

introduction

2022. A new year with new hope for normality? Are you back in the office yet? Certainly life seems a wee bit busier as I've wandered through the City and the West End this week.

...and did you do that January thing you promised yourself? Was it the zero alcohol of Dry January, the change of diet that was Veganuary or the exercise and MIND fundraising that is Red January? (my favourite) – if you did, we salute you!

Turning to Recruitment and the high levels of activity continue. It has been well documented in the recent news that UK plc is desperate for staff across soooo many industries and little ole Banking is no different. Search & Recruitment firms across the City are trying to juggle far too many balls and jobsites are bursting with opportunities. For us, Commercial Real Estate Finance remains the No.1 "Hot" area. People in the Analyst/Manager/AVP bracket are in high demand and 3 or 4 offers is not uncommon for such candidates. Front office Corporate Banking and Credit Risk is also very buoyant, so if this is you? why not get in touch.

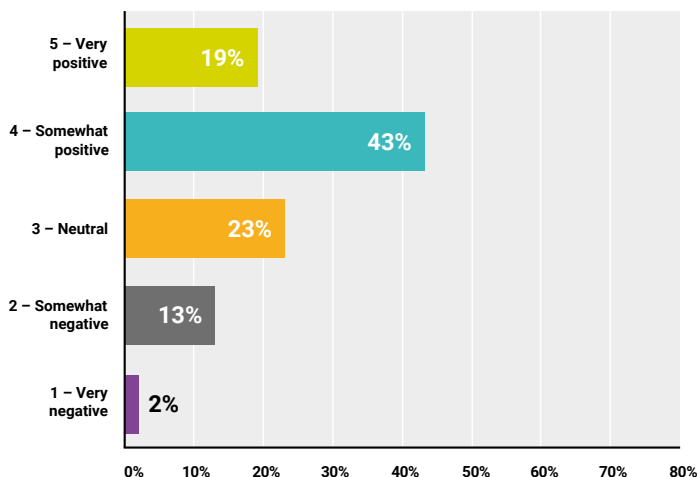


As well as informing candidates about new opportunities, we are always happy to discuss individual situations. Therefore do feel free to call the London Head Office, in complete confidence, on 020 7240 0760 or alternatively send an initial email to info@c-james.com. Enjoy this quarters "hot topic", and as always, we thank you for your honest and succinct comments.

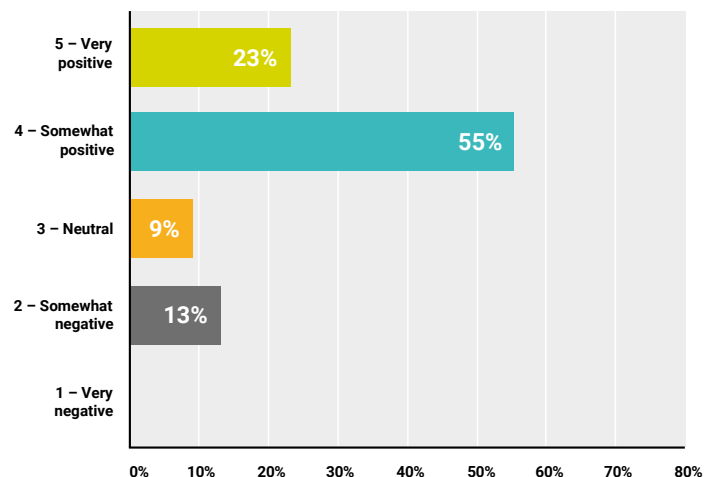
quarterly survey

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

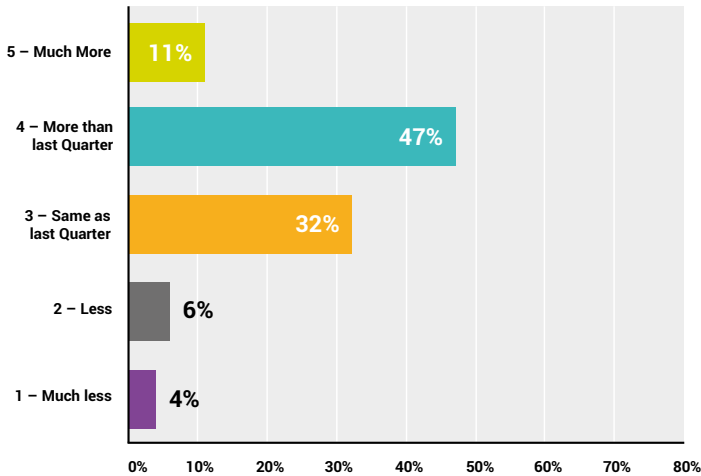
Q1 Looking at the next quarter only, what is your personal outlook for business confidence?



