



Banking & Asset
Management
Salary Survey
2017



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INTRODUCTION

2016 - What a tricky year for recruiting in the city; to start with the stalemate in the lead up to Brexit, then the unexpected Brexit result, then complete shock & indecision and now the unexpected US election result (to the media anyway). And let's not forget the forever increasing pressure brought about by regulation.

Should we all be white knuckled as we approach 2017? It seems not... there is a glimmer of hope on the horizon. M&A volumes are up and I'm struggling to get my leveraged finance clients out for even a coffee before Christmas... they're too busy, some with up to 6 deals to close before the end of the year, and it's the end of November!

Moreover, whilst a number of large banks have reassessed their strategies and cut teams, particularly related to the emerging markets and on their trading floors, other banks have seized the opportunity of less competition and are growing the same teams.

Furthermore, banks are hinting that they are moving teams to Europe, with quite a few of them starting the transition well before the Brexit vote. It does seem that for many of these banks, the cost and disruption of moving their operations will be too great, and instead they will ride the Brexit wave and are devising a new strategy to work within the new market conditions.

However, there are other European banks who are moving their trading desks to London.

Additionally there are a number of international financial services firms who only have representation on the European continent, hence they plan to open a London office as a result of Brexit to do business in the UK.

Some European banks are focused on growing their London teams in 2017 as their home markets are very competitive and feel that London is the best platform to have a globally focused origination team.

Next year we expect to see headcount growth in direct lending, corporate and financial institutions coverage, credit analysis, trade finance, asset finance, Fintech, SME banking, M&A, private equity (including renewables and infrastructure).

Thus in summary, we expect 2017 to be a year of change and a time for banks and funds to strengthen themselves in this new environment.

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Competition for deals has been fierce in 2016, with very high levered positions and covenant light deals “the norm” as a result of financial sponsor / private equity pressure.

Corporate banks who do not have a track record in high yield have found it difficult to compete with investment banks on larger deals, hence many have moved towards mid-market transactions.

There has been limited hiring at Director and MD level in banking origination teams, with the bulk of recruitment at Analyst and Associate levels. As a result compensation for “juniors” is disproportionately high compared to experienced members of the team.

There have been a number of redundancies at MD level in corporate and investment banks as banks focus on cost cutting.

Base salaries have remained relatively stable and bonuses were largely flat in 2016 compared to 2015. The expectation is there will be little change in 2017, if anything a downward pressure on bonuses.

There is a significant variance between compensation that commercial banks and investment banks pay. Director’s salaries at investment banks is often double of a Director at a commercial bank.

The demand for Western European languages is high (German, Dutch, French and Nordics in particular). However this is heavily outweighed by recent and relevant deal experience.

There have been very few buy-outs/guarantees in 2016 with many banks having a “no buyout” policy. To get candidates to join, many banks have compensated new joiners by offering significant base salary increases and / or verbally promising floor bonuses in 2017. Often banks are happy to wait for candidates to resign after the next bonus round.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-70000	20-50
Associate	3-5 years'	55000-120000	20-80
VP/AD		85000-150000	30-100
Director		130000-270000	50-150
MD		200000-500000+	50-200

Direct Lending

Most leveraged finance banking candidates from MD to Analyst levels are focused on trying to move to direct lenders, investment managers or private equity firms, however these opportunities are limited and highly competitive.

Most roles are VP and below, although we have seen a number of new direct lending platforms recently hire new heads and they will build new teams in 2017.

Many of the new heads of direct lending platforms have recently joined from mid-market leveraged finance origination teams in banks as there is a limited talent pool from other direct lending platforms in London. This provisional opportunity for bankers is expected to be short-lived as once heads are appointed at these new platforms they are unlikely to move for some time.

Candidates are often disappointed by the lower compensation of these roles compared to leveraged finance origination roles in banking. Additionally they regularly have to take a drop in their base salary and walk away from accrued bonuses to make the move.

However better work-life balance, less bureaucracy and the potential of earning carry often provide enough motivation to make the move despite the potential short-term income loss.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-65000	10-50
Associate	3-5 years'	55000-110000	20-70
VP/AD		85000-150000	30-100
Director		130000-200000	50-150
MD		200000-300000	50-200+

Leveraged Finance Buyside

The leveraged finance and high yield buyside recruitment market has been relatively flat in 2016, with the exception of replacement hiring. A number of new CLOs have been set up and there are several planned for 2017. We expect this to be a growth area in 2017.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-60000	10-50
Associate	3-5 years'	65000-110000	20-70
VP/AD		90000-140000	30-100
Director		120000-220000	70-150
MD		200000-400000	100-200+

Restructuring (workout)

We have very recently started to see a number of new senior roles in bank and fund restructuring teams. There is an expectation that there will be increased demand for candidates with strong restructuring and recoveries experience in 2017, particularly if the UK economy struggles as it negotiates Brexit.

