

introduction

Goodness me, what a whirlwind last quarter it has been. Boris has finally walked, wildfires have raged in the UK and, as I type, the Women's England football team have won the Euros – fantastic! Rishi or Liz? That's a whole new conversation and one which, rather oddly, we the electorate have virtually no say over. With two people so divided on economic policy going

forward we really are at a political crossroads... watch this space as always.

So back to the wonderful world of Corporate Banking recruitment and despite the above-mentioned global changes, it's very much business as usual and yes, business continues to boom. Last quarter we commented on some of the sensational headlines surrounding Banking Recruitment and the incredible wage inflation and it shows no sign of easing. Indeed, just last week a report suggested there were c17,000 live vacancies in London's Financial Services sector. We continue to see 25-40% salary rises for candidates moving at Analyst and Associate levels and "top of the pops" remains Commercial Real Estate Finance where demand for modellers, analysts and portfolio managers remains strong.

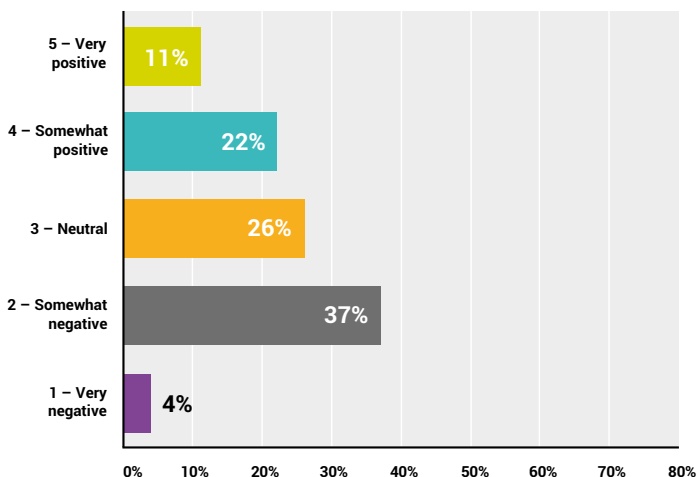
If you are having a summer break or vacation, enjoy! Am sure you've earned it.

As a reminder, we are always happy to discuss individual situations, so do feel free to call the London Head Office in complete confidence, on 020 7240 0760 or alternatively send an initial email to info@c-james.com. Enjoy this quarters "hot topic", and as always, we thank you for your honest and succinct comments.

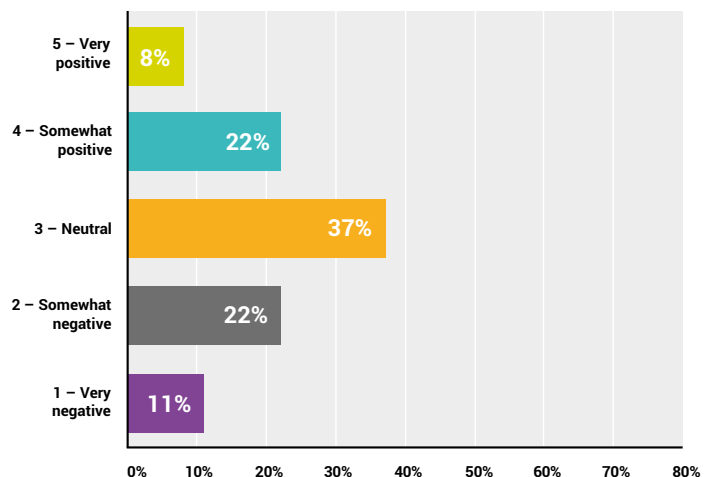
quarterly survey

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

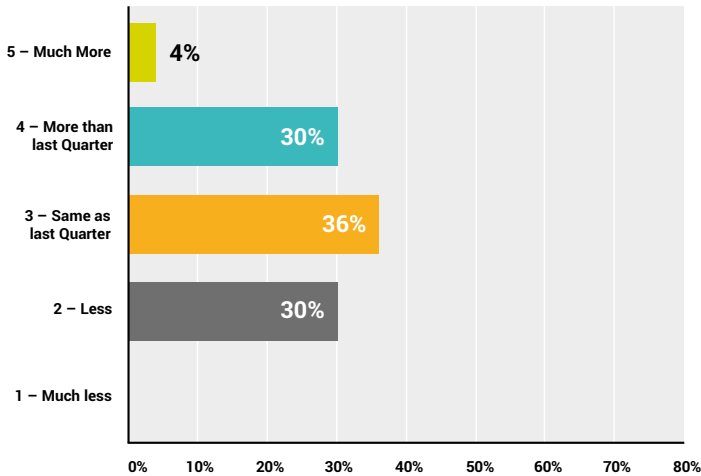
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



