

introduction



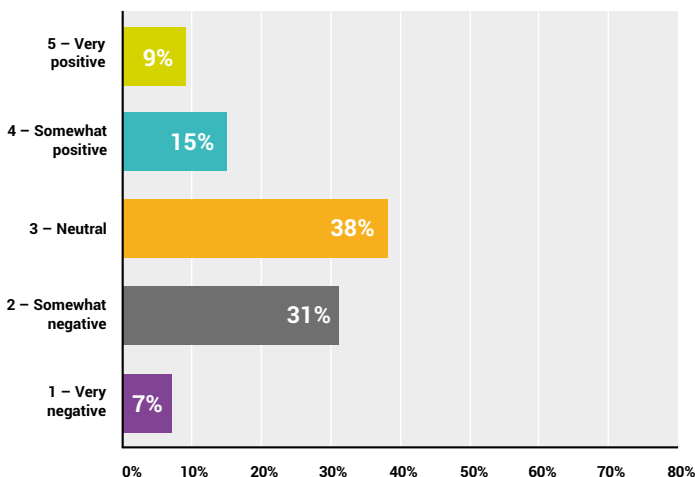
Morning all. At the time of writing the US Presidential elections seem finely balanced/in dispute! Normally a potential new leader of the free world would be major news, but not in this climate. The “C word” continues to dictate and define our lives with lockdown number 2 now in place. Of course we hope that you and yours stay safe and healthy, physically and mentally and that this new lockdown has the desired effect. Looking at the past quarter, I am genuinely pleased to report that you fine banking folk have been both resilient and busy. Remote working practices seem settled and robust, and most of our clients report activity across Project, Trade, Supply Chain and Property Finance. Recruitment, although not necessarily booming, has trundled along with a particular demand for Associate and Senior Analyst level candidates, usually in the £50-70k basic bracket.

I'm not even going to mention Christmas, far more important issues for us all to worry about, but when we return in early 2021 I hope your employers have rewarded you (see hot topic below) for your sterling efforts in what has been the most unprecedented of years.

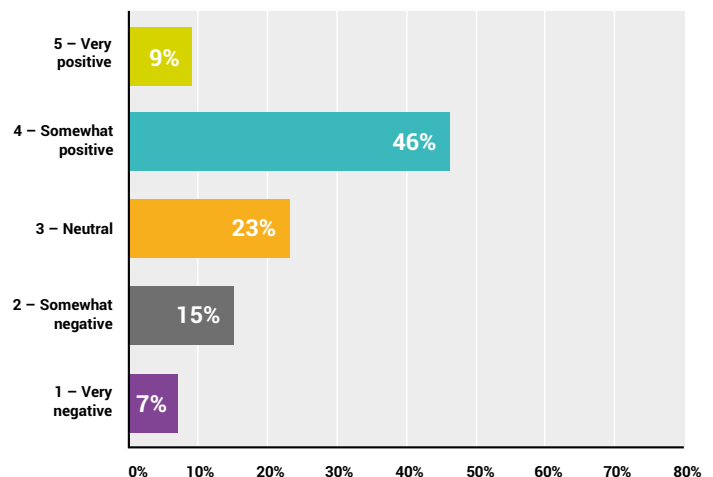
quarterly survey

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

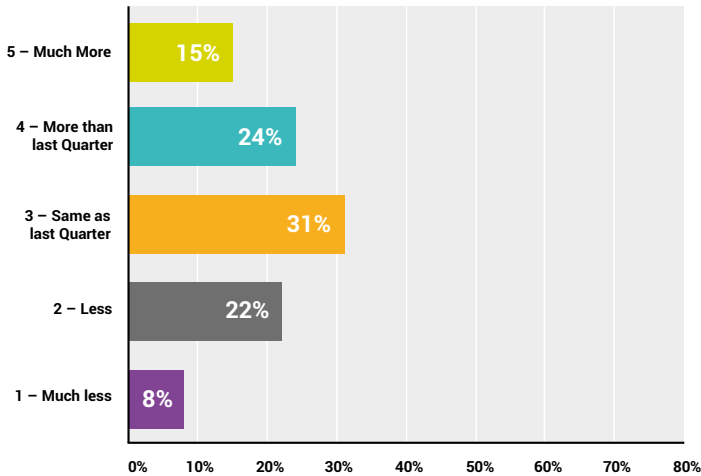
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



