

# Hays Specialist Recruitment Reveals Big Opportunities Within Treasury Roles



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Author: [Hays Plc.](#)

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Hays, the specialist recruitment company, highlights the demand for specialist treasury accounting and systems-based experience has increased over the past six months. The increasing focus on compliance has led to a stronger focus on individuals with regulatory experience.

"Employers are looking for accounting and systems based personnel, in contrast to the same period a year ago when we were experiencing a very high demand for treasury operations managers, working in broad roles and overseeing small teams on the general day-to-day operations," commented James Crichton, Senior Business Manager at Hays Treasury.

James continued, "Employers are particularly keen to hire individuals who can demonstrate a solid understanding of IAS32 and 39, for both permanent and interim assignments."

The role of the corporate treasurer has also assumed greater importance during the current downturn, as treasury departments are coming under increasing workload pressures. At the more senior end, applicants need to demonstrate accounting qualifications, strong relationship and change management experience, while strong analytical and systems skills are prized at the more junior end of the market, ideally gained in a complex, multinational environment.

"Employers are looking for accomplished technical and behavioural competencies when recruiting for their corporate [treasury jobs](#)," noted James Crichton.

There has also been steady growth in interim and temporary roles, particularly for strategic (as opposed to operational) appointments, which has fuelled demand for experienced corporate treasurers that are available

for contract work. Required competencies include bank relationship and cash flow management expertise, two skill sets that have surged in demand during the current downturn.

"Companies that had previously not employed a dedicated treasurer are reaping the benefits of having an in-house expert, particularly in the management of cash flow", James remarked.

Another key trend has been an increase in recruitment activity for permanent senior level positions. A number of new posts have been created to accommodate experienced professionals who are able to take on the Head of Treasury role and make fundamental changes to the organisational structure of the accounting function.

"Companies are increasingly looking to bring in specialists who can not only head up their departments but who have the leadership and management skills to drive through change and establish a separate identity for the treasury function," continued James.

There has been a clear shift of emphasis in the demand for [jobs in treasury](#) during the last six months, and the overriding message is that applicants with the right accounting and systems experience and qualifications are well placed to succeed in the current market. However Hays warns that the onus rest on the individuals to show that they have the right skills and background. Individuals who do not have the required experience will find it more difficult to move into treasury roles, as employers are increasingly looking for very specific skill sets.

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Notes to Editor:

**About**

**Hays**

**Treasury:**

Hays Treasury is part of Hays plc, and offers a wide range of Tax and Treasury roles including [corporate tax jobs](#), [personal tax jobs](#) and [tax investigations jobs](#). It is market leader in the UK and Australia, and one of the market leaders in Continental Europe. The Group employs 8,294 staff operating from 380 offices in 27 countries across 17 specialisms.

**For further press information please contact:**

Alexandra Tucker  
Hays Plc  
Charter House  
13 - 15 Carteret Street  
London  
SW1H 9DJ  
020 7222 8575  
[www.hays.com](http://www.hays.com)