

introduction



A new year and a new economic beginning. Were you letting off fireworks on 31st January or shedding a tear? Whatever your views, democracy seemed to be the real winner. Certainly our clients, who are a vibrant mix of international entities, seem happier and more confident given the closure and short term certainty this has provided. Yes, the transition period will be a difficult ride but recruitment wise the start of the year has begun in an encouraging manner. We have noticed 3 "hotspots" of activity, Credit Risk, Commercial Real Estate Finance and Trade & Commodity Finance respectively. As reported last quarter, the main concentration remains in the £50-80k basic salary level, so typically your

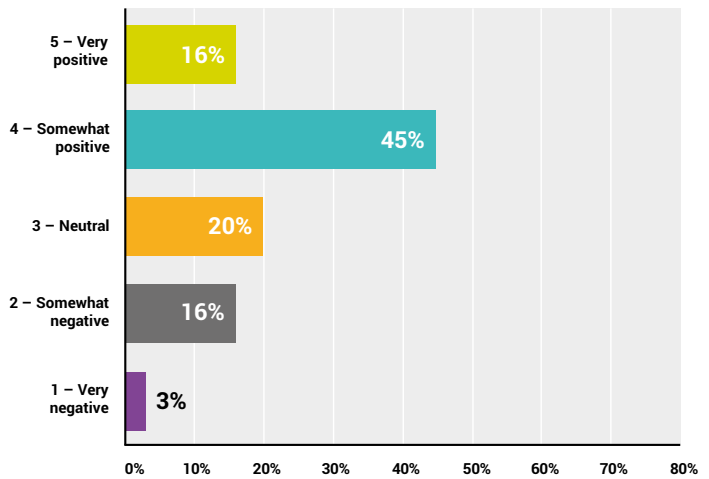
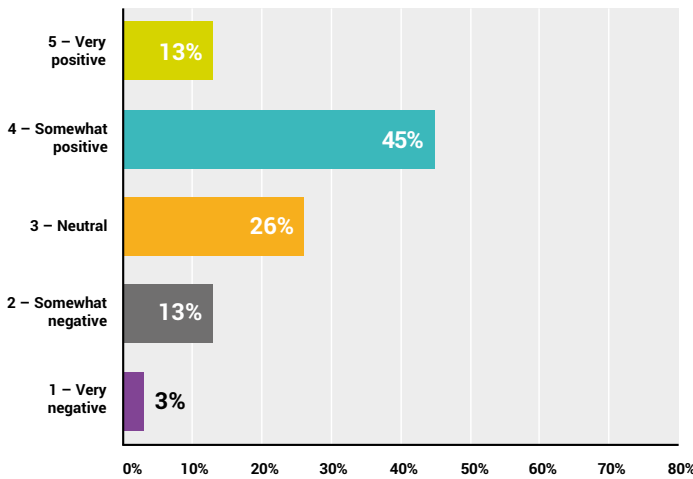
Associate, Manager and AD levels. Turning to this quarters hot topic a big thank you as always for all your views and responses. We had a far higher number of responses than usual, apologies we can only publish a snapshot. In short summary while Mental Health issues are very real it appears that the Financial Services sector needs to do far more. Enjoy the piste – if you are heading to snowy peaks, and let's hook up again at Easter (post bonus season)... when I'll be wondering again... were you letting off fireworks or shedding a tear?

quarterly survey

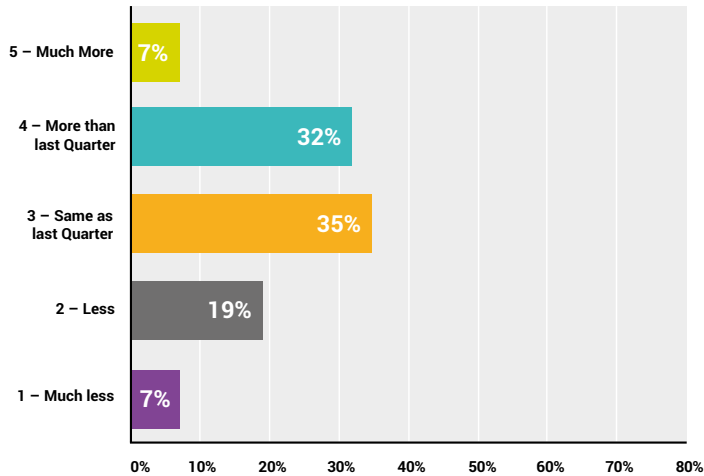
These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.

