

SALARY BENCHMARKING



Are you striving to attract mission-led candidates who truly make an impact for your organisation?

At Prospectus, we specialise in enhancing that connection, between people and purpose. We have the expertise to ensure that organisations can benchmark and pitch salaries precisely where they need to be, leveraging our extensive data and deep knowledge of the Charity Sector.

Our Salary Benchmarking Service offers a unique opportunity to align your salary offerings efficiently, making your recruitment campaigns more effective and your impact even greater.

Salary



We use industry-specific salary data to understand the typical compensation ranges for similar roles. We also share our current data to consider the cost of living and regional salary variations as these can significantly impact what is considered competitive.

Framing



We support you in framing the roles to remove unnecessary barriers, opening opportunities to a diverse group of candidates. Framing the role will also help you identify if it's in line with the current market and comparisons with similar organisations.

Recommendations



We make recommendations and flag anomalies in the job descriptions, by cross comparing with similar organisations in the sector. This ensures the responsibilities and key competences of the role attract the right calibre of candidates.

Advertising



Our advertising expertise provides insights into the most effect way to get your message to market, within specific geographies and to attract a diverse group of candidates.

Analysis Report



We share our up to the minute experience of job market conditions and trends. We provide you with a simple report containing all the information needed to make a decision about a new role.



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BENEFITS FOR CHARITIES

Salary benchmarking for charities serves as a valuable tool to optimise resource allocation. By comparing your packages, performance, and outcomes against industry standards, charities can identify areas for improvement, enhance effectiveness, and maximise impact. Here are 5 ways salary benchmarking can assist you in achieving this goal.

1

Retaining Employees

When you compare and benchmark your salaries against those of similar organisations, it helps ensure that you're compensating your staff fairly. This, in turn, aids in the retention of talented team members.

2

Salaries are in range with responsibilities and experience

Salary benchmarking enables you to compare the responsibilities and requirements of each role against industry standards, ensuring that the salary range offered aligns with the level of responsibility and expertise required for the role.

3

Benchmarking Benefits Packages

In addition to salaries, benchmarking can also extend to employee benefits packages. Comparing benefits such as pension contributions, annual leave and professional development opportunities against industry standards ensures that you remain competitive in attracting and retaining talent beyond salary considerations.

4

Enhanced Donor Confidence

Transparent and responsible financial management, including fair compensation practices, can enhance donor confidence in your charity. Donors will see that your charity is committed to the fair treatment of your employees and you're efficient with your use of resources.

5

Cost Effectiveness

Benchmarking is a cost-effective way for charities to gain insight into the current market, as organisations can align salaries with market rates and standards of similar organisations. This ensures an efficient allocation of funds and you gain valuable market analysis.

[Get in touch today to find out more!](#)