

introduction

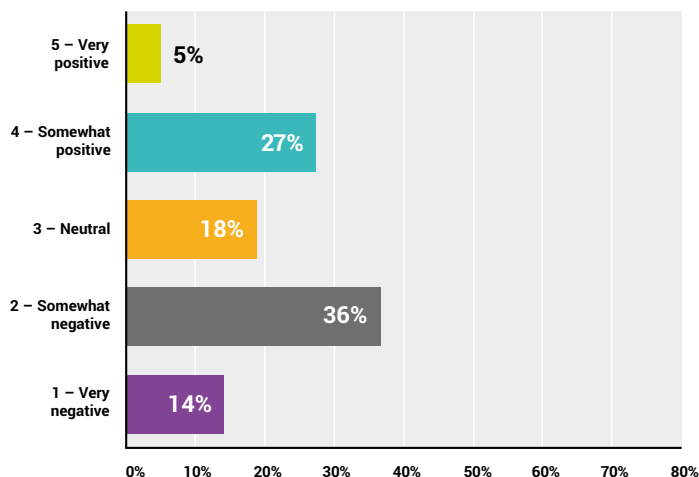
A very warm hello to all our market intelligence friends, be they new or regular readers. Is it me, or since we last spoke in the summer has it rained continuously for 60 days? Surely that's a record? Anyway the October half term will bring much relief for those with little ones and if you are jetting off to sunnier climes... I don't blame you. Work wise I'm delighted to report that we have continued with the high activity levels first seen in the Spring. There seemed to be very little summer drop off this year and our core areas of Credit Risk, Corporate Coverage and Commercial Real Estate Finance have maintained their charge. As reported last quarter, the main concentration remains in the £50-80k basic salary level, so typically your Associate and Manager levels. Is this you? Well why not get in touch?? Our hot topic discussion around "dress down" has clearly stoked a few fires!!! (see below) and so for now we'll leave you in peace until

the new year. Enjoy Christmas and I hope Santa brings you all your heart desires (Note – if we are not the first people to wish you a Happy Christmas then something is seriously wrong)!

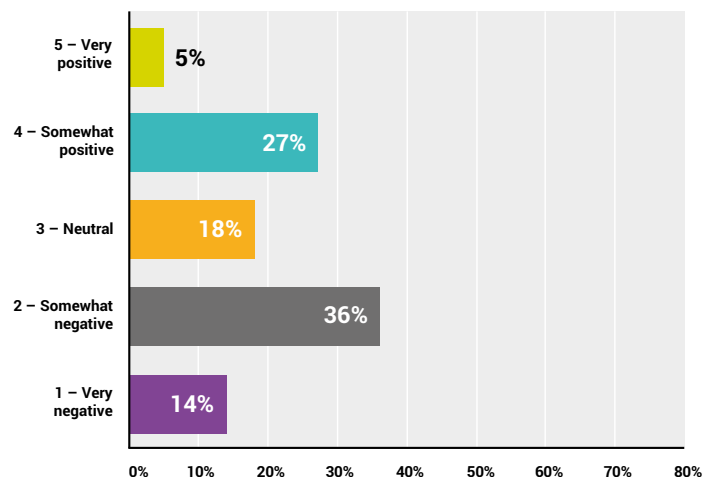
quarterly survey

These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.

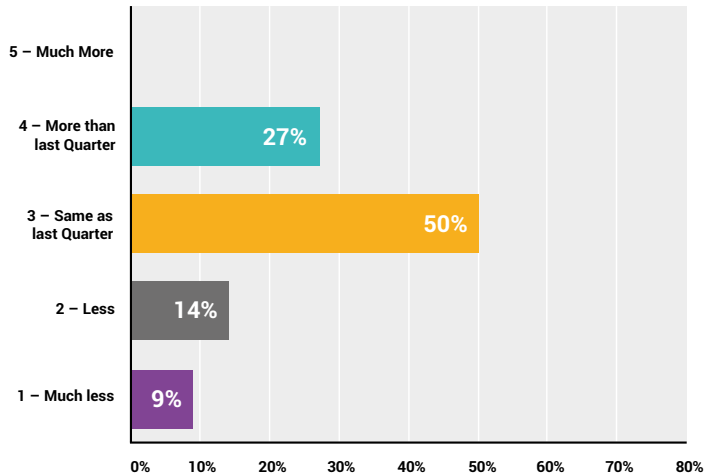
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



