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Step-by-Step Guide to Headcount Planning for Finance Teams

2024 Ebook

Effective planning isn't just a routine administrative task. It's a strategic process that's crucial to the overall success of the organization.

When organizations take the time to plan their headcount strategically, they ensure that they have the right people in the right roles, with the right skills, at the right time to align with business priorities.

This alignment allows organizations to operate at their full potential, maximizing productivity and achieving their goals.

In today's fast-paced business landscape, organizations need to be agile and responsive to stay competitive. A well-thought-out headcount plan covers multiple scenarios and leaves room for adjustments to meet shifting customer needs and industry trends.

This step-by-step guide is designed for finance teams who are ready to level up their headcount planning from an administrative tick box exercise, to a strategic planning process that propels the organization towards its short-term goals and long-term objectives.

By following these steps, you'll be able to create and implement a headcount plan that enables your organization to align staffing needs with business objectives, optimize resource allocation, improve operational efficiency, and foster a positive work environment.

Define Objectives and Scope

As with any planning process, defining the objectives you'd like to achieve, as well as what your team should (and should not) be focusing on, is key.

Objectives

Make sure you have a solid understanding of what the organization as a whole is looking to achieve, be it fuelling growth or constraining spending. These organizational goals will help set the targets of your headcount planning.

For example, rapid growth may entail less expense aversion and more aggressive hiring.

Constraining spending, on the other hand, may shift focus more towards optimizing internal efficiency, and understanding what (or who) is essential to the successful operation of your organization.

Scope

Define a scope that makes clear to your team, and the rest of the organization, what you'll be focusing on, and for how long. This puts the goals in context, and ensures the process remains controlled.

This may mean limiting your headcount plan to a specific department or geography, or simply setting a timeline of tasks and achievements.

Without a clear scope, your planning process might end up too broad to achieve any of the organization's goals, or too narrow to effect any meaningful change across the organization.

Collect Historical Data and Analyze Trends

The next step is to collect all the relevant headcount data available and analyze it for historical trends. You'll also assess your organization's performance against internal benchmarks and industry standards.

Data Collection

Collecting reliable, accurate, well-organized data is as important to the headcount planning process as setting a solid foundation ahead of a construction project.

Having a clear, objective view of the organization's current situation is the best – potentially the only – way to know what needs to be done to achieve your goals.

In headcount terms, this means collecting and centralizing all relevant headcount information, including present and past employees.

The importance of having a single source of truth for headcount planning data cannot be overstated.

Trend Analysis

Now it's time to analyze all the data you've collected for historical trends. This means not only reflecting on headcount-specific metrics (employee turnover, salary increases, etc.) but also comparing those trends against company milestones.

> *Did the expansion of a specific team result in any major revenue upticks? Did moving employees from one department to another weigh them down?*

Comparative analyses like these give you important insights into the organization's past performance, and what could be done in the future to achieve the organization's desired goals.

Internal Benchmarks

Take time to assess your organization's performance against internal benchmarks, comparing current headcount levels to your targets. This will help you determine whether you're overhiring or understaffed, and identify areas where you may need to adjust your headcount plan.

For instance, a department that consistently falls short on meeting its targets despite having adequate resources might need additional hiring to improve productivity and efficiency.

On the flip side, if a team is consistently exceeding targets with fewer employees, it might be worth redistributing their workload to optimize resource allocation.

Industry Standards

Assessing your headcount against industry standards provides valuable insights into how your organization stacks up against competitors. It enables you to identify opportunities for improvement or areas where you have a competitive advantage, and make informed decisions about increasing or decreasing headcount in specific departments.

If your headcount is significantly higher than industry standards, it may be a sign of unnecessary overhead costs and inefficiencies. In contrast, having a leaner workforce could put your organization at a disadvantage if competitors are better equipped to handle workload demands or meet customer expectations.

