

ON THE RIGHT PATH

Get ahead in your treasury career with our employment advice and job vacancies

“I’m an assistant treasurer who has 10 years’ experience in treasury. What sort of pay and bonus should I be getting?”

ASK THE EXPERTS

The assistant treasurer role can encompass a broad range of responsibilities. Consequently, organisations will vary in their requirements and also in the delineation of duties for this role. But many treasury professionals who have the designation of assistant treasurer will make direct comparisons with people in different organisations with whom they share the same job title. Furthermore, they will make incorrect assumptions

about their compensation, without considering that they have different responsibilities, and therefore different roles.

Broadly speaking, most people with the job title of assistant treasurer will find themselves in the £75,000-£95,000 base salary bracket. There will typically be a benefits package on top, which varies from company to company, but usually consists of a car allowance, bonus, pension and health care. Where in that

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bracket you find yourself will depend on certain variables. Bonuses will also depend on different factors. Typically, a percentage of your bonus will be dependent on you meeting certain criteria over the year; the rest will be dependent on factors beyond your control, such as company performance.

As far as base salaries go, as a general rule – and, of course, there are always exceptions to this – the larger the

organisation, the more complex its treasury will be. So larger organisations will often have more generous pay scales. As previously mentioned, something else you need to factor in is the nature of your own duties. Typically, someone who is looking after the more operational aspects of treasury will find that they are paid less than someone who oversees risk management or has exposure and responsibilities for capital markets and bank funding. Your exposure to the CFO or FD as well as the group treasurer and other members of the senior management team (through exposure to various internal committees) will also indicate a level of seniority that would merit an enhanced salary.

Another factor that will be significant in determining salary (in fact, this will matter more than years of tenure in a role) is professional qualifications. Someone who already has the AMCT accreditation as well as genuine experience of capital markets and funding will be able to command more than someone who has perhaps just theoretical knowledge. The more strategic experience you have, the higher your market worth – in terms of your value to both your current and potential future employers.

Over the past 18 months, organisations that have recruited at assistant treasurer level have increasingly sought individuals who, as well as being able to show that they have both technical ability and experience, are also able to look at the broader corporate perspective as opposed to having a purely narrow, treasury outlook. These are the candidates who will typically get the job – and they are also the people who will later move into deputy treasurer and group treasurer roles. ➔



Matt Mattheou is senior treasury recruitment specialist at Investigo

Jobs on the web

Here is a selection of jobs that have recently been advertised on our jobs website:

TREASURER

Location: Central London

Salary: £95,000-£105,000 + company benefits.

The role offers the chance to work in a global legal organisation in central London.

ASSISTANT TREASURER

Location: Coventry

Salary: Competitive salary + benefits.

Jaguar Land Rover is looking for an assistant treasurer to lead its front office – trading and investments.

TREASURY MANAGER

Location: London

Salary: Competitive.

This job will expand your technical accounting and financial reporting knowledge, and involve you in a variety of projects. You will be part of an outstanding team, which is working towards providing excellence to its clients and relishing the prospect of a new commercial challenge.

TREASURY ACCOUNTANT

Location: Southwest London

Salary: £55,000-£65,000 + competitive benefits.

As a part of the treasury team that reports to the treasury controller, the treasury accountant is responsible for ensuring the correct accounting and reporting for the group, including interest, derivatives and hedge accounting. The role includes overseeing the activities of the junior treasury accountant.

BUSINESS ASSURANCE/ INTERNAL AUDITOR

Location: Hemel Hempstead

Salary: £45,000- £55,000 package + bonus + private medical + pension scheme.

The role is a key group role that supports the whole business from an operational, commercial and finance risk perspective.

To view roles like these and others, please visit: www.treasurers.org/treasuryjobs
Please also see pages 48 and 49 of this month's issue