

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

European Results
January 2025



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	0.505	0.630	0.600
CAD	0.557	0.696	0.664
CHF	0.884	1.101	1.052
DKK	0.112	0.133	0.134
EURO	0.840	1.048	1
GBP	1	1.247	1.182
SEK	0.073	0.091	0.087
SGD	0.595	0.742	0.708
USD	0.801	1	0.953

THANK YOU



“ THANKS TO THE 1,350+ 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

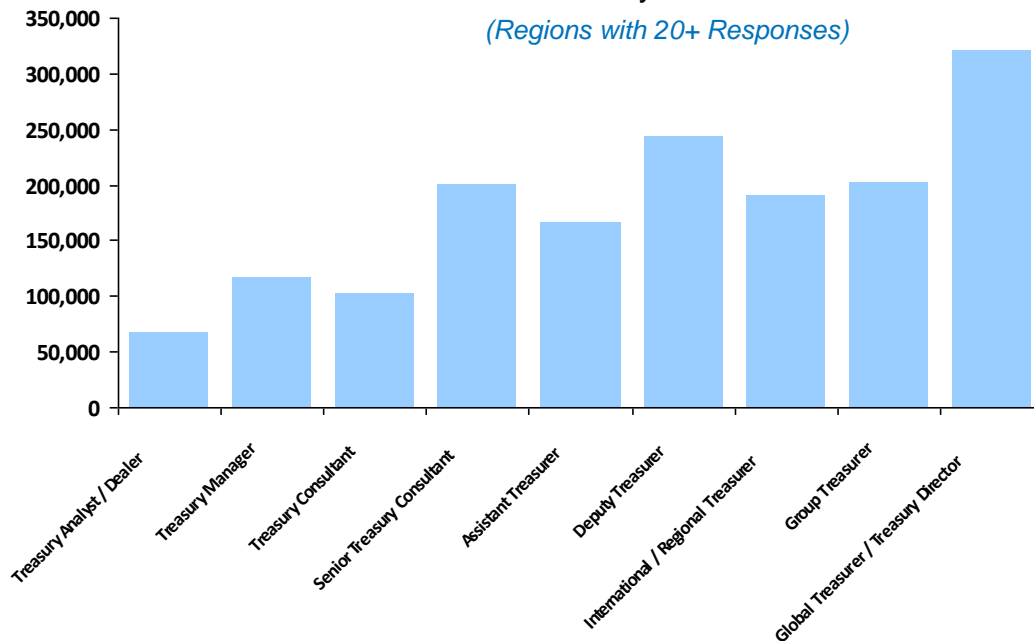
Currency in Euros €

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	67	€61,620	€7,486	24%	€6,561	72%	€68,109
Treasury Manager	118	€104,097	€8,502	25%	€16,096	73%	€117,989
Treasury Consultant	12	€96,473	€6,810	-	€9,957	-	€103,416
Senior Treasury Consultant	17	€196,813	€15,000	-	€18,833	-	€201,019
Assistant Treasurer	45	€140,322	€10,934	33%	€23,958	91%	€165,795
Deputy Treasurer	10	€192,430	€9,333	-	€53,594	-	€243,465
International / Regional Treasurer	59	€152,992	€11,772	42%	€34,579	95%	€190,801
Group Treasurer	72	€160,658	€10,768	56%	€42,862	85%	€202,954
Global Treasurer / Treasury Director	38	€246,342	€11,970	66%	€79,340	84%	€321,030
Global:	438	€134,952					€162,349

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

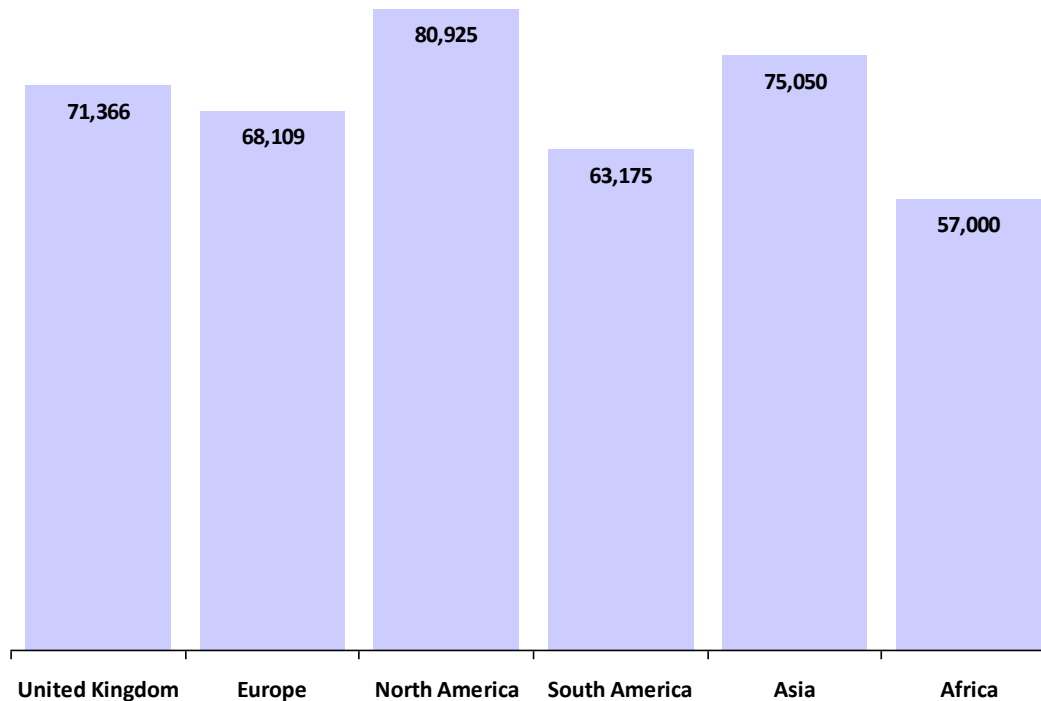
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	67	€66,542	€6,864	7%	€7,602	57%	€71,366
Europe	67	€61,620	€7,486	24%	€6,561	72%	€68,109
North America	48	€76,631	€2,280	2%	€6,575	65%	€80,925
South America	2	€47,975	€9,500	-	€20,900	-	€63,175
Asia	1	€59,375	€3,800	-	€11,875	-	€75,050
Africa	1	€47,500	€3,800	-	€5,700	-	€57,000
Global:	186	€67,032					€72,514

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Analyst / Dealer

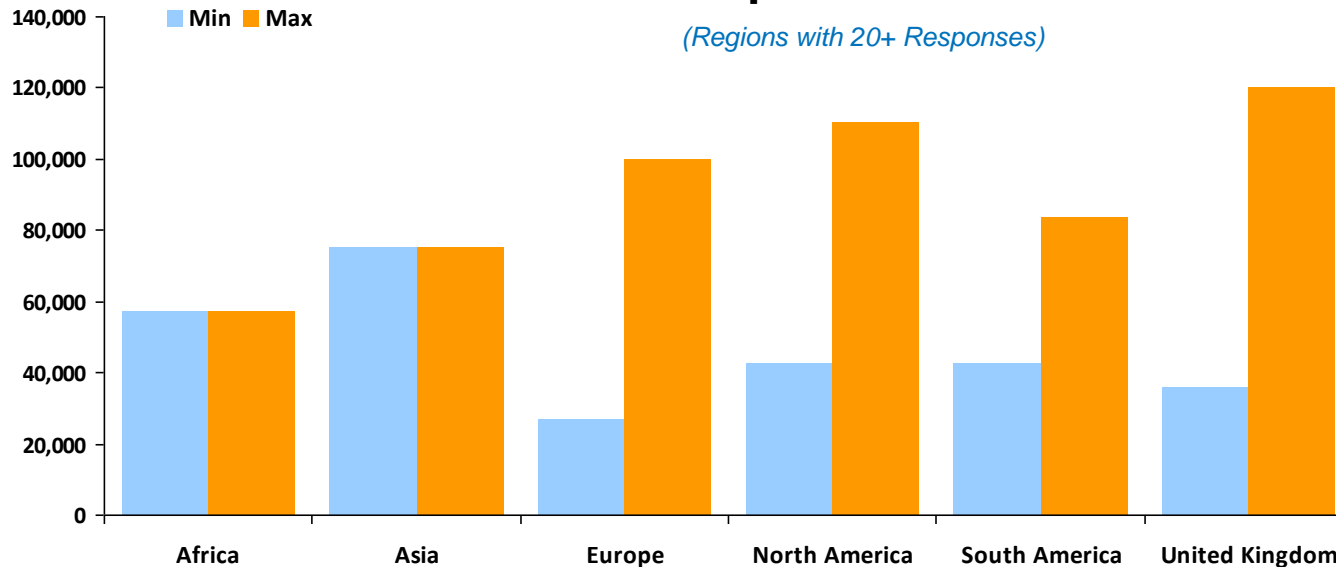
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	67	€36,000	€90,000	€0	€8,820	€0	€30,000	€36,000	€120,000
Europe	67	€27,000	€93,600	€0	€15,000	€0	€25,000	€27,000	€100,000
North America	48	€42,750	€98,457	€0	€2,280	€0	€21,375	€42,750	€110,390
South America	2	€42,750	€53,200	€0	€9,500	€0	€20,900	€42,750	€83,600
Asia	1	€59,375	€59,375	€3,800	€3,800	€11,875	€11,875	€75,050	€75,050
Africa	1	€47,500	€47,500	€3,800	€3,800	€5,700	€5,700	€57,000	€57,000

186

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Manager

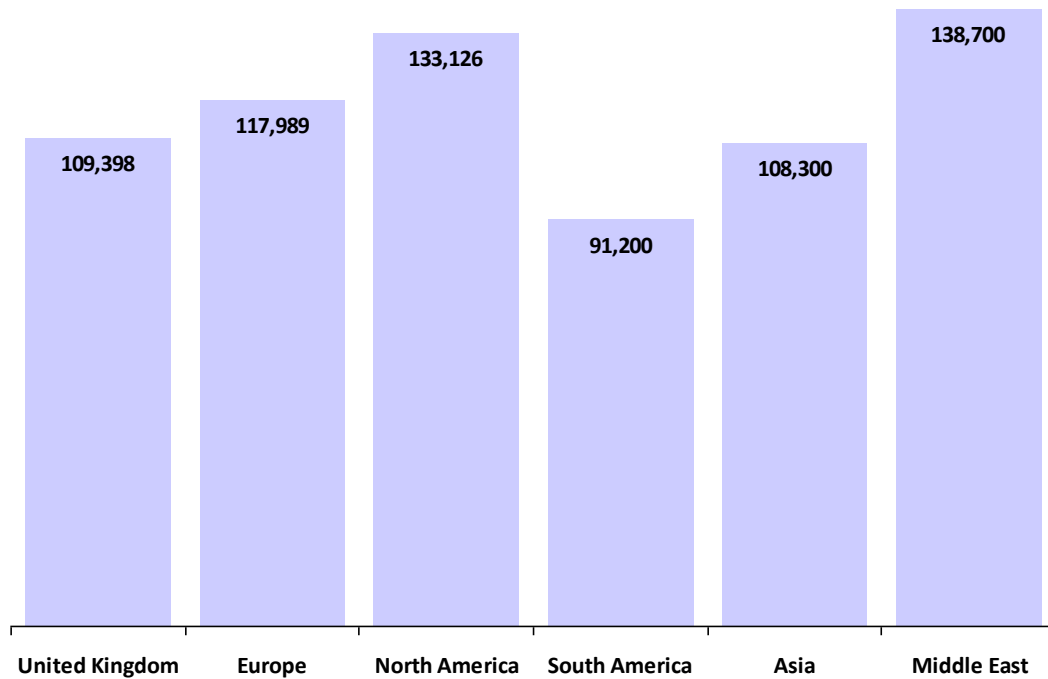
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	93	€98,842	€7,559	25%	€13,464	65%	€109,398
Europe	118	€104,097	€8,502	25%	€16,096	73%	€117,989
North America	113	€121,668	€0	0%	€15,984	72%	€133,126
South America	1	€57,950	€4,750	-	€28,500	-	€91,200
Asia	1	€96,900	€0	-	€11,400	-	€108,300
Middle East	2	€125,875	€0	-	€25,650	-	€138,700
Global:	328	€108,631					€120,783

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Manager

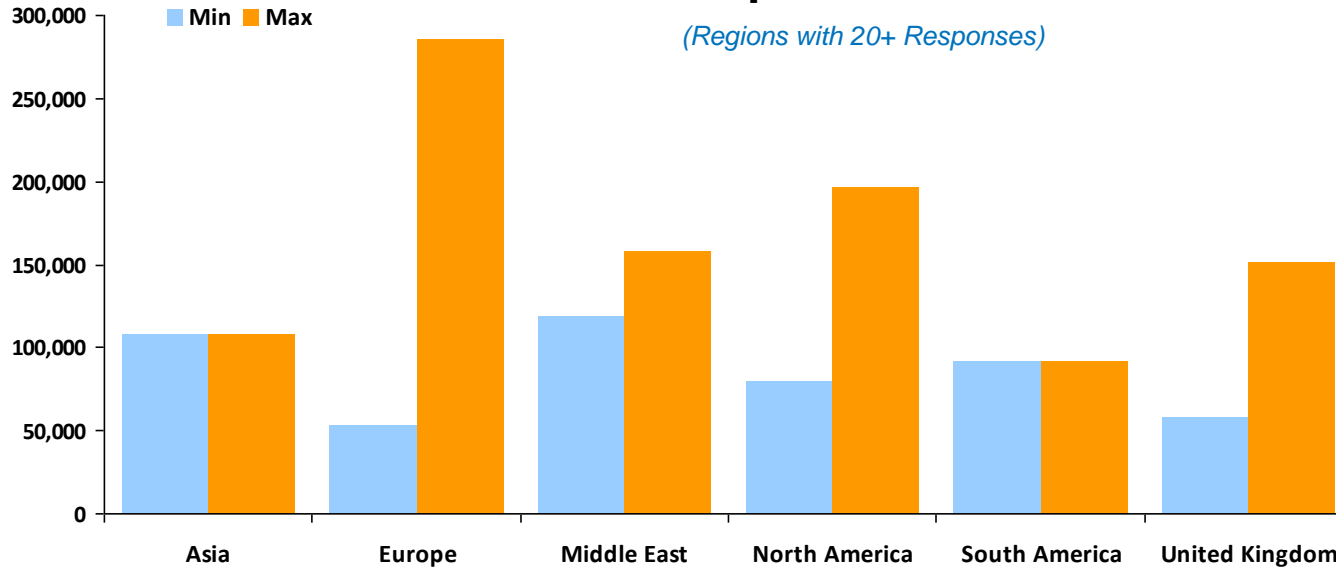
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	93	€57,600	€135,300	€0	€12,000	€0	€32,400	€57,600	€151,200
Europe	118	€53,460	€214,000	€0	€15,000	€0	€149,800	€53,460	€285,530
North America	113	€73,440	€171,000	€0	€0	€0	€58,900	€80,240	€196,650
South America	1	€57,950	€57,950	€4,750	€4,750	€28,500	€28,500	€91,200	€91,200
Asia	1	€96,900	€96,900	€0	€0	€11,400	€11,400	€108,300	€108,300
Middle East	2	€118,750	€133,000	€0	€0	€0	€25,650	€118,750	€158,650

