

introduction

It's been a few months since our last edition, so I must apologise. The day job has been keeping us more than occupied. Recruitment has been steady across most of our core areas with Property Finance, Project and Natural Resources leading the way.

That all said, the economic mood music continues to decline (along with our weather) as we head into the Winter of 2023. Two quotes hit me today when reading the press...

"...I thought Covid would be the toughest time but actually the harder times came after..."

"...Tens of thousands of British companies are in financial dire straits now that the era of cheap money is firmly behind us..."

Need I say more?

Thank you as always for your responses to our quarterly hot topic "...Job interviews - wonderfully smooth or lengthy and inefficient?..." it certainly seems to have hit a nerve with a few of you!

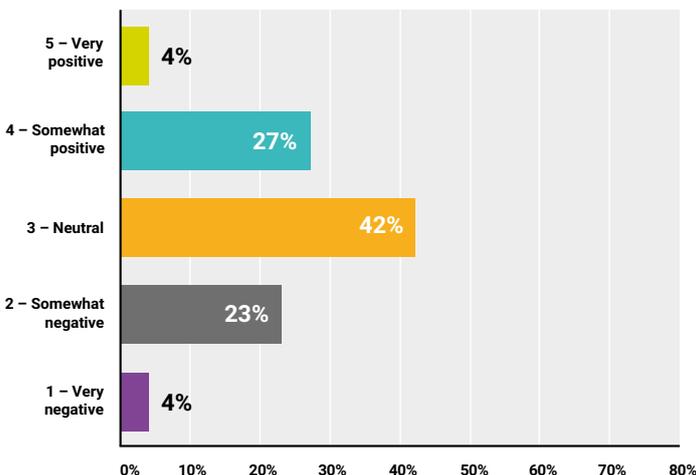


We are always open to discuss individual situations, so do feel free to call the London Head Office, in complete confidence, on 020 7240 0760 or alternatively send an initial email to info@c-james.com.

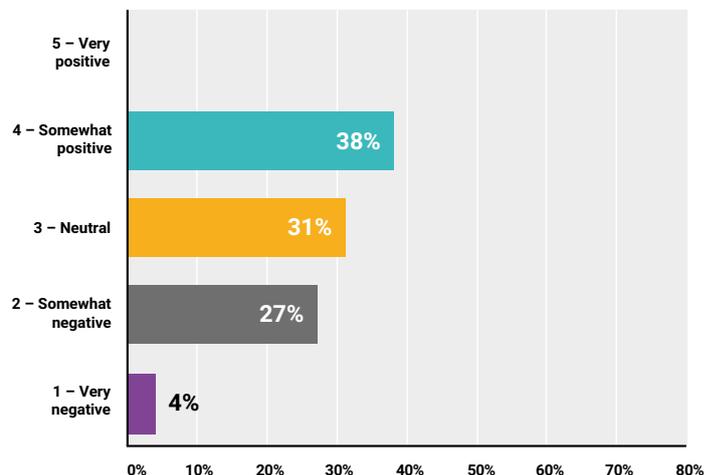
quarterly survey

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

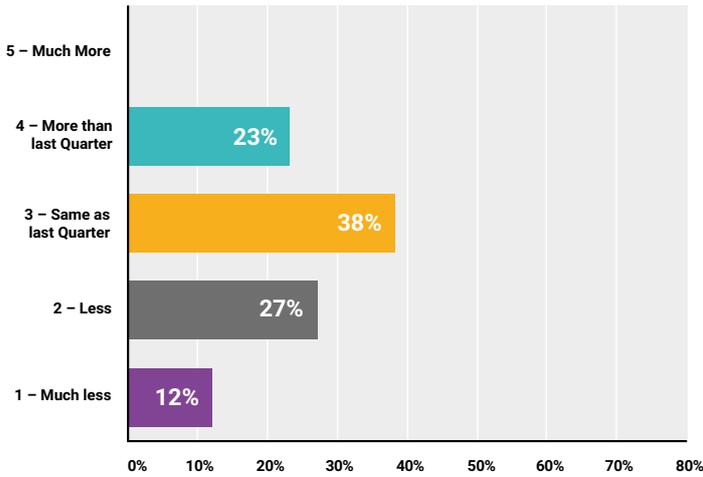
Q1 Looking at the next quarter only, what is your personal outlook for business confidence?



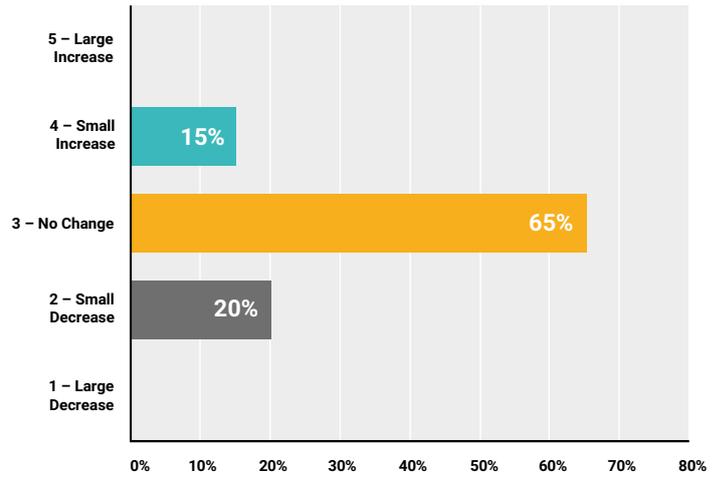
Q2 . . . and what is your outlook for the next 12 months?



