

THE  
TREASURY  
RECRUITMENT  
CO

# GLOBAL TREASURY SALARY SURVEY

Q1  
2023 UPDATE





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# BACKGROUND TO THE SALARY 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 up to Global Treasurer / Treasury Director, 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

The accuracy of the data in our survey is of the utmost importance to ensure that the results are reliable and trustworthy. To ensure the authenticity of the data, every participant has been thoroughly vetted and any anomalies or discrepancies have been addressed.

Furthermore, the data is based solely on information provided by actual treasury professionals, rather than assumptions or speculation from external sources.

This results in a survey that accurately reflects the true market conditions and provides valuable insights to the treasury community.

## CONVERSION FACTORS

	STERLING	US	EUROS
<b>AUS</b>	0.56	0.69	0.63
<b>CAD</b>	0.60	0.74	0.68
<b>CHF</b>	0.87	1.08	1
<b>DKK</b>	0.11	0.14	0.13
<b>EURO</b>	0.87	1.08	1
<b>GBP</b>	1	1.23	1.14
<b>SEK</b>	0.07	0.09	0.08
<b>SGD</b>	0.61	0.75	0.69
<b>USD</b>	0.80	1	0.92



# THANK YOU



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**“ 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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**Mike Richards**  
CEO & Founder

Mike Richards is the CEO and founder of The Treasury Recruitment Company, we recruit corporate treasury professionals, from Treasury Analyst to Global Treasurer, for permanent, temporary and interim roles.

He is a well-known figure in the treasury industry and a regular speaker at treasury conferences worldwide, sharing his expertise on managing treasury talent and treasury recruitment.

Additionally, he hosts the highly acclaimed podcast, TreasuryCareerCorner.com, where he interviews treasury professionals from around the globe about their careers in the field.

I want to thank everyone who participated in our 2023 Global Treasury Salary and Market Survey. The aim of the survey remains to capture a true picture of salary ranges and market opinions within the industry. What sets our survey apart is its scope of data gathered, breadth of participants involved, and accuracy of the data provided in this demanding and ever-changing industry.

The survey continues to ask participants to answer a series of questions focusing on their experience, backgrounds, current positions, as well as their personal feelings regarding job satisfaction, overall fulfilment, and financial reward. The survey delves deeper into the views and opinions of each participant than any other survey of its kind, resulting in a unique insight into the behaviours and beliefs of the treasury community.

The survey's strength continues to be driven in part by the range of respondents involved, both in terms of level and geographic location. Every single position is accounted for, from Treasury Analyst to Global Treasurer, as well as positions such as Treasury Accountant, Treasury Consultant, and Regional / International Treasurer.

All key continents are covered, including Europe, North America and Canada, Asia, Australia, and Africa, providing a detailed cross-section of the treasury population and an unrivalled understanding of the industry globally. Thank you again for your participation.

# COMPENSATION BY POSITION

# THE TREASURY RECRUITMENT COMPANY

## Compensation by Position

### Europe

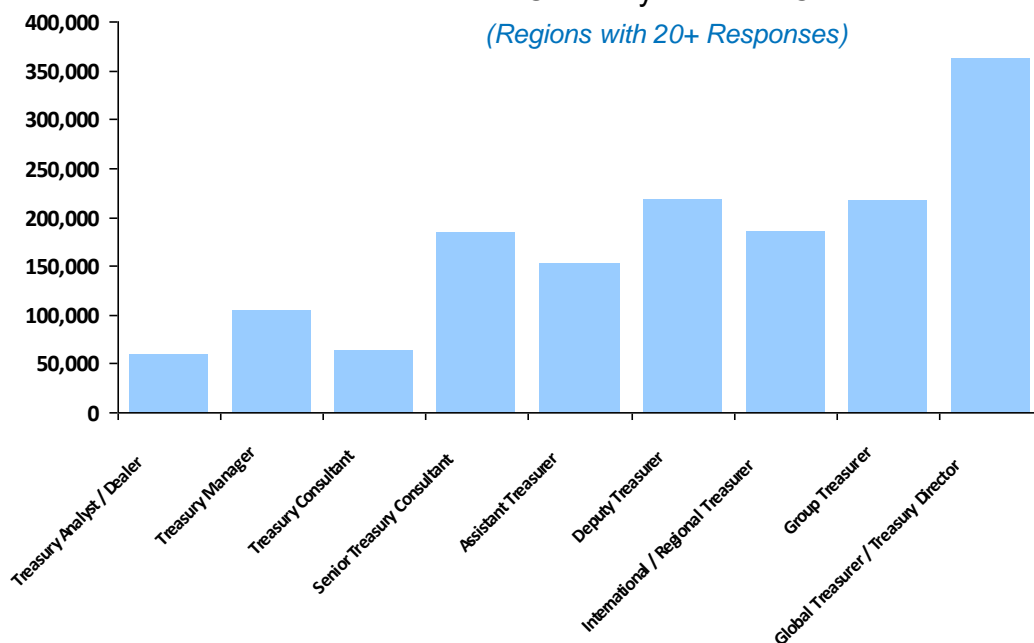
Currency in Euros €

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	39	€55,193	€5,869	23%	€4,976	79%	€60,503
Treasury Manager	98	€93,537	€7,824	18%	€12,125	76%	€104,130
Treasury Consultant	4	€56,375	€7,200	-	€7,128	-	€63,521
Senior Treasury Consultant	8	€166,100	€0	-	€36,250	-	€184,225
Assistant Treasurer	58	€128,256	€9,632	40%	€23,902	88%	€153,093
Deputy Treasurer	27	€149,658	€10,470	52%	€71,048	89%	€218,240
International / Regional Treasurer	25	€152,028	€12,193	56%	€33,040	84%	€186,610
Group Treasurer	59	€171,559	€11,454	51%	€49,091	81%	€217,321
Global Treasurer / Treasury Director	27	€248,309	€14,690	52%	€125,349	85%	€362,704
<b>Global:</b>	<b>345</b>	<b>€130,377</b>					<b>€163,317</b>

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



# **COMPENSATION BY JOB ROLE**

**Including Average for Base Salaries,  
Car Allowances, Bonuses, Total  
Compensations**

**Also Minimum & Maximum Compensation  
Packages**

# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Analyst / Dealer

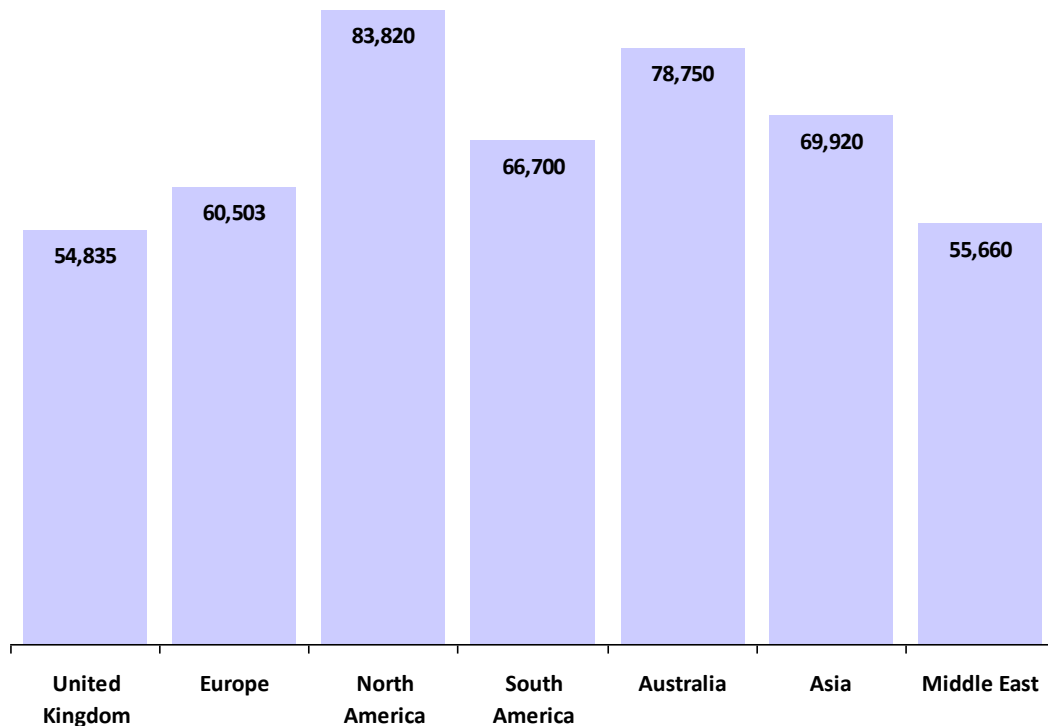
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	62	€52,465	€4,841	5%	€5,518	39%	€54,835
Europe	39	€55,193	€5,869	23%	€4,976	79%	€60,503
North America	35	€76,738	€0	0%	€10,329	69%	€83,820
South America	2	€45,540	€0	-	€21,160	-	€66,700
Australia	1	€78,750	€0	-	€0	-	€78,750
Asia	1	€55,200	€5,520	-	€9,200	-	€69,920
Middle East	2	€51,060	€0	-	€9,200	-	€55,660
<b>Global:</b>	<b>142</b>	<b>€59,284</b>					<b>€63,989</b>

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)





# THE TREASURY RECRUITMENT COMPANY

## Compensation

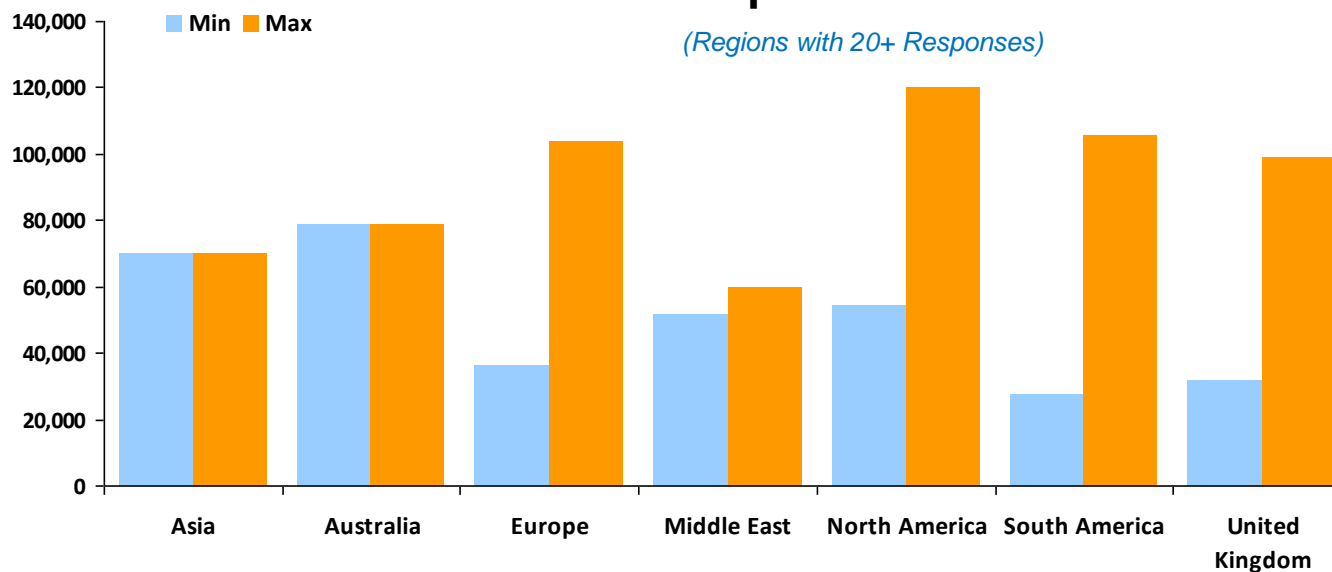
### Treasury Analyst / Dealer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	62	€31,920	€88,920	€0	€6,498	€0	€12,540	€31,920	€99,180
Europe	39	€35,000	€99,000	€0	€8,400	€0	€12,500	€36,000	€103,950
North America	35	€53,268	€92,000	€0	€0	€0	€28,336	€54,464	€120,336
South America	2	€22,080	€69,000	€0	€0	€5,520	€36,800	€27,600	€105,800
Australia	1	€78,750	€78,750	€0	€0	€0	€0	€78,750	€78,750
Asia	1	€55,200	€55,200	€5,520	€5,520	€9,200	€9,200	€69,920	€69,920
Middle East	2	€42,320	€59,800	€0	€0	€0	€9,200	€51,520	€59,800

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Manager

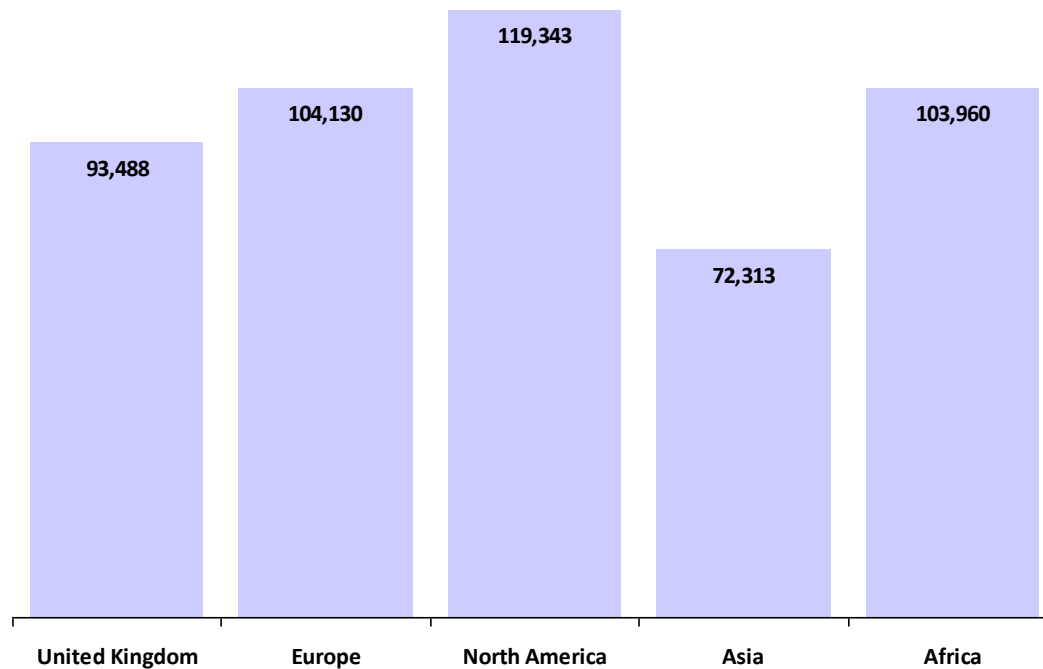
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	109	€81,885	€6,499	27%	€12,661	78%	€93,488
Europe	98	€93,537	€7,824	18%	€12,125	76%	€104,130
North America	35	€108,086	€0	0%	€12,710	89%	€119,343
Asia	1	€63,688	€0	-	€8,625	-	€72,313
Africa	1	€72,680	€11,040	-	€20,240	-	€103,960
Global:	244	€90,211					€101,427

