PERFORMANCE

WITH RATING 3 OR BETTER

99.60%

TOTAL EMPLOYEE REVIEWED

1509

EmployeeKey by JobLevel and Gender

Gender ● Female ● Male

JobLevel	Female	Male
1	169	154
2	152	151
3	157	140
4	139	146
5	138	163
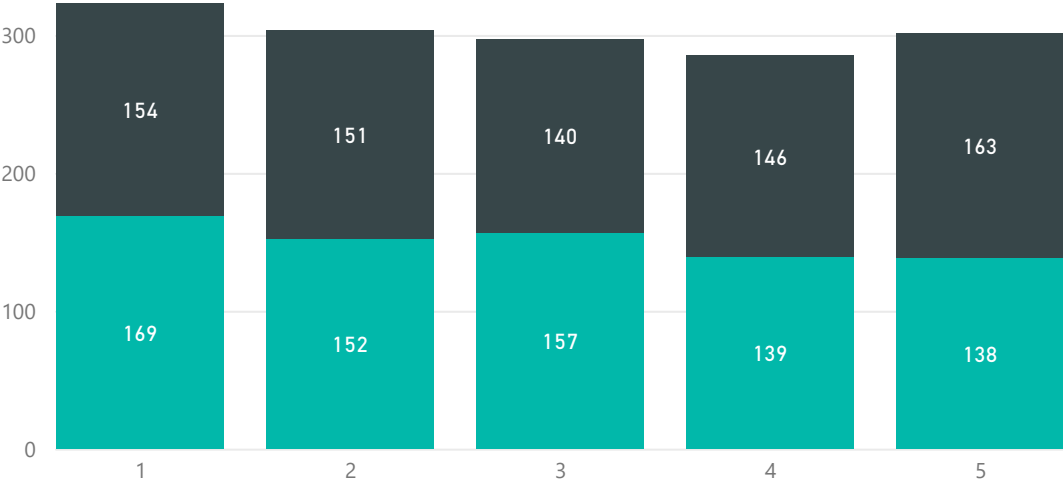
% EmployeeKey by JobLevel and Business Unit

JobLevel ●1 ●2 ●3 ●4 ●5

Business Unit	1	2	3	4	5
Supply chain	4.04%	3.78%	3.38%	2.92%	4.11%
R&D	2.78%	3.91%	3.64%	3.11%	3.91%
Retail	3.25%	3.38%	2.78%	3.71%	3.98%
Production	3.98%	2.85%	3.71%	3.11%	2.52%
Marketing	3.58%	3.38%	3.25%	3.45%	2.45%
Corporate	3.78%	2.78%	2.92%	2.58%	2.98%
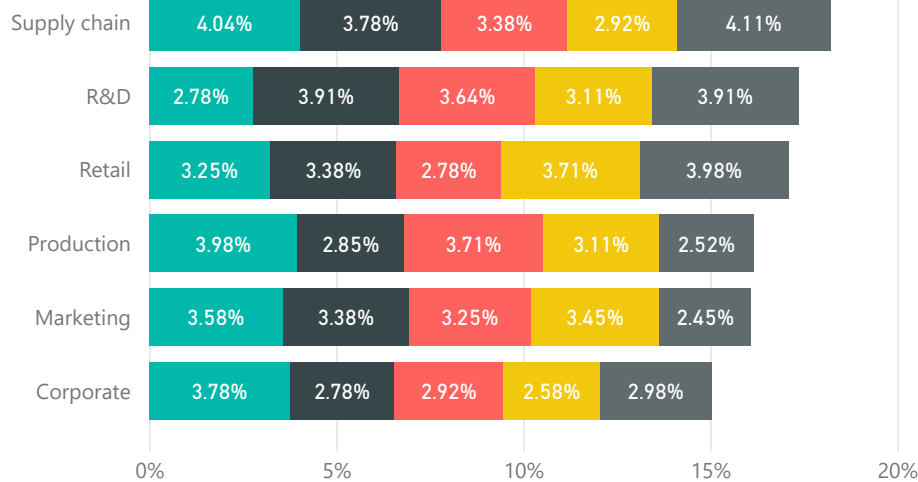
% EmployeeKey by JobLevel and Department

