

ROBERT WALTERS MARKET INSIGHT

Uma empresa do Grupo Robert Walters

ROBERT WALTERS

INTRODUÇÃO

Com mais de 30 anos de experiência apoiando estratégias de talentos de empresas em todo o mundo, aprendemos a aproveitar o poder dos dados para ajudá-lo a tomar as melhores decisões de contratação.

Robert Walters' Market Insights aproveita a experiência de nossa equipe interna de analistas de dados, para oferecer um relatório de mercado sob medida, adaptado às suas necessidades de talento.

O uso estratégico de tecnologias com nossa inteligência de mercado nos permite construir uma imagem completa do mercado de talentos e empregadores. Desde proporcionar uma análise aprofundada do pool de talentos, pesquisar o mercado de trabalho e a competição entre os postos de trabalho, até avaliar a proposta de valor como empregadores, em comparação com os concorrentes e identificar potenciais desreguladores da indústria.

Esteja você procurando diversificar sua força de trabalho, aumentar sua equipe ou realocar uma função, o Robert Walters' Market Insights ajuda a fazer sua estratégia de recrutamento prosperar por meio do valor dos dados.



METODOLOGIA

Presente em 31 países e com um time de Inteligência de Mercado dedicado, podemos aproveitar o acesso à recursos internos especializados, bem como fontes de dados públicas e exclusivas. O uso dessas ferramentas externas em conjunto com dados internos garante que nossos relatórios forneçam representações precisas dos pools de talentos.

Usamos um conjunto de critérios personalizados dependendo dos seus requisitos de talentos, com foco em detalhes, como localização, função, conjunto de habilidades, indústria, educação, histórico profissional e propensão à mudar de trabalho/realocação. O que nos permite fornecer à você uma visão geral do mercado escolhido.

