

introduction



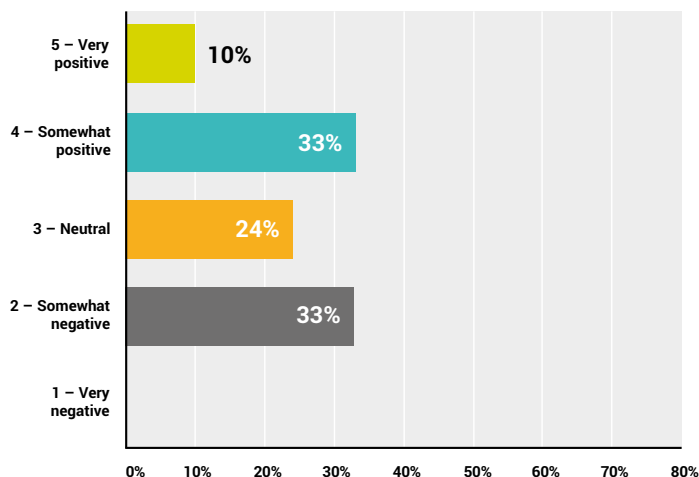
The hottest summer on record, Trump meets Kim Jong Un, a world cup semi-final... o how time has flown and already we seem to be hurtling towards Christmas at a rate of knots. "Time waits for no man" and that has very much been evident during the summer recruitment period. Candidates have had greater choice, salaries have seen significant upward pressure and counter offers have come back with a bang. We've noted the majority of candidate demand at sub VP equivalent levels and across Credit Risk, Relationship Management, Compliance, KYC/AML and Finance. In other news early HR feedback for 2019 headcount appears "conservative" with the forecast for

2018 bonuses ranging from "static" to "a healthy uplift on 2017", which neatly brings us onto this quarters hot topic. We asked about discretionary bonus expectations and candidate reliance. Thank you as always for your candid and insightful responses. Clearly the annual pay-out remains as emotive and evocative as always. Until the winter, adios...

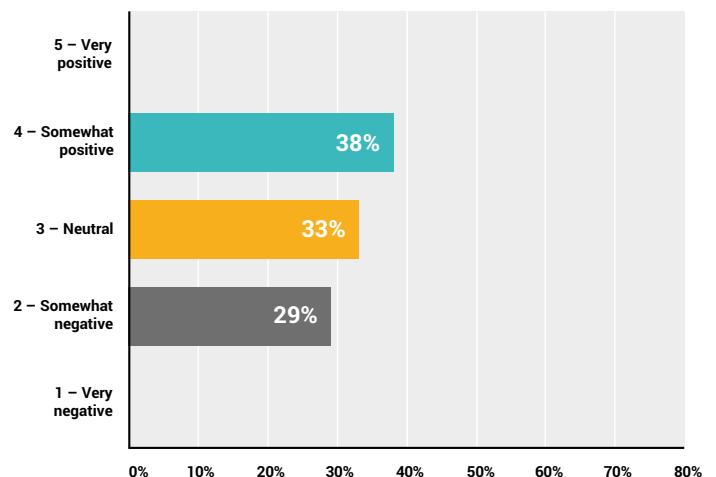
quarterly survey

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

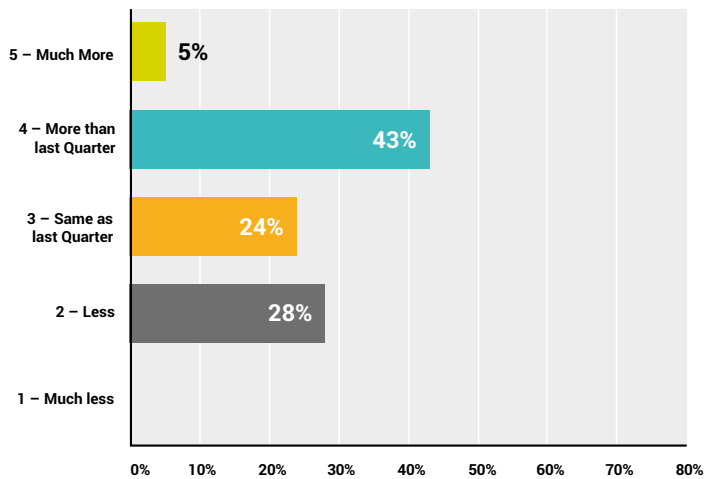
Q1 *Looking at the next quarter only, what is your personal outlook for business confidence?*



