

THE
TREASURY
RECRUITMENT
CO

GLOBAL TREASURY SALARY SURVEY

**USA 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

North America

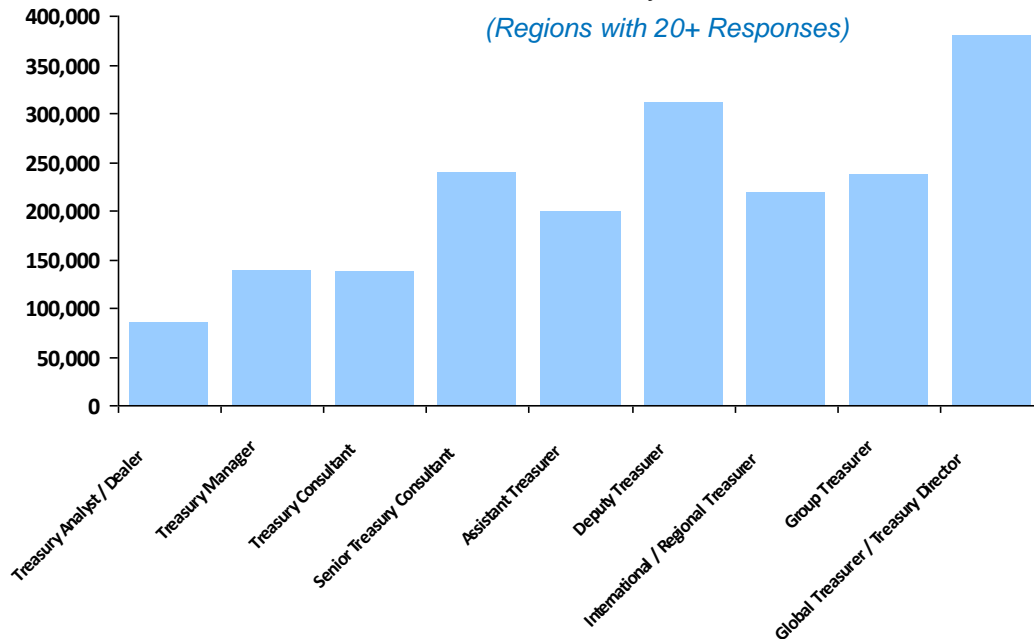
Currency in USD \$

Position	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
Treasury Analyst / Dealer	48	\$80,653	\$2,400	2%	\$6,921	65%	\$85,173
Treasury Manager	113	\$128,046	\$0	0%	\$16,821	72%	\$140,104
Treasury Consultant	4	\$123,875	\$0	-	\$17,667	-	\$137,125
Senior Treasury Consultant	7	\$204,143	\$0	-	\$40,830	-	\$239,140
Assistant Treasurer	56	\$170,977	\$0	0%	\$33,470	86%	\$199,666
Deputy Treasurer	10	\$243,577	\$0	-	\$67,461	-	\$311,039
International / Regional Treasurer	64	\$188,322	\$10,058	6%	\$39,056	80%	\$220,074
Group Treasurer	40	\$200,107	\$8,400	3%	\$45,267	83%	\$237,663
Global Treasurer / Treasury Director	90	\$285,237	\$10,022	6%	\$104,663	90%	\$379,991
Global:	432	\$180,564					\$218,113

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

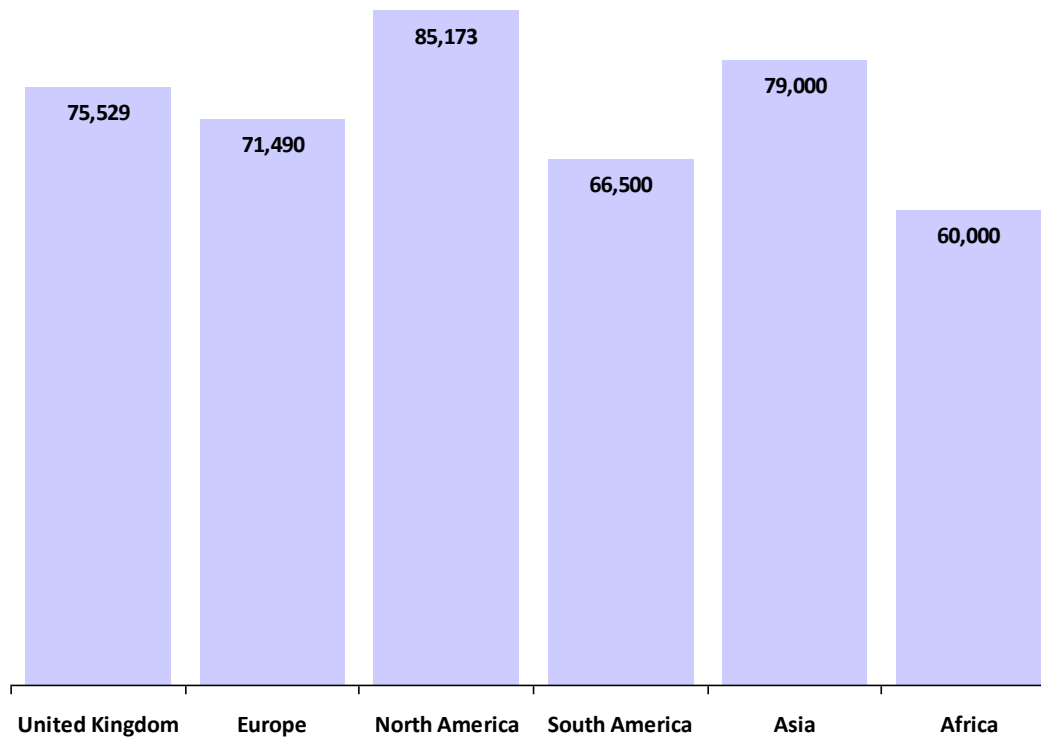
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	67	\$70,424	\$7,265	7%	\$8,045	57%	\$75,529
Europe	67	\$64,677	\$7,861	24%	\$6,889	72%	\$71,490
North America	48	\$80,653	\$2,400	2%	\$6,921	65%	\$85,173
South America	2	\$50,500	\$10,000	-	\$22,000	-	\$66,500
Asia	1	\$62,500	\$4,000	-	\$12,500	-	\$79,000
Africa	1	\$50,000	\$4,000	-	\$6,000	-	\$60,000
Global:	186	\$70,627					\$76,401

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	67	\$38,100	\$95,250	\$0	\$9,335	\$0	\$31,750	\$38,100	\$127,000
Europe	67	\$28,350	\$100,800	\$0	\$15,750	\$0	\$26,250	\$28,350	\$105,000
North America	48	\$45,000	\$103,639	\$0	\$2,400	\$0	\$22,500	\$45,000	\$116,200
South America	2	\$45,000	\$56,000	\$0	\$10,000	\$0	\$22,000	\$45,000	\$88,000
Asia	1	\$62,500	\$62,500	\$4,000	\$4,000	\$12,500	\$12,500	\$79,000	\$79,000
Africa	1	\$50,000	\$50,000	\$4,000	\$4,000	\$6,000	\$6,000	\$60,000	\$60,000

186

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Manager

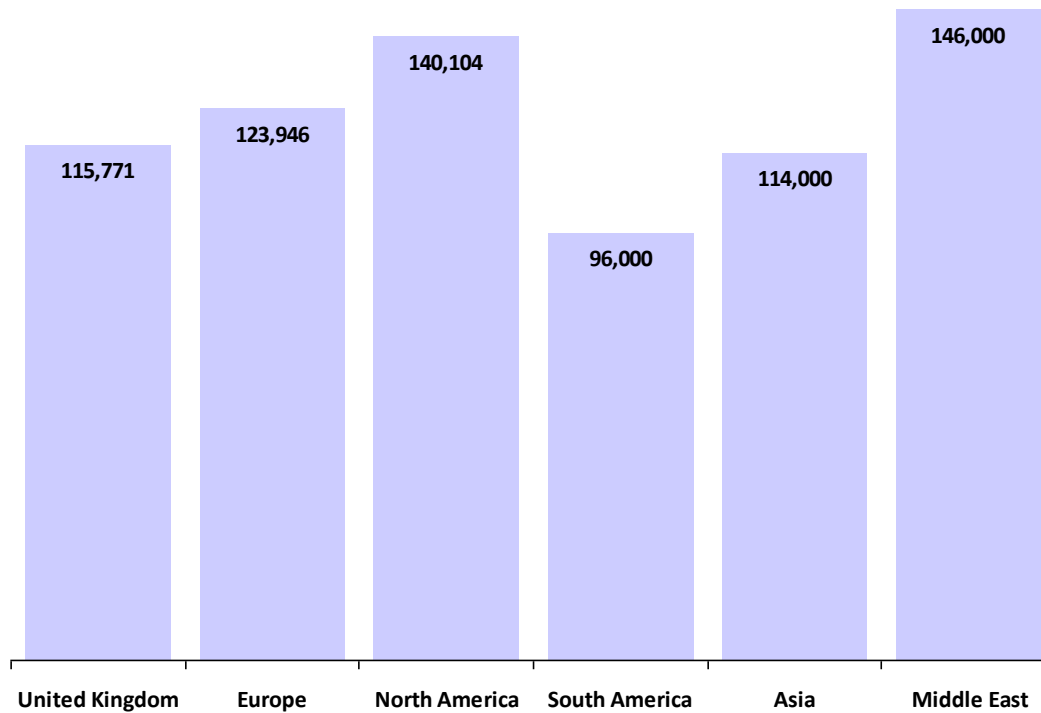
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	93	\$104,600	\$7,999	25%	\$14,247	65%	\$115,771
Europe	118	\$109,342	\$8,898	25%	\$16,935	73%	\$123,946
North America	113	\$128,046	\$0	0%	\$16,821	72%	\$140,104
South America	1	\$61,000	\$5,000	-	\$30,000	-	\$96,000
Asia	1	\$102,000	\$0	-	\$12,000	-	\$114,000
Middle East	2	\$132,500	\$0	-	\$27,000	-	\$146,000
Global:	328	\$114,413					\$127,214

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Manager

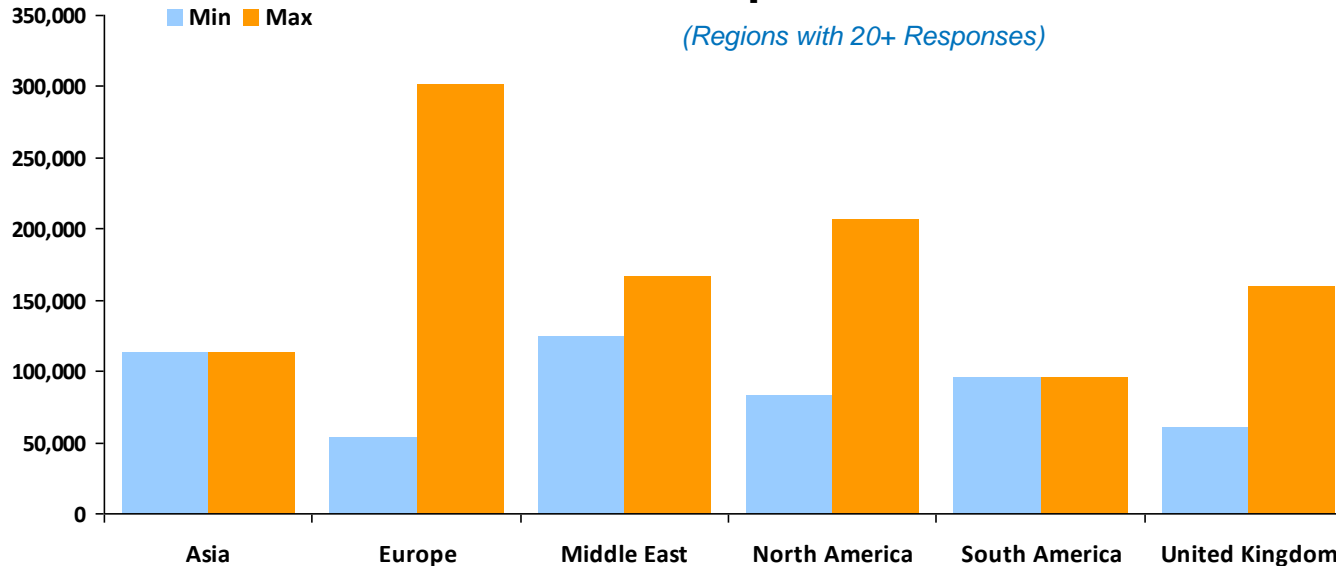
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	93	\$60,960	\$143,193	\$0	\$12,700	\$0	\$34,290	\$60,960	\$160,020
Europe	118	\$53,460	\$226,000	\$0	\$15,750	\$0	\$158,200	\$53,460	\$301,541
North America	113	\$76,680	\$180,000	\$0	\$0	\$0	\$62,000	\$83,780	\$207,000
South America	1	\$61,000	\$61,000	\$5,000	\$5,000	\$30,000	\$30,000	\$96,000	\$96,000
Asia	1	\$102,000	\$102,000	\$0	\$0	\$12,000	\$12,000	\$114,000	\$114,000
Middle East	2	\$125,000	\$140,000	\$0	\$0	\$0	\$27,000	\$125,000	\$167,000

