



ACFE[®]

Association of Certified Fraud Examiners

2024 

COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS

TABLE OF CONTENTS

INTRODUCTION	3
ABOUT THIS REPORT	3
HIGHLIGHTED TRENDS	4
RESPONDENT PERSONAL PROFILE	6
AGE RANGE	6
GENDER BREAKDOWN	6
AGE AND EXPERIENCE OF CFEs	6
EDUCATION	7
GEOGRAPHIC BREAKDOWN	7
RESPONDENT PROFESSIONAL PROFILE	8
MEMBERSHIP STATUS	8
EMPLOYMENT STATUS	8
INDUSTRIES REPRESENTED	9
JOB FUNCTIONS	10
ORGANIZATION TYPE	11
LEVEL OF RESPONSIBILITY	11
DIRECT REPORTS	12
HOURS WORKED	12
FRAUD-RELATED EXPERIENCE	15
RESPONDENT COMPENSATION PROFILE ...	16
COMPENSATION BENCHMARKS	16
WORLD REGIONS	16
TOP COUNTRIES	17
FACTORS THAT IMPACT COMPENSATION	18
CFE CREDENTIAL	18
WORLD REGIONS	18
DIRECT REPORTS	19
AGE	19
GENDER	19
JOB FUNCTION	20
LEVEL OF EDUCATION	21
LEVEL OF RESPONSIBILITY	21
RESPONDENT BENEFIT PROFILE	22
A LOOK BACK	23
METHODOLOGY	26
ABOUT THE ACFE	27



Visit
[ACFE.com/CompGuide](https://www.acfe.com/CompGuide)
to access our salary calculator
and other important
information about your
individual compensation.

INTRODUCTION

ABOUT THIS REPORT

The *Compensation Guide for Anti-Fraud Professionals* is based on research from the 2024 *Global Salary Survey*. The Association of Certified Fraud Examiners (ACFE) worked with the professional research firm, Western Management Group, to compile and aggregate compensation data from Certified Fraud Examiners (CFEs) and associate members of the ACFE who have not yet obtained a CFE credential. With this vital information, we hope that you can compare your own compensation structure to the results of your peers.

In addition to compensation data, the survey collected information on personal benefits and retirement plans.



As you compare your compensation information to others in the anti-fraud profession, it is important to remember that the statistics published in this report should be regarded as guidelines rather than absolute standards. Because organizations will differ depending upon their location, size and other factors, any two organizations may offer their employees a reasonably attractive compensation package and yet be very different. For example, duration of employment and nature of prior experience are factors that may influence the compensation offered to a particular individual. Thus, a deviation between anyone's compensation and a number appearing on a table in this report is not necessarily good or bad; it is merely an indication that additional scrutiny may be warranted.

We are proud to present the enclosed insights into the compensation and benefits policies for the anti-fraud profession and hope you find this to be a useful guide.

HIGHLIGHTED TRENDS

THE ACFE'S 2024 *COMPENSATION GUIDE FOR ANTI-FRAUD PROFESSIONALS* REVEALS:



CFES EARN 32% MORE

than their non-certified counterparts.

CFEs earn 32% more than their non-certified counterparts, a significant premium over those without the CFE credential. CFEs in G7 countries earn 26% more than their non-certified counterparts, and CFEs in the rest of the world earn 22% more than their non-certified counterparts.

THE TOP TWO REPRESENTED INDUSTRIES

by respondents and their respective CFE premium were

Government and Public Administration

34.7%

Banking and Financial Services

17.9%



INTERNAL AUDITOR

was the most represented job function among CFEs.

They earn **31%** more than their non-certified peers.

HIGHLIGHTED TRENDS

THE ACFE'S 2024 *COMPENSATION GUIDE FOR ANTI-FRAUD PROFESSIONALS* REVEALS:

Based on regional data,

CFES IN THE U.S. MAKE THE MOST IN TERMS OF MEDIAN COMPENSATION

around the world (\$120,000). CFEs in the South Pacific region of the U.S. earn the most of all U.S. regions with a median compensation of over \$142,000.



In the Southwest region of the U.S.,

CFES EARN 62% MORE

than their non-certified colleagues.

CFES WITH BETWEEN 5 AND 9 YEARS OF FRAUD-RELATED EXPERIENCE

are the largest group of survey respondents.



They earn **27% MORE** than their non-certified counterparts.

THE MEDIAN COMPENSATION FOR CFES HAS RISEN

14.3%

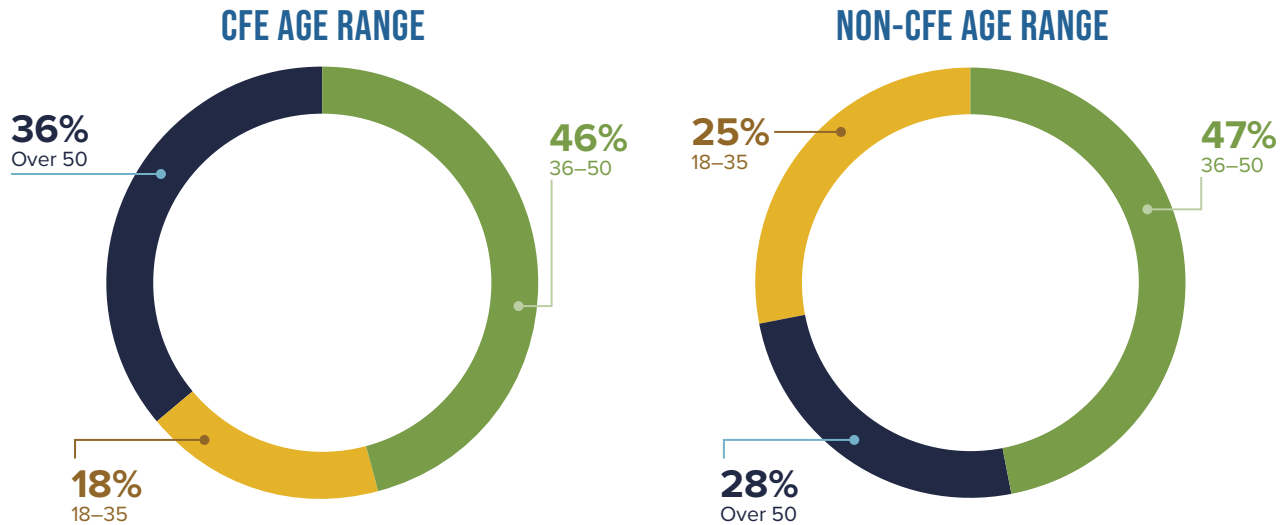
since the 2013/2014 *Compensation Guide*.



RESPONDENT PERSONAL PROFILE

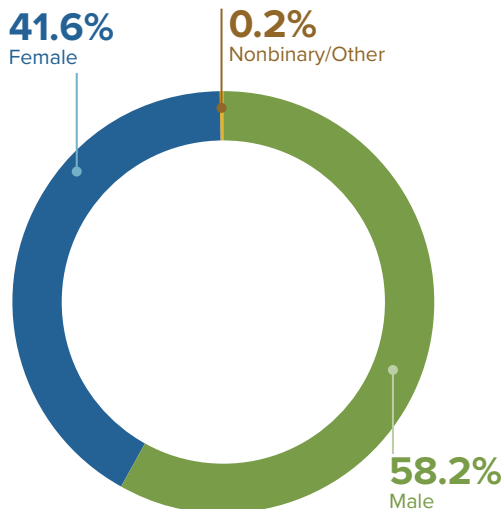
AGE RANGE

The largest group of survey participants is between the ages of 36 and 50, accounting for more than 46% of both CFEs and non-CFEs. Non-CFE members aged 18–35 make up the largest portion of their age range, while CFEs make up the majority of respondents over 50 years old.



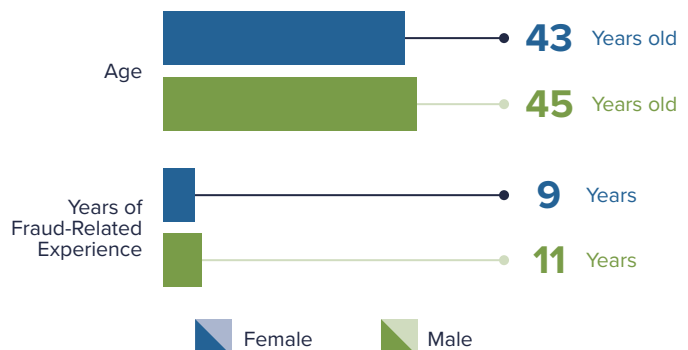
GENDER BREAKDOWN

The split between male and female survey respondents continues to show the trend of gender diversification in the anti-fraud profession, marking this year’s compensation guide as the highest ratio of female participation we’ve observed since the *Compensation Guide* began.



