



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.

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Compensation Benchmarking

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

ACCOUNTING & FINANCE	Permanent Salary Per Annum CAD	
Role	Min	Max
Financial Control/Reporting/FP&A		
Chief Financial Officer/EVP	220k	375k
VP, Finance/SVP	180k	230k
Director, Finance/Controller	140k	185k
Senior Manager	125k	145k
Manager	95k	130k
Senior Financial Analyst	85k	95k
Investment Operations		
Chief Operating Officer	210k	330k
VP	180k	230k
Director	140k	180k
Senior Manager	120k	145k
Manager	95k	120k
Senior Analyst/Analyst	75k	95k
Internal Audit		
Head of Internal Audit	230k	285k
VP	180k	220k
Director	150k	185k
Senior Manager	125k	150k
Manager	100k	125k
Senior Analyst/Analyst	95k	100k
Tax		
Head of Tax	225k	320k
VP	190k	230k
Director	165k	195k
Senior Manager	135k	170k
Manager	100k	135k
Senior Analyst/Analyst	95k	100k

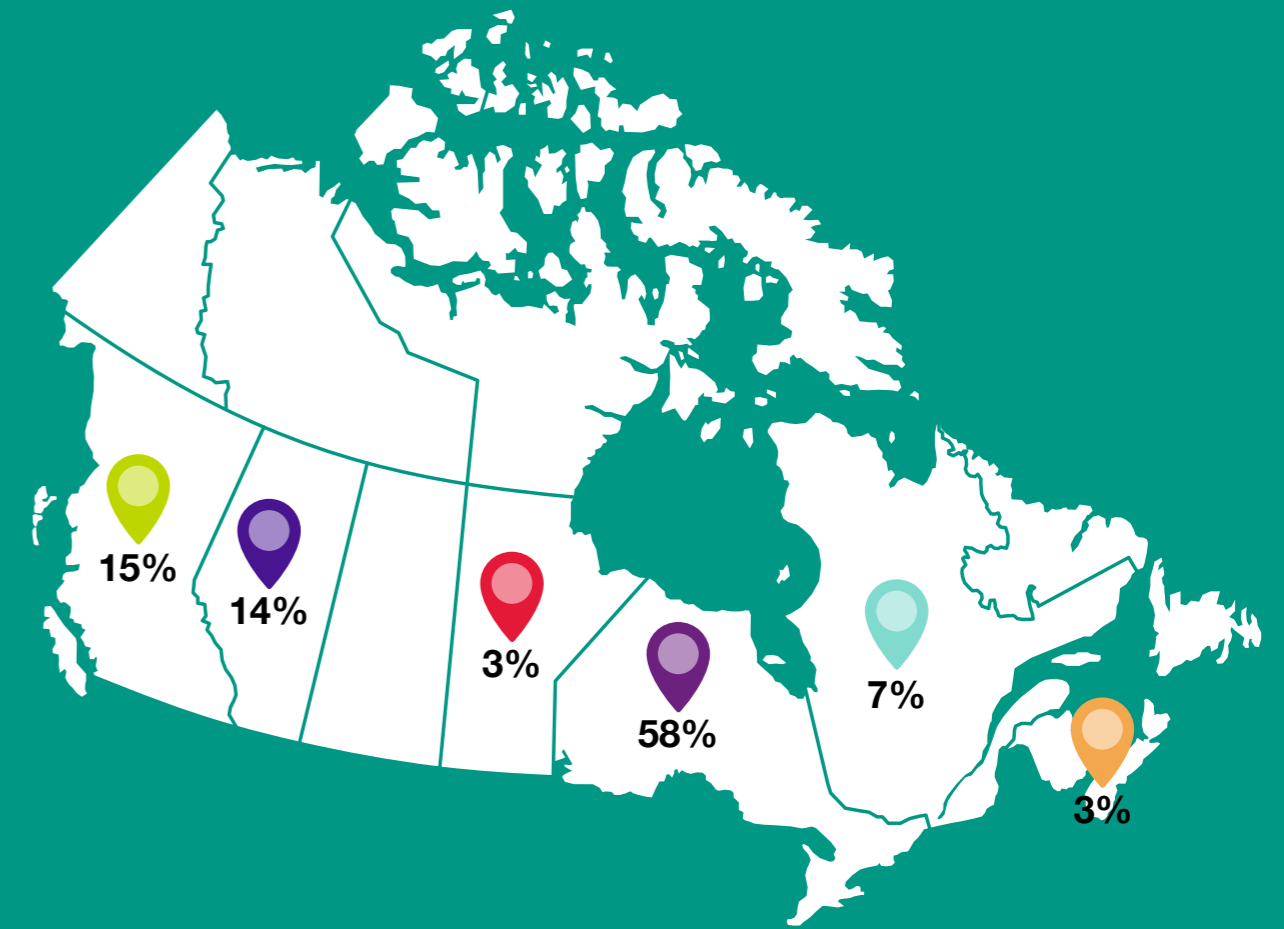
Talent & Market Trends Mapping

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

Competitor Insights

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%

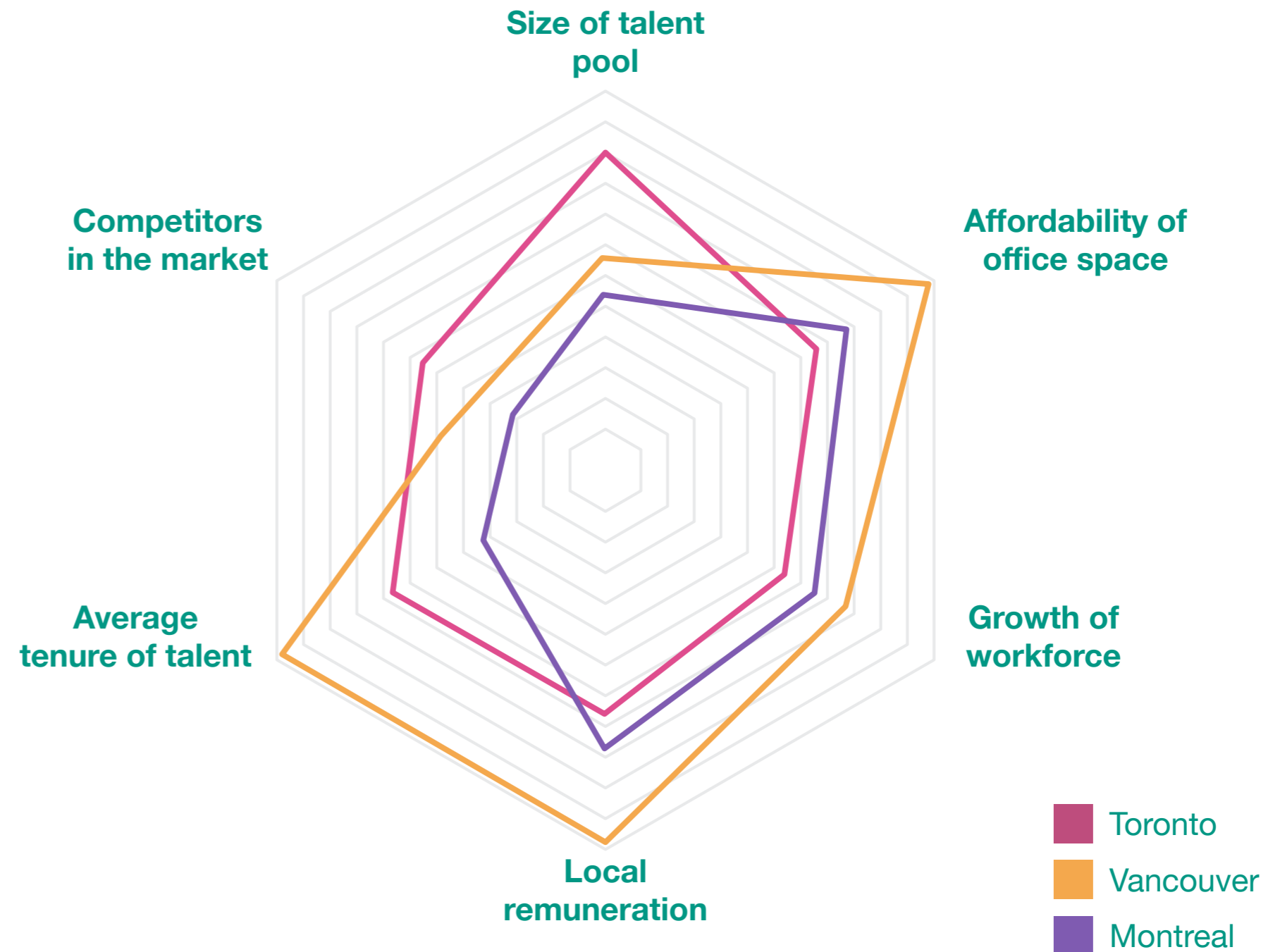
Company Expansion & Relocation Analysis

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



For more information
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www.robert-walters.ca/hiring/recruitment-market-intelligence.html



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