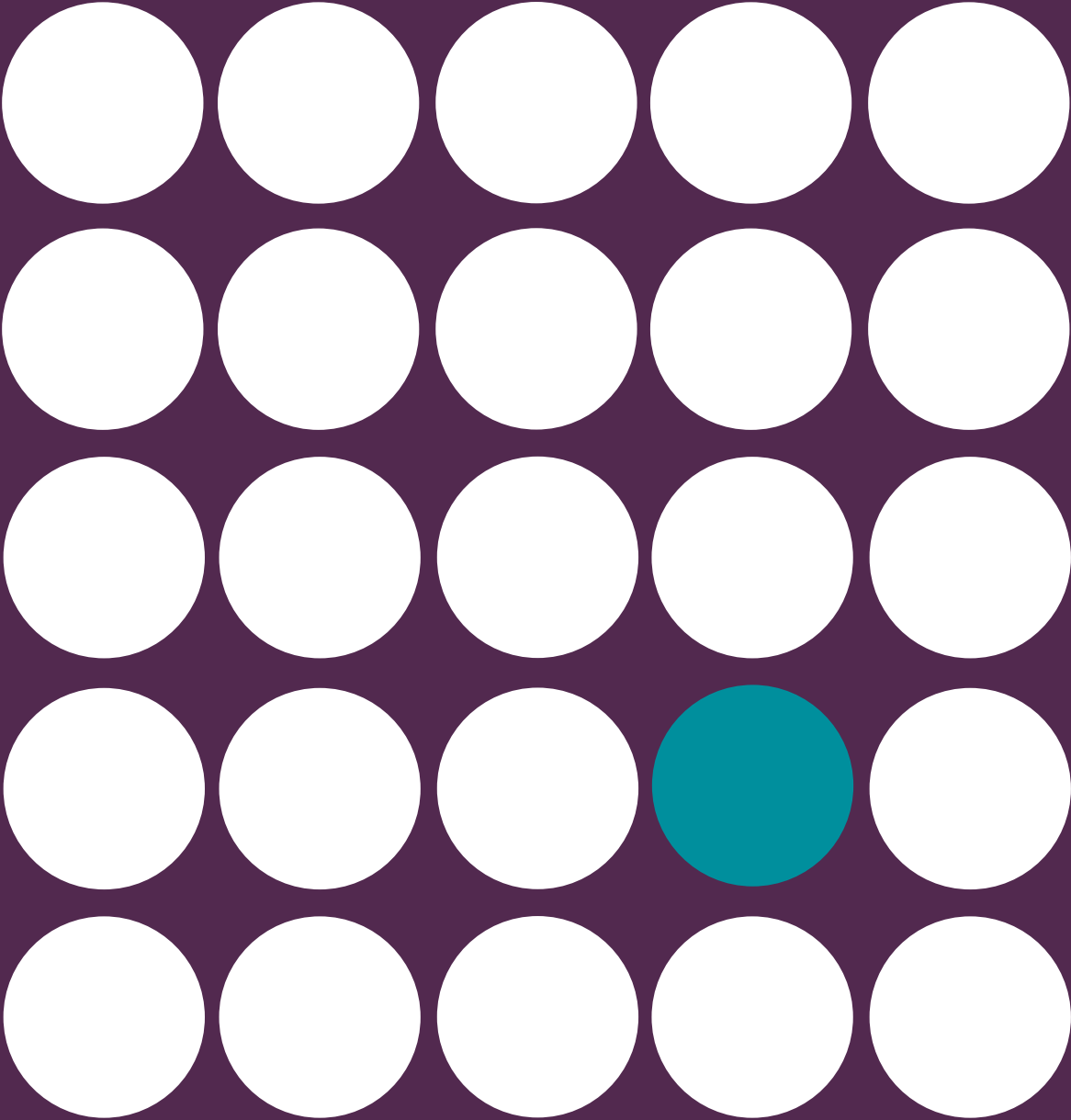




TREASURY
EXCELLENCE
AS STANDARD



WELCOME TO THE WORLD OF TREASURY

A guide to an exciting global career in business and finance



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EXCELLENCE
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HELLO

Well done, by reading this you're taking the first step to getting to know about the exciting career opportunities that treasury can open up for you.