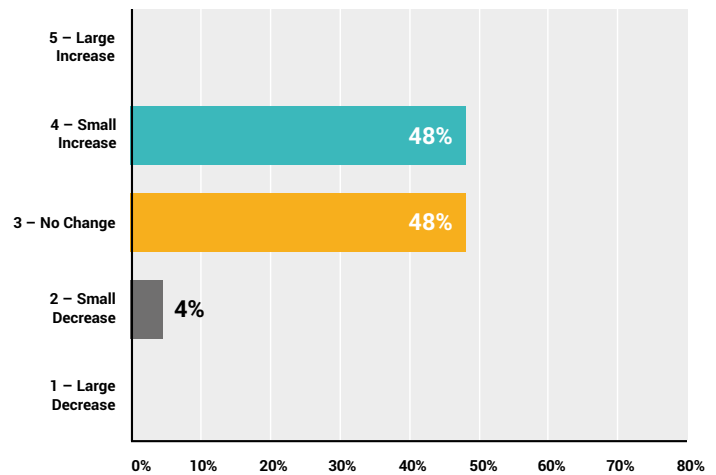
Q2 *...and what is your outlook for the next 12 months?*



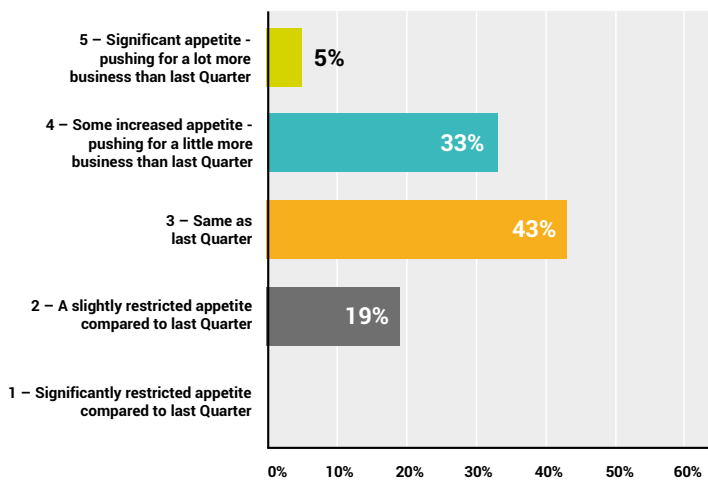
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



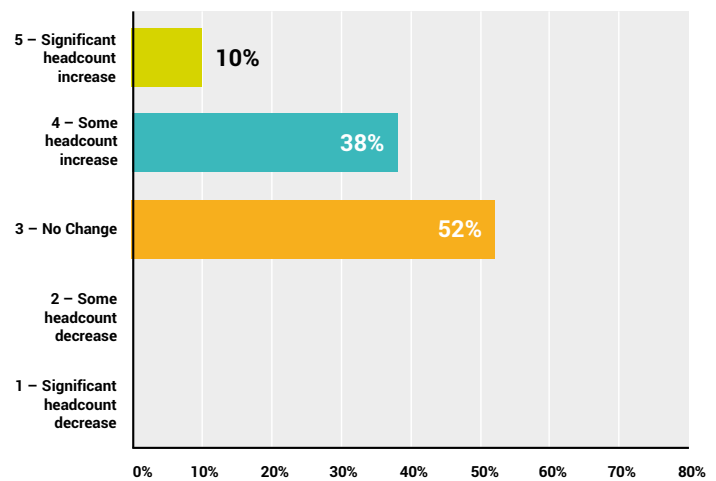
Q4 Has your department headcount changed since last quarter?



