

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

Q4 - 2021 UPDATE

THANK --- YOU



Mike Richards

CEO and Founder

Mike Richards is the CEO Founder of The Treasury Recruitment Company who recruit corporate treasury professionals from Analysts to Directors on a permanent, temporary and interim basis. He speaks at treasury conferences globally discussing the management of treasury talent and treasury recruitment, as well as hosting the popular podcast www.TreasuryCareerCorner.com where he interviews treasury professionals from around the world about their treasury careers.

I personally wanted to say thank you to everyone who has taken part in our latest Treasury Salary and Market Survey.

Your participation makes the survey the invaluable document that it is, providing each of you, as well as the wider treasury community, with a clear and factual picture of the treasury market as a whole.

It not only allows for accurate salary benchmarking on a global scale, but also an understanding of the opinions and behaviors of those operating in this demanding and ever-changing industry.

Our goal is to continue to make the survey bigger and better, attracting participants from all corners of the treasury spectrum, whether that be in terms of geographical locations or types of role.

We hope that you will find the results of the ongoing survey both enlightening and useful.

It highlights a number of factors influencing the state of the treasury market today and it allows us to provide you with the best possible service and support in the future.

A handwritten signature in black ink that reads "Mike Richards". The signature is fluid and cursive.

I WANT TO SAY A HUGE THANK YOU TO THE TREASURY PROFESSIONALS WHO HAVE TAKEN PART IN THE LATEST TREASURY SALARY AND MARKET SURVEY.

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BACKGROUND TO THE SALARY SURVEY

BACKGROUND TO THE SURVEY

Our Salary and Market Survey was originally created back in 2002. The principal aim of which was to be able to capture a true picture of the salary ranges and market opinions of those operating in the industry. What sets this survey apart from the other more generalist surveys out there, is the scope of the data gathered, the breadth of participants involved and the accuracy of the data provided.

SCOPE OF DATA

This survey asks participants to answer a series of questions focusing on their past experience, backgrounds and current positions, as well their personal feelings regarding job satisfaction, overall fulfilment and financial reward. The survey delves into the views and opinions of each participant at a far deeper level than any other survey of its kind, the result of which, is a truly unique insight into the behaviours and beliefs of the treasury community as a whole.

BREADTH OF PARTICIPANTS

The strength of this survey is driven in part by the range of respondents involved, both in terms of level and geographic location. From a level perspective, every single position has been accounted for from Treasury Assistant through to Group Treasurer, as well as the more niche functions of Treasury Accountant, Treasury Consultant and Regional / International Treasurer. In terms of geography, all key continents have been covered, from Europe, North America and Canada, through to Asia, Australia and Africa. This has provided a detailed cross-section of the treasury population and an unrivalled understanding of the industry globally.

ACCURACY OF DATA

Often with this type of survey, errors can occur in the data provided which can significantly alter results. In order to ensure the accuracy and authenticity of the data in our survey, every single participant has been checked and verified, and any anomalies or discrepancies have been rectified. Additionally, the data provided is based purely on fact, compiled from 'real' treasury professionals as opposed to assumptions or speculation from third parties. This has resulted in a superior level of survey which reflects true market conditions.



