

introduction



Happy 2023 everyone! A new year means new beginnings, a new outlook and new ideas. So we've rounded up what "the great they" believe will be the key trends in corporate banking this year:

Digital transformation: Banks will continue to invest in digital technologies to improve the customer experience, increase efficiency, and reduce costs. This includes the use of AI and machine learning to automate processes.

Increased focus on sustainability: Banks are placing a greater emphasis on financing environmentally and socially responsible projects.

Greater competition: As fintechs and other non-traditional players enter the market, this will lead to greater innovation and a greater focus on customer needs.

Increased regulatory scrutiny: Somewhat naturally Regulators will be concerned about the potential risks associated with new technologies and business models. As such scrutiny rises and Banks respond by investing in risk management and compliance systems.

Cybersecurity: Investment will continue apace in advanced security measures to protect against cyber attacks and data breaches.

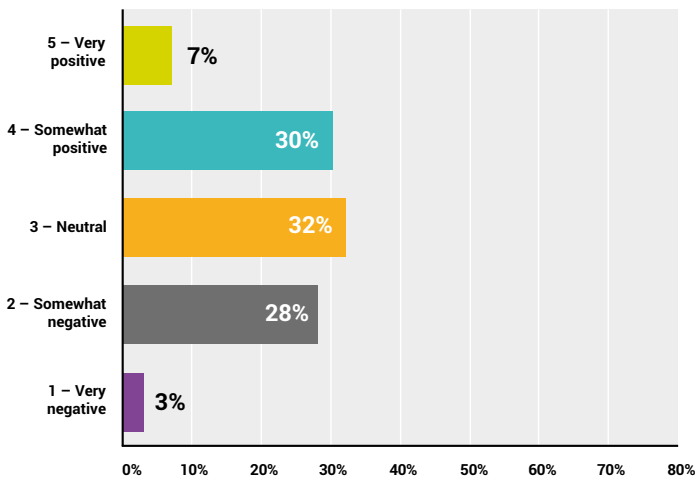
No surprise there is a strong digital flavour, that has been the case for a few years now, but are we now seeing the first redundancies and cuts from this technological efficiency drive? Watch this space sports fans...

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. Enjoy this quarters "hot topic", and as always, thank you for your candid comments.

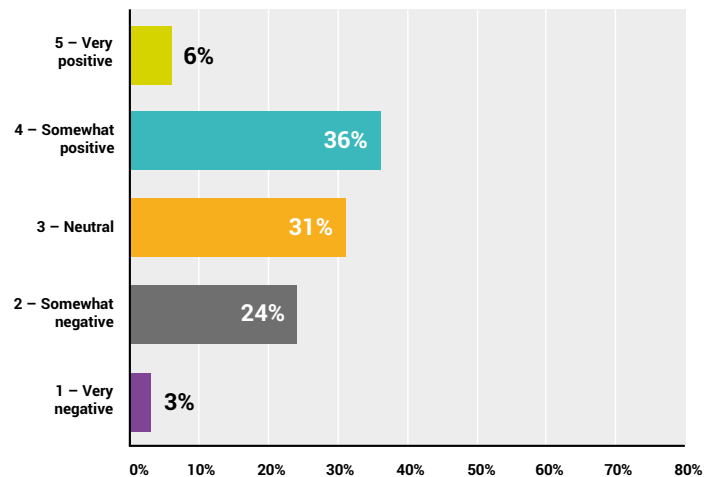
quarterly survey

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

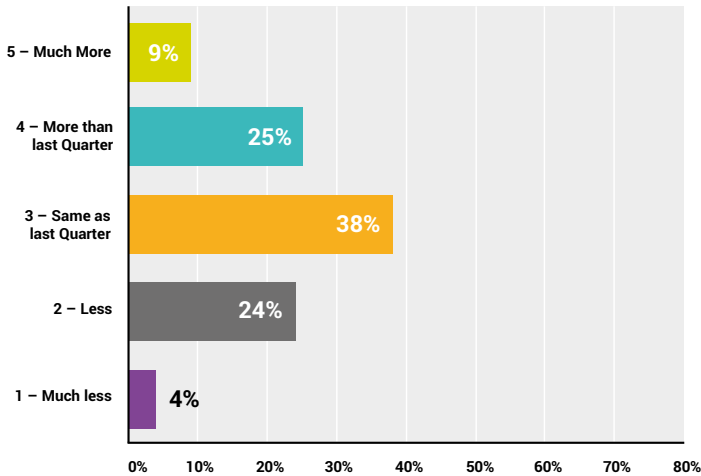
Q1 Looking at the next quarter only, what is your personal outlook for business confidence?