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



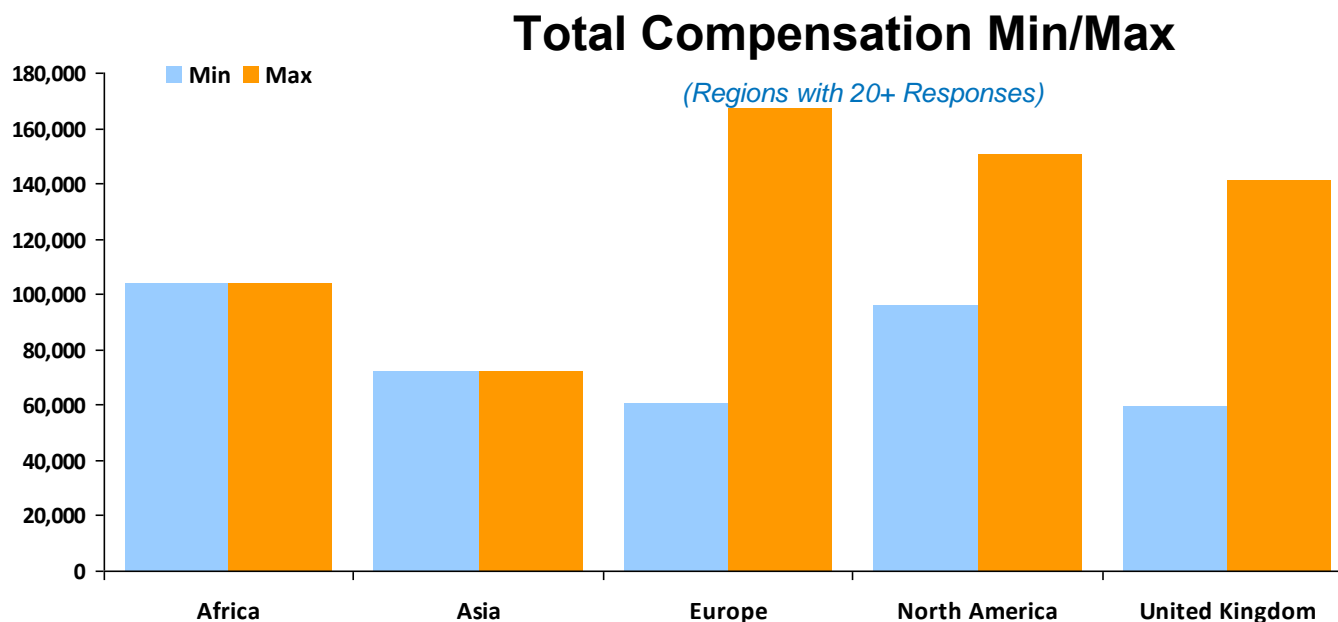
# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Treasury Manager

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	109	€57,228	€102,600	€0	€10,260	€0	€68,400	€59,508	€141,360
Europe	98	€55,000	€150,000	€0	€14,100	€0	€30,000	€61,000	€167,000
North America	35	€88,400	€126,684	€0	€0	€0	€28,296	€96,140	€150,656
Asia	1	€63,688	€63,688	€0	€0	€8,625	€8,625	€72,313	€72,313
Africa	1	€72,680	€72,680	€11,040	€11,040	€20,240	€20,240	€103,960	€103,960





THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant

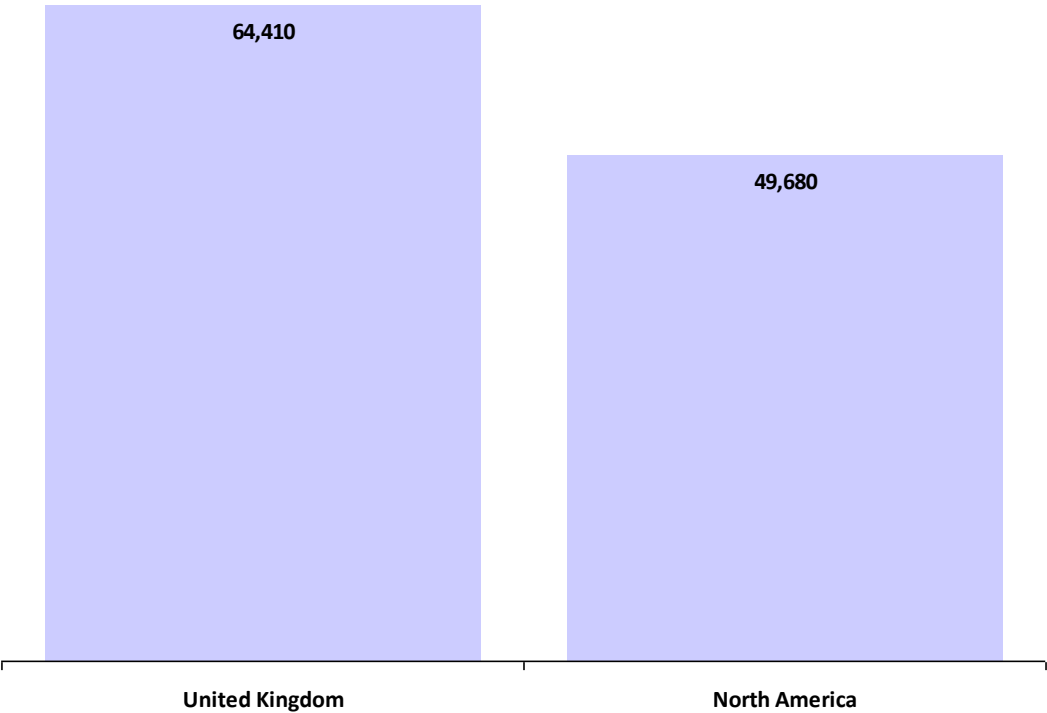
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	4	€64,410	€0	-	€0	-	€64,410
North America	1	€49,680	€0	-	€0	-	€49,680
Global:	5	€61,464					€61,464

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation

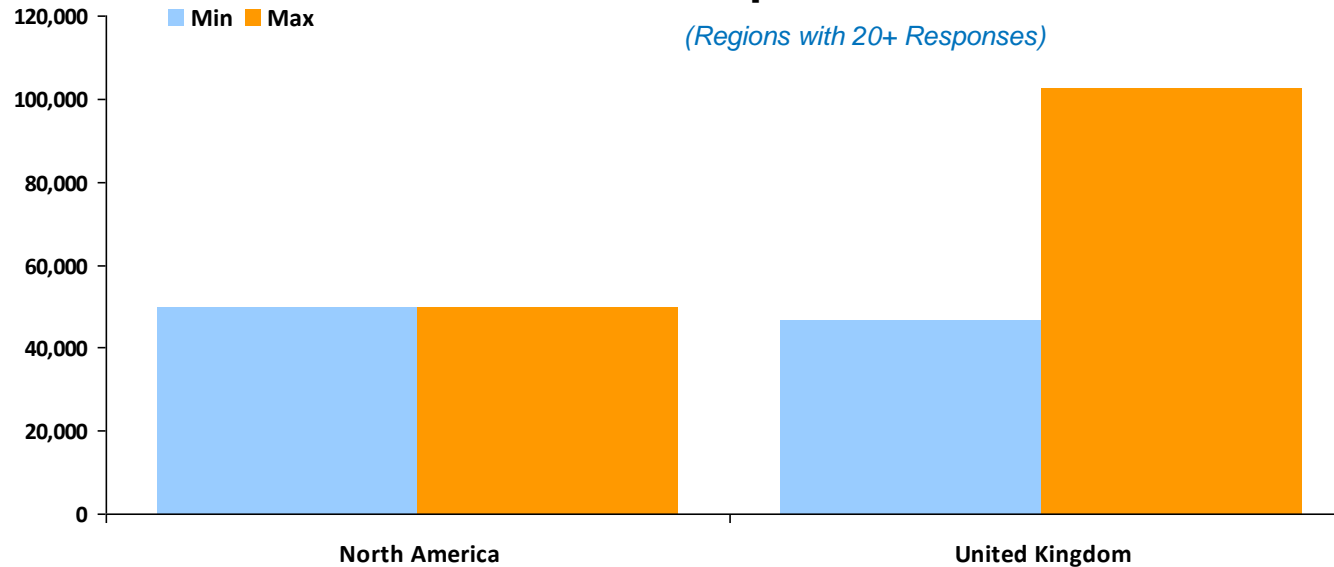
### Treasury Accountant

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	4	€46,740	€102,600	€0	€0	€0	€0	€46,740	€102,600
North America	1	€49,680	€49,680	€0	€0	€0	€0	€49,680	€49,680

## Total Compensation Min/Max

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Consultant

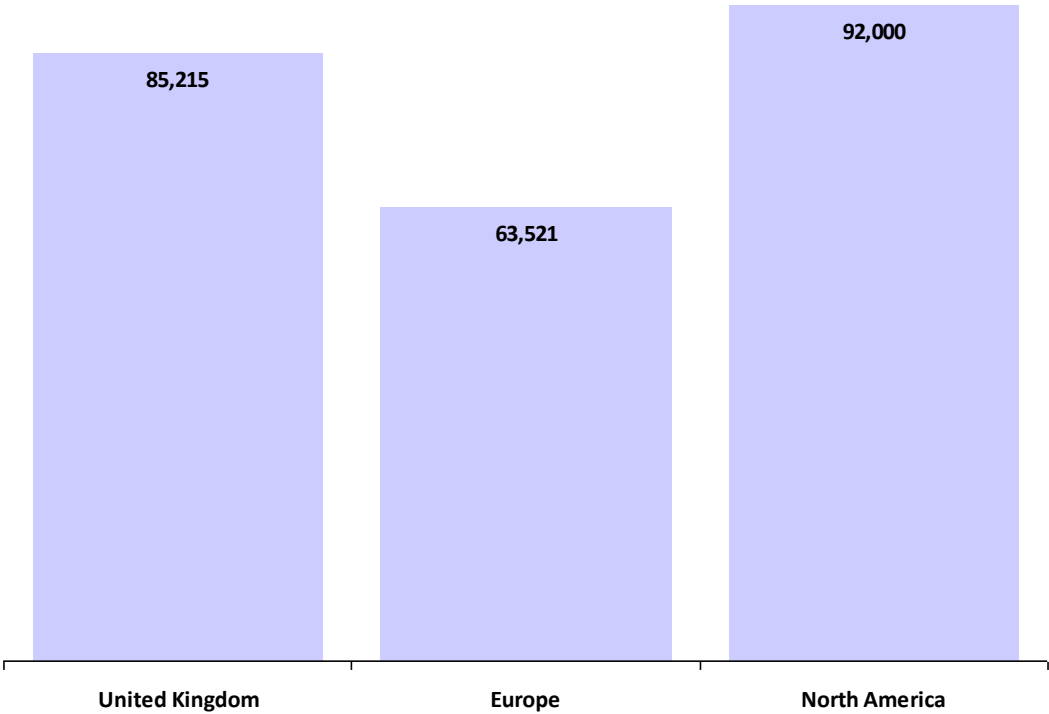
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	6	€79,230	€0	-	€8,978	-	€85,215
Europe	4	€56,375	€7,200	-	€7,128	-	€63,521
North America	1	€92,000	€0	-	€0	-	€92,000
Global:	11	€72,080					€77,943

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)





# THE TREASURY RECRUITMENT COMPANY

## Compensation

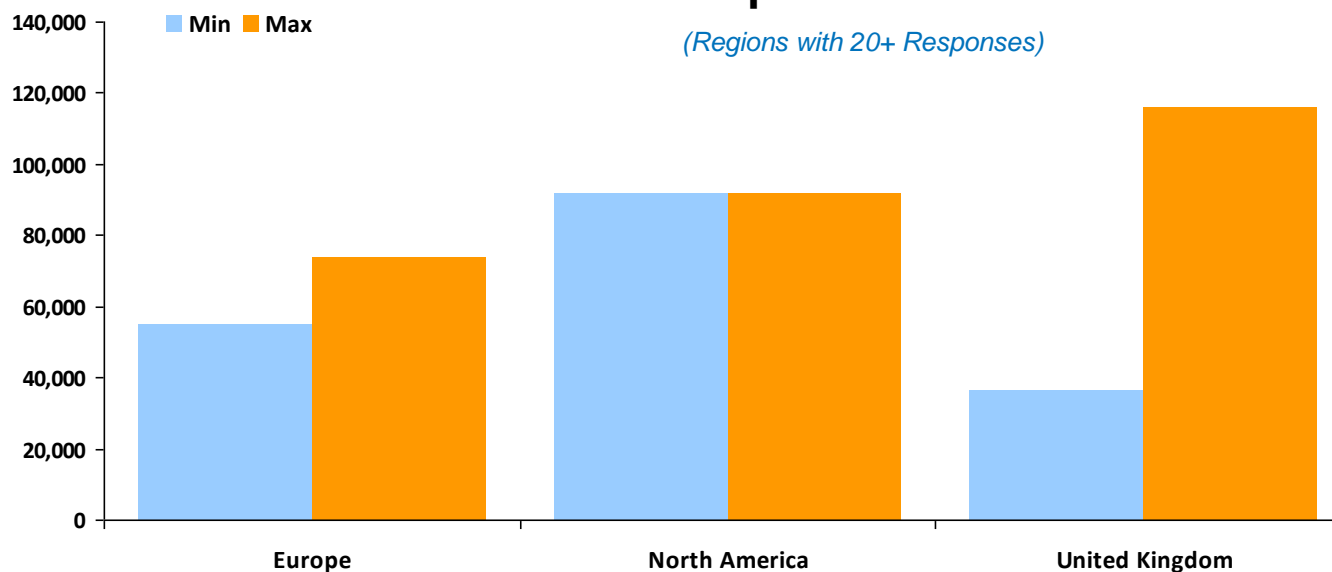
### Treasury Consultant

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	6	€36,480	€114,000	€0	€0	€0	€13,680	€36,480	€116,280
Europe	4	€43,000	€74,000	€0	€7,200	€0	€11,824	€54,824	€74,000
North America	1	€92,000	€92,000	€0	€0	€0	€0	€92,000	€92,000

## Total Compensation Min/Max

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Senior Treasury Consultant

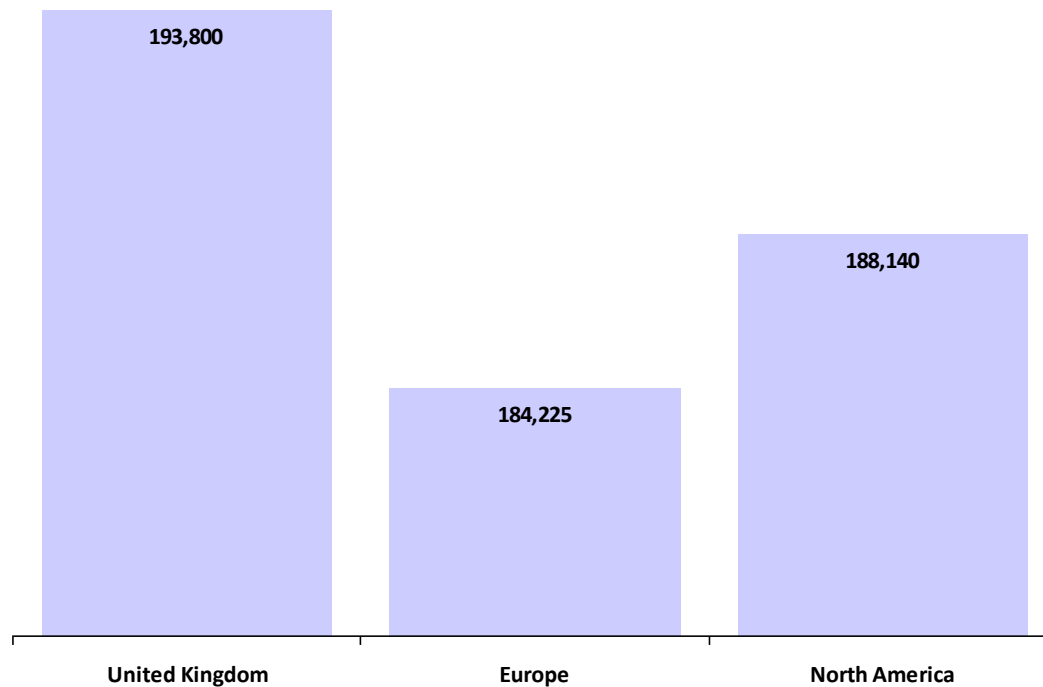
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	5	€186,048	€0	-	€38,760	-	€193,800
Europe	8	€166,100	€0	-	€36,250	-	€184,225
North America	2	€185,840	€0	-	€4,600	-	€188,140
Global:	15	€175,381					€187,939

