

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

USA Results
Q1, 2024



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BACKGROUND TO THE SALARY SURVEY

Our Salary and Market Survey was originally created 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 corporate treasury. 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 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.

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 Analyst 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	0.517	0.53	0.649
CAD	0.588	0.743	0.68
CHF	0.904	1.14	1.05
DKK	0.114	0.144	0.13
EURO	0.853	1.07	1
GBP	1	1.262	1.17
SEK	0.076	0.096	0.089
SGD	0.58	0.743	0.69
USD	0.791	1	0.928

THANK YOU



“A BIG THANK YOU TO ALL THE TREASURY PROFESSIONALS WHO PARTICIPATED IN OUR LATEST TREASURY SALARY AND MARKET SURVEY. YOUR CONTRIBUTIONS GIVE US AN AMAZING 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, www.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 latest Global Treasury Salary and Market Survey, Quarterly update.

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, including positions such as Treasury Manager, Consultant, through to Regional / International Treasurer.

All continents are covered, including the UK, 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

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Compensation by Position

North America

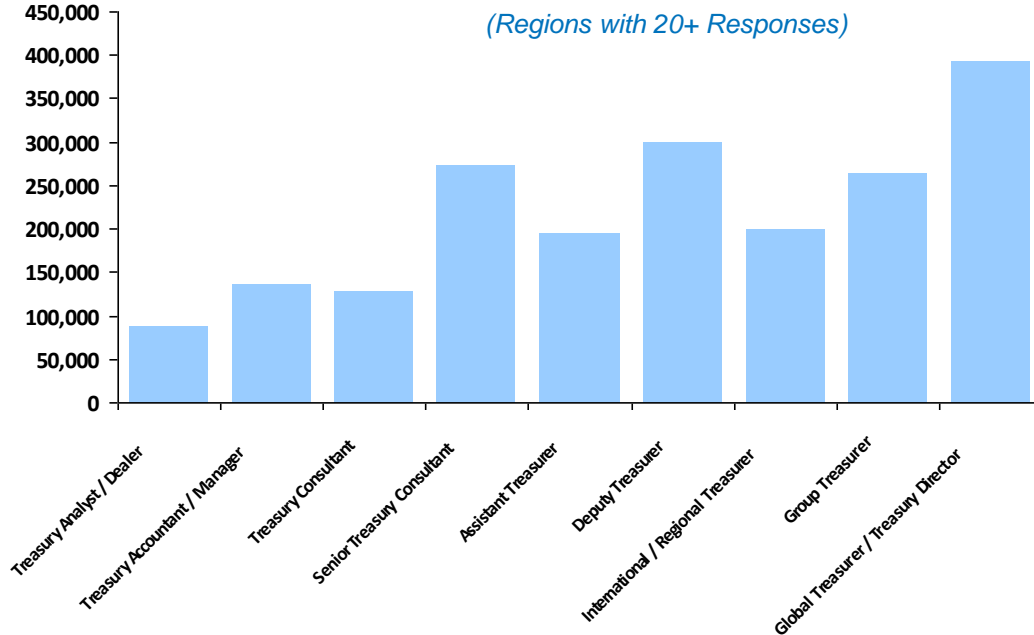
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	57	\$82,420	\$0	0%	\$9,691	56%	\$87,860
Treasury Accountant / Manager	69	\$126,468	\$0	0%	\$13,734	71%	\$136,222
Treasury Consultant	2	\$120,250	\$0	-	\$15,000	-	\$127,750
Senior Treasury Consultant	3	\$267,333	\$0	-	\$20,000	-	\$274,000
Assistant Treasurer	60	\$167,511	\$7,500	2%	\$33,254	83%	\$195,347
Deputy Treasurer	15	\$244,186	\$0	-	\$63,287	-	\$299,035
International / Regional Treasurer	35	\$173,665	\$0	0%	\$34,989	77%	\$200,657
Group Treasurer	15	\$211,180	\$8,400	-	\$66,088	-	\$264,611
Global Treasurer / Treasury Director	61	\$287,223	\$9,733	5%	\$112,062	93%	\$392,415
Global:	317	\$173,334					\$210,160

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

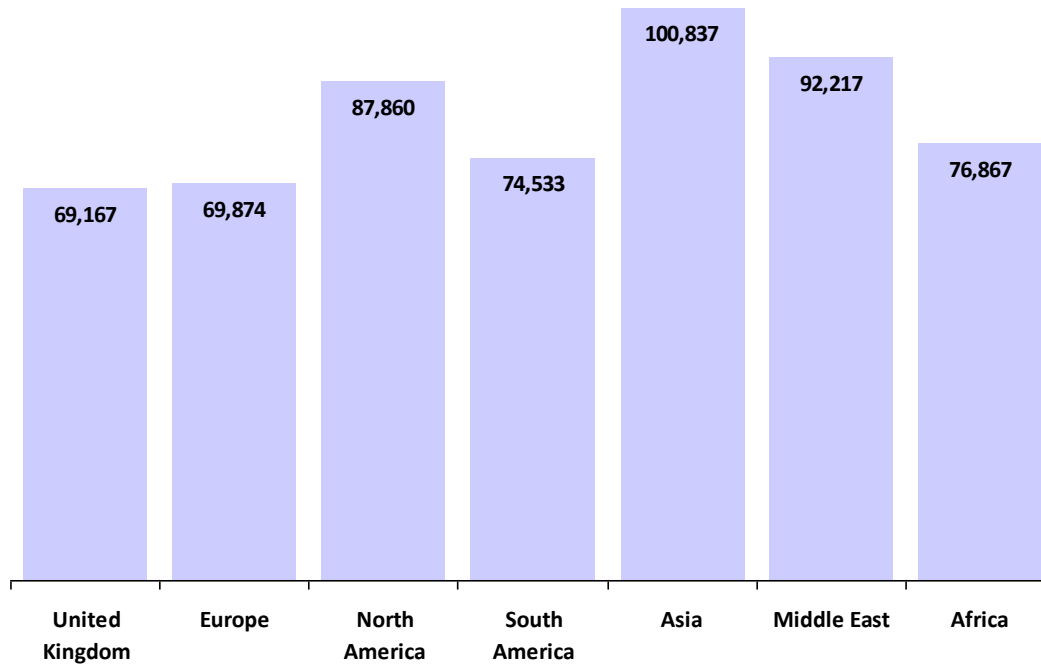
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	79	\$64,424	\$5,595	4%	\$9,419	48%	\$69,167
Europe	51	\$62,977	\$6,021	18%	\$7,831	75%	\$69,874
North America	57	\$82,420	\$0	0%	\$9,691	56%	\$87,860
South America	3	\$61,200	\$0	-	\$40,000	-	\$74,533
Asia	1	\$90,353	\$0	-	\$10,484	-	\$100,837
Middle East	3	\$83,000	\$6,834	-	\$6,992	-	\$92,217
Africa	3	\$53,333	\$7,533	-	\$16,000	-	\$76,867
Global:	197	\$69,452					\$75,469

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



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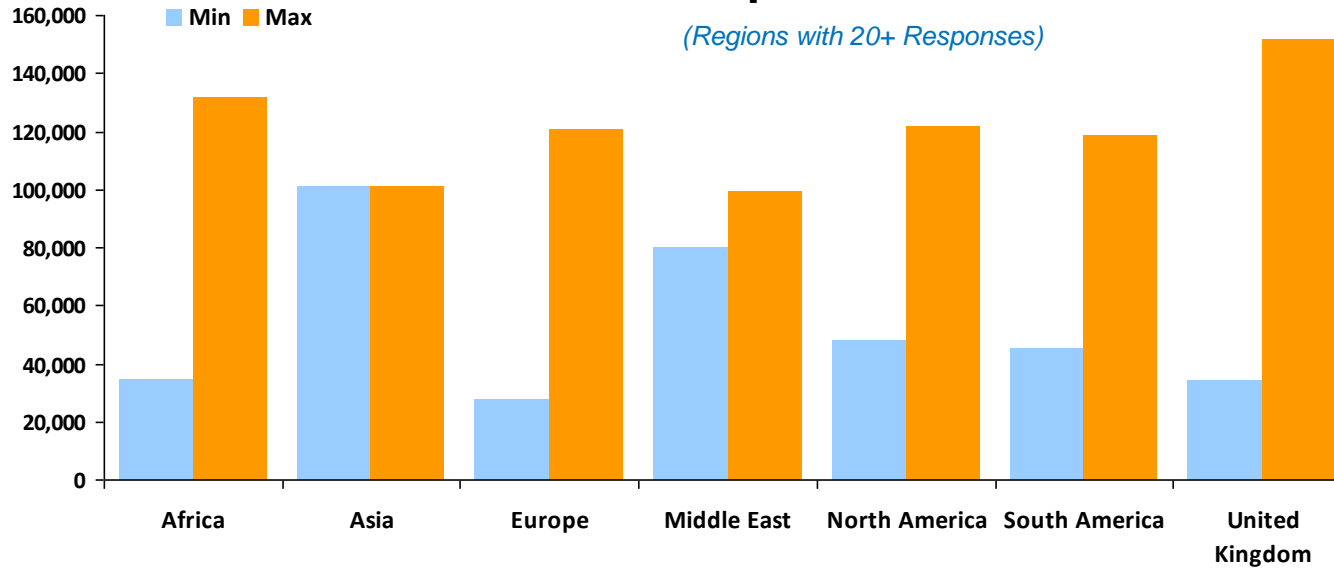
Compensation

Treasury Analyst / Dealer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	79	\$34,098	\$96,000	\$0	\$7,896	\$0	\$75,774	\$34,098	\$151,548
Europe	51	\$25,680	\$114,000	\$0	\$8,988	\$0	\$26,750	\$27,606	\$120,840
North America	57	\$48,000	\$110,000	\$0	\$0	\$0	\$50,000	\$48,000	\$122,000
South America	3	\$45,000	\$78,500	\$0	\$0	\$0	\$40,000	\$45,000	\$118,500
Asia	1	\$90,353	\$90,353	\$0	\$0	\$10,484	\$10,484	\$100,837	\$100,837
Middle East	3	\$80,000	\$85,000	\$0	\$7,268	\$0	\$7,083	\$80,000	\$99,351
Africa	3	\$30,000	\$80,000	\$2,600	\$12,000	\$2,000	\$40,000	\$34,600	\$132,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant / Manager

