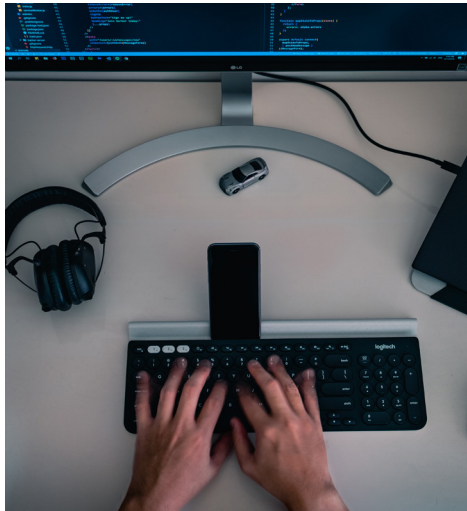


introduction

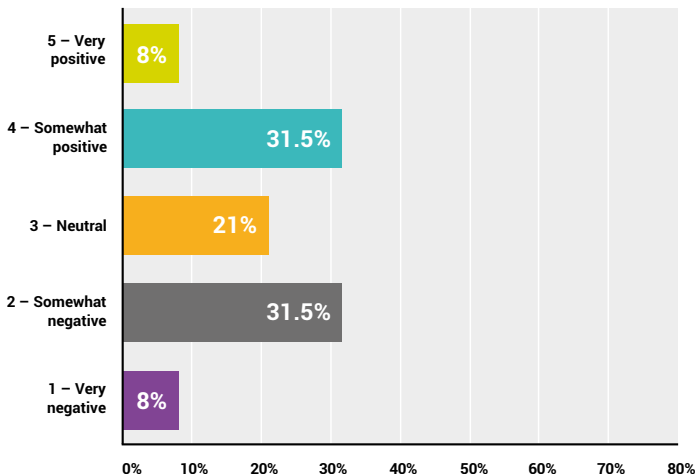


Ok, ok, so you're not going to Spain, Bali or walking in the Alps but we have to stay positive. Government support has been unprecedented with an eye-watering £128bn being borrowed in April and May, and whilst they cannot support every person in every industry, they have done a huge amount. Yes, we will all be feeling the pinch (and then some) for years but hopefully you have your health and there is some light at the end of this covid tunnel. As mentioned on linkedin, we have started to see some recruiting confidence returning, with various new mandates across Relationship Management, Credit, Operational Risk and Compliance during the back end of Q2. As always we do appreciate all of your responses and you've some interesting views on the brave new world of remote working. As before we'll keep this edition brief and most importantly hope that you, your families, friends and colleagues remain healthy.

