

introduction

Happy new year everyone. 2024... can you believe it. Maybe it's the social media feeds that I follow but January seemed to dominated by "Dry January" chat. It was everywhere. Did you do it? Was this your first one? Will you continue it? etc etc Personally, not something I've ever tried (so I should probably stay silent – I hear you cry) but hats off to those who did.

It has been a tricky start to the new year to be honest, business confidence continues to be muted and new mandates seem few and far between. Saying that our wide range of clients across Corporate & Investment Banking have kept us reasonably occupied and with new mandates in London, New York and the Far East, so things could be worse.

My own new years business resolution was to "get more out of LinkedIn". Now with 1 billion members globally that is unimaginable exposure that I/we/ you could be utilising better. So if a post interests you, have your say on my weekly ramblings.

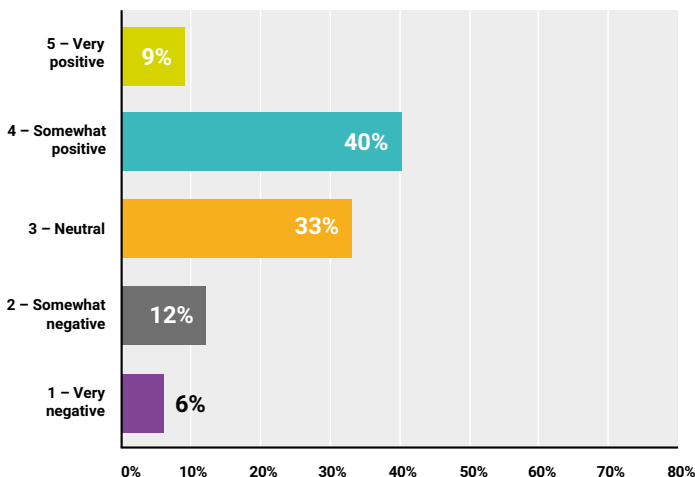
I hope your institution rewards your success in 2023 and that the bonus meets your expectations. Until the spring....

Thank you as always for your responses to our quarterly hot topic "...What will motivate you to change jobs in 2024?..." We are always open 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.

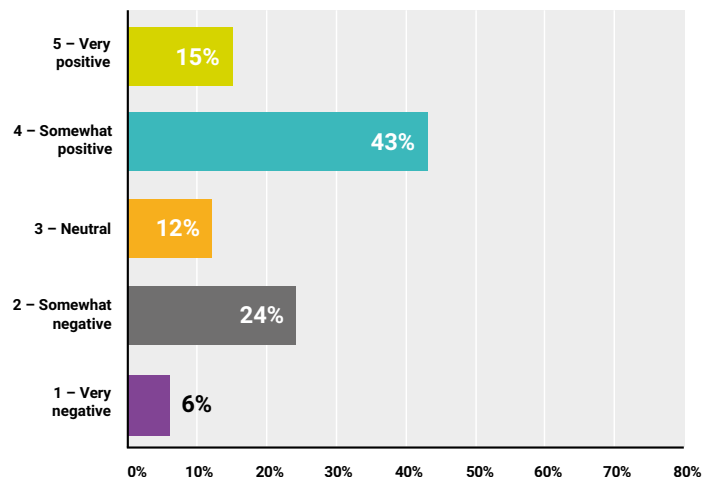
quarterly survey

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

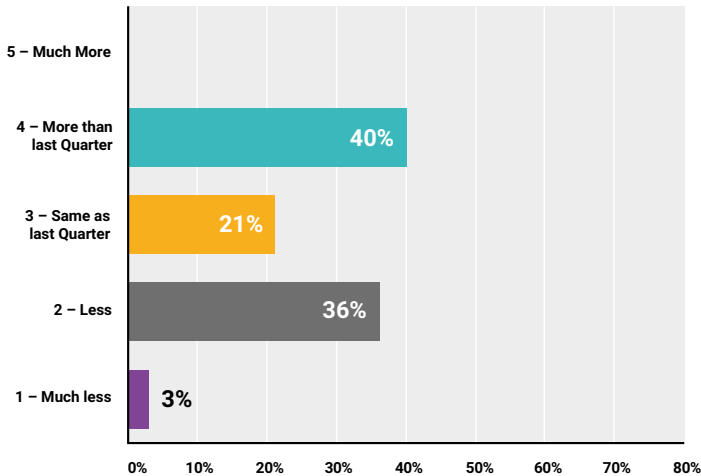
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



