

Treasury  
salary guide  
UK

2024-25

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## Introduction

We are delighted to present the latest edition of the Brewer Morris UK and Europe treasury salary guide and market report for 2024-2025.

I am proud that the report is referred to by hundreds of talented treasury professionals every year. It contains key findings from our network of professionals, as well as expert insights from our internal team along with comprehensive salary guides.

The general theme across this year's report is that 2024 has been slightly slower in some verticals. Primarily we have seen most hiring activity from investor-led businesses and because of merger and acquisition (M&A) activity. We have also seen project and interim roles return to the market which is another positive sign that the market is stabilising.

### About our report

Data for this salary guide has been compiled from our database, recent placements over the past twelve months, a comprehensive survey of our candidates and insights from LinkedIn Talent Insights. As part of our survey, we generated over 7,000 data points from treasury professionals across commerce and industry, financial services and professional services. Compared to previous years, professionals are less satisfied in their current roles, with over 81% of those surveyed considering their options in the next twelve months.



**Eliot Bates**

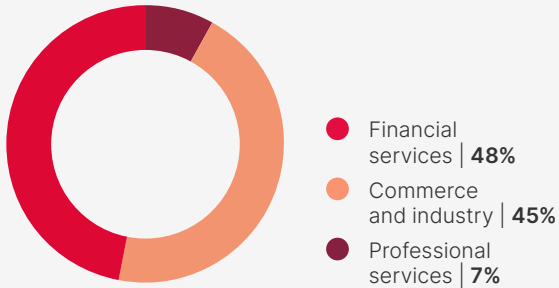
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# Treasury key findings

## What best describes the area you work in?

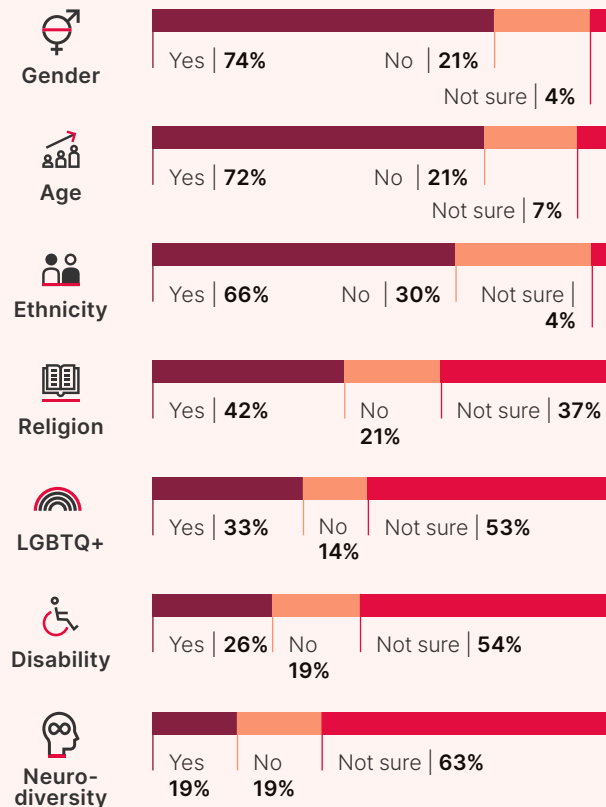


## Diversity, Equality and Inclusion

### Do you think your leadership team is sufficiently diverse?



### Do you think your organisation is sufficiently diverse in the following areas?



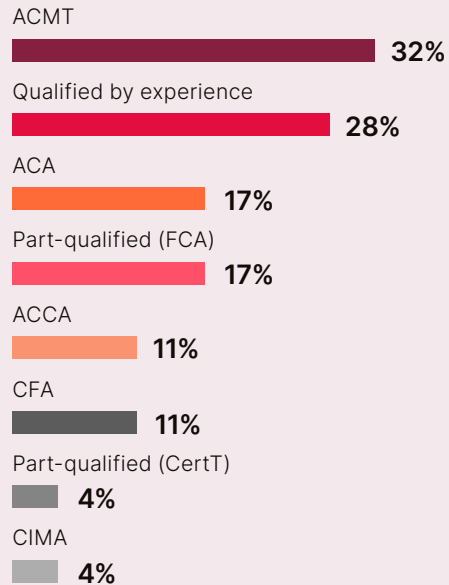
## Skills

### Fastest growing skills

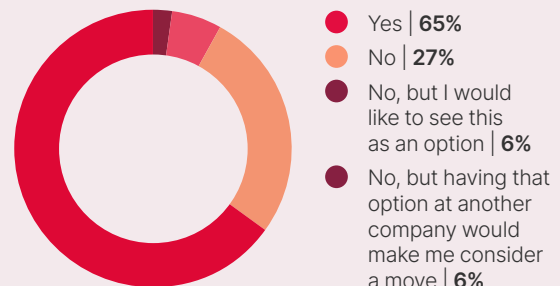


### What is your qualification level?

Respondents could pick more than one option.



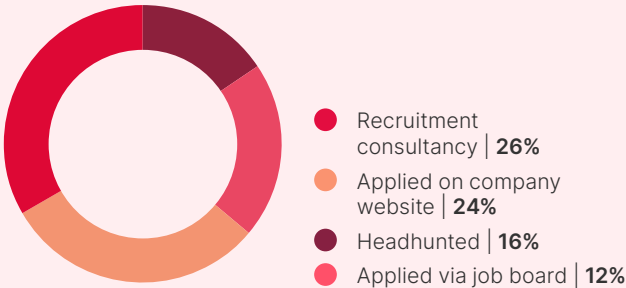
### Does your business provide you with study support?



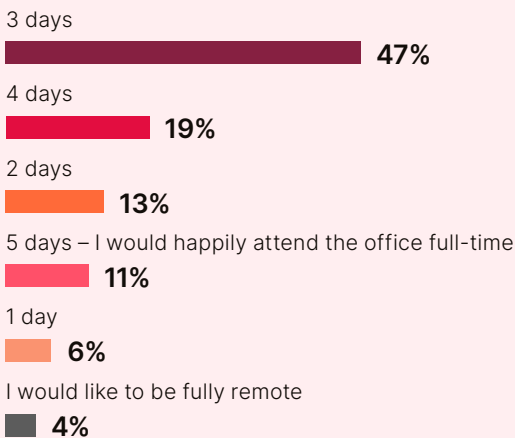


## Moving roles

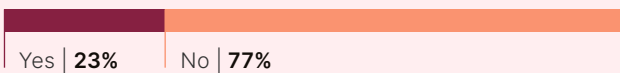
### How did you find your current role?



