

## introduction



*Hi there, how are you? I'm typing this as I watch equestrian dressage in Tokyo (to be clear the dressage is in Tokyo, I sadly am not). I'll be honest, it's not my usual watch, but that's why I love the Olympics. A chance to celebrate all forms of Great British sporting achievement. These people have dedicated 1000s of hours to their training and sacrificed so much in their single minded pursuit of success, and I for one, salute them. Bravo!*

*In other news, Covid infection rates continue to fall, house prices continue to rise, UK breaks are super popular and from what I am seeing, the City and Canary Wharf is getting busier. How times are changing... again.*

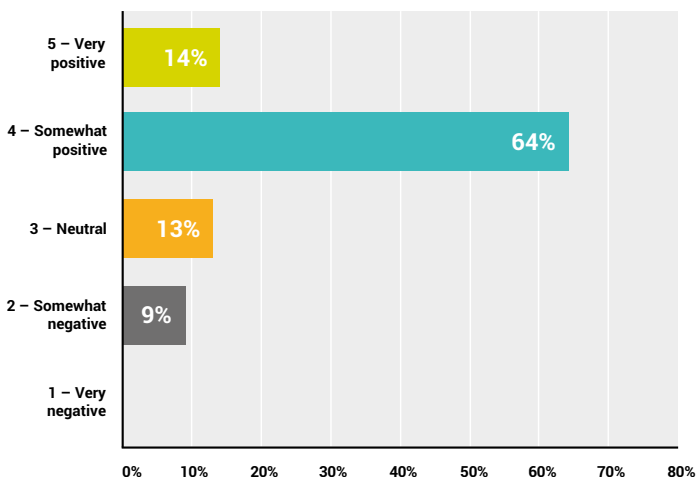
*Workwise, the areas of Credit Risk, Property Finance and Compliance remain very buoyant, particularly at Manager and AVP*

*level, and finally can I extend my usual thank you to all those who contributed to our survey. Video calling certainly divides the banking community, so happy reading on that front.*

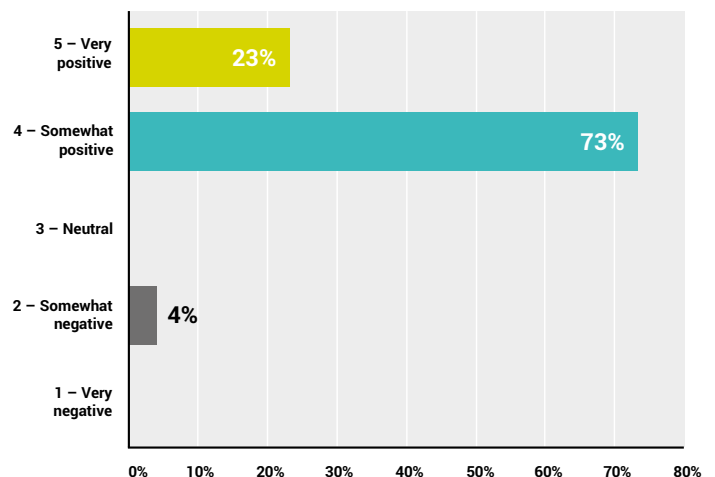
## quarterly survey

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

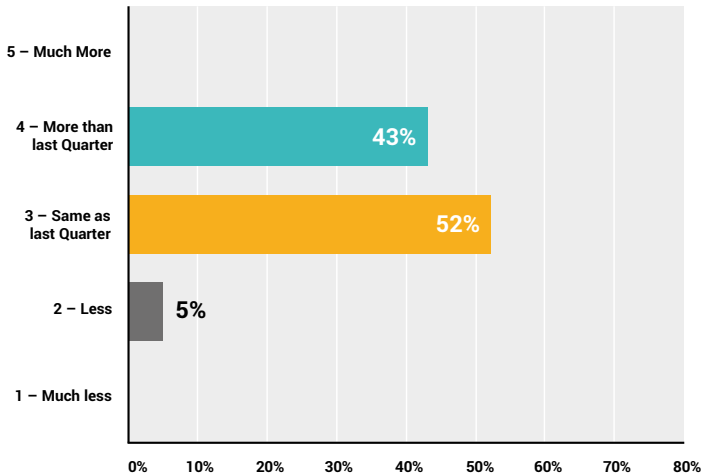
**Q1** *Looking at the next quarter only, what is your personal outlook for business confidence?*



