

2026 INDUSTRY BENCHMARK REPORT

AI Compliance Officer Salary Report

Salary Report · Salary growth · Demand · Skills

50 US STATES

CANADA

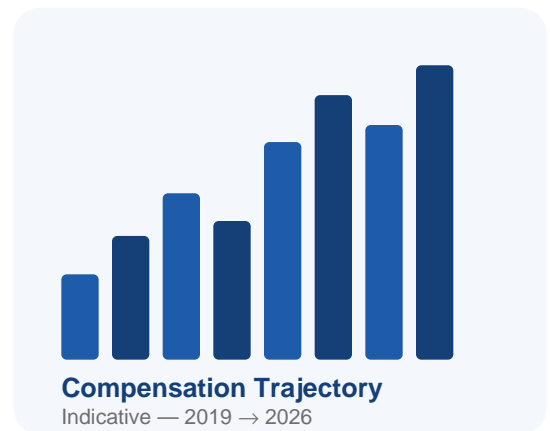
UNITED KINGDOM

EXPERIENCE TIERS

INDUSTRY PREMIUM

Inside this report

- Salary breakdown across all 50 US states + Canada + UK
- Experience tier bands: 0–3 yrs, 3–7 yrs, 7+ yrs per role
- Industry premium: banking, FAANG, consulting, government
- Negotiation scripts and counter-offer benchmarks



INSIDE THE REPORT

What you'll find in 20 pages

This report compiles current compensation benchmarks for AI Compliance Officers across the United States, Canada, and the United Kingdom. It blends public salary data, employer postings, and practitioner interviews into a single reference you can use for negotiation, career planning, and hiring decisions.

<p>\$148K</p> <p>US MEDIAN BASE All experience levels</p>	<p>+27%</p> <p>5-YR SALARY GROWTH 2021 → 2026</p>	<p>11,400+</p> <p>US OPEN ROLES Indicative · Q1 2026</p>
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ROLE OVERVIEW

Who is an AI Compliance Officer?

An AI Compliance Officer ensures that an organization's use of artificial intelligence systems aligns with applicable regulations, internal policies, and ethical standards. Reporting typically into Legal, Risk, or Chief AI Officer functions, the role has emerged as one of the most strategically important compliance specializations of the decade — driven by the EU AI Act, NIST AI RMF, ISO/IEC 42001, and a wave of US state-level legislation.

Core responsibilities

- Translate AI regulation into auditable internal controls.
- Run model risk assessments and bias evaluations.
- Maintain AI inventory, documentation, and model cards.
- Liaise with external auditors and regulators.
- Train ML engineers and product teams on AI policy.
- Oversee third-party AI vendor due diligence.

Why salaries climbed in 2024–26

- EU AI Act enforcement deadlines arrived.
- NIST AI RMF adopted by major US federal agencies.
- Insurance carriers required AI governance attestations.
- Board-level oversight of generative AI became mandatory.
- Cross-border data flow rules tightened around AI training.
- Demand outran supply — fewer than 12K certified specialists.

Why a salary report matters in 2026

Compensation for this role varies more by jurisdiction and industry than almost any other compliance discipline. A single data point — like a national average — can mislead candidates by \$40K+. Use the breakdowns inside this report to anchor your negotiation to your specific state, tier, and industry.