We also expect candidates with accountancy and legal qualifications to be in high demand for these roles.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-70000	10-30
Associate	3-5 years'	65000-90000	20-50
VP/AD		80000-130000	30-70
Director		120000-200000	30-100
MD		180000-300000	50-150

Restructuring (advisory)

Advisory firms have started to grow their restructuring divisions, although there is an expectation that this will ramp up in 2017.

Candidates with operational restructuring/turnaround experience and strong modelling skills have been the most sought after with demand is concentrated on the mid-level analyst to junior director level.

Debt Advisory

Hiring in debt advisory has been relatively active in 2016, with boutiques and larger houses maintaining and in some cases growing headcount. Salaries have risen to attract and retain the best talent. Most hiring has been at Associate to VP level, although Director and MD candidates with strong origination skills and market contacts, particularly with private credit funds, are highly sort after.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-70000	10-50
Associate	3-5 years'	65000-120000	20-70
VP/AD		80000-150000	30-100
Director		130000-250000	30-150
MD		180000-400000+	50-200

There have been a number of moves this year at Director level with banks demanding candidates to have strong client relationships at c-suite or board level with corporates, in addition to treasurers. There is a strong belief that this is the best way to improve the banks' "share of wallet" with each client. Conversely, experienced corporate coverage Directors /MDs feel it is the banks' product suites and service levels which will determine success with corporate clients.

A number of smaller corporate & commercial banks have set up or grown their corporate coverage divisions in London, with most of the larger banks trimming their senior coverage bankers.

Sector expertise is very important with larger banks, although most of the smaller banks have a diversified coverage model. Sectors which have been in demand this year include, infrastructure, commodities, manufacturing, TMT, transportation, oil & gas.

In mid-market corporate banking teams, strong relationship management, sector knowledge, product knowledge and credit skills remain the key requirements.

Bonus levels have been driven down in recent years and the expectation for 2016 is for relatively flat numbers compared to those paid this year. Bonuses for top performers in origination teams have remained relatively constant, with 'mid-performers' bearing the brunt of the reduction. Low performers are regularly "managed out".

We have seen a number of new entrants focused on African corporates as larger banks have cut heads. These are generally much smaller operations, which pay less than the 'exiting' banks. Candidates with French or Portuguese language skills are in demand, however the principal criteria is demonstrable experience in Africa.

Some European and international corporate banks are also interested in senior coverage bankers with strong US corporate relationships / US subsidiaries in the UK/Europe

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	35000-65000	10-40
Associate	3-5 years'	55000-100000	20-50
VP/AD		80000-120000	20-70
Director		120000-270000	20-150
MD		180000-400000	30-200

In 2015 we saw a number of corporate & commercial banks build investment banking style financial institutions coverage and solutions divisions, however this has slowed down in 2016.

NBFI and FI coverage roles was relatively flat in 2016 and some senior coverage bankers were cut in 2016 due to cost cutting in both corporate and investment banks. Analyst / Associate hiring remained constant.

Mandates for senior coverage and solutions roles require product focused candidates with strong technical skills, including securitisation/ABS, capital markets, derivatives, rates, DCM and M&A, in addition to strong client relationships.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	35000-50000	10-30
Associate	3-5 years'	45000-100000	20-50
VP/AD		80000-150000	20-100
Director		130000-270000	20-150
MD		200000-350000	30-200

London based project finance teams in banks saw some growth in 2016 compared to the prior year's average performance. Growth was common in teams who focus on social infrastructure, roads, toll ways and PFI/PPP.

The exception to this trend has been the renewable energy sector where some of Europe's largest utilities firms have financed green projects without banks, largely due to banks' limited appetite for this sector as it is struggling to cope with subsidy cuts to solar transactions.

Asian Banks have been active in terms of increasing headcount within their Project Finance teams; Korean Banks being more active in London while the German Banks have been muted, with the exception of Nord/LB.

There has also been some limited activity within Oil & Gas after an extremely slow 2015 with some selective hiring by some banks looking towards next year.

