

## introduction

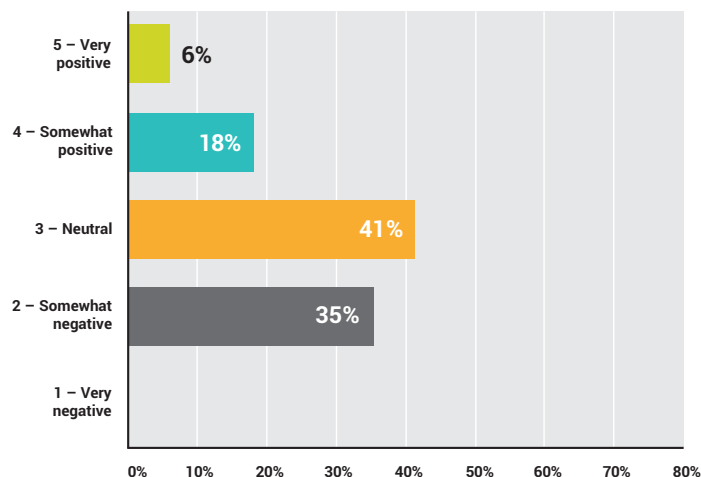


*Longer daylight hours return, Easter has been and gone and Brexit has been kicked into the long grass until October... all is good in the world, right? I'm not sure how you found Q1? But to be frank, it has been "all systems go" here, with a far higher demand for candidates at this time of year than we have witnessed since 2014! The following areas have been particularly active – credit risk (both junior and senior, up to CRO), Commercial Real Estate, debt Asset Management and operations (loans administration). A word of polite advice for any hiring managers though, given this increased activity, please be aware that candidates may have multiple options and so a little extra "sell" (read - ££) maybe required to get your preferred candidates over the line! This quarters market sentiment results show the usual post bonus dip, o you grumpy lot, and our gender equality question really threw up a mixed bag of responses. We've selected the highlights for your reading pleasure below. So until we talk again in the early summer, keep busy and happy banking!*

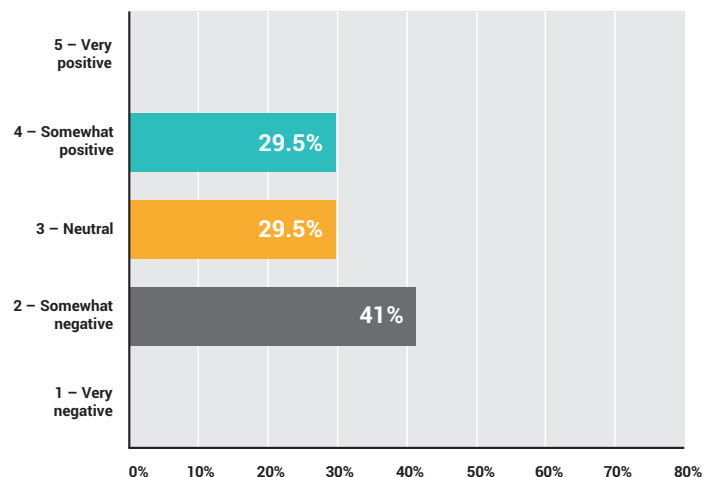
## quarterly survey

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

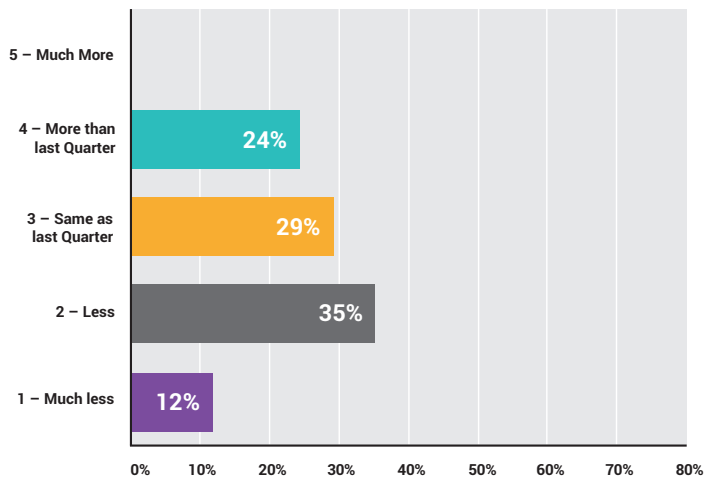
**Q1** *Looking at the next quarter only, what is your personal outlook for business confidence?*