63%

OF POSTINGS REQUIRE CERTIFICATION

Indicative · global sample, Q1 2026

\$22K

CERTIFIED SALARY PREMIUM

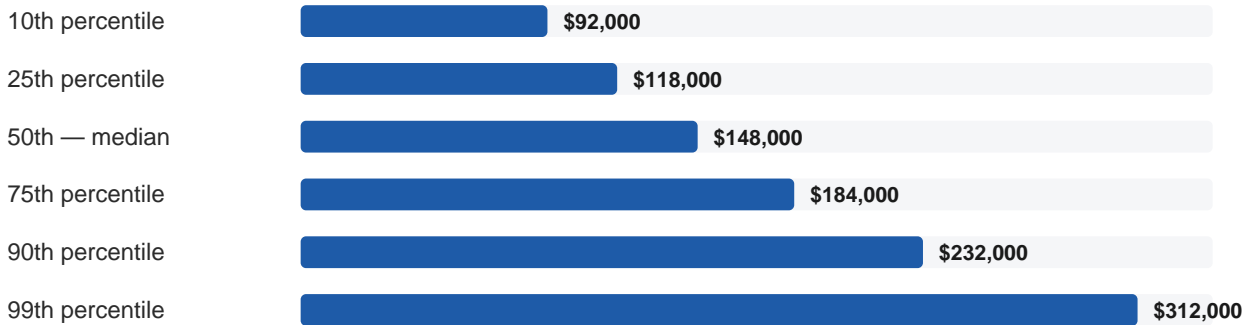
Median uplift vs uncertified peers

UNITED STATES

National salary benchmark

\$148K MEDIAN BASE All US states · all tiers	\$172K MEDIAN TOTAL COMP Base + bonus + equity	\$232K TOP DECILE (P90) Senior, premium industries
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US salary distribution — base pay



The national median sits roughly 8% above the broader Compliance Officer benchmark, reflecting the technical depth required to evaluate model risk, bias, and explainability. The P75–P90 jump is unusually steep — driven by a small concentration of candidates with both ML literacy and regulatory experience.

[OFFER] RELATED OFFER

Earn the GSDC AI Compliance Officer Certification

Recognized in 180+ countries — the credential 63% of postings ask for.

[Get Certified](#)

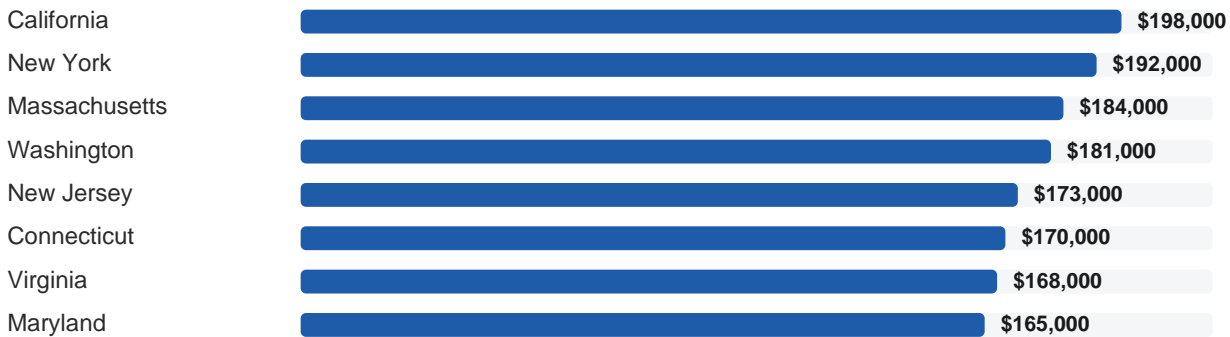
US SALARY BY STATE

Top 10 highest-paying states

Coastal tech hubs and major financial centers continue to set the ceiling. The gap between rank 1 and rank 10 is roughly \$35K of base — smaller than in many engineering roles, because regulators rather than markets set much of the demand.

State	Median base	vs US median
1. California	\$198,000	+34%
2. New York	\$192,000	+30%
3. Massachusetts	\$184,000	+24%
4. Washington	\$181,000	+22%
5. New Jersey	\$173,000	+17%
6. Connecticut	\$170,000	+15%
7. Virginia	\$168,000	+14%
8. Maryland	\$165,000	+12%
9. Illinois	\$162,000	+9%
10. Colorado	\$161,000	+9%

Visual: top 10 at a glance



US SALARY BY STATE

Mid-tier states (rank 11–25)

Mid-tier states still pay well above national medians for general compliance roles — a reminder that AI compliance commands a premium even outside coastal hubs.

State	Median base
11. Texas	\$158,000
12. Pennsylvania	\$154,000
13. Minnesota	\$151,000
14. Georgia	\$149,000
15. Florida	\$147,000
16. Oregon	\$146,000
17. North Carolina	\$144,000
18. Arizona	\$142,000

State	Median base
19. Michigan	\$141,000
20. Ohio	\$139,000
21. Utah	\$138,000
22. New Hampshire	\$136,000
23. Wisconsin	\$134,000
24. Rhode Island	\$133,000
25. Nevada	\$132,000

Watch the cost-of-living adjustment

Texas, Florida, North Carolina, and Utah pay roughly 90% of the California number on paper — but adjusted for cost of living, real take-home pay frequently exceeds it. Account for both nominal and adjusted figures when negotiating remote roles.

