

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

UK Results
Q3, 2024



CONTENTS

BACKGROUND TO THE SALARY SURVEY

COMPENSATION BY POSITION

COMPENSATION BY JOB ROLE

Treasury Analyst / Dealer

Treasury Manager / Accountant

Treasury Consultant

Senior Treasury Consultant

Assistant Treasurer

Deputy Treasurer

International / Regional Treasurer

Group Treasurer

Global Treasurer / Treasury Director

BENEFITS DATA

FEELINGS ABOUT SALARY & MANAGER

WORK FROM HOME POLICIES & TRENDS

EMPLOYEE SENTIMENTS

KEY INSIGHTS & FINAL WORDS



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

United Kingdom

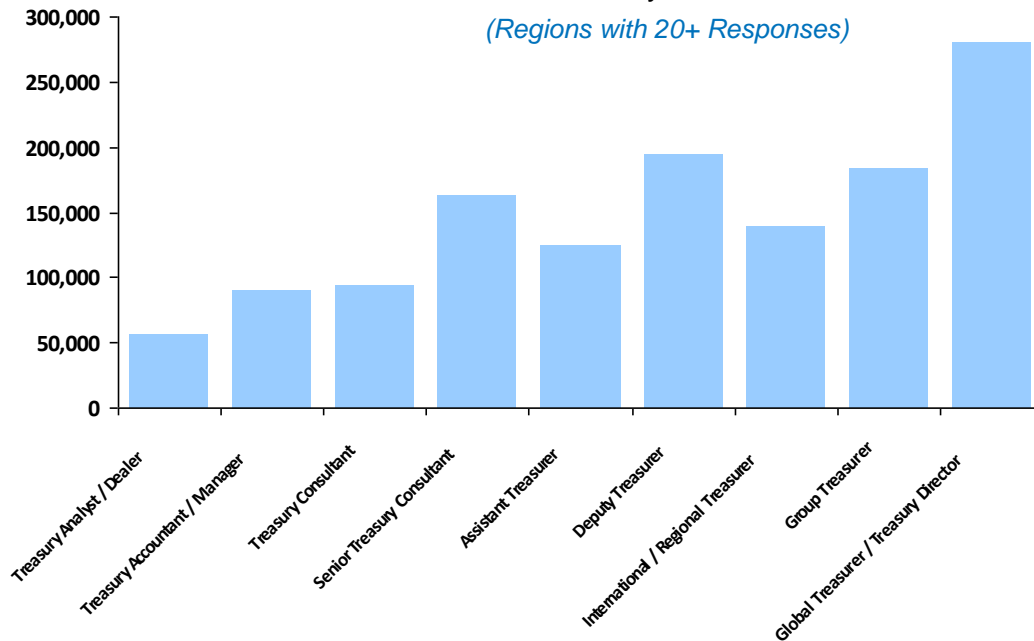
Currency in GBP £

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	72	£53,902	£5,208	7%	£5,284	50%	£56,905
Treasury Accountant / Manager	91	£79,891	£6,330	30%	£11,687	71%	£90,117
Treasury Consultant	10	£87,659	£7,700	-	£11,000	-	£93,929
Senior Treasury Consultant	15	£156,348	£15,000	-	£20,875	-	£162,915
Assistant Treasurer	61	£106,763	£6,382	43%	£21,670	69%	£124,403
Deputy Treasurer	28	£148,500	£9,104	54%	£48,744	86%	£195,157
International / Regional Treasurer	27	£118,691	£7,271	52%	£23,532	70%	£139,021
Group Treasurer	50	£146,327	£8,519	36%	£40,536	84%	£183,444
Global Treasurer / Treasury Director	38	£200,890	£9,638	42%	£95,817	79%	£280,592
Global:	392	£110,199					£133,475

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



COMPENSATION BY JOB ROLE

**Including Average for Base Salaries,
Car Allowances, Bonuses, Total
Compensations.**

**Also Minimum & Maximum Compensation
Packages**

THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Analyst / Dealer

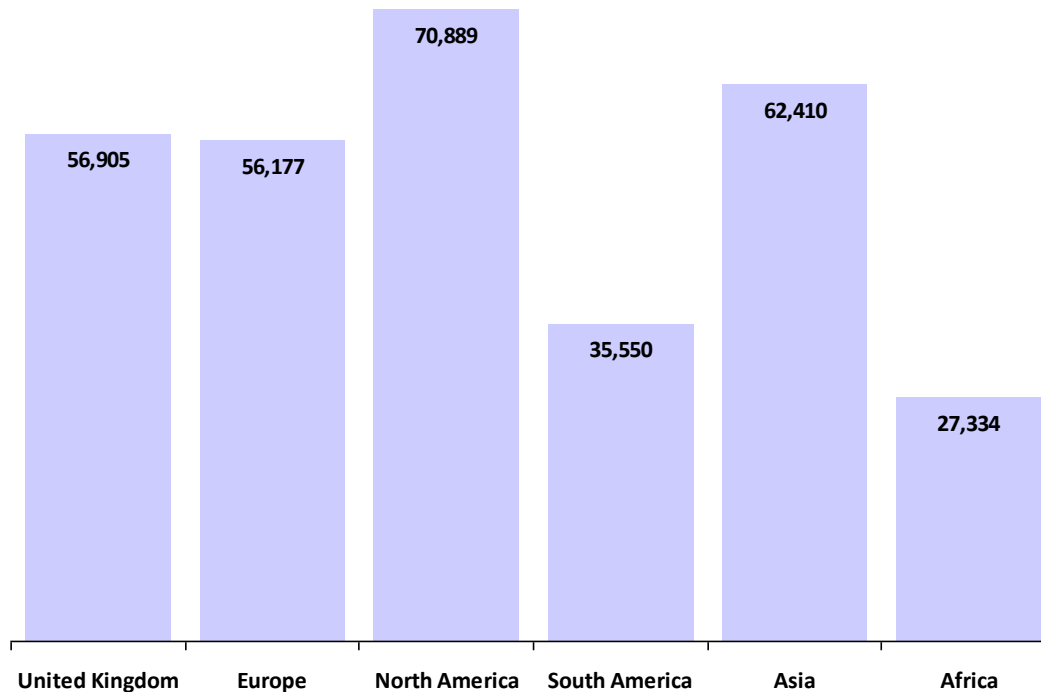
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	72	£53,902	£5,208	7%	£5,284	50%	£56,905
Europe	66	£50,748	£5,966	24%	£5,594	71%	£56,177
North America	68	£66,965	£1,896	1%	£6,022	65%	£70,889
South America	1	£35,550	£0	-	£0	-	£35,550
Asia	1	£49,375	£3,160	-	£9,875	-	£62,410
Africa	1	£23,700	£2,054	-	£1,580	-	£27,334
Global:	209	£56,902					£61,008

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Analyst / Dealer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	72	£30,000	£75,000	£0	£7,350	£0	£19,000	£31,000	£92,000
Europe	66	£19,920	£79,200	£0	£9,960	£0	£14,774	£21,414	£79,265
North America	68	£35,550	£88,480	£0	£1,896	£0	£17,775	£35,550	£98,750
South America	1	£35,550	£35,550	£0	£0	£0	£0	£35,550	£35,550
Asia	1	£49,375	£49,375	£3,160	£3,160	£9,875	£9,875	£62,410	£62,410
Africa	1	£23,700	£23,700	£2,054	£2,054	£1,580	£1,580	£27,334	£27,334

