

comp

Your talent market research partner

tracking talent data across 150+ countries



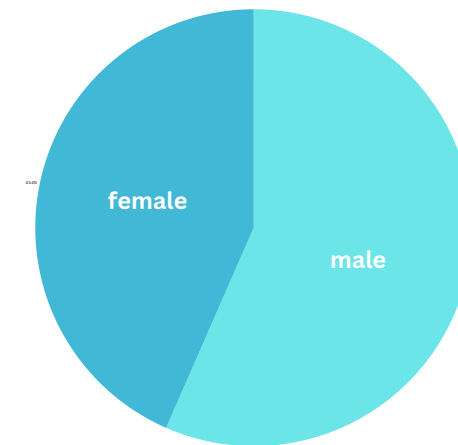
your one stop shop for **global** talent insights

From salary data in San Francisco, to competitor analysis in Singapore, we're your one stop stop for global talent insights.



compensation data

It's one of the biggest headaches for companies, but one of the most essential parts of human capital management. We're able to analyse salary data, incentive structures & benefits, on a global scale to provide you with the information you need to make better hiring decisions and ensure compensation fairness. And it's bespoke; tailored to the unique needs of our clients across 200+ countries.



diversity & languages

Analysing talent data sets at scale to estimate the diversity breakdown of any given talent pool, including gender splits, languages spoken, & age brackets, to enabling you to better identify the markets that are right for your business.

global talent research

We deliver custom talent research projects for businesses on a global scale. Whether it's tracking compensation data for Developers in Delhi, Sales Executives in Stockholm, providing diversity analytics Germany, or even delivering comprehensive info about employment laws and tax, we act as a one-stop-shop research partner for some of the world's fastest growing companies.



workforce benchmarking

Checking out global hiring patterns to understand recruitment strategies and talent acquisition trends of your rival companies. Gain insights into workforce planning and the skills & roles your industry competitors are focusing on enabling you to create competitive employee offerings, and make better people decisions at home & abroad.



make better informed people decisions

From exploring talent in new markets, to better understanding your current workforce, to helping companies refine their business development strategies, our bespoke research solutions enable fast moving companies to make better people decisions.

for talent & recruiting

- 💰 Compensation & benefit planning
- 🔍 Talent pool research & analysis
- 👁️ External diversity tracking
- 🔄 Recruitment strategy & planning

for human resources

- 💰 Compensation & benefit planning
- 📊 Workforce benchmarking
- 🔍 Internal diversity tracking
- 💡 Hiring & retention strategies

for business development

- 👁️ Competitor analysis
- 🔍 Talent pool research & insight
- 🌐 Tracking multi-lingual talent pools
- 🔄 Sales hiring strategy planning

“We would not have been able to plan and launch our market-entry into the US without the help of **compp**”




indeed flex

Sarah Lamontagne | Head of Talent

compensation data & workforce benchmarking

Know how you compare; comprehensive access to diversity, compensation, and a range of other market data, to enable you to effectively benchmark against other employers in your market. Deep dive further with custom research projects into competitor working practises, employee incentives & more.





Software Developer
Paris, France

Base compensation range:

<i>Low.</i>	<i>Middle.</i>	<i>High.</i>
€72k	€80k	€97k

Employment costs:


<i>Low.</i>	<i>Middle.</i>	<i>High.</i>
€83k	€92k	€118k







Territory notes:

Talent demand: HIGH
Employment costs: Medium
Reason to hire here: Largest economy in Europe, advanced talent, ease of doing business, Bratwurst & luxury cars






[custom report](#)

How does your workforce stack up?

 **TEAM:** Software Developers, Paris

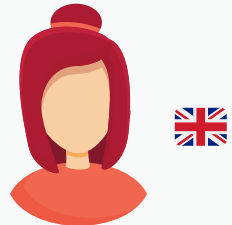
	Internal	External
 Gender Diversity	 62% / 38%	 66% / 34%
 Median Compensation	 €77k	 €81k

Most active employers in your markets...

				
294	223	207	144	139

global research & competitor insights

Know what your competitors are doing at home and abroad. From who they are hiring and where they are hiring from, to tracking their compensation structure, to benchmarking diversity, our global talent insights help you stay most relevant in your operating markets.



Sales Executive
United Kingdom

Base compensation range based on your specifics:

Low.	Middle.	High.
£60k	£72k	£88k

With employment costs:





Low.	Middle.	High.
£69k	£83k	£101k


Territory notes:


Talent demand: HIGH
Employment costs: Medium
Reason to hire here: English speaking, G7 economy, advanced talent, ease of doing business, Ed Sheeran & The Royals


[custom report](#)

Where is this talent working now?