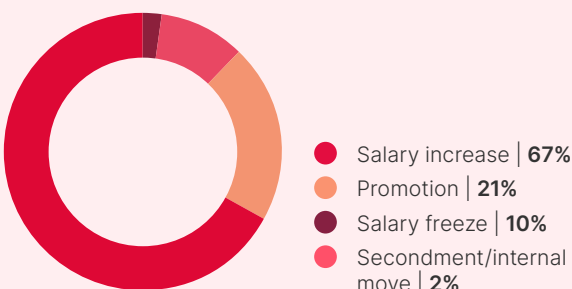
### When considering a new role, what would be the maximum number of days you would be happy to go into the office?



### Have you changed roles in the past twelve months?



### What are your expectations for your role in the next twelve months?



### Do you feel there is adequate career progression within your firm? If not, why do you feel that way?

Limited - mainly due to the size of the department and being the Head of department

Yes, however there is currently a hiring freeze. Currently we are overworked and understaffed.

Yes, very meritocratic. Lots of real responsibility given, truly a sink or swim, but also rewarded well for it

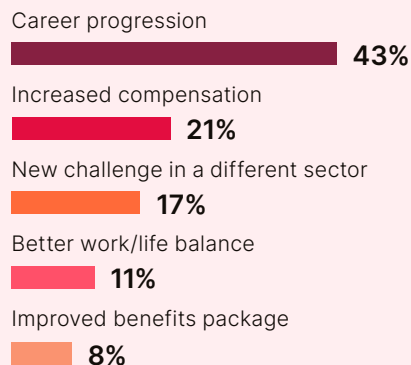
No, small treasury team

No. There is a bottleneck due to structure, so no progression is possible unless somebody leaves, retires or has sadly passed away.

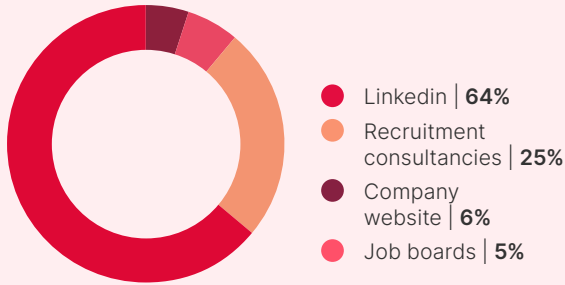
There is some progression but not to treasurer level due to the company's structure

No, small team and sparse range of work

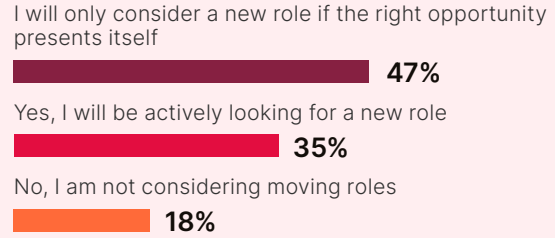
### What would be your top reason for moving to a new role?



When looking for a new role, where would you look first?

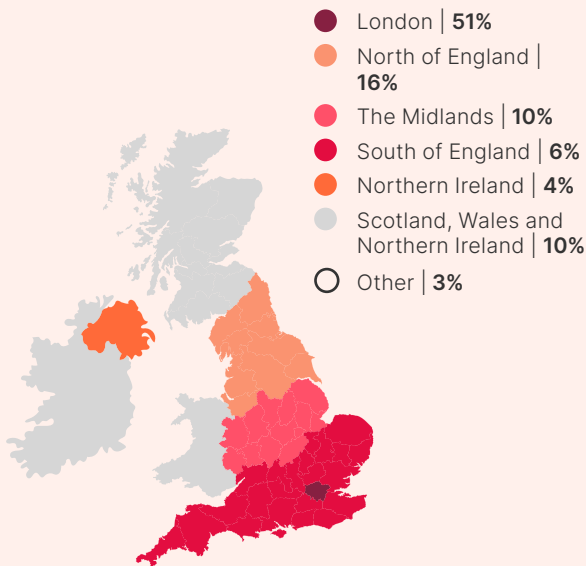


Are you considering moving roles in the next 12 months?

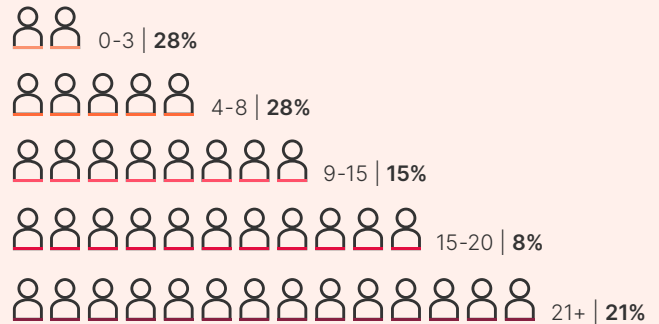


Your current role

Where is your current role based?



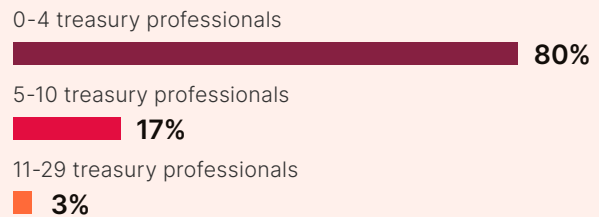
How many treasury professionals are employed by your company in the UK?



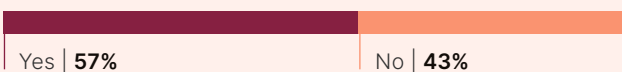
If you live in London, would you consider relocating and commuting in on a hybrid (2/3 days per week) basis?



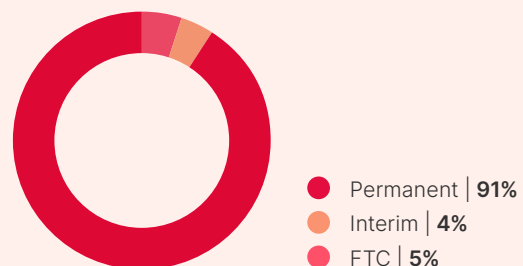
How many treasury professionals do you manage directly or indirectly?



Do you have team management responsibilities?



How are you currently employed?