AGE AND EXPERIENCE OF CFES, BY GENDER (MEDIANS)

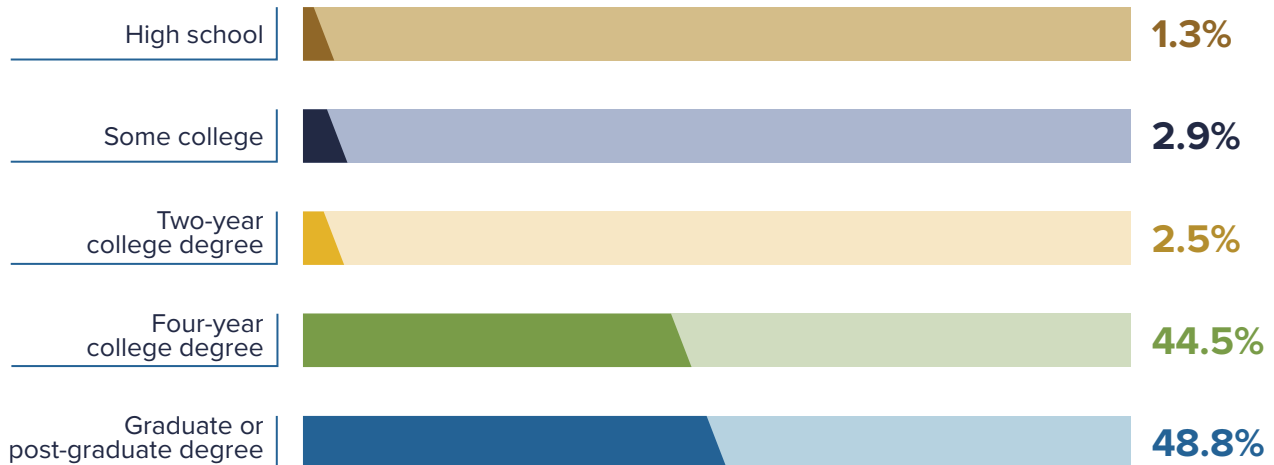
The median age of respondents is 45 years old for males and 43 years old for females. The breakdown of fraud-related experience by gender is 11 years and 9 years, respectively.



EDUCATION

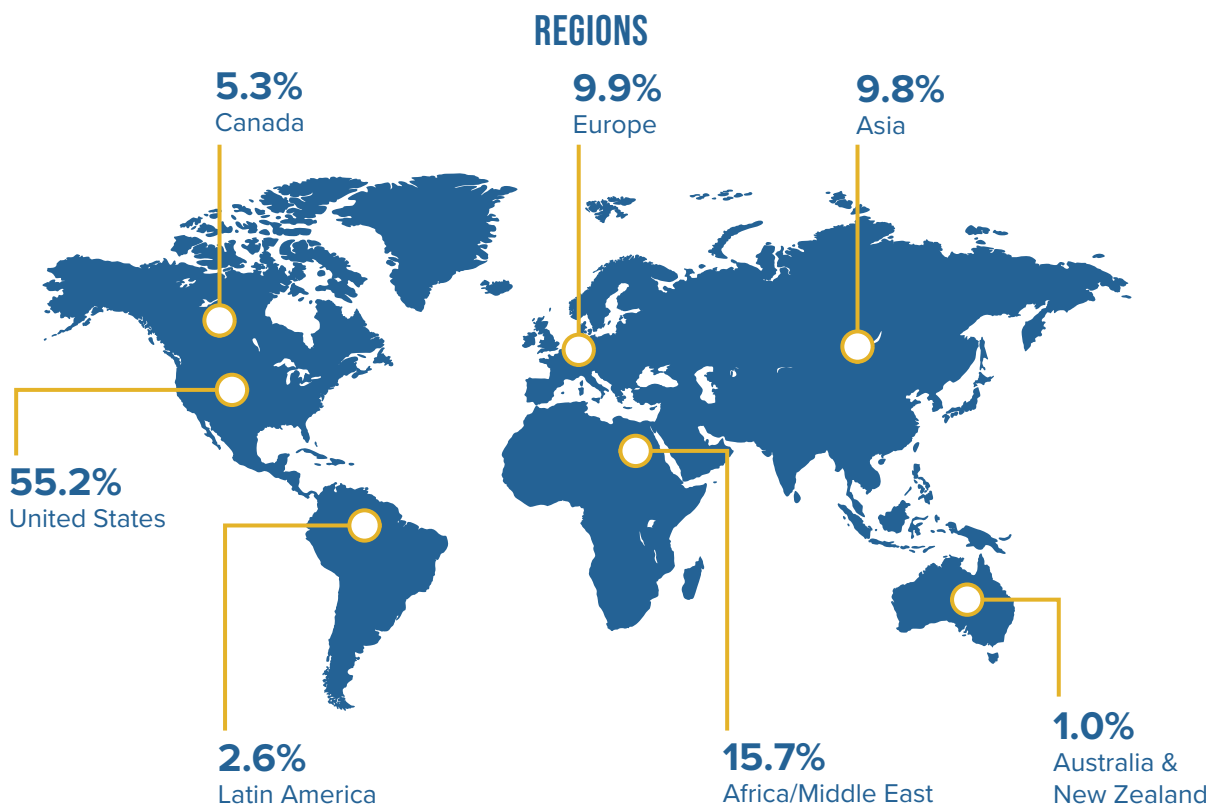
The majority of participants have at least a four-year college degree. The responses indicate that very few anti-fraud professionals enter the field with less than a four-year degree or some form of secondary education. The array of education is similar between associates and CFEs.

HIGHEST EDUCATION LEVEL ACHIEVED



GEOGRAPHIC BREAKDOWN

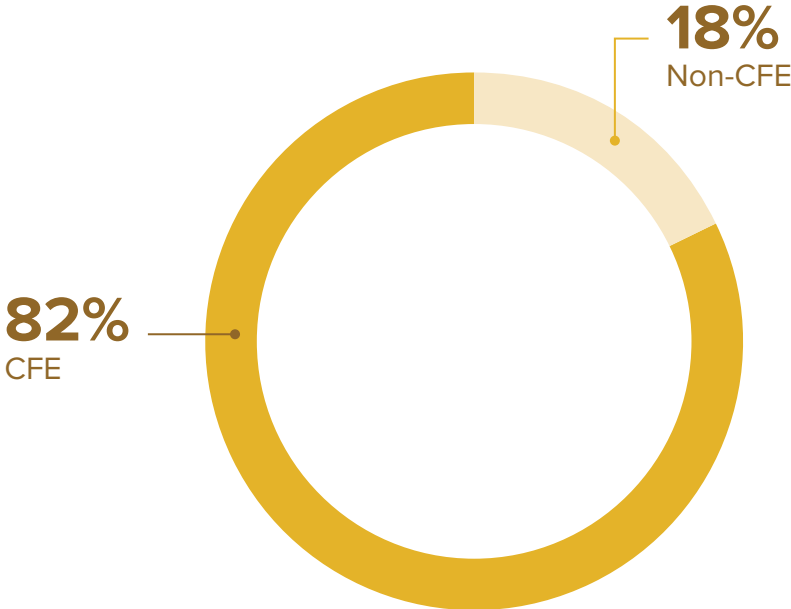
The regional diversification of the anti-fraud industry remains consistent with the results of the 2022 *Compensation Guide for Anti-Fraud Professionals* with more than 55% of respondents based in the U.S. Nearly 16% of responses came from Africa and the Middle East, making this the most active region outside the U.S.



RESPONDENT PROFESSIONAL PROFILE

MEMBER STATUS

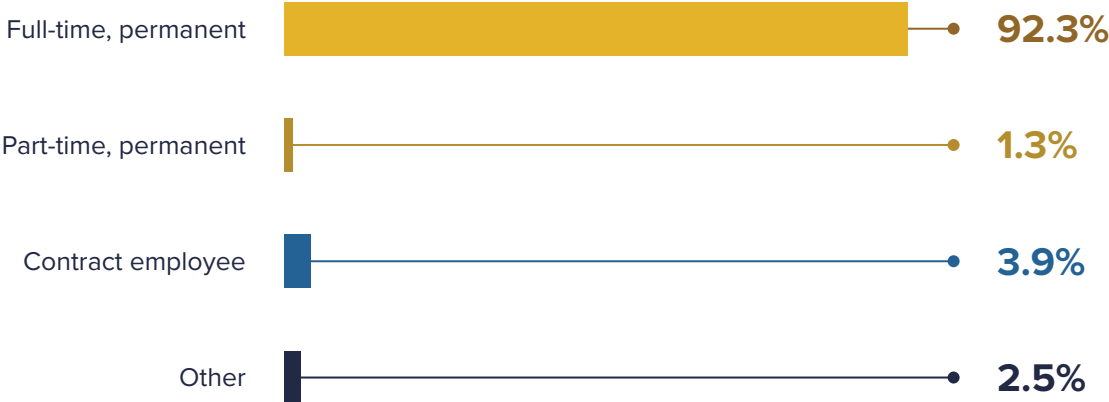
Of the 4,426 survey participants, more than 82% are CFEs.



EMPLOYMENT STATUS

Nearly all survey participants are full-time, permanent employees.

