

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

Europe Results
Q1, 2024



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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

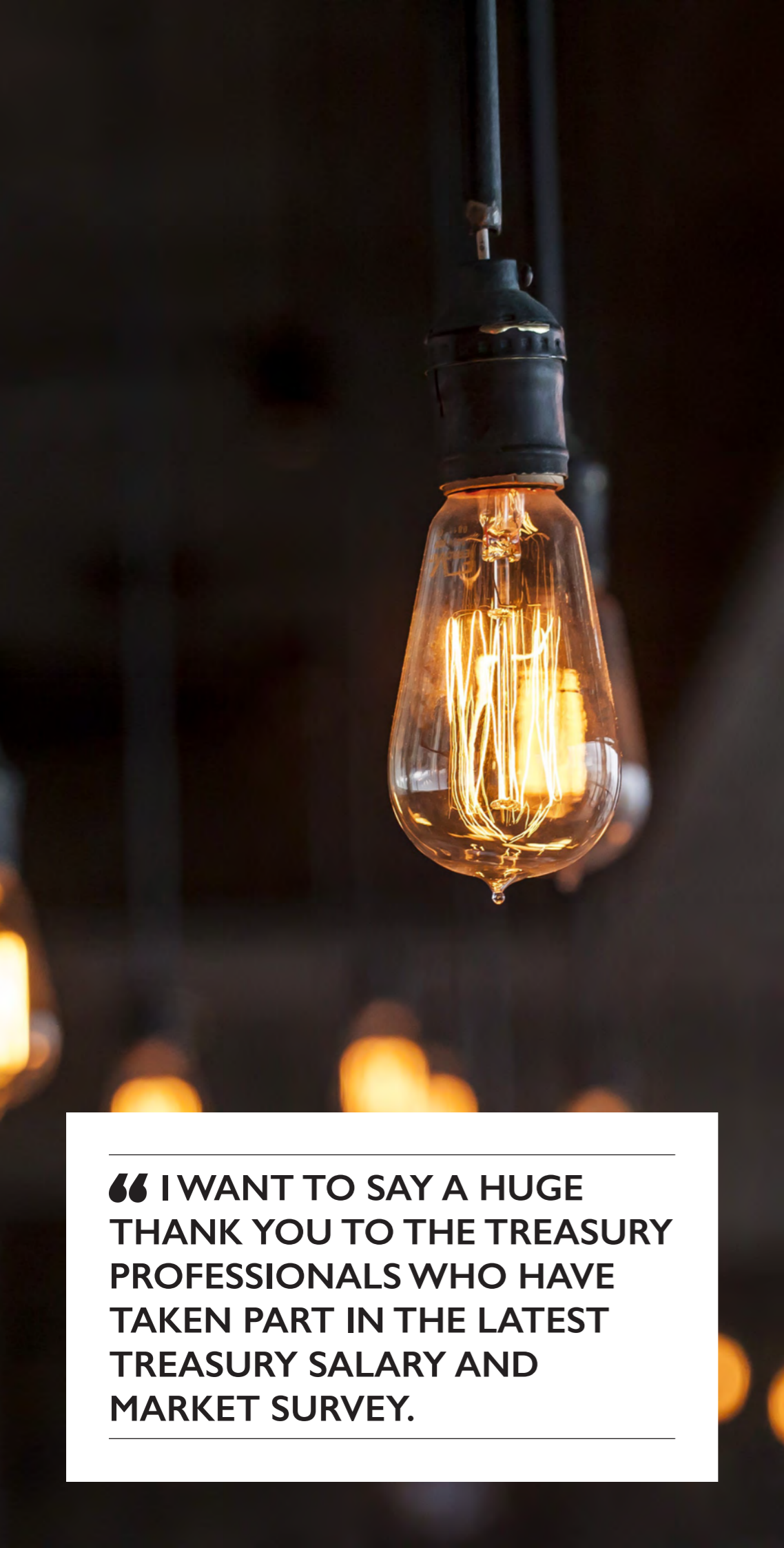
The accuracy of the data in our survey is of the utmost importance to ensure that the results are reliable and trustworthy. To ensure the authenticity of the data, every participant has been thoroughly vetted and any anomalies or discrepancies have been addressed.

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



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.”

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

COMPENSATION BY POSITION

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Compensation by Position

Europe

Currency in Euros €

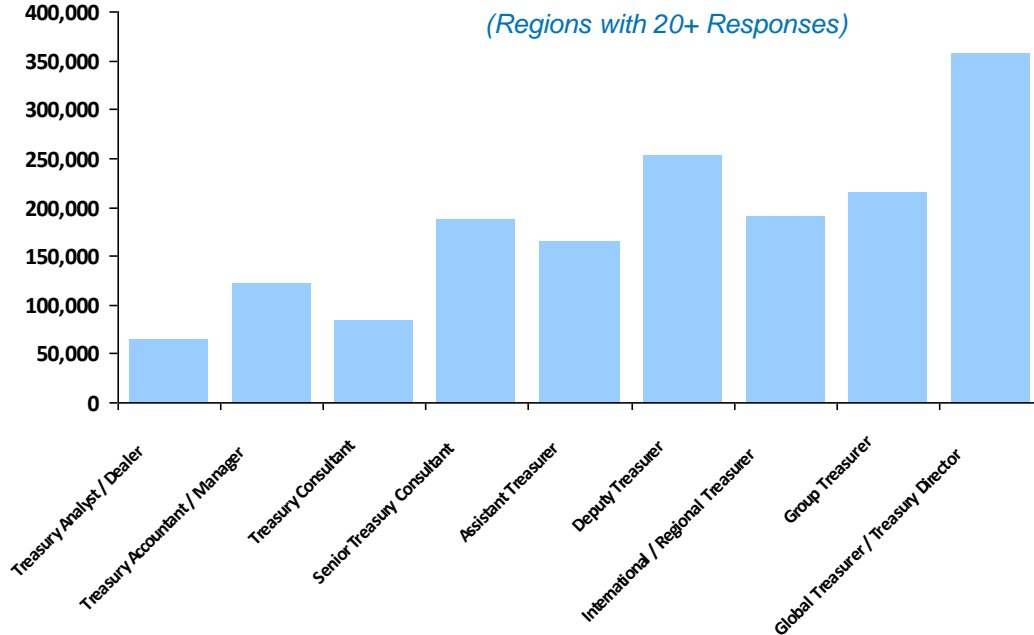
Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	51	€58,818	€5,627	18%	€7,317	75%	€65,263
Treasury Accountant / Manager	110	€108,801	€9,510	18%	€15,347	74%	€121,831
Treasury Consultant	5	€80,062	€4,700	-	€5,850	-	€84,512
Senior Treasury Consultant	11	€176,553	€9,000	-	€23,177	-	€187,906
Assistant Treasurer	32	€137,603	€11,307	44%	€24,619	91%	€164,861
Deputy Treasurer	15	€174,480	€12,013	-	€71,857	-	€252,744
International / Regional Treasurer	45	€152,788	€11,685	47%	€37,622	89%	€191,683
Group Treasurer	37	€166,060	€12,565	62%	€46,704	89%	€215,526
Global Treasurer / Treasury Director	23	€265,623	€14,058	70%	€104,309	78%	€357,036

Global: 329

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

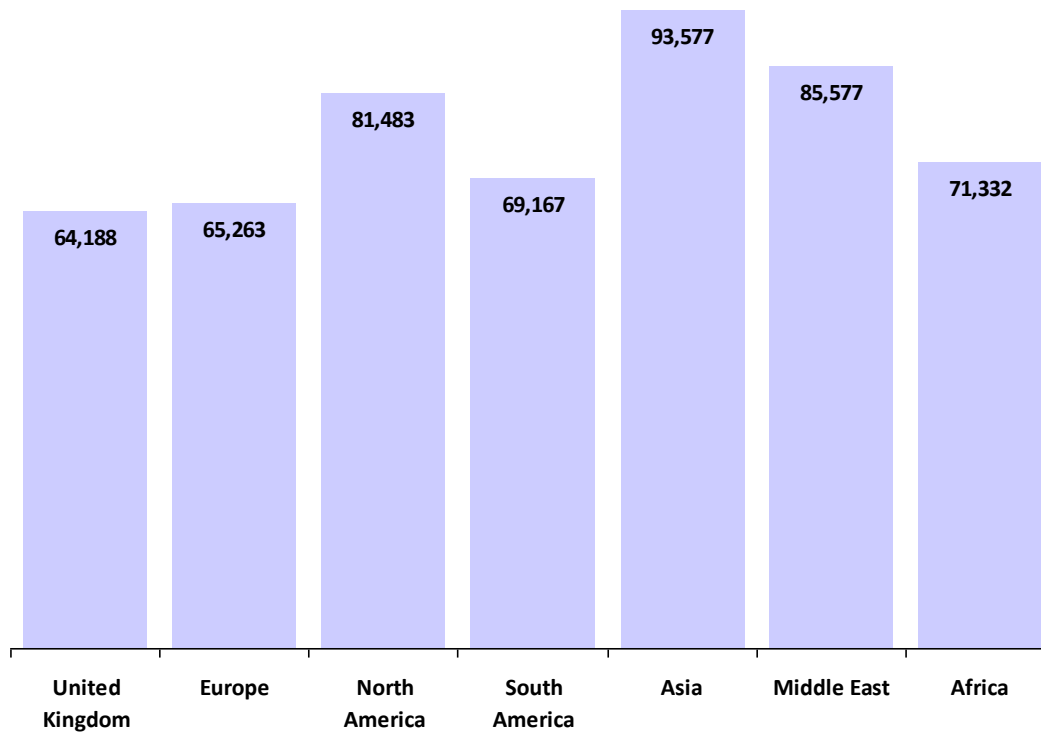
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	79	€59,787	€5,193	4%	€8,741	48%	€64,188
Europe	51	€58,818	€5,627	18%	€7,317	75%	€65,263
North America	57	€76,438	€0	0%	€8,987	56%	€81,483
South America	3	€56,794	€0	-	€37,120	-	€69,167
Asia	1	€83,848	€0	-	€9,729	-	€93,577
Middle East	3	€77,024	€6,342	-	€6,488	-	€85,577
Africa	3	€49,493	€6,991	-	€14,848	-	€71,332
Global:	197	€64,536					€70,130

