



CASE STUDY - TALENT INSIGHT

High Street Retailer



talent 
acumen 
the smart people, people

Context

Background

Our client's major fulfilment centre instructed us to undertake an exercise to understand the organisational design and remuneration of a selection of imminent competitors.

The context was the imminent opening of the East Midland Gateway with planning consent for up to 6,000,000 sq. ft of logistics accommodation, at which our client understood five organisations would be operating out of in the near future.

Given this new site was within the Retailer's catchment area, our client wanted to conduct research into these five organisations to help support their strategic planning on attraction, reward and retention.

Our data was populated from:

- Aldi, Amazon, Kuehne+Nagel, Nestle & Shop Direct
- Their respective existing sites that are the best comparison in terms of equivalent size (and closest to the client site location in distance ideally).



Our impact

Real-time competitor insight upon the following:

Organisational design of the operations & engineering departments

Remuneration data at all levels in relation to the operations & engineering departments

Wider / flexible benefits on offer at all levels in relation to the operations & engineering departments

Shift patterns & working practices

Peak timescales by business i.e. what is the nature of their business and when is their peak

Their onsite Agency partners – both local and national agreements with agency providers

Any amendments to benefits for peak timescales

Enabling our client to make informed future decisions re their recruitment & retention strategies



talent acumen

the smart people, people

www.talent-acumen.com

David Murphy

Managing Director

+44 (0)7707 808951

david.murphy@talent-acumen.com

Will Betts

Director

+44 (0)7710 492238

will.betts@talent-acumen.com



www.linkedin.com/company/talent-acumen