

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

Europe Results
Q3, 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	0.51	0.65	0.62
CAD	0.56	0.71	0.68
CHF	0.89	1.13	1.07
DKK	0.11	0.14	0.13
EURO	0.83	1.05	1
GBP	1	1.27	1.20
SEK	0.07	0.09	0.09
SGD	0.59	0.74	0.71
USD	0.79	1	0.95

THANK YOU



“ THANKS TO THE 1,200+ TREASURY PROFESSIONALS WHO CONTRIBUTE TO OUR SURVEY - YOU MAKE IT THE TRUE GLOBAL BENCHMARK. WE COULDN'T DO IT WITHOUT YOU!



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

THE TREASURY RECRUITMENT COMPANY

Compensation by Position

Europe

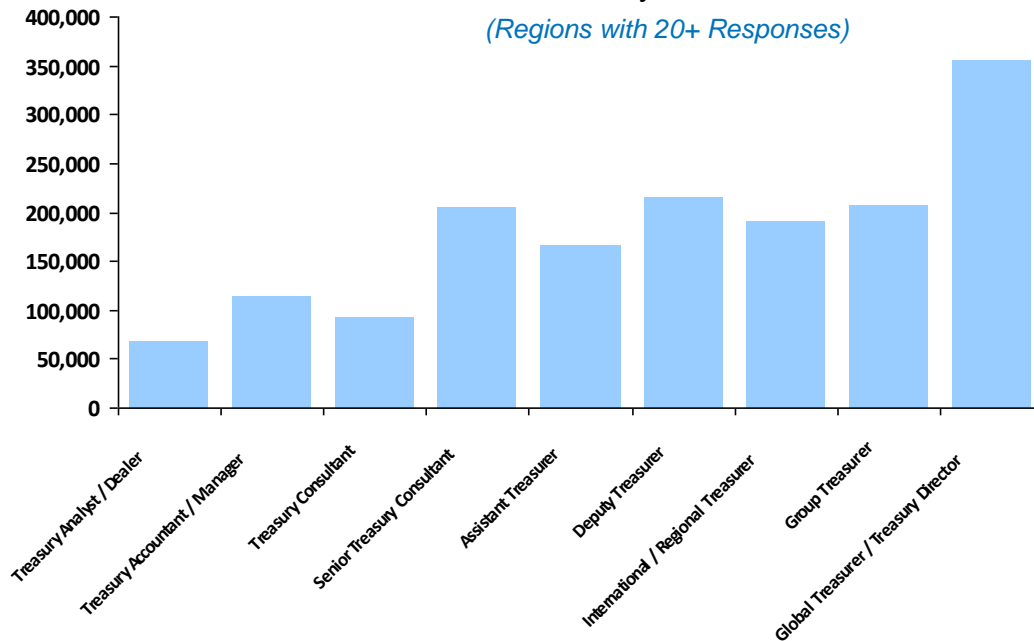
Currency in Euros €

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	66	€61,220	€7,188	24%	€6,740	71%	€67,762
Treasury Accountant / Manager	101	€102,410	€8,633	22%	€13,680	74%	€114,449
Treasury Consultant	11	€86,374	€6,810	-	€10,875	-	€93,544
Senior Treasury Consultant	18	€198,839	€12,000	-	€20,640	-	€205,906
Assistant Treasurer	43	€140,466	€10,080	37%	€23,105	95%	€166,247
Deputy Treasurer	11	€168,806	€13,733	-	€42,633	-	€215,185
International / Regional Treasurer	49	€153,284	€11,983	45%	€33,924	94%	€190,512
Group Treasurer	69	€166,078	€10,765	51%	€43,542	84%	€208,139
Global Treasurer / Treasury Director	26	€265,305	€13,465	77%	€90,485	88%	€355,708
Global:	394	€133,701					€160,476

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Position

United Kingdom

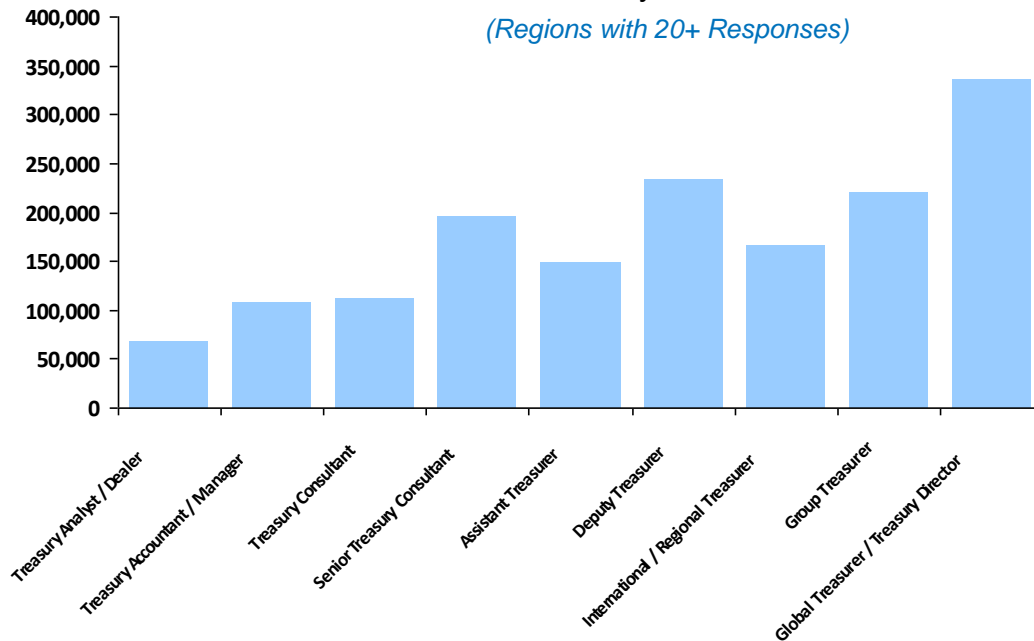
Currency in Euros €

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	72	€64,682	€6,250	7%	€6,340	50%	€68,286
Treasury Accountant / Manager	91	€95,872	€7,596	30%	€14,026	71%	€108,144
Treasury Consultant	10	€105,191	€9,240	-	€13,200	-	€112,715
Senior Treasury Consultant	15	€187,618	€18,000	-	€25,050	-	€195,498
Assistant Treasurer	61	€128,115	€7,658	43%	€26,004	69%	€149,283
Deputy Treasurer	28	€178,218	€10,924	54%	€58,493	86%	€234,207
International / Regional Treasurer	27	€142,429	€8,726	52%	€28,239	70%	€166,825
Group Treasurer	50	€175,593	€10,223	36%	€48,643	84%	€220,133
Global Treasurer / Treasury Director	38	€241,067	€11,565	42%	€114,980	79%	€336,711
Global:	392	€132,241					€160,172

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Position

North America

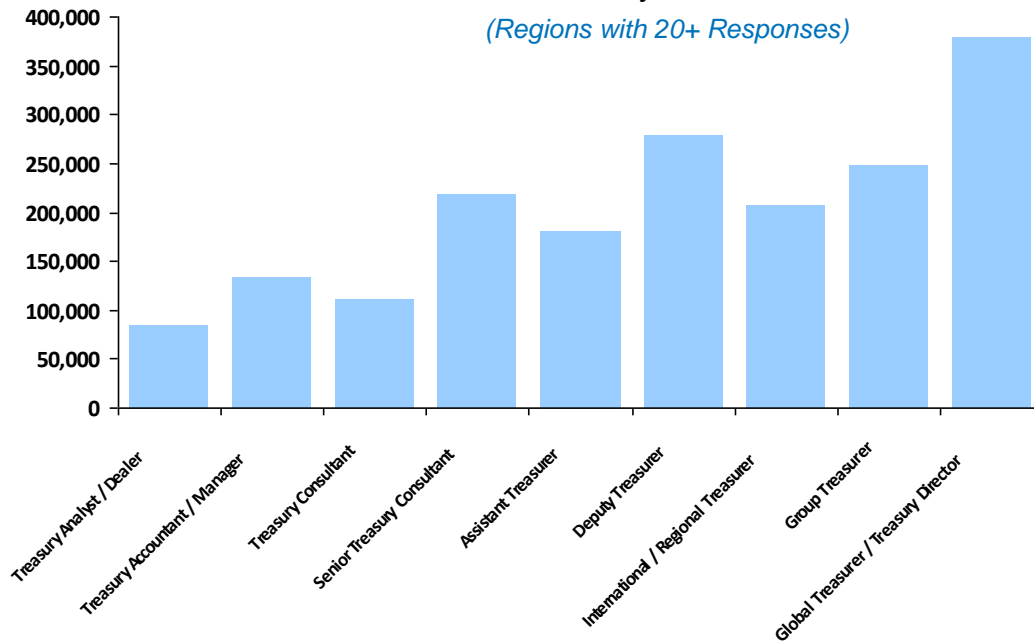
Currency in Euros €

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	68	€80,564	€2,280	1%	€7,245	65%	€85,285
Treasury Accountant / Manager	89	€122,185	€0	0%	€15,881	73%	€133,783
Treasury Consultant	2	€95,950	€0	-	€14,725	-	€110,675
Senior Treasury Consultant	7	€204,793	€0	-	€24,225	-	€218,636
Assistant Treasurer	58	€155,871	€0	0%	€29,228	88%	€181,571
Deputy Treasurer	14	€222,284	€0	-	€61,448	-	€279,343
International / Regional Treasurer	63	€176,314	€9,555	6%	€37,640	79%	€206,793
Group Treasurer	40	€198,377	€7,410	5%	€61,065	80%	€247,600
Global Treasurer / Treasury Director	75	€281,790	€11,138	4%	€107,730	89%	€378,474
Global:	416	€169,009					€204,850

