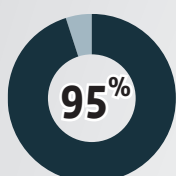


Global banking 2013: the recruiters' view

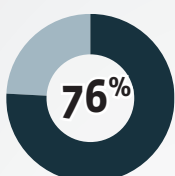
We surveyed 142 PageGroup banking recruiters from around the world;
here are their views and forecasts.

Current conditions: proportion of our recruiters who say that **recruitment is increasing** in the banking and financial services sector:

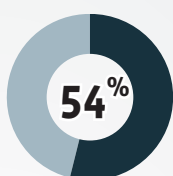
The Americas



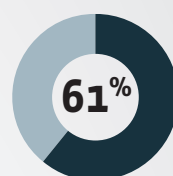
UK



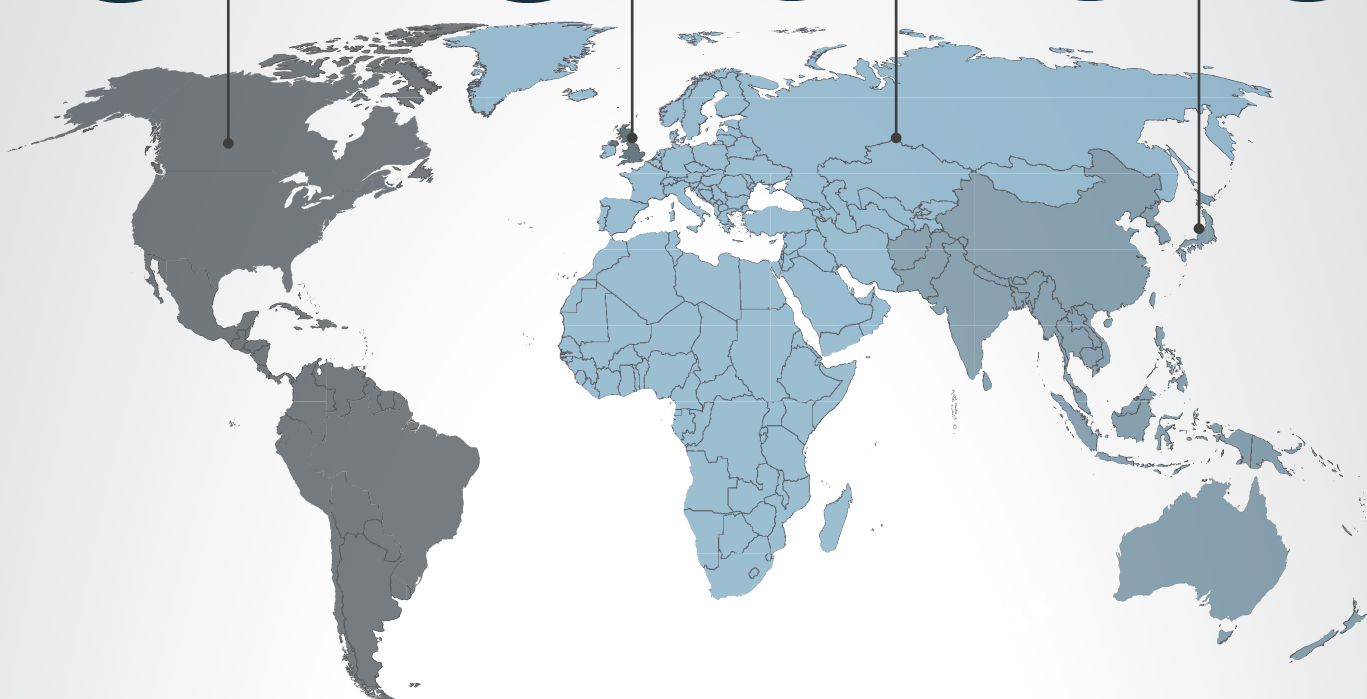
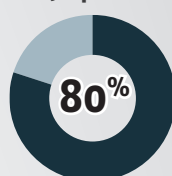
EMEA



Asia



Japan



Compliance and risk predictably remain hot (increased demand):

Unusually high demand

Increased demand

Normal demand

Decreased demand

Unusually low demand

Accounting

Compliance

Risk

Audit

Areas where demand has increased compared to 2012:

Corporate banking/ lending – from cold (decreased demand) to warm (normal demand)

Change management/ projects move from warm to hot (increased demand)

M&A



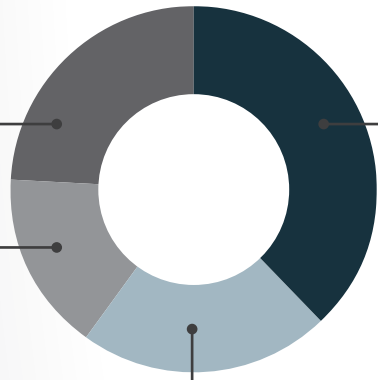
Where the demand is coming from:

Buy side (investment funds, PE, RE etc.)

26%

Global banks

27%



Insurance companies

16%

Domestic banks

21%

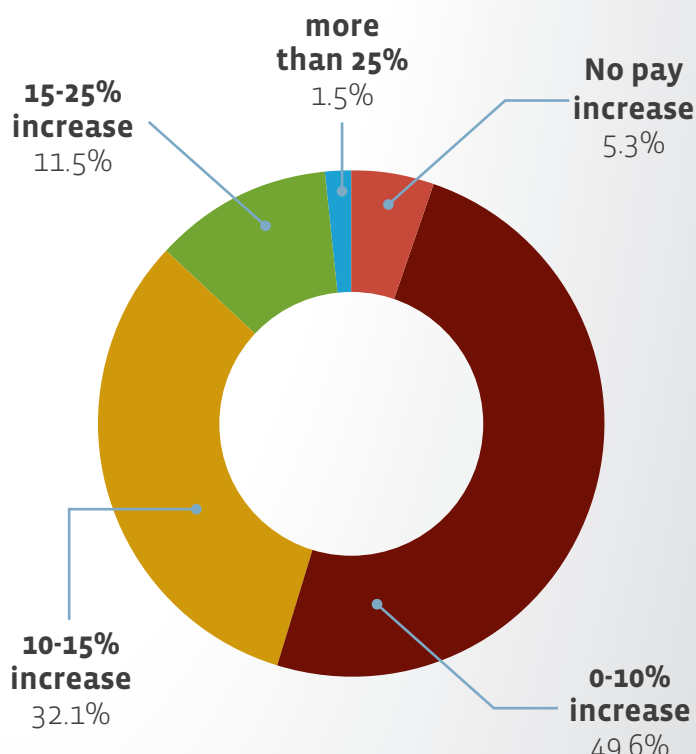
Game of two halves: Our recruiters forecast the 2nd half of 2013, compared to the 1st half



Off-shoring/near-shoring of banking functions:



Typical pay rises for people moving jobs:



Do unemployed job seekers get lower offers?

68% of our recruiters think hirers will offer an out-of-work jobseeker a lower salary compared to a working jobseeker.

32% of our recruiters think hirers rarely offer an out-of-work jobseeker a lower salary compared to a working jobseeker.

Main recruitment challenges facing our clients...

50+% of our recruiters say that processes are longer than last year, with many clients struggling to get sign off to hire, for salary limits, for bonus guarantees.

36% say that competition for good candidates is intensifying: multiple offers, and buy-back are common

30% say that clients are surprised not to find a surplus of strong candidates in the market

MichaelPage

Banking & Financial Services

www.michaelpage.co.uk