## Average Total Compensation

Currency in Euros €

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

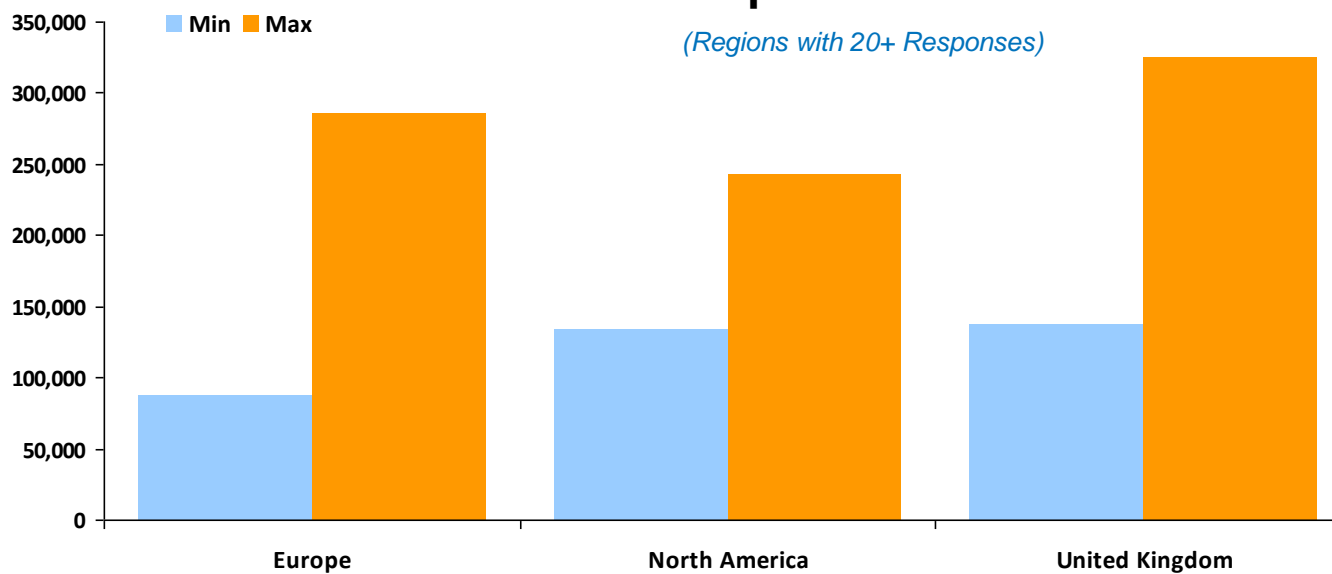
## Compensation

### Senior Treasury Consultant

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	5	€136,800	€324,900	€0	€0	€0	€38,760	€136,800	€324,900
Europe	8	€88,000	€247,500	€0	€0	€0	€50,000	€88,000	€285,500
North America	2	€128,800	€242,880	€0	€0	€0	€4,600	€133,400	€242,880

## Total Compensation Min/Max





# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Assistant Treasurer

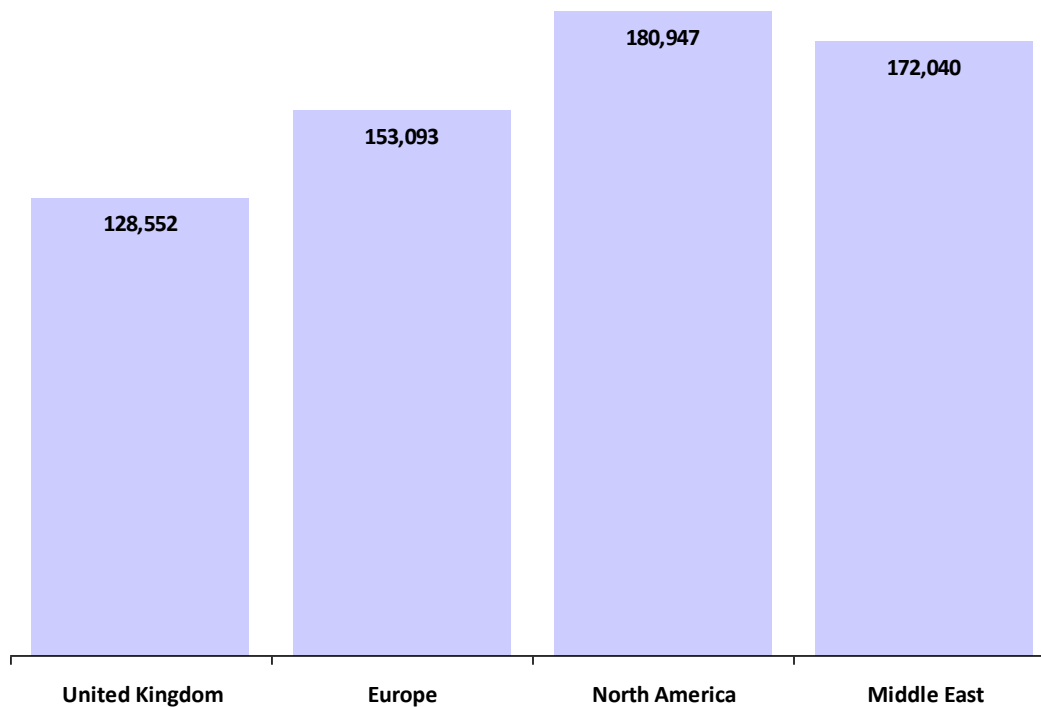
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	87	€108,466	€7,894	52%	€20,177	79%	€128,552
Europe	58	€128,256	€9,632	40%	€23,902	88%	€153,093
North America	65	€153,365	€7,544	3%	€31,189	88%	€180,947
Middle East	1	€147,200	€18,400	-	€6,440	-	€172,040
Global:	211	€127,921					€151,645

## Average Total Compensation

Currency in Euros €

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

## Compensation

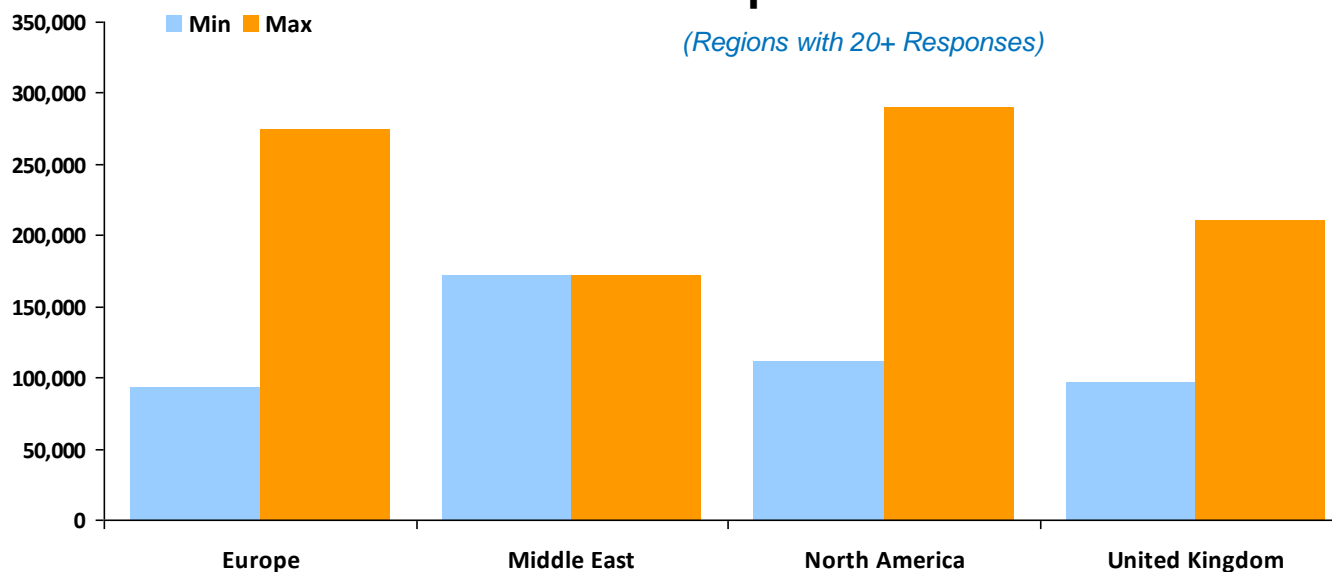
### Assistant Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	87	€91,200	€128,820	€0	€13,680	€0	€79,800	€96,672	€210,900
Europe	58	€87,000	€210,000	€0	€19,200	€0	€65,000	€93,600	€275,000
North America	65	€105,406	€200,560	€0	€7,728	€0	€103,960	€111,860	€290,720
Middle East	1	€147,200	€147,200	€18,400	€18,400	€6,440	€6,440	€172,040	€172,040

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Deputy Treasurer

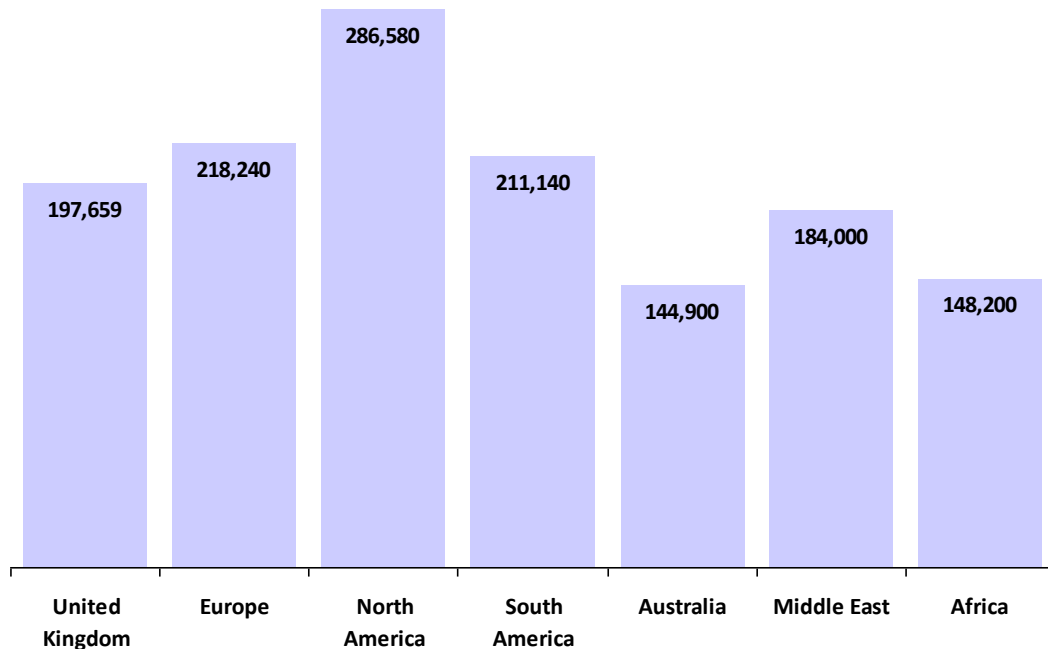
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	40	€147,794	€10,643	55%	€56,788	78%	€197,659
Europe	27	€149,658	€10,470	52%	€71,048	89%	€218,240
North America	15	€216,472	€0	-	€80,894	-	€286,580
South America	1	€188,600	€0	-	€22,540	-	€211,140
Australia	3	€135,870	€0	-	€27,090	-	€144,900
Middle East	1	€184,000	€0	-	€0	-	€184,000
Africa	1	€136,800	€0	-	€11,400	-	€148,200
<b>Global:</b>	<b>88</b>	<b>€160,416</b>					<b>€216,768</b>

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

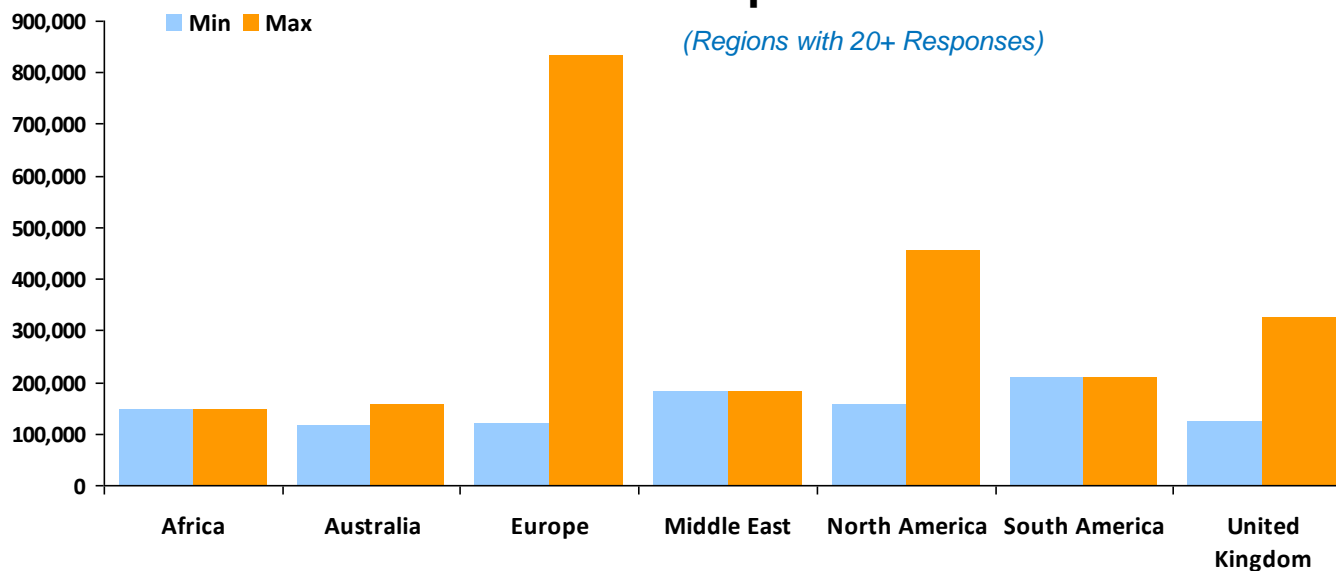
## Compensation

### Deputy Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	40	€125,400	€191,520	€0	€22,800	€0	€159,600	€125,400	€324,444
Europe	27	€112,000	€220,000	€0	€20,000	€0	€680,000	€120,000	€834,000
North America	15	€129,200	€283,360	€0	€0	€0	€206,080	€159,800	€456,320
South America	1	€188,600	€188,600	€0	€0	€22,540	€22,540	€211,140	€211,140
Australia	3	€117,810	€157,500	€0	€0	€0	€27,090	€117,810	€159,390
Middle East	1	€184,000	€184,000	€0	€0	€0	€0	€184,000	€184,000
Africa	1	€136,800	€136,800	€0	€0	€11,400	€11,400	€148,200	€148,200

## Total Compensation Min/Max



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### International / Regional Treasurer

Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	20	€121,149	€8,607	55%	€26,432	85%	€148,350
Europe	25	€152,028	€12,193	56%	€33,040	84%	€186,610
North America	18	€147,937	€0	-	€31,246	-	€177,446
Australia	1	€132,300	€0	-	€18,900	-	€151,200
Africa	1	€190,000	€0	-	€50,000	-	€240,000
<b>Global:</b>	<b>65</b>	<b>€141,674</b>					<b>€172,576</b>

