

introduction



Interesting times! Recent surveys suggest that footfall in the Square Mile has been at 51% of February 2020 levels, with Canary Wharf hitting 59%. By comparison Wall Street foot traffic is at 65%. Too much, too soon? or is this exactly what we all need? This of course is set against a backdrop of booster jabs for the double vaccinated and rising daily cases of nearly 50,000 across the UK. Hmmm.... who'd be a politician.

Turning to recruitment, if you believe the news, simply turn up outside any Bank, wave your CV around and pick a number. Oh wouldn't it be amazing if life were that easy. It is however a very active market and, for us, the areas of Operations, Loan Agency, Loan Administration and Portfolio Management are particularly hot. Candidates at the Analyst, Associate, Manager and AVP levels will no doubt find some excellent options available.

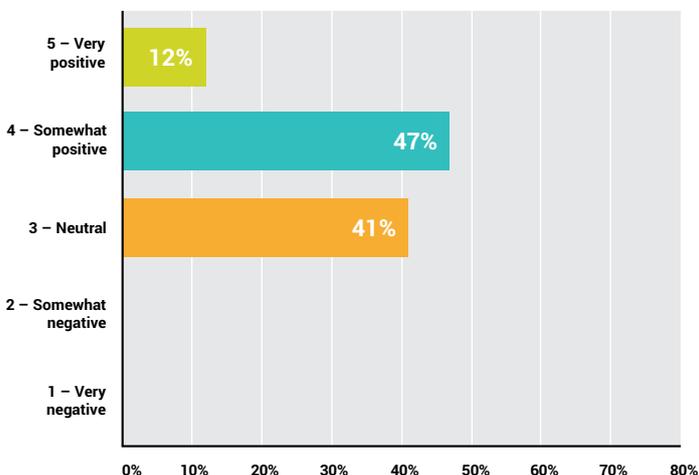
As well as informing candidates about new opportunities, we are always happy to discuss individual situations. Do feel free to call the London Head Office, in complete confidence, on 020 724 00760 or alternatively send an initial email to info@c-james.com. As you'll see from this quarters "hot topic" bankers communicate in very different ways and have strong views on what they feel is right, and what they feel is wrong! Happy reading and ciao for now.

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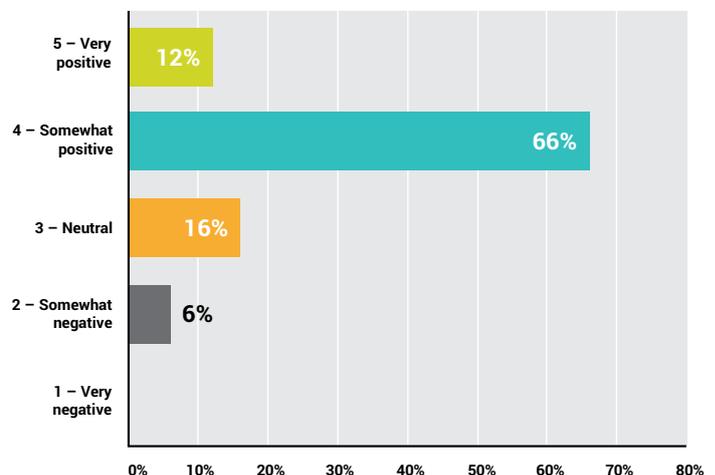
quarterly survey

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

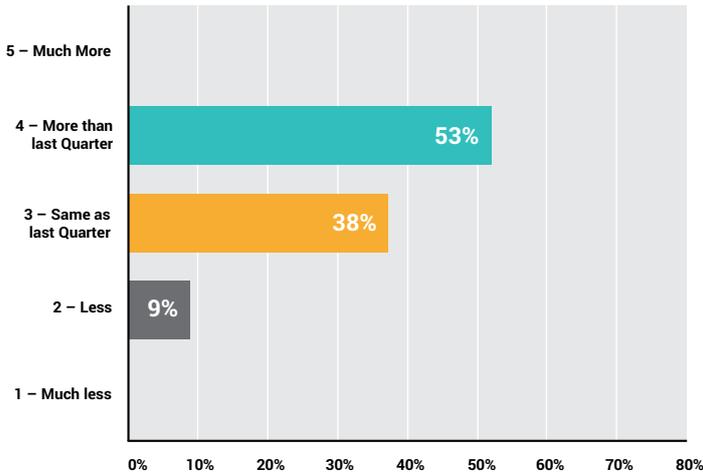
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