HRiS dataset   Forecast 24 ⌄   ↺ Sync data   + Add row

	Date	Name	Role	Department	Location	Start date	Salary	Bonus
·	01/07/2024	John Bishop	Account Execu...	Sales	New York, USA	01/06/2023	60,000	35,000
·	01/07/2024	Kyle Renner	Sales Develop...	Sales	London, UK	08/06/2023	50,000	15,000
·	01/07/2024	Jenny Guenter	Account Execu...	Sales	London, UK	21/03/2024	70,000	60,000
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·	01/07/2024	Jake Perry	Sales Develop...	Sales	Barcelona, Spain	01/04/2024	40,000	20,000
·	01/07/2024	Samantha Broo...	Sales Develop...	Sales	New York, USA	15/04/2024	100,000	40,000
·	01/07/2024	Michelle Banks	VP of Sales	Sales	New York, USA	01/06/2024	150,000	80,000
+	01/07/2024	TBH-0103	Sales Engineer	Sales	Barcelona, Spain	01/07/2024	90,000	20,000
+	01/07/2024	TBH-0104	Senior Account...	Sales	New York, USA	01/07/2024	100,000	70,000

Align With Business Strategy

Aligning your headcount plan with your organization's business strategy is crucial for driving success. This part of the headcount planning process involves collaborating with every department to align headcount needs with strategic goals; taking the organization's financial health as well as any roadblocks into account.

Strategic Goals

By mapping your headcount needs to strategic goals, such as new product launches, market expansions, or cost reduction, you can ensure that your workforce is aligned and equipped to support these initiatives.

A product launch, for example, may involve hiring new employees with specialized skills or reallocating existing resources to prioritize product development and marketing.

Market expansion may require hiring local talent or building cross-functional teams to navigate cultural nuances and effectively penetrate new markets.

In some cases, your business strategy may focus on cost reduction and operational efficiency. This may involve analyzing your current staffing levels, identifying any redundancies or skills gaps, and finding areas where you can streamline operations.

Departmental Input

Reach out to every department to understand their needs and priorities. This open line of communication fosters a collaborative culture and shared understanding of the organization's goals, making it easier to align your headcount plan with the needs of each department.

At this stage of the process, work with department heads to determine which roles have the highest impact on the overall success of the organization or are crucial for the execution of key initiatives.

Once you've identified these critical roles, it's important to assess whether you have the necessary talent in place to effectively perform them.

Make sure your headcount plan proactively addresses any talent gaps that you've identified and the associated costs of the strategies you'll employ to do so, whether that's training and development programs, internal promotions, or external recruitment.
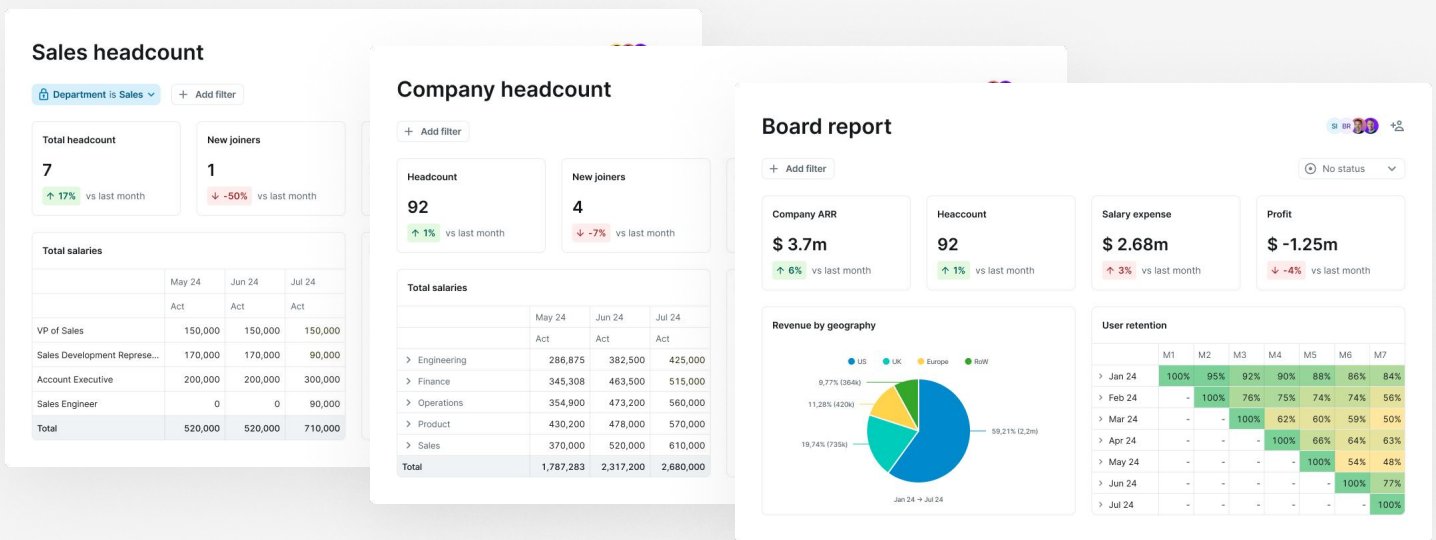
Financial Health and Projections