£ | **Salary and benefits**

**Do you have a long-term incentive plan?**

Yes | **54%** | No | **46%**

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**When did you receive your last pay review?**

2024

**76%**

2023

**18%**

2022

**4%**

2021

**2%**

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**In your most recent pay review, what salary percentage increase did you receive?**



- 1-4% of basic salary | **50%**
- 5-6% of basic salary | **23%**
- 7-9% of basic salary | **6%**
- 10% of basic salary | **21%**

★ | **Bonus**

**Have you received a bonus for your contribution in the past 12 months?**

Yes | **67%** | No | **27%** | Not entitled to receive one | **6%**

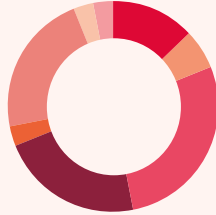
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**Were you satisfied with your bonus?**

Yes | **59%** | No | **41%**

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**As a percentage of your basic salary, what was your most recent bonus?**



- 1-5% of basic salary | **13%**
- 6-9% of basic salary | **6%**
- 10-15% of basic salary | **28%**
- 16-20% of basic salary | **22%**
- 21-30% of basic salary | **3%**
- 31-50% of basic salary | **22%**
- 51-70% | **3%**
- More than 100% | **3%**

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**Considering your overall compensation package, do you think it is a fair reward for your performance in the past 12 months?**

Yes | **57%** | No | **43%**

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**Do you feel valued in your role?**

Yes | **78%** | No | **22%**



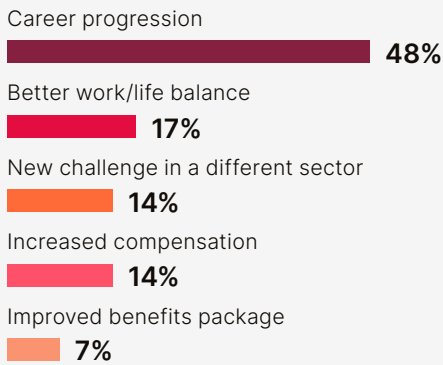
# Commerce and industry key findings

## Commerce and industry sectors

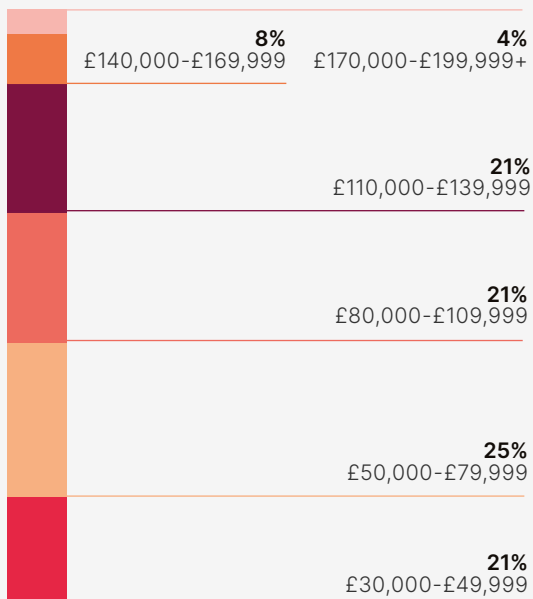


- Energy & natural resources | 37%
- Engineering & manufacturing | 10%
- Retail & e-commerce | 10%
- FMCG | 7%
- Media & entertainment | 7%
- Not-for-profit | 7%
- Business services & consultancy | 6%
- Education | 3%
- Healthcare & pharmaceuticals | 3%
- Legal & professional services | 3%
- Technology | 3%
- Outsourcing | 3%
- Travel & leisure | 3%

## What would be your top reason for moving to a new role?

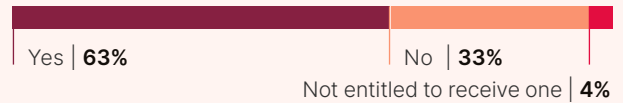


## What is your basic salary, excluding bonuses?



## Bonus

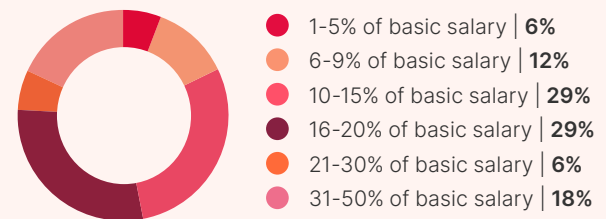
### Have you received a bonus for your contribution in the past 12 months?



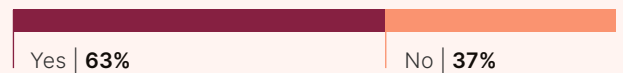
### Were you satisfied with your bonus?



### As a percentage of your basic salary, what was your most recent bonus?



### Considering your overall compensation package, do you think it is a fair reward for your performance in the past 12 months?



### Do you feel valued in your role?





## Commerce and industry market insights

We have seen an increase in private equity (PE) investment which has resulted in portfolio companies hiring their first treasury professional and building out their treasury teams for the first time.

Similarly, we have seen an increase in transactions and merger and acquisition (M&A) activity in the PLC space, which has equally led to an increase in hiring.

### It's all about the skills

It has been refreshing to see both clients and candidates having a focus on skillset, as opposed to title. When hiring, clients have been more interested in hiring those with the right skillset, as opposed to being hung up on titles. This has allowed candidates who are ready for a step up, to make the move at all levels. We have hired analysts into manager grade roles, senior managers into assistant treasurer roles, and deputy treasurers into group treasurer roles.

Equally, candidates have been considering roles based on what the role offers beyond job title. Key considerations include being able to move into a different industry or into a larger business, where titles will certainly differ from smaller businesses, e.g. a senior manager in a smaller business could move into a manager role in a much larger business – seemingly a backwards step.

But importantly, this can be a different type of role, offering broader, or perhaps totally different, experience. There are many reasons that someone might move to a seemingly more junior title that will result in career progression, and it is refreshing to see a more considered approach on the job market as opposed to being driven purely by a new job title over anything else.

### Candidate expectations

We have seen expectations of candidates and clients align after the relative chaos of last year, when we were still getting a handle on salaries and working from home expectations following COVID. There continue to be different WFH policies from various business, but we have seen a general easing in WFH policies to attract talent.

Last year, we saw a larger discrepancy in candidate and client expectations when it came to remuneration. However, salaries have also seemed to align this year as the market appears to have steadied. This is likely in part due to the market not being quite as buoyant as it has been the previous couple of years.

### The rise of the market risk skill set

When we consider the increase in PE activity, the key skillset required is less of a technical proficiency and more of an attitude. The ability to be hands on in these “build out” roles, even at the treasurer level, is imperative. This is due to the small, not yet established, team structure, and the transformative nature of first-time treasury hires.

Across the board, however, we have seen an increase in the need for a “market risk” skillset. There has been so much to consider this year from a macroeconomic perspective, from global elections and conflicts to UK specific events, such as the budget. This has meant that businesses have been looking to bolster their risk frameworks, whether it be interest rate, foreign exchange, or commodities (in relevant industries).



**46%**

of treasury professionals working in Commerce and Industry hold the AMCT qualification



**53%**

of treasurers working in C&I will consider moving roles in the next 12 months, but only if the right opportunity presents itself



**66%**

of those surveyed in C&I would turn to LinkedIn if looking for a new role

## Commerce and industry salaries

All salaries are in GBP.

