

Compensation Benchmark Snapshot

From: Compensation Analyst (Total Rewards) **To:** Talent Acquisition Lead **Subject:** Current benchmark cycle for Data & AI roles

Hi TA team,

Please see the current benchmark cycle for the Data & AI roles you are sourcing. Note that our current compensation benchmark gap across the organisation is 14% below market, and our target is to close that to 5% by the end of the current planning cycle.

Market Data: Senior Data & AI Consultant (Level: Senior Professional)

- **Base Salary Range (Market 50th Percentile):** \$130,000 - \$150,000
- **Base Salary Range (Market 75th Percentile):** \$150,000 - \$180,000
- **Sign-on Bonus:** Typically 5-10% for highly certified candidates (Azure AI).

Imperfection Note: The benchmark data for the annual performance bonus structure was excluded from this report due to a missing file export. Please proceed with base salary ranges only for now.

Let me know if you need the data for other levels.

Best, Compensation Analyst