

EXAMINING THE TREASURY RECRUITMENT COMPANY'S GLOBAL TREASURY SALARY SURVEY



MIKE RICHARDS

CEO & Founder, The Treasury Recruitment Company

CRAIG JEFFERY

Founder & Managing Partner, Strategic Treasurer



WHAT

Discussing the highlights from the most recent Global Treasury Salary Survey results.



WHEN

Thursday, June 16, 2022
7 – 8 AM EDT / 11 AM – 12 PM BST
12 – 1 PM EDT / 4 – 5 PM BST



WHERE

Live online presentation
Replays at StrategicTreasurer.com



FP&A®

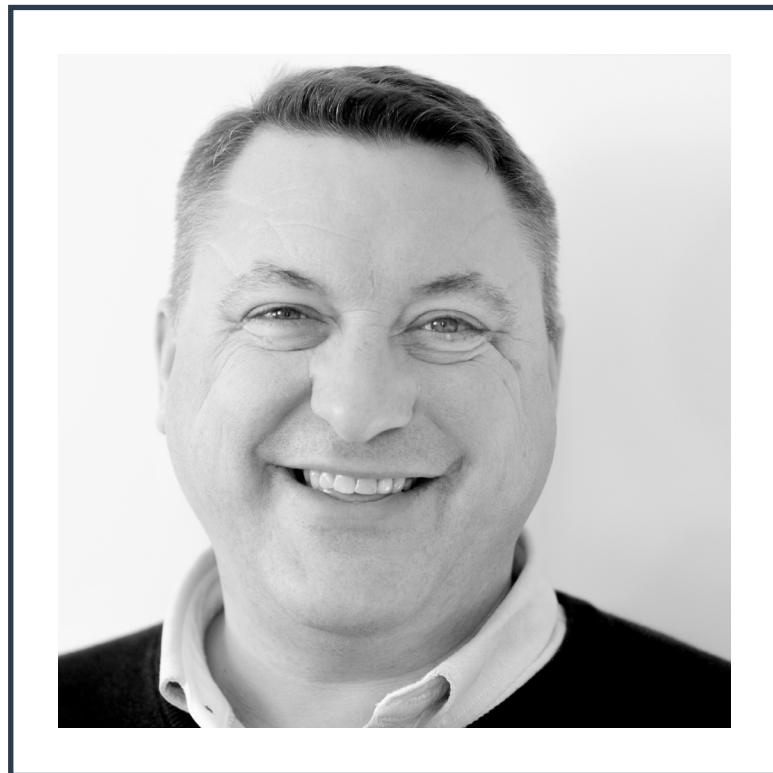
Certified Corporate
Financial Planning &
Analysis Professional



This presentation is provided by Strategic Treasurer and The Treasury Recruitment Company

ABOUT THE SPEAKERS

GET TO KNOW TODAY'S SUBJECT MATTER EXPERTS



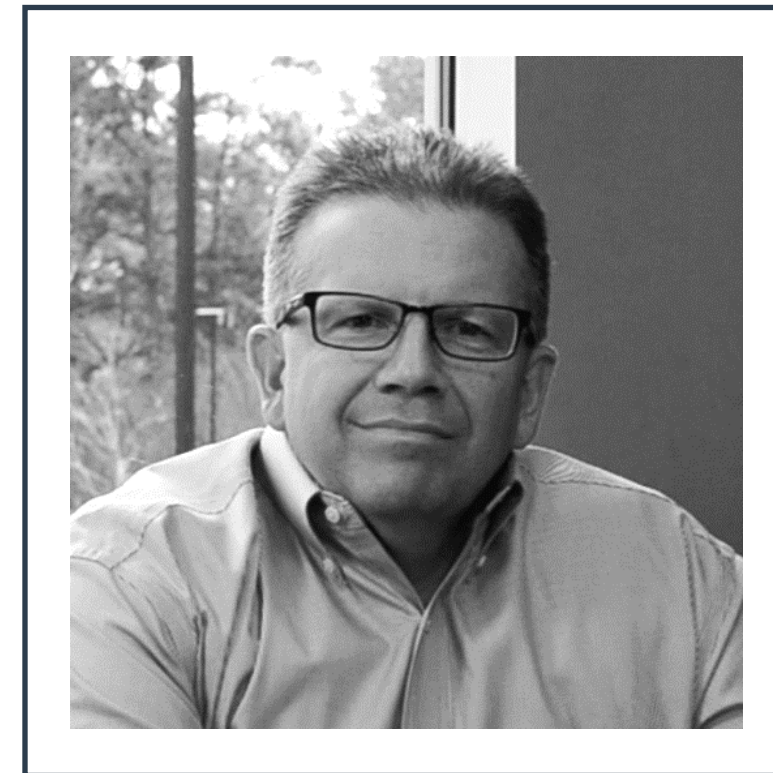
MIKE RICHARDS

Mike Richards is the CEO & Founder of The Treasury Recruitment Company who recruit Corporate Treasury professionals at all levels from Treasury Analysts to Treasury Directors.

He regularly speaks at Treasury conferences globally about:

- The power of personal branding
- How to attract, manage and retain treasury talent
- The latest trends happening within the global treasury recruitment market.

In addition, Mike also hosts the popular podcast www.TreasuryCareerCorner.com where he interviews treasury professionals about their careers.



CRAIG JEFFERY

Craig Jeffery formed Strategic Treasurer in 2004 to provide corporate, educational and government entities direct access to comprehensive and current assistance with their treasury and financial process needs.

His 30+ years of financial and treasury experience as a practitioner and as a consultant have uniquely qualified him to help organizations craft realistic goals and achieve significant benefits quickly.