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Compensation by Position

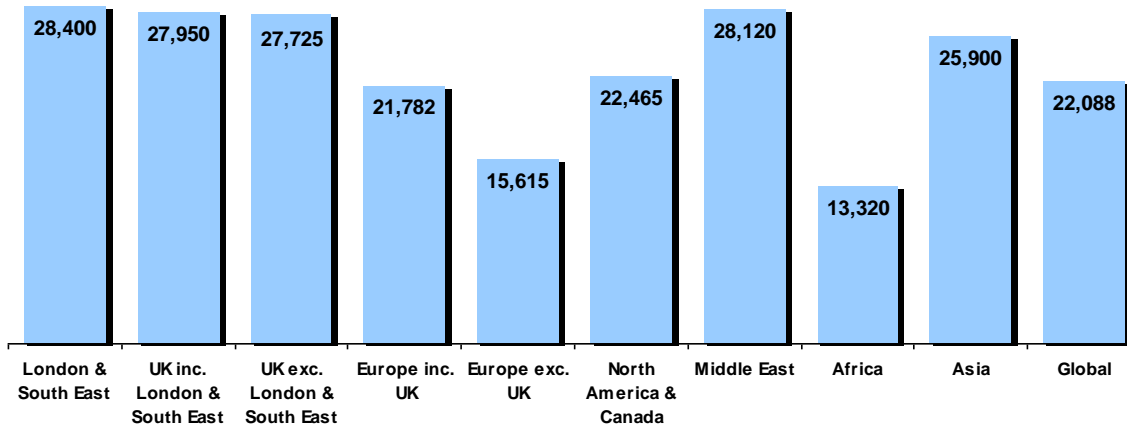
Position: Treasury Assistant

Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	1	27,500	0	900	28,400
UK inc. London & South East	3	26,583	1,200	1,450	27,950
UK exc. London & South East	2	26,125	1,200	2,000	27,725
Europe inc. UK	6	20,435	1,017	1,513	21,782
Europe exc. UK	3	14,286	835	1,575	15,615
North America & Canada	2	22,465	0	0	22,465
Middle East	1	22,200	2,220	3,700	28,120
Africa	1	9,620	0	3,700	13,320
Asia	1	25,900	0	0	25,900
Global	11	20,478	1,418	2,242	22,088

Average Total Compensation

Currency in





Min & Max Ranges

Treasury Assistant

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	1								
UK inc. London & South East	3								
UK exc. London & South East	2								
Europe inc. UK	6								
Europe exc. UK	3								
North America & Canada	2								
Middle East	1								
Africa	1								
Asia	1								
Global	11								

If you want to see the full results, then go to
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Complete the survey & we will happily send you the
results!



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Compensation by Position

Position: Treasury Analyst / Dealer

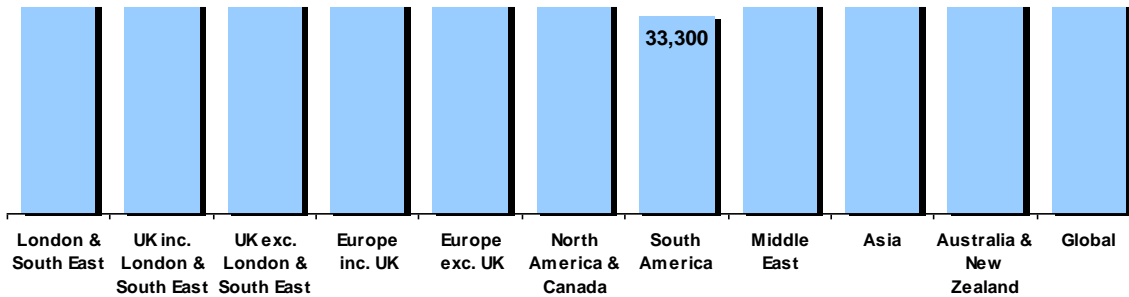
Currency in UK £

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	12				
UK inc. London & South East	20				
UK exc. London & South East	8				
Europe inc. UK	34				
Europe exc. UK	14				
North America & Canada	15				
South America	1				
Middle East	1				
Asia	1				
Australia & New Zealand	1				
Global	53				

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Average Total Compensation

Currency in





Min & Max Ranges

Treasury Analyst / Dealer

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	12	<p>If you want to see the full results, then go to www.TreasurySalary.com Complete the survey & we will happily send you the results!</p>							
UK inc. London & South East	20								
UK exc. London & South East	8								
Europe inc. UK	34								
Europe exc. UK	14								
North America & Canada	15								
South America	1								
Middle East	1								
Asia	1								
Australia & New Zealand	1								
Global	53								



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Compensation by Position

Position: Treasury Manager

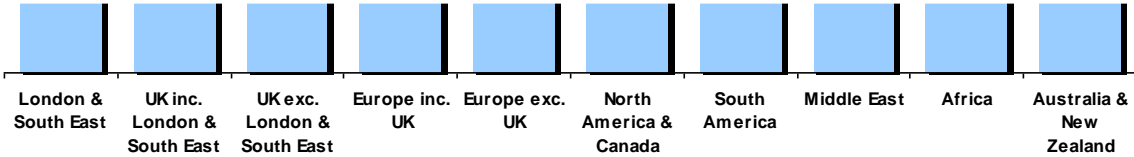
Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East					
UK inc. London & South East					
UK exc. London & South East					
Europe inc. UK					
Europe exc. UK					
North America & Canada					
South America					
Middle East					
Africa					
Australia & New Zealand					
Global					