We have also seen some Director and MD level cuts as banks are constantly focused on cost. There is an expectation that there will be selective senior hiring of senior project finance bankers with strong track records and relationships at some of the smaller banks next year.

We expect to see continued migration of project finance bankers at all levels to infrastructure debt funds in 2017.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-65000	10-30
Associate	3-5 years'	70000-110000	20-50
VP/AD		80000-130000	30-100
Director		130000-270000	30-150
MD		170000-400000	50-200

Recruitment in distribution / sales teams has had some growth (particularly at VP & director levels) as banks are focused on de-levering their books to ensure their capital allocation is kept within agreed limits.

There is a continuing demand for sales people with high yield bond, leveraged finance and renewable energy expertise. Some banks have also hired sales VPs and Directors who focus on ABS and emerging markets.

Distribution candidates who have strong institutional contacts in the UK and Northern Europe (Switzerland in particular) are highly sought after. German, French, Nordic and Dutch language skills are in high demand.

Strong technical skills, including credit analysis, are essential as institutional investors demand a deep understanding of the assets being sold. As a result, candidates who have syndication origination or desk analyst backgrounds are often sought for sales roles.

Loan syndication teams have continued to shrink in 2016. There have been some hires in high yield capital markets, and many banks have merged the leveraged loan and high yield capital markets teams, with the leveraged loans specialists regularly losing their roles in the process. There has also been some movement in leveraged finance trading teams, both redundancies and key hires.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-65000	10-30
Associate	3-5 years'	65000-100000	20-50
VP/AD		80000-150000	30-100
Director		130000-270000	50-150
MD		180000-400000	50-200

Debt Capital Markets

There has been limited recruitment in DCM in 2016 and there is an expectation that this will remain flat in 2017. This is largely due to many teams being fully staffed and reduced deal flow.

We have continued to see some trimming at VP levels as many investment banks prefer the leaner MD/Director and Analyst model – i.e. cutting out “middle management”.

We have seen some recruitment in corporate, FIG, high yield and private placements. The sovereign and emerging markets DCM space has been very limited, as a result we have seen a number of cuts in these teams at larger banks. There are whispers of potential EM DCM hires in the new year at a few of the commercial banks.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-65000	10-50
Associate	3-5 years'	70000-120000	20-70
VP/AD		80000-150000	30-100
Director		140000-270000	30-150
MD		200000-400000	50-200

Fixed Income – Sales/Structuring/Trading

We have seen continued headcount reductions in investment banking fixed income teams in 2016, with some exceptional key hires. Significant cuts in FICC structuring, sales & trading teams are expected at a number of investment banks in 2016.

Many corporate & commercial banks, advisors and brokers have used this opportunity to hire IB talent to up skill their teams. As a result, they are also taking some market share from the IBs.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-70000	20-50
Associate	3-5 years'	60000-120000	20-70
VP/AD		90000-150000	30-100
Director		140000-270000	30-150
MD		200000-400000+	50-200

2016 saw substantial changes to credit risk teams within major UK Banks with domestic retail operations as the Bank of England passed regulation to shield UK retail customers from their Bank's riskier operations. This sharpened the distinction between investment and corporate banking functions and resulted in substantial layoffs in some Tier 1 UK based leveraged and corporate credit risk teams.

There has been a reduced demand for European language skills in 2016 compared to 2015. However specific sector experience has been a continuing trend.

Demand for real estate credit candidates has suffered in the wake of Brexit while leveraged and project finance credit demand has remained steady. Demand for financial institutions credit experience has been strong throughout 2016.

A notable trend is the growing compensation difference between Tier 1 banks and smaller boutique banks' credit risk teams.

Credit Analysis

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-65000	10-30
Associate	3-5 years'	50000-100000	10-50
VP/AD		80000-120000	20-100
Director		120000-270000	30-150
MD		150000-400000	50-200

Credit Research

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-65000	10-30
Associate	3-5 years'	70000-120000	10-50
VP/AD		80000-130000	20-100
Director		130000-270000	30-150
MD		180000-400000	50-200

Asset Finance has been a growth area for many challenger banks and some specialised asset finance houses over the last few years. This has been largely attributed to the favourable capital allocation required under Basel III. As a result, the deal landscape has become competitive and some banks are considering setting up more profitable Vendor Financing teams.

Some of the larger players have continued to restructure their teams this year, in particular at Director and above level.

This year we have seen recruitment across aircraft, shipping and wheeled vehicles in the asset finance sector.

While strong origination remains a key requirement for Asset Finance professionals, strong credit and structuring skills and a good understanding of legal documentation are becoming increasingly important.