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

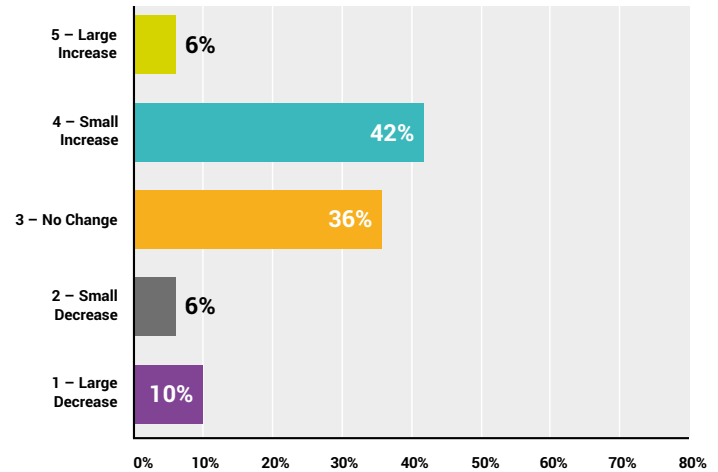
Q2 ...and what is your outlook for the next 12 months?



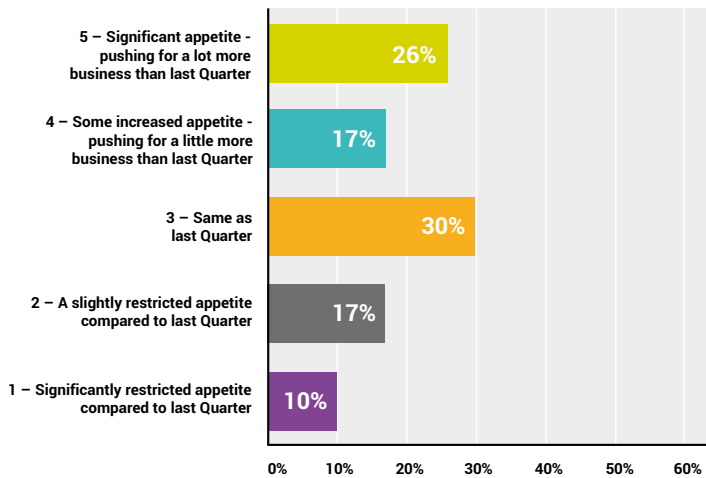
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



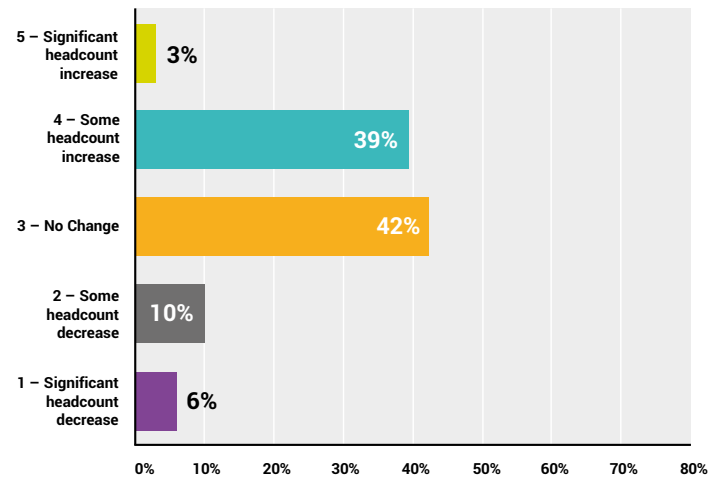
Q4 Has your department headcount changed since last quarter?