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

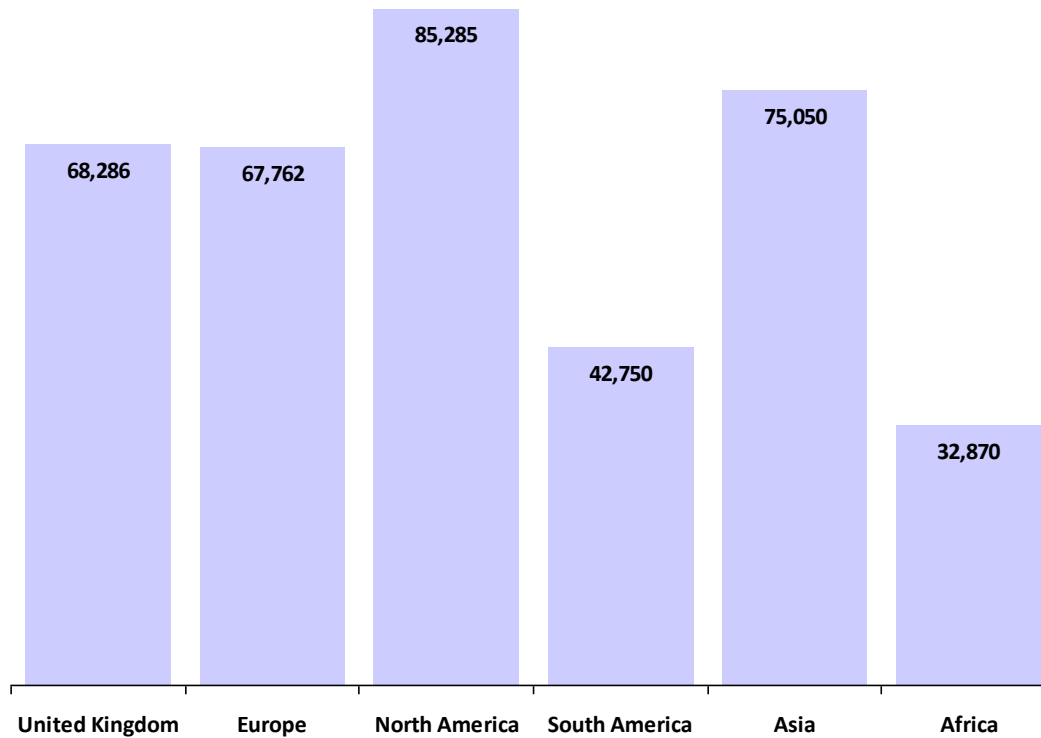
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	72	€64,682	€6,250	7%	€6,340	50%	€68,286
Europe	66	€61,220	€7,188	24%	€6,740	71%	€67,762
North America	68	€80,564	€2,280	1%	€7,245	65%	€85,285
South America	1	€42,750	€0	-	€0	-	€42,750
Asia	1	€59,375	€3,800	-	€11,875	-	€75,050
Africa	1	€28,500	€2,470	-	€1,900	-	€32,870
Global:	209	€68,453					€73,392

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Analyst / Dealer

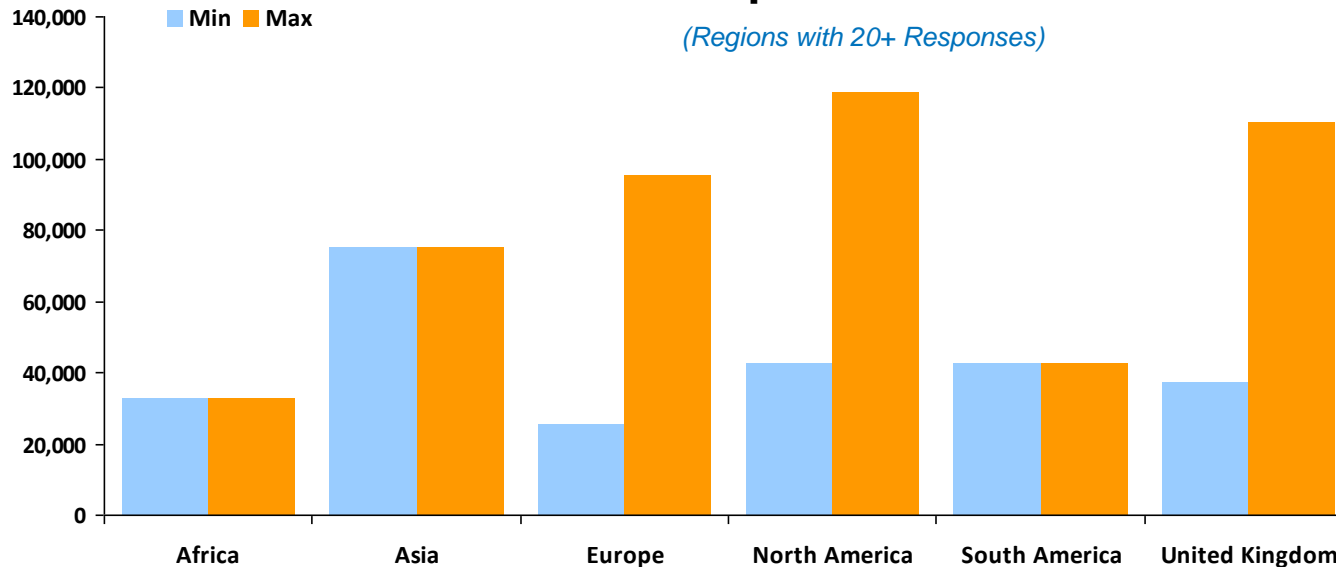
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	72	€36,000	€90,000	€0	€8,820	€0	€22,800	€37,200	€110,400
Europe	66	€24,000	€93,600	€0	€12,000	€0	€17,800	€25,800	€95,500
North America	68	€42,750	€106,400	€0	€2,280	€0	€21,375	€42,750	€118,750
South America	1	€42,750	€42,750	€0	€0	€0	€0	€42,750	€42,750
Asia	1	€59,375	€59,375	€3,800	€3,800	€11,875	€11,875	€75,050	€75,050
Africa	1	€28,500	€28,500	€2,470	€2,470	€1,900	€1,900	€32,870	€32,870

209

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant / Manager

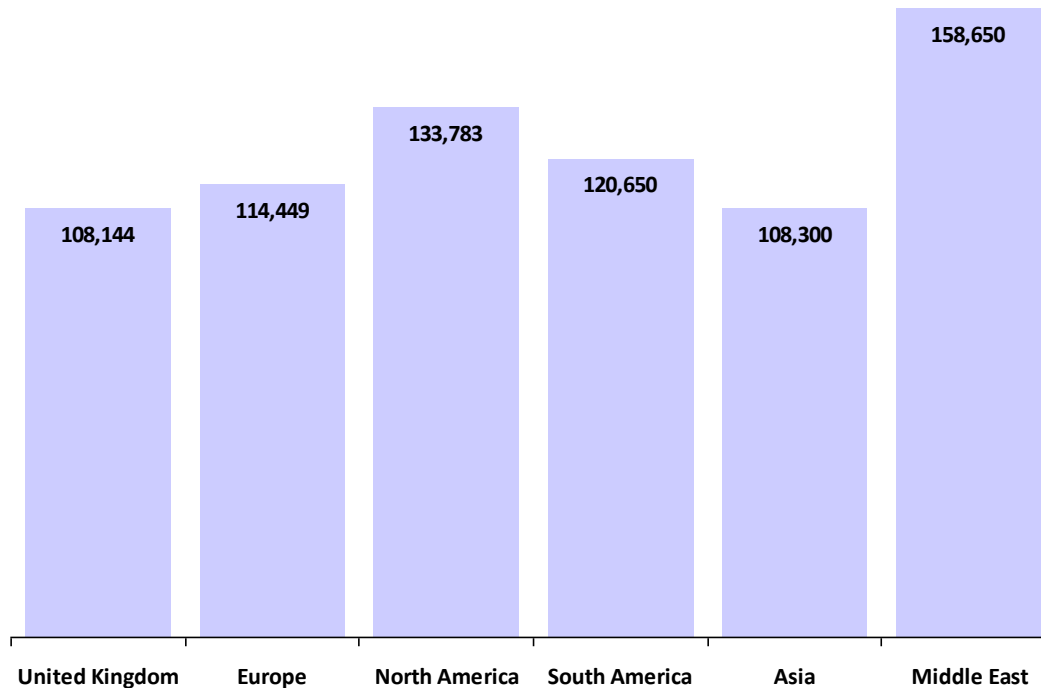
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	91	€95,872	€7,596	30%	€14,026	71%	€108,144
Europe	101	€102,410	€8,633	22%	€13,680	74%	€114,449
North America	89	€122,185	€0	0%	€15,881	73%	€133,783
South America	1	€77,900	€4,750	-	€38,000	-	€120,650
Asia	1	€96,900	€0	-	€11,400	-	€108,300
Middle East	1	€133,000	€0	-	€25,650	-	€158,650
Global:	284	€106,514					€118,643

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	91	€57,600	€121,600	€0	€12,000	€0	€33,600	€57,600	€153,600
Europe	101	€70,000	€160,500	€0	€13,500	€0	€40,000	€70,000	€187,250
North America	89	€73,440	€148,485	€0	€0	€0	€58,900	€80,240	€196,650
South America	1	€77,900	€77,900	€4,750	€4,750	€38,000	€38,000	€120,650	€120,650
Asia	1	€96,900	€96,900	€0	€0	€11,400	€11,400	€108,300	€108,300
Middle East	1	€133,000	€133,000	€0	€0	€25,650	€25,650	€158,650	€158,650

