

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

USA 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

North America

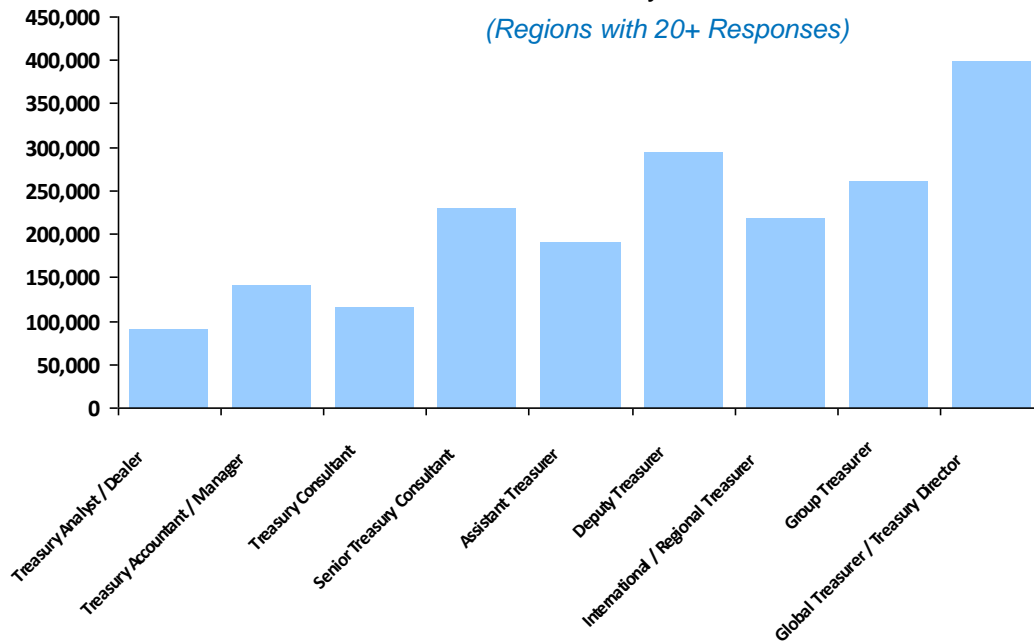
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	68	\$84,772	\$2,400	1%	\$7,623	65%	\$89,740
Treasury Accountant / Manager	89	\$128,591	\$0	0%	\$16,713	73%	\$140,797
Treasury Consultant	2	\$101,000	\$0	-	\$15,500	-	\$116,500
Senior Treasury Consultant	7	\$215,571	\$0	-	\$25,500	-	\$230,143
Assistant Treasurer	58	\$163,993	\$0	0%	\$30,746	88%	\$191,028
Deputy Treasurer	14	\$233,984	\$0	-	\$64,682	-	\$294,045
International / Regional Treasurer	63	\$185,581	\$10,058	6%	\$39,618	79%	\$217,662
Group Treasurer	40	\$208,785	\$7,800	5%	\$64,279	80%	\$260,599
Global Treasurer / Treasury Director	75	\$296,655	\$11,747	4%	\$113,406	89%	\$398,435
Global:	416	\$177,884					\$215,608

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Position

United Kingdom

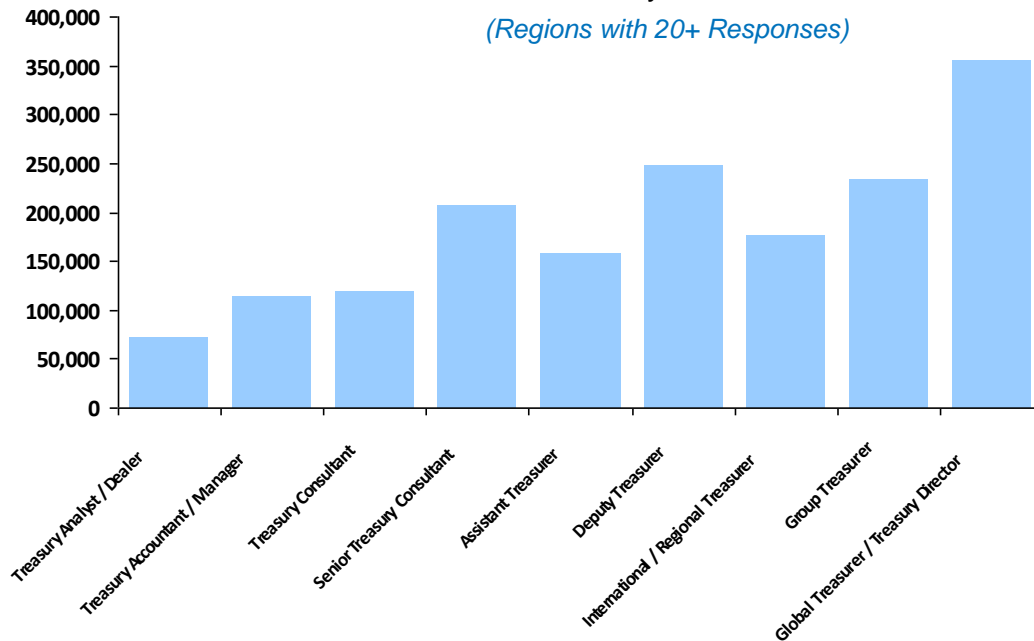
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	72	\$68,455	\$6,615	7%	\$6,710	50%	\$72,270
Treasury Accountant / Manager	91	\$101,457	\$8,039	30%	\$14,842	71%	\$114,443
Treasury Consultant	10	\$111,327	\$9,779	-	\$13,970	-	\$119,290
Senior Treasury Consultant	15	\$198,562	\$19,050	-	\$26,511	-	\$206,902
Assistant Treasurer	61	\$135,589	\$8,105	43%	\$27,520	69%	\$157,991
Deputy Treasurer	28	\$188,564	\$11,562	54%	\$61,905	86%	\$247,819
International / Regional Treasurer	27	\$150,738	\$9,235	52%	\$29,886	70%	\$176,557
Group Treasurer	50	\$185,836	\$10,820	36%	\$51,481	84%	\$232,974
Global Treasurer / Treasury Director	38	\$255,130	\$12,240	42%	\$121,687	79%	\$356,352
Global:	392	\$139,950					\$169,509

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Position

Europe

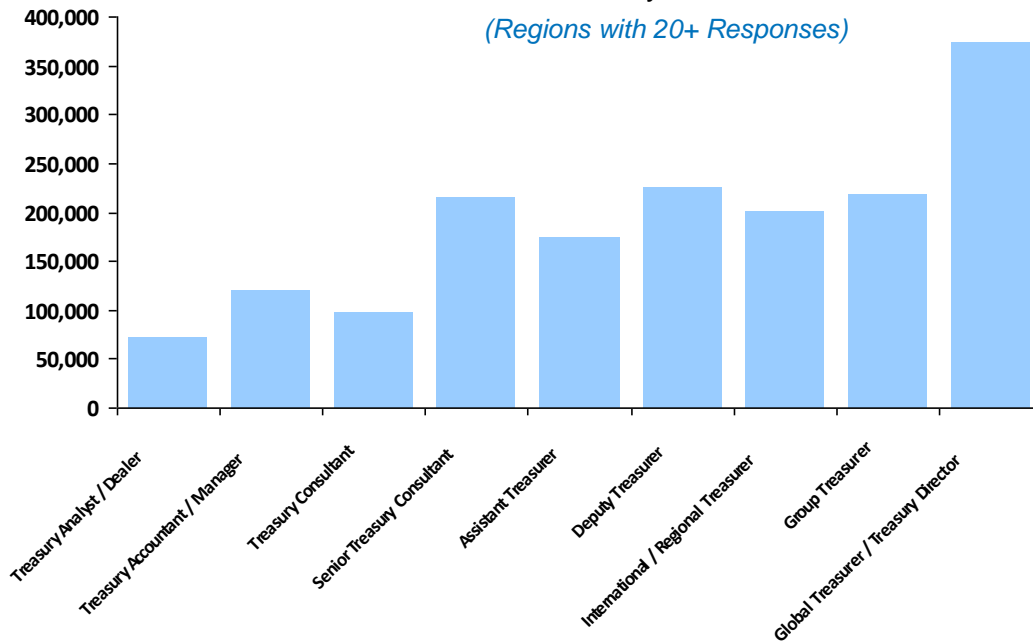
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	66	\$64,256	\$7,547	24%	\$7,077	71%	\$71,125
Treasury Accountant / Manager	101	\$107,611	\$9,023	22%	\$14,387	74%	\$120,259
Treasury Consultant	11	\$90,629	\$7,151	-	\$11,463	-	\$98,181
Senior Treasury Consultant	18	\$207,971	\$12,600	-	\$21,550	-	\$215,357
Assistant Treasurer	43	\$147,944	\$10,613	37%	\$24,317	95%	\$175,080
Deputy Treasurer	11	\$176,888	\$14,420	-	\$44,606	-	\$225,426
International / Regional Treasurer	49	\$161,213	\$12,618	45%	\$35,679	94%	\$200,373
Group Treasurer	69	\$174,517	\$11,297	51%	\$45,762	84%	\$218,715
Global Treasurer / Treasury Director	26	\$278,999	\$14,153	77%	\$95,232	88%	\$374,129
Global:	394	\$140,488					\$168,634