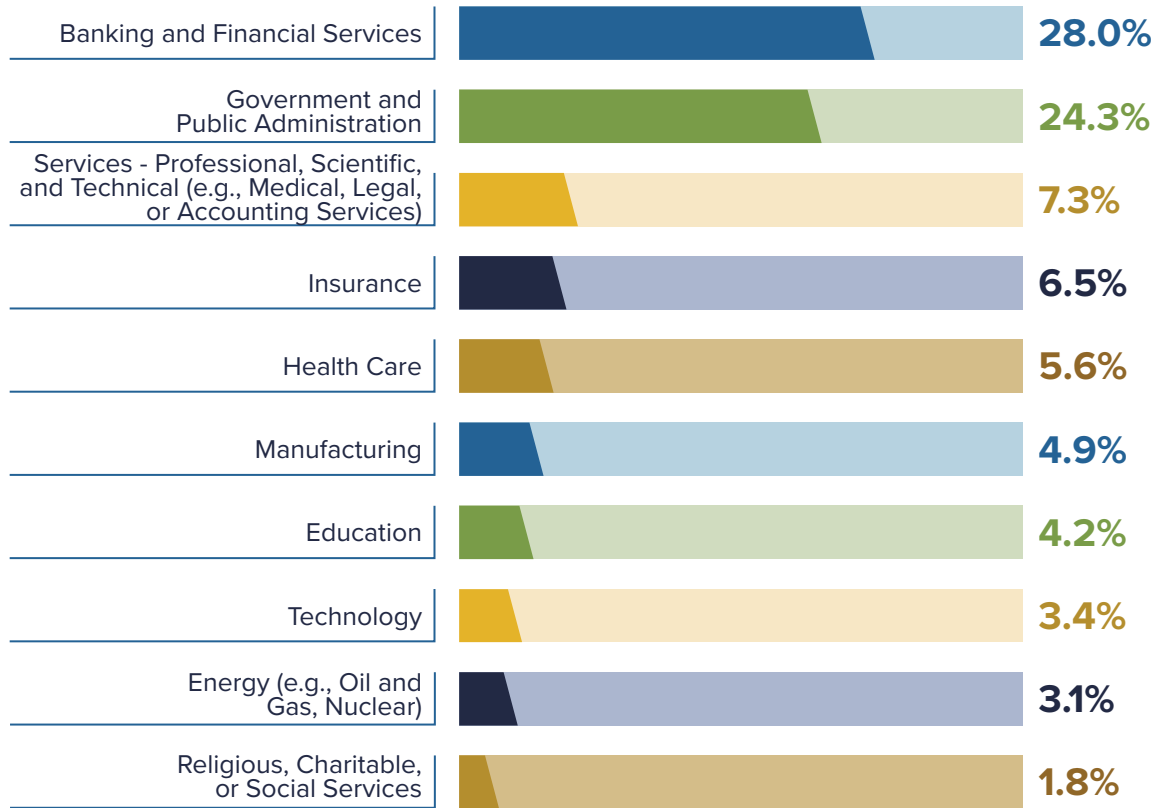
EMPLOYMENT STATUS



MOST COMMON INDUSTRIES OF RESPONDENTS

Anti-fraud professionals and ACFE members are present in virtually every industry. Among all respondents, more than 52% work in either Banking and Financial Services or Government and Public Administration. Combined, this is a nearly 6% increase in these two industries over the last two years.

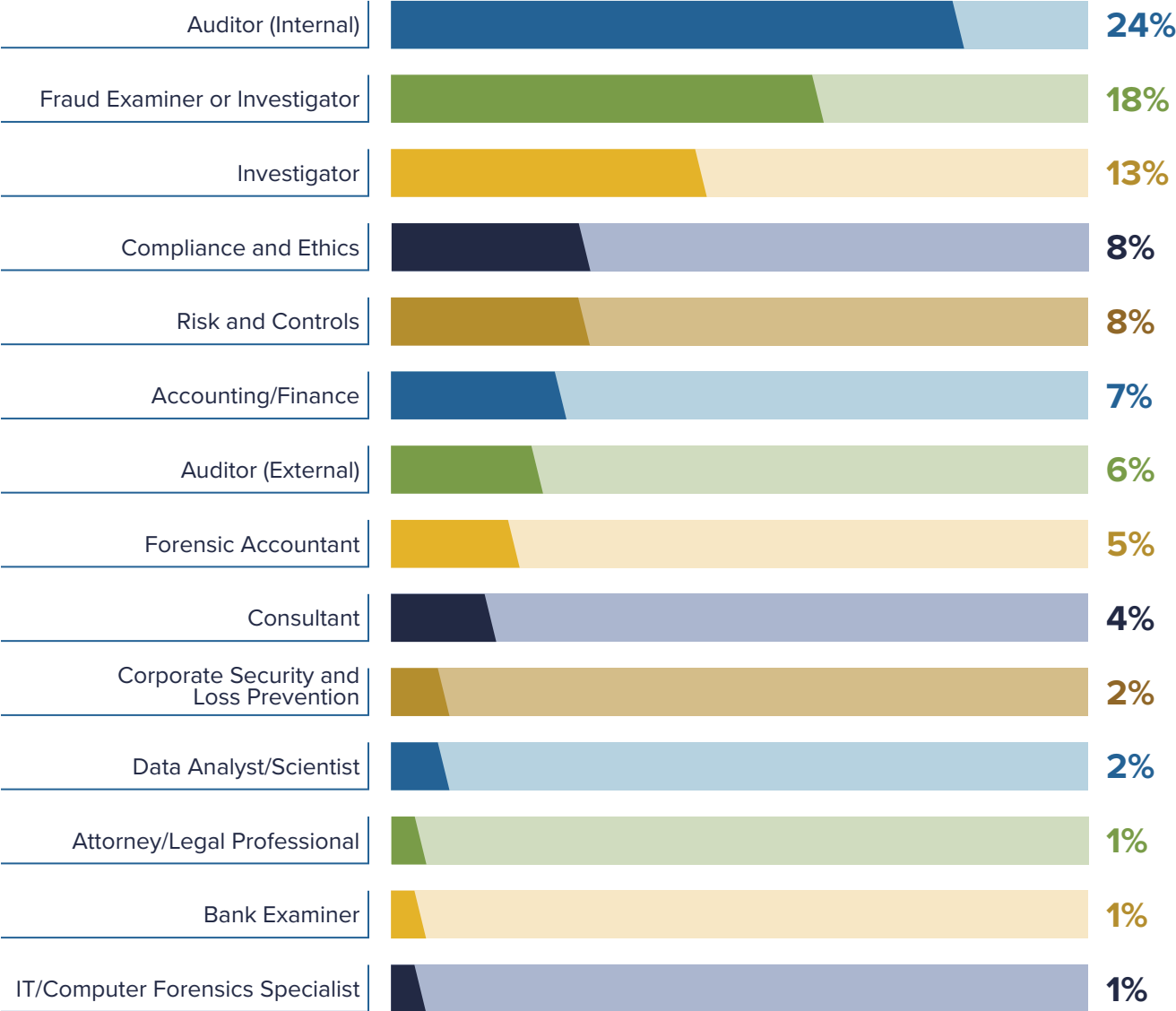
MOST COMMON INDUSTRIES



COMMON JOB FUNCTIONS OF RESPONDENTS

The landscape of primary job functions among anti-fraud professionals has broadened since the 2022 report. However, most respondents still predominantly work in two key roles: Internal Auditor (24.3%) and Fraud Examiner/Investigator (18.4%).

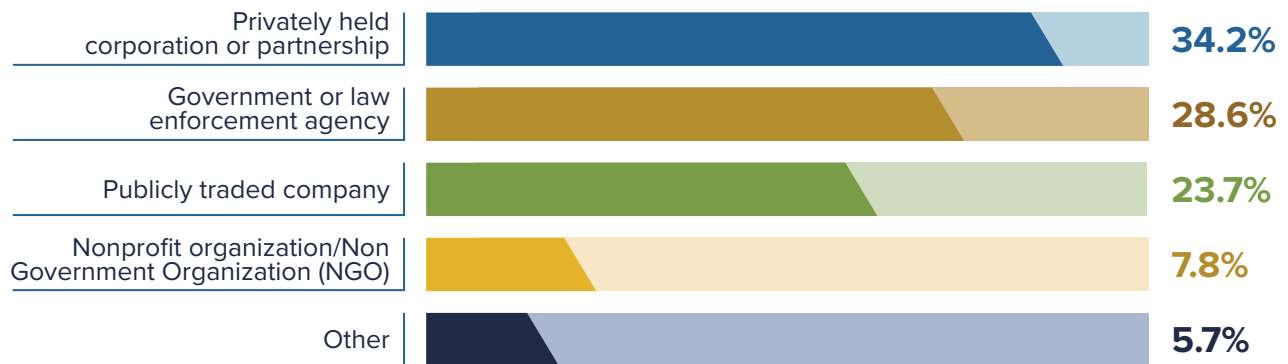
MOST COMMON JOB FUNCTIONS



ORGANIZATION TYPE

ACFE members are fairly evenly split between the type of organization they work for, with privately held corporations or partnerships being the most popular. This is fairly consistent with previous research.