209

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant / Manager

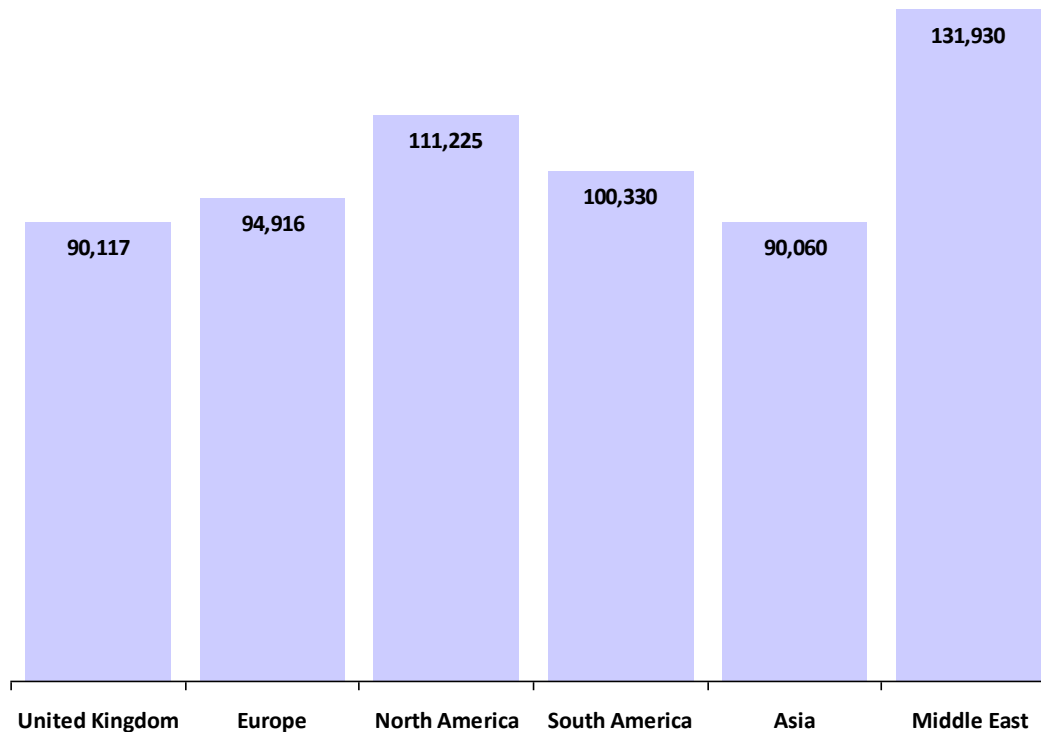
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	91	£79,891	£6,330	30%	£11,687	71%	£90,117
Europe	101	£84,929	£7,120	22%	£11,361	74%	£94,916
North America	89	£101,583	£0	0%	£13,202	73%	£111,225
South America	1	£64,780	£3,950	-	£31,600	-	£100,330
Asia	1	£80,580	£0	-	£9,480	-	£90,060
Middle East	1	£110,600	£0	-	£21,330	-	£131,930
Global:	284	£88,538					£98,622

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Accountant / Manager

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	91	£48,000	£101,120	£0	£10,000	£0	£28,000	£48,000	£128,000
Europe	101	£58,100	£133,500	£0	£11,205	£0	£33,200	£58,100	£155,750
North America	89	£60,480	£123,477	£0	£0	£0	£48,980	£66,080	£163,530
South America	1	£64,780	£64,780	£3,950	£3,950	£31,600	£31,600	£100,330	£100,330
Asia	1	£80,580	£80,580	£0	£0	£9,480	£9,480	£90,060	£90,060
Middle East	1	£110,600	£110,600	£0	£0	£21,330	£21,330	£131,930	£131,930

284

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

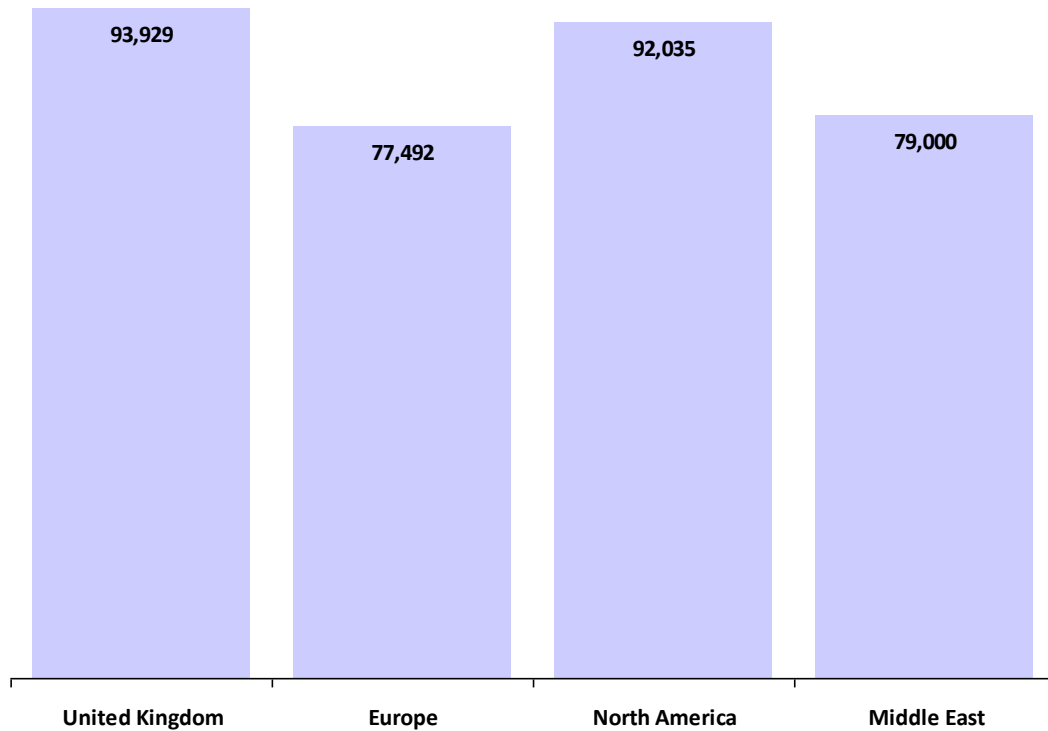
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	10	£87,659	£7,700	-	£11,000	-	£93,929
Europe	11	£71,527	£5,652	-	£9,053	-	£77,492
North America	2	£79,790	£0	-	£12,245	-	£92,035
Middle East	1	£79,000	£0	-	£0	-	£79,000
Global:	24	£79,248					£85,616

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Consultant

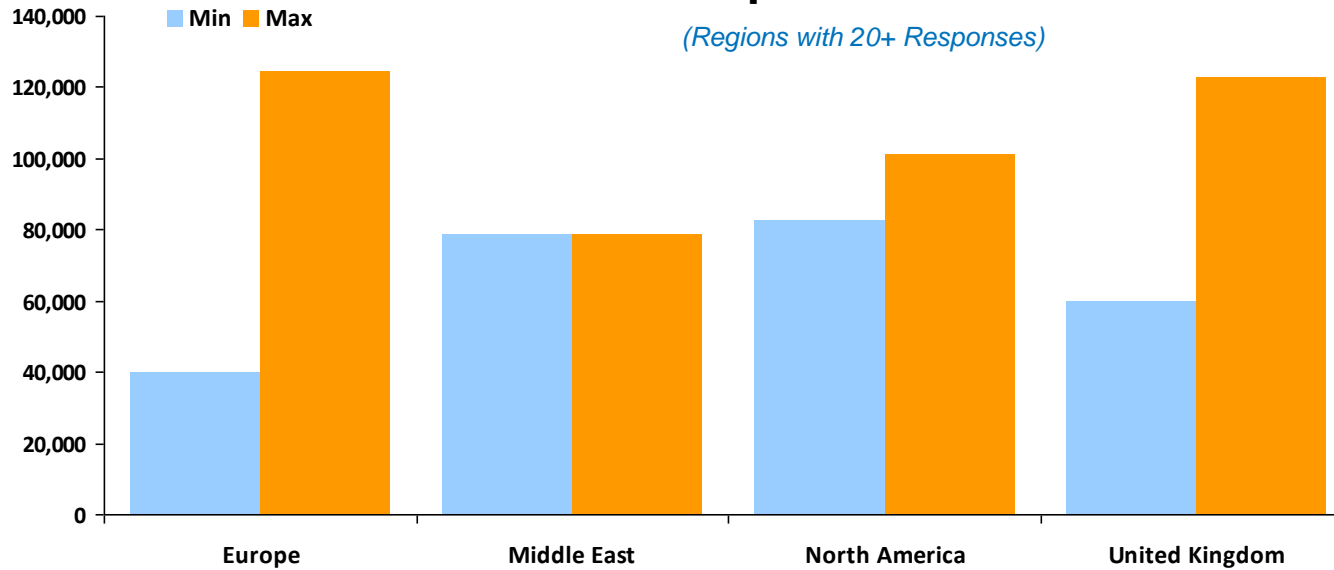
Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	10	£60,000	£103,530	£0	£7,700	£0	£22,000	£60,000	£122,700
Europe	11	£33,200	£99,600	£0	£9,960	£0	£24,900	£40,165	£124,500
North America	2	£71,100	£88,480	£0	£0	£11,850	£12,640	£82,950	£101,120
Middle East	1	£79,000	£79,000	£0	£0	£0	£0	£79,000	£79,000

