

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
AUS	0.553	0.719	0.656
CAD	0.599	0.779	0.711
CHF	0.820	1.066	0.973
DKK	0.113	0.147	0.134
EURO	0.842	1.095	1
GBP	1	1.301	1.187
SEK	0.080	0.104	0.094
SGD	0.562	0.731	0.667
USD	0.768	1	0.912

THANK YOU



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



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

United Kingdom

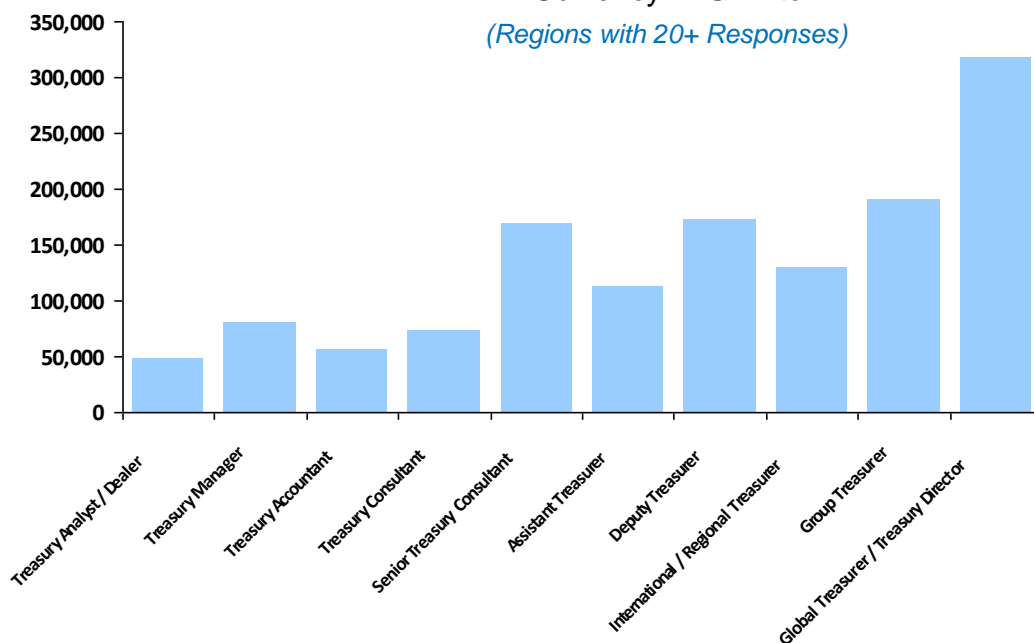
Currency in GBP £

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	62	£46,022	£4,247	5%	£4,840	39%	£48,101
Treasury Manager	109	£71,829	£5,701	27%	£11,106	78%	£82,007
Treasury Accountant	4	£56,500	£0	-	£0	-	£56,500
Treasury Consultant	6	£69,500	£0	-	£7,875	-	£74,750
Senior Treasury Consultant	5	£163,200	£0	-	£34,000	-	£170,000
Assistant Treasurer	87	£95,146	£6,924	52%	£17,700	79%	£112,765
Deputy Treasurer	40	£129,644	£9,336	55%	£49,814	78%	£173,385
International / Regional Treasurer	20	£106,271	£7,550	55%	£23,186	85%	£130,131
Group Treasurer	68	£150,721	£8,277	37%	£48,720	78%	£191,736
Global Treasurer / Treasury Director	18	£237,158	£8,600	-	£117,800	-	£318,081
Global:	419	£100,832					£123,049

Average Total Compensation

Currency in GBP £

(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

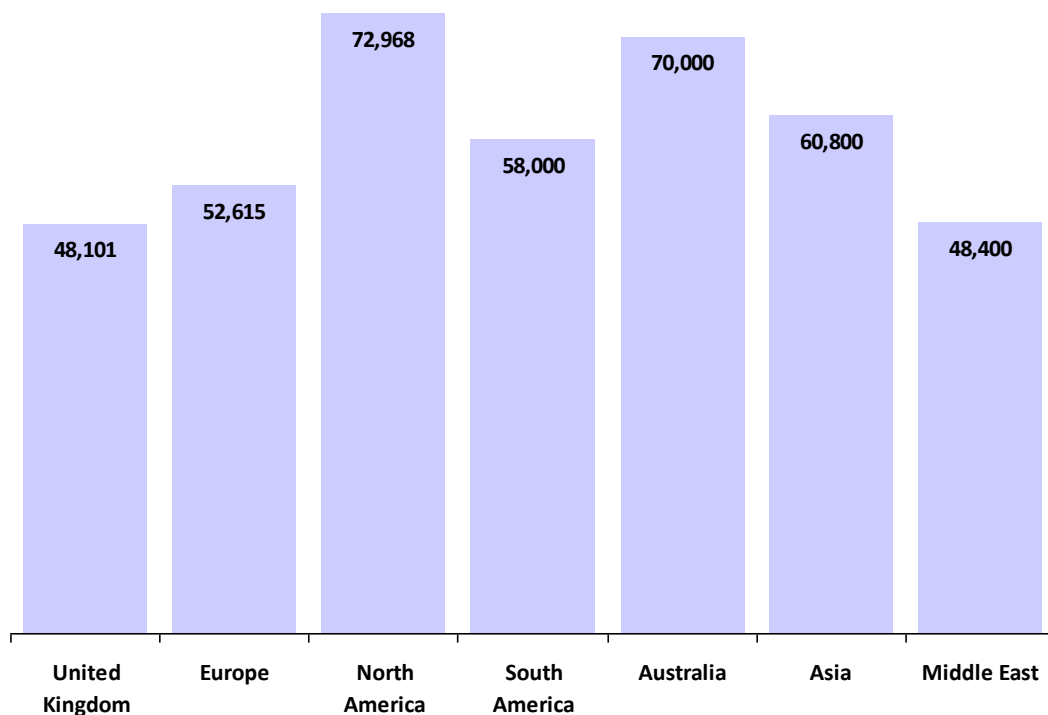
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	62	£46,022	£4,247	5%	£4,840	39%	£48,101
Europe	39	£47,996	£5,106	23%	£4,328	79%	£52,615
North America	35	£66,801	£0	0%	£8,993	69%	£72,968
South America	2	£39,600	£0	-	£18,400	-	£58,000
Australia	1	£70,000	£0	-	£0	-	£70,000
Asia	1	£48,000	£4,800	-	£8,000	-	£60,800
Middle East	2	£44,400	£0	-	£8,000	-	£48,400
Global:	142	£51,755					£55,857

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

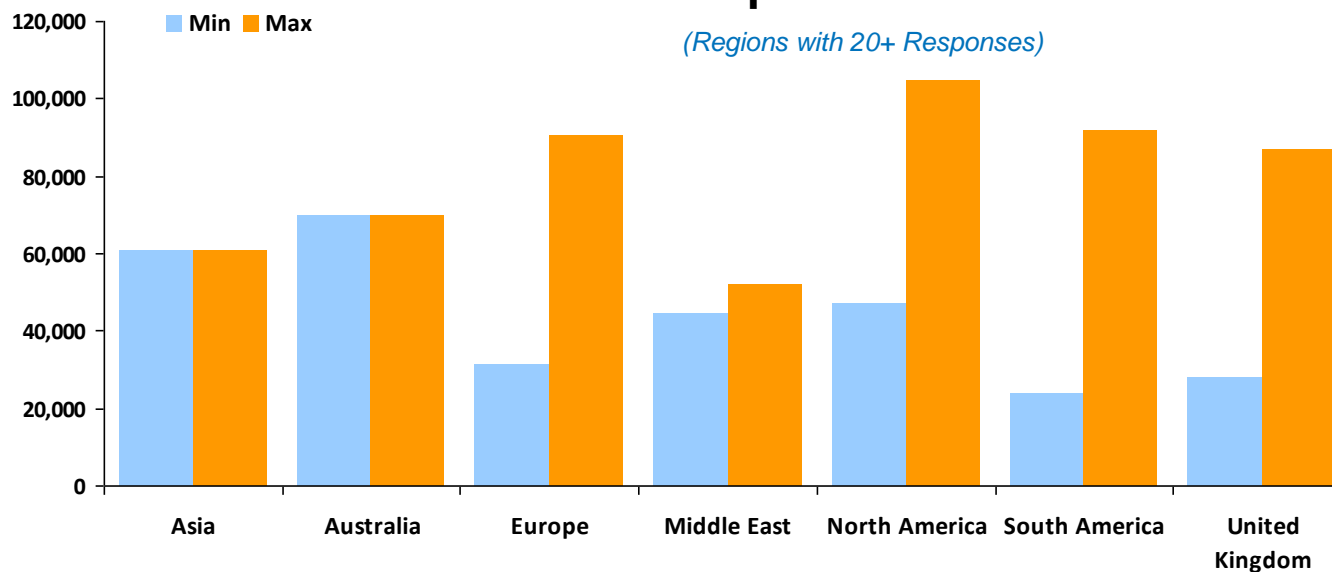
Treasury Analyst / Dealer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	62	£28,000	£78,000	£0	£5,700	£0	£11,000	£28,000	£87,000
Europe	39	£30,450	£86,130	£0	£7,308	£0	£10,875	£31,320	£90,437
North America	35	£46,320	£80,000	£0	£0	£0	£24,640	£47,360	£104,640
South America	2	£19,200	£60,000	£0	£0	£4,800	£32,000	£24,000	£92,000
Australia	1	£70,000	£70,000	£0	£0	£0	£0	£70,000	£70,000
Asia	1	£48,000	£48,000	£4,800	£4,800	£8,000	£8,000	£60,800	£60,800
Middle East	2	£36,800	£52,000	£0	£0	£0	£8,000	£44,800	£52,000

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Manager

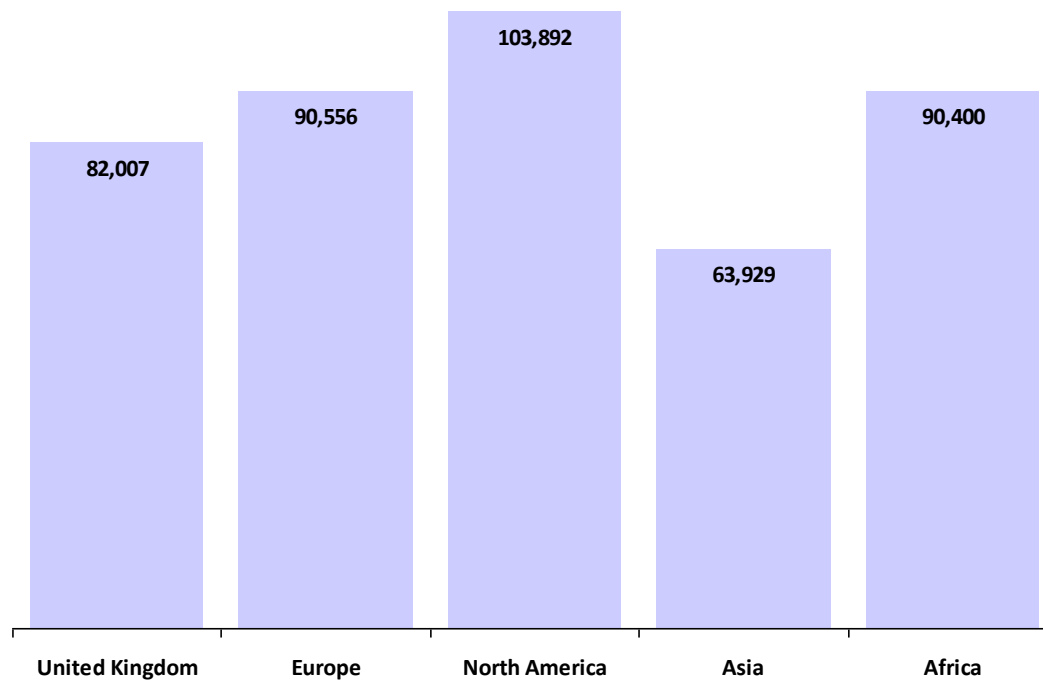
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	109	£71,829	£5,701	27%	£11,106	78%	£82,007
Europe	98	£81,340	£6,808	18%	£10,549	76%	£90,556
North America	35	£94,088	£0	0%	£11,068	89%	£103,892
Asia	1	£56,304	£0	-	£7,625	-	£63,929
Africa	1	£63,200	£9,600	-	£17,600	-	£90,400
Global:	244	£78,743					£88,540

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



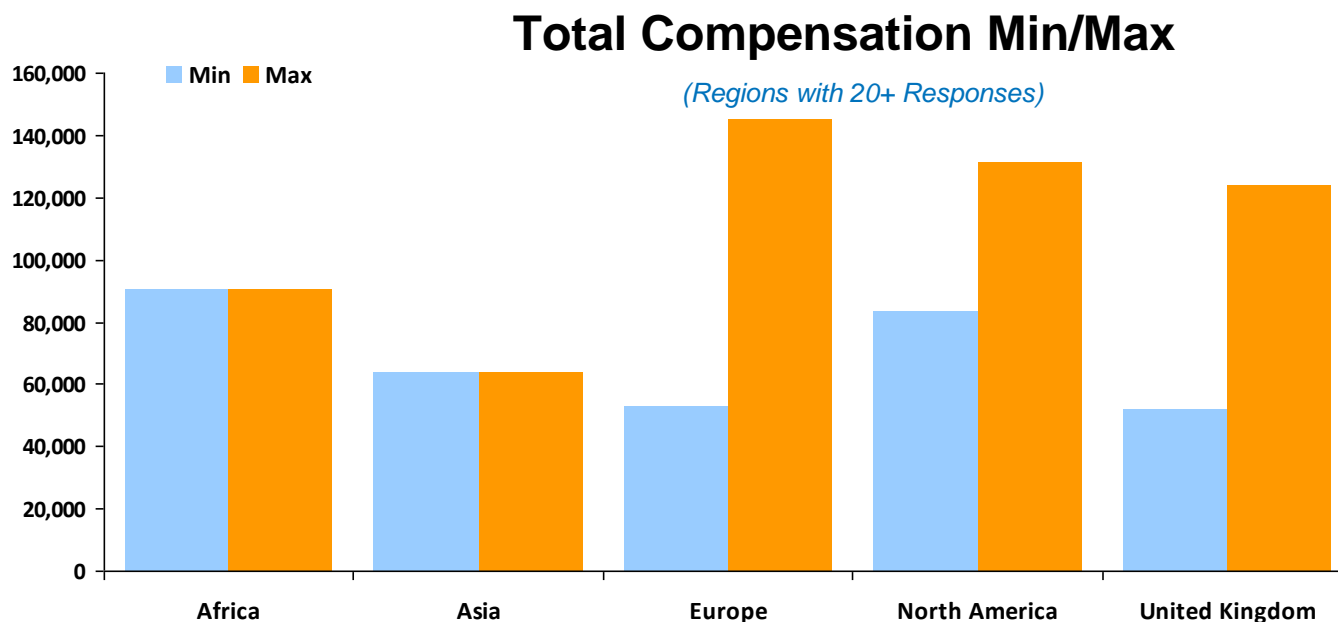
THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Manager