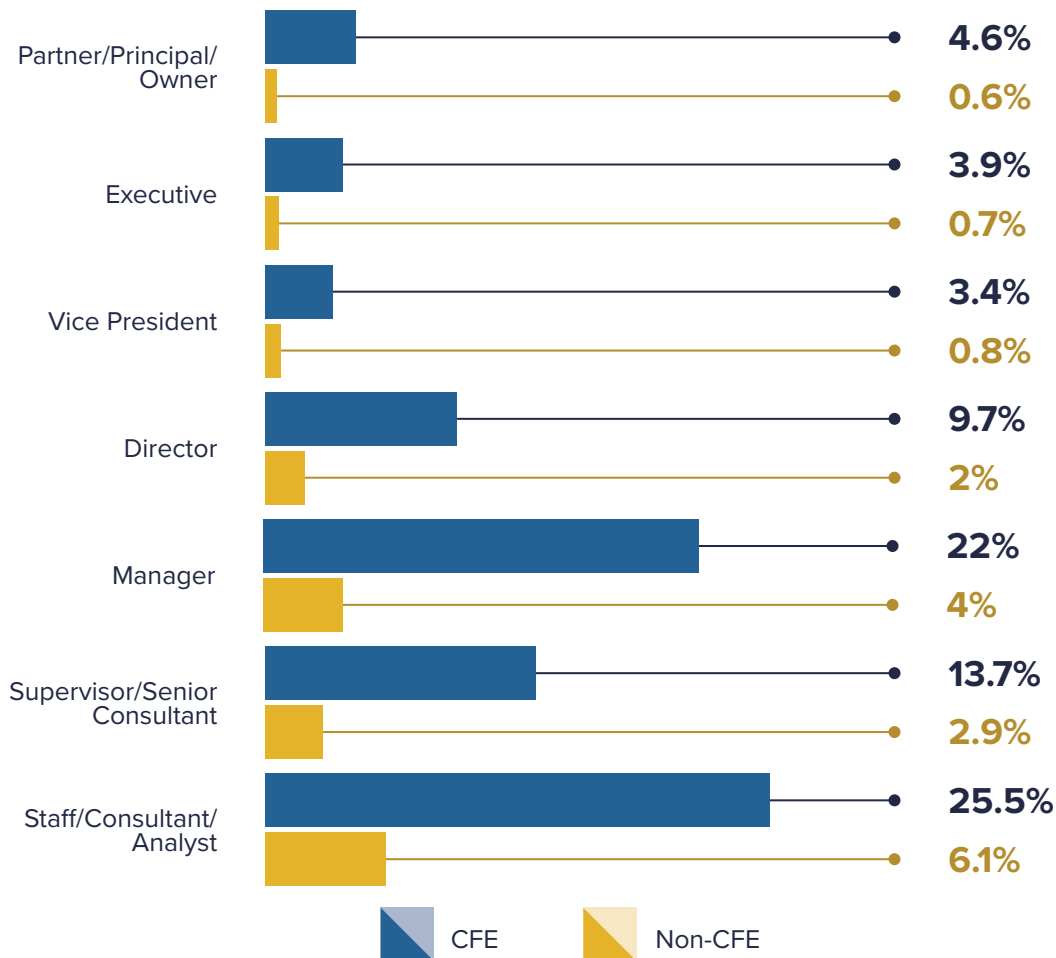
ORGANIZATION TYPE



LEVEL OF RESPONSIBILITY OF PARTICIPANTS

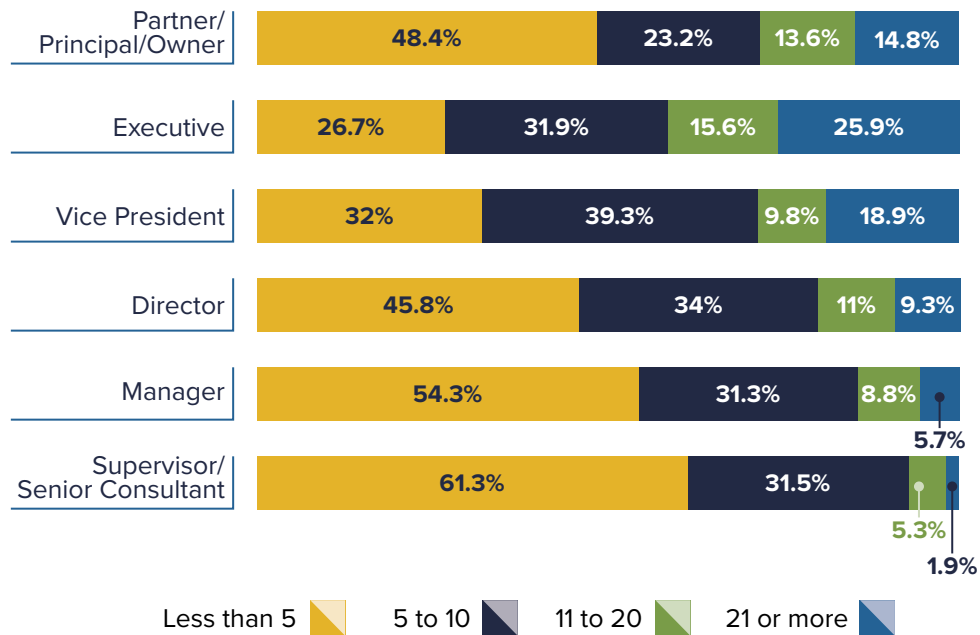
More than 55% of the respondents indicated their level of professional responsibility was Manager or above, and about 32% of respondents identified their level of responsibility as Staff/Consultant/Analyst, making it the largest individual group.

LEVEL OF PROFESSIONAL RESPONSIBILITY BY CFE AND NON-CFE



NUMBER OF DIRECT REPORTS BY LEVEL OF RESPONSIBILITY

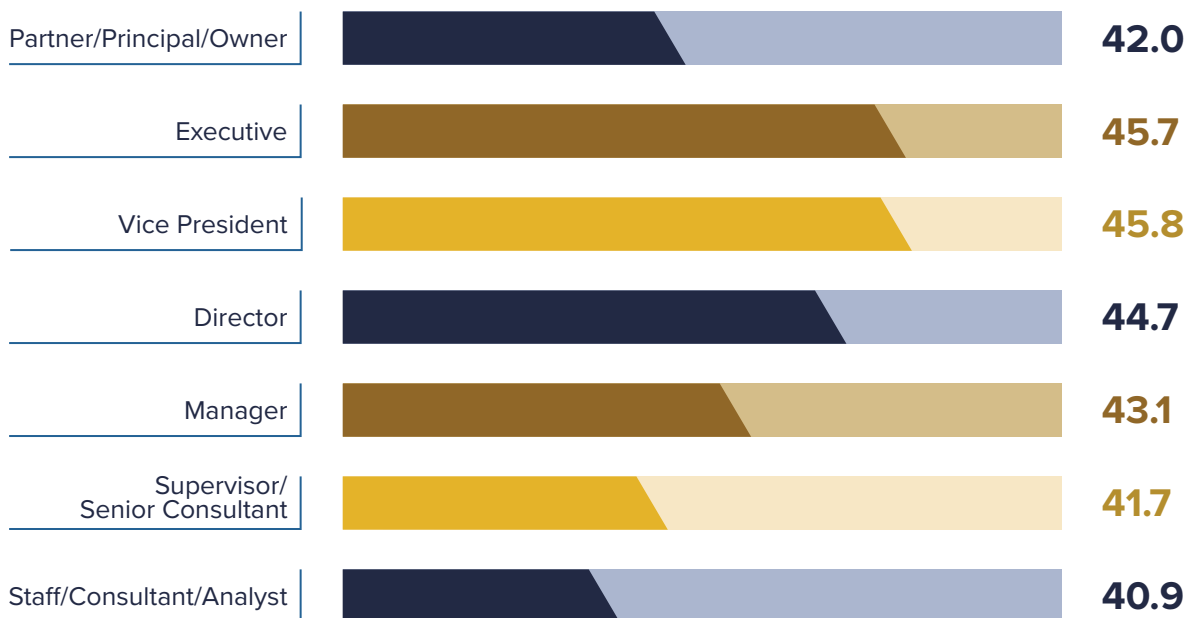
HOW MANY INDIVIDUALS DO YOU NORMALLY DIRECTLY SUPERVISE?



HOURS WORKED BY LEVEL OF RESPONSIBILITY

Respondents at the Vice President level reported working the most hours per week on average of all respondents.

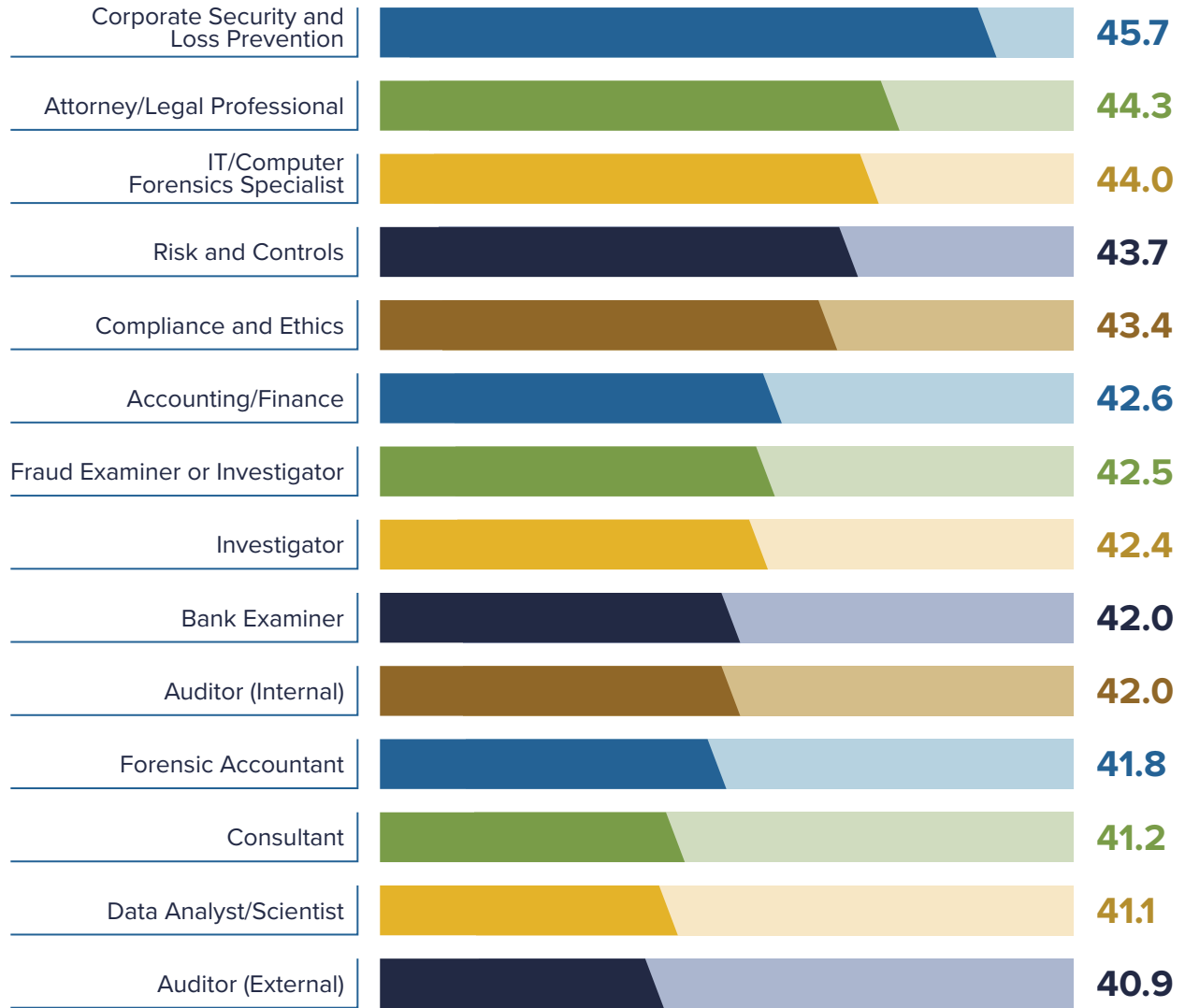
AVERAGE HOURS WORKED PER WEEK



HOURS WORKED BY JOB FUNCTION

Although there are only small variations in the average hours worked based on respondent job function, Corporate Security and Loss Prevention professionals reported working the most with an average of 45.7 hours per week.

