

introduction



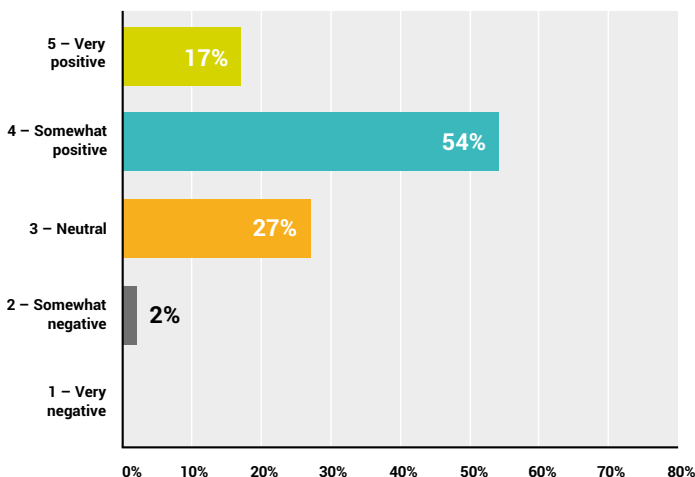
Hello Reader..... so, how are you? Let's be honest we all type this on our emails and its one of the first things we say on the phone, but do we really mean it? do we care about the other person and their wellbeing? It's been over 12 months now since Boris first uttered those words "Work from home if you can", and my own day to day conversations make me realise how people have been affected. Yes, we may work in an apparently glamorous industry within huge multinational corporations but we are still human, we are not immune. My own family have witnessed, first-hand, the negative effects of mental health and so this quarter I simply wanted to use this spot to re-highlight the issue. Mental health is real, everyone is different and it's healthy to know and say how you're feeling. You are not alone. Fortunately there is help, plenty of help and so google, download apps, talk to family and friends, and contact organisations. Be brave, be strong, take that first step.

In other news, can I extend my usual thank you to all those who contributed to our survey. We had record numbers this quarter and let us not forget, it is your survey. We are mere facilitators. Am sure you'll enjoy reading your fellow bankers comments about post covid remote working. So as we hurtle towards the summer and the next stages of lockdown easing, stay safe, respect and enjoy the new freedoms.

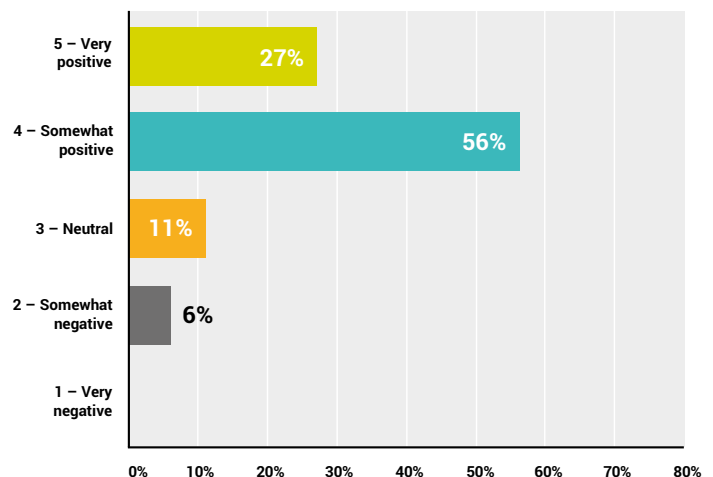
quarterly survey

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

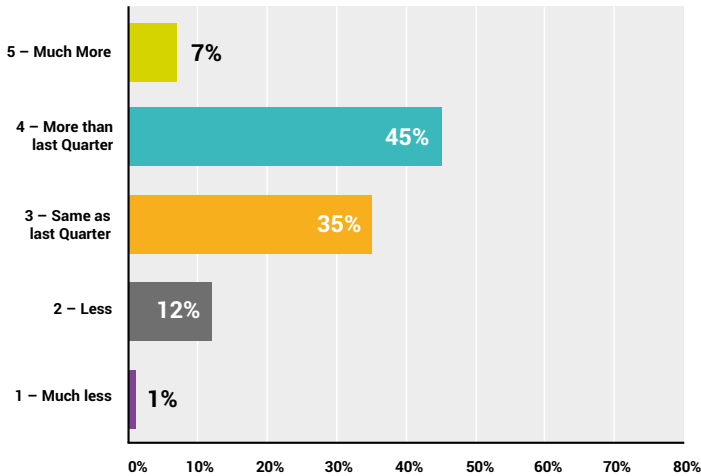
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