TOPICS OF DISCUSSION

KEY AREAS OF FOCUS &
ANALYSIS



ABOUT THE SURVEY
DISTINCTIVES



COMPENSATION
SALARY & BENEFITS



WORK LOCALE
SITUATIONS & PREFERENCES



**EMPLOYEE
SENTIMENT**
SATISFIERS & DISSATISFIERS



**TRENDS &
IMPLICATIONS**
GLOBAL



KEY TAKEAWAYS
AND FINAL THOUGHTS

ABOUT THE SURVEY

Q2 2022 GLOBAL TREASURY SALARY SURVEY



600+ Respondents



Since 2002

Distinctives



Scope of data gathered

- Past experiences
- Background
- Current position
- Personal job satisfaction
- Overall fulfillment
- Financial reward



Breadth of participants involved

- Treasury Assistant
- Treasury Analyst/Dealer
- Treasury Manager
- Treasury Accountant
- Treasury Consultant
- Senior Treasury Consultant
- Assistant Treasurer
- Deputy Treasurer
- International/Regional Treasurer
- Group Treasurer
- Global Treasurer/Treasury Director



Accuracy of data provided

- Every survey participant checked and verified
- Anomalies or discrepancies resolved
- Data from actual treasury professionals

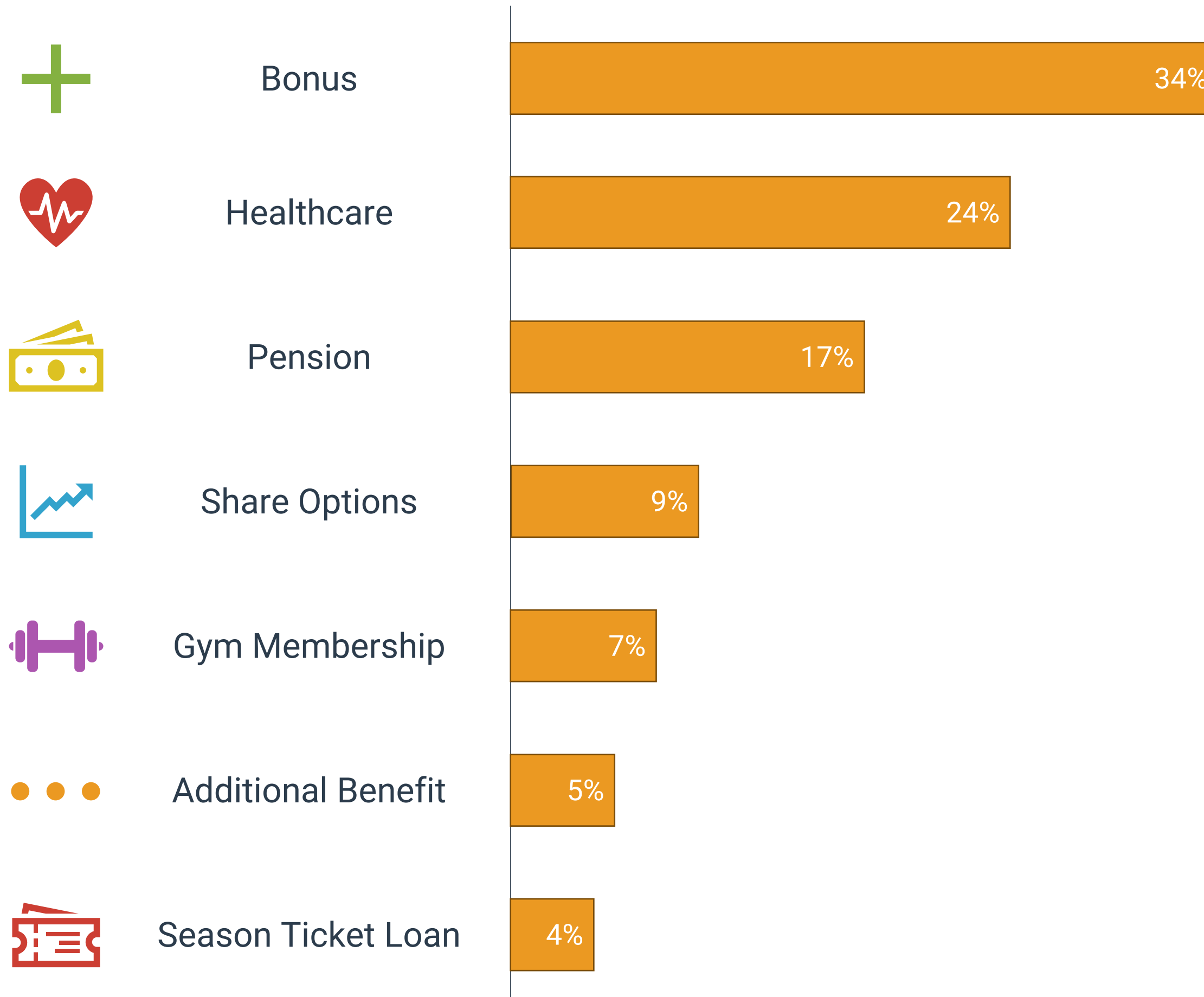
AVERAGE TOTAL COMPENSATION

ACROSS VARIOUS ROLES AND REGIONS

	London & South East	UK inc. London & South East	UK exc. London & South East	Europe inc. UK	Europe exc. UK	North America & Canada	South America	Asia	Australia & New Zealand	Global
Treasury Analyst	£50,768 €60,261 \$66,049	£48,786 €57,910 \$63,469	£45,483 €53,992 \$59,170	£46,270 €54,934 \$60,187	£43,092 €51,174 \$56,041	£59,563 €70,709 \$77,547	£34,560 €41,040 \$45,000	£53,502 €63,498 \$69,591	£58,065 €68,880 \$75,495	£50,932 €60,465 \$66,275
Treasury Manager	£76,382 €90,665 \$99,373	£74,129 €87,995 \$96,443	£71,779 €85,208 \$93,386	£75,897 €90,063 \$98,717	£77,258 €91,655 \$100,466	£85,460 €101,464 \$111,263	£81,408 €96,672 \$106,000	£81,238 €96,416 \$105,667	£84,056 €99,712 \$109,288	£79,219 €94,024 \$103,076
Int./ Regional Treasurer	£145,939 €173,230 \$189,867	£134,707 €159,897 \$175,253	£123,474 €146,563 \$160,639	£138,724 €164,686 \$180,438	£142,190 €168,823 \$184,900	£132,637 €157,510 \$172,663	NA	£170,848 €202,768 \$222,224	£120,738 €143,227 \$156,982	£137,361 €163,070 \$178,688

