

CLIENT CASE STUDY

THE BRIEF

A large South East-based charity had recently implemented a new pay framework for employees and wanted to validate their executive team structure, executive pay and overall benefits package. With an executive vacancy creating a natural opportunity to review the leadership model (including the potential combination of two roles), they needed current, charity sector insight to help them make confident decisions.

Time, budget and internal stakeholder alignment were key considerations throughout this project.

THE APPROACH

Provide a three-part benchmarking review to support clear, evidence-based decisions.

- Gather and analyse market data on executive pay across similar charities and relevant professional sectors, locally and across the UK
- Create an executive pay benchmarking report for each role, including market comparisons and practical recommendations
- Draft a job description and benchmark the newly created role, aligned to the charity's leadership needs
- Collect and review total reward data (pension, annual leave, healthcare, life assurance and other benefits) from comparable organisations
- Produce a total reward benchmarking report, highlighting market comparisons and recommendations
- Benchmark "top team" structures across similar organisations, locally and across the UK
- Provide a comparative leadership structure report with clear market insight and observations on functional alignment
- Key stakeholders: CEO, OD & People Director and Board Trustee

THE RESULT

- Clear, comparable market insight on executive pay, total reward and leadership team structures, tailored to the charity's size, geography and context
- A clear evidence base to support decisions around the exec vacancy, including whether to combine two roles and how to position the newly created role in the market
- Increased internal confidence by giving stakeholders a shared set of current, charity sector benchmarks to work from

This project gave the leadership team clear, market-backed insight they needed at a key decision point. The outcome: more confident decisions on executive structure and reward, grounded in real comparators and practical recommendations.

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