

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

### North America

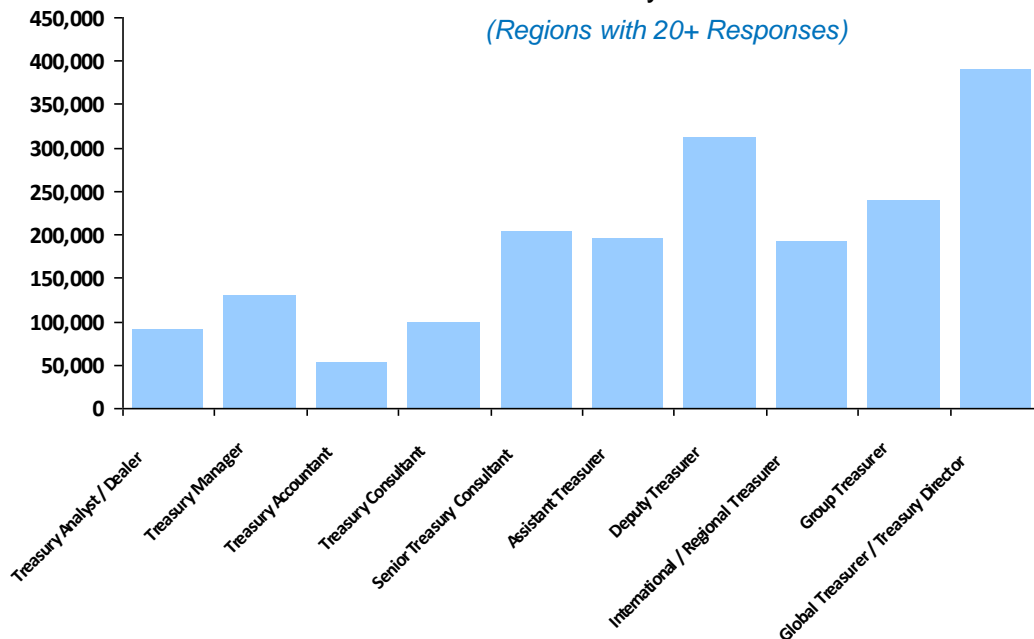
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	35	\$83,418	\$0	0%	\$11,228	69%	\$91,117
Treasury Manager	35	\$117,473	\$0	0%	\$13,813	89%	\$129,707
Treasury Accountant	1	\$54,000	\$0	-	\$0	-	\$54,000
Treasury Consultant	1	\$100,000	\$0	-	\$0	-	\$100,000
Senior Treasury Consultant	2	\$202,000	\$0	-	\$5,000	-	\$204,500
Assistant Treasurer	65	\$166,707	\$8,200	3%	\$33,902	88%	\$196,689
Deputy Treasurer	15	\$235,307	\$0	-	\$87,931	-	\$311,513
International / Regional Treasurer	18	\$160,801	\$0	-	\$33,963	-	\$192,876
Group Treasurer	21	\$197,641	\$8,400	5%	\$60,320	71%	\$241,126
Global Treasurer / Treasury Director	35	\$278,390	\$9,225	11%	\$125,971	89%	\$391,019
<b>Global:</b>	<b>228</b>	<b>\$169,927</b>					<b>\$210,397</b>

## Average Total Compensation

Currency in USD \$

(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

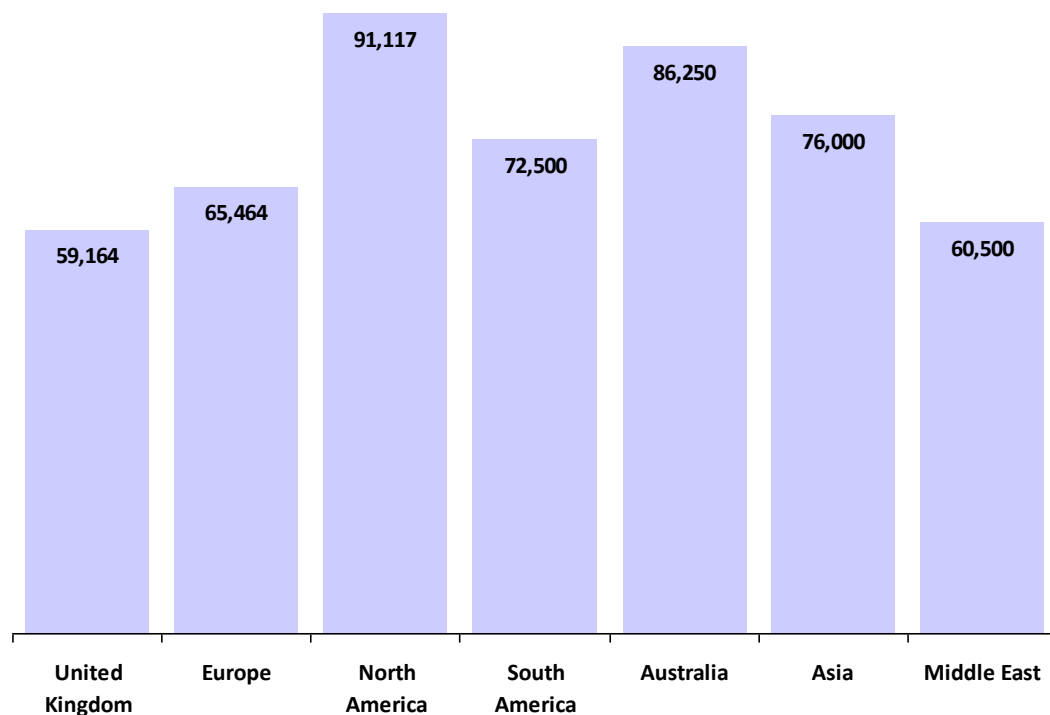
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	62	\$56,607	\$5,223	5%	\$5,953	39%	\$59,164
Europe	39	\$59,722	\$6,344	23%	\$5,381	79%	\$65,464
North America	35	\$83,418	\$0	0%	\$11,228	69%	\$91,117
South America	2	\$49,500	\$0	-	\$23,000	-	\$72,500
Australia	1	\$86,250	\$0	-	\$0	-	\$86,250
Asia	1	\$60,000	\$6,000	-	\$10,000	-	\$76,000
Middle East	2	\$55,500	\$0	-	\$10,000	-	\$60,500
<b>Global:</b>	<b>142</b>	<b>\$64,188</b>					<b>\$69,286</b>

## Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)





# THE TREASURY RECRUITMENT COMPANY

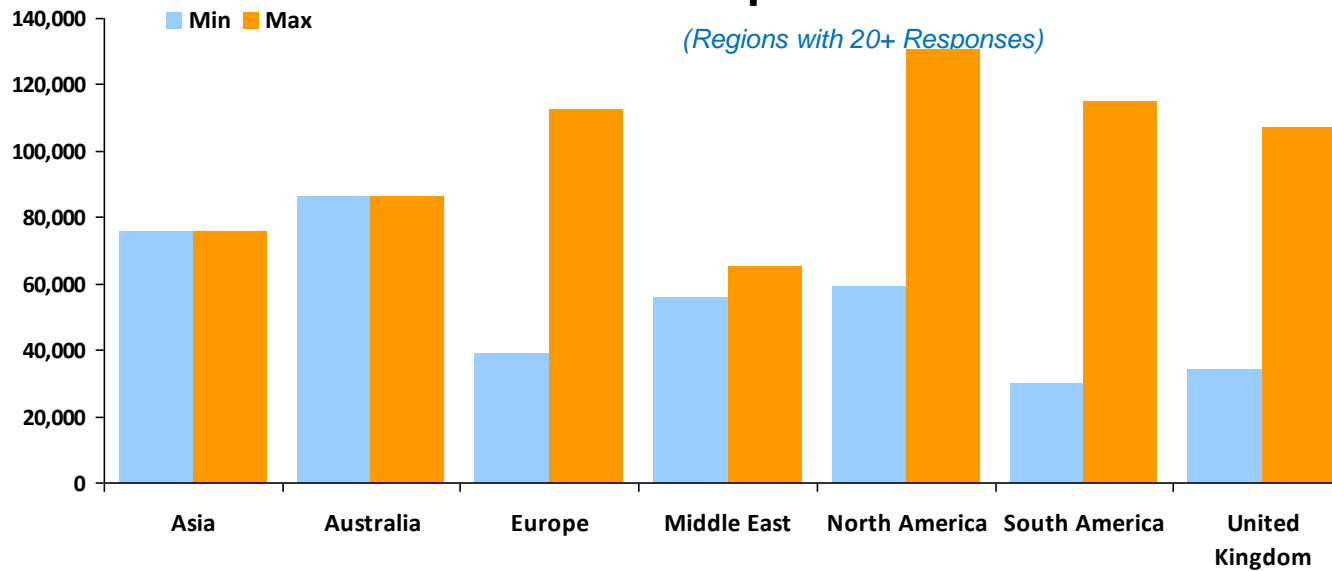
## Compensation

### Treasury Analyst / Dealer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	62	\$34,440	\$95,940	\$0	\$7,011	\$0	\$13,530	\$34,440	\$107,010
Europe	39	\$37,800	\$106,920	\$0	\$9,072	\$0	\$13,500	\$38,880	\$112,266
North America	35	\$57,900	\$100,000	\$0	\$0	\$0	\$30,800	\$59,200	\$130,800
South America	2	\$24,000	\$75,000	\$0	\$0	\$6,000	\$40,000	\$30,000	\$115,000
Australia	1	\$86,250	\$86,250	\$0	\$0	\$0	\$0	\$86,250	\$86,250
Asia	1	\$60,000	\$60,000	\$6,000	\$6,000	\$10,000	\$10,000	\$76,000	\$76,000
Middle East	2	\$46,000	\$65,000	\$0	\$0	\$0	\$10,000	\$56,000	\$65,000

## Total Compensation Min/Max



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Manager

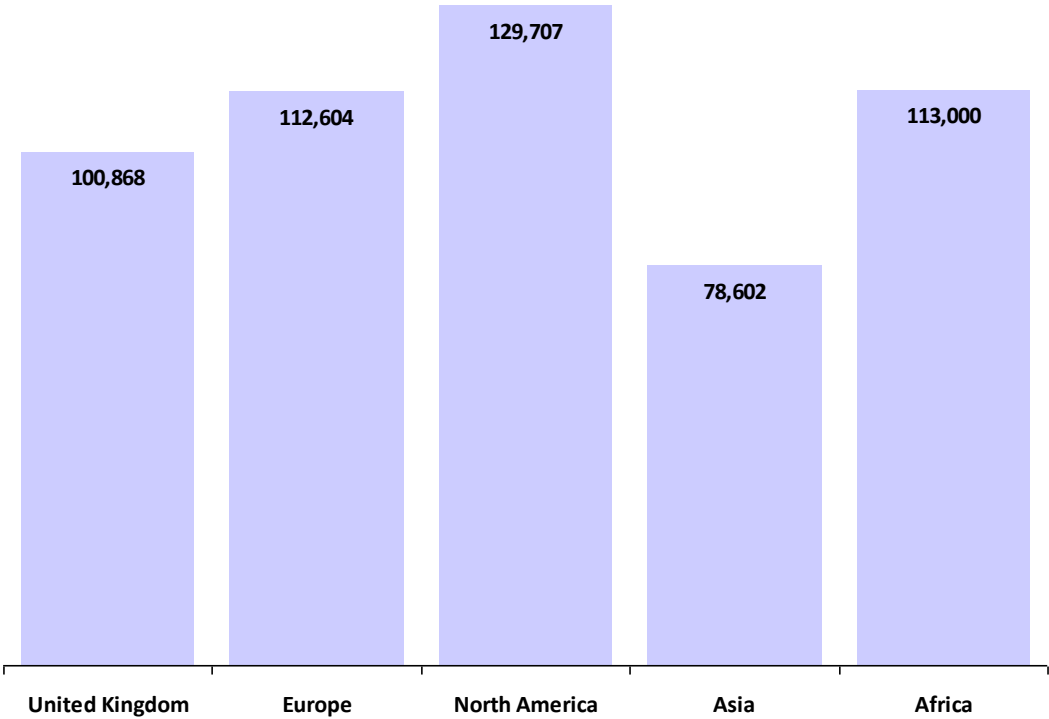
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	109	\$88,350	\$7,012	27%	\$13,661	78%	\$100,868
Europe	98	\$101,160	\$8,464	18%	\$13,096	76%	\$112,604
North America	35	\$117,473	\$0	0%	\$13,813	89%	\$129,707
Asia	1	\$69,227	\$0	-	\$9,375	-	\$78,602
Africa	1	\$79,000	\$12,000	-	\$22,000	-	\$113,000
Global:	244	\$97,556					\$109,677

## Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



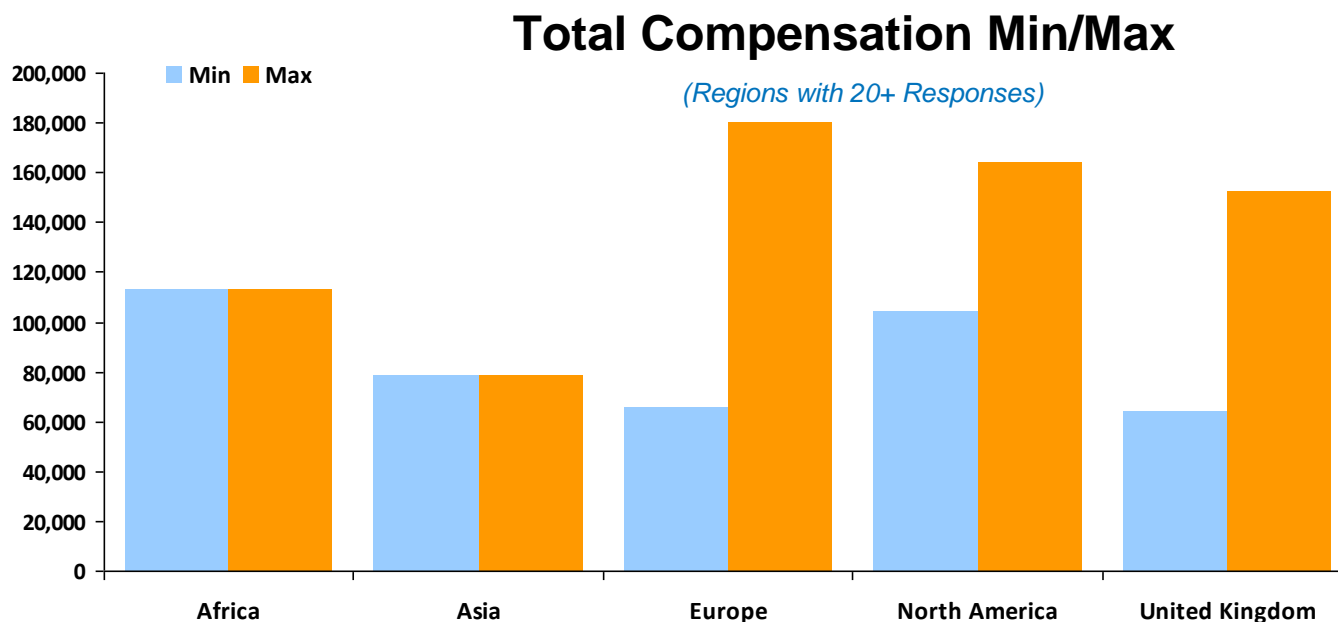
# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Treasury Manager