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)





# THE TREASURY RECRUITMENT COMPANY

## Compensation

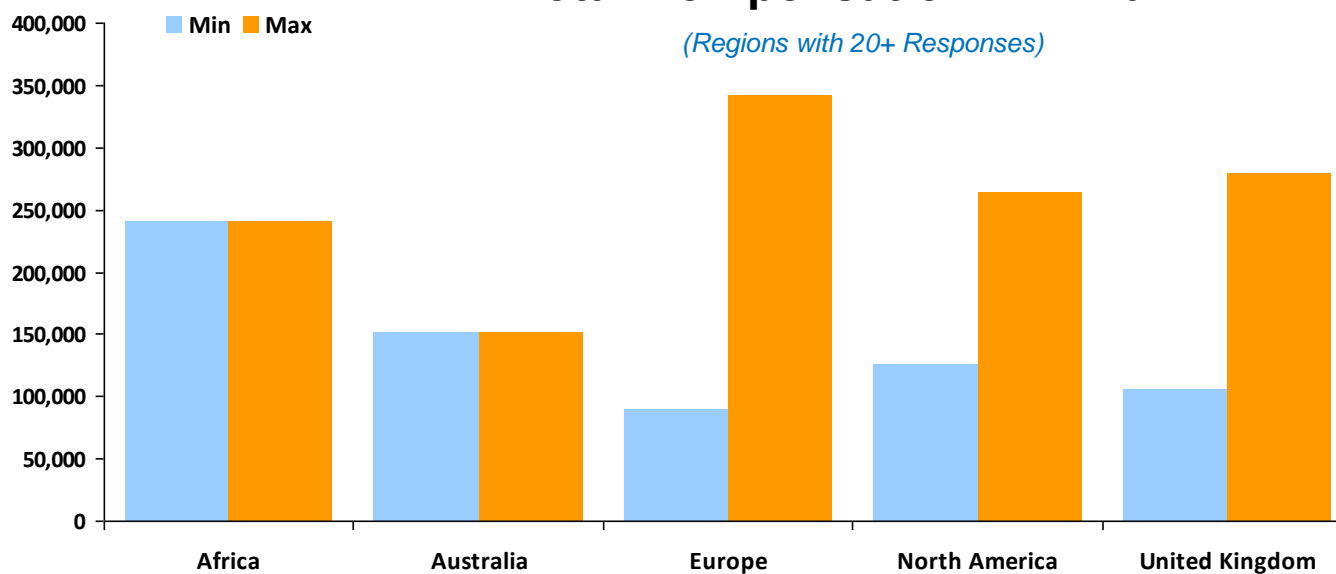
### International / Regional Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	20	€100,320	€182,400	€0	€15,892	€0	€96,900	€106,020	€279,300
Europe	25	€81,600	€253,000	€0	€19,500	€0	€80,000	€89,600	€342,400
North America	18	€124,200	€208,472	€0	€0	€0	€55,973	€126,040	€264,132
Australia	1	€132,300	€132,300	€0	€0	€18,900	€18,900	€151,200	€151,200
Africa	1	€190,000	€190,000	€0	€0	€50,000	€50,000	€240,000	€240,000

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Group Treasurer

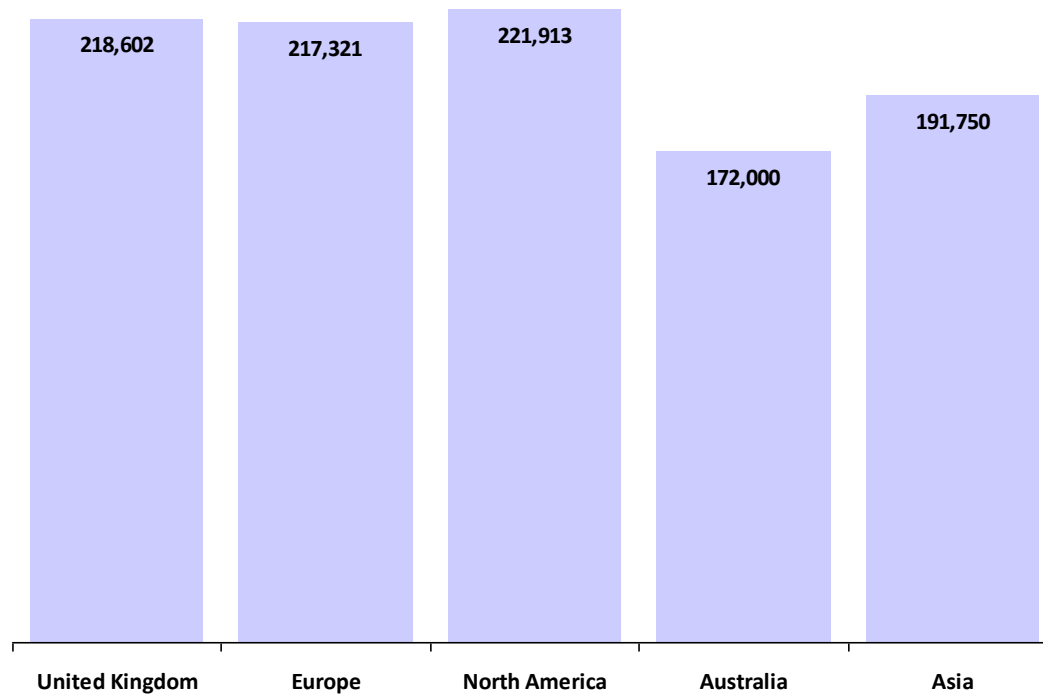
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	68	€171,839	€9,441	37%	€55,545	78%	€218,602
Europe	59	€171,559	€11,454	51%	€49,091	81%	€217,321
North America	21	€181,882	€7,728	5%	€55,528	71%	€221,913
Australia	3	€161,600	€9,800	-	€10,700	-	€172,000
Asia	1	€162,500	€0	-	€29,250	-	€191,750
Global:	152	€172,854					€217,466

## Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation

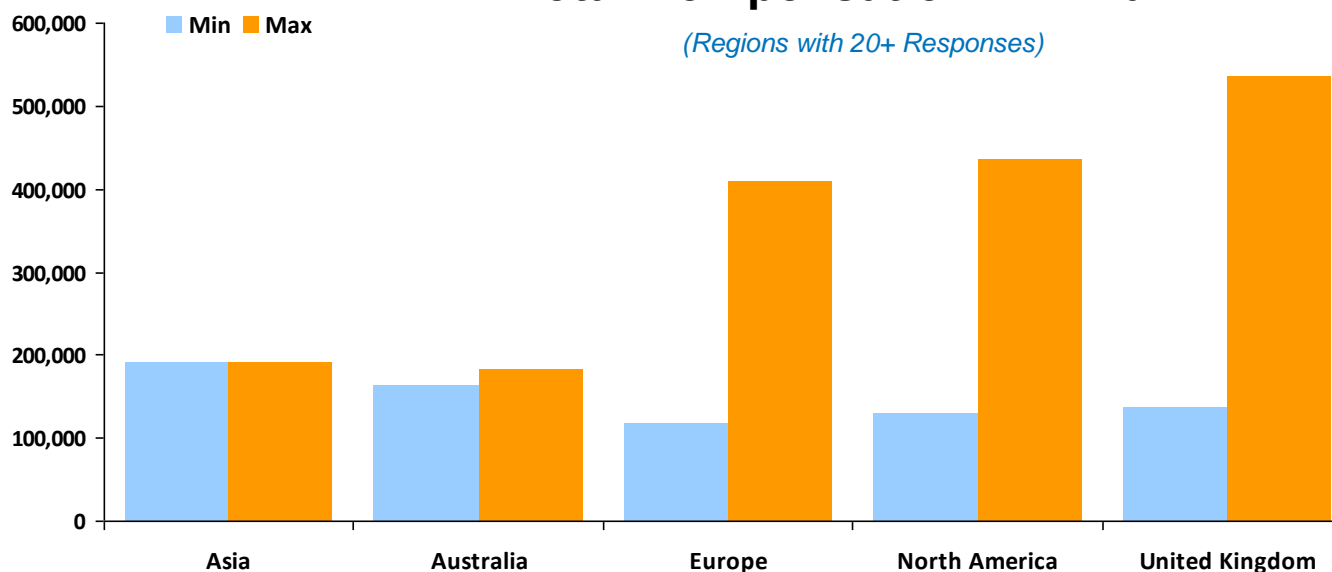
### Group Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	68	€118,560	€241,110	€0	€15,000	€0	€295,488	€136,800	€536,598
Europe	59	€99,643	€250,000	€0	€20,000	€0	€180,000	€117,446	€409,890
North America	21	€129,200	€315,744	€0	€7,728	€0	€119,600	€129,200	€435,344
Australia	3	€150,000	€171,000	€0	€9,800	€0	€11,400	€163,800	€182,400
Asia	1	€162,500	€162,500	€0	€0	€29,250	€29,250	€191,750	€191,750

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Global Treasurer / Treasury Director

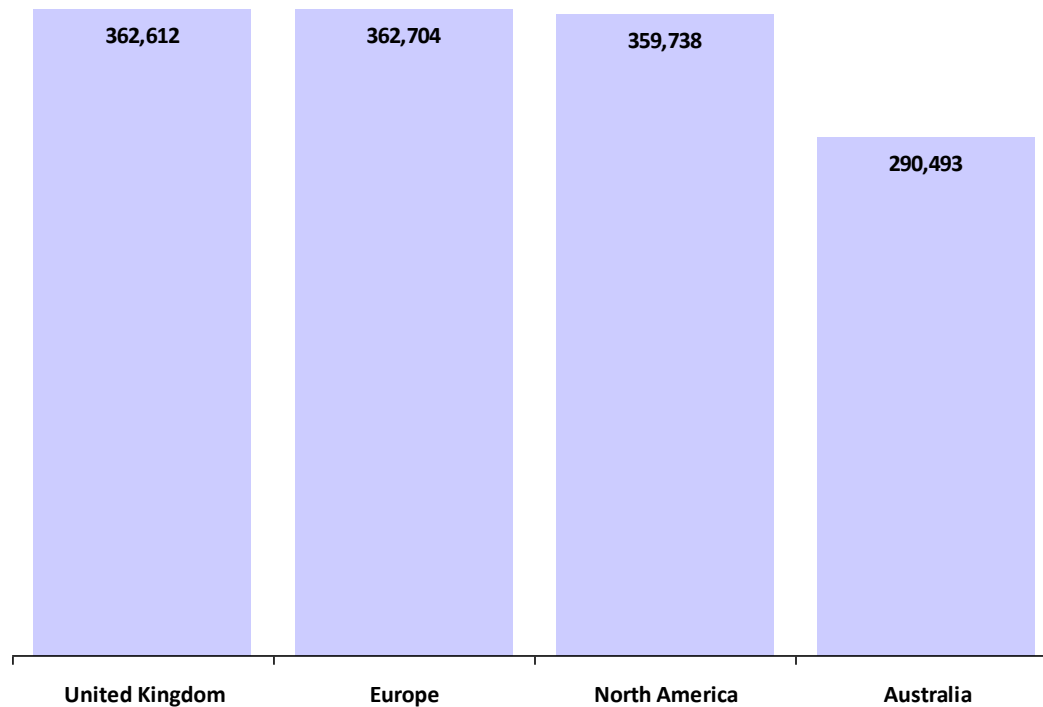
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	18	€270,361	€9,804	-	€134,292	-	€362,612
Europe	27	€248,309	€14,690	52%	€125,349	85%	€362,704
North America	35	€256,119	€8,487	11%	€115,893	89%	€359,738
Australia	1	€290,493	€0	-	€0	-	€290,493
<b>Global:</b>	<b>81</b>	<b>€257,105</b>					<b>€360,510</b>

## Average Total Compensation

Currency in Euros €

*(Regions with 20+ Responses)*



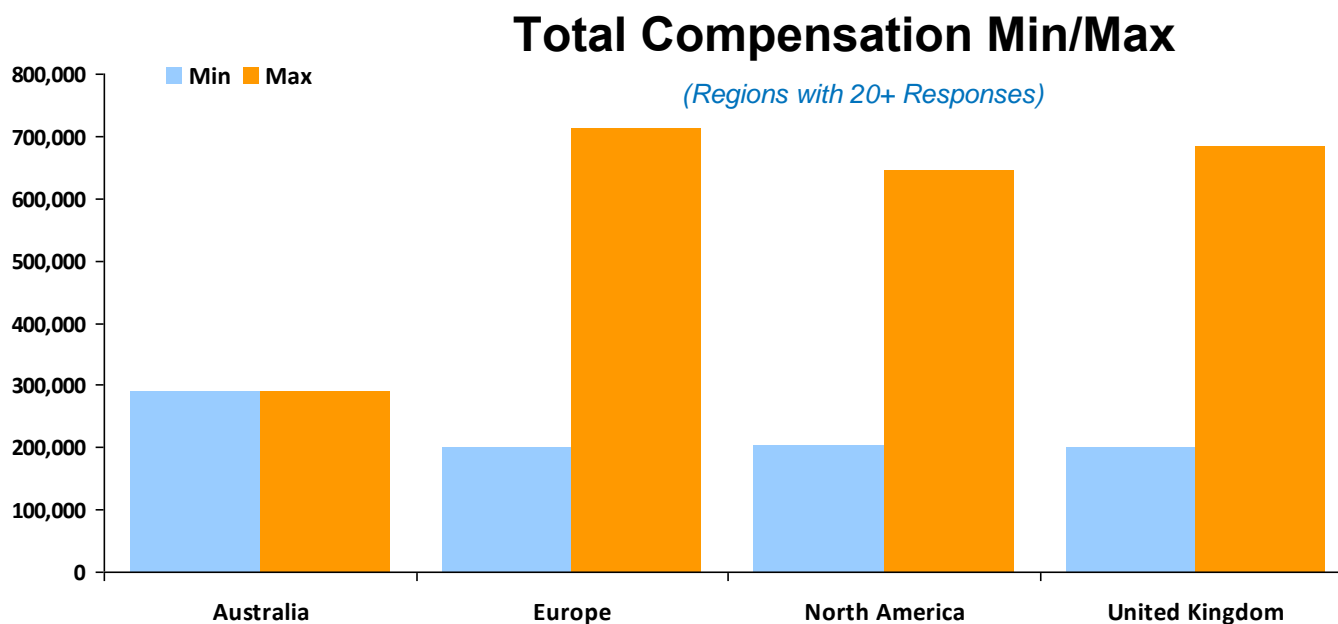
# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Global Treasurer / Treasury Director

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	18	€194,119	€456,000	€0	€13,680	€0	€342,000	€199,500	€684,000
Europe	27	€150,000	€380,000	€0	€20,000	€0	€443,225	€200,000	€711,577
North America	35	€195,187	€386,400	€0	€11,500	€0	€363,682	€204,240	€645,759
Australia	1	€290,493	€290,493	€0	€0	€0	€0	€290,493	€290,493





**BENEFITS DATA**

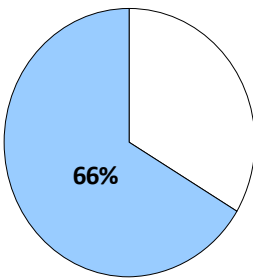
# Benefits

## All Positions

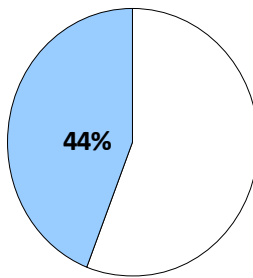
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	419	278	270	102	140	269	72	30	110
Europe	345	152	122	83	82	196	45	12	18
North America	228	167	82	78	60	154	25	6	2
South America	3	2	2	0	0	3	0	0	0
Australia	9	2	1	4	2	7	2	1	0
Asia	3	3	1	0	2	2	0	1	0
Middle East	4	2	1	2	1	2	1	1	0
Africa	3	2	2	0	0	1	0	0	0