24

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

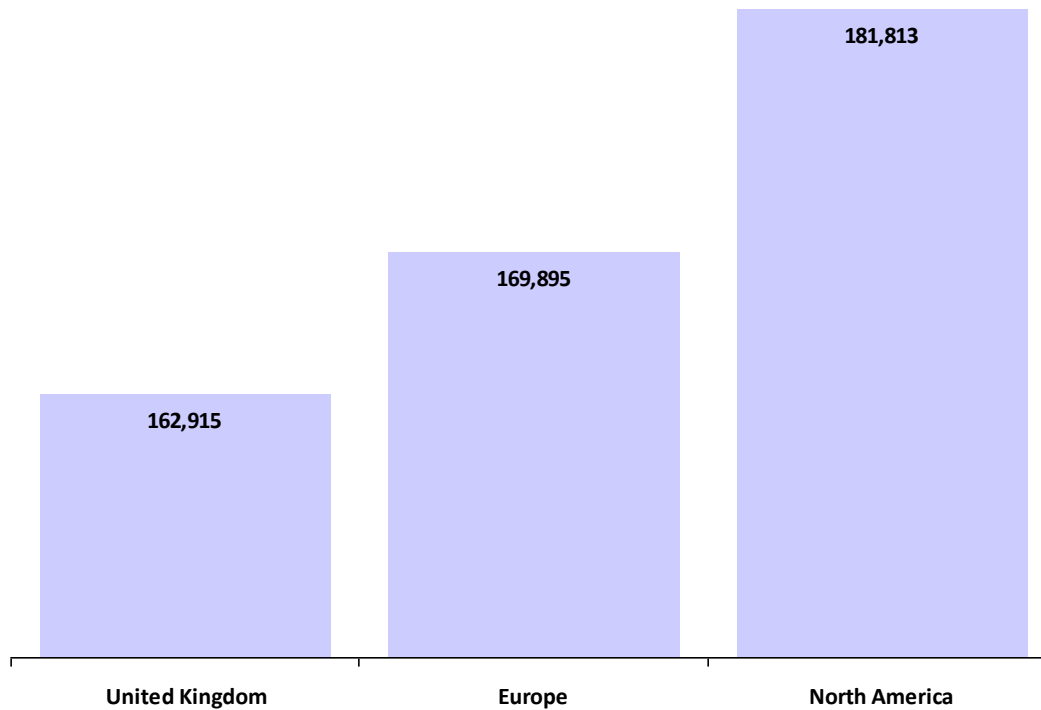
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	15	£156,348	£15,000	-	£20,875	-	£162,915
Europe	18	£164,068	£9,960	-	£16,994	-	£169,895
North America	7	£170,301	£0	-	£20,145	-	£181,813
Global:	40	£162,264					£169,363

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Senior Treasury Consultant

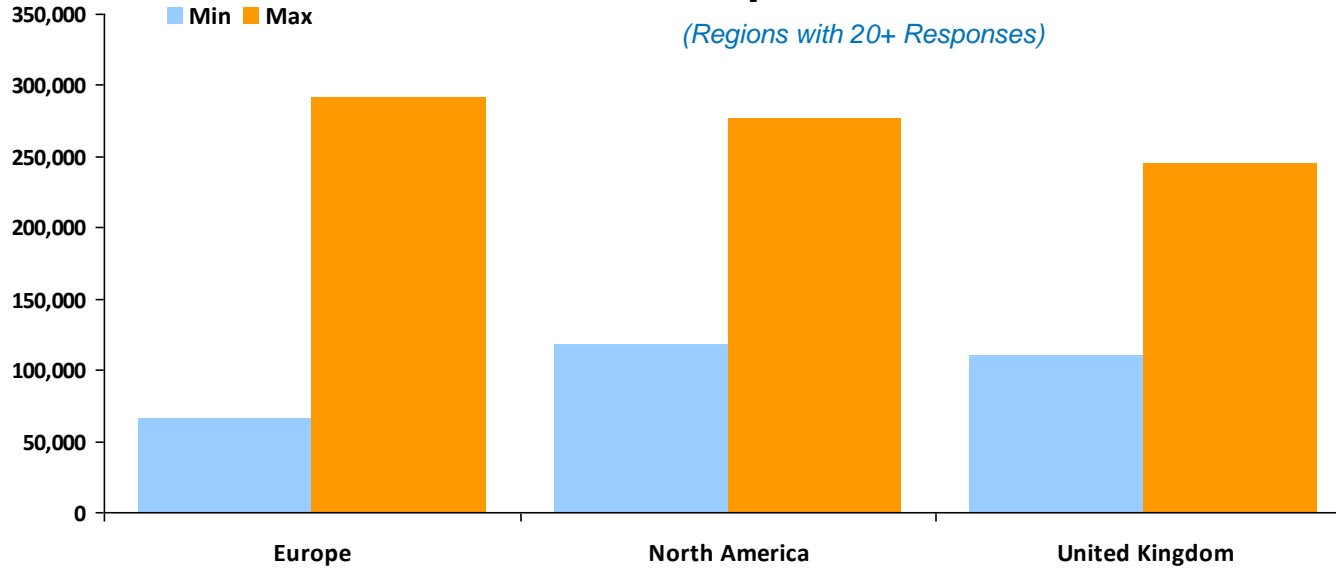
Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	15	£100,000	£245,160	£0	£15,000	£0	£34,000	£110,000	£245,160
Europe	18	£56,000	£291,920	£0	£12,450	£0	£29,880	£66,500	£291,920
North America	7	£114,550	£276,500	£0	£0	£0	£43,450	£118,500	£276,500

40

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

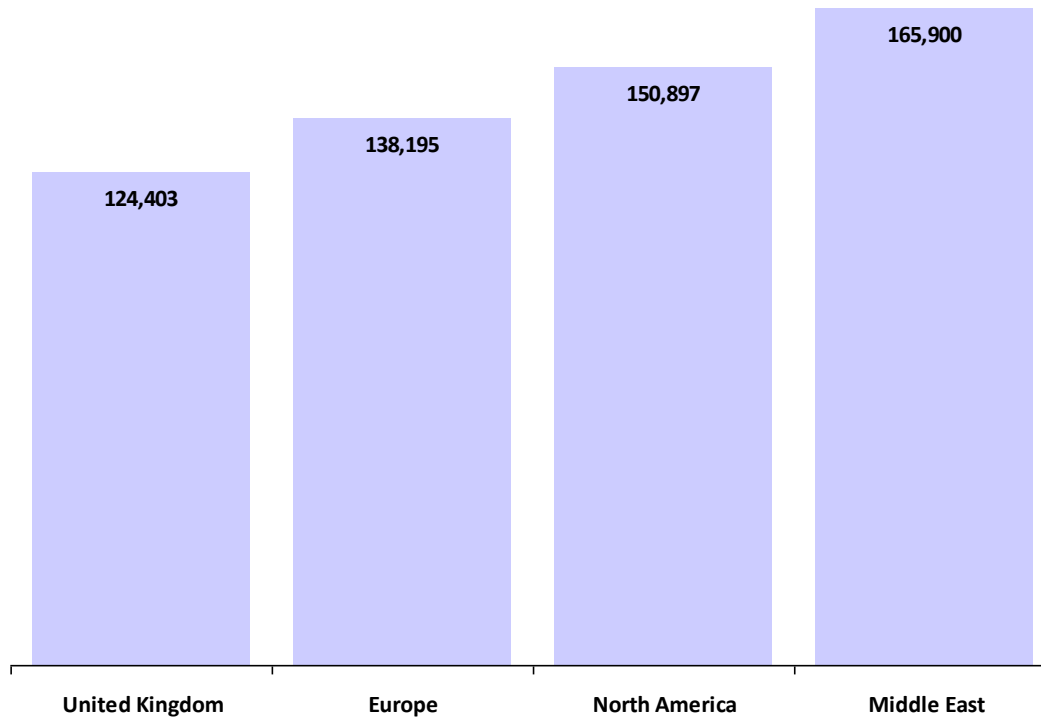
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	61	£106,763	£6,382	43%	£21,670	69%	£124,403
Europe	43	£116,769	£8,382	37%	£19,200	95%	£138,195
North America	58	£129,542	£0	0%	£24,286	88%	£150,897
Middle East	1	£126,400	£0	-	£39,500	-	£165,900
Global:	163	£117,628					£137,723