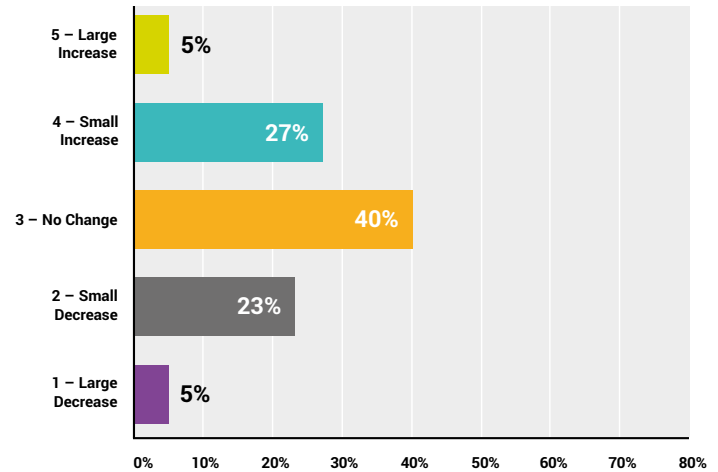
Q2 *...and what is your outlook for the next 12 months?*



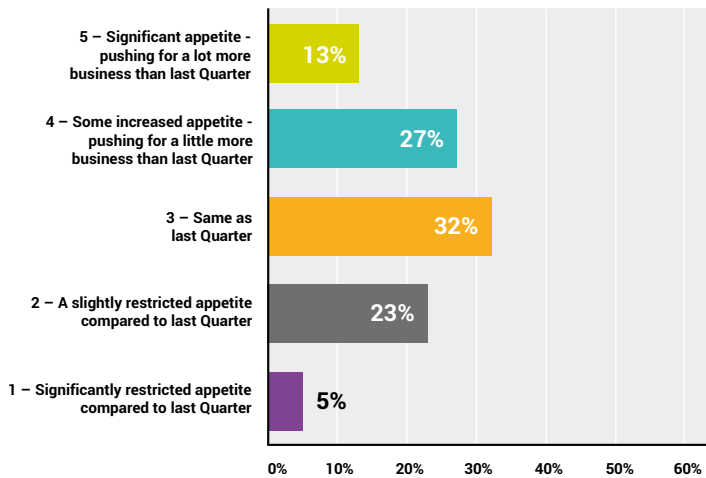
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



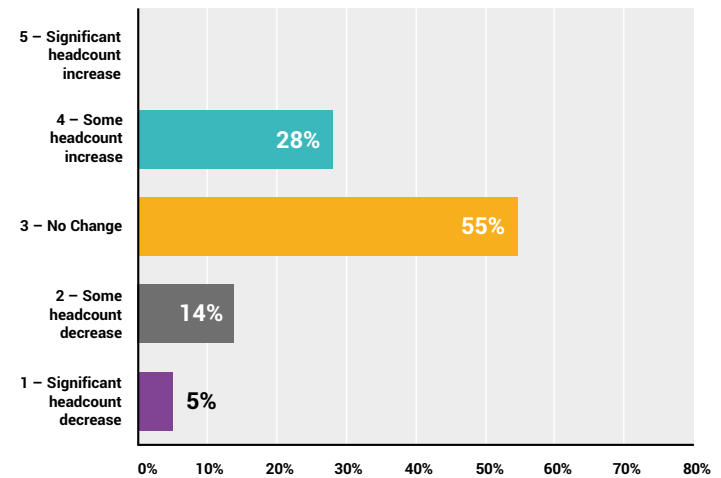
Q4 Has your department headcount changed since last quarter?



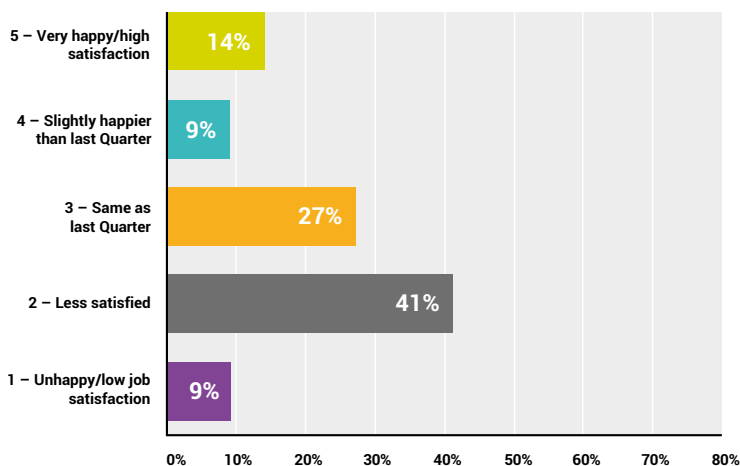
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



Q6 Is your employer looking to hire in the next 3 months?