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Average Total Compensation

Currency in UK £





Min & Max Ranges

Treasury Manager

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	19								
UK inc. London & South East	44								
UK exc. London & South East	25								
Europe inc. UK	87								
Europe exc. UK	43								
North America & Canada	58								
South America	1								
Middle East	1								
Africa	1								
Australia & New Zealand	1								
Global	150								

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Compensation by Position

Position: Treasury Accountant

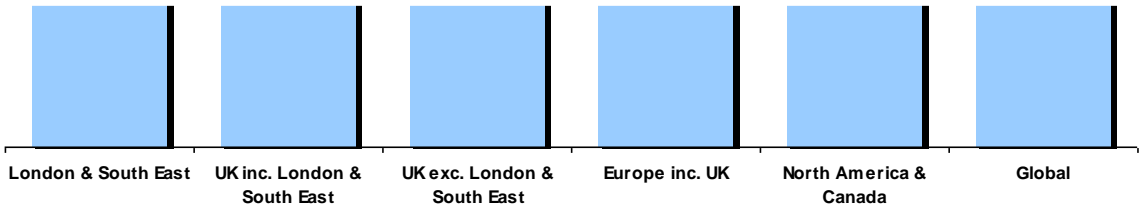
Currency in

Region	Responses
London & South East	2
UK inc. London & South East	5
UK exc. London & South East	3
Europe inc. UK	5
North America & Canada	1
Global	6

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Average Total Compensation

Currency in





Min & Max Ranges

Treasury Accountant

Currency in |

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	2								
UK inc. London & South East	5								
UK exc. London & South East	3								
Europe inc. UK	5								
North America & Canada	1								
Global	6								

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Compensation by Position

Position: Treasury Consultant

Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	7				
UK inc. London & South East	12				
UK exc. London & South East	5				
Europe inc. UK	20				
Europe exc. UK	8				
North America & Canada	15				
Middle East	1				
Global	36				

If you want to see the full results, then go to www.TreasurySalary.com
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Average Total Compensation

Currency in





Min & Max Ranges

Treasury Consultant

Currency in |

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	7								
UK inc. London & South East	12								
UK exc. London & South East	5								
Europe inc. UK	20								
Europe exc. UK	8								
North America & Canada	15								
Middle East	1								
Global	36								

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Compensation by Position

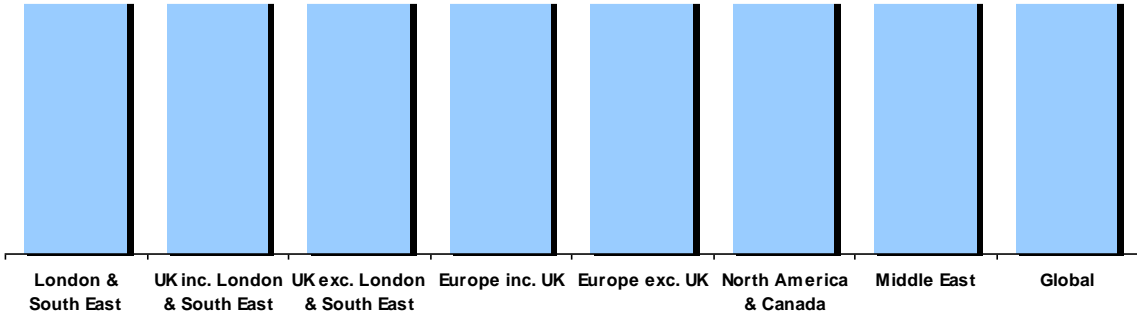
Position: Assistant Treasurer

Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	13				
UK inc. London & South East	21				
UK exc. London & South East	8				
Europe inc. UK	32				
Europe exc. UK	11				
North America & Canada	34				
Middle East	1				
Global	67				

If you want to see the full results, then go to www.TreasurySalary.com
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Average Total Compensation