284

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

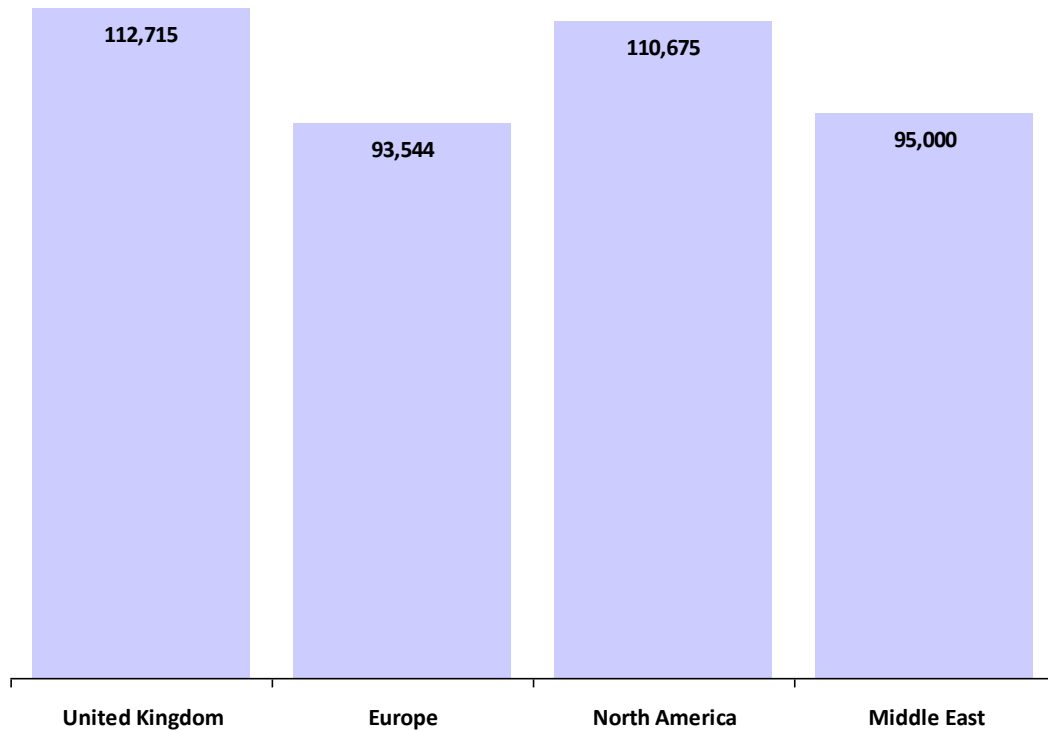
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	10	€105,191	€9,240	-	€13,200	-	€112,715
Europe	11	€86,374	€6,810	-	€10,875	-	€93,544
North America	2	€95,950	€0	-	€14,725	-	€110,675
Middle East	1	€95,000	€0	-	€0	-	€95,000
Global:	24	€95,372					€103,020

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Consultant

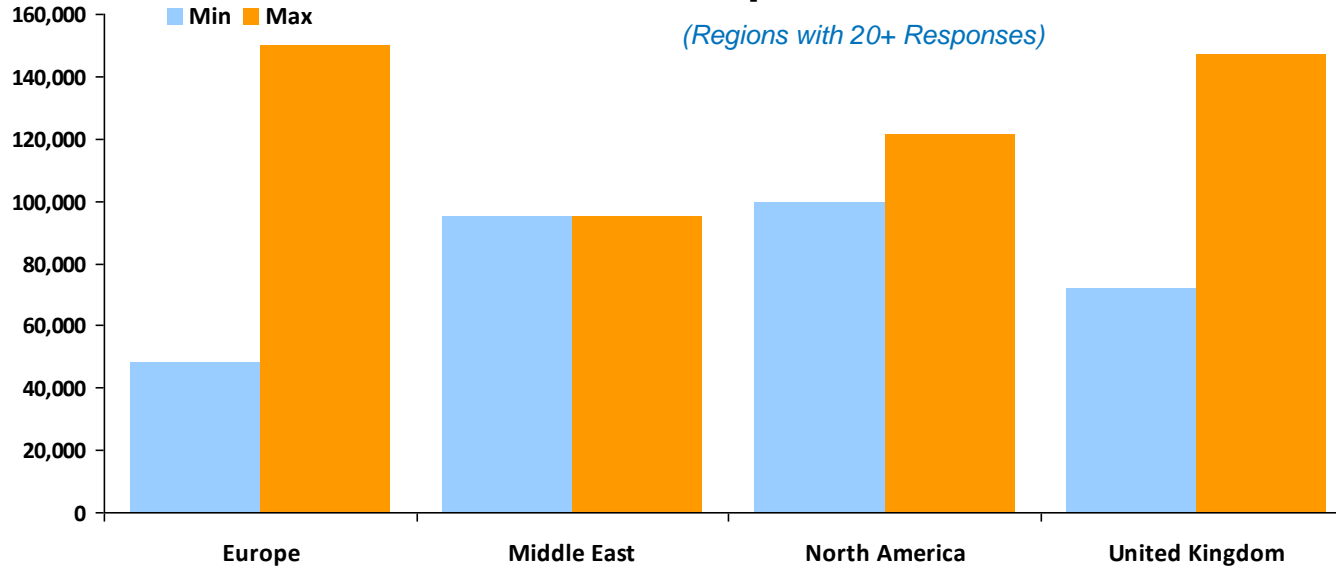
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	10	€72,000	€124,236	€0	€9,240	€0	€26,400	€72,000	€147,240
Europe	11	€40,000	€120,000	€0	€12,000	€0	€30,000	€48,391	€150,000
North America	2	€85,500	€106,400	€0	€0	€14,250	€15,200	€99,750	€121,600
Middle East	1	€95,000	€95,000	€0	€0	€0	€0	€95,000	€95,000

24

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

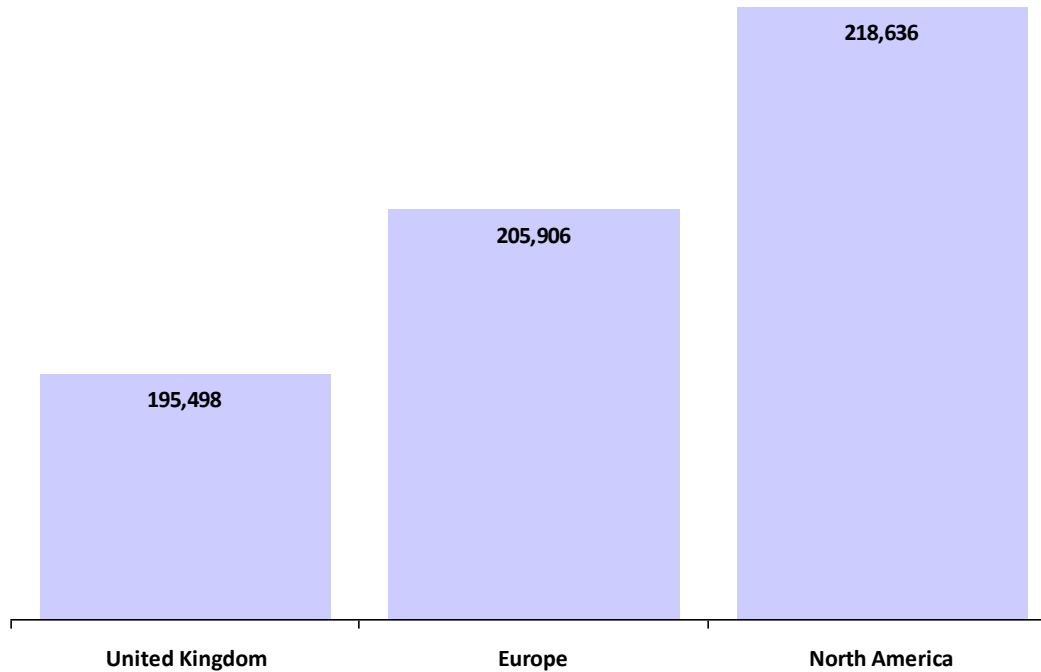
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	15	€187,618	€18,000	-	€25,050	-	€195,498
Europe	18	€198,839	€12,000	-	€20,640	-	€205,906
North America	7	€204,793	€0	-	€24,225	-	€218,636
Global:	40	€195,673					€204,230

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Senior Treasury Consultant

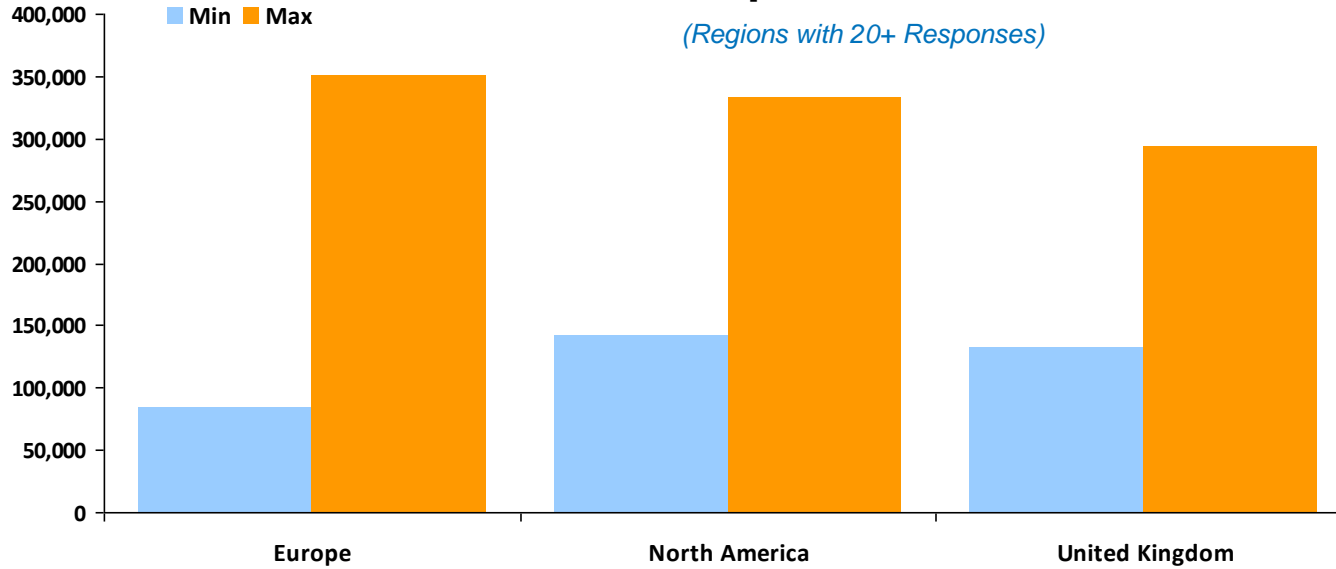
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	15	€120,000	€294,192	€0	€18,000	€0	€40,800	€132,000	€294,192
Europe	18	€72,000	€350,960	€0	€15,000	€0	€36,000	€85,500	€350,960
North America	7	€137,750	€332,500	€0	€0	€0	€52,250	€142,500	€332,500