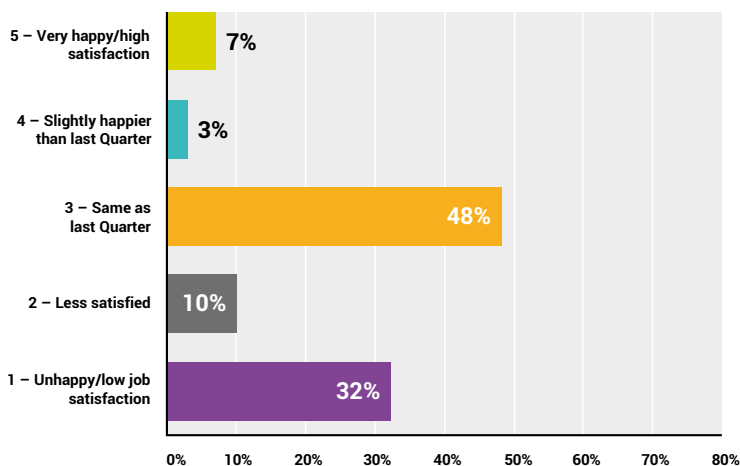
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - It is clear to see that Brexit has provided a much-needed boost to business confidence with 58% of respondents suggesting a positive outlook for the next quarter, and nearer 61% for the next 12-months. 38% suggested that actual business written is increasing which is supported by an increased push in credit risk appetite, nearly 74% saying this is the same or higher than last quarter. Headcount increases are minimal albeit positive, with 76% suggesting that new staff are sought. Finally we report that job satisfaction remains largely neutral, quarter on quarter, however there has been a shift towards the lowest category of satisfaction with 32% marking this box.



Hot topic: “...Mental health, anxiety and stress – do financial institutions offer enough support?...”

“... My employer does a reasonably good job in this area - the issue is well understood and efforts made to handle it...”

“... Perfunctory support is provided but this is not translated into the workplace...”

“...There is a culture of saying nothing while screaming inside, which obviously impacts productivity and output...”

“...Awareness is high which is great but if you cannot handle the pressure then you are perceived to be weak. Senior Management and HR say the right things, but as always, its just words...”

“... Employers don't care. It is all about the numbers. People don't matter...”

“...There continues to be a general lack of understanding around mental health issues, with little sign of increased support...”

“...They say they do but reality differs. Stress levels are at their highest...”

“...Probably on paper but culturally I think there is still a “survival of the fittest” mentality which does not fit with embracing and managing mental health, unfortunately...”

“...It's a complex subject which I think most organizations are trying to tackle, with varying degrees of success. This issue is far from going away and I think those organisations that truly embrace solutions will have a very motivated and loyal workforce, and clients who will benefit as a result...”

“...My employer has made huge leaps forward, recognising and listening to staff. However we are still scratching the surface and far more needs to be done...”