Min & Max Ranges

Assistant Treasurer

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	13								
UK inc. London & South East	21								
UK exc. London & South East	8								
Europe inc. UK	32								
Europe exc. UK	11								
North America & Canada	34								
Middle East	1								
Global	67								

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Compensation by Position

Position: Deputy Treasurer

Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	4				
UK inc. London & South East	9				
UK exc. London & South East	5				
Europe inc. UK	13				
Europe exc. UK	4				
North America & Canada	4				
Global	17				

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Average Total Compensation

Currency in





Min & Max Ranges

Deputy Treasurer

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	4								
UK inc. London & South East	9								
UK exc. London & South East	5								
Europe inc. UK	13								
Europe exc. UK	4								
North America & Canada	4								
Global	17								

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Compensation by Position

Position: International / Regional Treasurer

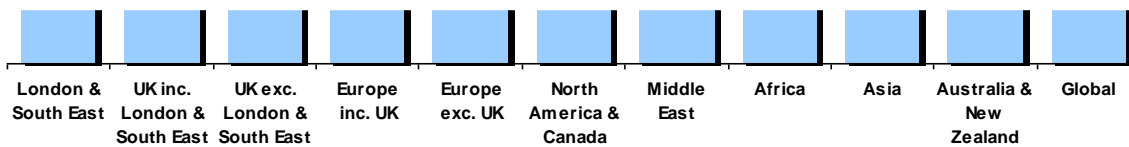
Currency in

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	13				
UK inc. London & South East	28				
UK exc. London & South East	15				
Europe inc. UK	53				
Europe exc. UK	25				
North America & Canada	10				
Middle East	1				
Africa	1				
Asia	1				
Australia & New Zealand	3				
Global	69				

If you want to see the full results, then go to www.TreasurySalary.com
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Average Total Compensation

Currency in





Min & Max Ranges

International / Regional Treasurer

Currency in

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	13								
UK inc. London & South East	28								
UK exc. London & South East	15								
Europe inc. UK	53								
Europe exc. UK	25								
North America & Canada	10								
Middle East	1								
Africa	1								
Asia	1								
Australia & New Zealand	3								
Global	69								

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Compensation by Position

Position: Group / Global Treasurer / Treasury Director

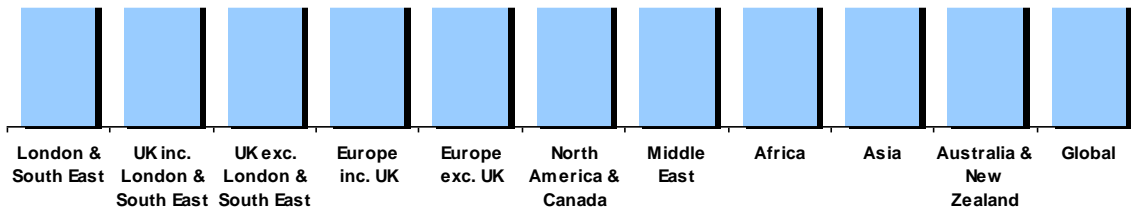
Currency in |

Region	Responses	Average Base Sal.	Average Yearly Car Allowance	Average Bonus	Average Total Compensation
London & South East	17				
UK inc. London & South East	39				
UK exc. London & South East	22				
Europe inc. UK	76				
Europe exc. UK	37				
North America & Canada	34				
Middle East	3				
Africa	1				
Asia	1				
Australia & New Zealand	3				
Global	118				

If you want to see the full results, then go to www.TreasurySalary.com
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Average Total Compensation

Currency in |





Min & Max Ranges

Group / Global Treasurer / Treasury Director

Currency in UK £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
London & South East	17								
UK inc. London & South East	39								
UK exc. London & South East	22								
Europe inc. UK	76								
Europe exc. UK	37								
North America & Canada	34								
Middle East	3								
Africa	1								
Asia	1								
Australia & New Zealand	3								
Global	118								

