

2025 Treasury Salary Trends Survey

What can Treasury professionals expect to earn across North America & the UK?

> RESEARCH & ANALYSIS BY:



Mike Richards
Founder & CEO,
The Treasury Recruitment Company

> EDITORIAL & PRODUCTION
SUPPORT BY:



tispayments.com



INTRODUCTION

For nearly 25 years now, Mike Richards and The Treasury Recruitment Company have been conducting research on the salaries and compensation packages of treasury professionals across North America and Europe. Their approach offers a unique lens to examine how **financial and workplace incentives are evolving within the world of treasury**. Comparing selected data insights from 2023 and 2024 provides valuable indicators for expectations in 2025. The overview selected here explores expected salary levels across career stages, from Treasury Analyst to Treasury Manager, Head of Treasury, and Global Treasurer. In an environment marked by a shortage of skilled professionals, **Treasury professionals hold a strategic advantage**, prompting team leaders to prioritize the retention of key talent.

> Here are selected results, highlighting global treasury salary trends. However, the research is ongoing:

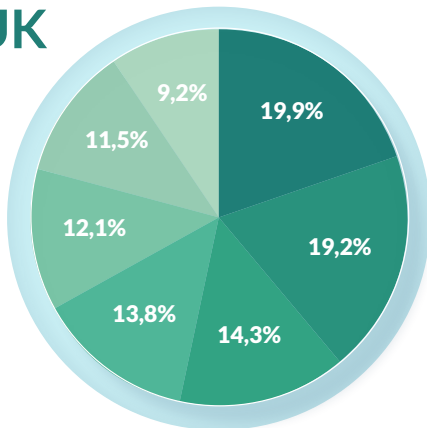
To contribute towards Mike's ongoing salary studies, active treasury professionals can take 60 seconds to complete the short questionnaire here >

[Global Treasury Salary Survey | The Treasury Recruitment Co.](#)

Your personal information will be handled fully GDPR compliant and will be treated confidentially, while you have the option to benchmark your salary against your peers.

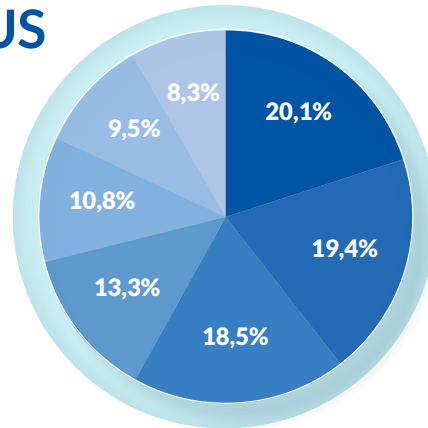
WHY ARE YOU HAPPY IN YOUR ROLE

UK



- Good Work / Life Balance
- Good Boss
- Varied Work
- Friendly Team
- Friendly Team
- Enjoyable Workplace
- Good Salary
- Achieves Recognition

US

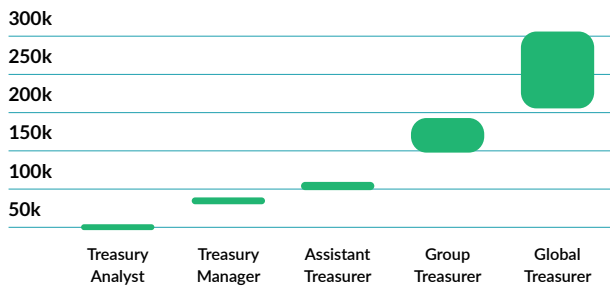


- Good Boss
- Good Work / Life Balance
- Friendly Team
- Varied Work
- Friendly Team
- Enjoyable Workplace
- Good Salary
- Achieves Recognition