328

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

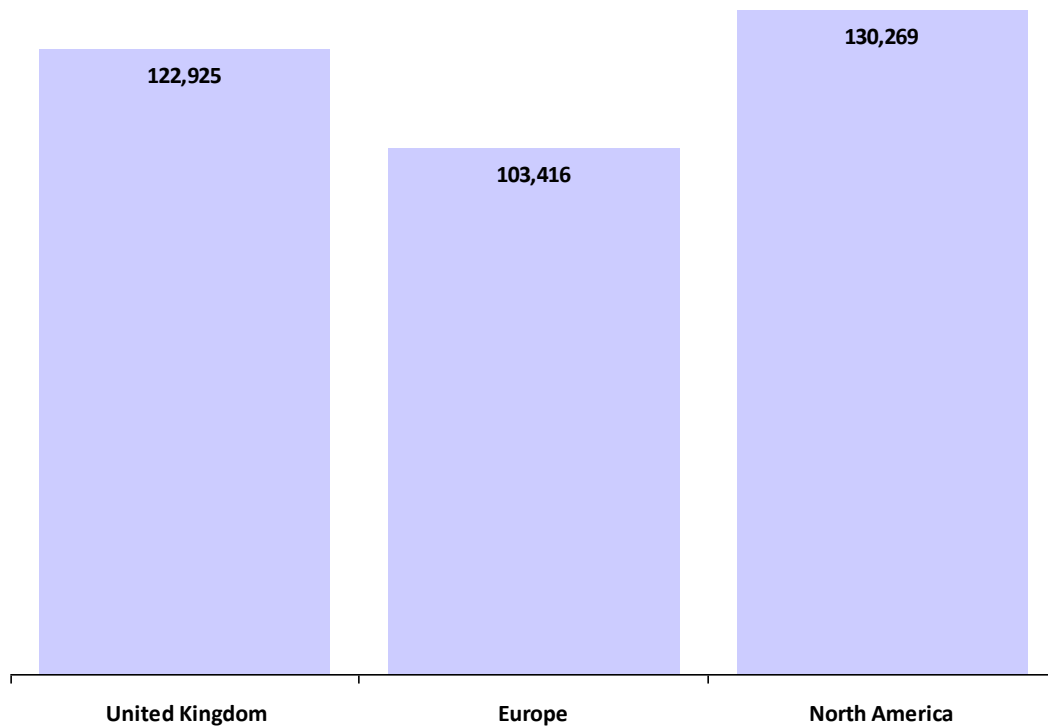
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	13	€115,208	€9,120	-	€11,726	-	€122,925
Europe	12	€96,473	€6,810	-	€9,957	-	€103,416
North America	4	€117,681	€0	-	€16,783	-	€130,269
Global:	29	€107,797					€115,865

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Consultant

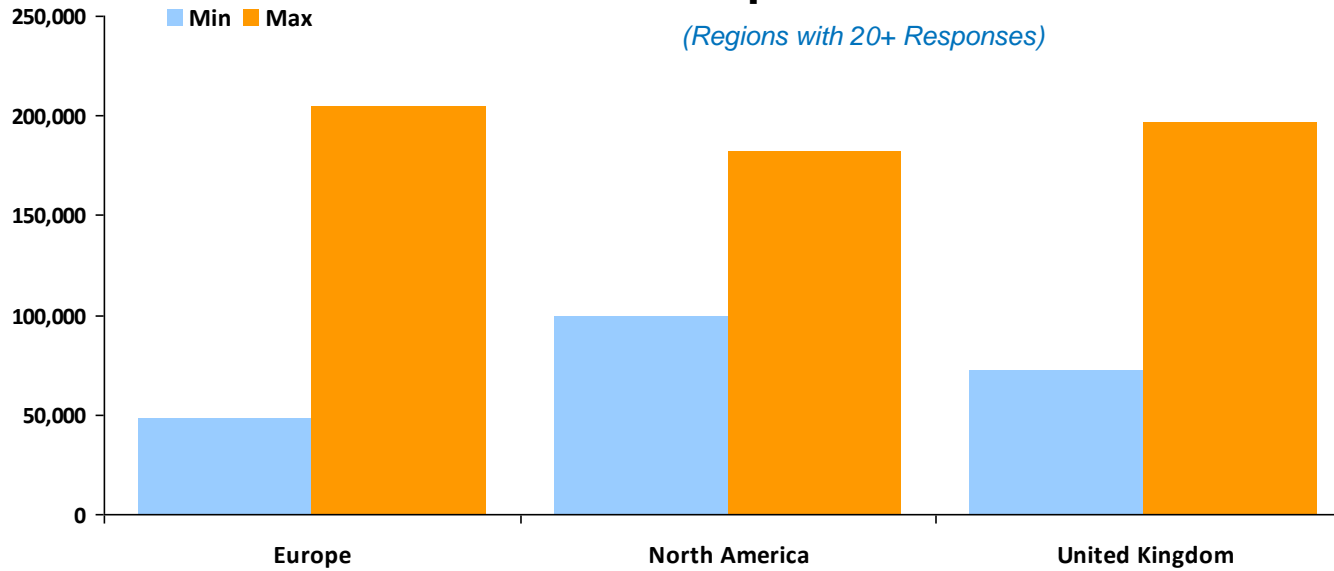
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	13	€72,000	€196,800	€0	€9,240	€0	€26,400	€72,000	€196,800
Europe	12	€40,000	€205,000	€0	€12,000	€0	€30,000	€48,391	€205,000
North America	4	€85,500	€161,975	€0	€0	€0	€20,900	€99,750	€182,875

29

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

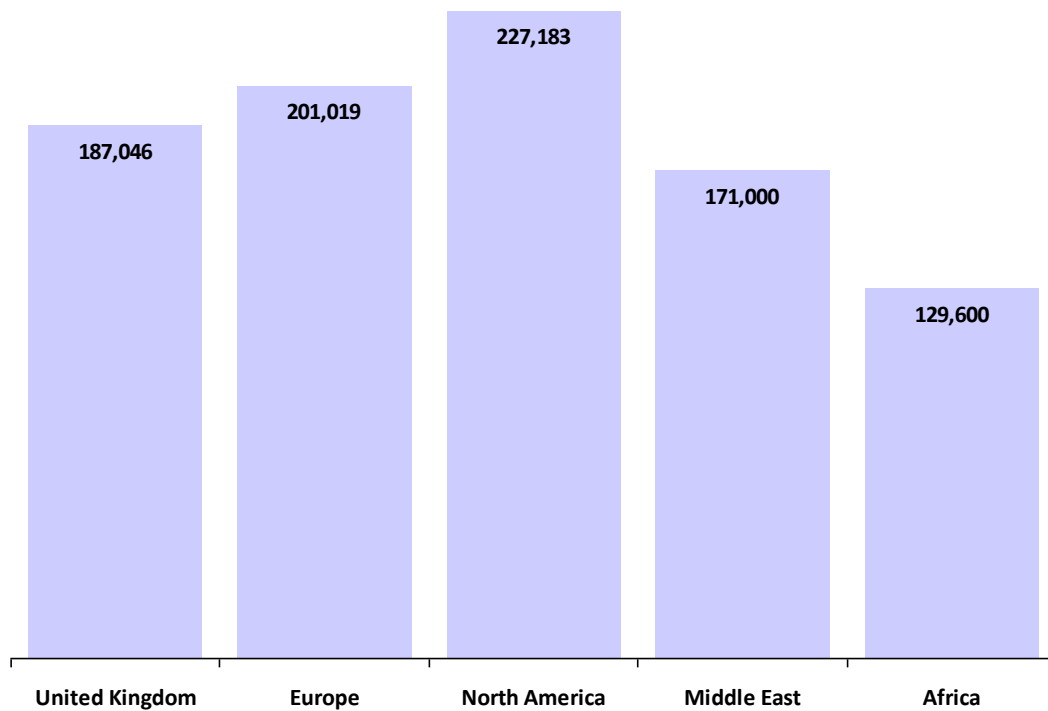
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	17	€180,665	€13,800	-	€20,220	-	€187,046
Europe	17	€196,813	€15,000	-	€18,833	-	€201,019
North America	7	€193,936	€0	-	€38,789	-	€227,183
Middle East	1	€171,000	€0	-	€0	-	€171,000
Africa	1	€120,000	€0	-	€9,600	-	€129,600
Global:	43	€187,574					€197,395

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Senior Treasury Consultant

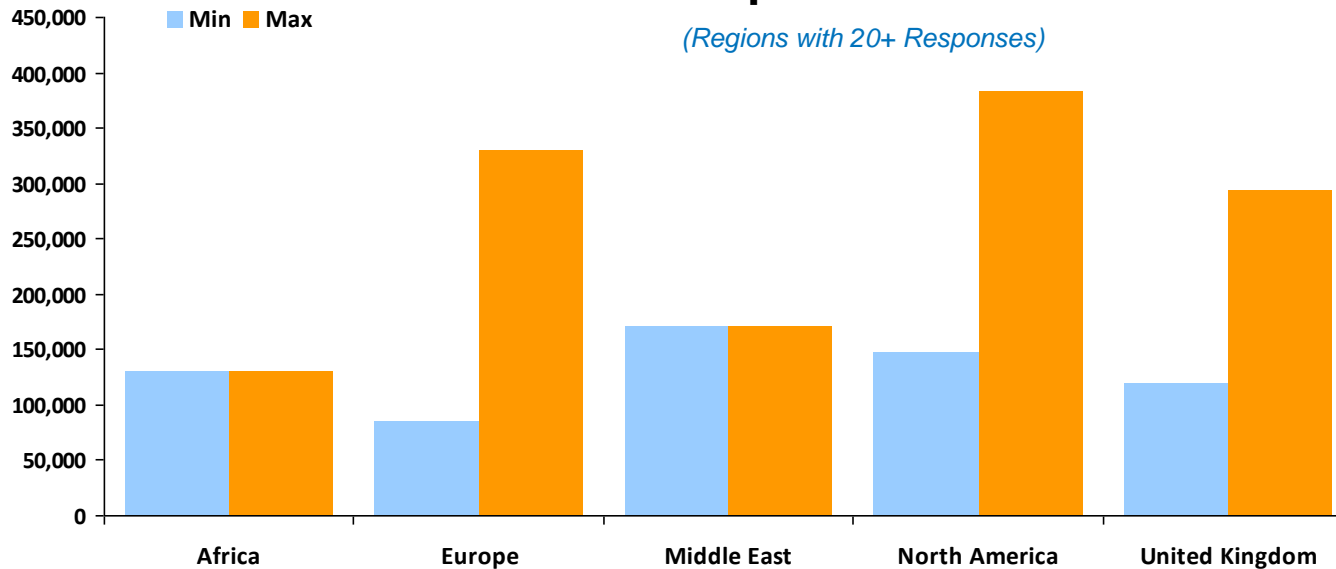
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	17	€110,400	€294,192	€0	€18,000	€0	€30,000	€120,000	€294,192
Europe	17	€72,000	€330,000	€0	€15,000	€0	€23,000	€85,500	€330,000
North America	7	€137,750	€274,550	€0	€0	€0	€108,756	€147,250	€383,306
Middle East	1	€171,000	€171,000	€0	€0	€0	€0	€171,000	€171,000
Africa	1	€120,000	€120,000	€0	€0	€9,600	€9,600	€129,600	€129,600

43

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

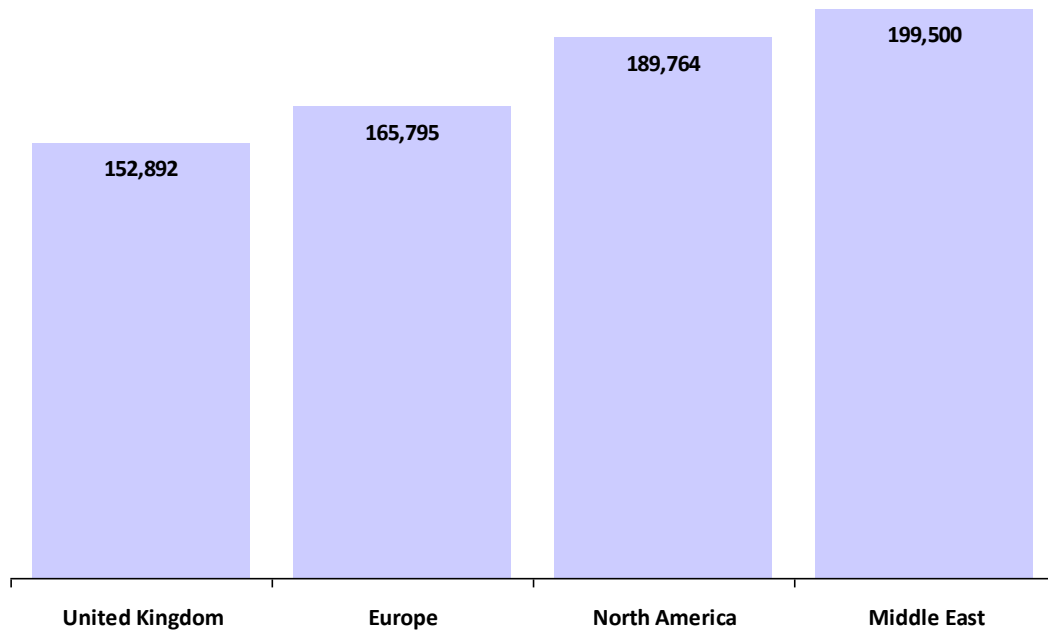
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	52	€130,461	€8,038	48%	€26,093	71%	€152,892
Europe	45	€140,322	€10,934	33%	€23,958	91%	€165,795
North America	56	€162,491	€0	0%	€31,818	86%	€189,764
Middle East	1	€152,000	€0	-	€47,500	-	€199,500
Global:	154	€145,130					€170,373