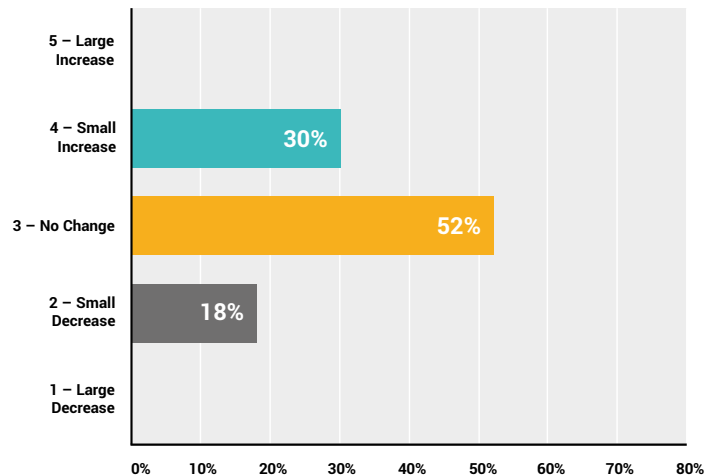
Q2 *... and what is your outlook for the next 12 months?*



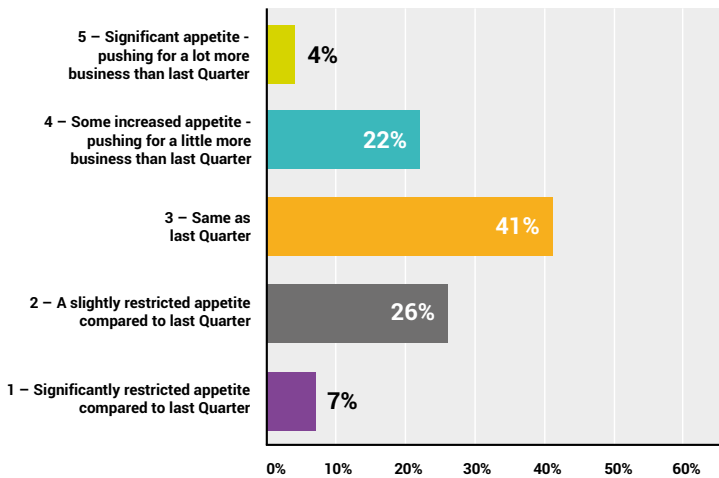
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



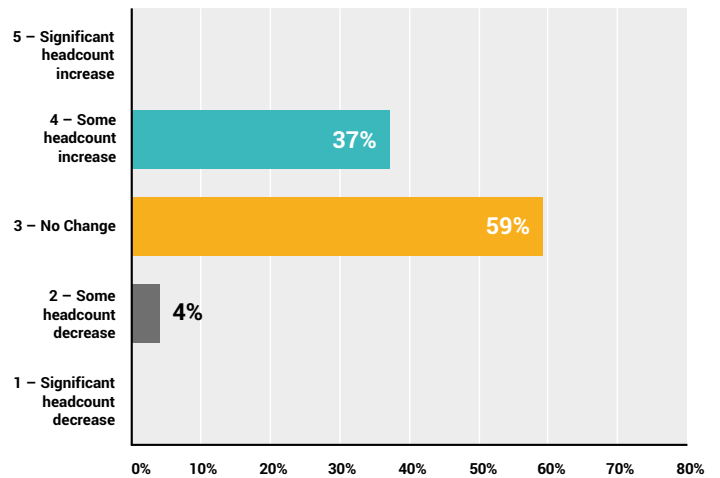
Q4 Has your department headcount changed since last quarter?