40

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

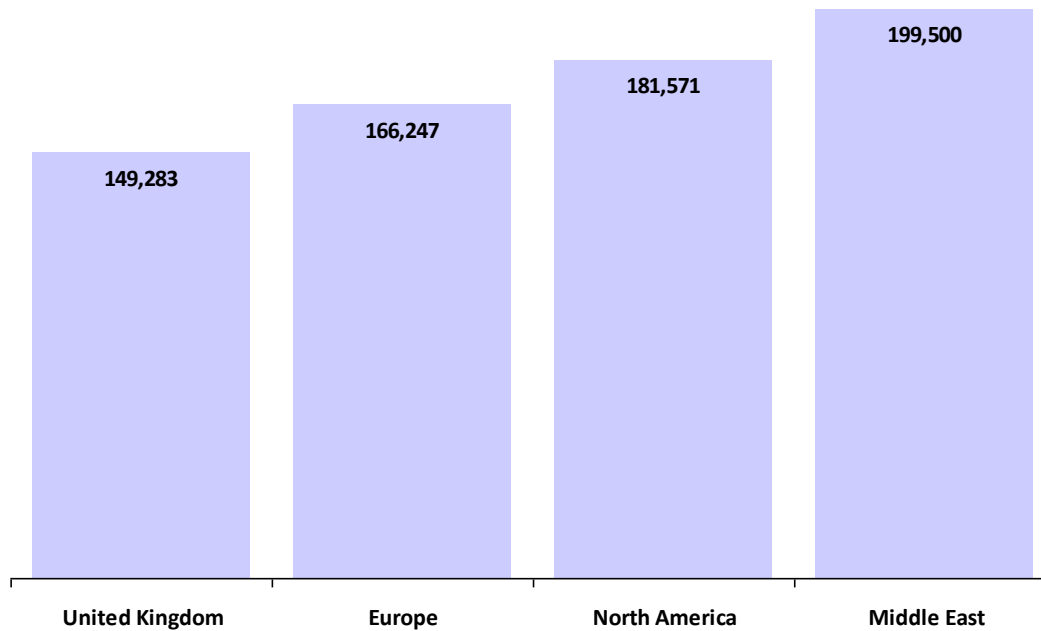
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	61	€128,115	€7,658	43%	€26,004	69%	€149,283
Europe	43	€140,466	€10,080	37%	€23,105	95%	€166,247
North America	58	€155,871	€0	0%	€29,228	88%	€181,571
Middle East	1	€152,000	€0	-	€47,500	-	€199,500
Global:	163	€141,396					€165,555

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Assistant Treasurer

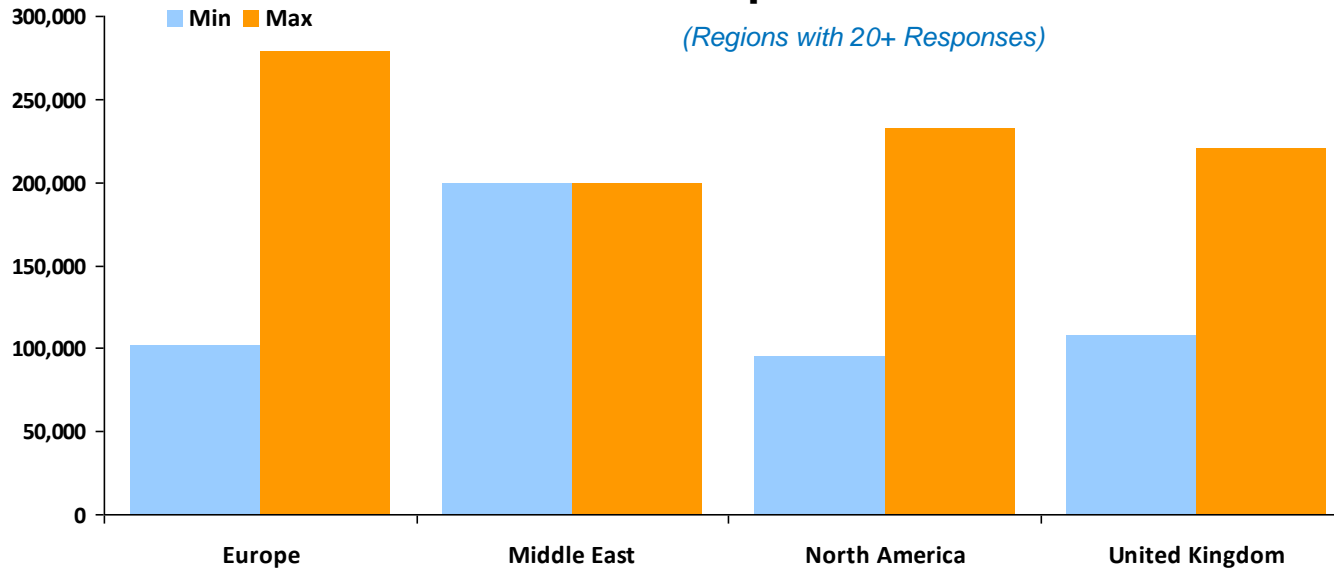
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	61	€102,000	€157,200	€0	€12,000	€0	€72,000	€108,000	€220,800
Europe	43	€95,000	€208,650	€0	€18,300	€0	€100,000	€101,900	€279,000
North America	58	€95,950	€185,250	€0	€0	€0	€71,725	€95,950	€232,275
Middle East	1	€152,000	€152,000	€0	€0	€47,500	€47,500	€199,500	€199,500

163

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

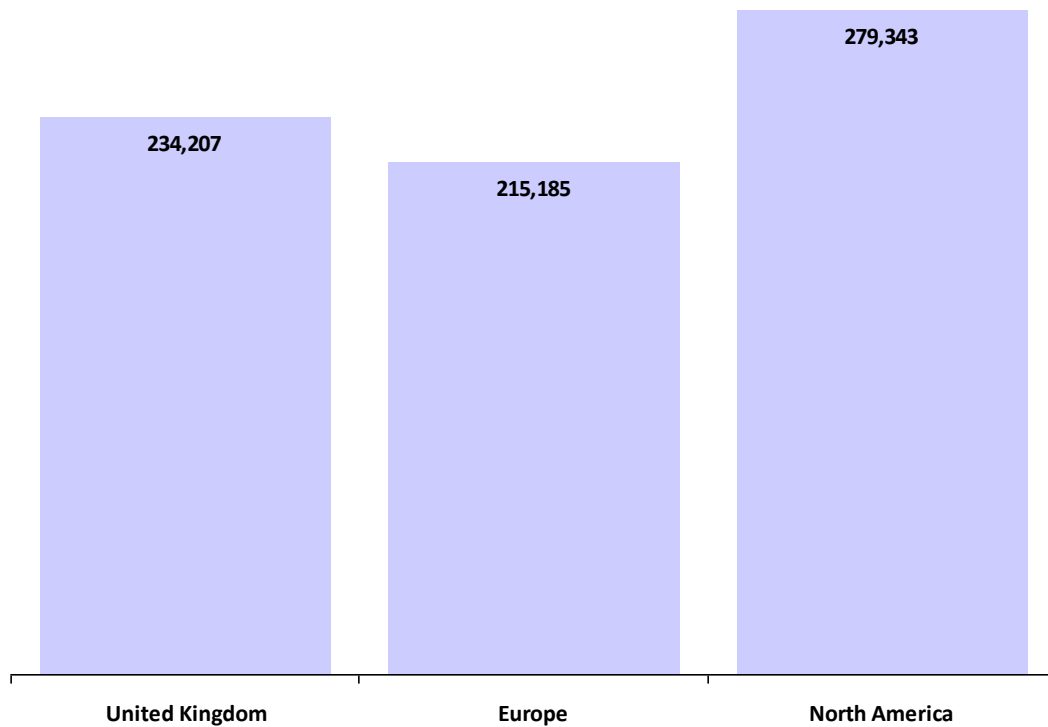
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	28	€178,218	€10,924	54%	€58,493	86%	€234,207
Europe	11	€168,806	€13,733	-	€42,633	-	€215,185
North America	14	€222,284	€0	-	€61,448	-	€279,343
Global:	53	€187,905					€242,182

