

# NGO Survey

Network Introduction to Mercer

Mercer Denmark

A business of Marsh McLennan



# NEW! Welcome to NGO Network!



**Red  
Barnet**



**DRU** DANSK  
FLYGTNINGE  
HJÆLP



**Mødrehjælpen**



**BØRNS  
VILKÅR**



# What Do We Capture in our Survey?

## The FULL remuneration package

Base Salary	Total Guaranteed Cash Compensation	Total Cash Compensation	Total Direct Compensation	Total Remuneration
<p><b>Annual Base Salary</b></p> <p><b>Monthly base salary:</b> The monthly base salary excluding all allowances that your incumbent receives from your organization</p> <p><b>Number of month paid:</b> The number of times the incumbent receives a basic monthly salary in a full year, including fixed/guaranteed bonus</p>	<p><b>Annual Fixed Allowance</b></p> <p><b>Transportation allowance:</b> The monthly fixed allowance for transportation</p> <p><b>Position/Job based allowance:</b> The monthly fixed allowance for holding a position</p> <p><b>Meal allowance:</b> The monthly fixed allowance for meals</p> <p><b>Skill allowance:</b> The monthly fixed allowance for a specific skill/license</p> <p><b>Other monthly allowance:</b> Other monthly fixed allowance not listed above</p>	<p><b>Annual Variable Cash</b></p> <p><b>Variable bonus:</b> All payments which were associated with individual, team and/or corporate performance</p> <p><b>Sales incentive bonus:</b> All payments which were associated with sales achievement</p> <p><b>Other bonus:</b> All payments which were associated with other bonus scheme</p>	<p><b>Long-term Incentives</b></p> <ul style="list-style-type: none"> <li>• Shares/Stock</li> <li>• Restricted Shares</li> <li>• Shares/Stock Options</li> <li>• Share Appreciation Rights</li> <li>• Long Term Cash</li> </ul>	<p><b>Key Benefits</b></p> <ul style="list-style-type: none"> <li>• Pension Plan valuation</li> <li>• Company Car valuation</li> <li>• Health Insurance</li> <li>• Private Medical</li> <li>• Accidental Insurance</li> <li>• Life Insurance</li> <li>• Personal Loan</li> <li>• Additional Holidays</li> </ul>

# NEW! Danish NGO Survey

How do we work together?

- **Action Points:**

  - **NGO NETWORK**

  - **May:** The NGO Network works to submitting through MDC to the NGO Survey.

    - Focus on NGO Job Matching Catalogue but can submit other jobs that will be captured in TRS.

  - **Deadline for submission is June 10<sup>th</sup>!**

  - **Publication of results September 22<sup>nd</sup>!**

    - **NGO Survey**

      - **Price:** 2,500 EUR

    - **Denmark TRS**

      - **Price:** 4,500 EUR

  - *There is no requirement to purchase the results. We will provide you with an indication of which benchmarks are available!*



# NGO Job Matching Catalogue

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# NGO Job Matching Catalogue

## Overview of Job Surveyed



### Communications & Corporate Affairs

Advocacy

Corporate Partnership

Government Policy Advisory

Grants

Public Affairs

### Media

Art Director

Campaigning

Internal Communications

Photographer

Press Office

### Finance

CFO (Denmark, Nordics, Global)

Accountant

Finance Managers

Financial Analysts

Financial Controllers

### Fundraising

Junior to Senior Fundraisers

Fundraising Managers

Telemarketers

Telemarketing Supervisors

### Human Resources

CHRO (Denmark, Nordics, Global)

HR Manager

HR Business Partners

### Administration

Receptionist

### IT

CTO (Denmark, Nordics, Global)

IT Manager

IT Professional

IT Support

IT User Support

### Sales & Marketing

Account Manager

Traditional Marketing Professional

Social Media Marketing Professional

# NGO Job Matching Catalogue

## Narrow focus on Project Management – Two Streams



### General Project Managers Sample Internal Titles

- Manager of Project Managers
- Senior Project Management Prof.
- Project Management Professional
- Junior Project Management Prof.
- Project Assistant
- Project Leader
- Consultant
- Project Coordinator
- *Para-Professional/Support*

#### Matching Notes:

Project Management Professionals that can work across projects/department/specializations.



### Specialized Project Managers Sample Internal Titles

- Project Specialization Director
- Manager of Project Specialists
- Lead Project Specialist
- Senior Project Specialist
- Project Specialist
- Junior Project Specialist
- Project Assistant
- Conservation Director
- Head of Education in Emergencies
- Senior Conservation Specialist
- *Same Match as in General Project Manager*

#### Matching Notes:

Project Management Professionals that work on **specialized** projects. Deeper knowledge required.

# Mercer Team

## Your Points of Contact for Support



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