	2,704	where are they hiring from?
	2,321	where are they hiring from?
	1,001	where are they hiring from?
	788	where are they hiring from?

 [click to see competitor diversity](#)

 [click to see competitor compensation & benefits](#)

 [click to see other observations](#)

“in the
recruitment
space, market
knowledge
is everything”
medium.com

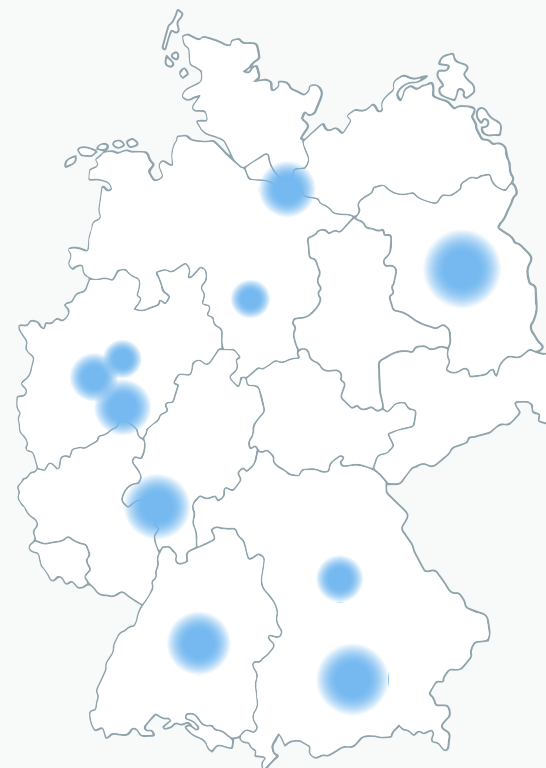


diversity & language insights

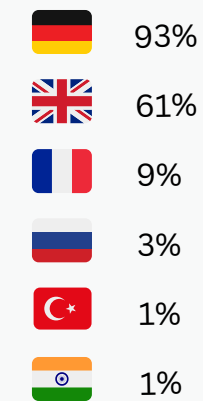
Stay one step ahead of the market, improve diversity hiring, and ensure you know how to access the best in multilingual talent. From understanding the diversity breakdown of Developers in Berlin, to finding Mandarin speakers in Budapest, our talent researchers keep you one step ahead of the global hiring market.

**diverse
companies
are 70%
more likely
to capture
new markets**

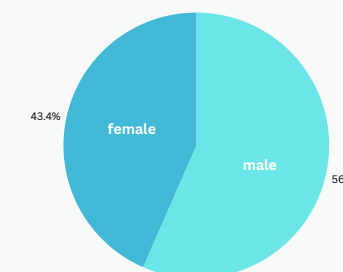
Size of Talent Pool: 12,280



Languages



Gender Split



Software Developer
Germany

Base compensation range:

Low.	Middle.	High.
€72k	€80k	€97k

Employment costs:

Low.	Middle.	High.
€83k	€92k	€118k

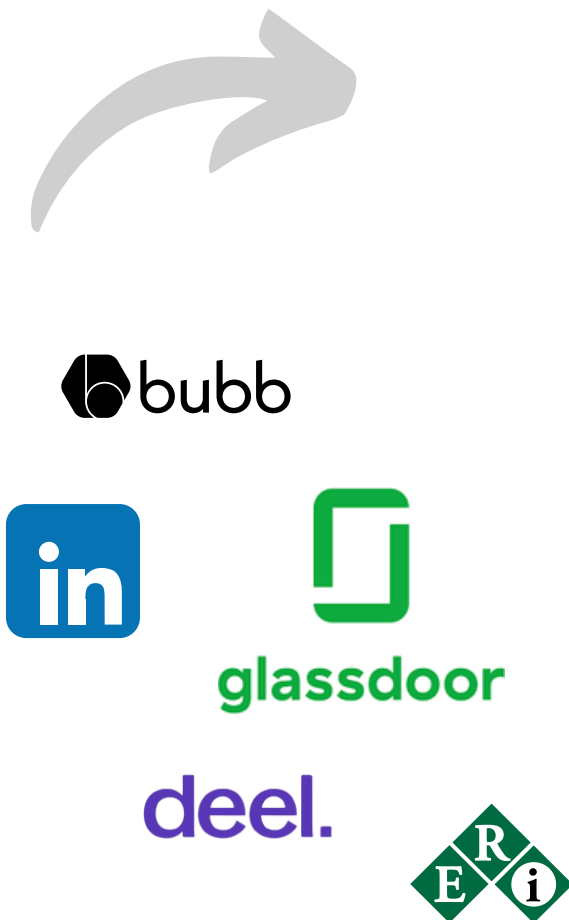
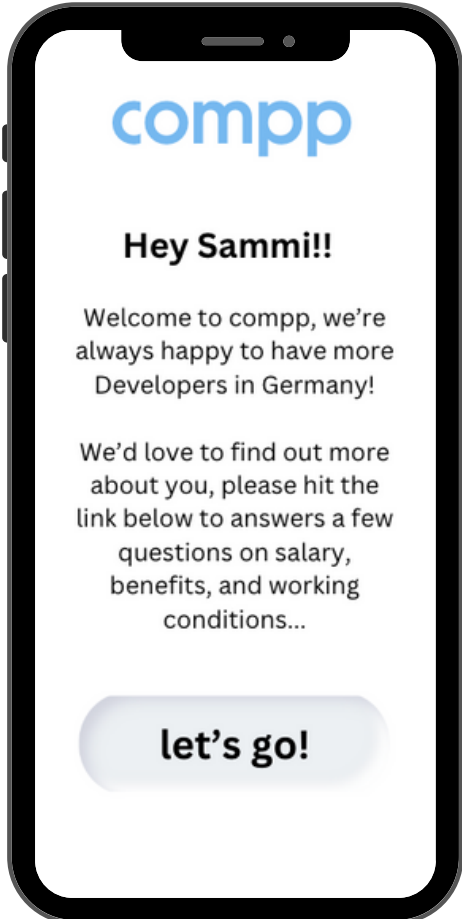
Territory notes:

Talent demand: HIGH
Employment costs: Medium
Reason to hire here: Largest economy in Europe, advanced talent, ease of doing business, Bratwurst & luxury cars

[full report](#)

behind the scenes

Behind your beautifully crafted custom talent report sits a very busy research team, who on a daily basis will analyse a multitude of information points, from recruitment agencies, EOR providers, research institutes & more, and aggregate that information against well known platforms such as Glassdoor & LinkedIn. When more bespoke research is required, our teams can spin up custom talent surveys, and access local data providers, to always ensure we are providing the most comprehensive reporting possible.

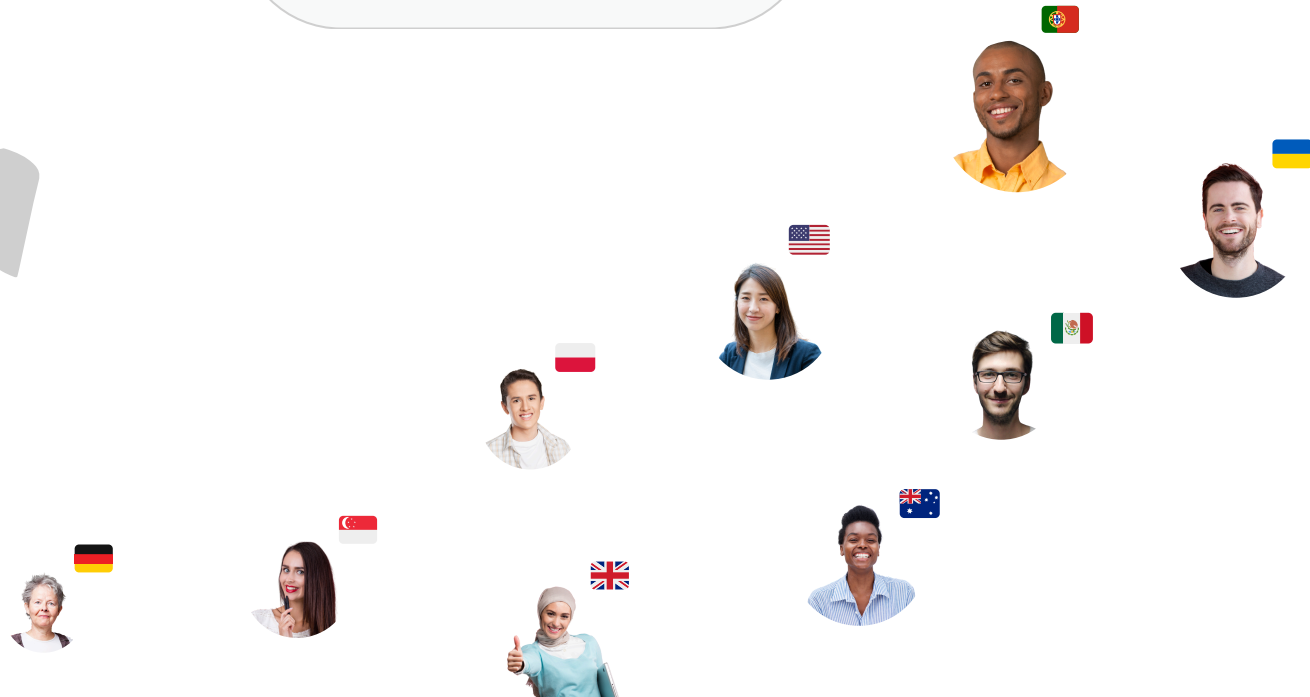


Research Team 🧐

- Augmentation & aggregation
- Manual market compare
- Accuracy assessments
- Custom talent surveys
- Bespoke research