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	109	£50,200	£90,000	£0	£9,000	£0	£60,000	£52,200	£124,000
Europe	98	£47,850	£130,500	£0	£12,267	£0	£26,100	£53,070	£145,290
North America	35	£78,000	£110,160	£0	£0	£0	£24,606	£83,600	£131,006
Asia	1	£56,304	£56,304	£0	£0	£7,625	£7,625	£63,929	£63,929
Africa	1	£63,200	£63,200	£9,600	£9,600	£17,600	£17,600	£90,400	£90,400



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant

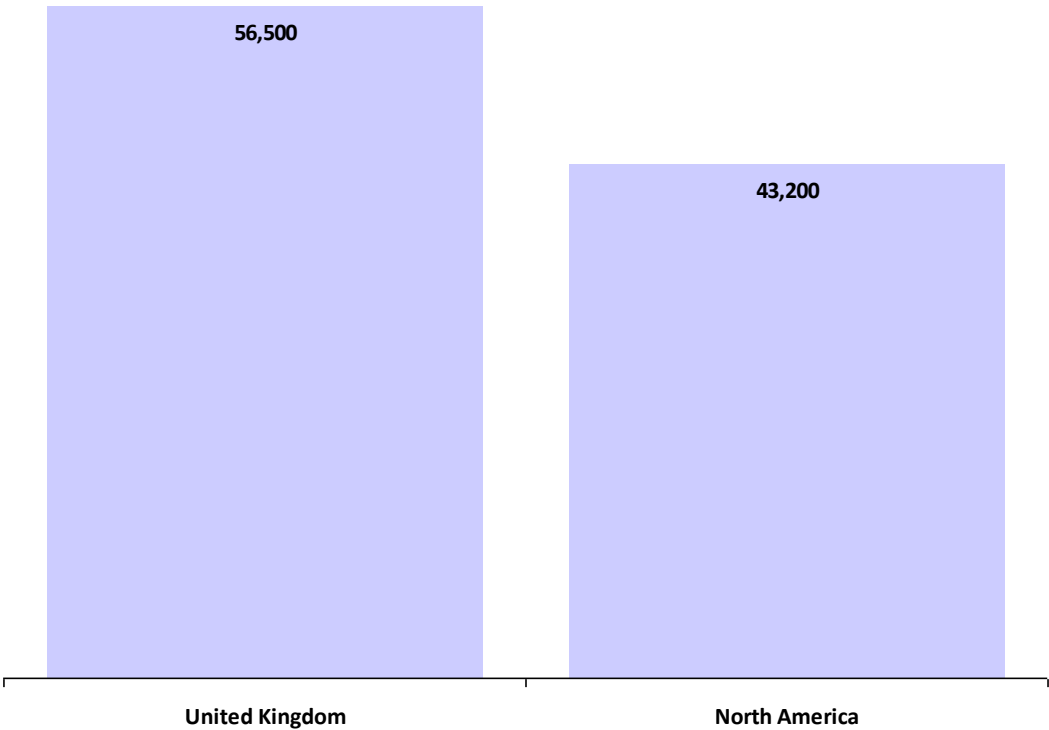
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	4	£56,500	£0	-	£0	-	£56,500
North America	1	£43,200	£0	-	£0	-	£43,200
Global:	5	£53,840					£53,840

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



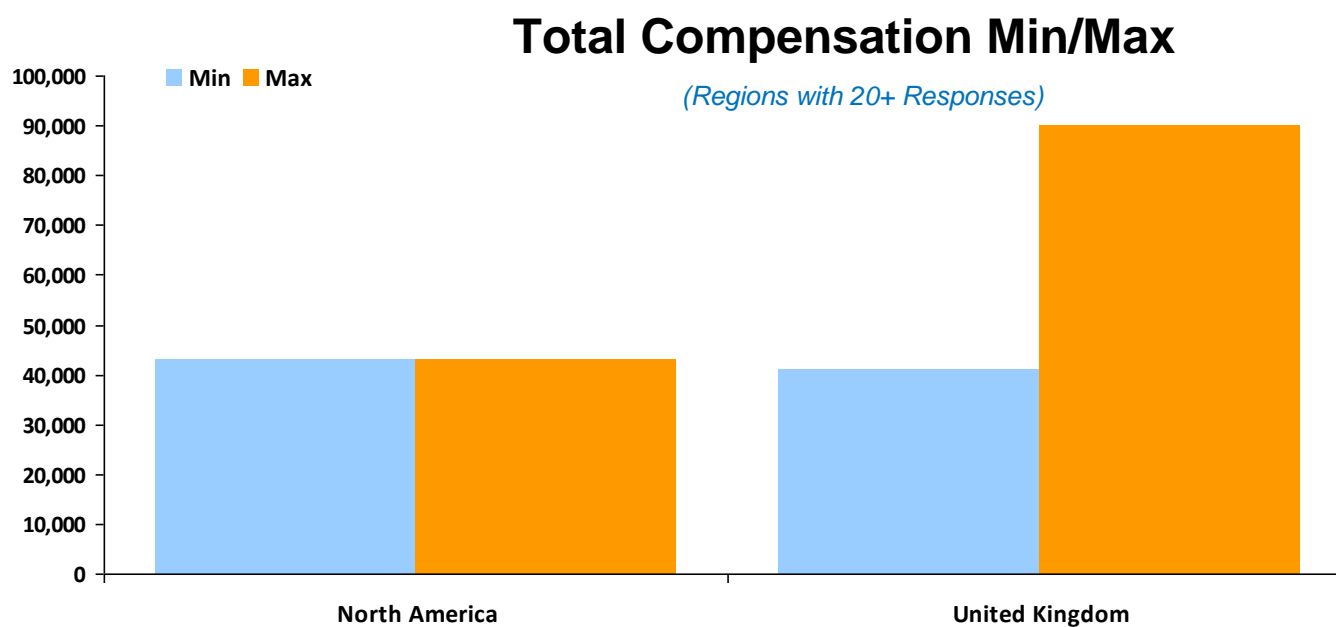
THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Accountant

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	4	£41,000	£90,000	£0	£0	£0	£0	£41,000	£90,000
North America	1	£43,200	£43,200	£0	£0	£0	£0	£43,200	£43,200



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

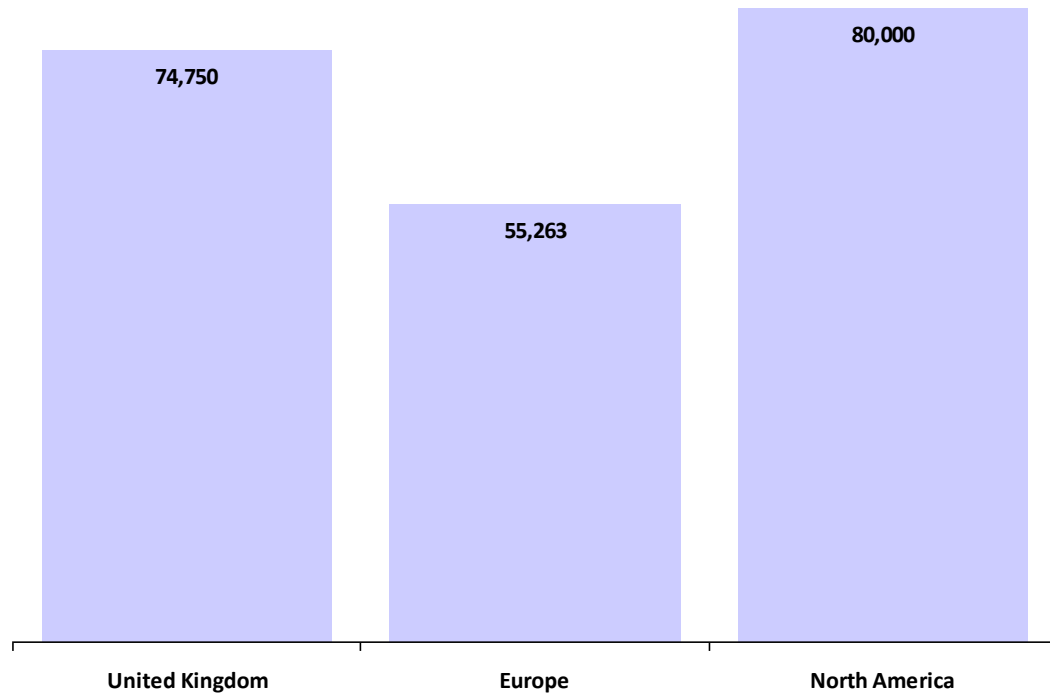
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	6	£69,500	£0	-	£7,875	-	£74,750
Europe	4	£49,046	£6,264	-	£6,201	-	£55,263
North America	1	£80,000	£0	-	£0	-	£80,000
Global:	11	£63,017					£68,141

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

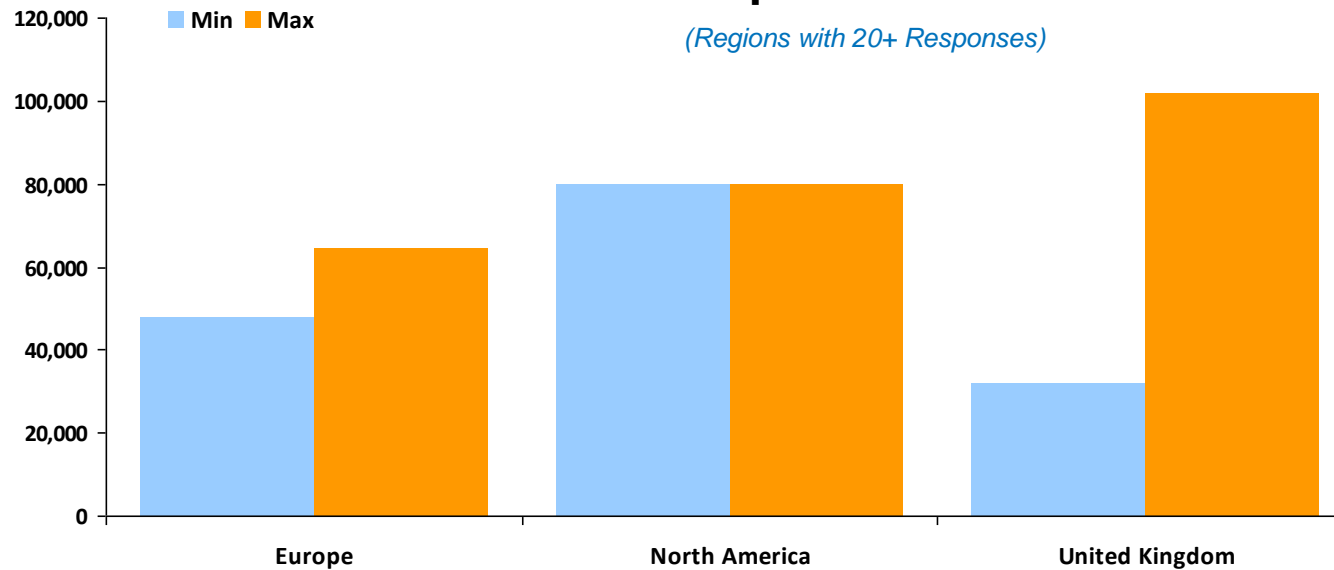
Treasury Consultant

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	6	£32,000	£100,000	£0	£0	£0	£12,000	£32,000	£102,000
Europe	4	£37,410	£64,380	£0	£6,264	£0	£10,287	£47,697	£64,380
North America	1	£80,000	£80,000	£0	£0	£0	£0	£80,000	£80,000

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

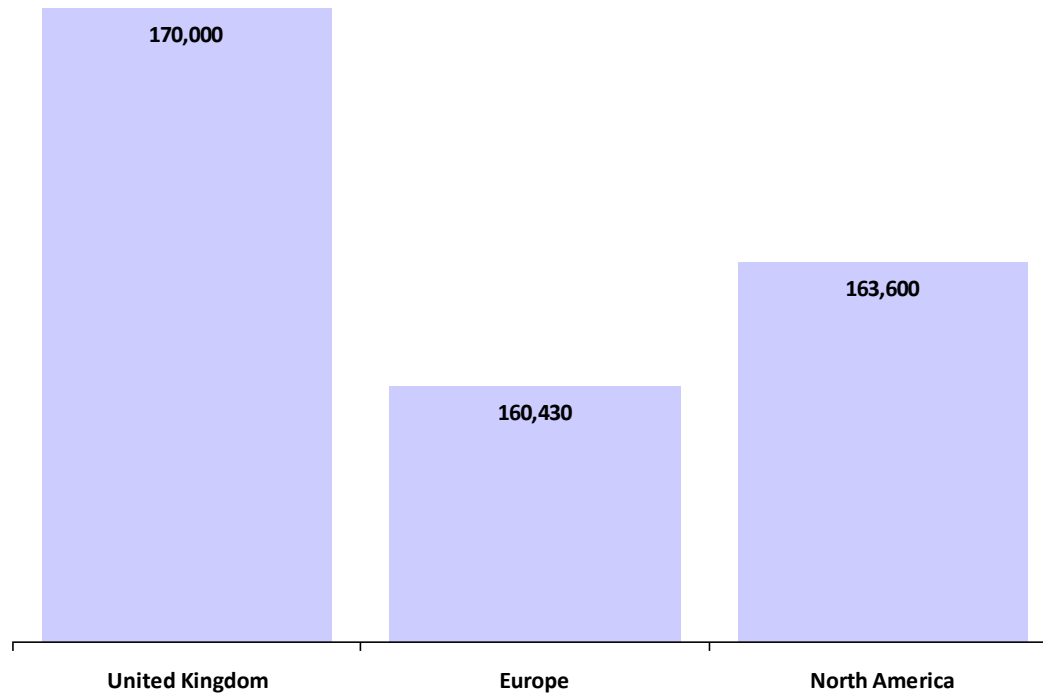
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	5	£163,200	£0	-	£34,000	-	£170,000
Europe	8	£144,662	£0	-	£31,538	-	£160,430
North America	2	£161,600	£0	-	£4,000	-	£163,600
Global:	15	£153,100					£164,043

