

introduction

Happy late spring! We've certainly been blessed weather wise since Easter and the Corporate and Commercial Banking job market has also remained unseasonably warm. Most notably clients have started hiring more swiftly and aggressively with numerous candidates considering multiple job offers.... something we haven't seen for many a year. Risk positions seem to be in most demand, with a significant number of roles spanning Head of Risk, VP Credit Risk, down to Analyst and Associate Corporate Credit. Associated areas of Operational Risk, Trading Credit and NPL management also remain buoyant. GDPR

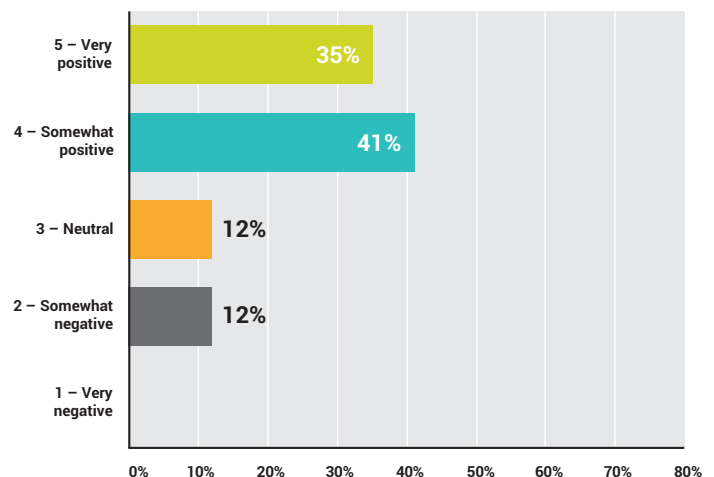
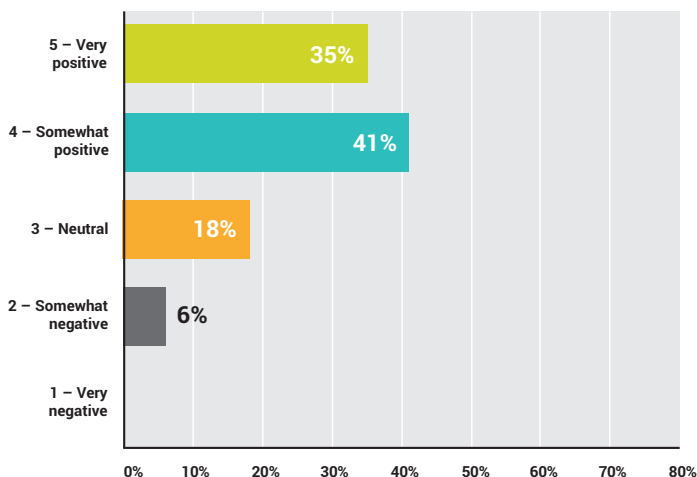
compliance has been high on our "to do list" and this subject is also our hot topic this quarter. Enjoy your summer vacations, keep growing those teams (well, if you don't ask...) and may business confidence remain high.

quarterly survey

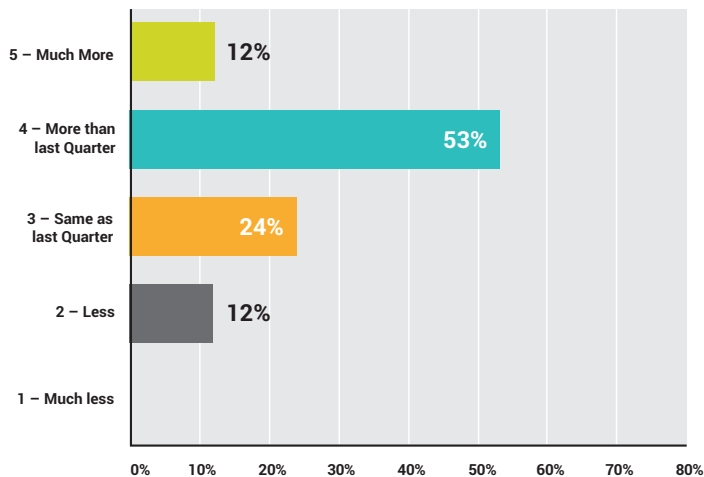
your views matter and so another big thank you for all your responses. These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.