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Assistant Treasurer

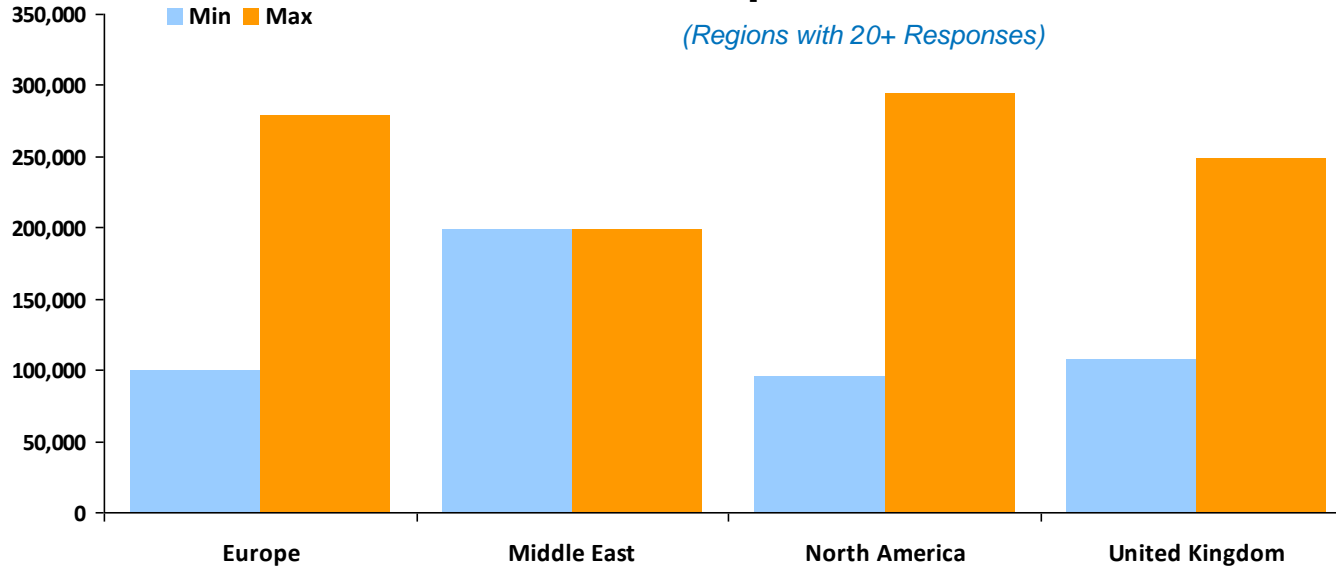
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	52	€105,840	€168,000	€0	€12,000	€0	€72,000	€108,000	€248,640
Europe	45	€90,000	€197,950	€0	€20,000	€0	€100,000	€100,000	€279,000
North America	56	€95,950	€237,500	€0	€0	€0	€123,500	€95,950	€294,500
Middle East	1	€152,000	€152,000	€0	€0	€47,500	€47,500	€199,500	€199,500

154

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

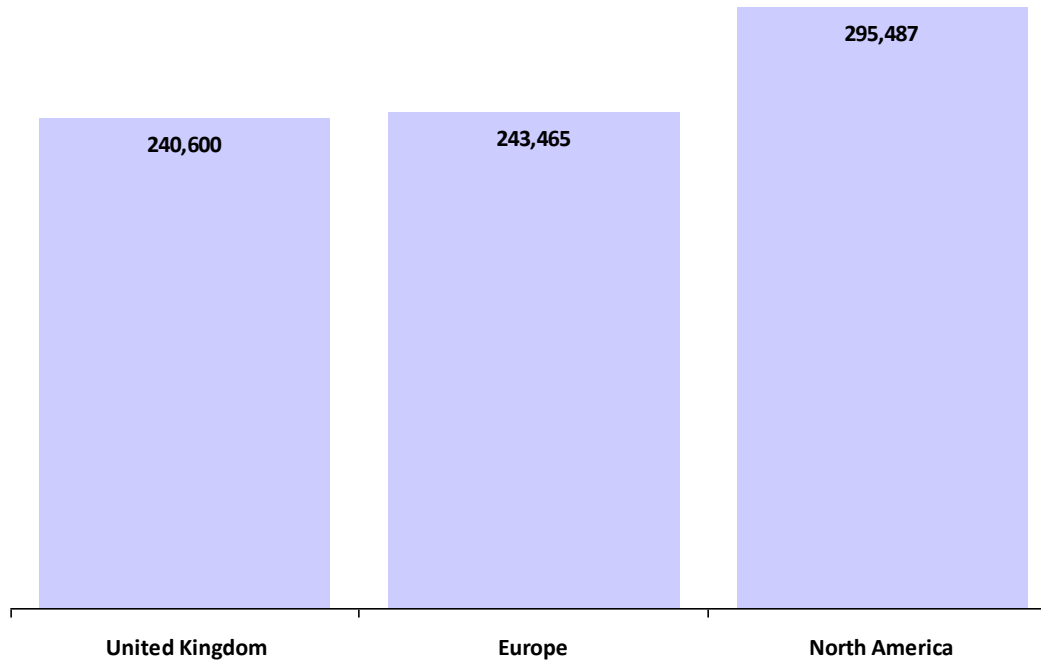
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	28	€180,653	€10,659	50%	€63,721	86%	€240,600
Europe	10	€192,430	€9,333	-	€53,594	-	€243,465
North America	10	€231,398	€0	-	€64,088	-	€295,487
Global:	48	€193,678					€252,631

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Deputy Treasurer

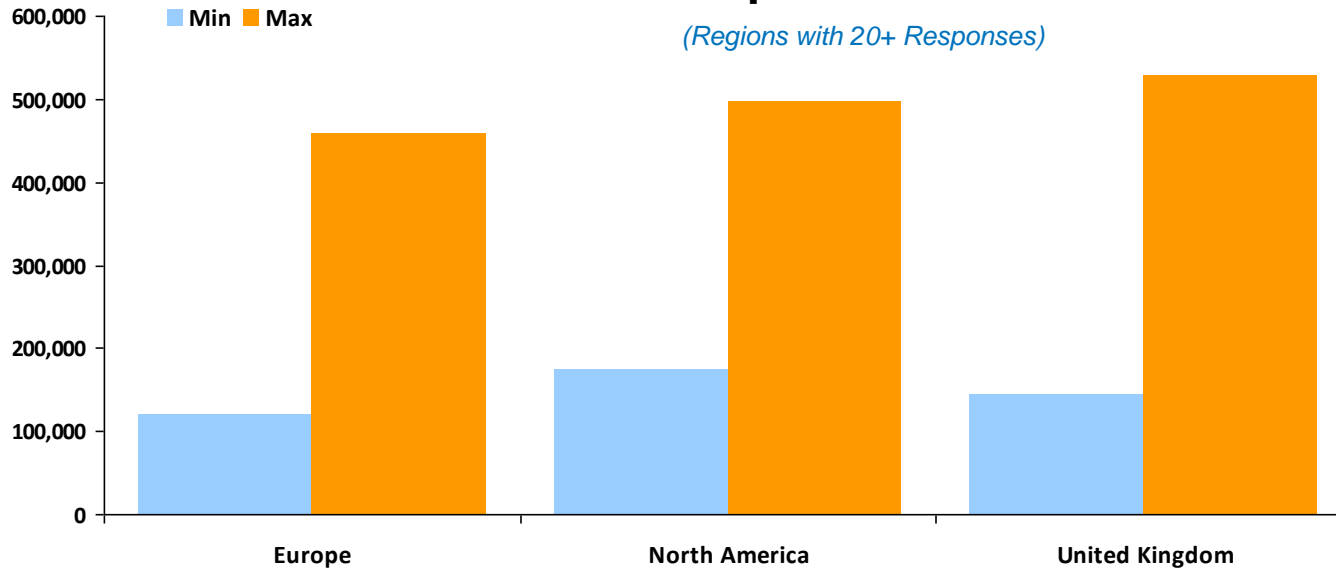
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	28	€136,800	€266,000	€0	€16,800	€0	€288,000	€144,000	€528,000
Europe	10	€110,000	€278,200	€0	€16,000	€0	€214,000	€121,000	€460,100
North America	10	€166,250	€285,000	€0	€0	€9,500	€212,800	€175,750	€497,800

48

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

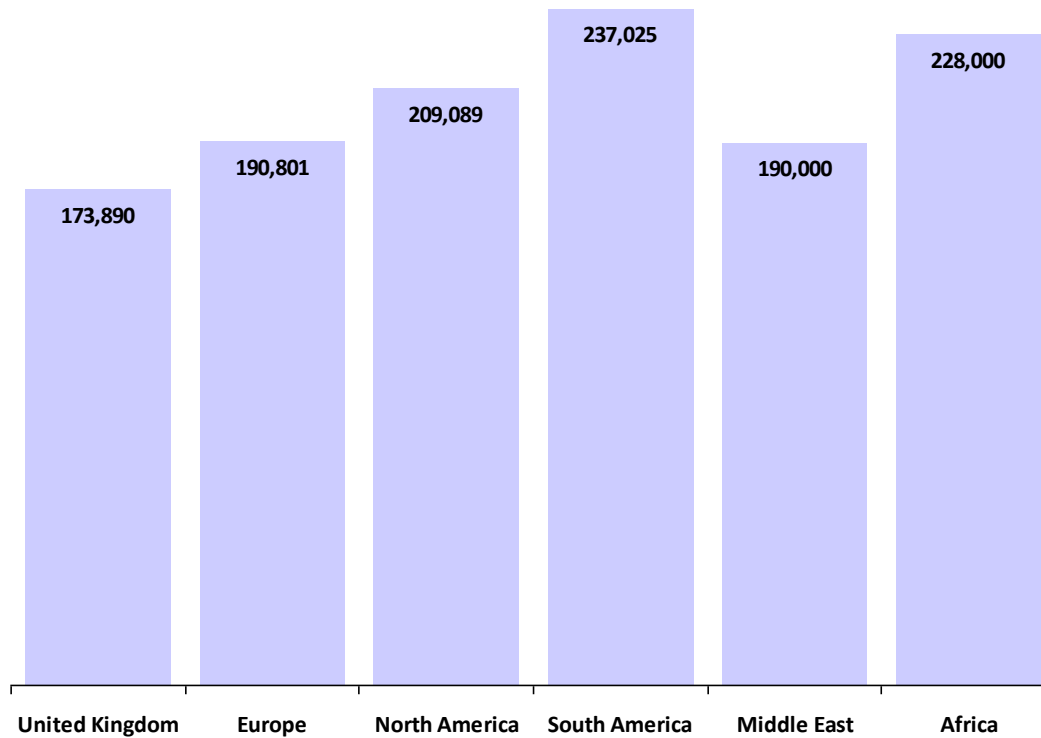
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	33	€145,908	€8,798	48%	€31,307	76%	€173,890
Europe	59	€152,992	€11,772	42%	€34,579	95%	€190,801
North America	64	€178,921	€9,555	6%	€37,108	80%	€209,089
South America	1	€213,750	€0	-	€23,275	-	€237,025
Middle East	2	€156,750	€17,100	-	€49,400	-	€190,000
Africa	1	€80,750	€11,400	-	€135,850	-	€228,000
Global:	160	€161,878					€195,140

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	33	€108,000	€232,560	€0	€12,600	€0	€79,650	€116,400	€324,090
Europe	59	€91,800	€311,370	€0	€20,000	€0	€201,160	€104,471	€467,590
North America	64	€119,000	€232,750	€0	€11,905	€0	€95,000	€130,006	€315,400
South America	1	€213,750	€213,750	€0	€0	€23,275	€23,275	€237,025	€237,025
Middle East	2	€142,500	€171,000	€0	€17,100	€0	€49,400	€171,000	€209,000
Africa	1	€80,750	€80,750	€11,400	€11,400	€135,850	€135,850	€228,000	€228,000

160

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

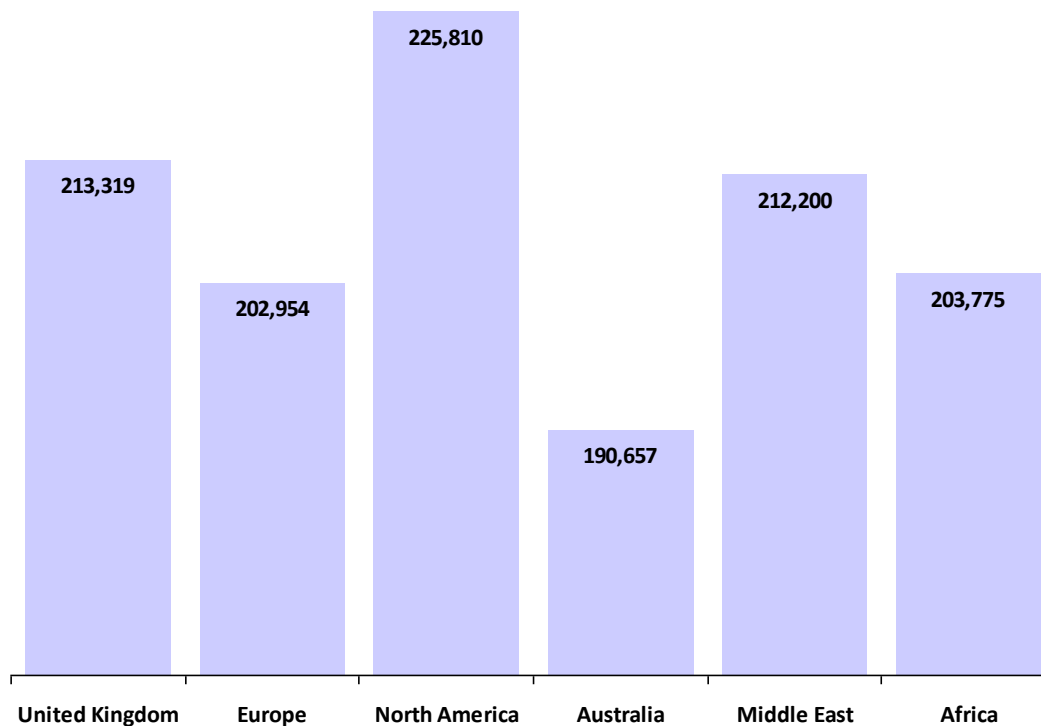
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	52	€175,240	€10,306	42%	€44,959	75%	€213,319
Europe	72	€160,658	€10,768	56%	€42,862	85%	€202,954
North America	40	€190,133	€7,980	3%	€43,004	83%	€225,810
Australia	3	€169,177	€9,800	-	€18,213	-	€190,657
Middle East	3	€189,000	€12,600	-	€28,500	-	€212,200
Africa	1	€156,750	€0	-	€47,025	-	€203,775
Global:	171	€172,611					€211,404