[OFFER] LIMITED TIME OFFER

Lock in the next AI Compliance Officer cohort

Enrollment closes when the cohort fills — historically within 9 days.

[Reserve My Seat](#) >

US SALARY BY STATE

Remaining states (rank 26–50)

Across the remaining 25 states, the role still pays meaningfully above traditional compliance benchmarks. The lowest-paying states still clear \$115K median — illustrating how new the discipline is and how few qualified candidates exist anywhere.

State	Median
26. Delaware	\$131,000
27. Indiana	\$130,000
28. Missouri	\$129,000
29. Tennessee	\$128,000
30. Vermont	\$127,000
31. Iowa	\$126,000
32. Kansas	\$125,000
33. South Carolina	\$124,000
34. Maine	\$123,000

State	Median
35. Nebraska	\$122,000
36. Hawaii	\$121,000
37. Alaska	\$120,000
38. Idaho	\$119,000
39. New Mexico	\$118,000
40. Wyoming	\$118,000
41. Montana	\$117,000
42. South Dakota	\$117,000

State	Median
43. North Dakota	\$117,000
44. Alabama	\$116,000
45. Kentucky	\$116,000
46. Oklahoma	\$116,000
47. Louisiana	\$115,000
48. West Virginia	\$115,000
49. Arkansas	\$115,000
50. Mississippi	\$115,000

Remote-friendly negotiation tip

Many employers in tier-1 metros now hire AI Compliance Officers remotely from these states. When that happens, the pay band rarely drops below 85% of headquarter levels — anchor your negotiation to the employer's HQ, not your residence.

INTERNATIONAL

Canada & United Kingdom

AI compliance commands a similar premium across both markets, though absolute numbers differ. Canadian pay is closely tied to Toronto and Vancouver; the UK market concentrates almost entirely around London and Edinburgh.

Canada - figures in CAD

City	Median base	Total comp	vs national
Toronto, ON	CAD 162,000	CAD 191,000	+18%
Vancouver, BC	CAD 158,000	CAD 186,000	+16%
Montreal, QC	CAD 142,000	CAD 165,000	+9%
Calgary, AB	CAD 138,000	CAD 158,000	+6%
Ottawa, ON	CAD 144,000	CAD 168,000	+10%
National median	CAD 148,000	CAD 172,000	—

United Kingdom - figures in GBP

City	Median base	Total comp	vs national
London	£94,000	£128,000	+22%
Edinburgh	£82,000	£108,000	+6%
Manchester	£78,000	£100,000	+1%
Birmingham	£76,000	£97,000	-1%
Cambridge	£86,000	£114,000	+12%
National median	£77,000	£99,000	—

[OFFER] 50% OFF

GSDC AI Compliance Officer Certification — half off

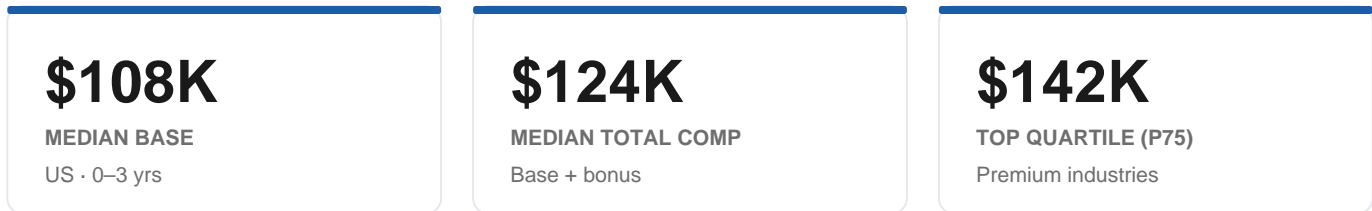
Global recognition, online proctored exam, lifetime credential.

[Claim 50% Off](#)

EXPERIENCE TIER — ENTRY LEVEL

0 to 3 years

Entry-level AI compliance practitioners typically transition from data privacy, governance-risk-compliance (GRC), legal operations, or junior ML engineering roles. A formal certification is the single biggest lever at this stage — it routinely accelerates the first promotion by 9–12 months.