### FTSE 50 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	195,000-285,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	120,000-210,000	0-100%	10,000-100,000+
Treasury Manager	70,000-100,000	0-75%	10,000-50,000
Treasury Analyst	35,000-65,000	0-50%	5,000-20,000
Treasury Controller	90,000-150,000	0-50%	10,000-25,000
Treasury Accountant	65,000-110,000	0-50%	5,000-25,000

### FTSE 50-100 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	180,000-275,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	90,000-180,000	0-100%	10,000-100,000+
Treasury Manager	60,000-100,000	0-75%	10,000-50,000
Treasury Analyst	35,000-60,000	0-50%	5,000-20,000
Treasury Controller	75,000-110,000	0-50%	10,000-25,000
Treasury Accountant	50,000-90,000	0-50%	5,000-25,000

### FTSE 250 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	160,000-255,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	85,000-130,000	0-100%	10,000-100,000+
Treasury Manager	60,000-85,000	0-75%	10,000-50,000
Treasury Analyst	30,000-55,000	0-50%	5,000-20,000
Treasury Controller	60,000-95,000	0-50%	10,000-25,000
Treasury Accountant	50,000-75,000	0-50%	5,000-25,000

#### Fastest hiring commerce and industry sectors



Technology  
1000% growth



Media & entertainment  
89% growth



Retail & e-commerce  
54% growth

**Private company**

	Base salary range	Bonus range	Benefits
Group Treasurer	160,000-255,000	0-100%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	85,000-130,000	0-75%	10,000-100,000+
Treasury Manager	60,000-850,000	0-75%	10,000-50,000
Treasury Analyst	30,000-55,000	0-50%	5,000-20,000
Treasury Controller	60,000-95,000	0-50%	10,000-25,000
Treasury Accountant	50,000-75,000	0-50%	5,000-25,000

**Other limited multinationals**

	Base salary range	Bonus range	Benefits
Group Treasurer	140,000-245,000	0-100%	10,000-100,000+
Deputy Treasurer/Assistant Treasurer	90,000-150,000	0-50%	10,000-100,000+
Treasury Manager	50,000-110,000	0-30%	5,000-30,000
Treasury Analyst	30,000-65,000	0-25%	5,000-15,000
Treasury Controller	55,000-95,000	0-15%	5,000-20,000
Treasury Accountant	50,000-85,000	0-10%	5,000-10,000

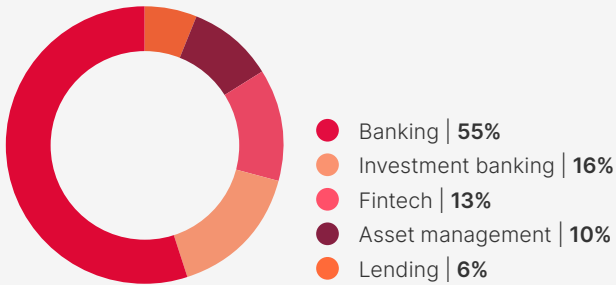
**Accountancy /advisory practice**

	Base salary range	Bonus range	Benefits
Partner	150,000-260,000	0-100%	N/A
Director	110,000-160,000	0-50%	10,000-100,000+
Senior Manager	70,000-75,000	0-30%	10,000-50,000
Manager	55,000-75,000	0-25%	5,000-10,000
Senior Analyst/Associate	30,000-55,000	0-15%	5,000-20,000
Analyst/Associate	35,000-50,000	0-10%	10,000-25,000

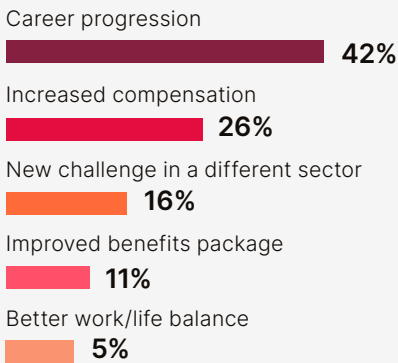


## Financial services key findings

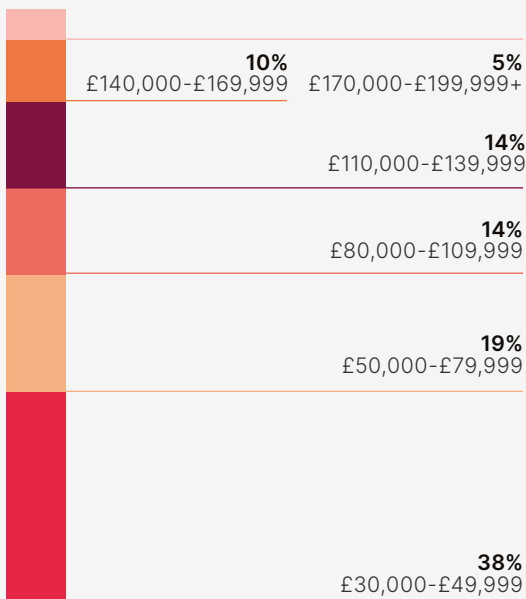
### Financial services sectors



### What would be your top reason for moving to a new role?

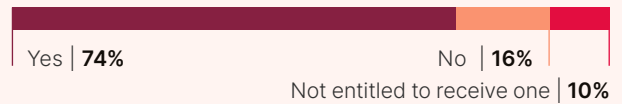


### What is your basic salary, excluding bonuses?

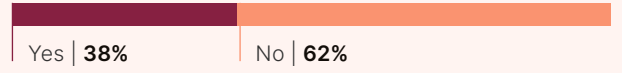


### BONUS

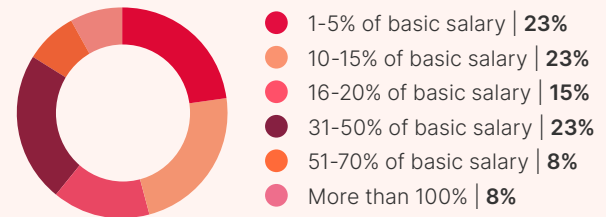
#### Have you received a bonus for your contribution in the past 12 months?



#### Were you satisfied with your bonus?



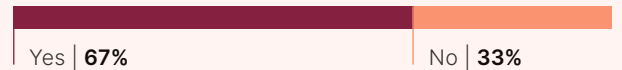
#### As a percentage of your basic salary, what was your most recent bonus?



#### Considering your overall compensation package, do you think it is a fair reward for your performance in the past 12 months?



#### Do you feel valued in your role?



### Fastest hiring financial services sectors



Insurance | 69% growth



Asset management | 63% growth



Investment banking | 53% growth

## Financial services market insights

2024 was an interesting year for those of us working in and around the financial services sector.

Businesses have been subdued in their hiring, however 2024 was punctuated by pockets of activity. Insurance we have seen a real increase in the number of mergers and acquisitions taking place amongst private equity-backed insurers. This has translated to organisations wanting to grow their treasury teams to optimise capital structures and risk management. Much like in C&I, we have seen a marked increase in the volume of Assistant Treasurer, ALM Manager and Senior Treasury Manager roles becoming available.