JobLevel ●1 ●2 ●3 ●4 ●5

Department	1	2	3	4	5
Finance	4.24%	3.71%	3.64%	2.92%	3.31%
IT	3.84%	3.11%	3.58%	3.25%	3.91%
Sales	3.98%	3.05%	2.78%	3.31%	4.11%
Marketing	3.64%	3.31%	3.31%	3.31%	2.58%
R&D	3.11%	3.84%	3.11%	2.58%	3.45%
HR	2.58%	3.05%	3.25%	3.51%	2.58%
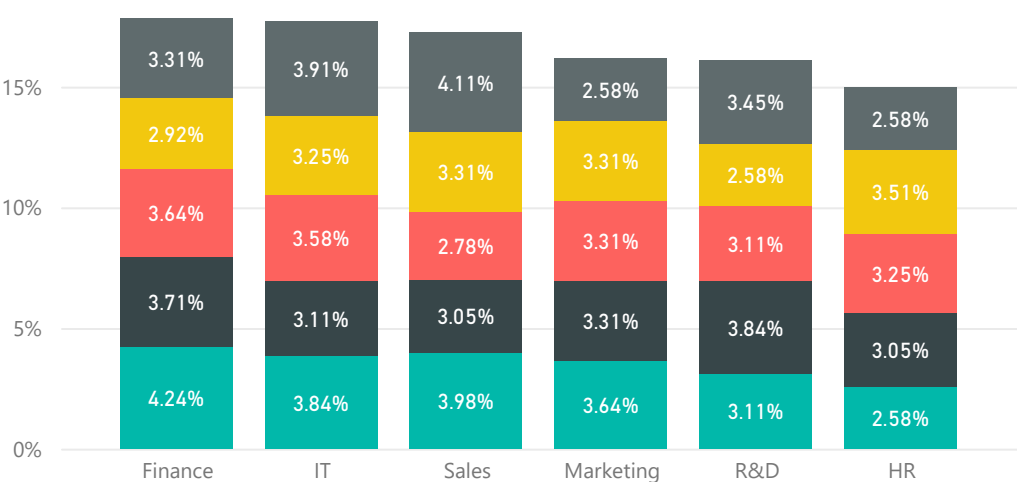
% EmployeeKey by JobLevel and ContractType

JobLevel ●1 ●2 ●3 ●4 ●5

ContractType	1	2	3	4	5
Regular	11.73%	10.47%	8.95%	10.47%	10.34%
Temporary	9.68%	9.61%	10.74%	8.42%	9.61%
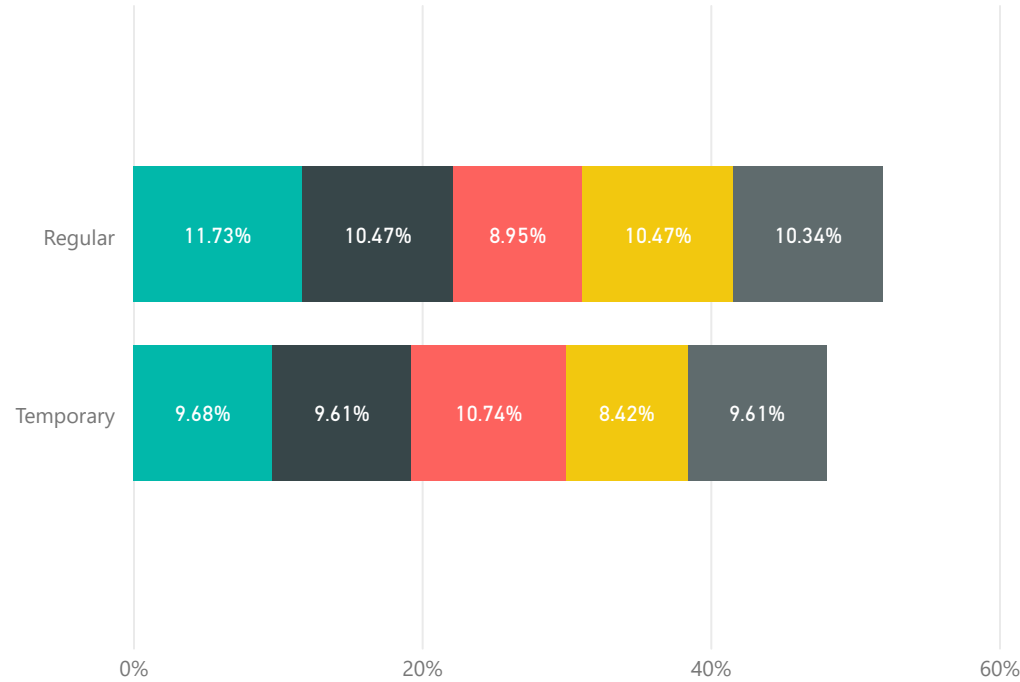
% EmployeeKey by JobLevel and Organisation Level