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

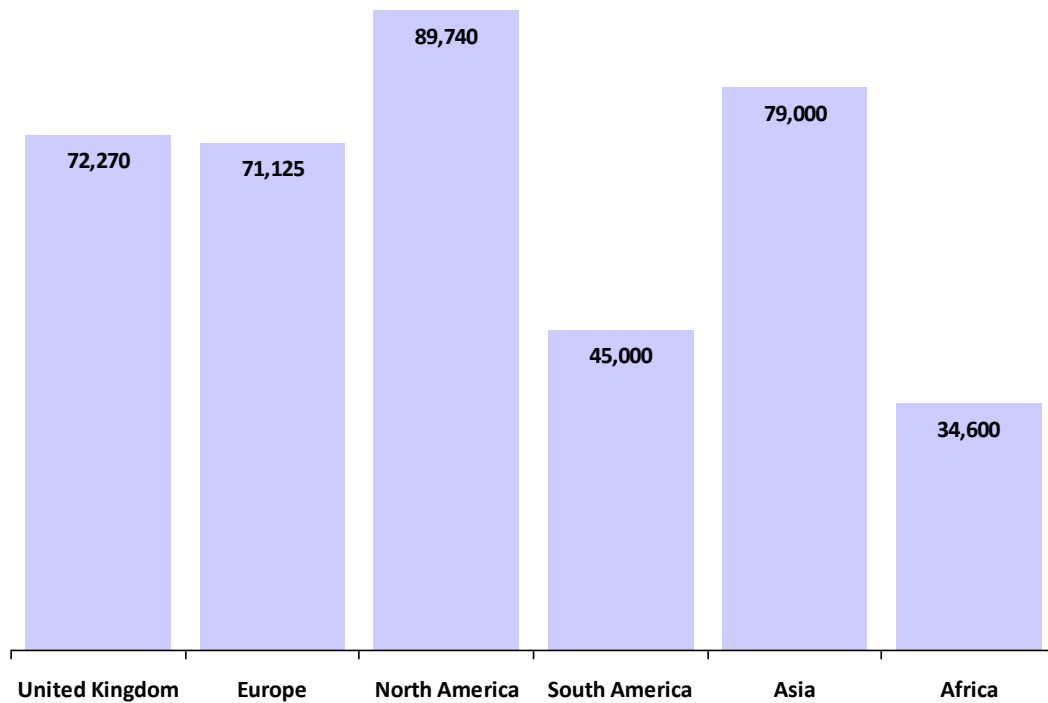
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	72	\$68,455	\$6,615	7%	\$6,710	50%	\$72,270
Europe	66	\$64,256	\$7,547	24%	\$7,077	71%	\$71,125
North America	68	\$84,772	\$2,400	1%	\$7,623	65%	\$89,740
South America	1	\$45,000	\$0	-	\$0	-	\$45,000
Asia	1	\$62,500	\$4,000	-	\$12,500	-	\$79,000
Africa	1	\$30,000	\$2,600	-	\$2,000	-	\$34,600
Global:	209	\$72,113					\$77,314

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

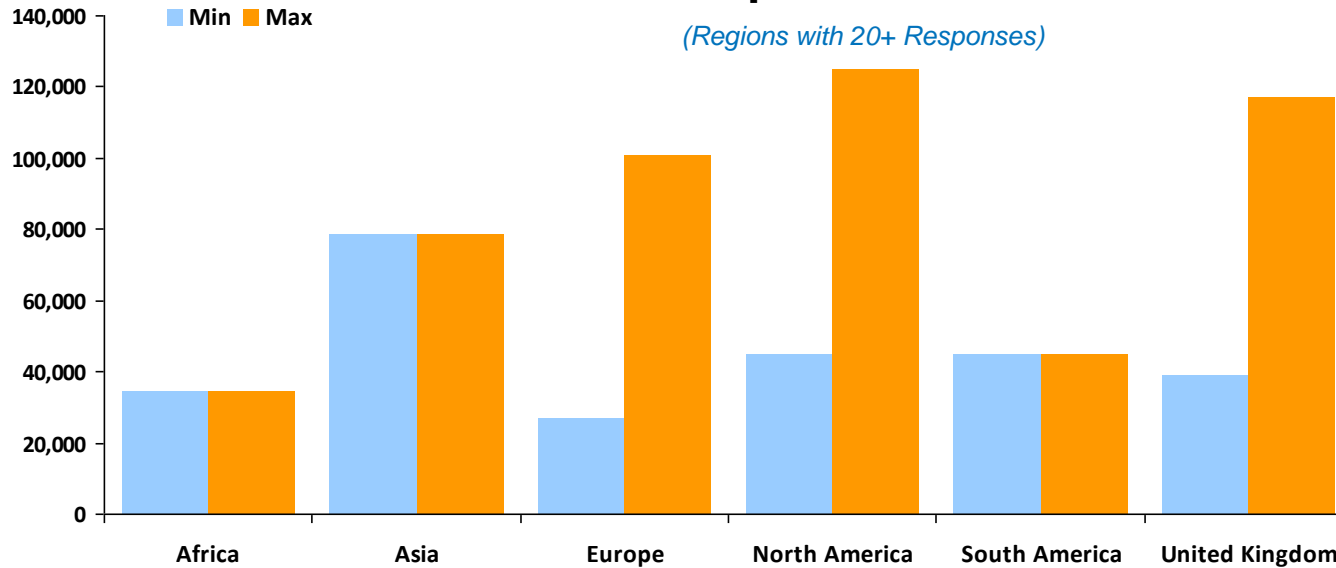
Treasury Analyst / Dealer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	72	\$38,100	\$95,250	\$0	\$9,335	\$0	\$24,130	\$39,370	\$116,840
Europe	66	\$25,200	\$100,800	\$0	\$12,600	\$0	\$18,690	\$27,090	\$100,800
North America	68	\$45,000	\$112,000	\$0	\$2,400	\$0	\$22,500	\$45,000	\$125,000
South America	1	\$45,000	\$45,000	\$0	\$0	\$0	\$0	\$45,000	\$45,000
Asia	1	\$62,500	\$62,500	\$4,000	\$4,000	\$12,500	\$12,500	\$79,000	\$79,000
Africa	1	\$30,000	\$30,000	\$2,600	\$2,600	\$2,000	\$2,000	\$34,600	\$34,600

209

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Accountant / Manager

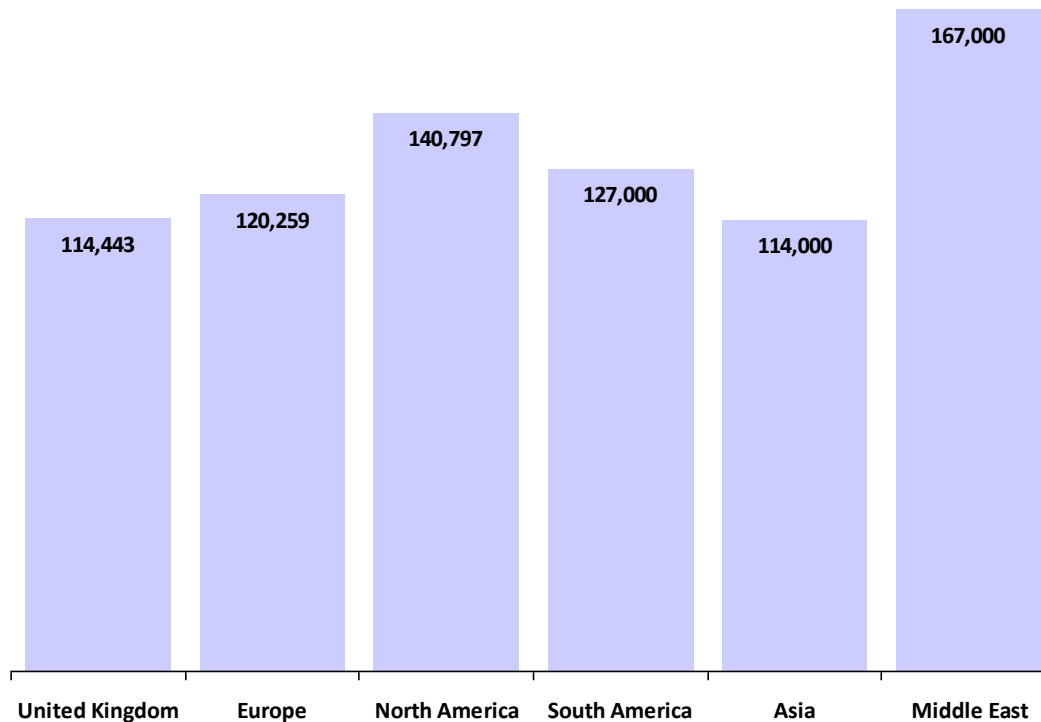
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	91	\$101,457	\$8,039	30%	\$14,842	71%	\$114,443
Europe	101	\$107,611	\$9,023	22%	\$14,387	74%	\$120,259
North America	89	\$128,591	\$0	0%	\$16,713	73%	\$140,797
South America	1	\$82,000	\$5,000	-	\$40,000	-	\$127,000
Asia	1	\$102,000	\$0	-	\$12,000	-	\$114,000
Middle East	1	\$140,000	\$0	-	\$27,000	-	\$167,000
Global:	284	\$112,218					\$124,998

