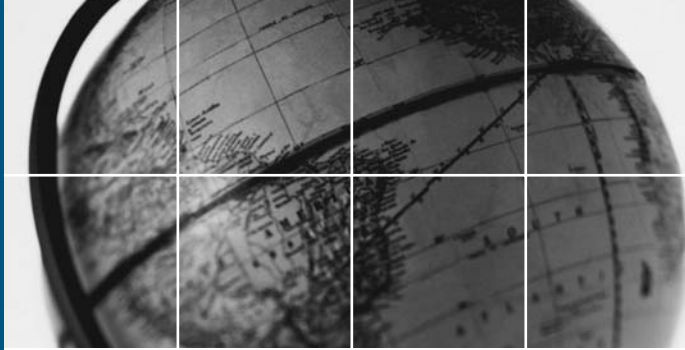


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treasury market update



Treasury Market Update Q3 2007

As expected the summer has seen a slight reduction in activity within the treasury recruitment market. Many roles are taking longer to recruit for, which is partly due to seasonal factors as well as the continuing talent shortage. We have noticed a particular shortage of qualified treasury accountants, the demand for these remains unabated across all sectors, both within commerce & industry and financial services. As a result salaries are continuing to rise - as indeed are the expectations of these professionals, with many organisations now having to guarantee bonuses in order to attract the ideal candidate.

Attracting Talent

We cannot stress enough the need to maintain momentum throughout the recruitment process. It is important to remember that the strongest candidate you favour is also very likely to be creating the same impression with other organisations and we have witnessed many of our clients, in this hugely competitive market, losing the best candidate because of a tardy recruitment processes.

Staff retention is becoming more important to organisations and buybacks are rife - nothing is guaranteed until you have your chosen candidate in his/her seat. Those clients who successfully fill their vacancy with their first choice candidate tend to be those who have invested both time and thought throughout the interview process.

An increasingly neglected aspect of staff management that Treasurers need to pay more attention to is succession planning. It is important to start getting headcount approved, thinking about the skills you require to enhance your team and acknowledging the shortage of talent in the market place.

Becoming the employer of choice

Benefits are becoming increasingly important to candidates who are faced with a choice of companies to work for. Flexible working hours, working from home, child care, and holiday entitlement all feature prominently in their decision making process. Work/life balance is becoming a much more important factor in people's lives and when weighing up the pros and cons in any offer, it will definitely be a consideration.

Candidate Management

We have been advising candidates to continue to enhance their skill set by further study. It goes without saying that the more qualified they are, the more opportunities will be presented to them to take their career to the next level. There will always be better qualified and more experienced people in the market place, so we have stressed the importance of not sitting on their laurels, being proactive, taking charge of projects, and getting involved. We are actively asking candidates to think about where they want to take their career in the long term, to be an active member of the ACT and build relationships with their recruiter.

Outlook

At present with the current market turmoil, talks of a credit crunch and possible slowdown, the usual rumour mongers and doomsayers are particularly vocal. Our advice remains the same as in 2001 for candidates: raise your profile and your game, and don't be complacent.

treasury

salary survey

Role	Per annum £UK		Per hour (PAYE) £UK
	London	Rest of UK	
Group Treasurer			
FTSE 100	£100k+	£85k+	£45 – 70
FTSE 250	£85k+	£75k+	£40 – 55
Assistant Treasurer			
FTSE 100	£75k+	£70k+	£40+
FTSE 250	£70k+	£55 – 75k	£30 – 40+
Treasury Manager			
4+ yrs' exp	£65k+	£55 – 65k	£22 – 35
2 – 4 yrs' exp	£45 – 60k	£40 – 50k	
Treasury Analyst			
5+ yrs' exp	£50k+	£45k+	£25+
2 – 5 yrs' exp	£35 – 50k	£34 – 45k	£17 – 25
1 – 2 yrs' exp	£30 – 35k	£25 – 35k	
Treasury Dealer			
2 – 5 yrs' exp	£40 – 65k	£38 – 48k	£20 – 30
1 – 2 yrs' exp	£30 – 38k	£25 – 35k	£15 – 19
Treasury Accountant			
2 – 5 yrs' exp	£60k+	£60k+	£30+
0 – 2 yrs' exp	£50 – 65k	£40 – 50k	£25+
Treasury Consultant			
5+ yrs' exp	£65k+	£55k+	£25 – 40
3 – 5 yrs' exp	£45 – 60k	£40 – 50k	

Contact Us

For a more detailed discussion about current market trends, or if you would like to find out more about our specialised treasury recruitment services, please contact the Treasury Team on **020 7509 8411** or email treasury@robertwalters.com