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Assistant Treasurer

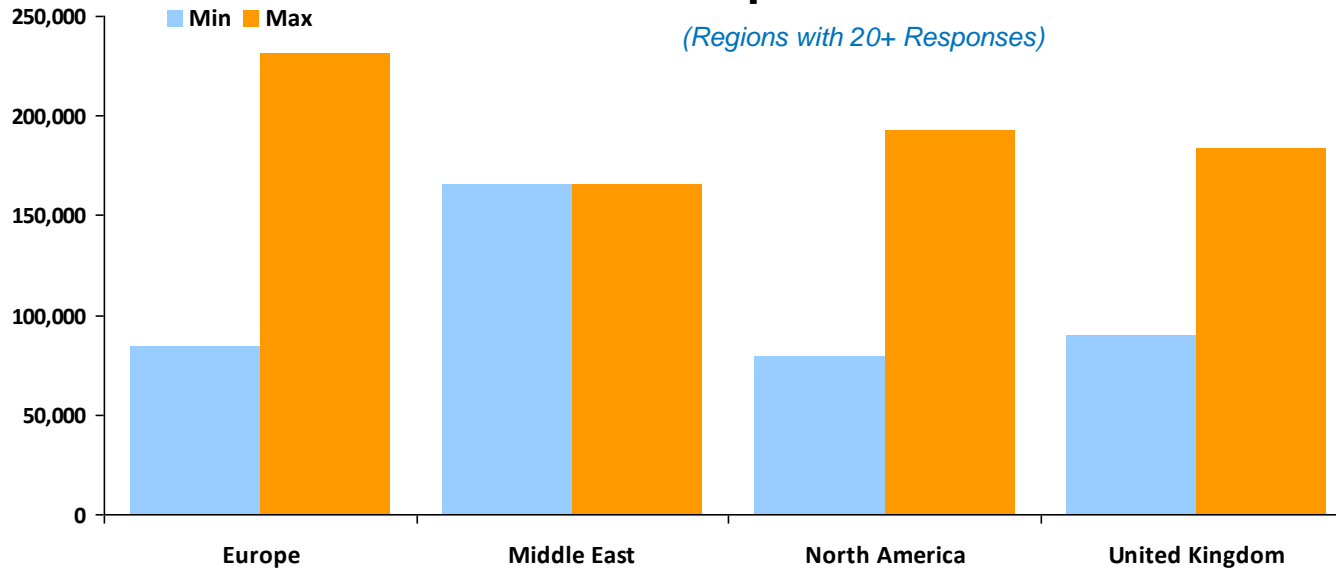
Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	61	£85,000	£131,000	£0	£10,000	£0	£60,000	£90,000	£184,000
Europe	43	£78,850	£173,550	£0	£15,189	£0	£83,000	£84,577	£231,570
North America	58	£79,790	£154,050	£0	£0	£0	£59,645	£79,790	£193,155
Middle East	1	£126,400	£126,400	£0	£0	£39,500	£39,500	£165,900	£165,900

163

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

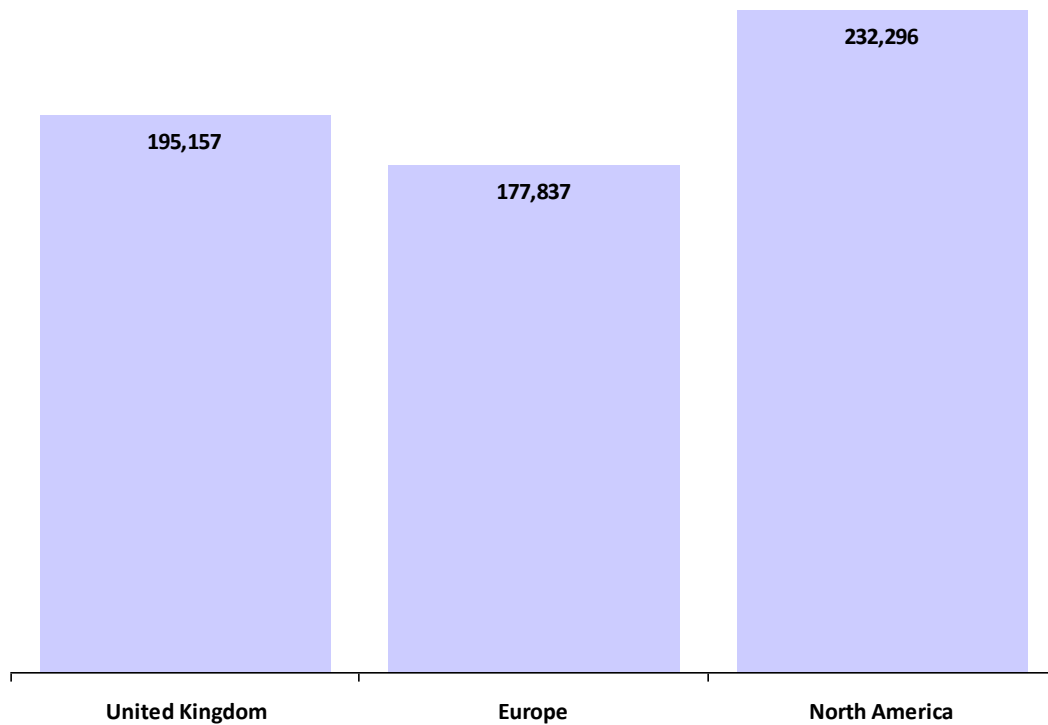
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	28	£148,500	£9,104	54%	£48,744	86%	£195,157
Europe	11	£139,543	£11,399	-	£35,185	-	£177,837
North America	14	£184,847	£0	-	£51,099	-	£232,296
Global:	53	£156,242					£201,373

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Deputy Treasurer

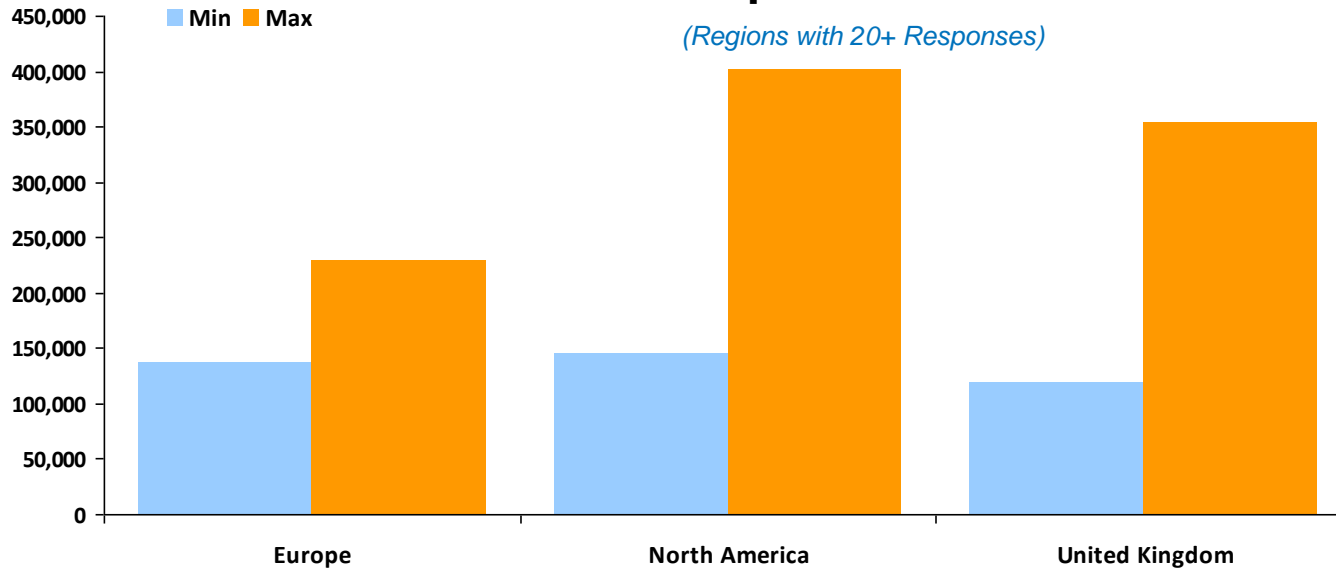
Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	28	£118,000	£207,770	£0	£13,500	£0	£182,832	£120,000	£354,792
Europe	11	£103,750	£204,700	£0	£14,940	£12,450	£66,400	£136,950	£230,674
North America	14	£138,250	£225,150	£0	£0	£0	£176,960	£146,150	£402,110