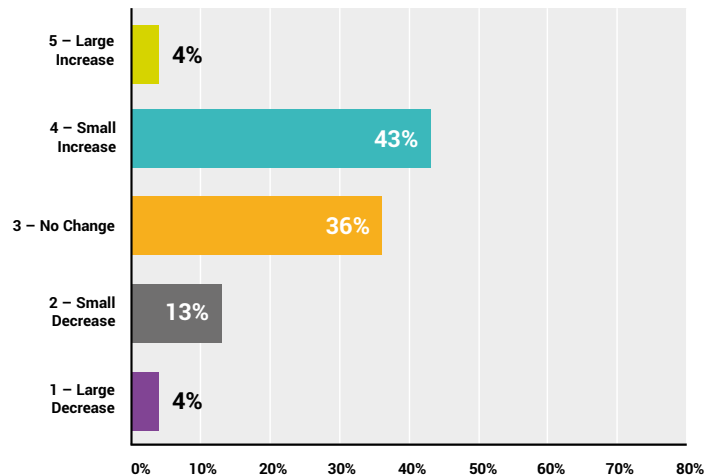
Q2 . . . and what is your outlook for the next 12 months?



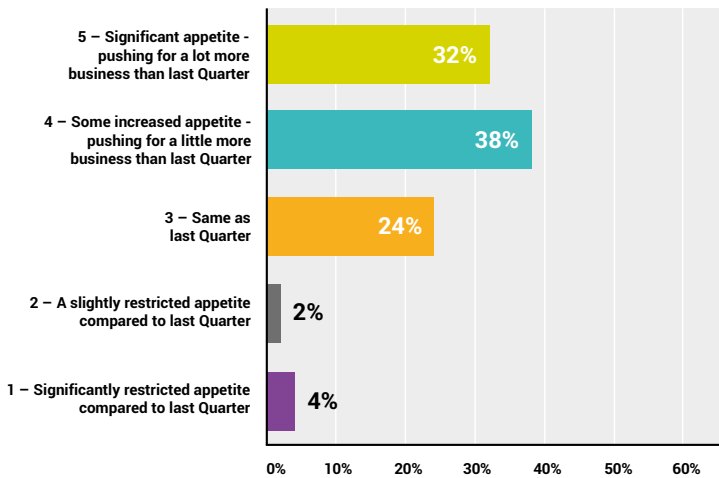
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



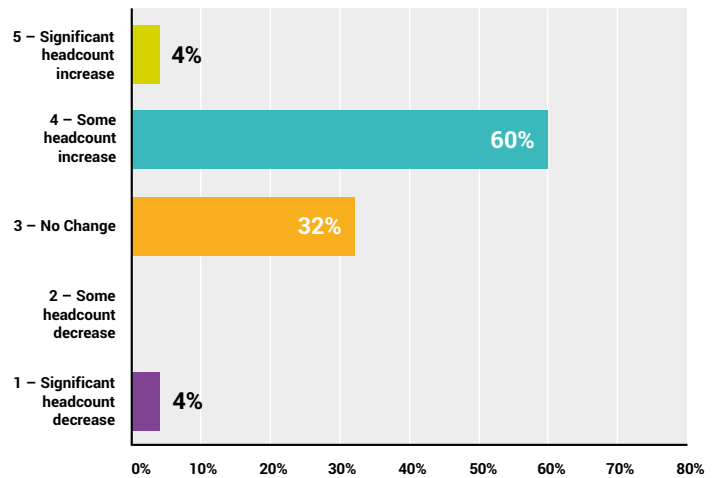
Q4 Has your department headcount changed since last quarter?



