



EMERALDTECHNOLOGY

CAREER PATH





CONSULTANCY

RESEARCHER

Target: £120k (£30k per quarter)
Salary: £18k-£20k

ASSOCIATE CONSULTANT

Target: £140k (£35k per quarter)
Salary: £20k-£25k

SEARCH CONSULTANT

Target: £160k (£40k per quarter)
Salary: £25k-£30k

SR. SEARCH CONSULTANT

Target: £180k (£45k per quarter)
Salary: £30k-£35k

MANAGING CONSULTANT

Personal Target: £150k
Team Target: Up to £450k
Salary: £30k-£35k

PRINCIPAL CONSULTANT

Target: £200k (£50k per quarter)
Salary: £35k-£40k

DIVISIONAL MANAGER

Personal Target: £120k
Team Target: Up to £750k
Salary: £35k-£40k

PARTNER

Target: TBC (based on package)
Salary: £40k+

DIVISIONAL DIRECTOR

No Personal Target
Team Target: £750k+
Salary: £40k+

DIRECTOR

By Invitation Only
Negotiated Profit Share in min. £1m
business unit

London Weighting:
+20% Salary



**BUSINESS DEVELOPMENT
EXECUTIVE**

Contribution Target: £160k
(£40k per quarter)
Salary: £18k-£25k

**BUSINESS DEVELOPMENT
MANAGER**

Contribution Target: £280k
(£70k per quarter)
Salary: £25k-£35k

**SENIOR ACCOUNT
MANAGER**

Contribution Target: £350k
(£87.5k per quarter)
Salary: £35k-£40k

**GLOBAL ACCOUNT
MANAGER**

Contribution Target: £400k
(£100k per quarter)
Salary: £40k-£45k

PARTNER

Contribution Target: £500k
(£125k per quarter)
Salary: £45k+

**BUSINESS DEVELOPMENT
DIRECTOR**

Team Target: £1m+
Salary: £45k+ and team bonus

London Weighting:
+20% Salary

PROMOTION GUIDELINES

Expected promotion criteria: must be over 100% of personal OR team target in the last 6 months to be eligible for promotion

PROMOTION PLANS

Promotion Plans are presented at all levels. These Plans must include SMART objectives on the subjects below:

- **Revenue** which must exceed the target of the level you are seeking promotion to over the 3 month promotion plan period
- **No. of placements** (minimum 3)
- **Competences**
- **Values**

All promotion plans must be signed off by your direct reporting Manager, the L&D Manager and a Director.

EMERALD SUPPORT SCHEME

DNA Assessments:

- Your **D**evelopment
- Your **N**eeds
- Your **A**chievement

Should an individual fall below 75% against target over a 3-month period (Management – team target), a DNA meeting is called with the L&D Manager in attendance.

- **What is a DNA Meeting?**
A meeting to discuss the DNA over the last 3 months and what support that person needs. This may result in the individual entering DNA Plan, which will be reviewed in a formal monthly meeting.
- **What is a DNA Plan?**
A weekly plan to help support the individual, broken down into bite-size chunks. Anyone on a DNA plan will have extra support from their Manager and the L&D Manager, with a Monday morning meeting and a Friday review meeting. The Plan will likely focus on KPIs that lead to a placement and even those activities that lead to KPI achievement. In turn, the individual will write a weekly review for submission to their Manager, Director and L&D Manager.
- **When the individual hits their combined target over any consecutive 2 month period and feels that they are performing to the required standard, it will be deemed that they no longer need the Emerald Support Scheme.**