328

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Treasury Consultant

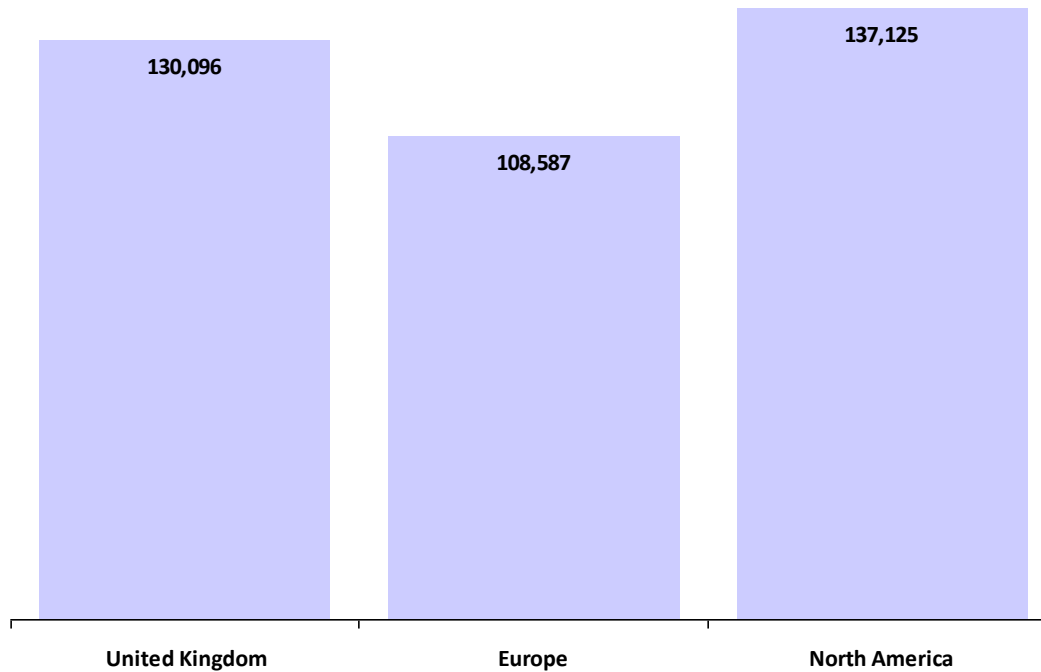
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	13	\$121,929	\$9,652	-	\$12,410	-	\$130,096
Europe	12	\$101,296	\$7,151	-	\$10,455	-	\$108,587
North America	4	\$123,875	\$0	-	\$17,667	-	\$137,125
Global:	29	\$113,660					\$122,165

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Treasury Consultant

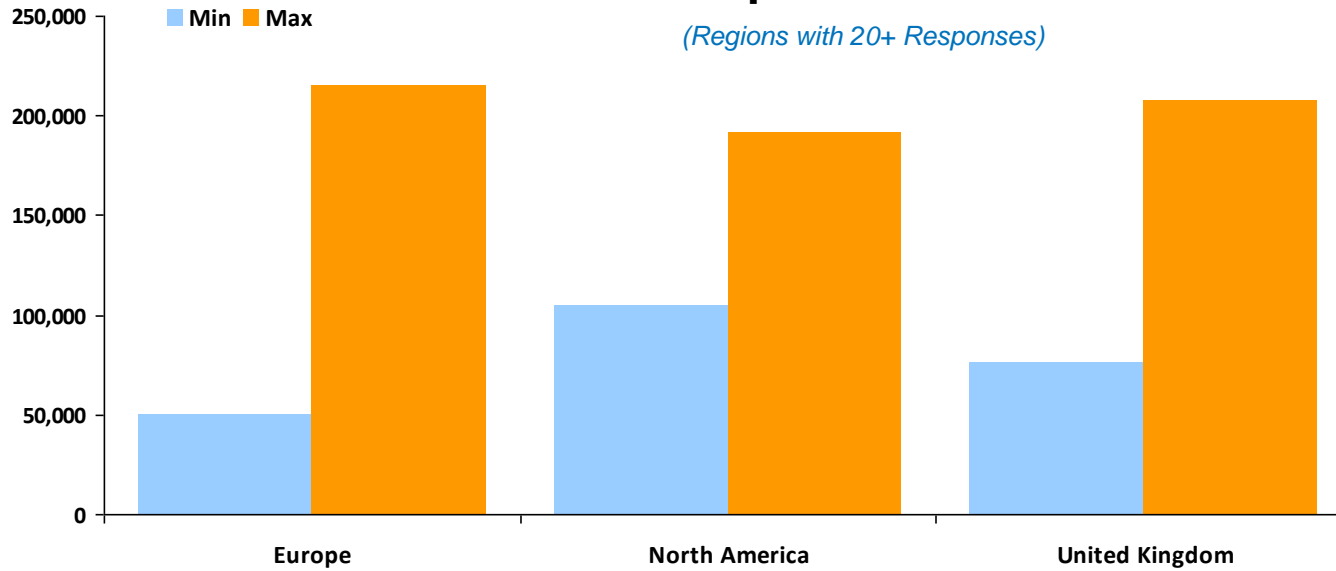
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	13	\$76,200	\$208,280	\$0	\$9,779	\$0	\$27,940	\$76,200	\$208,280
Europe	12	\$42,000	\$215,250	\$0	\$12,600	\$0	\$31,500	\$50,811	\$215,250
North America	4	\$90,000	\$170,500	\$0	\$0	\$0	\$22,000	\$105,000	\$192,500

29

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Senior Treasury Consultant

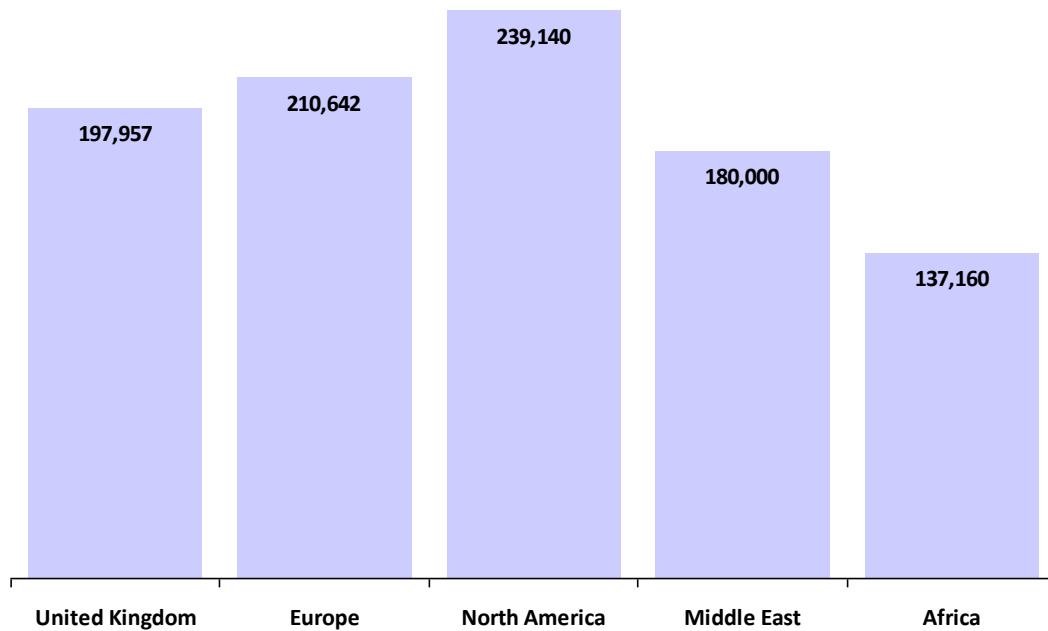
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	17	\$191,204	\$14,605	-	\$21,400	-	\$197,957
Europe	17	\$206,265	\$15,750	-	\$19,550	-	\$210,642
North America	7	\$204,143	\$0	-	\$40,830	-	\$239,140
Middle East	1	\$180,000	\$0	-	\$0	-	\$180,000
Africa	1	\$127,000	\$0	-	\$10,160	-	\$137,160
Global:	43	\$197,511					\$207,845

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Senior Treasury Consultant

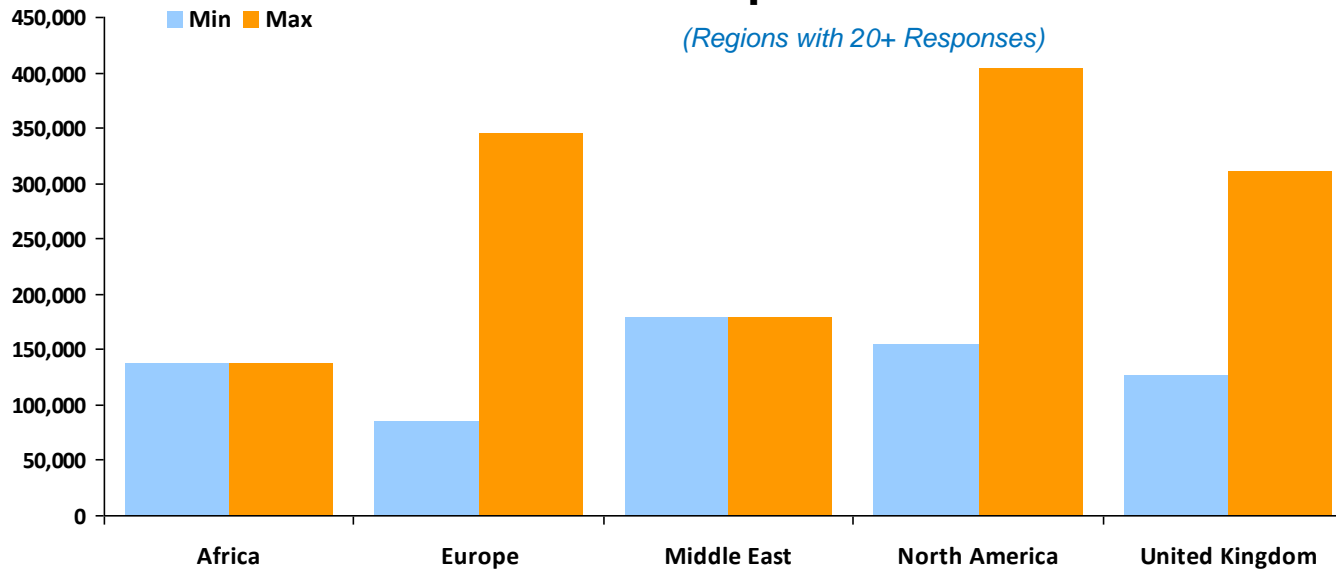
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	17	\$116,840	\$311,353	\$0	\$19,050	\$0	\$31,750	\$127,000	\$311,353
Europe	17	\$72,000	\$346,500	\$0	\$15,750	\$0	\$24,150	\$85,500	\$346,500
North America	7	\$145,000	\$289,000	\$0	\$0	\$0	\$114,480	\$155,000	\$403,480
Middle East	1	\$180,000	\$180,000	\$0	\$0	\$0	\$0	\$180,000	\$180,000
Africa	1	\$127,000	\$127,000	\$0	\$0	\$10,160	\$10,160	\$137,160	\$137,160

43

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Assistant Treasurer

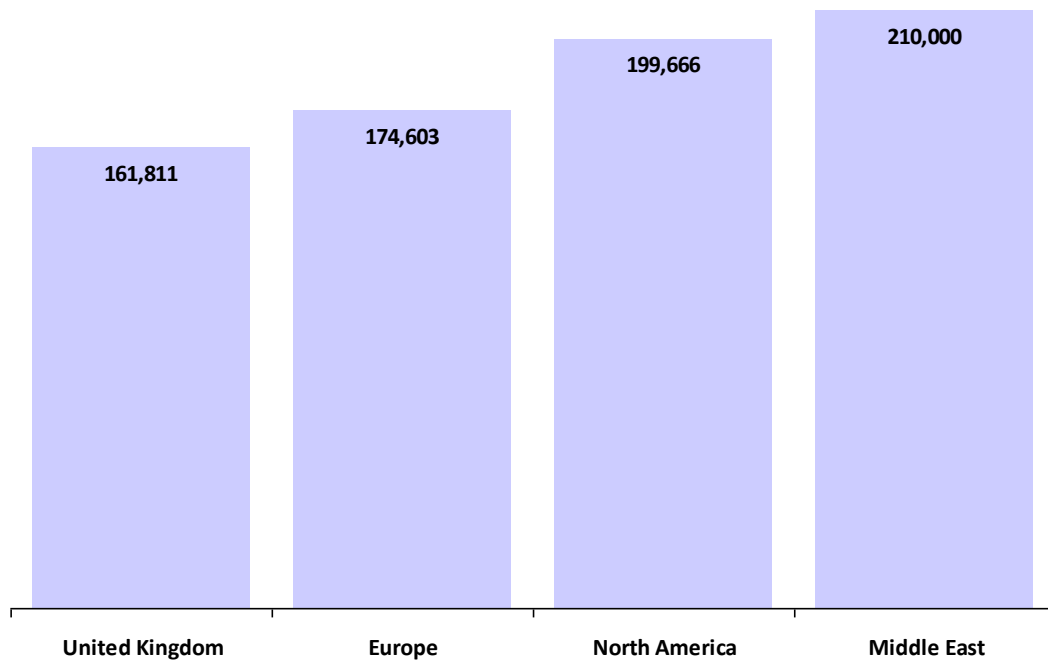
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	52	\$138,072	\$8,507	48%	\$27,615	71%	\$161,811
Europe	45	\$147,790	\$11,511	33%	\$25,217	91%	\$174,603
North America	56	\$170,977	\$0	0%	\$33,470	86%	\$199,666
Middle East	1	\$160,000	\$0	-	\$50,000	-	\$210,000
Global:	154	\$153,019					\$179,627

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	52	\$112,014	\$177,800	\$0	\$12,700	\$0	\$76,200	\$114,300	\$263,144
Europe	45	\$94,500	\$209,050	\$0	\$21,000	\$0	\$105,000	\$105,000	\$292,950
North America	56	\$101,000	\$250,000	\$0	\$0	\$0	\$130,000	\$101,000	\$310,000
Middle East	1	\$160,000	\$160,000	\$0	\$0	\$50,000	\$50,000	\$210,000	\$210,000

