

Title	Chapter group	Chapter	Stream	Base Salary (£)	OTE (£)	Total Comp (£)	no. of shares (Ser. B)
Head of Customer Success	Commercial	CuSu	Leadership	£95,000	£0	£95,000	
Customer Success Director	Commercial	CuSu	Account Management	£80,000	£0	£80,000	
Senior Implementation Manager	Commercial	CuSu	Account Management	£55,000	£0	£55,000	
Implementation Manager	Commercial	CuSu	Account Management	£50,000	£0	£50,000	
Associate Implimentation Manager	Commercial	CuSu	Account Management	£46,000	£0	£46,000	
Head of SME onboarding	Commercial	CuSu	Account Management	£65,000	£0	£65,000	
Senior Team Lead - Onboarding	Commercial	CuSu	Account Management	£60,000	£0	£60,000	
Onboarding Team Lead	Commercial	CuSu	Account Management	£55,000	£0	£55,000	
Customer Success Lead / Team Lead	Commercial	CuSu	Account Management	£50,000	£0	£50,000	
Snr Enterprise CSM	Commercial	CuSu	Account Management	£55,000	£0	£55,000	
Enterprise CSM	Commercial	CuSu	Account Management	£50,000	£0	£50,000	
Senior onboarding exec / CSM	Commercial	CuSu	Account Management	£46,000	£0	£46,000	
Onboarding exec / CSM	Commercial	CuSu	Account Management	£41,000	£0	£41,000	
Associate onboarding exec / CSM	Commercial	CuSu	Account Management	£36,000	£0	£36,000	
Senior Product Trainer SME/MME	Commercial	CuSu	Account Management	£36,000	£0	£36,000	
Product Trainer SME/MME	Commercial	CuSu	Account Management	£33,000	£0	£33,000	
Associate Product Trainer SME/MME	Commercial	CuSu	Account Management	£30,000	£0	£30,000	
Customer Support Director	Commercial	CuSu	Leadership		£0	£0	
Head of Customer Support	Commercial	CuSu	Support	£80,000	£0	£80,000	
Senior Customer Support Manager	Commercial	CuSu	Support	£60,000	£0	£60,000	
Customer Support Manager	Commercial	CuSu	Support	£50,000	£0	£50,000	
Support Lead T1 / T2	Commercial	CuSu	Support	£42,000	£0	£42,000	
Associate Customer Support Lead	Commercial	CuSu	Support	£36,000	£0	£36,000	
Senior T2 Support Associate	Commercial	CuSu	Support	£35,000	£0	£35,000	
T2 Support Associate	Commercial	CuSu	Support	£33,000	£0	£33,000	
Customer Support - SME	Commercial	CuSu	Support	£33,000	£0	£33,000	
Senior T1 Support Associate	Commercial	CuSu	Support	£32,000	£0	£32,000	
T1 Support Associate	Commercial	CuSu	Support	£30,000	£0	£30,000	
Head of Marketing	Commercial	Marketing	Leadership		£0	£0	
Creative Director - Content & community	Commercial	Marketing	Leadership	£90,000	£0	£90,000	
Head of Creative	Commercial	Marketing	Content	£80,000	£0	£80,000	
Senior Content & Community Lead / Manager	Commercial	Marketing	Content	£65,000	£0	£65,000	
Content & Community Lead / Manager	Commercial	Marketing	Content	£60,000	£0	£60,000	
Senior Content & Community Manager	Commercial	Marketing	Content	£50,000	£0	£50,000	
Content & Community Manager	Commercial	Marketing	Content	£40,000	£0	£40,000	
Associate Content Executive	Commercial	Marketing	Content	£30,000	£0	£30,000	
Creative Director - Design	Commercial	Marketing	Design	£80,000	£0	£80,000	

Senior Lead Brand Designer	Commercial	Marketing	Design	£70,000	£0	£70,000
Lead Brand Designer	Commercial	Marketing	Design	£65,000	£0	£65,000
Senior Brand Designer	Commercial	Marketing	Design	£60,000	£0	£60,000
Brand Designer	Commercial	Marketing	Design	£55,000	£0	£55,000
Director of Growth Marketing	Commercial	Marketing	Leadership	£100,000	£20,000	£120,000
Head Of Growth Marketing	Commercial	Marketing	Growth	£90,000	£13,500	£103,500
Senior Growth Marketing Lead	Commercial	Marketing	Growth	£70,000	£0	£70,000
Growth Marketing Lead	Commercial	Marketing	Growth	£60,000	£0	£60,000