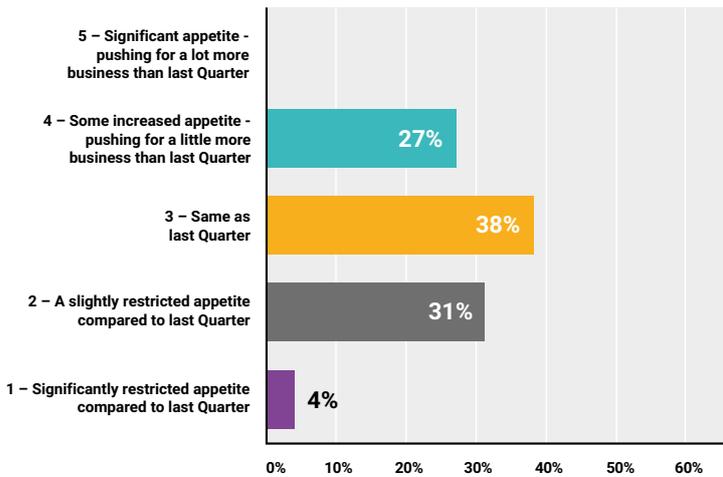
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



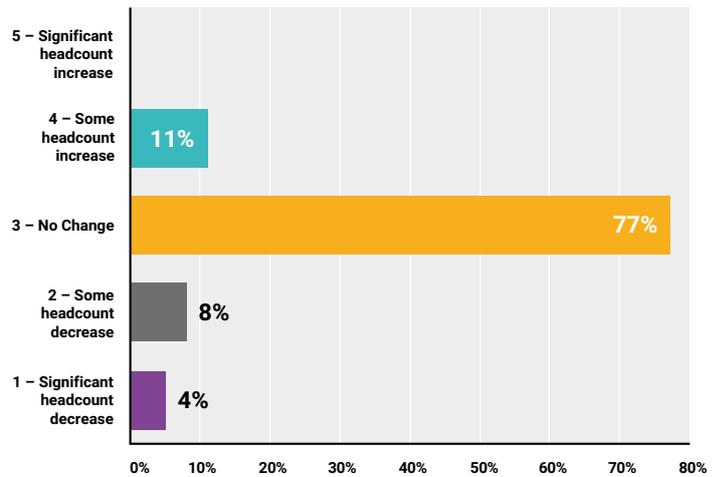
Q4 Has your department headcount changed since last quarter?



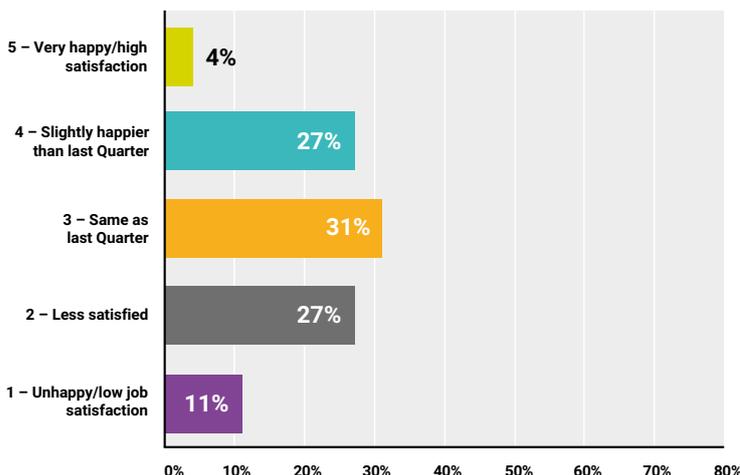
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - Continuing from last quarters theme the overall picture remains flat or neutral. The short-term outlook for business confidence is certainly this with 42% responding neutrally while the longer term 12 month outlook is interestingly quite positive at 38% – a suggestion that the current economic gloom will only be short-term?! Since the summer you report that business volumes (being written) are marginally down and headcount remains largely unchanged as well. Despite the neutral backdrop 64% report that their institution has a similar if not increased credit appetite compared to last quarter and an overwhelming 77% of people have said that there will be no change in hiring in the next 3 months. Finally we turn to job satisfaction which is 37% negative, 32% neutral and 31% positive.



Hot topic - "...Job interviews - wonderfully smooth or lengthy and inefficient?..."

"...My recent process was very lengthy and inefficient. I do wonder what line managers and HR people do in between interview rounds. I had the same questions from different people and after being declined had very little feedback..."