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	91	\$60,960	\$128,000	\$0	\$12,700	\$0	\$35,560	\$60,960	\$162,560
Europe	101	\$73,500	\$169,500	\$0	\$14,175	\$0	\$42,000	\$73,500	\$197,750
North America	89	\$76,680	\$156,300	\$0	\$0	\$0	\$62,000	\$83,780	\$207,000
South America	1	\$82,000	\$82,000	\$5,000	\$5,000	\$40,000	\$40,000	\$127,000	\$127,000
Asia	1	\$102,000	\$102,000	\$0	\$0	\$12,000	\$12,000	\$114,000	\$114,000
Middle East	1	\$140,000	\$140,000	\$0	\$0	\$27,000	\$27,000	\$167,000	\$167,000

284

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

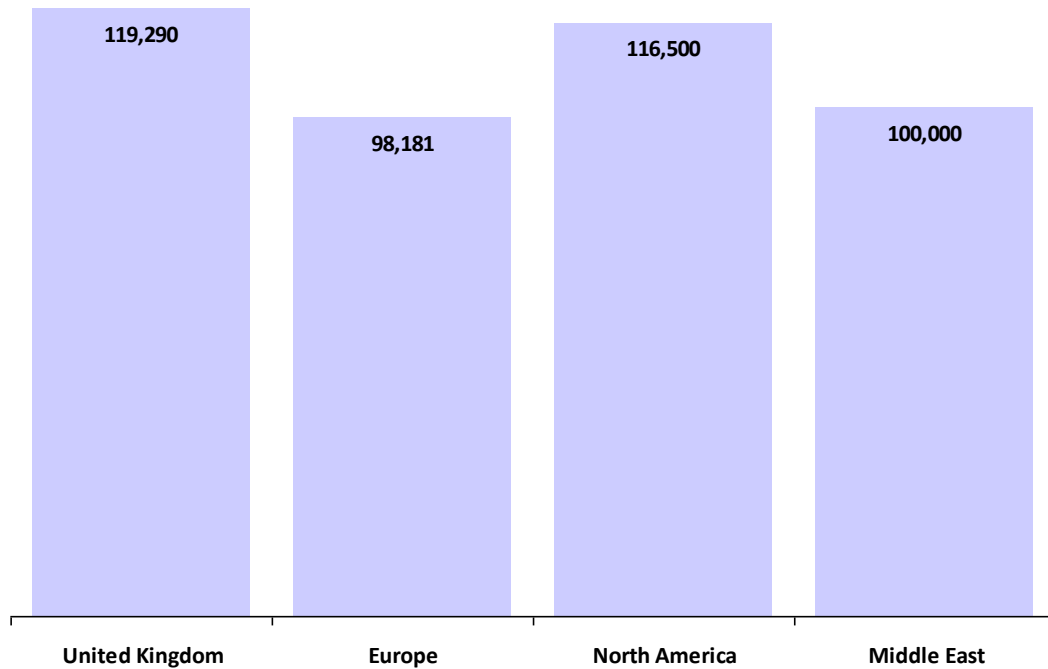
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	10	\$111,327	\$9,779	-	\$13,970	-	\$119,290
Europe	11	\$90,629	\$7,151	-	\$11,463	-	\$98,181
North America	2	\$101,000	\$0	-	\$15,500	-	\$116,500
Middle East	1	\$100,000	\$0	-	\$0	-	\$100,000
Global:	24	\$100,508					\$108,579

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Consultant

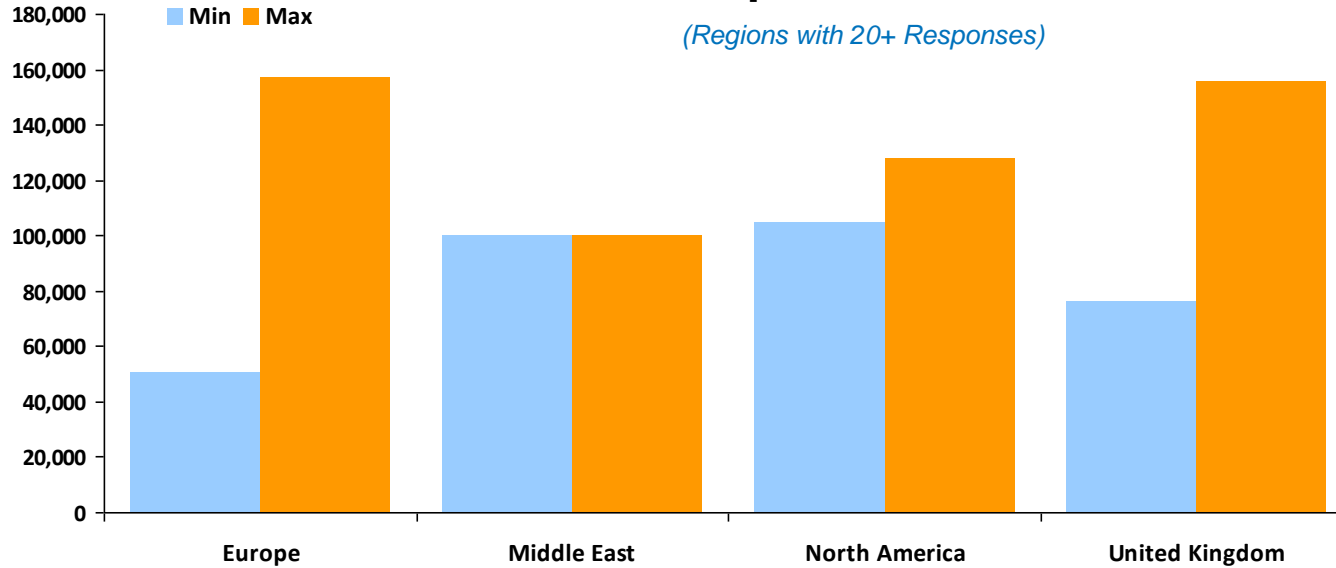
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	10	\$76,200	\$131,483	\$0	\$9,779	\$0	\$27,940	\$76,200	\$155,829
Europe	11	\$42,000	\$126,000	\$0	\$12,600	\$0	\$31,500	\$50,811	\$157,500
North America	2	\$90,000	\$112,000	\$0	\$0	\$15,000	\$16,000	\$105,000	\$128,000
Middle East	1	\$100,000	\$100,000	\$0	\$0	\$0	\$0	\$100,000	\$100,000

24

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

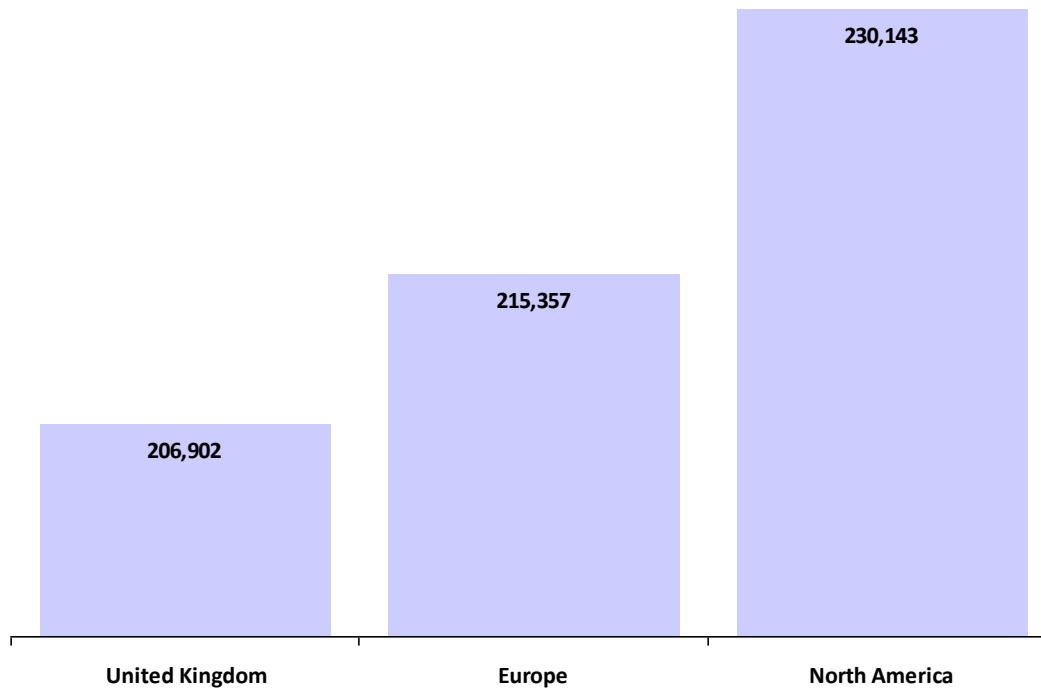
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	15	\$198,562	\$19,050	-	\$26,511	-	\$206,902
Europe	18	\$207,971	\$12,600	-	\$21,550	-	\$215,357
North America	7	\$215,571	\$0	-	\$25,500	-	\$230,143
Global:	40	\$205,773					\$214,774

