

introduction



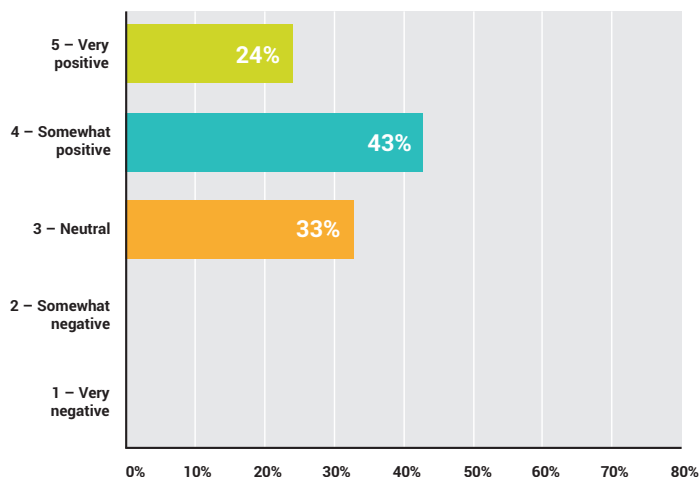
2018 is in full swing and for those with children the first half term is safely under our belts. Recruitment activity has seen a significant (40%!) upturn in Q1, and conversations with other industry colleagues suggest we are not alone. Property, Trade and Supply-Chain Finance remain buoyant areas and there certainly seems to be an air of confidence and optimism from our own banking clients be they of European, Middle Eastern or Asian domicile. While such increased activity is most welcome to us, this quarters hot topic asked the question “what value do you get from Recruitment and

Search companies?” With our tin hats securely fastened (health & safety first) we were pleased to receive a broad and constructive range of comments which gave me comfort that we can continue trading! We shall no doubt catch up again after Easter and happy reading as always...

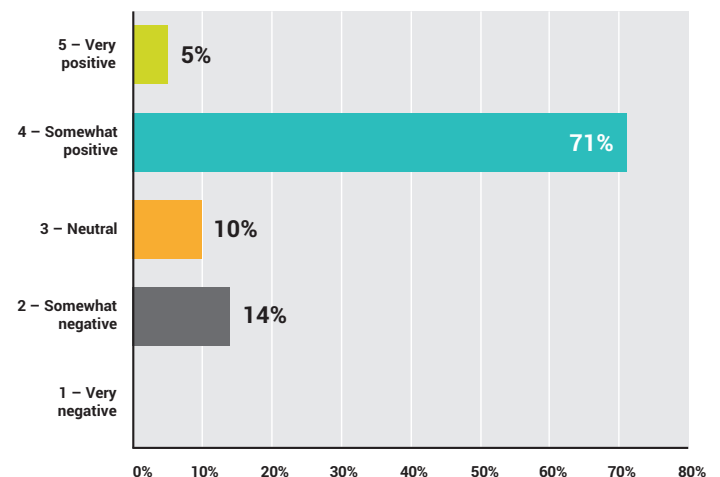
quarterly survey

your views matter and so another big thank you for all your responses. These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.

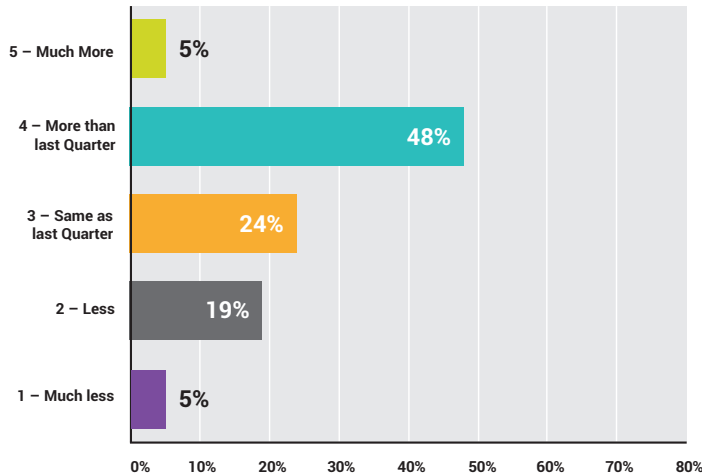
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