### Healthcare Benefits

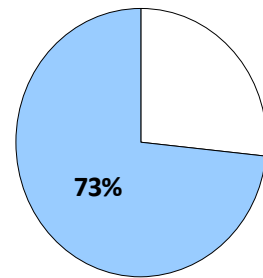
United Kingdom



Europe

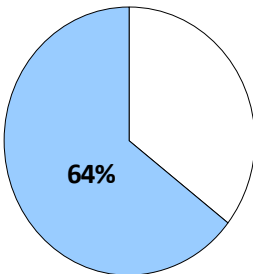


North America

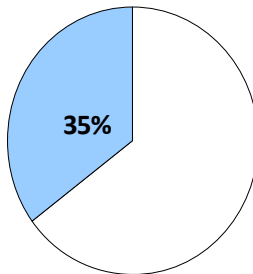


### Pension Plan Match

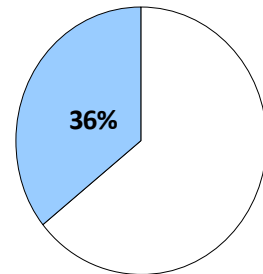
United Kingdom



Europe



North America

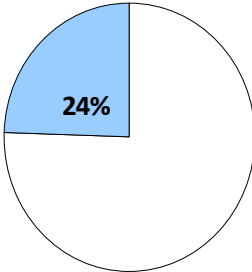


# Benefits

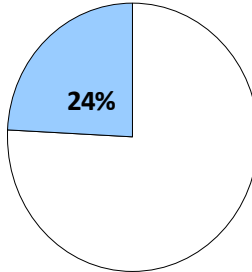
## All Positions

### Stock Options

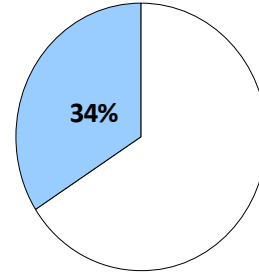
United Kingdom



Europe

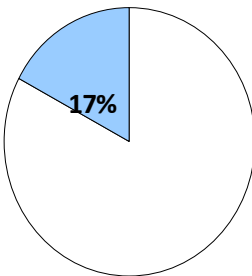


North America

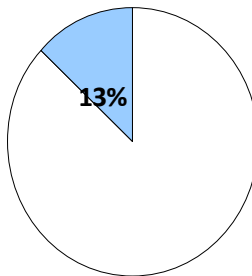


### Gym Membership

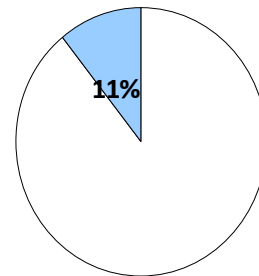
United Kingdom



Europe

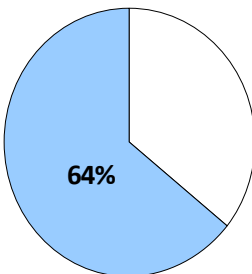


North America

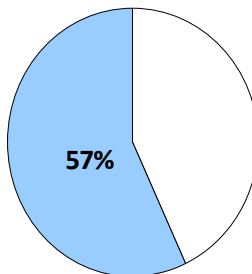


### Flextime

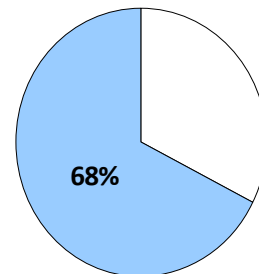
United Kingdom



Europe



North America

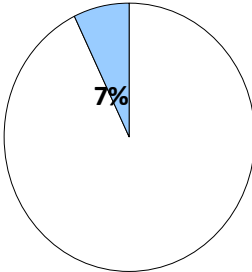


# Benefits

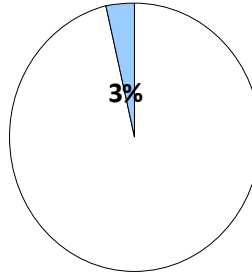
## All Positions

### Childcare

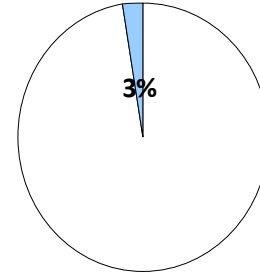
United Kingdom



Europe

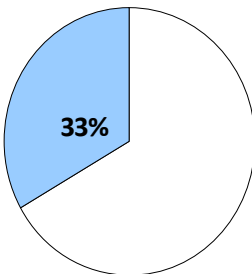


North America

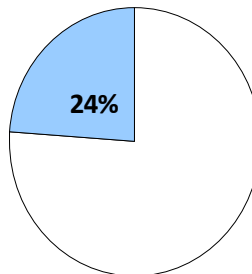


### Employee Discounts

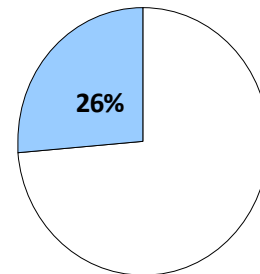
United Kingdom



Europe



North America



# **FEELINGS ABOUT SALARY & DIRECT MANAGER**

**Assessed in three regions - Europe, UK & North America**

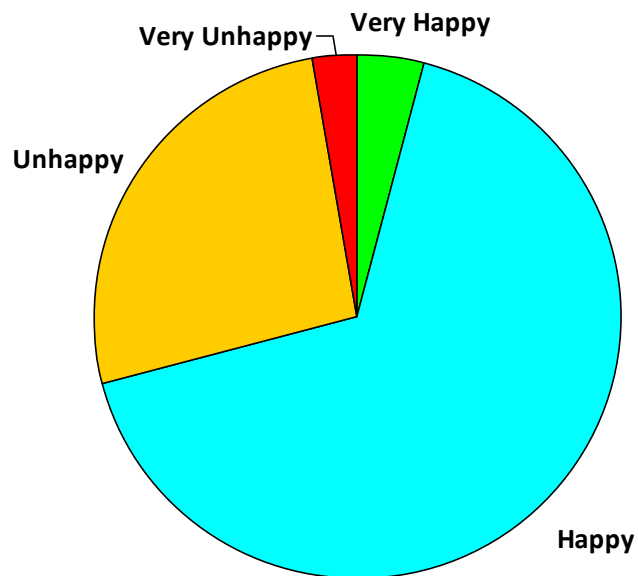
**Please note we measure all regions. However, in any region where less than 20 responses are received, they are not shown in the survey. We are happy to discuss results on a more individual basis whenever needed.**



# THE TREASURY RECRUITMENT COMPANY

Happy with Salary

**REGION: Europe**

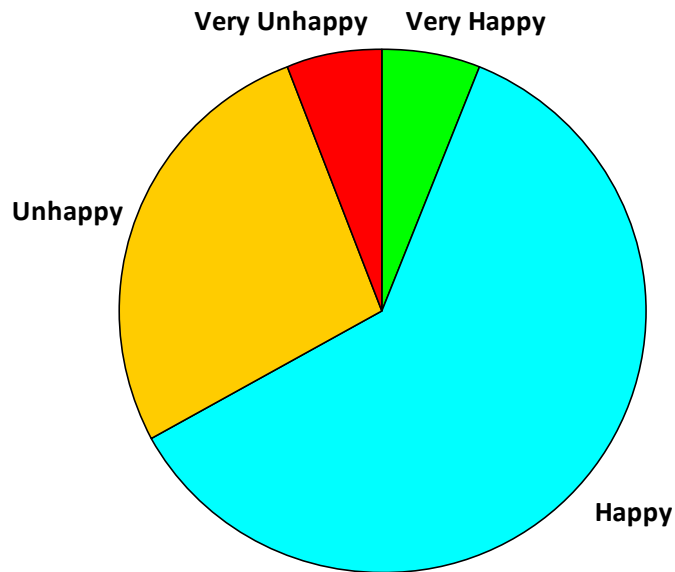


Happy with Salary	Responses	Percent
Very Happy	14	4.1%
Happy	226	66.7%
Unhappy	90	26.5%
Very Unhappy	9	2.7%
Total Responses:	339	100%

# THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: United Kingdom

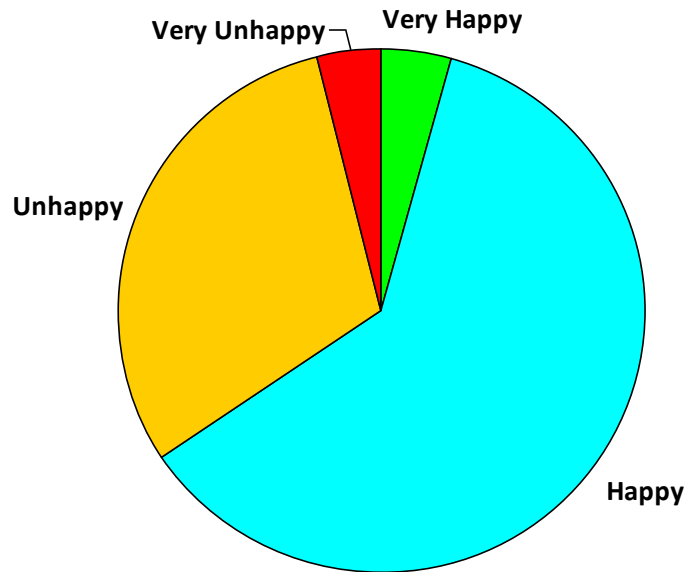


Happy with Salary	Responses	Percent
Very Happy	25	6.2%
Happy	246	60.9%
Unhappy	109	27.0%
Very Unhappy	24	5.9%
Total Responses:	404	100%

# THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

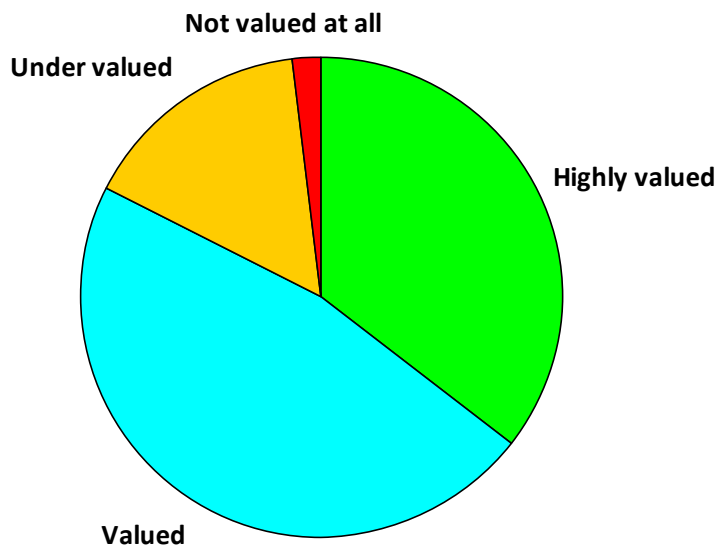


Happy with Salary	Responses	Percent
Very Happy	10	4.4%
Happy	138	61.1%
Unhappy	69	30.5%
Very Unhappy	9	4.0%
Total Responses:	226	100%

# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: Europe**

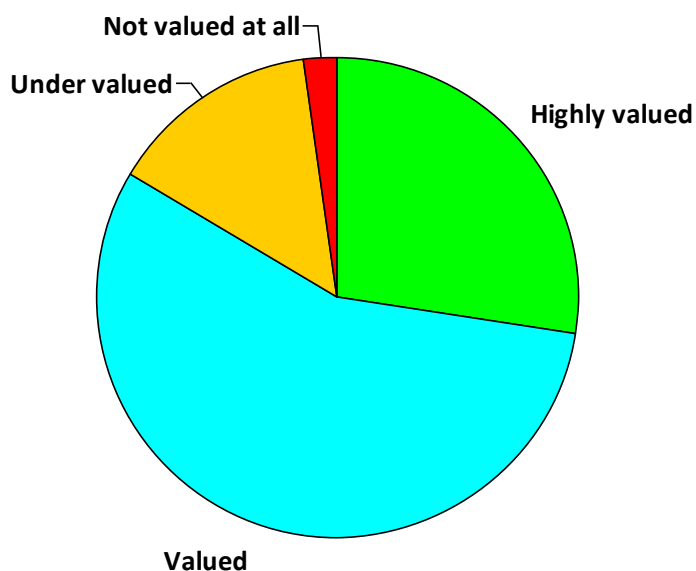


Happy with Salary	Responses	Percent
Highly valued	120	35.5%
Valued	159	47.0%
Under valued	52	15.4%
Not valued at	7	2.1%
Total Responses:	338	100%

# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: United Kingdom**



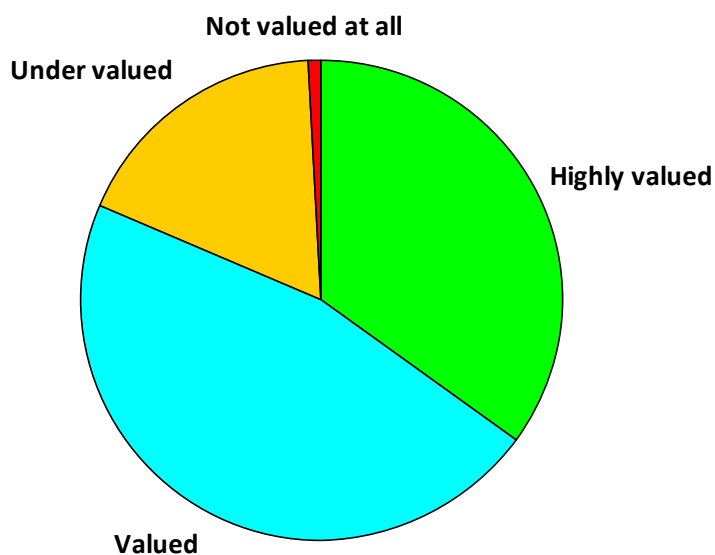
Happy with Salary	Responses	Percent
Highly valued	112	27.5%
Valued	229	56.1%
Under valued	58	14.2%
Not valued at	9	2.2%
Total Responses:	408	100%



# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: North America**



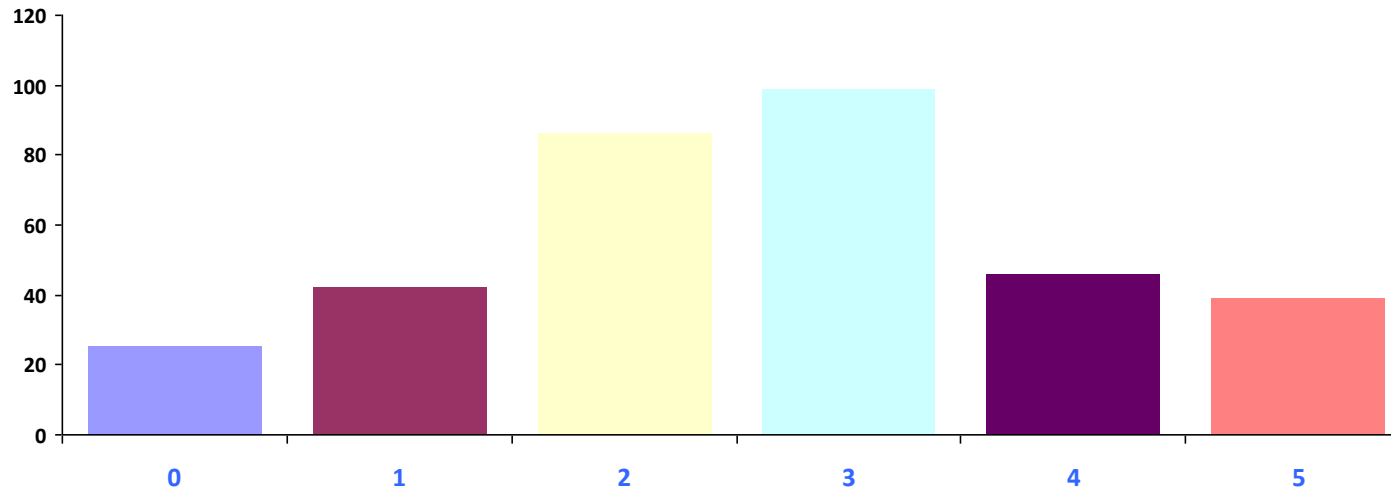
Happy with Salary	Responses	Percent
Highly valued	79	35.0%
Valued	105	46.5%
Under valued	40	17.7%
Not valued at	2	0.9%
Total Responses:	226	100%

