

OVERVIEW

Compliance recruitment within financial services saw a subdued start to 2016 driven by budgetary hiring restrictions as well as market uncertainty, particularly surrounding Brexit.

However, regulatory demands have continued to pressure compliance functions and hiring remains a priority for organisations in this space.

Most firms have explored internal mobility, regionalisation and redeployment before looking externally to hire. However, with acute candidate shortages continuing in specific compliance areas, many firms have opted to explore the external candidate market, engaging recruitment consultancies to source professionals with specialist skills.

The most active areas of compliance recruitment have been surveillance, advisory and monitoring functions as firms have struggled to source candidates into these roles through internal channels. Candidates with international experience have been particularly sought after, predominantly US regulatory expertise and senior hires such as head of compliance roles.

KEY HIRING AREAS

We have continued to see demand for candidates within product advisory throughout 2016. As the compliance job market has grown broader, banks have had to replace leavers and grow functions to compensate for greater regulatory scrutiny.

Product advisory candidates remain in short supply across equities and fixed income, despite multiple organisations reducing their exposure in these areas. Notably, there has been growth in mid tier firms and movement from professionals in tier 1 banks to take on broader roles or head up departments.

There was a spike in hiring activity across the market within monitoring functions; a proactive measure against increasing regulatory risk and ensuring sufficient controls are in place. To meet these demands banks are having to look at candidates from a variety of backgrounds, including audit, favouring individuals who have a strong regulatory understanding, particularly from a conduct risk perspective.

As the July MAR deadline approaches there is a significant drive to secure trade surveillance candidates with a notable shift towards building out surveillance functions with product aligned teams across larger organisations.

Banks have been sourcing traders from the front office to assist with their surveillance functions due to the specific product knowledge and market abuse awareness these candidates have. Also, candidates with strong technical competencies have been in high demand as firms look to improve system capability and create more targeted alert coverage from a market abuse perspective.

The investment management industry has continued to be cautious throughout the first half of the year with many firms putting recruitment on hold until after the EU referendum. This in turn has meant that many candidates have put their job search on hiatus until later in 2016 or in some cases holding off until 2017.

CANDIDATE MARKET

In this candidate driven market, organisations are under pressure to be competitive in respect to remuneration. This impacts both external offers, where candidates are able to achieve significant uplifts on their salaries, and current employers, who are attempting to retain staff by matching offers from competitors.

Candidates with experience in fixed income, equities and electronic trading are in demand across product advisory, with some firms recruiting professionals from overseas to overcome the talent shortage in London. That being said, hiring managers have also been considering traders for surveillance roles as they bring strong product knowledge and have the ability to influence the front office and spot market abuse.

SALARIES AND RATES

In high demand areas of the market, particularly across advisory and surveillance, salaries have been pushed up by employers resorting to counter offers to retain staff. We are not likely to see salaries increase any higher than they are in these areas.

Advisory remains the best paid function across regulatory compliance with VPs earning as much as £120k and directors £170k.

AVP level candidates are in demand across the market, as organisations look to hire with lower budgetary impact. This demand has a knock-on effect on candidate salary expectations.

AT A GLANCE

RECRUITMENT TRENDS

TALENT SHORTAGES

72% of employers have been affected by talent shortages

MANAGING SKILLS SHORTAGES

Which of the following recruitment strategies have you adopted to manage candidate shortages?

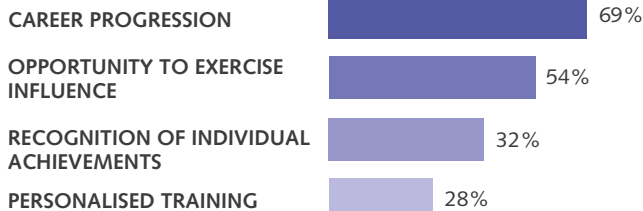


ENGAGING WOMEN RETURNING TO THE WORKFORCE



RETAINING MILLENNIAL PROFESSIONALS

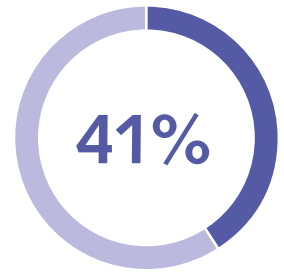
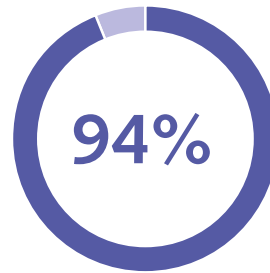
What keeps Millennials engaged at work?



MARKET UPDATE



PASSIVE JOBSEEKERS



MARKET LEADING INTELLIGENCE

The Robert Walters Salary Survey is the most comprehensive review of global recruitment trends and salary levels available. It's ideal for benchmarking your team's salaries, your organisation's salaries and your own, making determining pay and bonus reviews significantly easier.



Our recruitment insight series of whitepapers provides industry leading research to help employers manage their recruitment strategies and address key talent management issues. To receive a copy of any of our market leading intelligence please contact us on the details below.



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