The next step is to evaluate the financial health and future projections of the organization to ensure that your workforce is optimized to support the strategic goals.

Evaluate key financial metrics such as revenue, profitability, and cash flow to help you gauge the organization's capacity to invest in the workforce and determine the extent to which you can support your headcount plan.

Forecast the growth of the organization, identify potential market opportunities, and understand any potential risks or challenges that may arise in the future.

Consider factors such as market trends, industry competition, technological advancements, and regulatory changes. These external factors can have a significant impact on the overall business strategy and should be taken into account when determining your headcount needs.

Roadblocks and Challenges

Identifying roadblocks and challenges is a critical step in aligning your headcount plan with the organization's business strategy. By being aware of these obstacles, you can take immediate action to overcome them and ensure the successful implementation of your workforce plan.

One common roadblock is budgetary constraints, especially for growing organizations with a finite runway. Another challenge may arise from resistance to change within the organization, which is why it's crucial to communicate the rationale behind your headcount plan and the benefits it will bring to the organization.

Depending on the industry or specific job roles, it may be challenging to find candidates with the desired skills or experience. In such cases, it may be necessary to explore alternative recruitment strategies, the cost of which will need to be accounted for in your headcount plan.

Important: protect sensitive headcount data!

Headcount planning involves handling sensitive data such as salary information, and it's your responsibility to make sure it doesn't fall into the wrong hands. Follow the four golden rules.

1

Segmentation

Segment salary data by department, role, and location and make sure that this sensitive information is accessible only to authorized personnel. If you're using a manual headcount planning process, break up your spreadsheets while collecting departmental input and take great care when consolidating data later on in the process.

2

Confidentiality

Use secure systems to store and handle salary data with access to these systems limited to key stakeholders only. If you're using headcount planning software, you can configure user permissions to control access to sensitive information automatically.

3

Encryption

Encrypt salary data to protect against unauthorized access. This adds an extra layer of security to your headcount planning process, ensuring that only the correct stakeholders have the appropriate level of access to the relevant sensitive information, no more or less.

4

Audits

Conduct regular audits to ensure compliance with data protection policies. Keep in mind that data protection policies differ not only from one organization to another but, crucially, from one geographical region to another. Include compliance training in your finance team onboarding process and provide supplementary training when policies are updated.

Develop Forecasts and Projections

Forecasting is the culmination of all your prior work. The goal of your forecast is to reflect the midpoint between what's realistically possible, and what's needed for your organization to achieve the goals determined in the first few steps of this headcount planning process.

Workload Analysis

For the most part, the workload of each employee within a department is controlled and scrutinized by the owner of that department's budget, typically via a capacity plan or something similar.

