



GROUP
TALENT INTELLIGENCE

Global Commodity Trading Salary Report 2026

Marketing Brochure



Introduction

The commodity trading industry continues to evolve at pace, shaped by advances in Artificial Intelligence, sustained market volatility, and ongoing geopolitical disruption. As business models adapt and competition for experienced talent intensifies, firms face growing pressure to ensure compensation frameworks remain both market-aligned and strategically robust.

In this environment, accurate and timely compensation intelligence has become a critical decision-making tool. For hiring managers and leadership teams, robust benchmarks support disciplined yet competitive approaches to hiring, retention, and reward, particularly as role complexity increases and talent scarcity persists.

Developed in direct response to client need and market demand, HC Group's Annual Commodity Trading Compensation Intelligence delivers an independent, data-led view of compensation across the global commodity trading ecosystem.

To provide clarity across an increasingly interconnected talent landscape, our offering comprises two complementary annual reports, available individually or bundled to deliver a complete end-to-end view of compensation across the trading value chain.

Front Office & Front Office Support

Focused on revenue-generating roles, this report examines base salary positioning, variable compensation outcomes from the most recent financial year, and structural trends across trading, origination, analytics, operations & chartering.

Middle & Back Office

As the distinction between front, middle, and back office continues to blur, risk, technology, legal, finance, and operations professionals now sit at the centre of commercial decision-making. This report explores how compensation, organisational design, and talent strategy are evolving for these enabling functions across the world's key commodity hubs.

Individually or combined, the reports provide a holistic, market-informed view of compensation across the full commodity trading ecosystem, supporting informed decisions on hiring, retention, reward design, and long-term workforce planning.

Front Office & Front Office Support: Report Features

- **350+ Front Office Positions Analysed:** Comprehensive base salary data across Trading, Origination, Analytics, Operations, and Chartering roles, providing detailed insights into market rates across all experience levels, split across P25, Median and P75 quartiles.
- **Global Coverage Across Key Regions:** In-depth market analysis for the United Kingdom, Switzerland, United States, Singapore, and the UAE, reflecting regional nuances and market-specific compensation practices.
- **Complete Energy Markets Coverage:** Detailed compensation data spanning Global Crude & Refined Products, Power & Environmental Products, Gas & LNG, offering insights across the entire energy trading spectrum.
- **Latest Market Intelligence:** Our analysis explores key themes including:
 - Bonus trends and movements across commodity trading markets
 - Evolution of deferral strategies and retention mechanisms
 - Emerging compensation structures and incentive models
 - Year-on-year bonus comparisons and market outlook
 - Regional and industry variations and market-specific developments

Middle & Back Office: Report Features

- **Comprehensive Salary Benchmarks:** Base salary data for 200+ core support positions across multiple seniority levels, providing detailed insights into market rates across all experience levels, split across P25, Median and P75 quartiles.
- **Regional Market Analysis:** Detailed insights for the United Kingdom, Switzerland, United States, Singapore, UAE, and Brazil, reflecting regional nuances and employer practices.
- **Function-by-Function Insights:** Analysis across Risk, Finance, Legal & Compliance, HR, and Technology, revealing where pay is converging with the front office.
- **Latest Market Intelligence:**
 - Exploration of major trends including:
 - Transformation in global reward design
 - The commercial evolution of support functions
 - Regional maturity and functional focus
 - Policy, localisation, and offshoring impacts
 - New experimentation in incentive and retention frameworks

Report Coverage: Front Office & Front Office Support

Regions	UK	Switzerland	UAE	USA	Singapore
Roles	Trading	Origination	Analytics	Operations	Chartering
Seniority	Desk Head	Senior	Mid-Level	Junior	
Products	Crude & Refined Products	Power & Environmental Products	Gas & LNG		

Report Coverage: Middle & Back Office

Regions	UK	Switzerland	USA	Singapore	UAE	Brazil
Job Families	Risk & Middle Office	Legal & Compliance	Corporate Finance	Finance & Accounting	Human Resources	Tech
Seniority	Manager	Senior	Mid-Level	Junior		

Bespoke Advisory Service

Each report purchase includes a comprehensive consultation with our Talent Intelligence specialists. This bespoke advisory session allows you to explore topics beyond the scope of the standard report, including:

- Market positioning strategies for your specific business context
- Designing effective incentive structures aligned with industry benchmarks
- Strategic approaches to deferral mechanisms to enhance retention and more

Methodology & Information Handling

Our compensation intelligence is compiled from direct market sources and verified placements across the global energy trading sector. HC Group's proprietary data is cultivated through our privileged position at the nexus of talent movements and our extensive network of senior market participants.