TREASURY CAREER STAGES: Compensation by Position in 2023 & 2024

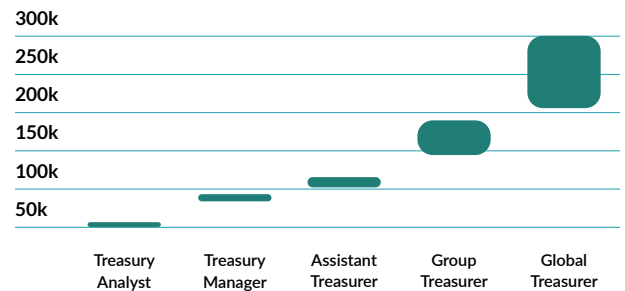


UK 2023¹



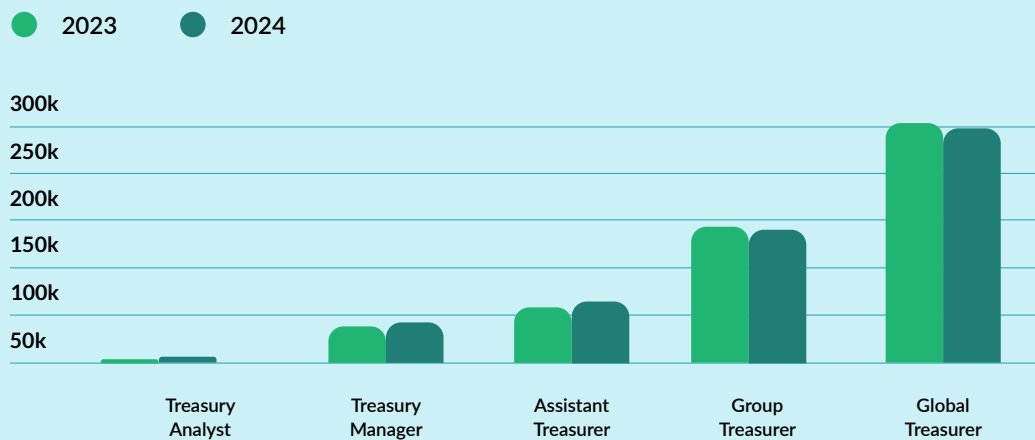
	SALARY	TOTAL AV ³	Responses
Treasury Analyst	48,4k GBP	51k GBP	77
Treasury Manager	75,9k GBP	86,5k GBP	126
Assistant Treasurer	98,6k GBP	117,4k GBP	83
Group Treasurer	147,4k GBP	187,5k GBP	82
Global Treasurer	212,9k GBP	304,5k GBP	20

UK 2024²

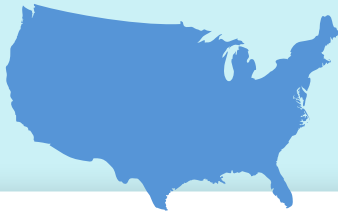


	SALARY	TOTAL AV ⁴	Responses
Treasury Analyst	51k GBP	54,8k GBP	79
Treasury Manager	80,4k GBP	90,2k GBP	79
Assistant Treasurer	103,6k GBP	125,2k GBP	60
Group Treasurer	143,8k GBP	183,7k GBP	58
Global Treasurer	211,7k GBP	298,5k GBP	25

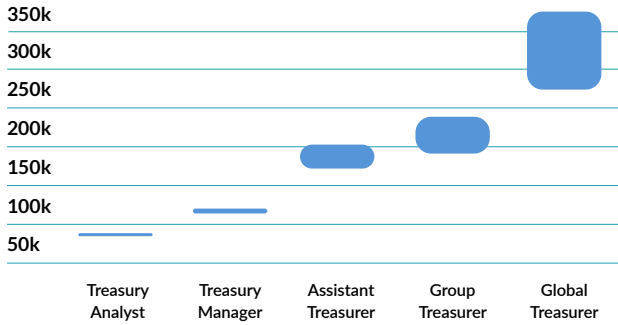
2023 vs. 2024



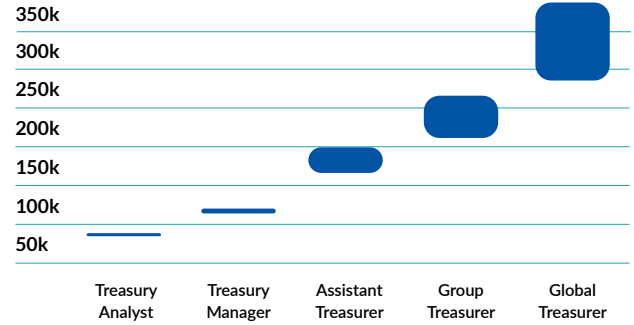
1) Data from Q2 2023 2) Data from Q1 2024 3.4) Av total compensation (bonus/benefits such as car allowance)