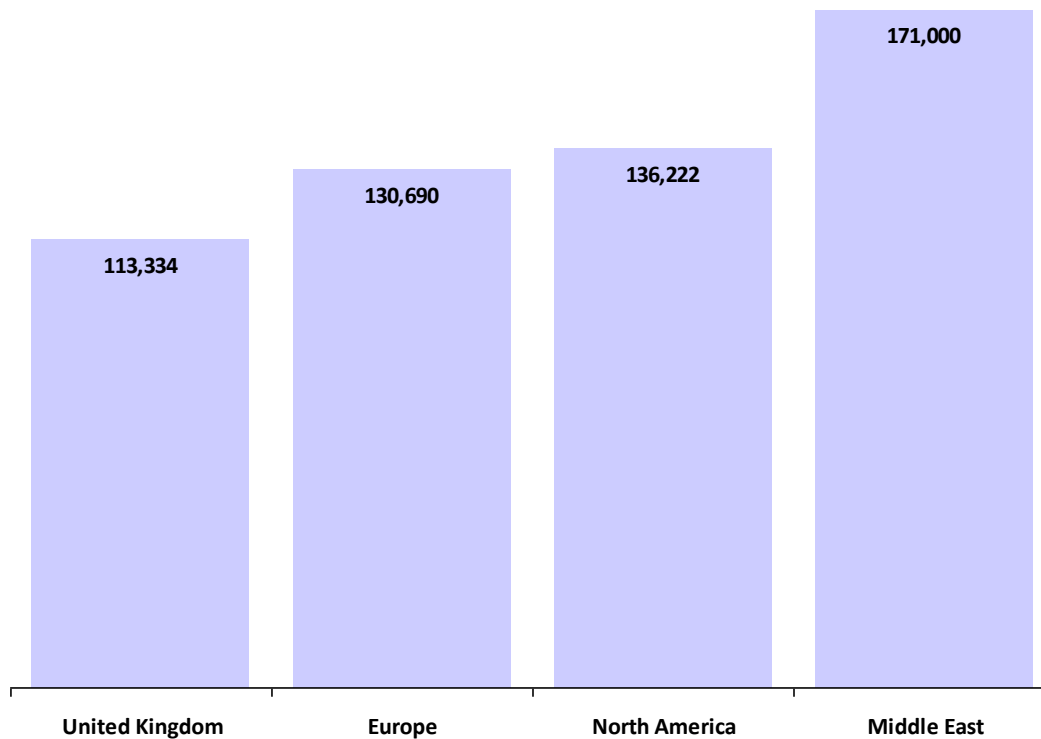
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	81	\$101,157	\$8,005	37%	\$14,349	64%	\$113,334
Europe	110	\$116,711	\$10,186	18%	\$16,468	74%	\$130,690
North America	69	\$126,468	\$0	0%	\$13,734	71%	\$136,222
Middle East	2	\$132,500	\$20,000	-	\$28,500	-	\$171,000
Global:	262	\$114,593					\$127,088

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

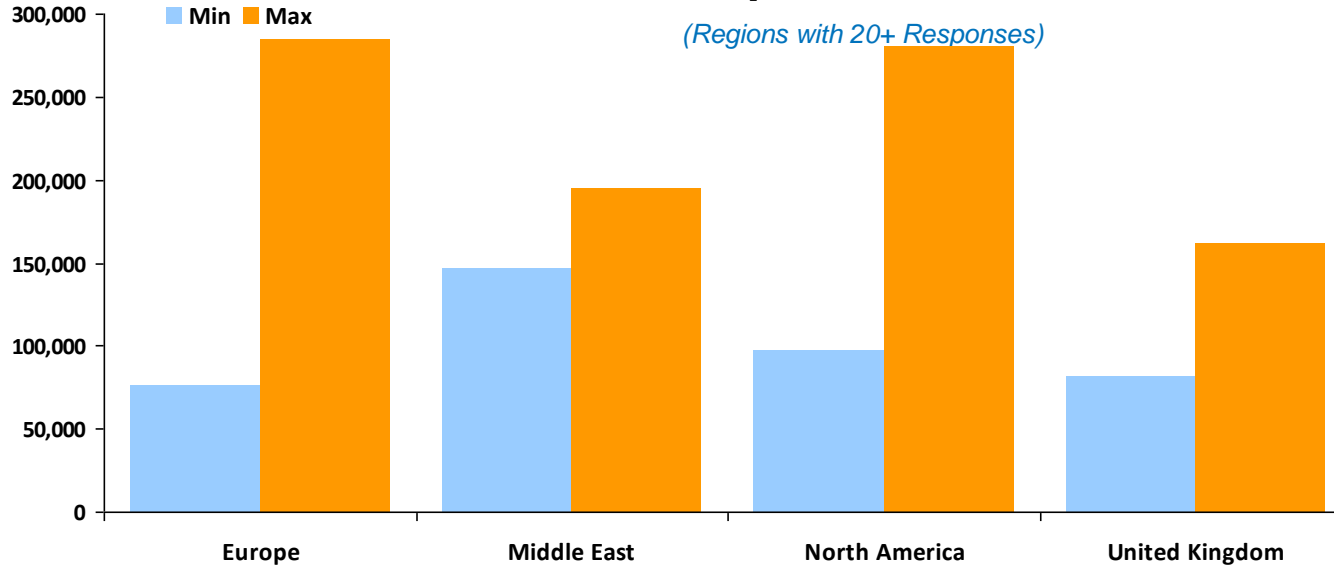
Compensation

Treasury Accountant / Manager

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	81	\$82,089	\$126,290	\$0	\$12,629	\$0	\$35,361	\$82,089	\$161,651
Europe	110	\$71,155	\$216,600	\$0	\$19,260	\$0	\$68,400	\$75,863	\$285,000
North America	69	\$90,000	\$226,000	\$0	\$0	\$0	\$55,000	\$97,000	\$281,000
Middle East	2	\$120,000	\$145,000	\$0	\$20,000	\$7,000	\$50,000	\$147,000	\$195,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

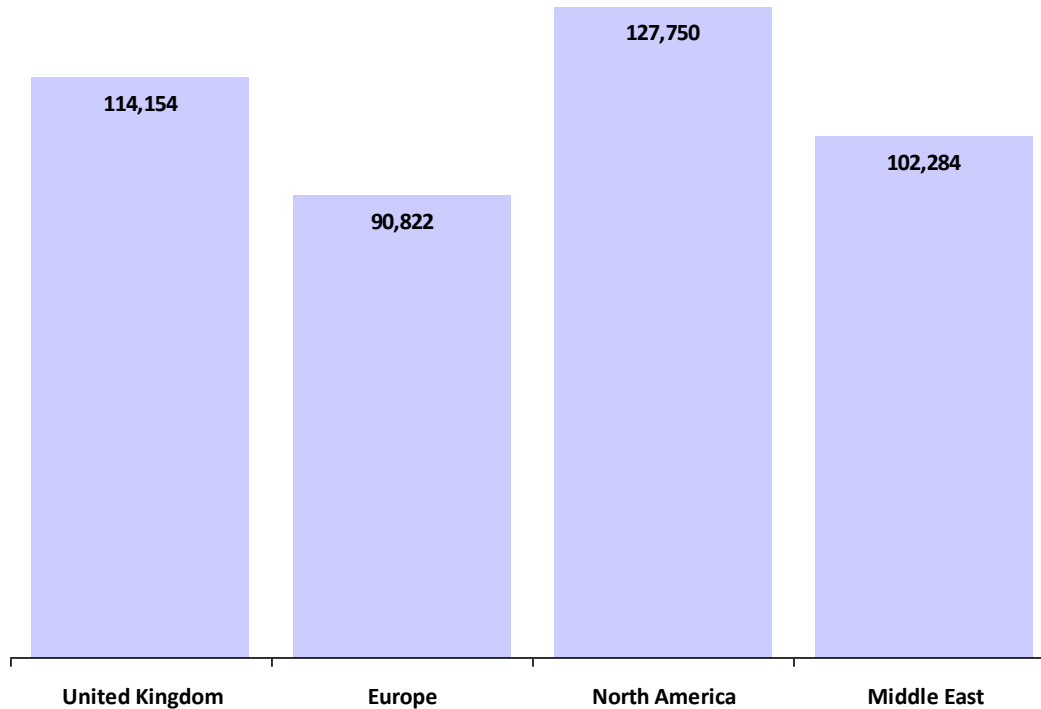
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	10	\$106,526	\$9,724	-	\$16,639	-	\$114,154
Europe	5	\$86,052	\$5,029	-	\$6,275	-	\$90,822
North America	2	\$120,250	\$0	-	\$15,000	-	\$127,750
Middle East	2	\$102,284	\$0	-	\$0	-	\$102,284
Global:	19	\$102,136					\$108,196

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

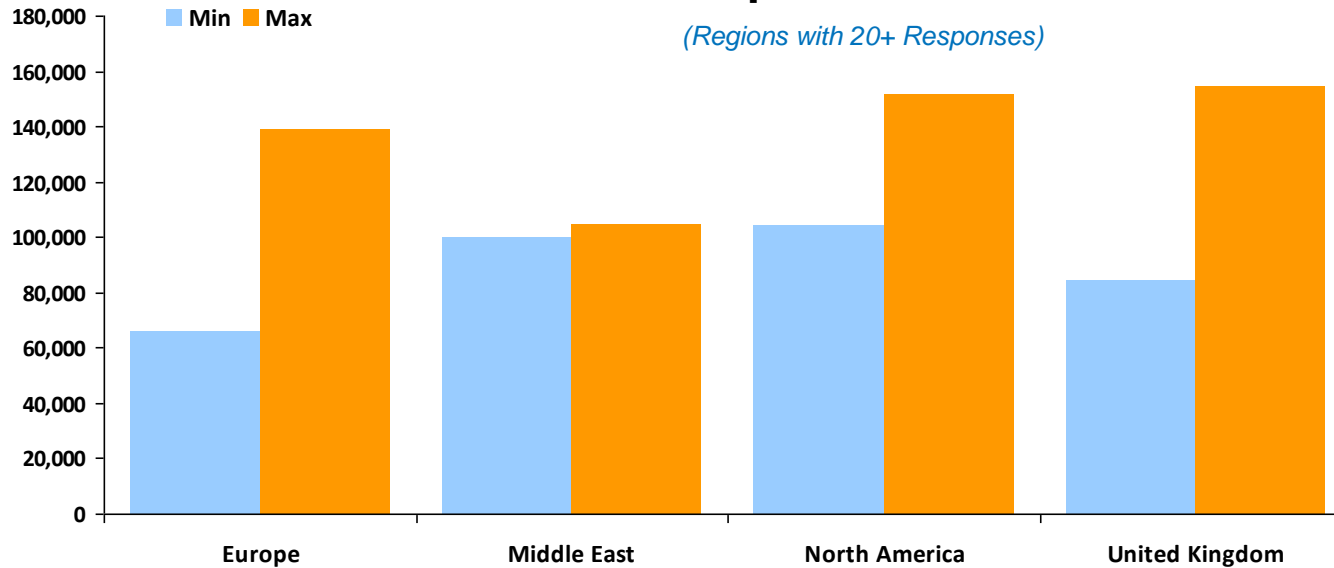
Treasury Consultant

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	10	\$82,089	\$128,184	\$0	\$9,724	\$0	\$40,034	\$84,614	\$154,579
Europe	5	\$59,920	\$138,919	\$0	\$5,029	\$0	\$10,800	\$66,048	\$138,919
North America	2	\$104,000	\$136,500	\$0	\$0	\$0	\$15,000	\$104,000	\$151,500
Middle East	2	\$100,000	\$104,568	\$0	\$0	\$0	\$0	\$100,000	\$104,568