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Deputy Treasurer

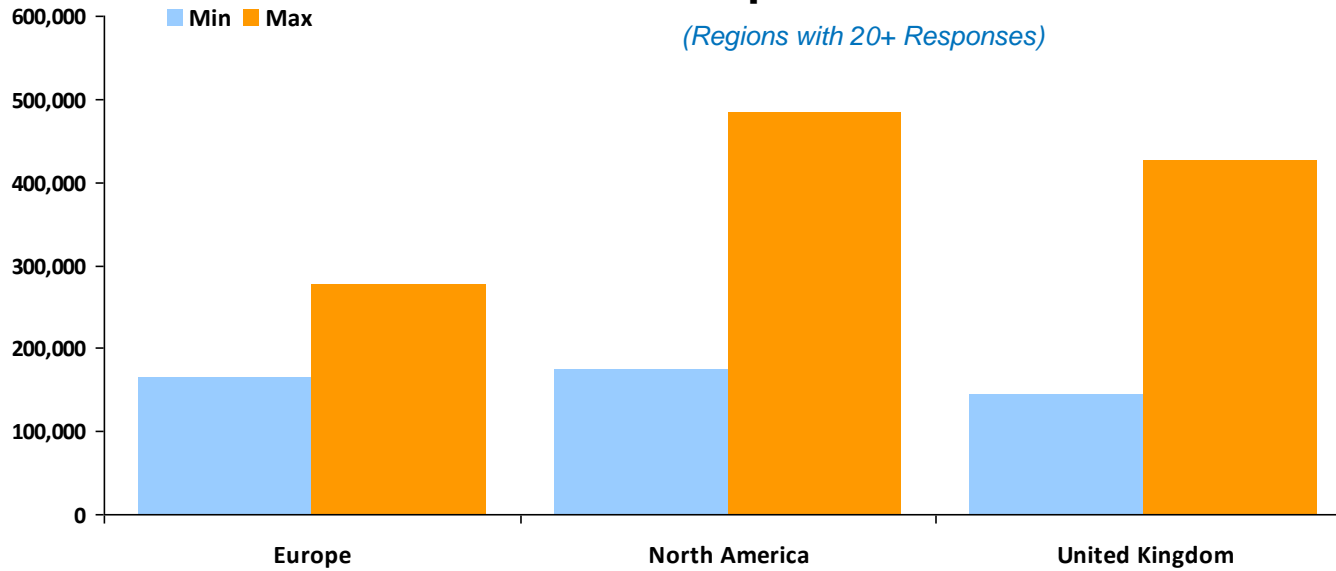
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	28	€141,600	€249,850	€0	€16,200	€0	€219,398	€144,000	€425,750
Europe	11	€125,000	€246,100	€0	€18,000	€15,000	€80,000	€165,000	€277,327
North America	14	€166,250	€270,750	€0	€0	€0	€212,800	€175,750	€483,550

53

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

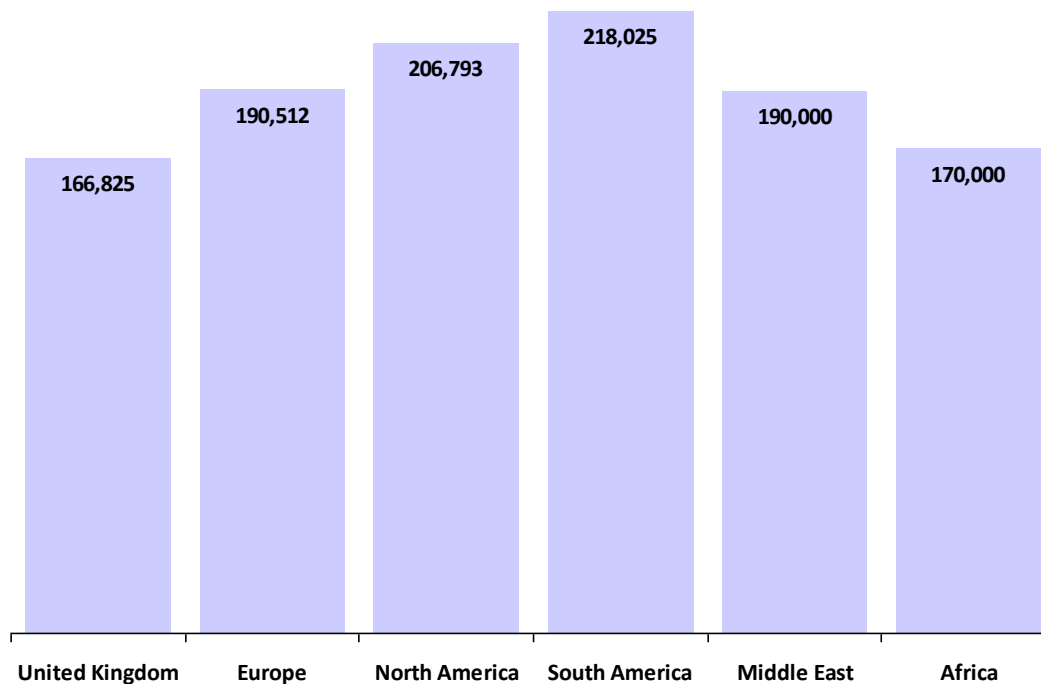
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	27	€142,429	€8,726	52%	€28,239	70%	€166,825
Europe	49	€153,284	€11,983	45%	€33,924	94%	€190,512
North America	63	€176,314	€9,555	6%	€37,640	79%	€206,793
South America	1	€194,750	€0	-	€23,275	-	€218,025
Middle East	2	€156,750	€17,100	-	€49,400	-	€190,000
Africa	2	€88,875	€11,400	-	€75,425	-	€170,000
Global:	144	€160,766					€193,093

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

International / Regional Treasurer

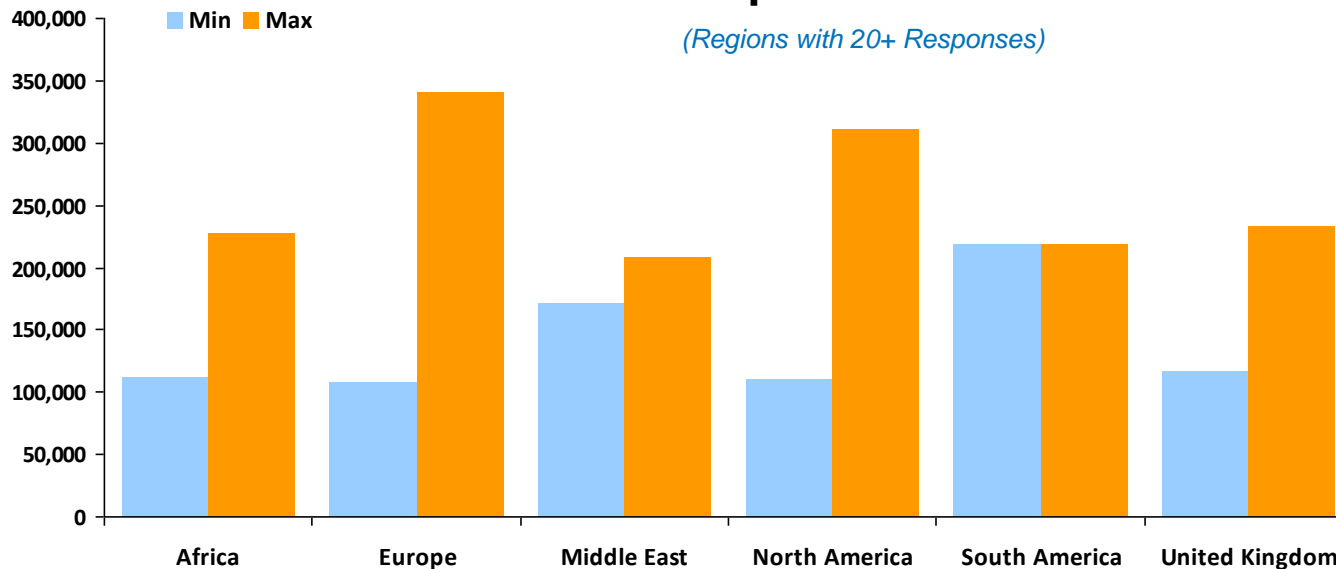
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	27	€108,000	€192,000	€0	€12,600	€0	€54,000	€116,400	€232,800
Europe	49	€97,200	€232,190	€0	€26,750	€0	€123,050	€108,000	€340,260
North America	63	€93,840	€218,500	€0	€11,905	€0	€95,000	€110,840	€310,650
South America	1	€194,750	€194,750	€0	€0	€23,275	€23,275	€218,025	€218,025
Middle East	2	€142,500	€171,000	€0	€17,100	€0	€49,400	€171,000	€209,000
Africa	2	€80,750	€97,000	€0	€11,400	€15,000	€135,850	€112,000	€228,000

144

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

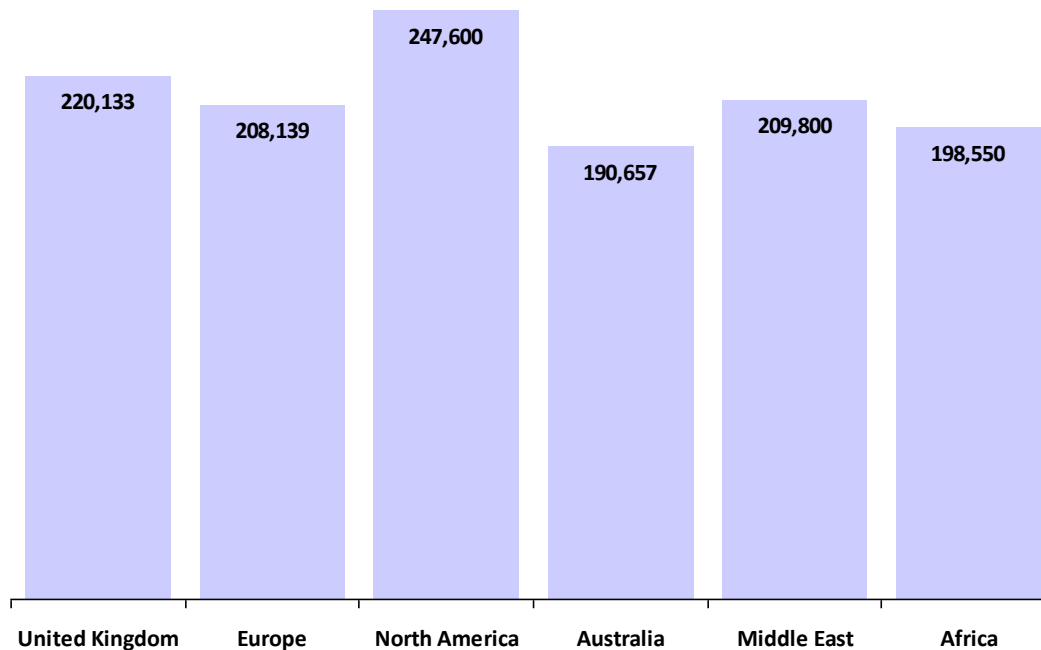
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	50	€175,593	€10,223	36%	€48,643	84%	€220,133
Europe	69	€166,078	€10,765	51%	€43,542	84%	€208,139
North America	40	€198,377	€7,410	5%	€61,065	80%	€247,600
Australia	3	€169,177	€9,800	-	€18,213	-	€190,657
Middle East	2	€186,000	€12,600	-	€35,000	-	€209,800
Africa	1	€166,250	€0	-	€32,300	-	€198,550
Global:	165	€177,090					€220,984