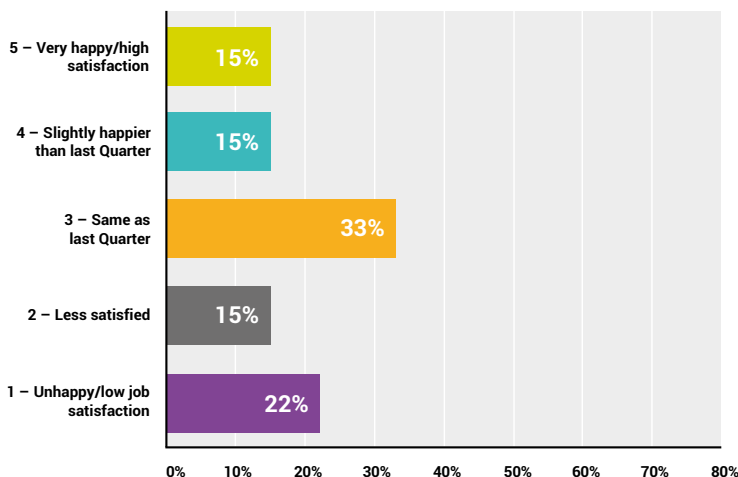
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - A very interesting set of results this quarter. Let's start with your own business confidence. Short term this has fallen into negative territory for the first time in over 12 months, with 62% neutral or somewhat negative. Longer term confidence is however more stable and results reflect a neutral stance. Possibly a reflection on the uncertain UK political climate? We believe so. You have reported that the same amount of business is being written by your institutions and that headcount continues to creep up, with c30% suggesting a headcount increase since last quarter. This is very much in line with what we are seeing, but whether this is new headcount or existing staff turnover we don't know. Credit appetite remains static this quarter and, unsurprisingly, future hiring also remains active with 37% suggesting their institutions are hiring. Job Satisfaction remains largely flat across the board, which is fairly typical at this time of year.



Hot topic - "...Once again, pride month has raised diversity and inclusion awareness. On this subject, what positive changes have you seen in Banking?..."

"...Great to see so many businesses identifying the need for inclusion and promoting diversity, however I can't help but feel the approach can often be somewhat counterproductive to the cause. People should not be prioritised simply to "balance the books" when it comes to diversity policy, this should still be judged on merit..."

"...Within Banking, I feel that change is more about basic acceptance. The jobs and systems are the same, people just want fair and equal treatment. This is now happening which is a good thing..."

"...I work for an "International" Bank. They wave the rainbow flag in London but nothing will change. Homosexuality is illegal where our Head Office is based..."

"...That more colleagues are able to talk about the subject in a non judgmental way is great, but those conversations remains far from mainstream topics..."

"...It's more lip service being paid to another topic that is trendy and in vogue. If you look around our City office you can see the actual lack of diversity first hand..."

"...Pride month? this has little to do in my working environment. We're all employees and get on just fine. I'm not sure what the issue is?..."

"...Banking has seen a significant sea-change in transparency and openness in recent years. Larger institutions are far more aware of Pride and have various initiatives in place and/or considering..."

"...Some progress seen, but perhaps not fast enough..."

"... in my current organisation diversity and inclusion seems to be naturally embedded and practiced. Of course, there is always room for improvement..."

"...Whilst I welcome the D and I initiatives, roles should be awarded still based on the best candidate and merit and not on a quota basis as a box needs to be ticked..."

"...There is definitely a better awareness and openness of LGBTQ..."

"...As an HR practitioner I welcome and embrace diversity. However the reality is that in Canary Wharf, and no doubt the broader FS industry, very few fall outside of the white male mould. Not a criticism at all, its just the way it is and it'll take years to change..."

"..I would always hire the best person for the job. I actually feel all this positive discrimination is unfair and counter-productive, pushing the dial back the wrong way..."

