

introduction



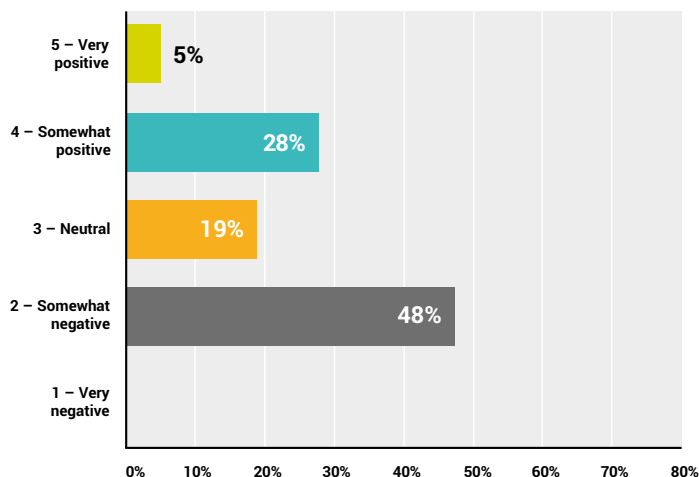
Boris Johnson is in the hotseat, England are Cricket World Champions (er... don't mention the Ashes) and the new "Strictly" line up is being announced, don't you just love the Summer? Whilst I appreciate many of you are about to go/ currently on/just back from your vacations rest assured that the City wheels continue to turn and it is "all systems go" for us here at C James. Activity is at a 5 year high with the areas of Credit Risk, Supply-Chain Finance and Commercial Real Estate Finance leading the charge. The main concentration has been in the £60-90k basic salary level, so typically your AVP/Manager level. We did flag this upturn last quarter and so we repeat to clients a word of caution - candidates are likely to have multiple options - therefore a little extra "sell" maybe required to secure your preferred candidate.

Happy reading, this quarters hot topic clearly touched a few nerves, and for those having withdrawal systems take comfort that Love Island returns again in 11 months.

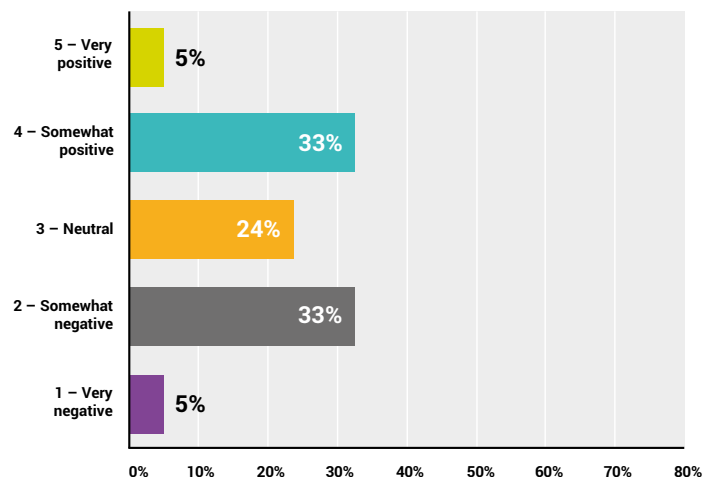
quarterly survey

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

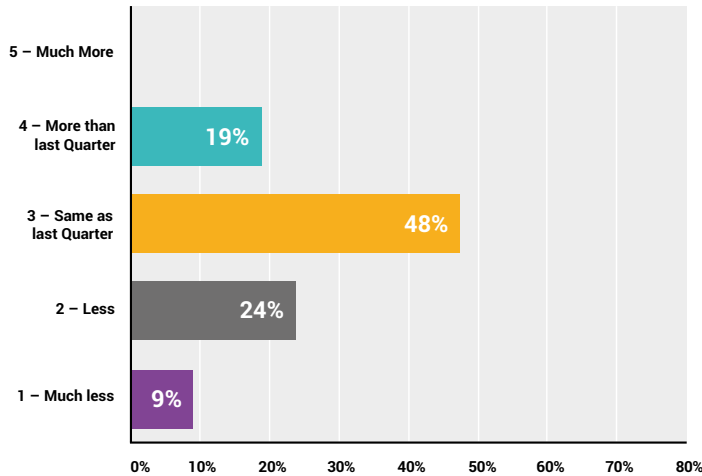
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