JobLevel ●1 ●2 ●3 ●4 ●5

Organisation Level	1	2	3	4	5
High-Level	7.36%	6.69%	7.42%	6.30%	7.02%
Mid-Level	7.02%	6.36%	6.16%	6.89%	6.30%
Operational	7.02%	7.02%	6.10%	5.70%	6.63%
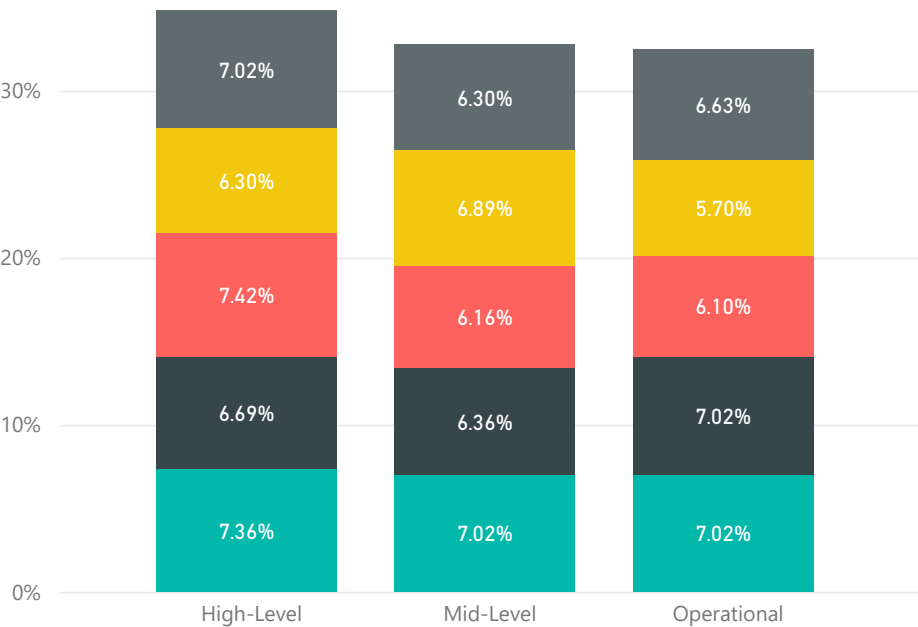
EmployeeKey by JobLevel and Location