154

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Deputy Treasurer

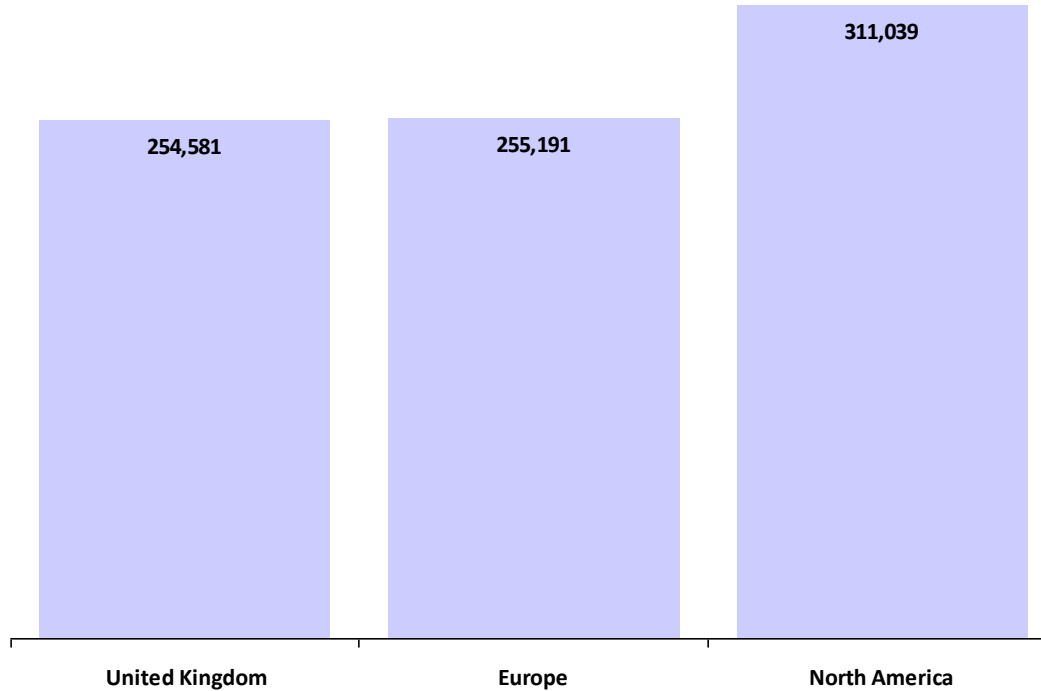
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	28	\$191,137	\$11,281	50%	\$67,438	86%	\$254,581
Europe	10	\$201,695	\$9,800	-	\$56,174	-	\$255,191
North America	10	\$243,577	\$0	-	\$67,461	-	\$311,039
Global:	48	\$204,261					\$266,470

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Deputy Treasurer

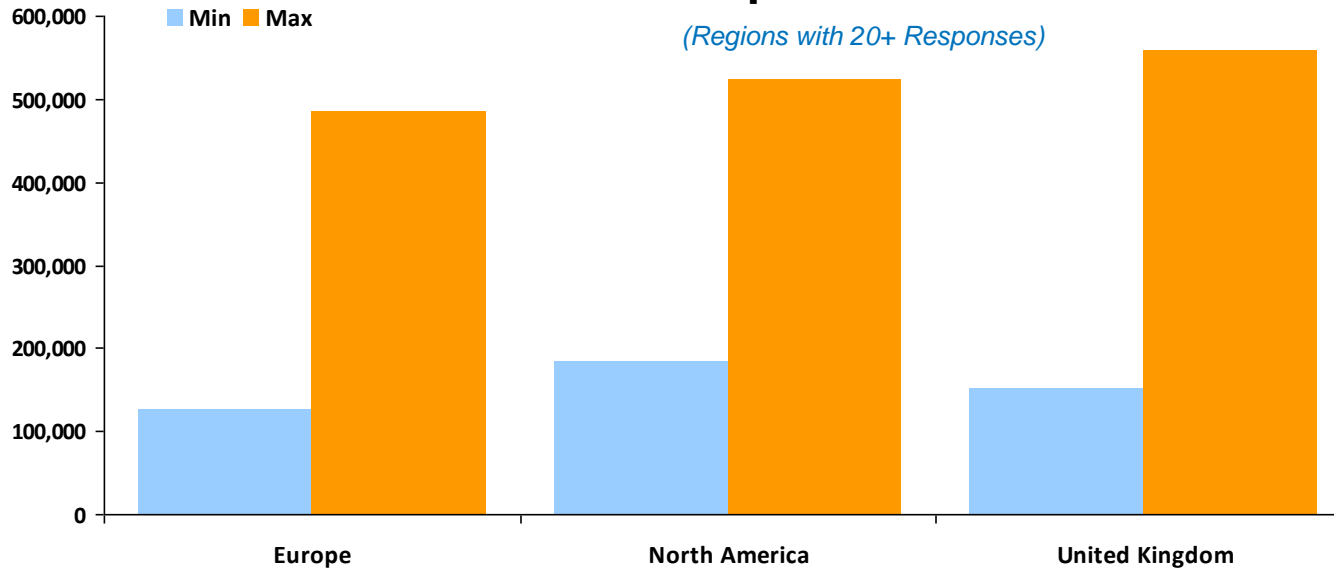
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	28	\$144,780	\$280,000	\$0	\$17,780	\$0	\$304,800	\$152,400	\$558,800
Europe	10	\$115,500	\$293,800	\$0	\$16,800	\$0	\$226,000	\$127,050	\$485,900
North America	10	\$175,000	\$300,000	\$0	\$0	\$10,000	\$224,000	\$185,000	\$524,000

48

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

International / Regional Treasurer

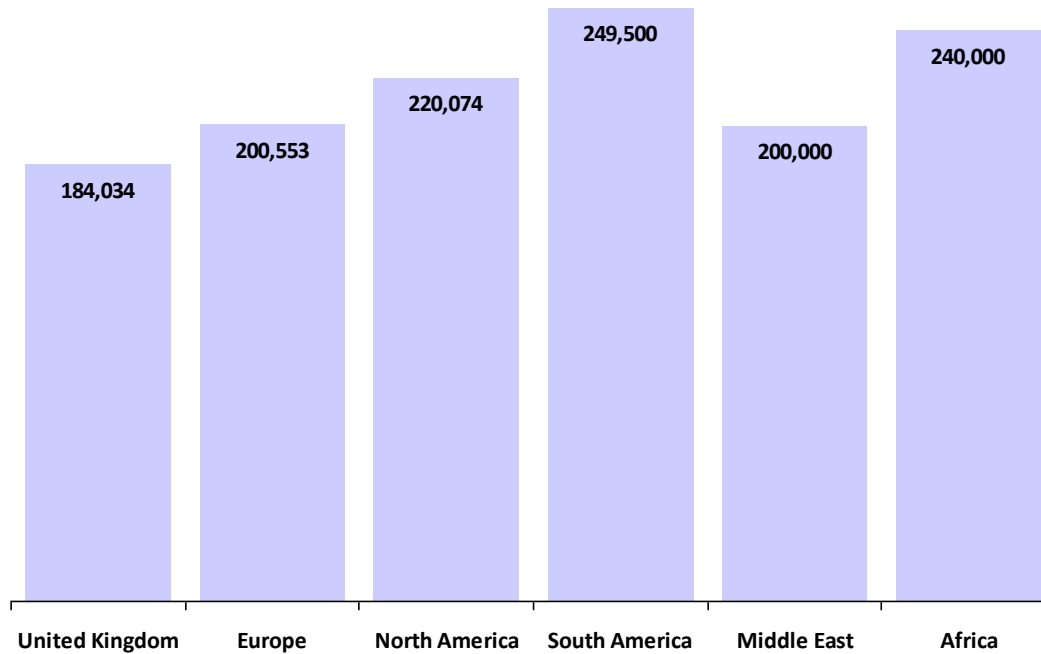
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	33	\$154,419	\$9,311	48%	\$33,133	76%	\$184,034
Europe	59	\$160,791	\$12,389	42%	\$36,361	95%	\$200,553
North America	64	\$188,322	\$10,058	6%	\$39,056	80%	\$220,074
South America	1	\$225,000	\$0	-	\$24,500	-	\$249,500
Middle East	2	\$165,000	\$18,000	-	\$52,000	-	\$200,000
Africa	1	\$85,000	\$12,000	-	\$143,000	-	\$240,000
Global:	160	\$170,469					\$205,500

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	33	\$114,300	\$246,126	\$0	\$13,335	\$0	\$84,296	\$123,190	\$342,995
Europe	59	\$91,800	\$328,830	\$0	\$21,000	\$0	\$212,440	\$105,300	\$493,810
North America	64	\$124,250	\$245,000	\$0	\$12,532	\$0	\$100,000	\$136,848	\$332,000
South America	1	\$225,000	\$225,000	\$0	\$0	\$24,500	\$24,500	\$249,500	\$249,500
Middle East	2	\$150,000	\$180,000	\$0	\$18,000	\$0	\$52,000	\$180,000	\$220,000
Africa	1	\$85,000	\$85,000	\$12,000	\$12,000	\$143,000	\$143,000	\$240,000	\$240,000

160

Total Compensation Min/Max

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Group Treasurer

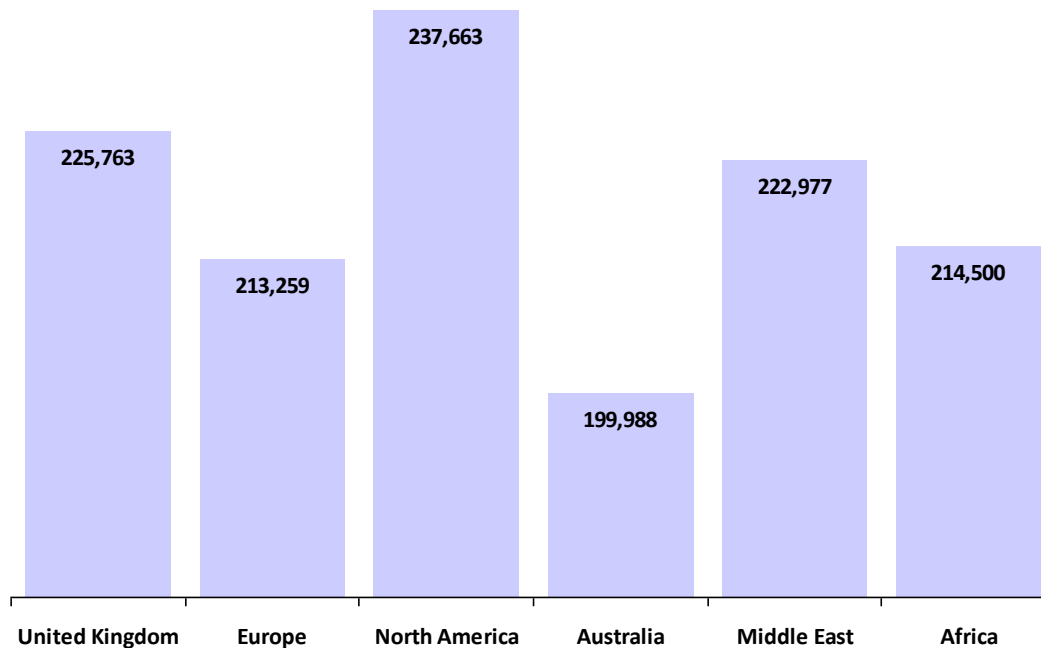
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	52	\$185,462	\$10,907	42%	\$47,582	75%	\$225,763
Europe	72	\$168,816	\$11,307	56%	\$45,043	85%	\$213,259
North America	40	\$200,107	\$8,400	3%	\$45,267	83%	\$237,663
Australia	3	\$177,458	\$10,290	-	\$19,100	-	\$199,988
Middle East	3	\$198,617	\$13,230	-	\$29,925	-	\$222,977
Africa	1	\$165,000	\$0	-	\$49,500	-	\$214,500
Global:	171	\$181,849					\$222,715

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

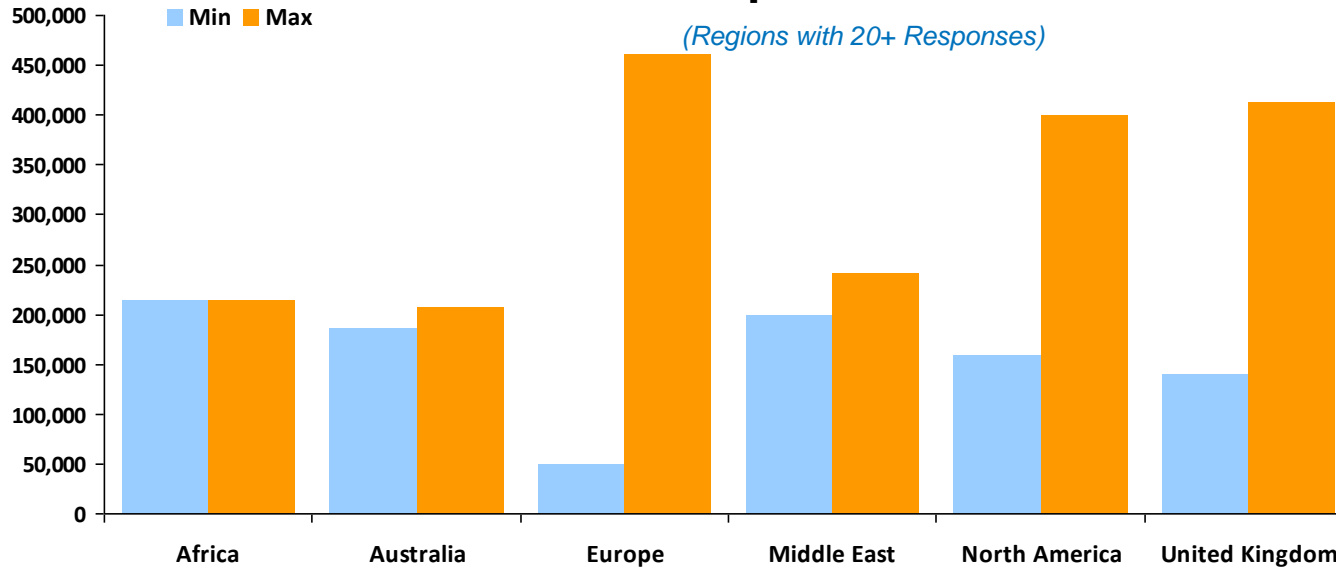
Group Treasurer

Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	52	\$133,350	\$272,434	\$0	\$16,510	\$0	\$190,500	\$139,700	\$412,750
Europe	72	\$29,918	\$282,500	\$0	\$22,050	\$0	\$180,800	\$49,056	\$461,040
North America	40	\$159,750	\$225,000	\$0	\$8,400	\$0	\$180,000	\$159,750	\$400,000
Australia	3	\$156,975	\$188,500	\$0	\$10,290	\$10,500	\$29,250	\$186,225	\$207,690
Middle East	3	\$191,100	\$204,750	\$0	\$13,230	\$0	\$36,750	\$200,000	\$241,080
Africa	1	\$165,000	\$165,000	\$0	\$0	\$49,500	\$49,500	\$214,500	\$214,500