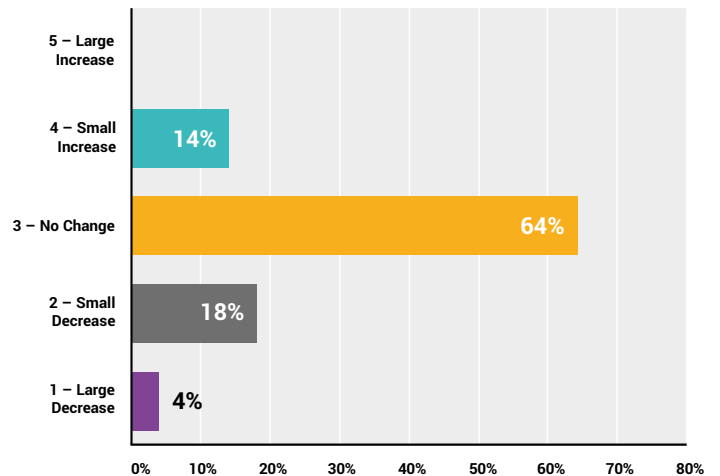
**Q2** *... and what is your outlook for the next 12 months?*



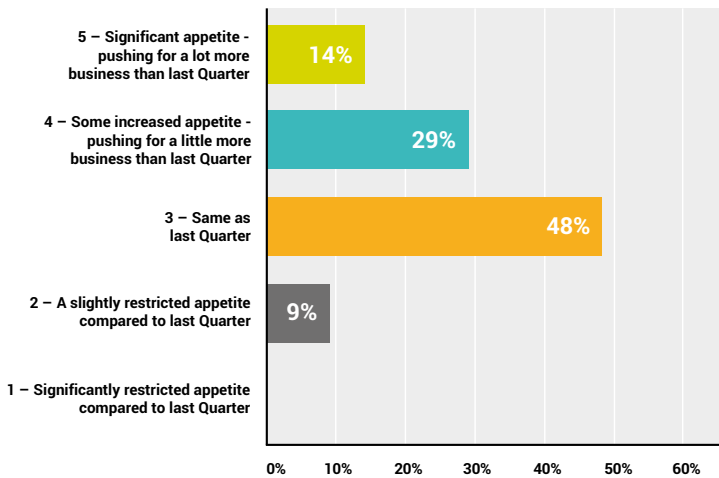
**Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?**



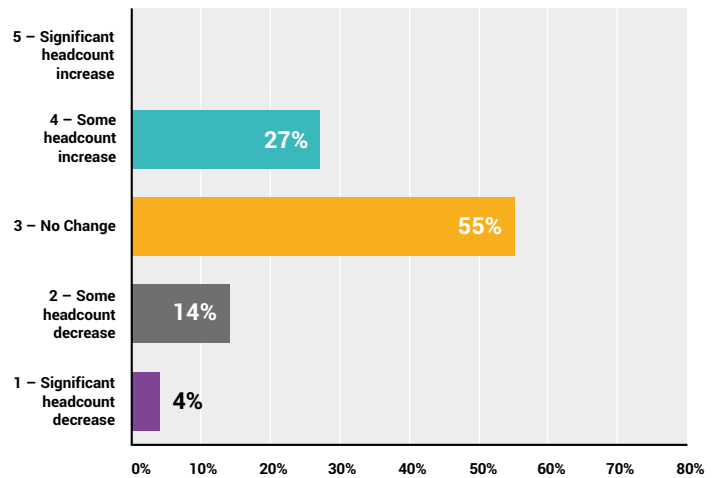
**Q4 Has your department headcount changed since last quarter?**