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

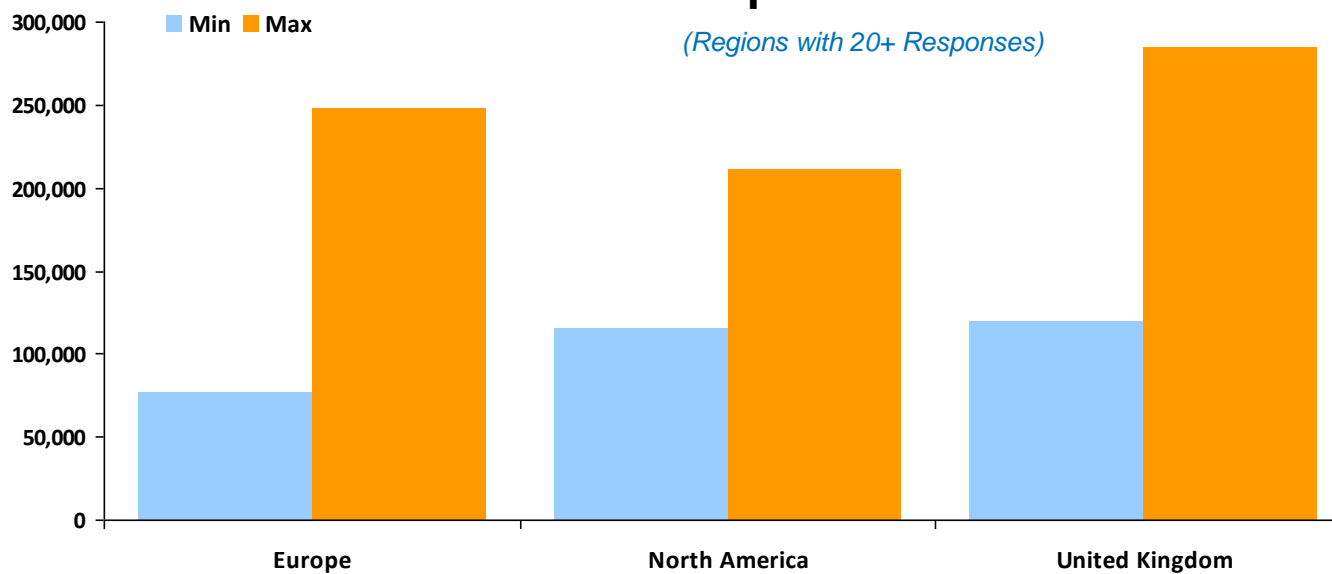
Compensation

Senior Treasury Consultant

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	5	£120,000	£285,000	£0	£0	£0	£34,000	£120,000	£285,000
Europe	8	£77,000	£215,325	£0	£0	£0	£43,500	£77,000	£248,385
North America	2	£112,000	£211,200	£0	£0	£0	£4,000	£116,000	£211,200

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

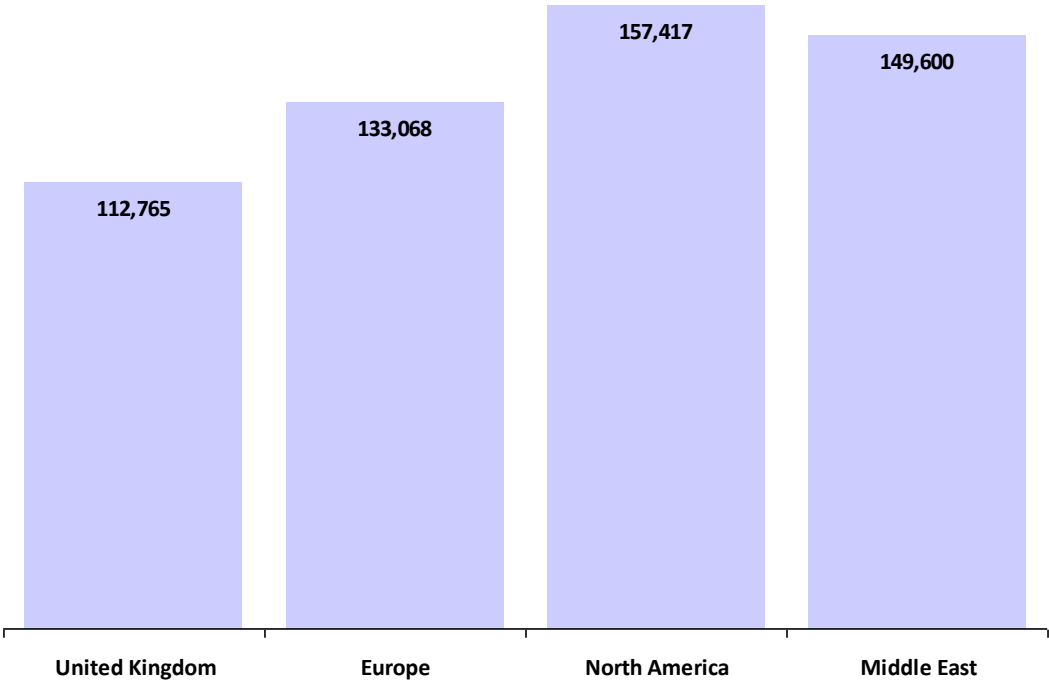
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	87	£95,146	£6,924	52%	£17,700	79%	£112,765
Europe	58	£111,479	£8,380	40%	£20,773	88%	£133,068
North America	65	£133,427	£6,560	3%	£27,127	88%	£157,417
Middle East	1	£128,000	£16,000	-	£5,600	-	£149,600
Global:	211	£111,584					£132,276

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

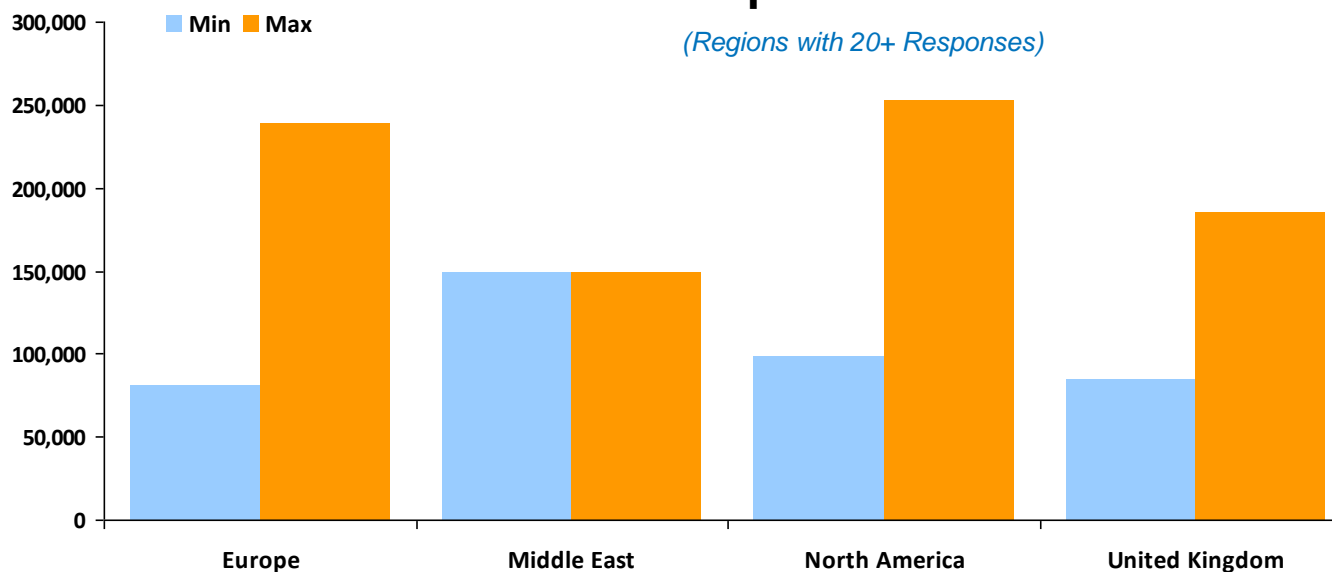
Assistant Treasurer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	87	£80,000	£113,000	£0	£12,000	£0	£70,000	£84,800	£185,000
Europe	58	£75,690	£182,700	£0	£16,704	£0	£56,550	£81,432	£239,250
North America	65	£93,005	£174,400	£0	£6,720	£0	£90,400	£98,700	£252,800
Middle East	1	£128,000	£128,000	£16,000	£16,000	£5,600	£5,600	£149,600	£149,600

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	40	£129,644	£9,336	55%	£49,814	78%	£173,385
Europe	27	£130,223	£9,113	52%	£61,816	89%	£189,895
North America	15	£188,347	£0	-	£70,372	-	£249,336
South America	1	£164,000	£0	-	£19,600	-	£183,600
Australia	3	£120,773	£0	-	£24,080	-	£128,800
Middle East	1	£160,000	£0	-	£0	-	£160,000
Africa	1	£120,000	£0	-	£10,000	-	£130,000
Global:	88	£140,151					£189,348

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

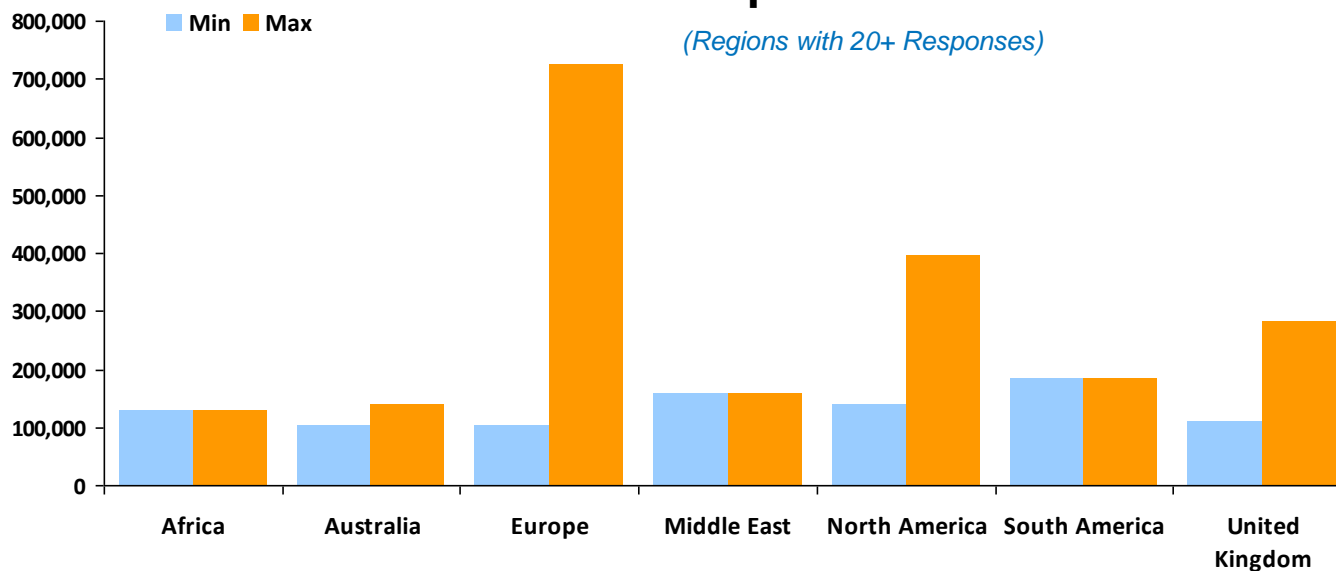
Compensation

Deputy Treasurer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	40	£110,000	£168,000	£0	£20,000	£0	£140,000	£110,000	£284,600
Europe	27	£98,000	£191,400	£0	£17,400	£0	£591,600	£104,400	£725,580
North America	15	£114,000	£246,400	£0	£0	£0	£179,200	£141,000	£396,800
South America	1	£164,000	£164,000	£0	£0	£19,600	£19,600	£183,600	£183,600
Australia	3	£104,720	£140,000	£0	£0	£0	£24,080	£104,720	£141,680
Middle East	1	£160,000	£160,000	£0	£0	£0	£0	£160,000	£160,000
Africa	1	£120,000	£120,000	£0	£0	£10,000	£10,000	£130,000	£130,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

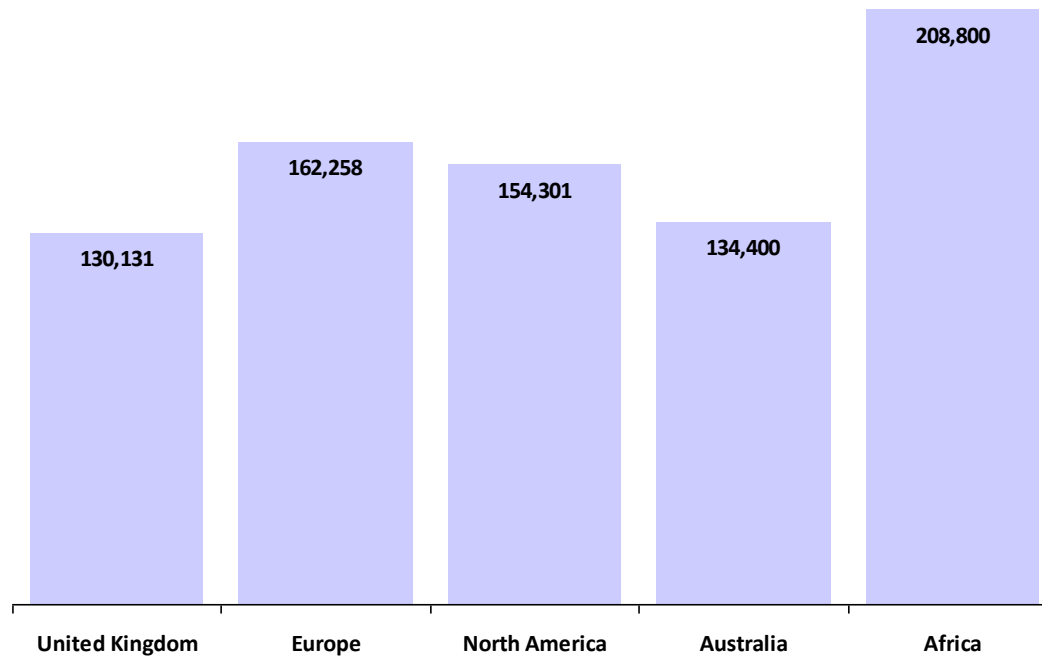
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	20	£106,271	£7,550	55%	£23,186	85%	£130,131
Europe	25	£132,184	£10,576	56%	£28,753	84%	£162,258
North America	18	£128,640	£0	-	£27,170	-	£154,301
Australia	1	£117,600	£0	-	£16,800	-	£134,400
Africa	1	£165,300	£0	-	£43,500	-	£208,800
Global:	65	£123,514					£150,457