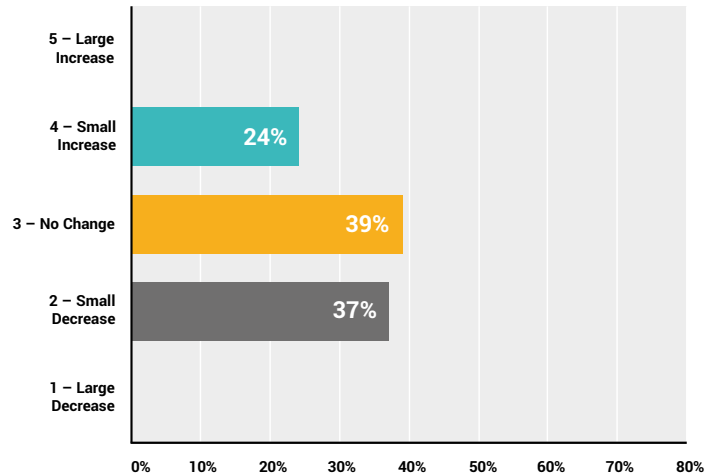
Q2 *... and what is your outlook for the next 12 months?*



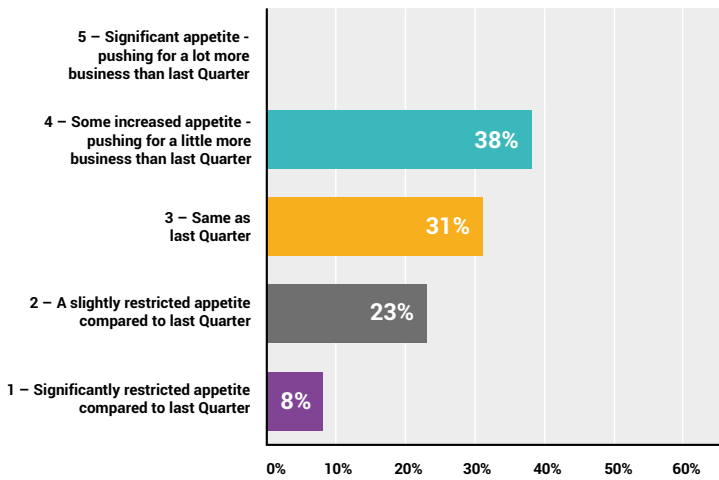
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



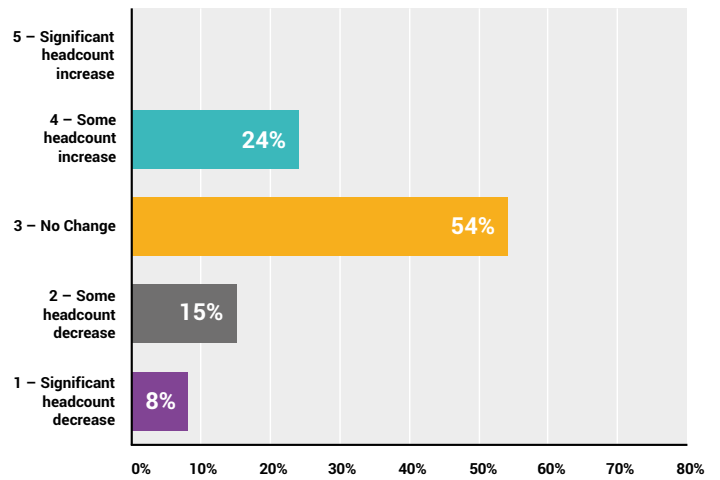
Q4 Has your department headcount changed since last quarter?



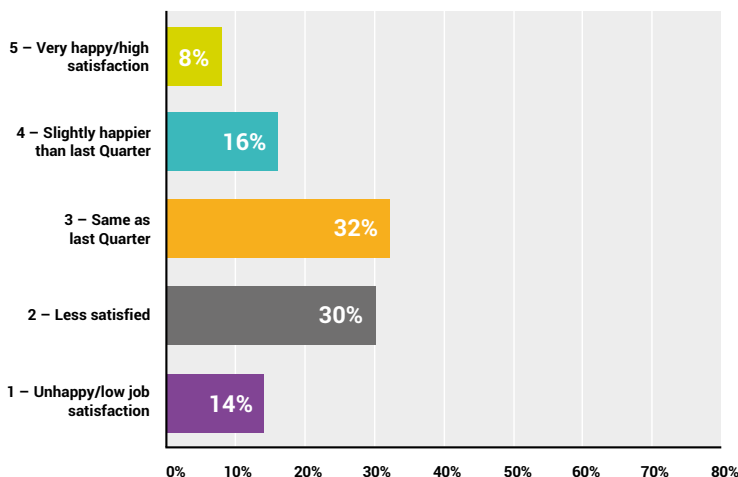
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - The market intelligence report at the end of the summer certainly suggested a halt to sliding business confidence seen in early 2020. With 53% of respondents looking at a positive 12 months ahead, this continues to provide optimism. Banks and financiers continue to sweat the assets as we see a slight increase in business written but a slight decrease in net headcount. Furthermore 38% report an increase in business appetite but with no significant headcount increases on the horizon. Despite the above mentioned business optimism, it is completely understandable that job satisfaction fell, with 46% of respondents saying they are less happy than last quarter. The grey covid cloud looms large overhead.



