

ON THE RIGHT PATH

Thinking of changing jobs? Let our employment experts steer you in the right direction

“I have been offered an interesting role at a new company. But my current employer has just made me an attractive counter-offer. What should I do?”



My view is that treasury professionals should only look to move when they've maximised their learning and development in their current organisation. When you've achieved this, you will find yourself in a position where you are more likely to secure a better job and a greater salary and benefits package.

Treasury professionals should be able to have an open conversation with their line managers about their development and opportunities for promotion. If there are none available, both parties are likely to agree that it's time to move on. Counter-offers occur most frequently when this conversation hasn't taken place – and that's when things start to get complicated. The only time you should accept a counter-offer is if a genuine promotion or opportunity elsewhere in the business is presented.

If you are thinking about looking for a new role because you feel underpaid, my advice would again be to have a conversation with your line manager about this. The last thing candidates should do is use an external recruitment process to get a counter-offer to increase their salary at their current employer. The treasury world is a small one and by wasting the time of potential employers and recruiters, who will often spend months working through a recruitment process, you are likely to damage your reputation in the market. If you are unable to have open conversations with your line manager about personal development, or feeling underpaid, this is a clear sign that it's time to move on in order to work for someone who you can have those open conversations with.

If you are looking for a new role for any reason other than having maxed out your development, you should stick with the offer from the new employer. If you feel unchallenged or undervalued, this is unlikely to change. Most candidates end up re-entering the job market six months after having accepted a counter-offer. 



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