CRITÉRIOS DE MERCADO

Company: xxx

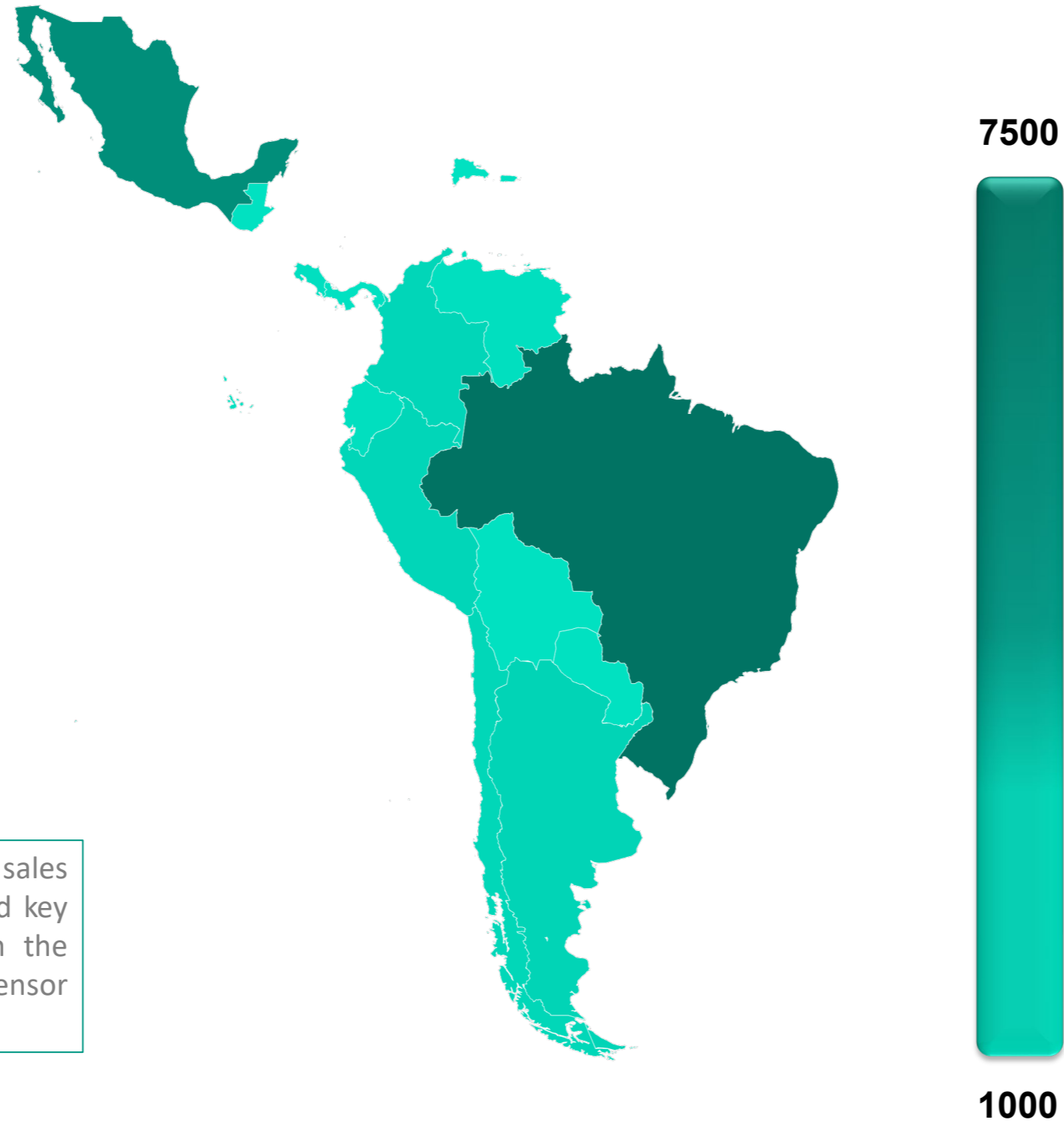
Industry: xxx

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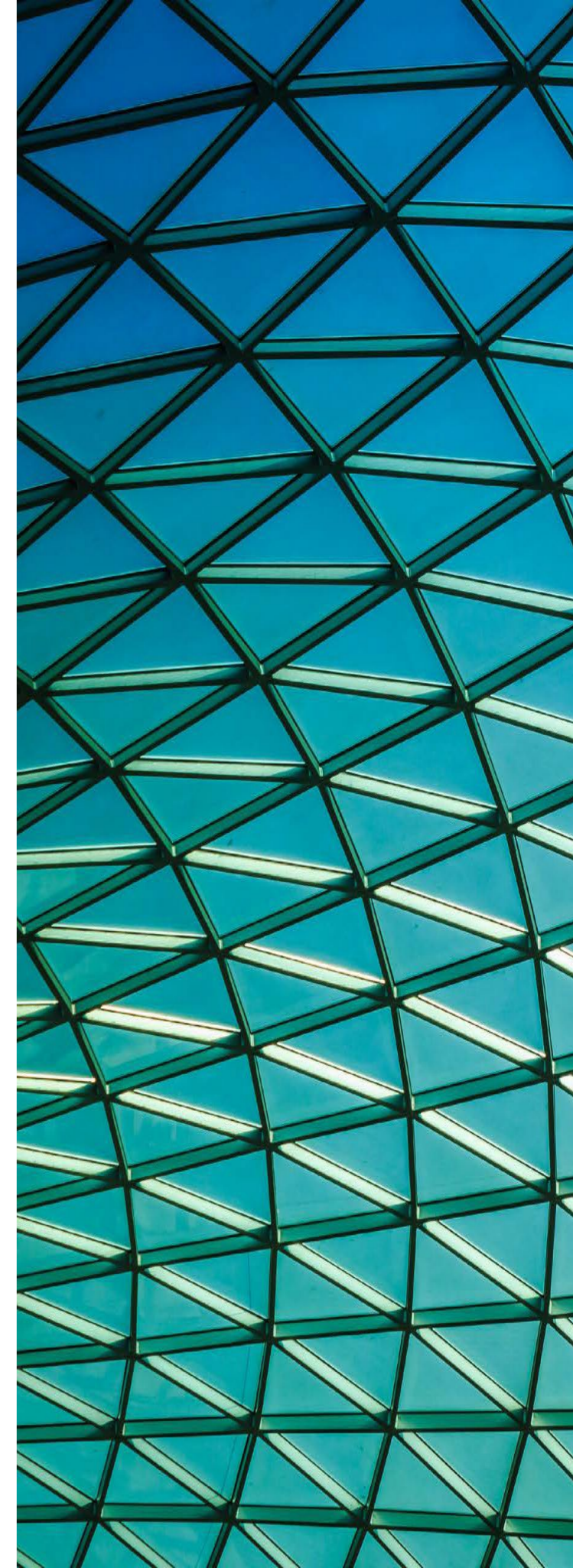
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LATIN AMERICAN TALENT DISTRIBUTION OF REQUESTED TALENT POOL



Talent pool includes technical sales, sales engineering, business development and key account management professionals in the domain of factory automation and sensor manufacturing.