Senior Growth Marketing Manager	Commercial	Marketing	Growth	£55,000	£0	£55,000
Growth Marketing Manager	Commercial	Marketing	Growth	£45,000	£0	£45,000
Growth Marketer	Commercial	Marketing	Growth	£35,000	£0	£35,000
Senior Marketing Lead	Commercial	Marketing	Growth	£60,000	£0	£60,000
Marketing Lead	Commercial	Marketing	Growth	£55,000	£0	£55,000
Senior Marketing Manager	Commercial	Marketing	Growth	£50,000	£0	£50,000
Marketing Manager	Commercial	Marketing	Growth	£45,000	£0	£45,000
Marketing Associate	Commercial	Marketing	Growth	£40,000	£0	£40,000
Senior Events Marketing Lead	Commercial	Marketing	Growth	£60,000	£0	£60,000
Events Marketing Lead	Commercial	Marketing	Growth	£55,000	£0	£55,000
Senior Events / Marketing Manager	Commercial	Marketing	Growth	£50,000	£0	£50,000
Events Marketing Manager	Commercial	Marketing	Growth	£45,000	£0	£45,000
Events Marketing Associate	Commercial	Marketing	Growth	£40,000	£0	£40,000
Senior Email Marketing Lead	Commercial	Marketing	Growth	£60,000	£0	£60,000
Email Marketing Lead	Commercial	Marketing	Growth	£55,000	£0	£55,000
Senior Email Marketing Manager	Commercial	Marketing	Growth	£50,000	£0	£50,000
Email Marketing Manager	Commercial	Marketing	Growth	£45,000	£0	£45,000
Associate Email Marketing Manager	Commercial	Marketing	Growth	£40,000	£0	£40,000
International Marketing Lead	Commercial	Marketing	Growth	£69,000	£0	£69,000
Product Marketing Director	Commercial	Marketing	Leadership	£110,000	£0	£110,000
Head of Product Marketing	Commercial	Marketing	Product Marketing	£95,000	£0	£95,000
Senior Product Marketing Lead	Commercial	Marketing	Product Marketing	£85,000	£0	£85,000
Product Marketing Lead	Commercial	Marketing	Product Marketing	£75,000	£0	£75,000
Senior Product Marketing Manager	Commercial	Marketing	Product Marketing	£65,000	£0	£65,000
Product Marketing Manager	Commercial	Marketing	Product Marketing	£55,000	£0	£55,000
Associate Product Marketing Manager	Commercial	Marketing	Product Marketing	£45,000	£0	£45,000
VP Sales	Commercial	Sales	Leadership	£180,000	£120,000	£300,000
Sales Director	Commercial	Sales	Leadership	£96,000	£64,000	£160,000
Senior MME sales exec	Commercial	Sales	MME Sales Exec	£96,000	£64,000	£160,000
Mid MME sales exec	Commercial	Sales	MME Sales Exec	£78,000	£52,000	£130,000

Head of Sales (SDR)	Commercial	Sales	Leadership	£90,000	£55,000	£145,000
Inside Sales Manager	Commercial	Sales	SDR	£69,000	£46,000	£115,000
SDR sales Manager	Commercial	Sales	SDR	£68,000	£37,000	£105,000
Senior MME SDR	Commercial	Sales	SDR	£35,000	£12,000	£47,000
MME SDR	Commercial	Sales	SDR	£33,000	£12,000	£45,000
Junior MME SDR	Commercial	Sales	SDR	£30,000	£10,000	£40,000
Senior SME SDR	Commercial	Sales	SDR	£35,000	£12,000	£47,000
SME SDR	Commercial	Sales	SDR	£33,000	£10,000	£43,000
Junior SME SDR	Commercial	Sales	SDR	£30,000	£8,000	£38,000
Head of Sales (Exec)	Commercial	Sales	Leadership	£90,000	£60,000	£150,000
Senior Sales Executive Large SME	Commercial	Sales	Large SME Sales Exec	£60,000	£40,000	£100,000
Lead Sales Executive SME	Commercial	Sales	SME Sales Exec	£55,000	£40,000	£95,000
Senior Sales Executive SME	Commercial	Sales	SME Sales Exec	£50,000	£38,000	£88,000
Sales Executive SME	Commercial	Sales	SME Sales Exec	£45,000	£31,000	£76,000
Junior Sales Executive SME	Commercial	Sales	SME Sales Exec	£35,000	£25,000	£60,000
Country Manager / General Manager	Commercial	Sales	Account Management	£105,000	£0	£105,000
RevOps Director	Commercial	RevOps	Leadership	£130,000	£0	£130,000
Head of RevOps	Commercial	RevOps	Growth	£90,000	£0	£90,000