53

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

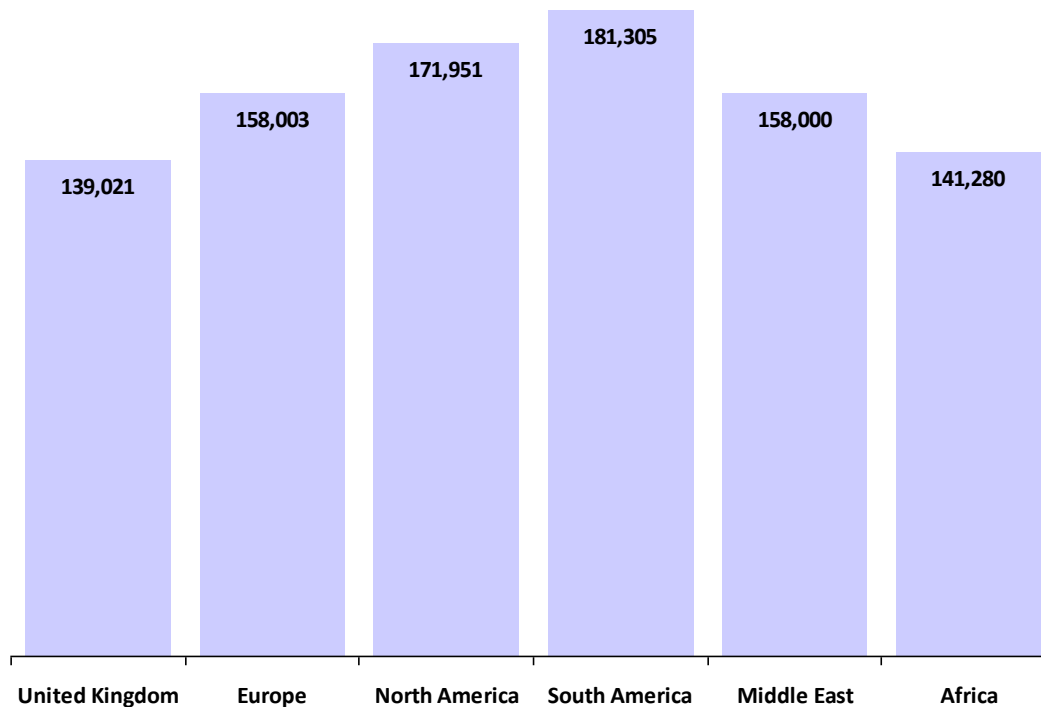
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	27	£118,691	£7,271	52%	£23,532	70%	£139,021
Europe	49	£127,111	£9,963	45%	£28,141	94%	£158,003
North America	63	£146,607	£7,946	6%	£31,298	79%	£171,951
South America	1	£161,950	£0	-	£19,355	-	£181,305
Middle East	2	£130,350	£14,220	-	£41,080	-	£158,000
Africa	2	£73,830	£9,480	-	£62,710	-	£141,280
Global:	144	£133,609					£160,475

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

International / Regional Treasurer

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	27	£90,000	£160,000	£0	£10,500	£0	£45,000	£97,000	£194,000
Europe	49	£75,600	£193,130	£0	£22,250	£0	£102,350	£84,000	£283,020
North America	63	£77,280	£181,700	£0	£9,900	£0	£79,000	£91,280	£258,330
South America	1	£161,950	£161,950	£0	£0	£19,355	£19,355	£181,305	£181,305
Middle East	2	£118,500	£142,200	£0	£14,220	£0	£41,080	£142,200	£173,800
Africa	2	£67,150	£80,510	£0	£9,480	£12,450	£112,970	£92,960	£189,600

144

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

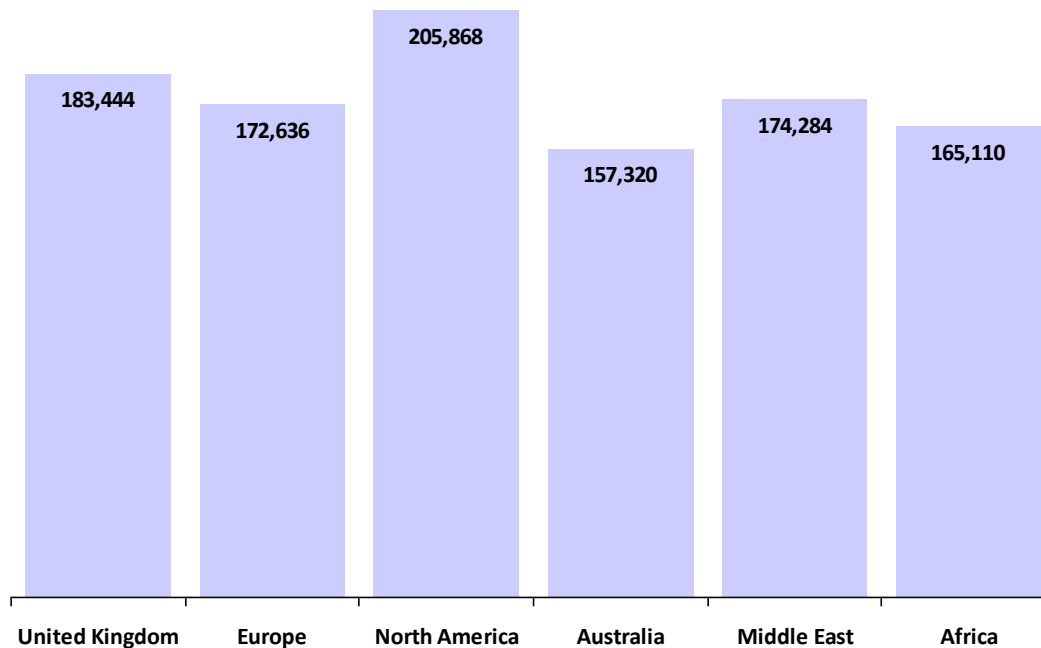
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	50	£146,327	£8,519	36%	£40,536	84%	£183,444
Europe	69	£137,747	£8,920	51%	£36,123	84%	£172,636
North America	40	£164,935	£6,162	5%	£50,781	80%	£205,868
Australia	3	£139,602	£8,134	-	£15,007	-	£157,320
Middle East	2	£154,530	£10,458	-	£29,050	-	£174,284
Africa	1	£138,250	£0	-	£26,860	-	£165,110
Global:	165	£147,178					£183,663