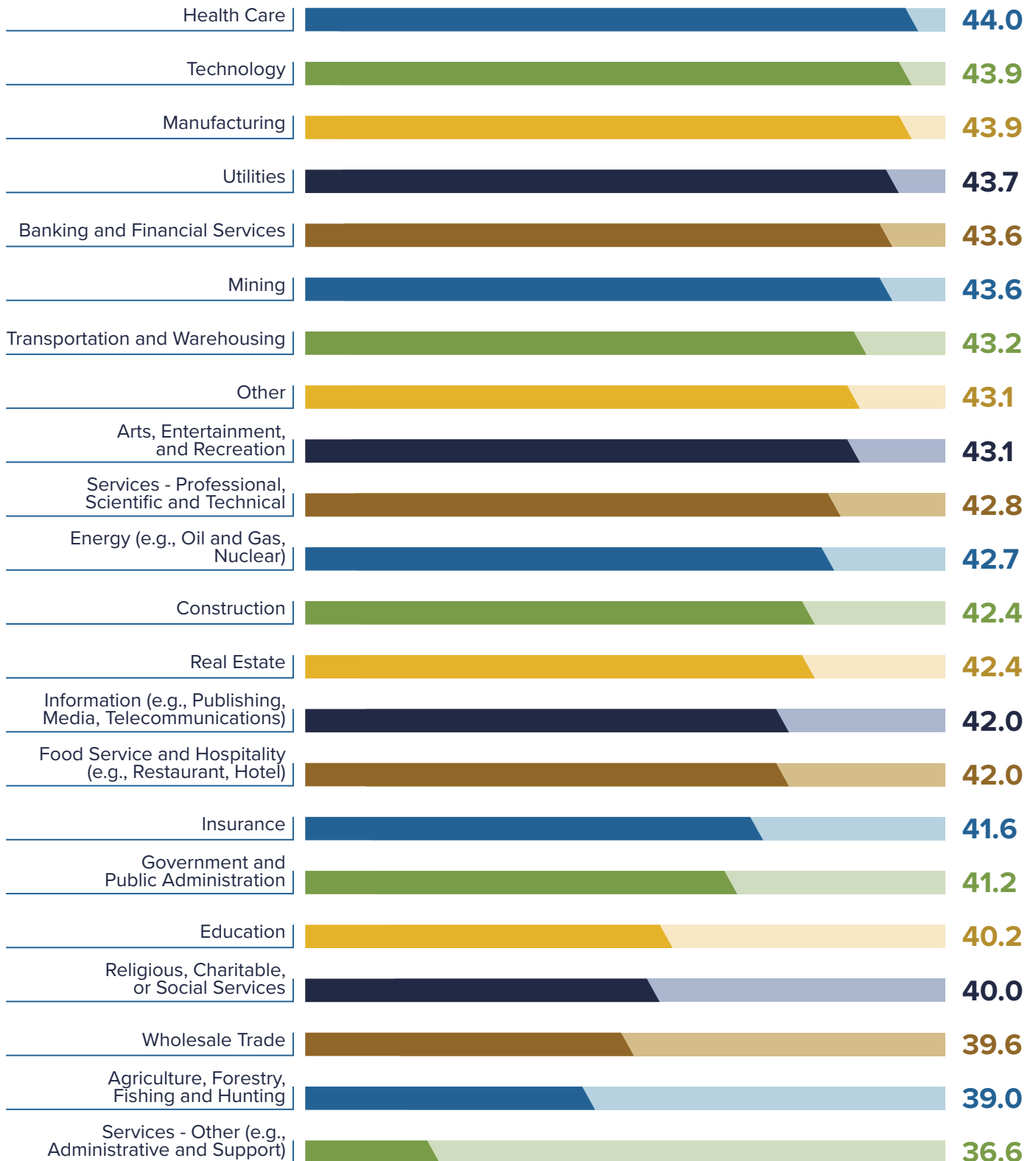
HOURS WORKED BY JOB FUNCTION



HOURS WORKED BY INDUSTRY

Respondents in the Health Care (44.0), Technology (43.9) and Manufacturing (43.9) industries reported working the most hours per week on average.

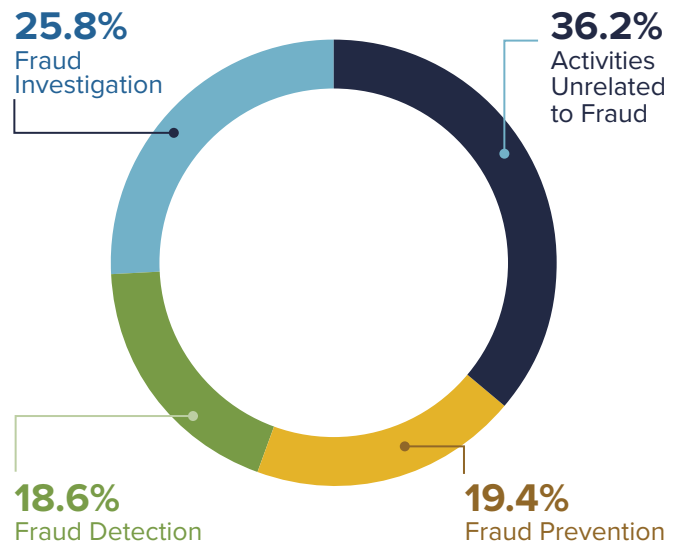
HOURS WORKED BY INDUSTRY



PERCENTAGE OF HOURS SPENT ON FRAUD-RELATED ACTIVITIES

Respondents estimated they spend more than 60% of their work time on average on fraud-related responsibilities, and most of that time is spent on fraud investigations. These numbers are fairly consistent with what was reported in the 2022 report.

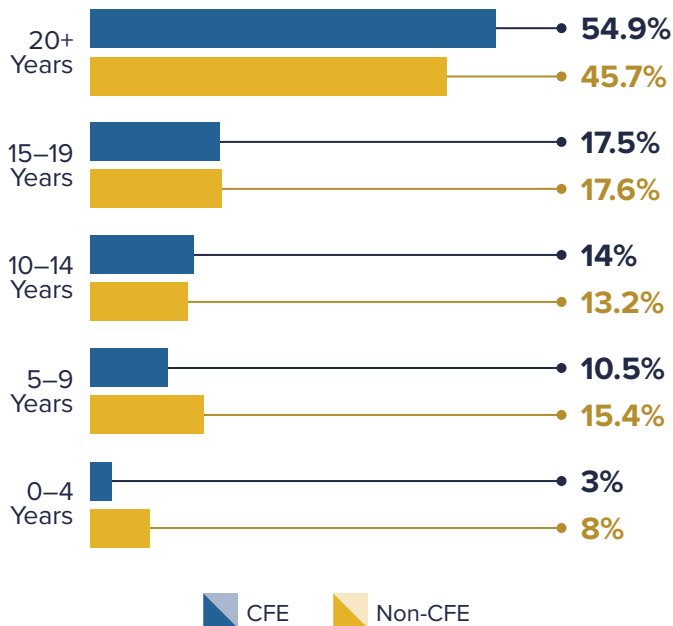
AVERAGE PERCENTAGE OF TIME SPENT



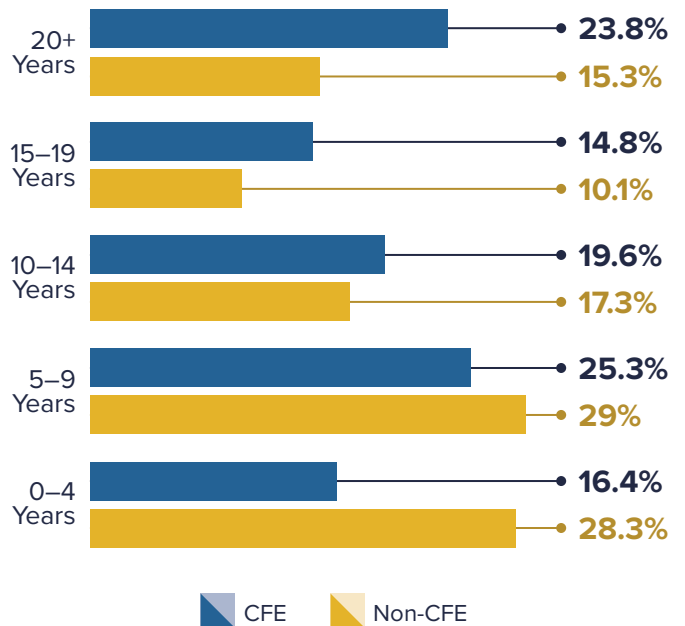
FRAUD-RELATED EXPERIENCE OF RESPONDENTS

Most respondents have more than 20 years of total work experience. However, most respondents have between 5 and 9 years of fraud-related experience. Over 57% of non-CFEs have less than 10 years of experience, whereas over 57% of CFEs have more than 10 years of experience.