US 2023⁵



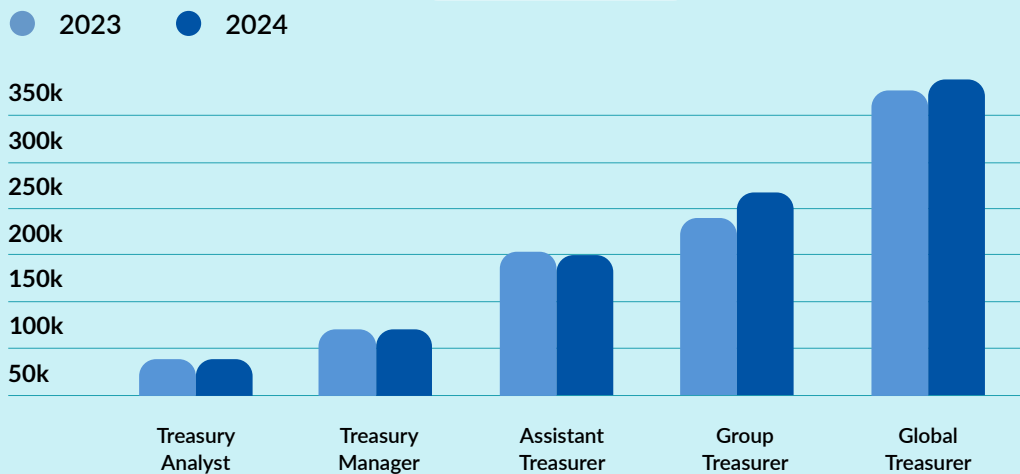
US 2024⁶



	SALARY	TOTAL AV ⁷	Responses
Treasury Analyst	82k USD	88k USD	52
Treasury Manager	125k USD	136,5k USD	74
Assistant Treasurer	174,7k USD	203,4k USD	66
Group Treasurer	189,5k USD	234,8k USD	28
Global Treasurer	274,5k USD	379,6k USD	63

	SALARY	TOTAL AV ⁸	Responses
Treasury Analyst	82,4k USD	87,9k USD	57
Treasury Manager	126,5k USD	136,2k USD	69
Assistant Treasurer	167,5k USD	195,3k USD	60
Group Treasurer	211,2k USD	264,6k USD	15
Global Treasurer	287,2k USD	392,4k USD	61

2023 vs. 2024



5) Data from Q2 2023 6) Data from Q1 2024 7,8) Av total compensation (bonus/benefits such as car allowance)

OBSERVATION

Both in US and UK Salary trends – not drastic movements.
In particular not considering inflation rates.

EXPECTATION

Even though treasury function increasingly strategic to overall business – in light of global situation of crisis – to be expected: rather modes raise in salary numbers in 2025



KEY INSIGHTS TO TAKE AWAY:

Excursion - Looking at the larger time-frame over The Treasury Recruitment Company's 25 years of Treasury Salary Surveys: Treasury Salaries Have Struggled to Match Global Inflation Rates.

Despite consistent salary increases year-over-year within treasury, **overall compensation has struggled to keep pace with global inflation rates.** In the UK for example, inflation actually outpaced treasury salary growth between 2003 and 2023.

Treasury Salary is NOT main driver of Workplace Happiness.

As observed in other industries and fields of work salary is not the biggest driver of workplace satisfaction in treasury roles. Instead, The Treasury Recruitment Company's studies show that employees who are happy in their roles most often cite **having supportive managers and clear career development pathways.** Flexibility and independence, coupled with companies that provide clear advancement opportunities, can cultivate the most positive workplace culture and job satisfaction. **Job dissatisfaction tends to arise from a lack of career progression,** rather than direct salary concerns.

In conjunction with these findings, it would appear that **job satisfaction in treasury increases with control and autonomy.** For this reason, senior professionals - such as global treasurers - tend to report higher job satisfaction because they have greater decision-making power and are involved in shaping the company's overarching financial strategy.