Over the next few pages you will find all kinds of useful information about what treasury functions do, how they fit into an organisation and why they are an essential part of every business.

We also cover the important bits like how much you could potentially earn and what you can do to get started.

Ready?

Great, firstly let's cover what the treasury function deals with in an organisation...

Forget traditional roles in business finance - treasury management is a rewarding, exciting and varied career that helps shape the future of an organisation's financial management.

What does treasury involve?

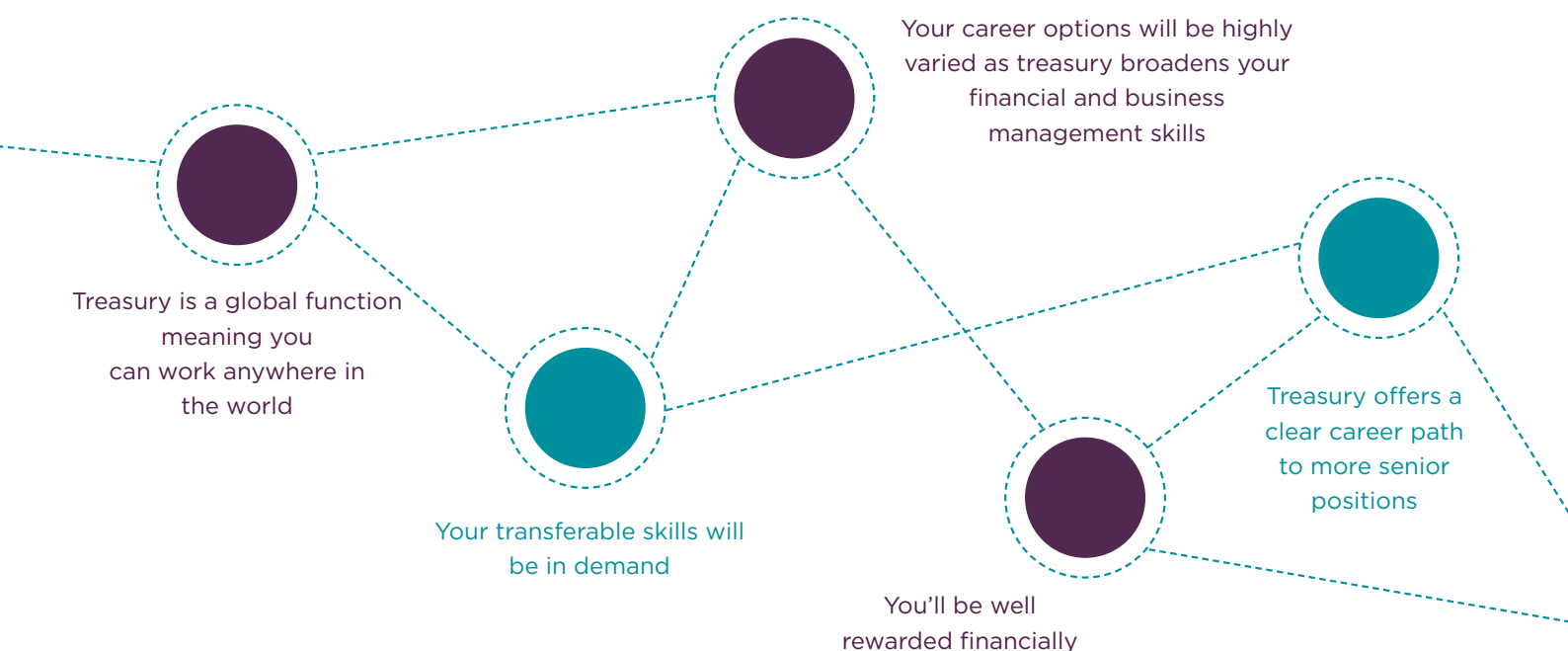
- ✓ Ensures the business has the money it needs to manage its day-to-day business obligations
- ✓ Helps develop long term financial strategy and policies
- ✓ Protects the organisation's financial assets

You'll do this by focusing on how and where to put money - while managing any associated risks - to add value and drive business success.

Treasury is an essential part of the decision-making side of the business.

Whatever your responsibilities, each day you'll work with lots of different people inside the business, while building relationships externally with banks, investment analysts, legal and credit agencies.

WHY CHOOSE A CAREER IN TREASURY?



