



KPMG Family Office Compensation Benchmark Report Foreword

New Zealand Foreword for Global Report

October 2025



Global report overview



Family Offices often find it challenging to access reliable benchmarks and guidance on effective talent acquisition, retention, and remuneration.

KPMG recently launched the 2025 Global Family Office Compensation Benchmark Report, in collaboration with the Agreus Group.

This comprehensive report is the result of insights and data gathered from over 600 survey responses, including 20 in-depth interviews with Family Office leaders and professionals from around the world. It offers a unique and data-driven perspective on the latest trends in compensation, operational best practices, and governance within Family Offices around the world.

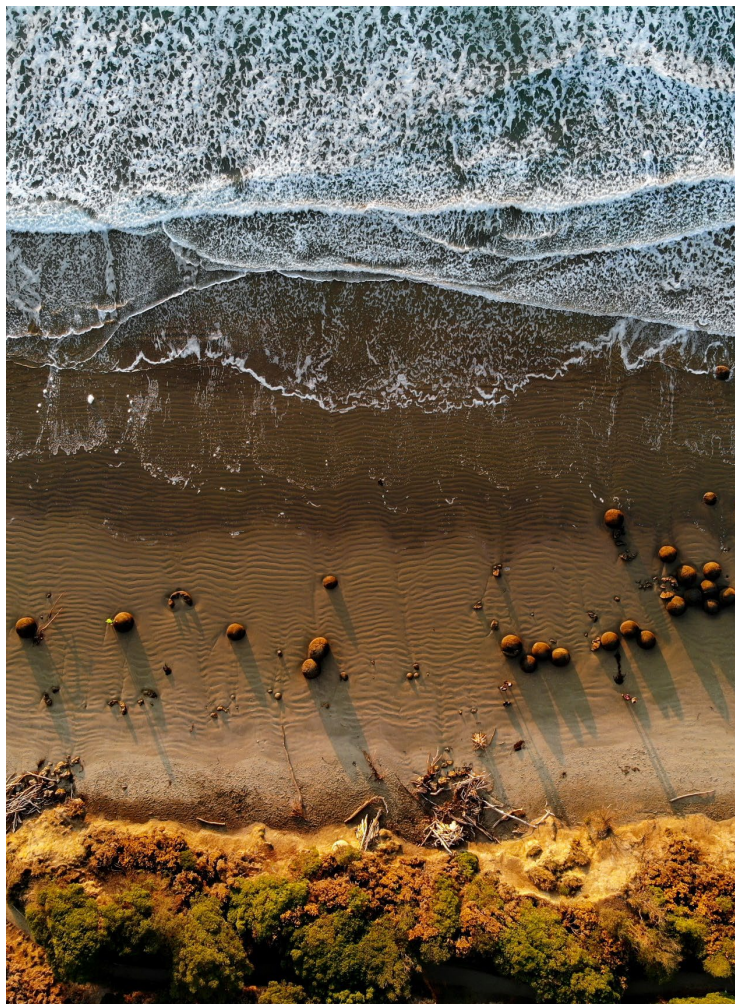
One of the core challenges Family Offices face is accessing reliable benchmark data and guidance around attracting, retaining, and remunerating talent effectively. This is particularly critical given that many professionals sought by Family Offices come from highly benchmarked environments such as professional services and investment banking, where compensation structures are well-defined and consistent.



Full global report:

[Global Family Office Compensation Benchmark Report](#)

A New Zealand perspective



As highlighted in our previous KPMG Family Business 2025 report, family offices are becoming more popular in New Zealand

Although we did not contribute to the Global Office Compensation Benchmark Report, it is important for local families and advisors to be aware and pay attention to international trends. The future outlook for Family Offices is expected to continue to grow with an increased demand for specialised skills, e.g. ESG and digital transformation. This supports the need for using independent data to benchmark remuneration to attract the best talent required.