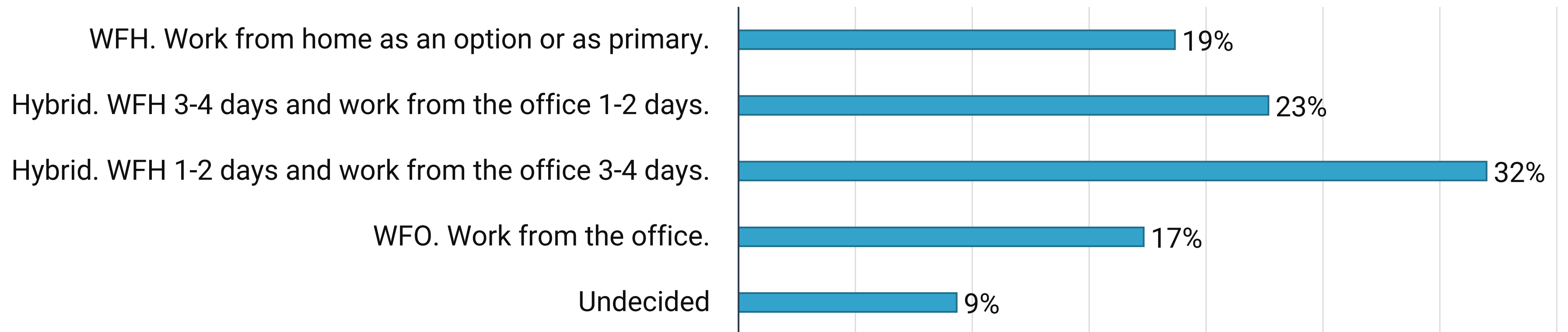
BENEFITS

ALL POSITIONS



POLL QUESTION

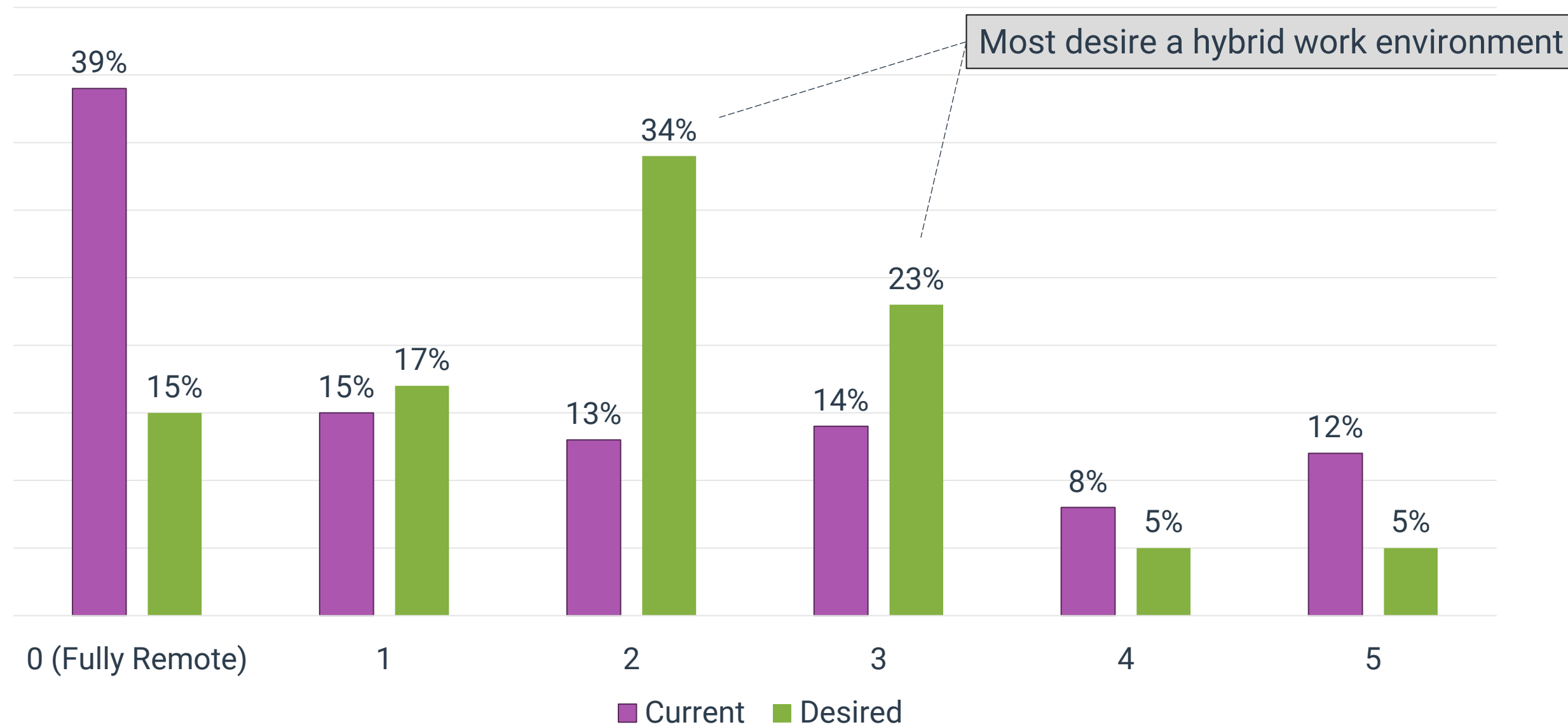
What is your department's expected work location for employees (on a permanent basis or from 2023 on)?