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Senior Treasury Consultant

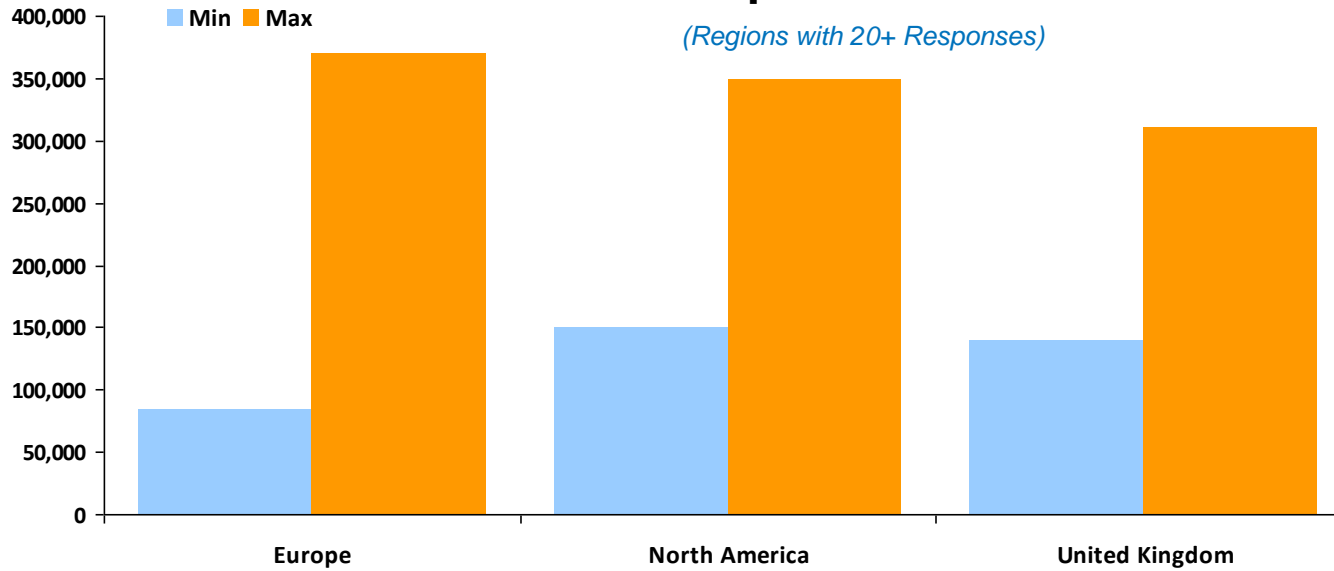
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	15	\$127,000	\$311,353	\$0	\$19,050	\$0	\$43,180	\$139,700	\$311,353
Europe	18	\$72,000	\$370,640	\$0	\$15,750	\$0	\$37,800	\$85,500	\$370,640
North America	7	\$145,000	\$350,000	\$0	\$0	\$0	\$55,000	\$150,000	\$350,000

40

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

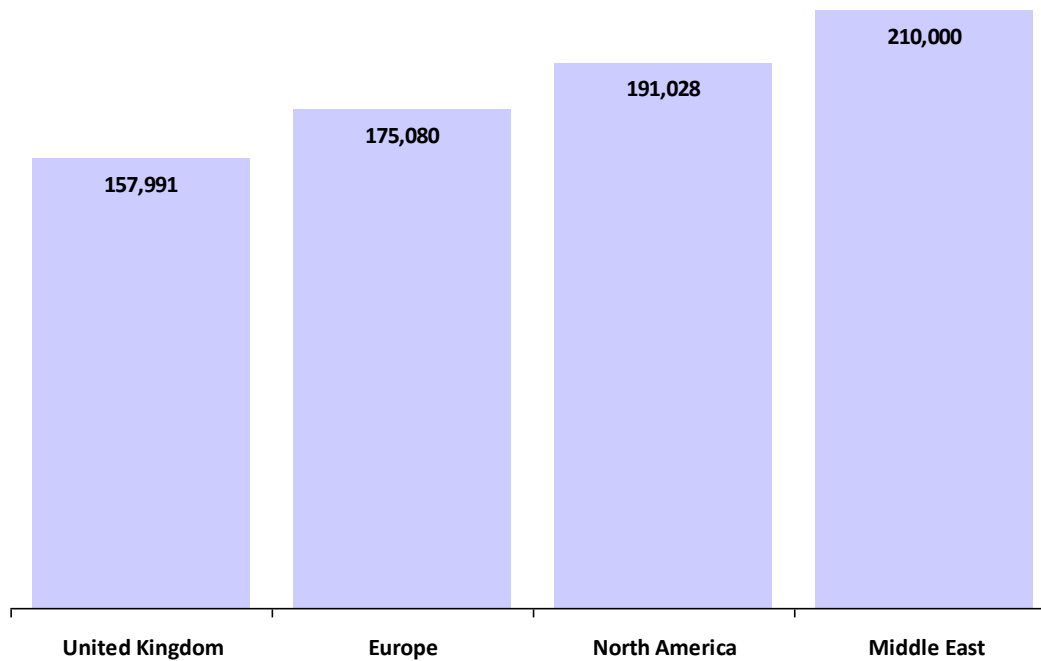
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	61	\$135,589	\$8,105	43%	\$27,520	69%	\$157,991
Europe	43	\$147,944	\$10,613	37%	\$24,317	95%	\$175,080
North America	58	\$163,993	\$0	0%	\$30,746	88%	\$191,028
Middle East	1	\$160,000	\$0	-	\$50,000	-	\$210,000
Global:	163	\$149,105					\$174,574

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	61	\$107,950	\$166,370	\$0	\$12,700	\$0	\$76,200	\$114,300	\$233,680
Europe	43	\$99,750	\$220,350	\$0	\$19,215	\$0	\$105,000	\$106,995	\$292,950
North America	58	\$101,000	\$195,000	\$0	\$0	\$0	\$75,500	\$101,000	\$244,500
Middle East	1	\$160,000	\$160,000	\$0	\$0	\$50,000	\$50,000	\$210,000	\$210,000

163

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

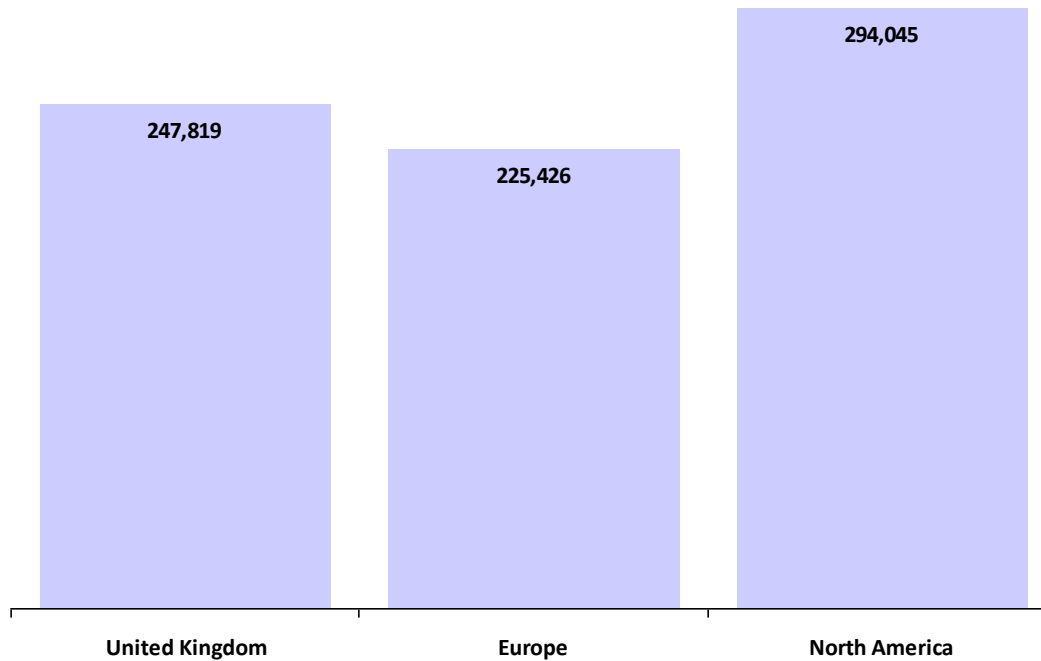
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	28	\$188,564	\$11,562	54%	\$61,905	86%	\$247,819
Europe	11	\$176,888	\$14,420	-	\$44,606	-	\$225,426
North America	14	\$233,984	\$0	-	\$64,682	-	\$294,045
Global:	53	\$198,138					\$255,382

