2024:

CONSULTANT SALARY SURVEY
SAMPLE QUICK GUIDE
OPERATIONS CONSULTING

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DATA OVERVIEW

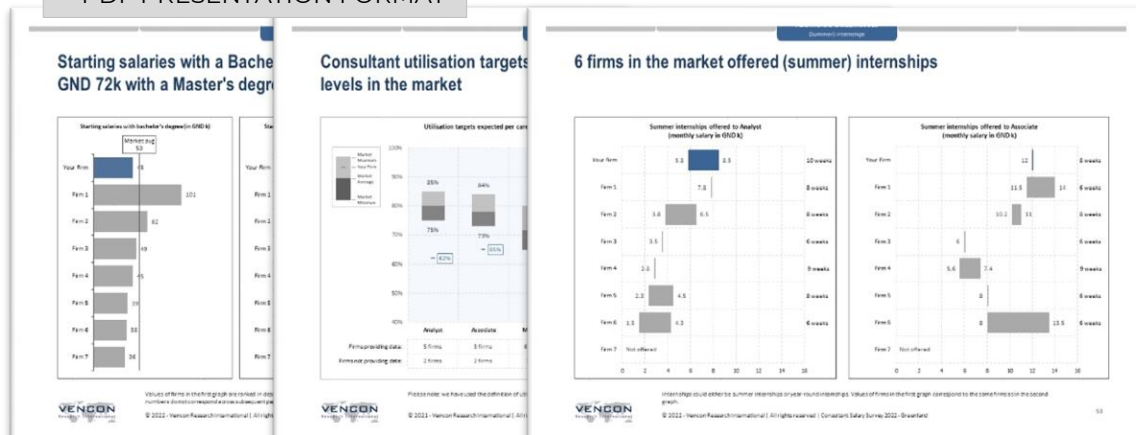|	
FILENAMES	Salary-Survey_Data-Sheets.xlsx Salary-Survey_Presentation.pdf
COUNTRY MARKET	"Greenland"
CITY	All Cities
LINE OF BUSINESS	Your Line of Business - SEE ALL
NUMBER OF FIRMS INCLUDED	20 Sample Firms
NUMBER OF INCUMBENTS	15,000+

EXCEL DATA SHEETS
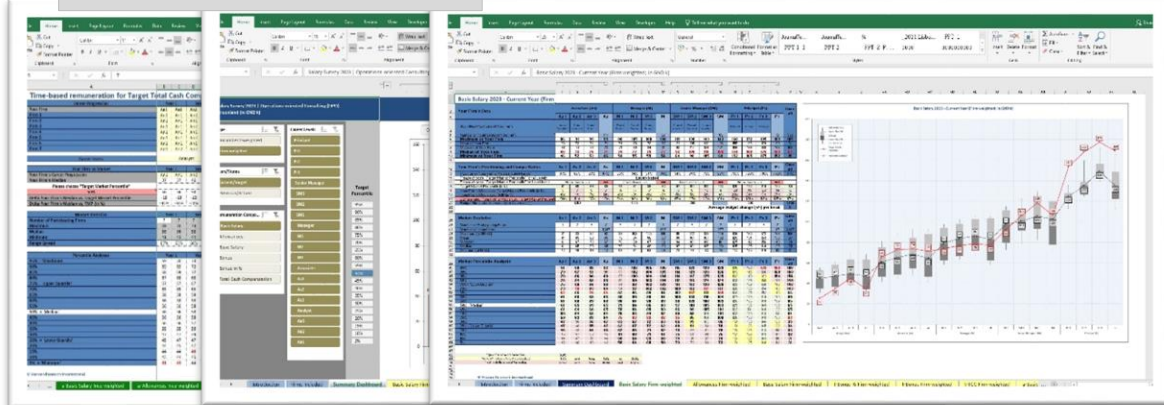
PDF PRESENTATION FORMAT

Starting salaries with a Bachelor... GND 72k with a Master's degree...

Consultant utilisation targets... levels in the market

6 firms in the market offered (summer) internships

DATA SHEETS CONTENT OVERVIEW

1.   Tabs in the Data Sheets

Every Consultant Salary Survey produced by Vencon Research is accompanied by a complete set of Microsoft Excel-based Worksheets ('Data Tables') including the survey's background data and further tools for analysis.

Introduction	Firms Included

- **Two introductory tabs** include information on the report type, basic reference definitions as well as the participants list and each firm's career levels.

Summary Dashboard

- These are followed by the **Summary Dashboard**. This tab provides an interactive overview of all the data contained in the report.