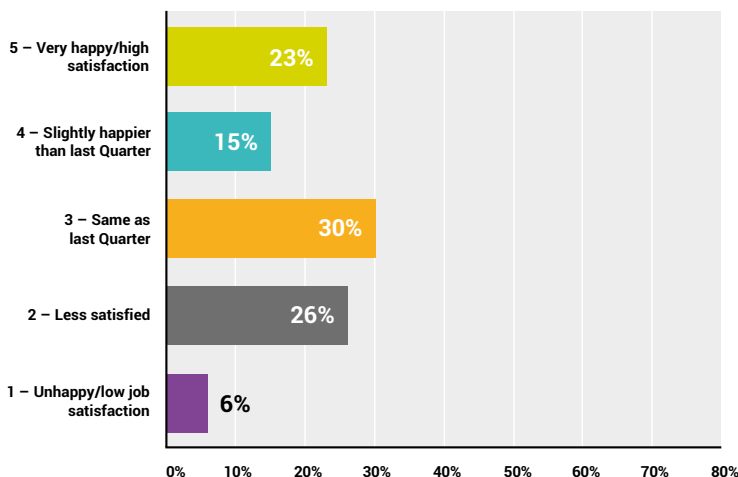
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - The confidence and momentum from Q4 2021 continues. Short term confidence sits at 61% and longer term even higher at 78%. Turning to volumes of business being written 56% suggested they are busier than last quarter and 48% thought that headcount had increased. Nearly 70% of respondents say that credit appetite has increased and a whopping 63% say that their firm is looking to hire. Finally job satisfaction is quite flat across the board. With bonuses looming and activity high it's perhaps not surprising that candidates are keeping an open mind should employers not keep their staff happy!



Hot topic - Finding a new role since Covid. How have your expectations changed?..."

"...Work-life balance, this is everything now..."

"...WFH is arguably the KEY benefit now. Banks who ignore this will not attract good talent. Plain and simple..."

"...I would expect a hybrid working environment whereby I could continue to work from home as I see fit. Generally my view is that WFH allows me to be much more productive..."

"...Poor. Applied for jobs and even had one zoom interview but in all cases no feedback. No feedback or response is poor and people now hide behind the video call, the fact we are remote..."

"...My Manager understands that WFH is the norm but HR do not. Senior Management are stuck in the dark ages. Watch the TV, read the news, we have moved on..."

"...Quality of life and location, which allows for personal freedom, has become more imperative..."

"...Market conditions seem to be improving but uncertainty still exists. As such I'm not sure I should move just yet..."

"...More than ever, I am now prioritising work life balance, and working from home is a huge part of that. Whilst I don't mind office working, the commute into London is far less desirable so I would now be looking for a hybrid model for working..."

"...I guess we expect more flexibility and opportunity to work from home at least sometimes, ideally 1-2 days a week..."

"...Yes, work life balance is key. Ability to work from home min 2 days per week in my opinion..."

"... I've decided to retire. Much happier..."

"...I found a new job with relative ease at a distressed debt fund. Hoping for a nice big recession to get stuck into..."

"...It is not so much a question of finding a new role. It is more about finding a position where one can make a difference and find a welcoming attitude to positivity and challenge..."

"...In terms of uncertainty one looks for firms that are either well-established or operating in their core markets, less adventurous, but also more opportunities for advancement and growth within the firm. I also value more work-life balance and a supportive environment which my current employer has made efforts to provide..."

"...During the pandemic, everyone hunkered down. As we have become 'accustomed' to living with the virus so the attention has turned to how the Employer has treated its employee during the period and demonstrated that people are their greatest asset. Based on this assessment, people are making changes, moving on. And the employers that want to embrace change are winning. Those that ignore it, think it is a blip, believe that they are better than the market will have staff that feel less valued..."

"...I had been asking HR about WFH for years, and had been repeatedly pushed back. Glad to see the tide has turned..."

"...Flexible working now a must... those that do not embrace this will lose out in talent attraction/retention..."

"...Although I don't want to WFH, I would still now regard any company which only offers the option of 1-2 days as a warning sign. Why don't they trust their people?..."

