

**JOB TITLE: INSTITUTIONAL BANKING DIRECTOR  
HEAD OF IB BANKS**

**JOB HOLDER: ANDREA SALMON**

**BUSINESS UNIT: UKBS - INTERNATIONAL SECTOR**

**REPORTS TO: MANAGING DIRECTOR, INSTITUTIONAL BANKING**

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### **PURPOSE OF JOB**

Responsible for building and maintaining business with Correspondent Banks globally and for working with relevant product/country heads around the Group to maximise added value from the financial institutions sector. Also responsible for driving segment strategy for UKBS operating products and for the development and implementation of the sales strategy.

### **PRINCIPAL ACCOUNTABILITIES**

1. To develop the Institutional Banking Unit within IB which leads the client plan for all IB segment banks, acts as the sales force for operating products, and as the segment manager for banks, defining strategy in relation to the sector, promoting product development and product strategy to maximise profitability.
2. To create an environment where effective working relationships with heads of products in UKBS can be built, establishing Institutional Banking in London as a value added relationship management team leading relationships with approximately 290 banks around the world with a focus on operating product business, and also providing the UKBS product sales effort for the 120 highest value banks led out of BZW.
3. To ensure the development of an effective working relationship between IB London and BZW, ensuring the development of a mutual understanding of strategy and needs, vis-a-vis the financial institutions sector.
4. To ensure the successful functioning of the Financial Institutions Limits Team in the UK, to effectively serve the needs of products in UKBS and BZW. Credit sanctioning will be carried out by CRMD/GCC, but the job holder will be ultimately responsible for the relationship review and credit advocacy for banks managed from IB UK.
5. To form a very close working relationship with BZW Financial Institutions Services (FIS) to ensure optimal coverage of operating products for FIS clients and ensure co-ordination on industry matters, cross fertilisation of ideas, cross product training, etc.

6. To represent the Barclays Group to Board level at client Institutions, and to take particular responsibility for business development and all other coverage functions for specific portfolio of circa 6 key clients.
7. To oversee the regular review of the client base and ensure migration/adoption takes place. Act as alternate in need for the Global Head of IB in his/her role as a core member of the Group Financial Institutions Committee - a high level cross-divisional review body.
8. To ensure co-operation and co-ordination between International Network Management, who are responsible for working with the IB Banks Teams to identify suppliers of Operating Products for the Barclays Group's own needs and flows. The job holder will ensure maximisation of reciprocal business between banks as customers and suppliers.
9. To build effective links between the relationship team and the Customer Service Unit as a dedicated reactive, problem and query solving unit for the managed banks, as well as providing reactive management of the 800 - 1,000 lower value banks. The quality of customer service has a major impact on customer perception of Barclays, and the job holder will be responsible for ensuring continuous improvement, to be measured through surveys and external research.
10. To participate in the development of Bank Operations within IB as the provider of all technical and branch related support for Global Financial Institutions business.
11. To assume ultimate responsibility for the credit worthiness of IB managed banks, and to sponsor the annual review of each portfolio. To review and ensure implementation of changes to the annual review process where appropriate.
12. To take responsibility for the budget development for IB Banks Teams, ensuring the targets are met or exceeded.
13. Develop and oversee a training strategy for IB London staff, and ensure maximum benefit from training budget.
14. Oversee development of CEE Training Team and, with Emerging Markets Team in BZW, agree a business development strategy.

## **DIMENSIONS**

Total Cost Budgets	Circa £2.0m
Lendings likely to be a minimum of	£1bn
Annual Group Revenues of relationships in own portfolio	Circa £70m
Number of FTE under job holder's direct control	21



## **KNOWLEDGE AND SKILLS**

- Excellent business management skills.
- An ability to manage and drive through necessary organisational change.
- High level of strategic planning skills
- Strong negotiation and selling skills.
- Good understanding of BZW product range, and good credibility within BZW.
- Good understanding of payment systems and operational requirements.
- Excellent communication skills.
- Strong profit focus.
- Broad business experience.
- High level of determination/good “finisher”.

## **SCOPE**

The job holder will be responsible for ensuring the development and maintenance of the Group's relationships with a substantial portfolio of major global banking groups with broad, deep and complex relationships with the Barclays Group; this will include maximising the opportunities for reciprocal business.

In addition, the job holder will ensure the development of good working relationships between the IB and BZW, including BZW product areas, country managers, the FIS and CRMD.

In the role as Head of the Banks Teams in the UK, the job holder will be responsible for the successful sale of operating products to the Banks Segment. This will include ensuring the competence of the teams through training and leadership.