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

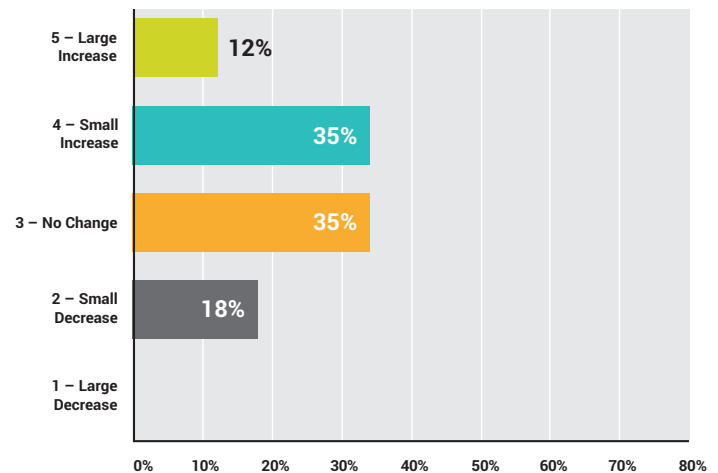
Q2 . . .and what is your outlook for the next 12 months?



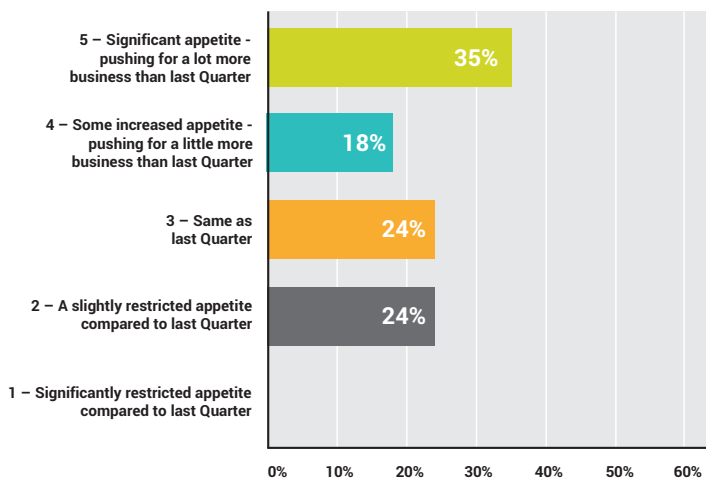
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



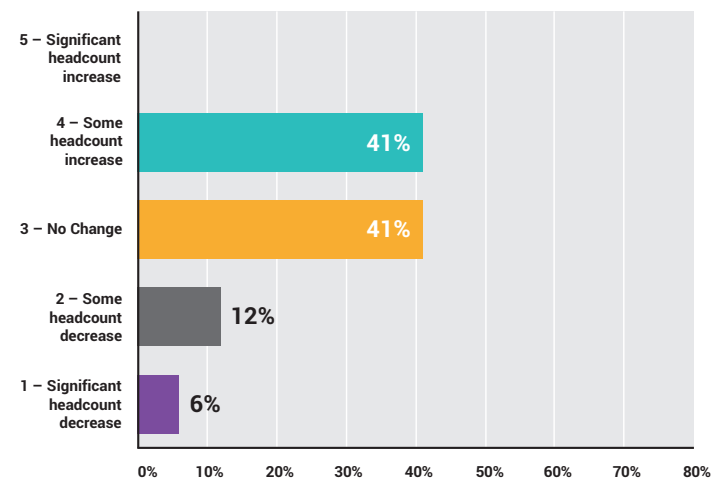
Q4 Has your department headcount changed since last quarter?