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



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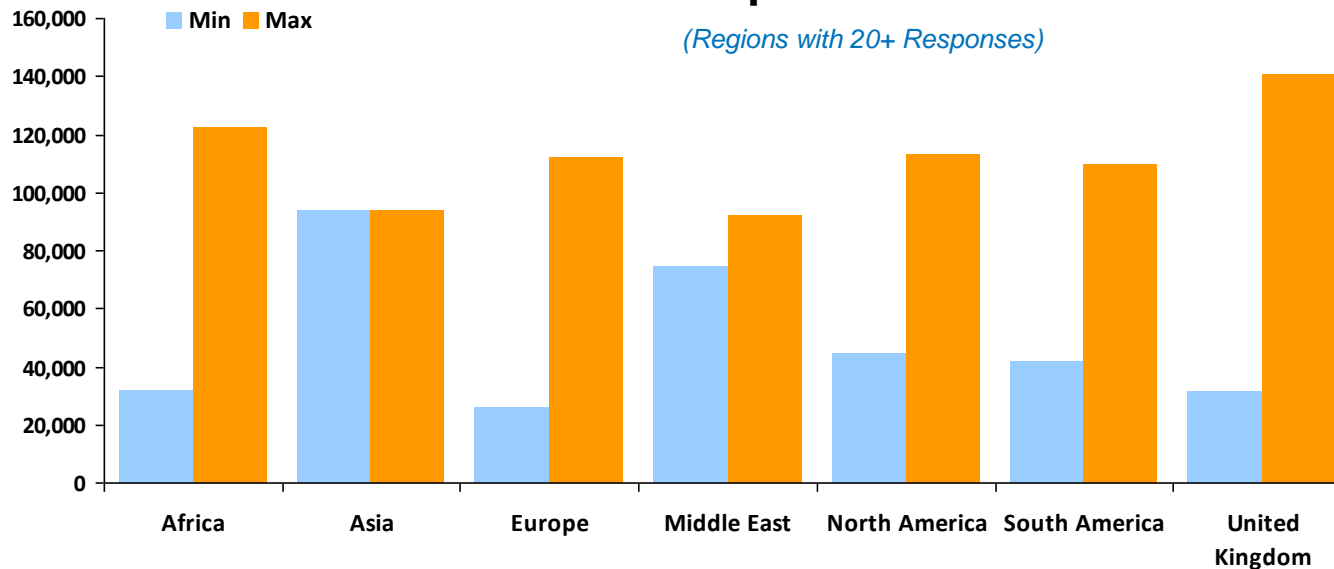
Compensation

Treasury Analyst / Dealer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	79	€31,644	€89,088	€0	€7,327	€0	€70,320	€31,644	€140,640
Europe	51	€24,000	€105,900	€0	€8,400	€0	€25,000	€25,800	€112,254
North America	57	€44,544	€102,080	€0	€0	€0	€46,400	€44,544	€113,216
South America	3	€41,760	€72,848	€0	€0	€0	€37,120	€41,760	€109,968
Asia	1	€83,848	€83,848	€0	€0	€9,729	€9,729	€93,577	€93,577
Middle East	3	€74,240	€78,880	€0	€6,745	€0	€6,573	€74,240	€92,198
Africa	3	€27,840	€74,240	€2,413	€11,136	€1,856	€37,120	€32,109	€122,496

Total Compensation Min/Max



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Compensation by Region

Treasury Accountant / Manager

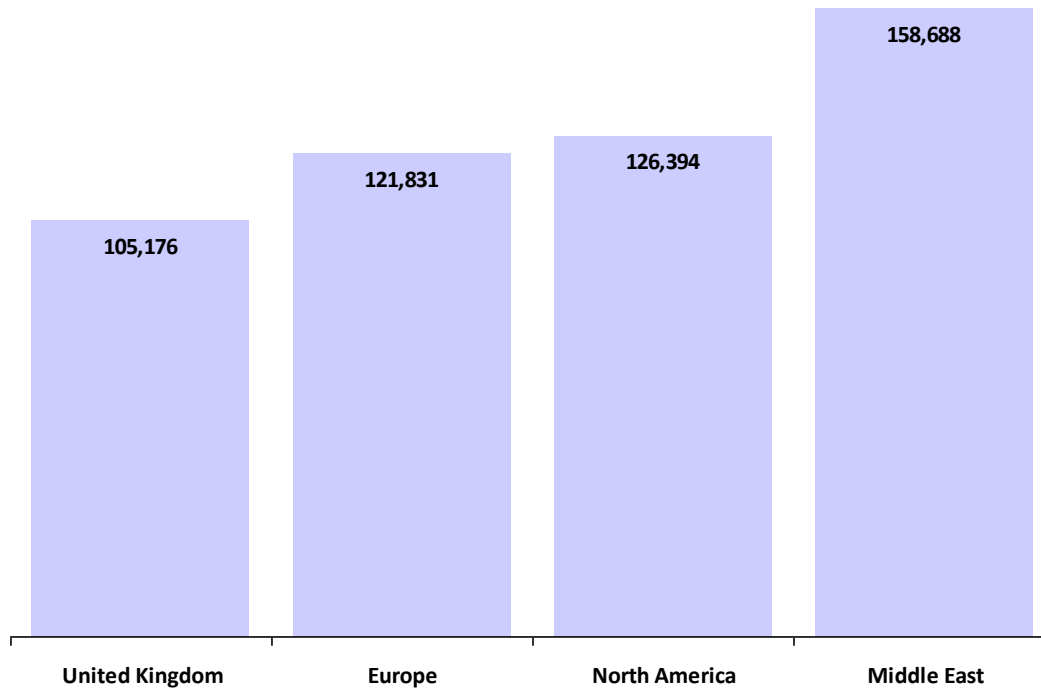
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	81	€93,876	€7,428	37%	€13,316	64%	€105,176
Europe	110	€108,801	€9,510	18%	€15,347	74%	€121,831
North America	69	€117,345	€0	0%	€12,743	71%	€126,394
Middle East	2	€122,960	€18,560	-	€26,448	-	€158,688
Global:	262	€106,545					€118,165

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

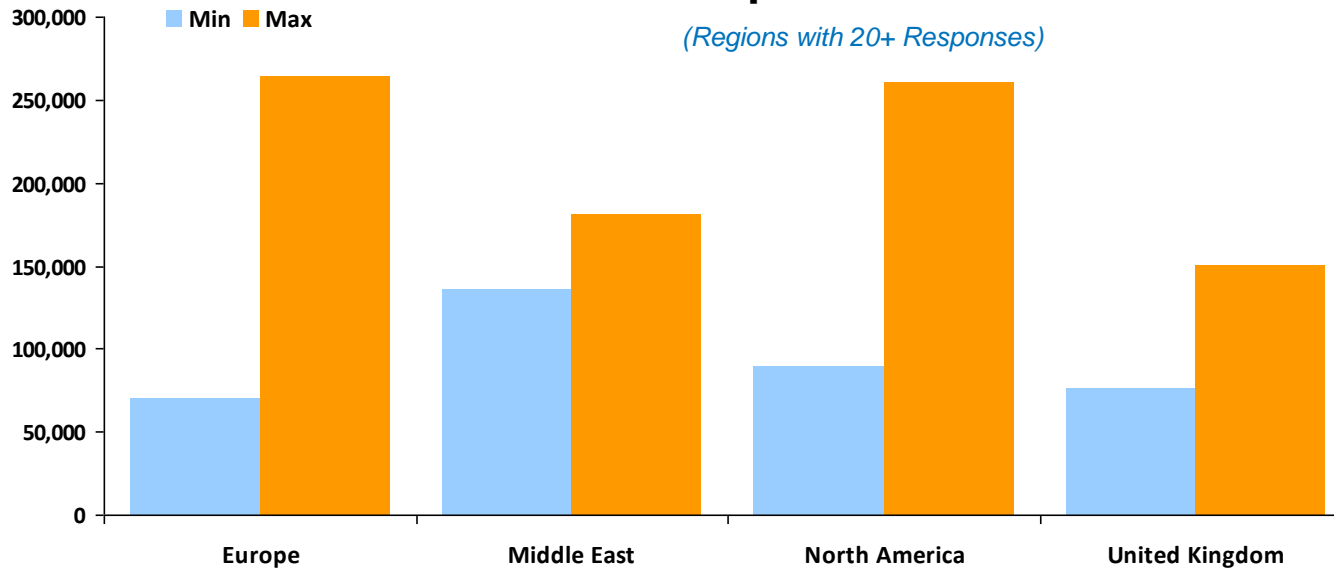
Compensation

Treasury Accountant / Manager

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	81	€76,180	€117,200	€0	€11,720	€0	€32,816	€76,180	€150,016
Europe	110	€66,500	€201,210	€0	€18,000	€0	€63,540	€70,900	€264,750
North America	69	€83,520	€209,728	€0	€0	€0	€51,040	€90,016	€260,768
Middle East	2	€111,360	€134,560	€0	€18,560	€6,496	€46,400	€136,416	€180,960

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

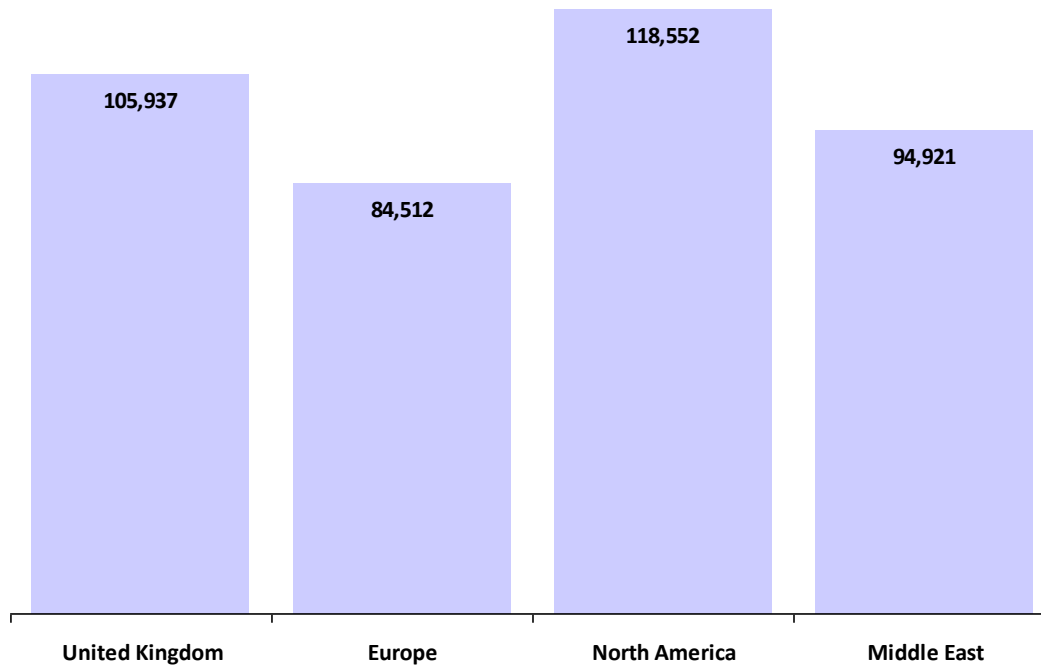
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	10	€98,858	€9,024	-	€15,441	-	€105,937
Europe	5	€80,062	€4,700	-	€5,850	-	€84,512
North America	2	€111,592	€0	-	€13,920	-	€118,552
Middle East	2	€94,921	€0	-	€0	-	€94,921
Global:	19	€94,838					€100,467