### Punctuation in the candidate experience

There is a notable gap between candidate expectations and what businesses are prepared to offer:

- **Return-to-office mandates** - many candidates prefer flexible or hybrid work models, while financial services firms are pushing for a full time in office model.
- **Salaries** - while salary growth is still achievable, companies are focusing more on benefits, career growth, and stability
- **Employee benefits** - candidates are looking for comprehensive benefits packages, including pension contributions and professional development opportunities

### Treasury skills shortage

Like many finance and specialist disciplines, there is a persistent skills shortage in treasury. To combat this, senior treasurers often must upskill junior team members and facilitate learning opportunities.

Additionally, there appears to be an emerging skills gap with treasurers falling behind in artificial intelligence (AI) adoption. Overall, AI utilisation is slower in treasury, as business already have proficient treasury management systems in place.

An important area for treasurers to focus on for continuing professional development is coding languages. With more extensive modeling being

conducted using complex codes, it's crucial for treasurers to grasp the basics. While you may not need to develop code from scratch in a typical treasury role, understanding the fundamentals will enable you to make minor adjustments and create run effective models.

### Areas to watch in 2025

1

#### Insurance

Because of recent regulatory changes, designed to ensure that the UK maintains an internationally competitive insurance sector, treasurers' goals have changed. Due to the increased exposure to credit and concentration risks, treasurers are now being tasked with increasing investment in long-term productive assets.

2

#### Challenger banks

With large mortgage and motor finance offerings, challenger banks may continue to feel the strain on lending portfolios.

3

#### Fintech

Venture capital funding for fintech's rebounded slightly in H2 2024, and forecasters are predicting this trend will continue into 2025.

4

#### Funds

2024 was a tale of two halves in the fund space. The funds which performed well in 2024 will continue to do so. And those funds which faced difficulty in 2024, should start to pick up in 2025.

## Financial services salaries

All salaries are in GBP.

### Tier one investment banking

	Base salary range	Bonus range	Benefits
Managing Director	230,000-350,000+	0-120%	20,000-100,000+
Director	130,000-230,000	0-100%	10,000-100,000+
Vice President	80,000-140,000	0-75%	10,000-50,000
Analyst Vice President	70,000-90,000	0-50%	10,000-30,000
Senior Analyst/Associate	50,000-70,000	0-50%	0-20,000
Analyst (graduate)	35,000-60,000	0-40%	0-20,000

### Mid-tier banks

	Base salary range	Bonus range	Benefits
Group Treasurer	180,000-275,000	0-120%	20,000-100,000+
Director (Head of)	90,000-180,000	0-100%	10,000-100,000+
Vice President	60,000-100,000	0-75%	10,000-50,000
Analyst Vice President	35,000-60,000	0-50%	5000-20,000
Senior Analyst/Associate	75,000-110,000	0-50%	10,000-25,000
Analyst (graduate)	50,000-90,000	0-50%	5000-25,000

### Challenger banks

	Base salary range	Bonus range	Benefits
Group Treasurer	150,000-260,000	0-120%	20,000-100,000+
Director (Head of)	120,000-180,000	0-75%	10,000-80,000+
Vice President	80,000-120,000	0-40%	10,000-50,000+
Analyst Vice President	55,000-80,000	0-40%	0-30,000+
Senior Analyst/Associate	40,000-55,000	0-40%	0-25,000+
Analyst (graduate)	30,000-45,000	0-40%	0-20,000+

Regional retail banks/building societies


	Base salary range	Bonus range	Benefits
Group Treasurer	120,000-250,000	0-100%	10,000-100,000+
Director (Head of)	95,000-120,000	0-70%	10,000-80,000+
Vice President	70,000-95,000	0-40%	10,000-80,000+
Analyst Vice President	50,000-70,000	0-40%	0-30,000+
Senior Analyst/Associate	35,000-50,000	0-40%	0-25,000+
Analyst (graduate)	25,000-40,000	0-40%	0-20,000+

Non-banking financial institutions


	Base salary range	Bonus range	Benefits
Group Treasurer	100,000-250,000	0-100%	10,000-100,000+
Deputy treasurer / Assistant Treasurer	80,000-60,000	0-70%	10,000-80,000+
Treasury Manager	60,000-100,000	0-40%	10,000-50,000+
Treasury Analyst	30,000-50,000	0-40%	0-10,000+
Treasury Controller	75,000-140,000	0-40%	0-25,000+
Treasury Accountant	50,000-100,000	0-40%	0-20,000+



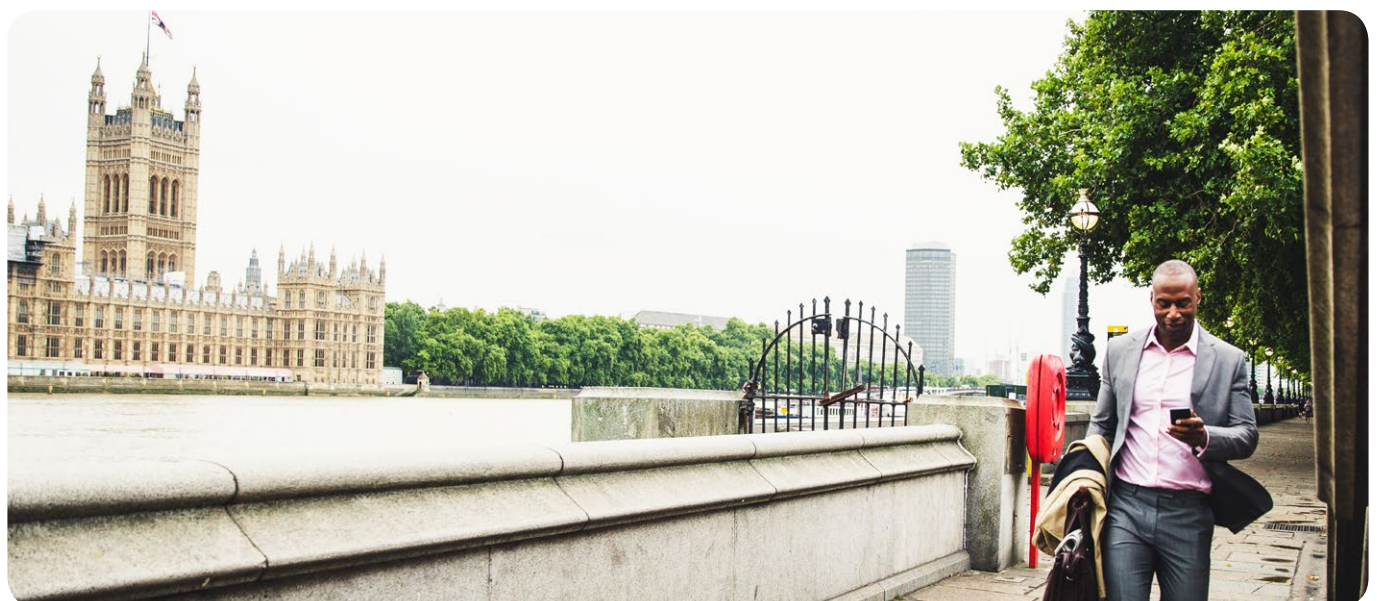
**38%**  
of treasury professionals working in financial services are qualified by experience