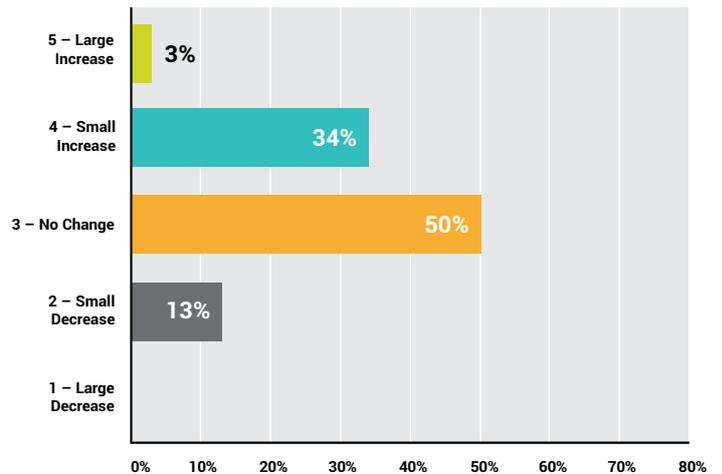
Q2 *... and what is your outlook for the next 12 months?*



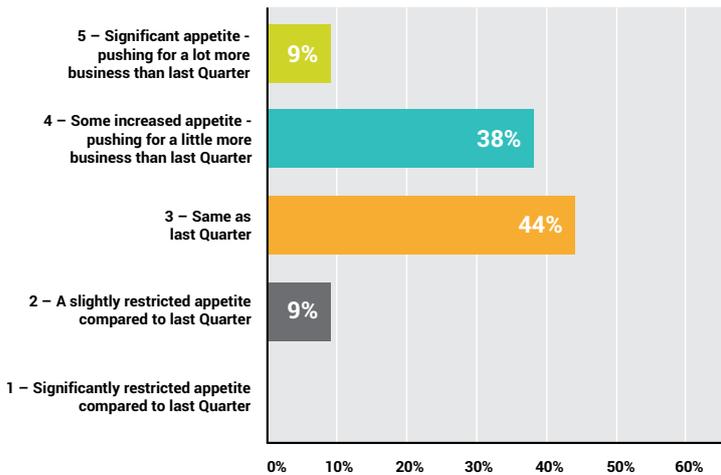
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



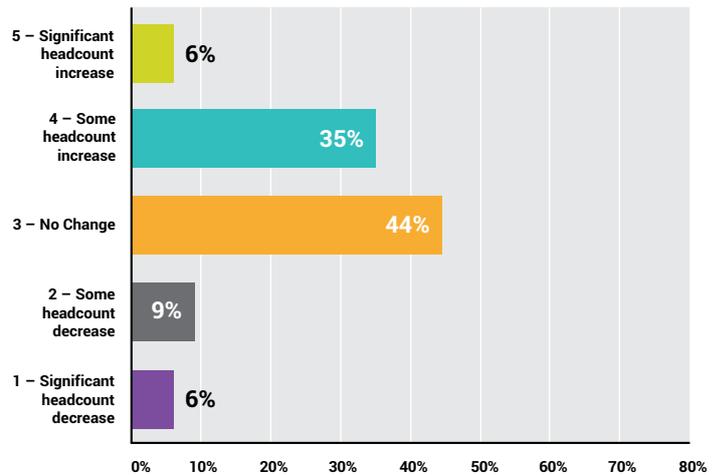
Q4 Has your department headcount changed since last quarter?