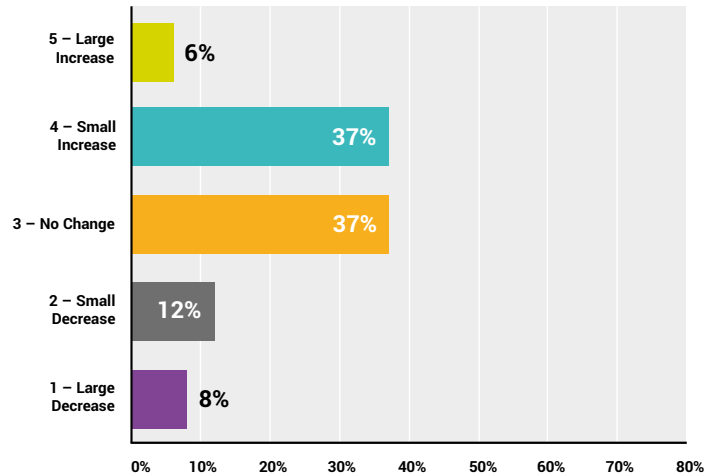
Q2 . . . and what is your outlook for the next 12 months?



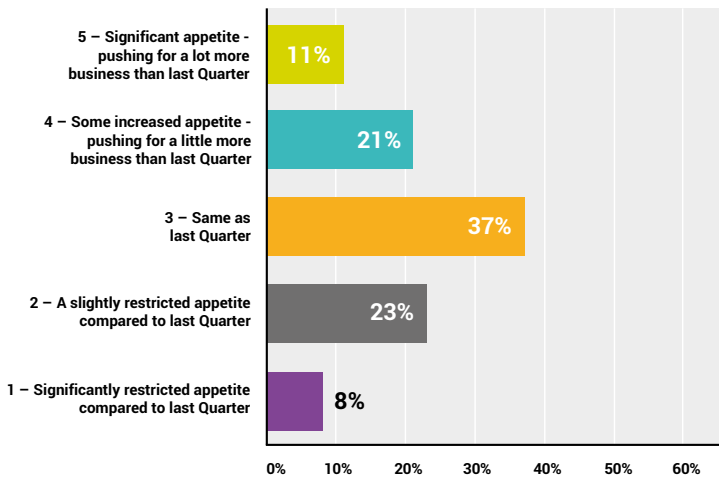
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



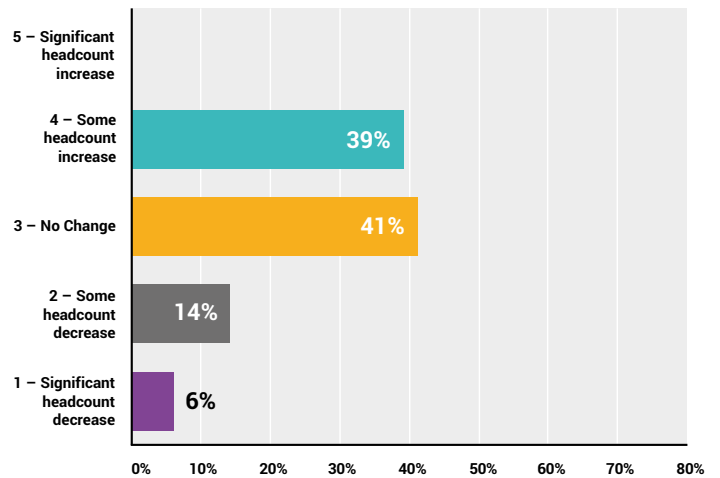
Q4 Has your department headcount changed since last quarter?