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	10	€76,180	€118,958	€0	€9,024	€0	€37,152	€78,524	€143,453
Europe	5	€56,000	€128,920	€0	€4,700	€0	€10,050	€61,232	€128,920
North America	2	€96,512	€126,672	€0	€0	€0	€13,920	€96,512	€140,592
Middle East	2	€92,800	€97,042	€0	€0	€0	€0	€92,800	€97,042

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

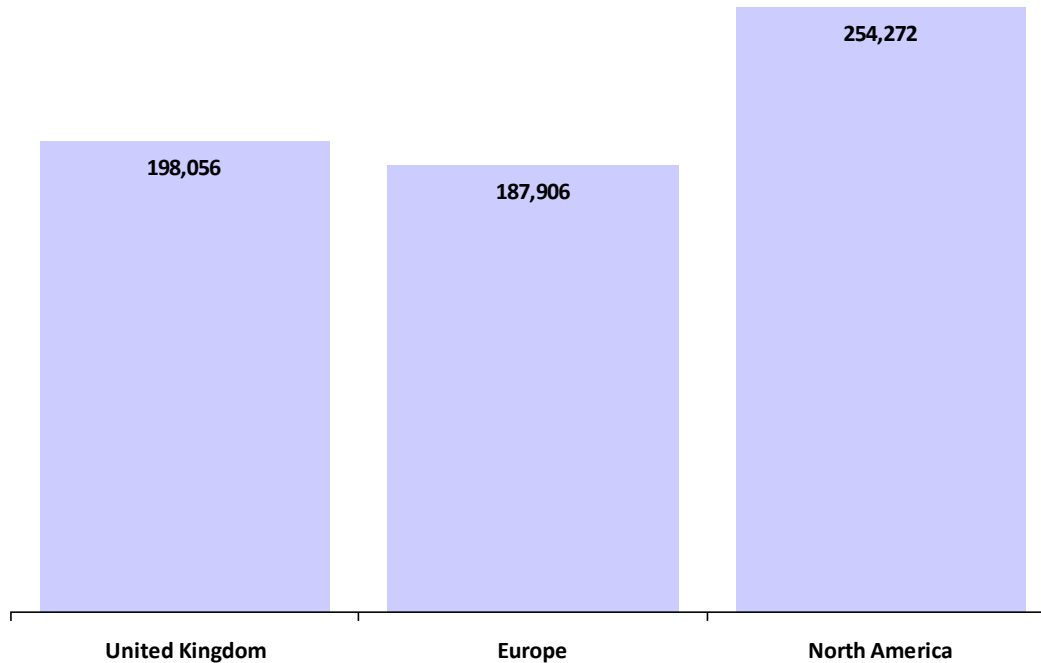
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	12	€184,294	€10,314	-	€38,707	-	€198,056
Europe	11	€176,553	€9,000	-	€23,177	-	€187,906
North America	3	€248,085	€0	-	€18,560	-	€254,272
Global:	26	€188,379					€200,248

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

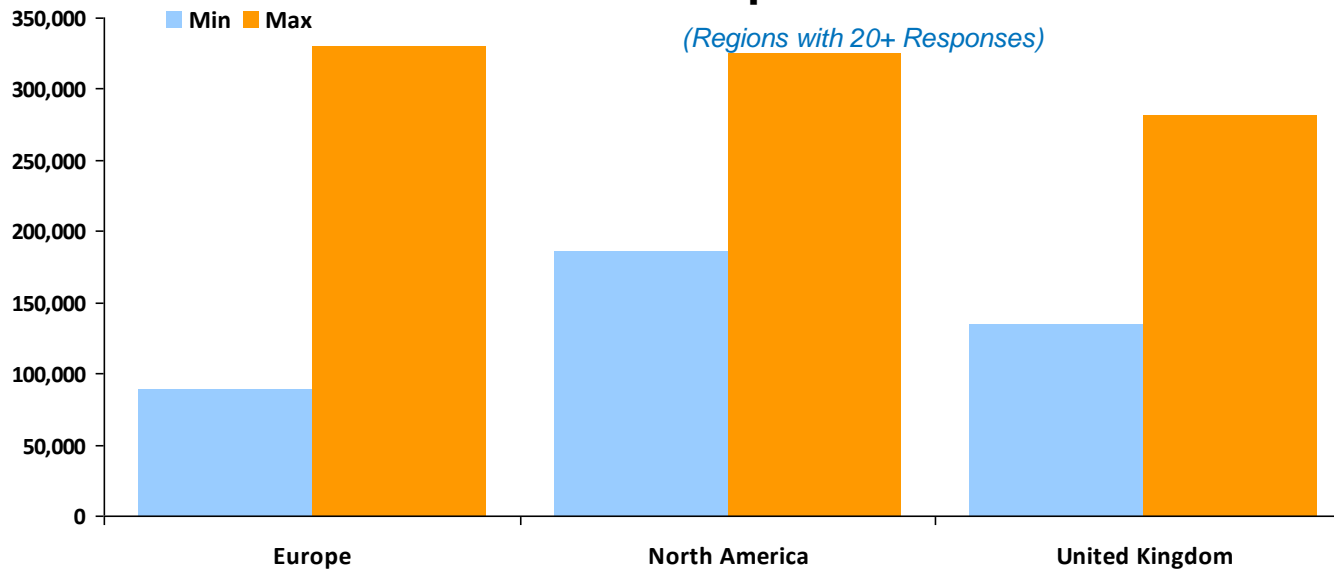
Compensation

Senior Treasury Consultant

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	12	€117,200	€257,840	€0	€10,314	€0	€50,520	€134,780	€281,280
Europe	11	€89,000	€330,000	€0	€9,000	€0	€50,000	€89,000	€330,000
North America	3	€185,600	€324,800	€0	€0	€0	€18,560	€185,600	€324,800

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

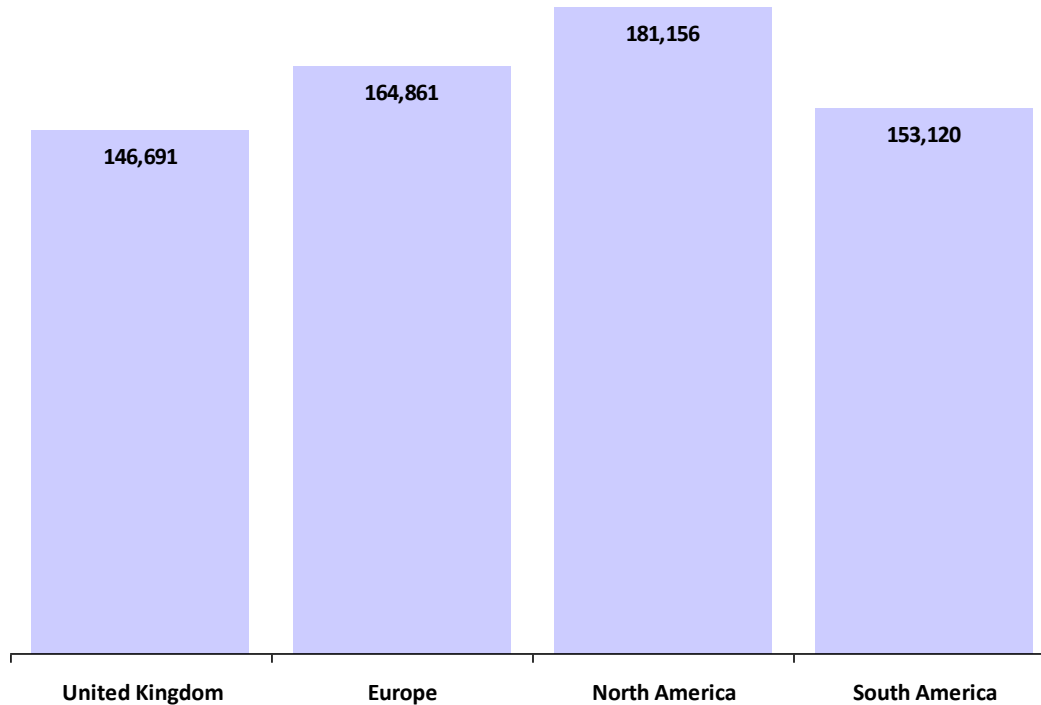
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	60	€121,416	€8,262	48%	€25,538	83%	€146,691
Europe	32	€137,603	€11,307	44%	€24,619	91%	€164,861
North America	60	€155,343	€6,960	2%	€30,836	83%	€181,156
South America	1	€111,360	€13,920	-	€27,840	-	€153,120
Global:	153	€138,040					€164,049