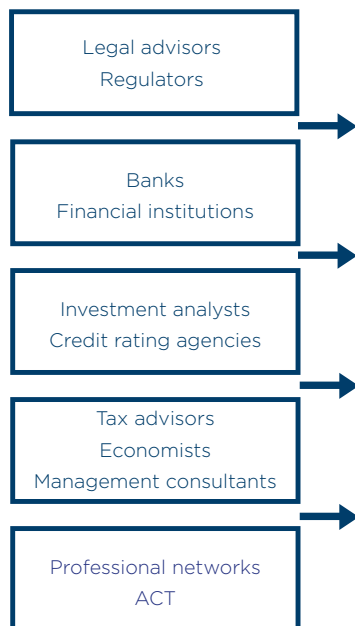
WHERE DOES TREASURY FIT IN THE BUSINESS?

Treasury provides a vital link between the business and the external financial world.

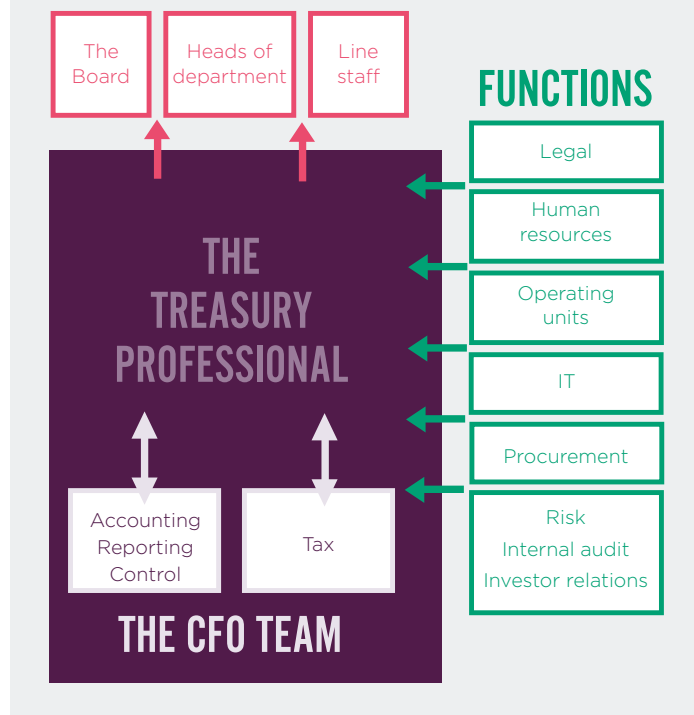
Internally, treasury professionals must stay connected to the business by being proactive in engaging with the business and understanding how the organisation works at an operational level. Treasury will influence strategic business decisions with the Board and heads of departments. Treasury also needs to understand how each division is spending its cash and when, so it can advise on risks/opportunities and plan accurate forecasts. This applies to all areas of the business.

Externally (in the financial world), the treasury professional is the main point of contact for banks, investment analysts, lawyers and regulators.

OUTSIDE THE BUSINESS



INSIDE THE BUSINESS



Because treasury is such a vital component to any organisation, professionals who are skilled at performing treasury functions will always be in high demand. Adding treasury to your skill-set opens up doors to a diverse and well-paid finance career.

TREASURY BY ANY NAME

Treasury applies to such a broad range of roles in corporate and financial institutions and consultancies that job titles can vary greatly. Here are just a few examples:

Advisor
Analyst
Associate Director, Debt Advisory
Associate Director, Infrastructure Advisory
Auditor
CEO
CFO
Client Cash Manager
Commercial Director
COO
Corporate Finance Lead
Corporate Tax Partner
Director of Corporate Development
Director of Corporate Finance
Director of Strategic Planning
Director, Business Risk Services
Financial Advisor
Financial Analyst
Financial Controller
Financial Accountant
FX Specialist
General Manager - Portfolio Management
Group Funding Manager
Group Treasurer
Head of Cash Management

Head of Financial Planning & Reporting
Head of Group Audit
Head of Liquidity and Investments
Head of Risk & Insurance
Head of Treasury Advisory
Managing Director
Merger & Acquisitions Director
Partner
Partner - Leasing & Commercial Finance
Partner, Transaction Advisory Services
Principal, Corporate Recovery Services
Relationship Manager
Senior Audit Manager
Senior Manager
Senior Manager - Capital Markets
Senior Vice President
Structured Finance Manager
Tax & Treasury Director
Tax Partner - Business Tax Services
Transfer Pricing Manager
Treasurer
Treasury Advisory
Treasury Analyst
Treasury Consultant
Treasury Officer

All these roles either do or deal with treasury activity and functions, whether they realise it or not!