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Group Treasurer

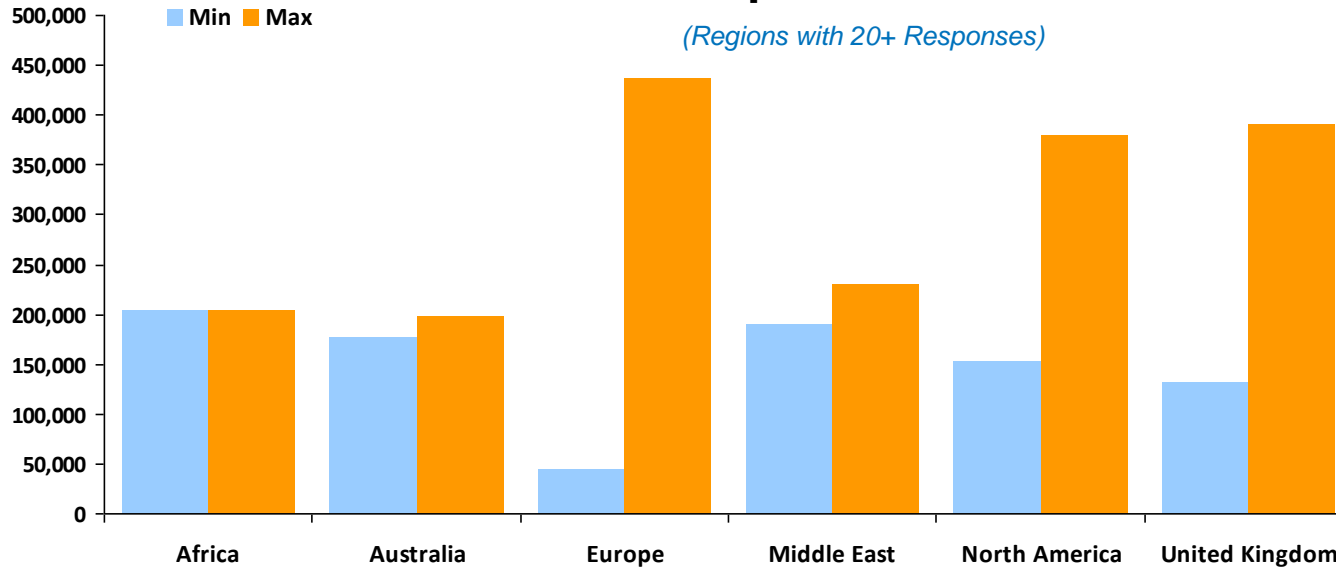
Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	52	€126,000	€257,418	€0	€15,600	€0	€180,000	€132,000	€390,000
Europe	72	€127,781	€267,500	€0	€21,000	€0	€171,200	€45,552	€436,560
North America	40	€153,000	€213,750	€0	€7,980	€0	€171,000	€153,000	€380,000
Australia	3	€149,730	€179,800	€0	€9,800	€10,000	€27,900	€177,630	€197,800
Middle East	3	€182,000	€195,000	€0	€12,600	€0	€35,000	€190,000	€229,600
Africa	1	€156,750	€156,750	€0	€0	€47,025	€47,025	€203,775	€203,775

171

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

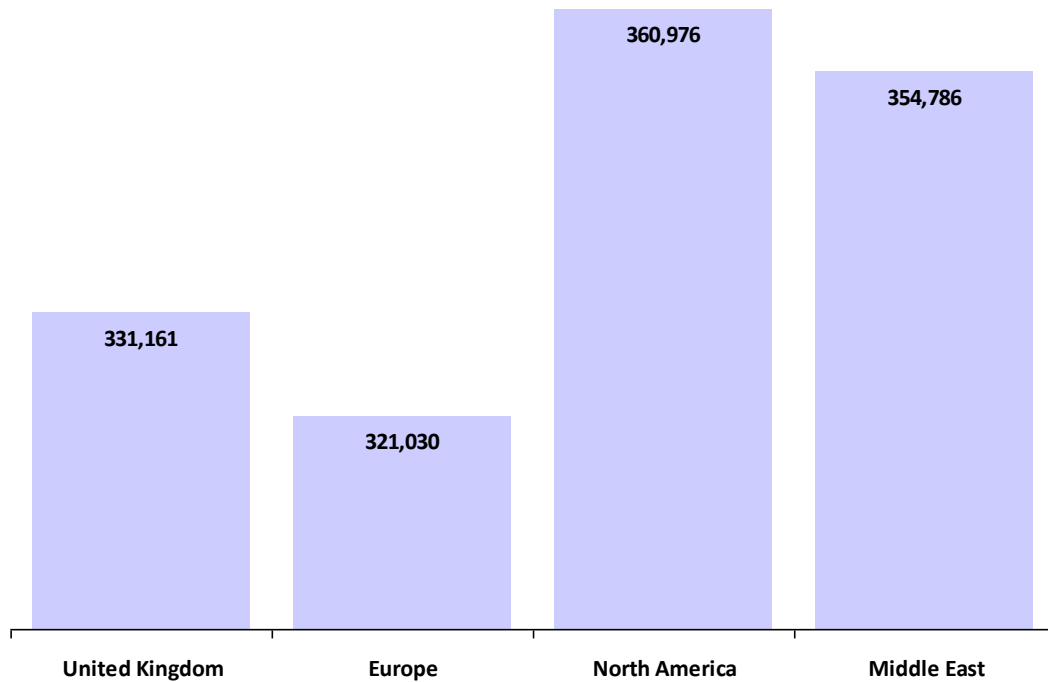
Currency in Euros €

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	47	€240,996	€11,318	40%	€105,861	81%	€331,161
Europe	38	€246,342	€11,970	66%	€79,340	84%	€321,030
North America	90	€270,961	€9,520	6%	€99,428	90%	€360,976
Middle East	4	€307,770	€10,355	-	€41,838	-	€354,786
Global:	179	€258,690					€344,529

Average Total Compensation

Currency in Euros €

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

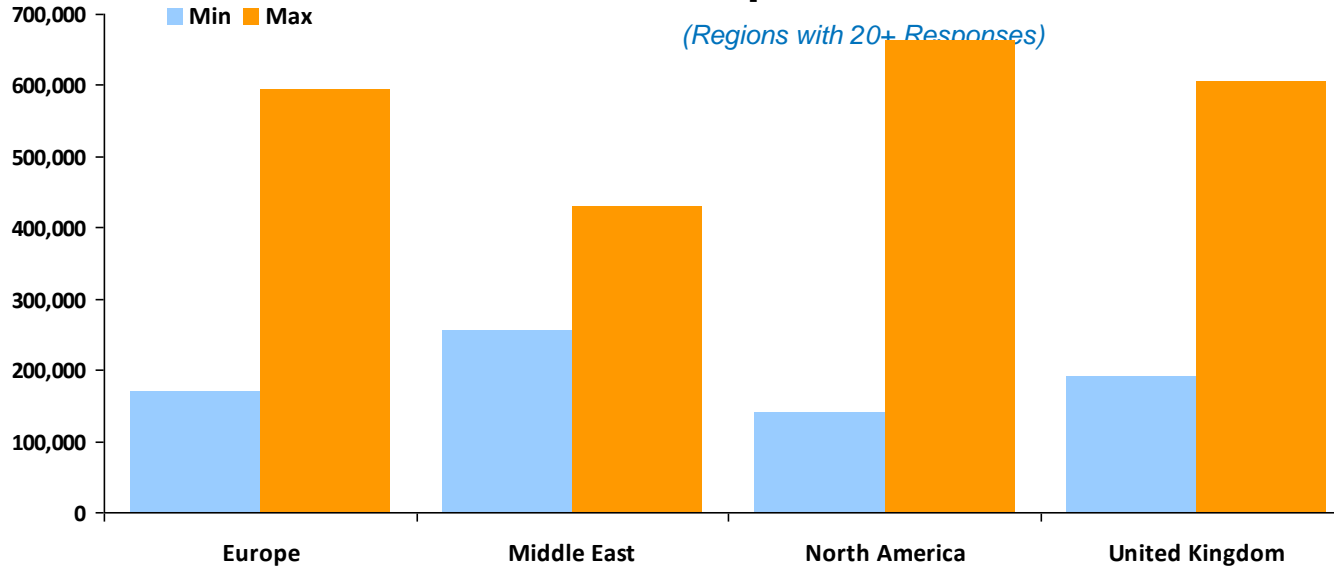
Global Treasurer / Treasury Director

Currency in Euros €

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	47	€156,000	€333,600	€0	€14,400	€0	€321,960	€191,400	€605,880
Europe	38	€156,000	€417,942	€0	€21,000	€0	€214,000	€170,100	€593,850
North America	90	€142,500	€390,532	€0	€19,260	€0	€348,650	€142,500	€665,000
Middle East	4	€221,231	€416,100	€0	€11,400	€4,750	€81,853	€256,500	€429,400

179

Total Compensation Min/Max



BENEFITS DATA

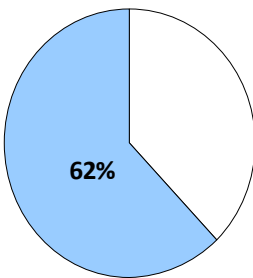
Benefits

All Positions

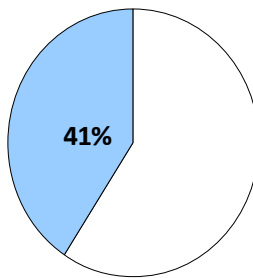
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	402	250	252	86	111	225	58	24	95
Europe	438	179	161	91	103	253	61	22	37
North America	432	312	167	121	122	283	64	23	3
South America	4	4	3	0	0	4	1	1	0
Australia	3	1	0	2	0	3	0	1	0
Asia	2	2	1	1	1	2	0	0	0
Middle East	13	9	1	2	2	6	0	0	0
Africa	4	3	3	1	0	3	0	0	0

Healthcare Benefits

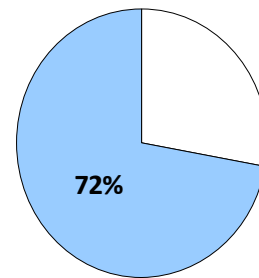
United Kingdom



Europe

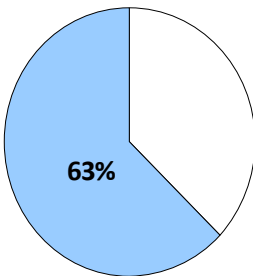


North America

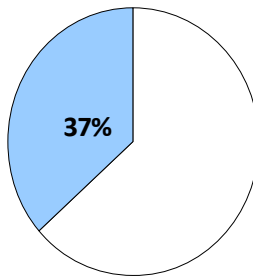


Pension Plan Match

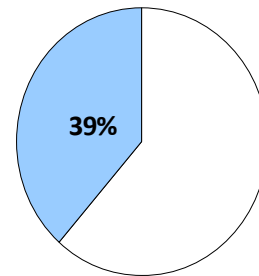
United Kingdom



Europe



North America

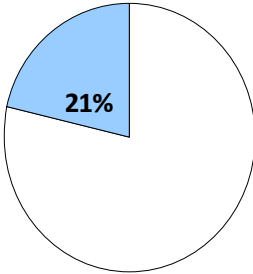


Benefits

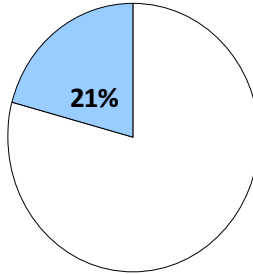
All Positions

Stock Options

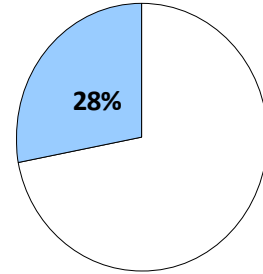
United Kingdom



Europe

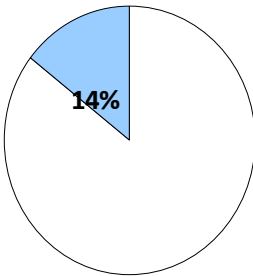


North America

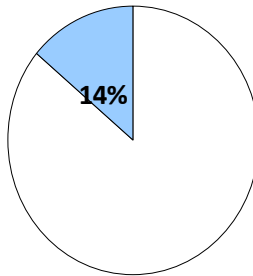


Gym Membership

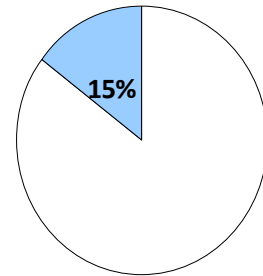
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Europe