Incu-weighted	Firm-weighted

- The remaining tabs (16-24 in number, depending on the report type) make up the **main data tables** of the report. The data sets in these tabs are divided into Incumbent-weighted (Green tabs), then Firm-weighted (Yellow Tabs). Each set contains the same remuneration components, for both the current (target) and previous (actual) year.

Target/Actual	Incumbent-weighted	Target/Actual	Firm-weighted
t- / a-	Basic Salary	t- / a-	Basic Salary
t- / a-	Allowances*	t- / a-	Allowances*
t- / a-	Base Salary*	t- / a-	Base Salary*
t- / a-	Bonus %	t- / a-	Bonus %
t- / a-	Bonus	t- / a-	Bonus
t- / a-	TCC	t- / a-	TCC

* These components are included in reports 'with allowances' only.
  See **section 5** for a full description of all components.

For more details on the difference between Incumbent-weighted vs. Firm-weighted, please view our online video explainer here:

Vencon Research – Video Tutorial Series (Part 1)

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2. Dashboard Layout

The Summary Dashboard tab allows for a one-stop perusal of all data included in the report, quickly allowing you to access specific data sets from the report with customisable controls.

2.1. Dashboard Controls

By selecting from each of the parameters available in the Dashboard you are able to filter, combine and compare data from within the report as a whole.
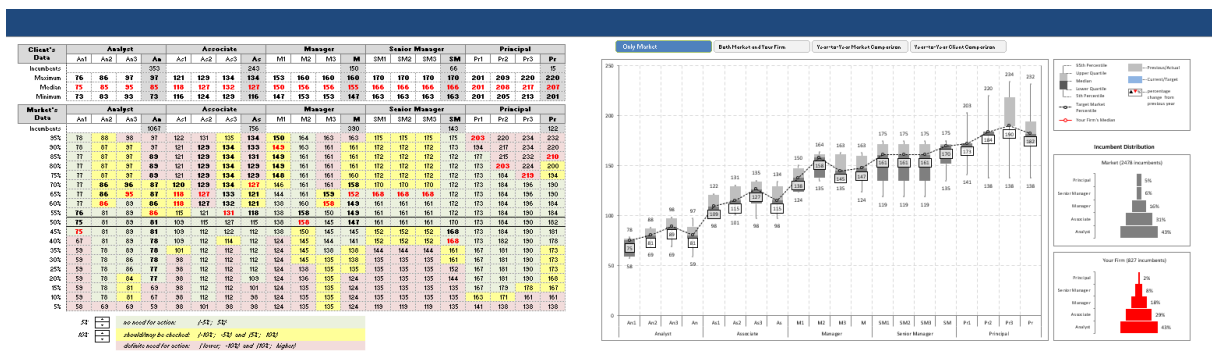
The following selections can be made:

- Type of data, i.e., Incumbent or Firm weighted.
- Year/Status, i.e., actual or target year.
- Remuneration Components
- Career Levels
- Target Percentile

For more details on Percentile Analysis see our explainer video:

Vencon Research – Video Tutorial Series (Scroll to Part 3)

2.2. Dashboard Data Viewer

Once a selection is made using the Dashboard controls, the corresponding data is displayed in the following tabular and graphical forms within the same tab:

- Numeric percentile differentiated table, with Your Firm and Market data.
- Graphical representation showing spread of data.
- Graphical and numeric representation of incumbent distribution.

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3. Worksheet Layout

Job Titles/Positions of Your Firm	(Business) Analyst	(Business) Analyst	(Business) Analyst		Consultant	Consultant	Consultant		Snr Manager	Snr Manager	Snr Manager		Snr Executive Level 4	Snr Executive Level 4	Snr Executive Level 4		
Number of ... of Your Firm				42				39				47				19	147
Maximum of ... Firm	69	69	92	92	112	112	112	112	207	207	207	207	224	224	224	224	224
Mean of ...	69	69	82	81	105	105	105	105	149	149	149	149	192	192	192	192	123
Midpoint ...	69	69	86	81	106	106	106	106	173	173	173	173	200	200	200	200	146
Median of Your Firm	69	69	81	81	101	101	112	101	138	138	150	138	177	187	191	187	112
Minimum of Your Firm	69	69	81	69	101	101	101	101	138	138	138	138	177	177	177	177	69

