

SALARY SURVEY & TALENT MAPPING



Wallace
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WHY CHOOSE

OUR BESPOKE SALARY SURVEYS & TALENT MAPPING PRODUCT?

Our experience is that on many occasions HR teams and Line Managers have been provided with information that didn't give a true representation of current remuneration packages or talent availability based on traditional salary benchmarking methods.

Our real-time Salary Survey & Talent Mapping product has been developed to ensure companies get a genuinely accurate understanding of expectations of remuneration packages taking into consideration, Sector, Location, Discipline, Specific Skill Set and an interest in your company or brand.

By using a range of different methodologies and tools, we carry out an in-depth search to get to the finite detail of what you need. We then provide you with in-depth analysis, commentary and recommendations to support your needs.

Each project is treated as a new process and none of our insight or data is recycled, making it truly bespoke to your needs.

WHAT WILL YOUR BESPOKE REPORT INCLUDE?

Firstly, our team will take the time to understand exactly what you are trying to achieve from the results. Ideally, we like to do this face to face to get under the skin of the business and understand your motivations behind the detail.

Our reports can include any of the following types of insight or analysis:

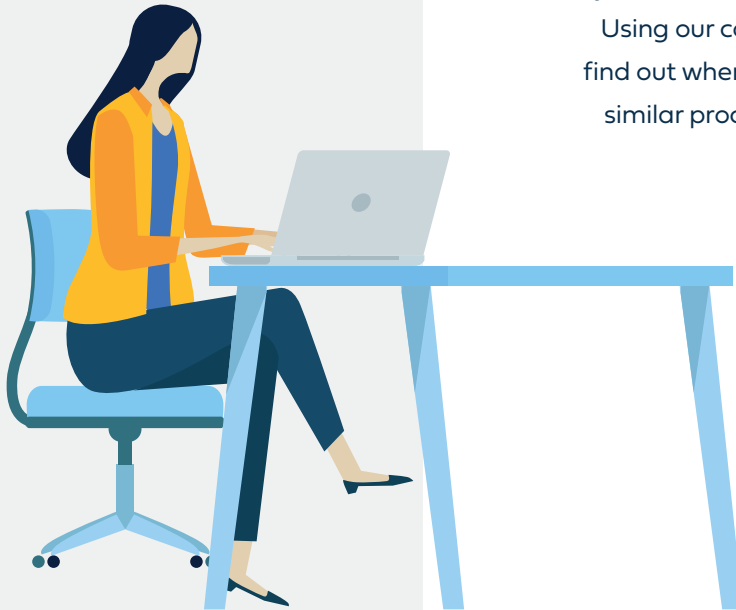
Competitor Analysis

Depending on your needs, we get into the detail of your specific market and competition. We provide a detailed report of what your competitors are paying their staff. We then provide the results in a comprehensive report with commentary. This can be carried out across the UK and Europe.

Salary & Remuneration Package Benchmarking

Accurate salary details, car schemes, pension contributions and bonus schemes, tracked by job discipline, sector and location. This will give you a full understanding of our process.





Market Research & Insight

By carrying out a range of different market research campaigns we can let you know how your company is perceived by the external market or if you wish, from your own employees.

Talent Mapping

If you are struggling to access or find the right talent, we will find out why! Using our comprehensive research process and methodologies, we can find out where the talent is and why it may be in such short supply. Using similar processes to the above we'll bring the situation to life and make recommendations on the best approach for your challenge.

OUR PROCESS

2. Profiling Candidates

Identify individuals with the skillset you need. Provide insight on their experience, knowledge and location. Build an overview of the talent pool available.

4. Approach & Engagement

We'll confidentially approach candidates to determine their suitability and interest, while protecting your brand identity within the marketplace.



1. Research & Identify

Industry profiling and mapping of key competitors to establish potential talent hubs to formalise a target list.

3. Reporting Market Insight

Detailed reports will be produced and presented on a regular basis, providing salary information, brand representation and competitor analysis.



Example Salary Survey & Talent Mapping Report

WHAT'S INCLUDED IN YOUR REPORT?

RECOMMENDATIONS

In order to fill knowledge and advertising for £100,000 - £150,000 and experience

In order to be found that the allowance below this level may specific current Healthcare or leave their current package would For a UK Manager within the market our research the starting level

COMMENTARY

The following Industry. This Device are available market

We have based
• Job Title: Devices a
• Manufact
• For SMEs
• Leading c

The information advertiser
Our figures are experience at
What we can relationships,

SAINSBURY

Job Title
Category Director
Head of Category
Senior Category Manager
Category Product Manager
Category Assistant

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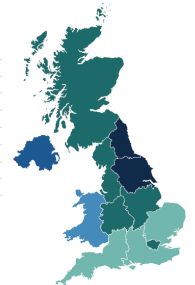
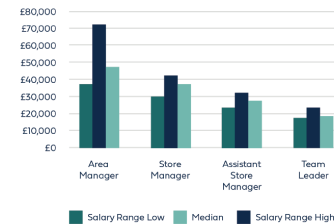
Job Title
Category Director
Head of Category
Senior Category Manager
Category Manager

SALARY, PACKAGE & BENEFITS ANALYSIS #2

SALARY, PACKAGE & BENEFITS ANALYSIS #1

UK MANAGING DIRECTOR LIVE VACANCIES AND SALARIES - MEDICAL

SALARY SURVEY - UK NATIONAL AVERAGE





"73% of the candidate market is passive and therefore researching and identifying this audience is key to accessing the best talent for your business. Our dedicated resource team use market intelligence, detailed data mining tools and a sound understanding of the recruitment landscape to provide accurate, real-time management information so that our clients can make informed business decisions. Our process can be carried out for an individual requirement or team building projects across the UK and Europe"

CONTACT

To find out more and request your own bespoke salary survey or talent mapping report please contact our Research Manager - Victoria Salmons

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