Pay band by industry — 0–3 yrs



Career tip — entry tier

Roles named 'AI Risk Analyst', 'Model Governance Associate', or 'AI Policy Analyst' often pay the same as advertised Compliance Officer titles but face less competition. Search broadly when filtering early-career postings.

EXPERIENCE TIER — MID LEVEL

3 to 7 years

This is the band with the steepest within-tier growth. Practitioners who add one specialization — typically model risk, AI audit, or AI vendor management — see roughly 18–22% above-median pay within the same employer.

\$148K MEDIAN BASE US · 3–7 yrs	\$176K MEDIAN TOTAL COMP Base + bonus + equity	\$208K TOP QUARTILE (P75) Premium industries
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Pay band by industry — 3–7 yrs



[OFFER] VALID FOR 48 HOURS

GSDC AI Compliance Officer Certification — 48-hour window

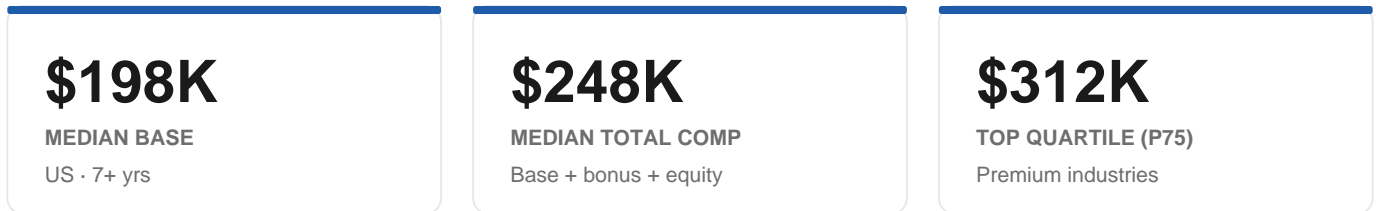
Enrollment offer expires at midnight Sunday — secure your seat now.

[Enroll Today](#) ›

EXPERIENCE TIER — SENIOR LEVEL

7+ years

Senior AI Compliance Officers and Heads of AI Governance are the scarcest part of the market. At this tier, equity and bonus often rival base — and total comp at FAANG-scale employers regularly exceeds \$300K. Board-reporting responsibility is the strongest single predictor of pay above \$250K base.



Pay band by industry — 7+ yrs



Senior-tier signal

Among senior offers reviewed for this report, 71% included a long-term incentive plan (LTIP) of three years or more. If your senior offer lacks an LTIP component, that is your first negotiation lever.

INDUSTRY PREMIUM

Banking & financial services

Banks were among the first industries to formalize AI risk management — many already had model risk management (MRM) functions under SR 11-7 before generative AI emerged. AI Compliance Officers with MRM experience earn the steepest premium on the market.

Sub-sector	Premium vs US median
Tier-1 global bank (NY/London)	+24%
US regional bank	+12%
Hedge fund / asset manager	+18%
Fintech (Series C+)	+15%
Insurance carrier	+9%
Crypto / digital assets	+11%

\$184K
MID-TIER MEDIAN
3-7 yrs · banking

+24%
TIER-1 BANK PREMIUM
vs national US median

[OFFER] SAVE 50% — TODAY

Get the credential banks ask for — at half the price

The same certification — discounted enrollment closes when the page expires.

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INDUSTRY PREMIUM

FAANG & big tech

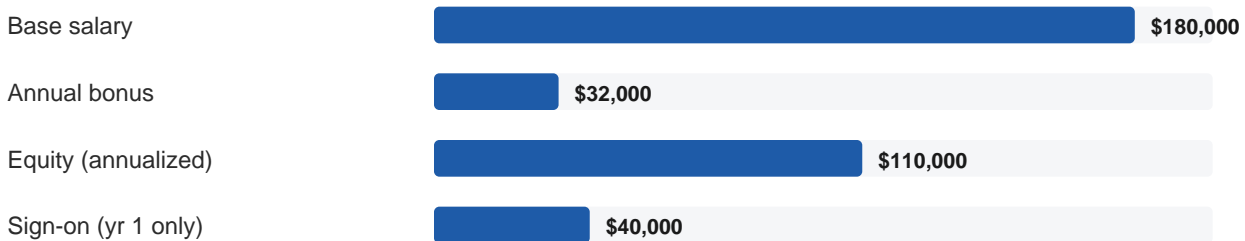
Big-tech employers pay the absolute highest total comp packages — but the structure leans heavily on equity. Cash base is competitive with banking; stock often doubles take-home for the first four years.