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Group Treasurer

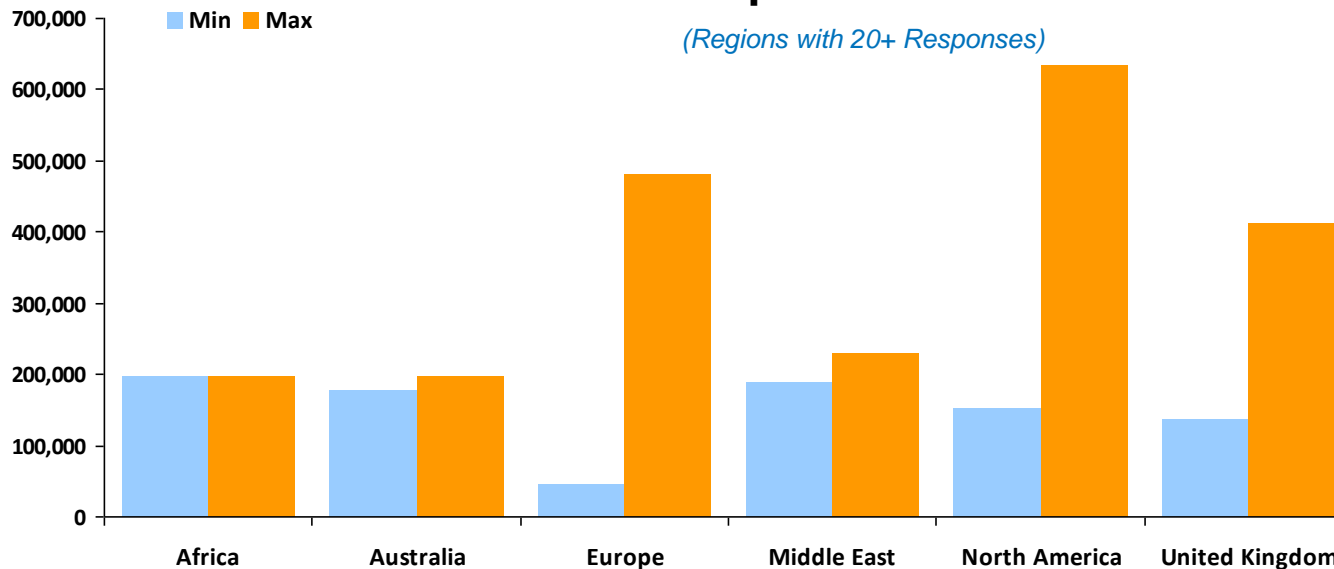
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	50	€127,200	€240,000	€0	€15,600	€0	€246,000	€136,200	€411,120
Europe	69	€27,781	€331,700	€0	€26,750	€0	€160,500	€45,552	€481,500
North America	40	€153,000	€285,000	€0	€7,980	€0	€348,650	€153,000	€633,650
Australia	3	€149,730	€179,800	€0	€9,800	€10,000	€27,900	€177,630	€197,800
Middle East	2	€182,000	€190,000	€0	€12,600	€0	€35,000	€190,000	€229,600
Africa	1	€166,250	€166,250	€0	€0	€32,300	€32,300	€198,550	€198,550

165

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

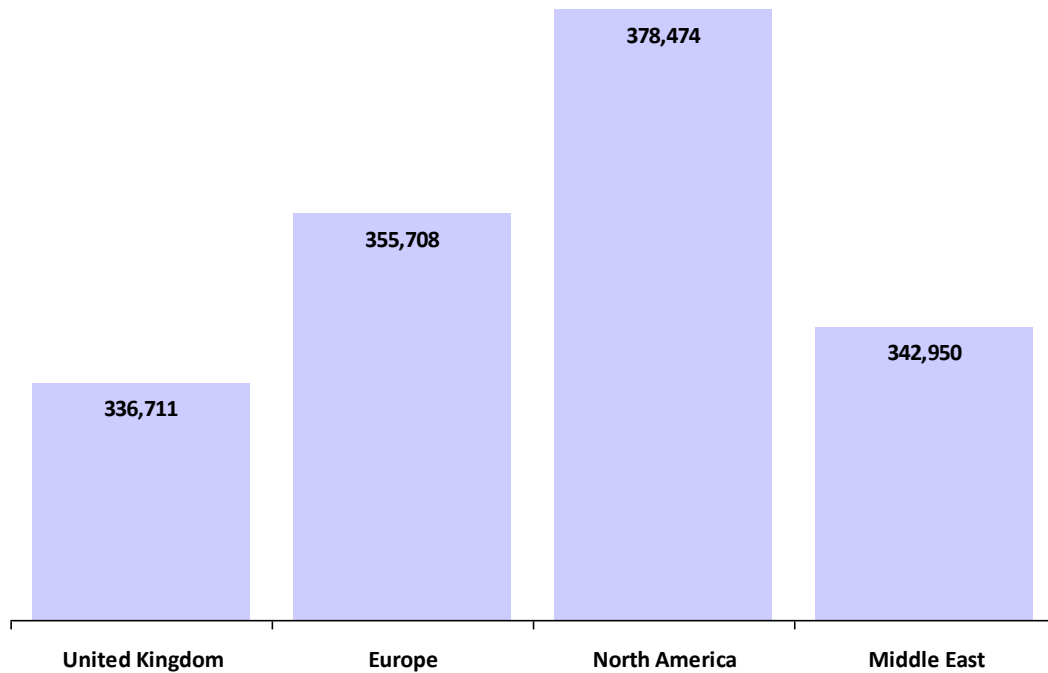
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	38	€241,067	€11,565	42%	€114,980	79%	€336,711
Europe	26	€265,305	€13,465	77%	€90,485	88%	€355,708
North America	75	€281,790	€11,138	4%	€107,730	89%	€378,474
Middle East	2	€296,875	€11,400	-	€40,375	-	€342,950
Global:	141	€267,989					€362,517

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

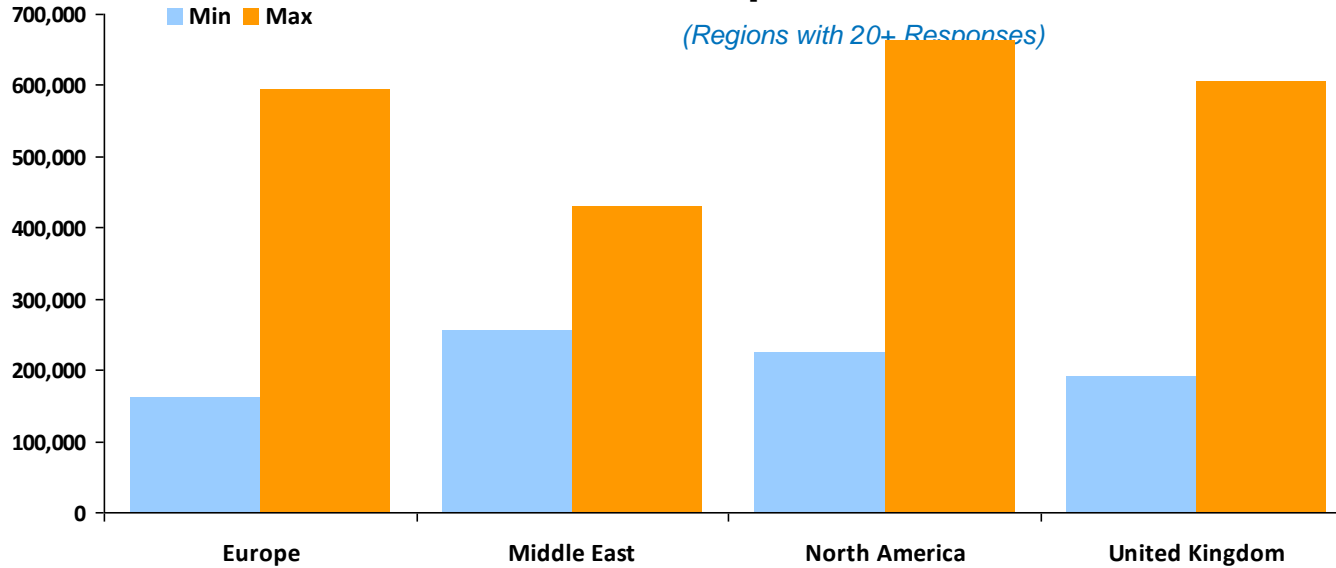
Global Treasurer / Treasury Director

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	38	€162,000	€330,000	€0	€22,320	€0	€321,960	€191,400	€605,880
Europe	26	€162,000	€417,942	€0	€20,000	€0	€214,000	€162,000	€593,850
North America	75	€214,700	€410,400	€0	€19,260	€0	€342,000	€225,150	€665,000
Middle East	2	€232,750	€361,000	€0	€11,400	€23,750	€57,000	€256,500	€429,400

141

Total Compensation Min/Max



BENEFITS DATA



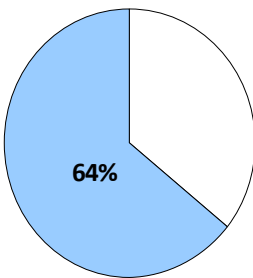
Benefits

All Positions

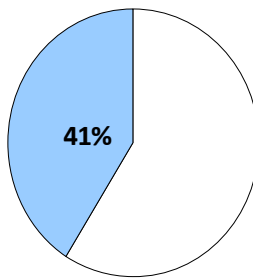
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	392	251	240	85	115	225	53	24	98
Europe	394	162	140	87	94	229	54	22	34
North America	416	297	160	118	116	271	57	23	2
South America	3	3	2	0	0	3	0	1	0
Australia	3	1	0	2	0	3	0	1	0
Asia	2	2	1	1	1	2	0	0	0
Middle East	9	6	1	2	1	4	0	0	0
Africa	4	3	3	3	0	2	1	0	0