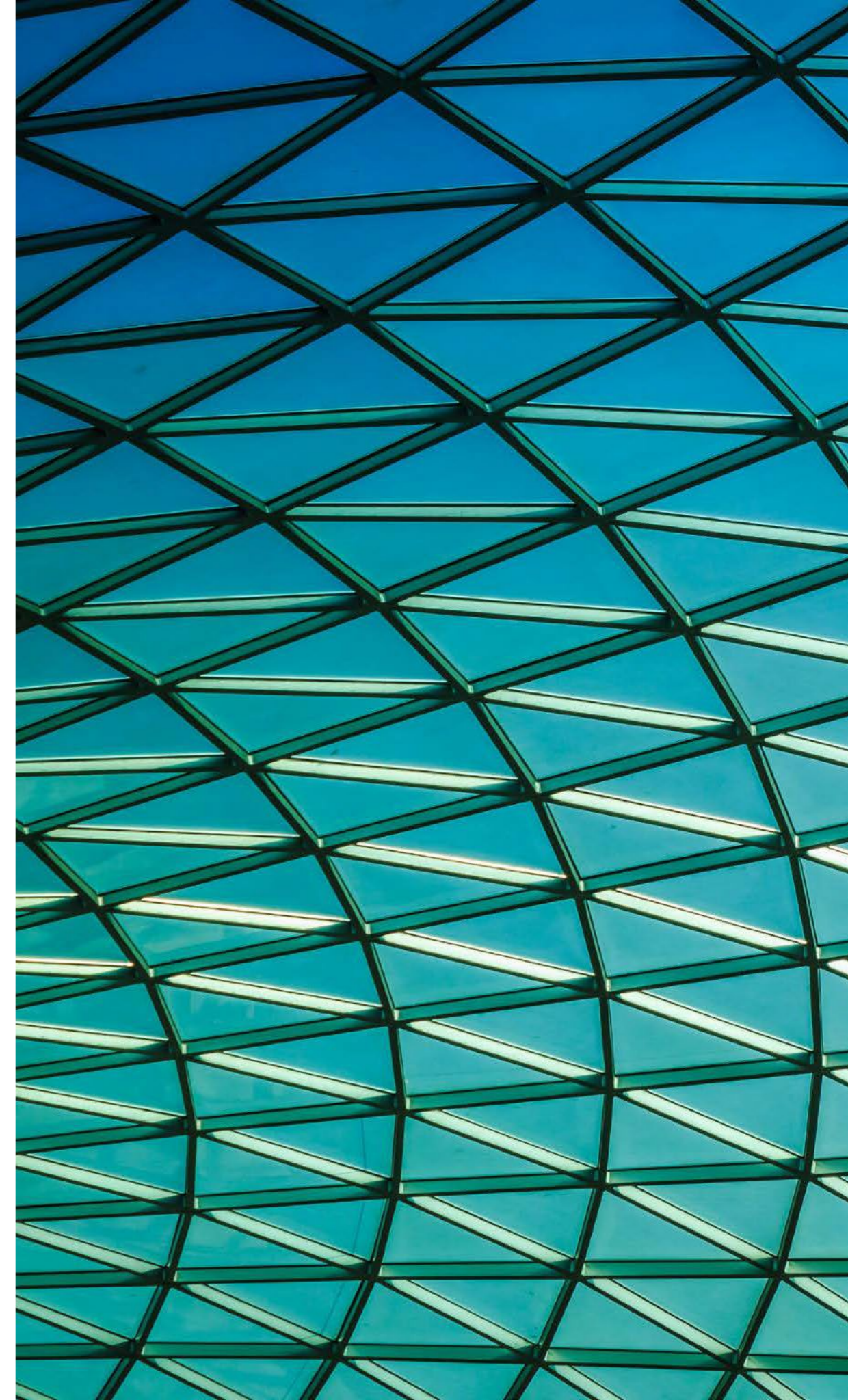
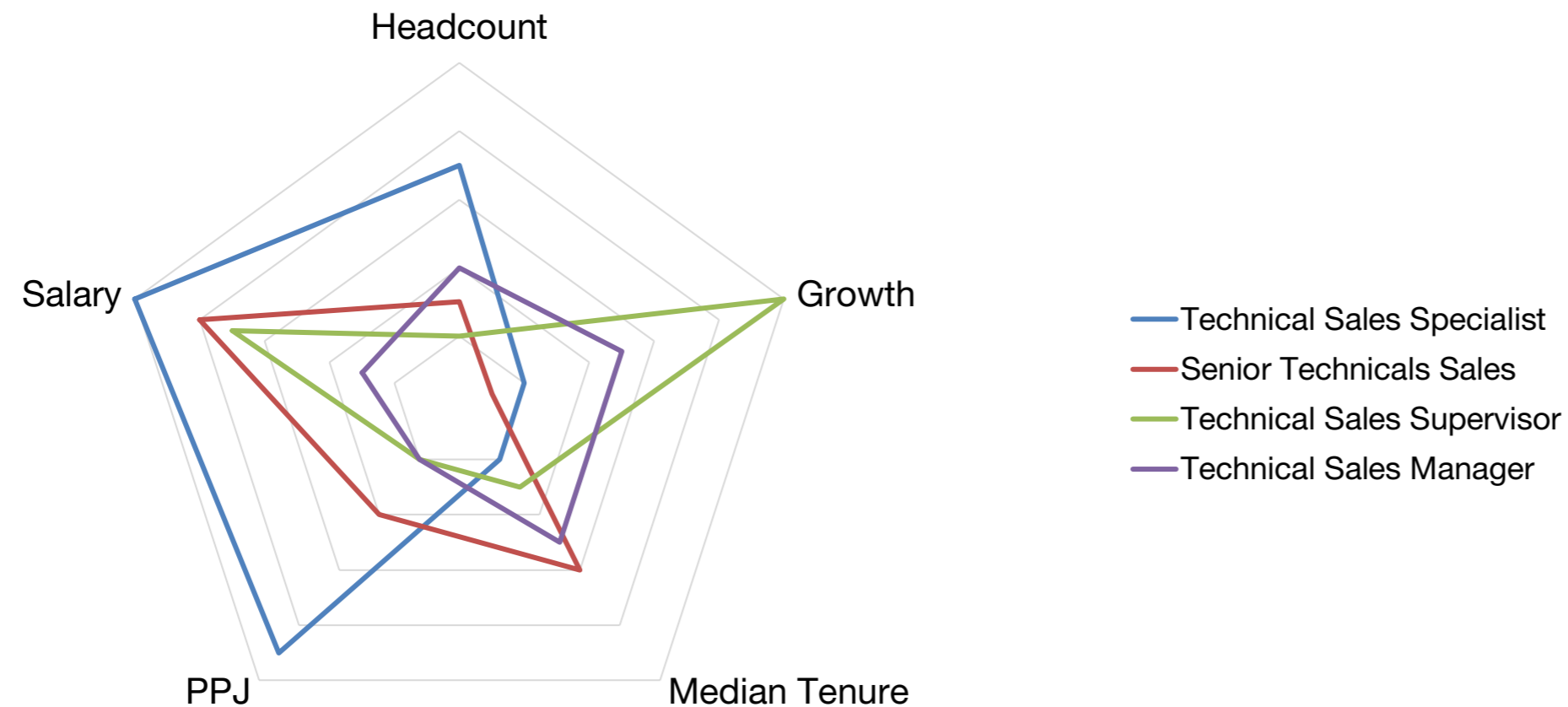
MARKET AT A GLIMPSE: TECHNICAL SALES

LEGEND

- **Headcount:** Number of professionals in location and function - specific talent pool
- **Growth:** Talent pool growth of the past 12 months
- **Median tenure:** Typical employment length in years of specific talent pool
- **PPJ:** Passive availability of professionals per open vacancy → professionals per job
- **Salary** = Average salary per function

All metrics were rated on a scale between 1-10 (ten representing the most promising market conditions).

„Most promising“ defined as: large headcounts, high growth, long employment length, abundant professionals per job and low salaries.