DID YOU KNOW?

87%

of treasurers would pick treasury as a career if they were starting again

Source:
Hays treasury recruitment survey

DID YOU KNOW?

76%

of treasurers are both accounting and treasury qualified

Source:
Hays treasury recruitment survey

YOU'LL BE IN HIGH DEMAND

Did you know that treasury is a profession that is rapidly growing in importance?

Since the financial crisis, employers have been relying more and more on finance professionals with treasury expertise for their ability to make the most of all available money and resources, while managing risk and creating competitive advantage.

Corporate treasurers and those engaged in treasury are relied upon by their CFOs, boards and other members of their organisation's management team, to source efficient, innovative financial solutions to facilitate the business strategy and to manage its risks. Bankers and financial investors qualified in corporate treasury are similarly increasingly relied upon to understand and anticipate customer needs, to sell products and solutions efficiently, and to minimise risk to the bank.

DOES THIS SOUND LIKE YOU?

- I am good with numbers
- I enjoy problem solving
- I consider myself to be a big picture thinker
- I am good at strategic thinking
- I enjoy planning
- I am curious about the wider business
- I have a desire to be in a pivotal role
- I am open to variety and challenge
- I have very good attention to detail
- I am driven, hardworking and self-motivated
- I am outgoing and sociable
- I am a good communicator and influencer
- I feel confident working with people at all levels and from different fields
- I am conservative in terms of financial risk and confident in handling it

How many of those character traits resonated with you?

A career in treasury could be perfect for you if you are curious of mind, interested in financial markets and good at problem solving. It's also a great choice if you enjoy making things happen and like working with lots of different people! You need a combination of technical, finance and social skills, together with a willingness to ask questions and become closely involved in the business and its people. It's also important that you can win trust, work ethically and act with integrity and confidence when making business decisions. Good communication and interpersonal skills are key.

WHAT INDUSTRIES DO PROFESSIONALS WITH TREASURY SKILLS WORK IN?

Because treasury functions are performed in all businesses, you could work in any industry, from music to mining!

The skills you acquire are easily transferable, meaning that you can work anywhere in the world. It's a truly global function. Treasury applies to such a broad range of industries and roles in corporate and financial institutions and consultancies. To give you an idea, here are just a few of the companies that members of the Association of Corporate Treasurers (ACT) work for:

Abu Dhabi Investment Authority	MUFG
Bank of America Merrill Lynch	National Australia Bank
Bank of Beirut	NatWest
Barclays	PNC Financial Services Group
Citi	PwC
Citibank	RBC
Clanwilliam Group	RBS
Cognizant Technology Solutions	Santander
Discovery Corporate Services	SC Johnson
Emirates NBD	Societe Generale
HSBC	Stanbic Bank
John Lewis	Standard Chartered Bank
JP Morgan	SWIFT
JP Morgan Chase & Co	Wells Fargo
Lloyds Bank	Zanaco Bank

EXCELLENT EARNING POTENTIAL

Salaries vary depending on the size, location and nature of the business. The role and your level of experience will also influence how much you are paid.

Broadly speaking, salaries for graduate and assistant level roles will start from £25,000 per year. In senior roles such as group treasurer you can earn upwards of £120,000 per year with excellent bonuses and benefits. Internationally, the range also starts at around \$20,000, with top-end roles earning salaries around the \$100,000 mark. Professional qualifications can also make a real difference in terms of earnings potential, eligibility for promotion and the speed at which you progress. Recruiters Brewer Morris and Hays are seeing increased demand for ACT qualifications which they say make candidates more marketable.