171

Total Compensation Min/Max



THE TREASURY RECRUITMENT COMPANY

Compensation by Region

Global Treasurer / Treasury Director

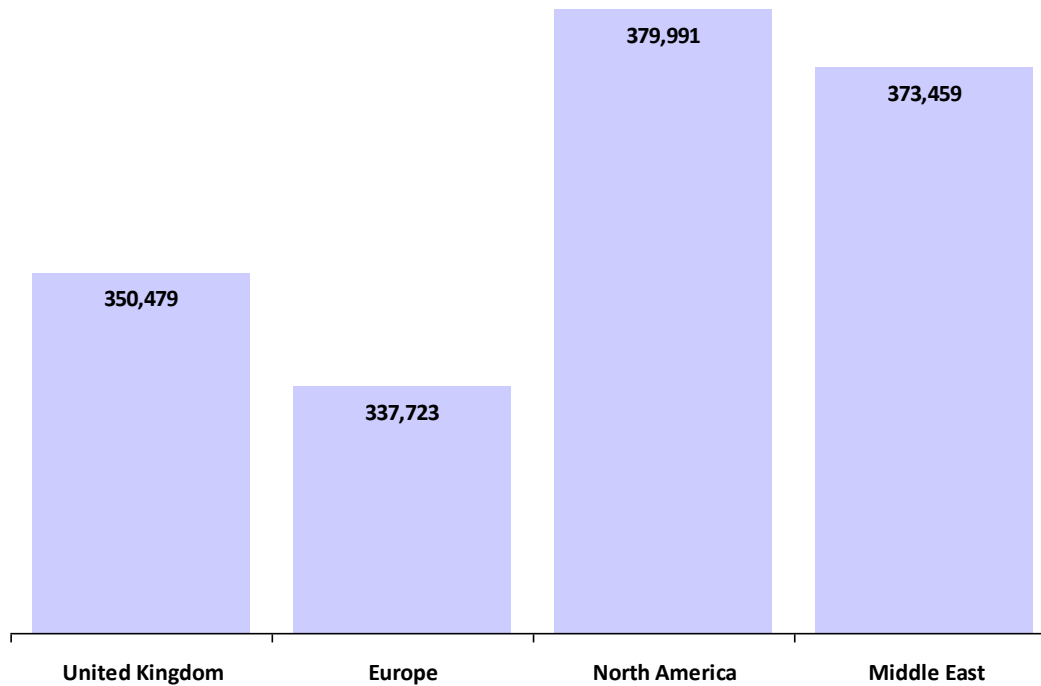
Currency in USD \$

Region	Responses	Average Base Salary	Average Yearly Car Allowance	% With	Average Bonus	% With	Average Total Compensation
United Kingdom	47	\$255,054	\$11,978	40%	\$112,036	81%	\$350,479
Europe	38	\$259,078	\$12,601	66%	\$83,546	84%	\$337,723
North America	90	\$285,237	\$10,022	6%	\$104,663	90%	\$379,991
Middle East	4	\$323,969	\$10,900	-	\$44,040	-	\$373,459
Global:	179	\$272,624					\$363,123

Average Total Compensation

Currency in USD \$

(Regions with 20+ Responses)



THE TREASURY RECRUITMENT COMPANY

Compensation

Global Treasurer / Treasury Director

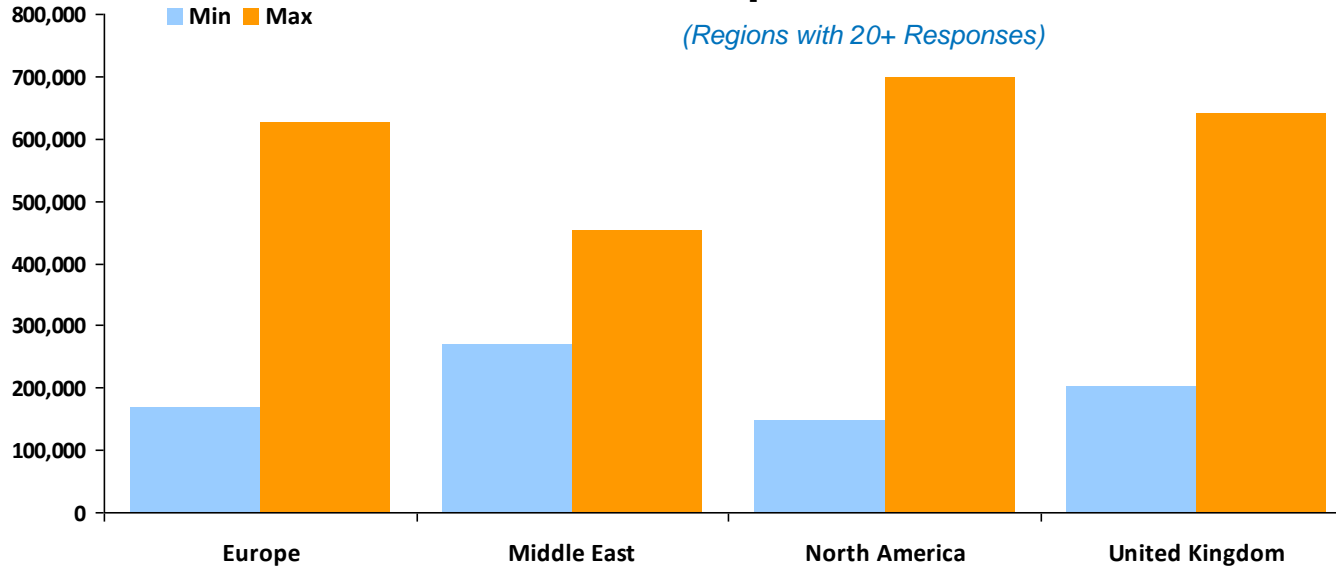
Currency in USD \$

Region	Responses	Base		Car		Bonus		Total	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
United Kingdom	47	\$165,100	\$353,060	\$0	\$15,240	\$0	\$340,741	\$202,565	\$641,223
Europe	38	\$163,800	\$441,378	\$0	\$22,050	\$0	\$226,000	\$170,100	\$627,150
North America	90	\$150,000	\$411,086	\$0	\$20,340	\$0	\$367,000	\$150,000	\$700,000
Middle East	4	\$232,875	\$438,000	\$0	\$12,000	\$5,000	\$86,161	\$270,000	\$452,000

179

Total Compensation Min/Max

(Regions with 20+ Responses)



BENEFITS DATA

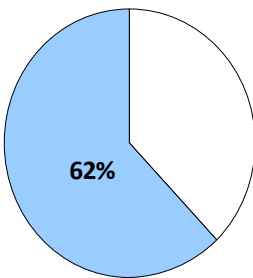
Benefits

All Positions

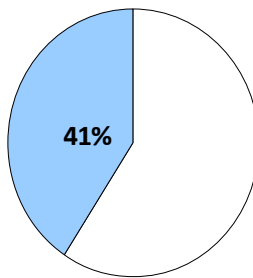
Region	Total Responses	Health Care	Pension Plan	Stock Options	EE Discounts	Flextime	Gym Memb.	Child Care	Cycle to Work
United Kingdom	402	250	252	86	111	225	58	24	95
Europe	438	179	161	91	103	253	61	22	37
North America	432	312	167	121	122	283	64	23	3
South America	4	4	3	0	0	4	1	1	0
Australia	3	1	0	2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