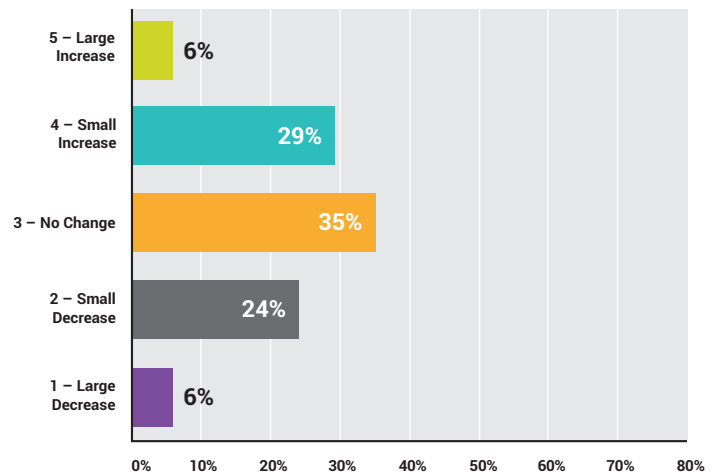
**Q2** *...and what is your outlook for the next 12 months?*



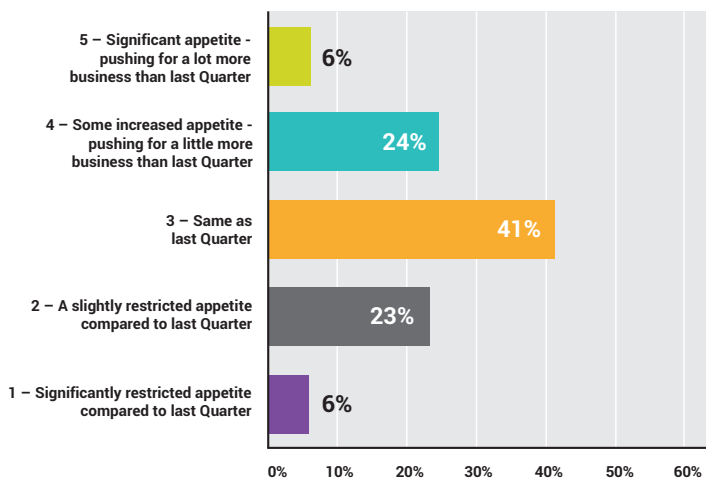
### Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



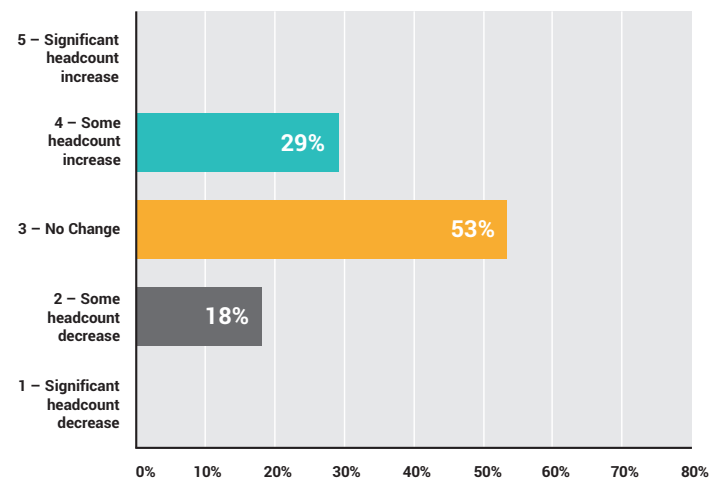
### Q4 Has your department headcount changed since last quarter?