Your Firm's Positioning and Compa-Ratios	An 1	An 2	An 3	An	As 1	As 2	As 3	As	PM 1	PM 2	PM 3	PM	Pr 1	Pr 2	Pr 3	Pr	Avg.
Please choose "Target Market Percentile" for all Levels								Level-based									
Please choose "Target Market Percentile" on Level-basis	Please choose --->			50%	Please choose --->			50%	Please choose --->			50%	Please choose --->			50%	
Target M... (in 000's)	53	81	86	81	115	115	127	115	138	145	152	144	173	181	190	178	115
Your Firm ... Target Market Percentile (in 000's)	10	-12	-6	0	-14	-14	-15	-14	0	-7	-2	-6	5	7	1	9	-3
Your Firm ... TMP (in %)	17%	-14%	-7%	0%	-12%	-12%	-12%	-12%	0%	-5%	-2%	-4%	3%	4%	1%	5%	-3%
Compa-ratio (Your Firm's Median vs. Target Market Percentile)	117%	86%	93%	100%	88%	88%	88%	88%	100%	95%	98%	96%	103%	104%	101%	105%	97%
Budget Simulation Increase (+) or Decrease (-)				0				538				270				-175	634

Average budget change (+/-) per head: 4

Market Statistics	An 1	An 2	An 3	An	As 1	As 2	As 3	As	PM 1	PM 2	PM 3	PM	Pr 1	Pr 2	Pr 3	Pr	Overall
Number of ... Firms	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Number				1,378				960				702				472	3,512
Maximum	77	87	97	97	121	129	134	134	152	161	172	166	205	220	234	222	222
Mean	63	79	86	76	109	115	121	115	137	144	149	143	174	182	188	181	129
Midpoint	64	78	83	75	104	108	116	113	133	138	143	141	172	179	186	180	137
Median	59	81	86	81	115	115	127	115	138	145	152	144	173	181	190	178	115
Minimum (at 5th%)	52	69	69	53	87	87	98	93	115	115	115	115	138	138	138	138	53

Market Percentile Analyses	An 1	An 2	An 3	An	As 1	As 2	As 3	As	PM 1	PM 2	PM 3	PM	Pr 1	Pr 2	Pr 3	Pr	Overall
5%	52	69	69	53	87	87	98		115	115	115	115	138	138	138	138	53
10%	52	69	69	58	87	87	98		115	115	115	115	138	138	138	138	58
15%	53	71	81	59	98	112	112			135	135	124	161	161	161	161	59
20%	53	71	81	67	98	112	112			135	135	124	161	161	161	161	67
25% = 'L...'	53	71	81	69	98	112	112			135	135	135	161	161	161	161	73
30%	58	78	84	69	109	112	114		138	144	144	138	167	178	178	167	75
35%	58	78	84	73	109	112	114	112	138	144	144	138	167	178	178	167	87
40%	58	78	84	75	109	112	114		138	144	144	138	167	178	178	173	98
45%	59	81	86	78	115	115	127	115	138	145	152	144	173	181	190	173	112
50% = 'Median'	59	81	86	81	115	115	127	115	138	145	152	144	173	181	190	178	115
55%	53	81	86	81	115	115	127	115	138	145	152	144	173	181	190	181	115
60%	67	81	89	81	115	121	129	116	144	150	161	145	173	184	196	184	127
65%	67	81	89	84	115	121	131	118	144	150	161	149	173	184	196	190	129
70%	67	81	89	85	115	121	132	121	144	150	161	154	173	184	196	196	138
75% = 'Upper Quartile'	73	83	93	86	116	124	132	127	146	153	163	157	197	205	213	197	161
80%	75	85	95	86	118	127	132	127	147	156	166	161	201	209	217	201	178
85%	75	86	95	87	118	127	132	129	149	158	168	164	201	213	222	209	190
90%	76	86	97	89	121	129	134	132	150	160	170	165	205	215	229	220	196
95%	77	87	97	97	121	129	134	134	152	161	172	166	205	220	234	222	222

"green" = no need for action	5.0%	from	-5.0%	to	5.0%		
"yellow" = should/might be checked	10.0%	from	-10.0%	to	-5.0%	and from 5.0% to 10.0%	
"red" = definite need for action		from	-10.0%	and lower	and from	10.0%	and higher

On each tab customisable interrelated data-sets are presented:

1 – Your firm's data. Presents **statistical analyses** for your firm at each career level and sub-level; including Maximum, Minimum, Mean, Median and Midpoint.

2 – The parameters of comparison and compa-ratio are shown here and can be customised. By default, Your Firm is compared against: the 50th market percentile (market median), but can be adjusted to compare against any percentile. The compa-ratio allows you to compare your Firm at a given percentile vs a target market percentile of your choice.