**45%**  
of treasurers in financial services are considering moving roles in the next twelve months

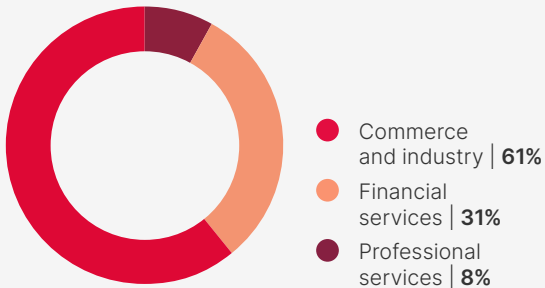



**63%**  
of those surveyed in financial services would turn to LinkedIn if looking for a new role





## Senior treasury key findings

### Senior treasury sectors

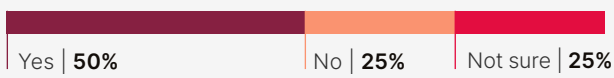


 **41%**  
of senior treasurers hold the ACMT qualification

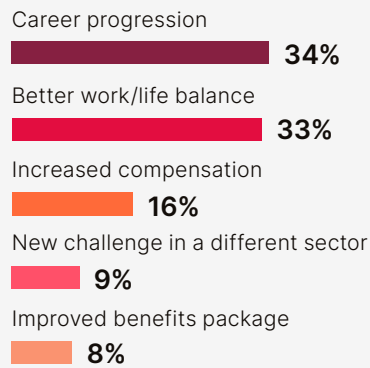
 **42%**  
of senior treasurers will be looking for a new opportunity in the next 12 months

 **41%**  
of those surveyed would turn to recruitment consultancies for their next role

### Do you anticipate your team hiring in the next 12 months?



### What would be your top reason for moving to a new role?



### Fastest growing industries looking for first-time treasurer hires

 Energy and utilities | **300% growth**

 Information security | **150% growth**

 Investment banking | **100% growth**



## Senior treasury market insight

The senior treasury recruitment market experienced a dynamic year in 2024, with a high level of activity, particularly at the Group Treasurer level. However, as we go into 2025, this momentum has noticeably slowed down.

While demand remains high for senior treasury professionals in certain sectors, particularly those backed by investors, there has been a decline in the number of senior treasury roles being filled. This shift has impacted recruitment trends and expectations within the industry.

### **A surge in demand for treasury talent from investor-led businesses**

One of the most notable changes within the senior treasury recruitment market is the surge in demand for treasury professionals in investor-led businesses. These businesses, especially those in growth or transition phases, are keen to bring in experienced treasury professionals who can provide leadership in areas such as cash management and financial strategy. This trend has resulted in a significant rise in the number of first-time treasury hires within these organisations, especially at the Head of Treasury level.

Investor-led companies are typically at a pivotal point in their business lifecycle, and the need for strong financial management becomes even more pronounced. As these companies scale, they require skilled treasury leaders who can navigate complex financing decisions, optimise cash flow, and contribute to the broader strategic objectives of the organisation. For many of these companies, particularly those backed by private equity, the hiring of a Head of Treasury is not just about filling a role; it's about bringing in a senior professional who can act as a right-hand to the Group Treasurer or CFO.

This rising trend in private equity-backed businesses hiring Heads of Treasury as a second-in-command is also a key development in the market. These professionals often act as a bridge between the Group Treasurer and the wider business, ensuring that there is a smooth flow of communication and strategy between treasury operations and the company's broader financial goals. Their responsibilities often go beyond the traditional treasury functions, with a key focus on succession planning and providing strategic insight into the business's financial framework.

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### **Candidate expectations**

For candidates, these types of roles represent a compelling opportunity. The appeal lies not only in the chance to contribute to a business's growth but also in the ability to shape treasury processes and play an integral part in the financial strategy of a business. The role of Head of Treasury in investor-led companies provides a unique opportunity to influence key decisions, and the strategic nature of these positions is attractive to treasury professionals who are looking to further their careers in more senior positions.

### Evolving skill sets

The rise of these roles at the Head of Treasury level has also had a positive impact on the broader Group Treasurer market. With Heads of Treasury taking on more operational responsibilities, Group Treasurers are now able to focus more on the strategic elements of their roles. This shift allows Group Treasurers to focus on the high-level financial strategy, long-term funding plans, and risk management, rather than getting bogged down in the day-to-day tasks that can be handled by their number twos. As a result, these roles are more highly valued by CFOs, who increasingly see the Group Treasurer as a critical player in their organisation's long-term financial health.

This trend is reflected in the overall recruitment market, with senior-level treasury professionals seeing greater demand for their strategic expertise. The ability of Group Treasurers to manage the broader financial landscape of an organisation, alongside their responsibility for funding, liquidity, and risk management, is becoming even more crucial. The role has evolved to be more advisory, with a focus on guiding the company through complex financial challenges and helping it capitalise on opportunities in a challenging and often volatile economic environment.

### Salary trends

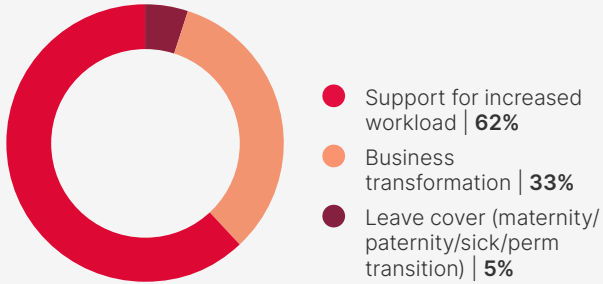
Despite the overall slowdown in the market over the past year, salaries for senior treasury professionals continue to rise, albeit at a more measured pace compared to 2023. The salary increases reflect the continued high demand for skilled professionals in senior treasury roles, although the growth is less pronounced than in previous years. In fact, data from comprehensive salary tables indicates a stabilisation in salary increases, with fewer dramatic spikes seen in 2024 compared to the previous year. This trend may be a response to the slowdown in recruitment activity, but it also suggests a shift towards more sustainable growth in salaries at the senior end of the treasury market.

Ultimately, while 2024 has seen a slowdown in senior treasury recruitment, particularly at the Group Treasurer level, there are still significant opportunities in investor-led businesses, especially those backed by private equity. The rise of Head of Treasury roles within these companies reflects a growing emphasis on strategic insight and financial leadership. As a result, senior treasury professionals continue to be highly sought after, and the market is expected to stabilize, with salary growth continuing at a more measured pace.