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

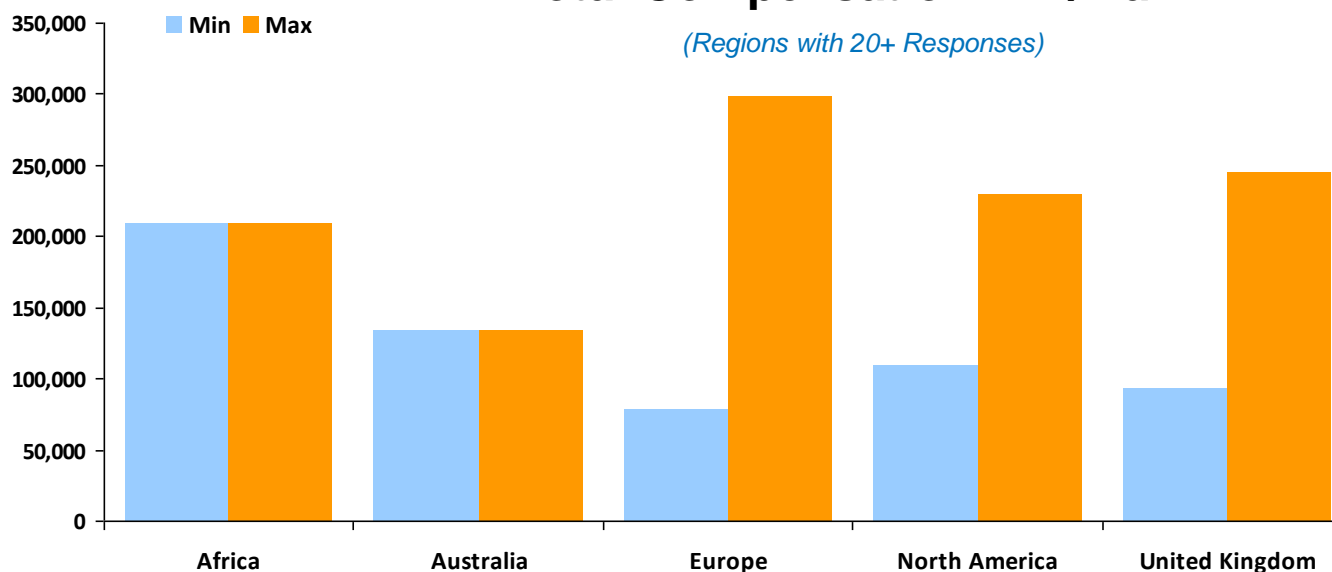
International / Regional Treasurer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	20	£88,000	£160,000	£0	£13,940	£0	£85,000	£93,000	£245,000
Europe	25	£71,400	£220,110	£0	£16,500	£0	£69,600	£78,400	£297,888
North America	18	£108,000	£181,280	£0	£0	£0	£48,672	£109,600	£229,680
Australia	1	£117,600	£117,600	£0	£0	£16,800	£16,800	£134,400	£134,400
Africa	1	£165,300	£165,300	£0	£0	£43,500	£43,500	£208,800	£208,800

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

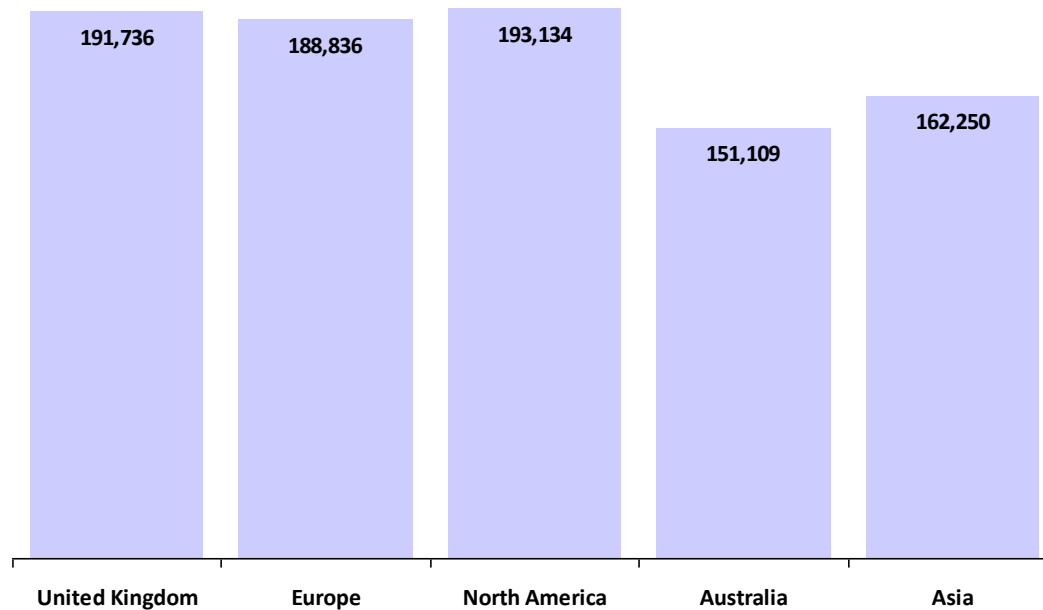
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	68	£150,721	£8,277	37%	£48,720	78%	£191,736
Europe	59	£149,096	£9,942	51%	£42,633	81%	£188,836
North America	21	£158,299	£6,720	5%	£48,320	71%	£193,134
Australia	3	£142,033	£8,526	-	£9,350	-	£151,109
Asia	1	£137,500	£0	-	£24,750	-	£162,250
Global:	152	£150,879					£189,808

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



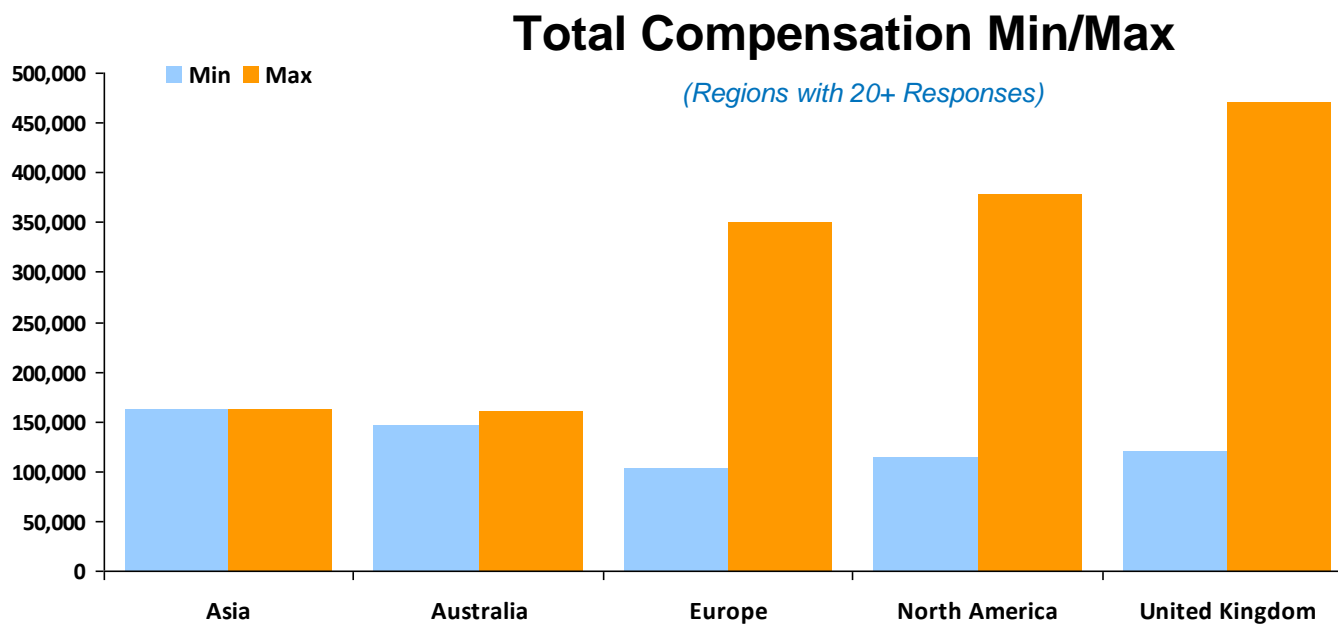
THE TREASURY RECRUITMENT COMPANY

Compensation

Group Treasurer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	68	£104,000	£211,500	£0	£13,050	£0	£259,200	£120,000	£470,700
Europe	59	£86,689	£217,500	£0	£17,400	£0	£156,600	£102,178	£350,610
North America	21	£114,000	£274,560	£0	£6,720	£0	£104,000	£114,000	£378,560
Australia	3	£130,500	£150,000	£0	£8,526	£0	£10,000	£145,600	£160,000
Asia	1	£137,500	£137,500	£0	£0	£24,750	£24,750	£162,250	£162,250



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

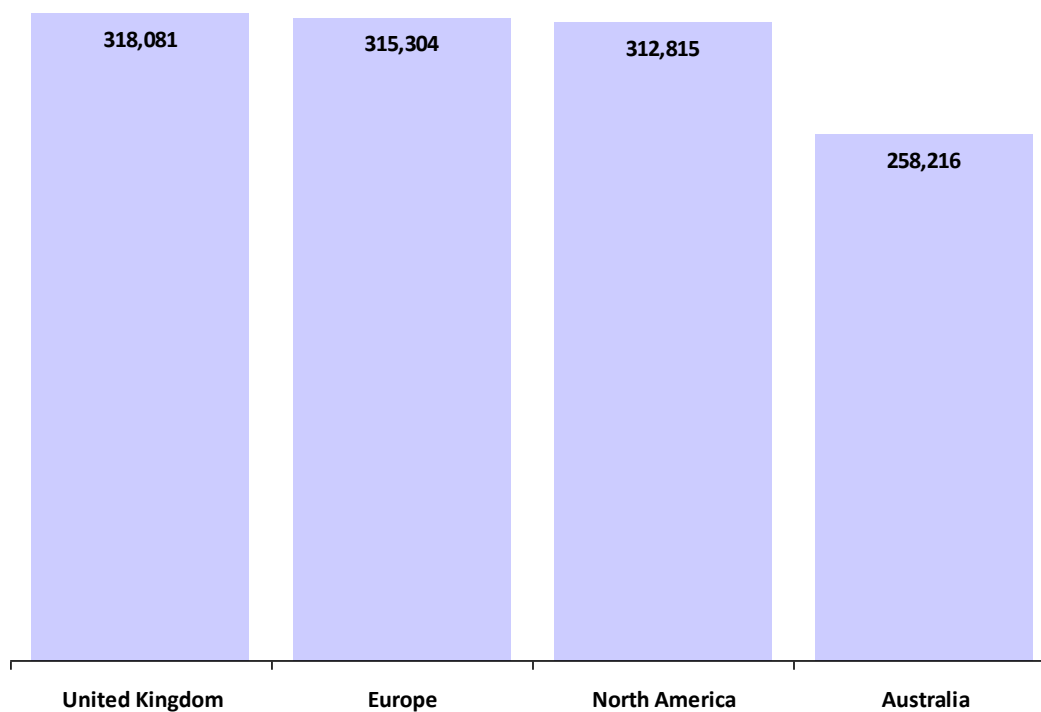
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	18	£237,158	£8,600	-	£117,800	-	£318,081
Europe	27	£215,837	£12,747	52%	£109,006	85%	£315,304
North America	35	£222,712	£7,380	11%	£100,777	89%	£312,815
Australia	1	£258,216	£0	-	£0	-	£258,216
Global:	81	£224,069					£314,141

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



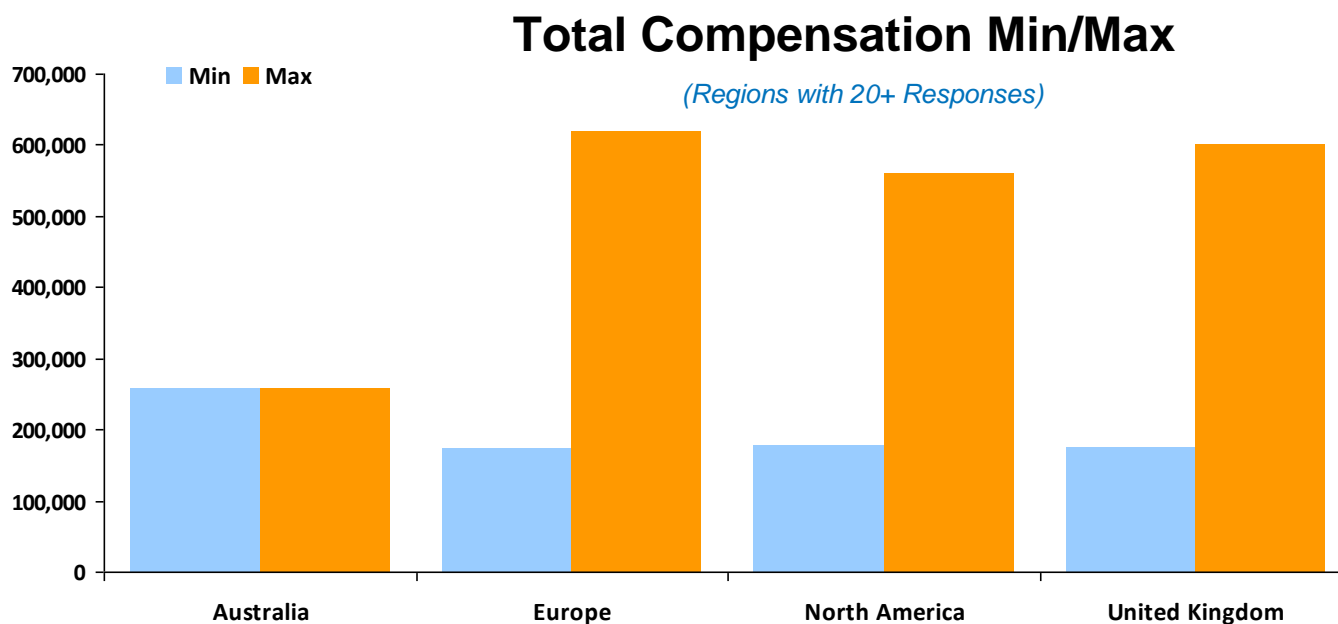
THE TREASURY RECRUITMENT COMPANY

Compensation

Global Treasurer / Treasury Director

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	18	£170,280	£400,000	£0	£12,000	£0	£300,000	£175,000	£600,000
Europe	27	£130,500	£330,600	£0	£17,400	£0	£385,606	£174,000	£619,072
North America	35	£169,728	£336,000	£0	£10,000	£0	£316,246	£177,600	£561,530
Australia	1	£258,216	£258,216	£0	£0	£0	£0	£258,216	£258,216