However, as a finance team, you're in the advantageous position of being able to help guide these budget owners towards best practices they may not be aware of.
You can provide them with the process and financial literacy that serves to help the organization as a whole.

Key information in this analysis would be:

> *What are the expectations or activities of each role? How much of those activities will be prioritized in order to achieve the organization's goals? Based on the above, how many more or fewer of each role do we need to facilitate the capacity needs of the organization?*

Growth Projections

During the planning process, it's important to keep everything in context and remember that the organization's situation isn't static; future plans need to be made with the future in mind.

If, for example, your organization expects to 10x revenue over the coming year, your headcount plan needs to take that growth into account. Your needs today are important, but you're not planning for the present.

Reach out to relevant stakeholders to get a clear understanding of where leadership expects the organization to be in 3, 6, 12 months, and beyond. A good headcount plan should be able to withstand future developments with only minor adjustments.

Reforecasts are natural, but should be reserved for significant changes to the expected trajectory of your organization.

Scenario Planning

Combining the results of your workload analysis and the organization's growth projections will typically give you a reasonable view of how to plan your headcount needs and their impact. However, as famed financial forecaster Mike Tyson once said: "Everyone has a plan until they get punched in the mouth".

In the context of headcount planning, that proverbial punch in the mouth can come in many forms, be it a market downturn resulting in lower-than-expected income, or the signing of a major new client resulting in growth beyond leadership's most optimistic forecasts.

The best way to maximize your plan's accuracy (and therefore its impact) is to leverage scenarios to account for as many realistic outcomes as possible, and to put a plan in place for each.

First, decide how many scenarios you'd like to consider. More scenarios give you a wider scope of the possible outcomes, and the ability to control for a higher number of variables and uncertainties. But beyond a point, the work of creating and maintaining these multiple scenarios begins to eat away at the added value of having them in the first place.

It's for this reason that in most industries the standard number of scenarios is limited to three:

1. A base (most expected) scenario
2. A bull (optimistic) scenario
3. A bear (pessimistic) scenario

Once you've established your target scenarios, define the variables for which you'll be creating them. These can be any financial metric you track and forecast, such as revenue for example. It's important to limit their number for the same reason that it's important to define a scope in any plan or project: to create solid goal posts around your objective and ensure your analysis is controlled and meaningful.

With your variables and scenarios selected, you can now start defining your 'what-ifs'.

> *What if instead of 5% revenue growth, the organization achieves 15%? What if we actually have a revenue contraction of 5%? How would that affect the rest of our forecast, and by extension, our need for hiring/headcount reduction?*

The final step is to collaborate with in-house experts to cross-check and validate your assumptions.

For instance, your CRO may have a better estimate of the possible range of revenue expectations.

Don't be afraid to leverage those inputs to create a more hybrid model – combining bottom-up with top-down assumptions – to ensure your scenarios are as robust as possible.

Analyze Costs and Integrate Budgets

Headcount planning can, in many ways, be considered a budgeting process in and of itself – the ultimate goal being the achievement of the organization's operational objectives while remaining adherent to the financial reality of its present and future.

Cost Analysis

Budgeting and forecasting processes have a fair amount of overlap, with headcount playing a significant role in both. Attaching a 'budget' to your headcount goals involves understanding the entire breadth of costs associated with each new hire. These include not just base salary, but taxes, variable comp, benefits, and so on.

Only by thoroughly incorporating and analyzing these costs will you then be able to compare them to expected value and get meaningful insights.

Budget Integration

Despite comprising up to ~80% of some organizations' expenses, headcount remains just a portion of the whole.

As such, part of the budgeting process involves reconciling the headcount budget with the rest of the organization's expense budget.

This ensures that the pieces of the puzzle come together in a way that remains adherent to the overarching financial objectives.