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Benefits

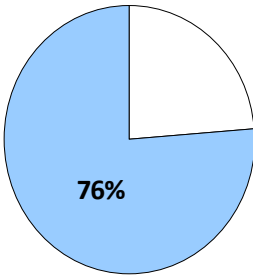
All Positions

Region	Total Responses	Health Care	Pension	Share Option	Gym Membership	Season Ticket
London & South East	88	70	71	20	19	36
UK inc. London & South East	181	138	137	47	37	55
UK exc. London & South East	93	68	66	27	18	19
Europe inc. UK	326	220	203	82	64	61
Europe exc. UK	145	82	66	35	27	6
North America & Canada	173	148	66	41	30	1
South America	2	2	0	0	0	0
Middle East	9	9	2	3	2	0
Africa	4	3	0	0	1	0
Asia	4	2	0	2	0	0
Australia & New Zealand	8	2	1	2	0	0

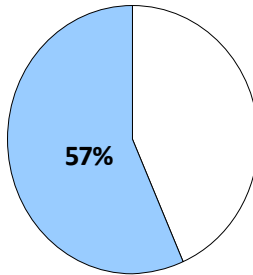
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Healthcare Benefits

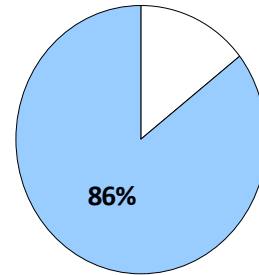
United Kingdom



Europe

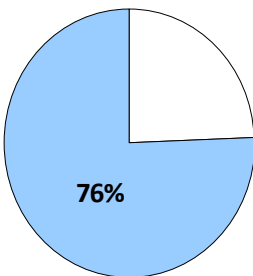


North America

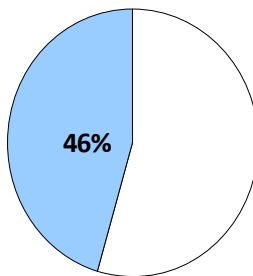


Pension Plans

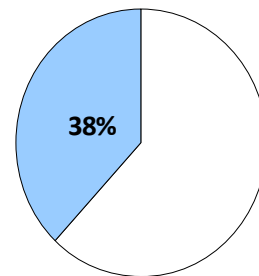
United Kingdom



Europe



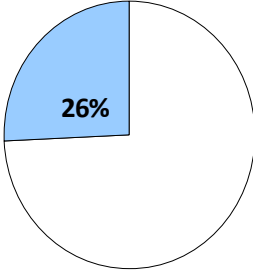
North America



Benefits

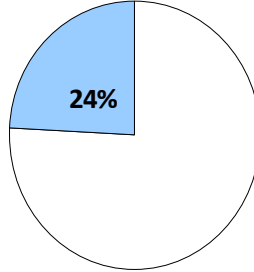
All Positions

United Kingdom

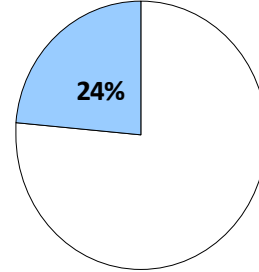


Share Options

Europe

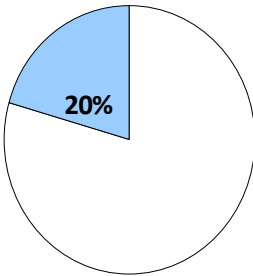


North America

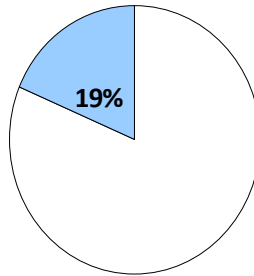


Gym Membership

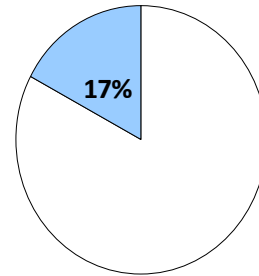
United Kingdom



Europe

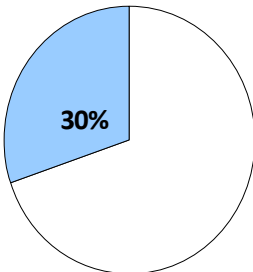


North America

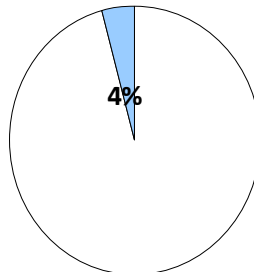


Season Tickets

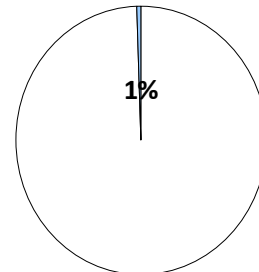
United Kingdom



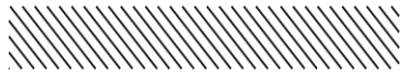
Europe



North America



FINAL WORDS



Thanks once again to all those who participated in the Salary Survey, it has been a huge success and reveals some very interesting facts and views about the market in which we operate. The reason this survey is so valuable and unique in nature, is because it has been produced “for the people, by the people”.