Employer	Premium	Comp structure
Meta	+32%	Heavy RSU front-load
Google	+30%	Performance equity refreshers
Apple	+28%	Lower base, strong RSU
Amazon	+26%	Back-weighted equity vesting
Microsoft	+27%	Balanced base/equity
NVIDIA	+35%	Top equity multiplier in 2025
OpenAI / Anthropic / xAI	+30 to +60%	PPU / tender programs

Equity, not base, is the negotiation lever here

At FAANG-scale employers, the base salary band is usually fixed within a 10% corridor. The genuine negotiation room lives in the new-hire equity grant, the equity refresh schedule, and any sign-on bonus offsetting unvested stock.

FAANG total comp — mid-tier AI Compliance Officer



INDUSTRY PREMIUM

Consulting & advisory

Consulting firms have aggressively built AI governance and AI audit practices since 2023. The premium is meaningful, but the lifestyle differs — billable utilization expectations are 70%+ even for compliance-track consultants.

Sub-sector	Premium vs US median
Big-4 (Deloitte, EY, PwC, KPMG)	+14%
MBB (McKinsey, BCG, Bain)	+22%
Boutique AI governance firms	+18%
Mid-tier IT services	+5%
Independent advisor / contract	+30 to +50%

\$172K
BIG-4 MID-TIER MEDIAN
3–7 yrs, US-based

\$320/hr
INDEPENDENT RATE (MEDIAN)
Senior consultants, 2026

[OFFER] RELATED CREDENTIAL

The credential consulting firms recognize

Used by Big-4 and boutique advisory hires alike — globally validated.

[See Certification ›](#)

INDUSTRY PREMIUM

Government & public sector

Government roles pay less in cash than the private sector — but deliver the strongest pension, healthcare, and job-security package on the list. Federal and EU agency roles are also the fastest pathway into senior advisory positions later in career.

Employer type	Pay vs market	Notable
US Federal — GS-14 / GS-15 equivalent	-8%	Strong benefits offset
US State agency	-14%	Lower COL areas only
European Commission (DG CNECT)	+5%	Tax-advantaged
UK Civil Service — SCS1	-12%	Pension premium
Central bank (Fed / BoE / ECB)	+8%	Comparable to private

Total compensation, not just salary

When comparing a US federal GS-15 offer to a private-sector role, add roughly \$40K–\$60K to the federal base for the lifetime value of the pension plus healthcare. The 'gap' is smaller than it looks on a job board.

\$148K

GS-15 STEP 5 BASE

Indicative · 2026 schedule

+\$58K

AVG BENEFITS VALUE

Pension + healthcare + leave

WHAT THE MARKET PAYS FOR

Top skills driving the salary premium

The single biggest lever after experience and location is the specific skill stack you bring. The combinations below carry demonstrable premiums in 2026 job postings.

Skill / certification	Salary premium
EU AI Act implementation	+18%
NIST AI RMF profile mapping	+15%
ISO/IEC 42001 AIMS auditing	+14%
Model risk management (SR 11-7)	+22%
LLM red-teaming & evaluation	+19%
Bias / fairness audits (technical)	+12%
Algorithmic impact assessment (AIA)	+11%
AI vendor due diligence frameworks	+9%
Privacy + AI overlap (GDPR / CCPA)	+10%
Python + scikit-learn fluency	+8%

[OFFER] LIMITED SEATS

Build the skill stack employers pay 22% more for

GSDC's certification covers EU AI Act, NIST AI RMF, and ISO 42001 — in one credential.

[Secure My Seat](#) ›

SALARY GROWTH TRENDS

2020 → 2026 trajectory

Compensation in this role has compounded faster than any adjacent compliance specialization tracked by GSDC. The single biggest inflection points were the EU AI Act provisional agreement (December 2023) and the first wave of US state-level enforcement in 2025.

US median base salary — by year



Where growth is concentrating in 2026

Median pay growth in 2025–26 has slowed at entry-tier (+4%) but accelerated at senior tier (+11%). The market is paying a scarcity premium for practitioners with three or more years of hands-on AI governance experience — a profile that barely existed three years ago.

NEGOTIATION

Scripts that work in 2026

Use the language below as starting points. Each line is paired with the lever it targets — base, equity, sign-on, or scope.