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Group Treasurer

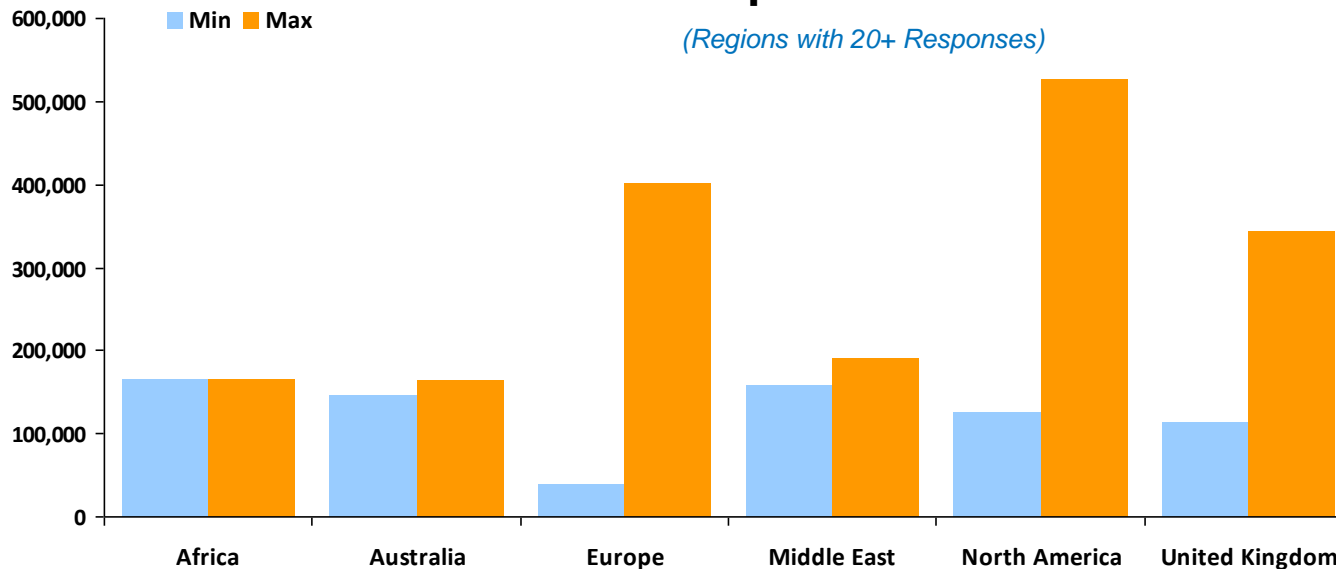
Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	50	£106,000	£200,000	£0	£13,000	£0	£205,000	£113,500	£342,600
Europe	69	£23,507	£275,900	£0	£22,250	£0	£133,500	£38,544	£400,500
North America	40	£126,000	£237,000	£0	£6,636	£0	£289,930	£126,000	£526,930
Australia	3	£123,165	£147,900	£0	£8,134	£8,300	£22,950	£146,115	£164,174
Middle East	2	£151,060	£158,000	£0	£10,458	£0	£29,050	£158,000	£190,568
Africa	1	£138,250	£138,250	£0	£0	£26,860	£26,860	£165,110	£165,110

165

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

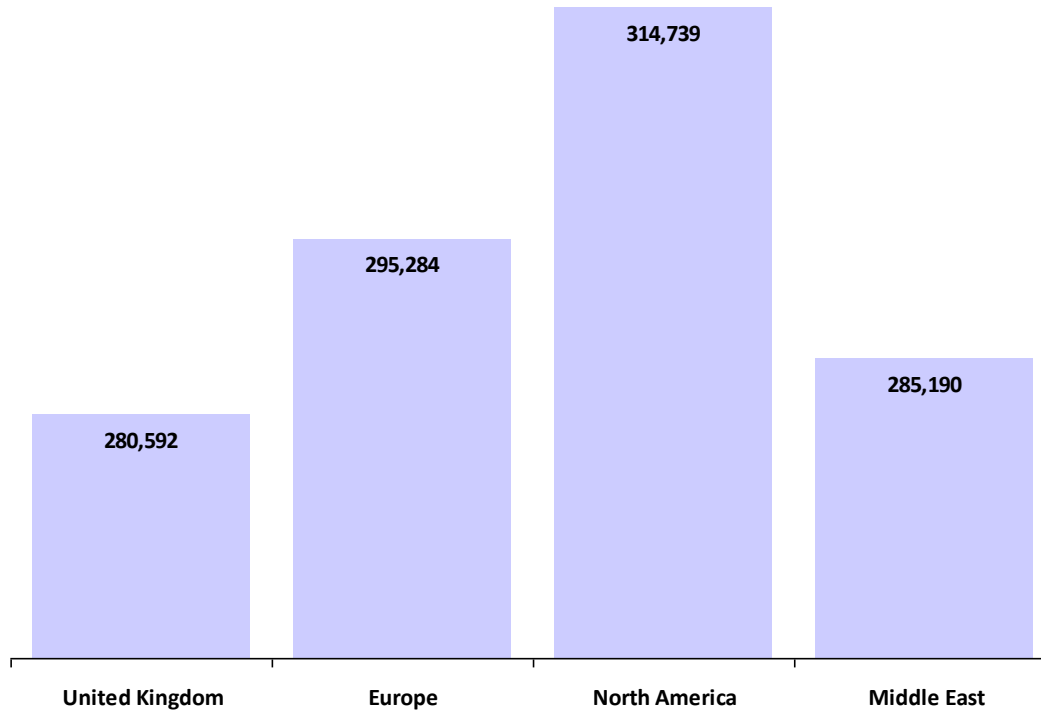
Currency in GBP £

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	38	£200,890	£9,638	42%	£95,817	79%	£280,592
Europe	26	£220,188	£11,180	77%	£75,169	88%	£295,284
North America	75	£234,338	£9,264	4%	£89,586	89%	£314,739
Middle East	2	£246,875	£9,480	-	£33,575	-	£285,190
Global:	141	£222,892					£301,530

Average Total Compensation

Currency in GBP £

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Global Treasurer / Treasury Director

Currency in GBP £

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	38	£135,000	£275,000	£0	£18,600	£0	£268,300	£159,500	£504,900
Europe	26	£126,000	£347,634	£0	£16,600	£0	£178,000	£126,000	£493,950
North America	75	£178,540	£341,280	£0	£16,020	£0	£284,400	£187,230	£553,000
Middle East	2	£193,550	£300,200	£0	£9,480	£19,750	£47,400	£213,300	£357,080

141

Total Compensation Min/Max



BENEFITS DATA

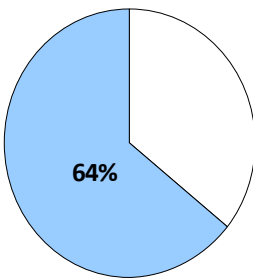
Benefits

All Positions

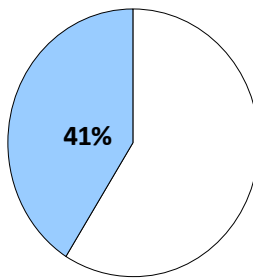
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	392	251	240	85	115	225	53	24	98
Europe	394	162	140	87	94	229	54	22	34
North America	416	297	160	118	116	271	57	23	2
South America	3	3	2	0	0	3	0	1	0
Australia	3	1	0	2	0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