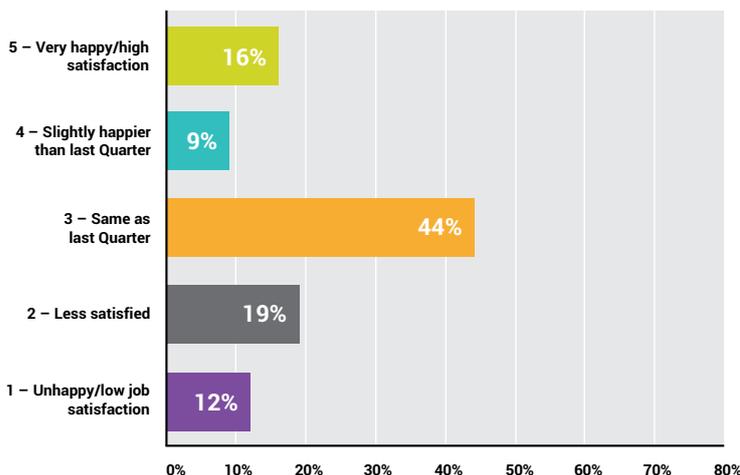
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - In short, confidence remains sky high. The outlook for the next 12 months stands at 77% positive, with 53% believing that more business was written quarter on quarter. 37% of respondents feel that headcount has been increasing, 46% have seen an increase in credit risk appetite and 40% expect further headcount increases. Unsurprisingly this optimism has made many bankers wonder if the grass is greener elsewhere and so job satisfaction is a rather mixed bag! Indeed nearly 30% have registered a "less satisfied" vote.



Hot topic - A recent survey found less than 20% of under 25s think phone calls are remotely important. Is this change reflected in the Banking world? Are we now slaves to messaging?

"...Messaging equals an Audit trail. No one wants to say the wrong thing or be blamed for mistakes so this is now the safe option for many..."

"...Culture is still dominated by too many unnecessary phone calls..."

"...Information can be transmitted more efficiently via messaging, phone calls are for socialising..."

"...A one minute phone call = 6 or 7 texts or WhatsApp's. Simple..."

"...I think that phone calls / face to face meetings are still VERY important..."

"...Messaging platforms ensure we stick to the facts, no chit chat about Netflix or the TV..."

"...Phone calls are still important, especially in a teleworking environment. We lose so much if we only message, so it cannot be the main communication channel..."

"...Face to face meetings are now more important after the past 18 months..."

"...It is absolutely a generational thing. Younger bankers cannot handle a direct telephone call and struggle when thinking on their feet. They hide behind email and messages copying in everyone just in case..."

"...Phone calls are important when the negotiations are at the live stage. Preliminaries are messages..."

"...my older colleagues pick and choose the enhancements in technology they prefer! IT that allows remote working is generally a hit but messaging is largely a miss..."

"...I do notice younger staff routinely fire off emails. Sometimes it is best to build relationships and get things done more quickly by talking to people..."

"...I watch colleagues make 3 or 4 unanswered calls over 2 days before sending 1 email. You do the Math..."

"...no though note younger staff show reluctance to call and prefer e mail or messaging (even when asked to call!)"

"...You do not get the same information out of a person through a phone call than through a meeting. It is the same if you compare a phone call with a text message. You cannot read the facial expressions, the innuendos of the voice..."

"...Messages provide a chain of events which calls can't, it helps everyone without need for repetition. How can a phone call possibly be more efficient?..."

"...Seriously, I don't care how people try to communicate, just use common sense guys. Don't send an email if its super urgent. Don't use the phone if its super important, document it..."

"...I'm in HR and yes we are slaves to messaging. Everybody tells us everything, whether we want or need to know. My inbox is the workflow that never stops giving..."