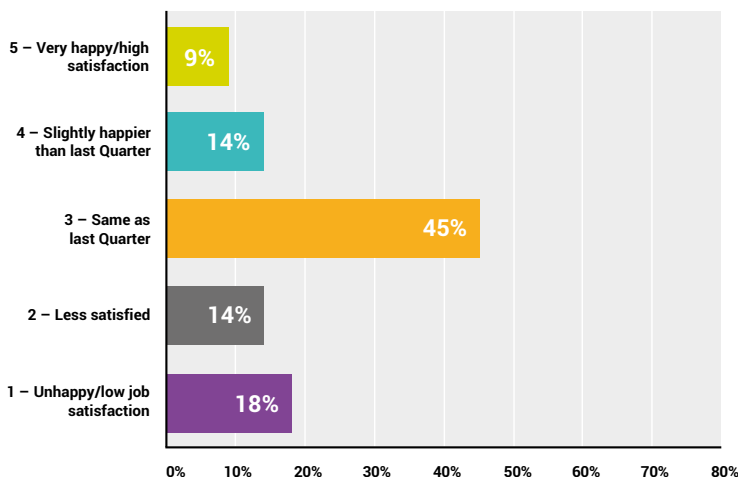
**Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)**



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



**Q7 What is your current level of job satisfaction?**



**Survey summary - Continuing the trend from last quarter, Business confidence outlook remains very high with a 76% positive result for the short term and 95% in the long term. 96% of respondents suggest the same or more business is now being written, with an increased credit appetite to boot. You report that there has been little headcount change, quarter on quarter, however 27% believe their institution is looking to expand (a figure which we found surprisingly low given the volume of new mandates being seen). Overall job satisfaction remains flat, which is something we regularly see during the summer months.**



# Hot topic: “Video calling (e.g. Zoom, TEAMS, Skype) a mere stop gap? Or is it here to stay?”

*“...Given the way the world was turned upside down, video calling saved many of us and preserved jobs. Do I like them, not really, but we have to remember the global pandemic context and how fortunate we are to live in an era of advanced IT solutions...”*

***“...Helpful, yes. Over used, yes...”***

*“...saves UK plc millions and environmentally friendly...”*

***“...I work in HR and previously complained about email volumes. Video calls have now taken over and rule my life, 12 hours a day. This needs to be looked at urgently...”***

*“...use IT in the right way and it is very powerful. I am a fan, saves huge amounts of time...”*

***“...video interviews (not with a person, just a video) are bloody terrible and should be discouraged!...”***

*“... Here to stay. Saves time travelling and costs, though will never totally replace social human contact...”*

***“...Hopefully here to stay - gives rise to more productivity and not all meetings do need to be “in person” plus cost saving for expenses by avoiding intra day flights and that in turn reduces our company’s carbon footprint...”***

*“... with most firms cutting costs I believe there will be less travel to see clients. Also there will be some level of remote working so video calling will be important for teams...”*

***“...Here to stay as is remote working. Video calling will be required in the new hybrid work environment...”***

*“...Very positive. I hosted a meeting with different teams from 3 different geographies which would never have occurred given time, cost and availability constraints.*

***“...Had its day. Too “one dimensional”. Can’t beat a real face-to-face meeting....”***

*“...I fear my junior and younger team members hide behind emails and now video calls. Traditional meetings and phone calls allow real human interaction, where body language and tone of speech is so important. There is a place for all types but my older employees do seem more comfortable and more capable of client customer interaction...”*

***“...Probably here to stay to some degree, depends on the type of business being conducted. For those that rely on ‘looking people in the eye’ and really kicking the tyres and for those that ‘entertain’ more often, VC cannot replace physical meetings, but I can see for those that don’t have this need it will become a big part of business life going forward...”***

*“...It will stay although front officers are dying for in-person meetings which bring much more value...”*

***“...meetings in pyjamas, shorts and flip flops. Enough said...”***

*“...they are great. Saves time, travel and costs. Simple ...”*

***“...it is here to stay for internal meetings... but I sense client meetings will return to F-2-F.***

*“...how did we move from picking up the phone for a quick, constructive, unplanned conversation to booking everything into Outlook for way longer than is needed? Planning the thing now takes longer than the conversation itself should!...”*

