

Compliance Officers

SOC: 13-1041 • Career Profile Report

■ Key Facts

\$78,420

Median Salary

418,000

Employment

+3.0%

Growth Rate

■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Medium Risk - 38.0% probability of being automated in the next 10-20 years.

This job has some routine elements but still requires human judgment and interaction.

■■ Work-Life Balance

7.1/10 - Good work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	3.8/10	Investigative	7.2/10
Artistic	4.0/10	Social	6.6/10
Enterprising	8.2/10	Conventional	8.8/10

■ Top Skills Required

Analytical skills, Communication skills, Customer service skills, Detail oriented, Interpersonal skills, Organizational skills, Problem-solving skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Compliance Officers ensure that organizations **follow laws, regulations, and internal policies**. They develop, implement, and monitor compliance programs to reduce risk and maintain ethical standards. Their work is critical in finance, healthcare, government, and corporate environments.

This career is well suited for individuals who enjoy problem-solving, analyzing regulations, and promoting ethical practices.

What Do Compliance Officers Do?

These professionals monitor organizational operations to ensure adherence to legal and regulatory requirements.

Common responsibilities include:

- Reviewing company policies, procedures, and operations for compliance
- Conducting audits and assessments of business practices
- Investigating reports of noncompliance or misconduct
- Advising management and staff on regulatory requirements
- Developing and implementing compliance programs and training
- Preparing reports for management, regulators, or external auditors
- Staying updated on changes in laws, regulations, and industry standards

Key Areas of Compliance

Compliance officers may focus on specific industries or regulatory areas:

- Financial Compliance: Ensuring adherence to banking and investment regulations
- Healthcare Compliance: Monitoring compliance with HIPAA and patient safety standards
- Corporate Governance: Implementing internal policies and ethical guidelines
- Risk Management: Identifying and mitigating compliance risks
- Regulatory Reporting: Preparing and submitting required documentation to authorities

Skills and Abilities Needed

Compliance officers combine analytical, legal, and organizational skills.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

This role typically requires formal education and experience:

- Bachelor's Degree: Business, finance, law, or related fields
- On-the-Job Training or Experience: Understanding industry-specific regulations
- Professional Certification (optional): Certified Compliance & Ethics Professional (CCEP) or similar credentials
- Continuous Learning: Keeping current with regulatory changes and compliance best practices

Where Do Compliance Officers Work?

They are employed across organizations that require regulatory oversight:

- Banks and Financial Institutions
- Healthcare Organizations and Hospitals
- Corporations and Businesses
- Government Agencies

- Consulting and Advisory Firms

Work environments include offices, regulatory agencies, and corporate settings.

Is This Career Difficult?

This career requires understanding complex regulations, attention to detail, and ethical judgment. Compliance officers must monitor operations, advise stakeholders, and respond to potential risks or violations.

Who Should Consider This Career?

This career may be a strong fit if you:

- Enjoy analyzing regulations and policies
- Are detail-oriented and ethical
- Have strong communication and advisory skills
- Can assess risk and problem-solve
- Want a career focused on compliance, governance, and accountability

How to Prepare Early

- Take courses in business, law, finance, or ethics
- Gain experience through internships or entry-level roles in regulated industries
- Develop strong analytical and organizational skills
- Learn about industry-specific regulations and compliance practices
- Consider professional certifications to enhance credibility

Compliance officers help organizations maintain integrity, adhere to regulations, and reduce risk, ensuring ethical and lawful business operations.

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Source: <https://www.bls.gov/ooh/business-and-financial/compliance-officers.htm>