

# The Full USA Salary Report 2026

Every pay grid, in print. **5 roles × 4 regions = 20 grids**, 25th–90th percentile bands, and the ROI math behind a median **+47%** salary lift reported by CISO31K alumni.

[Salary guide](#)

[Career roadmap](#)

[AI governance roles](#)

[Hiring trends](#)

## Inside the AI Compliance Toolkit — a 20-page reference

All 20 pay grids in print. 5 roles × 4 regions. 25th–90th percentile bands. ROI math vs a \$92K baseline. Plus the CISO31K module map per role.

- ▶ 5×4 pay grid (Glassdoor 2026)
- ▶ City premium tables (NYC / SF / Boston / Chicago)
- ▶ ROI math vs \$92K baseline
- ▶ 6-module CISO31K syllabus reference
- ▶ Negotiation script + interview prep

*Salary figures from Glassdoor 2026; bands & premiums are indicative. A GSDC reference guide.*

## HEADLINE NUMBERS · HOW TO READ THIS REPORT

# What the credential is actually worth

The single number that matters: CISO31K alumni report a median **+47%** salary lift. The pages that follow show exactly where that lift lands by role and city.

**+47%**

Median alumni salary lift

**20**

Pre-computed pay grids

**\$429K**

Top-role avg (CRO)

**\$92K**

Pre-cert baseline

## How the grids are built

### The five roles

- ✓ Risk Analyst
- ✓ Risk Manager
- ✓ Enterprise Risk Manager
- ✓ Senior Risk Manager
- ✓ Chief Risk Officer

### The four regions

- ✓ New York City
- ✓ San Francisco / Bay Area
- ✓ Boston
- ✓ Chicago

Source: Glassdoor 2026 national averages. Percentile bands, city premiums and ROI figures are indicative estimates for guidance, not guarantees.

**50% OFF**

## The credential behind the +47% lift

CISO31K is the ISO 31000 certification employers screen for — now at half price.

**Get certified →**

## Pick your role. Pick your city.

Average base pay (USD, thousands) by role and region. The national average is the reference column; the four metros apply a local premium.

Role	National	New York	San Francisco	Boston	Chicago
Risk Analyst	\$111K	\$131K	\$135K	\$124K	\$120K
Risk Manager	\$163K	\$192K	\$199K	\$183K	\$176K
Enterprise Risk Manager	\$173K	\$204K	\$211K	\$194K	\$187K
Senior Risk Manager	\$205K	\$242K	\$250K	\$230K	\$221K
Chief Risk Officer	\$429K	\$506K	\$523K	\$480K	\$463K

That's the full 5x4 = 20-cell grid. National figures are Glassdoor 2026 averages; metro figures apply an indicative local premium (see city premium page).

**\$523K**

**Highest cell on the board**

Chief Risk Officer, San Francisco — the ceiling this report tracks.

**50% OFF TODAY**

**Read your target cell, then go earn it**

The enrollment fee is 50% off right now — the CISO31K credential is unchanged.

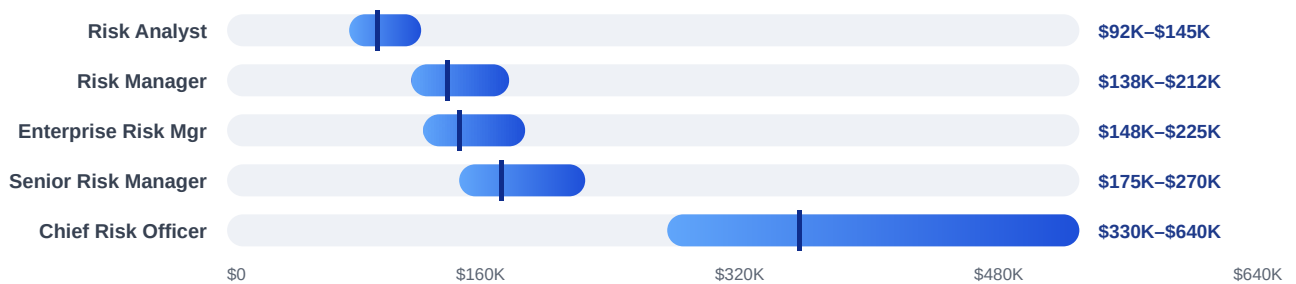
**Claim 50% off →**

## 25TH-90TH PERCENTILE BANDS

### The spread inside every role

Averages hide the range. Below: the 25th-to-90th percentile band per role (bar), with the median marked. The same scale runs across all five so you can compare reach.

Role	25th	Median (50th)	75th	90th
Risk Analyst	\$92K	\$111K	\$128K	\$145K
Risk Manager	\$138K	\$163K	\$188K	\$212K
Enterprise Risk Manager	\$148K	\$173K	\$198K	\$225K
Senior Risk Manager	\$175K	\$205K	\$238K	\$270K
Chief Risk Officer	\$330K	\$429K	\$520K	\$640K



Bar spans 25th–90th percentile; the white marker is the median. Indicative distribution for guidance.

LIMITED TIME

#### Aim for the 75th, not the 25th

A recognised ISO 31000 credential moves you up the band — not just into the role.

Enroll while it's open →

## CITY PREMIUM TABLES

### Where the same title pays more

The premium each metro adds to a role's national average. Applied across the grid, these are what turn \$163K into \$199K.