In 2015 we saw a small spike in aviation hiring both in London and the continent. However, in 2016 teams have remained largely stable and we have not seen much recruitment.

There is an expectation that there will be selective hiring in 2017 as it is viewed by many banks as a favourable asset class..

One interesting trend is some alternative asset managers are considering setting up private credit funds to provide aviation and shipping finance directly in 2017.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	30000-55000	10-20
Associate	3-5 years'	45000-80000	10-30
VP/AD		70000-140000	20-70
Director		90000-180000	30-150
MD		160000-300000	50-200

Structured Trade and Commodity Finance (STCF)

With commodity prices low and the ongoing sanctions affecting trade with Russia, STCF hiring has been quiet in 2016.

Many of the larger banks are withdrawing or reducing their exposure to Africa, hence there have been heavy cuts at several of the larger banks in London.

As there is less competition in Africa many of the London branches/subsidiaries of International Banks have increased their market share in 2016 and have grown their teams. We expect this to continue in 2017.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-65000	10-50
Associate	3-5 years'	60000-95000	20-50
VP/AD		75000-130000	30-70
Director		120000-250000	30-150
MD		200000-400000+	50-200

Vanilla Trade Finance

Many of the large UK/US Banks expanded their Global Transaction Services (GTS) in 2014 / 2015, however there has been a reversal in 2016.

Conversely, due to less competition, the London branches/subsidiaries of International Banks have grown their trade finance teams in 2016 as they look to focus on trade finance as a core business. This is particularly the case with African coverage teams.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-65000	10-30
Associate	3-5 years'	55000-80000	10-40
VP/AD		90000-120000	20-50
Director		100000-160000	30-100
MD		150000-250000	50-150

Real Estate was one of the most affected sectors in the wake of the decision made by the UK public to leave the EU. Although in general the impact to the London financial sector was less than expected there was a marked deceleration of real estate asset price growth which immediately curtailed demand for real estate front office candidates.

Commercial Real Estate has been hit particularly hard. The CRE market enjoyed several years of price appreciation prior to 2016 , hence growth was already expected to slow without the Brexit effect.

This has been reflected in recruitment with little demand from either banks or asset managers to grow their CRE teams, especially at the junior level. This reflects the decreased CRE deal flow compared year on year with 2015; almost 18% less than Q3 2015. This has kept down both salaries and bonus expectations.

Looking towards 2017 we can expect the same factors to influence demand for real estate professional in London.

One area where we have seen steady demand is from Asian and Middle Eastern Banks based in London who are more active in lending against mixed use real estate assets which were less affected by Brexit in terms of demand and pricing.

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000-60000	10-40
Associate	3-5 years'	60000-800000	20-70
VP/AD		80000-120000	30-100
Director		130000-270000	30-150
MD		180000-400000	50-200

It has been a difficult year for securitisation teams in the city. Q1 2016 recorded the lowest levels of new issuances for 5 years which was impacted by two key factors. Firstly, there are other options for cheap funding from the central banks which makes securitisation less attractive. Secondly, the stringent regulations that is imposed on any new issuances.

From Investment Banks in particular, we have seen a scaling back of securitisation teams, notably Nomura and Deutsche Bank as well as traders leaving the industry. On the back of this, both base salaries and bonus expectations have remained depressed.

However, where we have seen strong activity has been with bespoke specialty finance providers which have bucked the trend we've seen from banks. In areas such as ABS/RMBS these firms who are active in the capital markets have been growing steadily to plug the gaps. We've seen strong demand for both senior originators with strong networks of investors and Analysts/Associates who are able to structure those deals. Given where this industry is headed continued growth is expected for 2017 and beyond.

Speciality finance providers struggle to match the compensation levels enjoyed by securitisation teams within investment banks, particularly at Analyst and Associate levels. At the senior level, base salaries are much lower too however, this can be compensated by equity or carry.

Sellside

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	40000 - 65000	20 - 70
Associate	3-5 years'	65000 -120000	30 - 100
VP/AD		85000 - 140000	30 - 100
Director		130000 - 270000	30 - 150
MD		180000 - 400000	50 - 200

Buyside

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	45000-70000	30-70
Associate	3-5 years'	70000-120000	30-100
VP/AD		90000-140000	50-100
Director		130000-250000	50-200
MD		180000-350000	100-200+

The infrastructure sector continued to be strong in 2016, particularly in equity investment. We saw a number of senior hires at small and large equity funds, however the bulk of the recruitment was at junior levels.

