

>
AT A GLANCE



“THE DIP IN BONUSES COUPLED WITH SALARY STAGNATION MEANT THAT MANY FIRMS LOST THEIR RETENTION TOOLS, AND COMPETED WITH A BUOYANT AND AGGRESSIVE MARKET. CANDIDATES WERE MOVING FOR MINIMAL UPLIFTS IN REACTION TO FEELING UNDERVALUED.”

Casey Austin,
Consultant at
Robert Walters.

OVERVIEW

Financial services firms took a cautious approach to hiring in the first half of 2017, with a 30% decline in jobs compared to the same period last year. However, restrictions on headcount were relaxed at the outset of Q2, with a large number of roles being advertised at the start of the quarter. This also led to employers taking a more decisive attitude towards hiring, particularly in the case of positions which had initially been planned for the first quarter of the year but which had been delayed.

KEY HIRING TRENDS/KEY SKILLS IN DEMAND

Senior candidates with experience in both drafting and implementing financial crime policies have been in high demand as financial services firms seek to determine the impact Brexit will have, particularly in sanctions, EDD and AML advisory policies and procedures.

Hiring in the senior market significantly picked up in Q2 with many director and Executive Director (MLRO) and Managing Director moves to direct competitors. Typically these weren't to MLRO roles, but rather people choosing to move to manage functions, or in some cases build them. EDD has gone through a change and is now expected to work with the front office in an advisory capacity, moving away from their traditional back office function.

Candidates with correspondent banking and trade finance AML advisory experience at the mid to senior level have been sought after to match growth across these functions, particularly for banks operating in high risk jurisdictions. Despite many larger organisations preferring to near-shore and off-shore KYC functions, firms are still seeking junior to mid-level candidates with cross-border due diligence and research experience. There has also been an increase in demand for KYC contractors with extensive remediation experience, particularly in relation to 3rd party risk.

CANDIDATE MARKET

H1 has seen the largest number of senior moves in the market for several years. Many firms lost global heads of functions and MLRO's and DMLRO's to newly created roles. Smaller overseas banks notably had the greatest success in attracting these candidates.

The dip in bonuses coupled with salary stagnation meant that many firms lost their retention tools, and competed with a buoyant and aggressive market. Candidates were moving for minimal uplifts in reaction to feeling undervalued. Factors such as commuting times, work/life balance and solid career progression have also become more important, not only to millennial candidates but also those on the senior end, causing companies to think more strategically about how they attract top talent. KYC Remediation professionals remain those in highest demand for contract roles, but there is still a shortage of professionals who possess the technical skills and exposure to the full KYC remediation life cycles required.

SALARIES

Salaries have risen by 6% for EDD candidates to reflect the increased skill required for these roles. However, salaries in all other areas have remained consistent with those paid in Q3 and Q4 last year. Bonus payments made in Q1 were down across the sector compared to Q1 2016, leaving many candidates disappointed after a demanding 2016 workload, leading many to seek new opportunities in Q2. This has left the door open for many smaller international banks, which have been successful in attracting senior candidates with bigger bonuses.

We anticipate salaries to remain flat in H2 with no significant changes to basic salaries and bonuses until budgets are reassessed in H1 2018.

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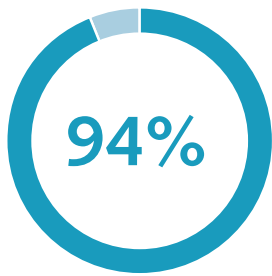
RECRUITMENT TRENDS

UK JOBS INDEX

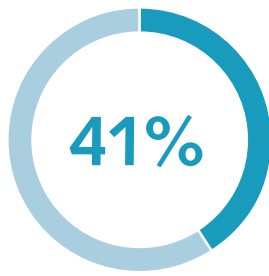
33%

Financial services jobs in the UK were up 33% year-on-year

PASSIVE JOBSEEKERS



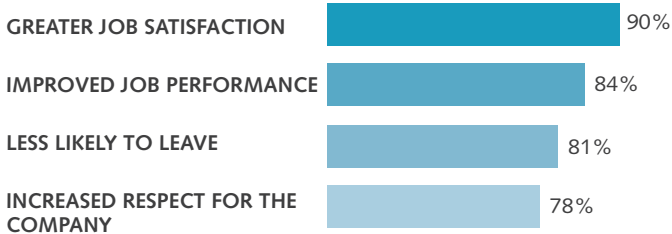
94% of professionals are open to a job approach even when not actively looking



However, only 41% of employers have a plan in place to attract passive jobseekers

WORKPLACE CULTURE

What are the benefits of a good cultural fit?



DIVERSITY

Do businesses believe diversity is important?



85% of employers say that increasing diversity in their workforce is a priority



Yet almost half of employers do not have programmes in place to attract diverse candidates

SKILLS SHORTAGES

Does your company have a plan for managing talent shortages?



ENGAGING WOMEN RETURNING TO THE WORKFORCE

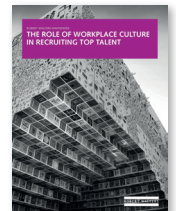


MARKET LEADING INTELLIGENCE

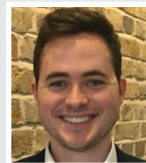
The Robert Walters Salary Survey is the most comprehensive review of global recruitment trends and salary levels available. It's ideal for benchmarking your team's salaries, your organisation's salaries and your own, making determining pay and bonus reviews significantly easier.



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