BENEFITS DATA

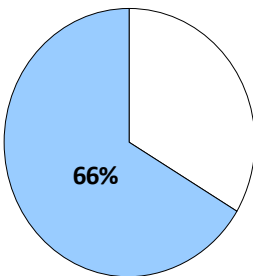
Benefits

All Positions

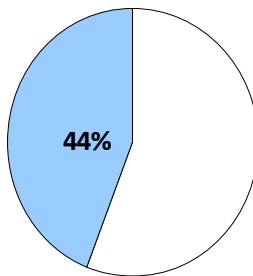
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	419	278	270	102	140	269	72	30	110
Europe	345	152	122	83	82	196	45	12	18
North America	228	167	82	78	60	154	25	6	2
South America	3	2	2	0	0	3	0	0	0
Australia	9	2	1	4	2	7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

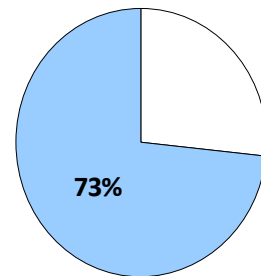
United Kingdom



Europe

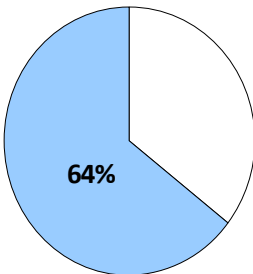


North America

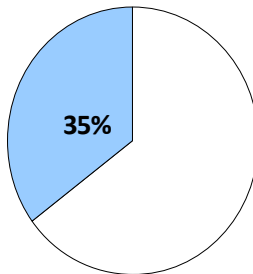


Pension Plan Match

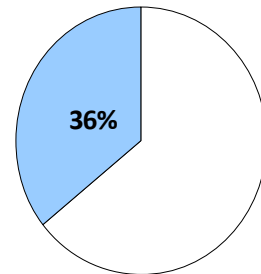
United Kingdom



Europe



North America

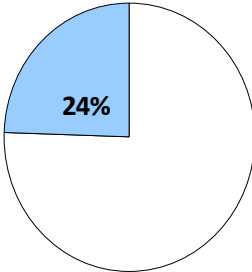


Benefits

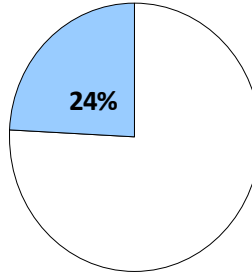
All Positions

Stock Options

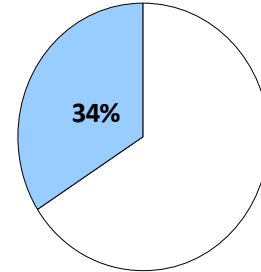
United Kingdom



Europe

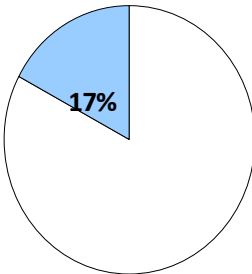


North America

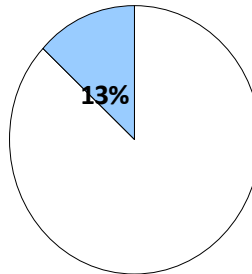


Gym Membership

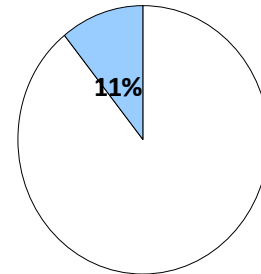
United Kingdom



Europe

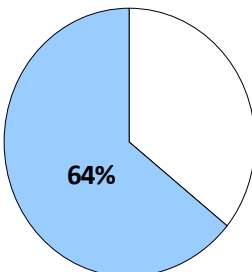


North America

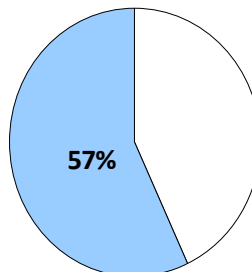


Flextime

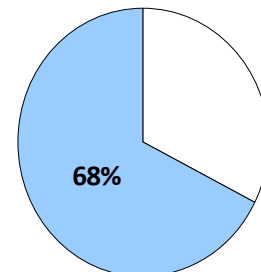
United Kingdom



Europe



North America

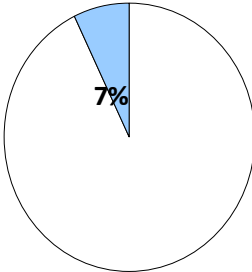


Benefits

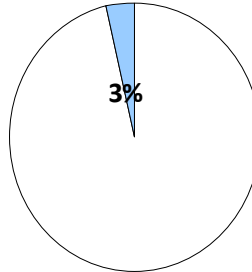
All Positions

Childcare

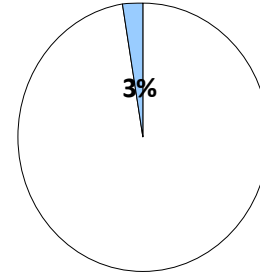
United Kingdom



Europe

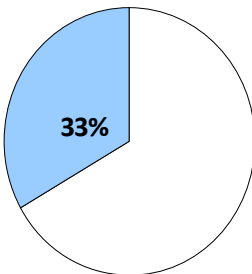


North America

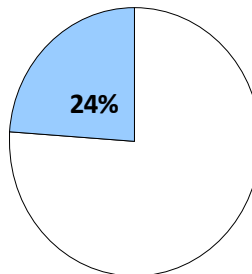


Employee Discounts

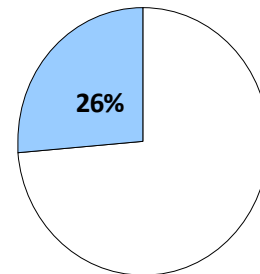
United Kingdom



Europe



North America



FEELINGS ABOUT SALARY & DIRECT MANAGER

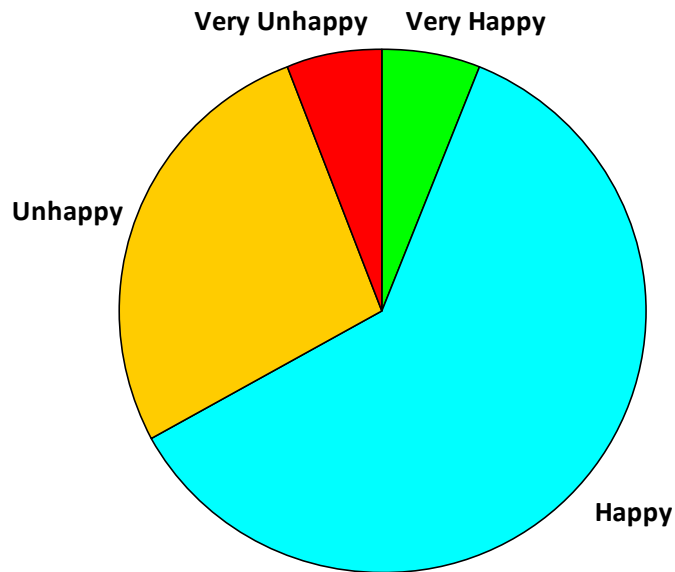
Assessed in three regions - UK, Europe & North America

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: United Kingdom

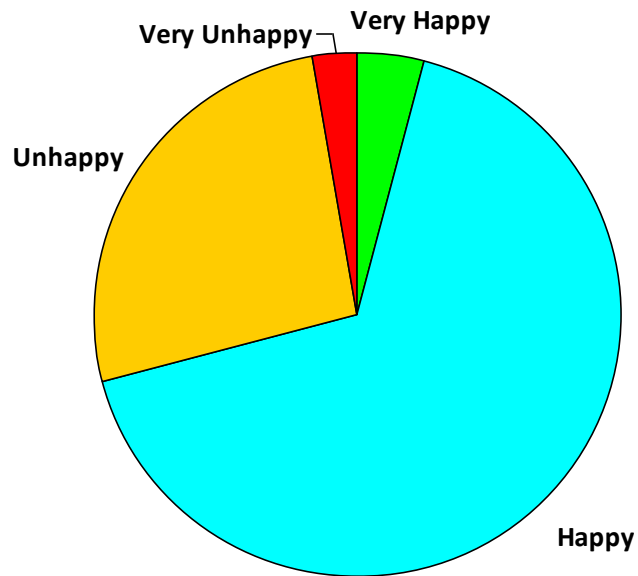


Happy with Salary	Responses	Percent
Very Happy	25	6.2%
Happy	246	60.9%
Unhappy	109	27.0%
Very Unhappy	24	5.9%
Total Responses:	404	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: Europe

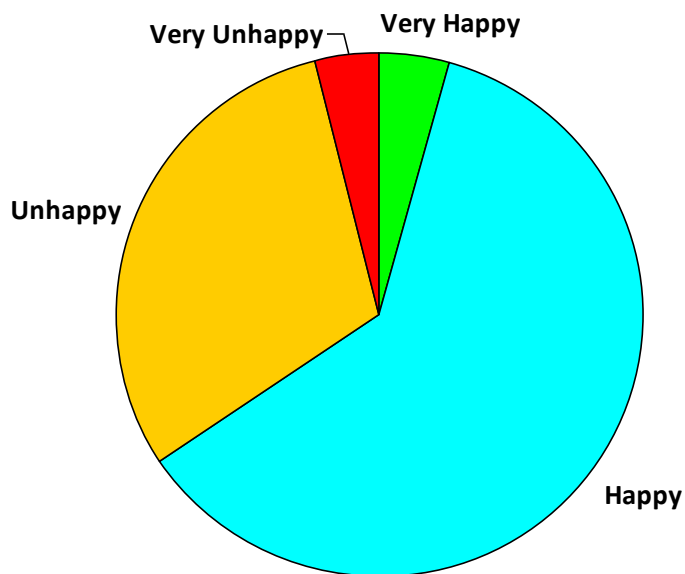


Happy with Salary	Responses	Percent
Very Happy	14	4.1%
Happy	226	66.7%
Unhappy	90	26.5%
Very Unhappy	9	2.7%
Total Responses:	339	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

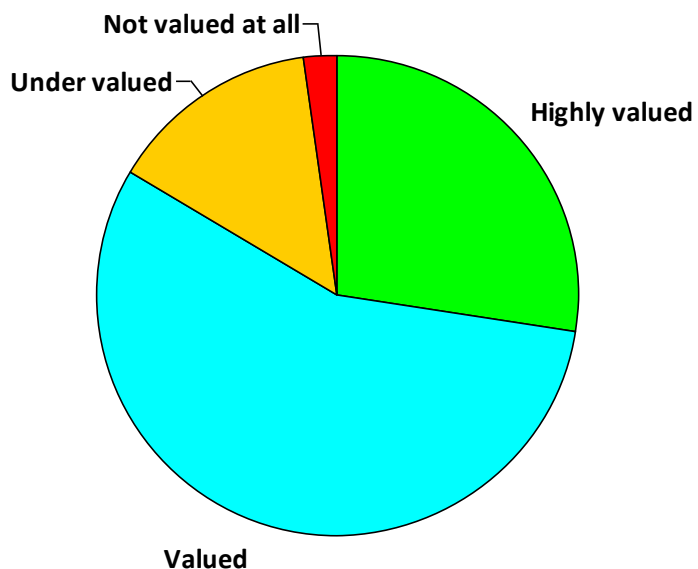


Happy with Salary	Responses	Percent
Very Happy	10	4.4%
Happy	138	61.1%
Unhappy	69	30.5%
Very Unhappy	9	4.0%
Total Responses:	226	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: United Kingdom

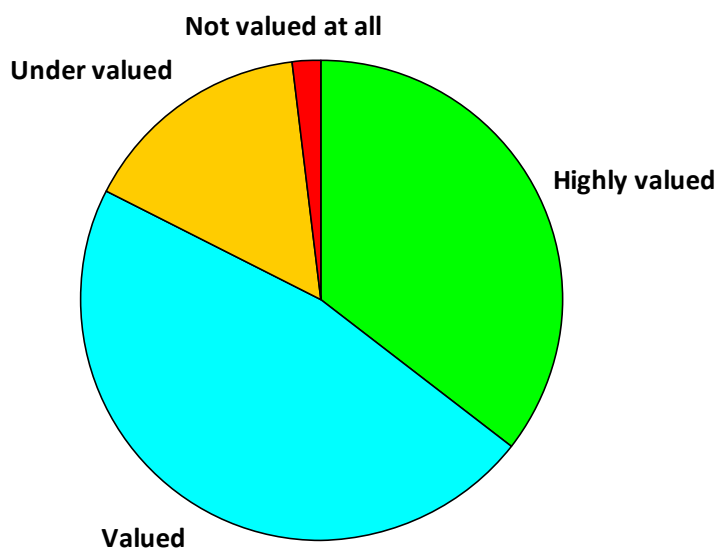


Happy with Salary	Responses	Percent
Highly valued	112	27.5%
Valued	229	56.1%
Under valued	58	14.2%
Not valued at	9	2.2%
Total Responses:	408	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: Europe