3 – The Market data. Presents **statistical analyses** for the market at each career level and sub-level; including Maximum, Minimum, Mean, Median and Midpoint.

4 – Percentile Analyses: The table provides a detailed **percentile analysis** of the data points from table 3. Thus at a glance the user may determine the values of the Lower Quartile (25%), Median (50%) and Upper Quartile (75%), or indeed any percentile value in 5% steps across the full sample of firms.

5 – This **'interactive chart'** presents the Maximum, Mean, Median and Minimum (as found in the statistical analyses) as range bars for each sub-career level. The red line shows the positioning within these ranges of Your Firm. The green dotted line shows the market percentile chosen in Table 2 for comparison.

For an overview of the statistics included in our reports, watch our quick video introduction:

Vencon Research – Video Tutorial Series (Scroll to Part 2)

PDF CONTENT OVERVIEW

Discover valuable insights beyond the Excel sheets with our accompanying PDF. This resource provides a holistic view of the salary survey results and essential employment practices among participating firms, including starting salaries, internships, career length and progression, and overtime policies.
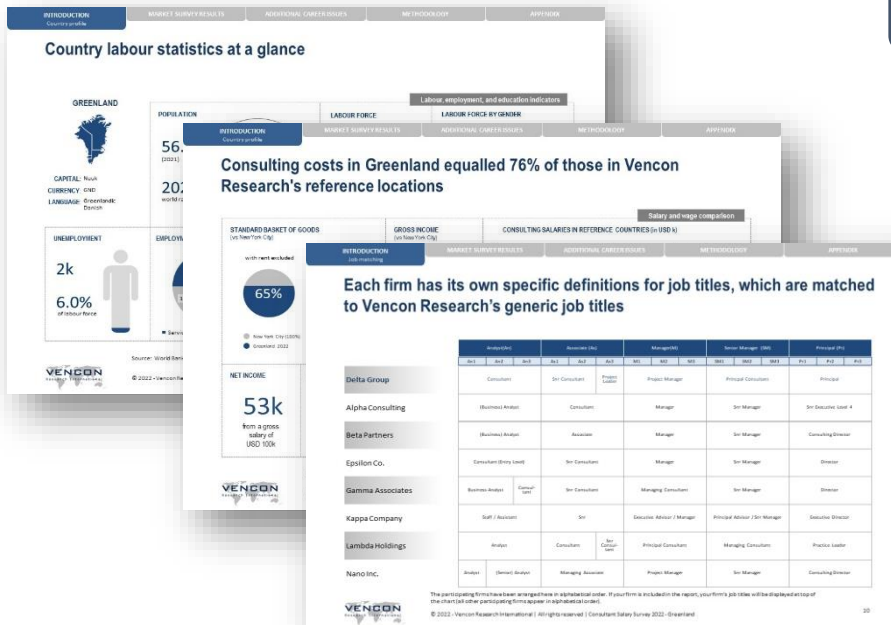
INTRODUCTION

- Country profile
- Participants
- Job matching
- Incumbent distribution

MARKET SURVEY RESULTS

- *Executive summary*
- Basic salary
- Target Bonus
- Target TCC
- Actual Basic salary
- Actual Bonus
- Actual TCC
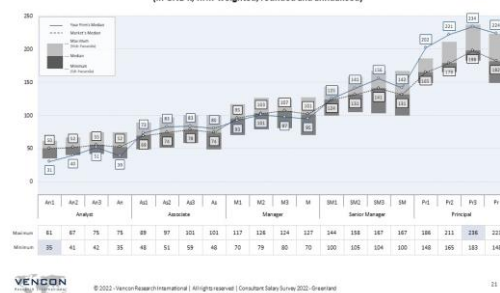
ADDITIONAL CAREER ISSUES