Relation Base Salary & Bonus

Treasury Executives earn 30%+ of their salary in bonuses. Over the past few years, annual bonuses have formed a significant portion of total compensation for top-level treasury professionals, with Global/ Group Treasurers seeing bonuses that comprised up to 33% of their overall salary. **In contrast, Treasury Analysts, who are at the entry level of the profession, saw bonuses making up only 12-15% of their total compensation.** Overall, the tendency to provide larger bonuses for senior employees reflects the growing influence and responsibility that treasury leaders have in driving corporate financial strategy.

Treasury is a Top-Heavy, Ultra-Competitive Field & Professionals Invest in Personal Growth.

If there's anything that the team at The Treasury Recruitment Co. has learned over the past few decades, it's that treasury is an ultra-competitive industry where **the higher you climb, the tougher the competition becomes.** Because many senior treasury roles are extremely niche, it is difficult for professionals to transition from one global treasurer role to another. Each organization's needs and priorities vary significantly, whether they are debt-heavy, cash-rich, or focused on risk management.

In response to these challenges and in order to stay adept at refining their skillsets, senior professionals are more commonly **enlisting personal coaches,** whether for interpersonal skills, technical expertise, or networking, to stand out in the competitive landscape. This is a recommended strategy, as it has become clear that leadership roles in treasury require more than just financial acumen; soft skills like emotional intelligence, communication, and team management are just as critical.

ESSENTIAL ACTIONS FOR CAREER GROWTH IN TREASURY

Based on the primary findings of The Treasury Recruitment Company's research over the past years, the following action items have been identified as having the largest impact on treasury professionals' career progression, promotions, compensation, and job satisfaction.

1

Expanding Your Network is Critical for Long-Term Career Success



WHY IT MATTERS

Treasury roles, especially at the higher levels, can be highly competitive and top-heavy. **Having a strong professional network opens doors to new opportunities, mentorship, and career guidance. Networking is critical** not only within your industry but across different regions and sectors, as global treasury roles often involve navigating diverse regulatory, financial, and technological landscapes.



ACTION ITEM

Build relationships within the treasury community through industry associations (e.g., AFP, ACT), conferences, and networking events. Stay active on LinkedIn or other platforms where the treasury community is engaged. Join peer groups, and **focus on expanding your network through diverse channels** — including banks, software providers, corporates, etc. Regularly seek out advice from mentors who have navigated similar career paths.

2

Seek Strategic and Leadership-Oriented Roles Early in Your Career



WHY IT MATTERS

Progression from analyst to senior treasury roles can plateau in the middle years of a treasury career, but **practitioners who seek strategic roles or cross-functional leadership responsibilities early can accelerate their rise.** Moving from a purely operational role to one that involves strategic decision-making prepares you for senior roles like Assistant Treasurer or Global Treasurer, where strategic leadership is key.



ACTION ITEM

Volunteer for cross-functional projects where you can provide strategic input (e.g., M&A projects, capital planning, or restructuring). **Don't be afraid to take responsibility on new projects** and demonstrate yourself as an effective leader, especially if opportunities to take on such projects are few and far between. Additionally, seek mentorship or sponsorship from senior treasury leaders to gain exposure to broader strategic roles and initiatives. This will help **fast-track you into leadership positions** earlier in your career and gain broader access to different functions and operations.

3

Develop Niche Expertise to Stand Out



WHY IT MATTERS

Given the specialized nature of many treasury positions, developing expertise in a unique niche of treasury —such as risk management, cash forecasting, FX management, debt issuance— or even across new technologies like AI – **can make you indispensable to your organization** and more attractive to future employers. Treasury professionals who can demonstrate deep knowledge and success in a specialized niche often have faster career progression and can command higher salaries versus treasury “generalists” who have broader but less in-depth experience.

ACTION ITEM

Identify a niche within treasury that aligns with industry trends or your company’s needs. **Take additional certifications, training, or courses** (e.g., CTP or ACT certifications) to develop expertise. Strive to become the go-to person in the organization for these individual areas, which will ultimately enhance your value in the job market.