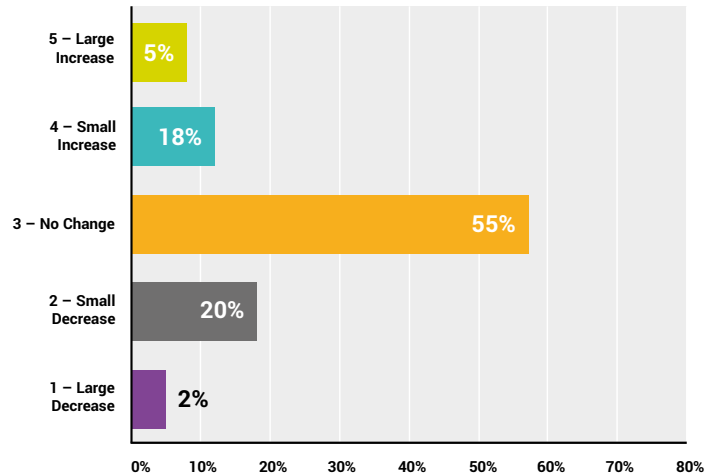
Q2 *... and what is your outlook for the next 12 months?*



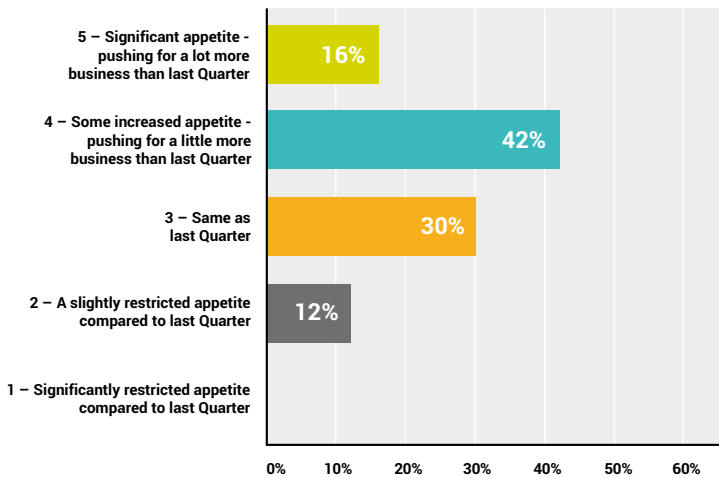
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



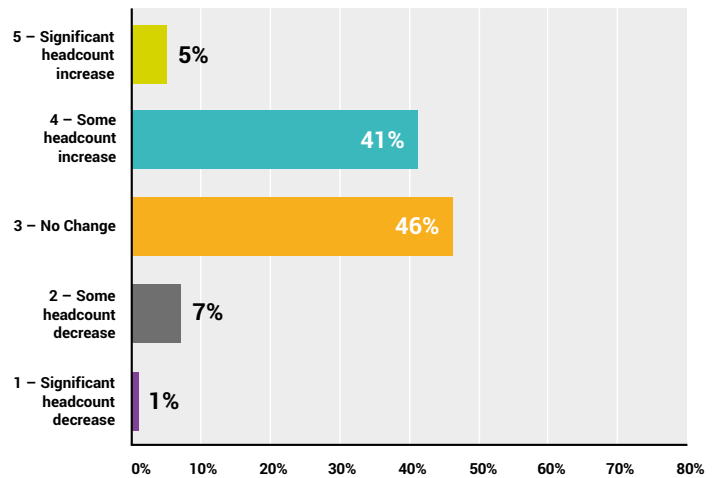
Q4 Has your department headcount changed since last quarter?



