

Recruiting your first treasury professional



Why recruit your first treasury professional

A growing number of organisations are beginning to hire their first treasury professional, with the key drivers being risk management and maintaining group liquidity.

More organisations now have an increased focus on cash visibility, capital allocation and forecasting and this trend is set to continue for a considerable period of time, this focus is growing the demand for in-house treasurers. Also fuelling the demand for treasury professionals is the need for organisations to assess their current capital structure, cash management processes and forecasting, then implement a clearly defined strategy within a relatively short space of time to enable the group to more accurately and effectively manage their liquidity status. This enables them to forecast accurately and over a longer period and to assess the potential impact of various scenarios over the next few years.

“More organisations now have an increased focus on cash visibility, capital allocation and forecasting”



What type of treasury professional to recruit

Level of qualification and skill set

The level and background of treasury professional you need to recruit will depend on several factors including:



The size of company, number of jurisdictions and complexity of treasury issues to deal with



The scope to grow the role and the long term ambitions for the function



The necessity to hit the ground running vs being able to support some development



The remit of the role including: funding/capital markets, foreign exchange, complexity of cash management and project work



Anticipated growth in the company / level of M&A activity



Budget and where the role fits within the finance function

Technical competence aside, the most important attributes in recruiting your first treasury professional are strong relationship management skills and commercial awareness. The right attitude and ability to fit in with the business to establish trust and buy-in from key stakeholders are crucial. Treasurers should also be pro-active and seek out opportunities to add value.

Interim option

If headcount, budget or tight timeframes are particular issues, you may want to consider hiring a treasury professional on an interim basis. This allows for a high degree of flexibility and also allows the recruitment of a more senior Treasurer to carry out the initial assessment and implementation of processes and structure, the long term solution may be a more junior candidate who is able to grow with the role and maintain the function after the initial set up work has been done.



“Typically, the best candidates will have worked within similar treasury functions previously, ideally having seen a variety of scenarios”

Salary guidance

When considering recruiting your first Treasury professional the salary or day rate you could expect to pay can vary considerably, it is dependent on whether you are hiring on an interim or permanent basis, the size and complexity of the organisation and which aspects of the treasury skillset will be

required for the role. Below is some guidance on the compensation for the roles we most commonly see recruited into an organisation hiring their first Treasurer, however please contact one of the Brewer Morris Treasury team for a more accurate benchmarking.

Permanent

	Basic salary	Bonus range	
Group Treasurer (reporting to CFO)	150,000-250,000	0-120%	20,000-100,000+
Head of Treasury (reporting to other finance lead)	90,000-140,000	0-75%	10,000-100,000+
Group Treasury Manager	65,000-95,000	0-75%	10,000-50,000

Interim

	Day rate
Interim Group Treasurer	800-1600
Interim Senior Treasury Consultant	850-1500
Interim Treasury Manager	400-550

All figures are in GBP

Recent appointments

An indication of Brewer Morris' capability, below is a list of recent successful treasury assignments undertaken by the team.

- [Deliveroo](#) | Group Treasurer
- [Marks & Spencer](#) | Group Treasurer
- [Sage Plc](#) | Group Treasurer
- [Eversholt](#) | Group Treasurer
- [DiscoverIE](#) | Head of Treasury
- [Kodak Alaris](#) | Group Treasurer
- [UBM](#) | Head of Treasury
- [Eurostar](#) | Group Treasurer
- [Serco Group](#) | Group Treasurer
- [Interpublic Group](#) | Head of EMEA Treasury
- [Arriva](#) | Interim Deputy Treasurer
- [AstraZeneca Plc](#) | Group Treasurer
- [Devro Plc](#) | Group Treasurer
- [IG Group](#) | Group Treasurer
- [Cubico Sustainable Investments](#) | Group Treasurer
- [Praesidiad](#) | Head of Treasury
- [DLA Piper](#) | Head of Treasury
- [Inmarsat](#) | Head of Treasury
- [Badoo](#) | Head of Treasury



Meet the team

For more information about our treasury recruitment capabilities or to discuss how Brewer Morris can assist your business, contact a member of the team [here](#).