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	109	\$61,746	\$110,700	\$0	\$11,070	\$0	\$73,800	\$64,206	\$152,520
Europe	98	\$59,400	\$162,000	\$0	\$15,228	\$0	\$32,400	\$65,880	\$180,360
North America	35	\$96,200	\$137,700	\$0	\$0	\$0	\$30,757	\$104,500	\$163,757
Asia	1	\$69,227	\$69,227	\$0	\$0	\$9,375	\$9,375	\$78,602	\$78,602
Africa	1	\$79,000	\$79,000	\$12,000	\$12,000	\$22,000	\$22,000	\$113,000	\$113,000





# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Accountant

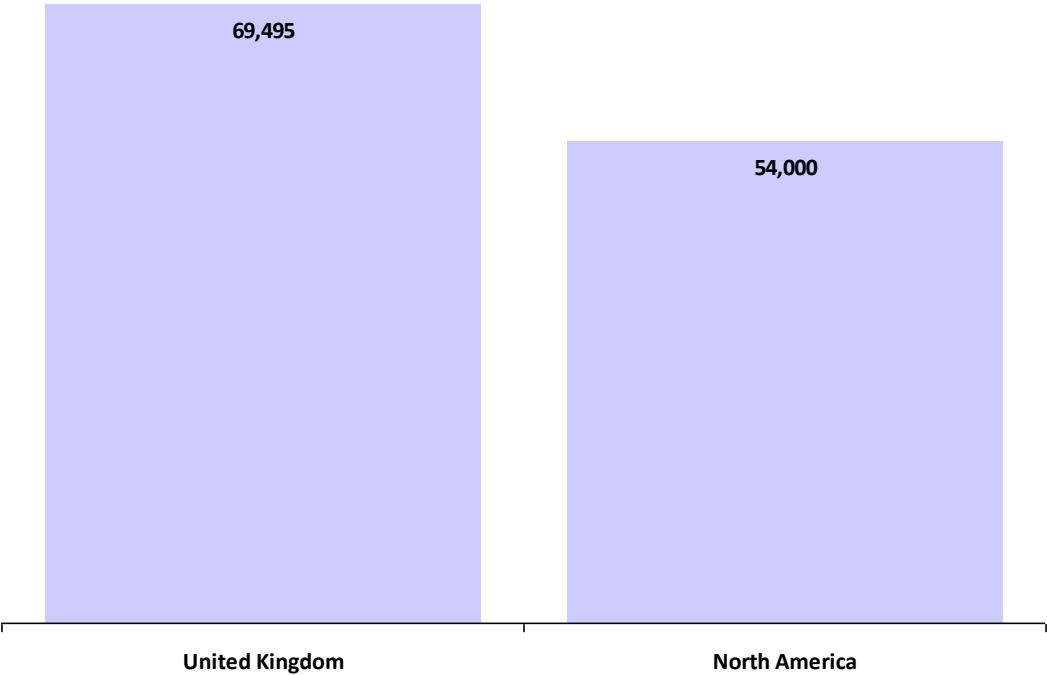
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	4	\$69,495	\$0	-	\$0	-	\$69,495
North America	1	\$54,000	\$0	-	\$0	-	\$54,000
Global:	5	\$66,396					\$66,396

## Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



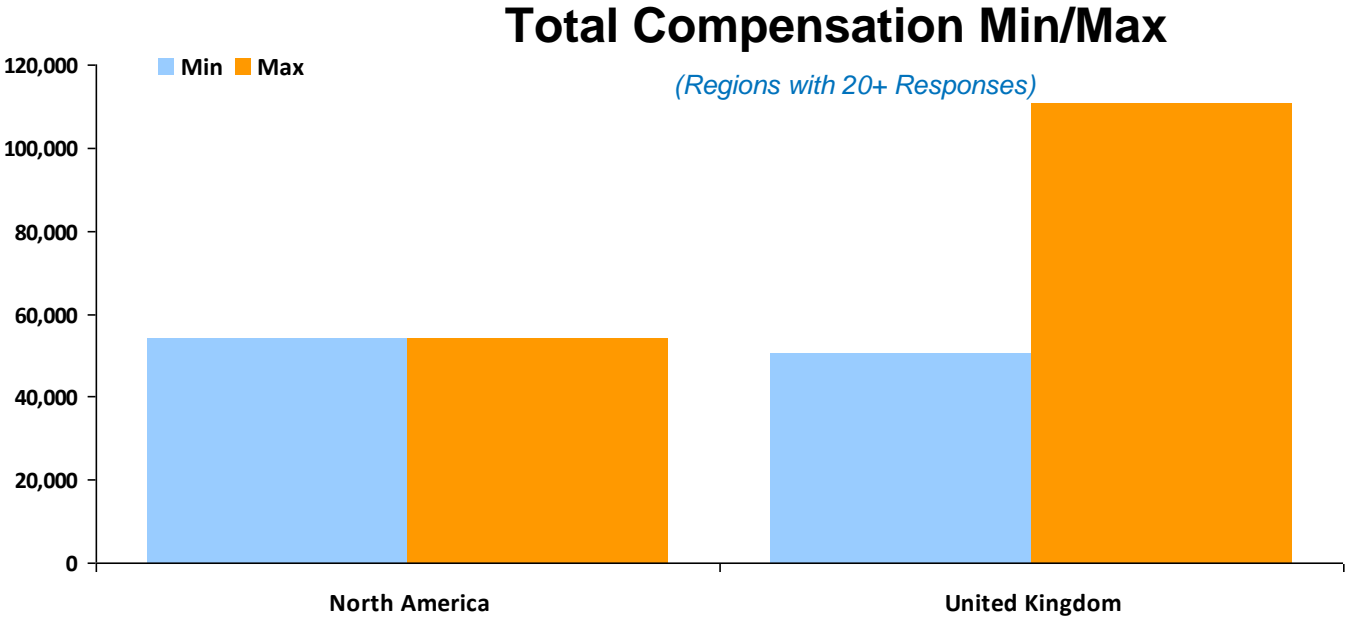
# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Treasury Accountant

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	4	\$50,430	\$110,700	\$0	\$0	\$0	\$0	\$50,430	\$110,700
North America	1	\$54,000	\$54,000	\$0	\$0	\$0	\$0	\$54,000	\$54,000



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Treasury Consultant

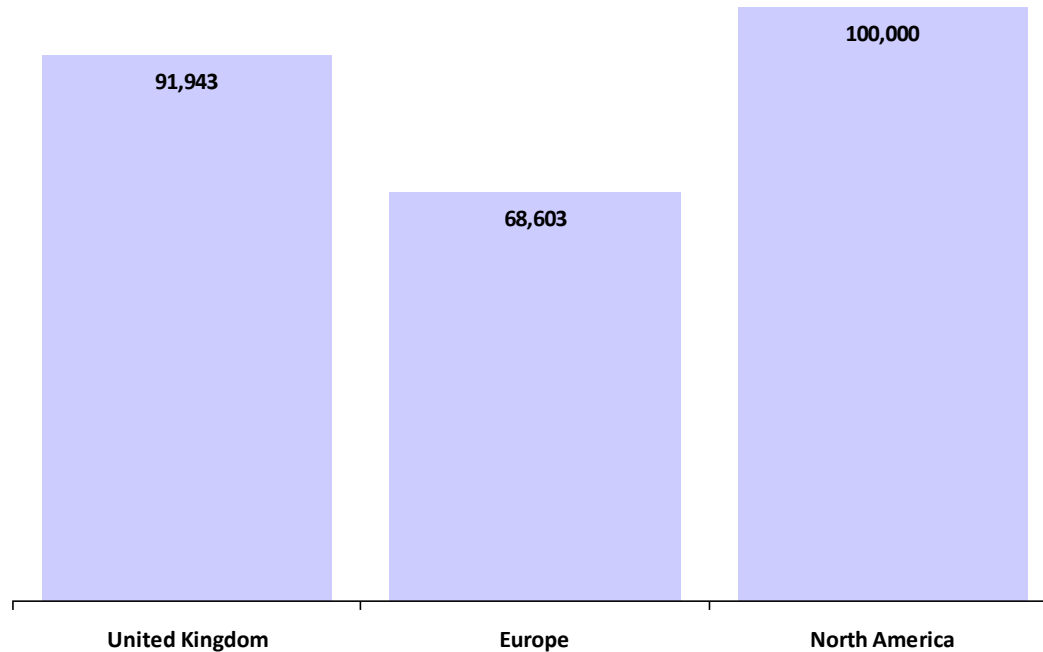
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	6	\$85,485	\$0	-	\$9,686	-	\$91,943
Europe	4	\$60,885	\$7,776	-	\$7,698	-	\$68,603
North America	1	\$100,000	\$0	-	\$0	-	\$100,000
Global:	11	\$77,859					\$84,188

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*





# THE TREASURY RECRUITMENT COMPANY

## Compensation

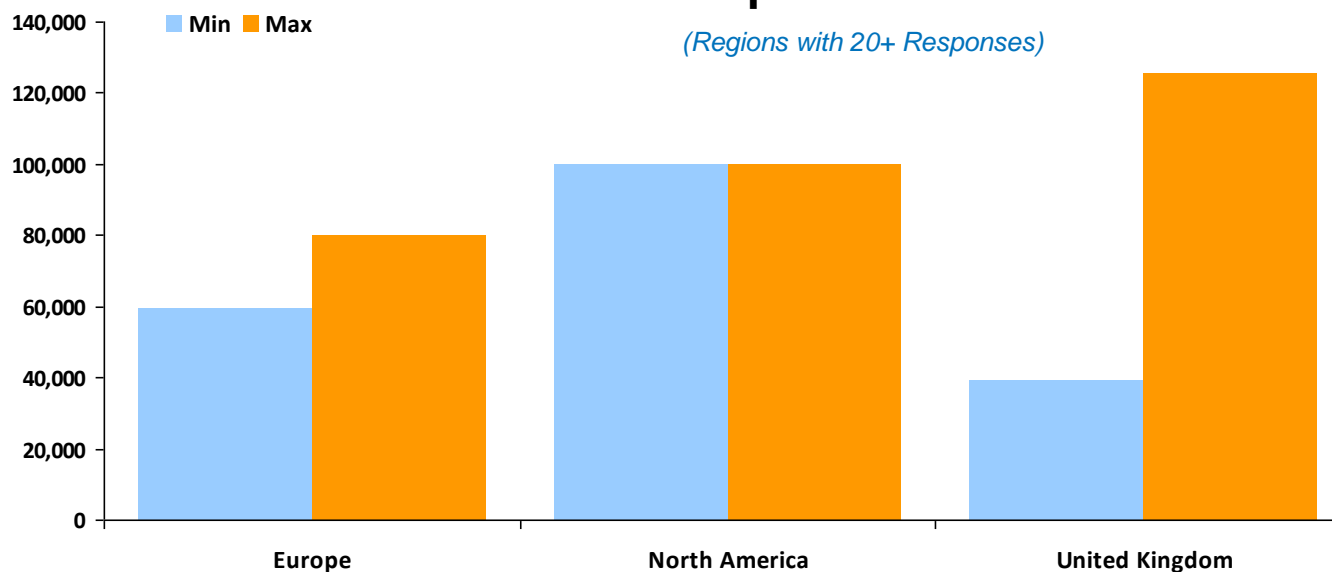
### Treasury Consultant

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	6	\$39,360	\$123,000	\$0	\$0	\$0	\$14,760	\$39,360	\$125,460
Europe	4	\$46,440	\$79,920	\$0	\$7,776	\$0	\$12,770	\$59,210	\$79,920
North America	1	\$100,000	\$100,000	\$0	\$0	\$0	\$0	\$100,000	\$100,000

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Senior Treasury Consultant

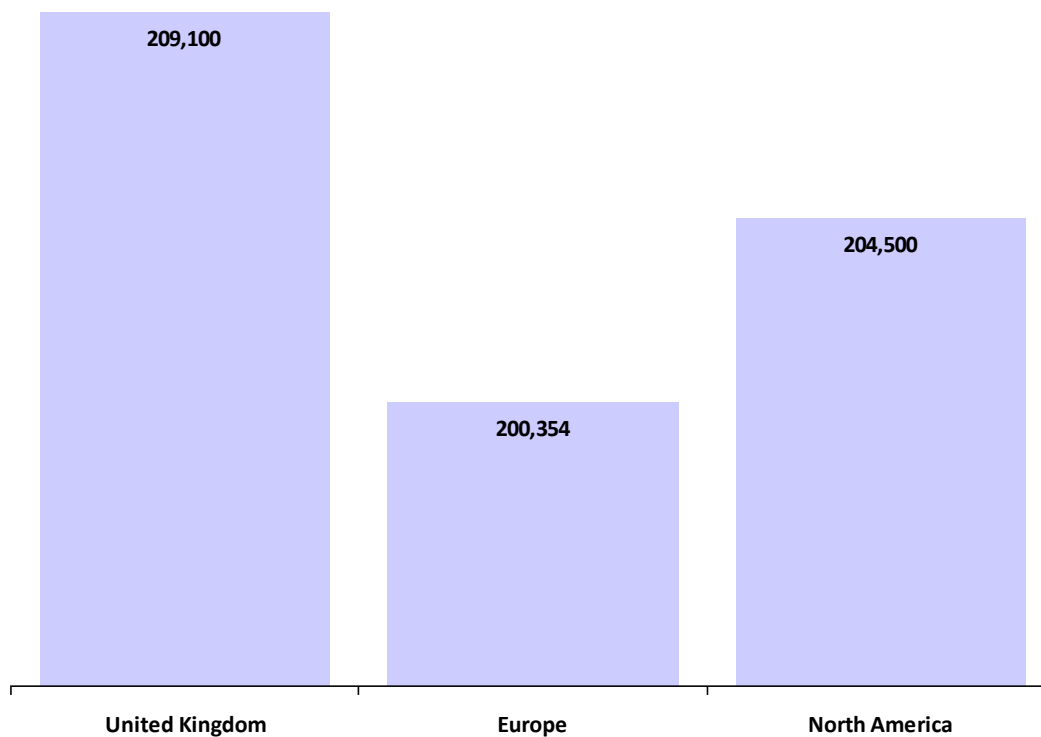
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	5	\$200,736	\$0	-	\$41,820	-	\$209,100
Europe	8	\$180,779	\$0	-	\$39,150	-	\$200,354
North America	2	\$202,000	\$0	-	\$5,000	-	\$204,500
Global:	15	\$190,261					\$203,822