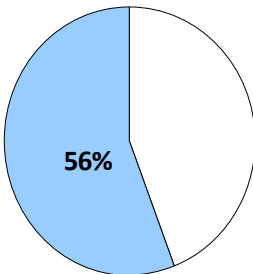


North America

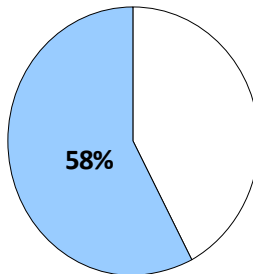


Flextime

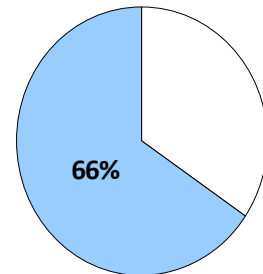
United Kingdom



Europe



North America

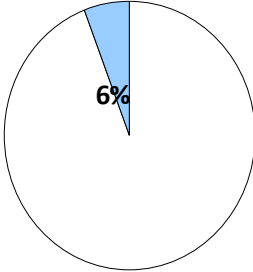


Benefits

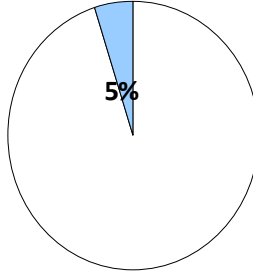
All Positions

Childcare

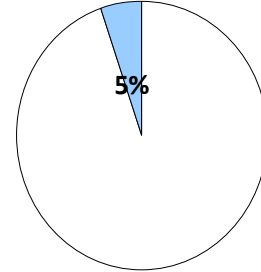
United Kingdom



Europe

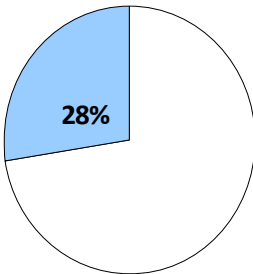


North America

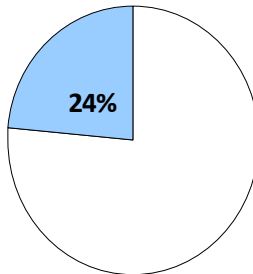


Employee Discounts

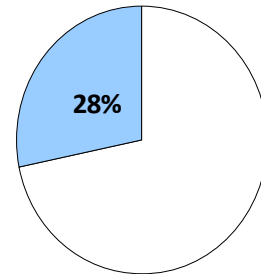
United Kingdom



Europe



North America

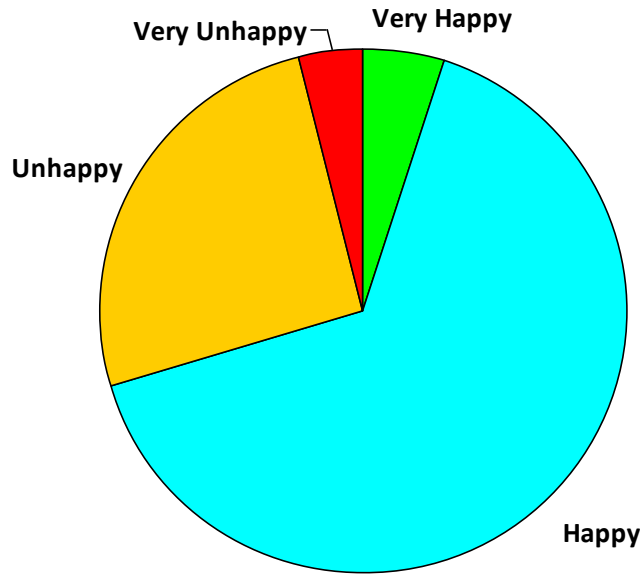


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: Europe

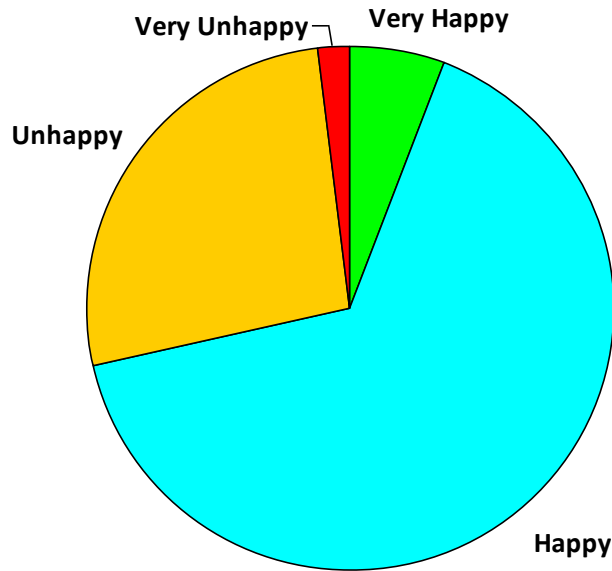


Happy with Salary	Responses	Percent
Very Happy	21	5.0%
Happy	277	65.3%
Unhappy	110	25.9%
Very Unhappy	16	3.8%
Total Responses:	424	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: United Kingdom

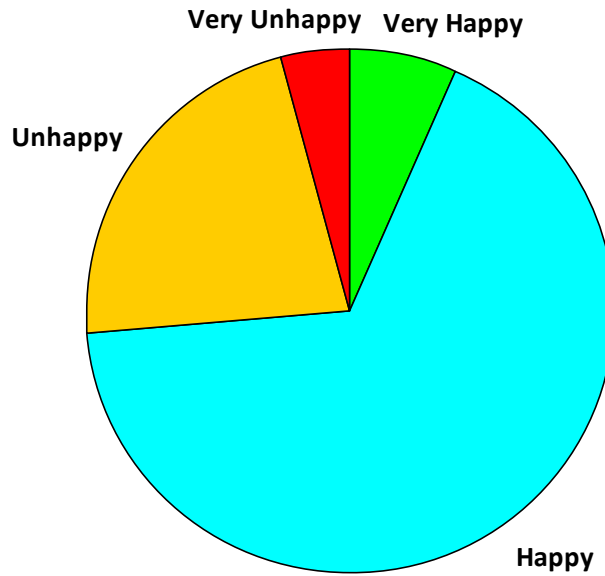


Happy with Salary	Responses	Percent
Very Happy	22	5.7%
Happy	252	65.6%
Unhappy	102	26.6%
Very Unhappy	8	2.1%
Total Responses:	384	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

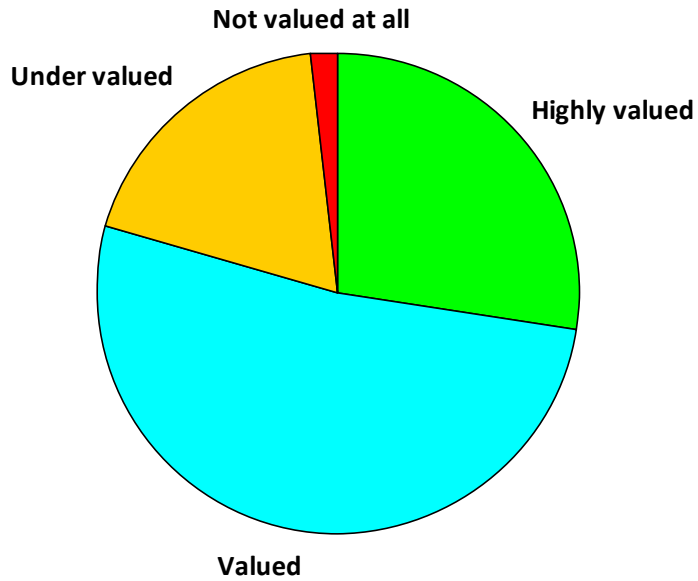


Happy with Salary	Responses	Percent
Very Happy	28	6.7%
Happy	280	66.8%
Unhappy	93	22.2%
Very Unhappy	18	4.3%
Total Responses:	419	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: Europe

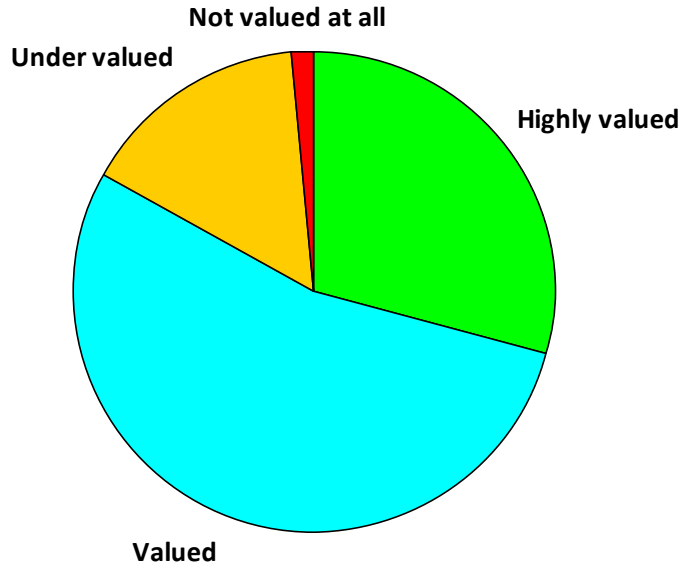


Happy with Salary	Responses	Percent
Highly valued	117	27.5%
Valued	222	52.1%
Under valued	80	18.8%
Not valued at	7	1.6%
Total Responses:	426	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: United Kingdom

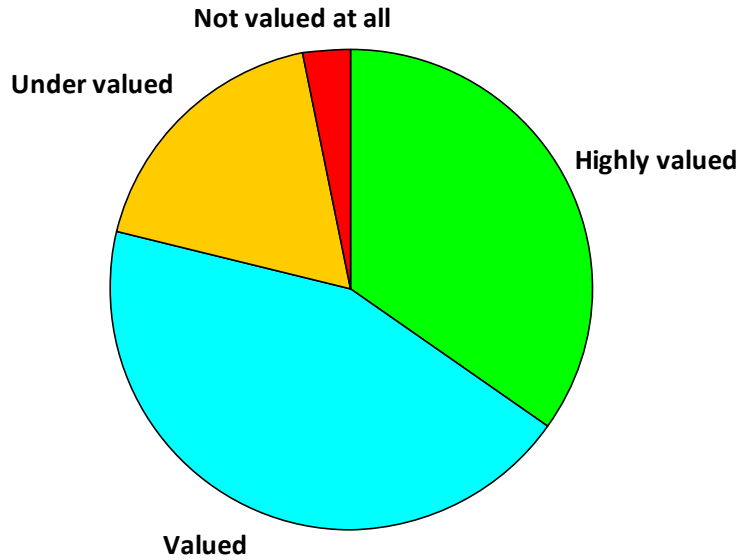


Happy with Salary	Responses	Percent
Highly valued	112	29.2%
Valued	207	53.9%
Under valued	60	15.6%
Not valued at	5	1.3%
Total Responses:	384	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: North America



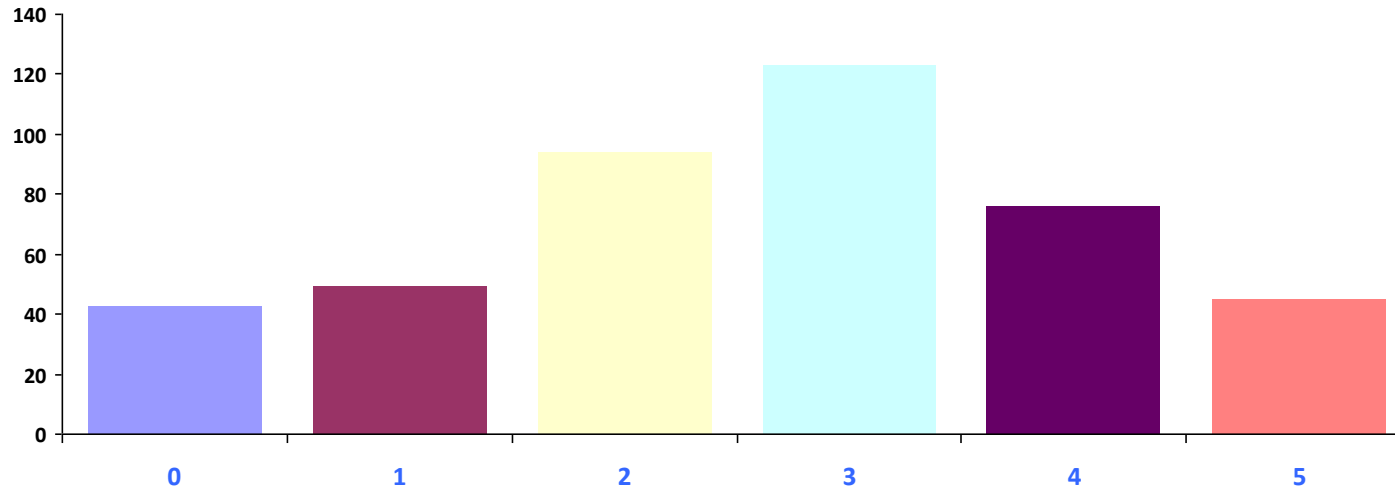
Happy with Salary	Responses	Percent
Highly valued	146	34.8%
Valued	185	44.2%
Under valued	75	17.9%
Not valued at	13	3.1%
Total Responses:	419	100%

WORK FROM HOME POLICIES & TRENDS

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: Europe

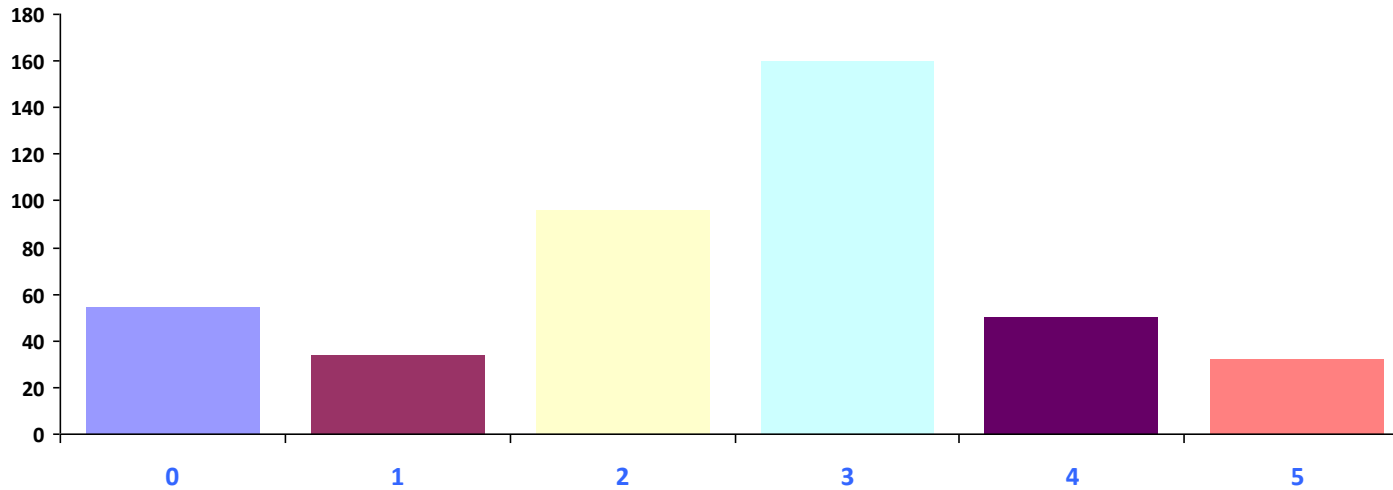


Days in Office

Days in Office	Responses	Percent
0	43	10%
1	49	11%
2	94	22%
3	123	29%
4	76	18%
5	45	10%

TOTAL: 430

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



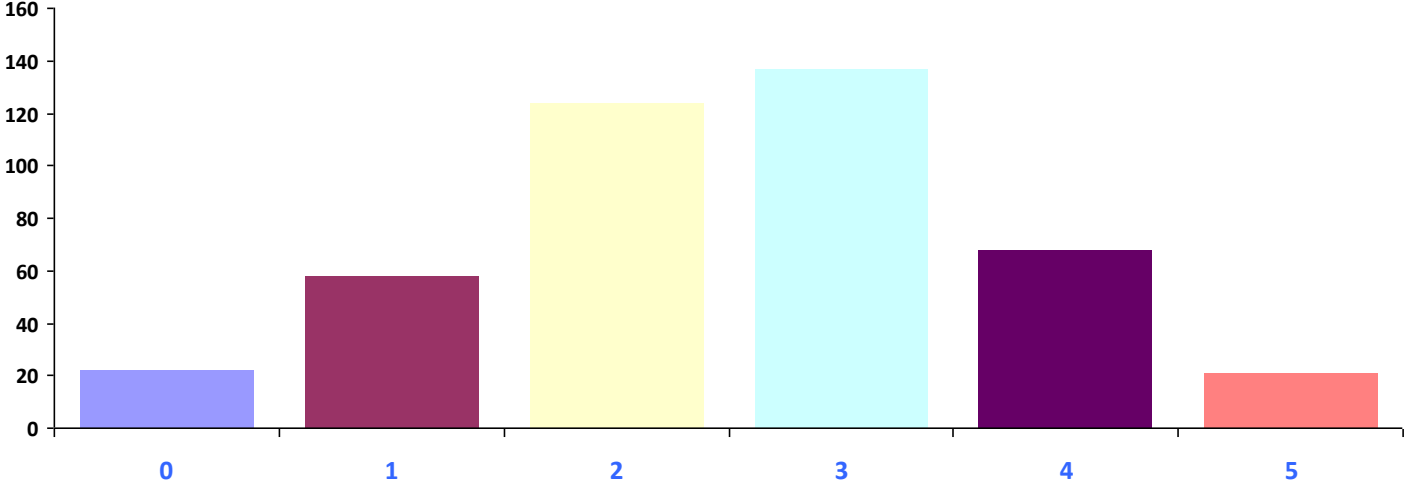
Days in Office

Days in Office	Responses	Percent
0	54	13%
1	34	8%
2	96	23%
3	160	38%
4	50	12%
5	32	8%