Q7 What is your current level of job satisfaction?



Survey summary - For the third quarter in succession, short term business confidence continues to flatline, whilst the longer-term outlook is certainly more negative, with 47% of respondents suggesting a less than neutral outlook. Despite this, you have reported that business flows remain strong, with a healthy 81% reporting that completed deal volumes are on a par or higher than last quarter. Credit risk appetite remains on an upward trend, a common theme throughout 2019, so institutions are without question "open for business". Headcount changes do reflect our own above- mentioned activity, with a 32% perceived increase since last quarter, and the belief is that most employers are at least maintaining or looking to increase headcount in the next quarter. Finally we examine the job satisfaction results and respondents remain largely negative, with 50% unhappy or less satisfied with their position.



Hot topic: “...Dress down in the office – are professional standards slipping?... ”

“...Disagree. Such standards are subjective, since dressing down should be allowed with due application of “sensibility”. Wearing formal business wear when not facing the client(s) is just a display of inflexibility on the part of the employer...”

“... When just in the office and not meeting clients, yes standards have fallen, especially with younger colleagues...”

“...Absolutely not. Once you change there is no going back. Dressing for your day treats employees as adults. We are empowered to make multi million pound investment decisions so can be trusted to wear appropriate clothing in the office...”

“...Was surprised to find a dress code in a private company founded by ex investment bankers. Even goes as far as no white soles on dress down Friday. I have no problem with smart casual and believe this is the way forward...”

“...Yes, professional standards are slipping. We need to recognise that people ARE more laid back and often don't get much done in a working day...”

“...The age of suit and tie for a regular day in the office are gone, together with the old view that client facing people need to shave clean. In a modern era, suits and ties can be left for important meetings, rather than being daily uniforms. And wearing a tie will demonstrate that a specific meeting is a bit more special...”

“...I don't think standards are slipping. I like the fact that some companies have “dress for your day” ie: if with client you dress accordingly, if not you can do business casual...”

“...I don't think so. Culture is changing and company policies should reflect this. Younger generations in favour of showing their true selves. An element within an overall change, to attract talent for the future...”

“...Sadly yes they are, but it is a trend everywhere...”

“... No. We dress down in the office, but have suits/ties for meetings...”

“...The dress down approach is very welcome. I think the most important thing is to be efficient, and if I'm wearing sneakers and jeans instead of high heels and a pencil skirt, I might actually have a better focus. People should look neat and clean, but all those old fashioned dress codes are annoying...”

“...The real issue with dress down is that different people have different views of what is acceptable. Firms need to spell out what is and isn't acceptable so that a minimum standard of dress is maintained. I don't believe that people need to wear suits and ties to do their jobs effectively, but a certain standard should be expected...”

“... So long as the output and result are the same and exceeds expectation, clothing shouldn't matter. Talent and professionalism, competence and ability to your job is what should matter...”

recent market moves

June 2019

James Ambrose

Regional Sales Director
at Secure Trust Bank

July 2019

Jennifer Banville

Deal Execution Manager at ING

July 2019

Ammar Zulifqar

Vice President, Global Structured
Finance EMEA (Islamic Finance)

July 2019

Veronica Velazquez-Blakely

Money Laundering Reporting Officer
at Nedbank

July 2019

Andy Duncan

Head of Upstream Lending
at Macquarie Group

July 2019

Nasir Uddin

Compliance Officer at Union Bank

July 2019

Nadia Lalliche

Senior Associate Director at Mizuho

July 2019

Sudha Goyal

Senior Credit Manager at RBS

July 2019

Alexios Papavassiliou

Head of Execution & Transaction
Management at First Abu Dhabi Bank

July 2019

Stefan Butler

Head of Trade Finance at
The Commonwealth Trade Bank Plc

July 2019

Edward Davis

Senior Credit Analyst
at Standard Chartered Bank

July 2019

Pierre Vinci

General Manager
at Crédit industriel et commercial (CIC)