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Deputy Treasurer

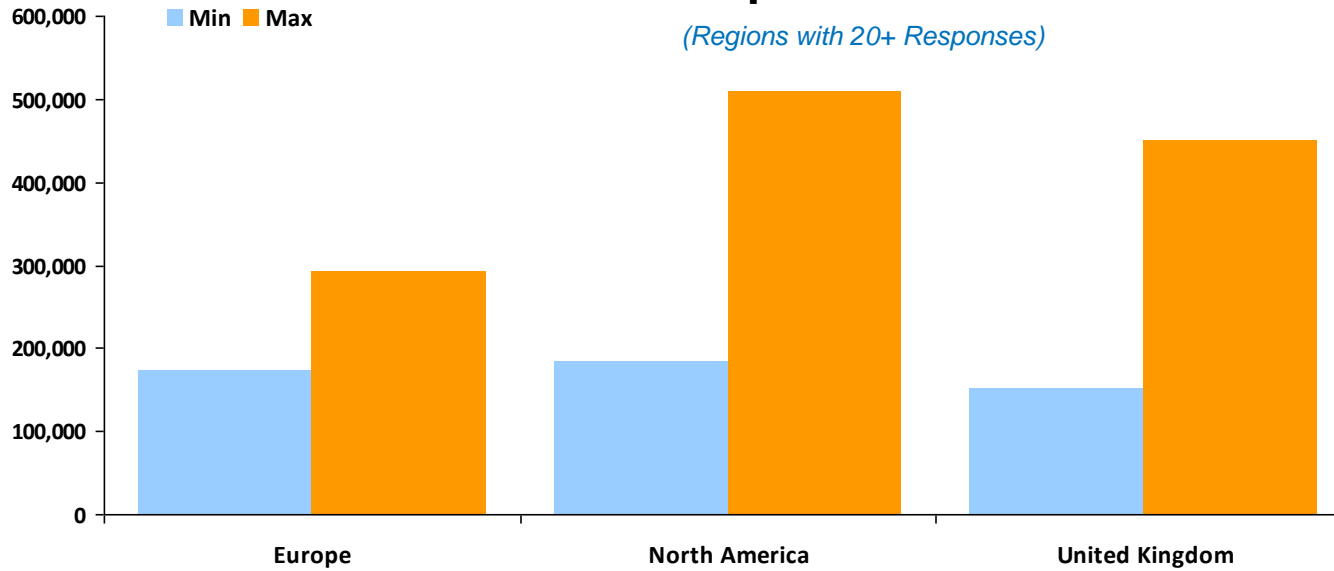
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	28	\$149,860	\$263,000	\$0	\$17,145	\$0	\$232,197	\$152,400	\$450,586
Europe	11	\$131,250	\$259,900	\$0	\$18,900	\$15,750	\$84,000	\$173,250	\$292,878
North America	14	\$175,000	\$285,000	\$0	\$0	\$0	\$224,000	\$185,000	\$509,000

53

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

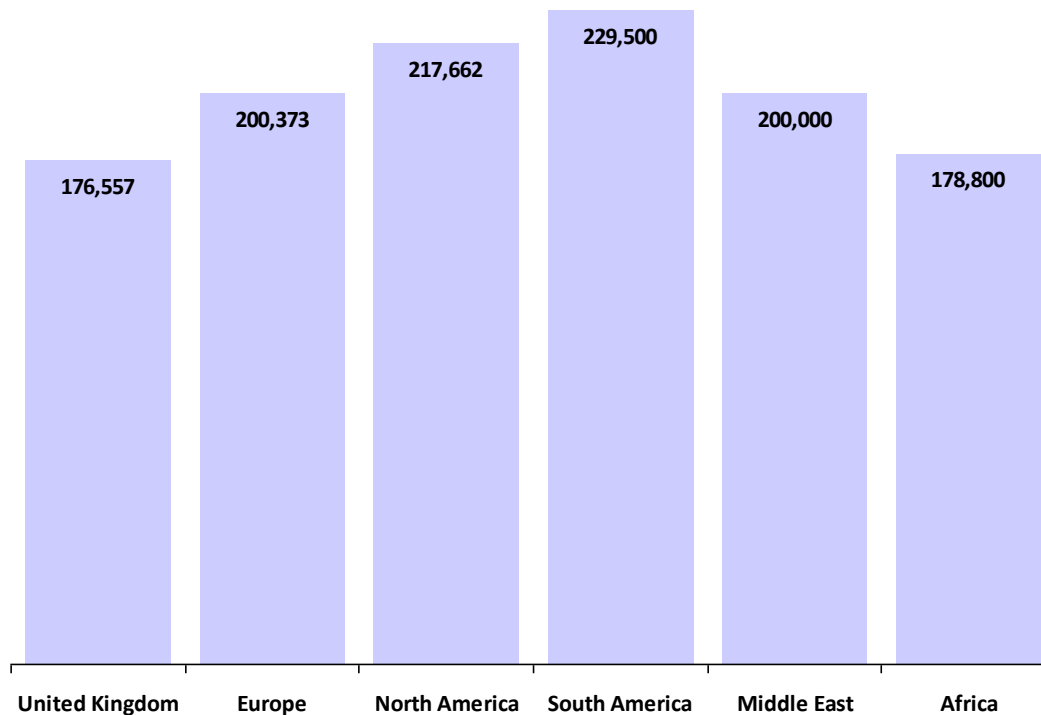
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	27	\$150,738	\$9,235	52%	\$29,886	70%	\$176,557
Europe	49	\$161,213	\$12,618	45%	\$35,679	94%	\$200,373
North America	63	\$185,581	\$10,058	6%	\$39,618	79%	\$217,662
South America	1	\$205,000	\$0	-	\$24,500	-	\$229,500
Middle East	2	\$165,000	\$18,000	-	\$52,000	-	\$200,000
Africa	2	\$93,425	\$12,000	-	\$79,375	-	\$178,800
Global:	144	\$169,325					\$203,369

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	\$114,300	\$203,200	\$0	\$13,335	\$0	\$57,150	\$123,190	\$246,380
Europe	49	\$97,200	\$245,210	\$0	\$28,250	\$0	\$129,950	\$108,000	\$359,340
North America	63	\$97,980	\$230,000	\$0	\$12,532	\$0	\$100,000	\$115,730	\$327,000
South America	1	\$205,000	\$205,000	\$0	\$0	\$24,500	\$24,500	\$229,500	\$229,500
Middle East	2	\$150,000	\$180,000	\$0	\$18,000	\$0	\$52,000	\$180,000	\$220,000
Africa	2	\$85,000	\$101,850	\$0	\$12,000	\$15,750	\$143,000	\$117,600	\$240,000

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Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

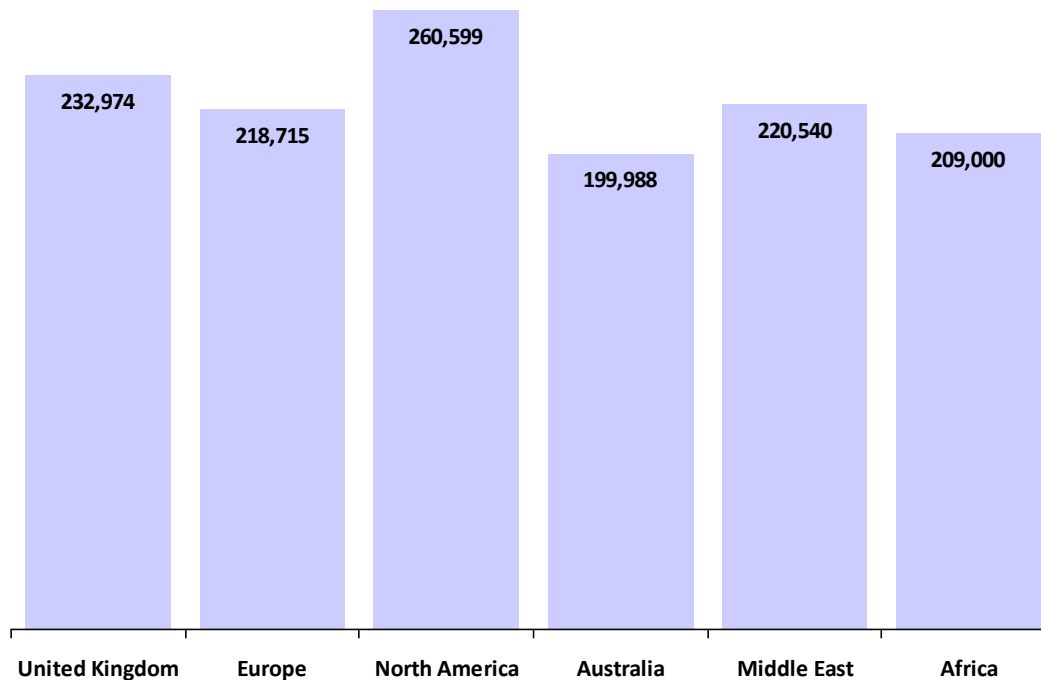
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	50	\$185,836	\$10,820	36%	\$51,481	84%	\$232,974
Europe	69	\$174,517	\$11,297	51%	\$45,762	84%	\$218,715
North America	40	\$208,785	\$7,800	5%	\$64,279	80%	\$260,599
Australia	3	\$177,458	\$10,290	-	\$19,100	-	\$199,988
Middle East	2	\$195,550	\$13,230	-	\$36,750	-	\$220,540
Africa	1	\$175,000	\$0	-	\$34,000	-	\$209,000
Global:	165	\$186,566					\$232,812