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

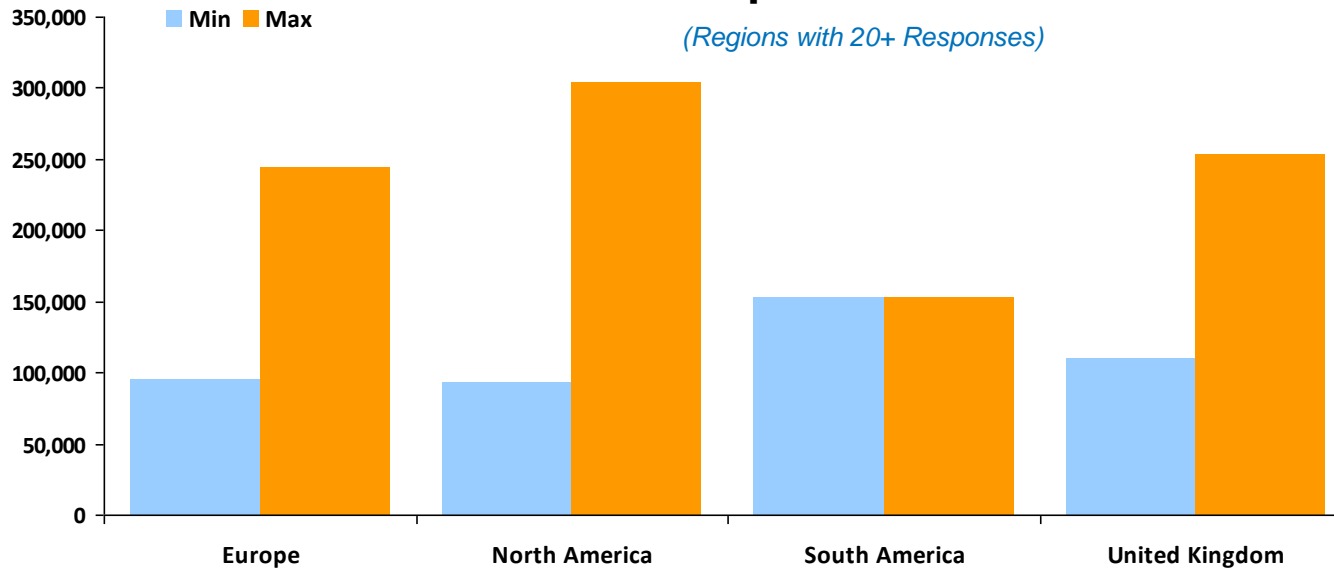
Compensation

Assistant Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	60	€99,620	€178,144	€0	€15,236	€0	€84,384	€110,592	€253,386
Europe	32	€96,000	€206,505	€0	€20,333	€0	€70,000	€96,000	€243,782
North America	60	€93,728	€210,656	€0	€6,960	€0	€92,800	€93,728	€303,456
South America	1	€111,360	€111,360	€13,920	€13,920	€27,840	€27,840	€153,120	€153,120

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

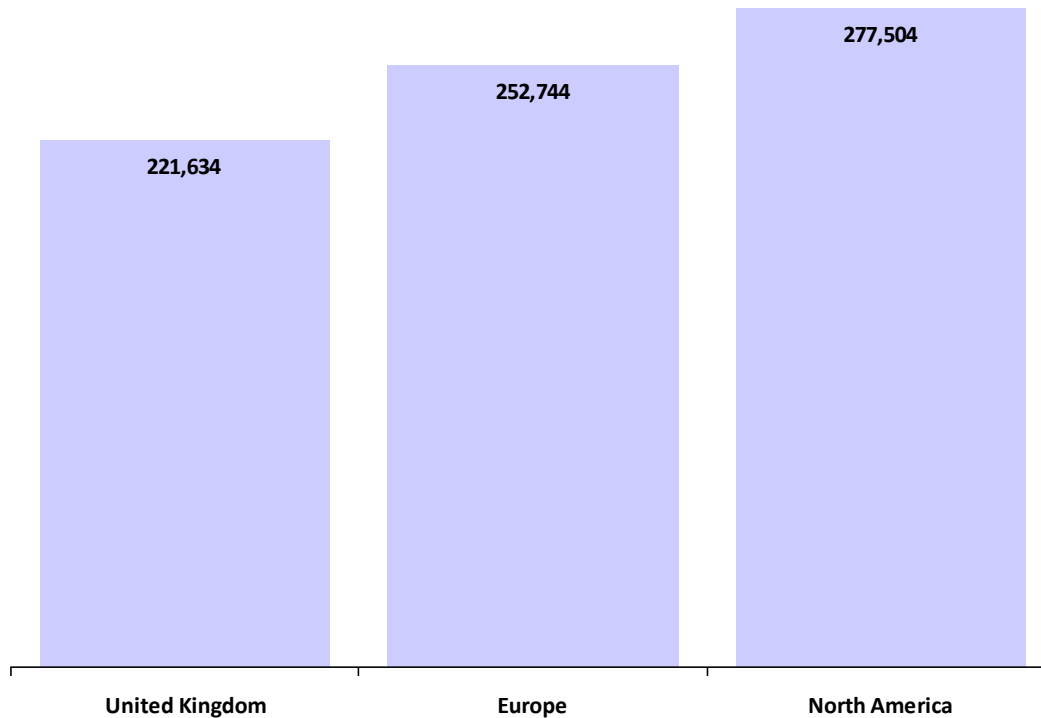
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	21	€169,378	€12,019	52%	€64,344	71%	€221,634
Europe	15	€174,480	€12,013	-	€71,857	-	€252,744
North America	15	€226,605	€0	-	€58,730	-	€277,504
Global:	51	€187,710					€247,216

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

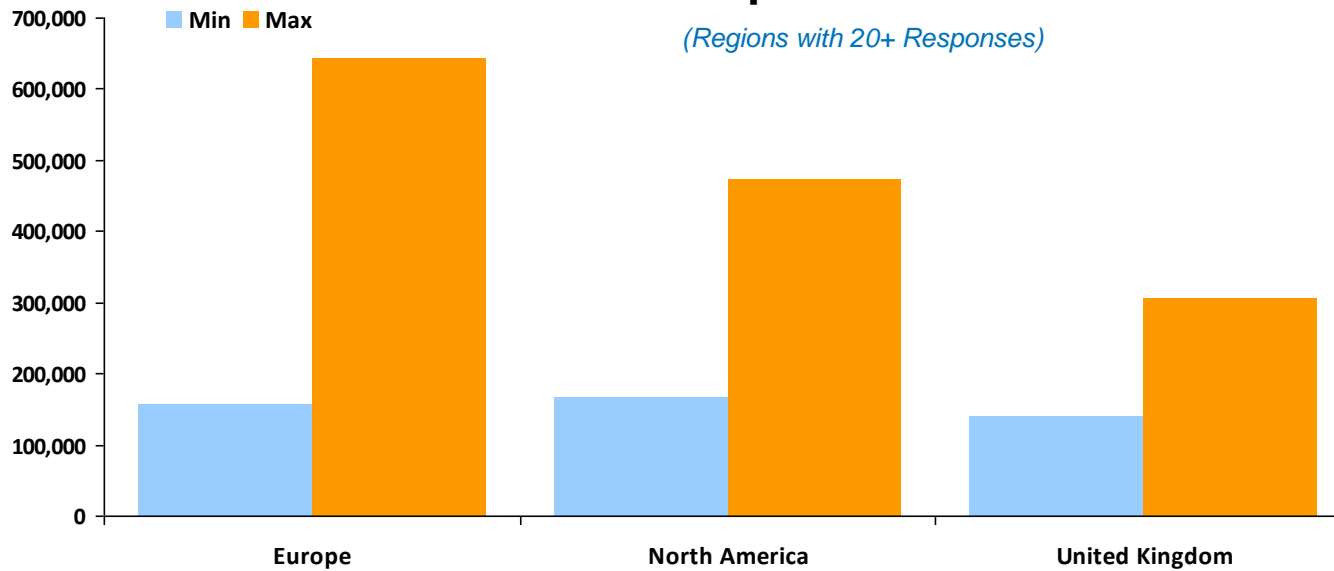
Deputy Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	21	€140,640	€210,960	€0	€23,440	€0	€121,888	€140,640	€305,892
Europe	15	€125,000	€238,275	€0	€18,000	€15,000	€410,000	€158,420	€644,400
North America	15	€157,760	€294,176	€0	€0	€0	€207,872	€167,040	€472,352

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

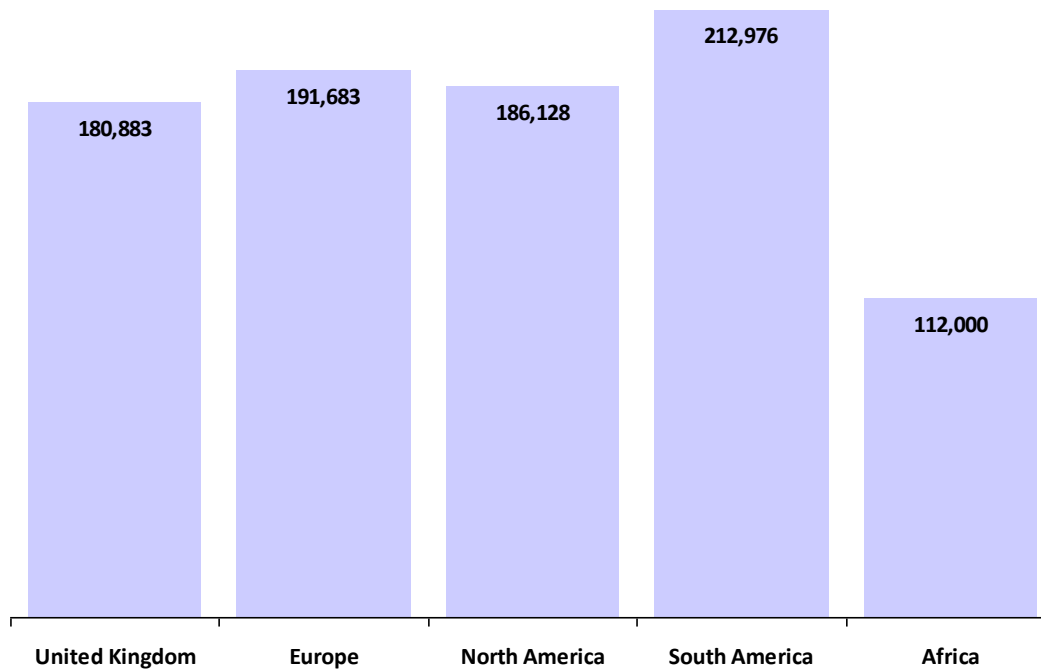
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	27	€152,135	€8,762	48%	€33,115	74%	€180,883
Europe	45	€152,788	€11,685	47%	€37,622	89%	€191,683
North America	35	€161,103	€0	0%	€32,440	77%	€186,128
South America	1	€190,240	€0	-	€22,736	-	€212,976
Africa	1	€97,000	€0	-	€15,000	-	€112,000
Global:	109	€155,128					€186,688