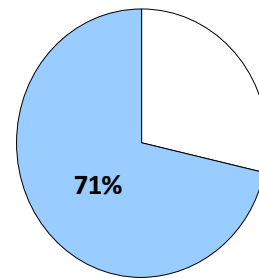
United Kingdom



Europe

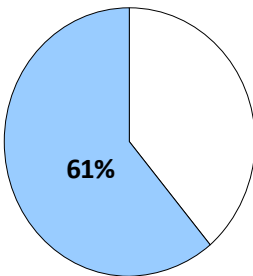


North America

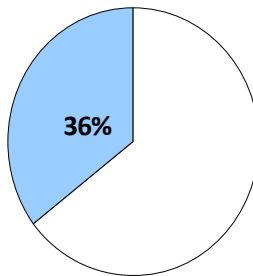


Pension Plan Match

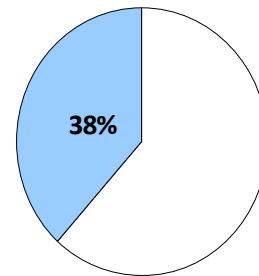
United Kingdom



Europe



North America

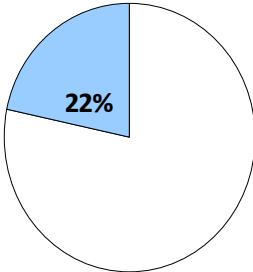


Benefits

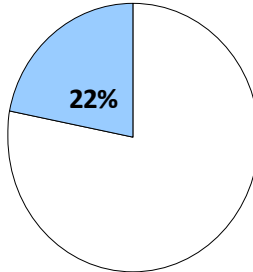
All Positions

Stock Options

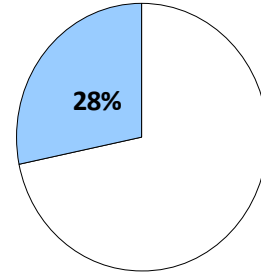
United Kingdom



Europe

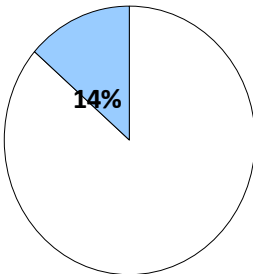


North America

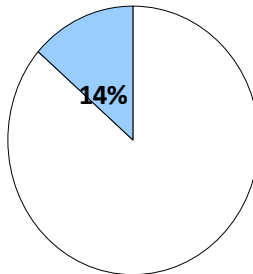


Gym Membership

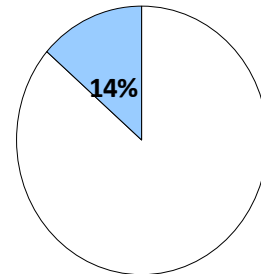
United Kingdom



Europe

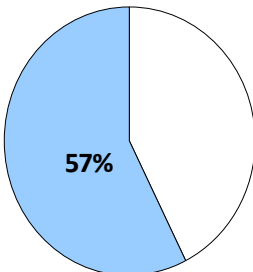


North America

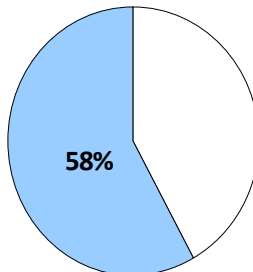


Flextime

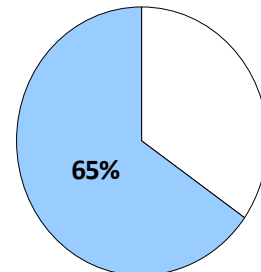
United Kingdom



Europe



North America

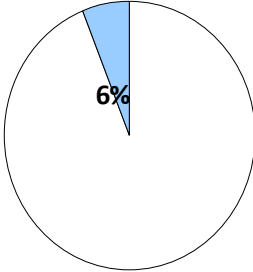


Benefits

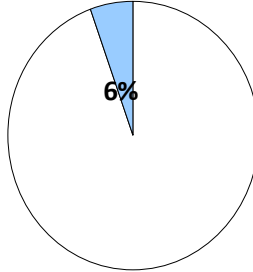
All Positions

Childcare

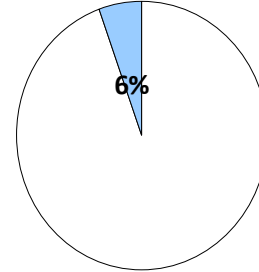
United Kingdom



Europe

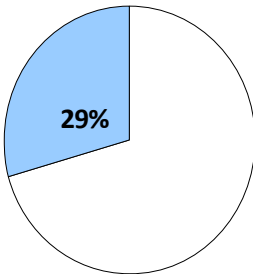


North America

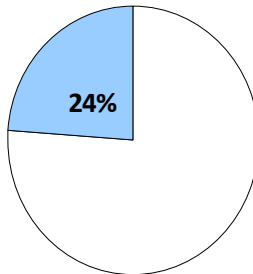


Employee Discounts

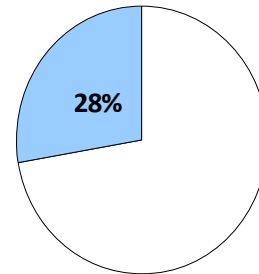
United Kingdom



Europe



North America

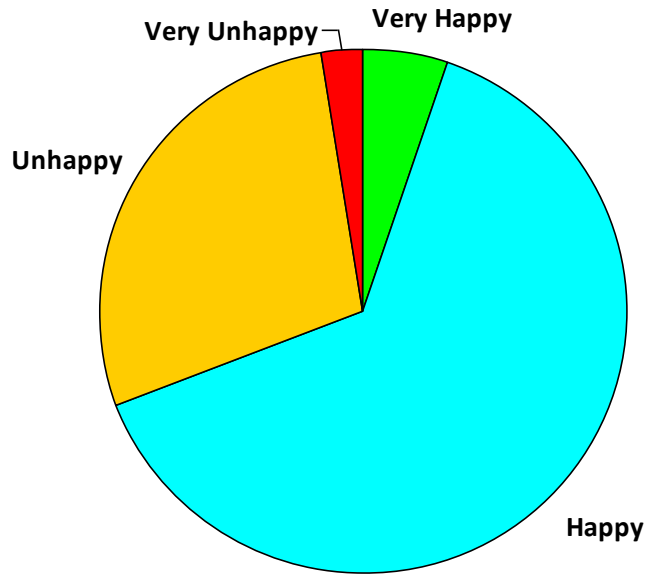


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: United Kingdom

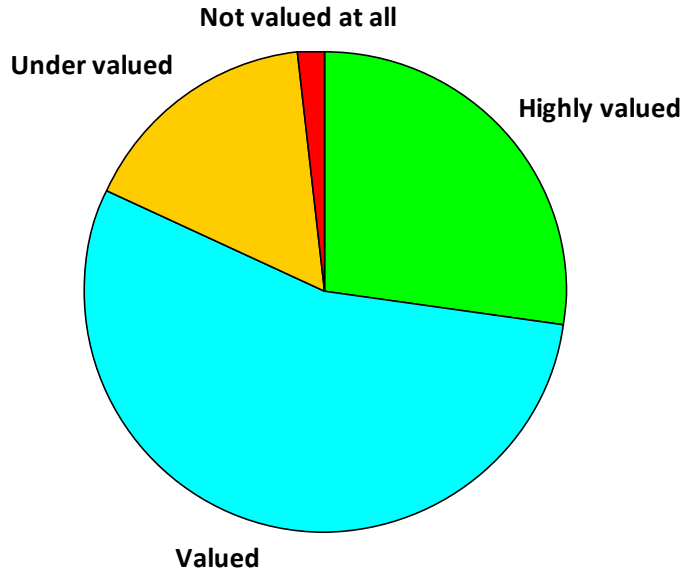


Happy with Salary	Responses	Percent
Very Happy	20	5.3%
Happy	241	63.8%
Unhappy	108	28.6%
Very Unhappy	9	2.4%
Total Responses:	378	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

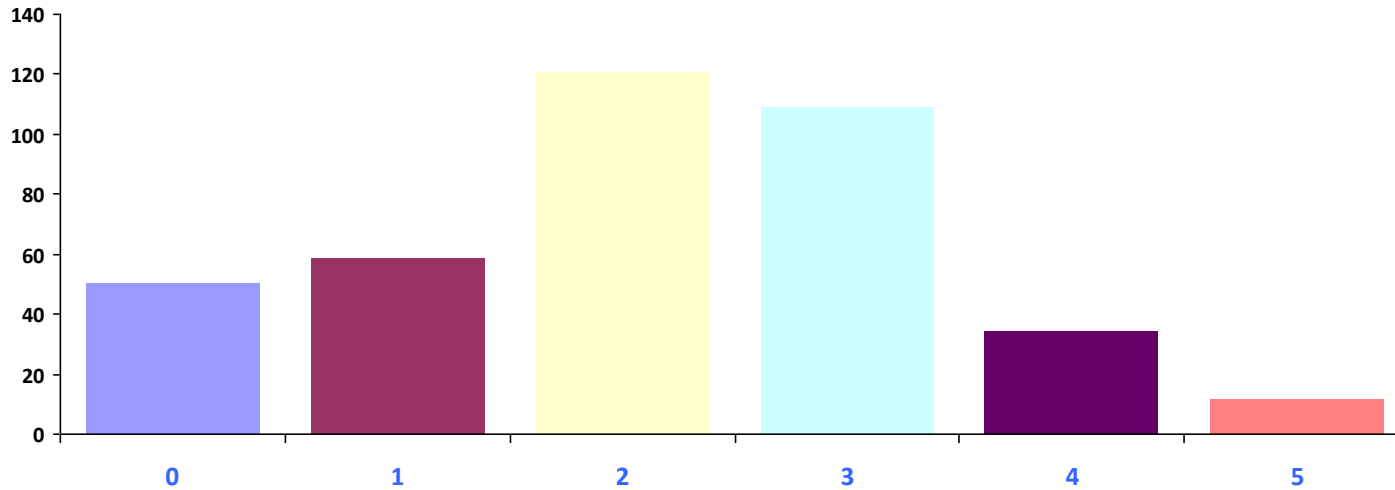
REGION: United Kingdom



Happy with Salary	Responses	Percent
Highly valued	103	27.3%
Valued	206	54.6%
Under valued	62	16.4%
Not valued at	6	1.6%
Total Responses:	377	100%