JobLevel ●1 ●2 ●3 ●4 ●5

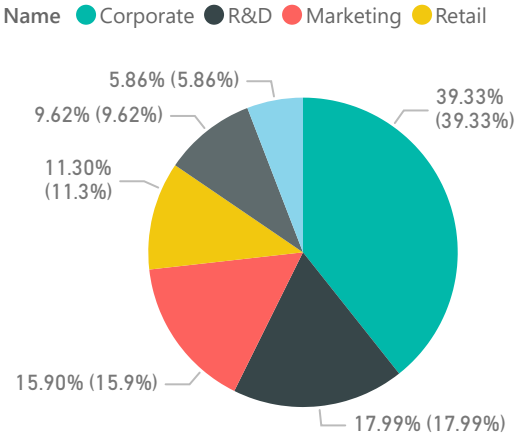| Location	1	2	3	4	5
Sydney	20	31	26	19	34
Abu Dhabi	25	19	29	25	25
Berlin	28	19	24	24	27
Seoul	25	18	28	30	21
Los Angeles	22	27	22	25	25
Milan	29	28	23	24	17
London	28	26	21	22	22
Melbourne	26	21	23	18	28
Rome	33	20	20	17	25
Munich	25	20	28	17	19
Dubai	18	23	21	21	24
Liverpool	25	25	13	22	17
New York	19	26	19	21	17
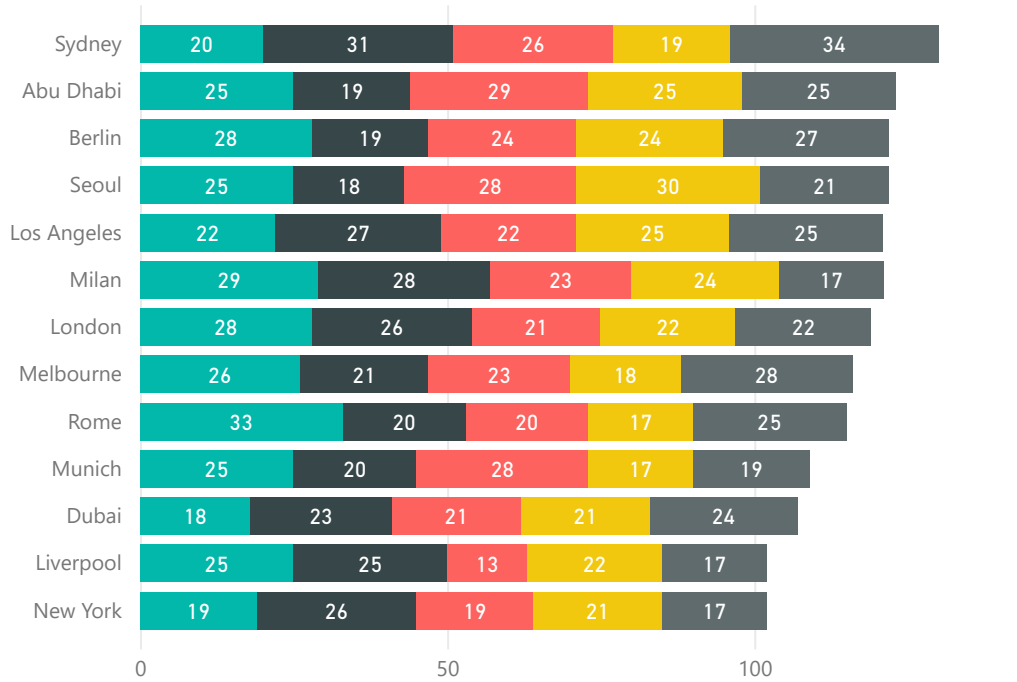
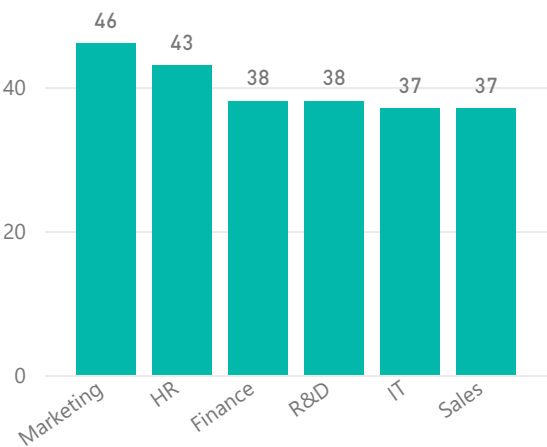# RECRUITMENT

TOTAL VACANCY
239

TOTAL CANIDATE
4576

TIME TO FILL
15.36

APPLICANT PER OPENING
19.15

% Vacancy by Business Unit

Name ● Corporate ● R&D ● Marketing ● Retail ▸

- 39.33% (39.33%)
- 17.99% (17.99%)
- 15.90% (15.9%)
- 11.30% (11.3%)
- 9.62% (9.62%)
- 5.86% (5.86%)

Vacancy by Department

Marketing	HR	Finance	R&D	IT	Sales
46	43	38	38	37	37

VacancyKey by Location

New York	Liverpool	Abu Dhabi	Dubai	Berlin	London	Rome	Melbourne	Milan	Los Angeles	Munich	Seoul	Sydney
88	86	85	84	83	80	80	78	77	71	70	70	65
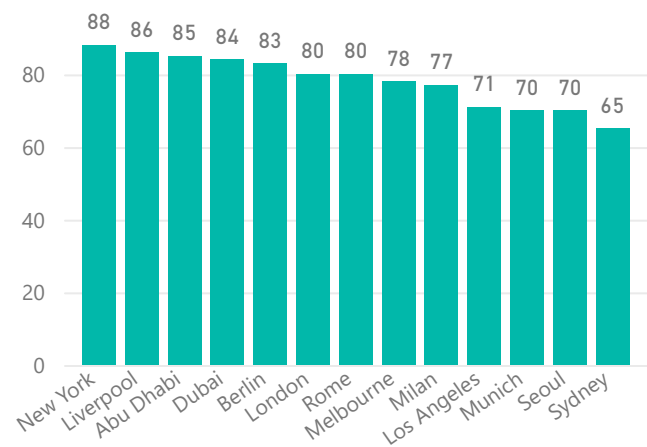
% Vacancy by Organisation Level and Experience