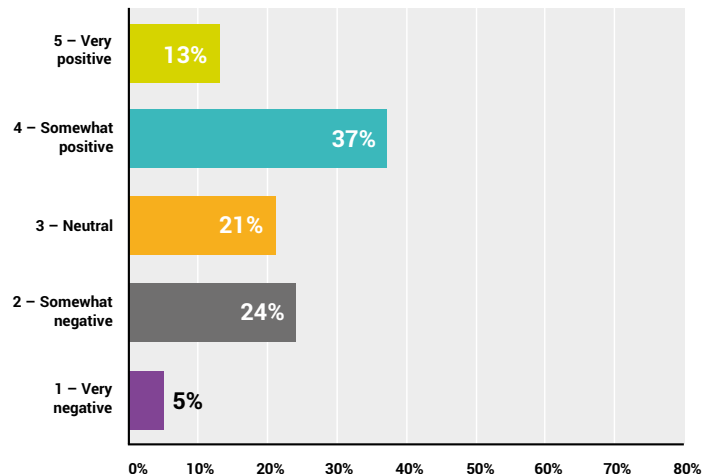
quarterly survey

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

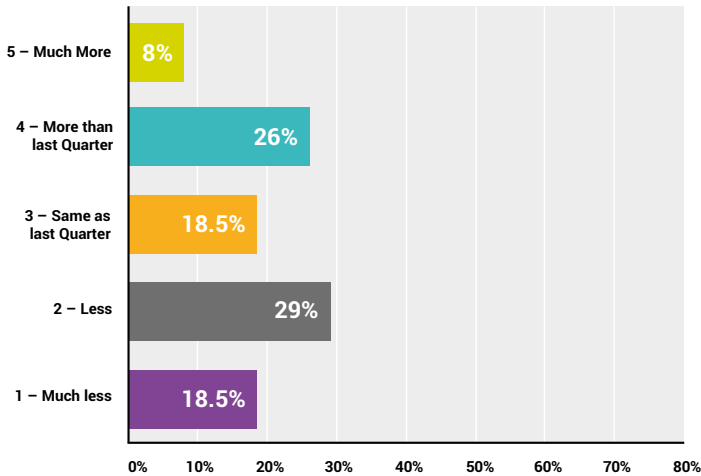
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



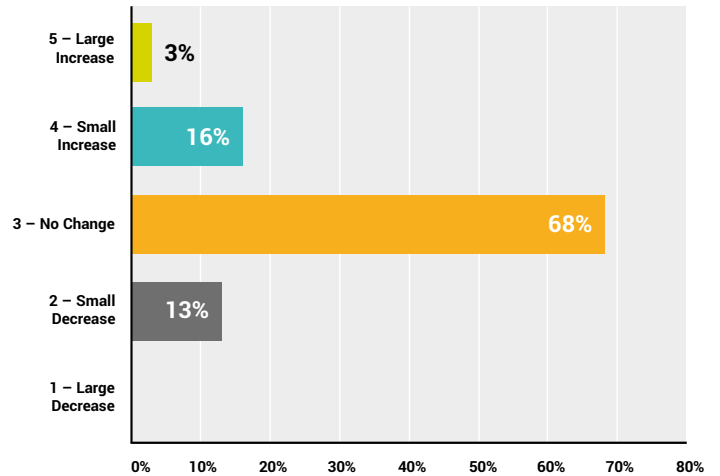
Q2 *... and what is your outlook for the next 12 months?*



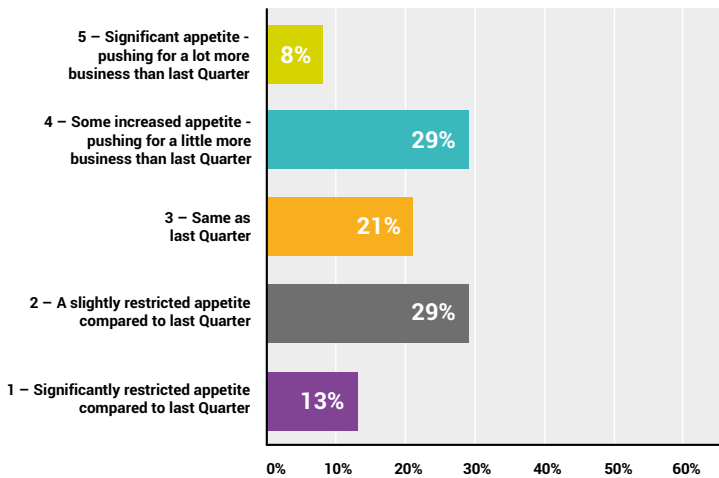
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



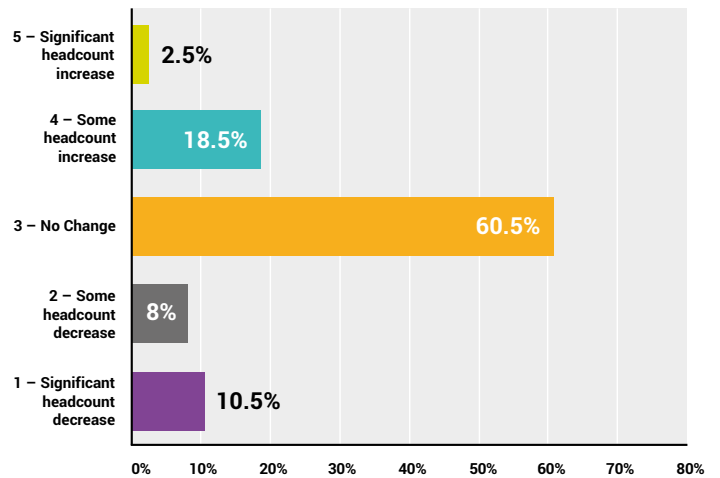
Q4 Has your department headcount changed since last quarter?