HUMAN CAPITAL: TECHNICAL SALES

Job Profile	Headcount	Growth	% Changed Job	PPJ	Median Tenure
Technical Sales Specialist	739	-0,7%	10,67%	185	1,4
Senior Technicals Sales	78	-4,0%	8,97%	26	2,3
Technical Sales Supervisor	37	6,0%	17,65%	19	1,8
Technical Sales Manager	97	0,0%	7,14%	12	2



6%



94%



SALARIES: TECHNICAL SALES

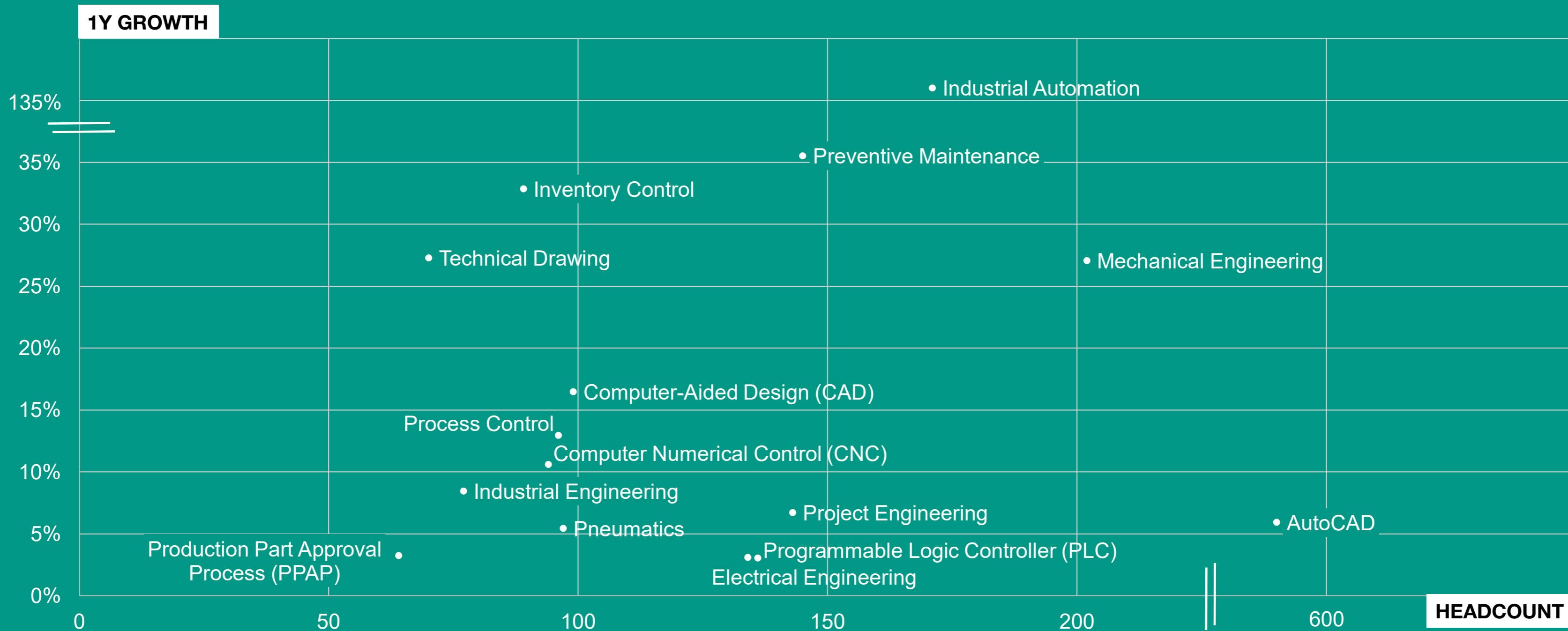
- Following research conducted on companies located in the requested area and operating in requested industry, the salary benchmark report has been completed detailing average salaries provided to their contracted employees.
- Amounts quoted below represent yearly payment in R\$ or converted in R\$.
- All other allowances are in addition.

Job Profile	Average	Median	Min	Max
Technical Sales Specialist	R\$ 148.857	R\$ 136.695	R\$ 58.929	R\$ 260.000
Senior Technical Sales	R\$ 185.281	R\$ 171.548	R\$ 96.262	R\$ 304.785
Technical Sales Supervisor	R\$ 208.495	R\$ 191.497	R\$ 164.216	R\$ 288.345
Technical Sales Manager	R\$ 273.764	R\$ 260.130	R\$ 232.258	R\$ 350.870