***“... email killed phone contact and I worry video calls will kill face to face...”***

# recent market moves ....

March 2021

**Sam Hoexter**

VP, Structured Finance  
(Renewables & Infrastructure)  
at Bank of China

April 2021

**Peter Clayton**

Head of Property Finance  
at Bank Leumi

April 2021

**Sue Stratton**

Commercial Loans Client Director  
at Shawbrook Bank

April 2021

**Nigel Roberts**

Commercial Loans Client Director  
at Shawbrook Bank

April 2021

**Andy Scott**

Head of Residential Development  
at Octopus Real Estate

May 2021

**Haris Asmie**

Credit Analyst at Bank ABC

May 2021

**Jeff Clark**

Credit Risk Manager  
at Santander

May 2021

**Michael Holmes**

ABL Structuring Director  
at ABN AMRO Commercial Finance

May 2021

**Matthew Ovens**

Leveraged Finance Associate  
at Jefferies

May 2021

**Sadie Sharples**

Client Manager, Commercial Loans  
at Shawbrook Bank

May 2021

**Zach Mayne**

Associate, Diversified, Healthcare  
& Technology at Scotiabank

June 2021

**Henrik Slotsaa**

AVP EMEA Loan Agency at Citi

June 2021

**Lukas Kielius**

Investment Analyst,  
EMEA Credit Strategies at CBRE

June 2021

**Scott Curley**

ABL Origination Director  
at ABN AMRO Commercial Finance

June 2021

**Matthew Shepherd**

National Sales & Marketing Director  
at Skipton Business Finance

June 2021

**Valerie Qian**

Senior Associate,  
Financial Institutional Group at NAB

June 2021

**Diana Wang**

Product Manager at Demica

June 2021

**Patrick Madden**

Director, Sales & Origination  
at ABN AMRO Commercial Finance

June 2021

**Simon Penn**

Director, Sales & Origination  
at ABN AMRO Commercial Finance

June 2021

**Paul Hayward**

Senior Investment Manager  
at Atelier Capital Partners

June 2021

**Lisa McGeough**

Head of Global Banking Europe  
& Institutional Client Group at HSBC



**recent market  
moves** *continued*



June 2021

**Michele Peduzzi**

Director, Natural Resources  
at MUFG

June 2021

**Jack Dunn**

Relationship Manager  
at Shawbrook Bank

June 2021

**Vinod Vijaya**

Lending Director at Zorin Finance

June 2021

**Hari Patel**

Structured Finance Specialist  
at Sirius Group

June 2021

**Paul Hayward**

Senior Investment Manager  
at Atelier Capital Partners

June 2021

**Philip Smith**

Head of MENA Desk  
at Korea Development Bank

June 2021

**Kerry Stuart**

Business Development Manager  
at United Trust Bank

June 2021

**Jorge Gonzalez**

Vice President, Banking &  
Corporate Finance at Santander

June 2021

**Beneka Powell**

Syndicated Loans Associate  
at Santander

June 2021

**Carl Finlayson**

Sales Director  
at Praetura Invoice Finance

June 2021

**Tom Ewing**

Director, EMEA Structured Finance  
at Mizuho

June 2021

**Di Yang**

Portfolio Management Analyst  
at Lapithus Management

June 2021

**Barry Garside**

Chief Risk Officer UK  
at ABN AMRO Bank

June 2021

**Hina Patel**

On Boarding Analyst  
at Ghana International Bank

July 2021

**Alex Rowe**

Corporate Sales Director  
at Cynergy Business Finance

July 2021

**Louise McIntosh**

Head of Operations, Asset Finance  
at United Trust Bank

July 2021

**Sam Percival**

Business Development Manager  
at Nucleus Commercial Finance

July 2021

**Leanne Keyte**

Head of Transaction Management  
at CBRE

July 2021

**Toby Biollo**

Vice President at TD Securities

July 2021

**Gbolahan Adedoyin**

Country Head, Internal Audit Function  
at State Bank of India

July 2021

**Jaymon Jones**

Head of Primary Servicing  
at Mount Street



# a sample of current mandates on c-jamesjobs ....

## **Syndicate:**

**DCM, AVP**

**£100,000 basic**

## **Loan Administration:**

**Manager, Italian speaker**

**£60,000 - £70,000 basic**

## **Property Finance:**

**Modelling and Analysis**

**£55,000 - £75,000 basic**

## **Project Finance:**

**Credit Analyst**

**£65,000 - £80,000 basic**

## **Corporate Banking:**

**Compliance Officer**

**£75,000 - £90,000 basic**

## **Commercial Real Estate Finance:**

**Assistant Manager (RM)**

**£55,000 - £70,000 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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