



ROBERT WALTERS
RECRUITMENT MARKET INTELLIGENCE

A Robert Walters Group Company

ROBERT WALTERS

Delivering talent through data to drive business growth

With over 35 years' experience in supporting the talent strategies of businesses across the globe, we have learnt how to harness the power of data to help you make the best hiring decisions.

Coupling our recruitment experts with a dedicated market intelligence function means we can provide you with access to the world's best specialist professionals.

Whether you are looking to diversify your workforce, grow your team, find in demand skills, or relocate a business function, we can make your hiring strategy thrive through our data led approach.

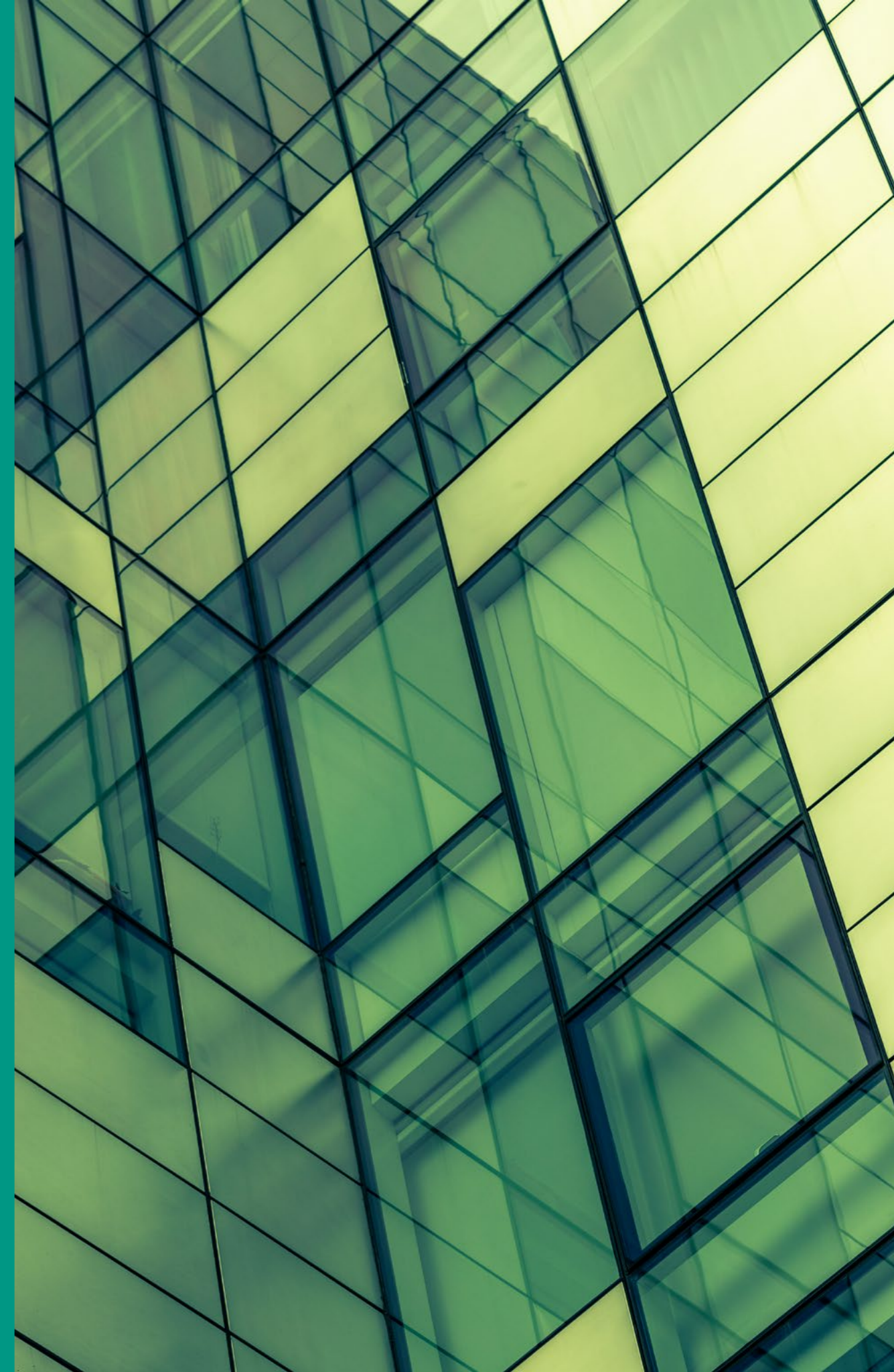
Our market intelligence team use a wide variety of data sources combined with a methodical approach to deliver a unique approach to recruitment.

