

introduction

Is there light at the end of Brexit negotiation tunnel? “Deal or no deal” is still a key question. If only Noel could ask his TV banker to suggest a sensible middle ground offer am sure we’d all be a lot happier. Sadly, life is not that straightforward but talking to our banking community on a daily basis the level of Brexit concern seems to have dropped and we can report that many senior bankers seem upbeat ahead of 2018. Once again hiring is on the up and we have witnessed an 11% increase in hiring mandates in Q3. Encouragingly as well as the recent hotspots of Risk, Compliance and Trade Finance we have also started to see a small rise in other origination



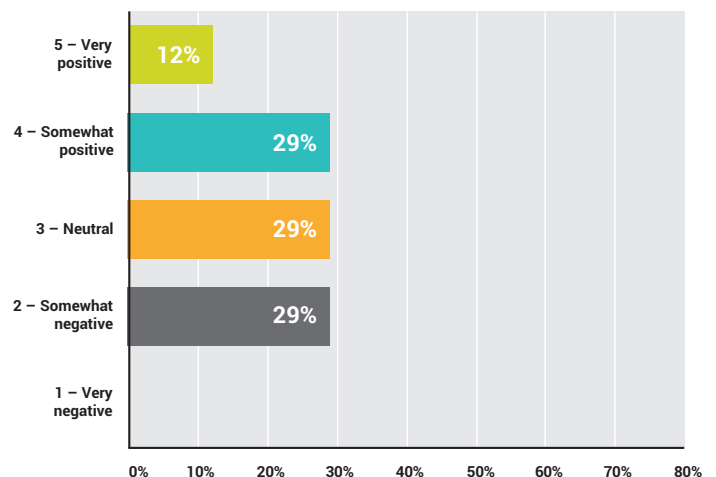
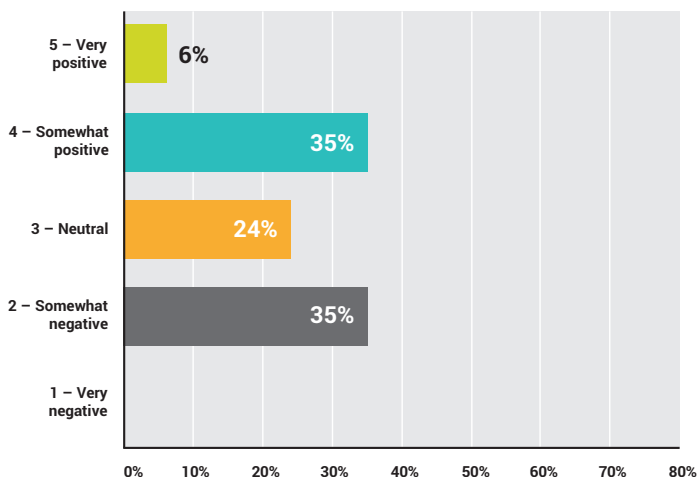
and marketing/RM related roles and their associated middle office support functions. Yes, UK economic fundamentals remain average (at best) but with positive sentiment across our Corporate Banking sectors let’s hope there are no unexpected disruptions to this period of relative stability. Enjoy your autumnal adventures and happy reading as always.

quarterly survey

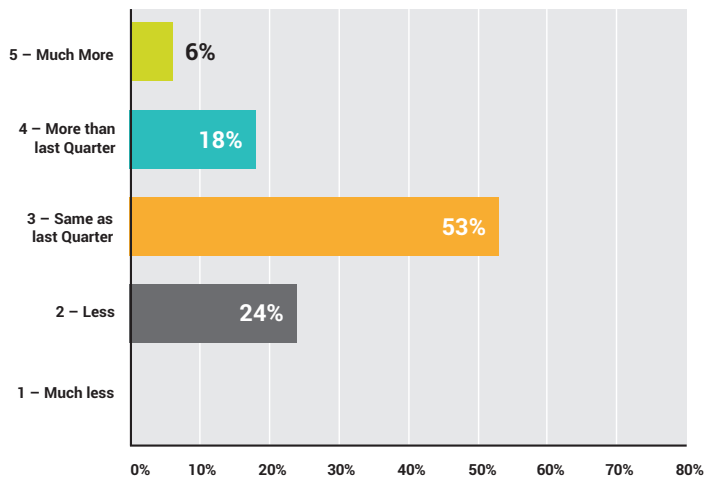
Your views matter and so another big thank you for all your responses. These questions reflect our most common enquiries and so this regular feature is a chance to measure and share current market sentiment.