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

## Compensation

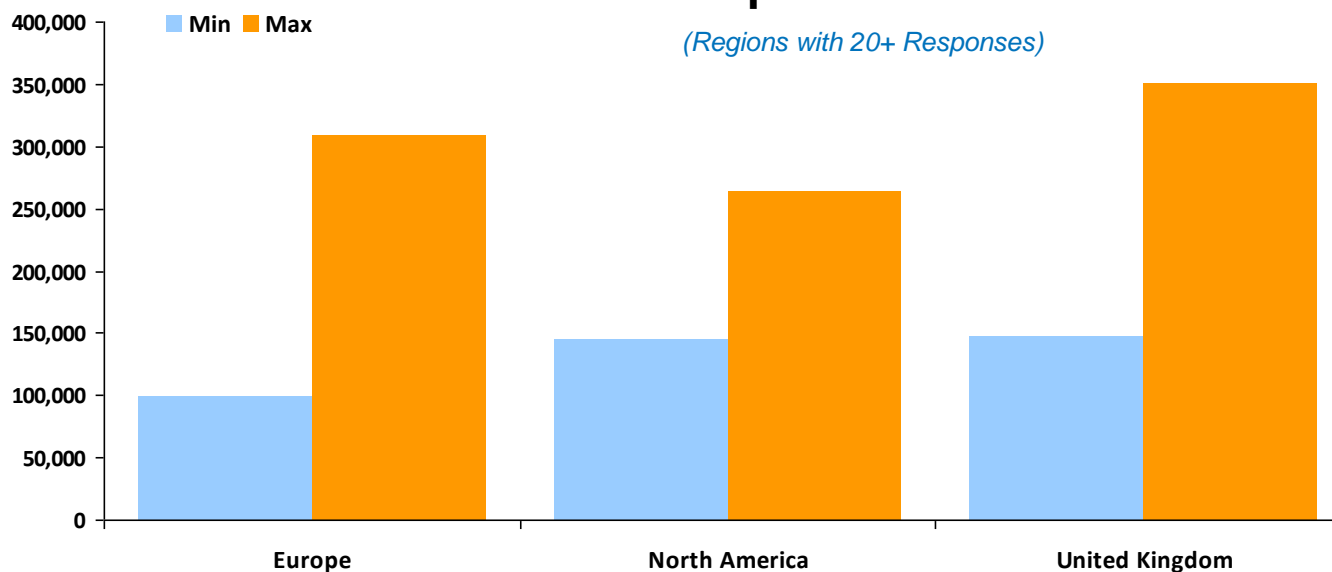
### Senior Treasury Consultant

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	5	\$147,600	\$350,550	\$0	\$0	\$0	\$41,820	\$147,600	\$350,550
Europe	8	\$99,000	\$267,300	\$0	\$0	\$0	\$54,000	\$99,000	\$308,340
North America	2	\$140,000	\$264,000	\$0	\$0	\$0	\$5,000	\$145,000	\$264,000

## Total Compensation Min/Max

*(Regions with 20+ Responses)*





# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Assistant Treasurer

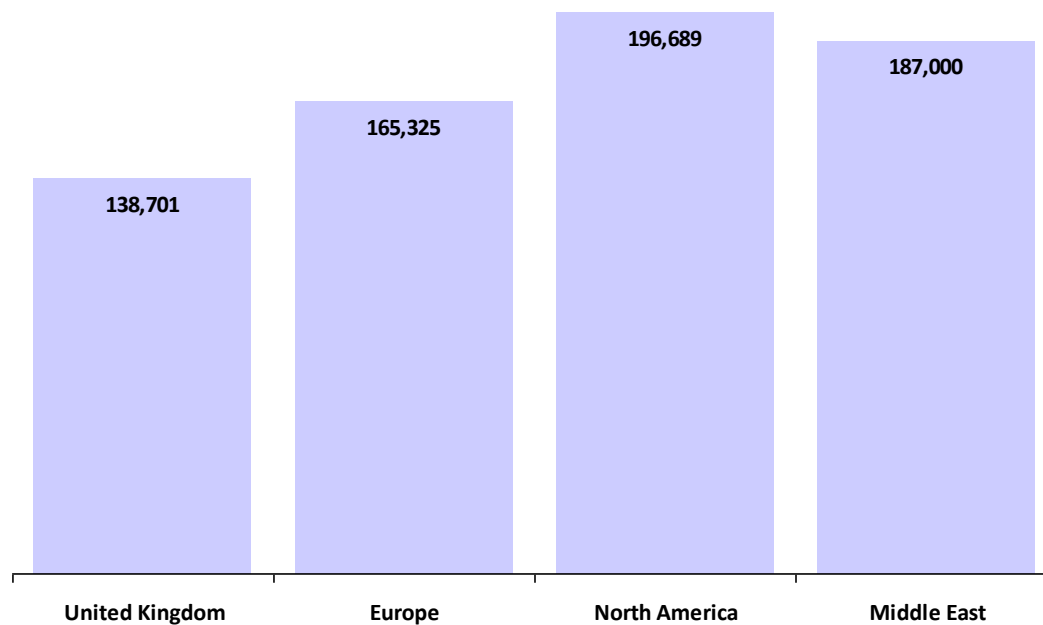
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	87	\$117,030	\$8,517	52%	\$21,770	79%	\$138,701
Europe	58	\$138,503	\$10,402	40%	\$25,812	88%	\$165,325
North America	65	\$166,707	\$8,200	3%	\$33,902	88%	\$196,689
Middle East	1	\$160,000	\$20,000	-	\$7,000	-	\$187,000
<b>Global:</b>	<b>211</b>	<b>\$138,440</b>					<b>\$164,112</b>

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

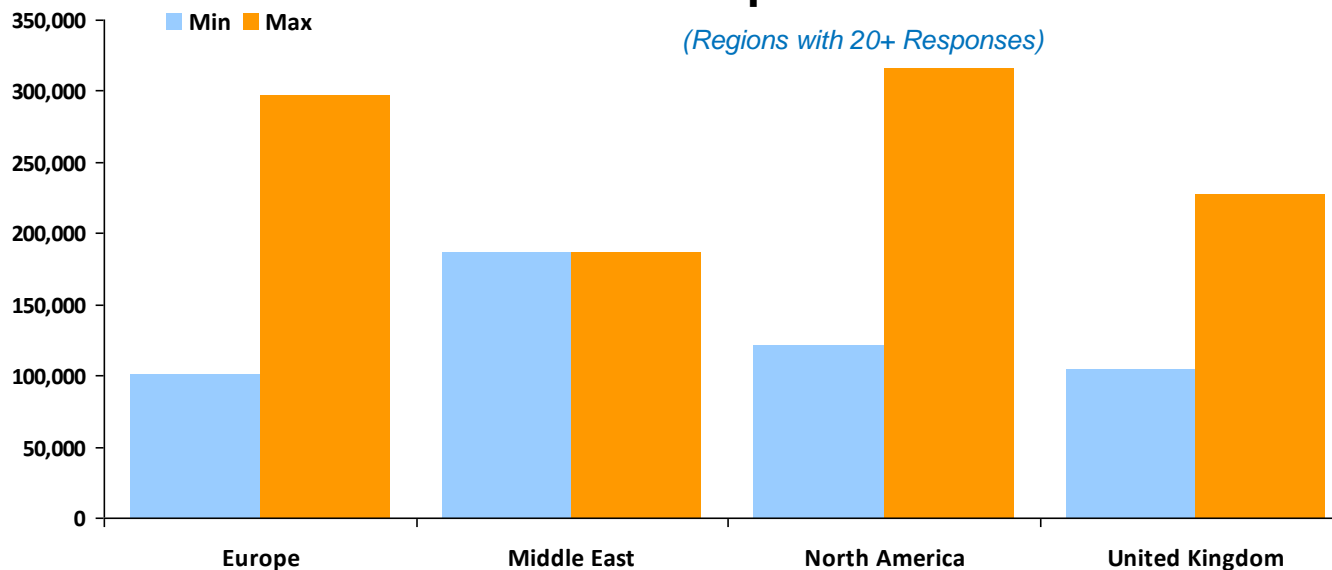
## Compensation

### Assistant Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	87	\$98,400	\$138,990	\$0	\$14,760	\$0	\$86,100	\$104,304	\$227,550
Europe	58	\$93,960	\$226,800	\$0	\$20,736	\$0	\$70,200	\$101,088	\$297,000
North America	65	\$114,707	\$218,000	\$0	\$8,400	\$0	\$113,000	\$121,730	\$316,000
Middle East	1	\$160,000	\$160,000	\$20,000	\$20,000	\$7,000	\$7,000	\$187,000	\$187,000

## Total Compensation Min/Max



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Deputy Treasurer

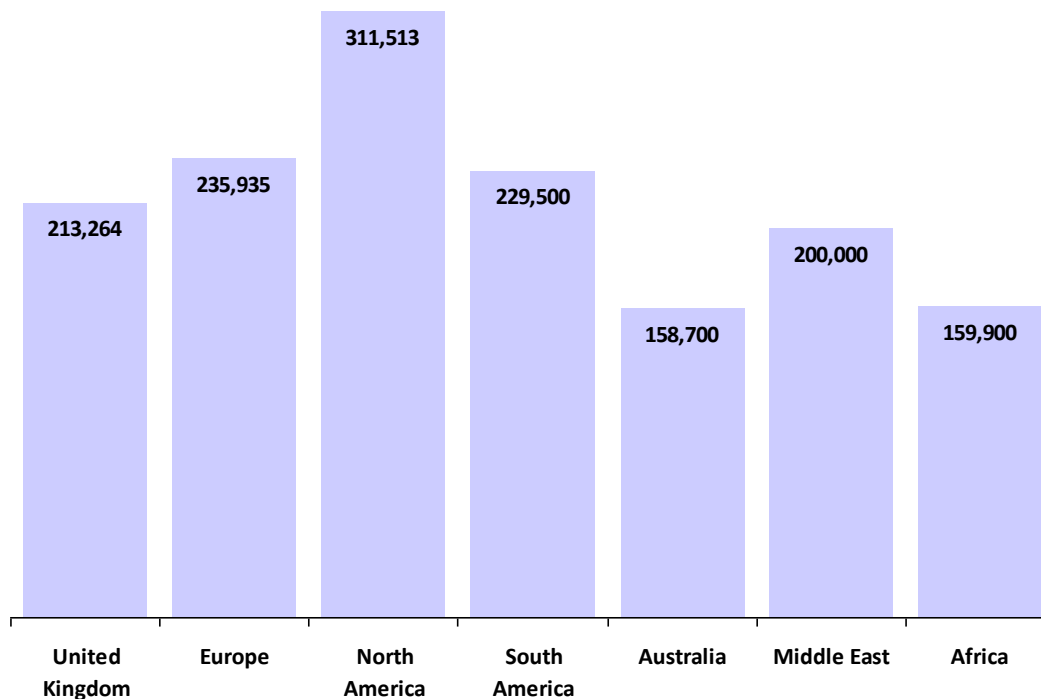
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	40	\$159,462	\$11,484	55%	\$61,271	78%	\$213,264
Europe	27	\$161,817	\$11,347	52%	\$76,764	89%	\$235,935
North America	15	\$235,307	\$0	-	\$87,931	-	\$311,513
South America	1	\$205,000	\$0	-	\$24,500	-	\$229,500
Australia	3	\$148,810	\$0	-	\$29,670	-	\$158,700
Middle East	1	\$200,000	\$0	-	\$0	-	\$200,000
Africa	1	\$147,600	\$0	-	\$12,300	-	\$159,900
<b>Global:</b>	<b>88</b>	<b>\$173,593</b>					<b>\$234,534</b>

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*





# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Deputy Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	40	\$135,300	\$206,640	\$0	\$24,600	\$0	\$172,200	\$135,300	\$350,058
Europe	27	\$126,000	\$237,600	\$0	\$21,600	\$0	\$734,400	\$129,600	\$900,720
North America	15	\$140,600	\$308,000	\$0	\$0	\$0	\$224,000	\$173,900	\$496,000
South America	1	\$205,000	\$205,000	\$0	\$0	\$24,500	\$24,500	\$229,500	\$229,500
Australia	3	\$129,030	\$172,500	\$0	\$0	\$0	\$29,670	\$129,030	\$174,570
Middle East	1	\$200,000	\$200,000	\$0	\$0	\$0	\$0	\$200,000	\$200,000
Africa	1	\$147,600	\$147,600	\$0	\$0	\$12,300	\$12,300	\$159,900	\$159,900

## Total Compensation Min/Max



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### International / Regional Treasurer

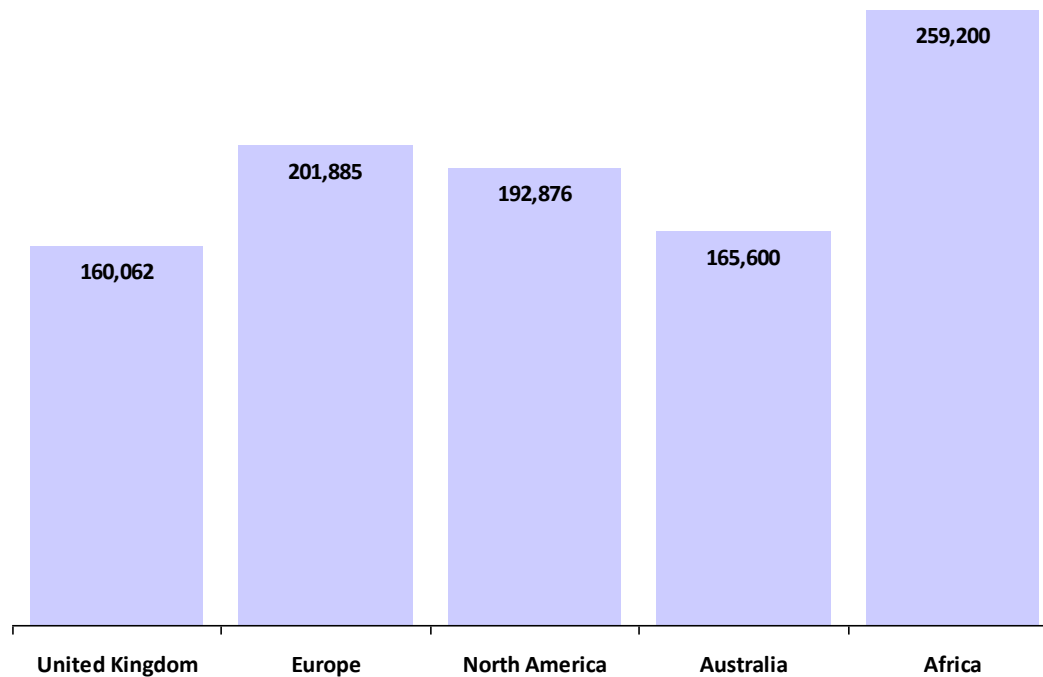
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	20	\$130,713	\$9,287	55%	\$28,518	85%	\$160,062
Europe	25	\$164,476	\$13,176	56%	\$35,752	84%	\$201,885
North America	18	\$160,801	\$0	-	\$33,963	-	\$192,876
Australia	1	\$144,900	\$0	-	\$20,700	-	\$165,600
Africa	1	\$205,200	\$0	-	\$54,000	-	\$259,200
<b>Global:</b>	<b>65</b>	<b>\$153,395</b>					<b>\$186,845</b>