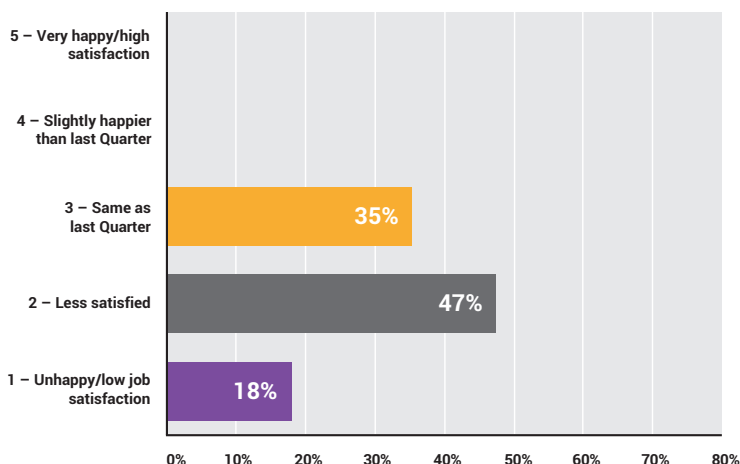
### Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



### Q7 What is your current level of job satisfaction?



**Survey summary** - As alluded to above it seems that Q1 was quite an unhappy time for many of you banking folk. The outlook for business confidence outlook took a tumble with 35% reporting a negative outlook for Q2, and a far greater 71% of you suggesting a neutral or negative outlook for the next 12 months. This negative view is further reflected in the amount of business you feel your institution has written with 46% of respondents saying this has fallen since the end of 2018. By slight contrast institutions continue to hire with 34% seeing an increase in headcount, while credit risk appetite remains fairly flat quarter on quarter. 76% reported that you expect headcount to be increased. It should be said of course that such figures, which on the face of it appear at odds with business confidence, are skewed by the Q1 "merry-go-round" effect where people resign post bonus and positions are back filled. Finally the job satisfaction levels have really plummeted this quarter with 82% of respondents saying they were neutral or less satisfied with their role from Q4 2018... so more fuel on the fire of said merry-go-round.

## Hot topic: “...Gender equality in the workplace – what changes (if any) have you witnessed in Banking?...”

*“...There appears to be an official and an unofficial line. People (men) are more worried about saying the wrong thing, but privately say the same old things. We have senior women in responsible positions, but sadly not enough. I feel there will be eventual improvements, but these will be in line with changing work practices in general. We will move toward merit based, hour by hour or project by project based contracts for all, where individuals will sell their skills/experience to companies and we move away from the classic employer/employee relationship. This is when gender equality will finally become the norm, as merit will rule over outdated traditions...”*

*“...On the basis that “the square mile” has been a male dominated society for years, be realistic. Change will take time, but it is happening...”*

*“...Some changes, but I see women being hired more in middle office roles, rather than front...”*

*“...There’s lots of lip service...”*

*“...Nothing changed, still a man’s world...”*

*“...We hire the best candidates, simple. My own team are currently 75% female. It is what it is, so let’s not create a gender bias issue that isn’t really there...”*

*“... There is some talk about gender equality, but overall balance is not changing for the better, especially at the top levels...”*

*“... Little. The London office of my company is still dominated by white, middle class men...”*

*“... I’m not sure if the board have been positively discriminating? but our CEO, and various MDs are female. We have excellent talent sourcing and leadership in a competitive marketplace. So arguably we need more senior men. Has the pendulum swung too far the other way?...”*

