

Compensation Guidelines — Senior Consultant Band

Organisation: Northbridge Advisory Partners **Effective Date:** Current compensation plan cycle **Band:** Senior Consultant (Grade SC-3) **Prepared by:** Compensation Analyst, Total Rewards **Distribution:** Internal — Hiring Managers, Talent Acquisition, HR Director

Approved Salary Range

| Component | Minimum | Midpoint | Maximum |
|-------------------|---------|----------|---------|
| Base Salary (GBP) | £68,000 | £75,000 | £82,000 |

Notes:

- The range above reflects the current market adjustment approved by the HR Director (ref: COMP-2026-003).
- The previous band (Grade SC-2, effective until the prior plan year-end) was £60,000–£72,000. Any offers referencing the SC-2 band after the current plan took effect are invalid.
- Midpoint placement is the default for candidates meeting all must-have criteria with no exceptional differentiators.

Hiring Manager Flexibility

- Below midpoint (£68,000–£74,999):** Hiring manager can approve without additional sign-off.
- At or above midpoint (£75,000–£82,000):** Requires written approval from the HR Director before the offer is sent.
- Above maximum:** Not permitted under current policy. Exceptions require CEO sign-off and a documented business case per NAP-COMP-2025-017 Section 7.

Benefits Summary

| Benefit | Standard Entitlement |
|---------------------------|--|
| Annual Leave | 25 days + bank holidays |
| Pension | Employer contributes 6%, employee minimum 3% |
| Private Medical Insurance | Individual cover from day one; family cover after 12 months |
| Life Assurance | 4x base salary |
| Annual Learning Budget | £2,000 per calendar year |
| Flexible Working | Hybrid model — minimum 3 days in office or on client site per week |

Known issues with the benefits table above:

- The pension contribution listed (6% employer) reflects the rate for employees hired under the prior pension scheme cohort. The rate for new hires under the revised scheme is 5% employer (ref: BEN-2025-019). Total Rewards has not yet updated this template.
- Family medical cover eligibility is under review — the 12-month waiting period may be reduced to 6 months for Grade SC-3 and above, pending board approval in the upcoming review cycle. Do not communicate this to candidates as confirmed.

Signing Bonus Policy

- Signing bonuses are available for candidates at Senior Consultant grade and above where there is a documented counteroffer risk.
- Maximum signing bonus: £5,000 for SC-3 grade.
- Requires HR Director approval. The hiring manager should present the business case before extending the offer.
- Signing bonuses are repayable on a pro-rata basis if the employee leaves within 12 months.

Negotiation Parameters

The following table outlines what can and cannot be adjusted during candidate negotiation:

| Item | Adjustable? | Limit | Approval Required |
|--------------------------|-------------|--------------------------------|--------------------------------|
| Base salary within range | Yes | Up to band maximum | HR Director if \geq midpoint |
| Start date | Yes | Up to 3 months from offer date | Hiring manager |
| Annual leave | No | Fixed at 25 days | — |
| Pension contribution | No | Fixed per scheme rules | — |
| Signing bonus | Yes | Up to £5,000 | HR Director |
| Learning budget | No | Fixed at £2,000 | — |
| Flexible working pattern | Limited | Minimum 3 days office/client | HR Director for exceptions |

Benchmarking Context

The current compensation benchmark gap across all Senior Consultant roles at Northbridge is 14% below market median (source: most recent Willis Towers Watson Professional Services Survey on file). The target gap is 5% or below by the next planning year-end in the people plan. The revised SC-3 band reflects the first phase of the market alignment initiative.

Note: The benchmarking data referenced above is from the prior survey cycle. The Compensation Analyst has flagged that the current-cycle survey data was delayed and has not yet been incorporated. The current band may already be slightly behind the latest market movement for AI/data specialist roles specifically.

Internal Equity Considerations

- Three current Senior Consultants in the Data & AI Advisory practice are within the SC-3 band. Their base salaries as of the current plan effective date are £69,500, £73,000, and £71,200.
- A new hire offer above £75,000 would place the candidate above all existing team members. The Compensation Analyst recommends discussing compression risk with the Practice Head before finalising any offer at or above midpoint.