TOTAL: 426

THE TREASURY RECRUITMENT COMPANY
Number of Days You Would Like to Work in the Office

REGION: Europe

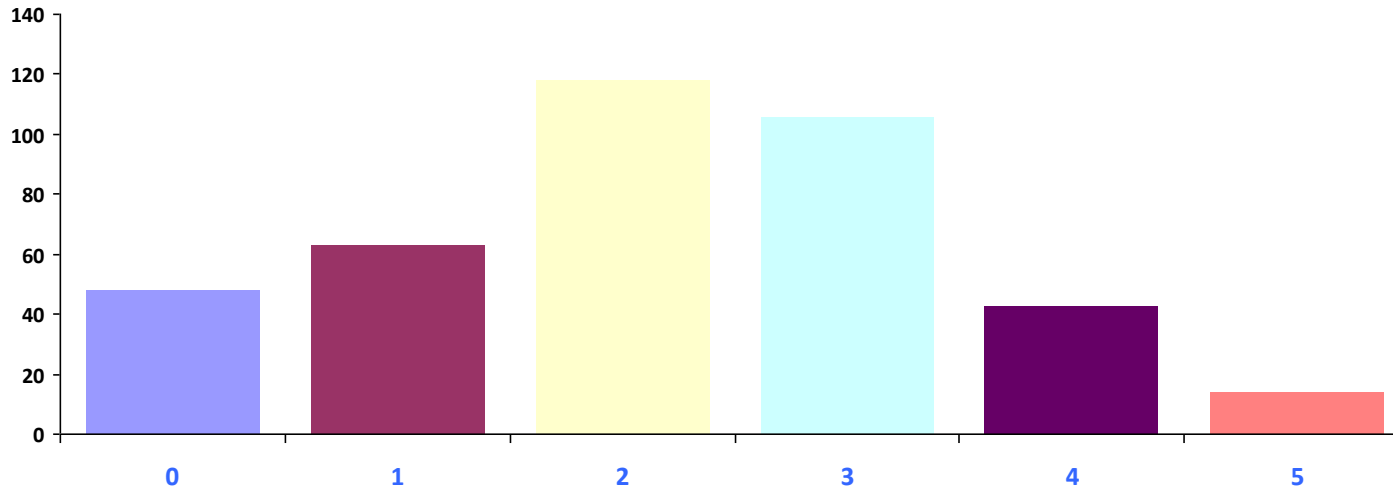


Days in Office

Days in Office	Responses	Percent
0	22	5%
1	58	13%
2	124	29%
3	137	32%
4	68	16%
5	21	5%

TOTAL: 430

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

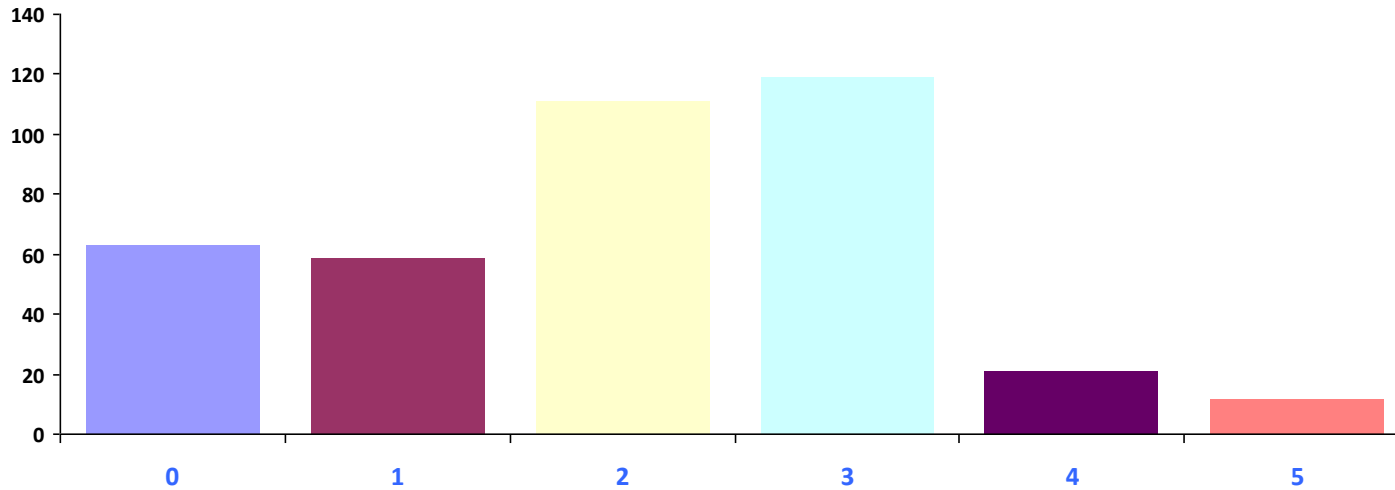


Days in Office

Days in Office	Responses	Percent
0	48	12%
1	63	16%
2	118	30%
3	106	27%
4	43	11%
5	14	4%

TOTAL: 392

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

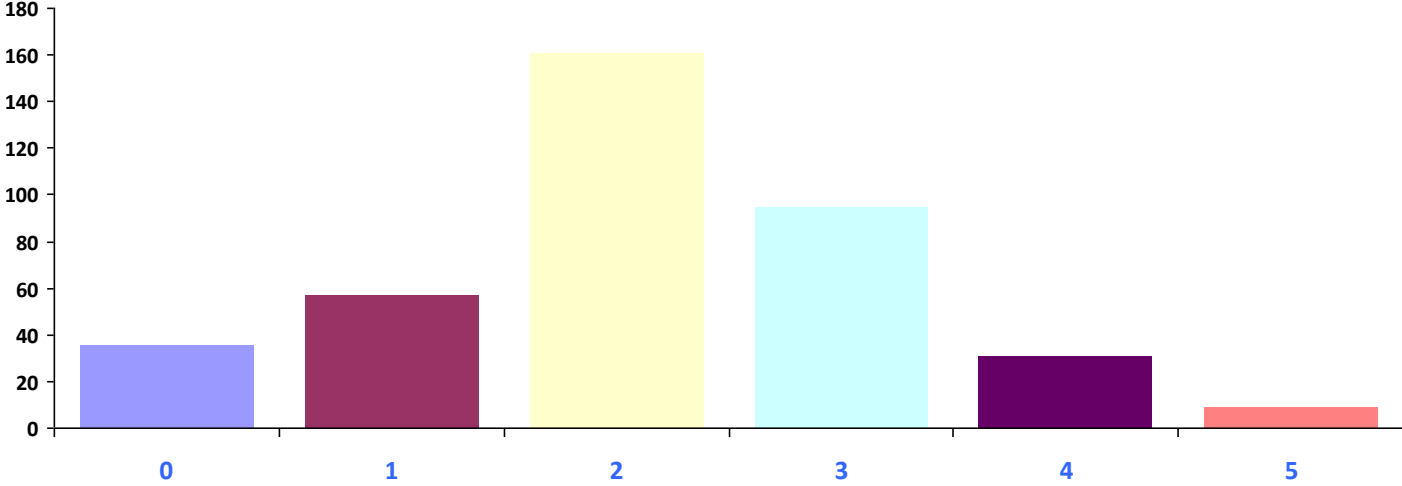


Days in Office

Days in Office	Responses	Percent
0	63	16%
1	59	15%
2	111	29%
3	119	31%
4	21	5%
5	12	3%

TOTAL: 385

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

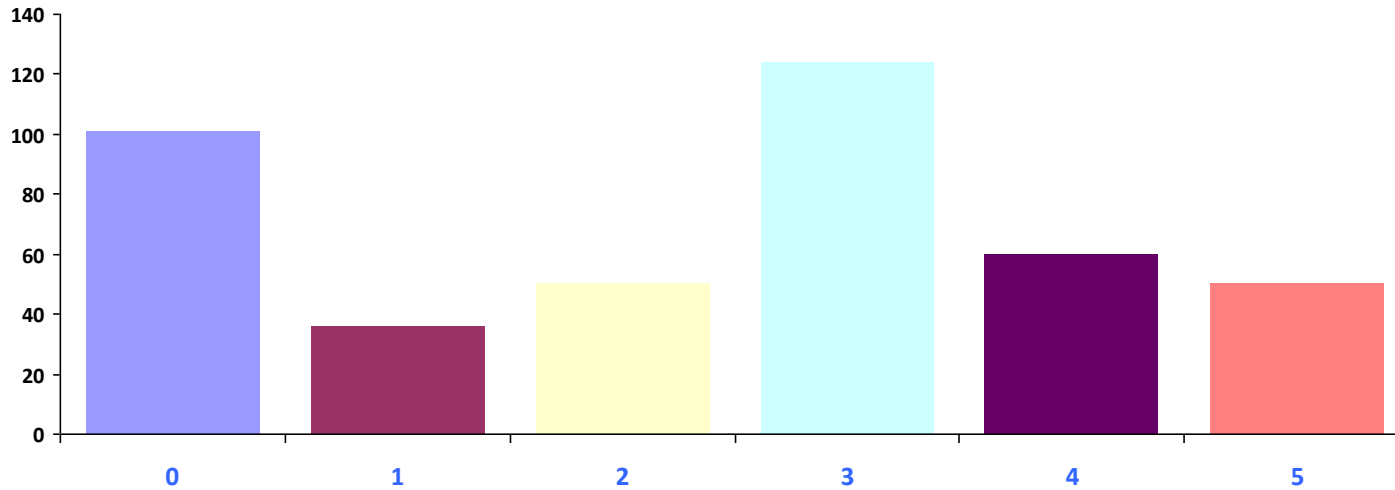


Days in Office

Days in Office	Responses	Percent
0	36	9%
1	57	15%
2	161	41%
3	95	24%
4	31	8%
5	9	2%

TOTAL: 389

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

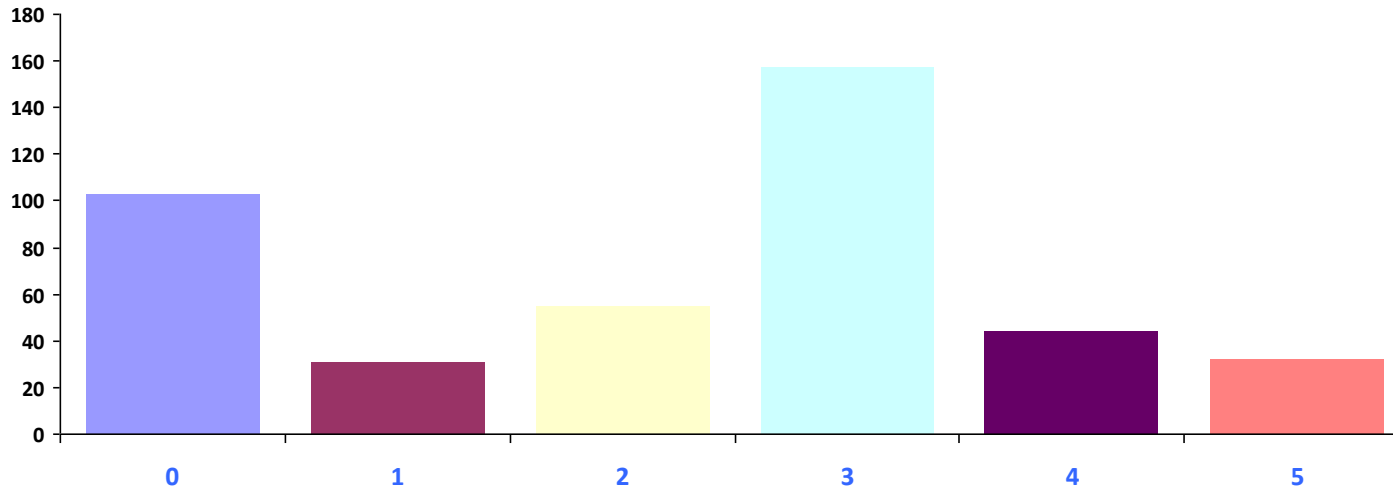


Days in Office

Days in Office	Responses	Percent
0	101	24%
1	36	9%
2	50	12%
3	124	29%
4	60	14%
5	50	12%

TOTAL: 421

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

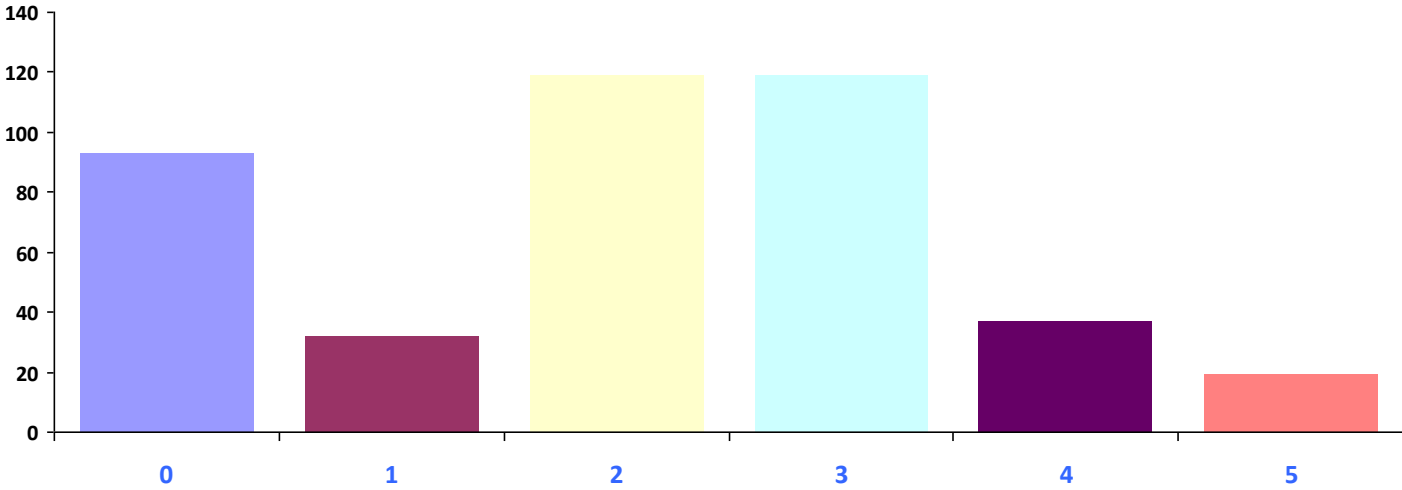


Days in Office

Days in Office	Responses	Percent
0	103	24%
1	31	7%
2	55	13%
3	157	37%
4	44	10%
5	32	8%