There were some senior key hires in infrastructure debt, however most new roles were at junior and mid-levels. We also saw a few infrastructure debt funds close down in 2016, largely due to capital raising issues and strategy changes by the parent.

A number of the more mature infrastructure equity funds have started to implement an origination / asset management model and have hired senior people from industry to manage assets. This trend is expected to continue in 2017.

Infrastructure Equity

Role	Experience	Salary	Bonus (%)
Analyst	1 – 3 years	£45,000 - £70,000	30 - 70
Associate	3 – 5 years	£60,000 - £90,000	30 - 100
Investment Manager		£70,000 - £130,000	50 – 150+
Investment Director		£130,000 - £250,000	50 – 150+
Head of Team		£200,000 - £400,000	50 – 200+

Infrastructure Debt

Role	Experience	Salary	Bonus (%)
Analyst	1 – 3 years	£45,000 - £65,000	30 – 70
Associate	3 – 5 years	£70,000 - £80,000	30 – 100
VP/AD		£80,000 - £120,000	50 – 100
Director		£120,000 - £200,000	50 – 150
MD		£180,000 - £300,000	50 – 200

Infrastructure Asset Manager

	5 – 10 years	Bonus (%)	10+ years	Bonus (%)
Asset Manager	£80,000 - £120,000	40 - 70	£100,000 - £200,000+	50 – 100+

The PE market continued to have healthy growth with a large number of funds raising new capital and closing new funds. Selective hiring at the lower end continued as well as replacing those who left.

The majority of junior and mid-level candidates for buy-out funds came from investment banking M&A teams, whilst mid-market funds tend to seek Big Four ACA's from either Transaction Services or Corporate Finance teams.

The M&A salary increases in 2015 has resulted in Associate 2+ candidates being too expensive for funds to hire and this continued in 2016. The sweet-spot for our clients were Analysts with 2-3 years experience.

There was an uplift in secondaries and fund of fund investment roles which tended to have a slightly lower overall package than large cap buy out.

Venture Capital

	Analyst	Bonus (%)	Associate	Bonus (%)	VP/ Investment Manager	Bonus (%)	Principal / Partner	Bonus (%)
Investment role	£30,000-£60,000	50 - 100	£50,000 - £70,000	20 – 100+	£70,000 - £120,000+	30 – 100+	£120,000 - £400,000 +	50-400%+

Small – mid cap fund

	Analyst	Bonus (%)	Associate	Bonus (%)	VP/ Investment Manager	Bonus (%)	Principal / Partner	Bonus (%)
Investment role	£40,000 - £70,000	20 - 70	£65,000 - £80,000	20 - 100	£80,000 - £150,000	30 – 100+	£140,000-£400,000 +	50-400%+

Large cap buy out

	Analyst	Bonus (%)	Associate	Bonus (%)	VP/ Investment Manager	Bonus (%)	Principal / Partner	Bonus (%)
Investment role	£40,000-£70,000	20 - 70	£65,000 - £80,000	20 - 100	£80,000 - £150,000	30 – 100+	£150,000 - £400,000 +	50-400%+

It was a tough year for hiring in the large IB's as most had hiring freezes before and after the Brexit vote. Many of the bulge bracket names trimmed headcount by 20% across the board as pipelines were expected to reduce significantly.

Towards the back-end of 2016, the market remained resilient and Brexit concerns were more muted when compared to the month after the vote.

Some banks started to selectively search for candidates where there was an urgent gap in the team but generally remained cautious to add too many more fixed costs. MD's were confident hiring would return to normal by Q2 2017.

Several MD's left the large investment banks in 2016 and either started their own boutiques or joined an established boutiques, taking long standing client relationships with them. As a result junior recruitment in boutiques was buoyant in the latter half of 2016.

Large Investment bank/highly rated boutique

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	50000-65000	20-100
Associate	3-5 years'	80000-125000	20-110
VP/AD		120000-160000	40-110
Director		160000-270000	50-150
MD		200000-600000+	50-200

Low-mid market boutique

Role	Experience	Salary (£)	Bonus (%' age)
Analyst	1-3 years'	35000-65000	0-100
Associate	3-5 years'	60000-90000	30-100
VP/AD		100000-140000	40-150
Director		150000-200000	50-150
MD		200000-400000+	50-200

At the start of 2016 we saw an increase in recruitment across investment funds as market sentiment was positive. However, as Brexit neared clients put their recruitment plans on hold as they tried to prepare for the unknown.