RevOps Principal	Commercial	RevOps	Growth	£90,000	£0	£90,000
RevOps Lead	Commercial	RevOps	Growth	£80,000	£0	£80,000
Senior RevOps Manager	Commercial	RevOps	Growth	£70,000	£0	£70,000
RevOps Manager	Commercial	RevOps	Growth	£60,000	£0	£60,000
Growth Executive	Commercial	RevOps	Growth	£70,000	£0	£70,000
Growth Associate	Commercial	RevOps	Growth	£60,000	£0	£60,000
Senior Partner Experience Growth Lead	Commercial	Marketing	Growth	£95,000	£0	£95,000
Partner Experience Growth Lead	Commercial	Marketing	Growth	£85,000	£0	£85,000
Analytics Director	Product Delivery	Data	Leadership	£105,000	£0	£105,000
Head of Analytics	Product Delivery	Data	Analytics	£95,000	£0	£95,000
Analytics Manager	Product Delivery	Data	Analytics	£85,000	£0	£85,000
Lead Product Analyst / Associate Manager	Product Delivery	Data	Analytics	£75,000	£0	£75,000
Senior Product Analyst	Product Delivery	Data	Analytics	£65,000	£0	£65,000
Senior Commercial Analyst	Product Delivery	Data	Analytics	£65,000	£0	£65,000
Commercial Analyst	Product Delivery	Data	Analytics	£55,000	£0	£55,000
Product Analyst	Product Delivery	Data	Analytics	£55,000	£0	£55,000
Associate Analyst	Product Delivery	Data	Analytics	£45,000	£0	£45,000
Analytics Intern	Product Delivery	Data	Analytics	£22,000	£0	£22,000
Head of Data Science	Product Delivery	Data	Data Science	£110,000	£0	£110,000
Principal Data Scientist	Product Delivery	Data	Data Science	£95,000	£0	£95,000

Senior Data Scientist	Product Delivery	Data	Data Science	£85,000	£0	£85,000
Data Scientist	Product Delivery	Data	Data Science	£75,000	£0	£75,000
Head of Product Design	Product Delivery	Design	Leadership	£100,000	£0	£100,000
Staff Designer	Product Delivery	Design	Product Design	£90,000	£0	£90,000
Lead Product Designer	Product Delivery	Design	Product Design	£80,000	£0	£80,000
Senior Product Designer	Product Delivery	Design	Product Design	£70,000	£0	£70,000
Product Designer	Product Delivery	Design	Product Design	£55,000	£0	£55,000
Associate Product Designer	Product Delivery	Design	Product Design	£36,000	£0	£36,000
Lead Data Engineer	Product Delivery	Engineering	Dev Ops	£95,000	£0	£36,000
Senior Data Engineer	Product Delivery	Engineering	Dev Ops	£85,000	£0	£85,000
Data Engineer	Product Delivery	Engineering	Dev Ops	£70,000	£0	£70,000
Lead Analytics Engineer	Product Delivery	Engineering	Dev Ops	£95,000	£0	£95,000
Senior Analytics Engineer	Product Delivery	Engineering	Dev Ops	£80,000	£0	£80,000
Analytics Engineer	Product Delivery	Engineering	Dev Ops	£70,000	£0	£70,000
VP Engineering	Product Delivery	Engineering	Leadership	£170,000	£0	£170,000
Head of Engineering	Product Delivery	Engineering	Leadership	£130,000	£0	£130,000
Principal Software Engineer	Product Delivery	Engineering	Dev	£105,000	£0	£105,000
Senior Engineering Manager	Product Delivery	Engineering	Dev	£105,000	£0	£105,000
Senior Staff Software Engineer	Product Delivery	Engineering	Dev	£95,000	£0	£95,000
Engineering Manager	Product Delivery	Engineering	Dev	£95,000	£0	£95,000
Staff Software Engineer (Tech lead)	Product Delivery	Engineering	Dev	£87,000	£0	£87,000
Associate Engineering Manager	Product Delivery	Engineering	Dev	£87,000	£0	£87,000
Senior Software Engineer	Product Delivery	Engineering	Dev	£80,000	£0	£80,000
Software Engineer	Product Delivery	Engineering	Dev	£65,000	£0	£65,000
Associate Software Engineer	Product Delivery	Engineering	Dev	£45,000	£0	£45,000
Intern Software Engineer	Product Delivery	Engineering	Dev	£22,000	£0	£22,000
Head of Platform	Product Delivery	Engineering	Leadership	£120,000	£0	£120,000
QA Lead Engineer	Product Delivery	Engineering	Dev Ops	£90,000	£0	£90,000