## Interim treasury key findings

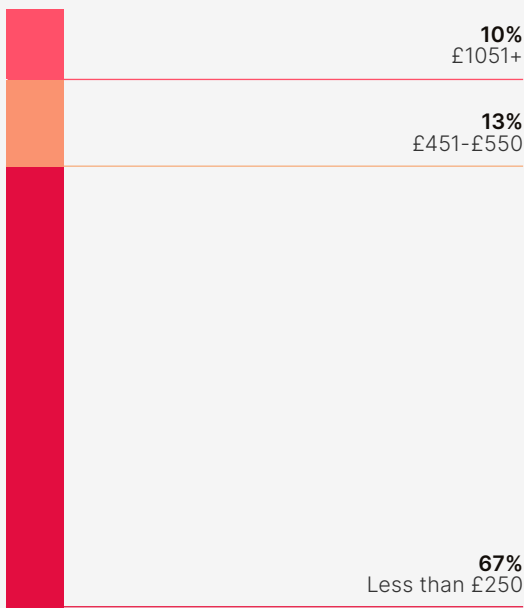
### What is the purpose of your contract/interim role?



### How long have you been working your current contract?



### What is your current day rate?



### Commentary

#### How do you think IR35 has impacted the interim market over the past few years?

“Businesses are being overly cautious and trying to stay inside IR35 on an FTC basis”

“The market is just beginning to pick up following the pandemic because a lot of businesses play the ‘wait and see’ game – when there is uncertainty, they hold back. The same way that the financial crisis slowed the market down.”

“It has been very challenging to find work”

“In the long-term IR35 will make the interim market better, we just have to hang on in there “



## Interim treasury market insight

The majority of 2024 was gloomy for treasury hiring. However, interim treasury recruitment has remained robust, with some particularly bright spots.



### Technology and digital transformation

There has been a real buzz around hiring treasury professionals in technology, which has really bucked the wider hiring trends in this sector. The rise in AI, revival of fintech and advents in blockchain have all been exciting development



### Renewable energy and sustainability

With an ever-growing need for a greener world, energy regulations becoming tighter, businesses offering renewable energy and sustainable are growing. As a result, they need to have the right talent in place to service their growth and ensure good governance



### E-commerce and retail

Consumer and corporation spending is likely to increase as interest rates lower, as a result businesses will need informed treasurers on hand to manage cash flow. Moreover, we are seeing a number of exciting digitisation projects in this space

### In demand skills

We are seeing an increase in the number of interim roles coming to market which have a heavy debt element. This reflects the wider macroeconomic challenges, as businesses have faced a tricky trading environment, they have taken on more debt. As a result, there has been an increased requirement for skilled professionals in this space.

Furthermore, businesses are also looking to hire interim project specialists with experience implementing treasury management systems. This is an interesting development as it suggests organisations are investing in treasury teams, their tools, and assets.

Additionally, firms are also keen to speak with professionals who have experience with Treasury IRFS9 hedge accounting requirements. The hedge accounting model seeks to better link between an entity's risk management strategy, the rational for hedging and the impact of hedging on the financial statements.

Businesses are also looking to hire cash flow forecasting specialists for specific projects. These people are often key hires within the treasury team as they are key business partners and play an essential role in financial planning, budgeting, and ensuring alignment with the company's strategic goals.

**Candidate expectations**

Treasury contractor and client expectations are well aligned on all aspects from hybrid working, compensation packages and employee benefits.

- Three to four days a week in the office is the widely accepted working arrangement
- Junior interim treasury candidates who are looking for 20% minimum jump on their salaries. They are likely to move roles every two years for progression
- The interim managers are more focused around the contracting work they can put on the CV and what it does for their career
- Benefit expectations have remained consistent, with candidates expecting pension, up to 20% bonus, healthcare, and life insurance as standard

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**What is driving change in the treasury recruitment market?**

Economic volatility, rising interest rates, inflation, and geopolitical risks are prompting businesses to seek flexible and skilled treasury contractors for short-term strategic adjustments.

As a result, a massive need for experience in debt and refinancing.



## Interim treasury day rates

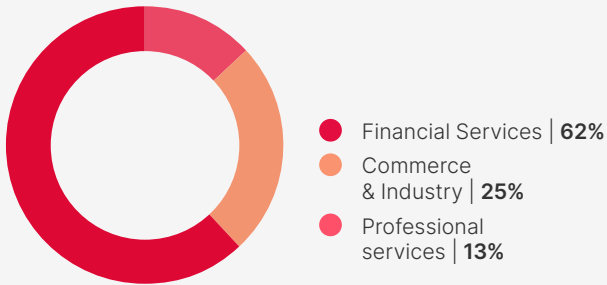
All rates are in GBP.

	Commerce & Industry	Financial Services
Interim Group Treasurer	800-1600	700-2000
Interim Deputy Treasurer/Assistant Treasurer	600-1000	600-800
Interim Senior Treasury Consultant	850-1500	1000-1500
Interim Senior Treasury Systems Consultant	500-800	400-900
Interim Treasury Consultant	400-900	300-900
Interim Treasury Manager (operations)	350-550	350-550
Interim Treasury Manager (front office)	400-550	350-550
Interim Treasury Accountant	300-750	300-750
Interim Treasury Analyst	250-350	250-400

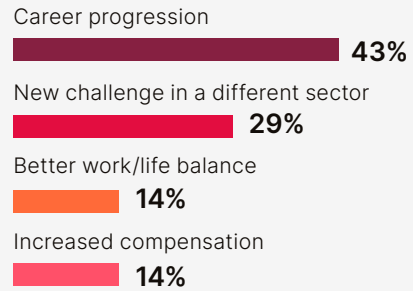


## Europe treasury key findings

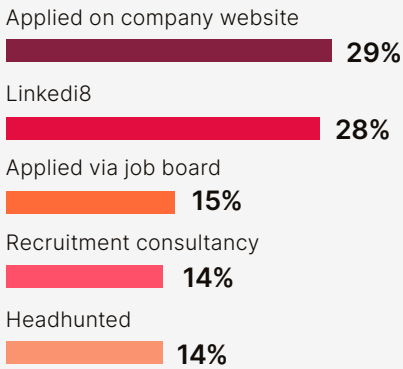
### Europe treasury market



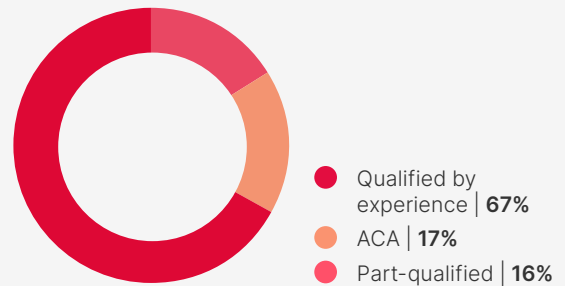
### What would be your top reason for moving to a new role?