TOTAL WORK EXPERIENCE



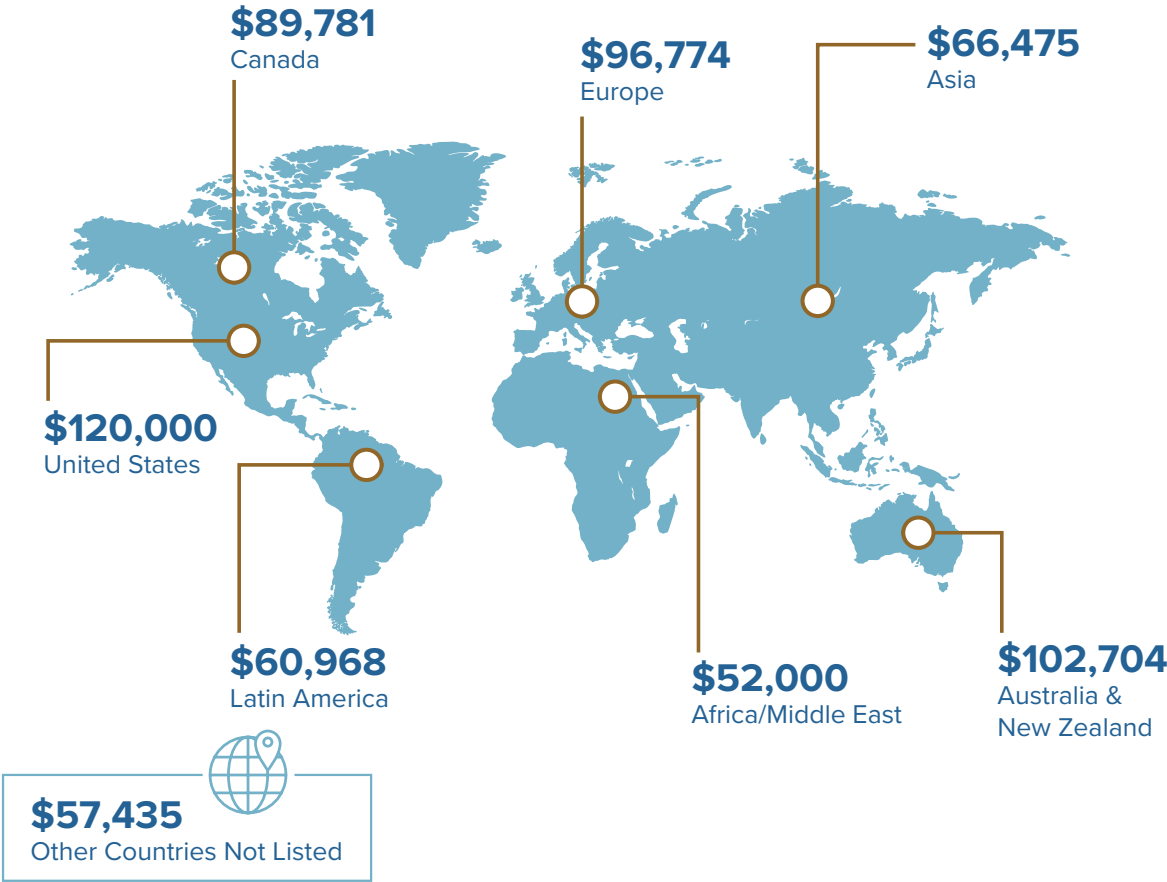
FRAUD-RELATED EXPERIENCE



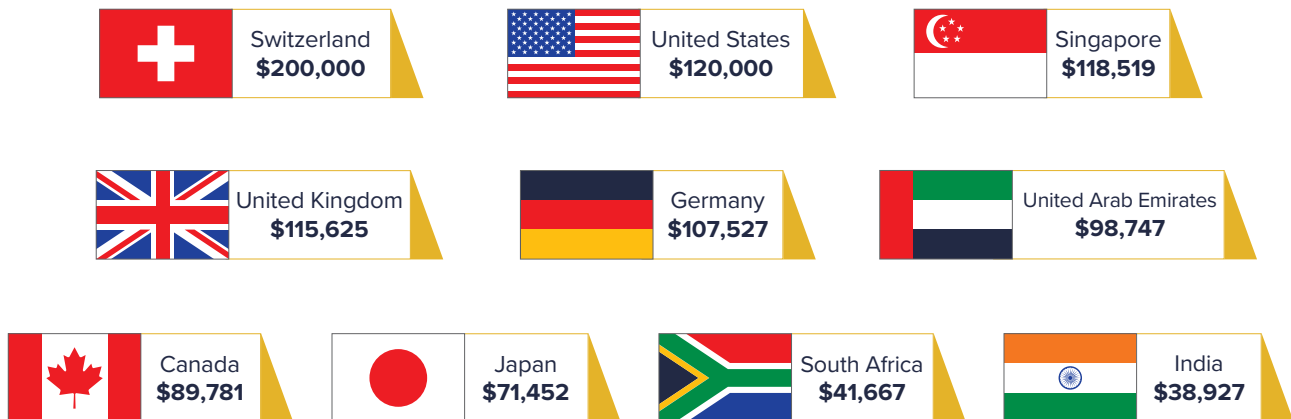
RESPONDENT COMPENSATION PROFILE

COMPENSATION BENCHMARKS OF CFES BY REGION

TOTAL MEDIAN COMPENSATION OF CFES BY REGION

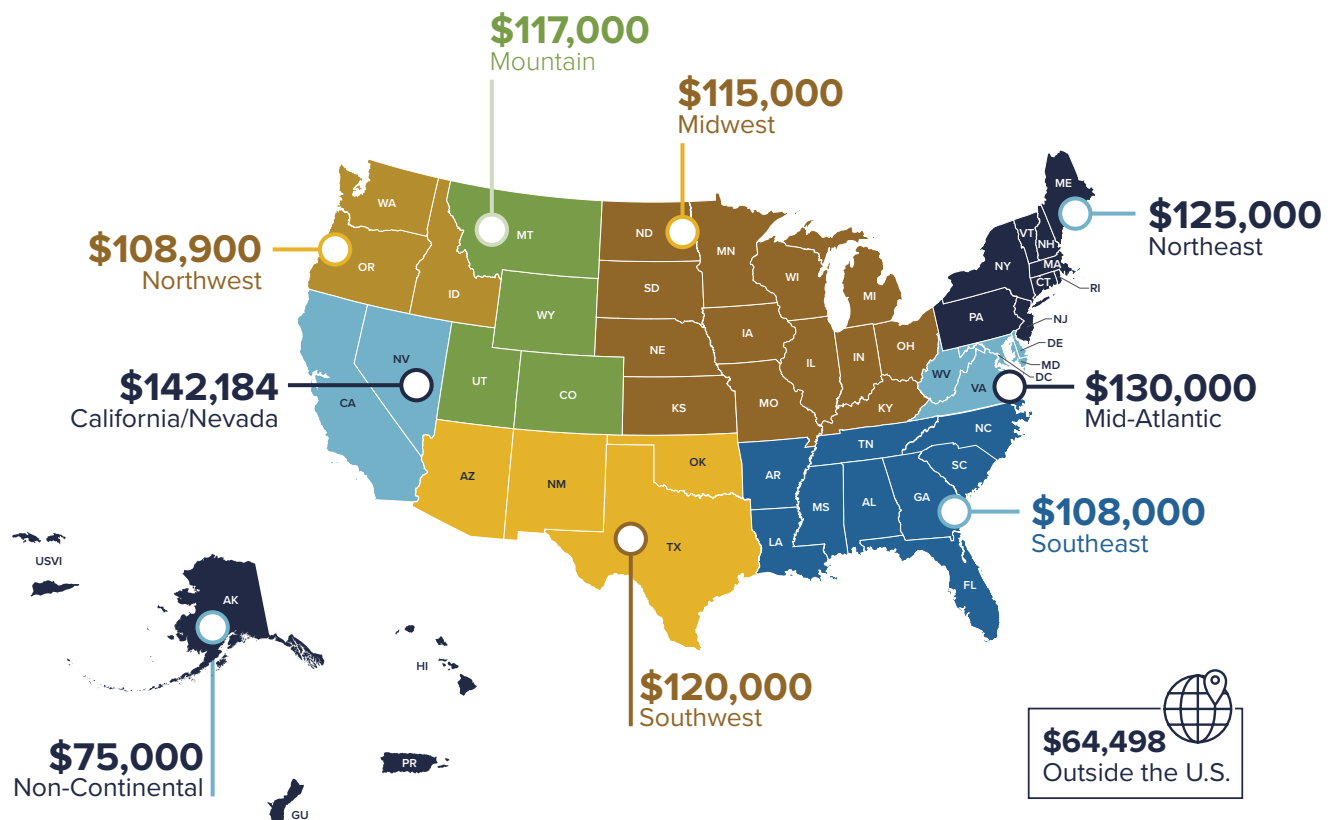


MEDIAN COMPENSATION OF CFES ACROSS THE TOP 10 COUNTRIES (BY NUMBER OF SURVEY RESPONDENTS)



COMPENSATION BENCHMARKS OF CFES BY U.S. REGION

The table below shows the total compensation by U.S. regions for all CFE respondents. The region showing the highest compensation is California/Nevada with a reported \$142,184 median compensation.



FACTORS THAT IMPACT COMPENSATION

Overall, CFEs earn 32% more than their non-certified counterparts. The median total compensation for all CFE respondents was \$104,000.

