

Libertas FS Recruiting

"Chart YOUR Course with Libertas"



Asset Based Lending

Compensation Report: 2025



[We Recommend a detailed walkthrough of the table on a call to provide you with details that align best with your ABL group.](#)

To Discuss the Compensation Table - Select a Time on My Calendar: [Calendly link](#)

Or Email Gordon Muesel - Managing Partner, Libertas Recruiting | gmuessel@libertasgroup.com



Overview of Libertas Recruiting

Recruiting Specialists in Asset Based Lending

Libertas Recruiting has specialized in the Asset Based Lending sector since it was founded in 2001 by Gordon Muessel who was a Leveraged Finance & ABL banker for 20 years before starting Libertas. Our Candidate database tracks compensation for Asset Based Lending bankers throughout the U.S. at Banks and Private Credit firms for both Middle Market and Broadly Syndicated (BSL) Asset Based Lending. Over the past year we have been retained to work on dozens of Asset Based Lending Searches, from MDs & Team Leaders to Directors, VPs, Associates and Sr. Analysts in the New York, Chicago, Boston, Atlanta, Los Angeles and other major financial centers in the U.S.

This Asset Based Lending Compensation Report was compiled in October of 2025 and is based on compensation information gathered from hundreds of Candidates we screened and interviewed for ABL Searches and from Offers we prepared when placing Candidates in these positions over the past 12 months.

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Key Highlights for Changes in Compensation over Past 12 to 18 Months:

- **Shift in ABL to Private Credit:** With high interest rates and a soft economy in 2025, most of the Asset-Based Lending (ABL) activity by banks focused on traditional ABL while private credit firms focused on providing higher risk ABL.
- **Bank Pull Back Due to Regulatory Pressures & Deposit Crisis:** Regulatory scrutiny and concern over deposits following the SVB, Republic Bank, and Signature Bank collapses in 2023 caused middle market banks to pull back and focus on traditional "In-the-Box" ABL for new loans, and many pushed high-risk ABL loans on the books out the door, which resulted in many banks struggling to keep their ABL loan book stable in 2024 and YTD 2025. Many turned to less profitable broadly syndicated (BSL) ABL to stabilize their ABL loan book.
- **Private Credit Expansion:** Private credit firms picked up the challenged ABL loans that banks pulled back from, resulting in strong loan growth in 2024 and YTD 2025 at private credit firms.
- **Demand for ABL Specialists:** Headcount for middle-market ABL specialists at banks stayed flat and, in some cases, declined, but headcount rose at private credit firms as they grew their ABL loan book.
- **Base Salaries Up:** Base salaries in ABL increased by 10-15% across the VP and Director levels at banks and private credit firms, as a result of adjustments for inflation and increased competition for ABL bankers by private credit firms.
- **Bonus Payouts:** Bonuses paid in spring of 2025 were generally down 15% to 20% at the for the ABL groups at banks; however, bonuses were generally up 15% to 20% at private credit ABL firms as they grew their ABL loan book and achieved higher loan margins when interest rates increased.

ABL Compensation in 2025

- **Stable Base Salaries:** Base salaries increased 10% to 15% for experienced bankers at the VP and Director levels over the past 12 to 18 months as the demand for ABL continued to grow in a challenging economic market in 2025 and as new entrants in ABL by Private Credit firms expanded their teams and increased the demand for experience ABL bankers.
- **2025 Bonus Outlook is Mixed:** Bonuses for 2025 that will be paid in the first quarter of 2026 are expected to be flat at commercial banks that only modestly grew their ABL Loan book; however, private credit firms are expected to increase 5% to 10% due to another strong year in ABL loan growth and strong interest margins. While troubled loans are up as we approach the end of 2025, banks and private credit firms are not expected to materially increase loan loss reserves for ABL loans.
- **Strong Ongoing Demand for ABL Specialists:** With the challenges of the current soft economy and ongoing high interest rates, ABL is widely being used in 2025 and this is increasing the demand for experienced ABL specialists at banks and private credit firms.
- **Migration to Private Credit:** There's an active interest by ABL specialists to move from banks to private credit firms, where compensation is generally higher due to growing ABL loan books and higher margins, and at senior levels an opportunity to earn carried interest that can provide an additional 10% to 15% per year in addition to base and bonus.
- **Banks Under Pressure to Increase ABL Compensation:** Banks may need to offer higher base salaries and bonuses to retain ABL talent that is attracted to higher compensation levels at private credit firms, especially at senior levels where there is a carried interest opportunity.