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

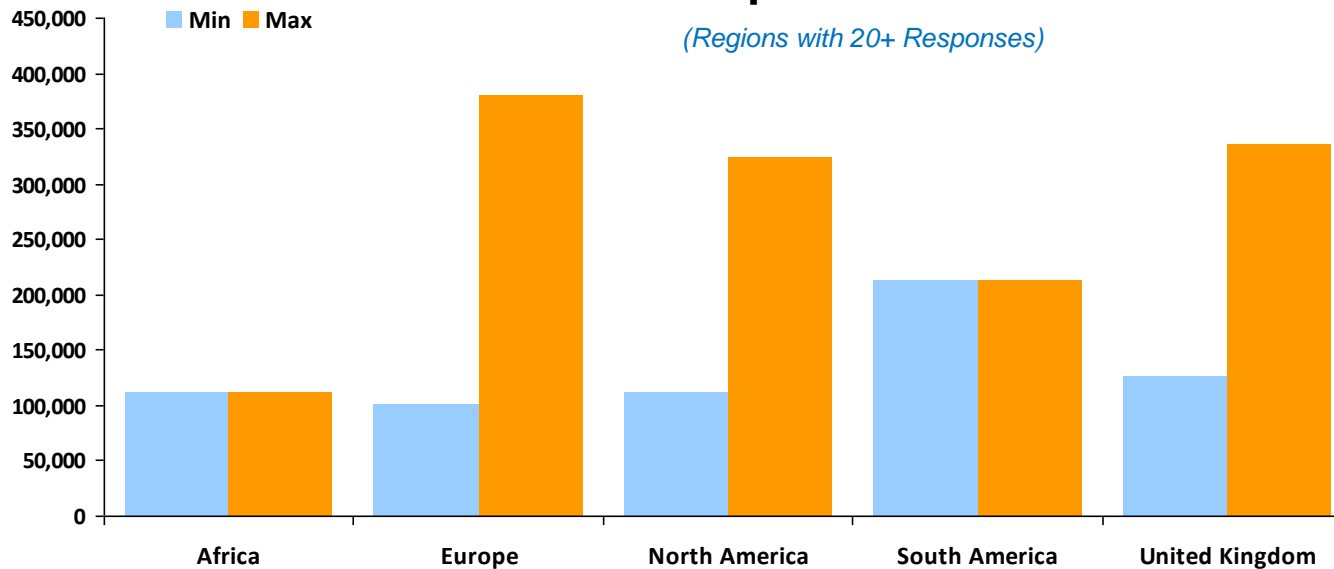
Compensation

International / Regional Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	27	€116,966	€234,400	€0	€11,943	€0	€101,649	€126,576	€336,271
Europe	45	€87,800	€285,930	€0	€26,475	€0	€121,785	€100,570	€381,240
North America	35	€93,840	€255,200	€0	€0	€0	€69,600	€110,840	€324,800
South America	1	€190,240	€190,240	€0	€0	€22,736	€22,736	€212,976	€212,976
Africa	1	€97,000	€97,000	€0	€0	€15,000	€15,000	€112,000	€112,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

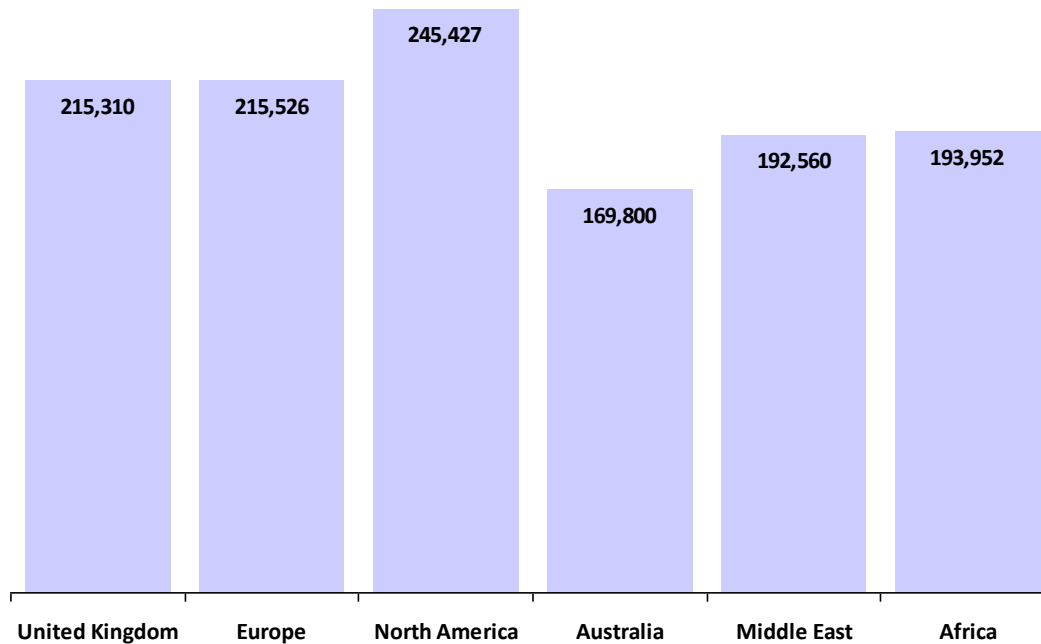
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	58	€168,520	€9,381	38%	€53,350	81%	€215,310
Europe	37	€166,060	€12,565	62%	€46,704	89%	€215,526
North America	15	€195,843	€7,795	-	€61,330	-	€245,427
Australia	1	€150,000	€9,800	-	€10,000	-	€169,800
Middle East	2	€185,600	€13,920	-	€0	-	€192,560
Africa	1	€162,400	€0	-	€31,552	-	€193,952
Global:	114	€171,401					€218,357

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

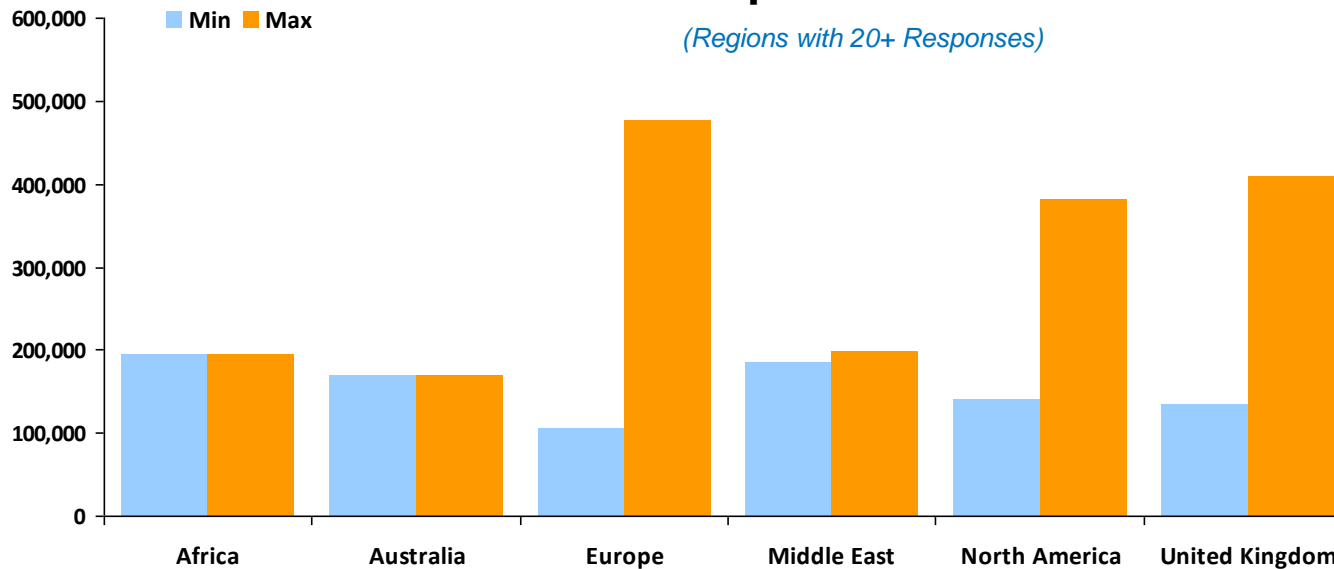
Group Treasurer

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	58	€124,232	€216,820	€0	€17,580	€0	€240,260	€135,952	€409,028
Europe	37	€106,800	€291,225	€0	€26,475	€0	€166,160	€106,800	€476,550
North America	15	€141,440	€255,200	€0	€7,795	€0	€148,480	€141,440	€382,800
Australia	1	€150,000	€150,000	€9,800	€9,800	€10,000	€10,000	€169,800	€169,800
Middle East	2	€185,600	€185,600	€0	€13,920	€0	€0	€185,600	€199,520
Africa	1	€162,400	€162,400	€0	€0	€31,552	€31,552	€193,952	€193,952

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

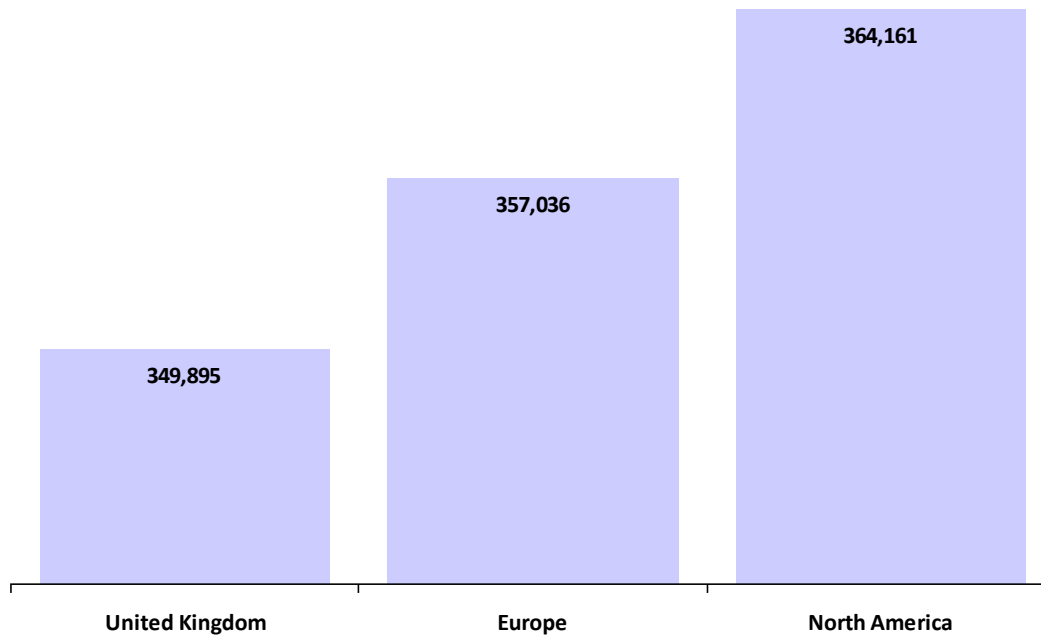
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	25	€248,085	€12,529	40%	€127,366	76%	€349,895
Europe	23	€265,623	€14,058	70%	€104,309	78%	€357,036
North America	61	€266,543	€9,033	5%	€103,994	93%	€364,161
Global:	109	€262,115					€359,386