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

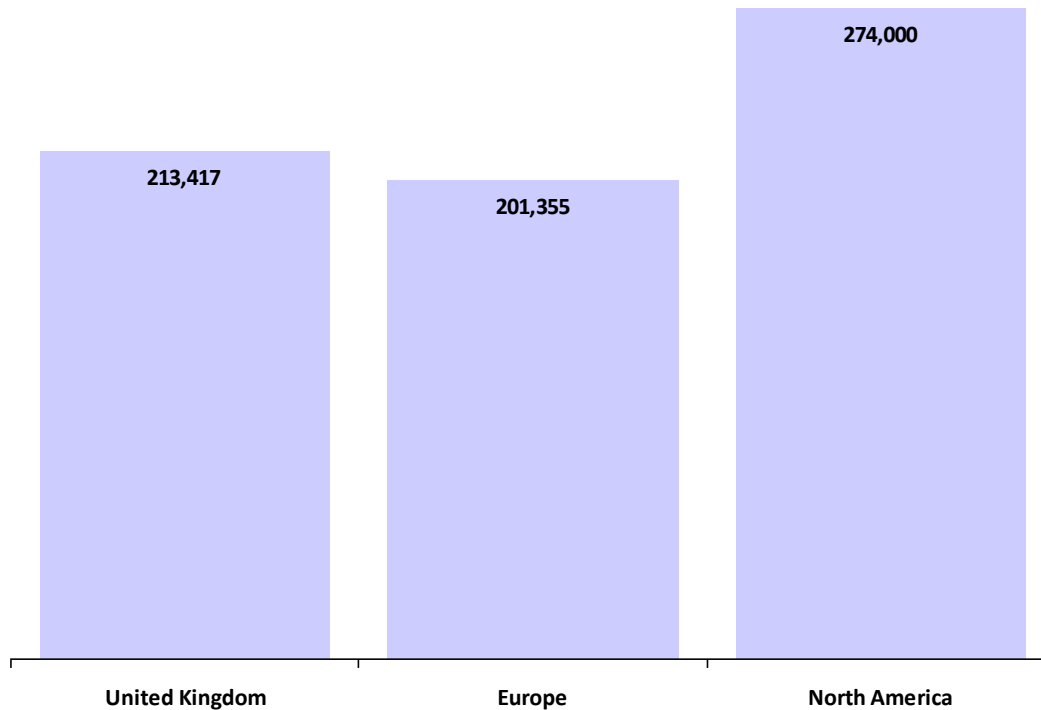
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	12	\$198,588	\$11,114	-	\$41,709	-	\$213,417
Europe	11	\$189,197	\$9,630	-	\$24,820	-	\$201,355
North America	3	\$267,333	\$0	-	\$20,000	-	\$274,000
Global:	26	\$202,547					\$215,304

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

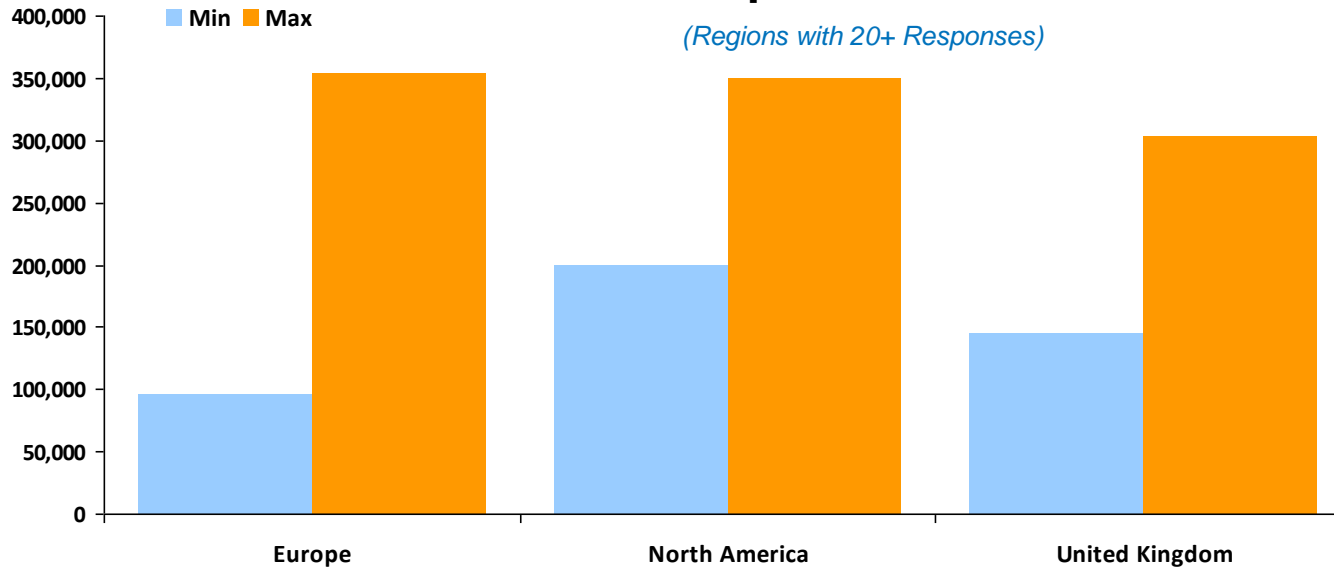
Compensation

Senior Treasury Consultant

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	12	\$126,290	\$277,838	\$0	\$11,114	\$0	\$54,439	\$145,234	\$303,096
Europe	11	\$96,000	\$353,100	\$0	\$9,630	\$0	\$53,500	\$96,000	\$353,100
North America	3	\$200,000	\$350,000	\$0	\$0	\$0	\$20,000	\$200,000	\$350,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

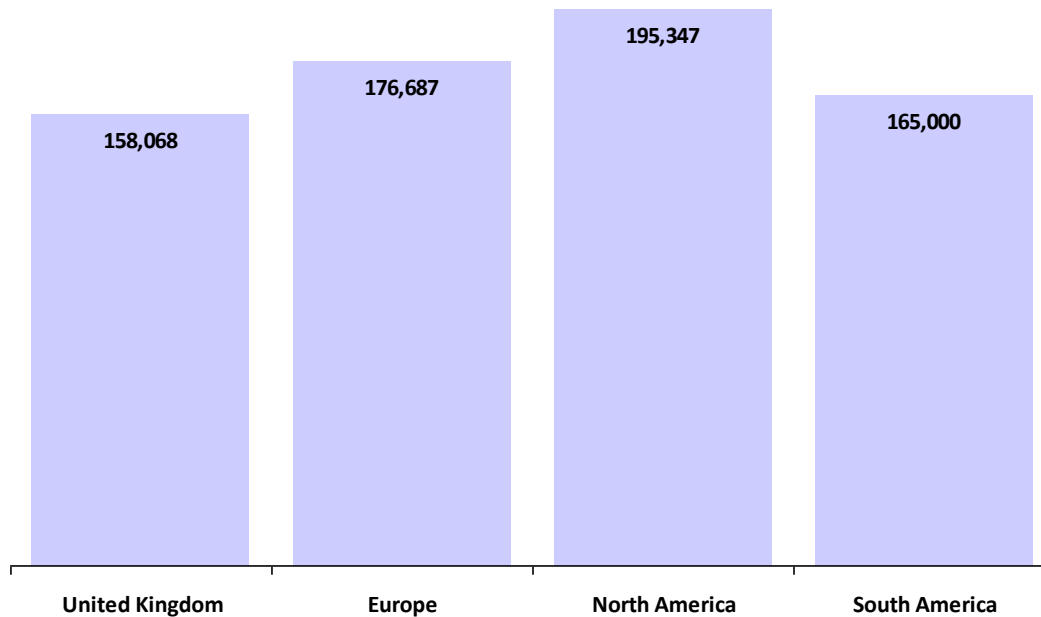
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	60	\$130,833	\$8,902	48%	\$27,519	83%	\$158,068
Europe	32	\$147,480	\$12,115	44%	\$26,380	91%	\$176,687
North America	60	\$167,511	\$7,500	2%	\$33,254	83%	\$195,347
South America	1	\$120,000	\$15,000	-	\$30,000	-	\$165,000
Global:	153	\$148,627					\$176,627