Healthcare Benefits

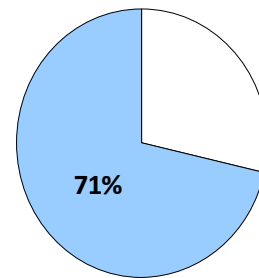
United Kingdom



Europe

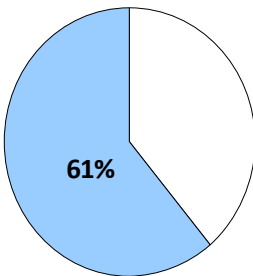


North America

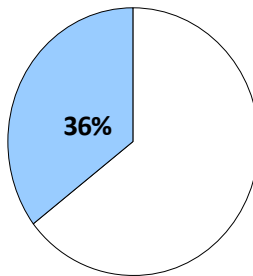


Pension Plan Match

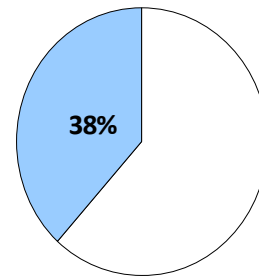
United Kingdom



Europe



North America

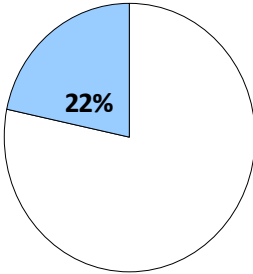


Benefits

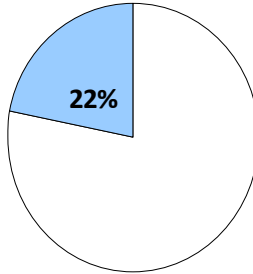
All Positions

Stock Options

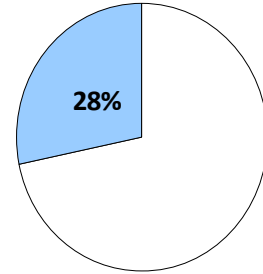
United Kingdom



Europe

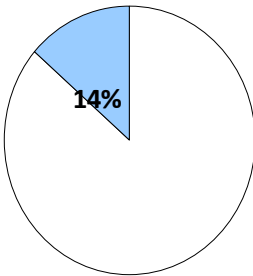


North America

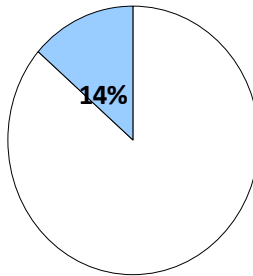


Gym Membership

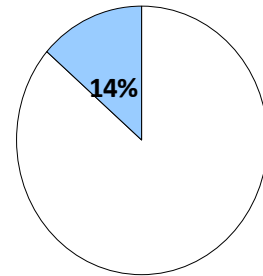
United Kingdom



Europe

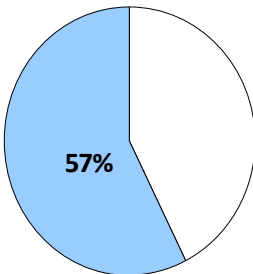


North America

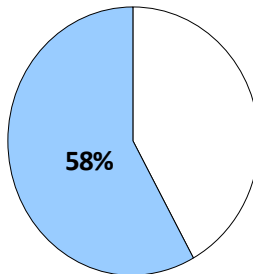


Flextime

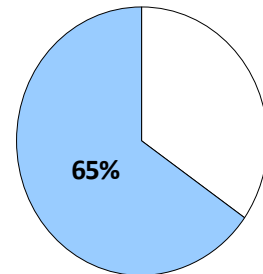
United Kingdom



Europe



North America

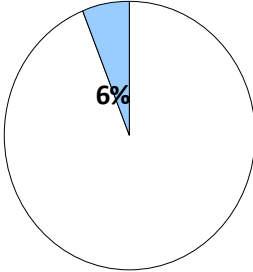


Benefits

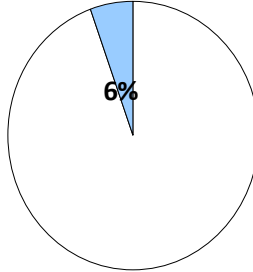
All Positions

Childcare

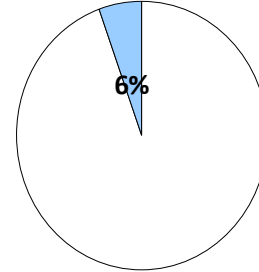
United Kingdom



Europe

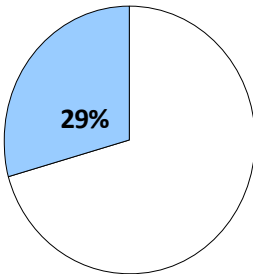


North America

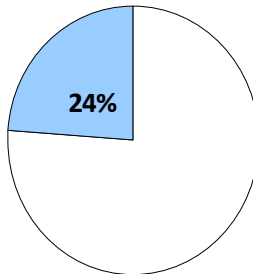


Employee Discounts

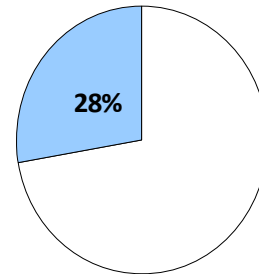
United Kingdom



Europe



North America

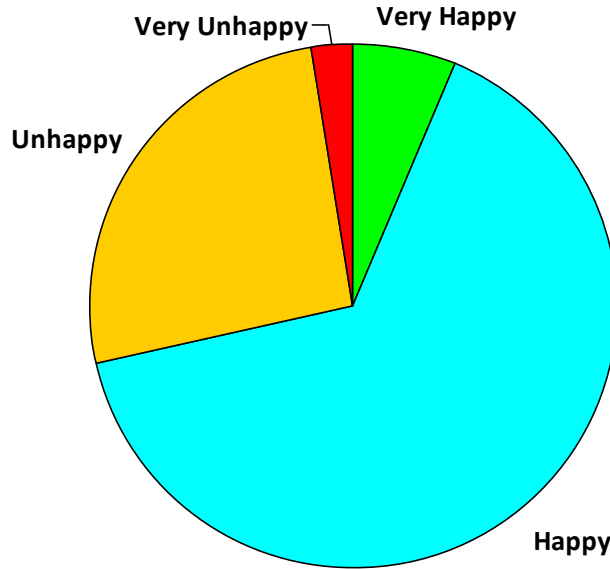


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: Europe

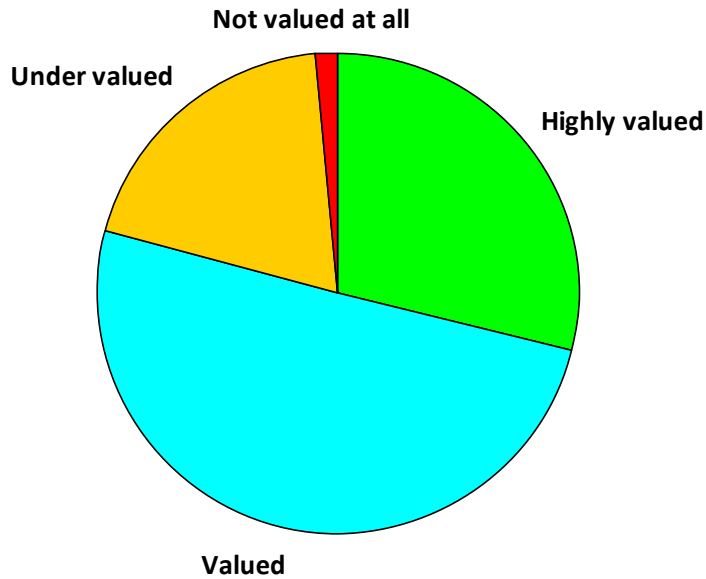


Happy with Salary	Responses	Percent
Very Happy	24	6.3%
Happy	250	65.1%
Unhappy	100	26.0%
Very Unhappy	10	2.6%
Total Responses:	384	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: Europe



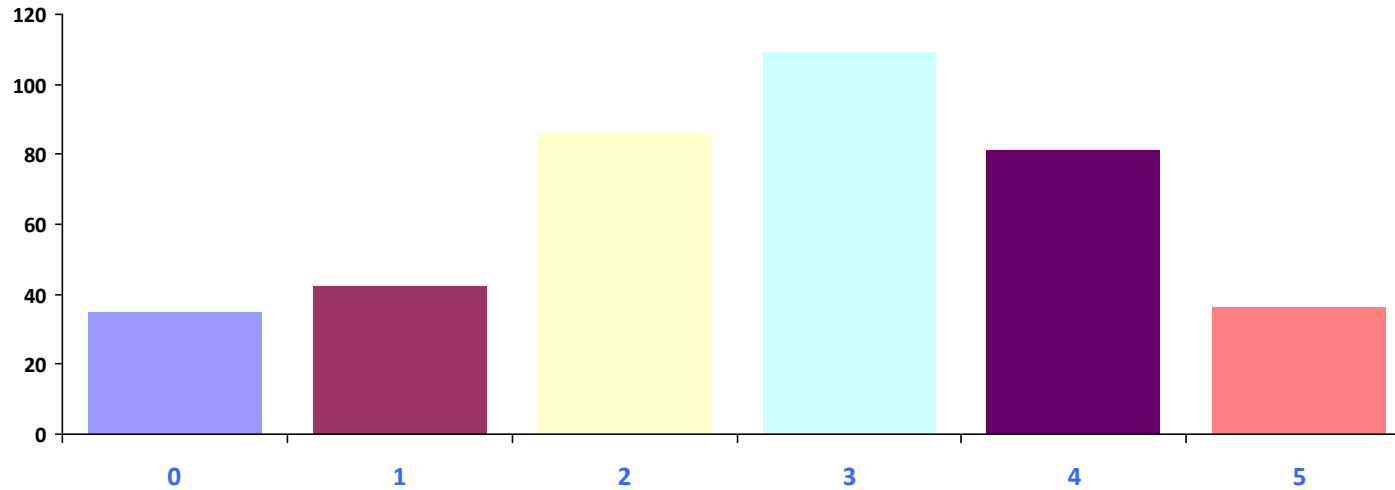
Happy with Salary	Responses	Percent
Highly valued	112	28.9%
Valued	195	50.3%
Under valued	76	19.6%
Not valued at	5	1.3%
Total Responses:	388	100%