Hot topic: “...Bonus 2020. What are your expectations? Should they even be paid?...”

“...Yes, why shouldn't they be paid? My Bank has continued to operate as normal, my workload has been consistent and our output has been good. Covid or no covid, we've done well...”

“... Given the high level of revenues, they should be good. Even more in institutions where provisions have already been made or with delayed fiscal year....”

“...Political correctness v running a business. I worry who will win....”

“...Significant reduction expected given the restrictive credit environment. However, would expect an acknowledgment of efforts put into running the business seamlessly in remote working conditions....”

“... Sadly, I assume bonuses won't be paid....”

“... It has been a good year for us, despite some IFRS provisioning due to Covid related credit deterioration. We are hoping for a reasonable level of bonus as we have met challenging top line budgets...”

“... It's simple, most banks will not pay...”

“...Remote working might make it normal for some, but not for me. It's a real challenge juggling family life but have battled through, working as hard as ever. I sincerely hope we get a sensible bonus otherwise the bank is merely kicking us when we are already down...”

“... Why do you even ask?? the firm does well, we should expect a bonus....”

“..Should they be paid? yes, depending on company and individual performance. Will they be paid? most likely not, which will have a huge impact on staff well-being...”

“...expectations are low although fee income is up. Friends have been made redundant in other industries so don't know if I should I stamp my feet? I've got a job and so far have avoided the virus...”

“...In HR we have worked longer and had more video meetings than I care to imagine. We have managed extraordinary events and implemented new systems to cope. If we don't get a bonus, I swear, I'm done...”

“...2020 targets exceeded. Bonuses = city life. So yes, absolutely expected...”

recent market moves

June 2020

Timmida Adams

Head of Risk/Country CRO at QNB

June 2020

Hardeep Thandi

Director, Property Development
at United Trust Bank

July 2020

Duncan Lodge

Global Head of Traditional Trade/EMEA
Head of Trade & SCF Product
at Bank of America

July 2020

Martin Nield

Manager, Property Development
at United Trust Bank

August 2020

Asim Shirwani

Chief Commercial Officer
at Lendhub

August 2020

Jason Navarro

UK Risk Manager
at Silicon Valley Bank

August 2020

Denitsa Madzharova

Compliance Analyst at MUFG

August 2020

Phil Coole – MLRO

at OakNorth Bank

August 2020

Tee Cato

Trade & Supplier Finance Director
at Santander

August 2020

Hayley Reeves

Commercial Banking Director
at Metro Bank

September 2020

Peter Chalmers

Director, Renewable Energy
at Shawbrook Bank

September 2020

Becky Yan

Associate Director, FI Credit
at Mizuho

September 2020

Diana Wang

Vice President, Product Manager
at Greensill

September 2020

Natalie Quirk

Assistant Relationship Manager
at Credit Suisse

September 2020

Rahul Malde

Manager at Puma Property Finance

September 2020

Oliver Greenslade

Head of Credit at Propel Finance

September 2020

Mike Stevens

Senior Business Development
Manager at Peak Cashflow

September 2020

Mark Stokes

Chief Commercial Officer
at United Trust Bank

September 2020

Geoff Howard

Head of Financial Crime
at Secure Trust Bank

September 2020

Peter Chalmers

Director, Renewable Energy
at Shawbrook Bank

October 2020

Michael Graham

Corporate Banking Manager
at Handelsbanken

October 2020

Jim Higginbotham

Deputy Group CEO
at Star Asset Finance

October 2020

Nathan Mollett

Head of Asset Finance
at United Trust Bank

October 2020

Alastair Shields

Head of Infrastructure & TMT Finance,
Project & Acquisition Finance
at Santander

October 2020

Husam Zabaneh

Director, Corporate Cash Management
Sales at Deutsche Bank

November 2020

Ian Swanson

Finance Manager at Close Brothers
Asset Finance & Leasing

October 2020

Eddie Norton

Interim Chief Executive Officer
at BACB



a sample of current mandates on c-jamesjobs

**Project Finance
(Infrastructure & Renewables):
Manager
£80,000 - £100,000 basic**

**Major Corporate Origination:
Relationship Manager
£100,000 - £120,000 basic**

**Credit Risk :
Director (Team lead)
£125,000 - £140,000 basic**

**Modelling and Analysis:
Property Finance
£55,000 - £70,000 basic**

**Trade Finance/Loans Admin:
Operations Officer
£40,000 - £50,000 basic**

**Corporate Banking:
Assistant Relationship Manager
£55,000 - £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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