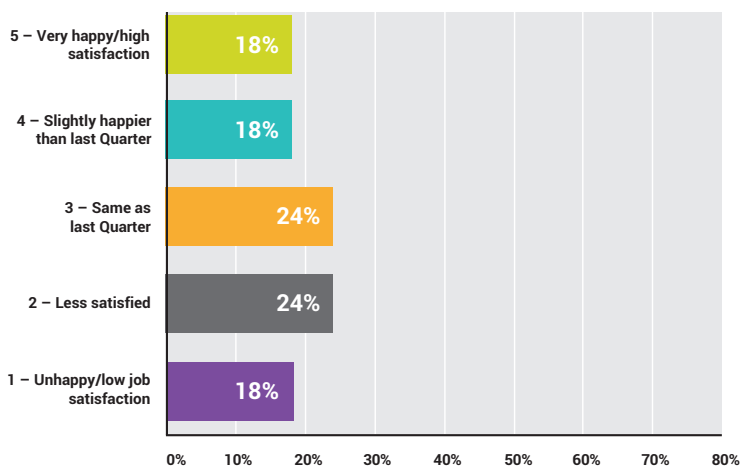
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - With 76% of respondents registering a positive outlook for business confidence in the next quarter and a similar percentage for the next 12 months the glass seems very much half full. A sizable 65% suggested that more business had been written than last quarter and the upward pressure on headcount reported last time continues - 47% saying that this has increased. Notably a record high 35% registered a greater increase in credit risk appetite so clearly there is an internal push from within institutions. Personal job satisfaction appears flat across the board which again is commonly seen a few months post bonus.

Hot topic: with GDPR imminent we ask – does social media help make you more visible in a competitive job market? or leave you vulnerable to unwanted or nuisance calls?

“... to be honest I do get hacked off with random approaches from recruiters not knowing what I do or what I look for. This however is much more about the knowledge of the recruiter, which for most is sadly lacking. So GDPR or not use a recruiter who knows their stuff. Simples. ...”

“... this will cut out the cowboys, I hope....”

“...after the dust has settled will anyone really enforce this? I doubt it....”

“...I am certainly more careful about what personal details I put online. As you saw with Cambridge Analytica/facebook data is powerful and don't underestimate what can be done with it...”

“....online job ads are either fake, on hold or phishing trips! I'm thankful to the few search firms who contact me. I'm a busy man and personally like this pro-activity...”

“...I cannot speak for other industries but its part of working in the city. When my phone stops ringing with headhunters I know my days are numbered!!...”

“...I go online, use my contact details and people then contact me – no issue for me at all. It happens...”

“.... Completely agree with GDPR its intentions and aims. The web is opening up communication channels and our own personal visibility but strong controls and measures are necessary. I trust Mark and his team will continue to advise me of suitable opportunities in the same sensible and thoughtful manner ...”

recent market moves

January 2018

Salvatore Cannata

Relationship Officer, Business Development at Zenith Bank

January 2018

Cristina Wiseman

Head of Compliance Europe at Bank ABC

January 2018

Kingsley Au

AVP Credit Risk, Bank of America Merrill Lynch

January 2018

Ben Pocock

Director, Real Estate Finance Lead, Credit Solutions at Barclays

January 2018

Iulia Filip

Loan Sales and Trading at Societe Generale

January 2018

Marc Wolf

Senior Director, Global Structured & Trade Finance / Asset Finance & Securitisation at Bayern LB

February 2018

Ravikant Sinha

Credit Analyst at MUFG

February 2018

James Conolly

Manager, Commercial Real Estate at Metro Bank

February 2018

Usha Sitaaraam

Trade Finance, Financial Crime at Commerzbank AG

February 2018

Chris Neophytou

Head of Commercial Real Estate Finance at United Bank UK

February 2018

Patrick Wilkins

Head of Asset Based Lending at Code Investing LTD

March 2018

Mark Reardon

Corporate Credit Analyst at OCBC Bank

March 2018

Peter Bousquet

Director at DEMICA

March 2018

Patrick Coughlan

Assistant RM, Development Finance at Shawbrook Bank

March 2018

Akash Malhotra

Syndications Associate at ICBC

March 2018

Paul Reidy

Commercial Banking Director at Metro Bank (UK)