WORK FROM HOME POLICIES & TRENDS

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: Europe

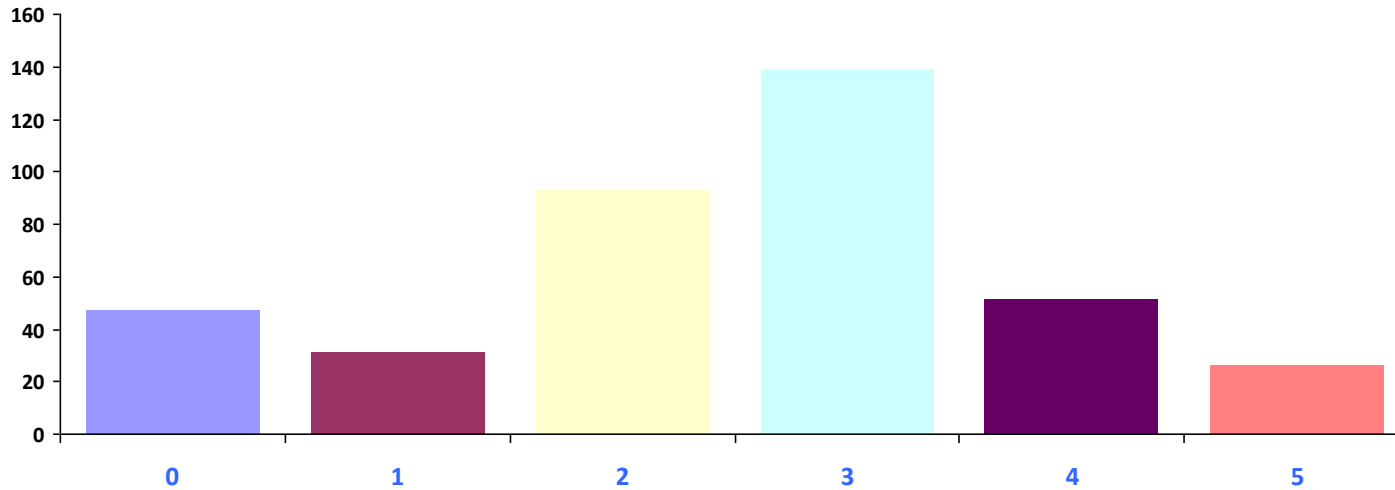


Days in Office

Days in Office	Responses	Percent
0	35	9%
1	42	11%
2	86	22%
3	109	28%
4	81	21%
5	36	9%

TOTAL: 389

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



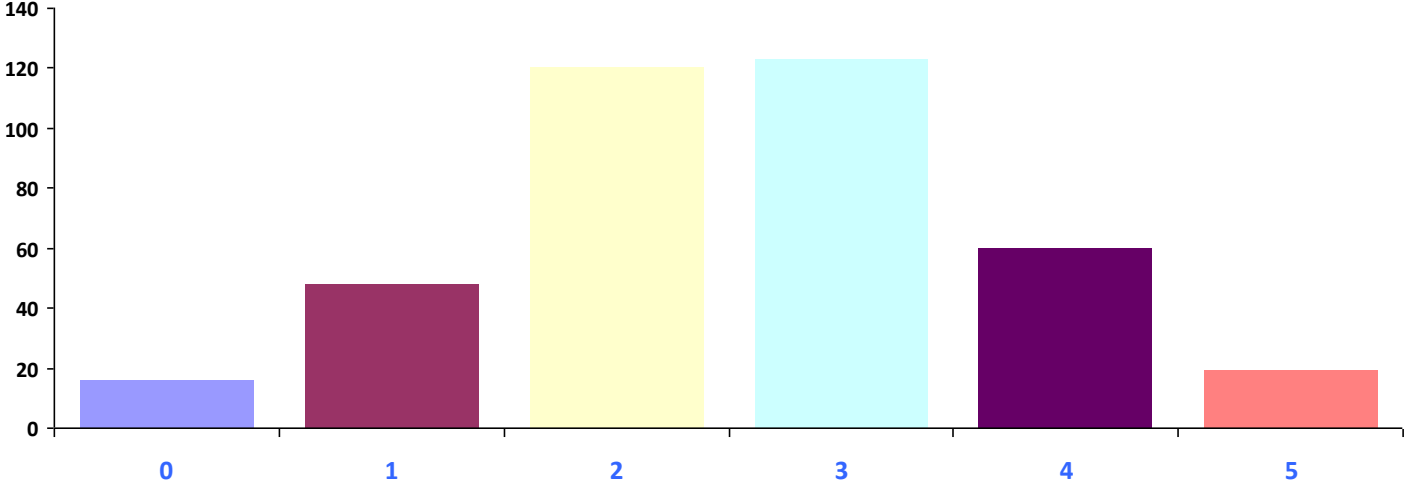
Days in Office

Days in Office	Responses	Percent
0	47	12%
1	31	8%
2	93	24%
3	139	36%
4	51	13%
5	26	7%

TOTAL: 387

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	16	4%
1	48	12%
2	120	31%
3	123	32%
4	60	16%
5	19	5%

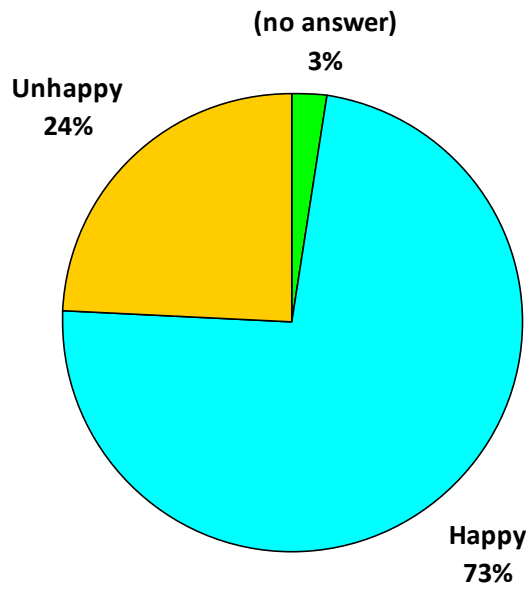
TOTAL: 386

EMPLOYEE SENTIMENTS

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: Europe



Happy with Role	Responses	Percent
Unhappy	95	24.1%
Happy	289	73.4%
(no answer)	10	2.5%
Total Responses:	394	100%

KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey

KEY INSIGHTS FROM OUR Q3 2024 TREASURY SALARY SURVEY

Europe: A Dynamic Market with Regional Nuances - Europe remains at the forefront of salary increases, with Q3 reaffirming its status as a high-growth region. "Treasury hot spots like Brussels and Berlin are not just surviving but thriving, driven by strong demand for specialized roles like Treasury Consultants."

Compensation for senior positions has surged, with Q3 showing increases of up to 15% in some roles compared to Q1. Benelux and Germany continue to emerge as key markets for treasury hiring. While salary is a primary driver, Q3 confirms that employee satisfaction hinges on growth opportunities, supportive management, and workplace culture.

UK Treasury Insights: Stability Amid Evolution - Salaries in the UK treasury market maintained steady growth in Q3, reflecting a consistent trajectory from Q1. "While the pace of increase is modest, it highlights the cautious but deliberate adjustments companies are making to attract top talent."

Strategic roles such as Global Treasurer continue to command premium compensation. For instance, Q3 data shows a recalibrated average of £300,000 compared to £320,000 in Q1, reflecting an expanded participant pool.

Hybrid work models remain the preferred arrangement, blending collaboration with flexibility—a key factor in retaining professionals alongside strong leadership and clear career progression opportunities.

USA: Growth Consolidates in Key Markets - In the US, high-growth cities like New York and major areas within California, such as San Francisco and Los Angeles, lead the charge with exceptional compensation levels. While Q3 shows stabilization at the senior level, mid-level roles have seen slight shifts; for example, the average salary for US-based Treasury Analysts appears to drop from Q1 to Q3 BUT this is due to a broader survey sample and some previous US Treasury Analysts being promoted throughout 2024.

Recognition and growth opportunities continue to outpace financial incentives as the primary motivators for retaining top talent.

"Hybrid work remains a defining trend, balancing the need for in-person collaboration with modern workplace flexibility."



Mike Richards

CEO & Founder

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Overall Summary: Comparing Q1 and Q3

The comparison between Q1 and Q3 reveals a treasury market in flux, with distinct trends by region and role. Salaries globally are rising, though the pace varies.

In the UK, re-calibrations reflect more accurate medians, while Europe sees significant uplifts.

The US continues to lead in compensation but shows stabilization in certain roles.

"Understanding these shifts and adapting strategies accordingly will be crucial for both employers and candidates."

Key figures include:

- Global Treasurer in the UK: £320,000 (Q1) → £300,000 (Q3)
- Treasury Analyst in the US: \$91,000 (Q1) → \$88,000 (Q3)
- Senior Treasury Consultants in Europe: 10-15% salary increases in Q3

FINAL WORDS

A massive thank you to everyone who participates in our Salary Surveys. Your input enables us to provide unparalleled insights into the global treasury recruitment market.

Unlike others, who publish surveys to generate LinkedIn buzz, we pride ourselves on offering a 100% real survey built from authentic data shared by treasury professionals worldwide.

"With your continued support, this survey remains a trusted and one-of-a-kind benchmark for the treasury profession."

Please share our survey within your treasury networks—your participation transforms this resource into the powerhouse it is today!

Suggestions for content or areas to explore are always welcome. Together, we improve every single time we run the survey.

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



WANT TO CHAT FURTHER?

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



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