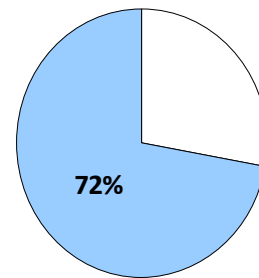
United Kingdom



Europe

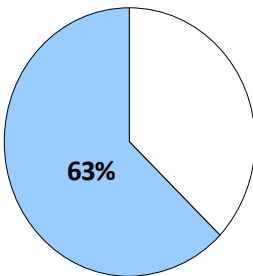


North America

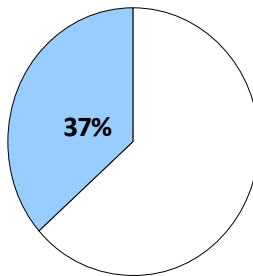


Pension Plan Match

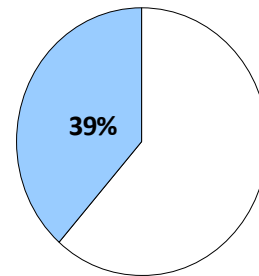
United Kingdom



Europe



North America

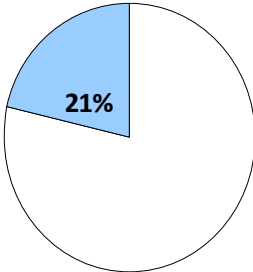


Benefits

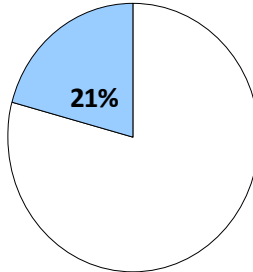
All Positions

Stock Options

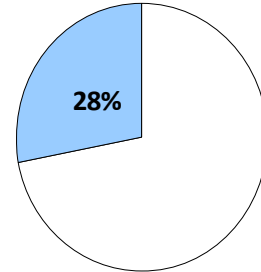
United Kingdom



Europe

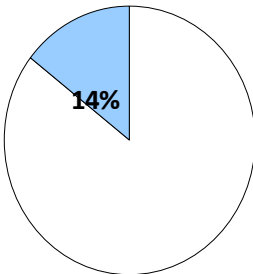


North America

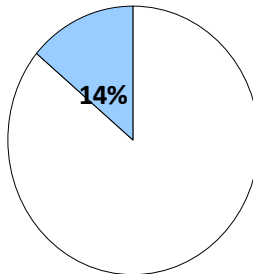


Gym Membership

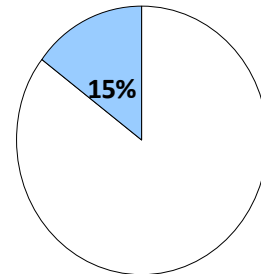
United Kingdom



Europe

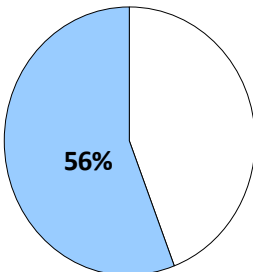


North America

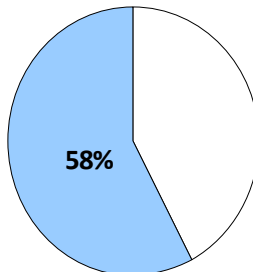


Flextime

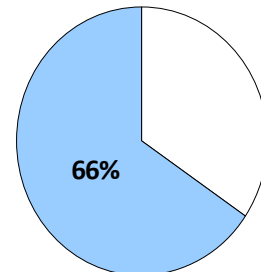
United Kingdom



Europe



North America

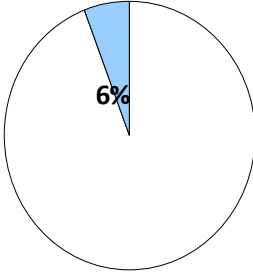


Benefits

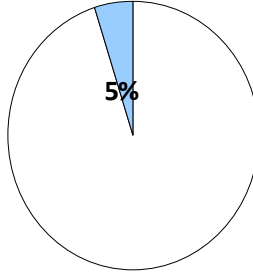
All Positions

Childcare

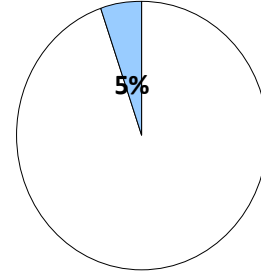
United Kingdom



Europe

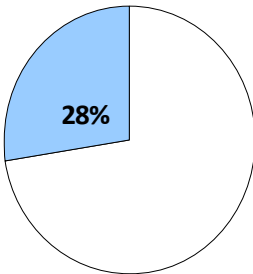


North America

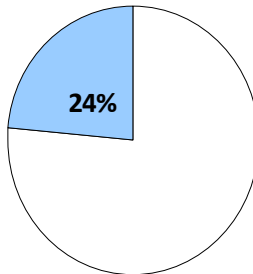


Employee Discounts

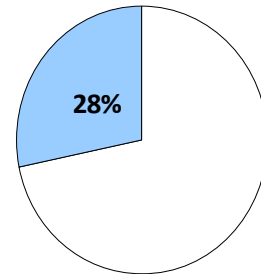
United Kingdom



Europe



North America

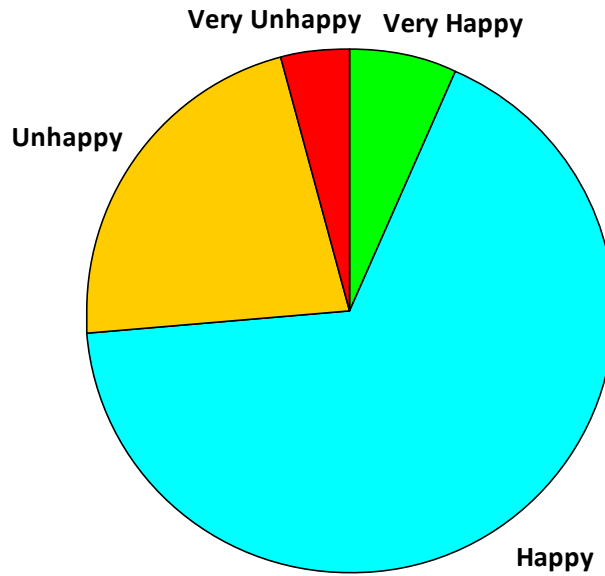


FEELINGS ABOUT SALARY & DIRECT MANAGER

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: North America

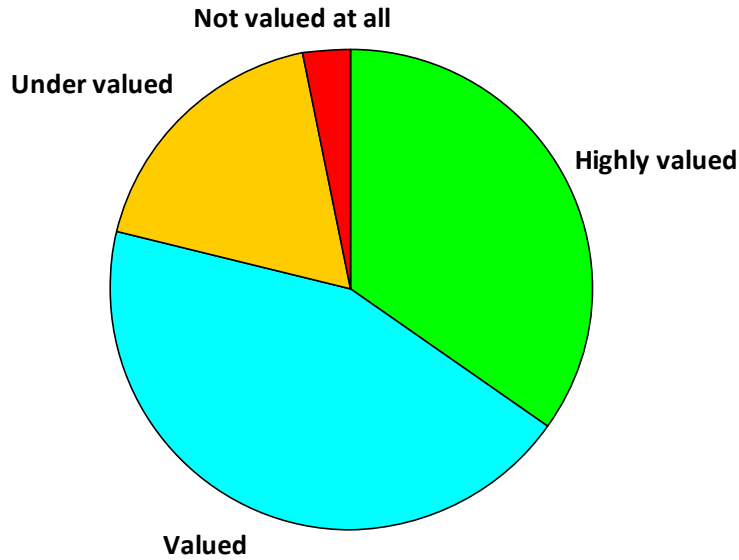


Happy with Salary	Responses	Percent
Very Happy	28	6.7%
Happy	280	66.8%
Unhappy	93	22.2%
Very Unhappy	18	4.3%
Total Responses:	419	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: North America

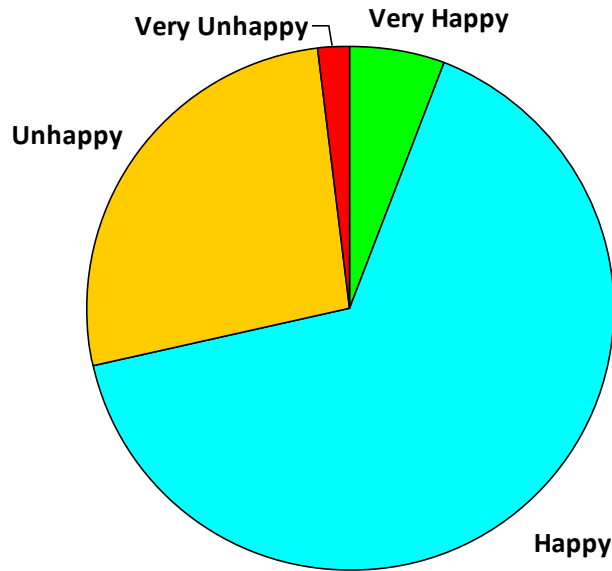


Happy with Salary	Responses	Percent
Highly valued	146	34.8%
Valued	185	44.2%
Under valued	75	17.9%
Not valued at	13	3.1%
Total Responses:	419	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: United Kingdom

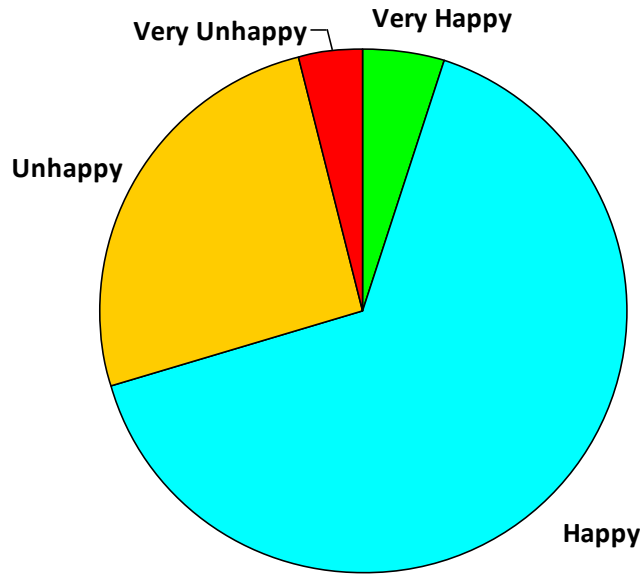


Happy with Salary	Responses	Percent
Very Happy	22	5.7%
Happy	252	65.6%
Unhappy	102	26.6%
Very Unhappy	8	2.1%
Total Responses:	384	100%

THE TREASURY RECRUITMENT COMPANY

Happy with Salary

REGION: Europe

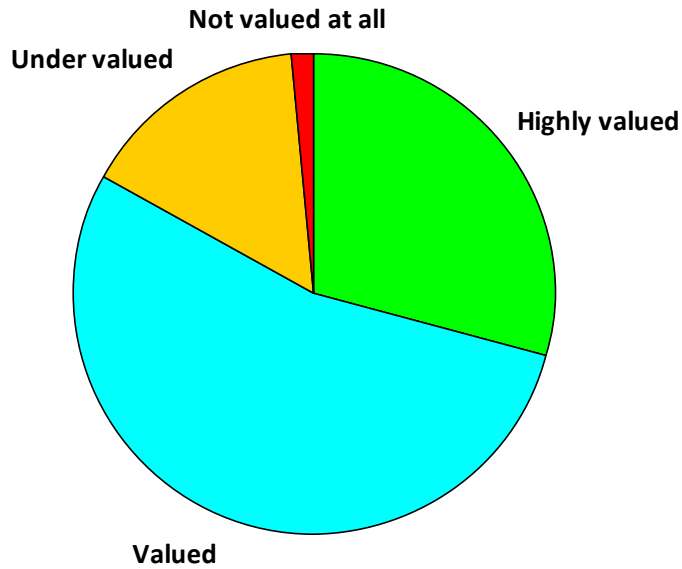


Happy with Salary	Responses	Percent
Very Happy	21	5.0%
Happy	277	65.3%
Unhappy	110	25.9%
Very Unhappy	16	3.8%
Total Responses:	424	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

REGION: United Kingdom

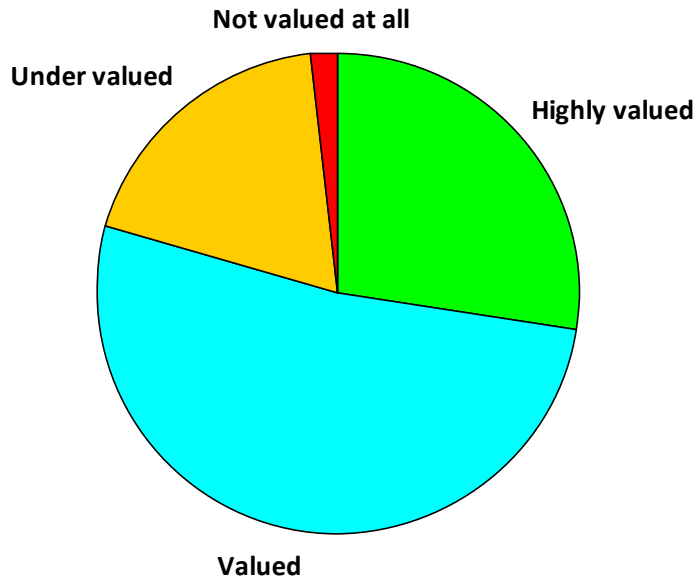


Happy with Salary	Responses	Percent
Highly valued	112	29.2%
Valued	207	53.9%
Under valued	60	15.6%
Not valued at	5	1.3%
Total Responses:	384	100%

THE TREASURY RECRUITMENT COMPANY

Valued By Your Manager

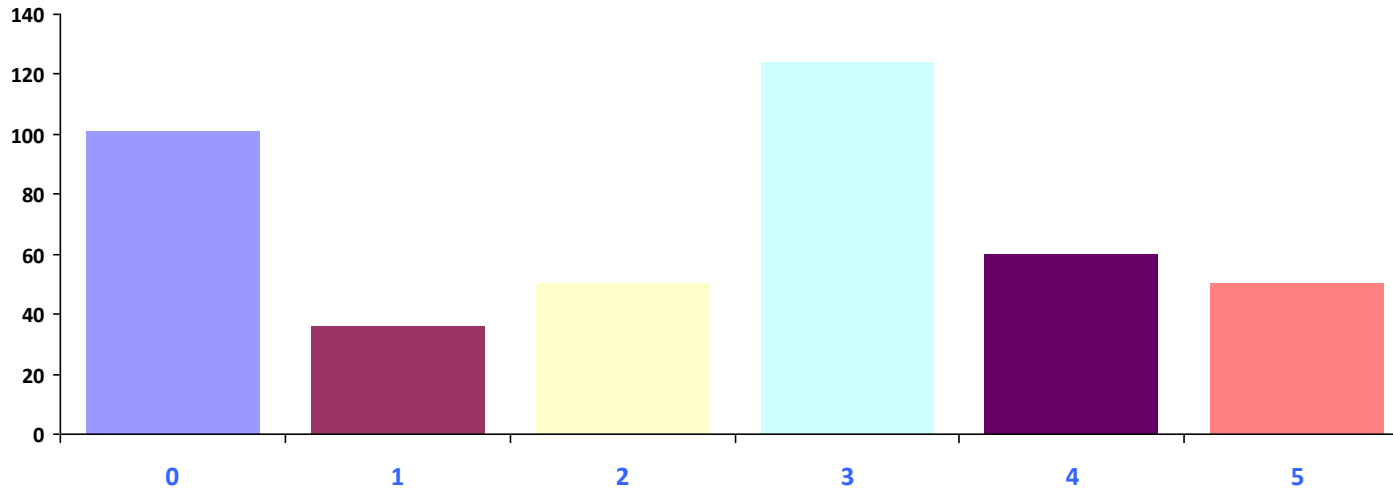
REGION: Europe



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%

WORK FROM HOME POLICIES & TRENDS

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

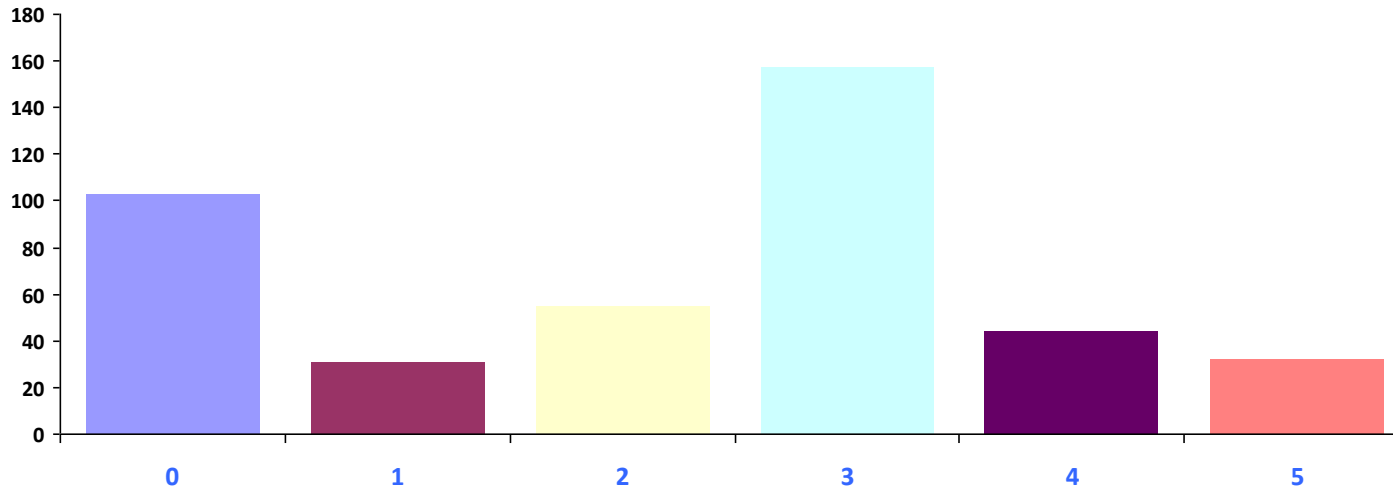


Days in Office

Days in Office	Responses	Percent
0	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