SUPPORTING THE PROFESSION

The Association of Corporate Treasurers (ACT) is the Chartered body for treasury and finance professionals - supporting, informing and empowering the profession. We are a global network of over 6,500 members worldwide

Guiding
through policy
& technical
updates

Supporting
through
membership
services

Informing
through
publications
and webinars

Educating
through
professional
qualifications

Networking
through
events and
conferences

**Shaping
careers**
through treasury
training

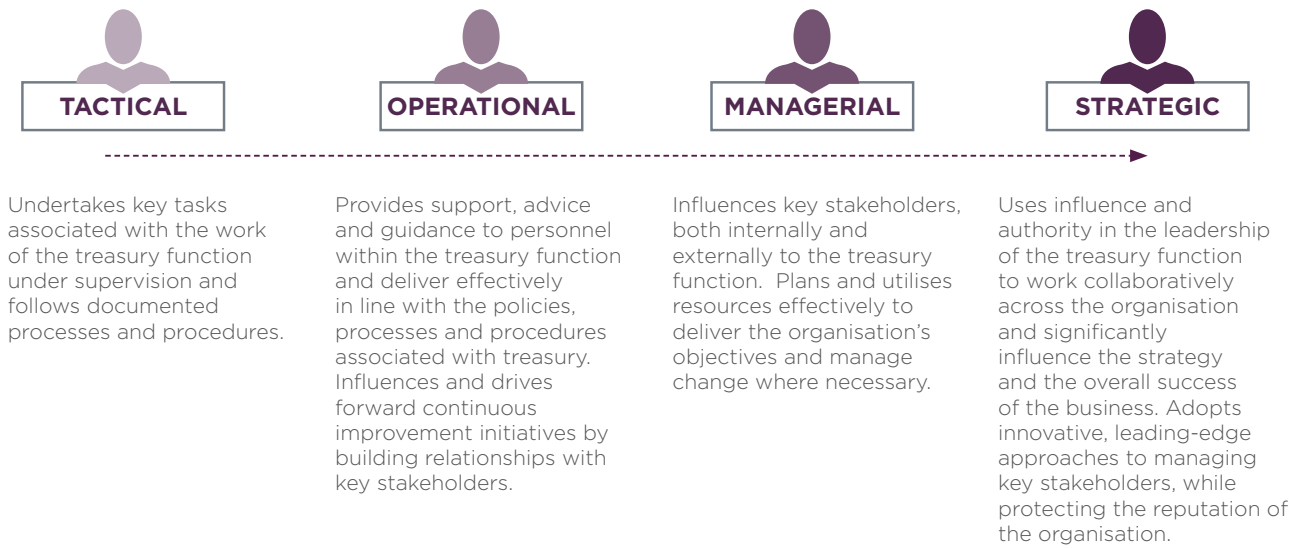
THE SKILLS YOU NEED TO SUCCEED



These are outlined in the ACT Competency Framework, which sets the global treasury standard. As the chartered body for the profession, this framework defines the must-have technical, business and behavioural skills and competencies you need to be recognised as a well-rounded treasury professional. It was developed in consultation with practitioners from treasury, financial services and learning and development. To help you identify which competencies are relevant to you, we've mapped them to **4 job levels**: tactical, operational, managerial and strategic. ACT qualifications are a recognised way of building accredited skills.