1 Defining the best talent pools

2 Identifying the best professionals

3 Comparing your proposition to competitors

4 Defining compensation and benefits

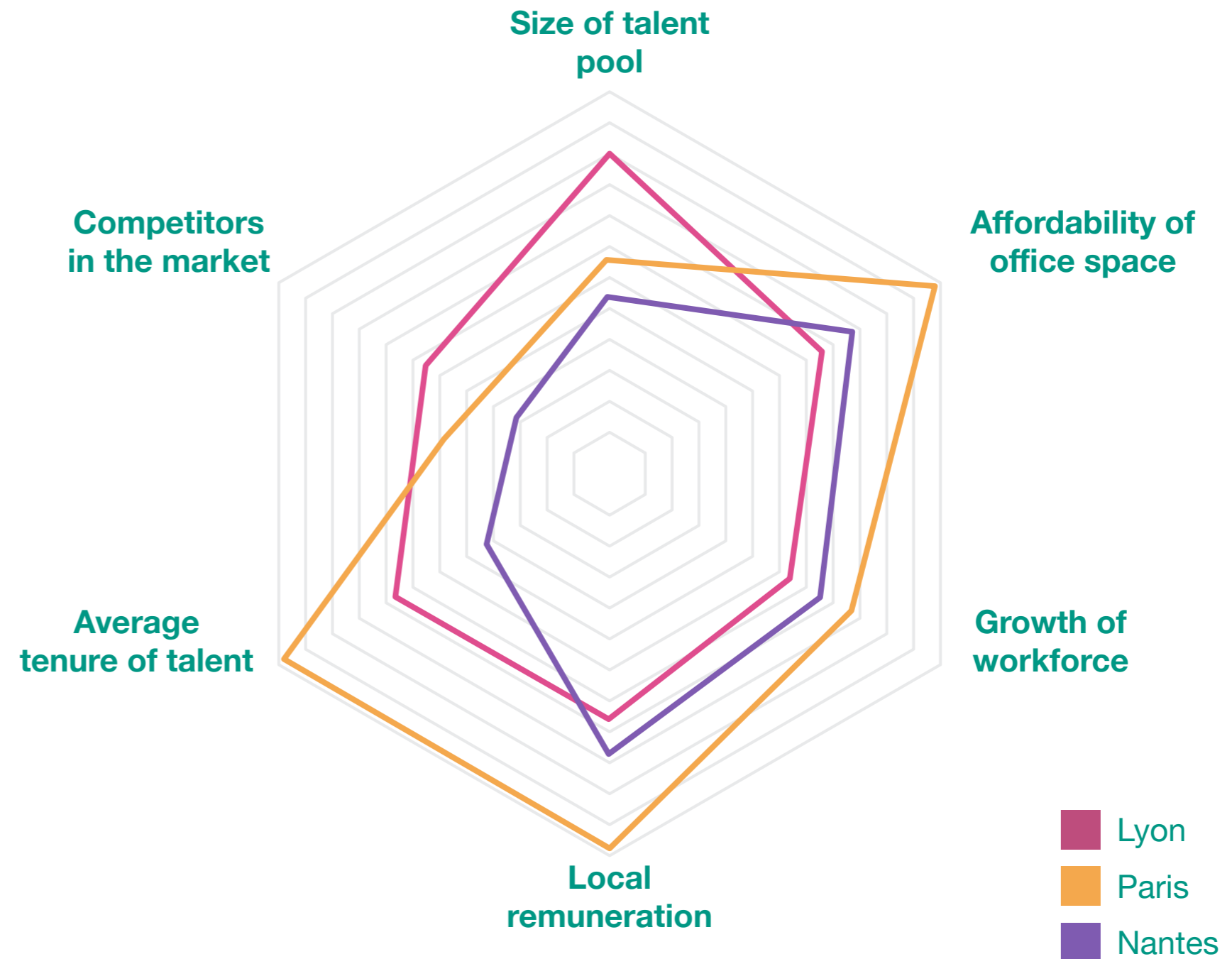


Using data to define the best talent pools

Using both our own proprietary data and external sources we collect, normalize and model data to enable us to define the best talent pools within a given criteria.