WORK ARRANGEMENT LOCATIONS



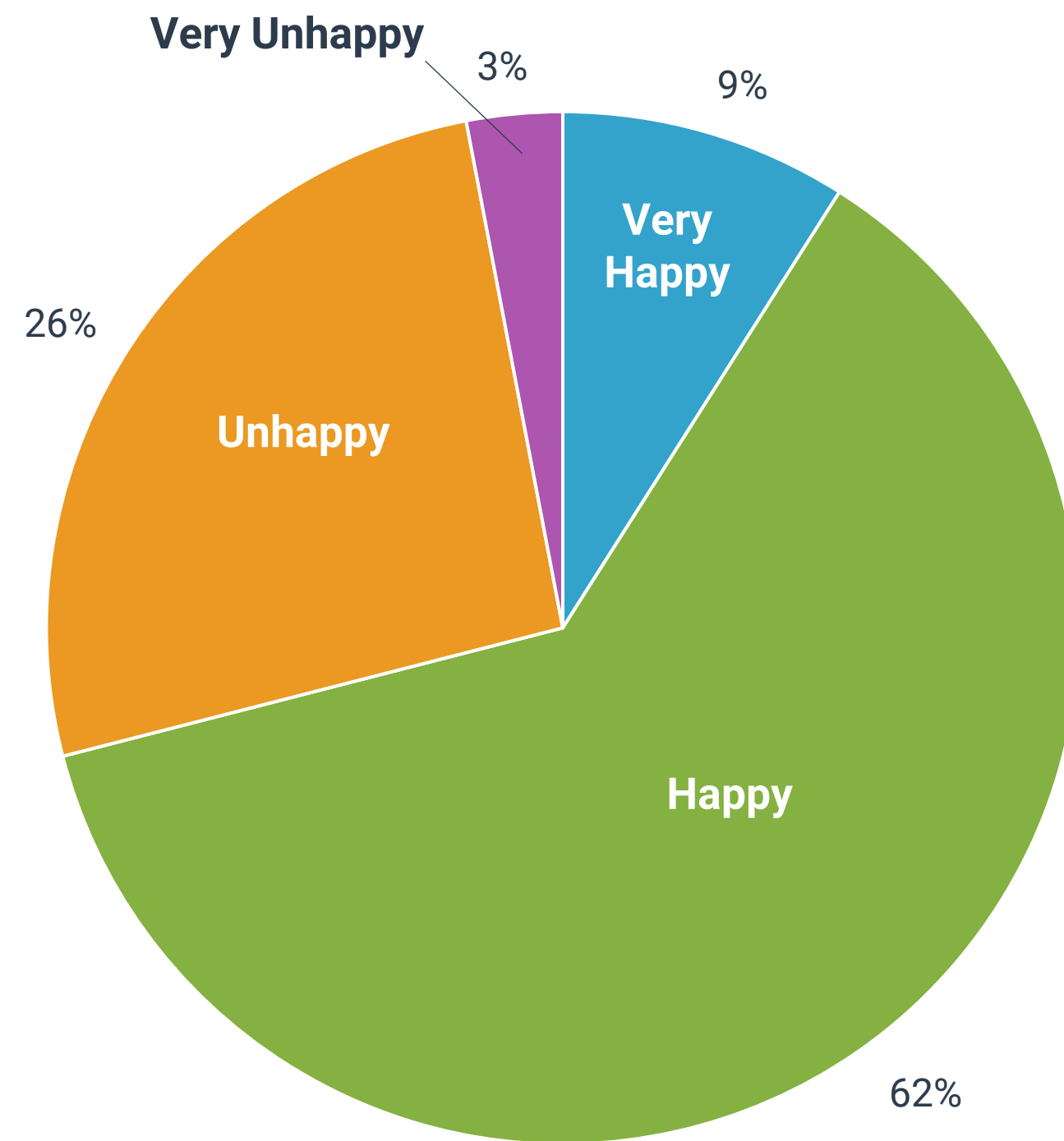
How many days in the office?