# **WORK FROM HOME POLICIES & TRENDS**

**THE TREASURY RECRUITMENT COMPANY**

# Number of Days Are You Currently Working in the Office

**REGION: Europe**



Days in Office

**Days in Office Responses Percent**

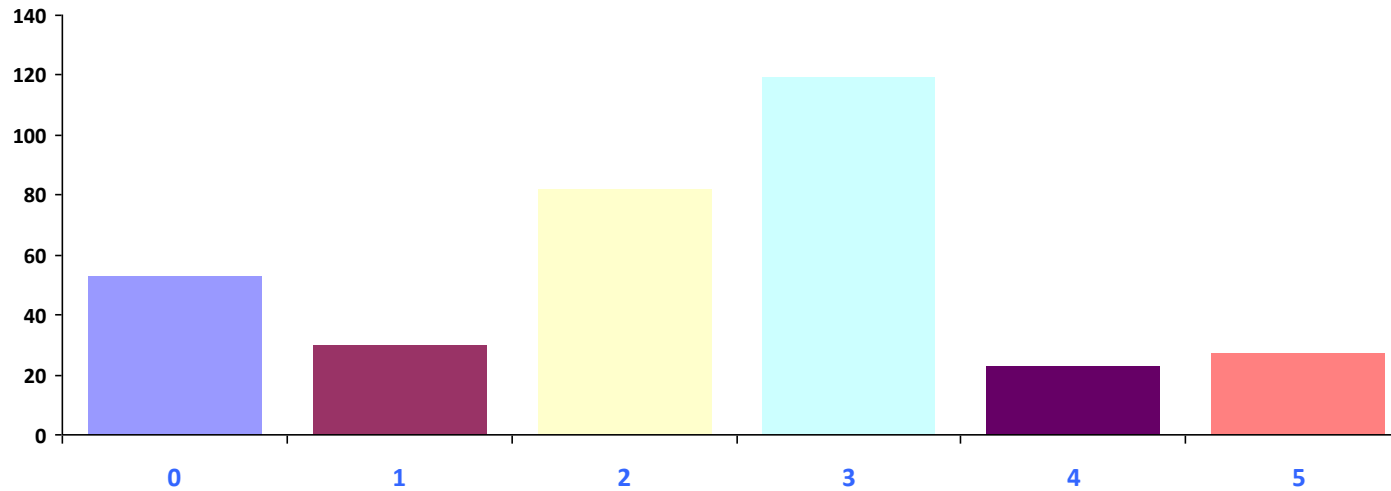
0	25	7%
1	42	12%
2	86	26%
3	99	29%
4	46	14%
5	39	12%

**TOTAL: 337**

**THE TREASURY RECRUITMENT COMPANY**

# Number of Days Are You Asked to Work in the Office

**REGION: Europe**



Days in Office

**Days in Office   Responses   Percent**

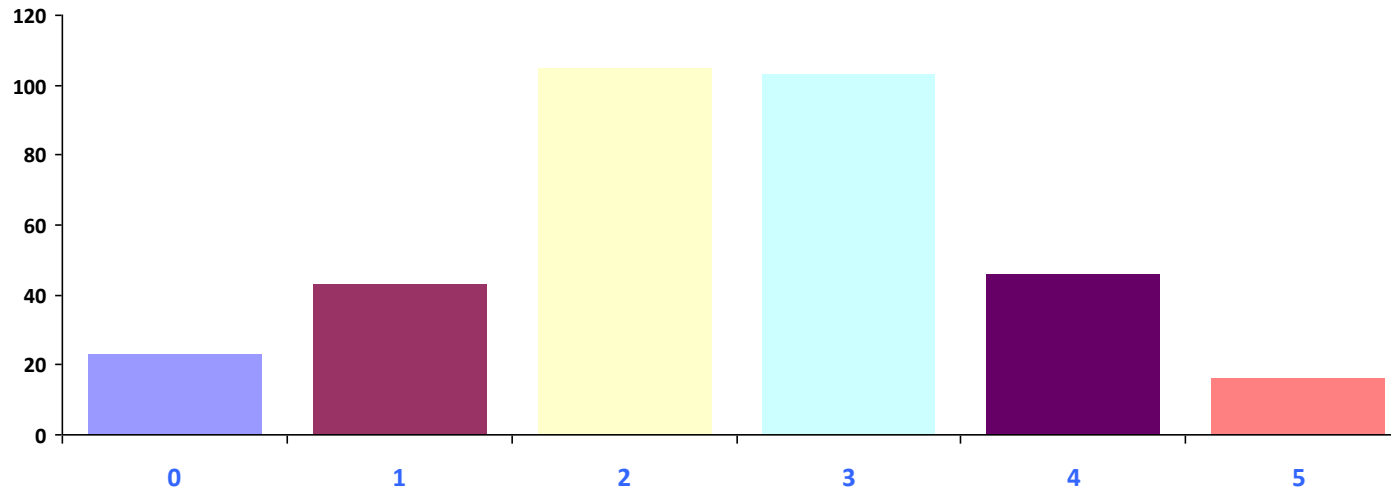
0	53	16%
1	30	9%
2	82	25%
3	119	36%
4	23	7%
5	27	8%

**TOTAL:   334**

THE TREASURY RECRUITMENT COMPANY

# Number of Days You Would Like to Work in the Office

REGION: Europe



Days in Office

Days in Office   Responses   Percent

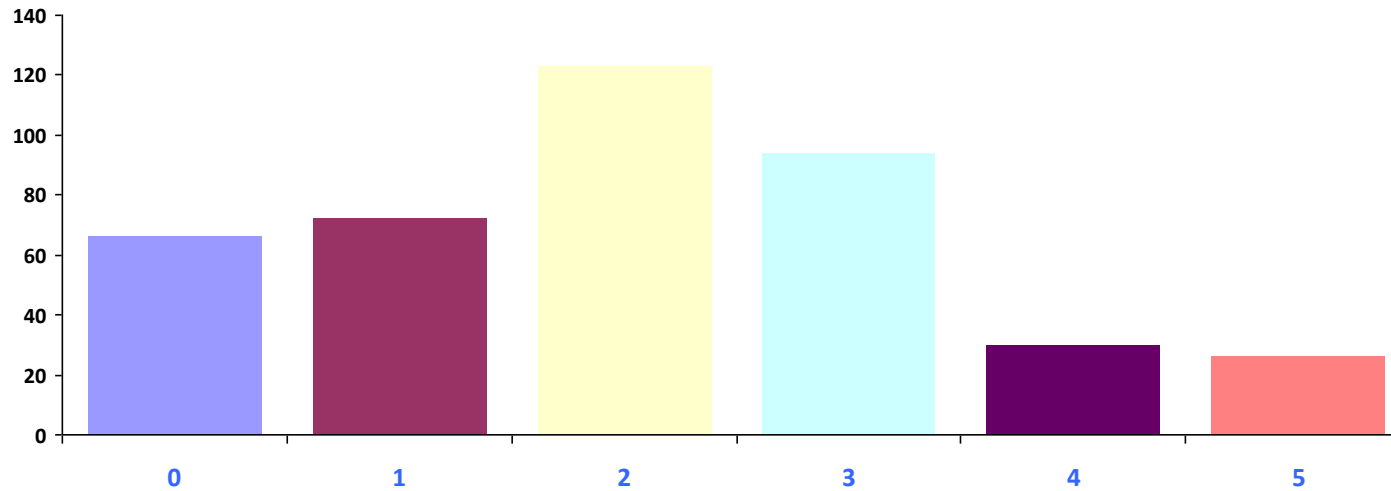
0	23	7%
1	43	13%
2	105	31%
3	103	31%
4	46	14%
5	16	5%

**TOTAL:      336**

## THE TREASURY RECRUITMENT COMPANY

# Number of Days Are You Currently Working in the Office

REGION: United Kingdom



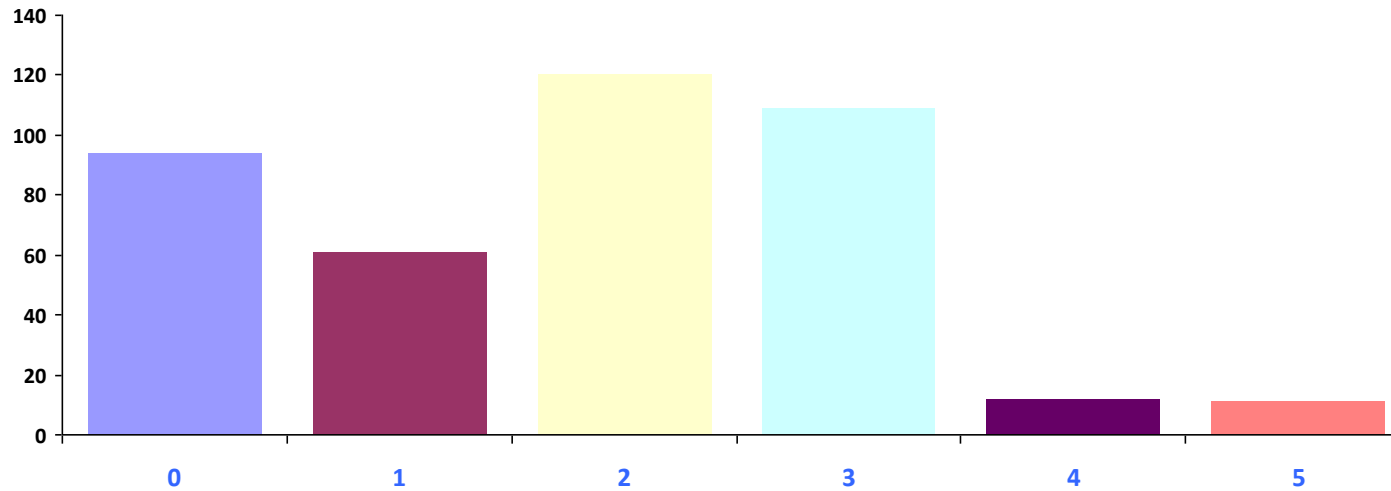
Days in Office

Days in Office	Responses	Percent
0	66	16%
1	72	18%
2	123	30%
3	94	23%
4	30	7%
5	26	6%

**TOTAL: 411**



**THE TREASURY RECRUITMENT COMPANY**  
**Number of Days Are You Asked to Work in the Office**  
**REGION: United Kingdom**



Days in Office

**Days in Office   Responses   Percent**

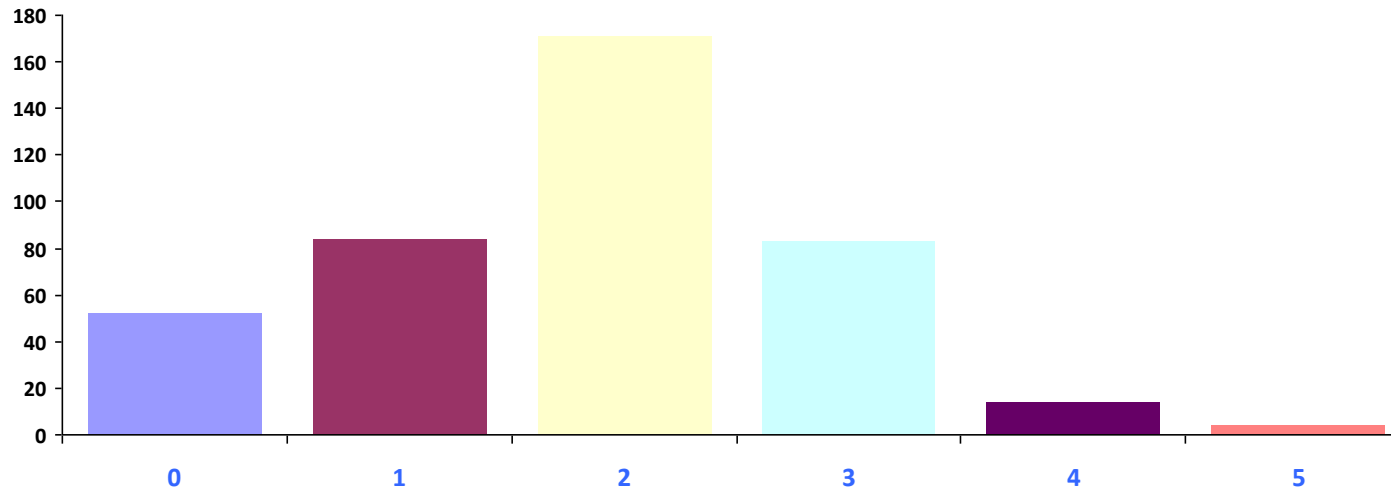
0	94	23%
1	61	15%
2	120	29%
3	109	27%
4	12	3%
5	11	3%

**TOTAL:   407**

**THE TREASURY RECRUITMENT COMPANY**

# **Number of Days You Would Like to Work in the Office**

**REGION: United Kingdom**



Days in Office

Days in Office	Responses	Percent
----------------	-----------	---------

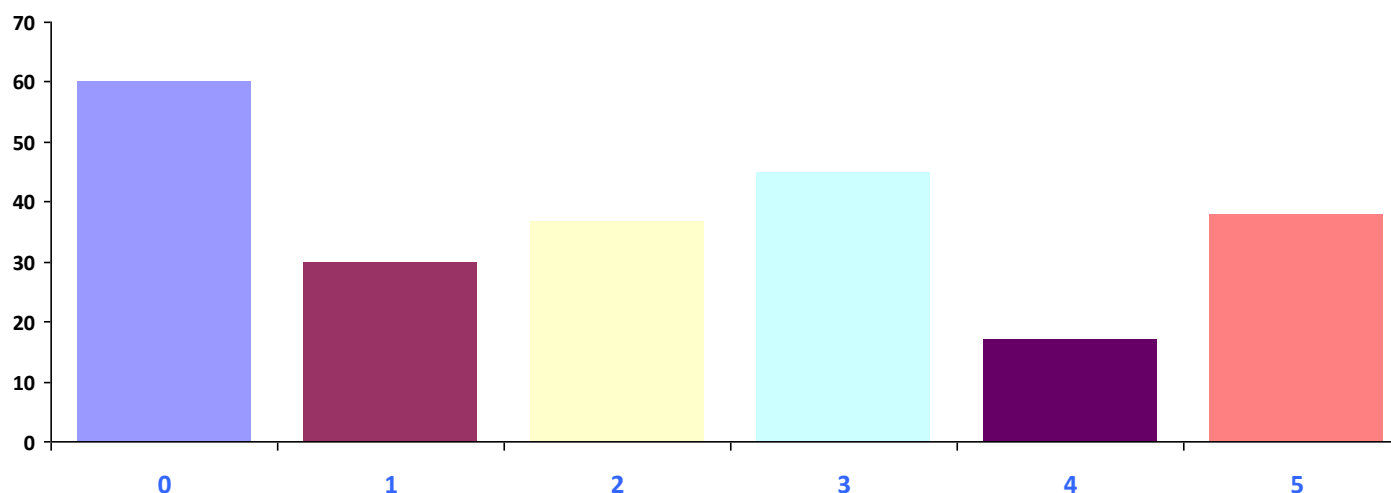
0	52	13%
1	84	21%
2	171	42%
3	83	20%
4	14	3%
5	4	1%