recent market moves

October 2021

Darren Daly

Associate Director, Debt & Capital Advisory at Deloitte

October 2021

James Absolon

Senior Relationship Manager at Clearbank

October 2021

Thierry Auvinet

Compliance Audit at Deutsche Bank

October 2021

Martin Collard

Head of UK Team, Corporate Banking Department

October 2021

Ricky Humphreys

Relationship Director at Assetz Capital

October 2021

Fabienne Moriggi

Global Coordinator, Structured Trade & Commodity Finance at SMBC

October 2021

James Walsh

Senior Associate, FIG Insurance at Citi

October 2021

Deniz Warren

Manager, Commodities & Structured Trade at Commonwealth Bank

October 2021

Johanna Behm

Associate Director, FIG Debt Capital Markets at HSBC

October 2021

Mark Hughes

Vice President, Infrastructure & Project Finance at J.P. Morgan

November 2021

Paul Tovey

Client Relationship Manager at Société Générale

November 2021

Charlotte Weir

Head of Corporate Banking, EMEA at Wells Fargo

November 2021

Michael Zerda

Head of Debt & Value-Add Equity Strategies at LaSalle Investment Management

November 2021

Mollie-Rose Cowin

Vice President, Transaction Services Sales

November 2021

Michael Baker

Relationship Director at Assetz Capital

November 2021

James Collins

Middle Office Manager, Trade Services, Forfaiting & Loans at FCMB Bank

November 2021

Joanna Leahy

Relationship Director at Cynergy Bank

November 2021

Laureline Pastol

Director, Structured Finance Energy at MUFG

November 2021

Ciaran McGivern

Relationship Director, UK North at Assetz Capital

November 2021

Jarrold Latham

Relationship Director at Assetz Capital

November 2021

Shane Ryan

Director at Puma Property Finance

November 2021

Fabio Formisano

Senior Associate at Citi

November 2021

Tommy Lydon

Relationship Director, Institutional Banking at ICBC

November 2021

Reman Arif

Leveraged Finance at Barclays

November 2021

Georgy Bellani Orvid

Associate at Resolute Asset Management

November 2021

Louise Fitzgerald

Chief Financial Officer at BACB

November 2021

Simon Gibbons

Chief Operating Officer at BLME



**recent market
moves** *continued*



November 2021

Borja Fernandez

Head of Structuring & LATAM Lead
at Citi

November 2021

Mark Alexander-Dann

Director, Financial Institutions
at ANZ

December 2021

Arnaud Fauthous

AVP, Debt Capital Markets
at SMBC Nikko

December 2021

Mark Goodger

Relationship Manager, Trade Finance
at Caixa Bank

December 2021

Paul Jennings

Chief Banking Officer & Deputy Chief
Executive Officer at BACB

December 2021

Jackson Flint

Senior Vice President, Global Leasing
at Bank of America

December 2021

Laurent Dilaj

Director, Financial Institutions (EMEA)
at TD Securities

December 2021

Mark Sukhram

Associate Director, Property Finance
at Downing LLP

December 2021

Anne-Marie Woolley

CEO at AMC Trade Finance

December 2021

Paul Lodwick

Director, Commodity Trade
Finance Sales at SMBC

January 2022

Joanne Fraser

Managing Director, Transaction
Banking Cash Product Head, UK & EU
at Standard Chartered Bank

January 2022

Kenton Hartwell

Senior Business Development
Manager at UBA UK

January 2022

Arzu Aytemur

Vice President, UK Trade Sales at Citi

January 2022

Sylvain Gloux

Senior Director Origination, Aviation
Finance & Investment Solutions
at NORD/LB

January 2022

Dean Taylor

Business Development Manager
at Arbuthnot Latham

January 2022

Pani Oritis

Director, Trade Finance
at Crédit Agricole

January 2022

Ian Rand

CEO at Monument

January 2022

Thibault George

VP, SSA Syndicate at Santander

January 2022

Paolo Malgieri

Senior Associate at Mount Street

January 2022

Wachuku Johnson

Deputy Head of Regulatory Reporting
at BLME

January 2022

Theodore Davey

Global Banking Associate
at BNP Paribas

January 2022

David Mill

Hampshire Trust Bank
Lending Director

January 2022

Luke Bottrill

Associate, Corporate Coverage
at ABN AMRO

January 2022

Sue Cao

Relationship Manager, Structured
Trade & Commodity Finance at SMBC

January 2022

Jessica Norton

VP, Commodity & Energy Trade
Transactor at Citi Bank

January 2022

Geraint Sampson

Director, Global Aviation Finance
at MUFG

January 2022

Richard Cameron

Commercial Director at Close Brothers
Asset Finance & Leasing



a sample of current mandates on c-jamesjobs

Structured Finance:

Finance Manager (Accountant)

£70,000 - £90,000 basic

Loan and Portfolio Management:

Analyst

£40,000 - £65,000 basic

Commercial Real Estate:

Asset Manager

£60,000 - £90,000 basic

Major Corporates:

Credit Analyst

£50,000 - £70,000 basic

Commercial Real Estate:

Origination, Analyst

£45,000 - £60,000 basic

Commodity & Trade Finance:

RM

£80,000 - £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:

c james London Head Office, Level 2, 48-54 Moorgate, London EC2R 6EJ

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



www.c-james.com