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

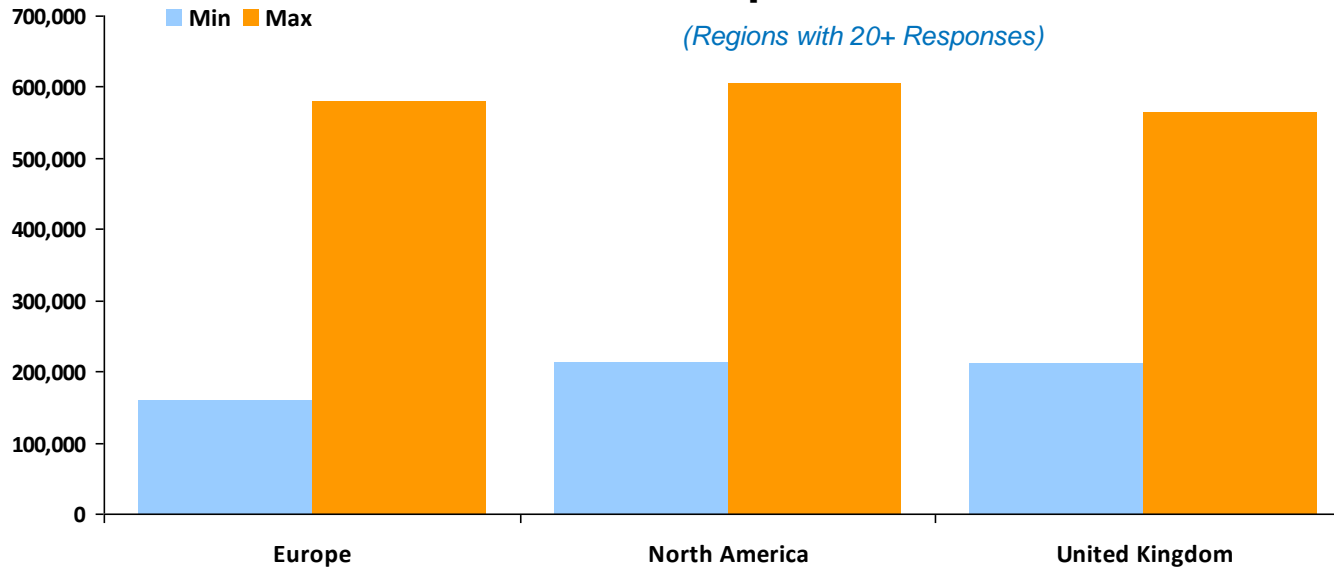
Compensation

Global Treasurer / Treasury Director

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	25	€201,584	€375,040	€0	€21,799	€0	€267,216	€210,960	€564,904
Europe	23	€160,200	€398,184	€0	€20,000	€0	€203,535	€160,200	€580,332
North America	61	€194,880	€389,760	€0	€13,270	€0	€287,680	€213,440	€605,984

Total Compensation Min/Max



BENEFITS DATA



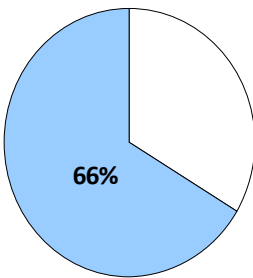
Benefits

All Positions

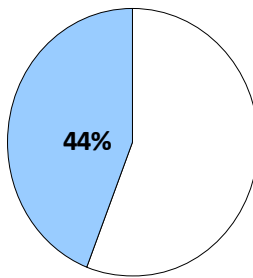
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	419	278	270	102	140	269	72	30	110
Europe	345	152	122	83	82	196	45	12	18
North America	228	167	82	78	60	154	25	6	2
South America	3	2	2	0	0	3	0	0	0
Australia	9	2	1	4	2	7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

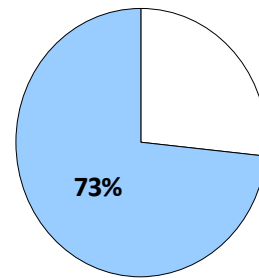
United Kingdom



Europe

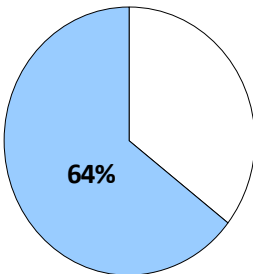


North America

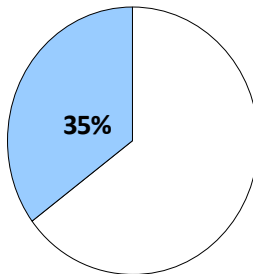


Pension Plan Match

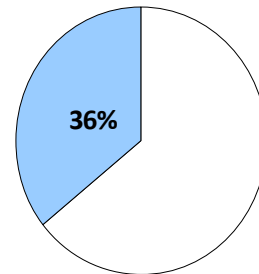
United Kingdom



Europe



North America

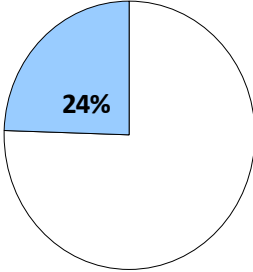


Benefits

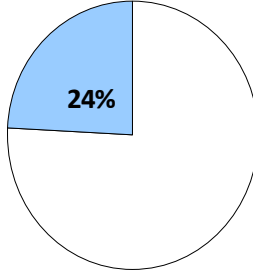
All Positions

Stock Options

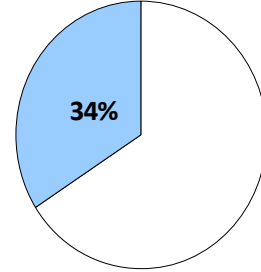
United Kingdom



Europe

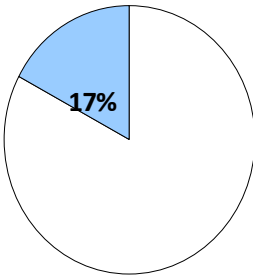


North America

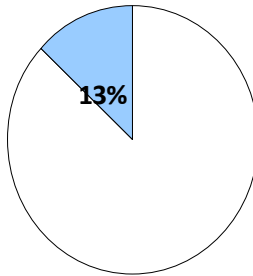


Gym Membership

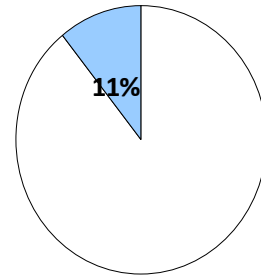
United Kingdom



Europe

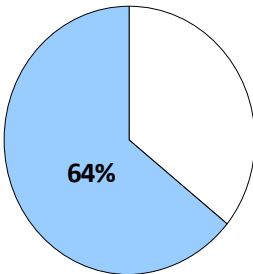


North America

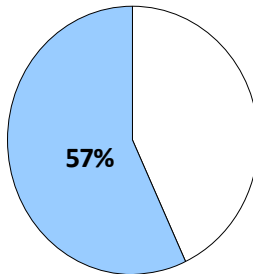


Flextime

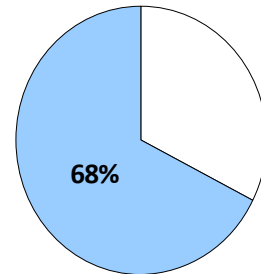
United Kingdom



Europe



North America

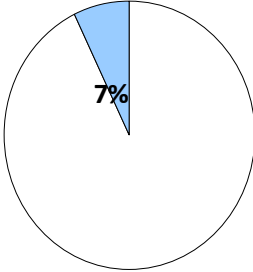


Benefits

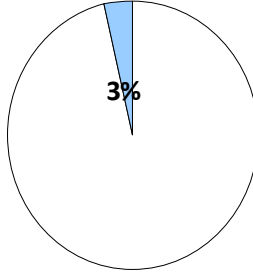
All Positions

Childcare

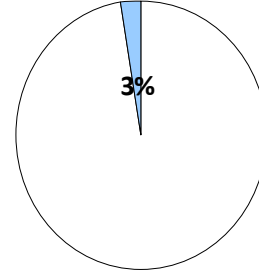
United Kingdom



Europe

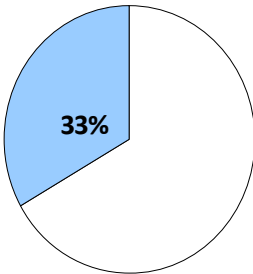


North America

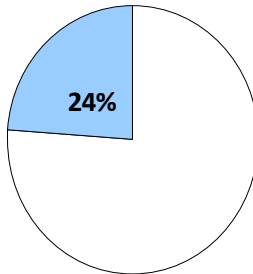


Employee Discounts

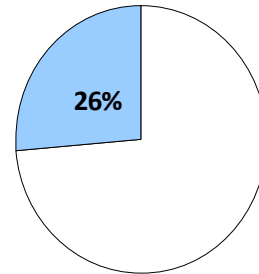
United Kingdom



Europe



North America



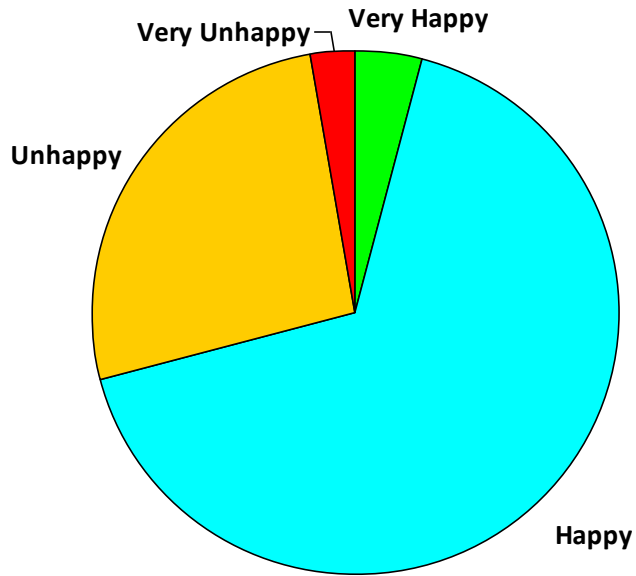
FEELINGS ABOUT SALARY & DIRECT MANAGER

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

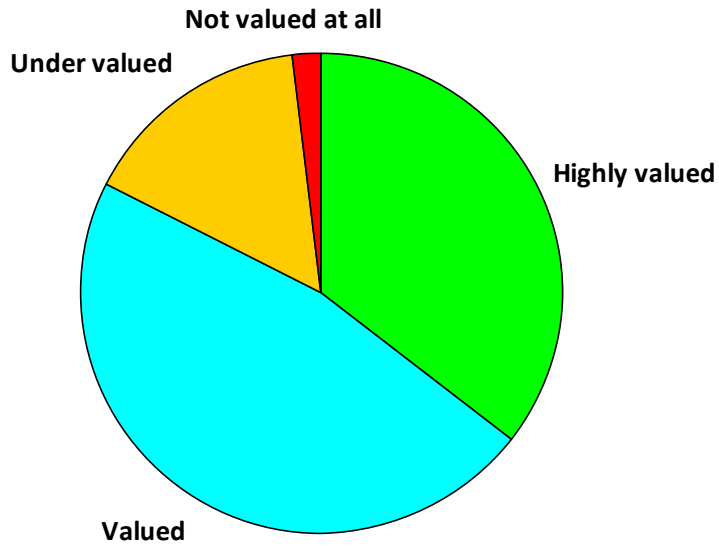


Happy with Salary	Responses	Percent
Very Happy	14	4.1%
Happy	226	66.7%
Unhappy	90	26.5%
Very Unhappy	9	2.7%
Total Responses:	339	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: Europe