**TOTAL: 408**

**THE TREASURY RECRUITMENT COMPANY**

# **Number of Days Are You Currently Working in the Office**

**REGION: North America**



Days in Office

Days in Office	Responses	Percent
----------------	-----------	---------

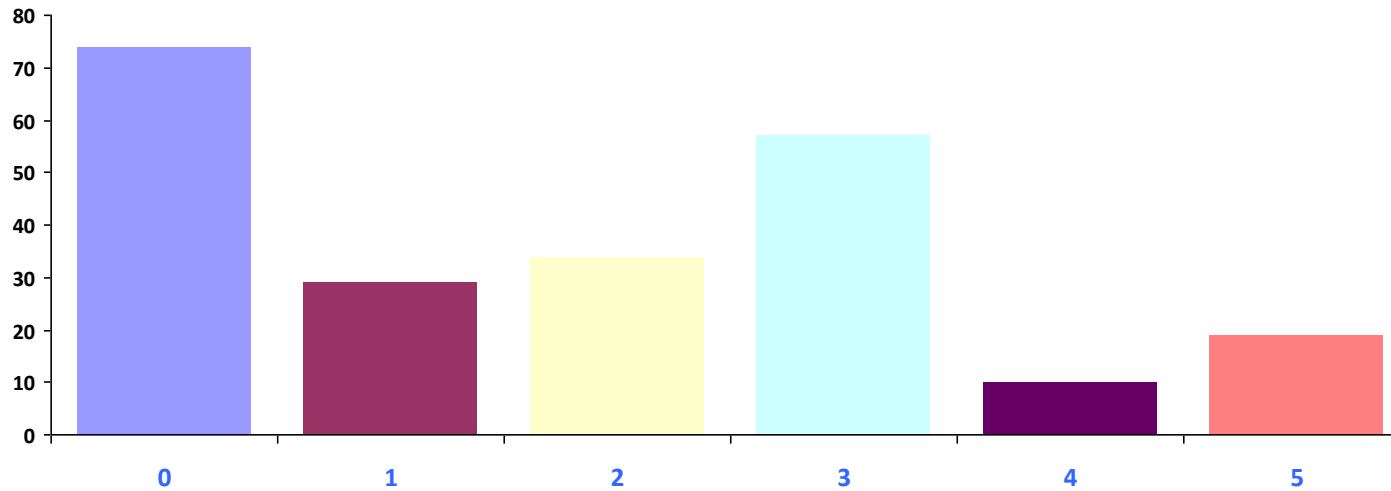
0	60	26%
1	30	13%
2	37	16%
3	45	20%
4	17	7%
5	38	17%

**TOTAL: 227**

**THE TREASURY RECRUITMENT COMPANY**

**Number of Days Are You Asked to Work in the Office**

**REGION: North America**



Days in Office

Days in Office	Responses	Percent
----------------	-----------	---------

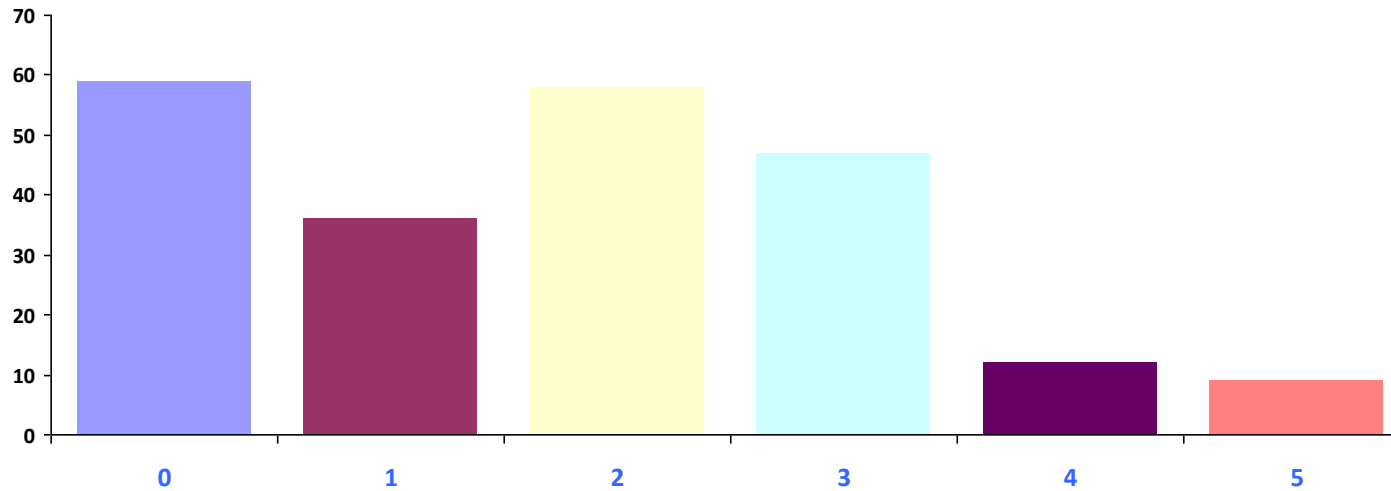
0	74	33%
1	29	13%
2	34	15%
3	57	26%
4	10	4%
5	19	9%

**TOTAL: 223**

**THE TREASURY RECRUITMENT COMPANY**

# **Number of Days You Would Like to Work in the Office**

**REGION: North America**



Days in Office

Days in Office	Responses	Percent
----------------	-----------	---------

0	59	27%
1	36	16%
2	58	26%
3	47	21%
4	12	5%
5	9	4%

**TOTAL: 221**

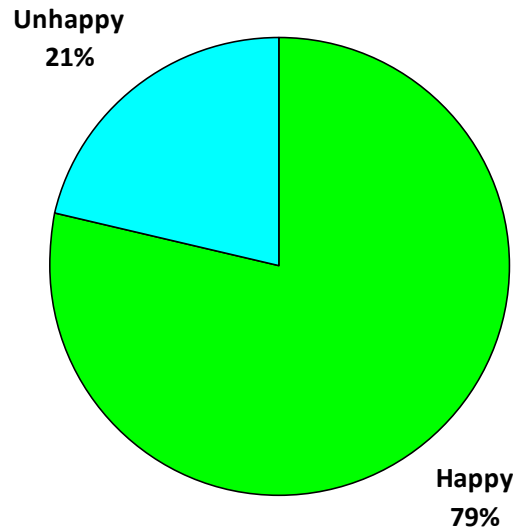
# **EMPLOYEE SENTIMENTS**

**We ask how happy or unhappy participants are in their roles & the reasons why?**

# THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

**REGION: Europe**



Happy with Role	Responses	Percent
Unhappy	72	21.4%
Happy	264	78.6%
Total Responses:	336	100%

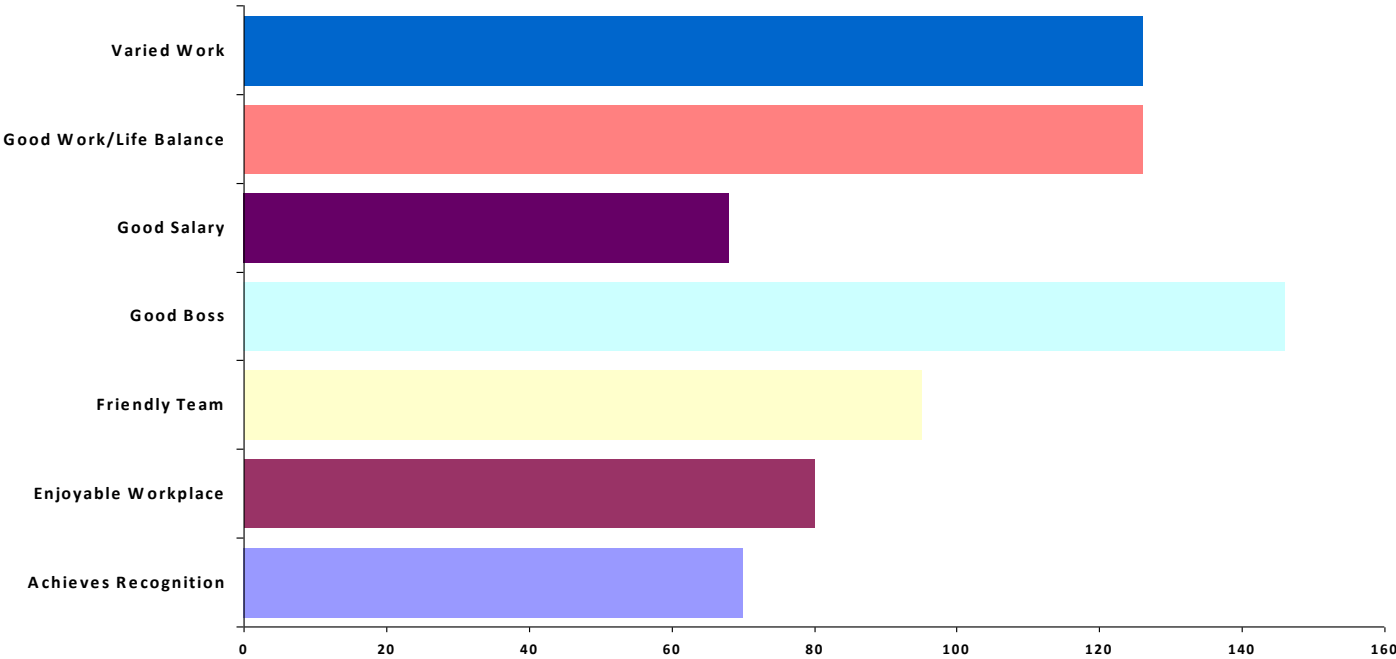
# THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

Europe

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievements Recognized
Responses:	126	146	68	126	80	95	70

## Why Happy





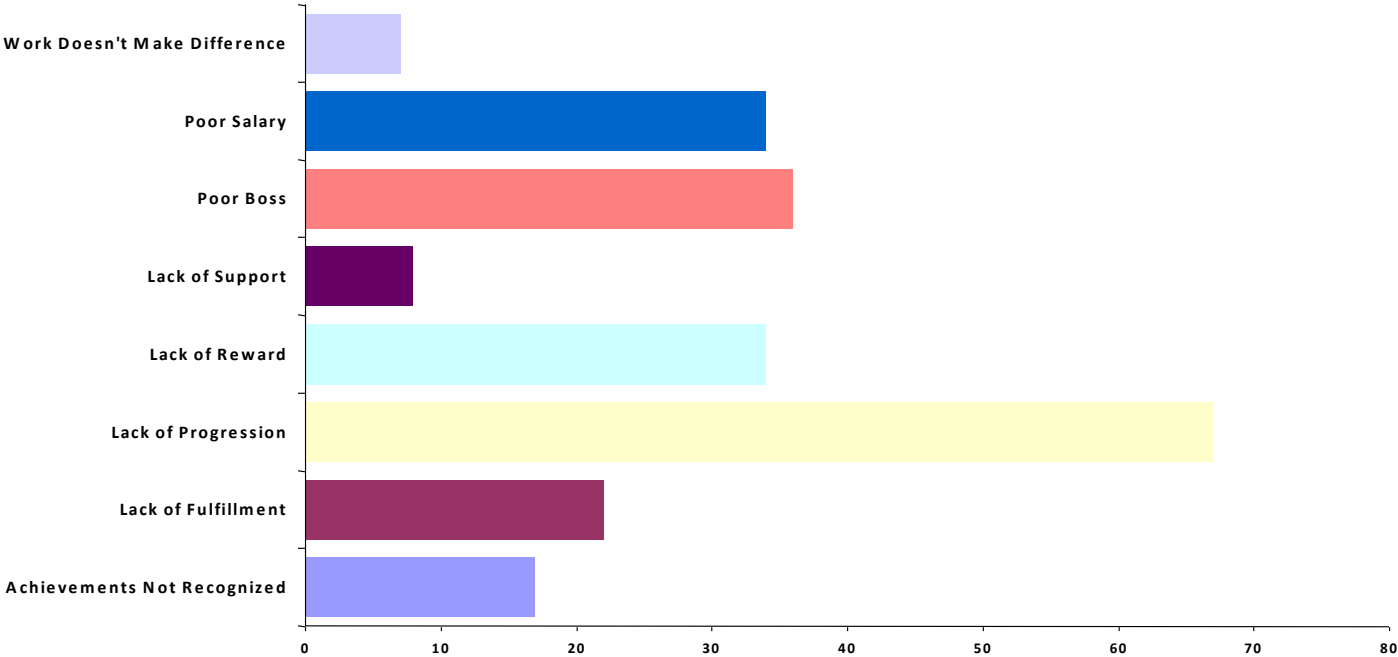
# THE TREASURY RECRUITMENT COMPANY

## Why are You Unhappy in Role

Europe

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	7	36	8	22	17	67	34	34

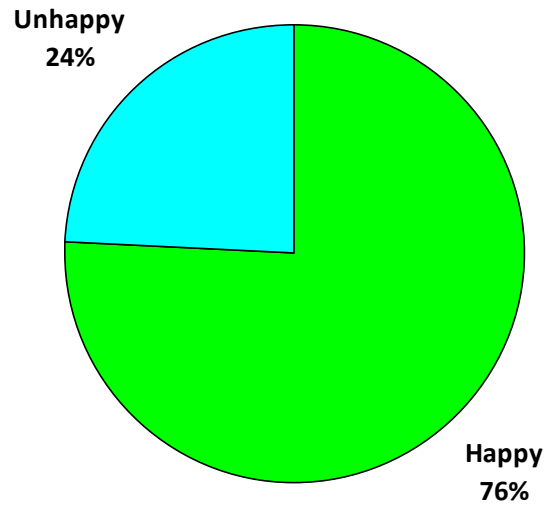
## Why Unhappy



# THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

**REGION: United Kingdom**



Happy with Role	Responses	Percent
Unhappy	98	24.2%
Happy	307	75.8%
Total Responses:	405	100%