treasurers.org/competencyframework

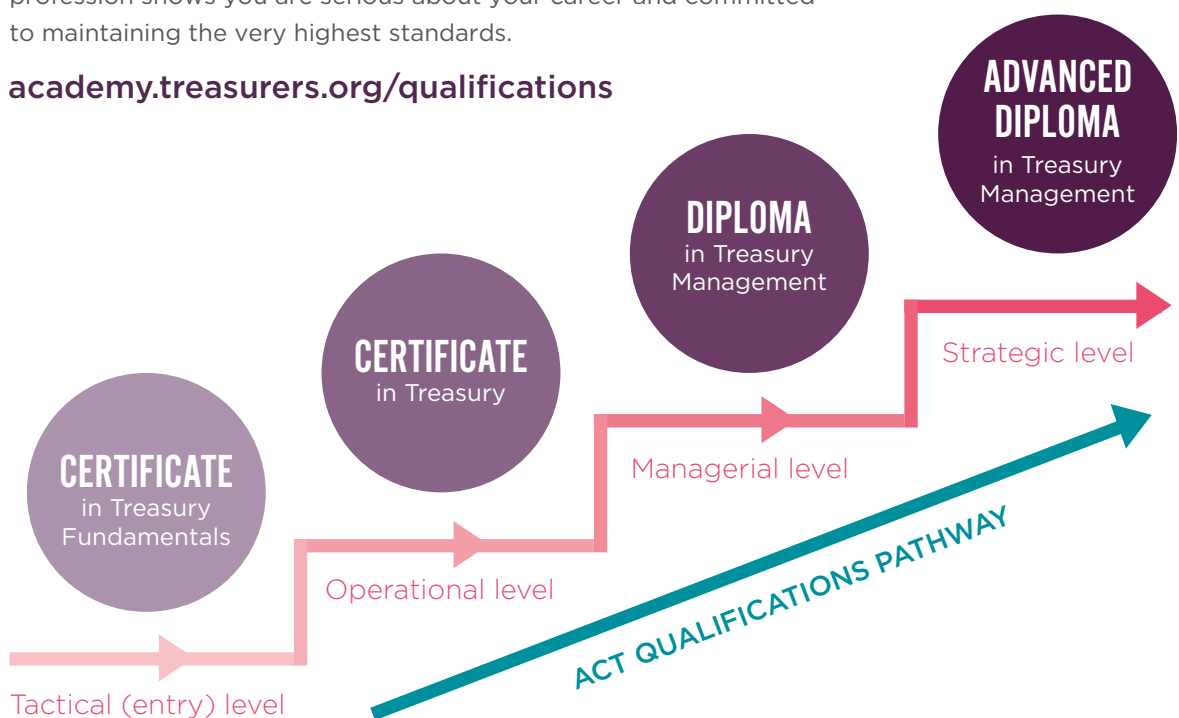
A CAREER IN TREASURY BY JOB LEVEL



GET THE RIGHT KIND OF ATTENTION FROM EMPLOYERS AND RECRUITERS

Choosing to study an ACT qualification will give you the skills you need at every level of career progression, but is also just the start. Once you qualify, and continue your ACT membership, you can use your designatory letters and also showcase your achievement with our digital credentials and digital badges. These are what really set you apart and offer a **mark of professional distinction** to your employers, peers and clients. Membership of the chartered body for the profession shows you are serious about your career and committed to maintaining the very highest standards.

academy.treasurers.org/qualifications



DON'T WAIT - JOIN THE ACT NETWORK TODAY

Open to all, eAffiliate membership is our entry-level membership. The perfect starting point for joining the ACT, it gives you access to useful, member-only online resources. As part of this dynamic global community you'll have support from the very best treasury expertise and thinking.

As a member you will gain:

- ✓ Membership of the only chartered professional body in treasury
- ✓ Access to the latest financial thinking through The Treasurer magazine online, policy and technical support, blogs and newsletters
- ✓ A global network to support you throughout your career journey
- ✓ Access to thought-leaders of the profession through blogs, webinars and events
- ✓ Tailored treasury career information through the ACT Career Hub
- ✓ Access to experienced mentors to help you get the best out of your financial career
- ✓ Direct access to a member of the ACT's technical team through the membership helpline

If you are not yet studying with the ACT, but want to become an eAffiliate member. Joining is very simple - you can apply and pay online, and as soon as your application is processed your membership will be activated. Once your membership is active you'll have access to all the benefits available to eAffiliate members, and will be able to start getting involved with the ACT. We look forward to welcoming you on board!

treasurers.org/join



“MY ACT MEMBERSHIP HELPS ME TO KEEP UP-TO-DATE WITH THE LATEST TREASURY DEVELOPMENTS. IT PROVIDES RESOURCES FOR BOTH TECHNICAL AND PROFESSIONAL SUPPORT, ALONG WITH NETWORKING OPPORTUNITIES AT LOCAL, NATIONAL AND FOR THOSE BASED OVERSEAS, WORLDWIDE EVENTS.”

Mary Finn, FCT, Treasury Consultant



**ACT QUALIFICATIONS BROADEN
YOUR KNOWLEDGE BASE, INCREASE
YOUR TECHNICAL EXPERTISE AND
ENCOURAGE YOU TO CONSIDER THE
BROADER STRATEGIC PICTURE - ALL
OF WHICH MAKES FOR A MORE
WELL-ROUNDED AND EMPLOYABLE
INDIVIDUAL.”**

Rachel Pether,
Senior Advisor at Skybridge Capital; TV host,
FINTECH.TV

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