

# ROBERT WALTERS TREASURY MARKET UPDATE

## QUARTER ONE 2009

### MARKET UPDATE

**Welcome** to Robert Walters' specialist treasury market update, designed to provide you with an insight into the latest treasury recruitment market and salary trends across commerce and financial services.

We provide a truly consultative service and offer advice, insight and market information whether you are recruiting or not. Our consultants are experts in their field so you can be assured of talking to someone with knowledge, discretion and an understanding of your priorities. To receive these updates on a quarterly basis please contact me on 020 7509 8419.

#### COMMERCE AND INDUSTRY

The turmoil witnessed in the financial markets last summer and the ensuing banking crisis started to affect corporates in quarter one. There was a subsequent decrease in the number of treasury roles coming to market, however treasury recruitment was not as badly affected as other areas.

In challenging times an effective treasury department can genuinely add value to a business. As a result, the profile of the treasury function has risen dramatically in recent months and many group treasurers have been given greater access to their board and Group FD. This represents an ideal opportunity for career focused assistant treasurers/deputy treasurers, and indeed for group treasurers looking for their next role in the organisation, to showcase their skills and commercial acumen.

#### Hiring Trends

Despite economic uncertainty and a greater number of professionals looking for work in other sectors, the number of treasury professionals actively seeking roles did not increase during quarter one. Many preferred the stability and security of their current role and organisations were keen to retain key treasury professionals. In order to hire the best treasurers in this environment, organisations must work hard to sell the benefits of the role and accompanying career prospects. In addition, a structured recruitment process with key timescales

identified from the outset will help to secure talented treasury professionals who are hesitant about moving roles. In quarter one we witnessed some candidates change their minds and lose interest in opportunities when recruitment processes lost momentum.

#### Roles in Demand

Treasury management roles were in greatest demand in quarter one, especially those focused on cash management and working capital. There was also increased demand for interim managers at the more senior end of the market as organisations sought to avoid hiring freezes. Many medium sized organisations hired senior treasury professionals on six and twelve month contracts to gain access to greater levels of expertise.

#### FINANCIAL SERVICES

Treasury recruitment levels within financial services dropped significantly in quarter one. This was to be expected given the scale and magnitude of the banking crisis and the subsequent turmoil witnessed within the global financial markets. However, treasury recruitment fared better in comparison to other functions. Given the increased focus on capital management and liquidity, treasury, alongside risk and compliance, should continue to consolidate and grow as organisations focus on these business critical areas.

Whilst there will inevitably be more consolidation within the financial services sector (particularly within the banking sector) which will lead to further hiring freezes, we anticipate that there will still be opportunities for candidates with strong treasury skills. Indeed, as there is only a relatively small number of individuals with capital management and liquidity management skills, many will actually find themselves in demand during the next quarter and into the medium term.

### CONTACT US

To discuss this update or your recruitment requirements in detail, please contact:

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**Robert Walters** is a leading global recruitment consultancy, specialising in placing high calibre professionals into permanent, contract and temporary positions at all management levels. In the UK the Group specialises in the accounting, financing, banking, risk & compliance, IT, legal, sales and marketing, human resources and support fields. Robert Walters' client base ranges across both multinational corporations and SMEs and covers all market sectors. We have an established network of offices across the UK and 38 offices across five continents.

# SALARY SURVEY

## TREASURY

Role	Salary per annum (London)	Salary per annum (Rest of UK)	£UK per hour PAYE
<b>Group Treasurer</b>			
FTSE 100	£130k+	£100k+	£45 - 70
FTSE 250	£100k	£90k+	£40 - 55
<b>Assistant Treasurer</b>			
FTSE 100	£75k	£70k+	£40+
FTSE 250	£70k	£60 - 80k	£30 - 40+
<b>Treasury Manager</b>			
4+ yrs' exp	£65k+	£55 - 65k	£22 - 35
2-4 yrs' exp	£50 - 60k	£40 - 50k	
<b>Treasury Analyst</b>			
5+ yrs' exp	£50k+	£45k+	£25+
2-5 yrs' exp	£35 - 50k	£34 - 45k	£17 - 25
1-2 yrs' exp	£30k+	£25 - 35k	
<b>Treasury Dealer</b>			
2-5 yrs' exp	£40 - 65k	£38 - 48k	£20 - 30
1-2 yrs' exp	£35 - 45k	£30k+	£15 - 19
<b>Treasury Accountant</b>			
2-5 yrs' exp	£60k+	£60k+	£30+
0-2 yrs' exp	£50 - 65k	£40 - 50k	£25+
<b>Treasury Consultant</b>			
5+ yrs' exp	£65k+	£55k+	£25 - 40
3-5 yrs' exp	£45 - 60k	£40 - 50k	

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

## ROBERT WALTERS INITIATIVES

### Microsites

A microsite is a fully client branded mini website which is developed to promote multiple roles on a standalone basis or in conjunction with print or online advertising campaigns. It represents an enhanced medium through which employers can promote their brand, provide more detailed information on an organisation, its culture, values and available roles.

Robert Walters will manage, design and launch the microsite on behalf of the client and we will also provide other online tools to complement and help drive traffic to the microsite for free.



For more information on microsites, please contact Matt Mattheou on 020 7509 8419.

### Our Specialist Approach

The treasury division recruits all levels of treasury professionals, on both a permanent and contract basis. We provide a full range of recruitment services to FTSE listed, multinational and newly quoted companies as well as financial services institutions.

### Market Insight

Your consultant is equipped to provide you with up-to-date market insight and commentary to ensure that you are best prepared when you launch a recruitment campaign, whether contingent or retained. Even if you aren't currently recruiting but would like more insight into current trends, please call **Matt Mattheou 020 7509 8419**.

### Request Your Copy: 2009 Salary Survey

Our 2009 survey, now in its tenth year, covers salaries and market trends across the globe. To request a copy call one of the team or alternatively, download the survey online at:

[www.robertwalters.com/salariesurveyrequest](http://www.robertwalters.com/salariesurveyrequest)



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