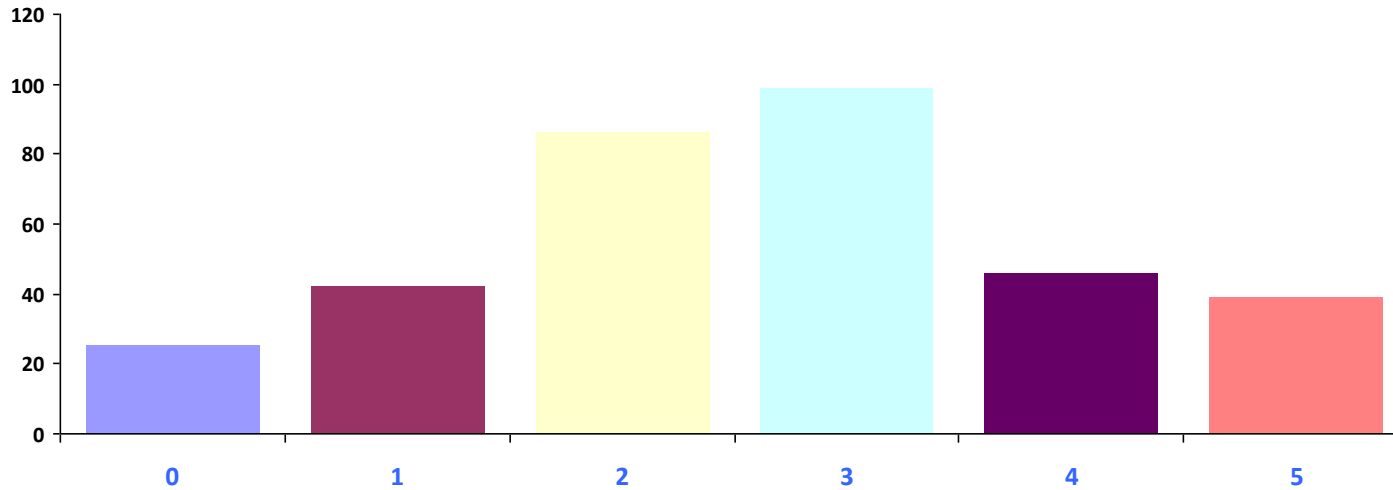
Happy with Salary	Responses	Percent
Highly valued	120	35.5%
Valued	159	47.0%
Under valued	52	15.4%
Not valued at	7	2.1%
Total Responses:	338	100%

WORK FROM HOME POLICIES & TRENDS

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: Europe



Days in Office

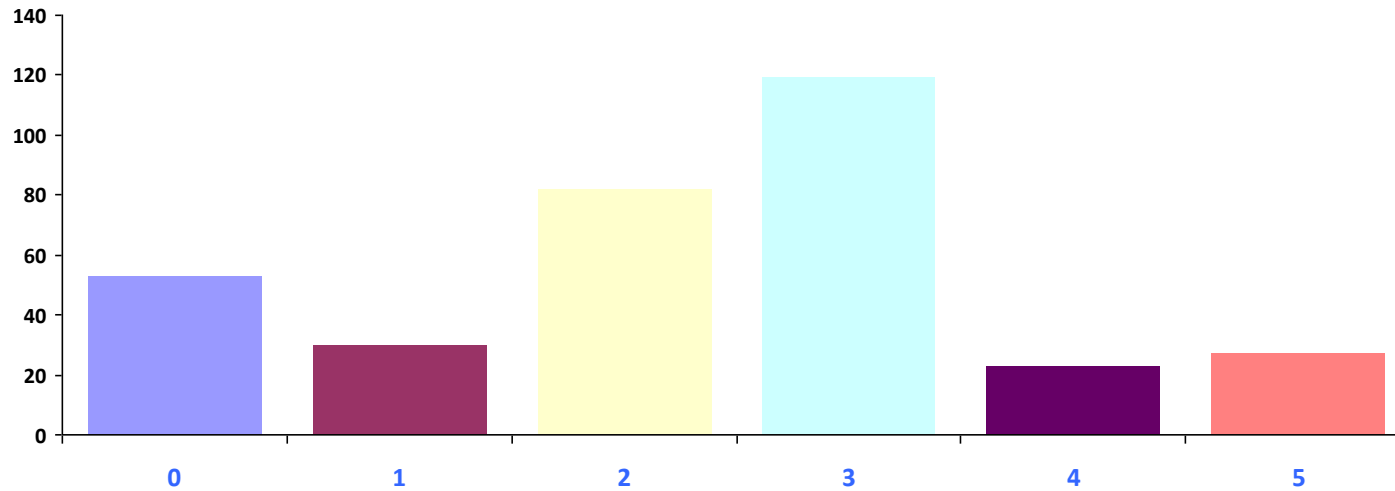
Days in Office	Responses	Percent
0	25	7%
1	42	12%
2	86	26%
3	99	29%
4	46	14%
5	39	12%

TOTAL: 337

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Asked to Work in the Office

REGION: Europe



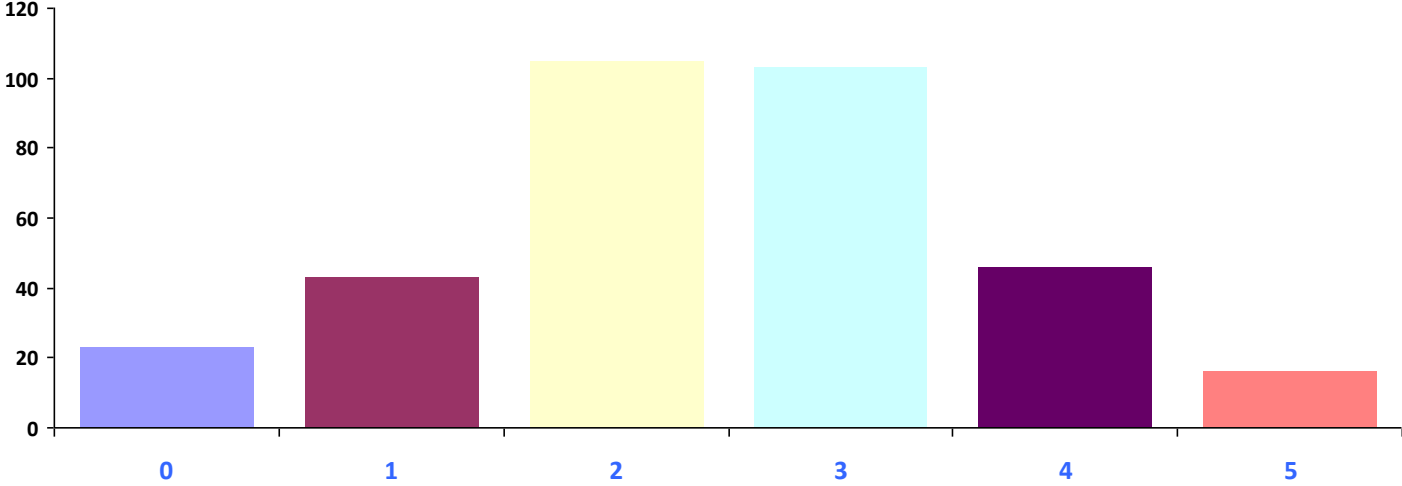
Days in Office

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

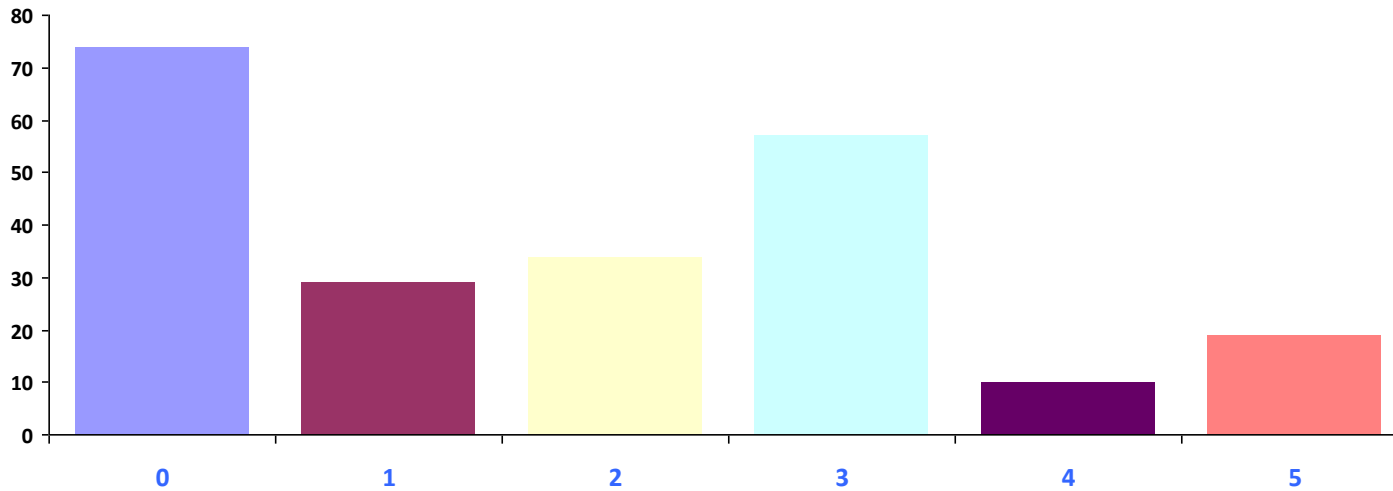


Days in Office

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 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