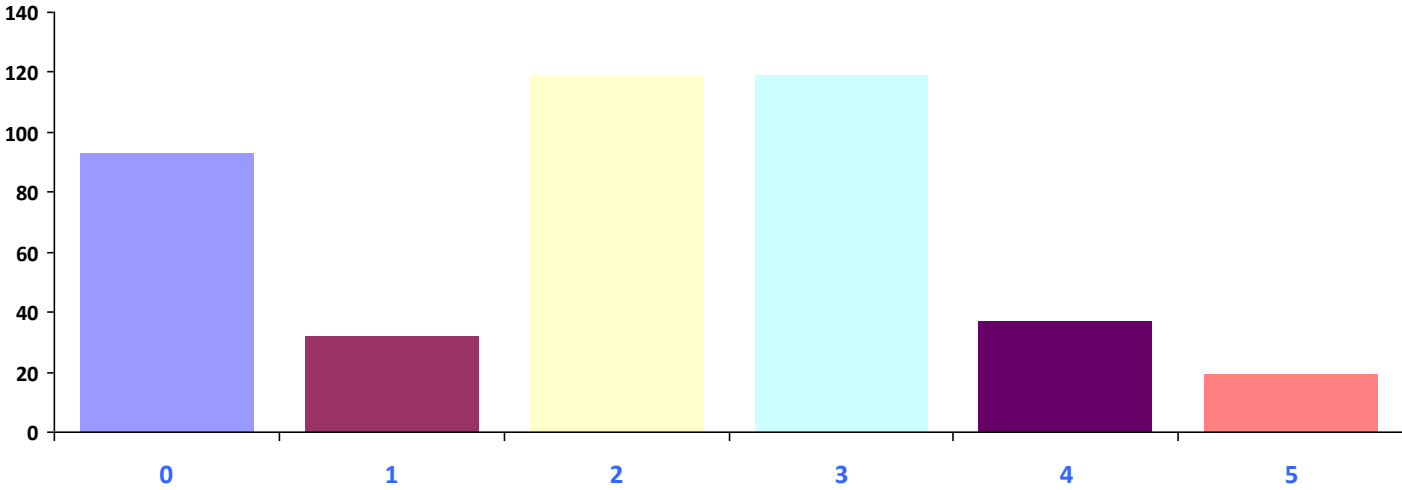


Days in Office

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

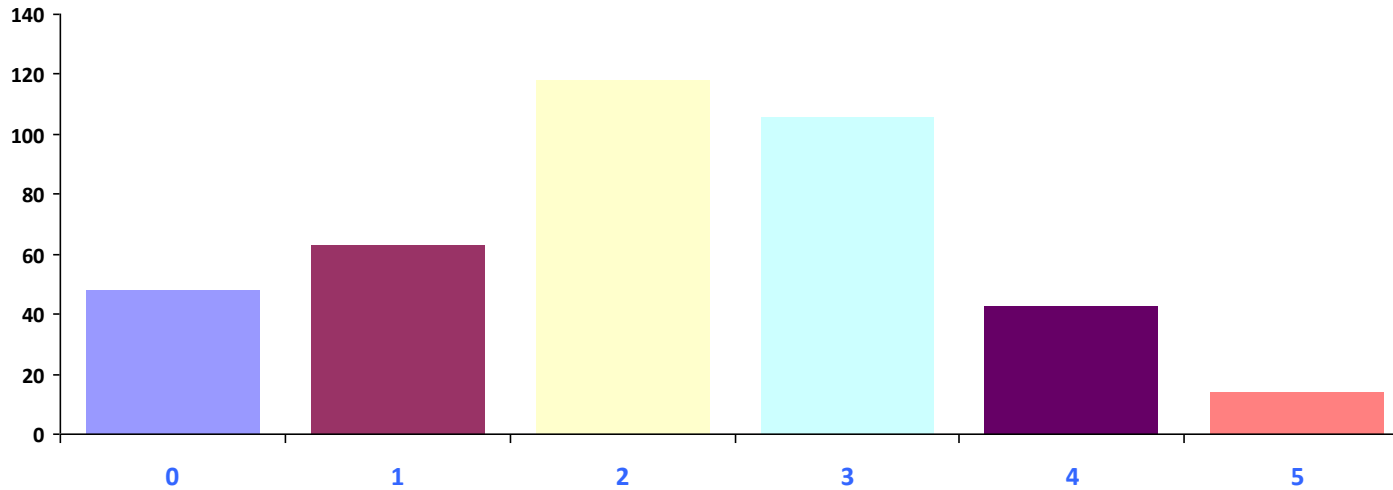


Days in Office

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

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

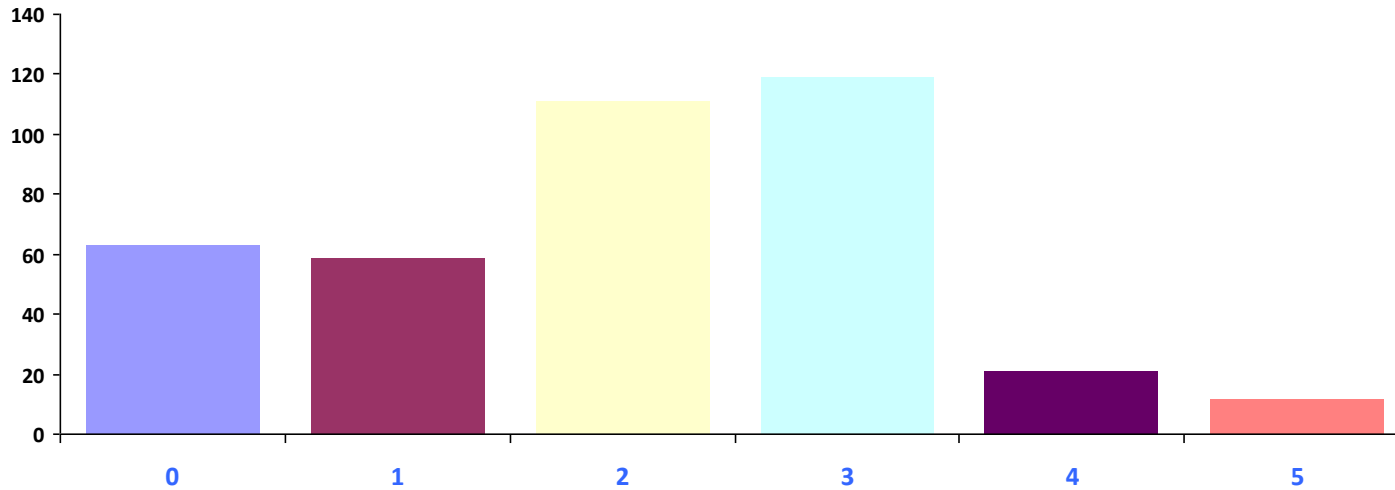


Days in Office

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

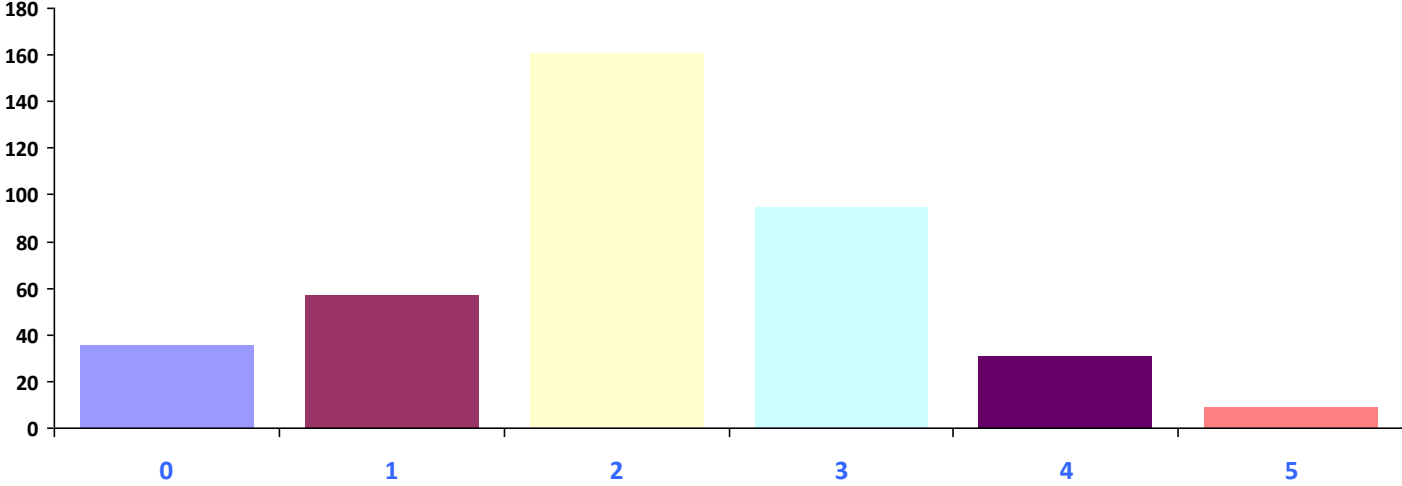


Days in Office

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

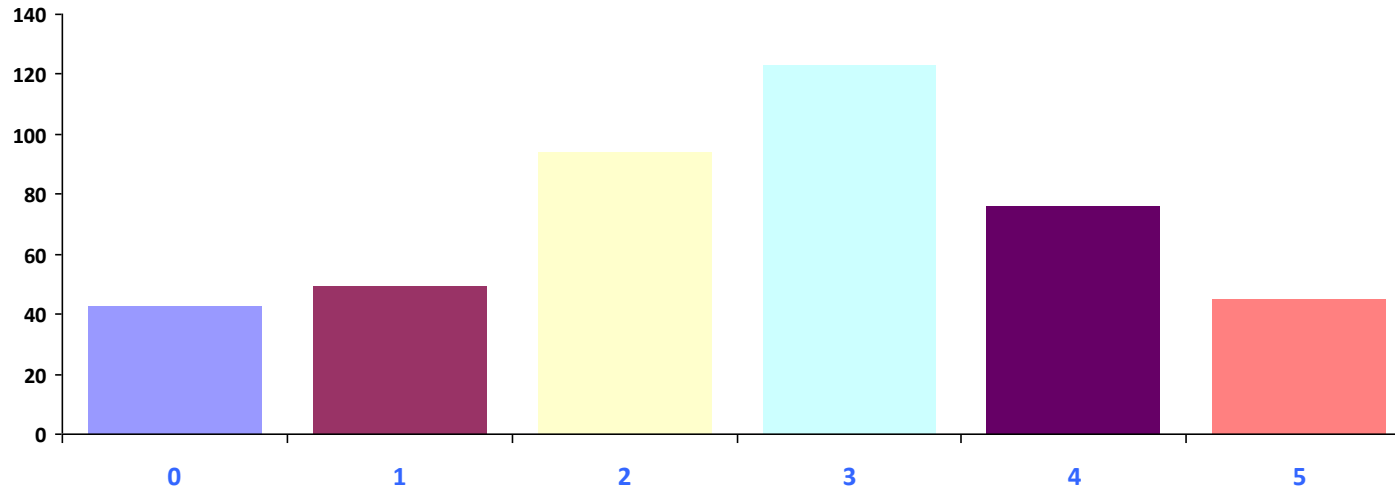
Days in Office	Responses	Percent
0	36	9%
1	57	15%
2	161	41%
3	95	24%
4	31	8%
5	9	2%