Key Drivers Influencing ABL Compensation Increases in 2025 and the Outlook for 2026

- **Challenging Economic & Tight Credit Market:** A soft economy and a tight credit market is leading to a growth in demand for ABL.
- **Increased Competition for ABL Bankers:** The rise of private credit firms competing for experienced ABL specialists drives up compensation to attract and retain top talent.
- **Talent Shortage:** A limited pool of experienced ABL professionals creates upward compensation pressure as firms compete for talent, leading to increased base salaries and bonuses.
- **Inflationary Pressures:** Ongoing inflation and rising living costs compels banks and private credit firms to adjust base salaries up.

Different Compensation & Risk Models: Private Credit vs. Banks

Aspect	Private Credit	Banks
Compensation Model	Base salaries on par or slightly above banks, but higher bonuses given higher margins from riskier loans.	Generally competitive base salaries but lower bonuses given lower margins from less risky loans.
Carried Interest Structure	Senior roles (Directors & MDs) often receive carried interest on top of base and bonus.	Carried interest is not available at most banks, although with the growth in JVs between banks and private credit firms this may be increasingly available.
Risk and Reward	Higher risk tolerance, allowing for “outside-the-box” ABL deals with potential for higher returns on successful deals.	Conservative approach; focuses on lower-risk “in-the-box” ABL deals to meet regulatory standards.
Investor Base	Typically, institutional investors seeking higher yields and diversified, risk-adjusted returns.	Primarily depositors and shareholders seeking capital preservation and steady, stable returns

Key Items to Consider When Reviewing the Compensation Tables Below:

- **Base Salary Ranges:** The Higher-end of the base salaries are typically offered by leading middle-market and large cap ABL groups at premier private credit firms and commercial banks that are active in leading ABL financings.
- **Bonus Ranges:** The higher end of bonus ranges is usually seen at private credit firms, where higher returns on riskier loans allows for higher bonuses, as long as loan losses do not exceed expected levels.
- **Higher Bonus Ranges for Originations:** Bonuses for Originators are geared to achieving goals for new loan bookings, however at banks there is an added component of achieving new deposit goals. Note: ABL specialists in Syndications and Debt Capital Markets typically have bonuses that are like Originations specialists as their activity is also related to new loans and syndication of loans above the hold level.
- **Carried Interest:** Many private credit firms offer Carried Interest for experienced VPs, Directors, MDs, Senior MDs and Team Leaders – some is paid out on a quarterly or yearly basis, and some is paid when a fund is closed and refinanced by another fund. This is typically structured as a percentage of the profits, typically 10-20%, after a predetermined hurdle rate is met (the minimum return threshold for investors). This carried interest can add an additional 10% to 15% a year above the base and bonus levels shown in the table

Asset Based Lending Compensation Table
Prepared by Libertas Recruiting, November 1, 2025

Given the Compensation differences between ABL banks and private credit firms, we recommend a detailed walkthrough of the table on a call to provide you with details that align best with your ABL group.

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Analysts

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
1st Year	\$90K - \$100K	15% to 20% of base	\$110K-\$120K
2nd Year	\$100K - \$110K	15% to 20% of base	\$120K-\$130K

Associates

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
1st Year	\$120K to \$130K	20% to 25% of base	\$140K - \$155K
2nd Year	\$130K to \$140K	20% to 25% of base	\$155K - \$170K
3rd Year	\$140K to \$150K	25% to 30% of base	\$175K - \$195K

Vice Presidents

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
1st Year	\$150K to \$160K	30% to 35% of base	\$195K - \$215K
2nd Year	\$160K to \$170K	30% to 35% of base	\$205K - \$230K
3rd Year	\$175K to \$185K	35% to 40% of base	\$235K - \$250K

Directors/SVP's

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
Underwriting & Portfolio	\$200K to \$225K	40% to 50% of base	\$280K - \$325K
Originations & Syndications*	\$200K to \$225K	75% to 100% of base	\$350K - \$450K

Managing Directors

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
Underwriting & Portfolio	\$225K to \$250K	50% to 60% of base	\$350K - \$400K
Originations & Syndications*	\$225K to \$250K	75% to 100% of base	\$400K - \$500K

Sr. MDs & Team Leaders

Position	Base Salary Range	Target Bonus Range	Expected 2025 Total Compensation
Underwriting & Portfolio	\$250K to \$275K	60% to 70% of base	\$400K - \$475K
Originations & Syndications*	\$250K to \$275K	75% to 100% of base	\$450K - \$550K

* Originations Bonuses are generally somewhat capped at commercial banks at about 100% but at private credit firms it is usually uncapped and is based on a percentage of interest and fee income generated by new ABL loans booked each year.