Experience ● Graduate ● Manager ● Professional

	Mid-level	Operational	High-level
Professional	93.92%	18.03%	56.67%
Manager			30.00%
Graduate		81.97%	13.33%
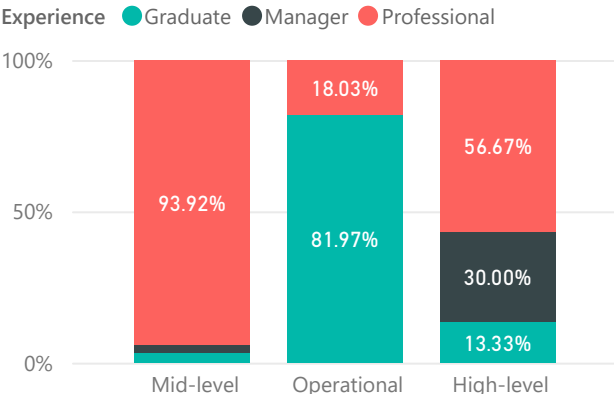
% Vacancy by Recruitment Type

Recruitmen... ● New ● Replacement

- 49.37% (49.37%)
- 50.63% (50.63%)
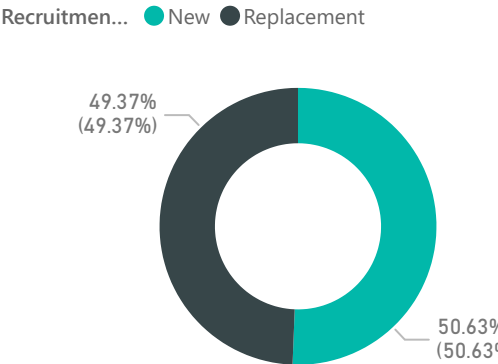
Vacancy by Date and Gender

Gender ● Female ● Male

Year	2017	2018	2019	2020	2021	2022
Male	40	51	48	41	38	33
Female	38	52	50	40	35	31
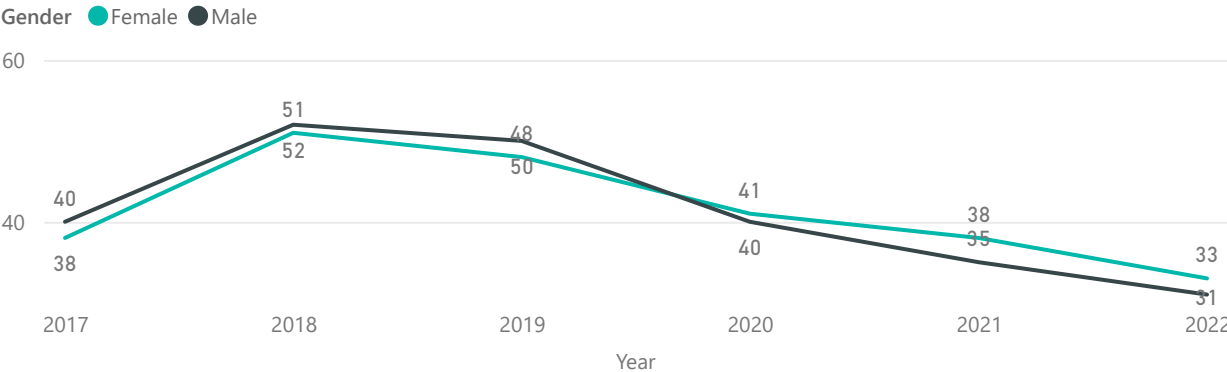
Candidate by Date and Gender

Gender ● Female ● Male

Year	2017	2018	2019	2020	2021	2022
Male	354	531	465	362	377	285
Female	396	453	435	402	336	284

Candidate by Source

Referal	LinkedIn	Agency	Seek	Indeed
958	918	905	901	894

Candidate by Status

Applicants	Screening	Interview	Assessment	Hired	Offered
4.6K	3.7K	3.0K	2.1K	1.3K	1.3K

