

Organisation: Northbridge Advisory Partners **Effective Date:** 1 January 2026 **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 Q1 2026 market adjustment approved by the HR Director on 14 January 2026 (ref: COMP-2026-003).
- The previous band (Grade SC-2, effective until 31 December 2025) was £60,000–£72,000. Any offers referencing the SC-2 band after 1 January 2026 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 before 1 July 2025. The rate for new hires after that date is 5% employer per the revised pension scheme (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 expected Q2 2026. 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: Q4 2025 Willis Towers Watson Professional Services Survey). The target gap is 5% or below by end of Q4 2026. The revised SC-3 band reflects the first phase of the market alignment initiative.

Note: The benchmarking data referenced above is from Q4 2025. The Compensation Analyst has flagged that the Q1 2026 survey data (expected March 2026) 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 January 2026 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.

AGASI AiOS — Sample material. For illustrative purposes. All data is fictional.