

## introduction



*2018 is in full swing and for those with children the first half term is safely under our belts. Recruitment activity has seen a significant (40%!) upturn in Q1, and conversations with other industry colleagues suggest we are not alone. Property, Trade and Supply-Chain Finance remain buoyant areas and there certainly seems to be an air of confidence and optimism from our own banking clients be they of European, Middle Eastern or Asian domicile. While such increased activity is most welcome to us, this quarters hot topic asked the question “what value do you get from Recruitment and*

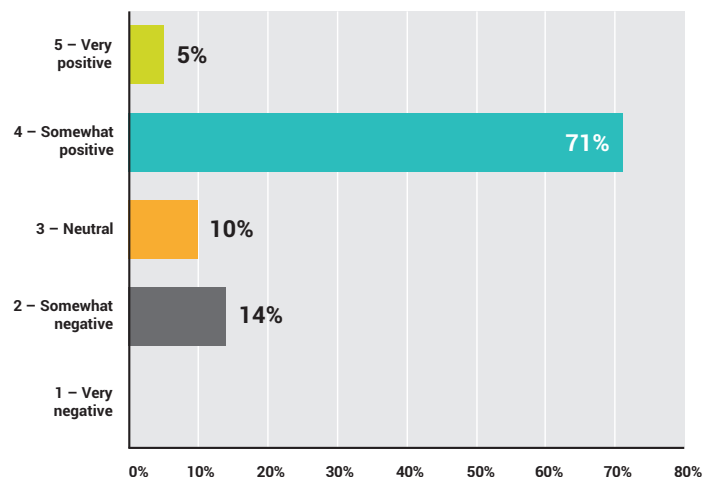
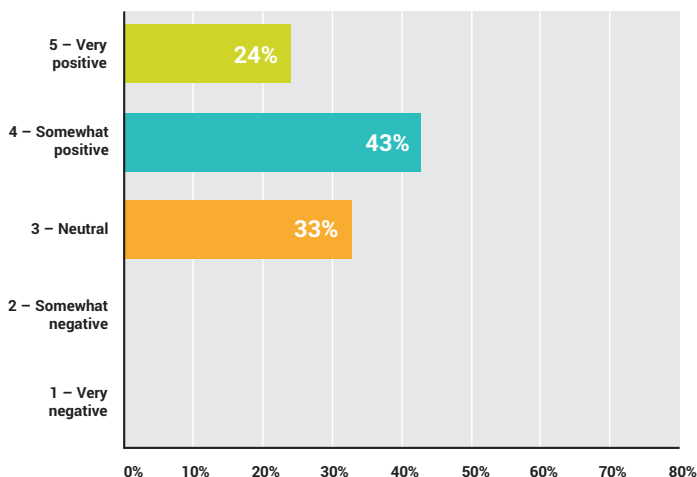
*Search companies?” With our tin hats securely fastened (health & safety first) we were pleased to receive a broad and constructive range of comments which gave me comfort that we can continue trading! We shall no doubt catch up again after Easter and happy reading as always...*

## quarterly survey

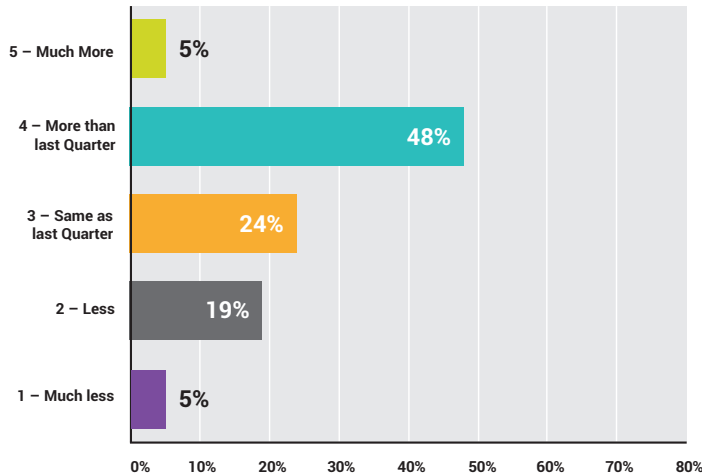
*your views matter and so another big thank you for all your responses. These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.*