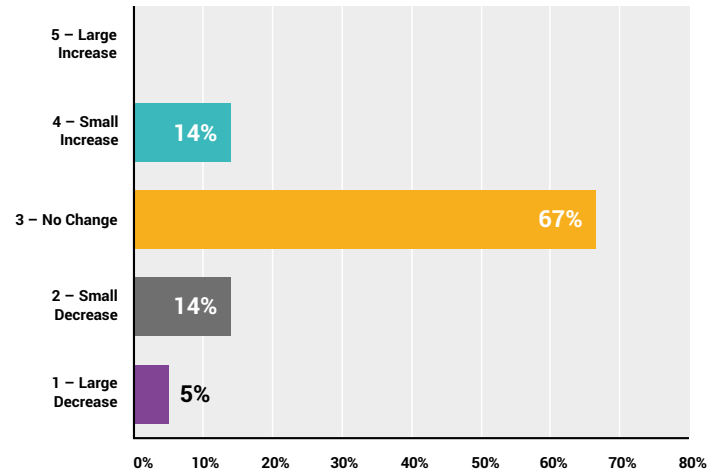
Q2 *...and what is your outlook for the next 12 months?*



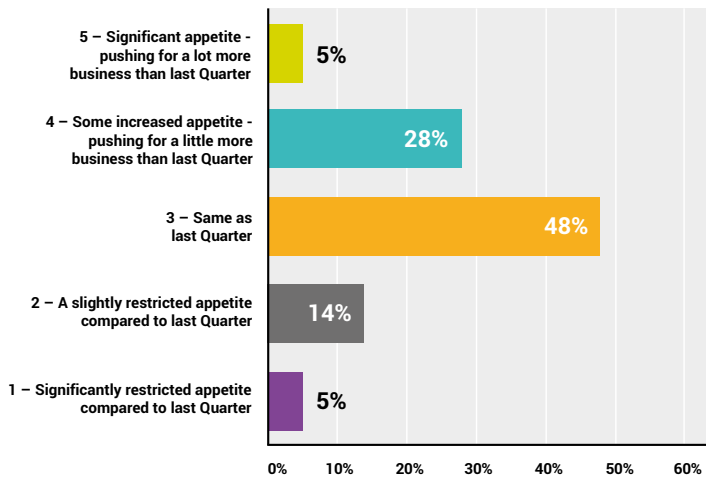
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



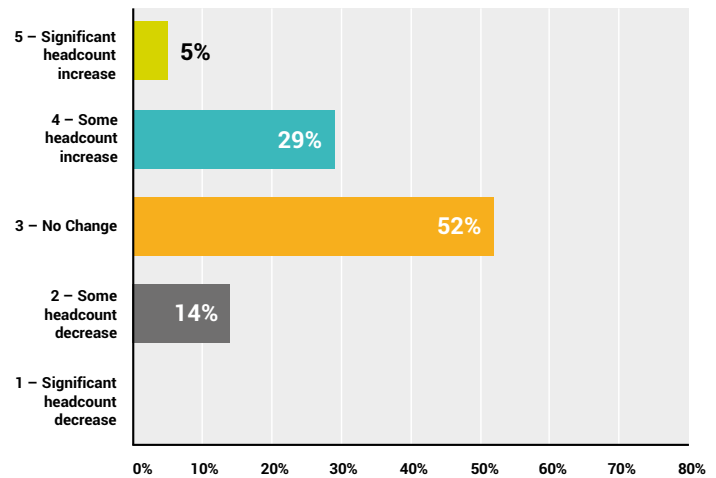
Q4 Has your department headcount changed since last quarter?



