

# ON THE RIGHT PATH

Looking for a new job? Get ahead with our employment advice

**“I’m thinking about changing jobs, but I don’t know what the market is like. Which kinds of skills and experience are most in demand?”**



There is more activity in the market – from top to bottom – than there has been in a while. Movement at CFO level has initiated some switching among group treasurers, resulting in the chess pieces starting to move.

At a senior level, the key skill sets that are in demand are financing, particularly around debt capital markets. CFOs appear to be risk averse when recruiting new group treasurers, opting for those professionals with first-hand experience in this field. What’s my advice to ambitious treasurers? Try to engineer as much exposure as possible to debt capital markets, working closely with either your group treasurer or your CFO so that you can start differentiating yourself from your competition in what is still a buyer’s market. This, coupled with following up your AMCT qualification with the MCT, will also add value at the senior level.

This year has started off being one for process improvement, whether that’s upgrading (or in some instances implementing) a treasury management system, or changing policies and procedures to improve efficiencies. With confidence creeping back in, newly created positions are springing up, something that has been missing from the treasury market of late. In these scenarios, it is imperative that businesses recruit someone with excellent career potential, which emphasises the importance to candidates of demonstrating continual progression, both professionally and academically.

There has also been increased demand in 2013 for entry-level analysts to support the lean teams that are currently in existence. Here, employers are shifting away from hiring experienced treasury analysts and instead opting for graduates or finance professionals with potential and a driven attitude.

Be open to hearing about new opportunities. Also, be sure that you are changing jobs for the right reasons, and that you haven’t exhausted your options or experiences in your current environment. ♡



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## TREASURY MANAGER MAKE A DIRECT IMPACT

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You will be responsible for regional treasury activities including cash management, foreign exchange risk management and operations, trade finance and external stakeholder relationships – offering you plenty of breadth and scope for your professional development.

Managing relationships both internal and external to the business is a key facet to your role. You will have regular contact with EMEA banking partners, corporate treasury (based overseas), shared services and credit teams.

You will have a proven background gained in a multinational corporate treasury, be degree educated and ACT or CFA qualified and be able to communicate with credibility and clarity to lead business success. **Ref: 1861953**

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