TOTAL: 422

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	93	22%
1	32	8%
2	119	28%
3	119	28%
4	37	9%
5	19	5%

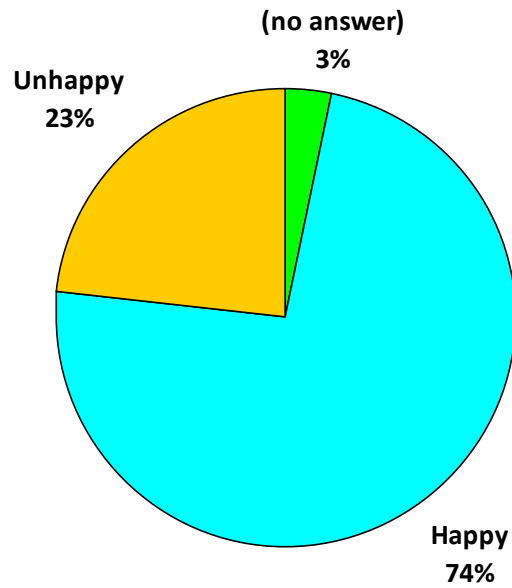
TOTAL: 419

EMPLOYEE SENTIMENTS

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: Europe



Happy with Role	Responses	Percent
Unhappy	102	23.3%
Happy	322	73.5%
(no answer)	14	3.2%
Total Responses:	438	100%

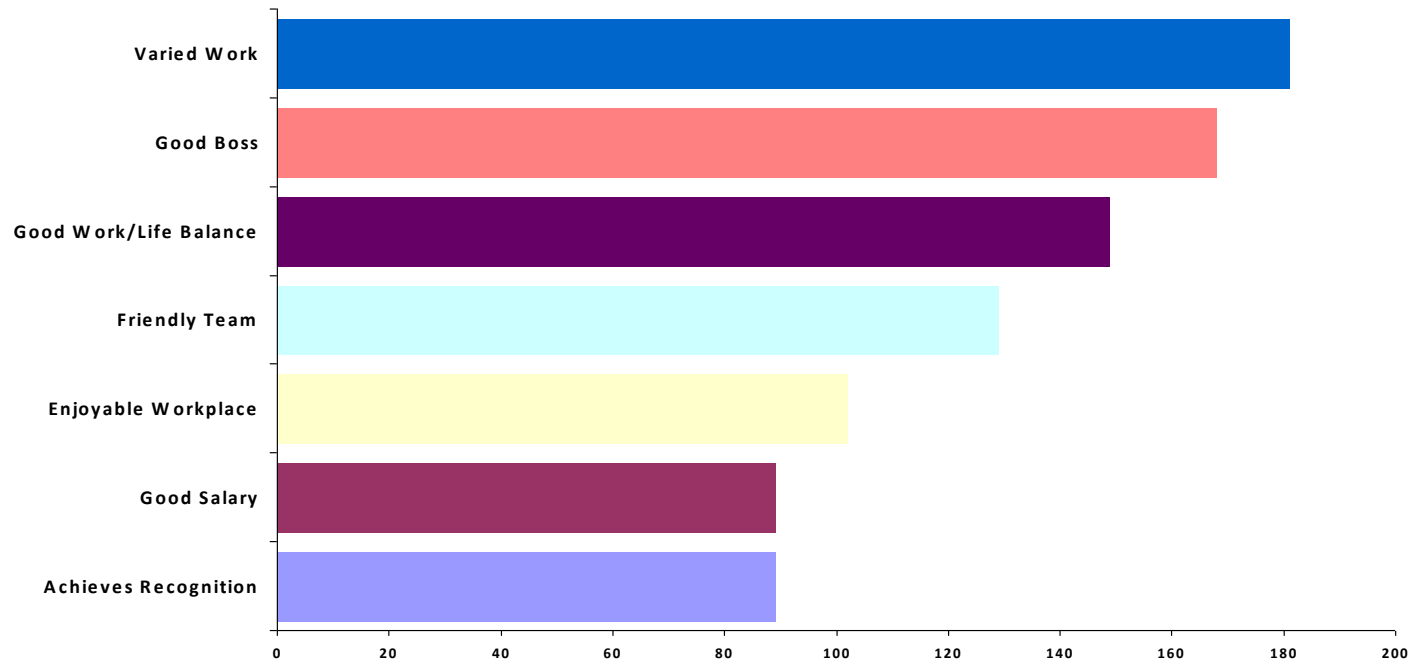
THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

Europe

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievements Recognized
Responses:	149	168	89	181	102	129	89

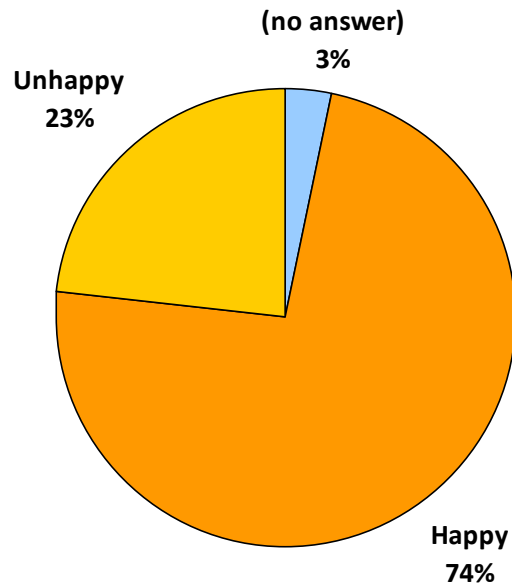
Why Happy



THE TREASURY RECRUITMENT COMPANY

Unhappy with Your Current Role

REGION: Europe



Happy with Role	Responses	Percent
Unhappy	102	23.3%
Happy	322	73.5%
(no answer)	14	3.2%
Total Responses:	438	100%

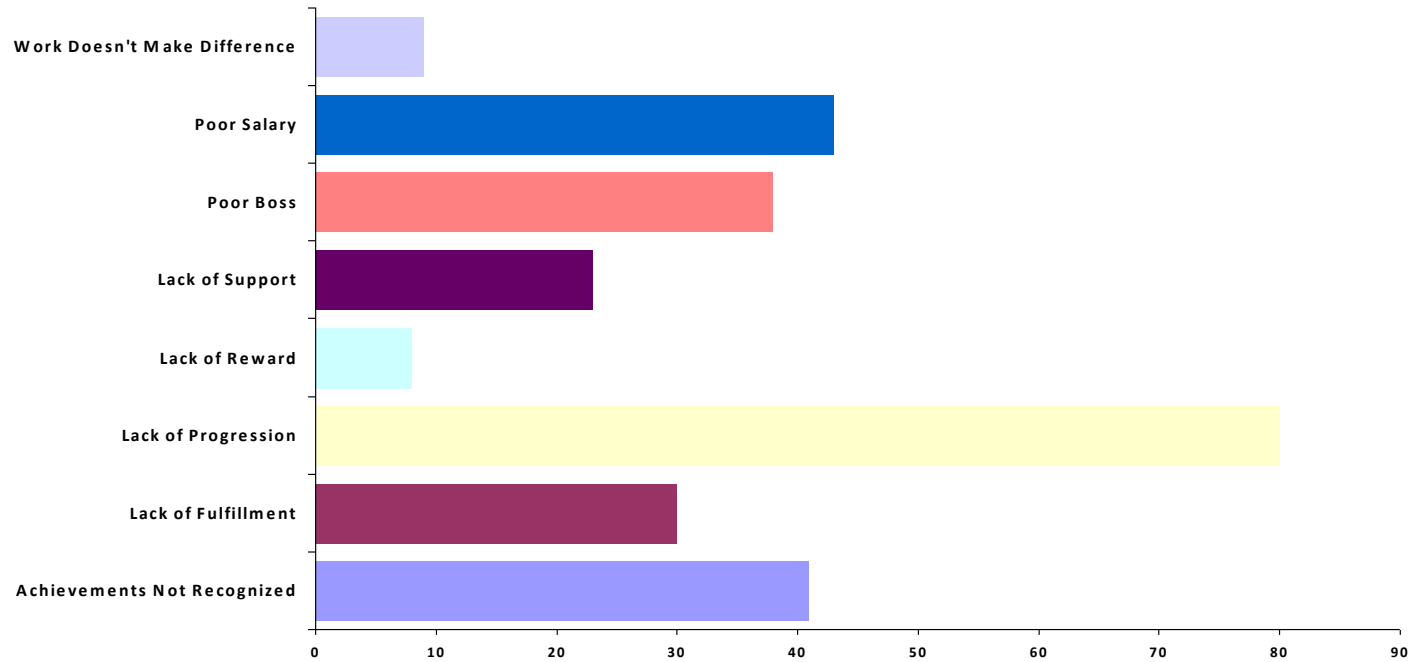
THE TREASURY RECRUITMENT COMPANY

Why are You Unhappy in Role

Europe

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	9	38	23	30	41	80	8	43

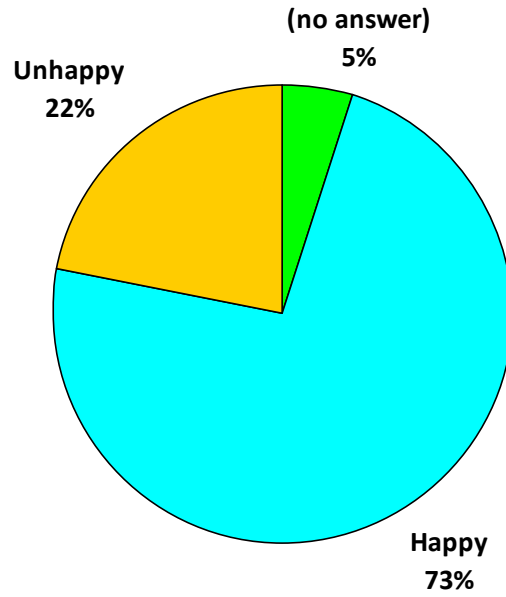
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: United Kingdom



Happy with Role	Responses	Percent
Unhappy	88	21.9%
Happy	294	73.1%
(no answer)	20	5.0%
Total Responses:	402	100%

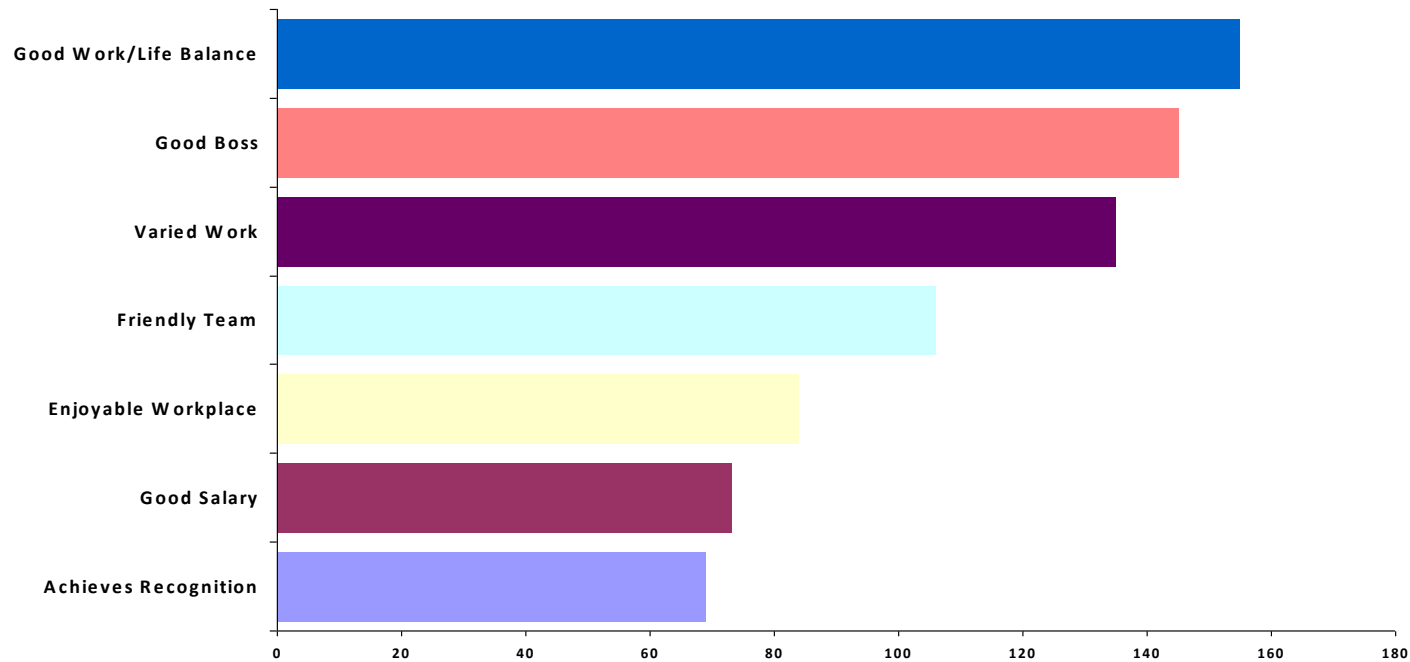
THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role

United Kingdom

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievements Recognized
Responses:	155	145	73	135	84	106	69

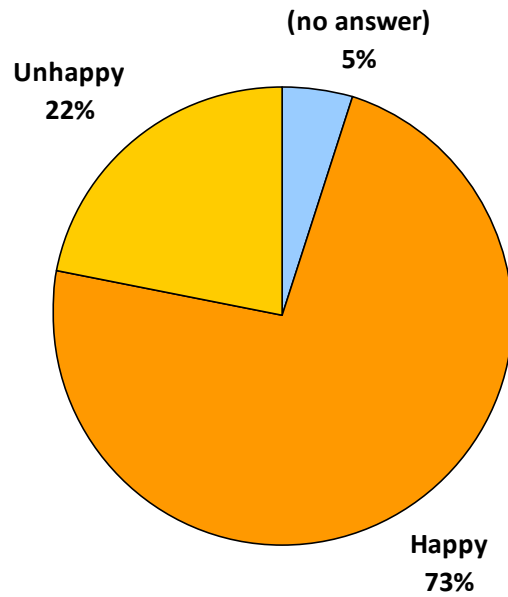
Why Happy



THE TREASURY RECRUITMENT COMPANY

Unhappy with Your Current Role

REGION: United Kingdom



Happy with Role	Responses	Percent
Unhappy	88	21.9%
Happy	294	73.1%
(no answer)	20	5.0%
Total Responses:	402	100%