Company headcount

+ Add filter

⊙ No status ⌄

Headcount	New joiners	Salary expense	New salary expense
92	4	$ 2.68m	$ 362k
↑ 1% vs last month	↓ -7% vs last month	↑ 3% vs last month	↓ -32% vs last month

Total salaries

	May 24	Jun 24	Jul 24
	Act	Act	Act
> Engineering	286,875	382,500	425,000
> Finance	345,308	463,500	515,000
> Operations	354,900	473,200	560,000
> Product	430,200	478,000	570,000

Headcount
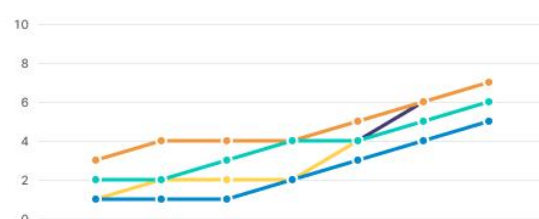
Develop Hiring Plans

Outlining your recruitment strategies and building a talent pipeline are critical aspects of a successful headcount planning process.

Recruitment Strategy

Now it's time to outline your recruitment strategies and timelines. At this stage, you'll need to make strategic decisions about how best to meet the organization's workforce needs with a combination of remote or local full-time hires, contract workers and outsourcing.

While full-time hires offer stability and long-term commitment, contract workers give you the flexibility to scale capacity up and down as needed. You may be able to reduce costs and access specialized services by outsourcing specific functions.

Work closely with department heads to find out where ideal hires are located, whether they require someone onsite, or whether the role can be performed remotely. This information will allow you to factor in relocation costs, as well as any expenses related to remote working such as Employee of Record services.

Talent Pipeline

You'll need to work closely with the HR department to build and maintain a talent pipeline for critical roles.

Talk to the stakeholders most closely involved with recruitment to get a greater understanding of the current hiring landscape. This will not only give you insight into the availability of quality talent but also the associated recruitment costs.

If the market is slow, for example, account for this in your timelines and factor in the financial impact of potential hiring delays. If you're operating in a competitive talent market, consider offering signing bonuses to acquire top candidates, especially for leadership roles.

By outlining the average compensation, salaries, and benefits for each critical role in your headcount plan, the organization will be better prepared to compete for top talent.

Don't forget: headcount planning isn't only about hiring!

Headcount planning involves more than recruiting new talent, it also encompasses any future changes to your current workforce.

Remember to:
- Estimate attrition rates and plan for roles that need to be backfilled
- Account for any internal promotions and potential position changes

HRiS dataset   Forecast 24 ⌄   ⟲ Sync data   + Add row

	Date	Name	Role	Department	Location	Start date	End date	Salary	Bonus	Status
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·	01/07/2024	Samantha Broo...	Sales Development L...	Sales	New York, USA	15/04/2024	–	100,000	40,000	Active
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·	01/07/2024	Tom Palm	Account Executive	Sales	Barcelona, Spain	30/03/2024	–	70,000	60,000	Active
+	01/07/2024	Tom Palm	Senior Account Execu...	Sales	Barcelona, Spain	30/03/2024	–	90,000	20,000	Approved
·	01/07/2024	Jake Perry	Sales Development R...	Sales	Barcelona, Spain	01/04/2024	–	40,000	20,000	Active
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·	01/07/2024	Samantha Broo...	Sales Development L...	Sales	New York, USA	15/04/2024	–	100,000	40,000	Active
·	01/07/2024	Michelle Banks	VP of Sales	Sales	New York, USA	01/06/2024	–	150,000	80,000	Active
+	01/09/2024	TBH-0104	Account Executive	Sales	New York, USA	01/09/2024	–	100,000	70,000	Proposed

Align on Metrics and Data

This step is about agreeing, as an organization, how you'll track performance and then making sure that every stakeholder involved in the headcount planning process is using the same accurate and up-to-date performance data to make strategic decisions.