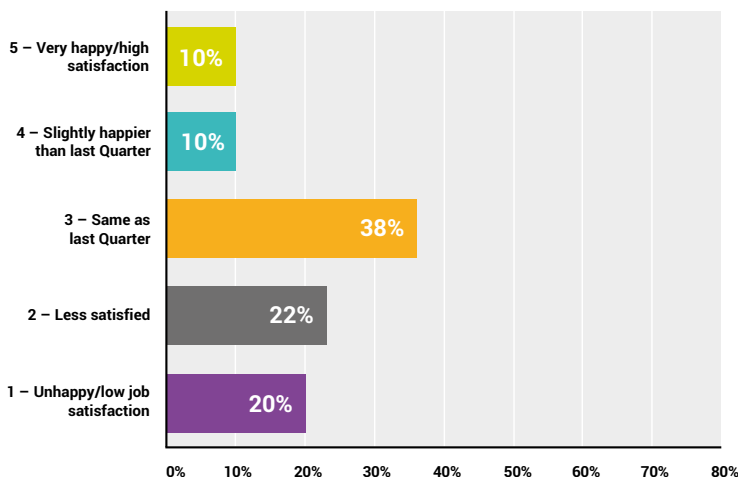
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - Aside of the trends mentioned in our summary, the general Corporate Banking mood music focuses on recessionary pressures and the increased cost of capital. So in short, not a great forecast. This theme seems to be reflected in our January survey with a muted, almost neutral response. Short term confidence is very split but the 12 month outlook does lean 41% towards more positivity. You report that the levels of business being written and credit appetite remain static, although there is a slight uptick in headcount from last quarter. Interestingly this latter trend continues with 40% suggesting that your organisation is hiring. Lastly of course we have the miserable-o-meter (as a Banking friend of mine rather harshly described to it). Work Satisfaction is unfortunately lower with 41% registering a less than satisfied response.



Hot topic - “...New year, new job? Bankers remain in short supply so is it just about the money? What else attracts you to move?...”

“...people I know who have moved have had great pay rises. Equally pay rises internally have been good (c12%). So money has been a huge influence and will remain so...”

“...My HR and line managers constantly talk about internal opportunities and career paths. Unfortunately the corporate speak doesn't amount to much, so people will continue to move for significant pay rises. In the current climate surely that is the right thing to do?...”

“...I seek reasonable pay, i.e. what I find to be fair; being able to work from home and finally, a good social working atmosphere...”

“...Hybrid/remote work is essential nowadays. Without that you are not competitive...”

“...A work life balance and an opportunity/pathway for promotion ...”

“...Brand name and money...”

“...Flexible working, more so than a few thousand extra in my pay packet...”

“...Flex working. Flex working. Flex working...”

“...my bank makes multiple millions in profit every single year. They can afford to hire more expensive staff and they can afford to increase basic pay internally. So instead of making a 21% gross margin it's 20%. Don't panic, wages can and will rise. No one is going poor...”

“...Compensation is everything...”

“.....At my level (Analyst) I am looking for role which challenges me and develops my skillset. I can forego a higher compensation to build the right career platform. Saying that, high wages elsewhere are very difficult to pass over. So it is about finding that balance...”

“...My mortgage provider doesn't really care if I have private health insurance or not. So, sorry, but it's all about the money for us...”

“... I feel unvalued since the last management change; we're overworked, more business but smaller headcount. No salary increases, so overall, very negative. Any increase in benefits would be welcome...”

“...As an HR professional our staff suggest a wide suite of benefits is essential. People are all individual and have different needs and desires. Salary is obviously important but not if other benefits don't support it... ”

“...I wouldn't say I'm a money driven person, I do look at the bigger picture, however external factors, inflation, energy prices, do very much focus the mind. So reluctantly, I have to concede that my basic could be adjusted up...”

“...once my bonus hits my bank account in March I'm looking. I have seen lots of job opportunities”

“...ESG initiatives and hybrid working are important to me...”

“...I think in 2021 and 2022 working flexibility was a key battleground. However now that this is established the spotlight has returned to salary. There is no question in my mind that the economy and 10%+ inflation has hit people...”

“...Hybrid working is now a necessity for me and will dictate which roles I apply for in the future...”