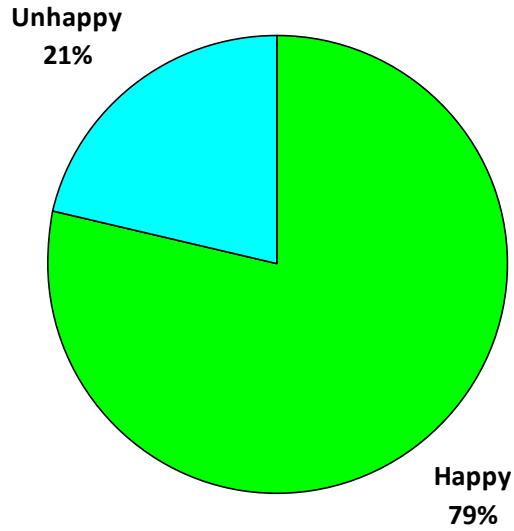
EMPLOYEE SENTIMENTS

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%

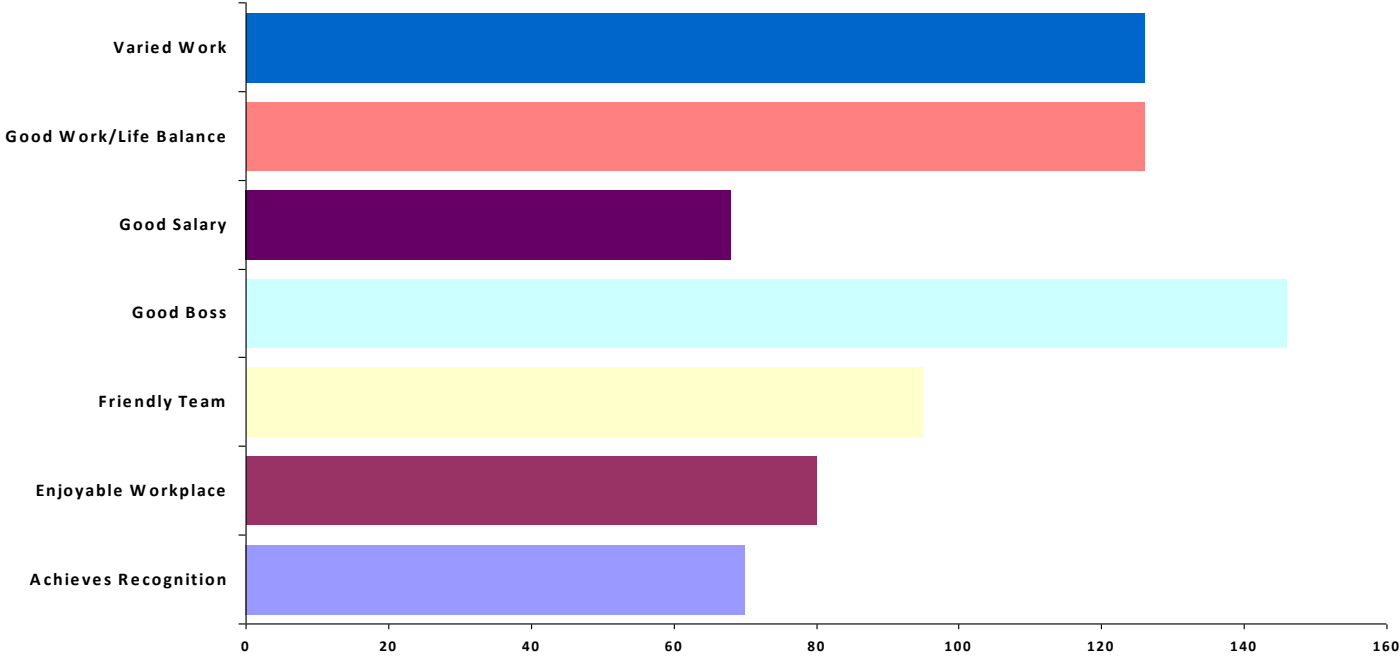
THE TREASURY RECRUITMENT COMPANY

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



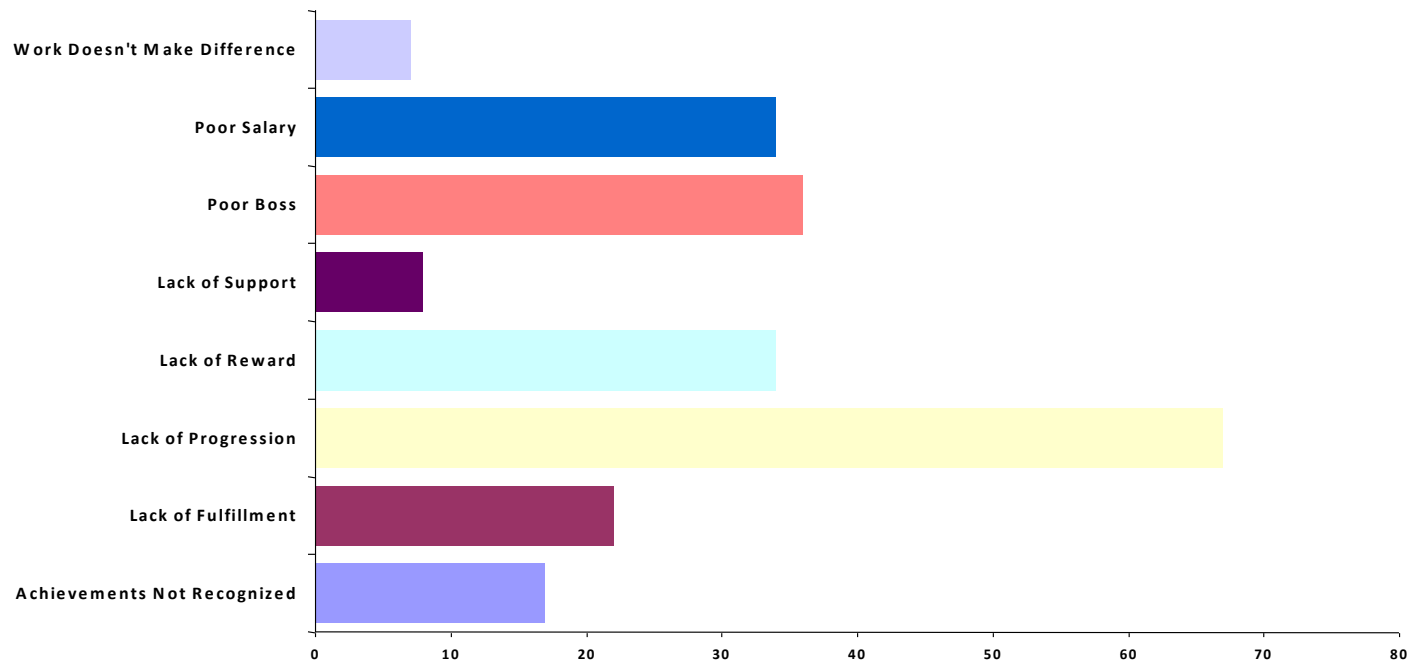
THE TREASURY RECRUITMENT COMPANY

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



KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey Q1, 2024 EUROPE

THE STATE OF THE EUROPEAN TREASURY RECRUITMENT MARKET

There has been a notable upward drive in salary levels for junior and entry-level managerial positions within the treasury sector. Roles such as Treasury Analysts, Dealers, and Treasury

Managers have experienced significant salary increases ranging between 21% and 35%, underscoring the critical role these professionals play in managing a company's cash flow.

This trend is particularly evident in the creation of roles such as Cash Managers and junior operational treasury positions across various European companies, where competitive salaries have become essential for recruitment success.

Several companies in Europe have had to adjust their salary offerings to attract the level of qualified candidates, as demonstrated by instances where positions, like Treasury Analysts, saw salary increases from €55,000 to €76,000, a 40% raise.

Similarly, we have seen Treasury Managers salaries with an average increase from €93,000 to €117,000, marking a 25% uptick.

Lengthy Recruitment Cycles Hampering Treasury Teams

Failure to offer competitive salaries has resulted in prolonged recruitment cycles, lasting between 3 to 6 months, prompting companies to reassess their compensation packages.

Despite challenges in illustrating the wide salary variation across Europe due to diverse economic conditions, Katie Hardie and I offer insights tailored to individual needs. It's evident that economic disparities between regions impact compensation growth rates, emphasising the need for customised solutions rather than a one-size-fits-all approach.

The demand for Treasury Consultants, whether from consultancy firms or independent practitioners, remains high, especially for change projects, leading to substantial salary offerings. This demand underscores the value of high-level advisory skills, particularly in strategic financial risk management, and their impact on treasury and finance teams.

While the UK treasury market remains mature with limited newly introduced job opportunities, other European countries like Belgium, the Benelux region, Germany, and the Nordics have seen the emergence of new roles. Katie and I have been actively assisting clients in navigating these evolving markets.



Mike Richards

CEO & Founder

www.treasuryrecruitment.com

UK: + 44 7813 612 399

US: + 1 727 538 7706

enquiry@treasuryrecruitment.com

We Foresee European Teams Recovering Before The UK

Our comprehensive salary survey has seen a significant increase in participants, reflecting our deep market understanding. Despite a modest average base salary increase for a Global Treasurer from €250,000 to €266,000, the doubling of participants strengthens our ability to negotiate competitive compensation packages for our clients.

Moving forward, European treasury teams are expected to continue growing with the creation of new positions, contrasting with the UK market where recruitment primarily focuses on replacements rather than expansion.

We encourage sharing the survey within your treasury networks to further enhance its impact and welcome suggestions for improvement. We strive to refine and improve our survey to better serve the treasury community. Thank you for your continued support.

Thank you to all those who take part in our Salary Surveys. It is only with your input that we can offer the insights into the state of the Global Treasury Recruitment market.

Our Treasury Salary Surveys are 100% Real!

We are aware that competitors create surveys simply to have something to talk about on LinkedIn unlike competitors' surveys, our 100% real data approach ensures unique and reliable results.

With your support our authentic survey, offers unique value - “we use real data from treasury professionals, to give a one-of-a-kind treasury salary survey for treasury professionals globally”.

Please share our survey within your treasury network – colleagues, team members, superiors. The few minutes they give to the survey make it the powerhouse it is to this day!

Any suggestions on its content or areas to be explored are welcome. With your help, every day we improve the survey, thanks for your support.

Many thanks from me, Mike Richards, CEO of The Treasury Recruitment Company, I appreciate it!



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

CONNECT TODAY 



Craig Perkins

Senior Recruitment Consultant UK

craig@treasuryrecruitment.com

CONNECT TODAY 



Katie Hardie

Executive Consultant, Global Treasury

katie@treasuryrecruitment.com

CONNECT TODAY 

For any general enquiries please contact:

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

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treasuryrecruitment.com

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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 →