TOTAL: 389

THE TREASURY RECRUITMENT COMPANY

Number of Days Are You Currently Working in the Office

REGION: Europe

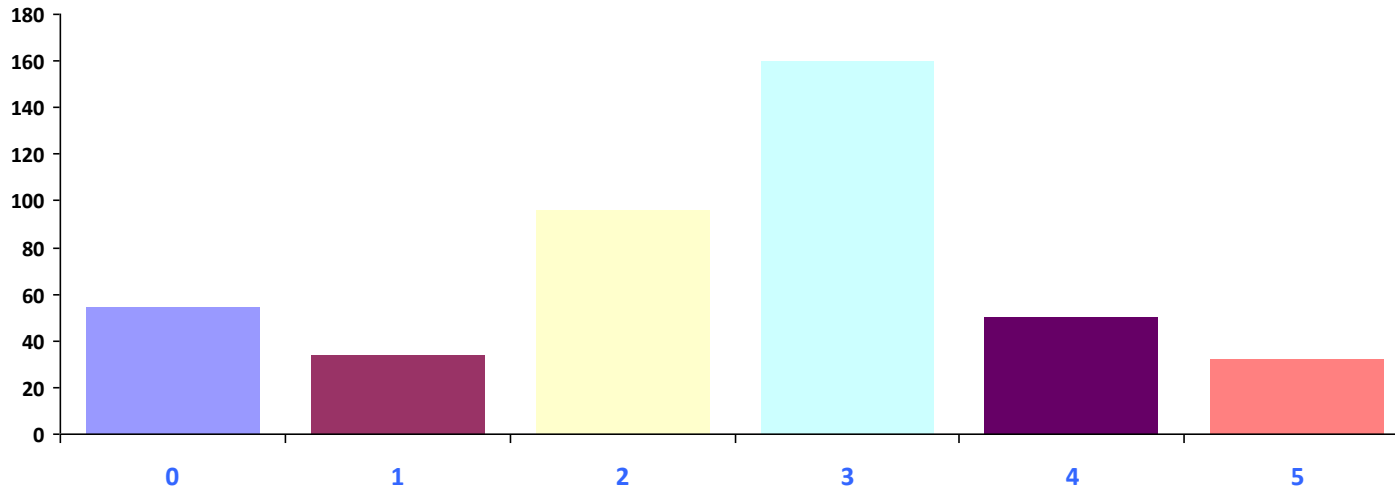


Days in Office

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



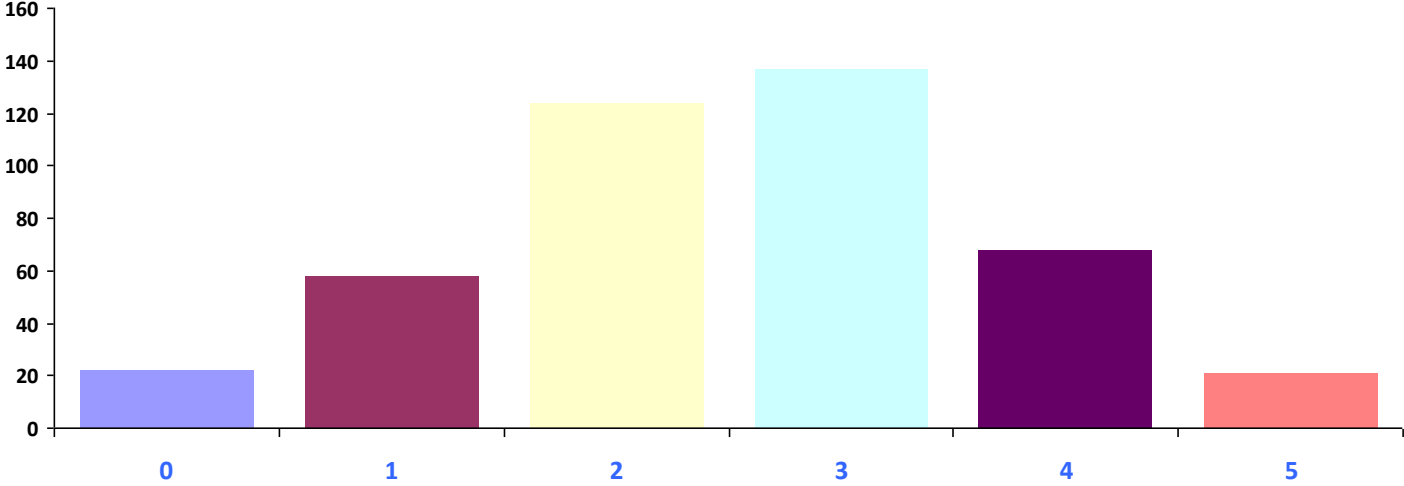
Days in Office

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%

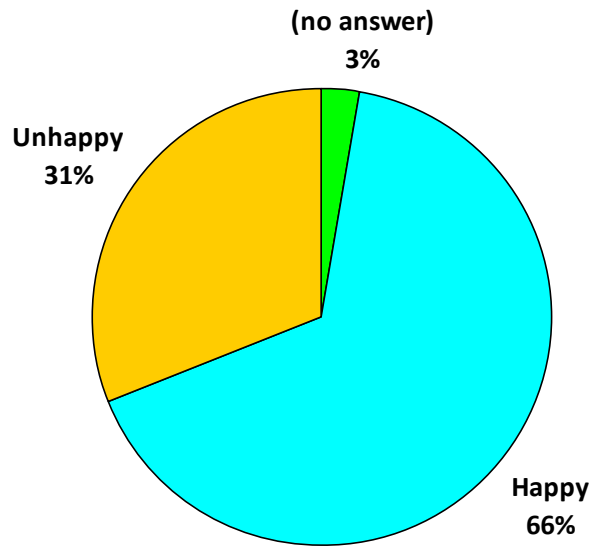
TOTAL: 430

EMPLOYEE SENTIMENTS

THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: North America



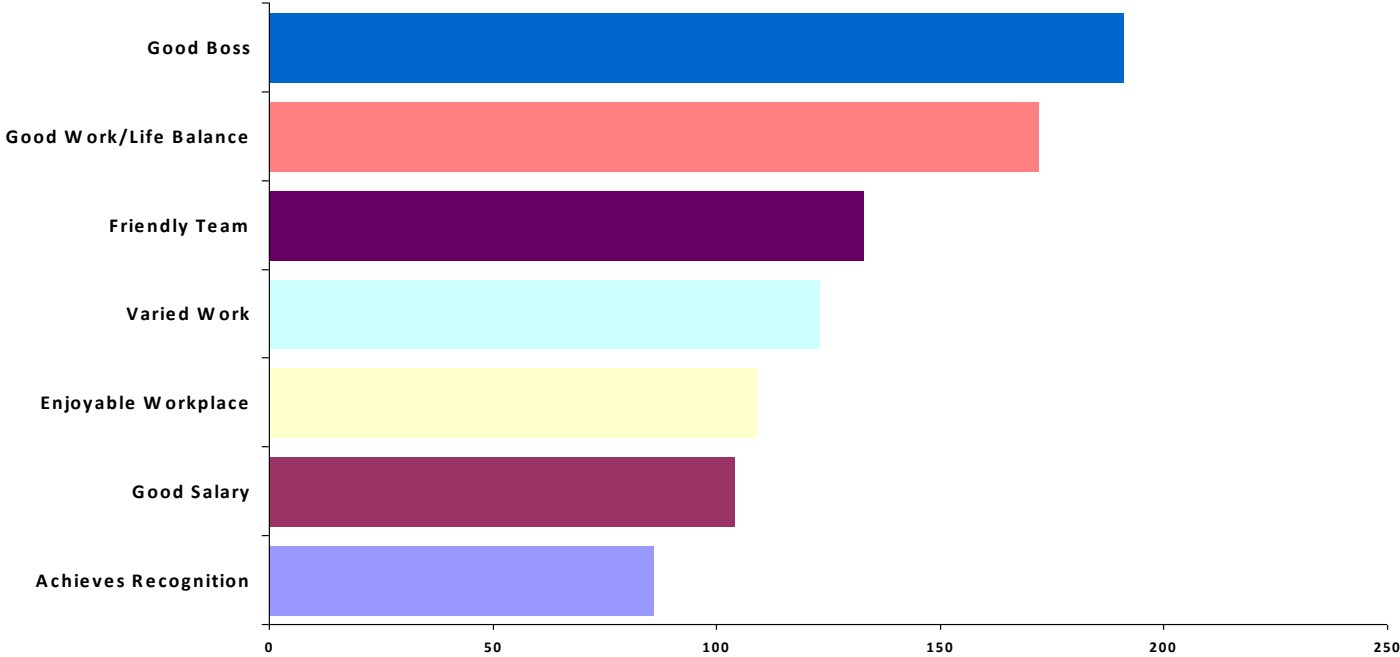
Happy with Role	Responses	Percent
Unhappy	135	31.3%
Happy	285	66.0%
(no answer)	12	2.8%
Total Responses:	432	100%

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

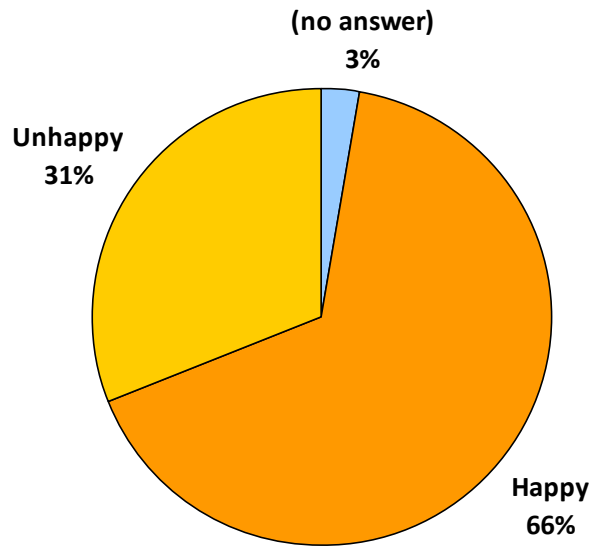
Why Happy



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%

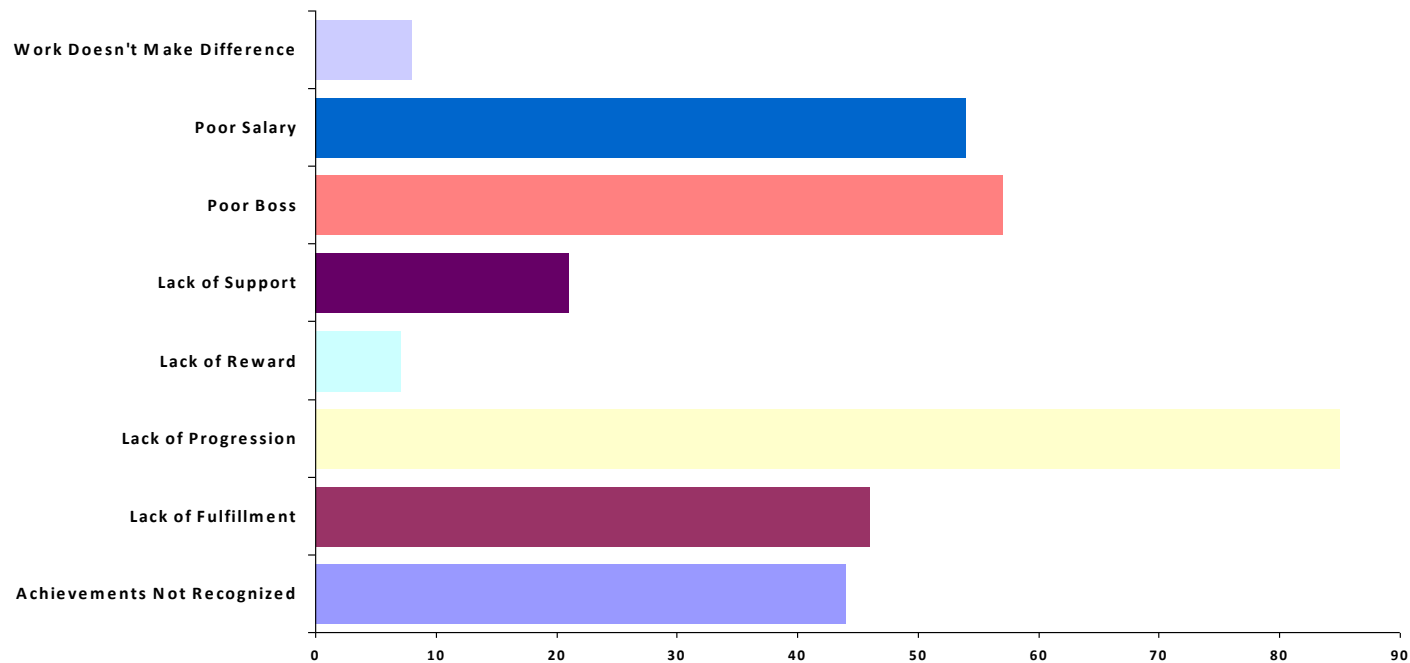
THE TREASURY RECRUITMENT COMPANY

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

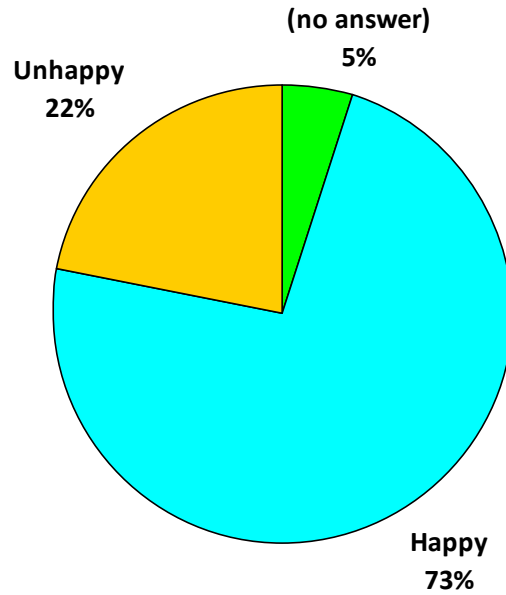
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: United Kingdom



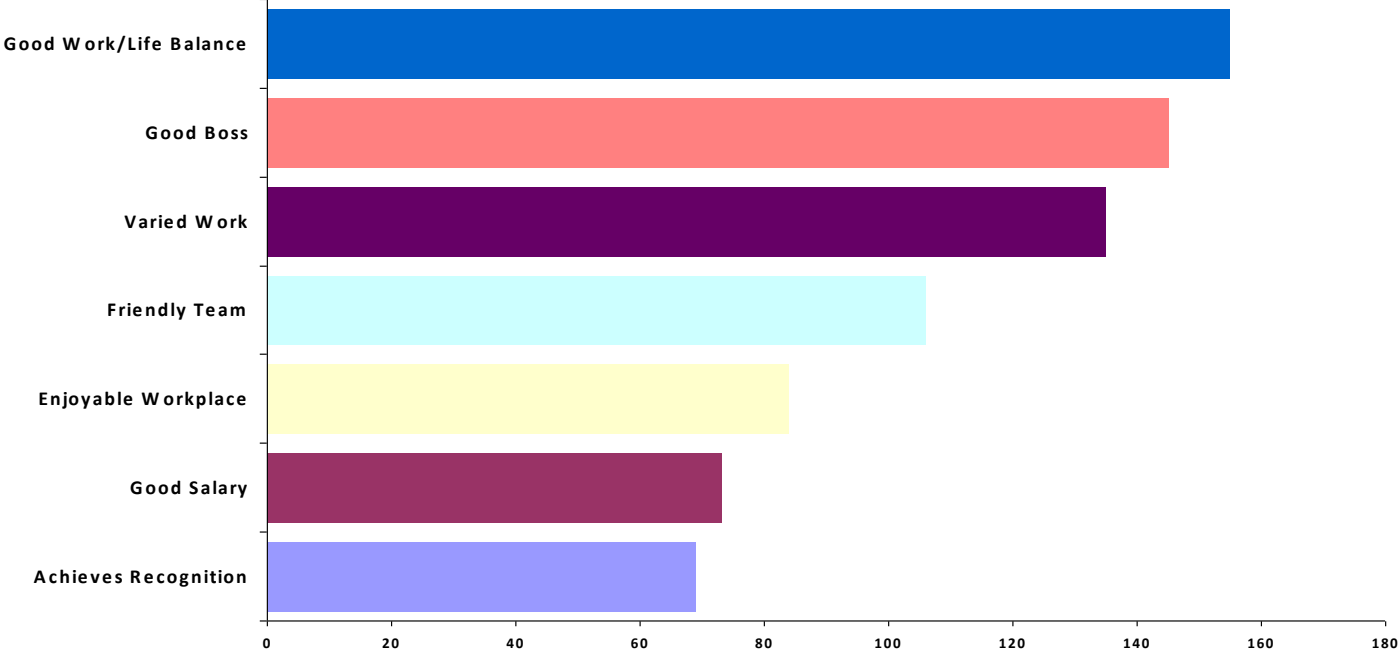
Happy with Role	Responses	Percent
Unhappy	88	21.9%
Happy	294	73.1%
(no answer)	20	5.0%
Total Responses:	402	100%