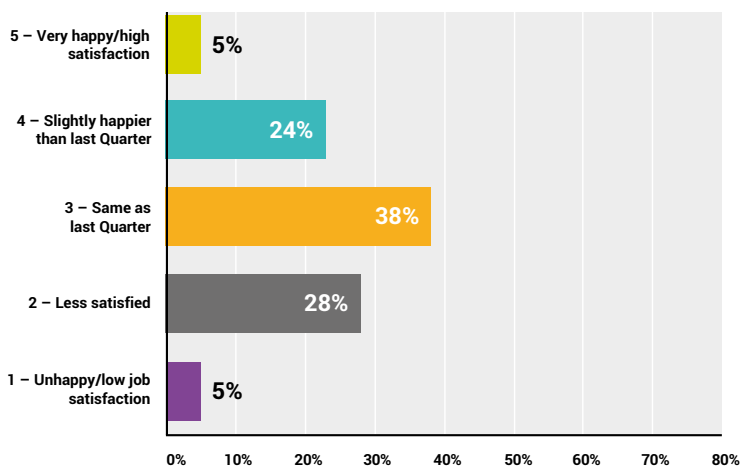
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - Interestingly both short and medium term outlooks for business confidence have fallen into "largely neutral" territory, although 47% of responses highlighted an increase in business last quarter. Nearly a half of all respondents confirmed an increase in headcount, credit appetite was recorded as static (quarter on quarter) and looking ahead 48% recorded a desire to hire which is the highest level in 2018. Job satisfaction remains reasonably well spread around "the same as last quarter" although some responses (5%) crept into the lowest "unhappy" category for the first time this year.



Hot topic: The discretionary bonus – how much weight do we put on it when considering a role? and how much do employers deliver on suggested expectation?

“.. The discretionary bonus is of course a huge consideration. However I would see it as a greater retainer of an employee than an attraction for a new employee. The reason I say this is that when considering a new role, you are unable to judge what enablers and support you might receive to achieve your goals and your ultimate bonus. A salary is certain but a bonus depends on factors that you cannot be sure you can manage ahead of arriving in a job...”

“...do well, and you'll get sensibly rewarded. Weak staff get the message loud and clear at bonus time...”

“.. if you work in city financial services, your job should have a bonus element. That's the way it is and so yes, I put a lot of weight on it...”

“... This is dependent on the institution, economy, head office location and personal achievement/contribution. If I'm consistently working 40+ hours and making a positive contribution over and above the core of the role, then I'm looking for a bonus...”

“... plays a large part in overall decision making progress - i.e total expected comp. for a good performance year. Employers tend to deliver expectations...”

“... it's not about the amount it's about the expectation. If you over promise and under deliver, staff motivation drops like a stone...”

“... the focus is on salaried income. I then look to see what the policy is towards discretionary bonus and how this has been executed in the previous three periods...”

“...the principle of a bonus being subject to the performance of the business as a whole is, in itself, quite reasonable. However, if you are playing a directly measurable part in the income generation (i.e. business development/relationship management) it is also important for there to be a tangible link to the income contribution your work has generated...”

“...senior management talk bonuses up only then to blame HR and Head Office for the small pot. A bit of honesty would go a long way!...”

recent market moves

June 2018

David Bell

Head of Business Development,
Corporate & Private Clients
at Link Asset Services

June 2018

Samta Lalan

Head of Distribution, at Nedbank

June 2018

Fozia Chowdry

Manager, Compliance and
Deputy MLRO at Mashreq Bank

June 2018

Richard Nettleingham

Head of Compliance at Zopa

June 2018

Luke Jooste

Head of Real Estate Development
Lending at BAWAG P.S.K.

June 2018

Mark Guise

Head of Credit Portfolio Management
at Arbuthnot Latham & Co.