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

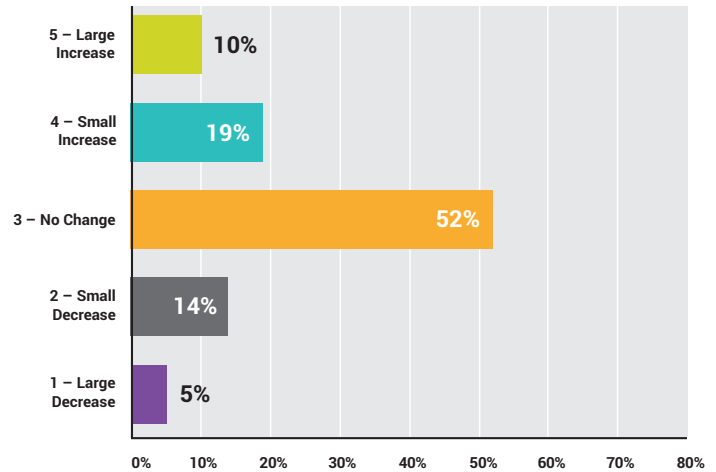
**Q2** *...and what is your outlook for the next 12 months?*



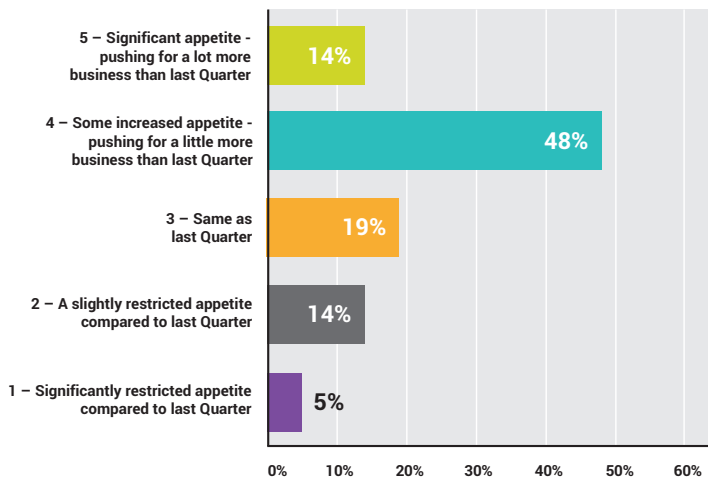
**Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?**



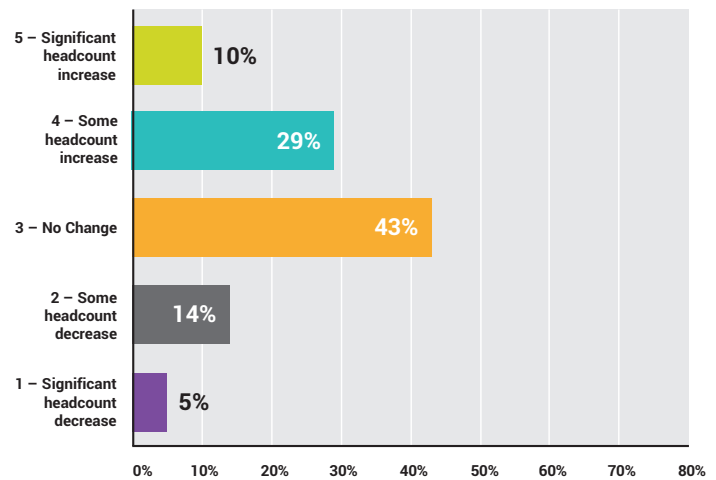
**Q4 Has your department headcount changed since last quarter?**



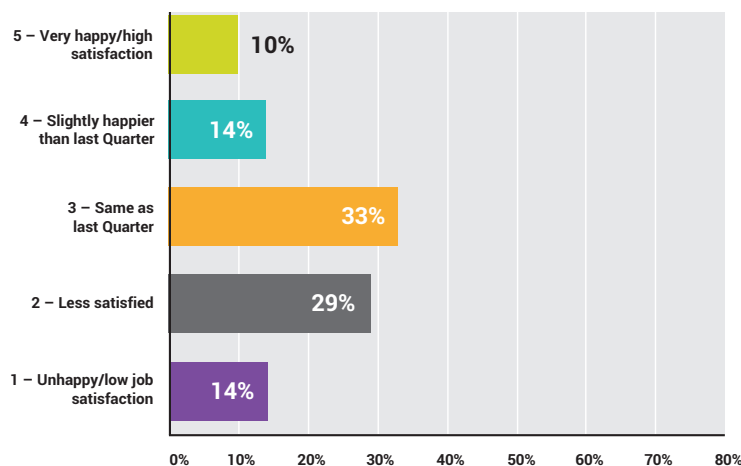
**Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)**