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

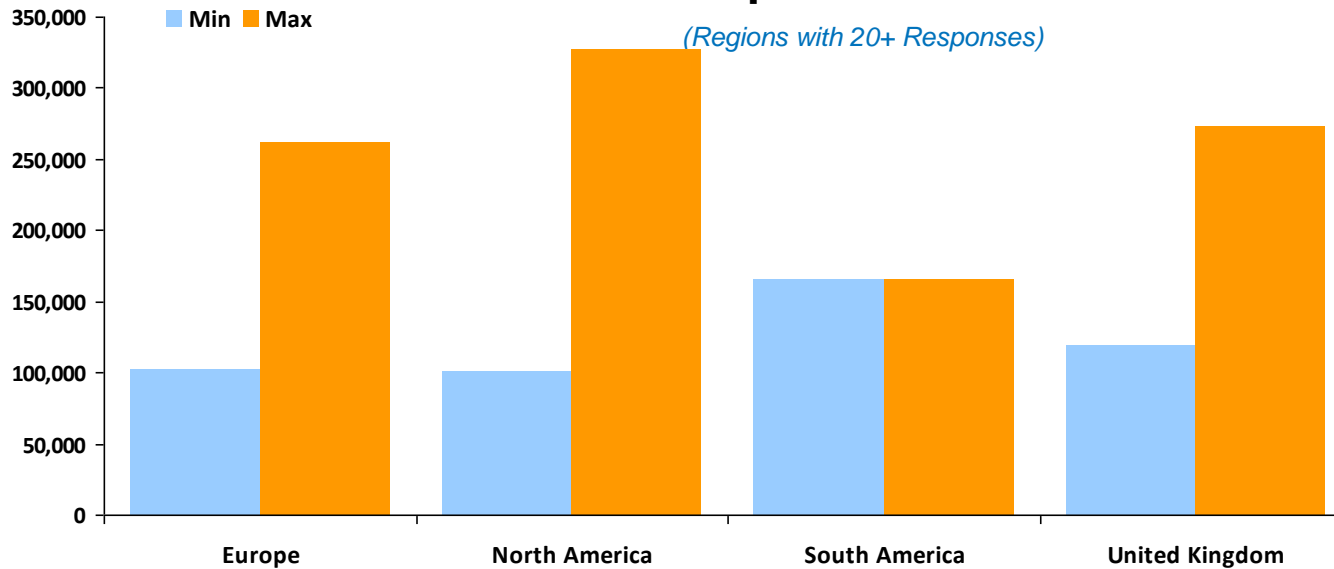
Compensation

Assistant Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	60	\$107,347	\$191,961	\$0	\$16,418	\$0	\$90,929	\$119,170	\$273,039
Europe	32	\$102,720	\$222,300	\$0	\$21,888	\$0	\$74,900	\$102,720	\$262,428
North America	60	\$101,000	\$227,000	\$0	\$7,500	\$0	\$100,000	\$101,000	\$327,000
South America	1	\$120,000	\$120,000	\$15,000	\$15,000	\$30,000	\$30,000	\$165,000	\$165,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

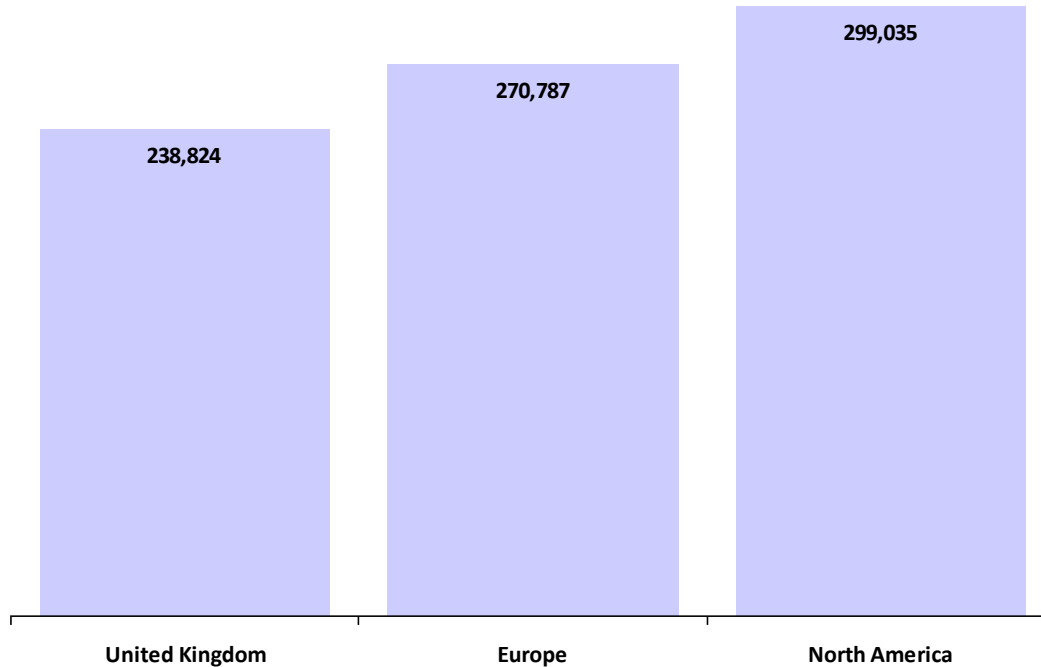
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	21	\$182,515	\$12,951	52%	\$69,334	71%	\$238,824
Europe	15	\$186,965	\$12,853	-	\$76,967	-	\$270,787
North America	15	\$244,186	\$0	-	\$63,287	-	\$299,035
Global:	51	\$201,962					\$265,934

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

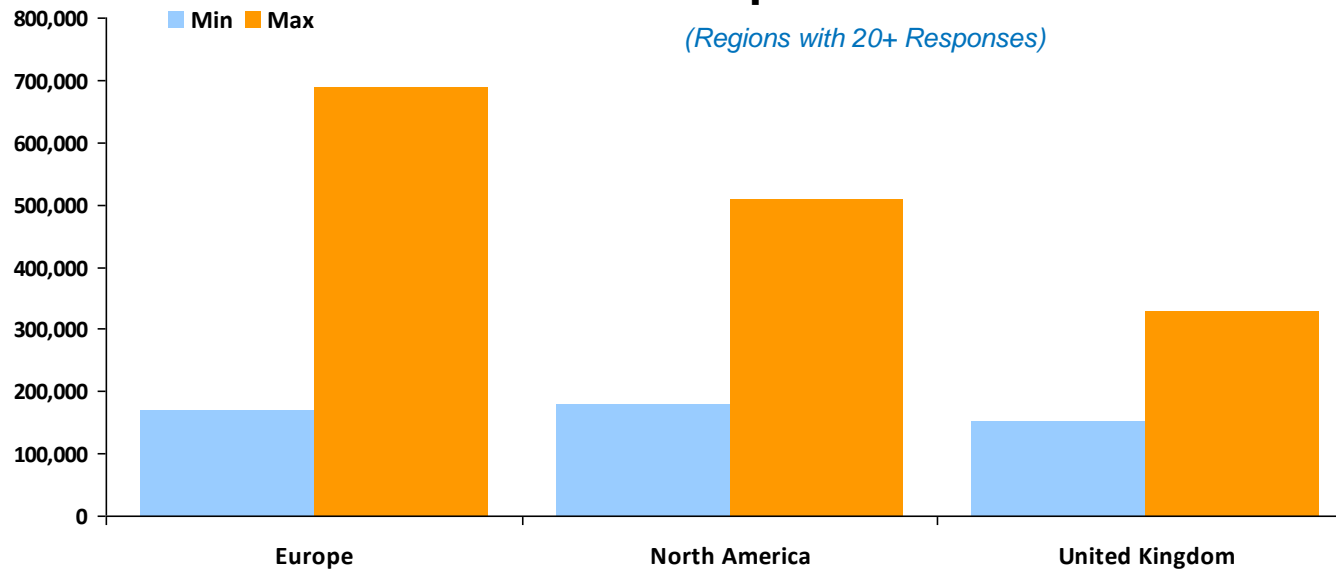
Deputy Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	21	\$151,548	\$227,322	\$0	\$25,258	\$0	\$131,342	\$151,548	\$329,617
Europe	15	\$133,750	\$256,500	\$0	\$19,260	\$16,050	\$438,700	\$170,880	\$689,508
North America	15	\$170,000	\$317,000	\$0	\$0	\$0	\$224,000	\$180,000	\$509,000

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

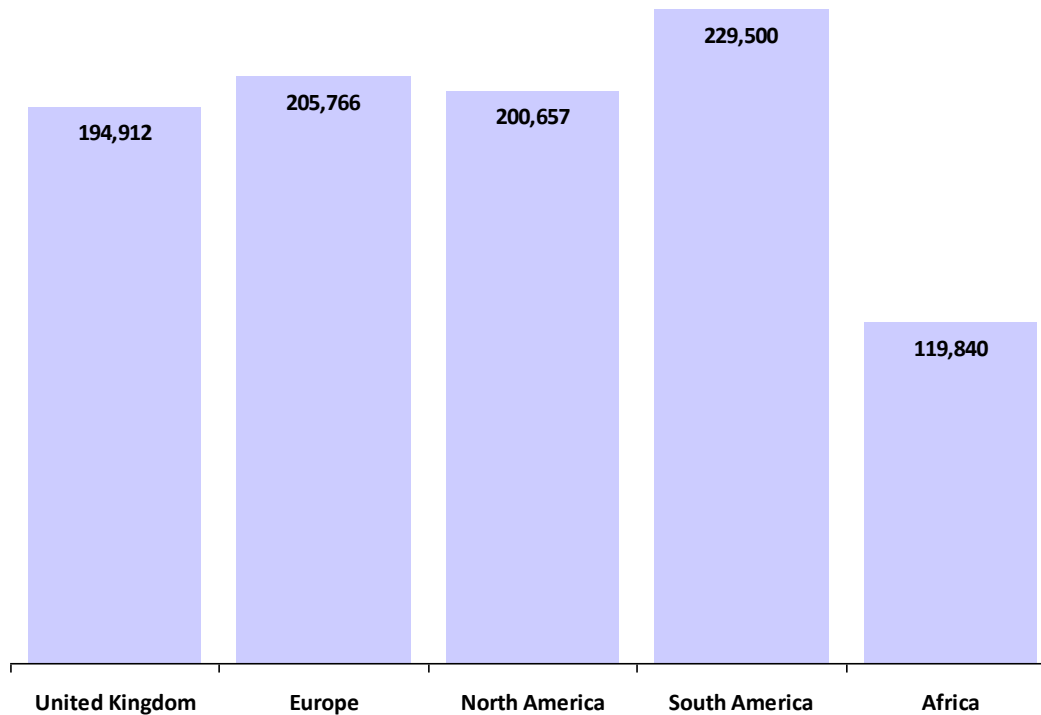
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	27	\$163,934	\$9,442	48%	\$35,683	74%	\$194,912
Europe	45	\$164,013	\$12,532	47%	\$40,393	89%	\$205,766
North America	35	\$173,665	\$0	0%	\$34,989	77%	\$200,657
South America	1	\$205,000	\$0	-	\$24,500	-	\$229,500
Africa	1	\$103,790	\$0	-	\$16,050	-	\$119,840
Global:	109	\$166,916					\$200,866