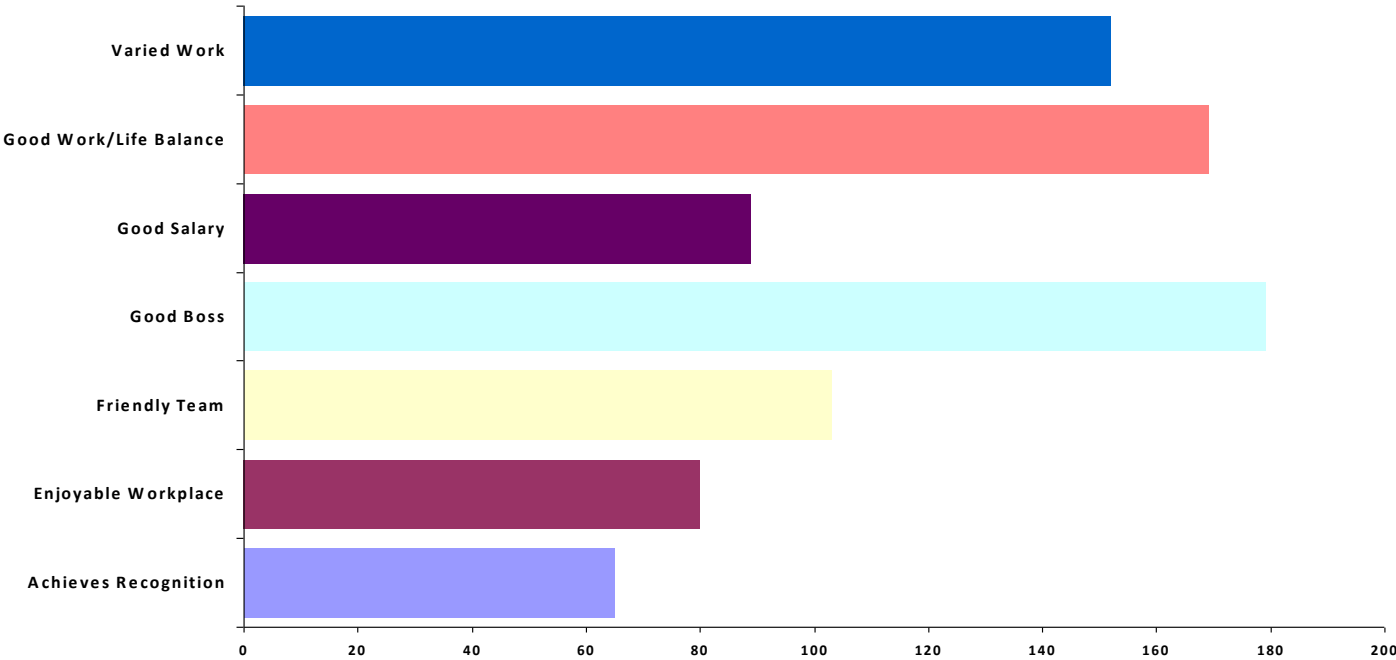
# THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

United Kingdom

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievements Recognized
Responses:	169	179	89	152	80	103	65

## Why Happy



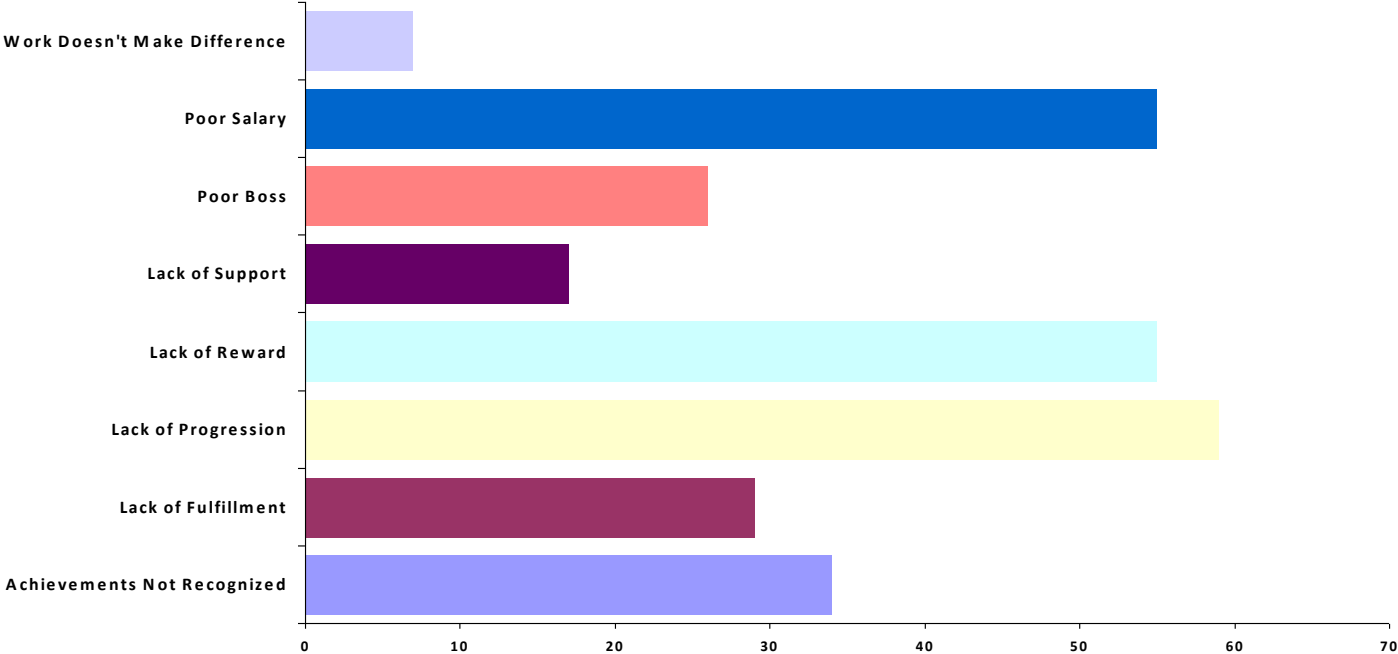
# THE TREASURY RECRUITMENT COMPANY

Why are You Unhappy in Role

United Kingdom

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	7	26	17	29	34	59	55	55

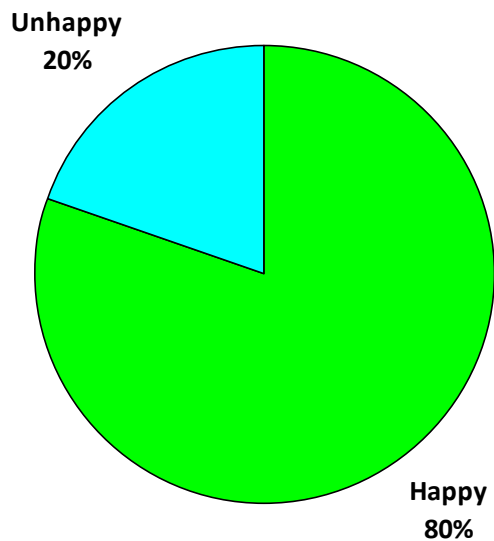
## Why Unhappy



# THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

**REGION: North America**



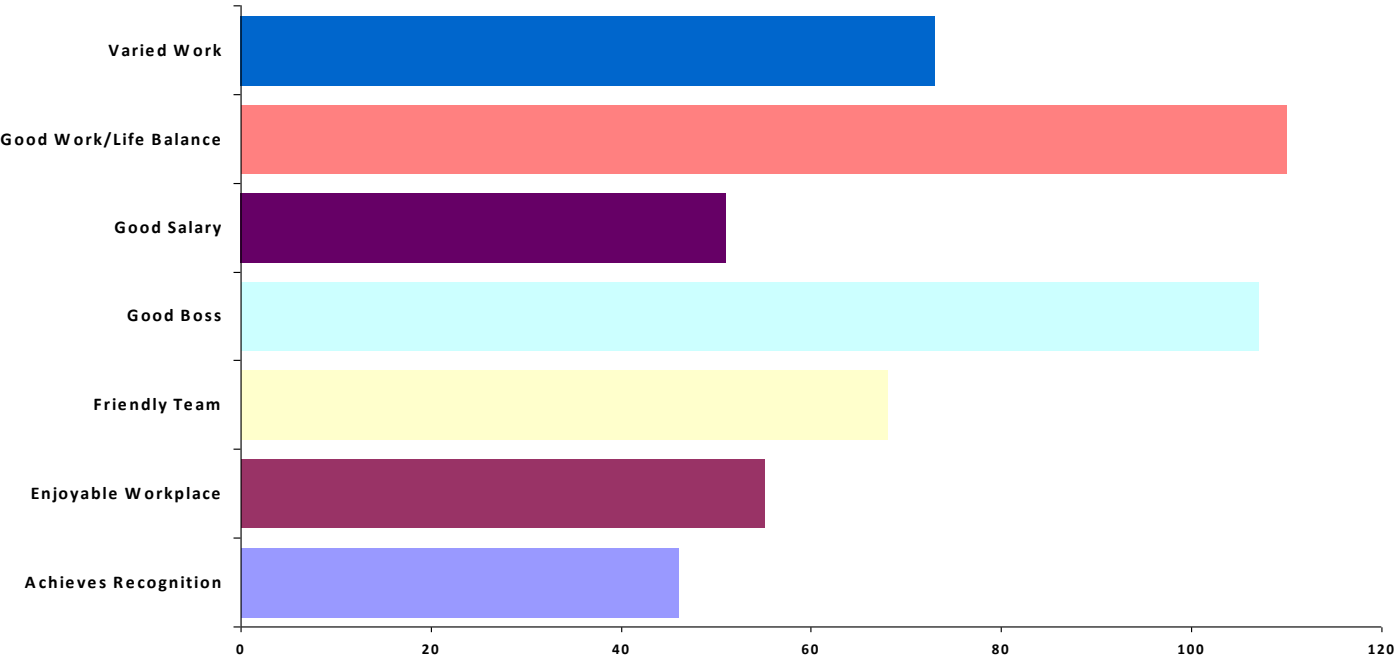
Happy with Role	Responses	Percent
Unhappy	44	19.7%
Happy	179	80.3%
Total Responses:	223	100%

THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role  
North America

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievments Recognized
Responses:	110	107	51	73	55	68	46

Why Happy



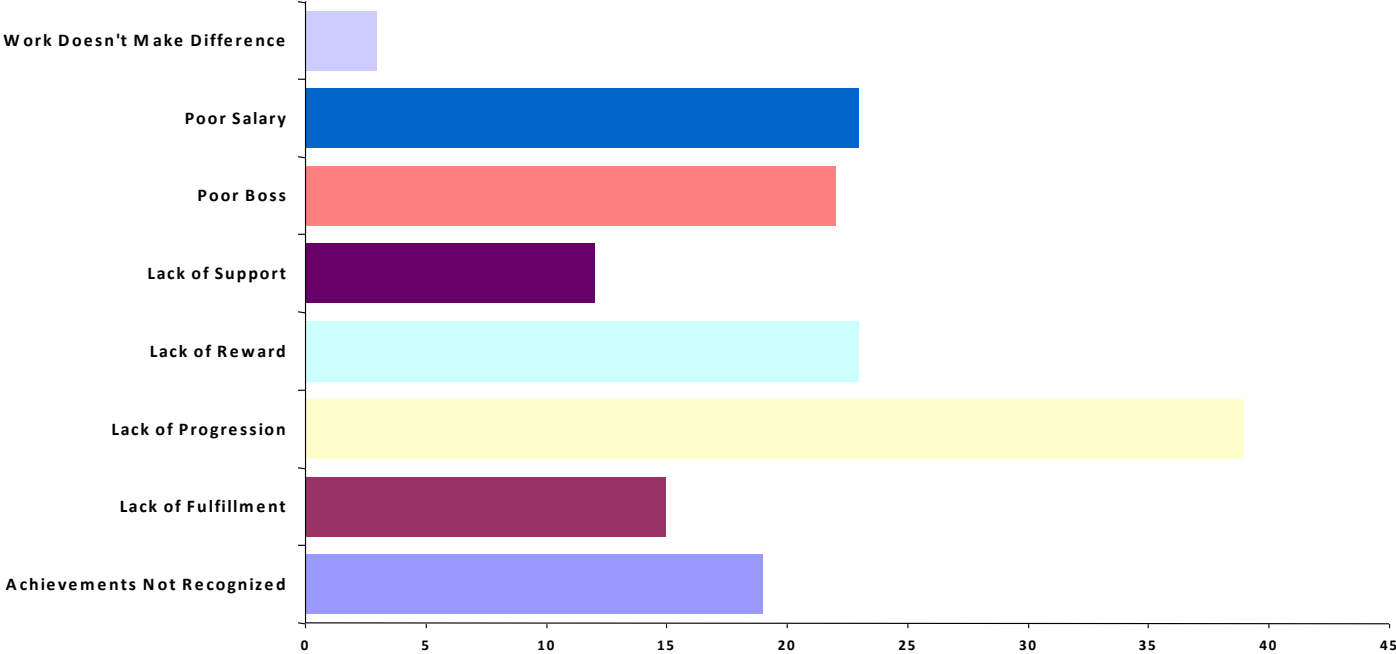
# THE TREASURY RECRUITMENT COMPANY

Why are You Unhappy in Role

North America

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	3	22	12	15	19	39	23	23

## Why Unhappy



# KEY INSIGHTS & FINAL WORDS



# KEY INSIGHTS & FINAL WORDS



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**Mike Richards**

CEO & Founder

[www.treasuryrecruitment.com](http://www.treasuryrecruitment.com)

UK: + 44 203 603 4448

US: + 1 727 538 7706

[enquiry@treasuryrecruitment.com](mailto:enquiry@treasuryrecruitment.com)

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## KEY INSIGHTS FROM OUR Q1 2023 TREASURY SALARY SURVEY

The possibility of a recession in 2023 may lead to budget cuts and layoffs, resulting in fewer job openings and increased competition for available positions. However, treasury roles are considered critical to the running of any organization, and demand for these roles may remain steady or even increase during a recession as companies continue to focus on managing their financial risks.

Our survey has shown as that compensation for treasury professionals is trending upward and competition for candidates is continues to rise.

Employers are becoming more aware of the importance of offering a comprehensive compensation package, including flexible working arrangements, as employees place greater value on work-life balance.

Employee satisfaction is influenced by various factors such as having a good boss, doing meaningful work, and a supportive team environment.

Our survey is an excellent tool to stay informed about your worth as a treasury professional during challenging times in 2023. By staying in touch with us, you will have a better understanding of the potential state of the treasury recruitment market and what you need to do to prepare for the future.

## FINAL WORDS

We want to extend a big thank you to everyone who took part in our Salary Survey. Your participation has made it a huge success and has revealed some very interesting insights into the treasury market. The survey is particularly valuable and unique because it is produced “for the people, by the people.”

To make the survey even more valuable and useful, we need your help. Our goal is to get every single member of the treasury community worldwide to participate and receive key information about their situation and experiences. By working together, we can achieve this goal and make the survey an even more powerful tool for everyone.

To help us reach this goal, please encourage your colleagues, teammates, bosses, and anyone in your treasury network to participate in the survey. It only takes a few minutes to complete, and your feedback is crucial to making the survey the best it can be. If there is something you would like us to include or any area you would like us to expand on, please let us know.

A special thank you to Craig Perkins, Senior Recruitment Consultant, for making the latest survey the biggest and best there has ever been. Without his support, the survey wouldn't be as amazing as it is.

# WANT TO CHAT FURTHER?

**Contact us after the session if you would like to talk further about your career**



**Mike Richards**

CEO & Founder

[mike@treasuryrecruitment.com](mailto:mike@treasuryrecruitment.com)

**CONNECT TODAY** 



**Craig Perkins**

Senior Recruitment Consultant UK

[craig@treasuryrecruitment.com](mailto:craig@treasuryrecruitment.com)

**CONNECT TODAY** 



**Katie Hardie**

Executive Consultant, Global Treasury

[katie@treasuryrecruitment.com](mailto:katie@treasuryrecruitment.com)

**CONNECT TODAY** 

**For any general enquiries please contact:**

UK: + 44 203 603 4448 / US: + 1 312 612 0933

or visit

[treasuryrecruitment.com](http://treasuryrecruitment.com)

THE  
TREASURY  
RECRUITMENT  
CO

**THANK YOU!**

**OUR SALARY SURVEY RUNS CONTINUOUSLY  
AND IS UPDATED EVERY QUARTER.**

**WE'VE HAD OVER 1000 TREASURY PROFESSIONALS TAKE PART TO DATE.  
WANT TO RECEIVE THE NEXT SET OF RESULTS?**

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