These data models allow us to provide:

- Talent availability
- Skills trends
- Hiring demand
- Competitor landscape

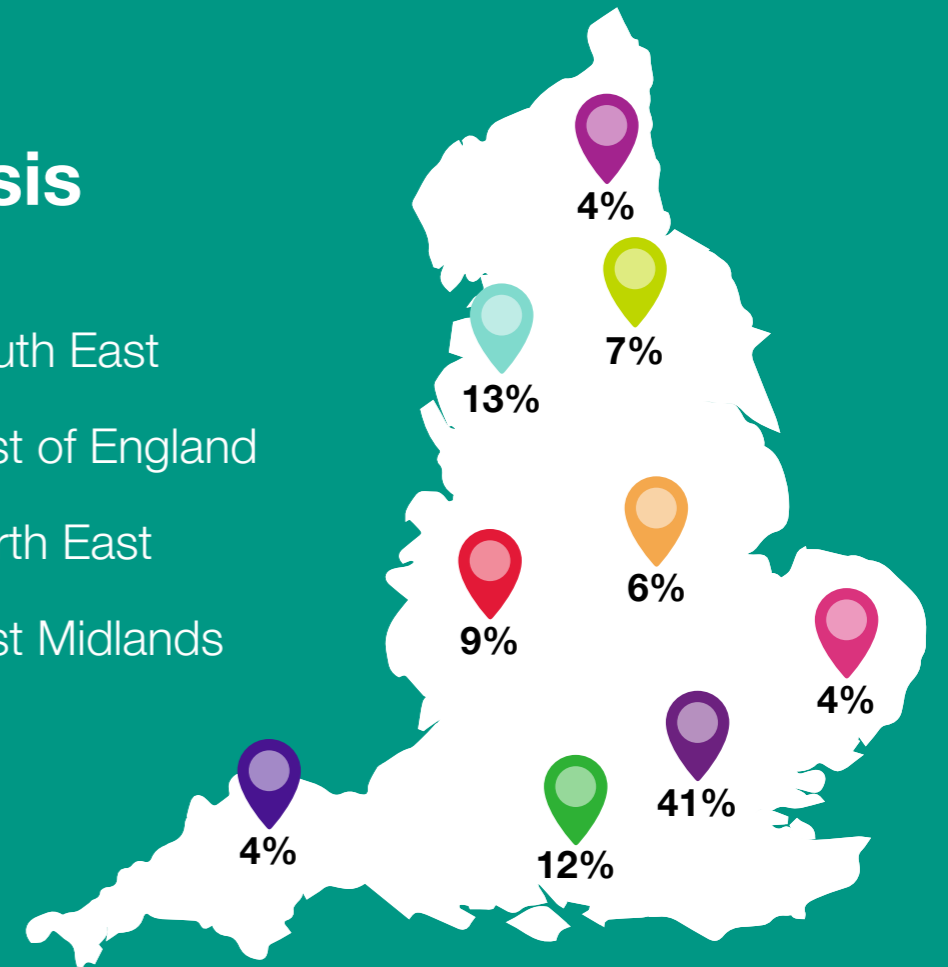


Using data to identify the best professionals

Using our established data model we evaluate the availability of professionals to ensure our searches find the best talent through data led marketing campaigns across job advertising, social media and pro-active headhunting.

- Find in demand talent
- Identify the best professionals from the competition
- Uncover transferable skills

Finance Manager Analysis



35%

Growth in Headcount



12%

Changed Jobs in last year



Very High
Hiring Demand



2.4 Years
Median Tenure



9%

Open to Contract



13%

Open to Opportunities



50%
Male



50%
Female

Using data to understand your proposition vs your competitors

Through our data research we can tell you what professionals are looking for in an employer and compare your offering to that of your competitors to ensure you know how to attract and retain the best talent.