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*



# THE TREASURY RECRUITMENT COMPANY

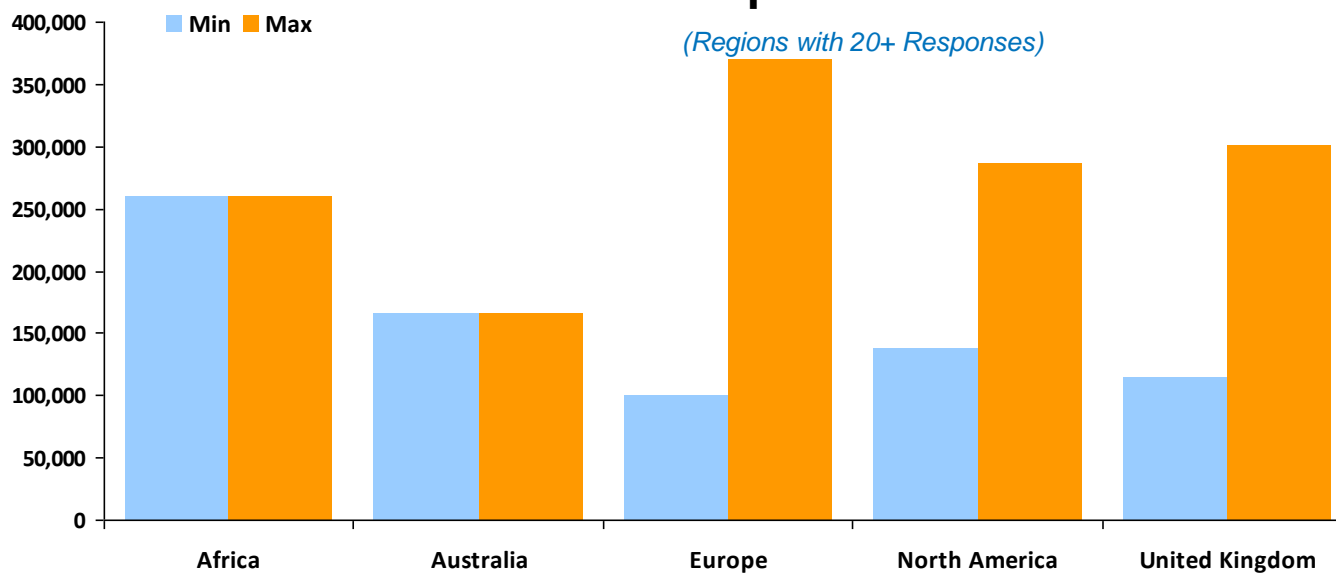
## Compensation

### International / Regional Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	20	\$108,240	\$196,800	\$0	\$17,146	\$0	\$104,550	\$114,390	\$301,350
Europe	25	\$91,800	\$273,240	\$0	\$21,000	\$0	\$86,400	\$100,800	\$369,792
North America	18	\$135,000	\$226,600	\$0	\$0	\$0	\$60,840	\$137,000	\$287,100
Australia	1	\$144,900	\$144,900	\$0	\$0	\$20,700	\$20,700	\$165,600	\$165,600
Africa	1	\$205,200	\$205,200	\$0	\$0	\$54,000	\$54,000	\$259,200	\$259,200

## Total Compensation Min/Max





# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Group Treasurer

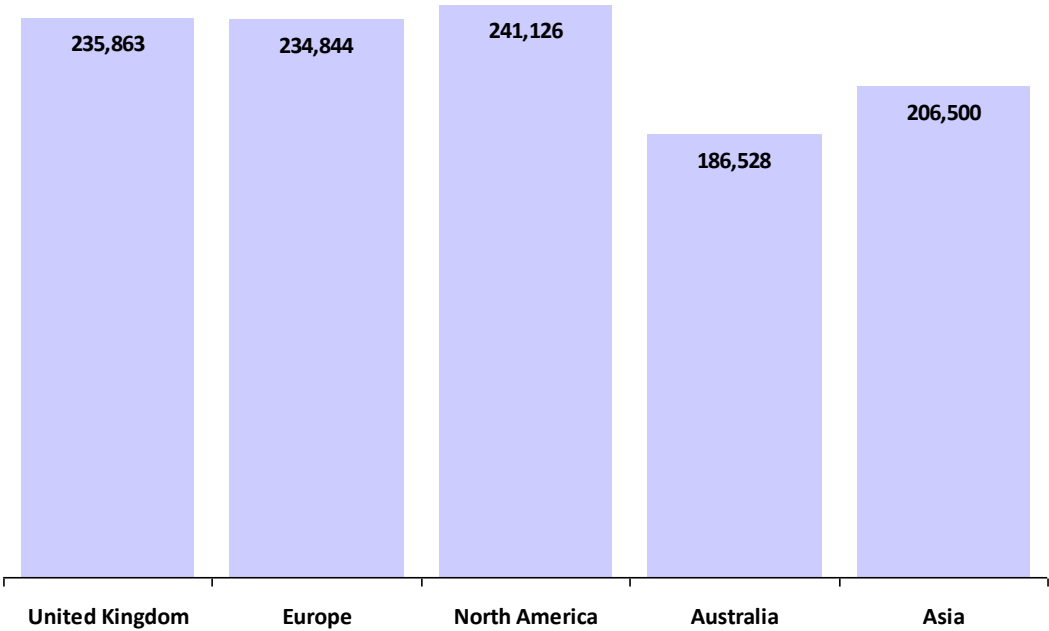
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	68	\$185,407	\$10,187	37%	\$59,930	78%	\$235,863
Europe	59	\$185,397	\$12,379	51%	\$53,042	81%	\$234,844
North America	21	\$197,641	\$8,400	5%	\$60,320	71%	\$241,126
Australia	3	\$175,300	\$10,584	-	\$11,550	-	\$186,528
Asia	1	\$175,000	\$0	-	\$31,500	-	\$206,500
Global:	152	\$186,825					\$235,028

## Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation

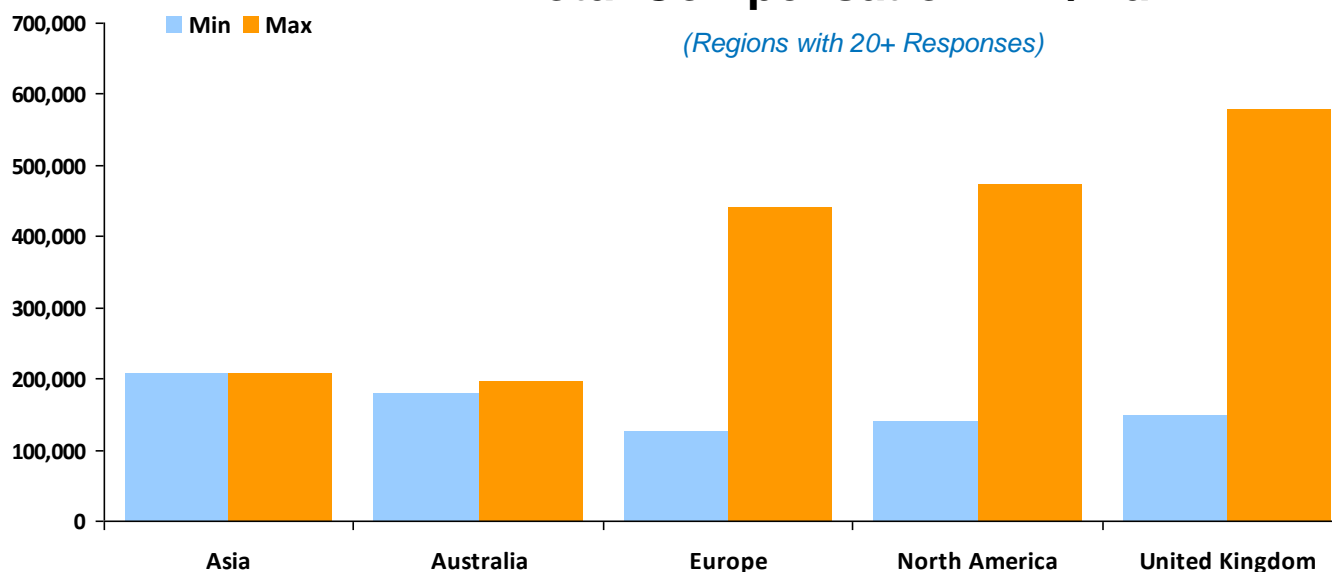
### Group Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	68	\$127,920	\$260,145	\$0	\$16,200	\$0	\$318,816	\$147,600	\$578,961
Europe	59	\$107,614	\$270,000	\$0	\$21,600	\$0	\$194,400	\$126,842	\$441,420
North America	21	\$140,600	\$343,200	\$0	\$8,400	\$0	\$130,000	\$140,600	\$473,200
Australia	3	\$162,000	\$184,500	\$0	\$10,584	\$0	\$12,300	\$179,400	\$196,800
Asia	1	\$175,000	\$175,000	\$0	\$0	\$31,500	\$31,500	\$206,500	\$206,500

## Total Compensation Min/Max

(Regions with 20+ Responses)



# THE TREASURY RECRUITMENT COMPANY

## Compensation by Region

### Global Treasurer / Treasury Director

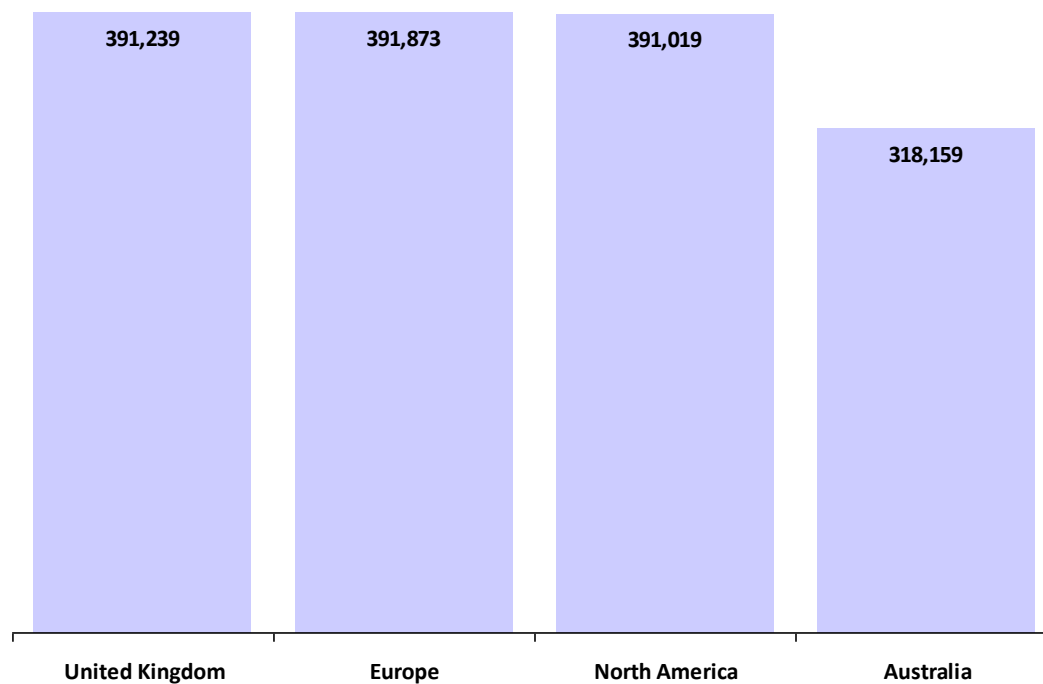
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	18	\$291,705	\$10,578	-	\$144,894	-	\$391,239
Europe	27	\$268,273	\$15,869	52%	\$135,437	85%	\$391,873
North America	35	\$278,390	\$9,225	11%	\$125,971	89%	\$391,019
Australia	1	\$318,159	\$0	-	\$0	-	\$318,159
<b>Global:</b>	<b>81</b>	<b>\$278,468</b>					<b>\$390,453</b>