recent market moves

October 2019

Daniel Whiteman

Relationship Manager at Bank Leumi

October 2019

Tony Humphreys

Property Development Manager
at Hampshire Trust Bank

October 2019

Jayna Mistry

Corporate Banking Manager
at Handelsbanken

October 2019

Damien Hamon

VP Relationship Manager, Commodity
Finance at MUFG

October 2019

Andrew Boyce

Deputy Relationship Manager
at Bank Leumi

October 2019

Abhishek Das

Director, Project Finance
& Renewables at OCBC

October 2019

Antonio Gutierrez

Head of Operations & IT at ADIB

November 2019

Stuart Mortimer-Walker

Executive Director, Financial Institu-
tions Group at First Abu Dhabi Bank

November 2019

Anita Adamska

Product Manager, Global Liquidity &
Accounts at JP Morgan

November 2019

Divya Eapen

Deputy Chief Risk Officer at Greensill

November 2019

Tom Blackwell

Executive Director at JP Morgan

November 2019

Steven Darbyshire

Regional Development Director
at Together

November 2019

Debbie Partridge

Regional Sales Director at Secure Trust
Commercial Finance

November 2019

Steve Jones

Regional Director at Ultimate Finance

November 2019

Chris Daly

Relationship Director, Real Estate
Finance at Secure Trust Bank

November 2019

James Connolly

Director, Loan Trading
at Deutsche Bank

November 2019

Jean-Marc Bouthors

Relationship Manager, Corporate
(Benelux) at Bank ABC

November 2019

Janki Amin

Case Manager at Lendhub

November 2019

Jay Passfield

Director, Aviation Origination EMEA
at MUFG

November 2019

Marcelo Melo

Director, Head of Compliance
Monitoring at Société Générale

November 2019

Alexandra Wojtczak

Vice President, Aviation Origination
at MUFG

November 2019

Adnan Gilani

Head of Trade Finance
at Habib Bank AG Zurich

November 2019

Carlota Franch

DCM Associate at MUFG

November 2019

Richard Morgan

Director, Project & ABL Origination
at SMBC

November 2019

Djan Direk

Compliance Monitoring & Oversight
at First Abu Dhabi Bank

November 2019

Paul Johnston

Regional Managing Director
at Secure Trust Bank

November 2019

Stephen Welch

Senior Relationship Manager,
Hotel Finance at Bank Leumi

**recent market
moves** *continued*



November 2019

Phil Baker

Director, Transaction Management
Real Estate Finance at NatWest

December 2019

Martin Williams

Debt Finance Director
at OakNorth Bank

December 2019

James Espley

Director, Property & Debt Finance
at OakNorth Bank

December 2019

Duncan Gibson

Director, EMEA Loan Distribution
at Crédit Agricole CIB

December 2019

Deepak Parekh

Senior Director at Shawbrook Bank

December 2019

Mark Waters

Head of Global Loan Syndications
at ICBC

December 2019

Martin Carter

Lead Commercial Banking Director,
Real Estate & Portfolio Management at
Metro Bank

December 2019

Steven Clark

Executive Director at J.P. Morgan

December 2019

Daniel Denningberg

Chief HR Officer at Al Rayan Bank

December 2019

Michael Rolfe

Head of Commodity Finance at BACB

January 2020

Karl Morgan

Manager, Treasury Secured Funding
at Nationwide Building Society

January 2020

Kassem Jarrah

MLRO at QIB

January 2020

Paul Rice

Invoice Finance Specialist
at Santander Bank

January 2020

Stephanie Buttery

Senior Relationship Officer
at Cynergy Bank

January 2020

Mike Page

Relationship Director at Cynergy Bank

January 2020

Antonio Migliaccio

Supply Chain Finance Programme
Manager at JP Morgan

January 2020

Priyesh Shah

Finance Director at Pepper Money UK

January 2020

Oliver Biddulph

Transportation Finance
at Bank of China

January 2020

Ross McCarthy

Case Manager
at United Trust Bank Limited

January 2020

Patrick Wilkins

Regional Sales Director at Investec

January 2020

Donna Bradley

Operational Risk Director
at Monzo Bank

January 2020

Jason Doukas

Credit Risk Analyst at PCF Bank

January 2020

Lee Robins

Executive Director at Mount Street

January 2020

Matthew Shepherd

Commercial Director at IGF

January 2020

Christopher Partridge

VP, Banks & NBFIs
at Crown Agents Bank

January 2020

Bradley Stone

Transaction Management at SMBC

January 2020

Orla Doyle

Relationship Officer, FI &
Correspondent Banking at Zenith Bank



a sample of current mandates....

Senior RM:

Trade and Commodity
Finance

£110,000 - £125,000 basic

Relationship Manager:

FTSE250

£150,000 - £170,000 basic

Director:

Compliance, Risk &
Operations (Dublin)

£115,000 - £130,000 basic

Analyst:

Property Finance

£40,000 - £50,000 basic

Director:

Portfolio Management

£105,000 - £120,000 basic

Documentation Manager:

Loans Admin

£55,000 - £65,000 basic

Senior Credit Analyst
(front office)

£65,000 - £75,000 basic

Front Office Credit Analyst:

Corporate Banking

£45,000 - £55,000 basic

Supply-Chain Finance
Manager:

Boutique Financier

£80,000 - £95,000 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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