4

Cultivate Soft Skills, Especially in Communication & Emotional Intelligence



WHY IT MATTERS

The top roles in treasury (Global Treasurer, Group Treasurer) are no longer just about technical proficiency—they **require strategic vision and strong interpersonal skills**. Often, practitioners in these roles must collaborate across multiple departments (Legal, Accounting, HR, Payroll, AP, etc.), give presentations to executives and board members, and communicate with external parties such as banks and investment managers. As **organizations increasingly prioritize collaboration and emotional intelligence**, leaders who can manage teams, present clearly to stakeholders, and communicate complex financial strategies are more likely to succeed.

ACTION ITEM

Focus on developing leadership, communication, and team management skills. **Engage in cross-functional projects, attend leadership training, and seek opportunities to present treasury insights** to senior management. Consider working with a coach to refine your communication and leadership style, especially if aiming for a C-suite role.

With any questions related to this study or the results, please contact:

Mike Richards at mike@treasuryrecruitment.com, or

Timo Becker, VP Global Business Development of TIS - Treasury Intelligence Solutions at timo.becker@tispayments.com



ABOUT THE AUTHORS:



THE TREASURY RECRUITMENT COMPANY

The Treasury Recruitment Company recruit corporate treasury specialists at all levels from Treasury Assistant to Global Treasurer.

Established in 2002, our track record is based upon a proven ability to work with clients to deliver tailored individual solutions, utilising recruitment methodologies including; contingent database search, advertised selection and dedicated retained search. We manage permanent, contract and interim positions across the global treasury market, working closely with corporate and professional services clients throughout Europe, the Middle East, Far East, Australasia, Canada and the USA.



Mike Richards is the CEO & Founder of The Treasury Recruitment Company and he has worked as a specialist treasury recruiter for over 25 years. Before establishing The Treasury Recruitment Company in 2002, Mike established the Treasury Recruitment division of Robert Walters and led the specialist Treasury practice at Heidrick & Struggles, the global search firm.

[LEARN MORE AT TREASURYRECRUITMENT.COM >](https://www.treasuryrecruitment.com)



TREASURY INTELLIGENCE SOLUTIONS (TIS)

TIS is a global leader in cloud-based cashflow, liquidity, and payment solutions. Since 2010, our award-winning cloud platform and best-in-class service model have empowered the entire office of the CFO to collaborate more effectively and attain maximum efficiency, automation, and control.

By streamlining connectivity between our customers' back-office systems and their worldwide banks, vendors, and business partners, TIS enables users to achieve superior performance in key areas surrounding cash forecasting, working capital, outbound payments, financial messaging, fraud prevention, payment compliance, and more.

With over 11,000 banking options, \$80 billion in daily cash managed, and \$2.7 trillion in annual transaction volume, TIS has a proven track record of combining our unparalleled market expertise with tailored client and community feedback to drive digital transformation for companies of all sizes and industries. As a result, hundreds of organizations and thousands of practitioners rely on TIS daily to gain strategic advantage, monetize data, improve operational efficiency, and better manage risk.

[LEARN MORE AT TISPAYMENTS.COM >](https://www.tispayments.com)



TREASURY INTELLIGENCE SOLUTIONS GMBH

Germany (+49 6227 69824-0) | United States (+1 (617) 955 3223) info@tispayments.com | [tispayments.com](https://www.tispayments.com)

© 2025 by Treasury Intelligence Solutions GmbH. All rights reserved. BAM, BTM, BSM and other TIS solutions and services mentioned herein as well as their respective logos are trademarks of Treasury Intelligence Solutions GmbH in Germany and in several other countries all over the world. All other product and service names mentioned are the trademarks of their respective companies. Data contained in this document serves informational purposes only. National product specifications may vary. Printed on environmentally friendly paper. These materials are subject to change without notice. These materials are provided by Treasury Intelligence Solutions GmbH for informational purposes only, without representation or warranty of any kind, and Treasury Intelligence Solutions GmbH shall not be liable for errors or omissions with respect to the materials. The only warranties for Treasury Intelligence Solutions GmbH solutions and forth in the express warranty statements accompanying such solutions and services, if any. Nothing herein should be construed as constituting an additional warranty.