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

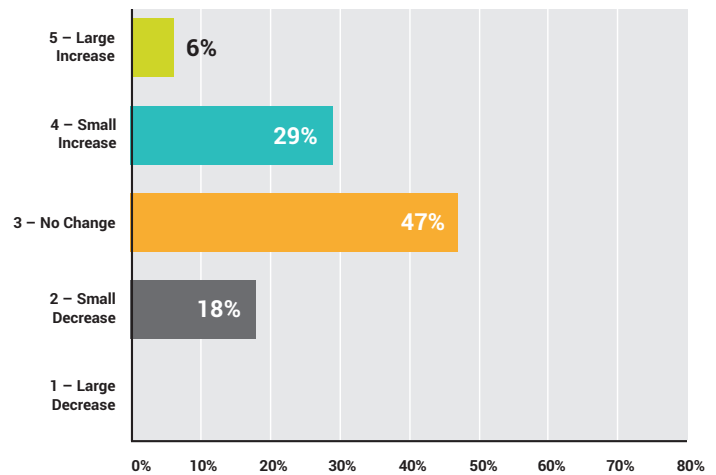
Q2 *...and what is your outlook for the next 12 months?*



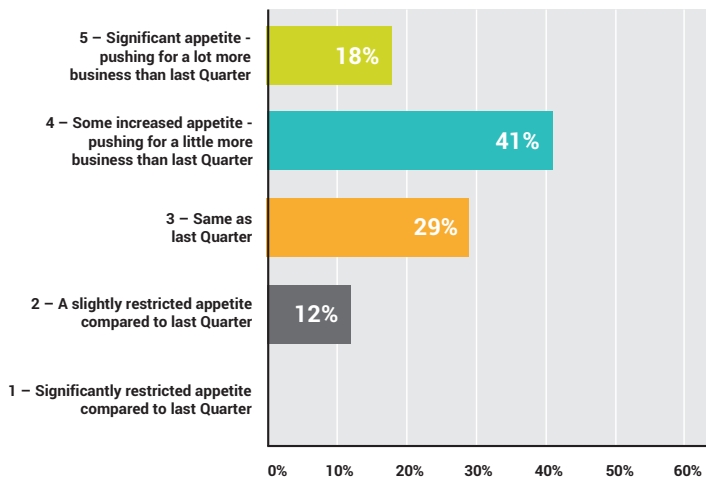
Q3 How much business has your institution written (approved and/or agreed) compared to last quarter?



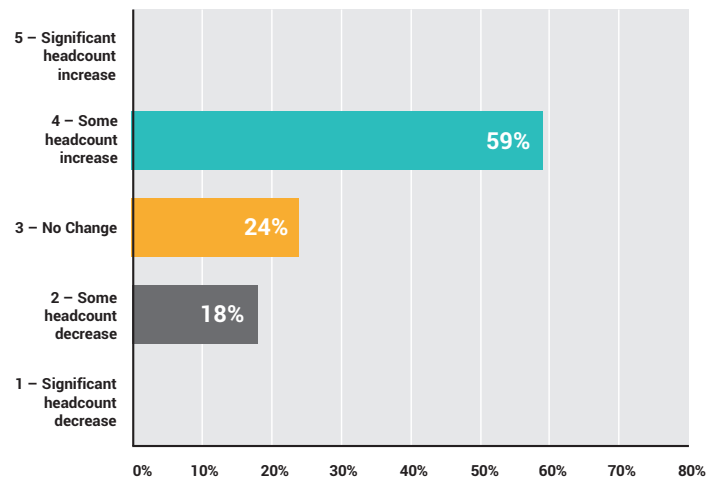
Q4 Has your department headcount changed since last quarter?