“...The market is busy if you are an Analyst or Associate. Sadly for me at Director level it's is not the same. So I disagree, the market isn't great and D level candidates are not in short supply...”

recent market moves

October 2022

Pooria Beigi

Vice President,
Leveraged Finance at Natixis

October 2022

Simon Lefevre

Head of Wholesale
at Aldermore Bank

October 2022

Hans Laud-Anderson

Manager, Property Development
at United Trust Bank

October 2022

Ross Dalzell

Managing Director, Head of Property
at Aldermore

October 2022

Brett Orlando

Global Head of Commodity Transition
at Bank of America

October 2022

Viktor Berta

Director, Aviation & Space Finance
at BayernLB

October 2022

Simon MacLeod

Head of Sales, Mid-Market
at ABN AMRO Commercial Finance

October 2022

Tirath Singh

Director, Property Development
at United Trust Bank

October 2022

Lauren McQuilken

Business Development Manager
at United Trust Bank

October 2022

James Grigg

Director, Head of Real Estate
Investments at BLME

October 2022

Tim Leung

Assistant Relationship Manager,
Asset Finance at ICBC

October 2022

Sophie Mitchell-Charman

Commercial Director at LendInvest

October 2022

Leanne Ardron

Head of Bridging at LendInvest

October 2022

Jason Shead

Chief Risk Officer at TAB

October 2022

James Farrelly

Director, Debt Syndicate
at Credit Agricole

October 2022

Sanvir Sagoo

Portfolio Manager at Glenhawk

October 2022

Chris Smith

Head of Specialist Equipment Funding
at Aldermore Bank

October 2022

Aakanksha Aggarwal

Associate, Loan Syndicate
at Standard Chartered Bank

October 2022

Faten Arif

Asset Manager, Loan Services
at CBRE

October 2022

Amit Chhokar

Associate at Trimont

October 2022

Tim Wraith

Relationship Director
at Yorkshire Building Society

October 2022

Jon Phillips

Head of Credit, Asset Finance
at United Trust Bank

October 2022

Ryan Parrett

Lending Director at CapitalRise

October 2022

Julia Sinclair

Head of Product at CapitalRise

**recent market
moves** *continued*



October 2022

Sachin Thakrar

Distressed Debt & Restructuring
at Morgan Stanley

October 2022

Barney Iles

Lending Director
at Hampshire Trust Bank

November 2022

Chris Daly

Managing Director, Specialist
Mortgages at Hampshire Trust Bank

November 2022

Nicole Aherne-Conroy

Director, I&PF and Leverage
Distribution

November 2022

Mansour Davarian

Managing Director
Trade Finance & Working Capital Sales

November 2022

Kate Marechal

Director, Credit Risk
at Shawbrook Bank

November 2022

Samir Shah

Commercial Transaction Manager
at Al Rayan Bank

November 2022

Piragash Sivanesan

Director, Intermediaries (Property
Finance) at United Trust Bank

November 2022

Roy Randall

Trade Finance Middle Office Manager
at First Abu Dhabi Bank

November 2022

Neha Jhanji

Director, Banks Coverage
at NatWest

November 2022

Richard Payne

Lending Director, Development Finance
at Crowd Property

November 2022

Mariana Dacheva

Executive Director, Funds, Banks and
Diversified Financials at CIBC

November 2022

Callum Spence

Director, Energy & Utilities Coverage
at Mizuho

November 2022

Ahlem Gueblia

Head of Financial Sponsors, Europe
at ANZ

November 2022

Edward Stevenson

Head of FIG DCM at BBVA

November 2022

Charlie Hobart

Commercial Banking Executive
at Arbuthnot Latham

November 2022

Jonathan Munt

Relationship Manager, Corporate
at Bibby Financial Services

November 2022

Jeremy Stagg

Director, ABL
at BREAL Zeta CF

November 2022

Alison Shaw

Director of Finance
at Redwood Bank

November 2022

Andrew Thompson

Head of Structured Finance
at Leumi ABL

November 2022

Euan Coleman

Executive Director, Real Assets
Distribution at Credit Agricole

December 2022

Adnan Rahman

CFO at National Bank of Kuwait

December 2022

William Haddow

Associate Director at BNP Paribas
Commercial Finance UK

December 2022

Jonathan Ho

AML Surveillance Compliance Officer
at BNP Paribas

a sample of current mandates on c-jamesjobs

**Natural Resources:
Relationship Manager
c£110,000 - £150,000 basic**

**Infrastructure & Utilities:
Relationship Manager
c£110,000 - £150,000 basic**

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

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

**Financial Institutions:
Credit Analyst
£60,000 - £80,000 basic**

**Commercial Real Estate:
Analyst
£59,000 - £65,000 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