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

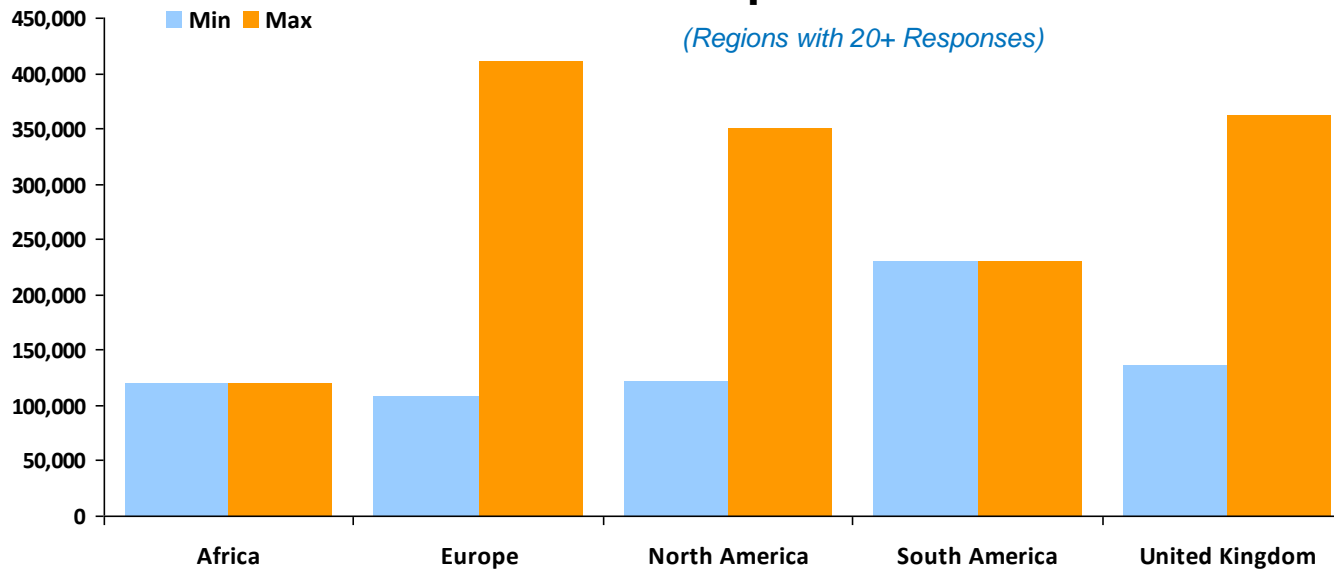
Compensation

International / Regional Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	27	\$126,037	\$252,580	\$0	\$12,869	\$0	\$109,533	\$136,393	\$362,353
Europe	45	\$93,946	\$307,800	\$0	\$28,500	\$0	\$131,100	\$108,480	\$410,400
North America	35	\$102,534	\$275,000	\$0	\$0	\$0	\$75,000	\$121,109	\$350,000
South America	1	\$205,000	\$205,000	\$0	\$0	\$24,500	\$24,500	\$229,500	\$229,500
Africa	1	\$103,790	\$103,790	\$0	\$0	\$16,050	\$16,050	\$119,840	\$119,840

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

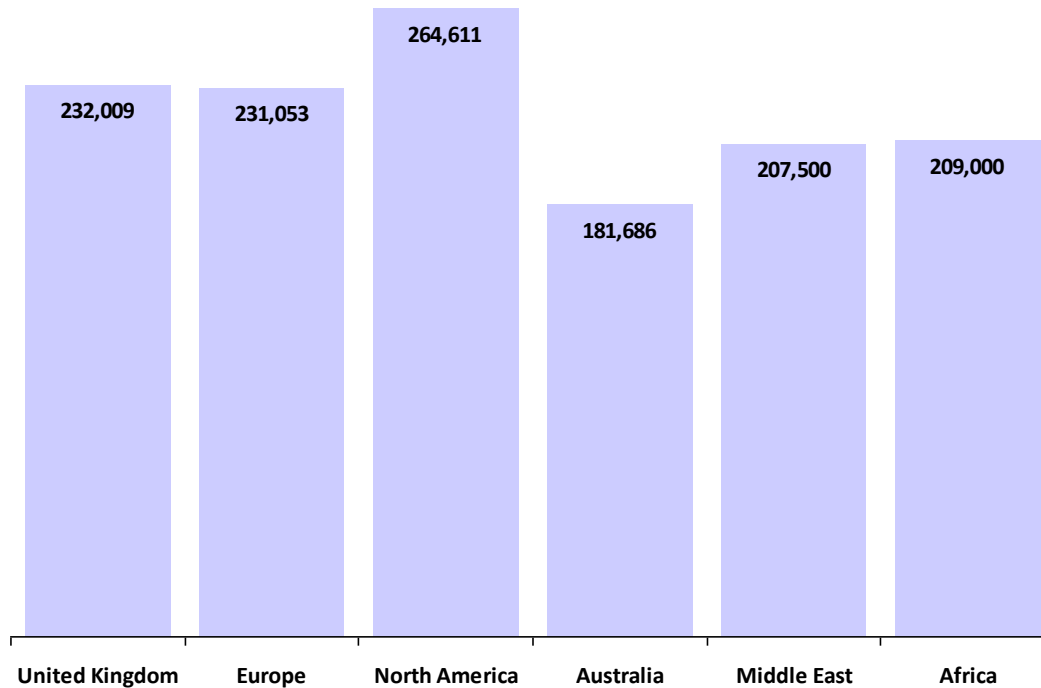
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	58	\$181,591	\$10,108	38%	\$57,487	81%	\$232,009
Europe	37	\$178,004	\$13,466	62%	\$50,093	89%	\$231,053
North America	15	\$211,180	\$8,400	-	\$66,088	-	\$264,611
Australia	1	\$160,500	\$10,486	-	\$10,700	-	\$181,686
Middle East	2	\$200,000	\$15,000	-	\$0	-	\$207,500
Africa	1	\$175,000	\$0	-	\$34,000	-	\$209,000
Global:	114	\$184,400					\$234,915

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	58	\$133,867	\$233,637	\$0	\$18,944	\$0	\$258,895	\$146,496	\$440,752
Europe	37	\$115,200	\$313,500	\$0	\$28,500	\$0	\$178,560	\$115,200	\$513,000
North America	15	\$154,544	\$275,000	\$0	\$8,400	\$0	\$160,000	\$154,544	\$412,500
Australia	1	\$160,500	\$160,500	\$10,486	\$10,486	\$10,700	\$10,700	\$181,686	\$181,686
Middle East	2	\$200,000	\$200,000	\$0	\$15,000	\$0	\$0	\$200,000	\$215,000
Africa	1	\$175,000	\$175,000	\$0	\$0	\$34,000	\$34,000	\$209,000	\$209,000

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

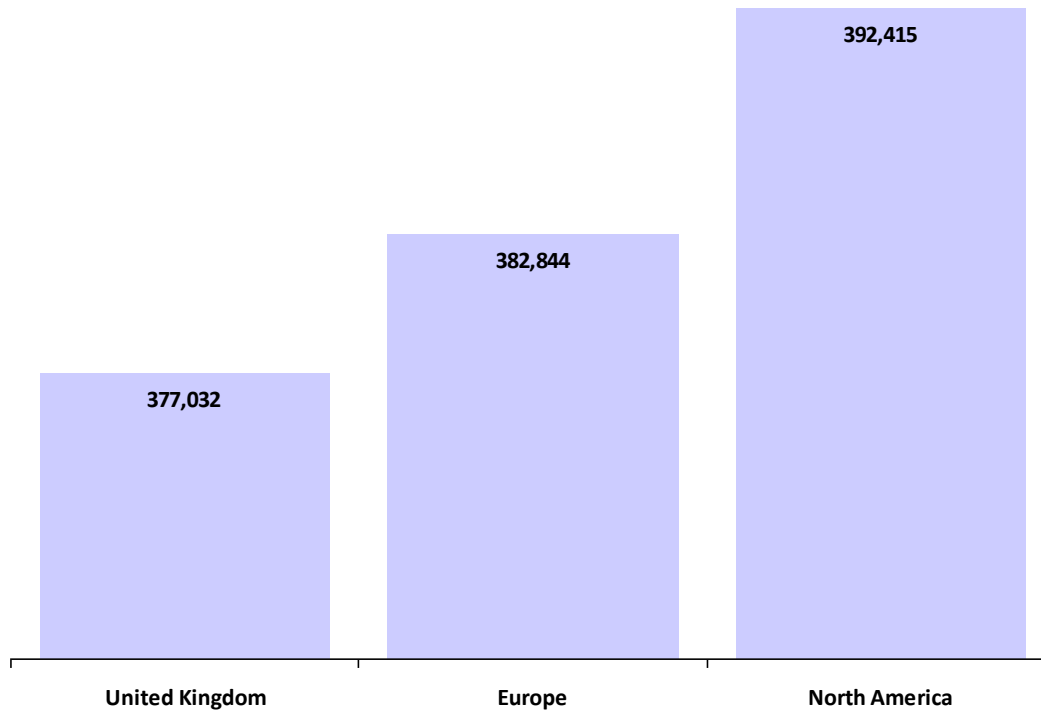
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	25	\$267,327	\$13,500	40%	\$137,244	76%	\$377,032
Europe	23	\$284,821	\$15,068	70%	\$111,858	78%	\$382,844
North America	61	\$287,223	\$9,733	5%	\$112,062	93%	\$392,415
Global:	109	\$282,153					\$386,867

