

CREDIT AND BANKING**GUIDE TITLE: Business Development
Manager****Position Code:** C6**Alternative Titles:** Marketing Manager
AD, Business Development
Corporate Banking Manager**Main Facets of Job**

Working as one of a team responsible for marketing the bank's credit and banking products and services to a sector of the bank's clients.

Will visit clients, structure deals, analyse the risk, put proposals to the credit committee, and liaise with other internal departments to complete loan formalities.

May be certified/code staff.

Typical Staff Responsibilities

May guide other analysts, secretaries, clerks etc but unlikely to have any direct staff responsibilities.

Typical Experience

A banker with up to ten years relevant experience. Possibly a graduate.

Data Summary**Sample Size (Posts): 35**

	Base Pay (£)		Total Cash (£)	
Lower Quartile		55,000		65,093
Median		61,340		71,145
Upper Quartile		65,000		78,250
Average		60,677		71,992
Average Bonus	21.1%		Median Deferred Bonus*	-
Median Bonus	24.0%		Percentage of Sample	-
Scope:				
- Minus		51,575		59,340
= Equals		62,100		71,500
+ Plus		71,100		74,060
SMF, MRT or Certified[#]:	31%	62,100		75,700
Car Details:				
Median Capital Cost (£)	-		Choice of Car or Allowance	0%
Median Car Allowance (£)	5,125 pa		Car Only	0%
			Allowance Only	6%
			No Car or Allowance	94%
*Deferred Bonus awards excluded from Total Cash figures				
[#] Percentage of full sample reported as SMR registered: median base & total cash given for these individuals.				

Position Code: DP05

Alternative Titles: Assistant Manager, IT
Senior Systems Analyst

Main Facets of Job

Reporting to the head of IT or systems development manager. Will manage specific IT projects and oversee and be responsible for the satisfactory and timely completion of projects by subordinates.

Will analyse the company’s IT needs, identify, design, test and install new IT solutions. May also support systems once operational.

Typical Staff Responsibilities

Up to five analysts and programmers.

Typical Experience

Eight to ten years experience of programming and analysis at least half of which should have been gained in a relevant financial environment.

Data Summary

Sample Size (Posts): 36

	Base Pay (£)	Total Cash (£)
Lower Quartile	76,625	85,250
Median	84,500	93,590
Upper Quartile	90,435	98,925
Average	83,802	91,831
Average Bonus	13.2%	Median Deferred Bonus* -
Median Bonus	13.1%	Percentage of Sample -
Scope:		
- Minus	70,650	73,450
= Equals	85,500	93,590
+ Plus	99,650	111,600
Posts Receiving Overtime:	14%	
Car Details:		
Median Capital Cost (£)	-	Choice of Car or Allowance 0%
Median Car Allowance (£)	6,250 pa	Car Only 0%
		Allowance Only 19%
		No Car or Allowance 81%
*Deferred Bonus awards excluded from Total Cash figures		

Position Code: RM17

Alternative Titles:

Main Facets of Job

Will report to the head of operational risk or to a manager of operational risk and will undertake analysis of the risk involved in banking operations. May assist in establishing and monitoring operational procedures.

Typical Staff Responsibilities

None.

Typical Experience

Several years experience within operations. May be a graduate with an analytical degree.

Data Summary

Sample Size (Posts): 27

	Base Pay (£)		Total Cash (£)
Lower Quartile	47,313		49,095
Median	49,500		55,000
Upper Quartile	56,000		59,100
Average	51,521		55,014
Average Bonus	11.3%	Median Deferred Bonus*	-
Median Bonus	7.4%	Percentage of Sample	-
Scope:			
- Minus	45,000		47,580
= Equals	51,125		54,450
+ Plus	58,000		65,000
Posts Receiving Overtime:	11%		
Car Details:			
Median Capital Cost (£)	-	Choice of Car or Allowance	0%
Median Car Allowance (£)	4,250 pa	Car Only	0%
		Allowance Only	7%
		No Car or Allowance	93%
*Deferred Bonus awards excluded from Total Cash figures			