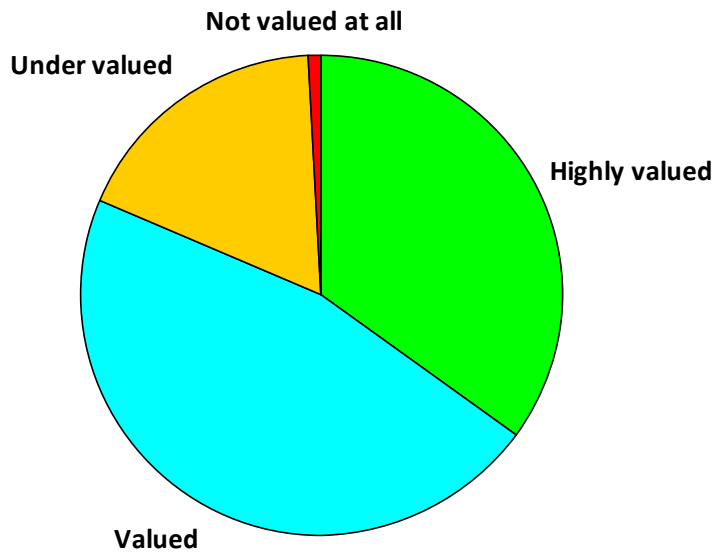


Happy with Salary	Responses	Percent
Highly valued	120	35.5%
Valued	159	47.0%
Under valued	52	15.4%
Not valued at	7	2.1%
Total Responses:	338	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: North America



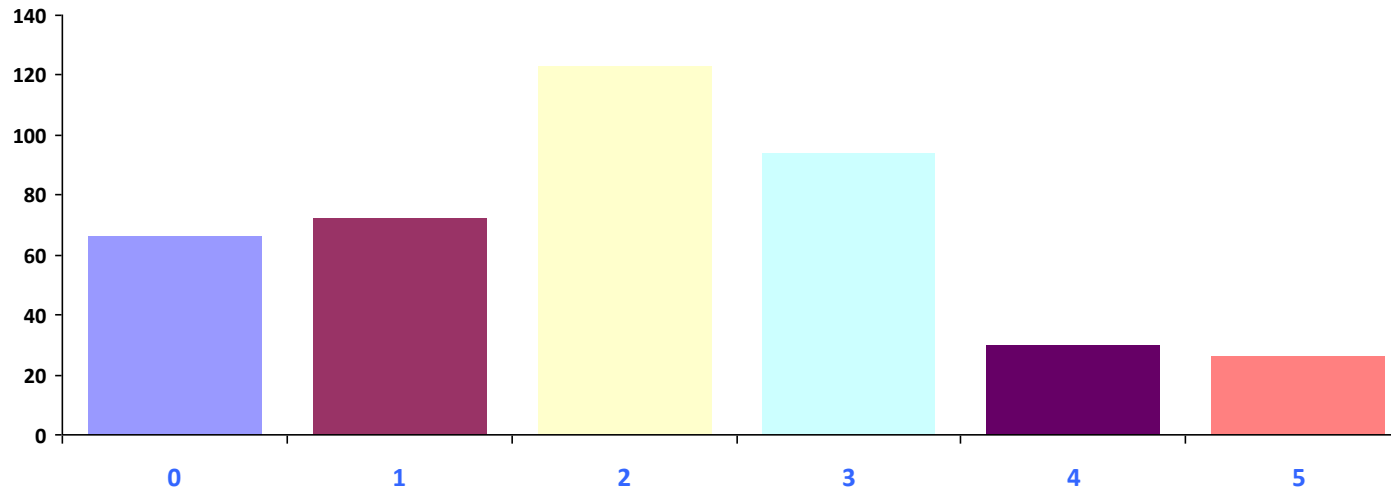
Happy with Salary	Responses	Percent
Highly valued	79	35.0%
Valued	105	46.5%
Under valued	40	17.7%
Not valued at	2	0.9%
Total Responses:	226	100%

WORK FROM HOME POLICIES & TRENDS

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: United Kingdom



Days in Office

Days in Office Responses Percent

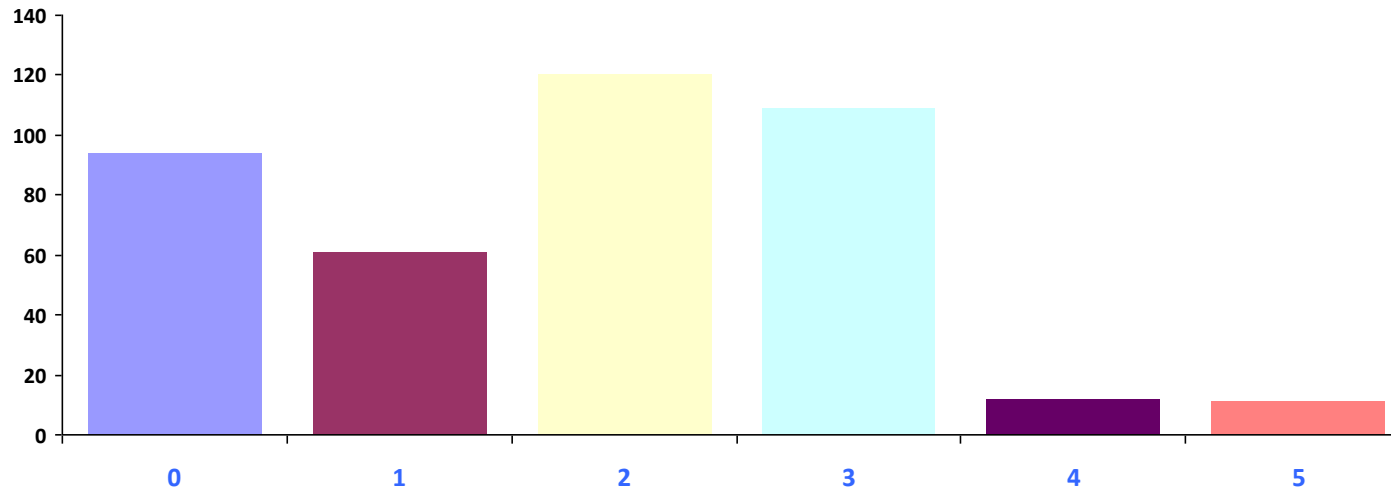
0	66	16%
1	72	18%
2	123	30%
3	94	23%
4	30	7%
5	26	6%

TOTAL: 411

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Asked to Work in the Office

REGION: United Kingdom



Days in Office

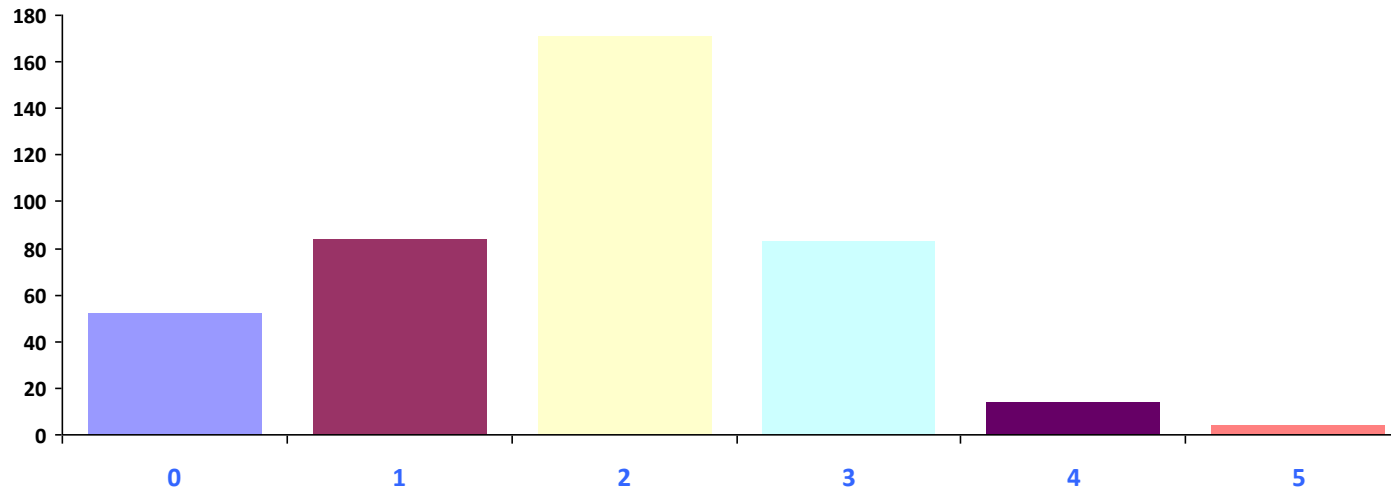
Days in Office	Responses	Percent
0	94	23%
1	61	15%
2	120	29%
3	109	27%
4	12	3%
5	11	3%

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

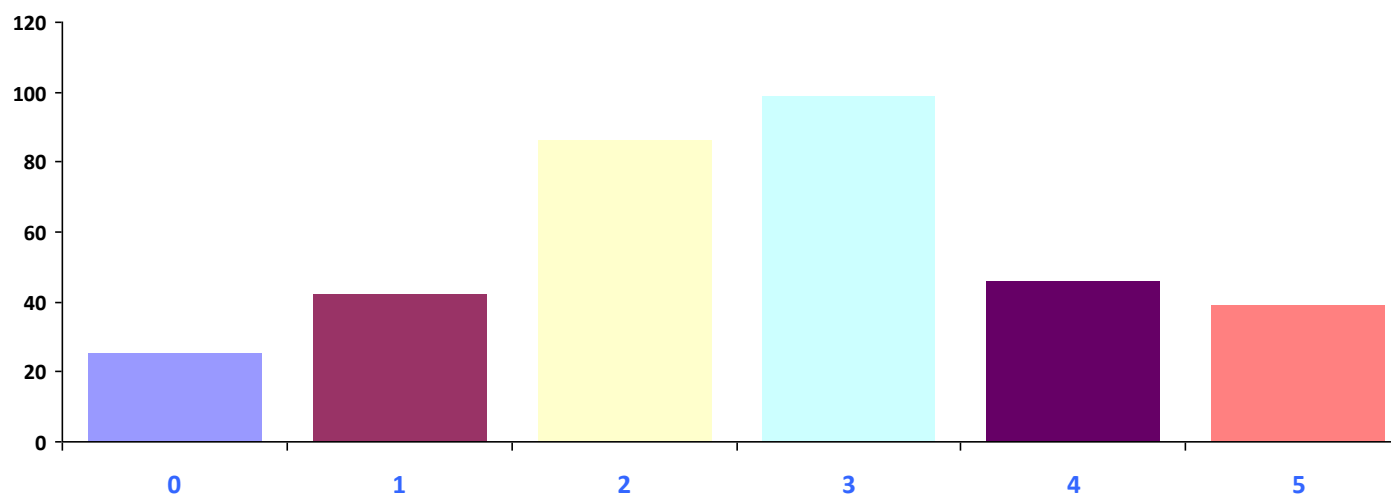
0	52	13%
1	84	21%
2	171	42%
3	83	20%
4	14	3%
5	4	1%

TOTAL: 408

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: Europe



Days in Office

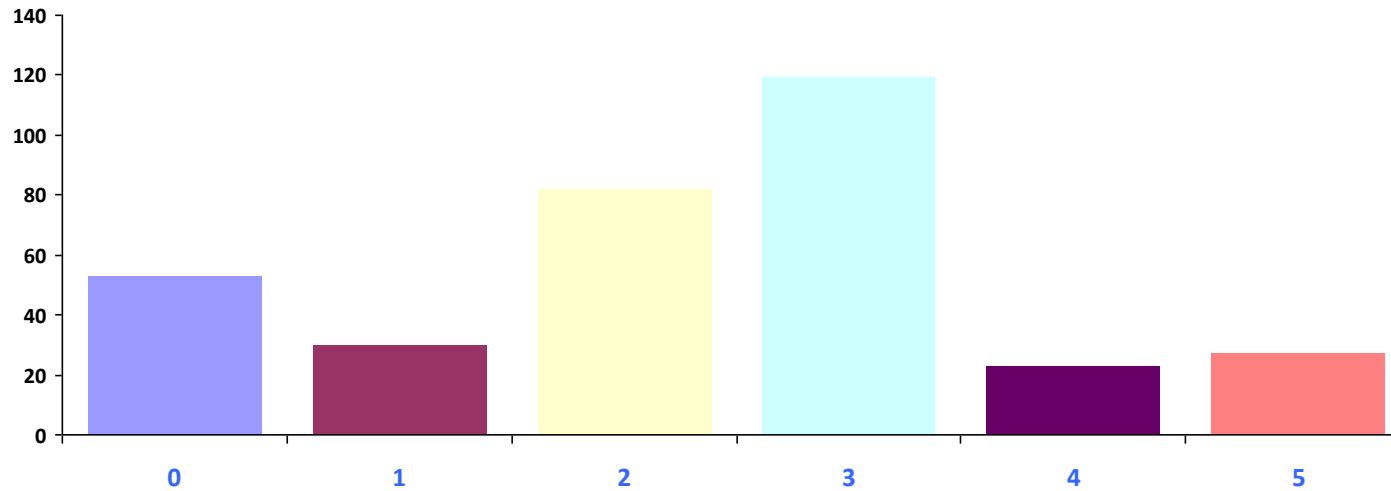
Days in Office	Responses	Percent
0	25	7%
1	42	12%
2	86	26%
3	99	29%
4	46	14%
5	39	12%

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

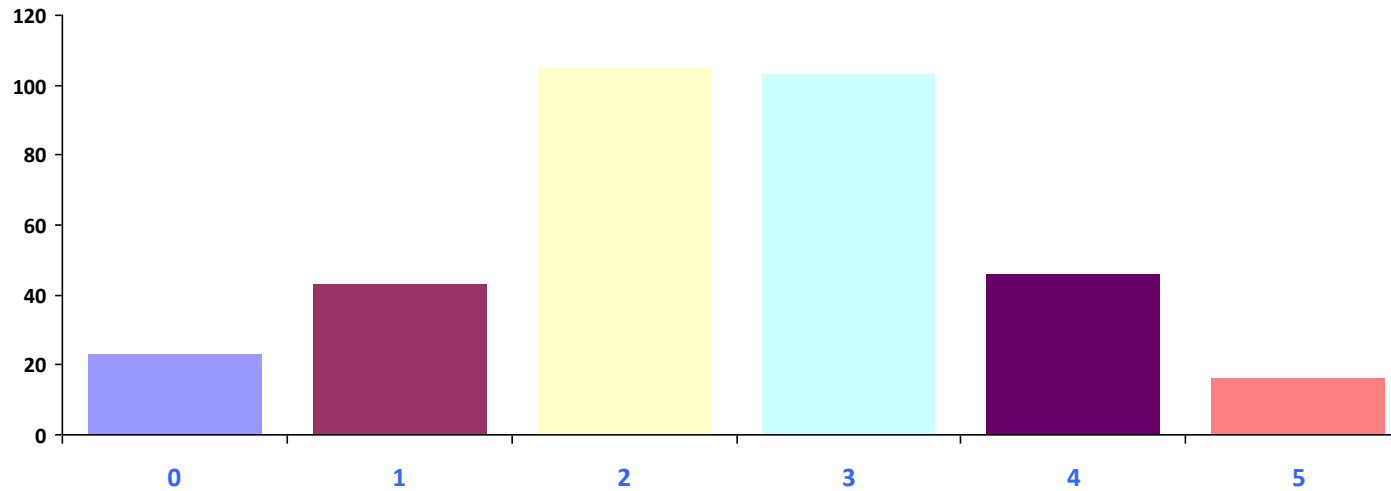
0	53	16%
1	30	9%
2	82	25%
3	119	36%
4	23	7%
5	27	8%