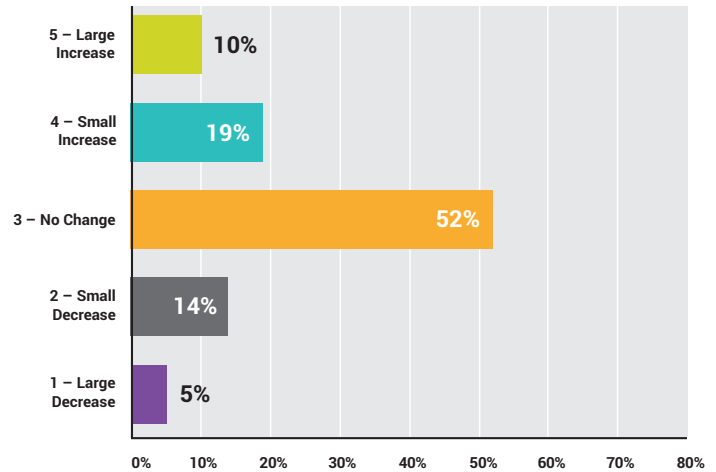
Q2 *...and what is your outlook for the next 12 months?*



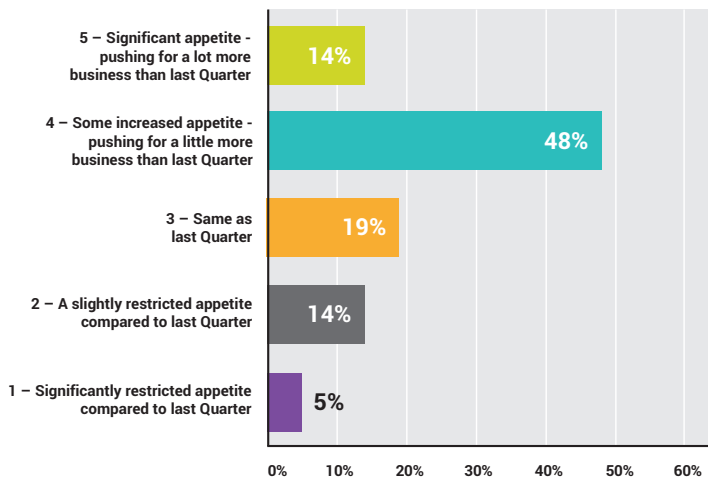
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



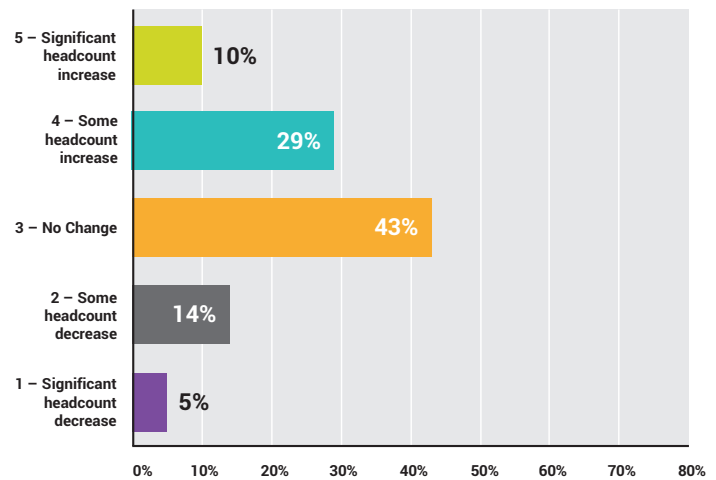
Q4 Has your department headcount changed since last quarter?