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

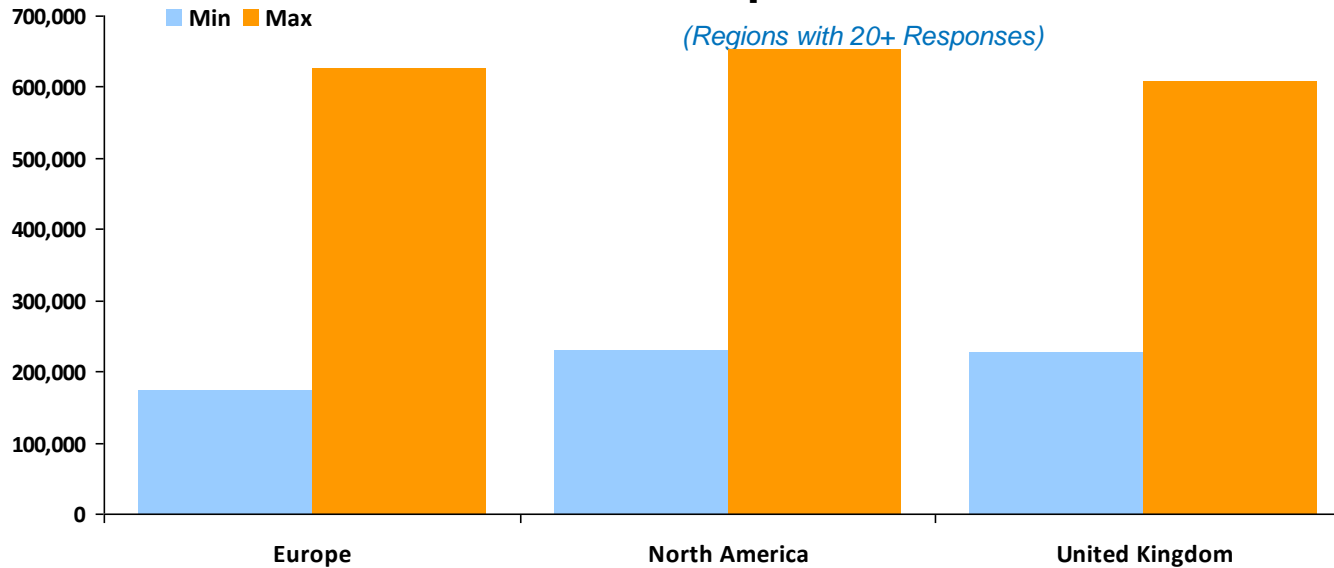
Compensation

Global Treasurer / Treasury Director

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	25	\$217,219	\$404,128	\$0	\$23,490	\$0	\$287,941	\$227,322	\$608,718
Europe	23	\$172,800	\$428,640	\$0	\$21,400	\$0	\$217,782	\$172,800	\$624,720
North America	61	\$210,000	\$420,000	\$0	\$14,300	\$0	\$310,000	\$230,000	\$653,000

Total Compensation Min/Max



BENEFITS DATA



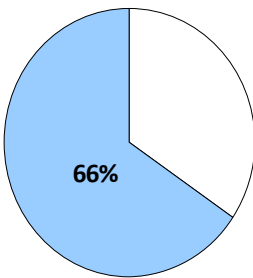
Benefits

All Positions

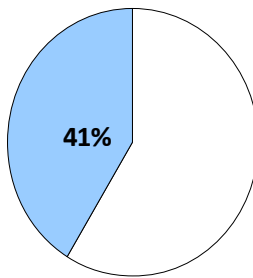
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	373	245	234	94	114	226	55	22	99
Europe	329	136	120	82	73	192	46	13	20
North America	317	231	125	108	88	219	29	11	2
South America	5	5	3	0	1	5	0	1	1
Australia	6	2	0	4	2	6	1	1	0
Asia	1	1	0	1	0	1	0	0	0
Middle East	9	6	1	1	2	2	1	0	0
Africa	5	4	4	4	0	3	1	0	0

Healthcare Benefits

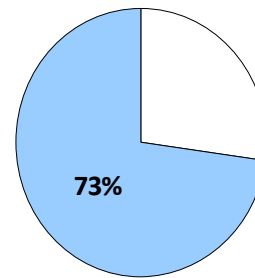
United Kingdom



Europe

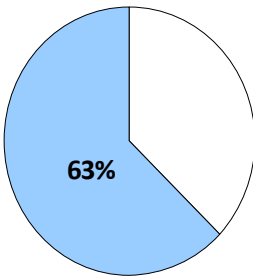


North America

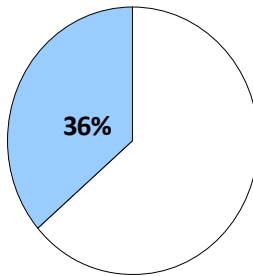


Pension Plan Match

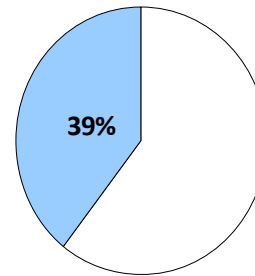
United Kingdom



Europe



North America

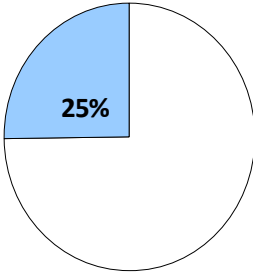


Benefits

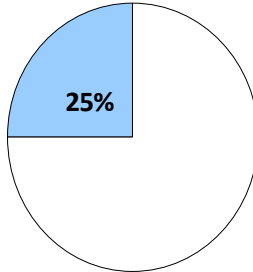
All Positions

Stock Options

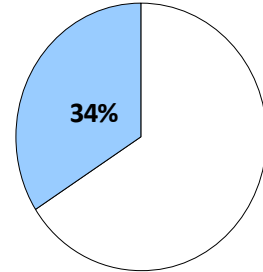
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Europe

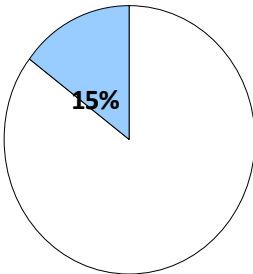


North America

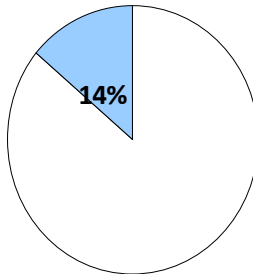


Gym Membership

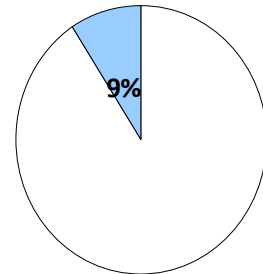
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Europe

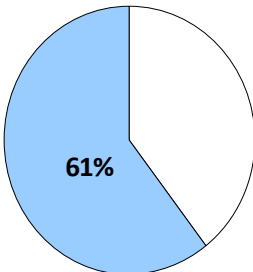


North America

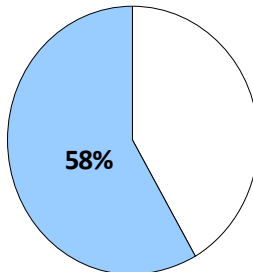


Flextime

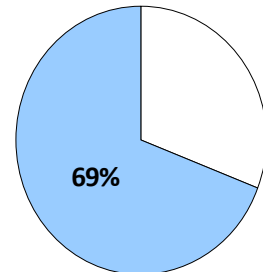
United Kingdom



Europe



North America

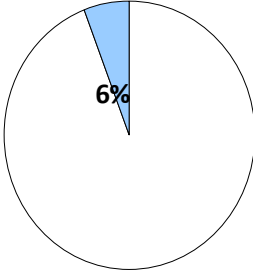


Benefits

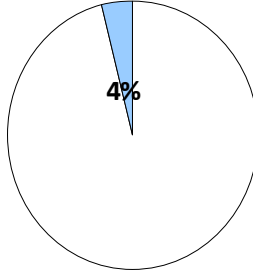
All Positions

Childcare

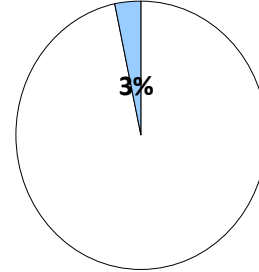
United Kingdom



Europe

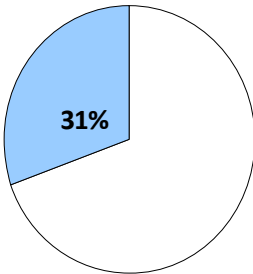


North America

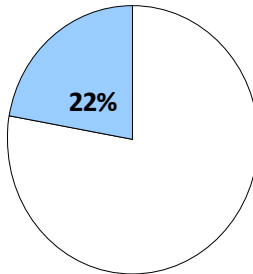


Employee Discounts

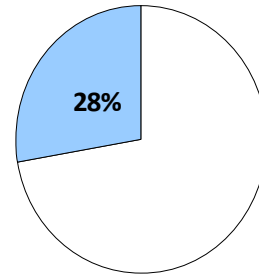
United Kingdom



Europe



North America

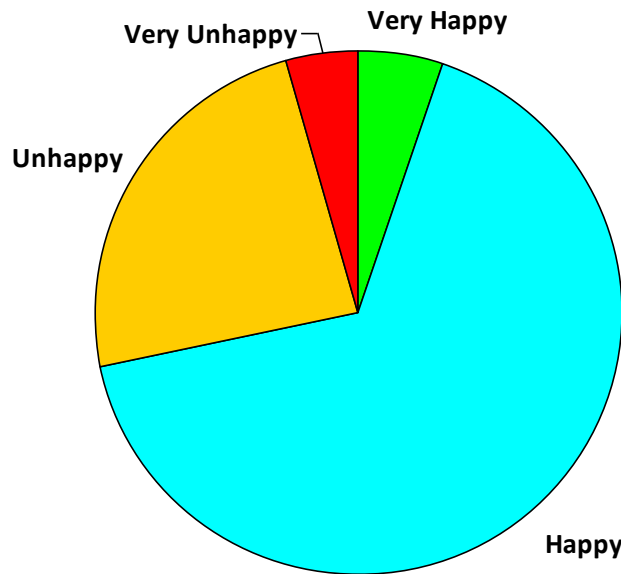


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

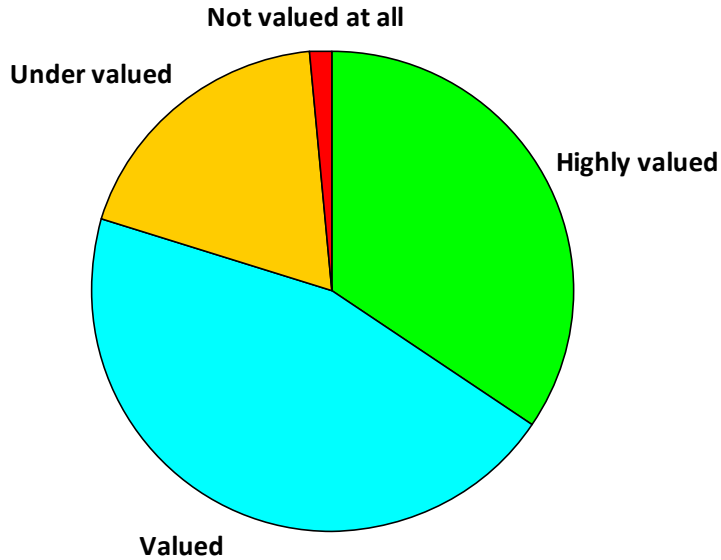


Happy with Salary	Responses	Percent
Very Happy	16	5.2%
Happy	205	66.6%
Unhappy	73	23.7%
Very Unhappy	14	4.5%
Total Responses:	308	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: North America