"...We have to remember e-mail, text message, WhatsApp etc. Are passive methods of communication. Face-2-Face, video call and phone call are active methods. To be effective both are required in banking..."

recent market moves

August 2021

Sam Lowe

Structured Credit and
Loan Syndication at SEB

September 2021

Owen Nunn

VP, Leveraged & Acquisition Finance
at Morgan Stanley

September 2021

Shradha Kejriwal

Director, Credit Risk
at OakNorth Bank

August 2021

James Hogan

Director, Corporate Lending Team
at Shawbrook Bank

September 2021

Matthew Murray

Head of EMEA Loan Servicing
at CBRE

September 2021

Karan Doshi

Commercial Business Manager,
Real Estate Finance
at State Bank of India

August 2021

Lauren Hamilton-Bruce

Relationship Director,
Corporate Banking at ABN AMRO

September 2021

Liam Jolliff

Director, Trade Business Development
at ABN AMRO

September 2021

Daniel Hayes

Director, Loan Agency UK
at Sanne

August 2021

Andy Cocker

Director of Regional BD,
South Yorkshire & East Midlands
at ThinCats

September 2021

Giles Cunningham

CEO at Al Rayan Bank

September 2021

Chris Winfield

Co-Head of Corporate & Investment
Banking Credit at MUFG

August 2021

Vignaesh Sivakumar

VP, CIB Credit at MUFG

September 2021

Shaun Bennett

Head of Sales, Specialist Finance
at Aldermore Bank

September 2021

Sajada Afzal

Head of Loan Agency
at LedgerComm

September 2021

Kieran Welsh

Director, Funds
at National Australia Bank

September 2021

Lucas Helbling

Vice President,
Project Finance Origination
at Natixis

September 2021

Dan Hewitt

Director, Commercial Banking
at Cynergy Bank

**recent market
moves** *continued*



September 2021

Maarten Ooms

Senior Business Development Director
at Channel Capital Advisors

September 2021

Lee Thompson

Managing Director,
Global Asset-as-a-Service
at Falcon Group

September 2021

Chris Taylor

Director of Origination at Together

September 2021

Olivia Jennings

Portfolio Manager,
Project and Infrastructure Finance
at ICBC

September 2021

Lito Chousiada

Vice President
Senior Credit Analyst FIG Credit
at Societe Generale

September 2021

Amy Connolly

EMEA Lending Operations Head
at Citi

September 2021

Nas Alam

Asset Management at SitusAMC

September 2021

Mahen Surnam

Director, Private Debt & Loan Agency
at Trident Trust

October 2021

Nico Merker-Sauge

Associate Director at CBRE

October 2021

Kent Lawrence

Manager
at Puma Property Finance

October 2021

Hayden McMullen

RM Team Leader
at Hampshire Trust Bank

October 2021

Sonja Schoentag

Director Export & Asset Finance
at HSBC

October 2021

Asif Ismail

Trade Finance Specialist
at Mizuho

October 2021

Rav Kudhail

Lending Manager
at Atelier Capital Partners

October 2021

Abdullah Qureshi

Credit Analyst
at First Abu Dhabi Bank

October 2021

Gracy D Costa

Trade Finance Officer
at Mizrahi Tefahot

October 2021

Ali Moledina

EMEA Agency at Barclays

October 2021

Christina Steinmueller

Senior Director of Finance,
Portfolio Management
at IMMO Capital

October 2021

Ray Wong

Relationship Director
at Paragon Bank

October 2021

Steven Brigly

Director, Property Development
at Triplepoint LLP

October 2021

Neal Moy

Deputy Managing Director,
Development Finance
at Paragon Bank



a sample of current mandates on c-jamesjobs

Corporate Loans Agency :

VP

£100,000 - £115,000 basic

Trade & Commodity Research:

Analyst

£50,000 - £60,000 basic

Commercial Real Estate:

Asset Manager

£60,000 - £90,000 basic

Project Finance:

Credit Analyst

£65,000 - £80,000 basic

Corporate Banking:

Compliance Officer

£75,000 - £90,000 basic

Loans Administration:

Assistant Manager

£55,000 - £70,000 basic

Trade & Commodity Finance:

Relationship Manager

£90,000 - £110,000 basic

CDD/KYC/AML:

Analyst/Associate

£35,000 - £55,000 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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+44 (0) 20 7240 0760 info@c-james.com



www.c-james.com