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

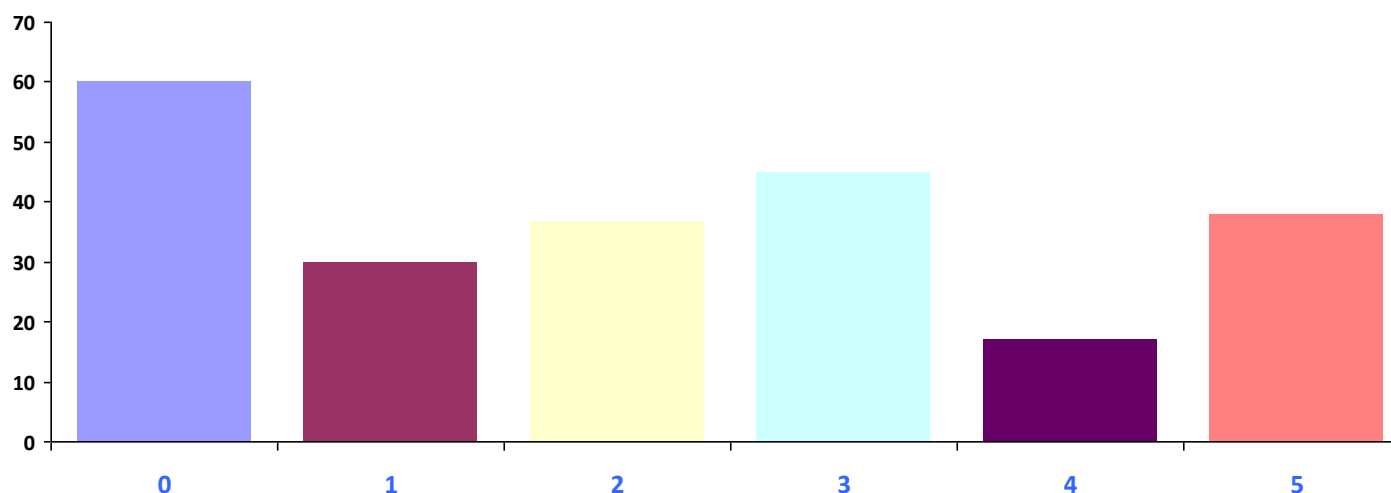
0	23	7%
1	43	13%
2	105	31%
3	103	31%
4	46	14%
5	16	5%

TOTAL: 336

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: North America



Days in Office

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

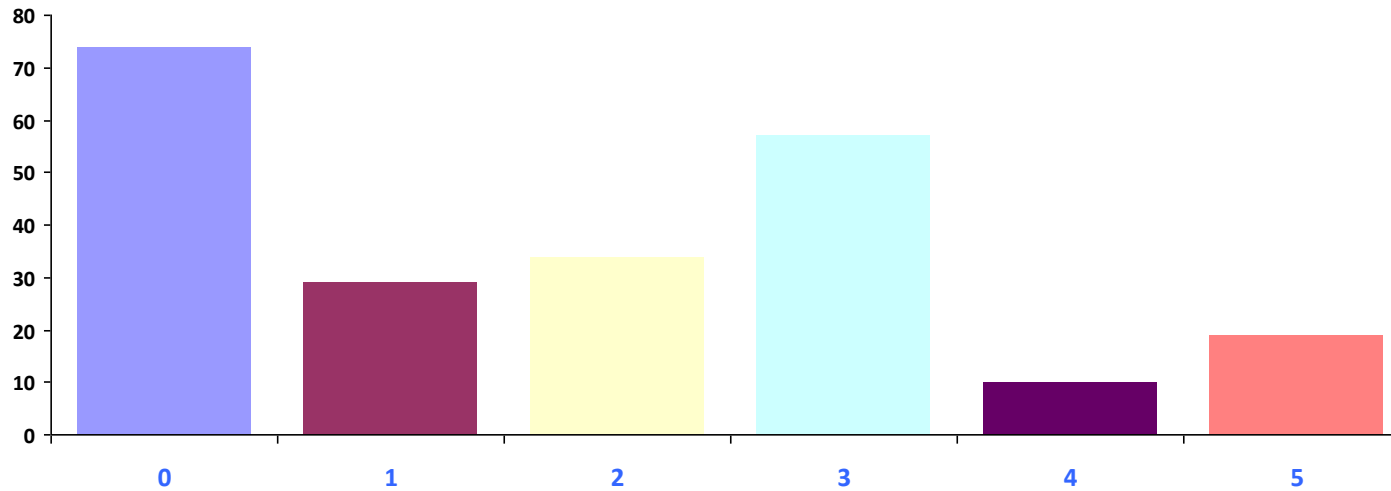
0	60	26%
1	30	13%
2	37	16%
3	45	20%
4	17	7%
5	38	17%

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
----------------	-----------	---------

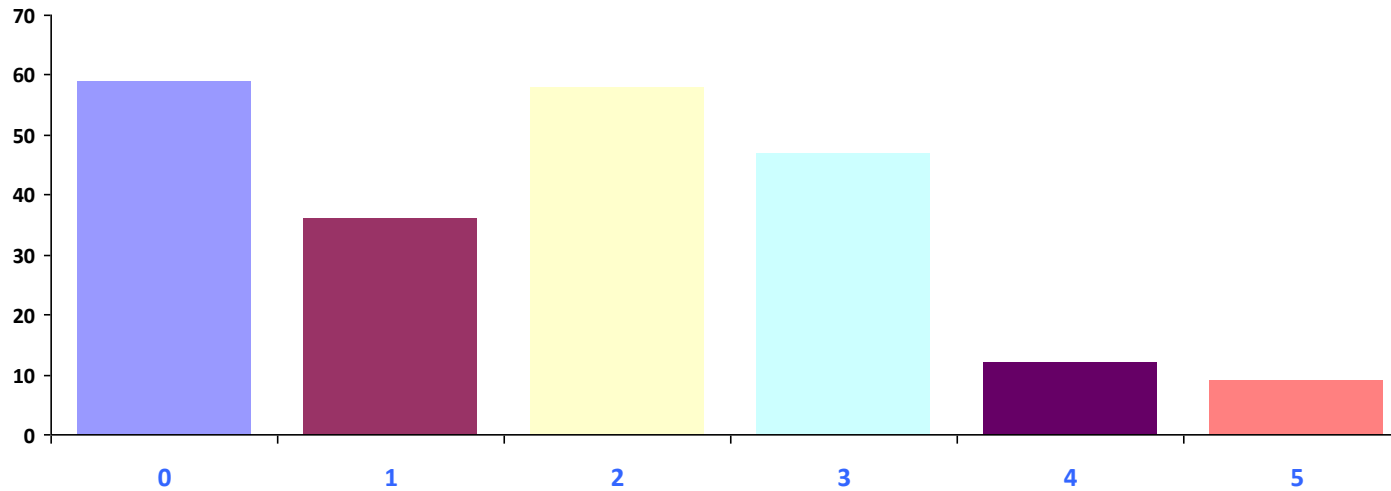
0	74	33%
1	29	13%
2	34	15%
3	57	26%
4	10	4%
5	19	9%

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

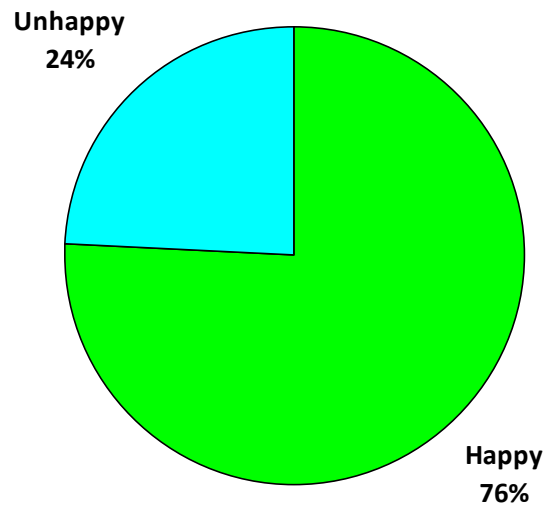
EMPLOYEE SENTIMENTS

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

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: United Kingdom



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

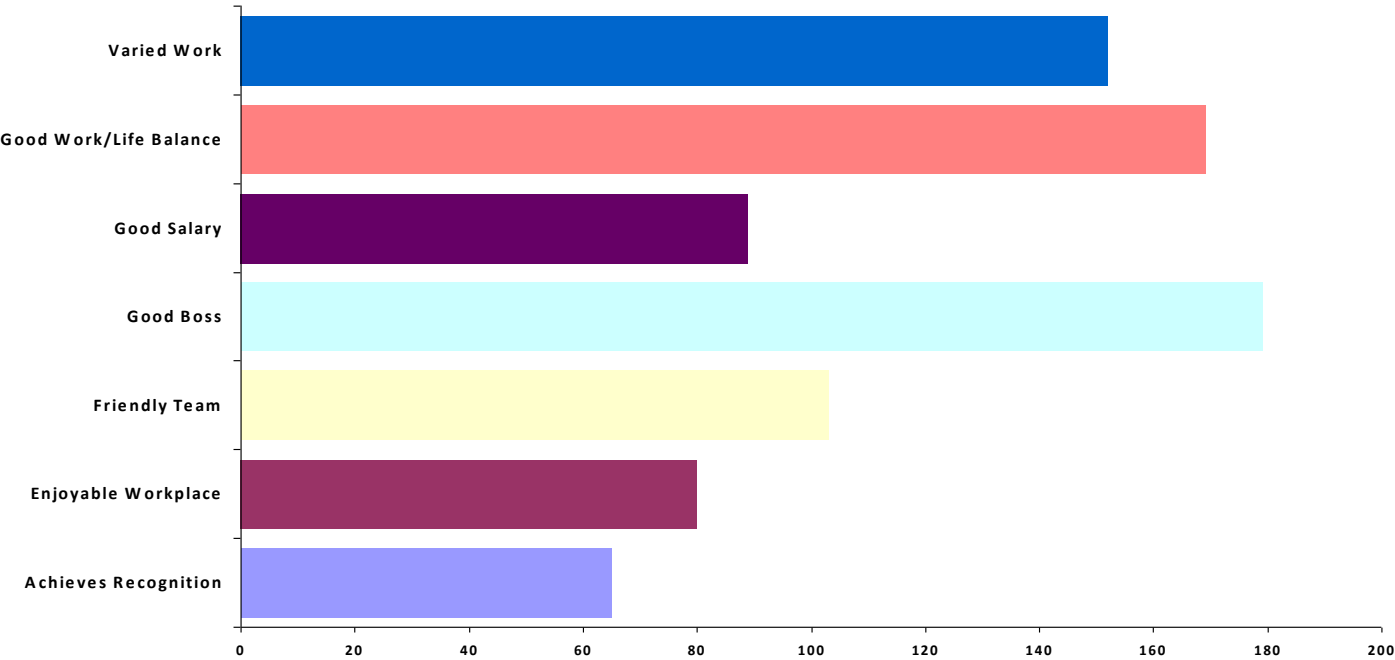
THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

United Kingdom

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

Why Happy



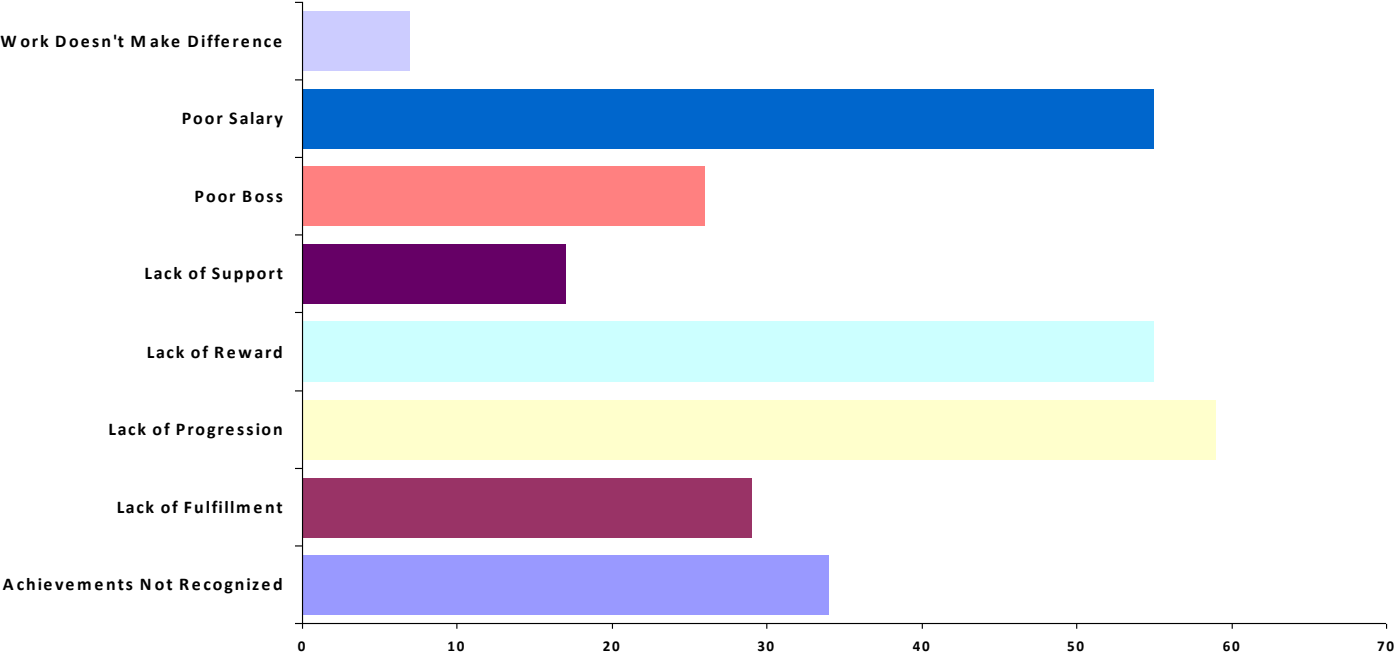
THE TREASURY RECRUITMENT COMPANY

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

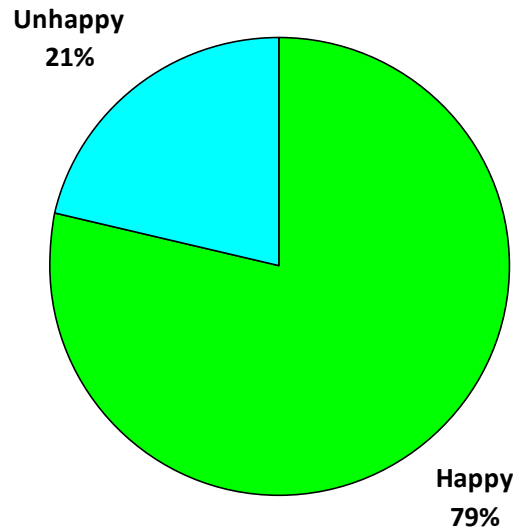
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: Europe