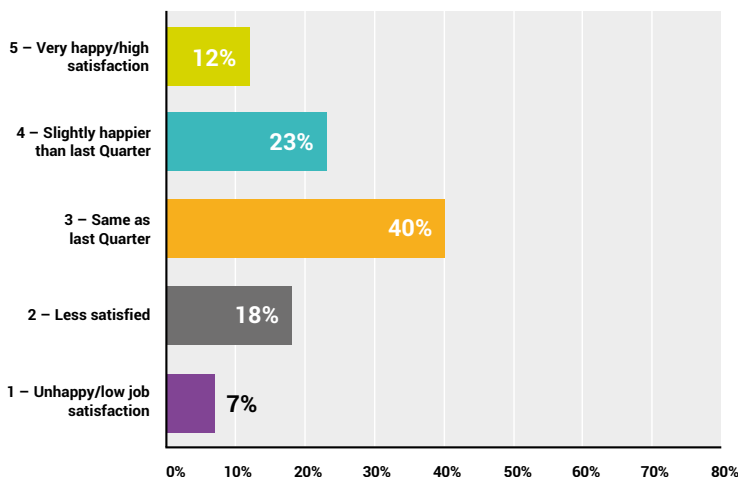
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - The sun is definitely shining when it comes to business confidence this quarter with just over 70% of respondents suggesting a positive, or very positive, outlook for the next 3 and 12 months. 51% feel that more business is being written but current headcount has remained largely static, quarter on quarter. A significant 59% say that their business has an increased credit appetite, which is backed up by 44% suggesting that their organisation will hire to support this. Finally the job satisfaction index has tipped back into positive territory with only 24% reporting less satisfaction than last quarter. Encouraging!



Hot topic: "...Post covid flexible working. What does your business want? What do you want?..."

- "...We wait to see. Early signs suggest 1 or 2 days a week flexibility. This would suit me. I've spent enough time at home in the last 12 months..."
- "... I would like a return to more normalised hours of working. It's been easy for the C-Suite to expect senior management to work pretty much 24/7 but it's impossible to do that sustainably without more flexibility..."
- "...Flexible working is fine, but physical contact and office presence is also required to build team spirit..."
- "...I would want to only go into the office if necessary..."
- "... I want to keep WFH. If my employer cannot accommodate, I'll be talking to c james and moving to another Bank that will..."
- "... I believe the business will want us to return to the office full time. However I would like to split my time in the office and WFH, I love the flexibility, the business has seen a positive productivity from me as there are less interruptions and ad hoc meetings and I can manage my workload to suit my day..."
- "... A better balance between remote working and in the office working is needed. On the business side we will accommodate remote working and suggest employees determine their own balance within the needs and workflows of the business..."
- "...Make WFH mandatory to 3 days a week. Close many offices and reduce footprint. Think green..."
- "... The firm wants all employees to return to the office by September. I want to keep flexibility, ideally with the option to choose 2-3 days from home..."
- "... My employer wants people to be safe that's the priority and I totally agree..."
- "...I'd like more WFH and would take less money for more flexibility. It clearly has a value. Will Banks recognise this? Those that do will have a happier workforce..."
- "...For the shackles to be removed and for the whole deal process to get back to pre-Covid timelines. Too many organisations are hiding behind Covid as an excuse for slow responses..."
- "...mix of WFH and office at 40%/60%. Tone from senior management seems to be more like 20%/80% split for front office teams, but early days yet..."
- "...Only attend office to collaborate or meet clients. All other tasks should complete at home..."
- "...Senior management say they will support us and allow flexibility. The truth is they will follow the herd and they don't have the backbone to make their own decisions..."
- "... Company - the majority of staff to return to the office for most of the week. Me - return to the office no more than 50% of the time..."
- "... Permanent work from home, please..."
- "... The company want to allow working from home domestically with more flexibility on hours. I agree with this but would also like this to be extended internationally..."
- "... It's the ability to interact with your colleagues and counterparties. Zoom will take us so far but we are missing the "meet and greet" ..."
- "...More results and performance oriented KPIs and less fixed hours..."
- "...We will adopt a hybrid model with hot desks in the office and more working from home encouraged during the week..."
- "...With full WFH productivity and profits are up, so why change? Embrace the new normal..."
- "...I want to work from home 90-100% of the time, our office wants us in 40-50%. Lets hope there is middle ground..."
- "... Looks like our firm wants everybody back in the office 5 days per week. However, this is likely to be resisted. Interesting stick or carrot (?) discussions lie ahead..."
- "... 60 in/40 WFH seems likely for all outside of traders..."
- "... The organisation will get what the organisation wants. We are employees. We are not fans, this isn't the Super League and we will no doubt follow the line..."
- "...Return to the office to help teams gel again and build up lost social capital, including that of clients / KBIs. Real concern that management are purely focussed on 'the bottom line' of what flexible working will mean and are pushing it solely as a way of reducing property costs. Concerned that remaining buildings will just try to cram more people in then actually function as real work 'hubs'..."
- "... We are currently back in the office 1 / 2 days a week, with a view to increasing this to 4 days after June. We hope to be able to work from home at least 1 day week..."
- "... Absolute flexibility for employees is vital where the office is optional and used only by those who want to. Massive cost savings to employer and employee by working from home plus a lot better for the environment. It's a win win win, and will never go back to the archaic 5 day a week in the office routine ever..."
- "...Company wants to return to pre-covid work arrangements. I would like some flexibility to work from home maybe one day a week as staff has proved its ability to work remotely..."
- "...Generally, I think this is an individual decision. We haven't had any clarity from our business as of yet. Personally I would prefer to work from home and go into the office 2 days a week..."
- "...I'm in HR and WFH flexibility will be the new key benefit for employees and hugely important in recruitment..."