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Group Treasurer

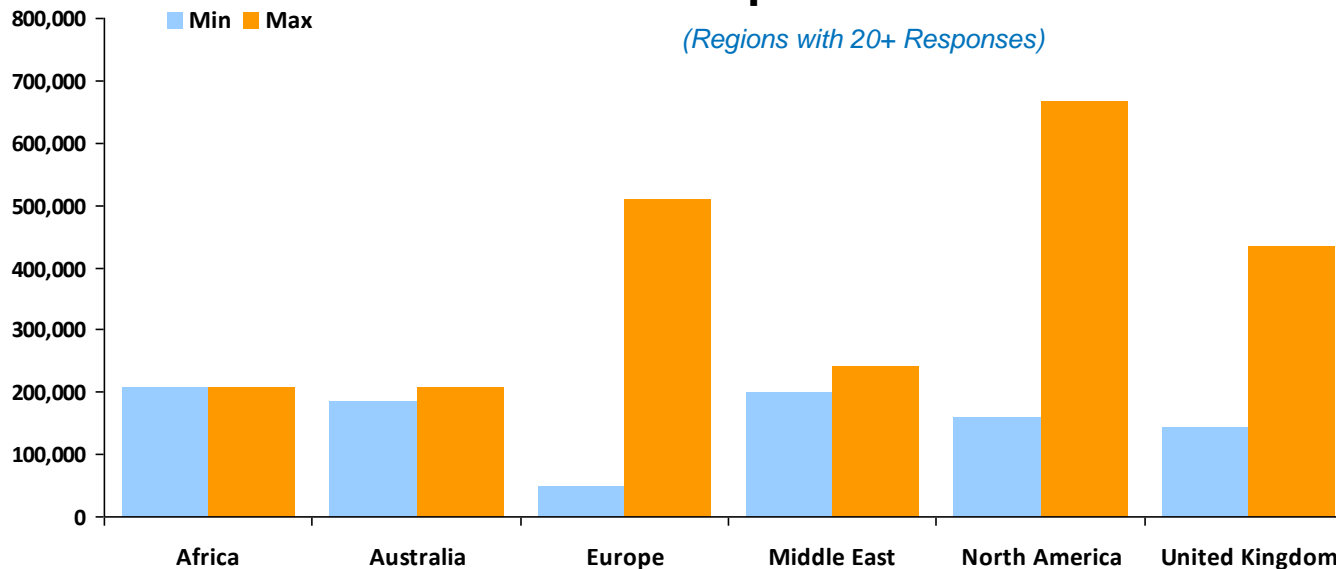
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	50	\$134,620	\$254,000	\$0	\$16,510	\$0	\$260,350	\$144,145	\$435,102
Europe	69	\$29,918	\$350,300	\$0	\$28,250	\$0	\$169,500	\$49,056	\$508,500
North America	40	\$159,750	\$300,000	\$0	\$8,400	\$0	\$367,000	\$159,750	\$667,000
Australia	3	\$156,975	\$188,500	\$0	\$10,290	\$10,500	\$29,250	\$186,225	\$207,690
Middle East	2	\$191,100	\$200,000	\$0	\$13,230	\$0	\$36,750	\$200,000	\$241,080
Africa	1	\$175,000	\$175,000	\$0	\$0	\$34,000	\$34,000	\$209,000	\$209,000

165

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

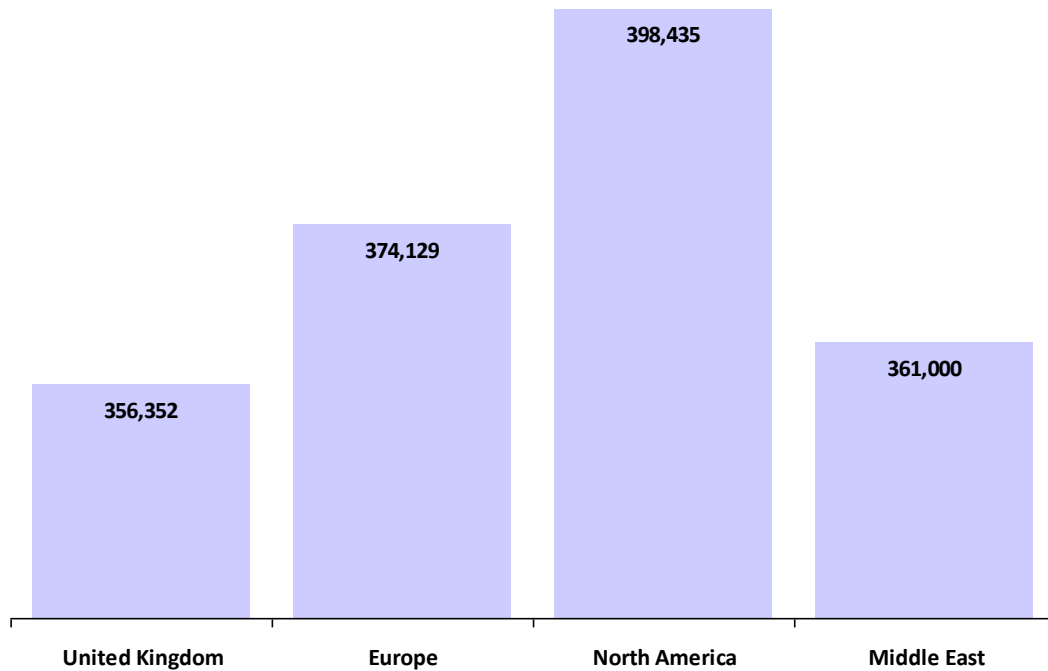
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	38	\$255,130	\$12,240	42%	\$121,687	79%	\$356,352
Europe	26	\$278,999	\$14,153	77%	\$95,232	88%	\$374,129
North America	75	\$296,655	\$11,747	4%	\$113,406	89%	\$398,435
Middle East	2	\$312,500	\$12,000	-	\$42,500	-	\$361,000
Global:	141	\$282,433					\$382,080

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Global Treasurer / Treasury Director

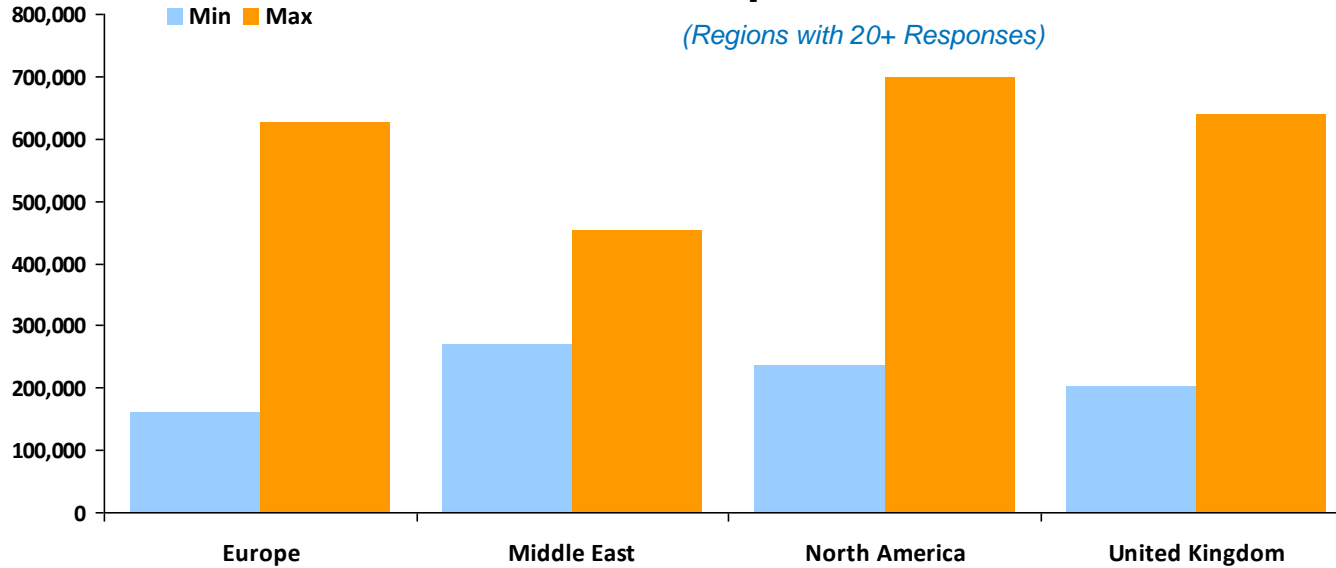
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	38	\$171,450	\$349,250	\$0	\$23,622	\$0	\$340,741	\$202,565	\$641,223
Europe	26	\$162,000	\$441,378	\$0	\$21,000	\$0	\$226,000	\$162,000	\$627,150
North America	75	\$226,000	\$432,000	\$0	\$20,340	\$0	\$360,000	\$237,000	\$700,000
Middle East	2	\$245,000	\$380,000	\$0	\$12,000	\$25,000	\$60,000	\$270,000	\$452,000