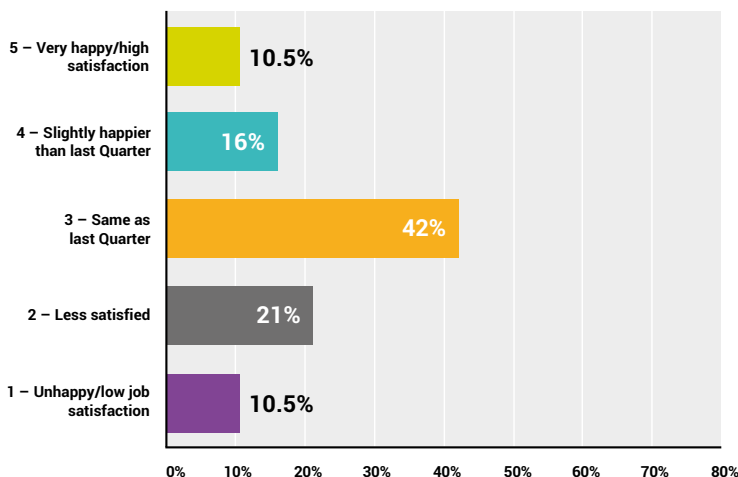
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - Following the desperate slump of the last quarter, results have reset on an even keel. The short summary is a neutral outlook but interestingly business confidence is 49% positive for the coming 12 months. Business written and headcount changes remain flat compared to Q4 2019. 36% of respondents suggest an increased appetite for business and with 20% suggesting a push for increased headcount in Q3, green shoots are visible... er, just.



Hot topic: “...Remote working? How have you coped? Is this the future?...”

“...I love it. Much more productive, more free time without the commute, no senseless meetings, no travel, no networking nonsense...”

“...Expect to do more WFH in the future although not sustainable in long term as I think people’s mental health will be negatively impacted...”

“...Luckily, the business can cope with this but a key factor is missing – the lack of face-to-face meetings etc...”

“...People are less tired and generally healthier. Also enables working varied hours to meet global needs as immediate access to PC is available...”

“...Face to face still beats remote, but remote has huge advantages for the individual and time management. The future changes will be monumental. Progressive firms will seize the opportunity to move away from expensive office space and reduce lost time through commuting. There is even a chance people will be prepared to be paid less to continue working flexibly...”

“...Better well-being as no infuriating commuting...”

“...overall, not great. I have children and too many distractions which cannot simply be switched off...”

“...Improved work efficiency and better work life balance...”

“...Remote working has been the best change and is something I think we all hope will carry on after the pandemic. The days of going into the office 4/5 days per week are over...”

“..Our employer was quite inflexible, but how they have opened their eyes following Covid. You can work remotely, but human interaction is incredibly important. This will become apparent after this WFH honeymoon period...”

“...no commuting is an excuse to cut wages. Mark my words. This flexibility will cost you 20% of your wages...”

“.. WFH is the future – any employer who doesn’t embrace it will lose skilled employees”

“...Adapting to change/iterations in the future will depend on our ability to innovate remotely although we are currently undertaking product discussions and updating to an extent at present as well as processing deals/transactions. Remote working is not the issue – the problem is that there are less things to do other than work and going out in public feels stigmatized...”

“...it has been very disappointing to see the lack of forward thinking and finding opportunities approach. Institutions have preferred the “do nothing” approach and now resort to “do less”. There is a lack of credible leadership at the top which is curbing any enthusiasm remaining...”

“...Brilliant, adapted easily definitely the future – the challenge is new business which is hard to Zoom/ Microsoft Teams!!...”

“...the benefits are clear and obvious. However the pitfalls are hidden. Being employed at home might seem great but being unemployed, at home and with minimal comparable options... that’s very hard...”