SKILLSETS: TECHNICAL SALES

THE CHART BELOW SHOWS TALENT AVAILABILITY VERSUS GROWTH IN THE LAST YEAR



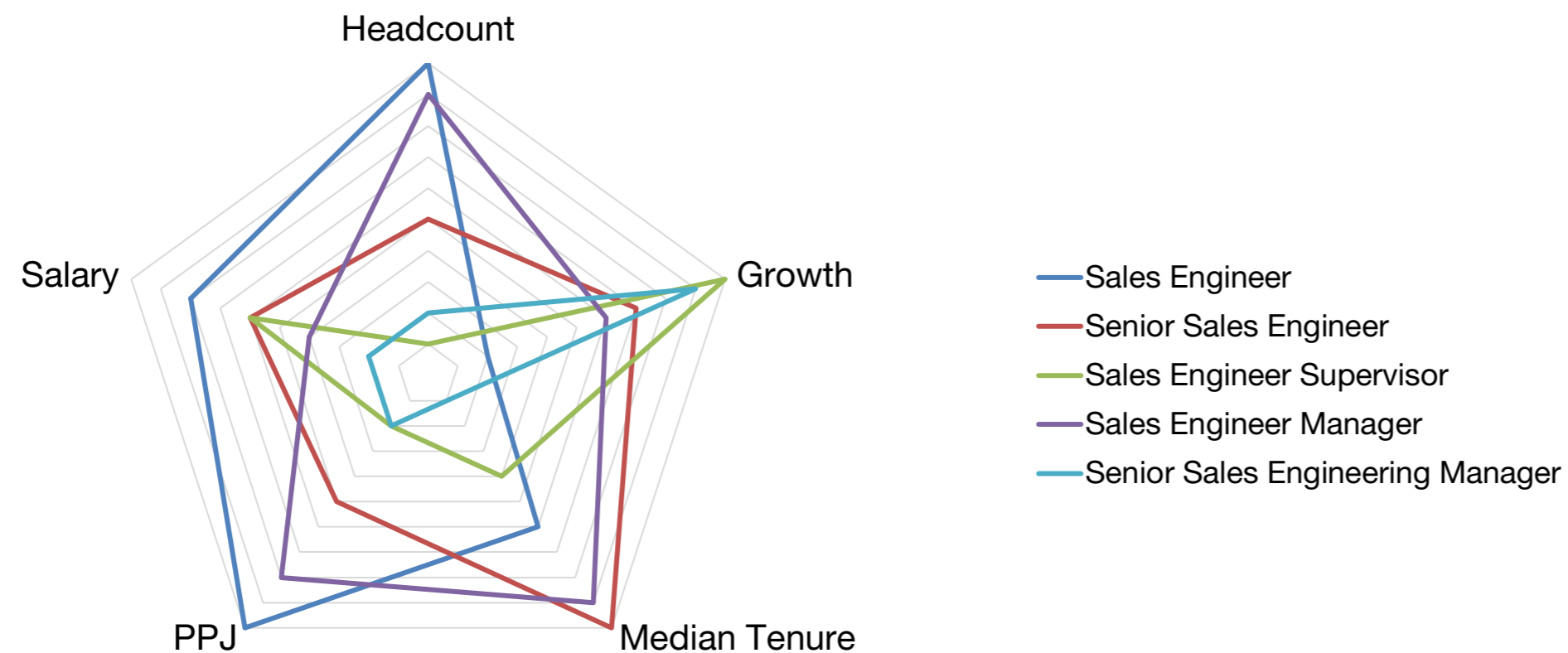
MARKET AT A GLIMPSE: SALES ENGINEERING

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HUMAN CAPITAL: SALES ENGINEERING

Job Profile	Headcount	Growth	% Changed Job	PPJ	Median Tenure
Sales Engineer	2141	-0,3%	10,47%	238	2,8
Senior Sales Engineer	160	1,9%	11,25%	80	3,5
Sales Engineer Supervisor	23	10%	8,70%	12	1,9
Sales Engineer Manager	1560	0,70%	7,34%	173	3,4
Senior Sales Engineering Manager	55	3,80%	9,09%	11	0,8



8%



92%



SALARIES: SALES ENGINEERING

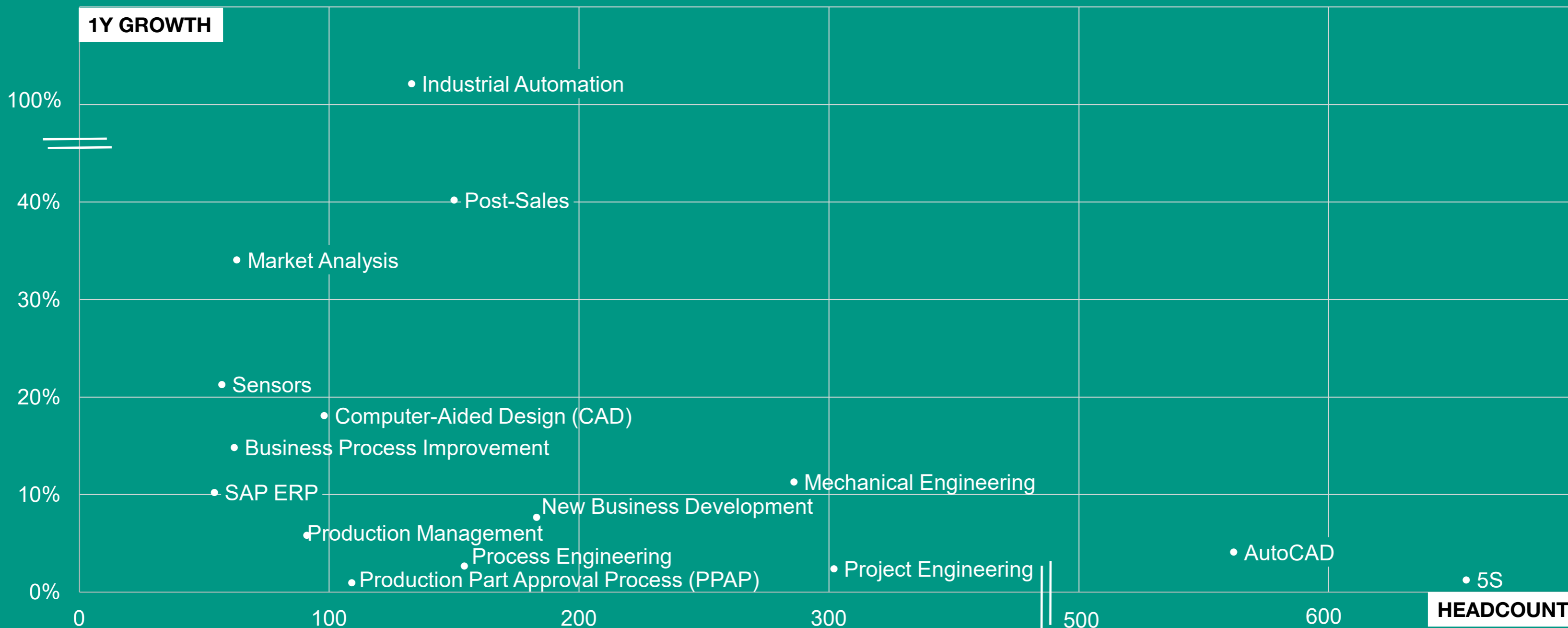
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Job Profile	Average	Median	Min	Max
Sales Engineer	R\$ 182.884	R\$ 157.638	R\$ 80.093	R\$ 327.539
Senior Sales Engineer	R\$ 213.529	R\$ 190.775	R\$ 112.515	R\$ 339.131
Sales Engineer Supervisor	R\$ 215.012	R\$ 217.256	R\$ 110.734	R\$ 334.810
Sales Engineer Manager	R\$ 231.644	R\$ 245.161	R\$ 116.129	R\$ 347.090
Senior Sales Engineering Manager	R\$ 304.502	R\$ 286.390	R\$ 200.317	R\$ 470.236