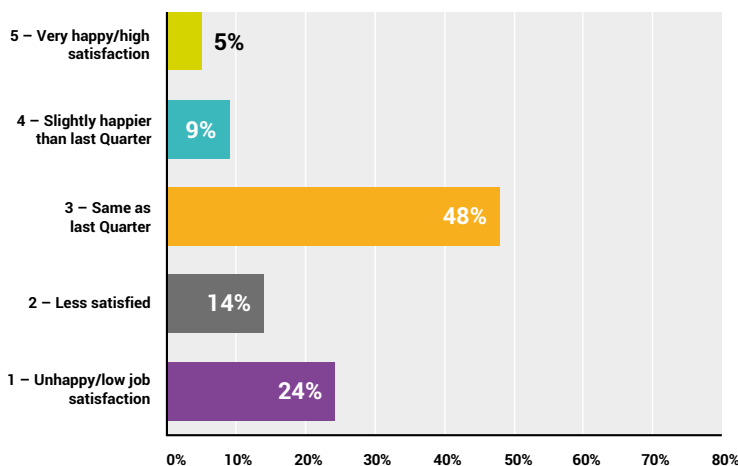
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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 second quarter in a row business confidence looks gloomy. 47% reporting a "somewhat negative" short term outlook and, longer term, a neutral outlook. Overall you felt that your institution has written the same amount of business in Q2 but, again, upward pressure remains to execute more with 81% suggesting an equal or higher credit appetite ongoing. Slightly flying in the face of our own activity levels, 67% of respondents said there had been no short term headcount change but looking ahead a significant 32% suggested that their institution was looking to expand the headcount. Finally the job satisfaction levels have improved in Q2 albeit remain more negative than positive. 23% of respondents saying that they are "unhappy" which is finely balanced against 13% saying they are happier. So quite frankly a very mixed bag!



Hot topic: “...Do we hide behind email? Should the phone be used more in the workplace...”

“...Yes, but it’s an evil necessity. Audit trail and people who shirk responsibility or indeed those who take credit without any real involvement, emails act as the events journal of transactions...”

“...Totally - a phone call yields so much more information and builds better relationships - however an email is an easier option and provides a clearer audit trail. Unfortunately with an increasing need to show and justify actions people are pushed toward email...”

“...I find the younger generation lean heavily towards emails as they struggle with word of mouth or face to face...”

“...Sadly people fail to see the bigger picture. Email allows individuals to simply move something off their desk. As far as they are concerned that’s their part done...”

“...It has to be a balance. Being hijacked by calls can be unwelcome. But a barrage of emails is unmanageable. Agree to talk when convenient works best...”

“...Agree completely. Email is a ‘Cheap’ way of communicating. As many communicator experts have stated it is a ‘negative profit’...”

“...Yes most of my colleagues hide behind emails and when you try to discuss issues face to face they ask you to send an email. It’s ridiculous how no one picks the phone to talk anymore...”

“...People are afraid to call...”

“...Using the phone allows you to express the correct tone and sensitivity in a situation. Email doesn’t and words can easily be taken the wrong way. As I’ve seen first hand in HR, it can explode a situation that was otherwise manageable...”

“...I think we have all fallen into this habit. I am beginning to recognise this and actively reverse this. Its tempting to send a mail because its so easy and convenient, however, its also convenient for the other party to avoid, or respond late to the request. If you really want something done a call is more effective...”

“...Both still have their place. Email can maintain and develop several conversations simultaneously but there are points where a conversation can assist or be necessary to progressing an activity...”

“...Email is a stress bringer and a disruptive work tool...”

“...Let’s be honest email has revolutionised communication and made work life easier. However it has its faults and my own team are over reliant and sometimes lose sight of common sense. Come on everybody, think before you type. Can a quick call solve the matter better?...”