EMPLOYEE SENTIMENTS I

SALARY

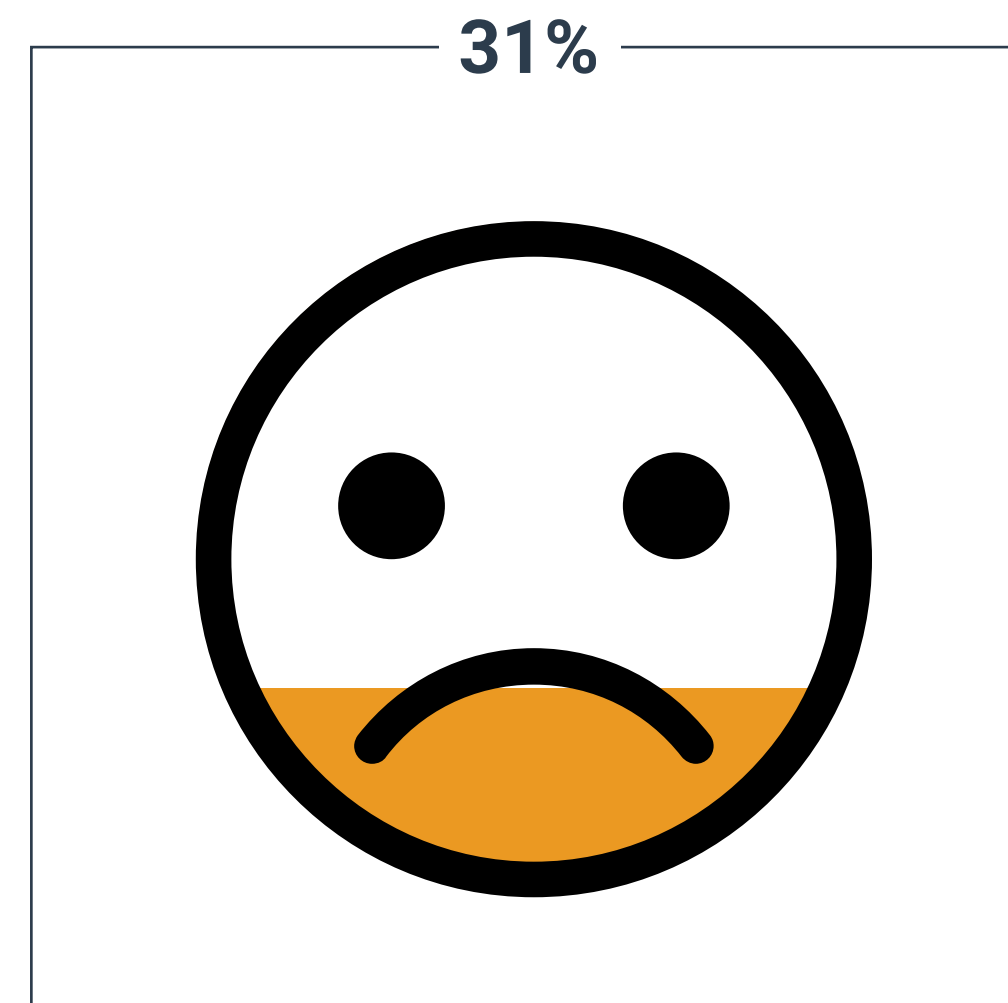
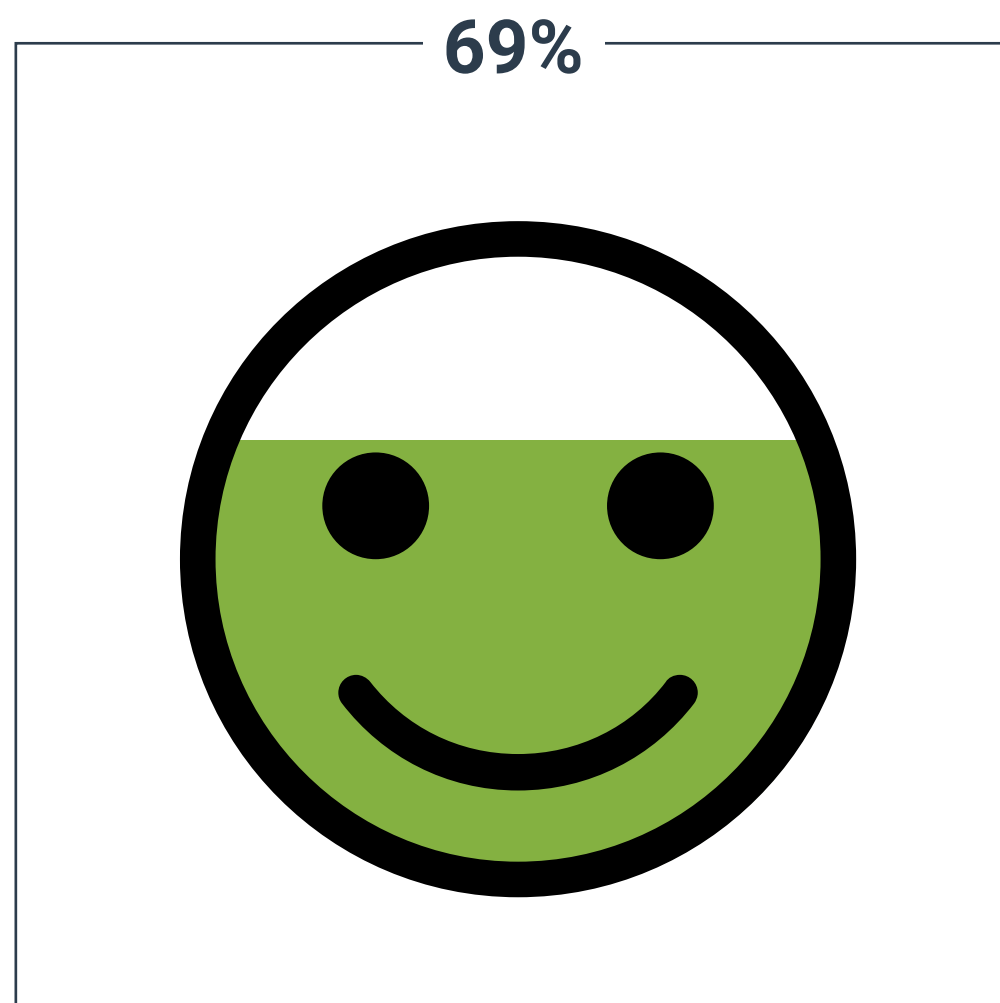
> Are you happy with your base salary?



