

Candidate Expectations Notes

Role: Senior Data & AI Consultant — Data & AI Advisory **Organisation:** Northbridge Advisory Partners **Compiled by:** Talent Acquisition Lead, Talent Acquisition **Last updated:** Current offer cycle

Source of Notes

These notes were compiled from three recruiter conversations with the candidate during the hiring process:

1. Initial phone screen
 2. Post-Stage-2 check-in call
 3. Post-reference-check update call
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Compensation Expectations

- **Initial phone screen:** The candidate stated a salary expectation of "mid-to-high seventies" and mentioned their current package is £71,000 base plus 8% bonus. They said they would not move for less than a "meaningful step up."
- **Post-Stage-2 check-in:** When asked to confirm their expectations, the candidate said "I'd want to be at around £78,000 to make the move worthwhile, but I'm open to discussing the full package." They specifically asked whether Northbridge offers an annual bonus — the Talent Acquisition Lead noted this was not clarified at the time.
- **Post-reference-check call:** The candidate mentioned they had received "interest from another firm" but did not name the company or provide a specific competing figure. They said they were still interested in Northbridge but wanted to "make sure the numbers work."

Recruiter assessment: The candidate's stated floor appears to be around £75,000 base. The mention of competing interest may or may not reflect a genuine counteroffer — no documentation was provided.

Start Date

- **Initial phone screen:** The candidate said they have a 3-month notice period with their current employer but believed they could negotiate it down to 2 months "if things move quickly."
- **Post-reference-check call:** The candidate said they had not yet discussed early release with their current employer and that 3 months was "more realistic." They asked whether Northbridge could wait until early July for a start date.

Recruiter assessment: Assume a 3-month notice period from offer acceptance. A start date in the proposed post-notice window (early-to-mid summer) is the most likely scenario.

Benefits and Perks

- The candidate asked about pension contributions and learning/development budget in the initial screen.
- In the post-Stage-2 call, the candidate specifically mentioned that private medical cover for their family was important — they are currently on a family plan with their employer and "wouldn't want to lose that."
- The candidate did not ask about flexible working arrangements in any of the three calls.

Note: The candidate's request for immediate family medical cover conflicts with the standard 12-month waiting period for family cover at Northbridge. The Talent Acquisition Lead flagged this to the Compensation Analyst after the post-reference-check call but has not received a response on whether an exception is possible.

Role Scope and Growth

- The candidate asked about the team structure and reporting line in the initial screen. They were told they would report to the Practice Head, Data & AI Advisory.
- In the post-Stage-2 call, the candidate asked whether the role involved client-facing work from day one or whether there was a ramp-up period. The Talent Acquisition Lead said "most Senior Consultants are on client engagements within the first month" but noted this was not confirmed with the Practice Head.
- The candidate mentioned interest in "eventually leading a small team" but did not frame this as a condition for accepting the offer.

Candidate Priorities (Recruiter Summary)

Based on the three conversations, the Talent Acquisition Lead ranks the candidate's priorities as:

1. Base salary at or above £75,000
2. Family medical cover (or a clear path to it)
3. Client-facing work and progression opportunity
4. Start date flexibility (3-month notice)

The candidate has not raised concerns about office location, travel requirements, or the hybrid working model.