## Average Total Compensation

Currency in USD \$

*(Regions with 20+ Responses)*



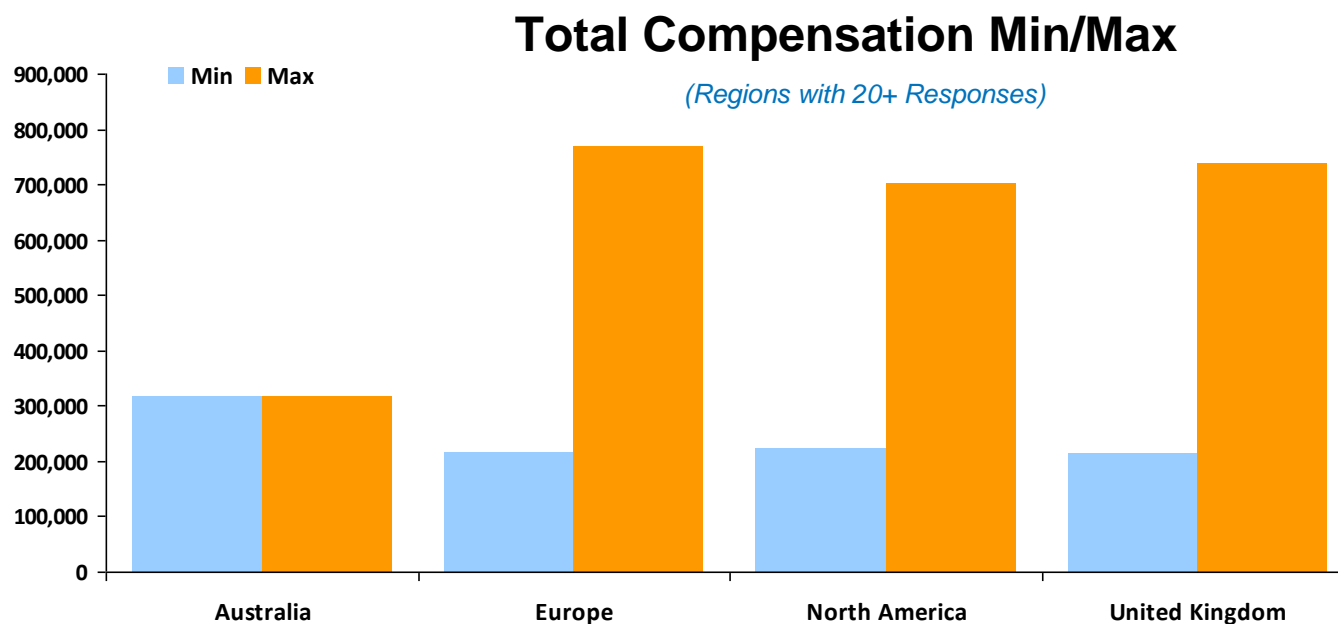
# THE TREASURY RECRUITMENT COMPANY

## Compensation

### Global Treasurer / Treasury Director

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	18	\$209,444	\$492,000	\$0	\$14,760	\$0	\$369,000	\$215,250	\$738,000
Europe	27	\$162,000	\$410,400	\$0	\$21,600	\$0	\$478,683	\$216,000	\$768,503
North America	35	\$212,160	\$420,000	\$0	\$12,500	\$0	\$395,307	\$222,000	\$701,912
Australia	1	\$318,159	\$318,159	\$0	\$0	\$0	\$0	\$318,159	\$318,159



**BENEFITS DATA**



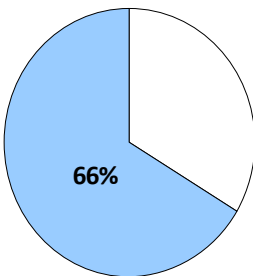
# Benefits

## All Positions

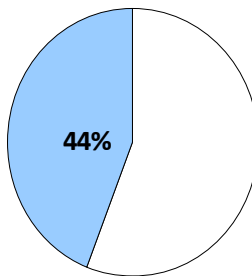
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	419	278	270	102	140	269	72	30	110
Europe	345	152	122	83	82	196	45	12	18
North America	228	167	82	78	60	154	25	6	2
South America	3	2	2	0	0	3	0	0	0
Australia	9	2	1	4	2	7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

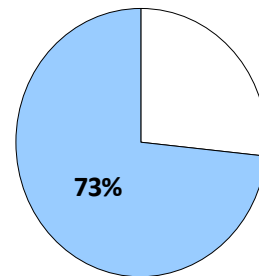
United Kingdom



Europe

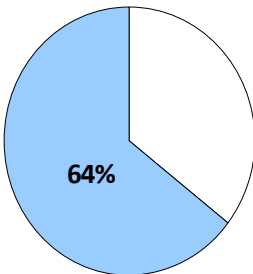


North America

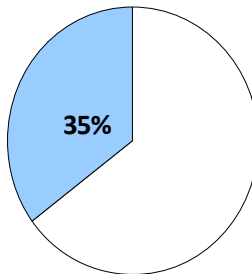


### Pension Plan Match

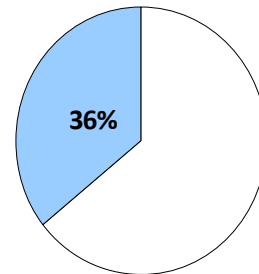
United Kingdom



Europe



North America

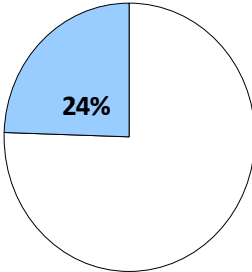


# Benefits

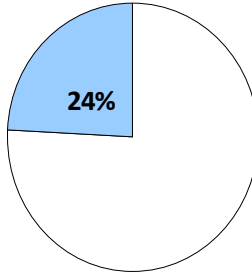
## All Positions

### Stock Options

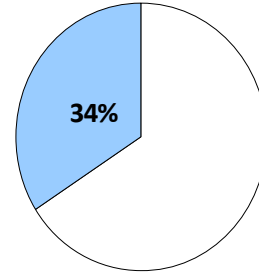
United Kingdom



Europe

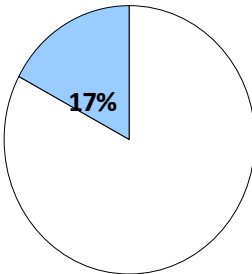


North America

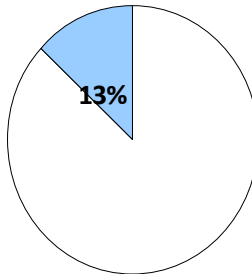


### Gym Membership

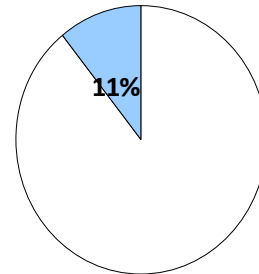
United Kingdom



Europe

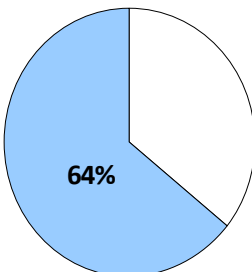


North America

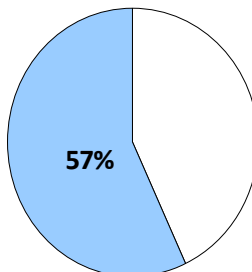


### Flextime

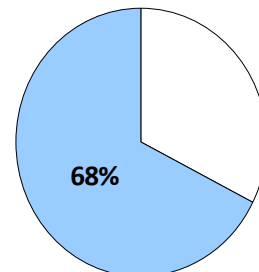
United Kingdom



Europe



North America

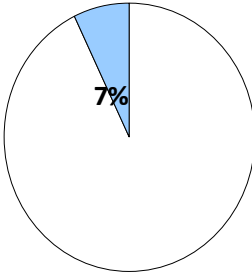


# Benefits

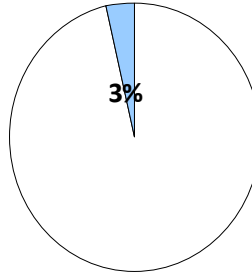
## All Positions

### Childcare

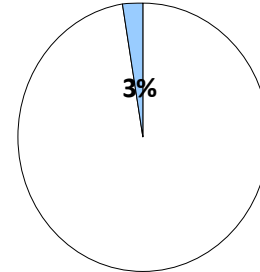
United Kingdom



Europe

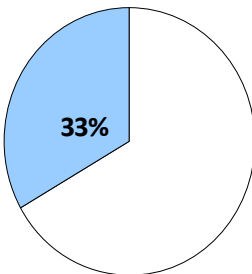


North America

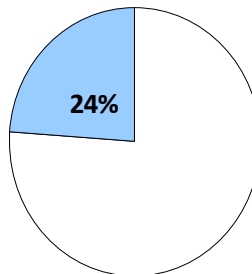


### Employee Discounts

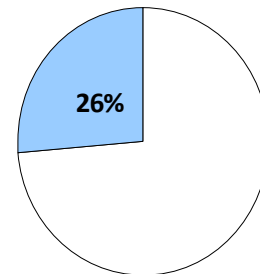
United Kingdom



Europe



North America



# **FEELINGS ABOUT SALARY & DIRECT MANAGER**

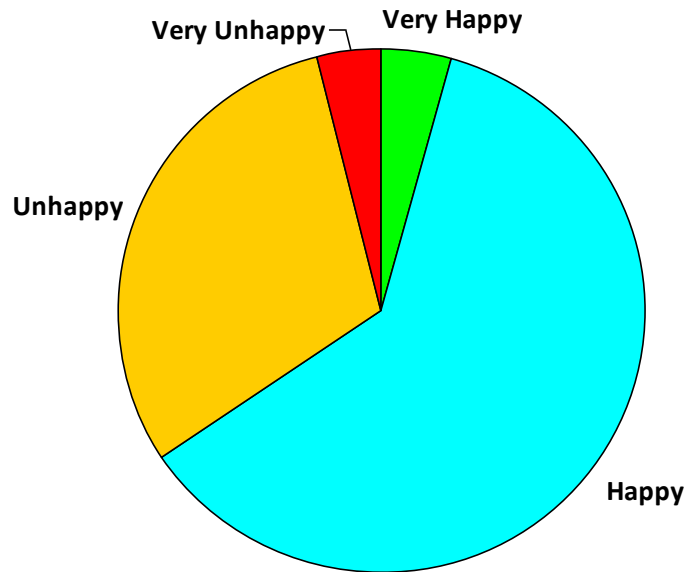
**Assessed in three regions - North America, UK & Europe**

**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: North America

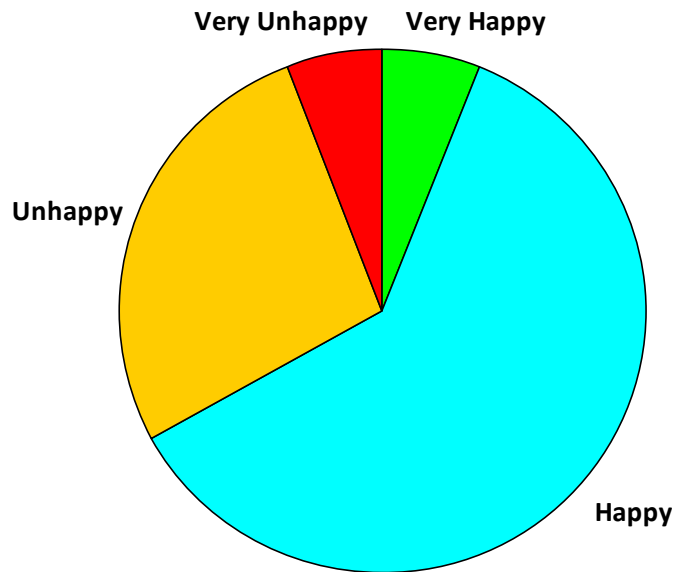


Happy with Salary	Responses	Percent
Very Happy	10	4.4%
Happy	138	61.1%
Unhappy	69	30.5%
Very Unhappy	9	4.0%
Total Responses:	226	100%

# THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: United Kingdom



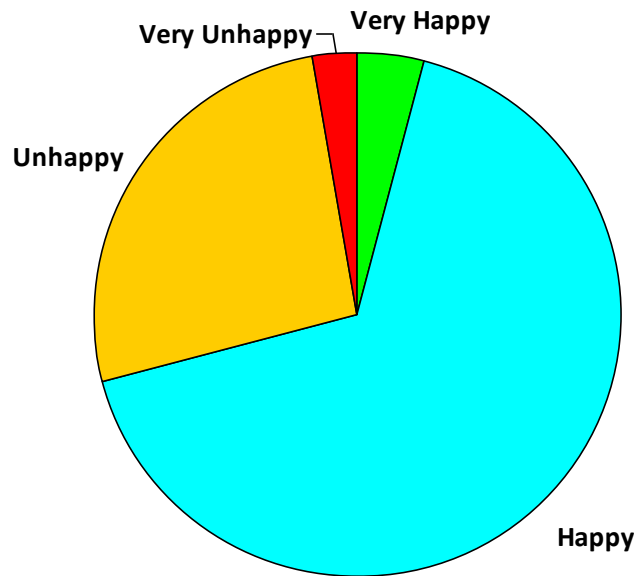
Happy with Salary	Responses	Percent
Very Happy	25	6.2%
Happy	246	60.9%
Unhappy	109	27.0%
Very Unhappy	24	5.9%
Total Responses:	404	100%



# THE TREASURY RECRUITMENT COMPANY

Happy with Salary

**REGION: Europe**

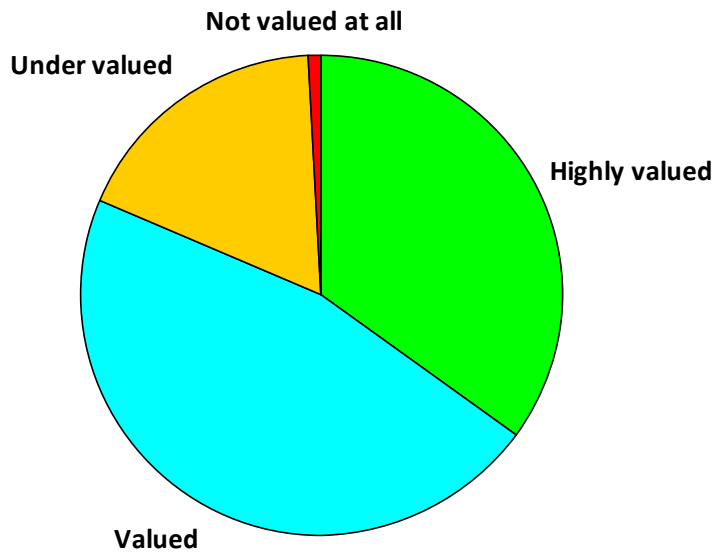


Happy with Salary	Responses	Percent
Very Happy	14	4.1%
Happy	226	66.7%
Unhappy	90	26.5%
Very Unhappy	9	2.7%
Total Responses:	339	100%

# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: North America**

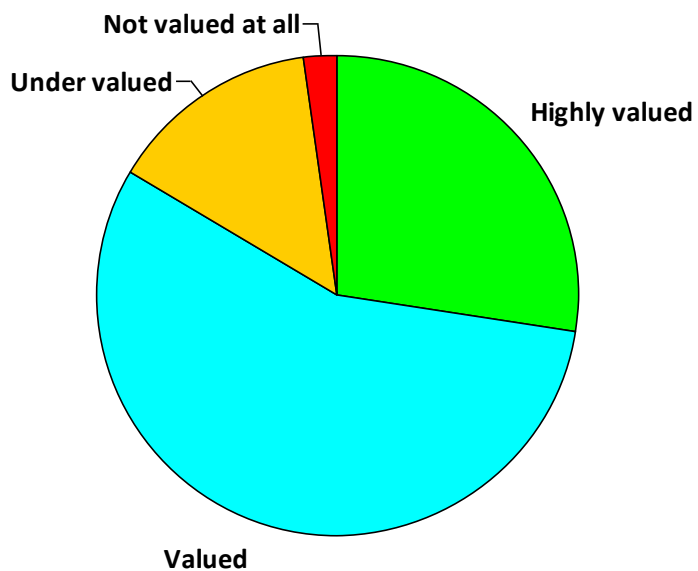


Happy with Salary	Responses	Percent
Highly valued	79	35.0%
Valued	105	46.5%
Under valued	40	17.7%
Not valued at	2	0.9%
Total Responses:	226	100%

# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: United Kingdom**

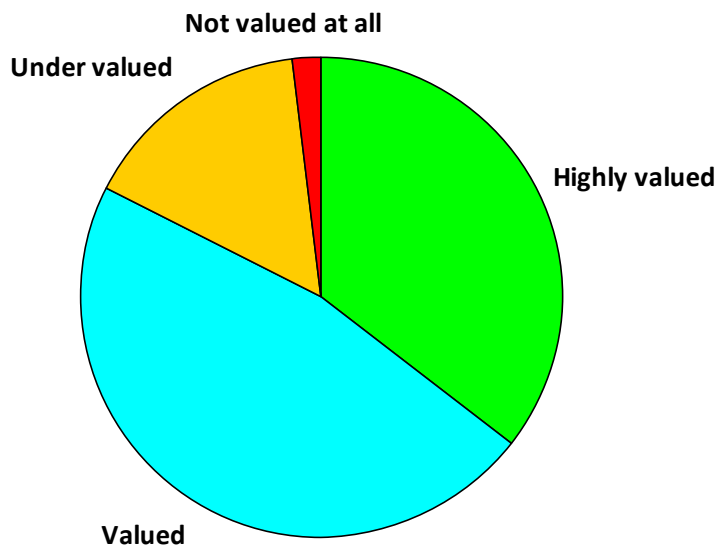


Happy with Salary	Responses	Percent
Highly valued	112	27.5%
Valued	229	56.1%
Under valued	58	14.2%
Not valued at	9	2.2%
Total Responses:	408	100%

# THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

**REGION: Europe**



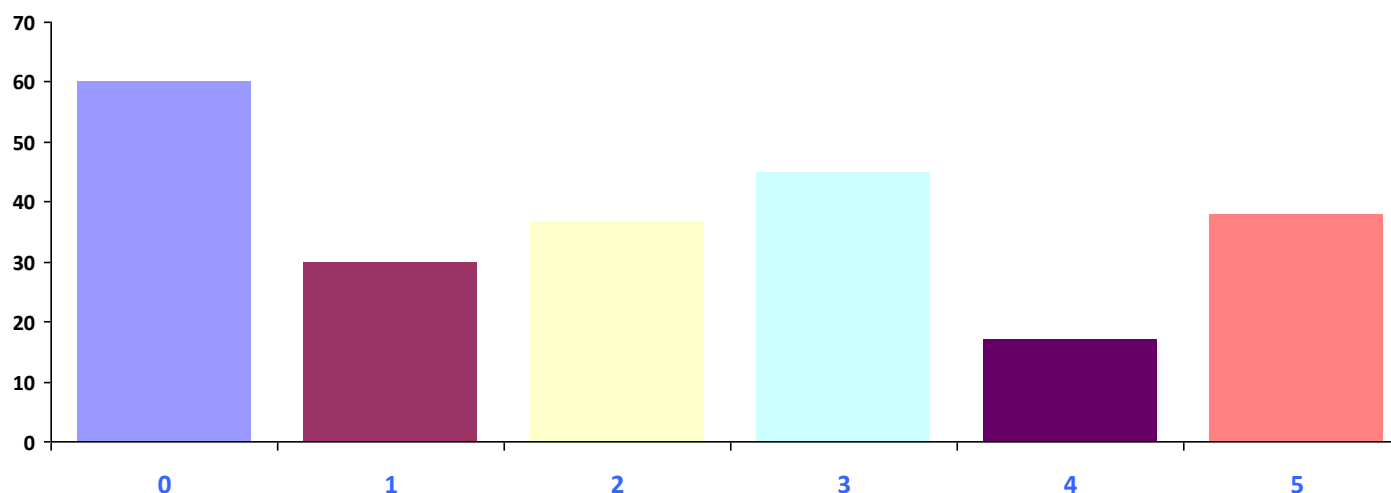
Happy with Salary	Responses	Percent
Highly valued	120	35.5%
Valued	159	47.0%
Under valued	52	15.4%
Not valued at	7	2.1%
Total Responses:	338	100%

# **WORK FROM HOME POLICIES & TRENDS**

**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%

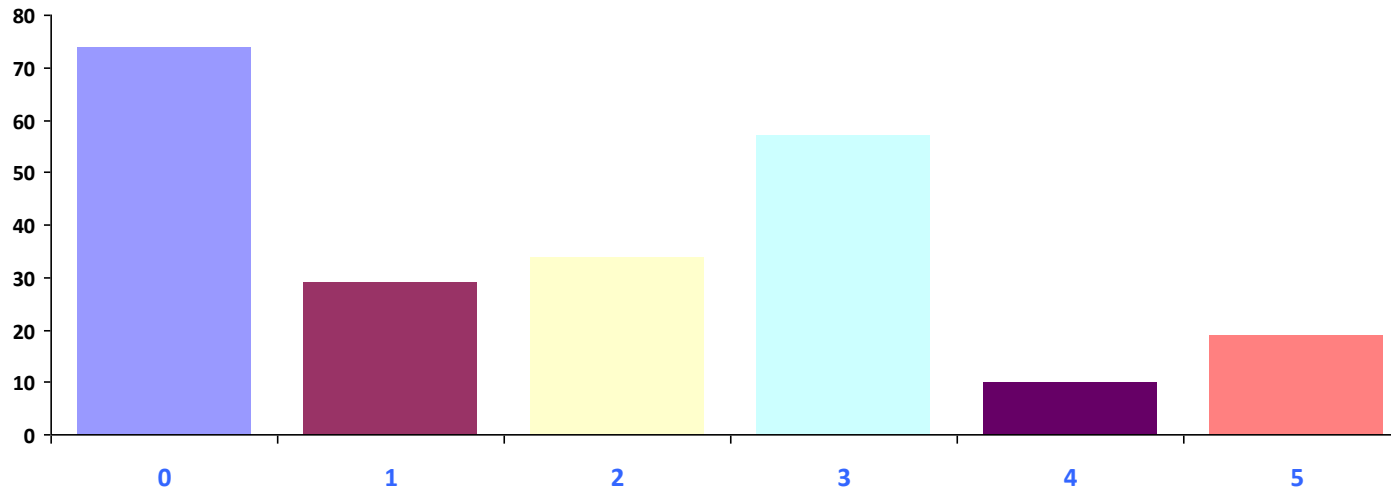
**TOTAL: 227**



**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
----------------	-----------	---------

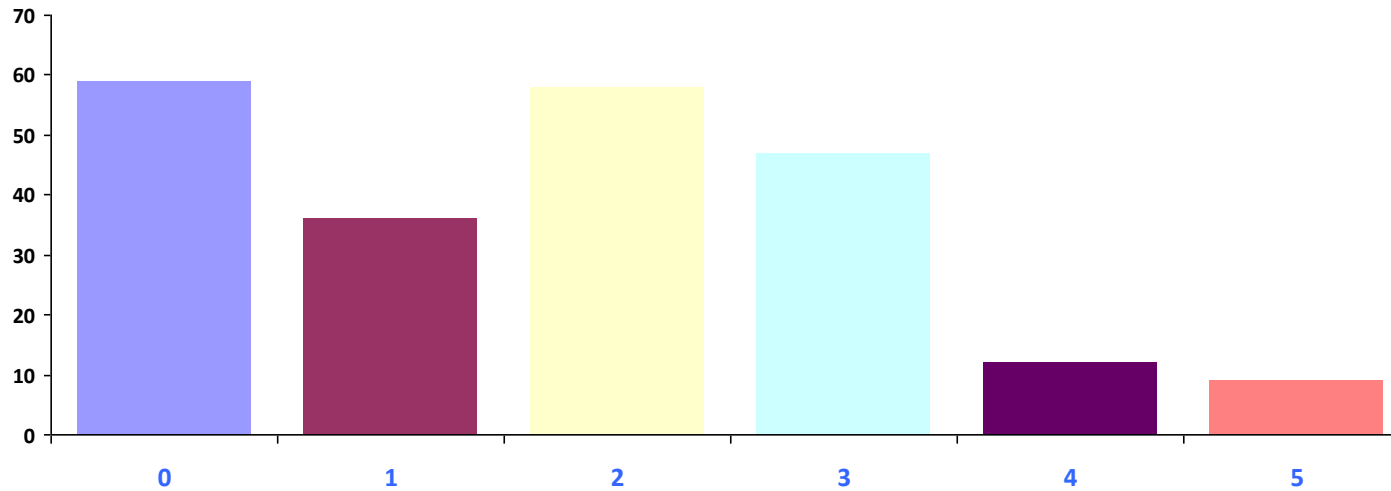
0	74	33%
1	29	13%
2	34	15%
3	57	26%
4	10	4%
5	19	9%

**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
----------------	-----------	---------

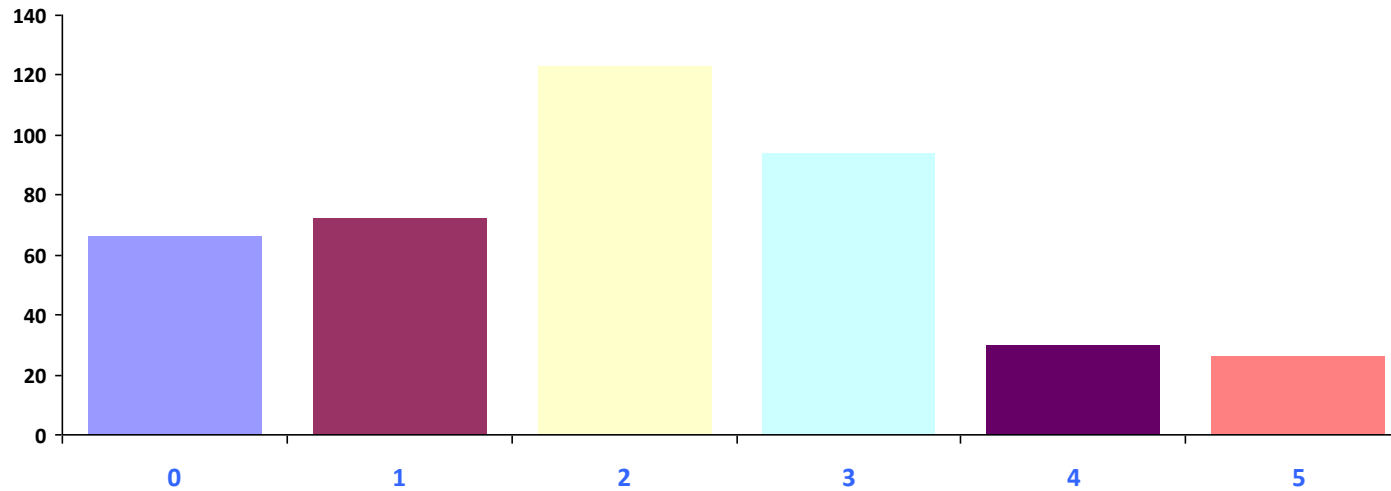
0	59	27%
1	36	16%
2	58	26%
3	47	21%
4	12	5%
5	9	4%

**TOTAL: 221**

## THE TREASURY RECRUITMENT COMPANY

# Number of Days Are You Currently Working in the Office

REGION: United Kingdom



Days in Office

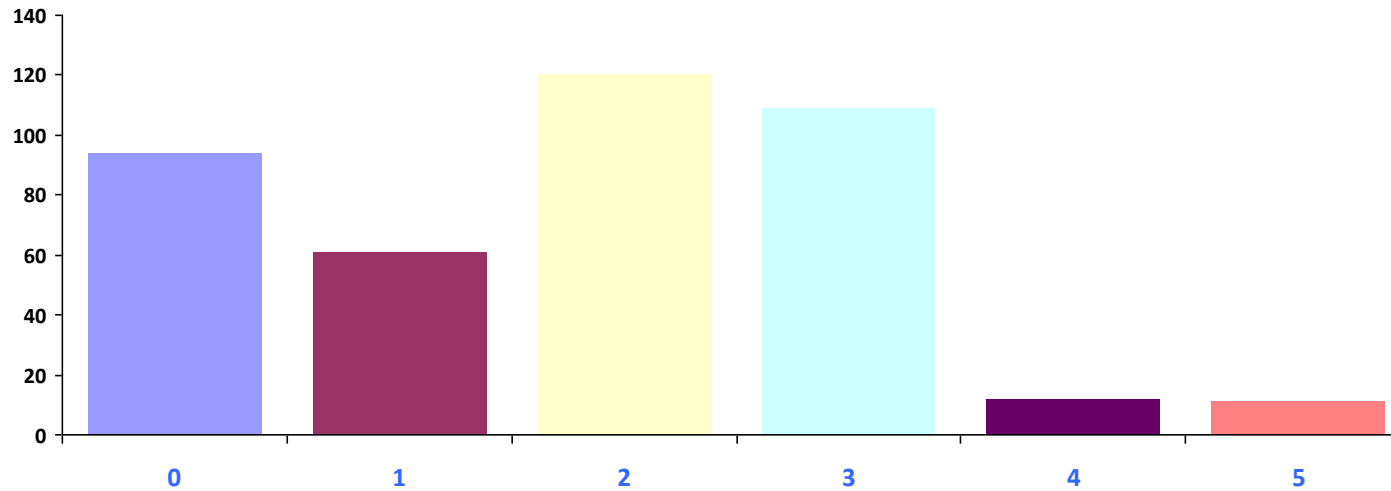
Days in Office	Responses	Percent
0	66	16%
1	72	18%
2	123	30%
3	94	23%
4	30	7%
5	26	6%