EMPLOYEE SENTIMENTS II

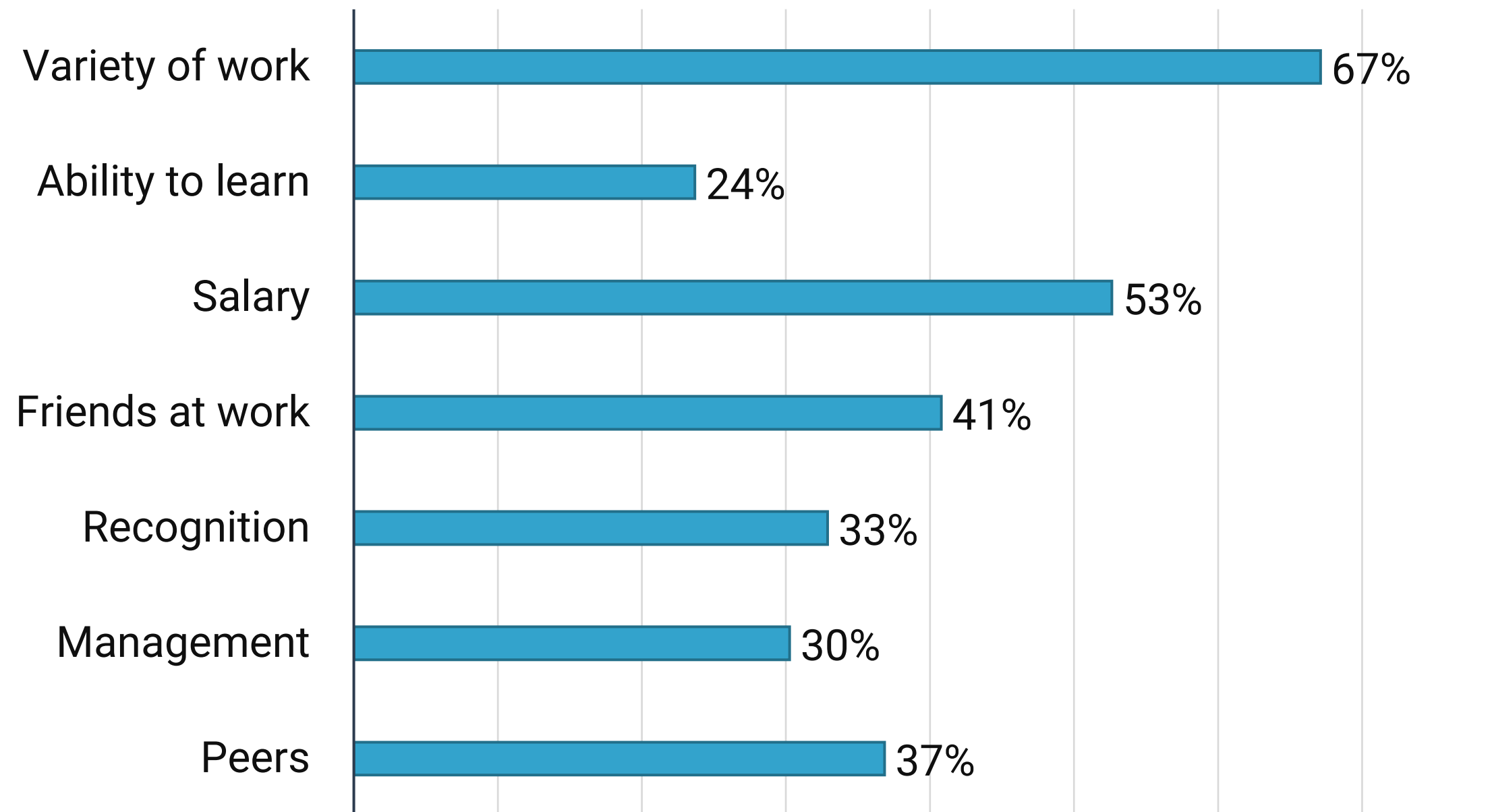
CURRENT ROLE

> Are you happy in your current role?



POLL QUESTION

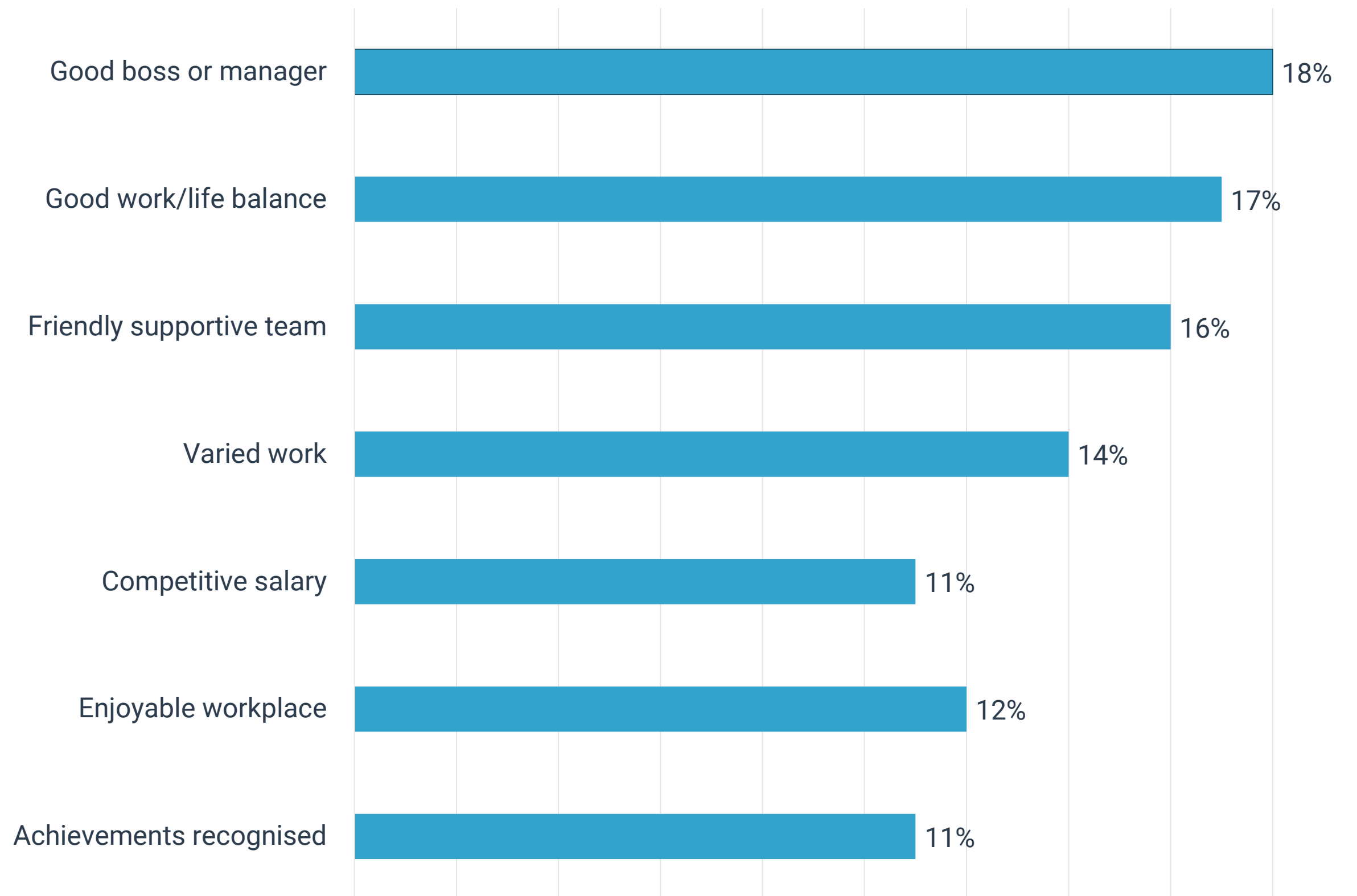
What are the best parts of your work or work experience?