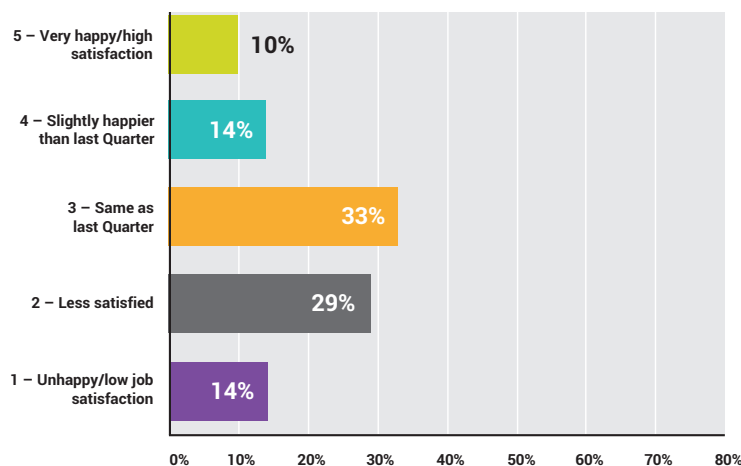
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - As alluded to above a new year usually brings a fresh wave of optimism and this year is no exception. Business confidence results and credit appetite, in particular, hit a 12 month high, the graphs speaking for themselves. 53% of respondents believe that more business has been written than last quarter albeit headcount has remained largely static, suggesting that institutions are "sweating their assets". Looking ahead headcount is indeed facing upward pressure with 39% registering signs of active hiring. However as has been observed in this section in the past business confidence outlook and personal job satisfaction are rarely linked, with a whopping 76% responding that they are equally or less satisfied with their role since last quarter. This represents a significant dip from the results of Q4 2017. On a more micro level our research points to "underwhelming" and "below expectations" bonuses coupled with the traditional new year "grass is greener" attitude at play, so one must always factor in such seasonal influences.



Hot topic: What value do you get from Recruitment and Search firms?

"...Market insights and information on competition..."

"...Naturally new opportunities and remuneration bench marking..."

"...for fear of stating the obvious the quality of the Search firm is paramount. Poor firms give poor value. Good firms really do add value. Be thorough when evaluating your supplier options..."

"...I do wonder but other options like RPO seem equally flawed..."

"...With all the potential options out there, many I might miss; I wouldn't have time to look if I am already working. It's like any job, if you do it full time, you are likely to be better at it than I am. Recruitment, selection, targeting, it's the same. Would I be willing to pay, directly or indirectly for a service that could potentially have a profound effect on my life, wealth and satisfaction? You bet I would..."

"...Good firms provide value sourcing relevant & interview worthy candidates for our firm..."

"...Hardly any..."

"...Honesty. Understanding client requirements. Thinking out of the box in terms of candidate search..."

"...hmmm, a mixed bag! Remember recruiters work for us, the jobseeker. If you don't like what they say and do, vote with your feet and go elsewhere. Plenty of firms out there who will act correctly and ethically..."

"... Connection, market intelligence, sound advice, and of course, a good cup of coffee..."

"...Quite a bit - they remain the best interface and are significantly better than in-house recruiters ..."

"...Clarification for my career direction..."

"... you need to sort the wheat from the chaff. Marks team, like a few other niche players, offer value, but beware the mass market. As a service though, without recruiters, many would struggle to develop their careers..."

recent market moves

October 2017

Alex Collingwood

Head of Trade & Working Capital
Finance at BLME

October 2017

David Bailey

Associate Director,
FIG at United Overseas Bank Limited

October 2017

Gurpreet Jhand

Deputy Relationship Director at HSBC

October 2017

Kristina Chufarova

Director, Wholesale Lending
at J.P. Morgan

November 2017

Amanda Jooma

Relationship Director, NBF1 at HSBC

November 2017

Avner Brunner

Associate Director, GTB Trade & Supply
Chain Finance at Scotiabank

November 2017

William Little

Associate Director, Corporate &
Structured Finance Portfolio Management
at Santander

