

Targeted Compensation & Benefits Surveys for Different Sectors in the International Development Community



Same reliable market data that can now be customized further to provide comparative salary information across different sectors relevant to your organization

New! NGO Local Pay Subsector Reports

NGO LOCAL PAY SUBSECTOR APPROACH

- The local labor market is a varied pool populated by employers that cut across sectors, with many different missions and priorities. This report highlights differences in pay across subsectors in the NGO labor market in order to illustrate how different perspectives of the labor market yield different results.

FINDING YOUR IDEAL GROUP

- There is a need for organizations to focus their survey comparators to an ideal group that consists of sectors most relevant to their programs.
- Relevance must be examined from multiple perspectives. The ideal organizations to compare against should have established compensation policies which include job evaluation and grading structures; and you should have experience either recruiting candidates from them, or losing staff to them.
- Ultimately, your organization must also consider a selection's political "fitness" – is this group of comparators defensible to stakeholders?

CHOOSING YOUR SUBSECTOR

- Similar Mission** - Are these comparators ones that work to address similar issues as your organization?
- Similar Program Areas** - Are these comparators ones which your organization competes with in the same fields of expertise, project types or locations?
- Partner Organizations** - Are these comparators ones which your organization works with directly?

VARIOUS SECTOR REPRESENTATION

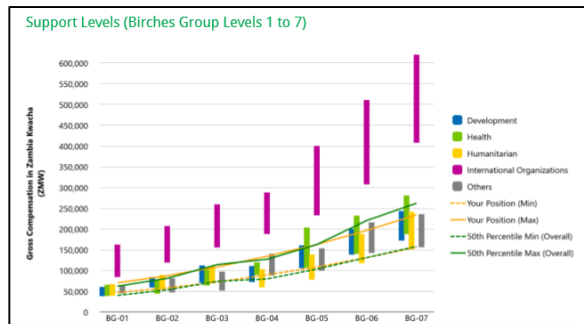
- We work with over 350 different NGOs and development organizations
- Depending on the types of organizations present in the local labor market, the subsector reports can reflect up to 6 different sectors in each report, from Conservation, Development, Education, Health, Humanitarian and Human Rights sectors
- Data from International Organizations and Bilateral Organizations are also included

SUBSCRIPTION OPTIONS

- Survey cost - \$200 per country for 12 months access

GRADE DATA BY SUBSECTOR

- Comparison of your total compensation ranges against the total compensation of the different subsectors present in the local labor market for Support and Professional levels at the 50th Percentile.



YOUR GRADES VS THE MARKET

- Comparison of your total compensation ranges against the 50th Percentile of the Development subsector data.

BG Grade	Your Min	50th Percentile Min (Development)	Min Diff	Your Max	50th Percentile Max (Development)	Max Diff	Avg Diff
BG-12		454,969			682,453		
BG-11	335,115	382,185	-14.05%	487,773	519,974	6.60%	10.32%
BG-10	272,450	294,268	-8.01%	396,566	441,402	11.31%	9.66%
BG-09	212,849	221,428	-4.03%	309,821	323,751	4.50%	4.26%
BG-08	156,164	162,479	-3.49%	227,306	394,085	73.37%	45.11%
BG-07	156,089	158,055	-1.26%	234,125	248,172	6.00%	3.63%
BG-06	131,165	131,989	-0.63%	196,745	207,662	5.55%	3.09%
BG-05	108,401	104,622	3.49%	162,605	151,993	-6.53%	-5.01%
BG-04	89,587	72,380	-19.21%	134,383	113,503	-15.54%	-17.37%
BG-03	72,250	72,250	0.00%	108,376	113,503	4.73%	2.37%
BG-02	58,264	57,308	-1.64%	87,400	78,052	-10.70%	-6.17%
BG-01	46,986	40,100	-14.65%	70,482	59,186	-16.03%	-15.34%

FOR MORE INFORMATION

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Targeted Compensation & Benefits Surveys for the International Development Community



Same reliable market data that can be customized further to provide comparative salary information using only select comparators relevant to your organization

NGO Local Pay Custom Cut Reports

NGO LOCAL PAY CUSTOM CUT APPROACH

- The local labor market is a varied pool populated by employers that cut across sectors, with many different missions and priorities. This report “eliminates the noise” by reflecting only comparative salary and benefits information from comparators that are relevant to your organization.

FINDING YOUR PROXY MARKET

- There is a need for organizations to focus their survey comparators to an ideal group that consists of target employers most relevant to their programs.
- Relevance must be examined from multiple perspectives. The ideal organizations to compare against should have established compensation policies which include job evaluation and grading structures.
- And ultimately, your organization must also consider a selection’s political “fitness” – is this group of comparators defensible to stakeholders?

CHOOSING YOUR RELEVANT COMPARATORS

- **With Whom Do I Compete for Talent** - Are these comparators ones which your organization has experience recruiting candidates from or losing staff to?
- **Similar Program or Mission** - Are these comparators ones which your organization competes with in the same fields of expertise, locations, and project types that address similar issues?
- **Consistent Global Peers** - Are these comparators ones which your organization consistently identifies as a peer in multiple locations globally?
- **Donors or Private Sector** – Does your organization also compete directly with donor agencies or particular companies in the private sector?
- **Similar in Size or Scope** - Are these comparators ones which have operations of similar size and scope as your organization?

SUBSCRIPTION OPTIONS

- Survey cost - \$400 per country for 12 months access

A PROVEN APPROACH DESIGNED FOR DEVELOPING COUNTRIES

Our unique approach addresses the challenges of working with smaller sample sizes and volatile data, and captures all elements of compensation including base salary, fixed allowances, incentives and benefits in-kind.

WE UNDERSTAND DEVELOPMENT ORGANIZATIONS

Our founders worked for the world’s largest mission-driven development organization for over 20 years before founding Birches Group.

We understand the dynamics of your organization, the accountabilities you have to your donors, and the challenges you face to attract and retain the best talent.

FOR MORE INFORMATION

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