



**CHARLES  
ARIS™**

## 2021 Spring Human Capital Offer Report

Company Type	Offer Components					
	Title	Total Cash Compensation	Base Salary	Annual Bonus	Equity	Sign-on
<b>Chief Human Resources Officer or Equivalent</b>						
Public	Vice President, Human Resources	\$316,250	\$275,000	15%	N/A	\$21,000
Private	Vice President, Human Resources	\$290,250	\$215,000	35%	N/A	N/A
PE Portfolio	Vice President, Human Resources	\$266,500	\$205,000	30%	\$312,000*	\$25,000
PE Portfolio	Senior Vice President, Human Resources	\$262,500	\$210,000	25%	225 units*	N/A
PE Portfolio	Chief People Officer	\$260,000	\$200,000	30%	\$300,000*	N/A
Public	Vice President, Employee Experience	\$250,000	\$200,000	25%	\$235,000*	N/A
PE Portfolio	Vice President, Human Resources	\$245,000	\$175,000	40%	\$800,000*	N/A
Private	Chief People Officer	\$221,400	\$180,000	23%	N/A	N/A
Private	Vice President, Human Resources	\$174,000	\$145,000	20%	N/A	N/A
Private	Vice President & Chief People Officer	\$162,000	\$135,000	20%	N/A	N/A
PE Portfolio	Director, Human Resources	\$144,000	\$120,000	20%	N/A	N/A
Private	Director, Human Resources	\$143,000	\$130,000	10%	N/A	N/A
Private	Executive Director, Human Resources	\$132,250	\$115,000	15%	N/A	\$12,000
Public	Vice President, HR & Employee Experience	\$130,000	\$130,000	No	N/A	N/A
<b>Other Human Capital Positions</b>						
Public	Assistant Vice President, HR Transformation	\$315,750	\$225,000	27%	\$30,000**	N/A
Private	HR Business Manager	\$300,000	\$200,000	50%	N/A	\$25,000
Public	Senior Director, Talent Acquisition	\$262,500	\$185,000	25%	500 units*	N/A
Public	Senior Director, Talent Acquisition Strategy	\$234,000	\$195,000	20%	\$320,000*	\$65,000
PE Portfolio	Director, Talent & Learning	\$212,500	\$170,000	25%	\$200,000*	\$15,000
Public	Director, Human Resources Strategy	\$200,000	\$160,000	25%	\$35,000**	\$10,000
Public	Senior Manager, Human Capital Strategy	\$184,000	\$160,000	15%	N/A	\$35,000
Private	Associate, Leadership Advisory	\$182,000	\$140,000	30%	N/A	N/A
PE Portfolio	Regional Manager, Human Resources	\$143,750	\$125,000	15%	N/A	N/A
Private	Director, Employee Experience	\$143,000	\$130,000	10%	N/A	Yes
Public	Senior Manager, Talent Acquisition	\$126,500	\$110,000	15%	N/A	N/A

**SOURCE:** Our data points are a subset of recently extended offers to Charles Aris candidates by Charles Aris clients. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

\* Indicates one-time equity grant

\*\* Indicates annual equity grant