The profile card features a circular icon of a woman with dark hair. Below the icon, the text reads: 'Software Developer', 'Berlin, Germany', and 'Base compensation range:'. Underneath, there is a table with three columns: 'Low.', 'Middle.', and 'High.'. The corresponding values are '€72k', '€80k', and '€97k'.

Low.	Middle.	High.
€72k	€80k	€97k



list of countries

An A-Z list of countries, and whatever we don't already have, we'll do our best to find! Our research teams are plugged into the world's most comprehensive data sets, and they leave no stone unturned in finding you the insights you need.

a

Australia
Austria
Brazil
Bulgaria
Canada
Cyprus
Denmark
Finland
Germany
Hong Kong
Hungary
Iceland
Iceland
India
Ireland
Israel
Italy
Japan
Mexico
Netherlands
North Macedonia
Norway
Philippines
Poland
Portugal
Romania
Singapore
Belgium
Czech Republic
Greece
New Zealand
France
Slovakia
South Korea
Spain
Sweden
Switzerland
Taiwan
Turkey
United Arab Emirates
United Kingdom
United States

b

Albania
Algeria
Argentina
Azerbaijan
Bahamas
Bahrain
Bangladesh
Barbados
Bulgaria
Cambodia
Cameroon
Cayman Islands
Chile
China
Colombia
Croatia
Ecuador
Egypt
El Salvador
Estonia
Georgia
Greenland
Indonesia
Jamaica
Jordan
Kenya
Kuwait
Laos
Latvia
Lebanon
Lithuania
Luxembourg
Malaysia
Malta
Moldova
Montenegro
Morocco
Nigeria
Oman
Pakistan
Paraguay
Peru
Qatar
Saudi Arabia
Senegal
Serbia
Slovakia
Slovenia
South Africa
Sri Lanka
Thailand
Tunisia
Ukraine
Uruguay
Vietnam
Zimbabwe

c

Rest of World

Wherever you need talent data, we'll do our best to get it! Simply chat to one of our talent advisors today for advice on faraway territories, data accuracy & research lead times...



compensation data pricing

Compensation & talent insights on-demand from over 200 countries delivered in as little as 24hrs. Get peace of mind around future hiring headaches by getting the information you need to scale teams at home & abroad.

basic

£389/\$499

- Category A countries
- 3x job titles
- Basic talent pool overview
- Basic competitor snapshot
- Market insights

premium

£1159/\$1499

- A/B countries
- 5x job titles
- Talent pool overview
- Diversity overview
- Hiring insights
- Market insights

bespoke

POA

- A/B/C countries
- Unlimited job titles
- Talent & Diversity overview
- Hiring insights
- Market insights
- Legislative advice
- Talent market breakdown



Prices quoted = GBP/USD

compp



for partner customers

Let's get your hiring and people management decisions off to a flying start with 20% off for Deel customers and prospects on basic and monthly subscription packages.

basic



£389/\$499

- Category A countries
- 3x job titles
- Basic talent pool overview
- Basic competitor snapshot
- Market insights

subscription



£239/\$299 monthly

- Category A countries
- 3x job titles monthly
- 3x territory market watch
- Monthly competitor reports
- Monthly market insights



Prices quoted = GBP/USD

some kind words

A few words from Marketstar, one of the world's largest sales development companies active in 90+ countries. **compp** have helped them plan & execute hiring of multi-lingual customer service & sales people in all corners of the globe.



Tony Byrne | SVP Business Development

“ The custom talent insights & reports from compp have enabled us to better plan and execute scale up projects in many countries around the world. They not only provide comprehensive and accurate salary benchmarking, but they also guide us on languages spoken, size of talent pools, competitor info, and local employment laws, all of which is essential when scaling global operations ”

Powering global hiring decisions for the world's finest companies...



global hiring partners

Enabling global hiring, employee payroll, equipment & compliance with an all in one partnership from Bubb & Deel



The recruitment partner to some of the world's finest companies, bubb provides agile hiring solutions on a global scale. From one-off hires through to major scale ups, for startups through to enterprise, bubb builds technology enabled hiring solutions that truly deliver.



Deel helps tens of thousands of companies expand globally with unmatched speed, flexibility and compliance. An all-in-one Global People Platform that simplifies the way you onboard, offboard, and everything else in between.



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