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



**Q7 What is your current level of job satisfaction?**



**Survey summary** - As alluded to above a new year usually brings a fresh wave of optimism and this year is no exception. Business confidence results and credit appetite, in particular, hit a 12 month high, the graphs speaking for themselves. 53% of respondents believe that more business has been written than last quarter albeit headcount has remained largely static, suggesting that institutions are "sweating their assets". Looking ahead headcount is indeed facing upward pressure with 39% registering signs of active hiring. However as has been observed in this section in the past business confidence outlook and personal job satisfaction are rarely linked, with a whopping 76% responding that they are equally or less satisfied with their role since last quarter. This represents a significant dip from the results of Q4 2017. On a more micro level our research points to "underwhelming" and "below expectations" bonuses coupled with the traditional new year "grass is greener" attitude at play, so one must always factor in such seasonal influences.



# Hot topic: What value do you get from Recruitment and Search firms?

*“...Market insights and information on competition...”*

*“...Naturally new opportunities and remuneration bench marking...”*

*“...for fear of stating the obvious the quality of the Search firm is paramount. Poor firms give poor value. Good firms really do add value. Be thorough when evaluating your supplier options...”*

*“...I do wonder but other options like RPO seem equally flawed...”*

*“...With all the potential options out there, many I might miss; I wouldn't have time to look if I am already working. It's like any job, if you do it full time, you are likely to be better at it than I am. Recruitment, selection, targeting, it's the same. Would I be willing to pay, directly or indirectly for a service that could potentially have a profound effect on my life, wealth and satisfaction? You bet I would...”*

*“...Good firms provide value sourcing relevant & interview worthy candidates for our firm...”*

*“...Hardly any...”*

*“...Honesty. Understanding client requirements. Thinking out of the box in terms of candidate search...”*

*“...hmmm, a mixed bag! Remember recruiters work for us, the jobseeker. If you don't like what they say and do, vote with your feet and go elsewhere. Plenty of firms out there who will act correctly and ethically...”*

*“... Connection, market intelligence, sound advice, and of course, a good cup of coffee...”*

*“...Quite a bit - they remain the best interface and are significantly better than in-house recruiters ...”*

*“...Clarification for my career direction...”*

*“... you need to sort the wheat from the chaff. Marks team, like a few other niche players, offer value, but beware the mass market. As a service though, without recruiters, many would struggle to develop their careers...”*

# recent market moves ....

October 2017

**Alex Collingwood**

Head of Trade & Working Capital  
Finance at BLME

October 2017

**David Bailey**

Associate Director,  
FIG at United Overseas Bank Limited

October 2017

**Gurpreet Jhand**

Deputy Relationship Director at HSBC

October 2017

**Kristina Chufarova**

Director, Wholesale Lending  
at J.P. Morgan

November 2017

**Amanda Jooma**

Relationship Director, NBF1 at HSBC

November 2017

**Avner Brunner**

Associate Director, GTB Trade & Supply  
Chain Finance at Scotiabank

November 2017

**William Little**

Associate Director, Corporate &  
Structured Finance Portfolio Management  
at Santander