EMPLOYEE SENTIMENTS III

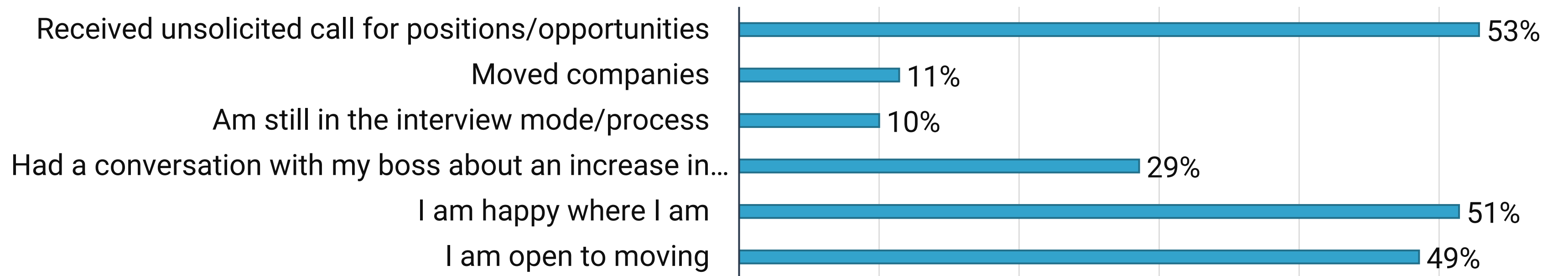
SATISFIERS

> *If you are happy, why?*

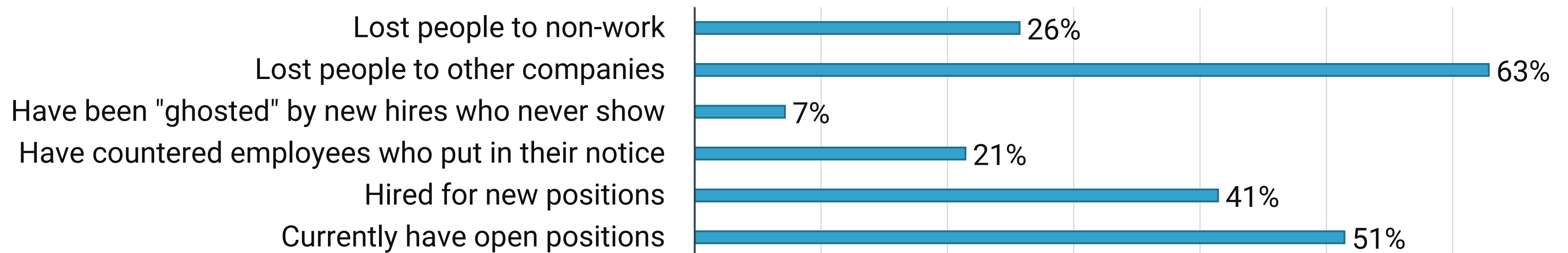


POLL QUESTION

The following are true about me over the past THREE months:



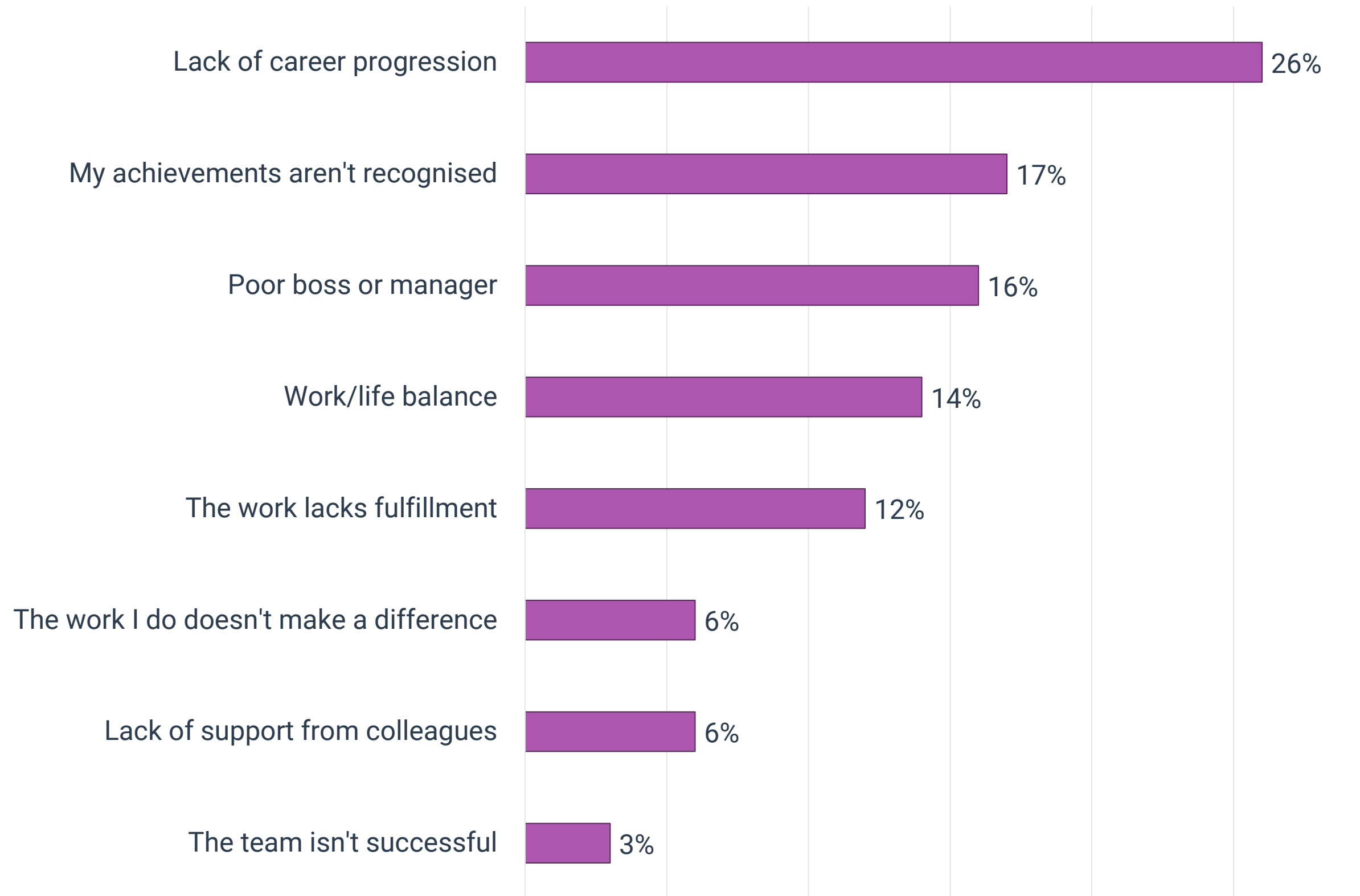
The following is true about my department over the past year:



EMPLOYEE SENTIMENTS IV

DISSATISFIERS

> *If you are unhappy, why?*



AROUND THE WORLD

OVERALL TRENDS AND IMPLICATIONS



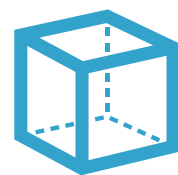
The number of opportunities is on the rise.



Compensation is trending upwards.



Competition for positions is increasing.



Understanding all dimensions of total compensation is more important than ever.



People value time in the office and a hybrid working arrangement.



There are many dimensions to employee happiness, including a good boss, doing work that matters, and a friendly/supportive team.

FINAL THOUGHTS

POINTS TO CONSIDER



HIRING



**LOOKING FOR A
POSITION**



**LOOKING FOR
MORE MONEY**



**WANTING TO
RETAIN GOOD
EMPLOYEES**

LET'S CONNECT.

DON'T LET THE LEARNING END HERE...
CONTACT US WITH ANY FUTURE QUESTIONS.

Thank you for your interest in this presentation and for allowing us to support you in your professional development. Strategic Treasurer and our partners believe in the value of continued education and are committed to providing quality resources that keep you well informed.



STRATEGIC TREASURER

Craig A. Jeffery,
Managing Partner

✉ craig@strategictreasurer.com

🎧 The Treasury Update Podcast

🖥 [linkedin.com/in/strategictreasurer/](https://www.linkedin.com/in/strategictreasurer/)

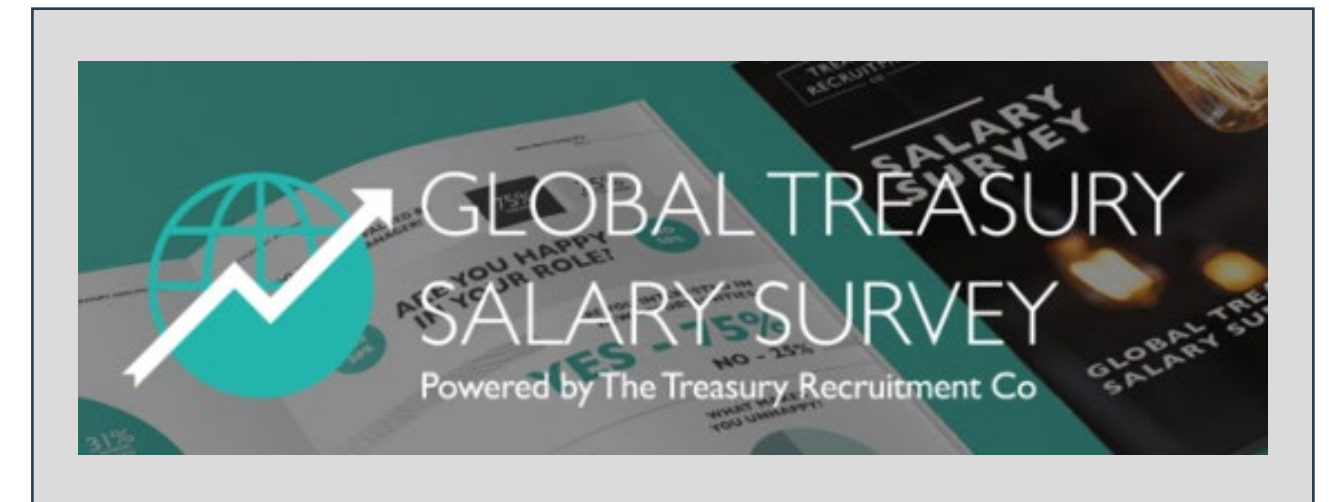


THE TREASURY RECRUITMENT COMPANY

Mike Richards
CEO & Founder, The Treasury Recruitment Company

✉ mike@treasuryrecruitment.com

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