141

Total Compensation Min/Max

(Regions with 20+ Responses)



BENEFITS DATA



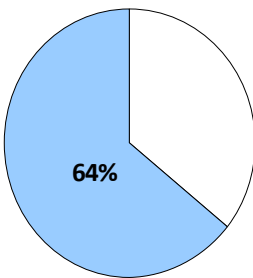
Benefits

All Positions

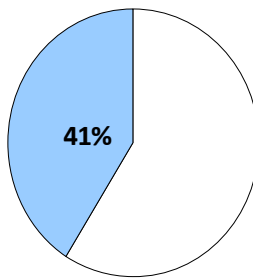
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	392	251	240	85	115	225	53	24	98
Europe	394	162	140	87	94	229	54	22	34
North America	416	297	160	118	116	271	57	23	2
South America	3	3	2	0	0	3	0	1	0
Australia	3	1	0	2	0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

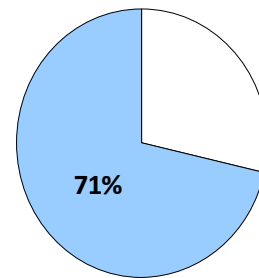
United Kingdom



Europe

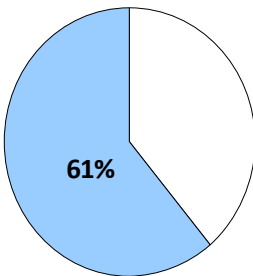


North America

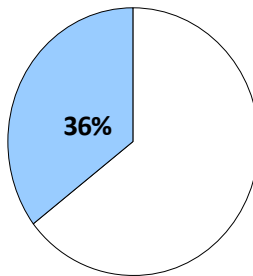


Pension Plan Match

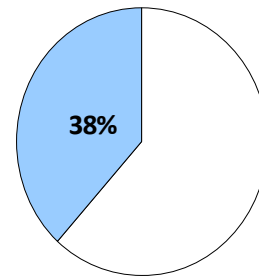
United Kingdom



Europe



North America

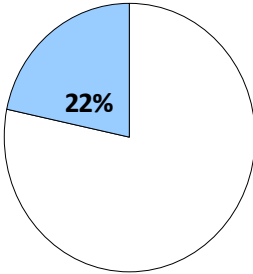


Benefits

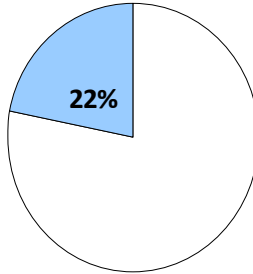
All Positions

Stock Options

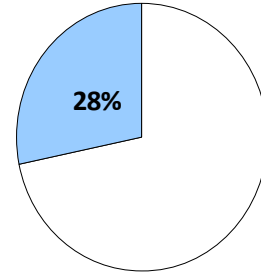
United Kingdom



Europe

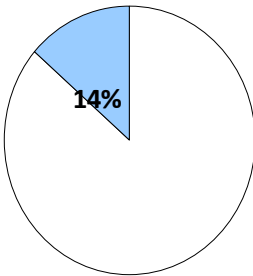


North America

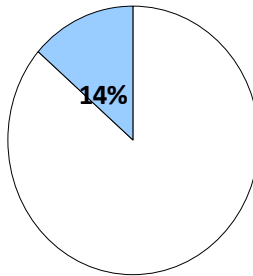


Gym Membership

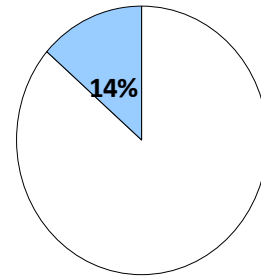
United Kingdom



Europe

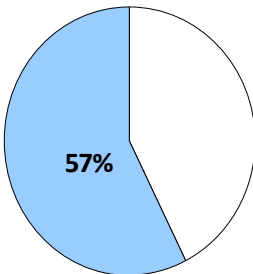


North America

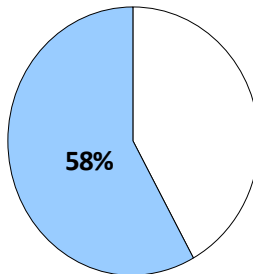


Flextime

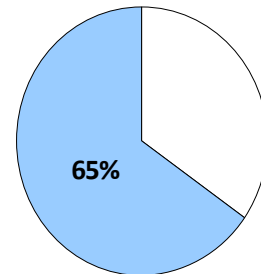
United Kingdom



Europe



North America

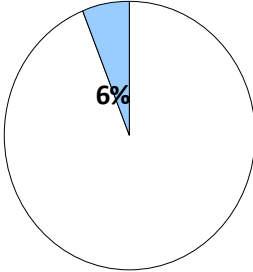


Benefits

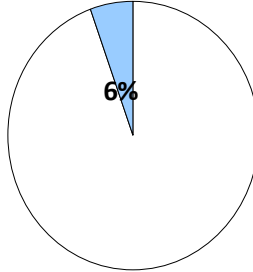
All Positions

Childcare

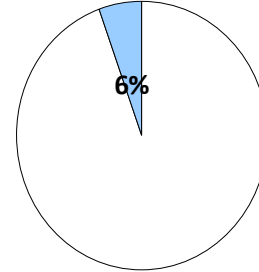
United Kingdom



Europe

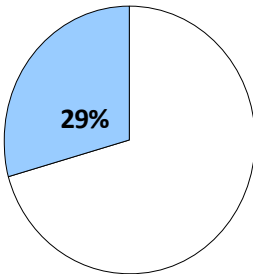


North America

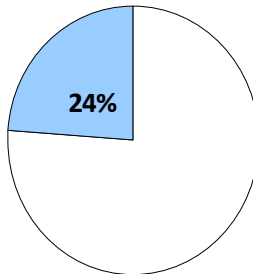


Employee Discounts

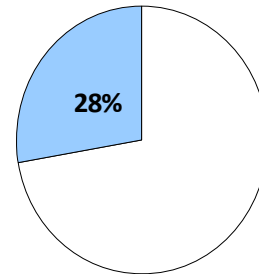
United Kingdom



Europe



North America

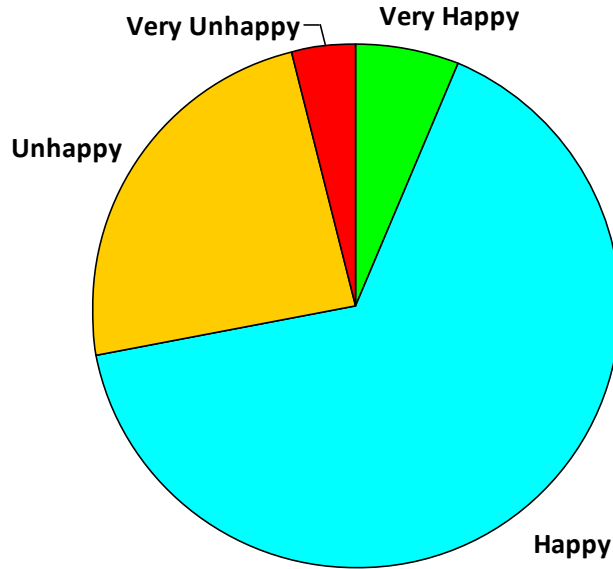


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

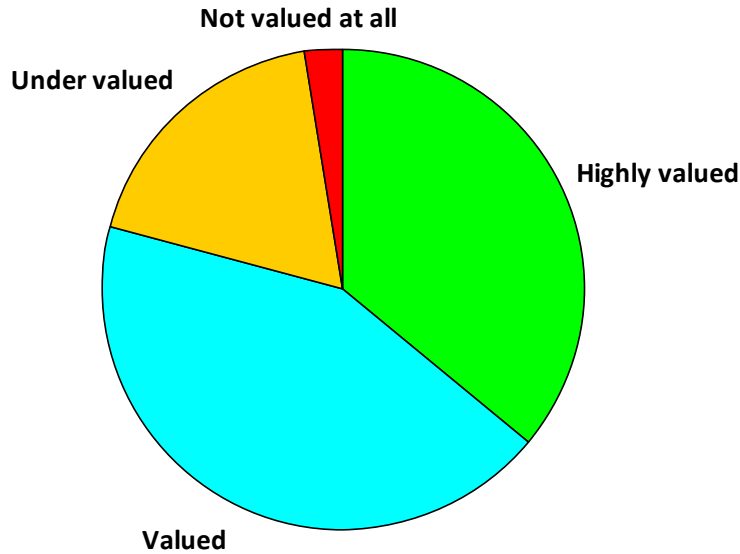


Happy with Salary	Responses	Percent
Very Happy	26	6.5%
Happy	261	65.4%
Unhappy	97	24.3%
Very Unhappy	15	3.8%
Total Responses:	399	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