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

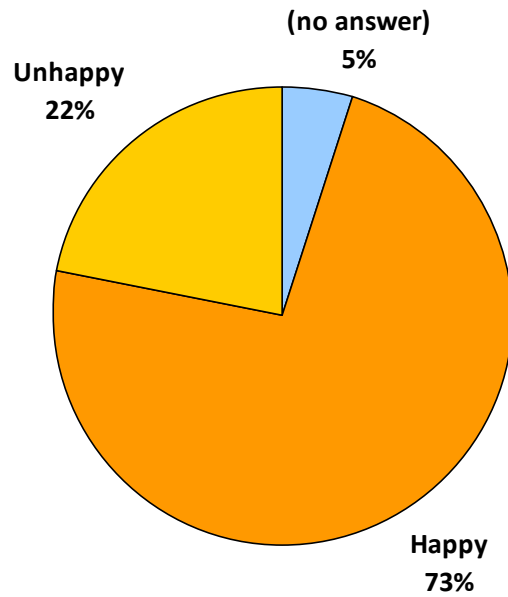
Why Happy



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%

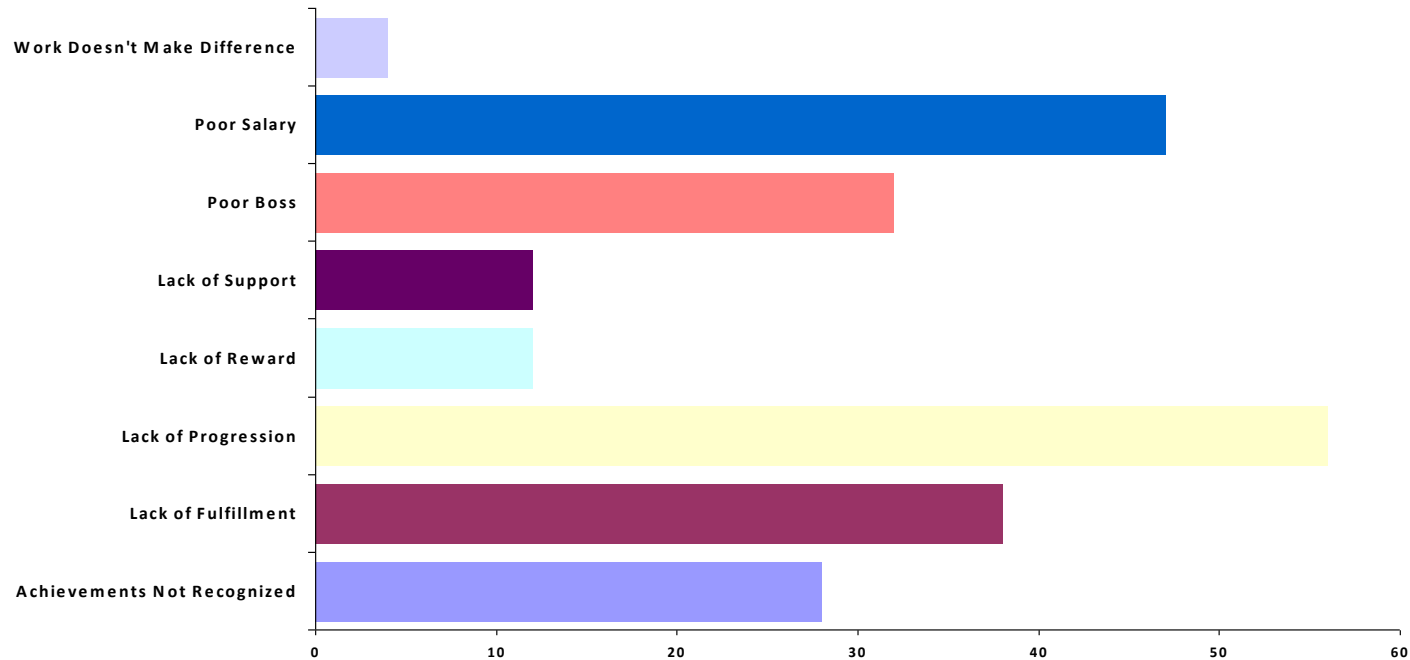
THE TREASURY RECRUITMENT COMPANY

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

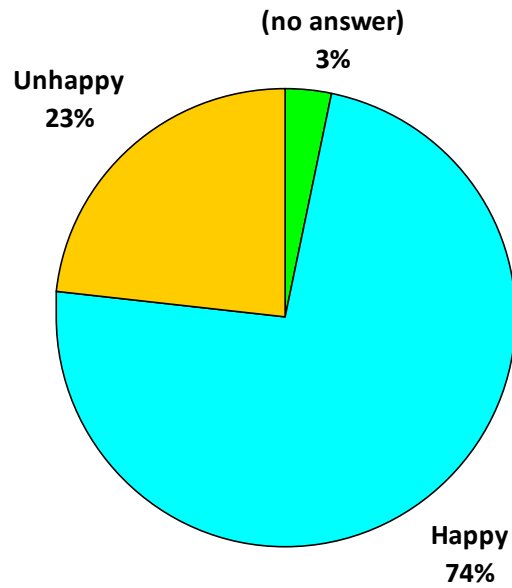
Why Unhappy



THE TREASURY RECRUITMENT COMPANY

Happy with Your Current Role

REGION: Europe



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

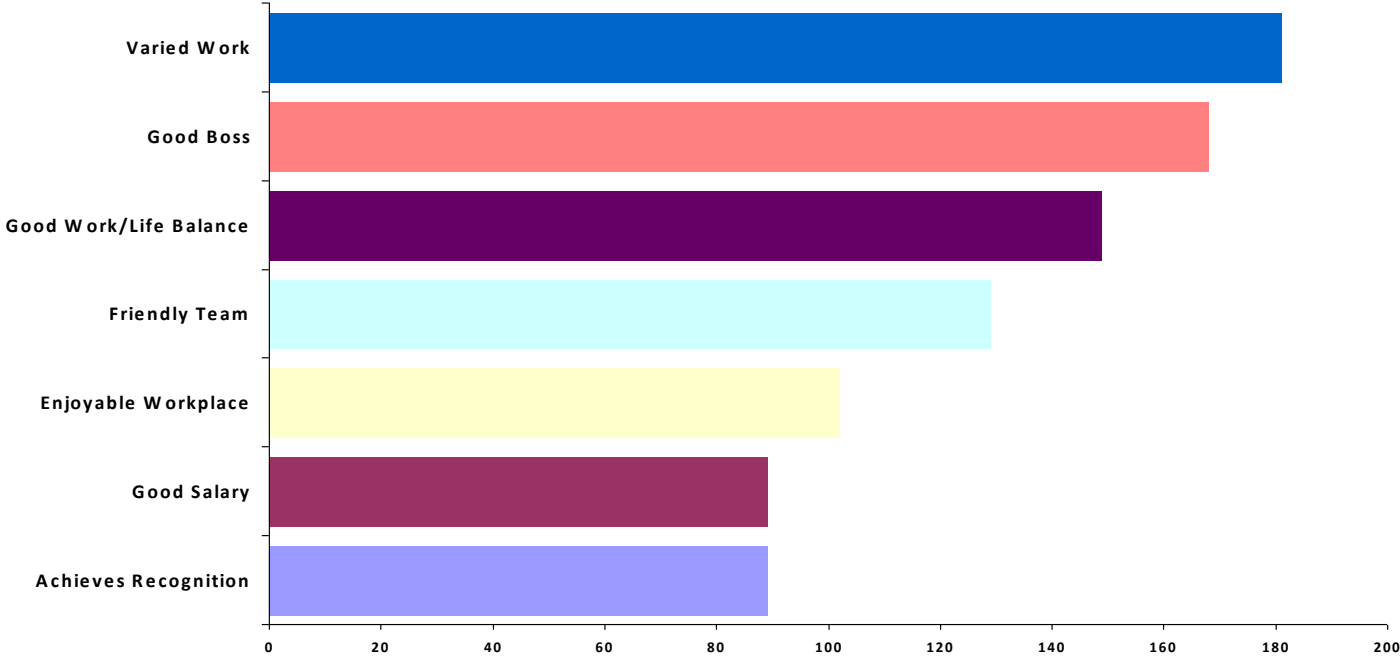
THE TREASURY RECRUITMENT COMPANY

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

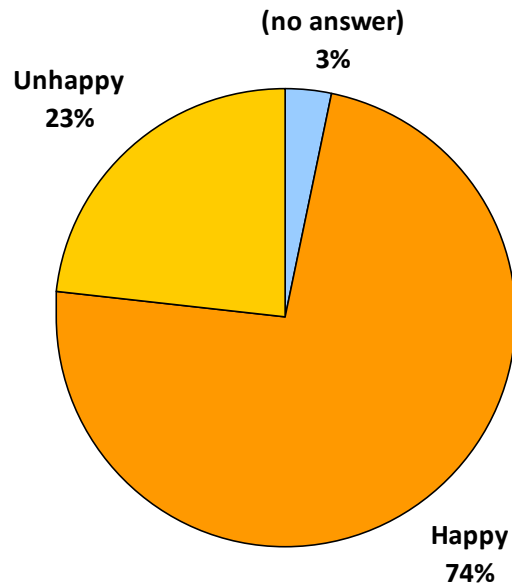
Why Happy



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%

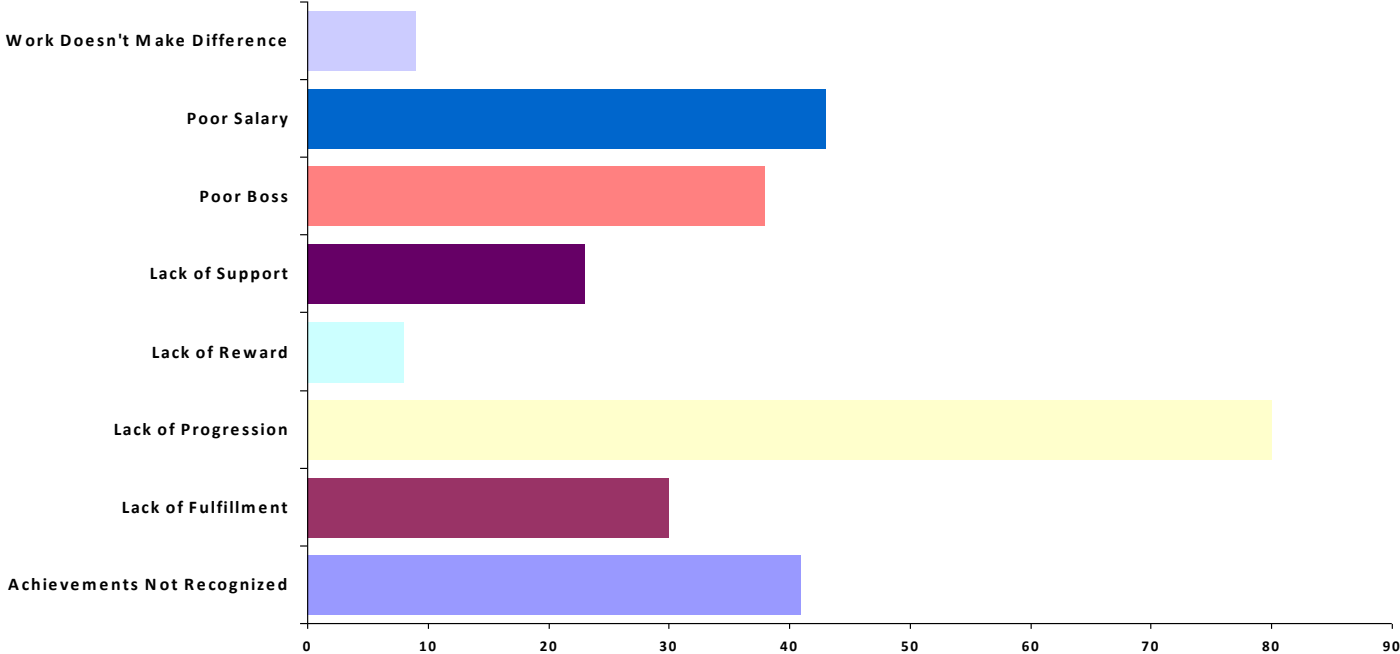
THE TREASURY RECRUITMENT COMPANY

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



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

www.treasuryrecruitment.com

UK: + 44 7813 612 399

US: + 1 727 538 7706

enquiry@treasuryrecruitment.com

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



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 1,350+ TREASURY PROFESSIONALS
TAKE PART &
YOU CAN RECEIVE A COPY OF THE RESULTS**

TAKE PART TODAY →