Our data will allow you to understand:

- What professionals value most in an employer
- How your brand is perceived in the market
- What you might need to change to attract the best professionals
- Key hiring trends within your industry

Organisation	EMPLOYER RATING (/5)						EMPLOYER RATING (%)		
	Overall Rating	Career Opportunities	Compensation & Benefits	Worklife Balance	Senior Management	Culture & Values	CEO Approval	% Recommend to a friend	Positive Business Outlook
Company A	4.2	3.8	4.1	3.9	3.6	4.1	98%	86%	82%
Company B	3.5	3.1	3.6	3.6	3	3.3	83%	69%	56%
Company C	4.1	3.6	4	3.9	3.5	4.1	91%	83%	73%
Company D	3.5	3.2	3.7	3.5	3	3.5	88%	61%	37%
Company E	3.7	3.2	3.2	3.4	3	3.3	77%	64%	64%
Company F	3.6	3.1	3.6	3.2	3	3	91%	69%	70%
Company G	3.9	3.5	3.9	3.7	3.4	3.7	94%	81%	59%
Company H	3.6	3.3	3.6	3.5	3.1	3.5	85%	69%	56%
Company I	4	3.5	4	3.8	3.4	4	88%	81%	60%
Company J	2.6	2.5	2.8	2.9	2.3	2.7	43%	39%	33%

Using data to define compensation and benefits

Using a combination of our own recruitment data, publicly available insights and the knowledge of our recruitment experts, we build bespoke overviews of the compensation and benefits required to attract the best talent.

- Detailed compensation analysis by industry and role
- Salary benchmarking
- Benefits assessment

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
Role	Range	Average	Range	Average	Range	Average
Group Finance Director	82 - 92k	85,750	92 - 197k	113,500	748 - 1,198	918
Finance Director	57 - 83k	71,665	82 - 113k	94,440	518 - 848	748
Group Financial Controller	58 - 72k	65,553	69 - 117k	90,550	368 - 548	448
Financial Controller	40 - 68k	48,951	55 - 87k	71,650	298 - 448	400
Head of Audit	63 - 107k	86,444	97 - 117k	112,350	498 - 598	588
Head of FP&A	64 - 78k	71,924	74 - 115k	95,922	398 - 598	493
Internal Audit/Risk	33 - 48k	40,867	47 - 63k	52,825	198 - 418	389
Systems Accountant	39 - 51k	44,555	49 - 61k	54,300	138 - 358	278
Finance Manager	33 - 45k	37,950	43 - 58k	51,653	258 - 458	342
Project Accountant	29 - 39k	35,099	38 - 52k	45,901	248 - 438	328
Financial Accountant	31 - 40k	35,933	38 - 50k	45,522	178 - 338	253
Management Accountant	28 - 37k	32,811	32 - 45k	39,540	158 - 278	237
Financial Analyst	22 - 40k	26,020	30 - 42k	37,644	148 - 228	188
Finance Business Partner/Commercial Accountant	31 - 42k	37,665	41 - 70k	56,991	258 - 548	382
Commercial Finance Analyst	24 - 33k	27,430	30 - 38k	34,970	168 - 248	231
Group Accountant	32 - 39k	35,944	34 - 50k	44,121	248 - 378	343
Financial Planning Analyst	30 - 39k	34,955	37 - 45k	40,944	198 - 258	248
In-House Tax						
Corporate	30 - 55k	37,997	45 - 86k	62,993	358 - 548	464
Indirect/VAT	26 - 49k	32,572	43 - 72k	59,330	358 - 458	408
Treasury						
Head of Treasury/Treasury Manager	38 - 63k	46,600	57 - 73k	67,125	298 - 418	386
Group Treasurer	67 - 87k	78,000	78 - 107k	96,000	398 - 598	523
Assistant Group Treasurer	62 - 82k	72,500	72 - 87k	84,000	298 - 458	393
Treasury Analyst	20 - 27k	22,225	27 - 39k	32,812	128 - 248	192

Contact

Robert Walters Netherlands

✉ netherlands@robertwalters.com

☎ +31 (0)20 6444 655



AUSTRALIA
BELGIUM
BRAZIL
CANADA
CHILE
CZECH REPUBLIC
FRANCE
GERMANY
HONG KONG
INDIA
INDONESIA
IRELAND
JAPAN
LUXEMBOURG
MAINLAND CHINA
MALAYSIA
MEXICO
NETHERLANDS
NEW ZEALAND
PHILIPPINES
PORTUGAL
SINGAPORE
SOUTH AFRICA
SOUTH KOREA
SPAIN
SWITZERLAND
TAIWAN
THAILAND
UAE
UK
USA
VIETNAM