

ACT Middle East

Conferences and events



Held in Dubai, Abu Dhabi, Kuwait, Oman and Saudi Arabia, our busy programme of events include conferences, breakfast briefings and thought-leadership forums.

ACT Middle East events offer a valuable opportunity to:

- build contacts and network
- exchange views and treasury experiences
- hear best practice solutions

"An excellent event that provided more awareness about the importance of treasury roles"

Ahmad Nassar, Al Fahim Group

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career

RECRUITMENT MARKET

Returning confidence



JON ASHCROFT ASSESSES THE STATE OF THE TREASURY RECRUITMENT MARKET IN THE MIDDLE EAST.

The financial crisis in the Middle East resulted in a cautious approach being adopted by both clients and candidates alike. Companies have been reluctant to hire but for the most critical of roles and candidates have been reluctant to leave the security of their current positions, resulting in recruitment in the treasury market becoming increasingly static. However, confidence has been returning to parts of the market and there is now more activity. With the financial issues that many companies have faced in recent times it has resulted in the treasury function moving increasingly into the spotlight and there is an increased demand for talented treasury professionals with a proven track record of effectively managing a company's balance sheet.

Treasurers have spent the past 24 months defending their businesses against the risks associated with liquidity management, but as the economic recovery continues priorities are changing. There is demand for treasury experts at all levels, but particularly for candidates with knowledge of capital markets and long-term funding.

The recruitment restrictions that have existed within banks have generally lifted and most banks have started recruiting once more and there are no obvious reasons why this should not continue in 2011.

Employers are more frequently requesting qualifications from applicants. The AMCT is rapidly becoming a requirement for treasury positions above analyst level, and the MCT opens up more opportunities above manager level. For many roles, particularly within smaller teams, accounting qualifications are still highly sought after and, for some professionals, broader commercial awareness can be developed through an MBA.

Despite evidence of more movement within the sector, the recession has generated a larger pool of skilled, available candidates in the region. As a result, treasury professionals need to work hard to stand out from the crowd. CVs must be tailored to individual job specifications, with competencies closely aligned to employer requirements. The market today, is such that there is a greater demand for quality, rather than simply numbers on seats. It is now apparent that clients are willing to invest time and money in recruiting the right people. Professionals must do what they can to up skill so that they can secure the roles that are available.

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