July 2018

Alex Upton

Sales Director, Specialist Mortgages
at Hampshire Trust Bank

July 2018

Kevin Tonge

Business as Operations and Strategy
Director at Hampshire Trust Bank

July 2018

Caroline Mirakian

Head of Networks at Shawbrook Bank

July 2018

Lauren Maloney

Business Development Manager
at Bibby Financial Services

July 2018

Richard Brooks

Relationship Manager
at Shawbrook Bank

July 2018

Charles McDowell

Managing Director, Specialist
Mortgages at Hampshire Trust Bank

July 2018

Andrew Bester

CEO at The Co-Operative Bank

July 2018

Carlos Prudencio

VP, Infrastructure Debt Advisory
at Santander

July 2018

Lisa Stringer

Lending Manager at Metro Bank

July 2018

Adam Fullwood

GTS Sales Manager at DBS Bank

July 2018

Astrid Grey

Independent Non-Executive Director
at Hampshire Trust Bank

July 2018

Philip Squire

Senior Underwriter at Arbuthnot
Commercial Asset Based Lending Ltd

July 2018

Miguel Borlido

Director, Receivables Purchase - Global
Corporates at Lloyds Banking Group

July 2018

Francis Raji

Asset Manager at Mount Street

July 2018

Matthew Batte

Business Development Manager
at Shawbrook Bank

July 2018

Ersan Pardede

Business Development Manager
at The Bank of East Asia

July 2018

John Hardie

Associate Director,
Debt & Structured Finance at CBRE

July 2018

Martin King

Director, Asset Based Lending
at Lloyds Bank

**recent market
moves** *continued*



July 2018

Liam Hogan

Senior Associate Director,
Trade Finance at Lloyds Banking Group

July 2018

Ali Khan

Head of Risk
at China Merchants Securities

July 2018

Olga Berlinskaya

Senior Business Development and
Relationship Manager,
Supply Chain & Trade Finance

July 2018

Bradley Street

Business Development Manager
at Secure Trust Bank

July 2018

Abrar Ahmed

Head of Trade Finance
at Ghana International Bank

July 2018

Oliver Wilson

Regional Managing Director, London,
Thames Valley & South
at Shawbrook Bank

July 2018

Kai Hunter

Head of Strategic Sales at Hitachi Capital

July 2018

Yuen Yau Lam

Loan Officer
at China Merchants Bank

July 2018

Sisi Wang

Loan Execution at Sumitomo Mitsui
Banking Corporation

August 2018

David Robinson

Sales & Distribution Director, Residential
Mortgages at Shawbrook Bank

August 2018

Colin Marshall

Head of Finance
at China CITIC Bank

August 2018

Emmanuel Outhier

Vice President
at BMO Capital Markets

August 2018

David Hayes

CRO at Emirates NBD

August 2018

Michael Smith

Trade Finance Manager
at China Construction Bank

August 2018

Ebenezer Amarh

Senior Credit Analyst
at Ghana International Bank

August 2018

Clinton Eastwood

Head of Trade Distribution at BACB

August 2018

Andrew Rhymer

Corporate Manager
at Bibby Financial Services

August 2018

Carey Hansford

Head of Receivables
at Hampshire Trust Bank

August 2018

Janki Amin

Lending Assessor
at Hampshire Trust Bank

August 2018

Yasmin Jaleel

Associate at Goldman Sachs

August 2018

Tom Crawley

Business Development Executive
at Ultimate Finance

August 2018

Johannes Wehrmann

Director, Working Capital Solutions
at DEMICA

August 2018

Nick Haggitt

Head of Sales - London & South East
at Ultimate Finance

August 2018

Steven Varty

Vice President,
Working Capital Advisory at Santander

August 2018

Zia Syed

Head of Finance at Emirates NBD

August 2018

Paddy Fernor

Commercial Director,
Residential Mortgages

August 2018

Matthew Taylor

Senior Regional Director
at Ultimate Finance



a sample of current mandates on c-jamesjobs

**Senior Relationship
Manager:**

Multi-national Coverage

International Bank

£140,000 - £160,000 basic

**SME/Corporate Credit
Analyst:**

European Bank

£40,000

**Assistant Relationship
Manager:**

Export & Project Finance

£50,000 - £60,000

Risk Director:

**Counterparty Trading
Credit**

£90,000 - £100,000 basic

KYC/AML Officer:

£35,000 - £40,000 basic

Accountant:

Financial Control

**£75,000 equivalent
contract**

Senior Director:

**MEA Trade &
Structured Finance**

£175,000 - £190,000 basic

Manager:

**Real Estate Portfolio
Management**

£70,000 - £80,000 basic

**Assistant Relationship
Manager:**

**Aircraft and Transport
Finance**

£60,000 - £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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