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

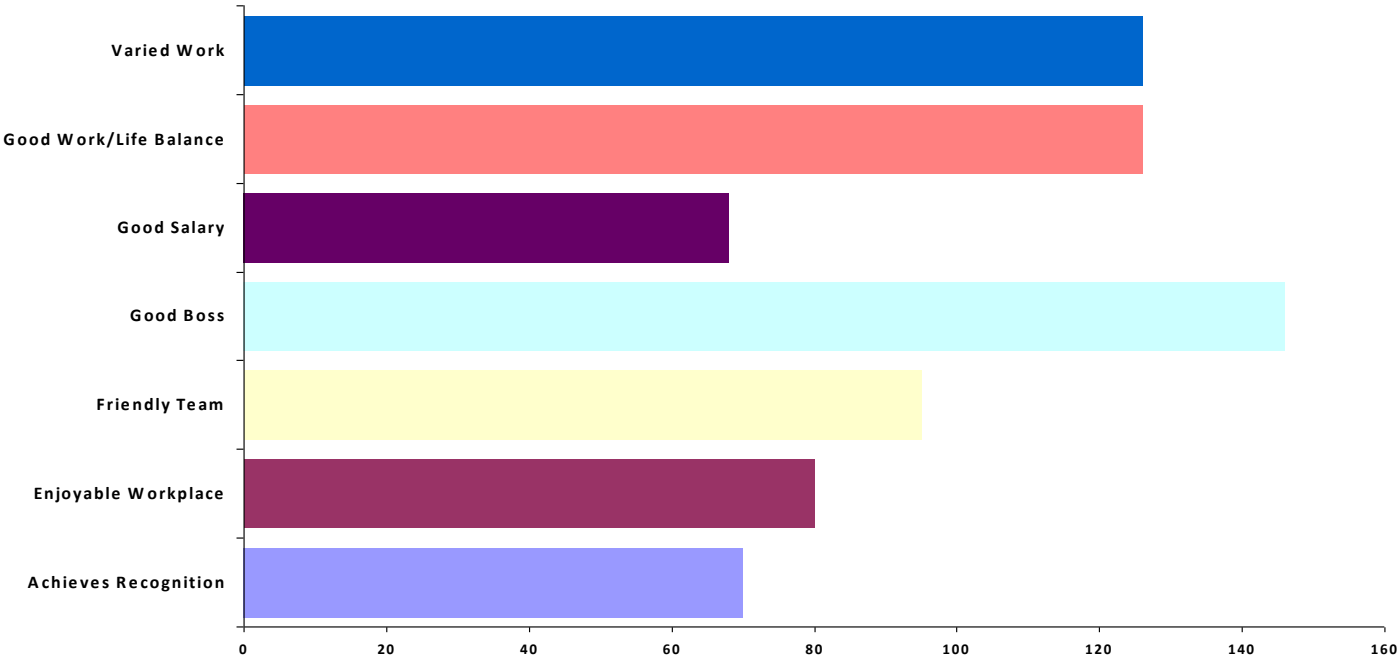
THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

Europe

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

Why Happy



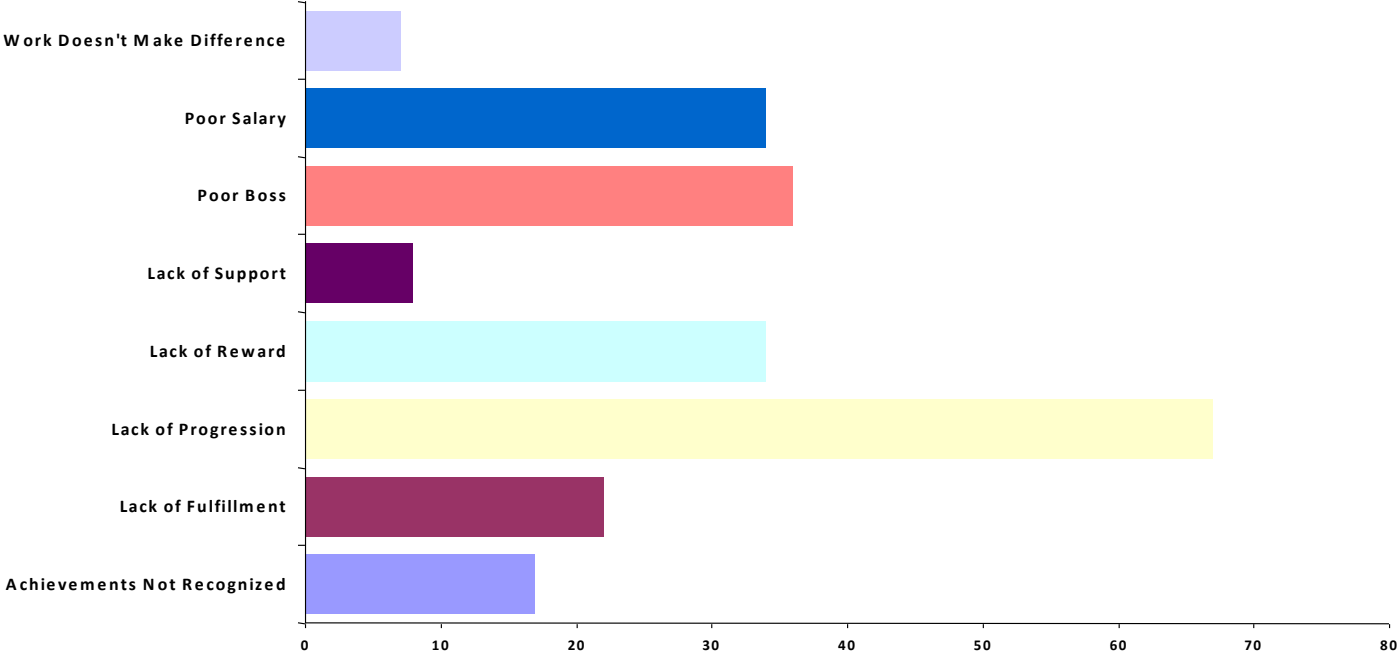
THE TREASURY RECRUITMENT COMPANY

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

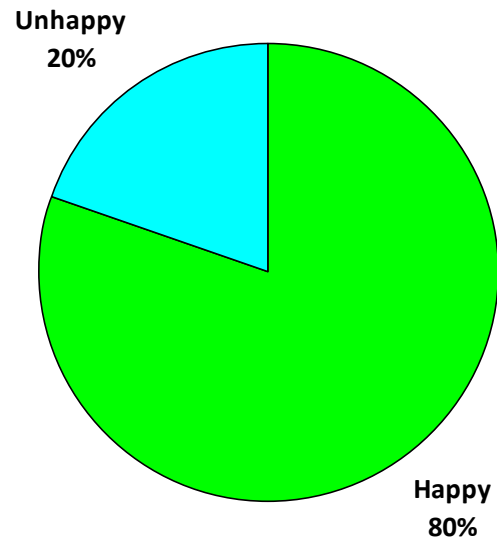
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: North America



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

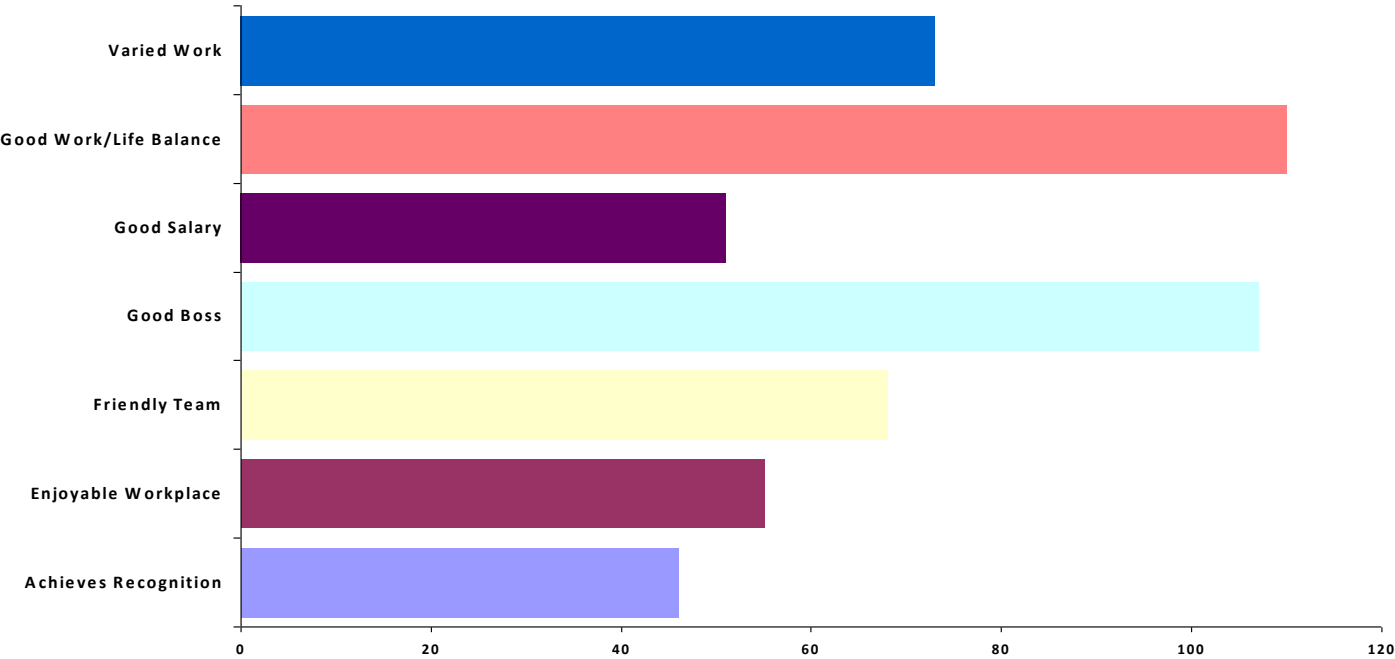
THE TREASURY RECRUITMENT COMPANY

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



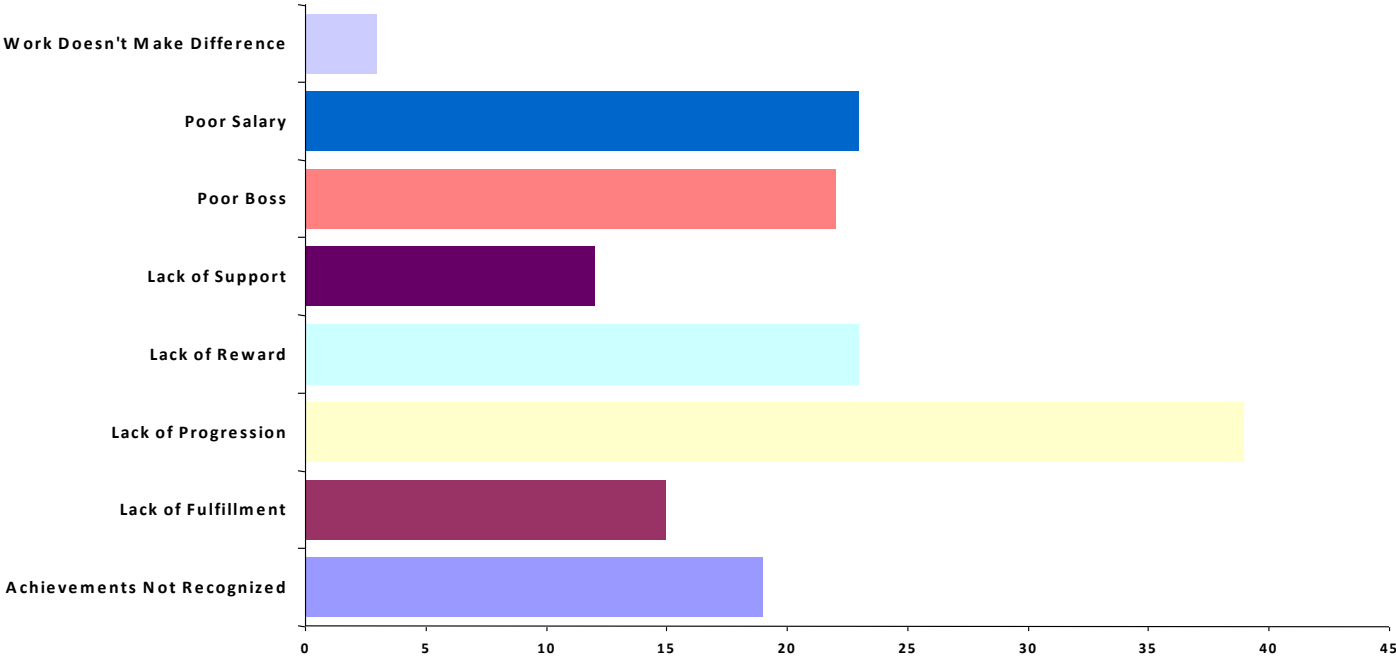
THE TREASURY RECRUITMENT COMPANY

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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CEO & Founder

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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

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CONNECT TODAY 



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Senior Recruitment Consultant UK

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CONNECT TODAY 



Katie Hardie

Executive Consultant, Global Treasury

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CONNECT TODAY 

For any general enquiries please contact:

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

or visit

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?**

TAKE PART TODAY →