Total Annual Compensation	CFE			Non-CFE			CFE Premium
	25 th Percentile	Median	75 th Percentile	25 th Percentile	Median	75 th Percentile	
All Countries	\$73,723	\$104,139	\$150,042	\$54,000	\$79,051	\$129,871	31.7%
G7 Countries	\$85,600	\$113,200	\$160,000	\$68,000	\$90,000	\$140,000	25.8%
Rest of World	\$37,265	\$65,395	\$113,896	\$30,438	\$53,763	\$92,262	21.6%



CFE COMPENSATION PREMIUM BY WORLD REGION

Compensation ranges vary widely based on geographic location, as one might expect. The U.S. leads the globe in median compensation for CFEs at \$120,000. However, the Africa/Middle East region offered the highest compensation premium for CFEs at almost 31%.

Geographic Region	CFE	Non-CFE	CFE Premium
	Median Compensation	Median Compensation	
Asia	\$66,475	\$53,676	23.8%
United States	\$120,000	\$95,000	26.3%
Canada	\$89,781	\$78,102	15.0%
Latin America	\$60,968	\$53,000	15.0%
Africa/Middle East	\$52,000	\$39,793	30.7%
Australia & New Zealand	\$102,704	\$99,398	3.3%
Europe	\$96,774	\$91,000	6.4%

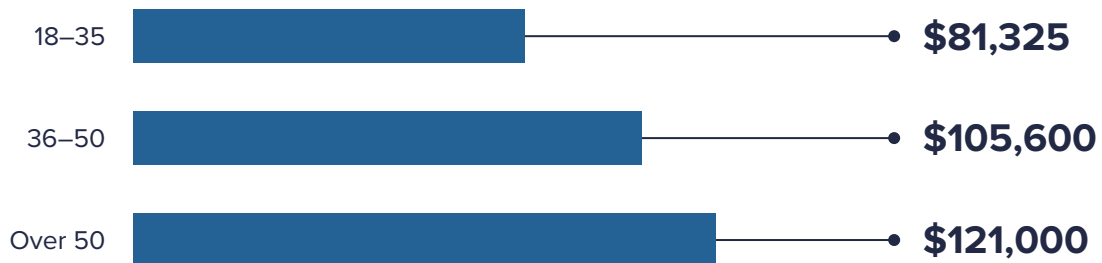
MEDIAN COMPENSATION BASED ON THE NUMBER OF PEOPLE DIRECTLY SUPERVISED

As expected, there is a positive correlation between the number of people supervised and compensation.



MEDIAN COMPENSATION BASED ON GENDER AND AGE















BY AGE



BY GENDER



MEDIAN COMPENSATION BASED ON JOB FUNCTION

Accounting/Finance		\$95,000
Attorney/Legal Professional		\$108,000
Auditor (External)		\$92,473
Auditor (Internal)		\$108,452
Bank Examiner		\$129,870
Compliance and Ethics		\$125,000
Consultant		\$129,032
Corporate Security and Loss Prevention		\$125,000
Data Analyst/Scientist		\$105,300
Forensic Accountant		\$125,000
Fraud Examiner or Investigator		\$93,153
Investigator		\$99,888
IT/Computer Forensics Specialist		\$106,556
Risk and Controls		\$121,000



HOW DOES EDUCATION AND LEVEL OF RESPONSIBILITY IMPACT COMPENSATION?

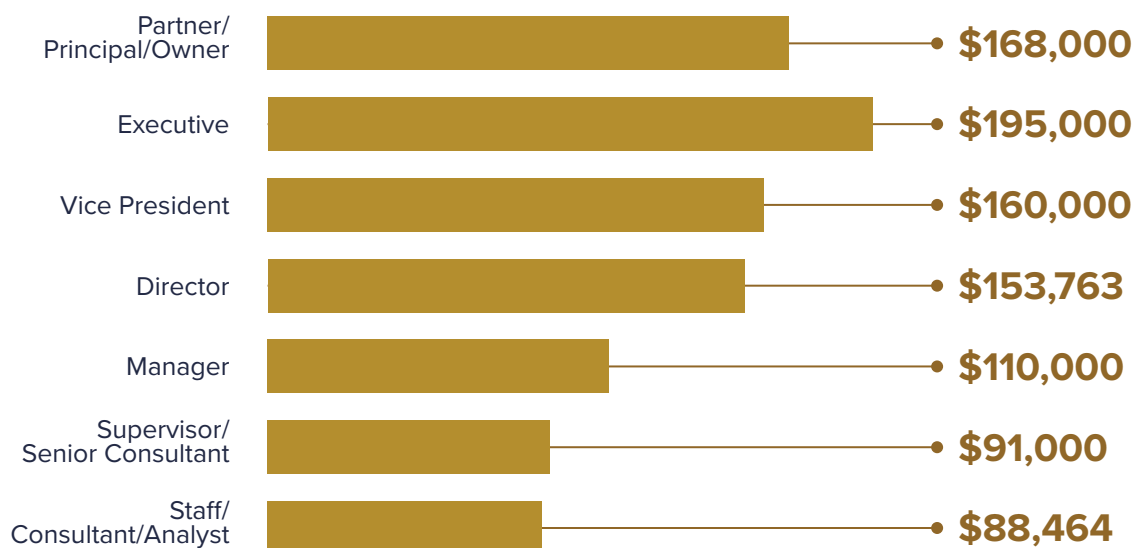
As one would expect, additional education and increased responsibilities drives additional compensation. How much do these factors impact the pay of anti-fraud professionals?



MEDIAN COMPENSATION BASED ON LEVEL OF EDUCATION



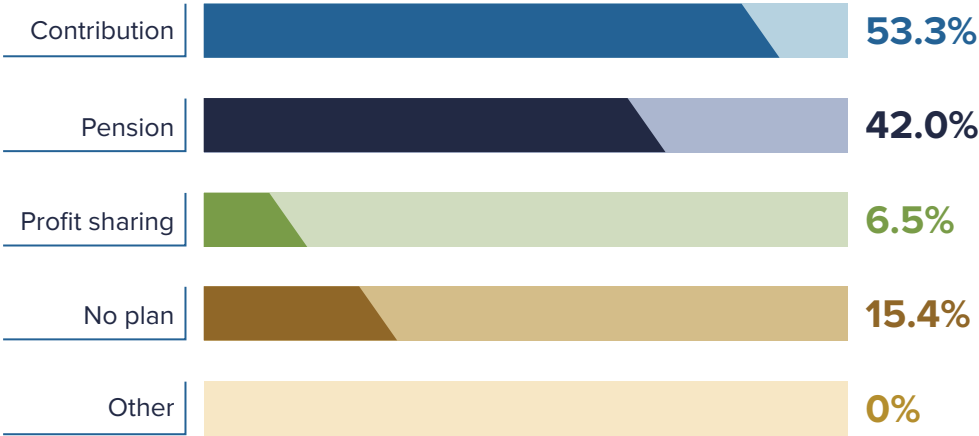
MEDIAN COMPENSATION BASED ON LEVEL OF RESPONSIBILITY



RESPONDENT BENEFIT PROFILE

Over half of survey respondents stated their employer provides a 401(k) or 403(b) retirement plan with a defined contribution match, and 42% of respondents stated their company offers a defined benefit (contribution) retirement plan. One in six respondents stated their company does not offer any retirement benefits.

RETIREMENT PLANS



*Respondents were instructed to select all that apply. Percentages may exceed 100% total.

OTHER COMPENSATION AS A RESULT OF EARNING THE CFE CREDENTIAL

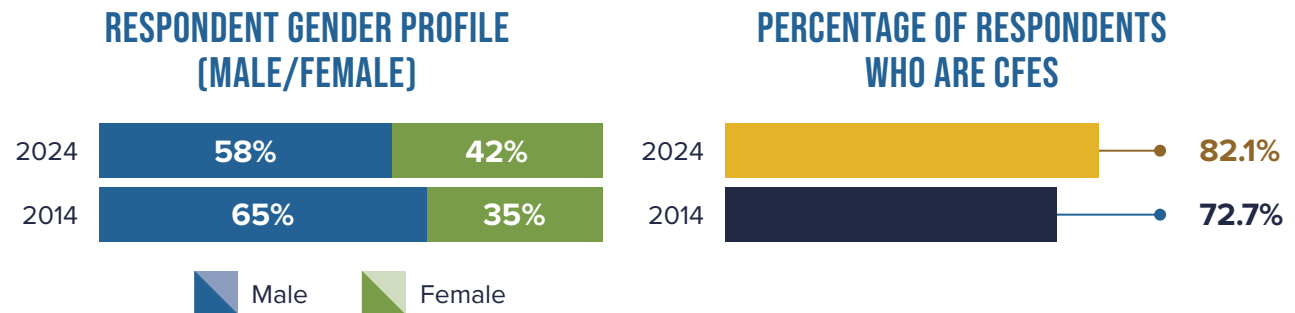
Survey respondents reported earning additional compensation and benefits after obtaining their CFE credential, including:



A LOOK BACK

We compare the current compensation survey results to our 2013/2014 *Compensation Guide* results.