July 2019

Alexander Gnaedig

Head of Risk Management,
Real Estate Finance at LBBW

July 2019

Gabriela Tozserova

Credit Risk Manager at ICICI Bank

July 2019

Mark Turrell

Business Development Director
at Wyelands Bank

July 2019

Brook Kalkhoven

Associate Director, Structured Finance
at Shawbrook Bank

July 2019

Chris Newman

Development Finance Underwriter
at LendInvest

July 2019

Chris Harpley

Sales Support Executive
at ABN AMRO Asset Based Finance

August 2019

Sarah Briddon

Head of Consumer Brands &
Healthcare at Citi Bank

August 2019

Kim Tran

Head of Corporate & Institutional
Banking at Europe Arab Bank

August 2019

Andrew Jones

Chief Risk Officer at SANNE

August 2019

Sylvain Gloux

Senior Originator, Aerospace Finance
at Erste Group

August 2019

Michael Daniels

Chief Risk Officer at United Bank LTD

August 2019

Ruari Phillips

Vice President at Silicon Valley Bank

August 2019

Dave Taberner

Associate, Real Estate Finance
at OakNorth Bank

August 2019

Viktor Berta

Aerospace Finance at Erste Bank

August 2019

Alex Rowe

Head of Strategic Sales
at Hitachi Capital

**recent market
moves** *continued*



August 2019

Christopher Hart

Head of ABL Sales, South
at Close Brothers Invoice Finance

August 2019

Jeremy Harrison

Head of Sales UK
at ABN AMRO Commercial Finance

August 2019

Joseph Crowley

General Counsel at Zenith Bank Ltd

August 2019

Asif Ismail

Executive Officer, Trade Services
at Union Bank

August 2019

Jean-Marie Tassel

VP, Energy & Natural Resources
at MUFG

August 2019

Kim Lambert

Credit Risk Consultant at UBL UK

August 2019

Andrew Johnston

Head of IT at Sonali Bank

August 2019

James Collins

Head of Distribution and Trade Finance
Origination at UBA UK

August 2019

Paul Gilbertson

Senior Manager, Real Estate Finance
at Punjab National Bank

August 2019

Scott Wilson

Associate Manager at Emirates NBD

August 2019

Gagandeep Singh

Director, Development Finance
at OakNorth Bank

August 2019

Simone Aroni

Senior Manager at ICBC

September 2019

Dora Grant

Chief Risk Officer
at The Commonwealth Trade Bank

September 2019

Jaiye Randle

EMEA Project & Infrastructure Finance
at Citi Bank

September 2019

Tushaar Karia

Senior Associate at Mount Street

September 2019

Neil Rogers

Senior Associate at Mount Street

September 2019

Mayank Karbal

Assistant Director
at Crédit Agricole CIB

September 2019

Jasper Goodford

Director at Situs

September 2019

May Rahmani

Associate Banker, Loan Syndications
at EBRD

September 2019

Matt Waters

Director, Financial Institutions Group
at Crédit Agricole CIB

September 2019

Neil Fry

Middle Office at DBS Bank

September 2019

Dinesh Masih

Account Manager Support
at Handelsbanken

September 2019

Tim Campbell

Transactions Director
at Octopus Real Estate

September 2019

Alex Pashley

Head of Structured Finance, UK
at Wilmington Trust

October 2019

Arnaud Bouillé

Executive Director, Clean Tech
at Standard Chartered Bank

October 2019

Gabriele Galli

Vice President at Bank of America
Merrill Lynch, Leveraged Finance

October 2019

Eduardo Soares

Credit Analyst, Asset Management
at Gulf International Bank

a sample of current mandates....

Senior RM:

Financial Institutions

£120,000 - £140,000 basic

Relationship Manager:

Corporate Pharma

£140,000 - £160,000 basic

Director:

Compliance, Risk &
Operations (Dublin)

£115,000 - £130,000 basic

Associate:

Debt Asset Management

£50,000 - £60,000 basic

Junior M&A Analyst:

Asset Management (Berlin)

£50,000 - £60,000 basic

Credit Analyst:

Financial Institutions focus

£55,000 - £65,000 basic

Documentation Manager:

Loans Admin

£55,000 - £70,000 basic

Front Office Credit Analyst:

Corporate Banking

£45,000 - £55,000 basic

Supply-Chain Finance Manager:

£90,000 - £100,000 basic

contact us

Our door is open and all contact is treated in total confidence. If you wish to discuss your own situation, new hiring mandates, future hot topics or anything else, please do use the contact details below:

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