Our sophisticated information management framework ensures exceptional data integrity:

- Rigorous standardisation protocols for data collection and validation
- Comprehensive audit trails authenticating all market intelligence
- Multi-tiered processes verifying data accuracy and relevance
- Meticulous documentation of analytical parameters and assumptions
- Market insights presented in aggregate format only
- Data anonymisation methodology

Each data point represents authenticated remuneration intelligence gathered directly from the market, delivering authoritative benchmarks unattainable through conventional research. This distinctive approach ensures our intelligence reflects genuine market rates, providing clients with definitive compensation insights for strategic talent decisions.

Pricing

Release Date: March 2026

Front Office & Front Office Support

Standard Price: \$12,500

Middle & Back Office (Available Now)

Standard Price: \$10,000

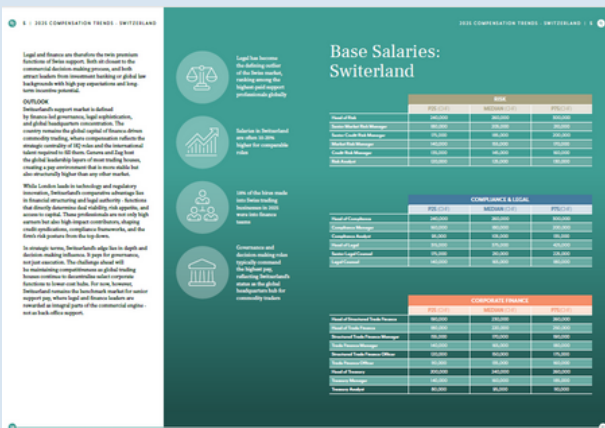
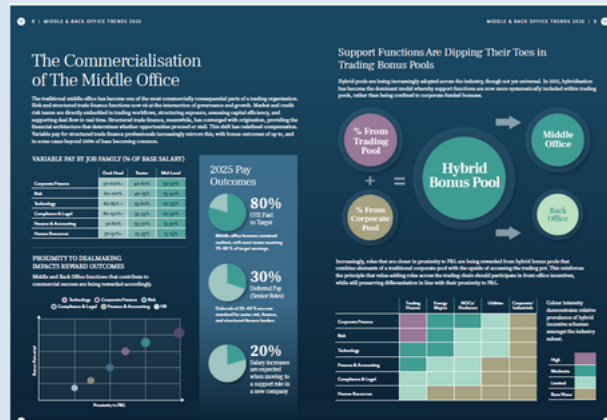
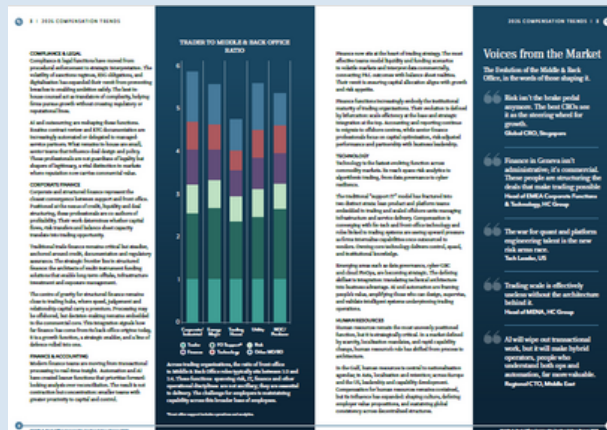
Front, Front Office Support, Middle & Back Office Bundle:

Standard Price: \$20,000

For more information on this report and to lock in preferential pricing, please contact sfernando@hcgrouppr.com.

Learn more about HC Group's services in commodities search and talent intelligence.

Extracts taken from HC Group Talent Intelligence's Middle & Back Office Salary Report (published in November 2025)





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