SKILLSETS: SALES ENGINEERING

THE CHART BELOW SHOWS TALENT AVAILABILITY VERSUS GROWTH IN THE LAST YEAR



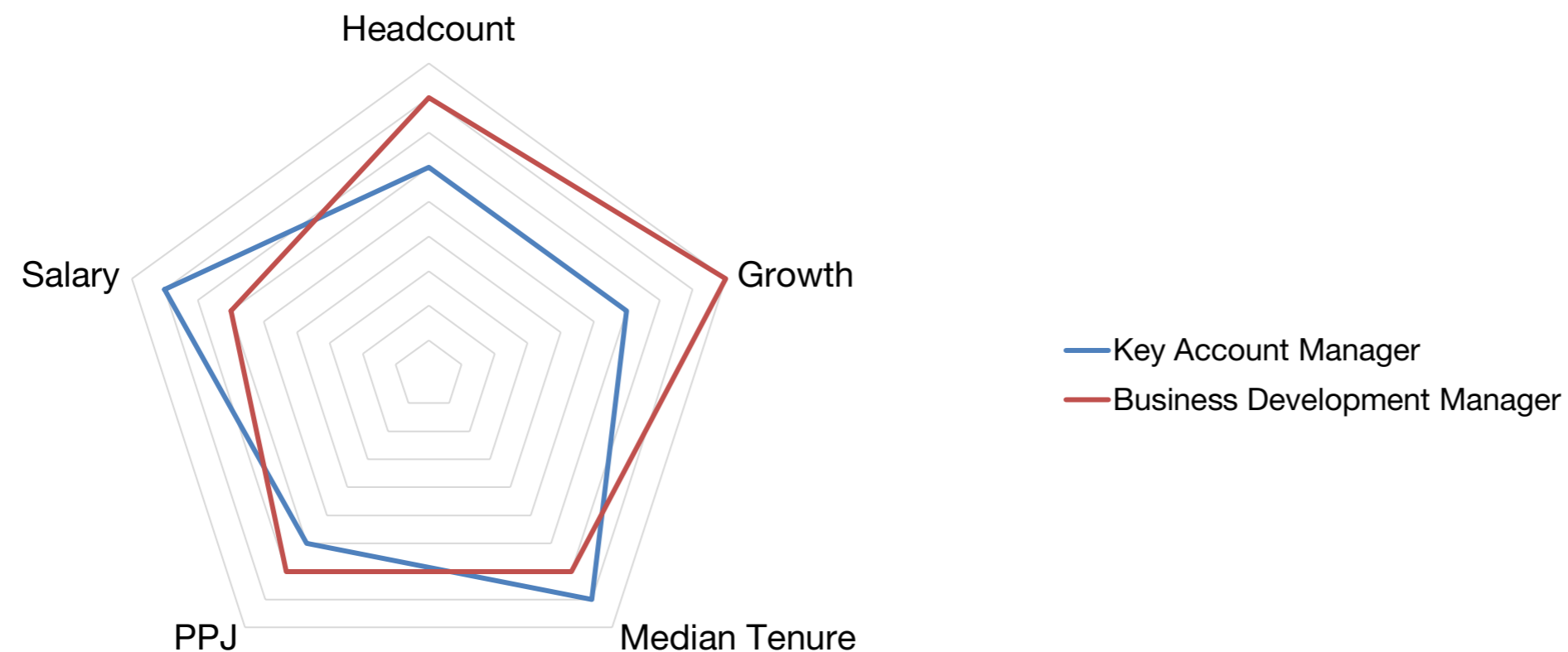
MARKET AT A GLIMPSE: BUSINESS DEVELOPMENT

LEGEND

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HUMAN CAPITAL: BUSINESS DEVELOPMENT

Job Profile	Headcount	Growth	% Changed Job	PPJ	Median Tenure
Key Account Manager	705	0,40%	14,85%	118	3,2
Business Development Manager	926	4,80%	11,81%	132	2,8