Performance Metrics

Ultimately, the effectiveness of your headcount plan is evidenced by each department's and the organization's overall performance, so a critical step in the planning process is to establish clear, accurate, and scalable metrics for performance tracking. Then, make sure every stakeholder is using the same, up-to-date performance data for strategic decision-making.

This builds accountability into your headcount planning process, defining clear performance drivers and giving department heads ownership of their own numbers. It also enables you to effectively allocate resources in line with strategic priorities.

With clear performance metrics, it's easier to identify the root cause of missed targets and take immediate action.

Consider, for example, Annual Recurring Revenue (ARR). In tracking this performance metric, you may identify that capacity constraints within the sales team are putting targets at risk for the following quarter.

With this knowledge, you can quickly adjust the headcount plan for an additional Account Executive (AE) hire and advise the relevant department head that quick ramp time will be essential.

Implement, Adjust, and Monitor

Now it's time to implement your headcount plan. This isn't simply a case of executing as planned but rather an ongoing process of monitoring, reviewing, and adjusting as needed.

Implementation

Execute the headcount plan according to the outlined timeline and budget. Sounds simple, doesn't it? However, from unforeseen changes in market dynamics to unexpected deviations from the recruitment strategy, there are a multitude of internal and external factors that your headcount plan will need to adapt to over time.

Build flexibility and rigor into your headcount planning process with rolling forecasts, so you see potential outcomes sooner and adjust your plan early. Doing this will support better decision-making by providing up-to-date financial and operational data that reflects the current business environment.

Granted, rolling forecasts can be time-consuming, so focus on key drivers only, and keep your models as simple as possible. You may also consider using headcount planning software to do the heavy lifting for you.

Reviews and Adjustments

Schedule periodic reviews of the headcount plan against the backdrop of key performance metrics, market dynamics, and internal changes – then adjust your plan accordingly.

Key performance metrics such as productivity and turnover can provide insight into the effectiveness of your plan and highlight areas that may need improvement.

Adjusting your plan based on market dynamics helps the organization stay agile and competitive. These can include, for example, advances in technology or regulatory changes.

The strategic needs of the organization may change over time. Be prepared to adapt your plan quickly in the face of internal changes including departmental restructures or new strategic initiatives.

Monitoring and Reconciliation

Continuously monitor actual headcount against the plan to identify any deviations such as promotions, early hires, or missed growth targets.

Because much of this data is typically owned by HR, monitoring variances often requires close coordination with this department, or using headcount planning software that integrates with your HRIS.

Reconcile variances between your hiring plan and actual headcount immediately to keep workforce budgets up to date.

If you're considering moving from spreadsheet-based planning to a software solution, look for one that offers automated reconciliation to minimize manual work for your finance team.

Report and Communicate

Develop comprehensive reports to communicate the headcount plan and its progress.

Reporting

To make this step easy, we've created a free headcount planning template which you can use to categorize new hires by department, position, location, and salary.

↗ **Download template**

Reporting is a key area where headcount planning software can provide improved efficiency, visibility, and accuracy. Reports can be created very quickly with pre-built templates, using integrations to pull and update financial, operational, and HR data in real time.

Many software solutions will have built-in collaboration tools so changes can be requested and decisions made within the platform. With user permissions, stakeholders can access the reports relevant to their department to ensure data privacy.

Communication

Your ability to communicate clearly and regularly with stakeholders is not only vital to the successful execution of the headcount plan, but also to your finance team's success as a strategic business partner.

Be open and transparent, share the bad news as readily as the good, and put yourself in the shoes of those you're communicating it to. Ask tough questions when you need to, and do so early.

Focus on the big picture as well as the details and step into the role of storyteller. Not every stakeholder will understand the wider impact of reports at face value. Put time and effort into your presentation, including not only data but also visuals and a well-crafted narrative.

Evaluate and Improve

Use this three-step post-implementation review to assess the success of your headcount plan and identify opportunities for continuous improvement.