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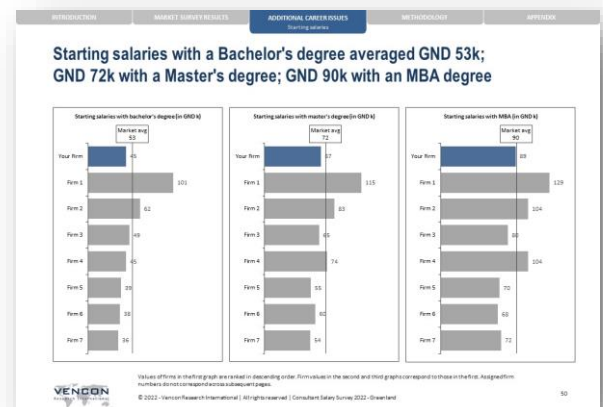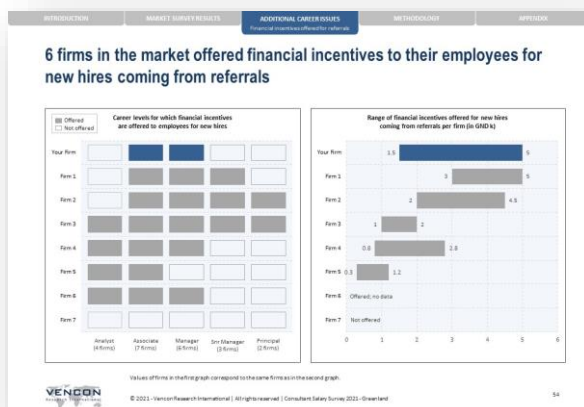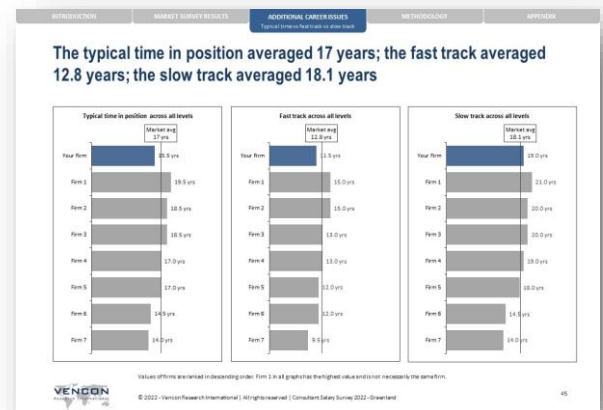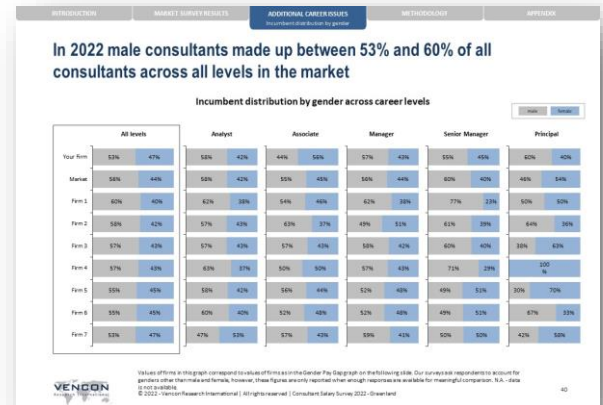
OUR REPORTS PROVIDE REMUNERATION DATA SPECIFIC TO 40 LINES OF BUSINESS

allowing you to work with only the most applicable and pertinent data:

SCF: Strategy Consulting Firms
CON: Management Consulting and Advisory
    OPO: Operations-Based Management Consulting
    OPS: Strategy-Oriented Management Consulting
ITC: IT Consulting
    ITA: IT Infrastructure/Architecture Consulting
    ITH: IT 'Hot Skills'
    ITI: IT Implementation/Realisation Consulting
    ITR: IT Risk & Cybersecurity Consulting
    ITS: IT Strategy Consulting
    ITE: IT Enterprise Software Implementation
BDA: Big Data and Analytics
    DSC: Data Science
    BIG: Big Data
    DAN: Data Analytics
DIG: Digital Strategy and Transformation Consulting
AIC: AI Consulting
CFT: Corporate Finance and Transactional Services
    CDD: Commercial Due Diligence
    CFA: Corporate Finance and Advisory
    RMS: Restructuring & Turnaround Management Services
    TAS: Transaction Advisory Service

FFR: Forensics, Fraud and Risk Advisory Services
FOR: Forensics & Fraud Research Investigation
RAS: Risk Advisory Services
ECO: Economics Consulting
GOV: Government and Public Services Consulting
EES: Energy, Environment, Sustainability Consulting
HRC: Human Resources Consulting
LCG: Legal Consulting Services
RES: Research Services
ACT: Actuarial Consulting Services
AAS: Audit and Assurance Services
    ASC: Assurance Service and Controls
    AUD: Audit Services
TAC: Tax Consulting
    TAX: Tax Advisory Services
    TTP: Transfer Tax/Pricing
BPO: Business Process Outsourcing Services
    CSS: Corporate Secretarial Services
    HRA: Human Resources Administration and Payroll Services
    OAS: Outsourced Accounting Services
    OIT: Outsourced IT Services
    PRO: Procurement Services

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