16%



84%



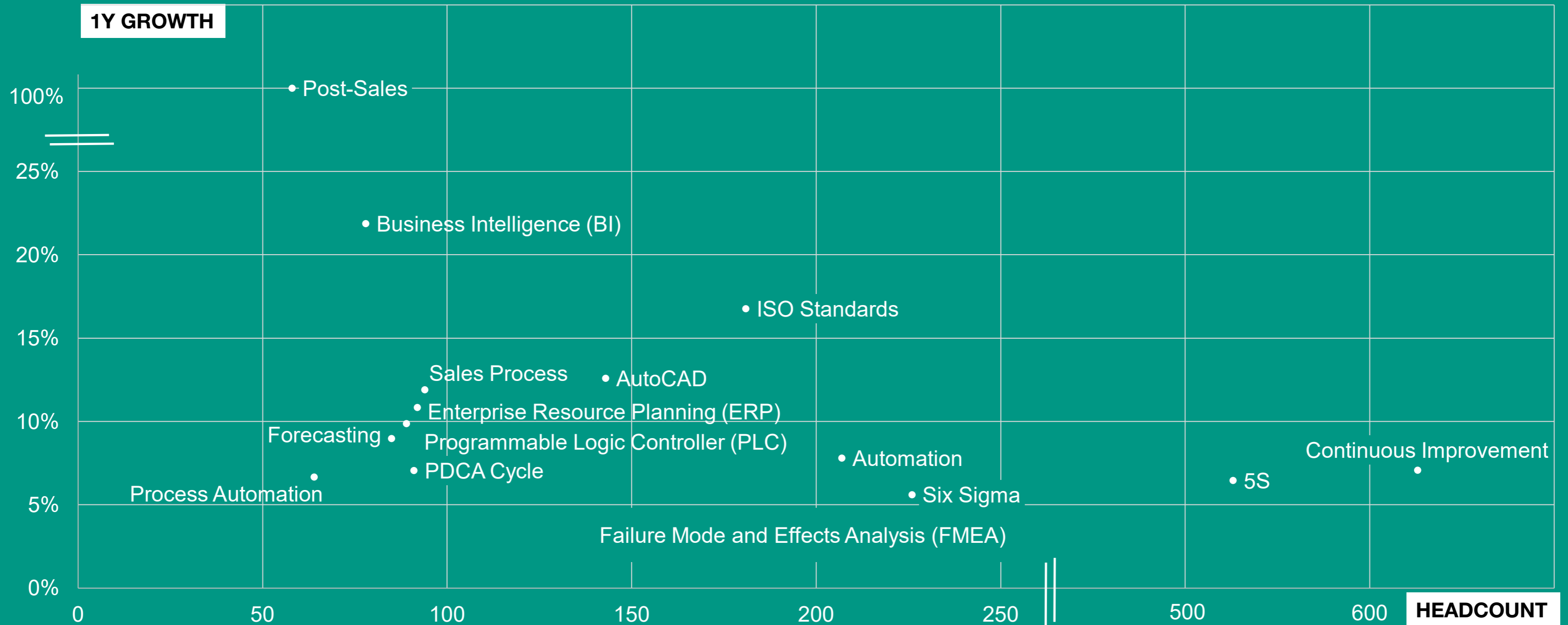
SALARIES: BUSINESS DEVELOPMENT

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- Amounts quoted below represent yearly payment in R\$ or converted in R\$.
- All other allowances are in addition.

Job Profile	Average	Median	Min	Max
Key Account Manager	R\$ 187.278	R\$ 169.000	R\$ 110.760	R\$ 383.000
Business Development Manager	R\$ 219.980	R\$ 199.810	R\$ 95.030	R\$ 358.917