RESPONDENT PROFILE



MEDIAN AGE OF RESPONDENT



PERCENTAGE OF CFES WITH AT LEAST A FOUR-YEAR DEGREE



PERCENTAGE OF CFES WITH 10 YEARS OR MORE OF FRAUD-RELATED EXPERIENCE



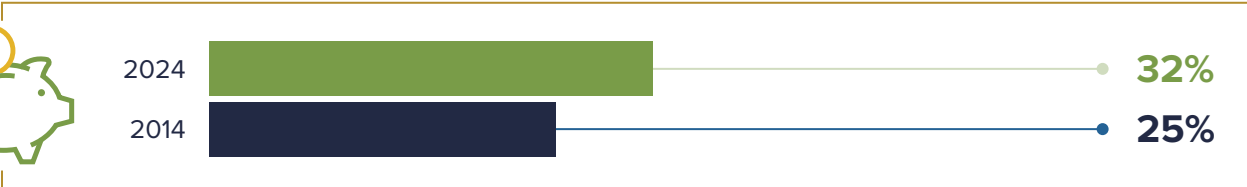
PERCENTAGE OF CFES AT MANAGER LEVEL OR HIGHER





COMPENSATION

CFE PREMIUM



MEDIAN COMPENSATION



MALE/FEMALE PAY DIFFERENCE



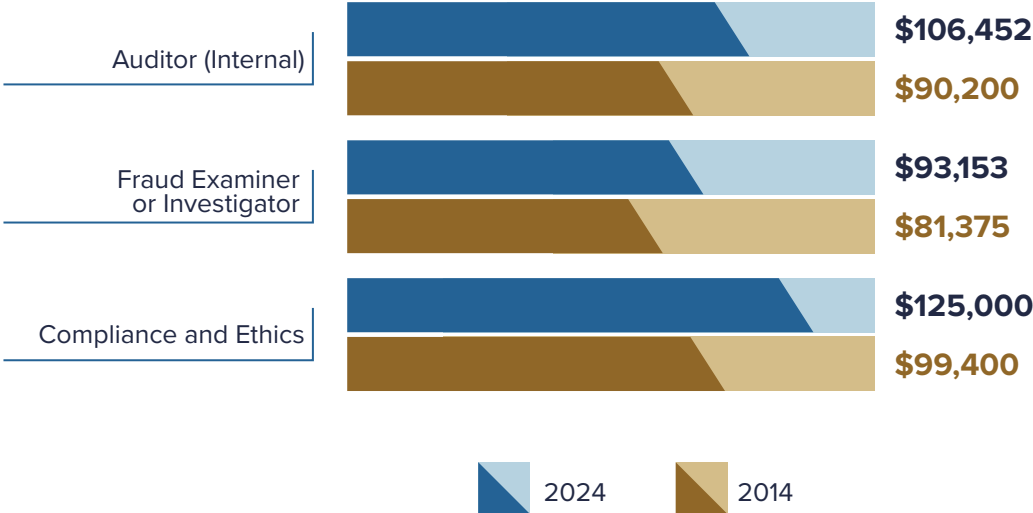
MEDIAN COMPENSATION FOR CFES WITH A FOUR-YEAR DEGREE



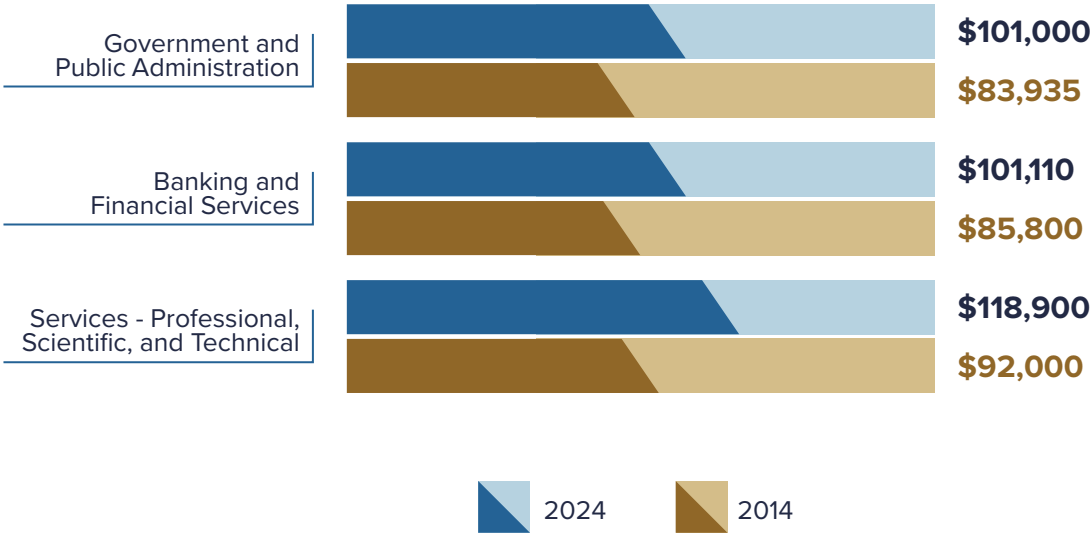
MEDIAN COMPENSATION FOR CFES WITH A GRADUATE DEGREE



COMPENSATION DIFFERENCE FOR TOP PRIMARY JOB FUNCTIONS



COMPENSATION DIFFERENCE FOR TOP INDUSTRIES



METHODOLOGY

In order to ensure the confidentiality of the data, the ACFE contracted an objective, third-party research company, Western Management Group, to collect and compile the results.

An email with a link to an online questionnaire was sent to approximately 90,000 ACFE members in April 2024. A total of 4,449 complete and usable responses were received by the end of June in time for processing, representing a 5% response rate. Based on 4,449 presumably random responses and 90,000 for the total population, this study has a +/- 1.47% margin of error (MOE) at a 95% level of confidence. In other words, we can be 95% certain that for a question with 4,449 responses, the survey's figure would be within +/- 1.47% percentage points of the actual universe's response. A margin of error of +/- 5% is typically accepted as the "standard" in association research, so this study's +/- 1.47% figure indicates a stronger than typical level of statistical significance.

Upon receipt, all responses were assigned a unique identification number, and any remaining identification was removed from the survey form. All data were checked both manually and by a specially designed computer editing procedure. Strict confidence of survey responses was maintained throughout the course of the project.

DEFINITIONS

Total Annual Compensation	The total annual compensation is comprised of such items as annual base pay (salary), commissions, bonuses, profit sharing, etc.
Number of Responses	The number of responses in a particular grouping.
Average	The simple average of all responses for a particular item (i.e., it is the result of summing the values and dividing by the total number of responses).
Median (or 50th percentile)	The center value of the total distribution of the data that was reported (i.e., it is the value at which 50% of the responses are above and 50% are below). This measure is less likely than an average to be distorted by a few outlying responses.
25th Percentile	The observation point below which 25% of the responses lie (i.e., 25% of the respondents earn less than this amount and 75% earn more).
75th Percentile	The observation point below which 75% of the responses lie (i.e., 75% of the respondents earn less than this amount and 25% earn more).
Regression	A measure of the relation between the mean value of one variable (relative pay difference) and corresponding values of other variables (i.e., level of education and world region).

DISCLAIMER

The statistical information contained in this report is believed to be representative of the individuals responding to the survey. All reasonable efforts were taken by Western Management Group to assure data comparability within the limitations of reporting procedures. However, the data used in this report are not necessarily based on audited data and the statistical validity of any given number varies depending upon sample sizes and the amount of consistency among responses for that particular figure. Western Management Group and the ACFE, therefore, make no representations or warranties with respect to the results of this study and shall not be liable to clients or anyone else for any information inaccuracies, or errors or omissions in contents, regardless of the cause of such inaccuracy, error or omission. In no event shall Western Management Group and/or the ACFE be liable for any consequential damages.

ABOUT THE ACFE

Founded in 1988 by Dr. Joseph T. Wells, CFE, CPA, the Association of Certified Fraud Examiners (ACFE) is the world's largest anti-fraud organization and premier provider of anti-fraud training and education. Together with more than 90,000 members in more than 190 countries, the ACFE is reducing business fraud worldwide and providing the training and resources needed to fight fraud more effectively.

The positive impact of anti-fraud training is far-reaching. Clearly, the best way to combat fraud is to educate anyone engaged in fighting fraud on how to prevent, detect and investigate it. By educating, uniting and supporting the global anti-fraud community with the tools to fight fraud more effectively, the ACFE is inspiring public confidence in the integrity and objectivity of the profession.

The ACFE offers its members the opportunity for professional certification. The Certified Fraud Examiner (CFE) credential is preferred by businesses and government entities around the world and indicates expertise in fraud prevention and detection.

MEMBERSHIP

Access to world-class anti-fraud knowledge and tools is a necessity in the fight against fraud. Members of the ACFE include accountants, internal auditors, fraud investigators, law enforcement officers, lawyers, business leaders, risk/compliance professionals and educators, all of whom have access to expert training, educational tools and resources. Members from all over the world have come to depend on the ACFE for solutions to the challenges they face in their professions. Whether their career is focused exclusively on preventing and detecting fraudulent activities or they just want to learn more about fraud, the ACFE provides the essential tools and resources necessary for anti-fraud professionals to accomplish their objectives.

CERTIFIED FRAUD EXAMINERS

Certified Fraud Examiners (CFEs) are anti-fraud experts who have demonstrated knowledge in four critical areas: Financial Transactions and Fraud Schemes, Law, Investigation, and Fraud Prevention and Deterrence. In support of CFEs and the CFE credential, the ACFE:

- Provides bona fide qualifications for CFEs through administration of the CFE Exam.
- Requires CFEs to adhere to a strict code of professional conduct and ethics.
- Serves as the global representative for CFEs to business, government and academic institutions.
- Provides leadership to inspire public confidence in the integrity, objectivity and professionalism of CFEs.

For more information, visit [ACFE.com](https://www.acfe.com).





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FOR ANTI-FRAUD PROFESSIONALS



Association of Certified Fraud Examiners

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GLOBAL HEADQUARTERS | THE GREGOR BUILDING

716 West Avenue | Austin, TX 78701-2727 | USA

P: (800) 245-3321 +1 (512) 478-9000

E: MemberServices@ACFE.com | ACFE.com