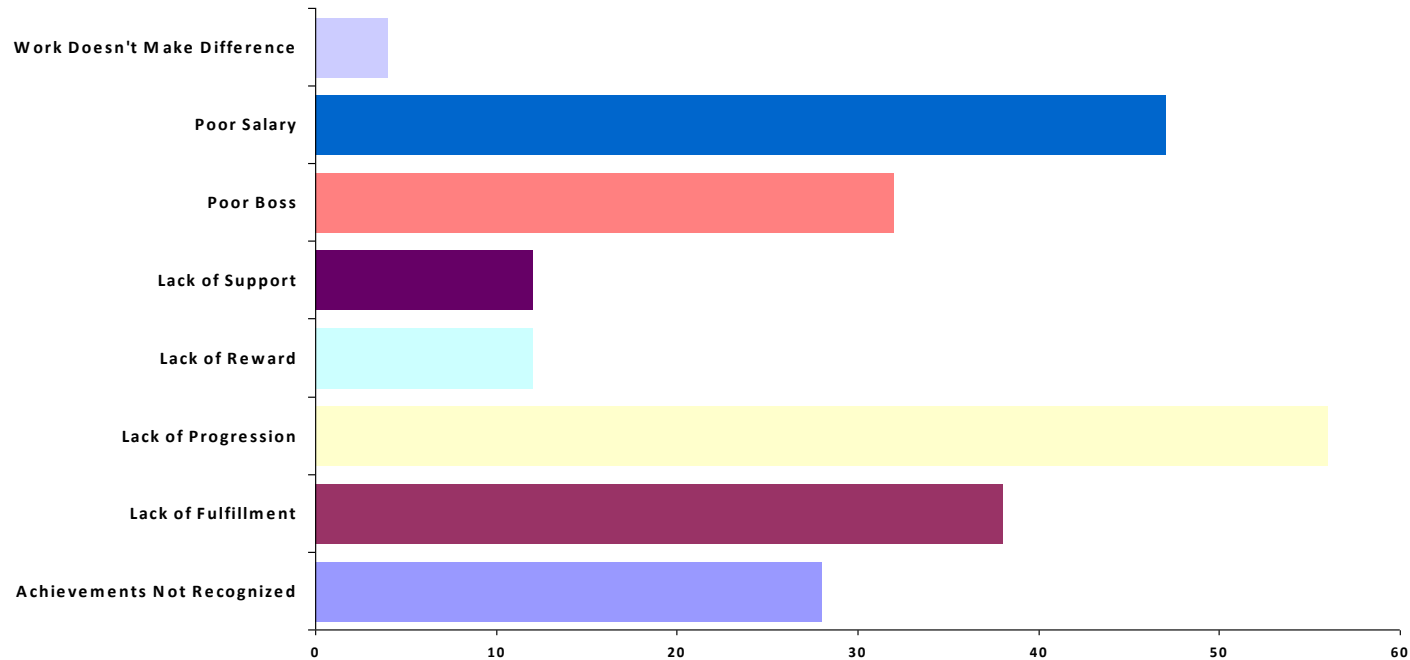
THE TREASURY RECRUITMENT COMPANY

Why are You Unhappy in Role

United Kingdom

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	4	32	12	38	28	56	12	47

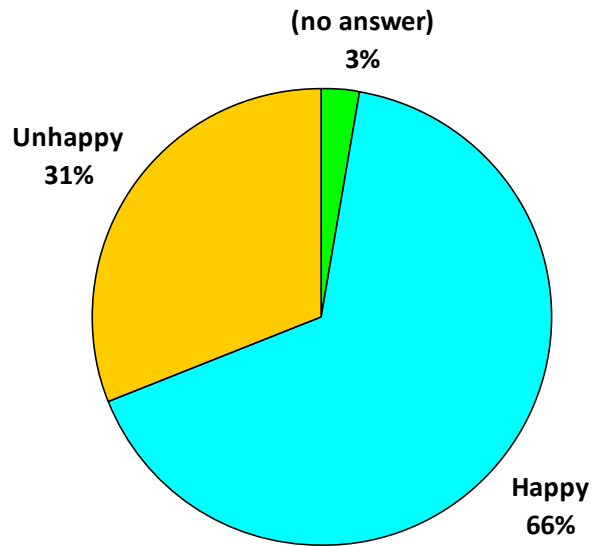
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: North America



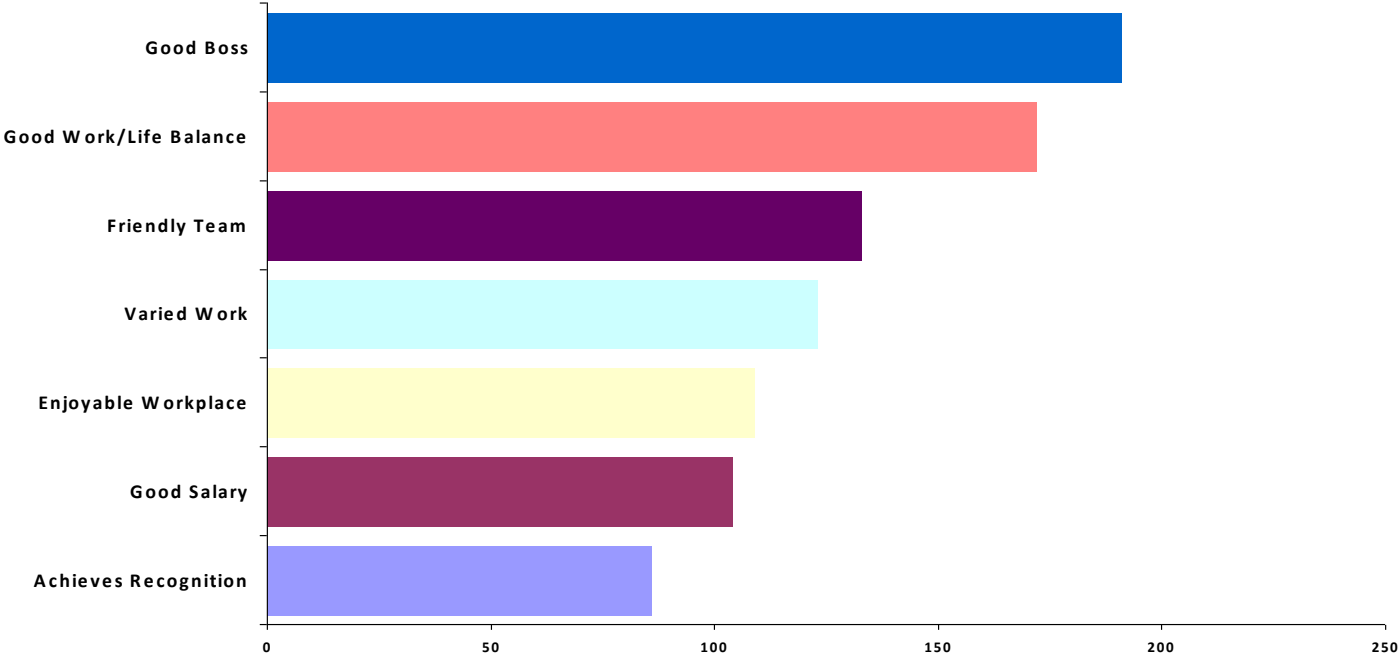
Happy with Role	Responses	Percent
Unhappy	135	31.3%
Happy	285	66.0%
(no answer)	12	2.8%
Total Responses:	432	100%

THE TREASURY RECRUITMENT COMPANY

Why are You Happy in Role North America

	Good Work/life Balance	Good Boss	Good Salary	Varied Work	Enjoyable Workplace	Friendly Team	Achievements Recognized
Responses:	172	191	104	123	109	133	86

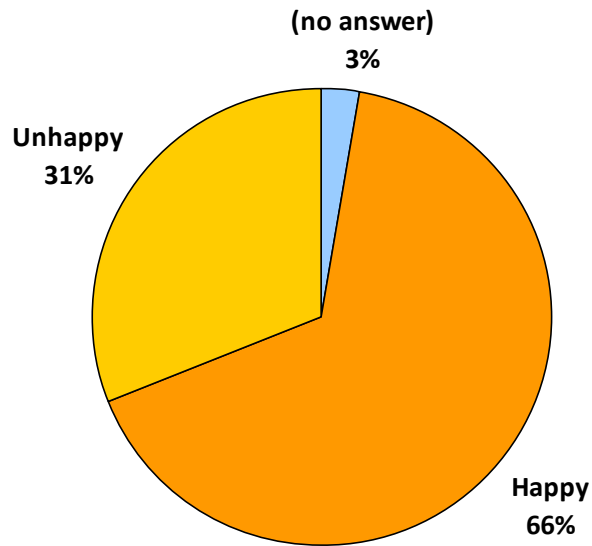
Why Happy



THE TREASURY RECRUITMENT COMPANY

Unhappy with Your Current Role

REGION: North America



Happy with Role	Responses	Percent
Unhappy	135	31.3%
Happy	285	66.0%
(no answer)	12	2.8%
Total Responses:	432	100%

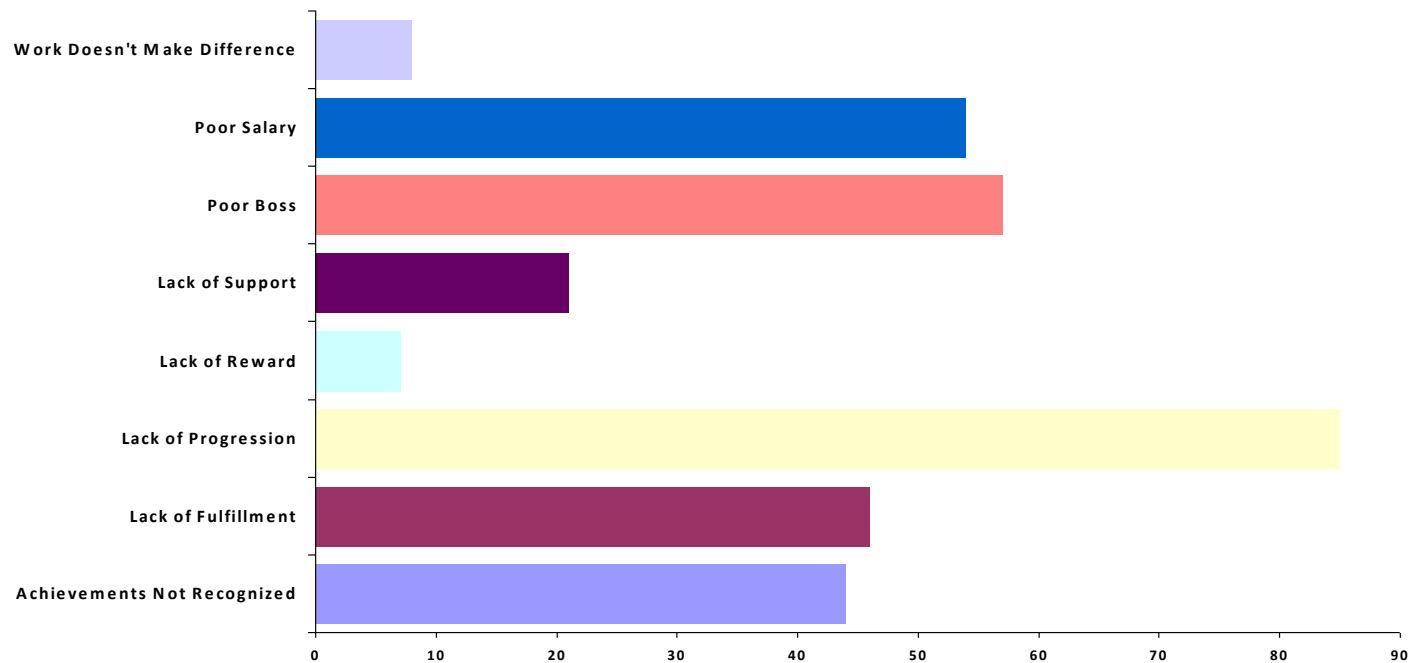
THE TREASURY RECRUITMENT COMPANY

Why are You Unhappy in Role

North America

	Work Doesn't Make a Difference	Poor Boss	Lack of Support	Lack of Fulfillment	Achievements Not Recognized	Lack of Progression	Lack of Reward	Poor Salary
Responses:	8	57	21	46	44	85	7	54

Why Unhappy



KEY INSIGHTS & FINAL WORDS

Key Insights from Our Latest Treasury Salary Survey

KEY INSIGHTS FROM OUR JANUARY 2025 TREASURY SALARY SURVEY

Our first Treasury Salary Snapshot for 2025 is here, capturing insights from over 1,300 treasury professionals globally. As always, this isn't just about salaries—it's about understanding the trends, challenges, and opportunities shaping the treasury profession. Let's explore the key findings.

The Job Market: A Challenging Landscape

Recruiting treasury talent remains competitive, with low unemployment rates and ongoing skills shortages creating significant challenges. Over 70% of business leaders highlighted concerns about finding the right talent in 2025, and retention has emerged as a critical priority.

Treasury professionals, however, are seeing opportunities. Pay increases for finance roles have been higher than average, with many professionals benefiting from a rise of 10-12% over the past 18 months depending on their geographic region / location. That said, attracting and retaining top talent requires more than just competitive salaries. The focus must shift to offering a more rounded proposition that includes flexibility, growth opportunities, and recognition.

This can be seen throughout our study when we assess study participants and their levels of happiness and in particular, when they are being asked OR forced to return to the office in some cases!

What Drives Employee Satisfaction?

Our findings reveal three key motivators that professionals value in their roles:

I. Flexibility is Essential

Hybrid working remains the preferred model for treasury professionals, offering a balance of collaboration and personal flexibility. Employers embracing flexible policies are seeing stronger retention rates, but the balance can be tricky, 40% of companies are encouraging employees to return to the office, citing collaboration and culture as key benefits.

The takeaway? Flexibility and culture aren't opposing forces—they work best when balanced effectively.



Mike Richards

CEO & Founder

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2. Career Progression is Non-Negotiable

Treasury professionals want clarity on where their career can go. Lack of progression remains the top reason professionals look for new roles.

Employers prioritizing development plans, mentor-ship, and internal mobility are not only attracting top talent but retaining it. A clear pathway for growth is no longer a “nice-to-have”—it’s essential.

3. Recognition and Support Matter

While salaries remain important, treasury professionals increasingly value:

- Recognition for their efforts and contributions.
- Supportive leadership and a collaborative team.
- Roles that feel meaningful and challenging.

These factors are driving retention and engagement across treasury teams, helping organizations stand out as employers of choice.

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 other surveys ours is 100% REAL BUT that means that it is only with your support that I can use real data shared by actual treasury professionals just like you to create the survey.

"It is only with your support, that this survey had become 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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CEO & Founder

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

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