“All good although Banking as an industry seems less affected. “The City” has changed, maybe forever...”

recent market moves

March 2020

Mark Clayton

Chief Operating Officer
at Unity Trust Bank

March 2020

Eli Moualem

Loans & Agency Specialist
at Standard Chartered Bank

March 2020

Jeremy Trevis

Head of Financial Crime Compliance
at M&S Bank

March 2020

Usha Sitaaram

AVP, Financial Crime Trade Finance,
AML Complex Products at MUFG

March 2020

Paul Silva

CFO at Atelier Capital Partners

March 2020

Alan MacLeod

Senior Investment Manager
at Atelier Capital Partners

March 2020

Smithi Sharma

Operations & Assurance Analyst
at Atelier Capital Partners

March 2020

Philip Wilson

Senior Credit Analyst
at Bank of China

March 2020

Mike Cory

Vice President, Operational Risk
at MUFG

April 2020

Peter Horton

Chief Executive Officer
at Al Rayan Bank

April 2020

Laura Solecki

Relationship Director
at Cynergy Bank

April 2020

Matt Measures

Senior Investment Manager
at Atelier Capital Partners

May 2020

Glenn Souter

Business Development Manager,
Invoice Finance at Aldermore Bank

May 2020

Nicholas Samara

Executive Director,
Head of Middle East DCM at SMBC

May 2020

Sukhbir Singh Varaich

Commodities VP, Counterparty Credit
at Morgan Stanley

May 2020

David Oberheim

Director of Anglophone Africa
at BACB

May 2020

Michelle Titcombe-Rogers

Origination & Structuring Director,
ABL at ABN AMRO
Commercial Finance

May 2020

Jenna Hill

Head of Customer Operations & Planning
at Masthaven Bank

May 2020

George Evans

Chief Operating Officer at Bank Leumi

May 2020

Matthew Oakes

Head of Prudential Risk at Allica Bank

May 2020

Graham Brew

Portfolio & Structuring Director
at Secure Trust Bank

**recent market
moves** *continued*



May 2020

Danny McMurdo

Business Relationship Manager
at Allica Bank

May 2020

Rebecca Nutt

Head of Development Monitoring
at Atelier Capital Partners

May 2020

Darrell Walker

Head of Product Development
& Proposition at Shawbrook Bank

May 2020

Bradley McMillan

Senior Product & Proposition Manager
at Shawbrook Bank

June 2020

David Johnston

Managing Director,
Energy & Commodities
at Lloyds Banking Group

June 2020

Nick Sproat

Vice President, Leveraged Finance
at SMBC

June 2020

Graham Leaney

Head of Sales (South)
at Siemens Invoice Finance

June 2020

Laura Hales

Head of Credit at Heyman AI Limited

June 2020

Caroline Luxmore

Head of Lending at Ashman Finance

June 2020

Gabriela Tozserova

AVP, Financial Institutions Risk
Management at Citi

June 2020

Thayalan Yogendran

Business Risk & Control
at Wells Fargo

June 2020

Iain Bryson

Head of Property Development &
Specialist Property
at Aldermore Bank

June 2020

Steve Ive

Head of Structured Finance
at Leumi ABL

June 2020

Mark Sutton

Head of Compliance and MLRO
at United Bank for Africa

June 2020

Ali Minhas

Head of EMEA Corporate Trade
& Supply Chain Finance at SMBC

June 2020

James Allan

Group Head - FX & Payments
at HSBC

June 2020

Solange Chamberlain

Chief Operating Officer,
Commercial Bank at NatWest

July 2020

Oliver Luton

Transaction Manager
at Homes England

July 2020

John Coles

Asset Manager at Gatehouse Bank

July 2020

Neil Riley

Senior Director, Japanese Corporates
at Mizuho

July 2020

Ella Dziejewski

Distribution Analyst at Greensill



a sample of current mandates on c-jamesjobs

Relationship Manager:

Deposits and New Business Generation

£85,000 - £100,000 basic

Operational Risk:

Senior Manager

£95,000 - £105,000 basic

Property Finance:

Senior Analyst

£55,000 - £65,000 basic

AML/Compliance Officer:

£25,000 - £30,000 basic

Operations Officer:

Trade Finance/Loans Admin

£40,000 - £50,000 basic

Senior Corporate Credit 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:

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



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