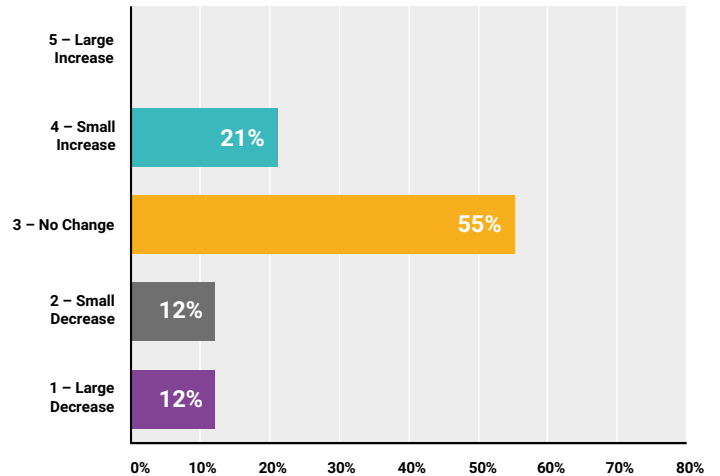
Q2 *... and what is your outlook for the next 12 months?*



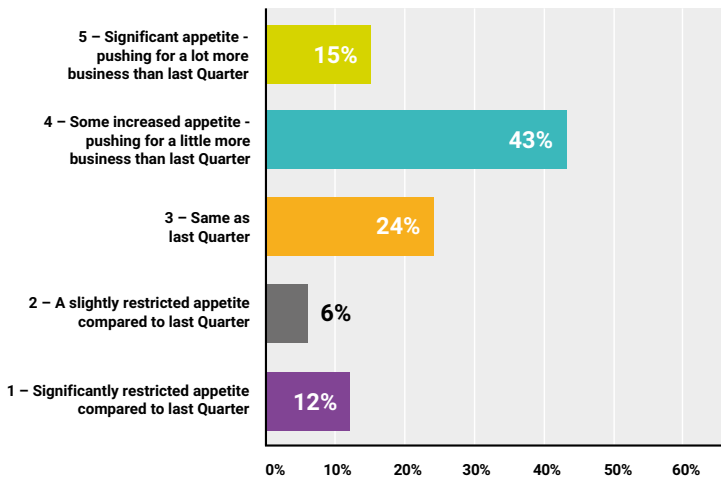
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



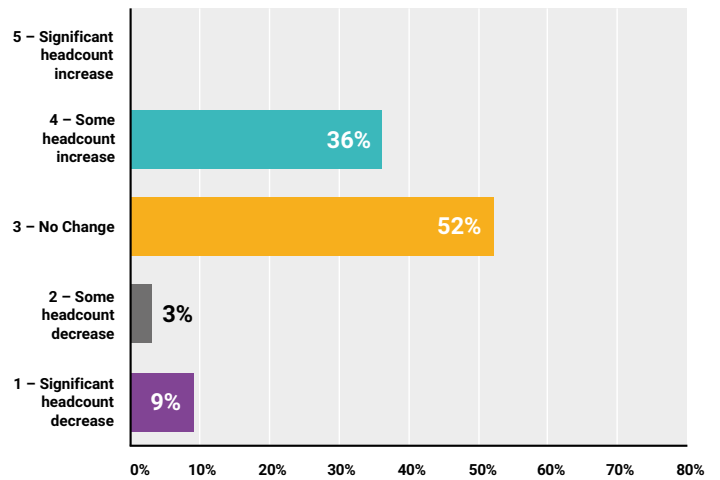
Q4 Has your department headcount changed since last quarter?