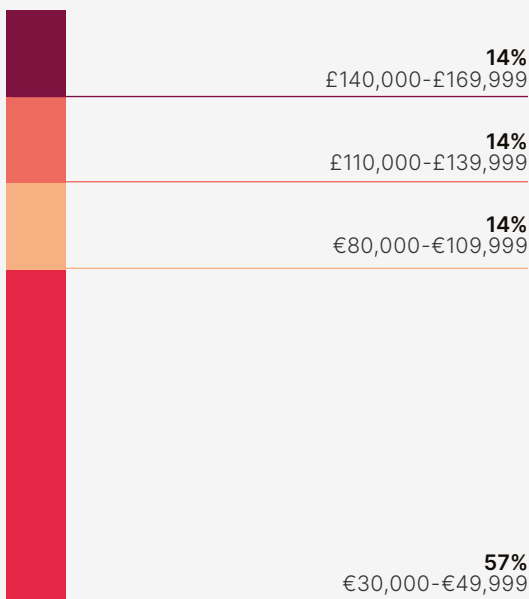
### How did you find your current role?



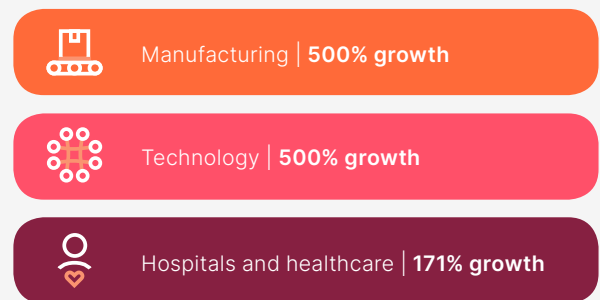
### Qualification level



### What is your basic salary, excluding bonuses?



### Fastest growing industries



## Europe treasury market insight

The senior end of the treasury market has been relatively stable across all countries in Europe this year, with most large corporates across all regions enjoying longevity of their more senior treasury professionals in role.

We continue to see the growth of cash management and back-office teams in Poland, Ireland and Hungary, where the talent pools are increasing in both size and quality, this has the impact of pushing up salaries in the region to reflect the quality of candidates, making presence these regions less cost-effective than in the past but equally attractive due to the high concentration of quality candidates.

Switzerland and the Netherlands continue to be particularly important centres for senior Treasury talent, with an international mindset and a broad talent pool of top tier strategic treasurers, these continue to be important bases for the European leads of large multinationals in addition to domestic

organisations. Luxembourg continues to be a dynamic environment for funds and increasingly corporates to base their treasury function, in particular the environment is attractive for debt capital markets transactions.

Across Europe, the biggest demand for senior talent has been in private equity backed companies that are experiencing significant growth, typically with an international footprint, these roles offer the opportunity to build a function in addition to being hands-on with the business to raise finance and facilitate group strategy.

The talent pool in continental Europe is excellent, with technically strong professionals who are familiar with complex scenarios within international organisations. As we see M&A activity picking up and an increasing number of US multinationals establishing their treasury teams in Europe, there is every reason to expect the senior Treasury market to see more movement next year.

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## Get in touch



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## About Brewer Morris

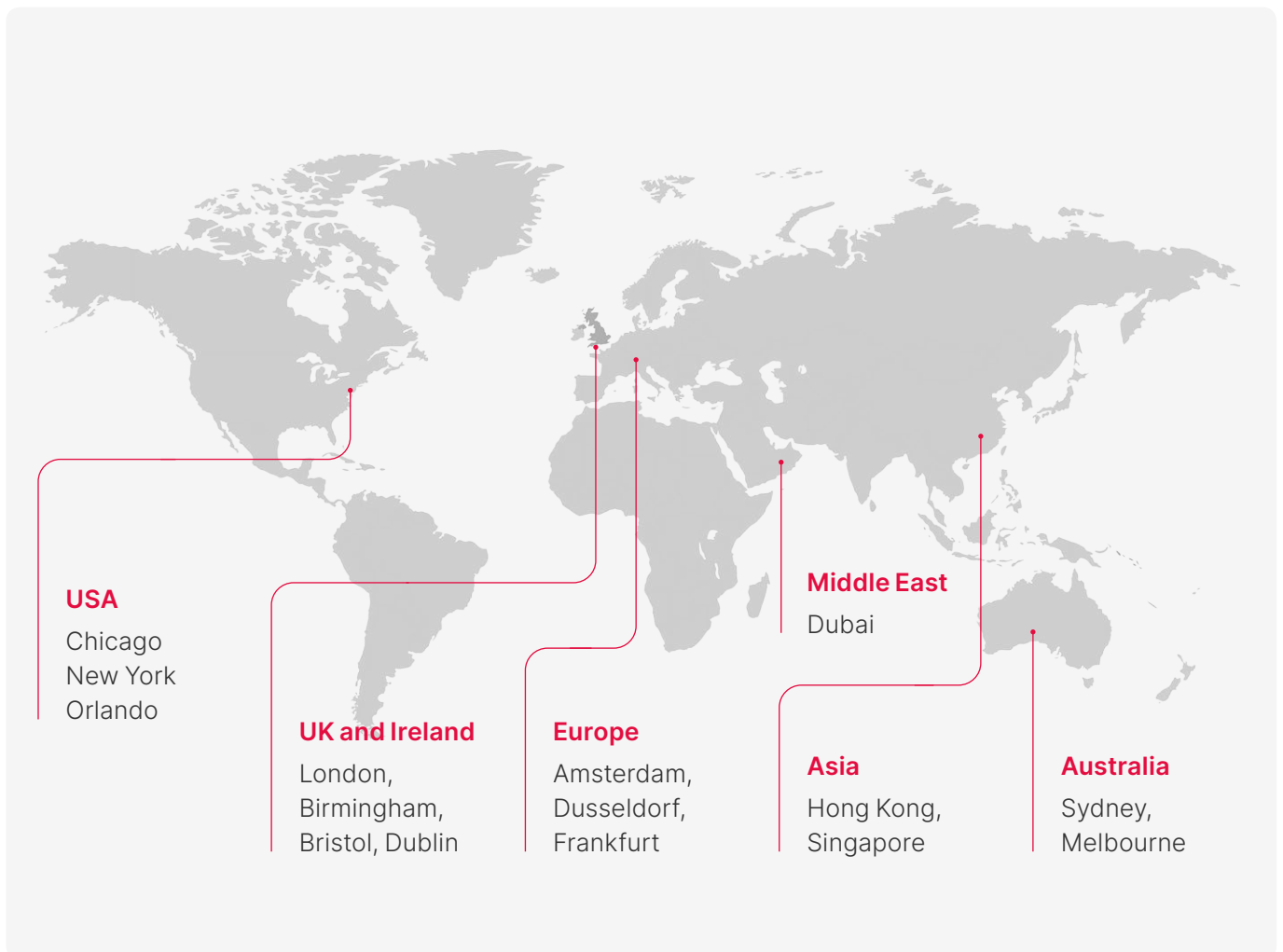
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We work with professionals at every level, connecting them with small and medium sized enterprises and multinational businesses in every industry.

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