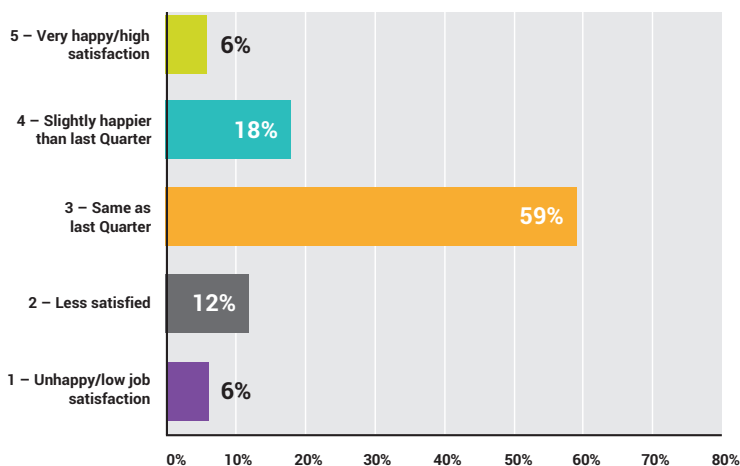
Q5 Regarding Credit Risk appetite, how 'open for business' is your institution compared to last quarter? (We refer here to the message being passed down from on high, are you being told that you want to do more or less business?)



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



Q7 What is your current level of job satisfaction?



Survey summary - A really interesting set of results. On a personal level short and medium term confidence remains flat from last quarter (no bad thing) however there would appear to be a definite increase in headcount, hiring potential and risk appetite. Most noteworthy is that 59% of respondents feel their institution is pushing for more business (of which 18% report a significant push) and also 59% foresee future headcount increases. Might this be banks gearing up for 2018? Aside of this job satisfaction levels have dipped slightly this quarter again reflecting that how bankers feel and what bankers see are two different things. Overall however, discounting the usual post bonus spike in satisfaction, bankers have seemed reasonably content and this has remained steady throughout 2017.



Small bank v Big “brand name” bank. What is best for your career and development? What experiences have you had?

“Big names - better training programmes”

“Best to start and learn in big brand name banks and then make a difference at a senior level in a small/niche bank”

“Having got both large and small on my CV, I personally think that smaller bank’s demand a greater a range of skills and tenacity without the safety net of resources offered by larger institutions. I actually think that working for large and small banks are completely different jobs!”

“Neither I prefer start-ups”

“Small bank = greater ownership, involvement, appreciation, variation”

“Small is usually conspicuous but not always efficient, big does not mean good, while brand is in the eye of the beholder”

“There is no question that the foundation of a large brand bank on the CV helps. It’s like a certificate that says to a potential employer, my core skills are sound. However, longer term I’m not sure it pays to stay. Variety is both healthy and needed. No one wants to be labelled institutionalised”

“There is no right answer, its personal and you should be guided by your own motivations. Don’t follow the herd. It’s your career, no one else’s”

“Wherever the money takes you. Just don’t change too frequently.”

“You feel more connected and needed in a smaller institution. I see and speak to the CEO on a daily basis here. Quite a difference from my last bigger employer!”

“Managing your career and employers is something that we should all take more care and time over. By developing a real specialism and client network, headhunters have identified me and presented various options over the years. We then can pick and choose the right option at the right time. Big or small doesn’t matter to me, however which is the best fit for the stage of your career does”