recent market moves

January 2021

James Taylor

Associate Vice President
at MUFG

January 2021

Michael Mann

Business Relationship Manager
at Allica Bank

January 2021

Nadia Jalal

Senior Underwriter
at UK Export Finance

January 2021

Jay Pavitt

MLRO at ABN AMRO

January 2021

Carolina Albardeiro Santana

Corporate Relationship Manager
at S&P Global Ratings

January 2021

Matthew Tubbs

Interim Deputy MLRO
at Bank ABC

January 2021

Sanne Franicevic

Executive Director & Head,
Loan Syndications (Europe) at CIBC

January 2021

Katharine Domanski

Head of Compliance (Europe)
at First Abu Dhabi Bank

January 2021

David Wahi

Head of Non-Bank Financial
Institutions at KBC Bank

February 2021

Paul Greensted

IT Director at BMCE Bank

February 2021

Alex Murphy

Vice President,
Loans Administration at SMBC

February 2021

Clare Wilson

Head of Anti-Financial Crime
and MLRO at BACB

February 2021

Tony Hable

Director, Infrastructure & Project
Finance Origination at Lloyds Bank

February 2021

Gael Kerrigan

UK Country Compliance Head
at ABN AMRO Bank

March 2021

Mark Higham

Project Finance &
Renewables Originator at OCBC

March 2021

Matthew Anderson

Head of Sales

at Arbuthnot Specialist Finance

March 2021

Olivier Varon

Relationship Manager (Director)
at S&P Global

March 2021

Oliver Newman

Senior Analyst, Private Credi
at Fidelity International

March 2021

Doug Pinder

Vice President, Power,
Energy & Infrastructure
at Cantor Fitzgerald

March 2021

Shervann Miller-Ferdinand

Investment Advisory
at CBRE

March 2021

Trevor DaCosta

Finance Director
at Silbury Finance

**recent market
moves** *continued*



March 2021

Kat Mailley

Relationship Associate
at ABN AMRO Asset Based Finance

March 2021

Olivier Behets

Vice President, Infrastructure Finance
at Societe Generale

April 2021

Dan Hewitt

Associate Director, Debt Finance
at OakNorth Bank

March 2021

Giuliana Bruce

Senior Compliance Manager
at Scotiabank

April 2021

Ruth Jennings

Relationship Manager
at OCBC Bank

April 2021

Scott Ryles

Associate Director at ThinCats

March 2021

Marcus Reynolds

Senior Middle Office Manager at Africa
Merchant Capital

April 2021

Paul DeCroos

Head of Origination,
Property Development
at United Trust Bank

April 2021

Karen Arzumanyan

Senior Director, Loan Capital Markets
at Mizuho

March 2021

Geoffrey Devie

Loan Asset Manager
at Allianz Real Estate

April 2021

Lars Larsson

Head of Operational Risk
at FBN Bank

April 2021

Akash Malhotra

Associate Director, Loans Sales
& Trading at Crédit Agricole CIB

March 2021

Dean Bates

Director, Loan Sales
at Lloyds Bank

April 2021

Paul Kennedy

Chief Risk Officer at Bank ABC

March 2021

Mark Dobson

Head of Business Development,
South Region at Redwood Bank

March 2021

Christopher Corfield

VP, Banks & Non-Bank Financial
Institutions at Crown Agents Bank

April 2021

Juan Ruiz

Credit Analyst at Zenith Bank

April 2021

David Holton

Chief Transformation Officer
at Cambridge & Counties Bank



a sample of current mandates on c-jamesjobs

Relationship Manager

French speaker

£75,000 - £85,000 basic

Shipping and Asset Finance:

Finance Director

£90,000 - £110,000 basic

Property Finance:

Modelling and Analysis

£55,000 - £75,000 basic

Non-Performing Loans:

Credit Analyst

£60,000 - £75,000 basic

Corporate Banking:

Operational Risk Associate

£60,000 - £70,000 basic

Natural Resources & Metals:

Director (RM)

£130,000 - £150,000 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