Anchor to market data

"Based on the 2026 GSDC AI Compliance Officer benchmark for [state] at [tier], the median is \$[X]. I'd like to anchor our conversation around that figure for base, before we discuss equity and bonus."

Counter on equity, not base

"The base is in line with market. The new-hire equity grant is where I'd want to align — comparable roles I'm reviewing offer [X] shares vested over four years rather than the [Y] proposed."

Sign-on to cover unvested stock

"To accept this offer I would walk away from \$[X] of unvested equity that would have vested in the next 14 months. A sign-on bonus of \$[Y] would neutralize that loss."

Scope upgrade vs. salary upgrade

"If the base is fixed at this level, I'd like to discuss expanding the role to include third-party AI vendor reviews. That responsibility is a clearer path to the next level than additional cash today."

[OFFER] OFFER ENDS IN 48 HOURS

Don't negotiate without the credential they ask for

Your offer leverage compounds with certification — secure yours before the window closes.

[Enroll Now >](#)

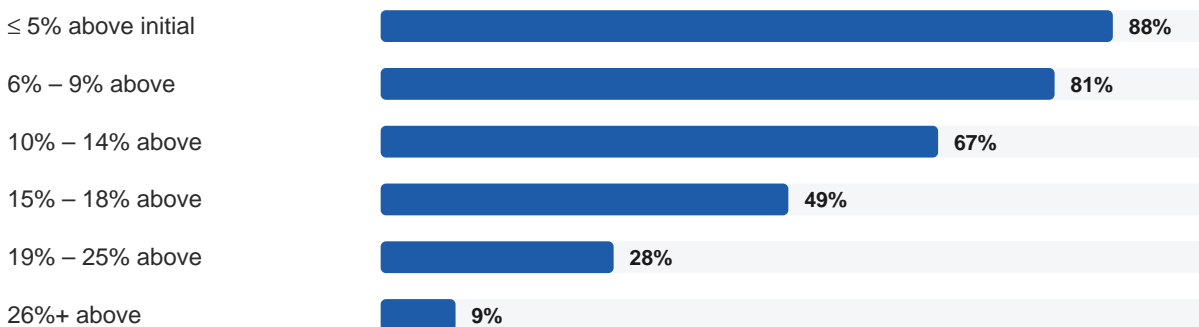
COUNTER-OFFER BENCHMARKS

What 'reasonable' looks like in 2026

A counter-offer that lands typically falls inside a 6–14% range above the initial offer. Anything below 6% leaves money on the table; anything above 18% triggers re-leveling rather than a pay bump — and often kills the offer.

Scenario	Realistic counter	Where the room is
Entry tier (0–3 yrs)	+6% to +9%	Base only — equity unusual
Mid tier (3–7 yrs)	+8% to +14%	Base + sign-on combination
Senior tier (7+ yrs)	+10% to +18%	Equity is the main lever
Switching industries (any)	+12% to +22%	Friction premium
Relocating to a tier-1 hub	+15% to +25%	Cost-of-living loading

Counter-offer acceptance rate — by size of ask



Practitioner rule of thumb

If you can credibly cite two other live offers or two third-party benchmark figures (this report counts), the realistic counter range shifts up by roughly 4 percentage points across every tier.

HOW TO USE THIS REPORT

Next steps

Pull the figures from your specific tier, state, and industry. Combine them with at least one other independent benchmark (LinkedIn Salary, levels.fyi, Glassdoor). Anchor your conversation to the lower bound of the range you most credibly match — not the upper bound.

Methodology

Salary figures in this report are derived from a blended sample of public job postings, anonymized practitioner submissions to the GSDC research panel, and partner data from staffing firms active in AI governance hiring. All figures are indicative and should not be treated as a substitute for live offer benchmarking. Currency conversions use 2026-Q1 averages.

About GSDC

The Global Skill Development Council is an independent certification body credentialing professionals across emerging technology, governance, and regulatory disciplines. The GSDC AI Compliance Officer Certification is recognized in 180+ countries and held by practitioners at global banks, Big-4 consultancies, FAANG-scale technology firms, and public-sector regulators.

Explore the AI Compliance Officer Salary page

Full interactive benchmarks, role profiles, and certification path.

gsdcouncil.org/ai-compliance-officer-salary ›