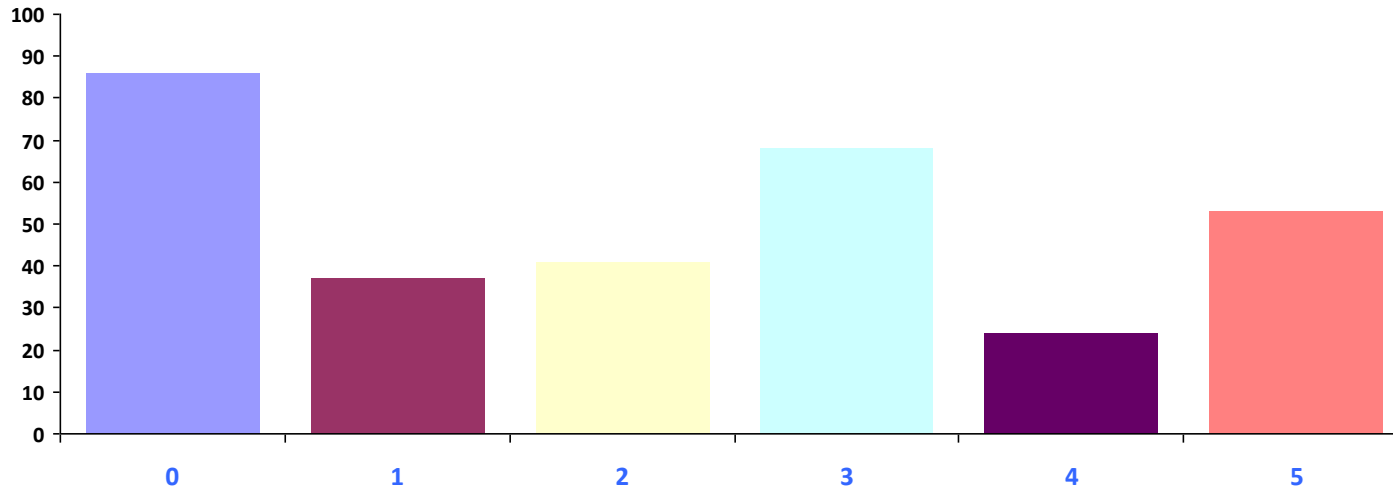


Happy with Salary	Responses	Percent
Highly valued	106	34.5%
Valued	139	45.3%
Under valued	58	18.9%
Not valued at	4	1.3%
Total Responses:	307	100%

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

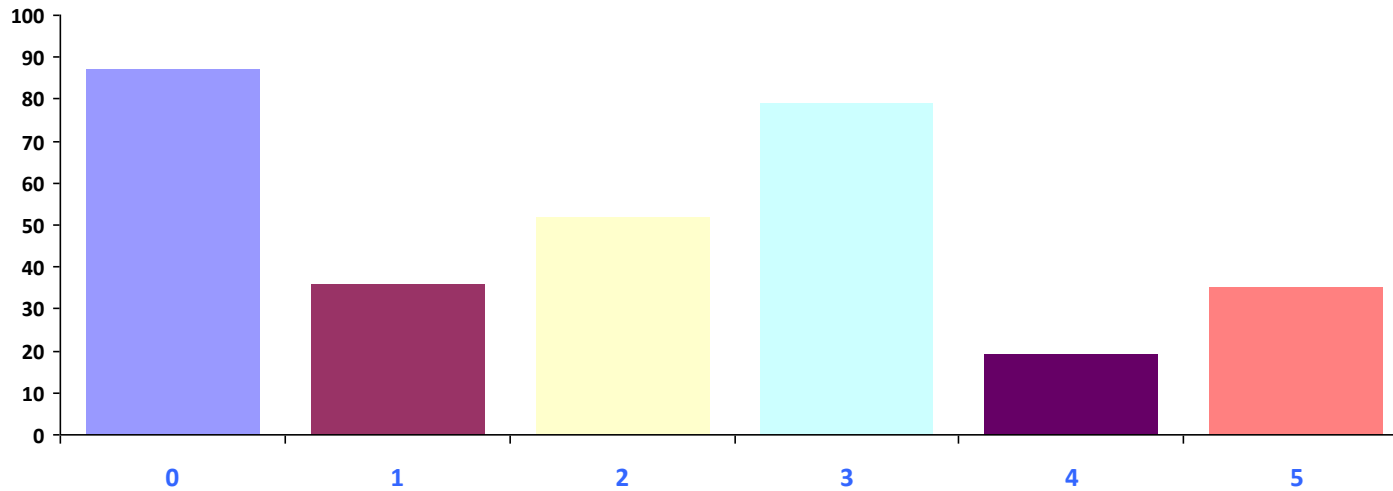
Days in Office	Responses	Percent
0	86	28%
1	37	12%
2	41	13%
3	68	22%
4	24	8%
5	53	17%

TOTAL: 309

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Asked to Work in the Office

REGION: North America



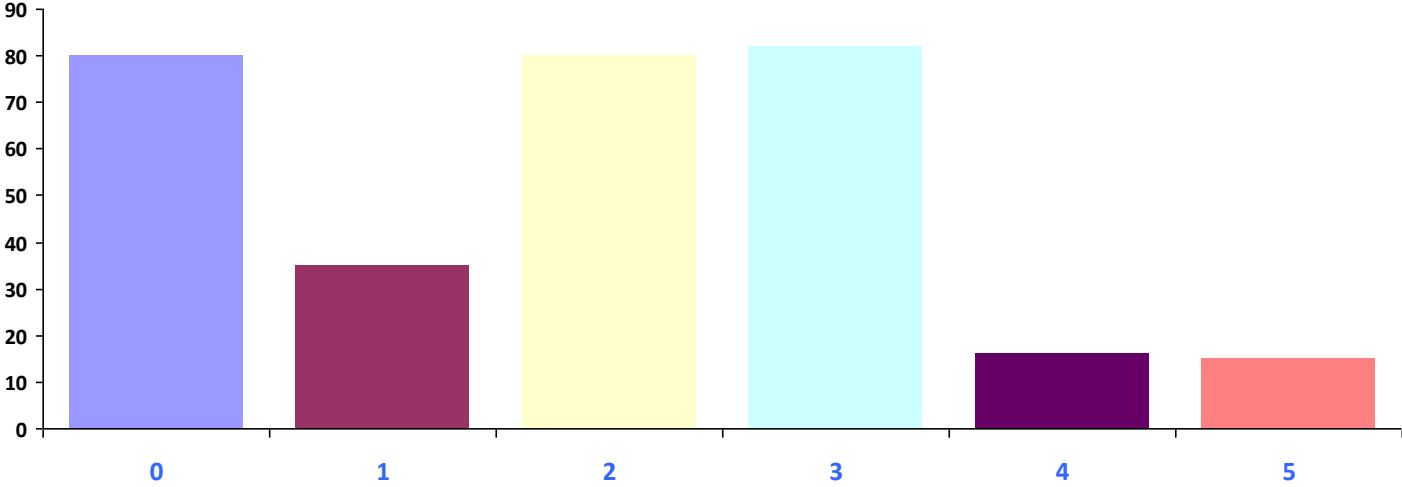
Days in Office

Days in Office	Responses	Percent
0	87	28%
1	36	12%
2	52	17%
3	79	26%
4	19	6%
5	35	11%

TOTAL: 308

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	80	26%
1	35	11%
2	80	26%
3	82	27%
4	16	5%
5	15	5%

TOTAL: 308

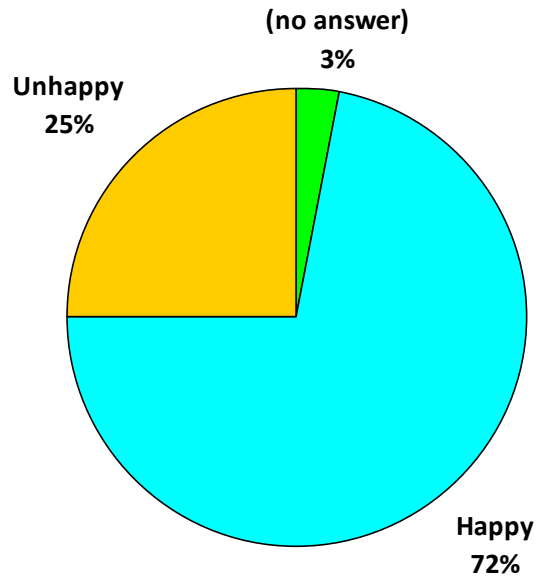
EMPLOYEE SENTIMENTS

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	79	24.9%
Happy	228	71.9%
(no answer)	10	3.2%
Total Responses:	317	100%