**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**

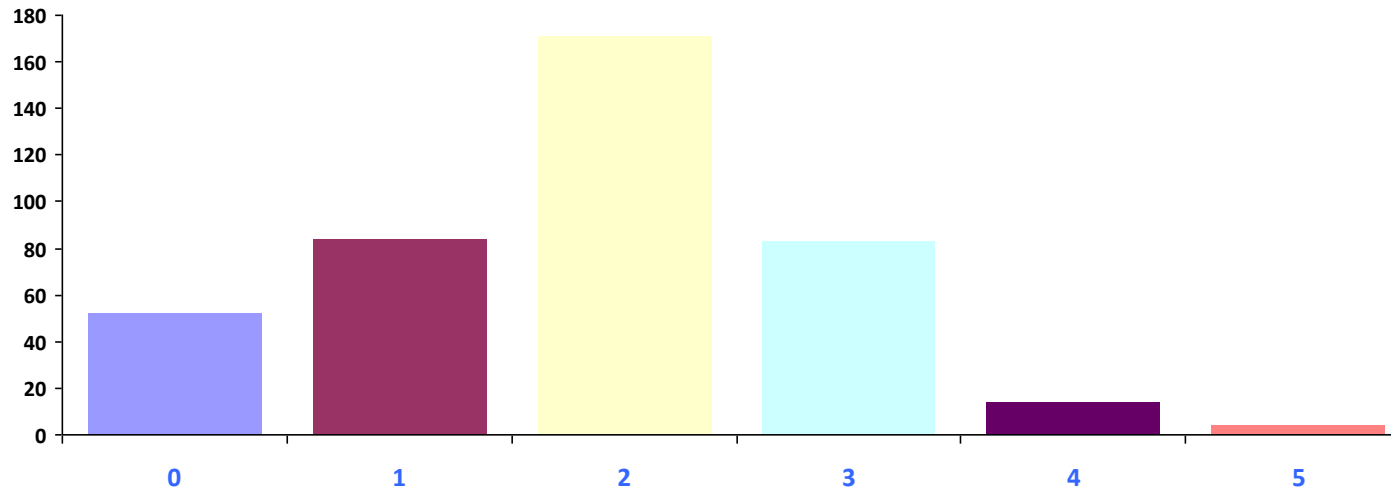
0	94	23%
1	61	15%
2	120	29%
3	109	27%
4	12	3%
5	11	3%

**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**

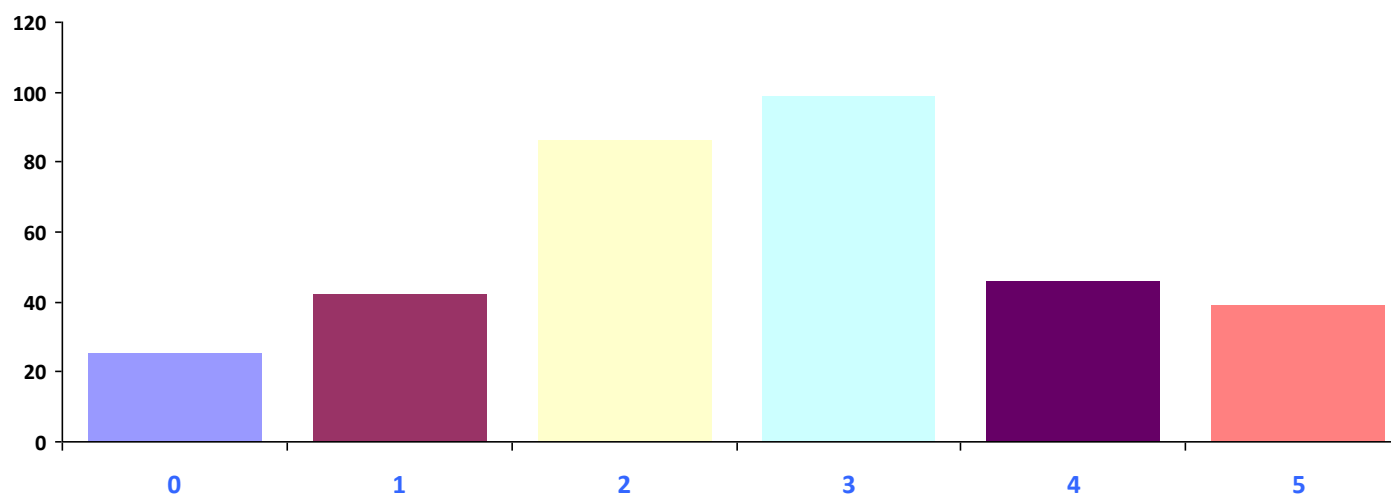
0	52	13%
1	84	21%
2	171	42%
3	83	20%
4	14	3%
5	4	1%

**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%

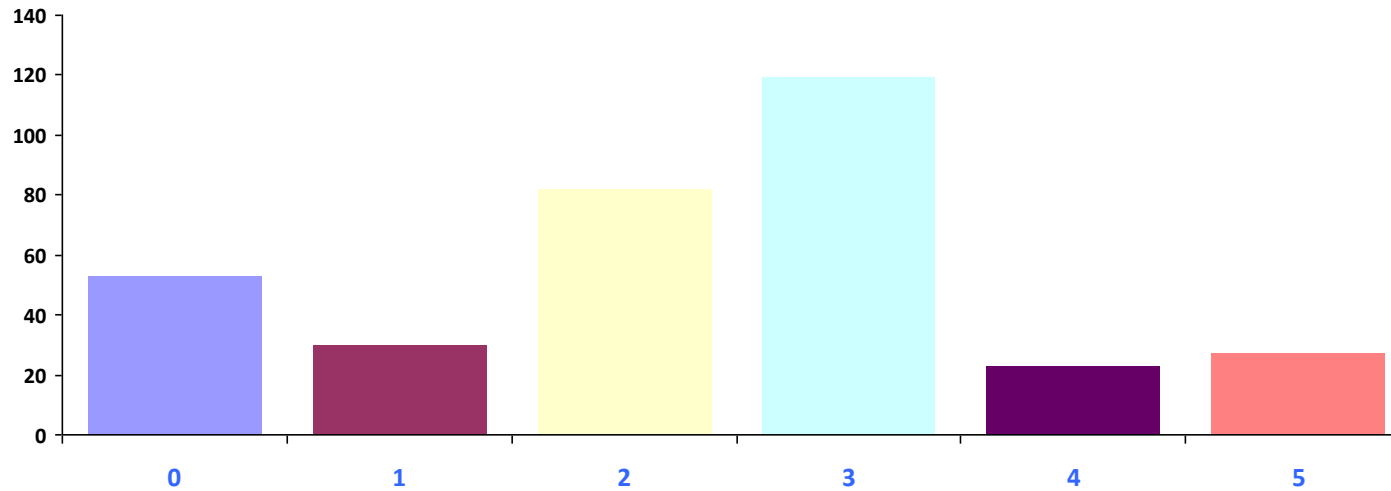
**TOTAL: 337**



**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**

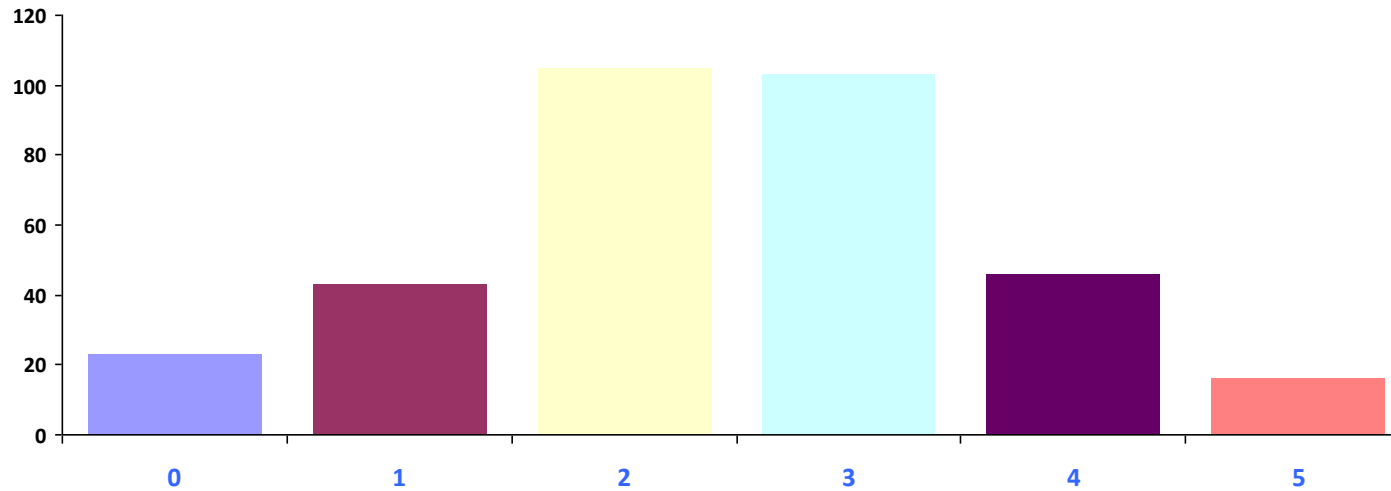
0	53	16%
1	30	9%
2	82	25%
3	119	36%
4	23	7%
5	27	8%

**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**

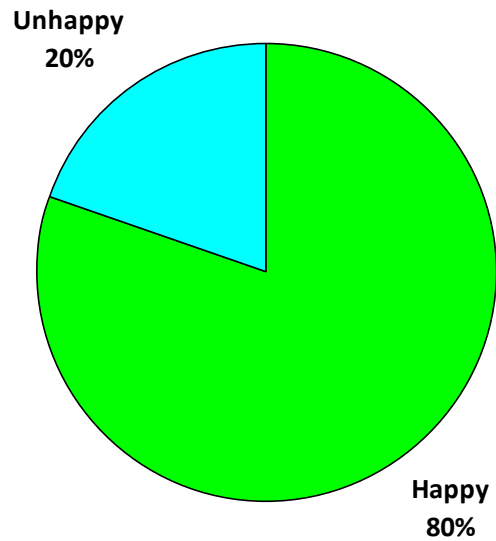
# **EMPLOYEE SENTIMENTS**

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

# THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

**REGION: North America**



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

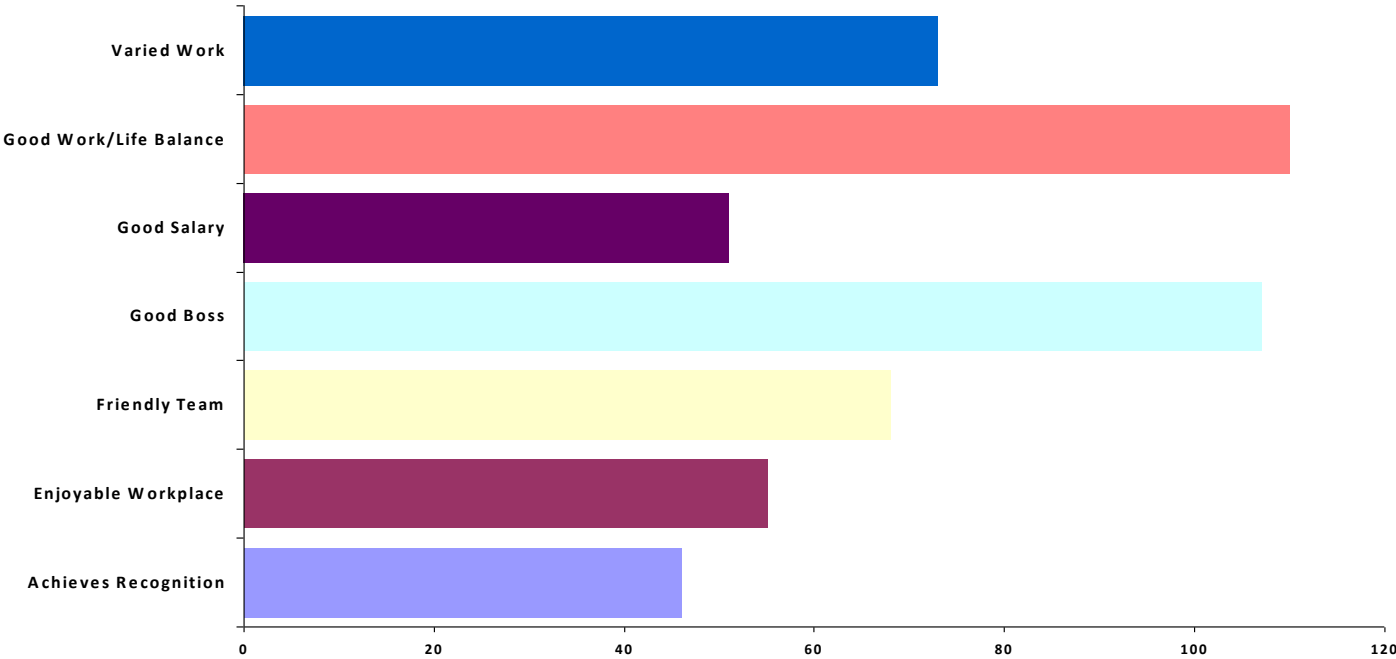
# THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