recent market moves

June 2017

Shankar Madkaikar

Relationship Manager, NBFIs at ICBC

June 2017

Michael Morley

Head of Wealth Management UK
at Deutsche Bank

June 2017

Hubert Rault

Senior Credit Analyst
Large Corporates at Intesa Sanpaolo

June 2017

Parminder Athwal

Relationship Manager at HSBC

June 2017

Cristina Morar

Commercial Short-Term Lending
Manager at Hampshire Trust Bank

June 2017

Graeme Hunter

Head of Credit Process
at BNP Paribas AM

July 2017

Richard Lynn

Relationship Director
Property Finance at Secure Trust Bank

July 2017

Joe Bailey

Real Estate Relationship Director
at Secure Trust Bank

July 2017

Adrian Morgan

Director, Leasing at BLME

July 2017

Richard Starsmeare

Director, Business Development
Middle East at BACB

July 2017

Andy Emanuel

Director Structured Finance at
Sumitomo Mitsui Banking Corporation

July 2017

Usman Butt

Senior Product Manager, Trade and
Supply Chain Finance at HSBC

July 2017

Ladislav Gallant

Executive Director, Asset Based
Finance at Rabobank

July 2017

Tom Baldock

Property Finance Analyst
at Bank of Communications

July 2017

Hitesh Patel

Relationship Manager
at Aldermore Bank

July 2017

Devin Driver

Director, Compliance, Central Function
at Standard Chartered Bank

Jul 2017

Patrick McCorry

Senior Trade Finance Officer
at Credit Agricole

July 2017

Oscar Julio Pérez Frías

Originator and Structurer
ABL at Rabobank

July 2017

Serenity Morley

Head of Primary Servicing
at Mount Street

July 2017

Steve McDermott

CRO at State Bank of India

July 2017

Francisca Michielsen

Head of International Trade & Working
Capital at Santander

August 2017

Oliver Preston

Asset Manager at Capita

August 2017

Tom Cutmore

Compliance Officer at HSBC

August 2017

Achi Ejikeme

Director, Real Estate Finance
at Secure Trust Bank



recent market moves *continued*



August 2017

Bhavish Shah

Associate Director Housing Finance
at MUFG

August 2017

Tim Haden

Associate, Leverage Finance at Natixis

August 2017

Jack Watson

Vice President at SMBC

August 2017

James Crick

VP, Credit Analyst at Morgan Stanley

August 2017

Hatem Afify

MLRO & Compliance Officer Assistant
at BMCE

September 2017

Paul Lyons

Relationship Director, Real Estate
Finance at Bank of Cyprus

September 2017

Michael McGill

Director, Structured Solutions
at Standard Chartered Bank

September 2017

Michael Mann

Senior Business Development
Manager at OneSavings Bank

September 2017

Barbara Kazibwe

Associate Director, Property Finance
at Barclays

September 2017

Maso Ceccanti

Audit Manager at Rabobank

September 2017

James Collins

FI Relationship Manager at Shanghai
Pudong Development Bank

September 2017

Bodil McBurnett

Associate Director at Danske Bank UK

September 2017

Malcolm Himsworth

NED and Chair of Board
Audit Committee at
Holmesdale Building Society

September 2017

Muzaffar Mian

Business Development,
SME at State Bank of India

September 2017

Asif Ismail

Trade Finance Associate
at BNP Paribas

September 2017

Tony Worthington

Head of UK Corporate & Institutional
Banking at Qatar National Bank

September 2017

James Heath

Chief Financial Officer at CivilisedBank

September 2017

Nabil Awan

Relationship Manager
at Al Rayan Bank

September 2017

Nicolas Bechara

Senior Associate Credit Analyst
at BTMU

September 2017

Kenneth Young

Vice President, Loan Distribution and
Syndication at Standard Bank Group

October 2017

Gurpreet Jhand

Relationship Support Analyst at HSBC

October 2017

Nick Haggitt

Originator at Paragon Bank
Business Finance

October 2017

Gavin Westmoreland

Director, Insurance Corporate Banking
at Barclays

October 2017

Julian Cassen

Senior Business Development
Manager at MarketInvoice

October 2017

Maurice Benisty

Chief Commercial Officer at Demica

October 2017

Graeme Tosen

CFO at ICBC Bank

October 2017

Anupa Parmar

Manager, Real Estate at Al Rayan



a sample of current mandates

Please click on the text in each box for a hyperlink to more information (where possible).

Manager:

Operational Risk

European Bank

Basic: £65,000 - £75,000

Director:

EMEA Syndications

International Bank

Basic: £100,000 - £120,000

AVP:

Credit Risk

Asian Bank

Basic: £65,000 - £80,000

Retail/Branch Banking Associate:

International Bank

Basic: £25,000 - £30,000

Head of Risk:

(Credit & Market)

International Bank

Basic: £150,000 - £175,000

Loans & Credit Administration:

Officer

Basic: £40,000 - £50,000

Senior Director:

Asset Based Lending

UK focus

Basic: £140,000 - £160,000

Trade Finance Operations:

Junior Officer

Basic: £25,000 - £35,000

Manager:

IR and FX Trading
(Mandarin speaking)

Basic: £55,000 - £75,000

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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