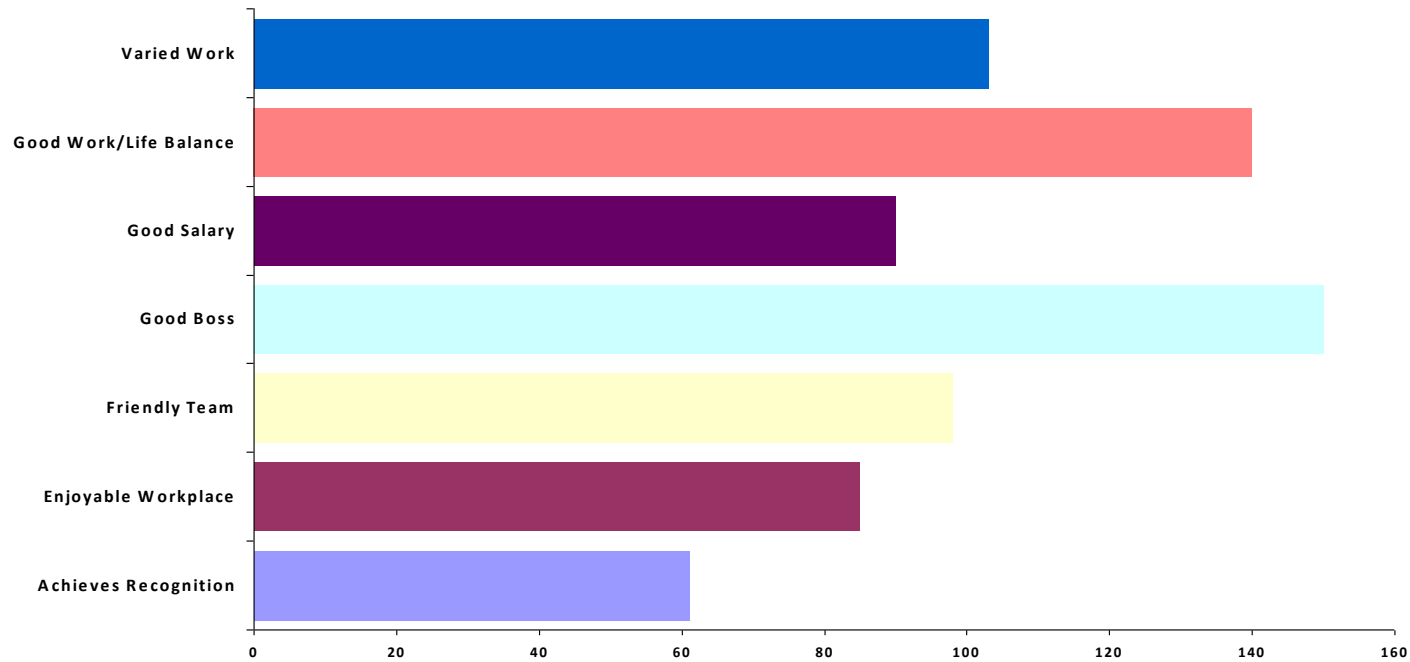
THE TREASURY RECRUITMENT COMPANY

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:	140	150	90	103	85	98	61

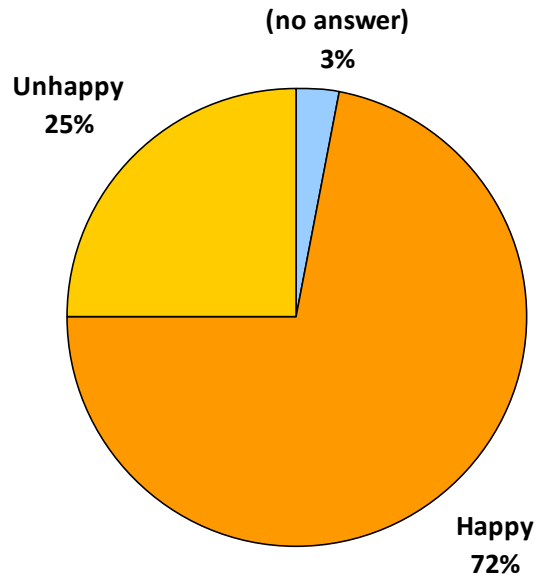
Why Happy



THE TREASURY RECRUITMENT COMPANY

Unhappy with Your Current Role

REGION: North America



Happy with Role	Responses	Percent
Unhappy	79	24.9%
Happy	228	71.9%
(no answer)	10	3.2%
Total Responses:	317	100%

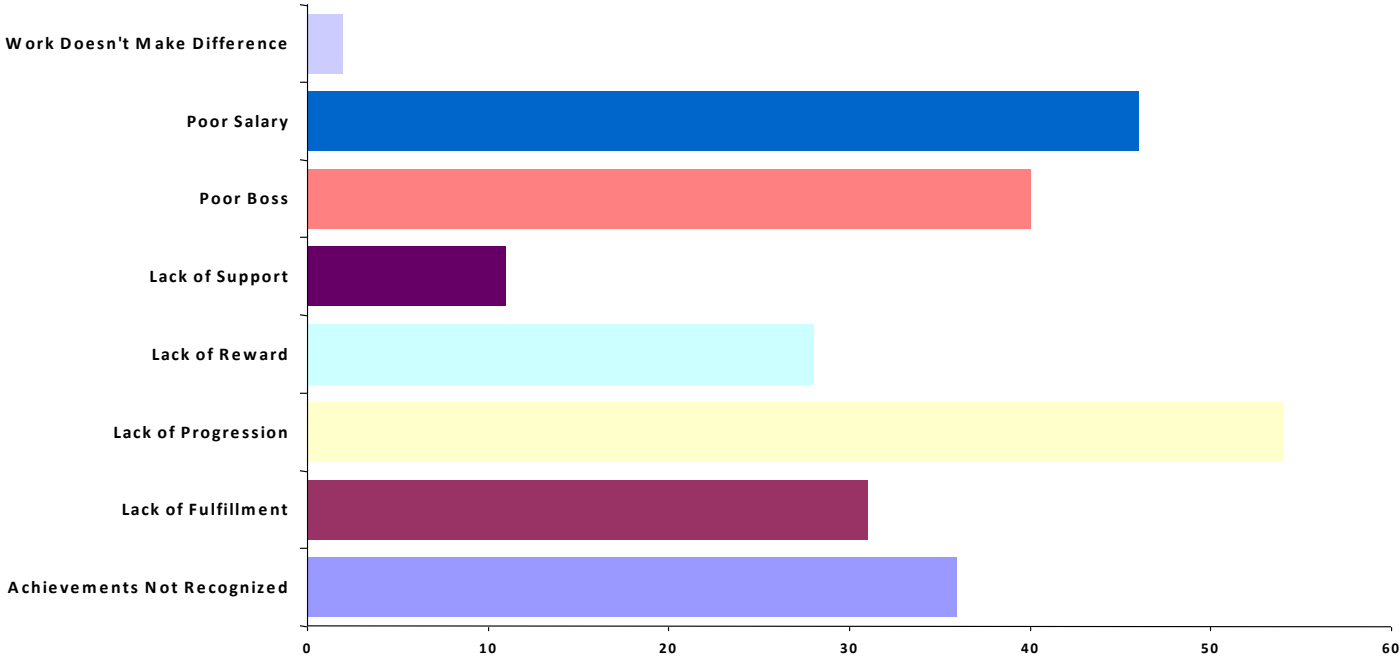
THE TREASURY RECRUITMENT COMPANY

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:	2	40	11	31	36	54	28	46

Why Unhappy



KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey Q1, 2024 - USA

THE STATE OF THE TREASURY RECRUITMENT MARKET IN THE USA

I have been thrilled with the growth of our participant numbers in the US. A 50% improvement between 2023 and 2024. Once again, this gives us a greater insight into the different salary levels, and it helps us offer more concrete advice to our clients.

When we say to them, we know the average salary of a Treasury Analyst / Dealer is from 35 in our sample. Whereas when we have 57 in our sample, it means the advice we give is more powerful because we have a greater sample size. And that continues across all levels.

At our Global Treasurer / Treasury Director level, our sample size has risen from 35 to 61. And once again, with a total compensation package of \$390,000. And its barely shifted, but the fact is, we know that is the typical average salary for a Corporate Treasurer in the US.

There has been strong growth across the whole spectrum of treasury roles from entry level Analysts through Managerial levels up to Senior Directors showing robust demand for treasury. But in the US market, the competition for us in terms of recruitment is still the lack of knowledge of the specialist service we provide.

The Default Setting for HR Teams Is LinkedIn...

The default setting for many HR and talent teams in the US for recruiting treasury staff is LinkedIn.

We have often seen clients sift on LinkedIn for 3 to 6 months, unsuccessfully, come to us having had a 100 to 200 responses often. And yet we have been able to fill the position by knowing the best 12 people in the market, putting them forward.

And then next thing we know, we make a placement.

The US's diverse economic landscape is mirrored in the compensation growth across a range of different treasury positions. But geography is not the only factor. It is a key factor. But at the end of the day, the number of roles, once again, we have seen some roles average out, if you like, in our survey. Not showing a huge increase in salary, for instance, at the Deputy Treasurer level, because several Deputy Treasurers have remained on similar salaries.

However, what I have been seeing is that a few Deputy Treasurers have been promoted, and they have taken on the next level of role going from Deputy Treasurer to Group or Global Treasurer. You have also seen other Assistant Treasurers moving from the Assistant Treasurer roles.

They are paying at the sort of \$190,000 range up to around \$200,000 to 220,000 range. But I have seen quite static salary levels right across from the upper managerial levels, i.e. Assistant Treasurer and right the way through to Global Treasurer.

So, salary levels have not increased hugely. What I have seen, as I have said in the overall summary, is that roles themselves have changed drastically from a 100% in the office to number of Treasurer positions, 100% remote.

Do I think this will last? No.

I think Treasurer roles will become 2 to 3 days a week in the office to help guide, manage and most importantly mentor their teams.



Mike Richards
CEO & Founder

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Do I think that is the right balance? I do.

I think if someone is demanding that people are back in the office 5 days a week, it is a disadvantage to any employer to have that as it is a negative statement to say to potential applicants, you must be in the office 5 days a week.

You might have a long list of say 100 people before if you insist on 100% in-office this list drops to 10 to 15 if you are lucky! It is not a practical way to think about it.

One needs to review and think, how am I going to recruit this role? Again, that is where we can give realistic advice.

Base salaries for all levels of roles within the US have increased across the board. However, packages themselves have consistently remained consistent, i.e. value-added packages have not really increased. What I have seen is several clients have been saying, I am not going to make a move this year simply because this will be the first time, I am collecting a decent bonus or a bonus in many cases post COVID.

They got zero bonus during COVID or an exceptionally low bonus. They were being told they are lucky to have a role. Then the year after COVID it started to get back to normal. The year on from that, which is this year, they are now starting to go, okay.

Now I would like to get some more bonus, please, or I would like a decent increase in my package. Well, no. You are not going to get it. Okay.

We are getting an absolute influx of resumes from senior treasury professionals desperate for their next move. So once again, if you are looking for people, looking for senior candidates, just give us a call. We would love to help.

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.

Our Treasury Salary Surveys are 100% Real!

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.

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.



WANT TO CHAT FURTHER?

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



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or visit

treasuryrecruitment.com

THE
**TREASURY
RECRUITMENT**
CO

THANK YOU!

**OUR SALARY SURVEY RUNS CONTINUOUSLY
AND IS UPDATED EVERY 6 MONTHS**

**OVER 1,100 TREASURY PROFESSIONALS TAKE PART
&
YOU TOO CAN RECEIVE A COPY OF THE RESULTS**

TAKE PART TODAY →