The successful Family Offices in New Zealand are characterised by their agility, innovation, and deep commitment to intergenerational legacy. As the sector matures and becomes more integrated with the global economy, there is growing recognition of the need for robust frameworks to assist manage governance, talent management, and compensation structures.



[Click here to see the report](#)

A New Zealand perspective continued

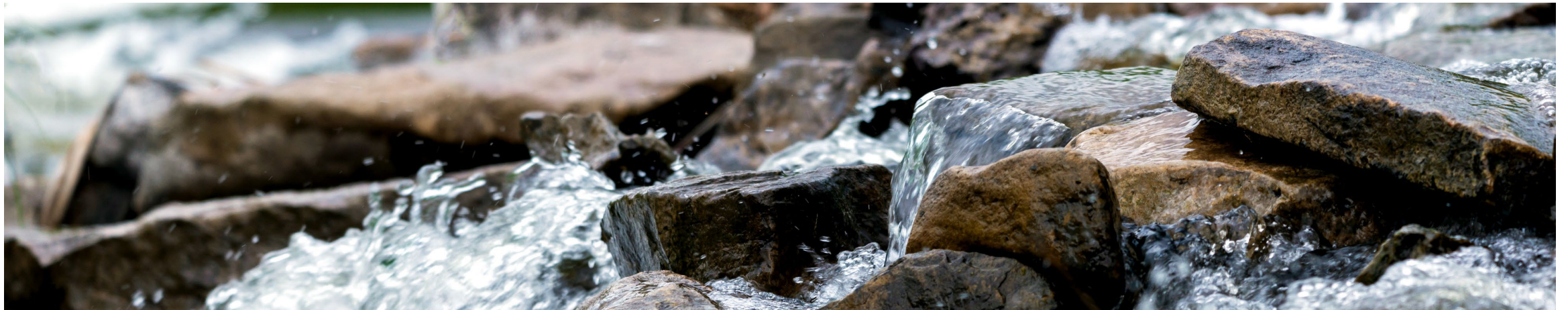
A Family Office requires a distinct skillset and a subtle cultural fit, incomparable to any other industry. It is not uncommon for Family Offices to have blurred lines between personal and business affairs.

As a result, the decision for compensation is often driven by loyalty or guesswork and emotion rather than benchmarking or robust data.

New Zealand Family Offices are steadily growing and are known for being flexible and innovative. As they grow and connect more with the global economy, it's important for them to have strong systems for managing their people and remuneration.

Using global compensation benchmarks will help New Zealand Family Offices stay competitive and attract the right skilled staff. This report gives useful information to help make better decisions about remuneration instead of relying on loyalty or guesswork and emotion.

Compensation decisions are often driven by loyalty, guesswork, and emotions rather than by independent data analysis.



The development of a Family Office

Outlined below are typical Family Office structures we encounter in New Zealand and an example of their likely remuneration structures.

01 Embedded family Office (EFO)

Often the starting point for a Family Office. Expertise and skills are utilised from the family's trading business to assist with the family's wider needs.

02 Single Family Office (SFO)

This is the traditional structure for a Family Office, it serves a single family and varies in complexity according to the family needs. As the family grows, the Family Office may emerge as a MFOs, serving wider family branches and generations.

03 Multi family Office (MFO)

May have started as a SFO but expands to include branches of the wider family and can include other high net worth families. This is a corporate structure with families benefitting from shared resources and access to a more comprehensive centralised hub of services.



Pay your long tenure employee working in operations



Depending on the maturity of the family office they will require experienced external skillsets



Higher experienced external skillset i.e. CEO \$500,001–\$625,000k (against Australian benchmarking*)

[*2025 Global Family Office Compensation Benchmark Report](#)

Contact us

We trust that this report will serve as a practical tool for decision makers, advisers, and family members as they shape the next chapter of family enterprise in our country.

Full global report:

[Global Family Office Compensation Benchmark Report](#)

Executive summary:

[Global Family Office Compensation Benchmark Report – Executive Summary](#)

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