Metro	Pay premium*	Risk Manager	CRO	Driver
San Francisco / Bay Area	<b>+22%</b>	\$199K	\$523K	Tech & fintech density
New York City	<b>+18%</b>	\$192K	\$506K	Banking & capital markets
Boston	<b>+12%</b>	\$183K	\$480K	Asset mgmt, pharma, insurance
Chicago	<b>+8%</b>	\$176K	\$463K	Trading & insurance
National baseline	—	\$163K	\$429K	Reference point

\*Indicative premium vs. national average base. Cost of living varies materially by metro and offsets part of the premium.

<b>+22%</b> San Francisco — the top premium tracked	<b>+18%</b> New York — deepest market by volume	<b>+8–12%</b> Boston & Chicago — strong, lower cost
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**VALID 48 HOURS** **Negotiate the premium, don't leave it** Certified candidates hold more leverage in every metro's salary conversation. [Reserve your spot →](#)

## ROI MATH · VS A \$92K BASELINE

# What a +47% lift looks like in dollars

Start from the pre-certification baseline most candidates report — \$92K. Apply the median alumni lift, then the role progression. The delta compounds every year you work.



### The delta, year over year

Scenario	Annual base	Lift vs \$92K	5-yr cumulative delta*
Baseline (no cert)	\$92K	—	—
Median alumni outcome	\$135K	+\$43K / yr	~\$215K
Risk Manager track	\$163K	+\$71K / yr	~\$355K
Enterprise Risk Manager	\$173K	+\$81K / yr	~\$405K

\*Simple 5× annual delta, before raises or promotions; illustrative, not a guarantee. The point: the lift dwarfs the cost of certifying.

RELATED

### The math favours certifying

When one year's salary delta is measured in tens of thousands, the decision makes itself.

Run my numbers →

## AI GOVERNANCE ROLES & HIRING TRENDS

# The roles bending the pay curve upward

AI governance is the fastest-growing, best-paid corner of risk — and it runs on the same ISO 31000 process this report is built around.

### Emerging AI governance roles

- ✓ AI Risk Manager
- ✓ AI Governance & Assurance Lead
- ✓ Model Risk Officer
- ✓ Responsible-AI Compliance Manager

### 2026 hiring trends

- ✓ Risk + AI literacy commands a pay premium
- ✓ Framework-certified candidates shortlist faster
- ✓ ISO 31000 maps directly onto model risk
- ✓ Assurance demand rising with new regulation

### Premium

Risk + AI pays above single-skill peers

### Rising

Net-new governance reqs each quarter

### Cross-over

ISO 31000 skills transfer to AI risk

**TOOLKIT INCLUDED**

### Position for the highest-paid lane

CISO31K gives you the ISO 31000 base layer under every AI governance job spec.

**Future-proof my pay →**

## 6-MODULE CISO31K SYLLABUS · MAP PER ROLE

# Which modules earn which title

All six modules build on each other, but each role leans hardest on a few. Use this to study with your target cell in mind.

Target role	Lean hardest on	Why
Risk Analyst	M1 M3 M4	Assessment fundamentals
Risk Manager	M1 M2 M3 M4 M5	Run the full process end-to-end
Enterprise Risk Mgr	M2 M5 M6	Framework + ERM + assurance
Senior Risk Manager	M2 M4 M5 M6	Leadership, treatment, audit
Chief Risk Officer	M2 M5 M6	Strategy, integration, assurance

### The six modules

M1

#### Foundations of Risk & ISO 31000:2018

Concepts, vocabulary, why a framework matters.

M2

#### Principles, Framework & Leadership

The 8 principles, governance, embedding risk in decisions.

M3

#### Risk Management Process / Lifecycle

Scope, context, criteria; the end-to-end cycle.

M4

#### Risk Assessment Techniques

Register, matrix, heat map; analysis & evaluation.

M5

#### Risk Treatment, Bowtie & ERM

Options, controls, residual risk, enterprise integration.

M6

#### Monitoring, Audit & Assurance

Review, reporting, conformity, audit checklist.

SEATS FILLING

### Study toward the salary you want

Map the modules to your target cell and finish CISO31K interview-ready.

Hold my seat →

## NEGOTIATION SCRIPT + INTERVIEW PREP

# Turn the number into an offer

You have the data; here is how to use it in the room. Three lines that anchor on this report, plus the interview points that justify them.

### 1 · Anchor

*"Based on Glassdoor 2026 data for this role in [city], the market median is around [grid cell]. Given my ISO 31000 certification and portfolio, I'm targeting the upper half of that band."*

### 2 · Justify

*"I run the full risk process end to end — register, heat map, treatment and audit — so I add value from week one rather than ramping for a quarter."*

### 3 · Close

*"If we can land at [target], I'm ready to sign. Can we make that work?"*

## Interview prep checklist

- ✓ Explain ISO 31000 in 60 seconds
- ✓ Walk a risk through the full lifecycle
- ✓ Defend a treatment & residual-risk call
- ✓ Show a heat map you built
- ✓ Tie a control to a business outcome
- ✓ Describe a bowtie for a key event
- ✓ Separate risk appetite from tolerance
- ✓ Quantify risk you've reduced

**FINAL CALL · 50% OFF**

**This report is the data. CISO31K is the lift.**

Get the ISO 31000 certification behind the +47% — at 50% off, while the offer lasts.

[Certify with CISO31K →](#)