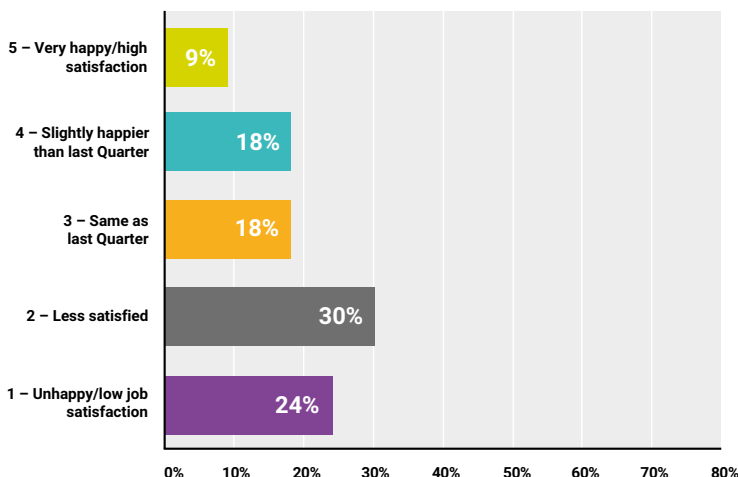
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - Bucking the trend of the last 2 quarters you report that business confidence is returning, with 47% reporting a positive outlook in the short term and 57% in the long term. Respondents said that business volumes remained static although 82% reported that Credit appetite was at least as high as last quarter, a very encouraging sign. Very little headcount change was registered last quarter although 36% have said that their institution will be hiring next quarter. How much that is influenced by bonus season, it is difficult to say, but job movement is always somewhat inflated in the spring. Finally we turn to job satisfaction which is 55% negative, 18% neutral and 27% positive. That represents an 18 month LOW... which is a little worrying.



Hot topic - "...What will motivate you to change jobs in 2024?..."

"...I don't want to sound ruthless but it's all about a higher salary for me..."

"...2023 was an extremely busy year. I've been coming back into the office a LOT more and working longer hours. Bonus and a salary increase needs to reflect this otherwise I will look externally..."

"...The business have promised me higher responsibility and a promotion for some time now. This needs to happen in Q1 2024 otherwise..."

"...you look after number 1. All the internal words and presentations are nice but if I get called about a new role I consider it. Of the 10 people on my graduate cohort, 7 have left. They are happy and earn more. Not complicated..."

"...I'm an Associate and most of my peers seek new challenges with a greater perspective of professional development. If the employer and role keeps my interest then I'm happy to stay..."

"... career progression. You should always be open to new roles. If opportunity knocks you should fully consider it..."

"...work life balance and hybrid working remain key for me. There are some internal noises around more days in the office but I would personally resist that. Can they force me?..."

"...I have been with my employer 4 years now. Sadly the empty promises have finally broken my resolve. My boss has talked about a new role internally for 18 months now but it's just talk. HR don't help so no hard feelings but I'll vote with my feet. Adios!..."

"... We are seeing subtle reductions in work from home flexibility. I am monitoring it because this is critical to me with young children. Equally I don't want to move because of the disruption. Let's see..."

"... I wonder how many people will answer like me. I'm happy and no need to move. Ha! weren't expecting that were you. Is the grass greener, I'm not so sure..."

"...Higher pay motivates me, sorry. I want to move into a bigger flat, need a bigger mortgage etc so my lifestyle aspirations drive the desire. Always happy to talk if I get a call from a headhunter..."

"...Unless you work for JP or Goldmans, brand loyalty no longer exists. Move for more money, better prospects, better future. We are simple creatures with a desire to better ourselves. That is surely obvious to everyone..."