"...As a gay man I feel that society is more understanding and tolerant full stop. Banking, like many other industries, has adjusted for the better. I don't want any privileges or extra help in my career. Equality remains key..."

recent market moves

May 2022

Tony Worthington

UK CEO at First Abu Dhabi Bank

May 2022

David Rushton

Regional Sales Director
at ABN AMRO Commercial Finance

May 2022

Eoghan Greene

Analyst, Real Estate Investment & Debt
Advisory at RCP Finance

May 2022

Ramesh Googoolye

Asset Manager at Oxane Partners

May 2022

Pratik Patel

Commodity Trade Finance
at Citibank

May 2022

Dean Pannell

Senior Officer, Real Estate Finance
at Bank of China

May 2022

Stephen Isaacs

Director, Real Estate Finance
at BLME

May 2022

Jackie Skelt

Senior Business
Development Manager
at Arbuthnot Latham

May 2022

John Burns

Relationship Manager,
Corporate Finance at CIC

May 2022

Kenny Mackay

Director, Strategic Solutions
at Mizuho

June 2022

Colm Doyle

Senior Commercial Loan
Servicing Representative
at Wells Fargo

June 2022

Jamie Gould

Credit Partner at Metro Bank

June 2022

Kat Mailley

Associate Director,
Specialist Asset Finance
at Lloyds Banking Group

June 2022

Richard Payne

Lending Director, Development Finance
at Hampshire Trust Bank

June 2022

Marie El-Hawat

Associate Director, FI
at British Arab Commercial Bank

June 2022

Dheer Bhatia

Analyst, Asset Management
at SitusAMC

June 2022

Andrew Charnley

Managing Director at Assetz Capital

June 2022

Nick Power

Trade Finance Relationship Manager
at Mashreq Bank

June 2022

Colin Ness

Lending Director
at Hampshire Trus

June 2022

Farhad Chowdhury

Head of Financial Crime operations
at ClearBank

June 2022

Tim Duffill

Corporate Manager,
Syndicated Lending at Danske Bank

**recent market
moves** *continued*



June 2022

Craig Carter

Credit Manager at Arbutnot Latham

June 2022

Srebrin Hristev

Credit Risk Management
at Morgan Stanley

June 2022

Matthew Murray

Director at Mount Street

June 2022

Juan Ruiz

Credit Analyst, Corporate Banking
at OCBC

June 2022

Ralph El Achkar

Relationship Director
at Al Rayan Bank

June 2022

Shirley Woolf

Trade Finance Services Analyst
at MUFG

June 2022

Jahid Miah

Manager, Real Estate Finance
at BLME

June 2022

Pranav Jain

Lending Director
at Hampshire Trust

July 2022

Nektarios Diamantis

Head of Audit, Credit Risk
at Standard Chartered Bank

July 2022

Richard Wilkins-Smith

Director, UK Corporate Client Coverage
at ABN AMRO Bank

July 2022

Maso Ceccanti

Audit Principal at EBRD

July 2022

Nick Robson

Senior Commodity Finance
Relationship Manager at Bank of China

July 2022

Stephen Hand

UK Head of Sales
at Bibby Financial Services

July 2022

Claudia Lopes

UK Head of FIG Trade at Barclays

July 2022

Daniel Garcia

Senior Relationship Manager,
Natural Resources &
Commodity Finance at ICBC

July 2022

Rashid Khan-Gandapur

Director, Real Estate Finance at BLME

July 2022

Kyriakos Adoni

Relationship Manager at DBS

July 2022

John Davies

Head of Lending
at Horizon Development Finance

July 2022

Sam Dickinson

Senior Associate
at Nuveen Real Estate Debt

July 2022

Richard Wilkins-Smith

Director, UK Corporate Client Coverage
at ABN AMRO Bank

July 2022

Joshua David

Analyst at Westfort Advisers



a sample of current mandates on c-jamesjobs

**Property Finance:
Relationship Manager
£100,000 - £120,000 basic**

**Modelling, Structured Finance:
Analyst
£65,000 - £80,000 basic**

**Commercial Real Estate:
Asset Manager
£60,000 - £90,000 basic**

**Major Corporates:
Credit Analyst
£65,000 - £85,000 basic**

**Commercial Real Estate:
Origination, Analyst
£45,000 - £60,000 basic**

**Natural Resources:
Relationship 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:

c james London Head Office, St Magnus House, 3 Lower Thames Street, London, EC3R 6HD

+44 (0) 20 7240 0760 info@c-james.com



www.c-james.com