North America

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

## Why Happy



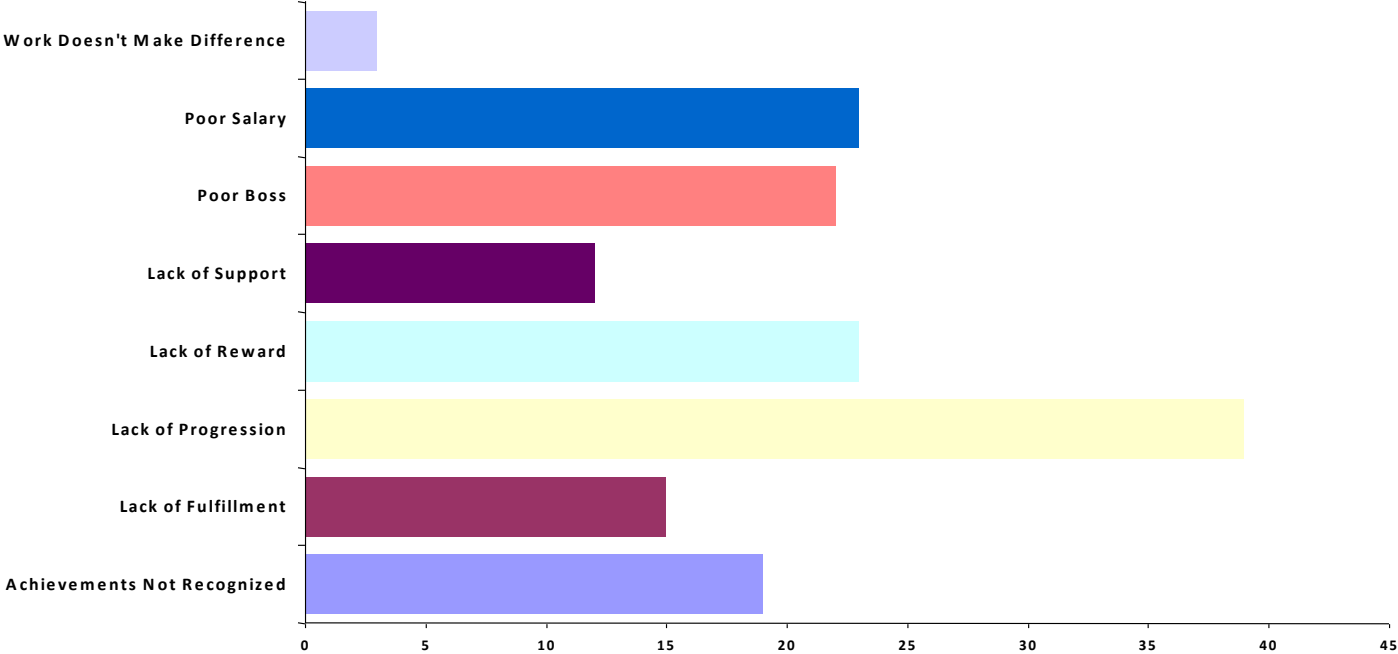
# THE TREASURY RECRUITMENT COMPANY

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

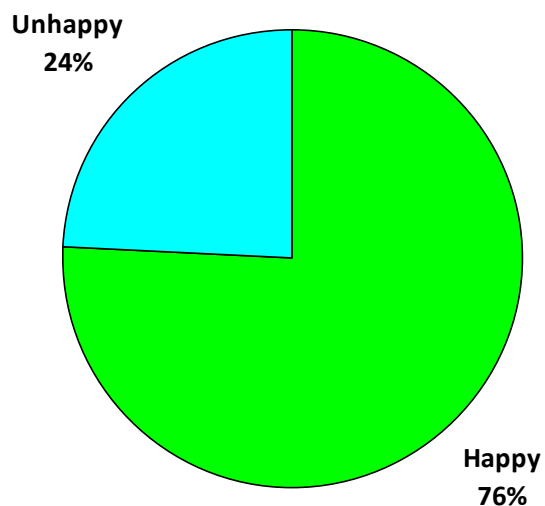
## Why Unhappy



# 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%

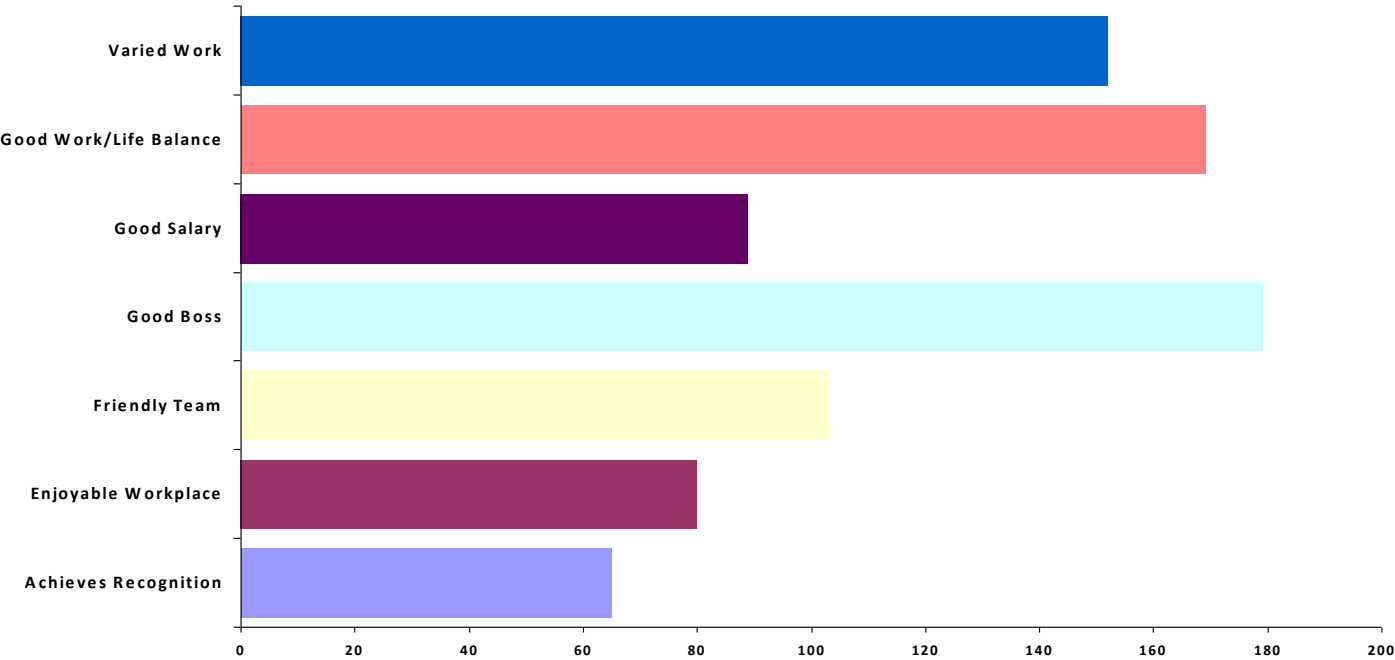


THE TREASURY RECRUITMENT COMPANY

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



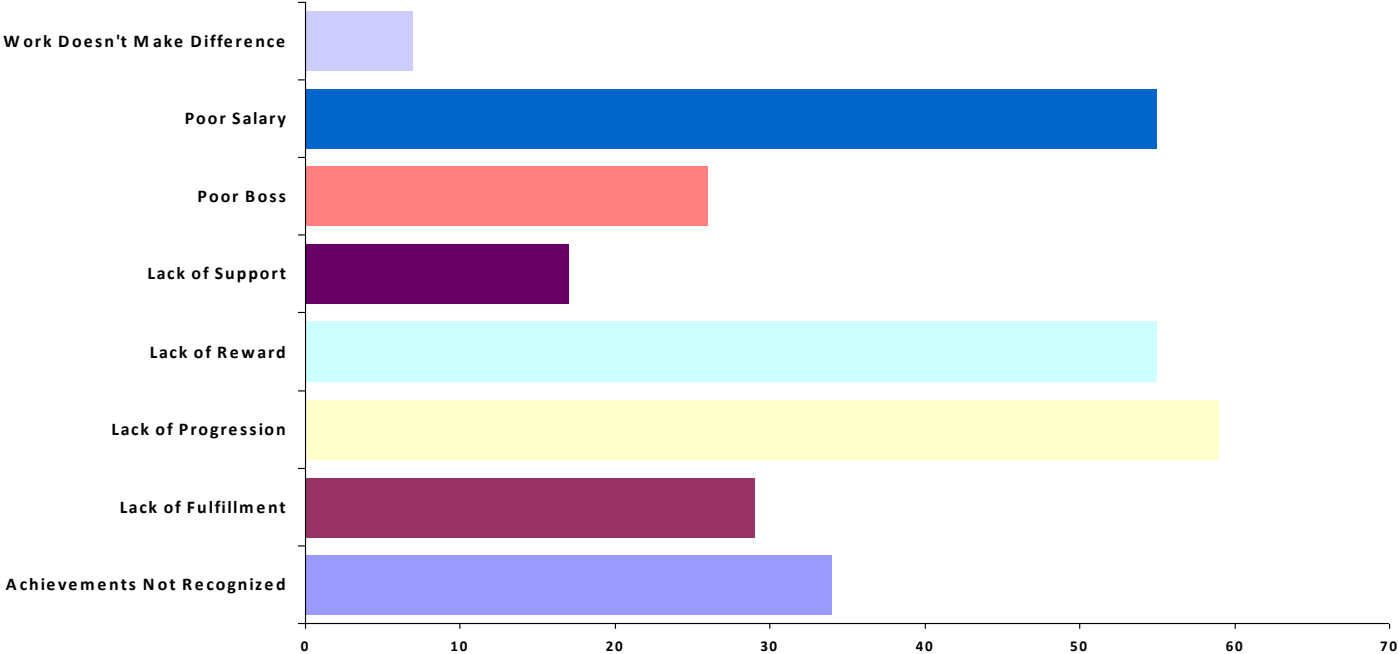
# THE TREASURY RECRUITMENT COMPANY

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

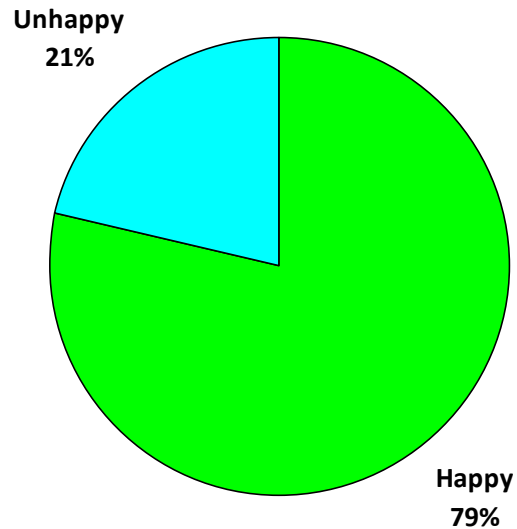
## Why Unhappy



# 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%

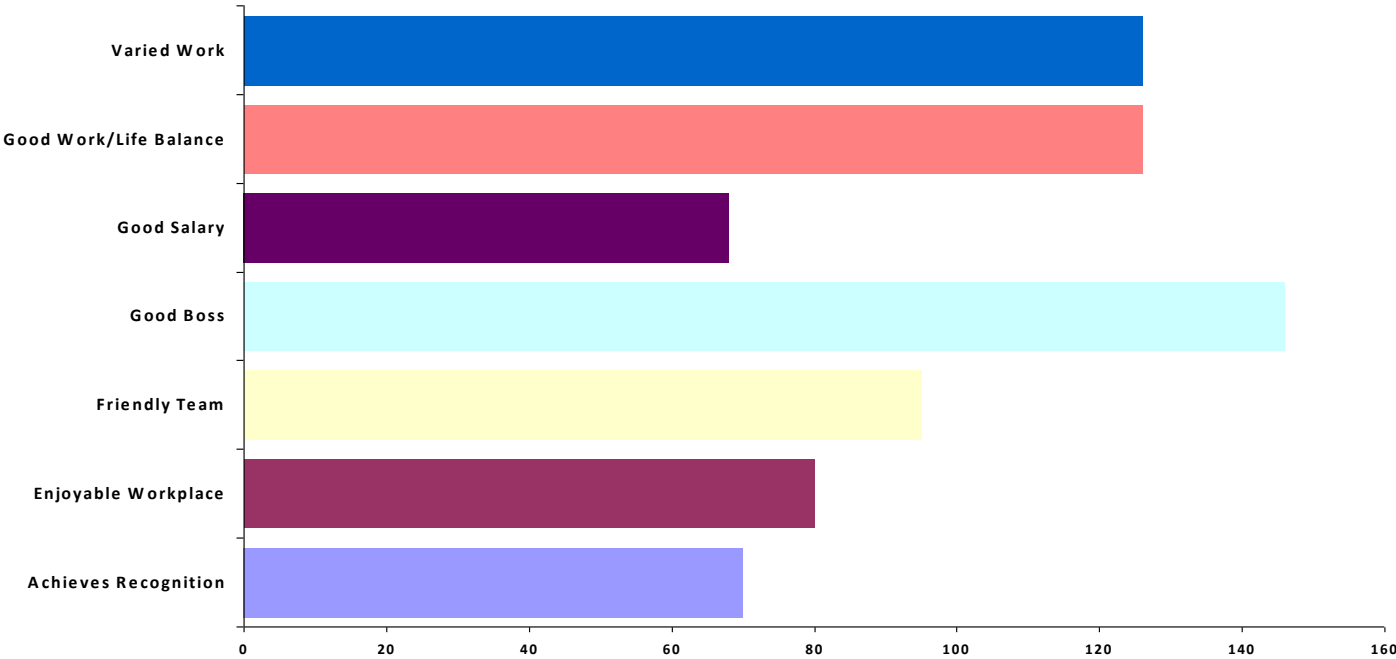
# THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

Europe

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

## Why Happy



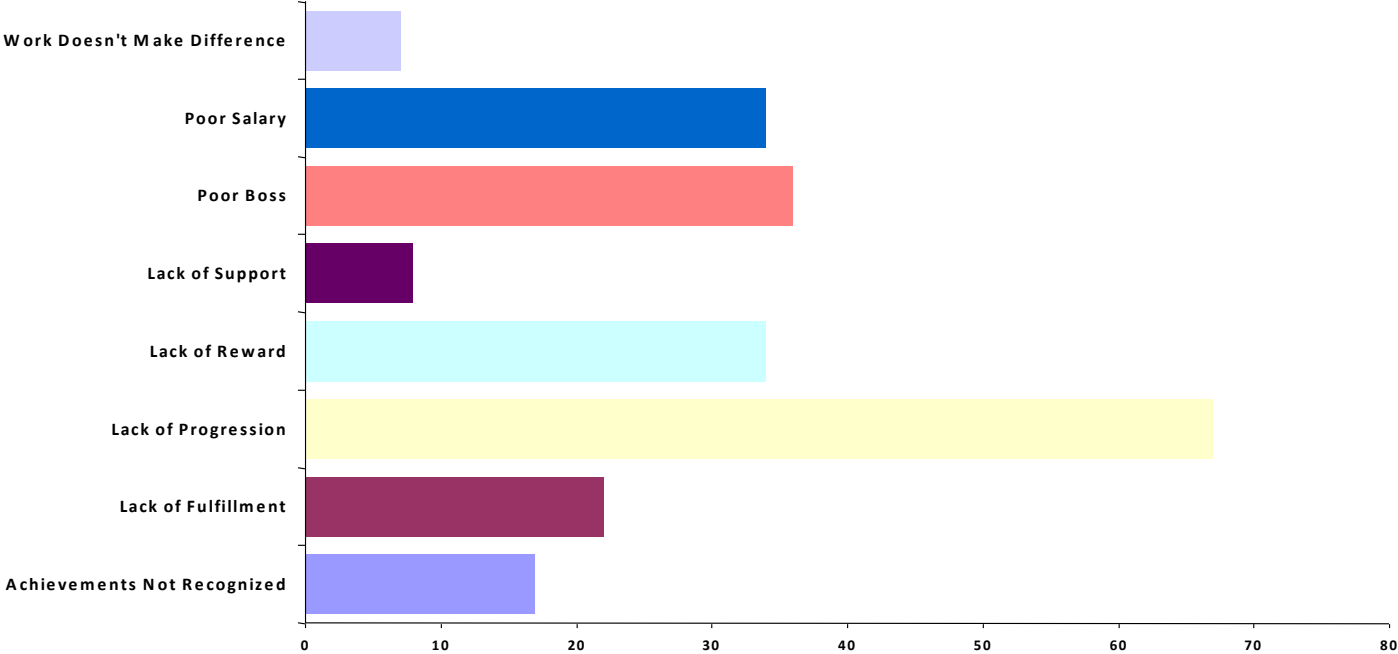
# THE TREASURY RECRUITMENT COMPANY

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



# KEY INSIGHTS & FINAL WORDS

# KEY INSIGHTS & FINAL WORDS



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**Mike Richards**

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

[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

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**CONNECT TODAY** 

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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?**

**TAKE PART TODAY →**