"...Macroeconomics play a part. Compensation at inflation or above is required otherwise my pound is worth less..."

"... really? Is that a question? Money, money, money..."

"... In my market an institution with a strong growth strategy and market reputation is key..."

"...I trawl though job boards these days and hear nothing about most applications. I personally get more joy from Recruiters and have no hesitation using them if they have a suitable role..."

"...more structure, less firefighting. We have too much business and as a result are under stress and pressure. Management know this, HR are useless and turn a blind eye... and they wonder why people leave. I'm looking in 2024. Can't wait to move on..."

"... More flexible working arrangements with greater freedom to work from home. "One size fits all" rule seems archaic. People should be allowed to choose the working environment that allows them to excel rather than satisfying certain quotas. Work with staff if you want to retain good people..."

recent market moves

October 2023

Pratik Patel

Director, Commodity & Structured
Trade Finance at MUFG

October 2023

Sally Singer

Managing Director, Growth
at The Bank of London

November 2023

Amelia Morton

Associate Director, Debt Finance
at OakNorth

November 2023

Oliver Watts

Managing Director,
Commercial Finance UK
at ABN AMRO Asset Based Finance

November 2023

Lee Robinson

Senior Relationship Manager
at CaixaBank

November 2023

William Haddow

Business Development Director
at Arbuthnot Commercial
Asset Based Lending

November 2023

Andreas Yianni

Commercial Director
at Pivot Finance

November 2023

Kirk Wicking

Director,
Structured Lending Origination
at Shawbrook Bank

November 2023

Andrew Fairley

Head of Credit at Silbury Finance

November 2023

Stephen Adenuga

Credit Risk,
Corporate & Financial Institutions
at Europe Arab Bank

November 2023

Stephen Adenuga

Credit Risk at Europe Arab Bank

November 2023

Harley Allen

Associate Director
at Zorin Finance

November 2023

George Phillips

Director, Fund Finance
at Raiffeisen Bank

December 2023

Simon Bou Khalil

Associate Director, Real Estate
at Helaba

November 2023

Jeremy Bolton

Sales & Origination Director
at ABN AMRO Commercial Finance

**recent market
moves** *continued*



November 2023

Joseph Xavier

Director, Trade Sales
at Standard Chartered Bank

January 2024

Andy Quinn

Sales Manager, Growth Finance
at Allica Bank

January 2024

Jack Longden

Director,
Leveraged Finance & Venture Debt
at Shawbrook Bank

November 2023

Rahul Patel

Associate at Trimont

January 2024

Lee Williams

Loan Operations Specialist
at UBS

January 2024

Vittoria D'Addario

Relationship Manager, Global Trade UK
at Natixis

January 2024

Dragan Vitas

Senior Asset Manager at CBRE

January 2024

Matthew Fitzgerald

Director, Financial Institutions
at ABN AMRO Bank

January 2024

Savvas Nicola

Lending Director at LHV Bank

January 2024

Nick Power

Trade Finance Relationship Manager
at MUFG

January 2024

Simon Gough

Trade Finance Manager
at First Abu Dhabi Bank

January 2024

Edwin Yamoah

Lending Director at LHV Bank

January 2024

Sam Taylor

Vice President, Global Trade Finance
at SMBC

January 2024

Gareth Hughes

Vice President, Global Trade Finance
at SMBC

January 2024

Wayne Hall

Regional Manager
at Close Brothers Asset Finance
and Leasing

a sample of current mandates on c-jamesjobs

Supply Chain Finance, NYC:
Senior Relationship Manager
\$250k basic

Commercial Banking:
Senior Credit Manager
c£90,000 - £100,000 basic

Loan Servicing:
Junior Asset Manager
£60,000 - £70,000 basic

Structured Finance, Singapore:
Senior Business Development
SGD400k basic

Corporate Banking:
Credit Analyst
£75,000 - £90,000 basic

Commercial Real Estate:
Modelling/Analyst
£60,000 - £75,000 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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www.c-james.com