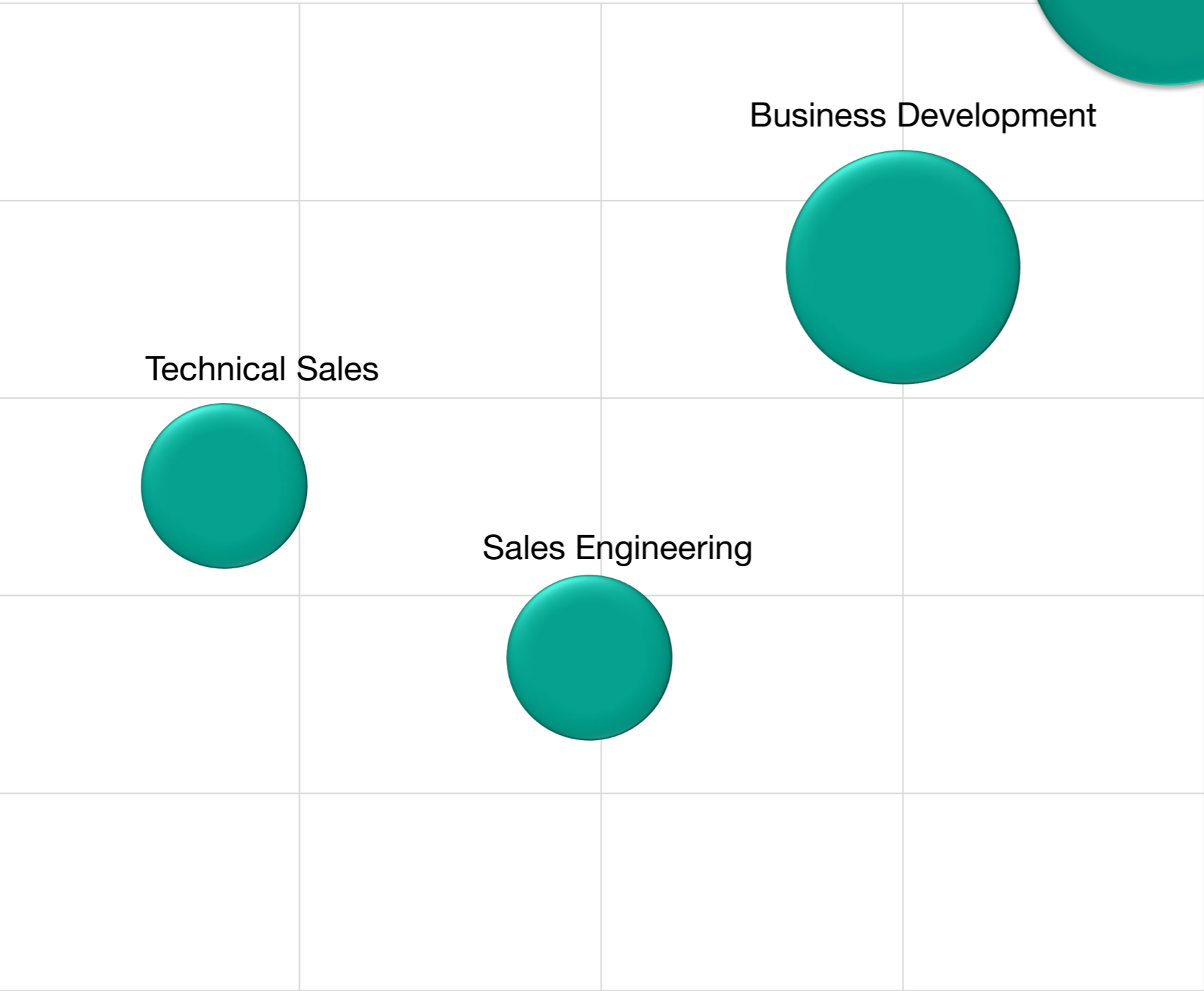
SKILLSETS: BUSINESS DEVELOPMENT

THE CHART BELOW SHOWS TALENT AVAILABILITY VERSUS GROWTH IN THE LAST YEAR



HIRING DEMAND

MANY CHANGED JOB IN PAST YEAR



STAY LONG



CONTACT US

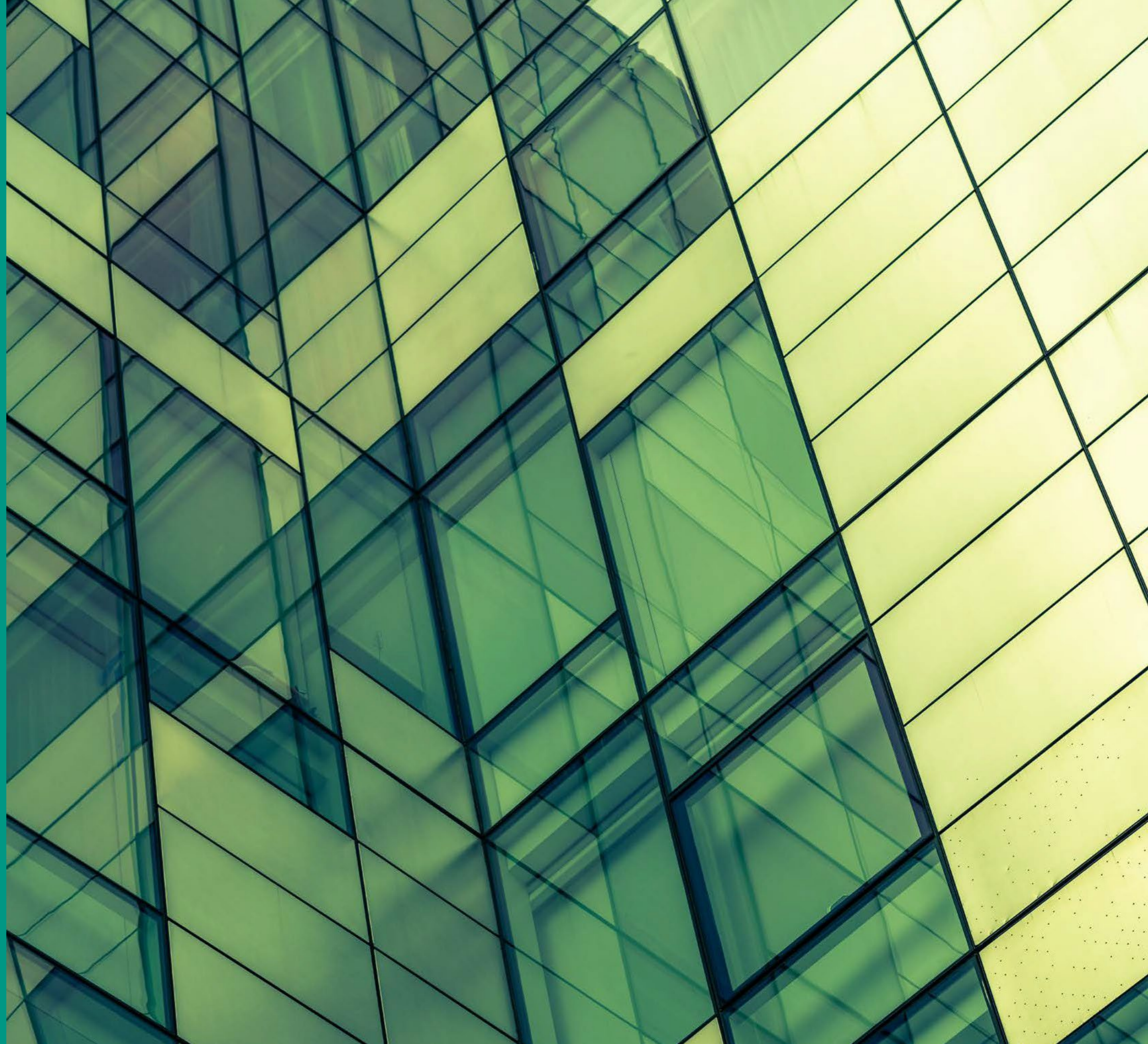


Se quiser mais informações sobre o relatório de Inteligência de Mercado, ou mais detalhes sobre análises de talentos, salários ou concorrência na sua indústria, entre em contato conosco.

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