recent market moves

April 2019

Arti Sugunan

Vice President, Corporate Finance & Syndications at Citi

April 2019

Jamie Fry

Relationship Executive at Growth Street

April 2019

Bennet Keller

Associate, Shipping Asset Management at Mount Street

April 2019

Vanessa Poetter

Associate Credit Analyst at Standard Chartered Bank

May 2019

Jyotika Dhingra

Analyst, Wholesale Credit at Bank of America Merrill Lynch

May 2019

Mollie-Rose Cowin

Associate Director, Transaction Banking (Large Corporates) at Lloyds Bank

May 2019

Kam Sangha

Relationship Director at Barclays

May 2019

Matthew Taylor

Regional Manager at Paragon Bank Business Finance PLC

May 2019

Kim Morcos

Credit Officer at BNP Paribas Asset Management

May 2019

Tony Collins

Senior Relationship Manager, Corporate Banking at OCBC

May 2019

Hanish Lodhia

AVP, Global Financial Institutions Group at SMBC

May 2019

Weicheng Hung

Associate, European Corporate Finance at Mizuho

May 2019

Goretti Lote

Head of International, Business Development at Zenith Bank

May 2019

Donna Bradley

Head of Operational Risk at ClearBank

May 2019

Andrew Carter

Chief Risk Officer at Union Bank of India

May 2019

Olivia Blundell

Associate Director, Financial Advisory & Solutions at Rabobank

May 2019

Songül Özer

Credit Risk Management at Morgan Stanley

May 2019

Ravinder Kettenis

Director, Head of Supply Chain & Receivable Finance Product at Barclays

May 2019

Celso Rodrigues

Relationship Manager at Zenith Bank

May 2019

Wahid Ali

Chief Risk Officer at Masthaven Bank

June 2019

James Dey

Head of Debt Origination and Client Coverage at Mediobanca

June 2019

Andrew Keehner

Relationship Director, Bridging at Cynergy Bank

June 2019

Connie Chen

Principal Banker, Loan Syndications at EBRD

June 2019

Sean Hanafin

Executive Chairman at Greensill

June 2019

Claire Newman

Head of Lending Operations at Relendex

June 2019

Edward O'Hara

CRO at British Business Bank

June 2019

Lisa Carter

Structured Trade & Commodity Finance at The Commonwealth Trade Bank



**recent market
moves** *continued*



June 2019

Nilesh Parmar

Assistant Vice President,
FIG at United Overseas Bank Limited

June 2019

Ramesh Googoolye

Asset Manager at Mount Street

June 2019

Hazrath Khan

Head of Trade Finance at Byblos Bank

June 2019

Lewis Joiner

Associate at DBS Bank

June 2019

Oren Riterband

Head of Internal Audit at FCE Bank

June 2019

Dan Smith

Relationship Manager
at Ultimate Finance

June 2019

Jon Matthews

Manager of Documentation Dept.
at ANZ

June 2019

Emma Broughton

Head of Syndications, Europe
at ANZ

June 2019

Ian Cogswell

Natural Resources Consultant
at ICBC

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

Julien Noizet

Director, European Corporate
Finance/FIG Credit at Mizuho

July 2019

Fortune Gweru

Managing Director,
Origination at Greensill

July 2019

Farhad Chowdhury

Deputy Head of Financial Crime
at Santander

August 2019

Viktor Berta

Aerospace Finance at Erste Bank

August 2019

Rebecca Owen

Head of SME at reverbank

August 2019

Dilip Degamia

Head of Compliance & MLRO
at FBN UK

August 2019

Matt Broomfield

Regional Sales Director
at Secure Trust Bank

August 2019

Percy Chan

Relationship Manager, FIG
at Wells Fargo

August 2019

Eduardo Ribas

Senior Credit Analyst
at Europe Arab Bank



a sample of current mandates on c-jamesjobs

**Leveraged Finance
(junior/analyst)**
£35,000 - £45,000 basic

Credit Analyst:
Financial Institutions focus
£55,000 - £65,000 basic

**Relationship Manager
(VP) Healthcare**
£140,000 - £160,000 basic

Director:
**Risk (Credit, Market &
Operational)**
£115,000 - £130,000 basic

Associate Director:
Debt Asset Management
£80,000 - £100,000 basic

CFO:
International Bank
£140,000 - £170,000 basic

Documentation Manager:
Loans Admin
£55,000 - £70,000 basic

**Loan Syndications
Manager:**
Origination & Distribution
£85,000 - £100,000 basic

**Supply-Chain Finance
Manager:**
International Bank
£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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