"...I secured my current Director role last year. It's a good role. I had 4 interviews. 2 were great and added real value, while the other 2 were unfortunately a waste of everyone's time. Efficiency is key..."

"...remote/zoom interviews are far easier. Less stress..."

"...I personally think that how a company interviews you is direct reflection of their approach and outlook. I thoroughly enjoy my current job and the interview process was also enjoyable. As far as I am/was concerned this was a great first impression..."

"...largely a waste of time. I want to meet the people I'm working with not some senior whoever or an HR person who doesn't have a clue about the job..."

"...Many companies over engineer the process. A few years back I had psychometric testing as well as 4 rounds for a junior ish Analyst role. I'm delighted I passed and was hired but with hindsight it seemed like overkill. I've had similar experiences since..."

"...We need to get the selection process correct. People are our most important commodity and so I make no apology for a robust thorough process. I am an HR Business Partner to 3 departments and our staff retention rates are exceptional. Something we are proud of..."

"...recently my first interview was with the person being replaced. Bizarre and not a good idea..."

"...sadly they are all rather complicated and messy. I applied directly for a Fintech role back in 2018 and was it any better than any other Bank role, er no!!!!..."

"...Lengthy and inefficient. 12 interviews over 2.5 months (including while on holiday) and then another 2 weeks to decide and then suddenly role was pulled due to restructure. No real feedback. Total waste of time..."

"...more than 3 interviews? Why?..."

"...part video call and part face to face suits me fine. Once I have met certain people seems pointless to re-meet them again??..."

"...the worst part of changing jobs is the interview process. Not because its scary or intimidating but because you get asked daft questions that apparently assess your personality and soft skills. Please Mr Corporate company lets just have a sensible frank discussion..."

"...I felt for this poor junior HR chap recently. He asked me to elaborate on the finer details of commodity financing and clearly had no idea about what I was saying..."

"...Multiple interview stages are fine. Waiting 3-4 weeks between interviews, not fine..."

"...Most interview processes I have been involved with have been fine but don't ask me how much money I want! I've always found that really odd and awkward. Don't like it..."

recent market moves

July 2023

Abbie Ward-Corderoy

Senior Analyst,
Real Estate Debt & Structured Finance
at CBRE

July 2023

Saif Ali Khichi

Underwriter at Avamore Capital

August 2023

Sean Dunne

Managing Director at Blackrock

July 2023

Preeti Kalra

Senior Credit Analyst
at Bank of China

August 2023

Olivia Jennings

Director,
Structured Finance Portfolio
Management at Nord/LB

August 2023

Adam Boxall

Senior Officer,
Commodity Business Centre
at Bank of China

July 2023

Ryan Moore

Asset manager at Oxane

August 2023

Liz Skelton

Associate, Loan Agency
at Mizuho

August 2023

Hui Na Kim

Credit Officer
at Lloyds Banking Group

July 2023

Greg Dunne

Relationship Director
at Paragon Bank

August 2023

Gareth Baker

Senior Credit Partner
at Santander

August 2023

Cornelius Wilton-Waddell

Associate, Infrastructure
at NIBC Bank

July 2023

Thompson Fisher

Head of Corporate Services
at Wilmington Trust

August 2023

Julio García-Gabilán Pardo

Analyst, Structured Finance
at Santander

August 2023

Cynthia Magat

Manager, Credit Analyst
at Korea Development Bank

**recent market
moves** *continued*



August 2023

Patricia Roberts

Managing Director,
UK Corporate Banking Sumitomo
Mitsui Banking Corporation

September 2023

Richard Martin

Relationship Director, Healthcare
at Cynergy Bank

September 2023

Simon Atter

Head of Structured Finance
at Close Brothers

September 2023

Aziz Bengali

Global Relationship Director
at Barclays

September 2023

Michael Smith

Relationship Manager,
Financial Institutions
at Zenith Bank

September 2023

Krishan Patel

Loan Markets at ABN AMRO

September 2023

Tim Lomax

Associate Director,
Real Estate Finance
at Cohort Capital

September 2023

Ying Li

Director,
Corporate & Institutional Banking
at ABN AMRO Asset Based Finance
N.V. UK

September 2023

Sarah Dix

Lending Director
at Hampshire Trust Bank

September 2023

Aurelia Teodorescu

Associate at BNP Paribas

September 2023

Rachel Zarovabeli

VP Infrastructure & Green Energy,
Credit Risk at JP Morgan

September 2023

Olive Stansfield

Asset Based Lending Analyst
at CIC

September 2023

Joshua Neish

Head of Hospitality & Leisure
at Barclays

September 2023

Ewan Baggley

Asset Manager at CBRE

September 2023

Laura Williams

Head of Real Estate, UK
at Bayerische Landesbank



a sample of current mandates on c-jamesjobs

Energy and Natural Resources:
Relationship Manager
c£100,000 basic

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

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

Structured Finance:
Portfolio Manager
£55,000 - £70,000 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:

c james London Head Office, St Magnus House, 3 Lower Thames Street, London, EC3R 6HD

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



www.c-james.com