And this is where we need your help

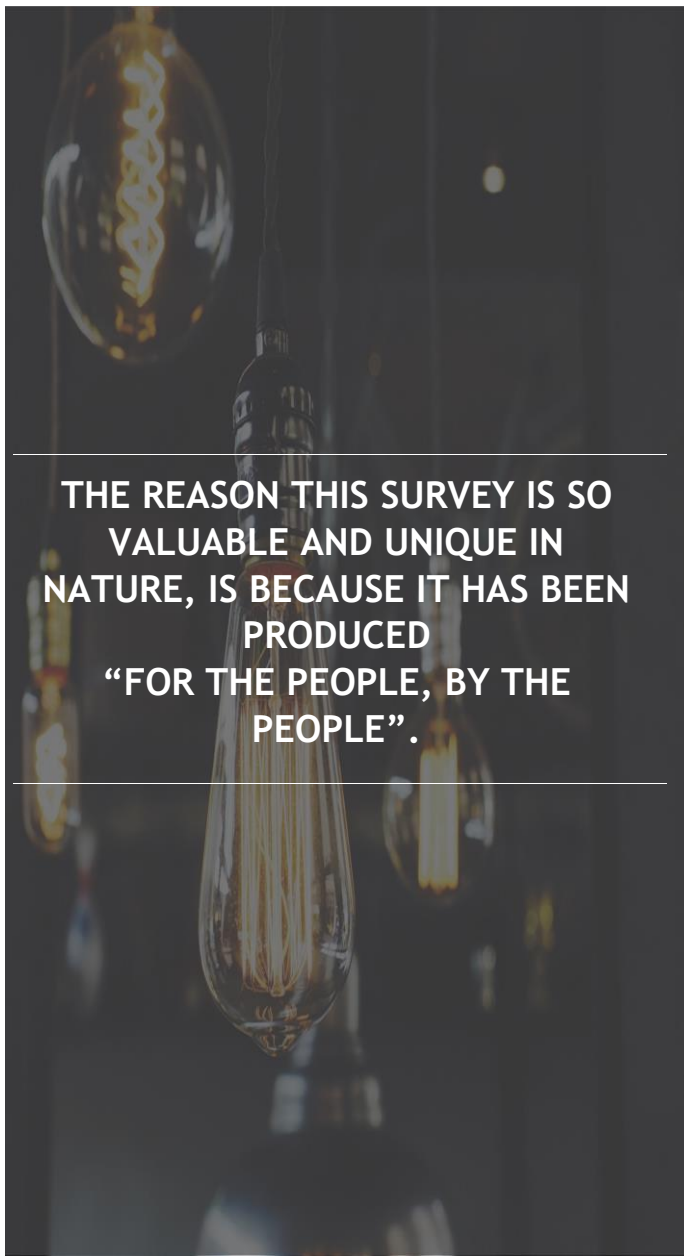
We want to give you a survey where every single member of the treasury community worldwide participates and receives key information about their situation and experiences. What a great tool that is for everyone..

So let’s work together to achieve this goal. Start now by encouraging your colleagues, team mates, bosses, and anyone who is in your treasury network to get involved and invest the few minutes it takes to complete the Survey. And let us know your feedback. If there is something you would like us to include or any area you would like us to expand on, do tell us.

This Survey is for you and we want to make it the best it can be.



Mike Richards
CEO and Founder



THE REASON THIS SURVEY IS SO VALUABLE AND UNIQUE IN NATURE, IS BECAUSE IT HAS BEEN PRODUCED “FOR THE PEOPLE, BY THE PEOPLE”.

CONTACT US

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