QA Engineer	Product Delivery	Engineering	Dev Ops	£80,000	£0	£80,000
DevOps Lead / Staff DevOps Engineer	Product Delivery	Engineering	Dev Ops	£95,000	£0	£95,000
Senior DevOps Engineer	Product Delivery	Engineering	Dev Ops	£85,000	£0	£85,000
DevOps Engineer	Product Delivery	Engineering	Dev Ops	£70,000	£0	£70,000
Associate DevOps Engineer	Product Delivery	Engineering	Dev Ops	£45,000	£0	£45,000
Intern DevOps Engineer	Product Delivery	Engineering	Dev Ops	£22,000	£0	£22,000
Head of Product	Product Delivery	Product	Leadership	£120,000	£0	£120,000
Product Lead	Product Delivery	Product	Product Management	£90,000	£0	£90,000
Senior Product Manager	Product Delivery	Product	Product Management	£80,000	£0	£80,000
Product Manager	Product Delivery	Product	Product Management	£65,000	£0	£65,000

Associate Product Manager	Product Delivery	Product	Product Management	£45,000	£0	£45,000
Intern Product Manager	Product Delivery	Product	Product Management	£22,000	£0	£22,000
Finance Director	Core Operations	Ops	Finance	£175,000	£0	£175,000
Head of Finance	Core Operations	Ops	Finance	£100,000	£0	£100,000
Finance Lead / Senior Manager	Core Operations	Ops	Finance	£80,000	£0	£80,000
Finance Manager / Senior Analyst	Core Operations	Ops	Finance	£60,000	£0	£60,000
Finance Analyst	Core Operations	Ops	Finance	£60,000	£0	£60,000
Associate Finance Manager	Core Operations	Ops	Finance	£45,000	£0	£45,000
Finance Assistance	Core Operations	Ops	Finance	£35,000	£0	£35,000
Senior IT Manager	Core Operations	Ops	IT	£65,000	£0	£65,000
IT Manager	Core Operations	Ops	IT	£55,000	£0	£55,000
People Director	Core Operations	People	Leadership	£95,000	£0	£95,000
Head of People	Core Operations	People	People	£80,000	£0	£80,000
People Manager	Core Operations	People	People	£75,000	£0	£75,000
Lead People Partner / Associate Manager	Core Operations	People	People	£70,000	£0	£70,000
Senior People Partner	Core Operations	People	People	£60,000	£0	£60,000
People Partner	Core Operations	People	People	£45,000	£0	£45,000
Associate People Partner	Core Operations	People	People	£30,000	£0	£30,000
Talent Acquisition Director	Core Operations	Talent	Leadership	£100,000	£10,000	£110,000
Head of Talent Acquisition	Core Operations	Talent	Acquisition	£88,000	£8,000	£96,000
Talent Acquisition Manager / Principal	Core Operations	Talent	Leadership	£75,000	£7,000	£82,000
Talent Acquisition Associate Manager / Lead	Core Operations	Talent	Acquisition	£64,000	£6,000	£70,000
Senior Talent Acquisition Partner	Core Operations	Talent	Acquisition	£53,000	£5,000	£58,000
Talent Acquisition Partner	Core Operations	Talent	Acquisition	£42,000	£4,000	£46,000
Associate Talent Acquisition Partner	Core Operations	Talent	Acquisition	£30,000	£3,000	£33,000
Chief Executive Officer	Core Operations	General Management	Leadership	£125,000	£0	£125,000
Chief Strategy Officer	Commercial	General Management	Leadership	£125,000	£0	£125,000
Chief Product Officer	Product Delivery	General Management	Leadership	£125,000	£0	£125,000
Chief of Staff	Core Operations	General Management	Leadership	£195,000	£0	£195,000
Chief Customer Officer	Commercial	General Management	Leadership	£215,000	£0	£215,000
Chief Technology Officer	Product Delivery	General Management	Leadership		£0	£0
Chief Information Security Officer	Core Operations	General Management	Leadership	£125,000	£0	£125,000
General Counsel	Core Operations	General Management	Legal & compliance	£100,000	£0	£100,000
Head of Compliance / DPO	Core Operations	General Management	Legal & compliance	£120,000	£0	£120,000