March 2018

Christopher King

Head of Real Estate Finance, London at Secure Trust Bank PLC

March 2018

Alastair Wright

Senior Transactional Banking Director at Santander

March 2018

Petra Fagrell

Associate at BNP Paribas

March 2018

James Lowe

Associate Director, Corporate & Structured Finance at Clydesdale Bank

March 2018

Louis Godest

Credit Analyst, Acquisition Finance at CIC

March 2018

Karel Krejčí

Head of Working Capital & Treasury solutions at EY

March 2018

Adam Johnson

Head of UK and European ABL at Apollo Global Management

March 2018

Mark Emmerson

MD, Head of Trade Finance & Cash Management at Commerzbank

recent market moves *continued*



April 2018

Robert Ingleby

Director of Credit Operations
at Cambridge & Counties Bank

April 2018

Richard Foulds

Head of Credit at FCMB

April 2018

Priscilla Hernandez

Strategic Alliances Specialist
at Santander

April 2018

Peter Cazalet

Executive Director, Head Trade Finance
Credit Group (EMEA) at SMBC

April 2018

Matthew Roper

Group Chief Credit Risk Officer,
Close Brothers

April 2018

Paul Fennell

Trade Asset Management & Product
Manager at Lloyds

April 2018

Ruchi Vashist

Credit Analyst at Close Brothers

April 2018

Paul Coates

Head of Debt Advisory at CBRE

April 2018

Jane Howard

CEO at Ulster Bank

April 2018

Steve Websdale

Managing Director, Commercial Finance
at IGF Group

April 2018

Mark Pannell

Property Development Finance
at United Trust Bank

April 2018

Matt Leahy

Director, Debt Finance at OakNorth

April 2018

Amelia Papadopoulos

Assistant Vice President at Citi

April 2018

Samantha Woods

Relationship Director, Real Estate
at Barclays

April 2018

Tania Kutner

Associate, Global Banking EMEA
at BNP Paribas

April 2018

James Greenwood

Deputy Relationship Manager
at Bank Leumi

May 2018

Louise Darbon

Central Sales
at ABN AMRO Commercial Finance

May 2018

Mark Davey-Brown

Business Development Manager
at Falcon Group

May 2018

David Snow

Senior Manager, CRE Lending
at ICICI Bank

May 2018

Petia Balcheva

Corporate Relationship Manager,
Education at Santander

May 2018

Mariusz Kostera

Head of Marketing at Demica

May 2018

Cath Keers

NED at Funding Circle

May 2018

Russell Stritch

Corporate Manager
at Bibby Financial Services

May 2018

Fiona Ho

Business Development Manager
at Shanghai Commercial Bank

May 2018

Nicola Bonini

Business Development Manager
at Falcon Group

May 2018

Samantha Taylor

Senior Vice President at Sumitomo
Mitsui Banking Corporation

May 2018

Iain Hodges

Relationship Officer
at Bank of Cyprus UK

a sample of current mandates

Senior Director:

Corporate Banking

International Bank

£140,000 - £150,000 basic

Corporate Credit Analyst:

European Bank

£55,000 - £65,000

Assistant Relationship Manager:

Chinese Multinationals

£40,000 - £50,000

Risk Director:

Counterparty Trading
Credit

£140,000 - £150,000 basic

Senior Analyst: M&A

Middle East location

£100,000

HR Manager:

Asian Bank

£50,000 - £60,000

Financial Modeller:

M&A

UK Financial Institution

£60,000 - £75,000

Ratings Analyst:

European Bank

£70,000 - £80,000

Loans Administration:

Property

£30,000 - £35,000

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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