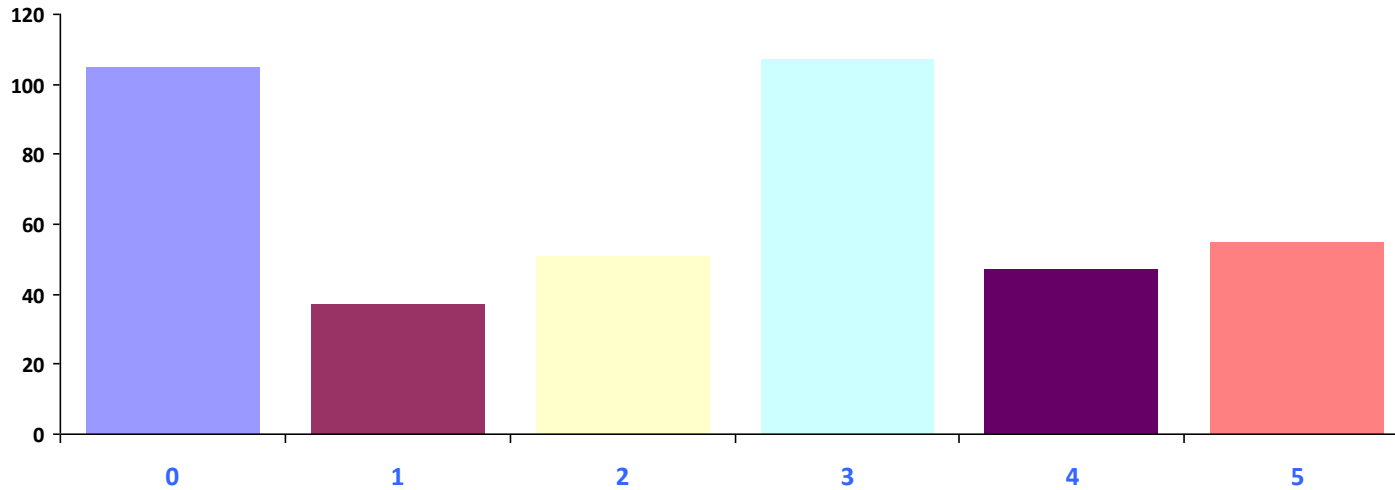
REGION: North America



Happy with Salary	Responses	Percent
Highly valued	144	36.2%
Valued	171	43.0%
Under valued	73	18.3%
Not valued at	10	2.5%
Total Responses:	398	100%

WORK FROM HOME POLICIES & TRENDS

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

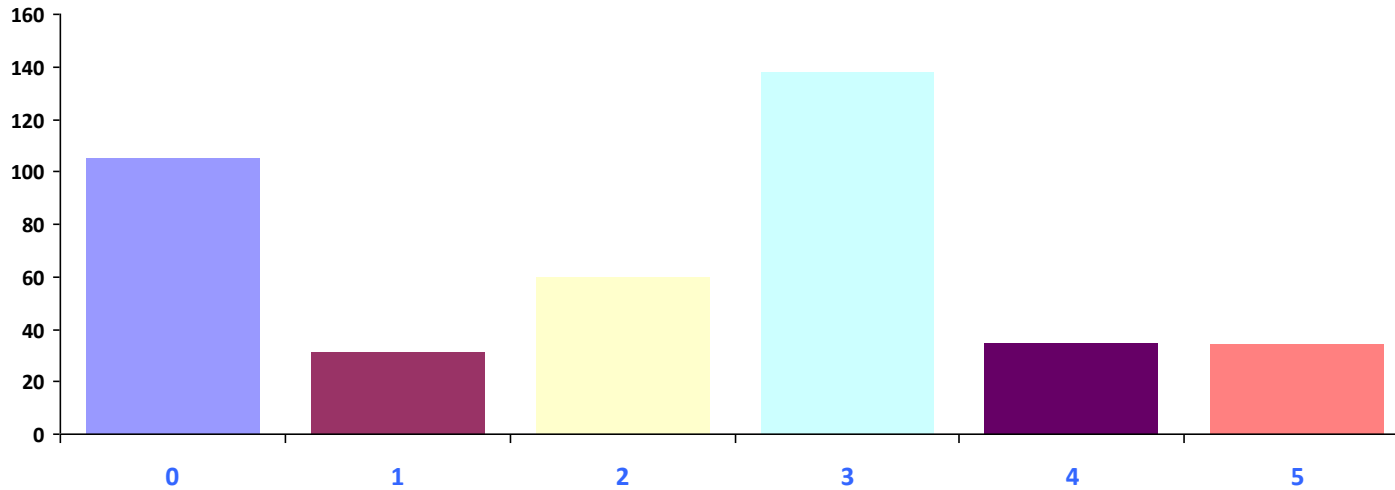


Days in Office

Days in Office	Responses	Percent
0	105	26%
1	37	9%
2	51	13%
3	107	27%
4	47	12%
5	55	14%

TOTAL: 402

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

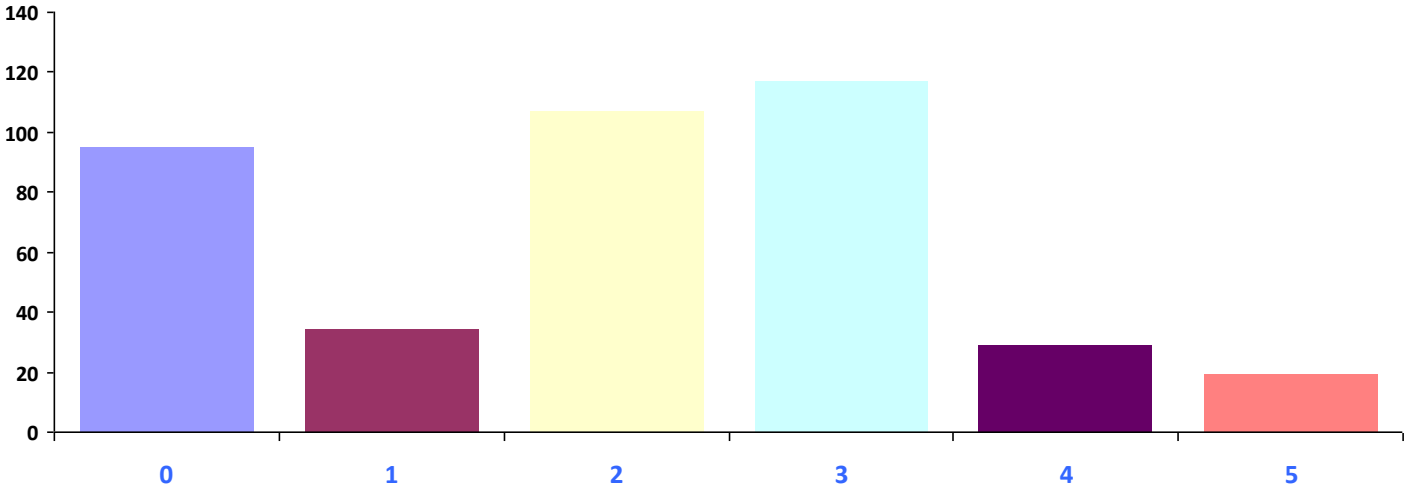


Days in Office

Days in Office	Responses	Percent
0	105	26%
1	31	8%
2	60	15%
3	138	34%
4	35	9%
5	34	8%

TOTAL: 403

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	95	24%
1	34	8%
2	107	27%
3	117	29%
4	29	7%
5	19	5%

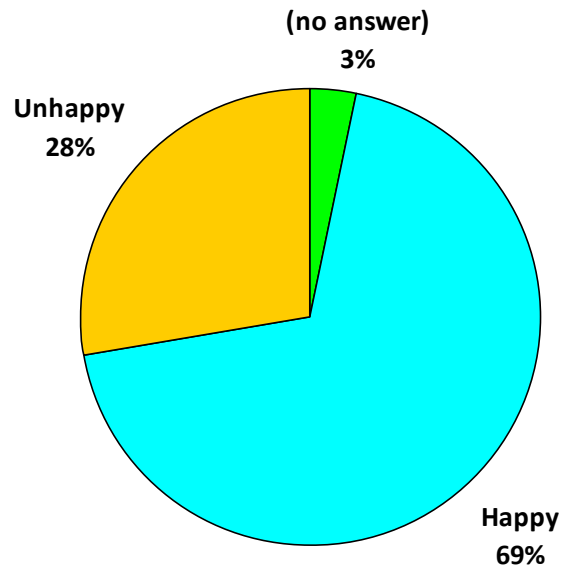
TOTAL: 401

EMPLOYEE SENTIMENTS

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: North America



Happy with Role	Responses	Percent
Unhappy	115	27.6%
Happy	287	69.0%
(no answer)	14	3.4%
Total Responses:	416	100%

KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey

KEY INSIGHTS FROM OUR Q3 2024 TREASURY SALARY SURVEY

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.

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 re calibrated 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.

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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AND IS UPDATED EVERY 6 MONTHS**

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TAKE PART TODAY →