November 2017

**Sihui Zeng**

Manager, DCM at ICBC

November 2017

**Linde van Goethem**

Corporate Banking Coverage  
at ABN AMRO

November 2017

**Irtiza Rizvi**

Associate Director, Credit Risk Audit  
(EMEA) at MUFG

November 2017

**Gabriela Pires**

Chief Risk and Compliance Officer  
at BFC Bank Limited

November 2017

**Anthony Newman**

Associate Director,  
Corporate Healthcare at AIB

November 2017

**Doireann Geoghegan**

Associate Director at HSBC

November 2017

**Paul Coates**

Executive Director/Head of Debt and  
Structured Finance EMEA at CBRE

November 2017

**Drew Wnek**

Senior Compliance Officer  
at Danske Bank

November 2017

**Shaheen Butt**

Head of Trade Finance at UBA Capital

December 2017

**Pratik Patel**

Director, Commodity Trade Finance  
at MUFG

December 2017

**Caroline Suttie**

Senior Credit Analyst at Bank of China

December 2017

**Oliver Wilson**

Head of Asset Based Lending  
at M&G Investments

December 2017

**Neil Sawbridge**

Chief Financial Officer  
at Wyelands Bank

December 2017

**Junaid Sarwar**

AVP Business Development Manager  
at Gatehouse Bank plc

December 2017

**Andrew Woods**

Relationship Manager,  
Corporate Banking at Shanghai  
Pudong Development Bank

December 2017

**Alice Gastaldi**

Head of Non-Investment Grade  
Syndications at MUFG

December 2017

**Simon Dodd**

Head of Project Finance/Greater China  
country exec. at ABN Amro

## recent market moves *continued*



December 2017

**Boon Yeap**

Trading & Financial Markets,  
Bank of Communications

January 2018

**Mohib Ahmed**

Senior Credit Analyst at Bank of China

January 2018

**Mike Turner**

Non-Executive Director at Barclays

January 2018

**Matt Broomfield**

Business Development Director,  
ABL at HSBC

January 2018

**Holly Dormer**

Internal Development Originator  
at Octopus Property

January 2018

**Steve Box**

Head of Business Development UK/  
Europe at Falcon Group

January 2018

**James Ambrose**

Sales Director  
at ABN AMRO Commercial Finance

January 2018

**Ludo Hashemi**

Structured Finance Analyst  
at Shawbrook Bank

January 2018

**Colin Ness**

Business Development Manager  
at Invest & Fund

January 2018

**Simon Dean**

Credit Partner at Metro Bank

January 2018

**Ian Hawthorn**

Senior Manager at United Trust Bank

January 2018

**Dan Boakes**

Head of Loan Servicing, at M7

January 2018

**Ben Lawrence**

Vice President, Financial Institutions  
Group at DBS Bank

January 2018

**Desislava Radeva**

Associate Director, Project & Export  
Finance at Standard Chartered Bank

January 2018

**Tamara Renshaw**

Business Development Director at  
RangeWell Finance

January 2018

**Marie Diana Lynn Coronel-Singson**

Head of Global Corporate Banking  
at MUFG

January 2018

**Andrew Au**

Regional Head for Greater China &  
North Asia at Standard Chartered

January 2018

**James Nicol**

Relationship Director,  
NBFi Insurance at Barclays

January 2018

**Carey Reade**

Portfolio Relationship Manager,  
Lease at ABN AMRO

January 2018

**Mark Knight**

Head of Capital & Liquidity  
Management at Deutsche Bank

January 2018

**Shan Jiang**

Senior Associate,  
Credit at Urban Exposure

January 2018

**Russell Kalam**

Senior Relationship Manager at QNB

January 2018

**Colin Ness**

Business Development Manager  
at Invest & Fund

January 2018

**Niranjan Kumar**

Executive Director,  
Compliance at Goldman Sachs

January 2018

**Qi Yan**

Trading & Financial Markets,  
Bank of Communications

February 2018

**Owura Osei-Frimpong**

Associate Director,  
Corporate Banking at AIB

February 2018

**Stuart Jones**

Lending Manager  
at Aldermore Bank PLC



# a sample of current mandates ....

**Senior Director, Client  
Coverage & Structured  
Finance:**

**Asian Bank**

**Basic £150,000 - £170,000**

**Head of HR:**

**Small International Bank**

**Basic £85,000 - £100,000**

**Property RM  
(Development Finance):**

**International Bank**

**£65,000 - £80,000**

**Director, Property &  
Bridging Finance:**

**International Bank**

**£130,000 - £150,000**

**RM, Healthcare:**

**Middle Eastern Bank**

**£90,000 - £150,000 basic**

**Credit Analyst:**

**Financial Institutions**

**Asian Bank**

**£55,000 - £65,000**

**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:*

**c james London Head Office, Level 2, 48-54 Moorgate, London EC2R 6EJ**

+44 (0) 20 7240 0760 [info@c-james.com](mailto:info@c-james.com)

 [@c\\_james\\_search](https://twitter.com/c_james_search) [www.c-james.com](http://www.c-james.com)