November 2017

Sihui Zeng

Manager, DCM at ICBC

November 2017

Linde van Goethem

Corporate Banking Coverage
at ABN AMRO

November 2017

Irtiza Rizvi

Associate Director, Credit Risk Audit
(EMEA) at MUFG

November 2017

Gabriela Pires

Chief Risk and Compliance Officer
at BFC Bank Limited

November 2017

Anthony Newman

Associate Director,
Corporate Healthcare at AIB

November 2017

Doireann Geoghegan

Associate Director at HSBC

November 2017

Paul Coates

Executive Director/Head of Debt and
Structured Finance EMEA at CBRE

November 2017

Drew Wnek

Senior Compliance Officer
at Danske Bank

November 2017

Shaheen Butt

Head of Trade Finance at UBA Capital

December 2017

Pratik Patel

Director, Commodity Trade Finance
at MUFG

December 2017

Oliver Wilson

Head of Asset Based Lending
at M&G Investments

December 2017

Neil Sawbridge

Chief Financial Officer
at Wyelands Bank

December 2017

Junaid Sarwar

AVP Business Development Manager
at Gatehouse Bank plc

December 2017

Andrew Woods

Relationship Manager,
Corporate Banking at Shanghai
Pudong Development Bank

December 2017

Alice Gastaldi

Head of Non-Investment Grade
Syndications at MUFG

December 2017

Simon Dodd

Head of Project Finance/Greater China
country exec. at ABN Amro

December 2017

Boon Yeap

Trading & Financial Markets,
Bank of Communications

**recent market
moves** *continued*



January 2018

Mohib Ahmed

Senior Credit Analyst at Bank of China

January 2018

Mike Turner

Non-Executive Director at Barclays

January 2018

Matt Broomfield

Business Development Director,
ABL at HSBC

January 2018

Holly Dormer

Internal Development Originator
at Octopus Property

January 2018

Steve Box

Head of Business Development UK/
Europe at Falcon Group

January 2018

James Ambrose

Sales Director
at ABN AMRO Commercial Finance

January 2018

Ludo Hashemi

Structured Finance Analyst
at Shawbrook Bank

January 2018

Colin Ness

Business Development Manager
at Invest & Fund

January 2018

Simon Dean

Credit Partner at Metro Bank

January 2018

Ian Hawthorn

Senior Manager at United Trust Bank

January 2018

Dan Boakes

Head of Loan Servicing, at M7

January 2018

Ben Lawrence

Vice President, Financial Institutions
Group at DBS Bank

January 2018

Desislava Radeva

Associate Director, Project & Export
Finance at Standard Chartered Bank

January 2018

Tamara Renshaw

Business Development Director at
RangeWell Finance

January 2018

Marie Diana Lynn Coronel-Singson

Head of Global Corporate Banking
at MUFG

January 2018

Andrew Au

Regional Head for Greater China &
North Asia at Standard Chartered

January 2018

James Nicol

Relationship Director,
NBFi Insurance at Barclays

January 2018

Carey Reade

Portfolio Relationship Manager,
Lease at ABN AMRO

January 2018

Mark Knight

Head of Capital & Liquidity
Management at Deutsche Bank

January 2018

Shan Jiang

Senior Associate,
Credit at Urban Exposure

January 2018

Russell Kalam

Senior Relationship Manager at QNB

January 2018

Colin Ness

Business Development Manager
at Invest & Fund

January 2018

Niranjan Kumar

Executive Director,
Compliance at Goldman Sachs

January 2018

Qi Yan

Trading & Financial Markets,
Bank of Communications

February 2018

Owura Osei-Frimpong

Associate Director,
Corporate Banking at AIB

February 2018

Stuart Jones

Lending Manager
at Aldermore Bank PLC

a sample of current mandates

Senior Director, Client Coverage & Structured Finance:

Asian Bank

Basic £150,000 - £170,000

Head of HR:

Small International Bank

Basic £85,000 - £100,000

Property RM (Development Finance):

International Bank

£65,000 - £80,000

Director, Property & Bridging Finance:

International Bank

£130,000 - £150,000

RM, Healthcare:

Middle Eastern Bank

£90,000 - £150,000 basic

Credit Analyst:

Financial Institutions

Asian Bank

£55,000 - £65,000

Financial Modeller:

M&A

UK Financial Institution

£60,000 - £75,000

Ratings Analyst:

European Bank

£70,000 - £80,000

Loans Administration:

Property

£30,000 - £35,000

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

 [@c_james_search](https://twitter.com/c_james_search) www.c-james.com