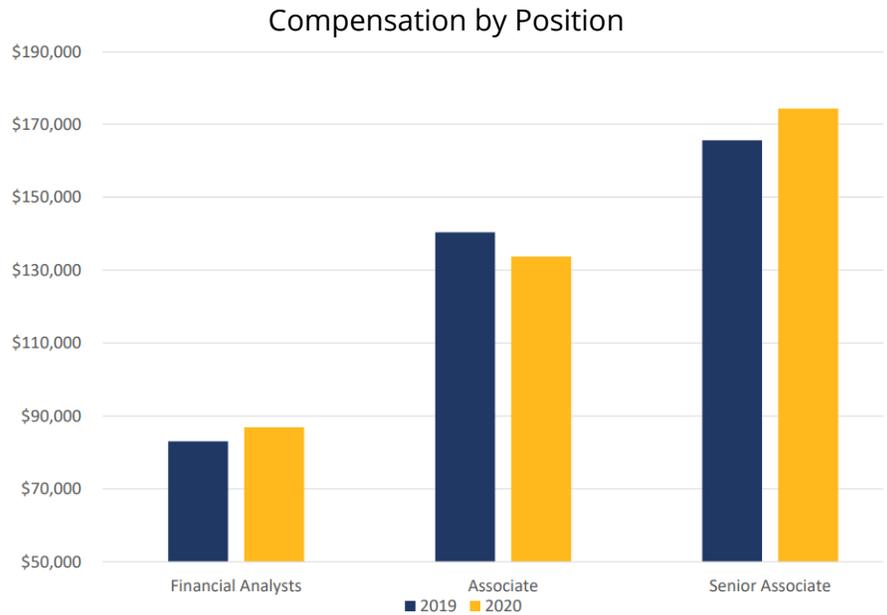


This year's survey saw a rise in respondents with no higher than a bachelor's degree, from 159 in 2019 to 179 in 2020. This difference in survey respondents may account for the slight decline in total average compensation as well as the decrease in master's degree compensation.

For additional information contact:

While most experience categories saw an increase in compensation - similar to 2019 - the biggest jump was for **Senior Associates**.

- Their compensation rose **5.0%** to **\$174,295**. This group also experienced the largest increase in salary in 2019; in fact, Senior Associate compensation has risen **23%** over the past two years.
- Financial Analysts with **0-2 years'** experience saw a rise in compensation of **4.4%** to **\$86,881**, a **12%** increase over the past two years.



- Conversely – **Associate** compensation fell **4.7%** from **\$140,370** to **\$133,726**. This decrease could be attributed to location, as the number of respondents from the Northeast (where salaries are typically higher than many other regions) was down compared to 2019.

In regard to factors in making career changes, respondents ranked growth potential as the second most important factor influencing their decision on whether or not to accept a job offer. Meanwhile, flex time, job title, and the firm’s brand name were the least important factors in weighing a career change.

- In the last year, less than half (**49%**) of respondents pursued a new job, either with their current employer or a new one, a slight decrease from 2019 when **51%** looked around.
- Over **60%** of respondents have been with their firm 1-3 years, and an additional **20%** had been at their current employer for less than a year.

“ For candidates embarking on a career in the real estate industry, the financial analyst position is often the starting point; it makes sense that in addition to appropriate compensation, these candidates are also seeking a path to growth in the field. ”

- **Kent Elliott**
Principal, RETS Associates

RETS Associates is one of the nation’s leading real estate executive search firms, specializing in connecting today’s companies with valuable talent to deliver long-term profitability.

Learn more at: www.retsusa.com