WORK FROM HOME POLICIES & TRENDS

THE TREASURY RECRUITMENT COMPANY
Number of Days Are You Currently Working in the Office
REGION: United Kingdom

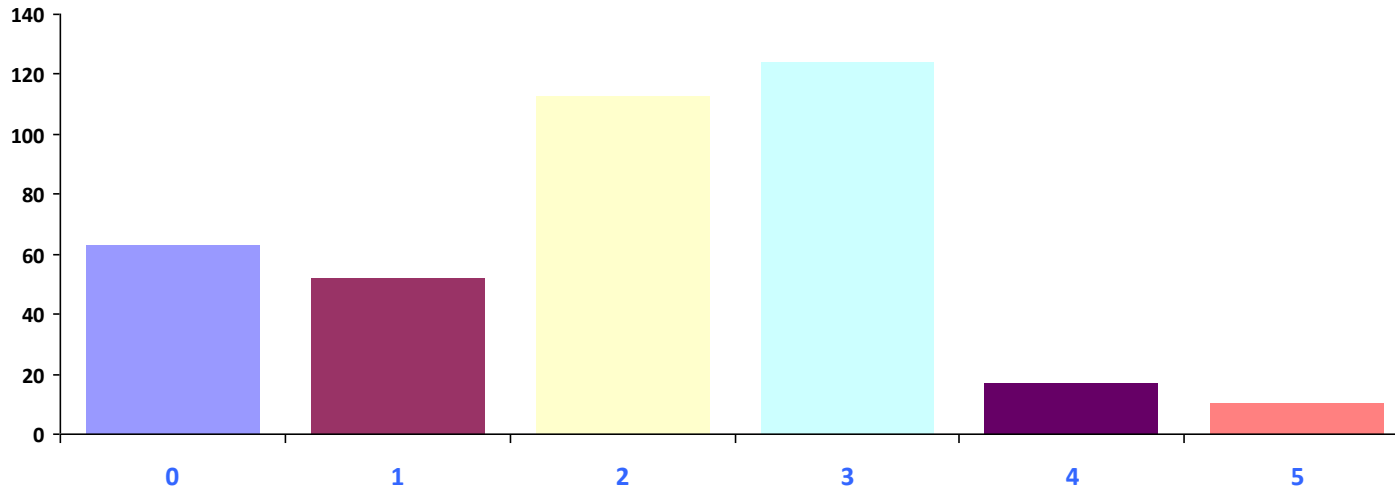


Days in Office

Days in Office	Responses	Percent
0	50	13%
1	59	15%
2	121	31%
3	109	28%
4	34	9%
5	12	3%

TOTAL: 385

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

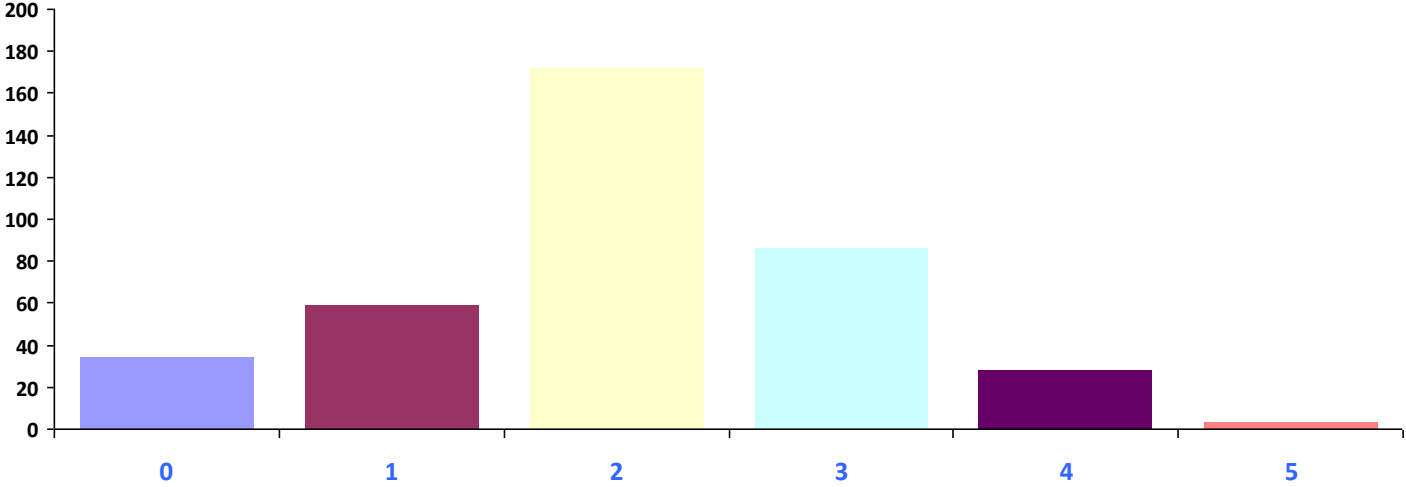


Days in Office

Days in Office	Responses	Percent
0	63	17%
1	52	14%
2	113	30%
3	124	33%
4	17	4%
5	10	3%

TOTAL: 379

THE TREASURY RECRUITMENT COMPANY
Number of Days You Would Like to Work in the Office
REGION: United Kingdom



Days in Office

Days in Office	Responses	Percent
0	34	9%
1	59	15%
2	172	45%
3	86	23%
4	28	7%
5	3	1%

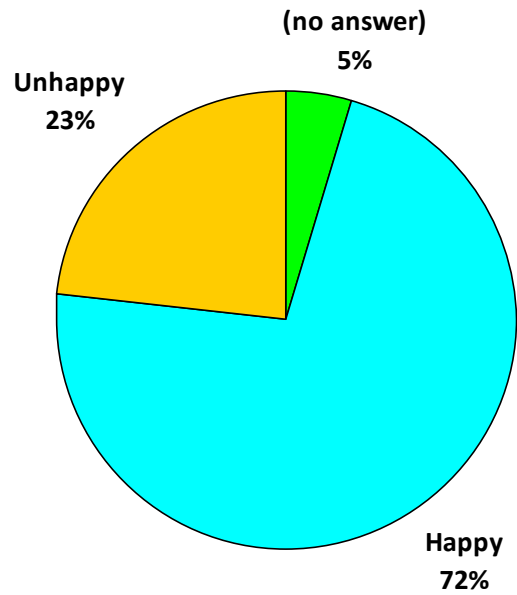
TOTAL: 382

EMPLOYEE SENTIMENTS

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: United Kingdom



Happy with Role	Responses	Percent
Unhappy	92	23.5%
Happy	281	71.7%
(no answer)	19	4.8%
Total Responses:	392	100%

KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey

KEY INSIGHTS FROM OUR Q3 2024 TREASURY SALARY SURVEY

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.

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.

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

www.treasuryrecruitment.com

UK: + 44 7813 612 399

US: + 1 727 538 7706

enquiry@treasuryrecruitment.com

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



Mike Richards

CEO & Founder

mike@treasuryrecruitment.com

CONNECT TODAY 



Joe Grabowski

Executive Consultant, US Treasury

joe@treasuryrecruitment.com

CONNECT TODAY 



Katie Hardie

Executive Consultant, Global Treasury

katie@treasuryrecruitment.com

CONNECT TODAY 

For any general enquiries please contact:

UK: + 44 7813 612 399 / US: + 1 312 612 0933

or visit

[treasuryrecruitment.com](https://www.treasuryrecruitment.com)

THE
**TREASURY
RECRUITMENT**
CO

THANK YOU!

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

**OVER 1,200 TREASURY PROFESSIONALS TAKE PART
&
YOU CAN RECEIVE A COPY OF THE RESULTS**

TAKE PART TODAY →