Candidate by Location

New York	Abu Dhabi	Berlin	Dubai	Melbourne	Rome	London	Liverpool	Milan	Seoul	Los Angeles	Munich	Sydney
402	393	393	383	358	358	357	344	338	338	326	318	268
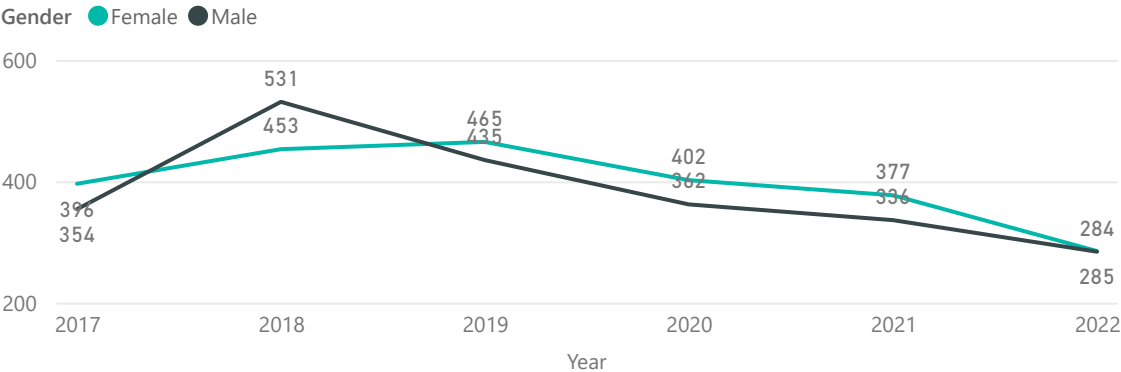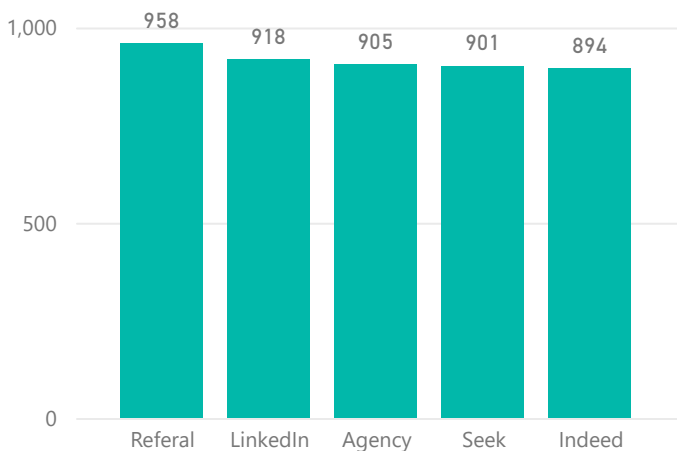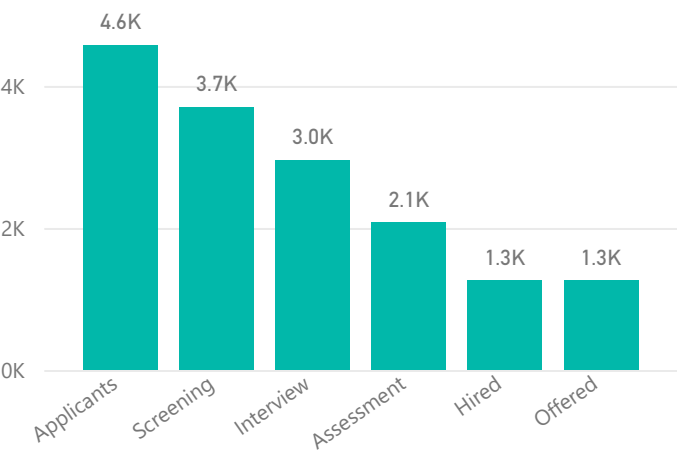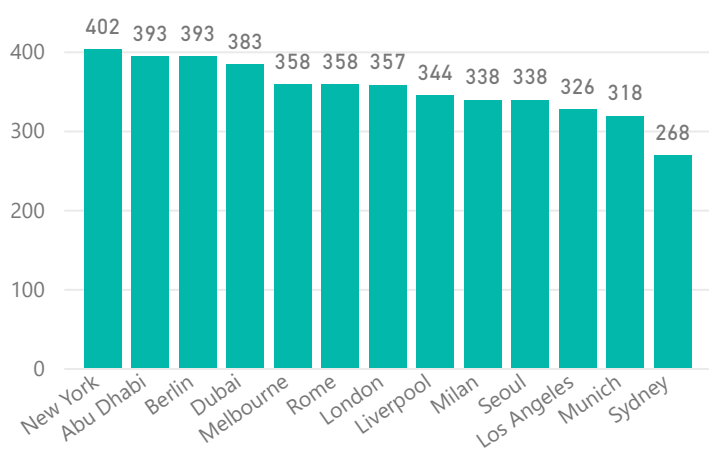
Time To Fill by Department

IT	Finance	Marketing	Sales	HR	R&D
19.1	16.8	15.8	14.7	13.1	13.0