After the Brexit vote it became apparent that we would not know the full extent of the changes for some time and market confidence returned quickly and the majority of our clients re-started their hiring efforts.

We have continued to see teams make selective additional and replacement hires throughout 2016.

The demand for fund of fund analysts and portfolio managers increased throughout the year and a number of funds brought in Investment Strategy specialists to assist with macro-economic research and asset allocation strategies.

	1 - 3 years	Bonus (%)	3 - 5 years	Bonus (%)	5 - 10 years	Bonus (%)	10+ years	Bonus (%)
Equity Research Analyst	£35,000 - £60,000	20 - 50	£50,000 - £80,000	30 - 80	£70,000 - £110,000	40 - 100+	£100,000- £120,000 +	50 - 100+
Portfolio Manager	£50,000 - £80,000	50 - 100+	£60,000 - £100,000	50 - 100+	£85,000 - £120,000 +	50 - 100+	£100,000 - £150,000 +	50 - 100+
Quant Analyst	£35,000 - £55,000	10 - 40	£40,000 - £65,000	30 - 50	£60,000 - £110,000	50 - 100+	£90,000 - £120,000	50 - 100+
Investment Strategy	£30,000 - £50,000	10 - 30	£40,000 - £70,000	30 - 50	£60,000 - £100,000	30 - 70	£90,000 - £120,000	70 - 100+
Multi-Manager Analyst	£30,000 - £50,000	10 - 30	£50,000 - £70,000	20 - 50	£65,000 - £90,000	30 - 70	£80,000 - £110,000 +	60 - 100+
Multi-Manager PM	£50,000 - £70,000	30 - 70	£60,000 - £80,000	40 - 100+	£80,000 - £100,000 +	50 - 100+	£100,000 - £130,000 +	50 - 100+



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Experience

Tara has been with PageGroup for over 11 years and is the Director of the Global Banking & Asset Management division of Page Executive's Banking & Financial Services practice. Previously she worked in Institutional Corporate Banking at the Commonwealth Bank of Australia. She has a proven track record of delivering tailored solutions to a broad variety of clients including corporate banks, investment banks, advisory boutiques, hedge funds, long-only asset managers and hedge funds.

Tara has specialised in banking and investment management recruitment since joining the PageGroup, placing candidates in London and across Europe. She has a very strong network and a proven track record as demonstrated by some of her recently completed mandates:

Role Title	Institution	Source
CEO – Agricultural Private Equity	Private Equity Fund	Search
Non-Executive Director	International Bank	Search
Alternative Assets Portfolio Manager	Insurance Company	Search
Director Leveraged Finance	European Corporate Bank	Search
Senior Director Leveraged Finance	European Corporate Bank	Search
Director Fund Finance	International Corporate Bank	Networking
Director Trading Desk Analyst	European Corporate Bank	Networking
Director Emerging Markets Structuring	European Corporate Bank	Headhunt
Director Commodities Global Transaction Banking	International Bank	Networking
Head of Corporate Banking Europe	European Investment Bank	Search
Director Corporate Banking UK	European Corporate Bank	Networking
Head of Project Finance UK	UK Corporate Bank	Search
Director Project Finance Syndication & Sales	International Corporate Bank	Search
Head of Financial Institutions Europe	International Bank	Headhunt
African Financial Institutions Relationship Manager	UK Corporate Bank	Search
Head of Asset Based Finance	European Corporate Bank	Networking

Trusted and respected organisation with over £530m gross profit in 2014

Specialists across all major sectors and disciplines

Over 150 offices worldwide giving Global reach with local expertise

A FTSE 250 business with 40 years' experience in recruitment

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- Brazil
- Canada
- Chile
- Colombia
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- Peru
- USA

EMEA

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- Belgium
- France
- Germany
- Ireland
- Italy
- Luxembourg
- Morocco
- The Netherlands
- Poland
- Qatar
- Russia
- Spain
- South Africa
- Sweden
- Switzerland
- Turkey
- UAE

UK

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- Birmingham
- Brighton
- Bristol
- Cambridge
- Cardiff
- Chiswick
- Coventry
- Dublin
- Edinburgh
- Glasgow
- Guildford
- Kingston
- Leeds
- Leicester
- Liverpool
- London
- Maidstone
- Manchester
- Milton Keynes
- Newcastle
- Nottingham
- Oxford
- Reading
- Slough
- Sheffield
- Southampton
- St Albans
- Swindon
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