# recent market moves ....

January 2019

**Abdullah Qureshi**

Credit Analyst at Arab National Bank

January 2019

**Lenia Akathiotou**

Senior AML and Onboarding Specialist  
at INTL FCStone

January 2019

**Dake Wang**

Senior Credit Analyst  
at INTL FCStone

January 2019

**Cristina Meloni**

Credit Risk Analyst  
at Lloyds Banking Group

January 2019

**Federico Vitale**

Assistant Vice President, Trade and  
Commodity Finance at SMBC

January 2019

**Taro Visser**

Relationship Manager at MUFG

January 2019

**Jen Murray**

Senior Director, Leveraged Finance  
at Shawbrook Bank

January 2019

**Olaolu Olayinka**

Associate, Global Banking & Markets  
Onboarding at Scotiabank

January 2019

**Billy O'Grady**

Financial Crime Analyst, KYC/AML  
at Wells Fargo

January 2019

**Kassem Jarrah**

Head of Compliance and MLRO  
at Bank of Ceylon

January 2019

**Hibah Akram**

AML Case Handler  
at Coutts

January 2019

**Mark Paskowitz**

Chief Risk Officer at Amigo Loans

January 2019

**Jane Belova-Barr**

SVP, Portfolio Management  
& Distribution at HSBC

February 2019

**Latyr Diop**

Managing Director, Head of Corporate  
Banking, EMEAA at BMCE Bank

February 2019

**Shailee Patel**

Regulatory Compliance Manager  
at Bank ABC

February 2019

**Tom Edwards**

Associate Director, FIG Europe  
at Mizuho

February 2019

**Asif Ismail**

Senior Trade Finance Officer  
Product Operations at Bank of China

February 2019

**Sanjai Patel**

Structured Finance Portfolio Manager  
at GuarantCo

February 2019

**Roger Evans**

Director of Home Finance Distribution  
at Gatehouse Bank plc

February 2019

**Richard Winston**

Business Development Manager,  
Commercial Property  
at Shawbrook Bank

February 2019

**Tylor Hartwell**

General Manager, Client Coverage &  
Corporate Finance, Europe  
at National Australia Bank

February 2019

**Nur Puri**

Senior Manager at BancoBPM  
at Wyelands Bank

February 2019

**Rob Lankey**

Director of Commercial Investment  
at Shawbrook Bank

February 2019

**Badia Taleb-Nehlil**

Executive Director, Structured  
Commodity Finance  
at Crédit Agricole CIB

## recent market moves *continued*



February 2019

**Gary Day**

Senior Relationship Manager  
at ThinCats

February 2019

**Neil Edgley**

Senior Relationship Manager  
at ICBC

February 2019

**Natalia Zorzi**

Global Trade Finance at SMBC

February 2019

**Shirley Chojnacki**

Associate Director, Energy &  
Infrastructure at Edmond de Rothschild

February 2019

**Ali Erhan**

Onboarding Manager at Starling Bank

February 2019

**Ade Adesanya**

KYC/AML Analyst at Societe Generale

February 2019

**Andrew Kuyk**

Head of Credit at Greensill

February 2019

**Beat Briner**

Chief Risk Officer  
at Union Bancaire Privée

March 2019

**Simon Baker**

Director at Mount Street

March 2019

**Andrew Matthews**

Relationship Manager  
at Bibby Financial Services

March 2019

**Tom Gawne**

Commercial Relationship Manager  
at TSB Bank

March 2019

**Harjit Lyall**

Funding & Liquidity Management at  
Vanquis Bank

March 2019

**Loubna Garrett**

KYC Analyst at Europe Arab Bank

March 2019

**Adrian Newell**

Senior Counsel at Rabobank

March 2019

**Gary Griffiths**

Managing Director, Trade  
at Bibby Financial Services

March 2019

**Gurpreet Jhand**

Relationship Manager  
Business Banking at ICICI Bank

March 2019

**Alina Tulean**

Assistant Vice President,  
Trade Finance at Bank ABC

March 2019

**Steve Fergus**

Relationship Director, Healthcare  
at Barclays

March 2019

**Elena Della Torre**

Risk Analyst at Maslow Capital

March 2019

**Olga Kompaniets**

Senior Trade Finance Transactor &  
Underwriter at AIG

March 2019

**Thomas Levin**

Senior Coverage Banker at Rabobank

March 2019

**Andrew Matthew**

Relationship Manager  
at Bibby Financial Services

March 2019

**Martyn Freshwater**

Head of Sales, West Midlands  
at Bibby Financial Services

March 2019

**Ed Lord**

Interim Chief Risk Officer  
at Ghana International Bank

March 2019

**Kelvin Thomas**

Director, Working Capital Solutions  
at Wyelands Bank

April 2019

**Sujoy Roy**

Senior Vice President at Shinsei Bank

April 2019

**Hajrah Dar**

Relationship Director at Santander

# a sample of current mandates on c-jamesjobs ....

## **Relationship Manager :**

**Trade Finance**

**£80,000 - £100,000 basic**

## **Corporate Credit Analyst:**

**International Bank**

**£55,000 - £70,000 basic**

## **Debt Asset Manager:**

**Real Estate**

**£60,000 - £70,000 basic**

## **Director:**

**(Credit, Market &  
Operational)**

**£120,000 - £140,000 basic**

## **Associate Director:**

**Debt Asset Management**

**£80,000 - £100,000 basic**

## **CFO:**

**International Bank**

**£140,000 - £160,000 basic**

## **Documentation Manager:**

**Loans Admin**

**£55,000 - £70,000 basic**

## **Loan Syndications Manager:**

**Origination & Distribution**

**£85,000 - £100,000 basic**

## **Asset Based Finance Manager:**

**International Bank**

**£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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