1. Conduct a post-implementation review to assess effectiveness.

Consider:
- The accuracy of your forecast vs reality. Was the organization able to achieve the headcount/cost projections it expected? Were they above expectations? Below?
- Smoothness and efficiency of the process. Is the organization able to effectively communicate and share insights internally?
- Impact vs goals. Did your plan enable the organization to reach the targets it had initially laid out?

2. Gather feedback from stakeholders.

Ask:
- Why are we collecting stakeholder feedback? For example, to uncover problems with the plan or process not immediately obvious to members of the finance team
- How will we organize responses? Analyze the feedback you receive, identify trends and categorize it into key themes to highlight areas of improvement.
- What's most important? Prioritize the areas of improvement you've identified by their potential impact and alignment with the overall strategic objectives.

3. Document lessons learned to improve future planning cycles.

Ensure:
- Budget owners are included in the ideation of improvements as co-owners of the headcount planning process.
- It's clear what actions to take, who is responsible for each of them, and how you'll measure their success.
- These are communicated to the finance team and every stakeholder involved in the headcount planning process.

Ready to level up your headcount planning from an administrative activity to a strategic and impactful process?

Use this checklist to stay on track as you create and implement a headcount plan that aligns staffing needs with business objectives, optimizes resource allocation, improves operational efficiency, and fosters a positive work environment.

1. Define Objectives and Scope

- [ ] Do you have a solid understanding of what the organization is looking to achieve?
- [ ] Have you defined a scope that makes clear to your team, and the rest of the organization, what you'll be focusing on, and for how long?

2. Collect Historical Data and Analyze Trends

- [ ] Have you collected and centralized all relevant headcount information, including present and past employees, into a single source of truth?
- [ ] Have you analyzed all the data you've collected for historical trends?
- [ ] Have you compared headcount-specific metrics against company milestones?
- [ ] Have you assessed your organization's performance against internal benchmarks?
- [ ] Have you compared headcount levels to your targets?
- [ ] Have you assessed your headcount against industry standards?

3. Align with Business Strategy

- [ ] Have you mapped your headcount needs to strategic goals?
- [ ] Have you reached out to every department to understand their needs and priorities?
- [ ] Have you worked with department heads to identify critical roles?
- [ ] Have you assessed and addressed any talent gaps?
- [ ] Have you evaluated the financial health and future projects of the organization?
- [ ] Have you identified roadblocks and challenges?

Reminder: Protect Sensitive Data

☐ Is your salary data segmented by department, role, and location?

☐ Is it protected from unauthorized access?

☐ Are you using secure systems to store and handle salary data?

☐ Is access to your secure systems limited to key stakeholders?

☐ Have you encrypted salary data?

☐ Do you conduct regular audits to ensure compliance with data protection policies?

4. Develop Forecasts and Projections

☐ Does your forecast reflect a realistic midpoint between optimistic and conservative?

☐ Have you assessed workload demands to determine necessary headcount?

☐ Does your headcount plan account for the organization's growth projections?

☐ Have you created base, bull, and bear scenarios?

☐ Have you cross-checked and validated your assumptions with stakeholders?

5. Analyze Costs and Integrate Budgets

☐ Have you calculated the costs for current and projected headcounts?

☐ Have you included salaries, benefits, relocation costs, and bonuses?

☐ Have you assessed workload demands to determine necessary headcount?

☐ Have you reconciled the headcount budget with the overall expense budget?

6. Develop Hiring Plans

☐ Have you outlined recruitment strategies and timelines?

☐ Have you considered a mix of remote or local hires, contract workers and outsourcing?

☐ Have you factored in relocation costs and expenses related to remote working?

☐ Have you worked with HR to build a talent pipeline for critical roles?

☐ Do you have an understanding of the current hiring landscape?

☐ Have you factored in signing bonuses for top candidates?

Reminder: Include Attrition and Promotions

☐ Have you estimated attrition rates and planned for backfills?

☐ Have you accounted for internal promotions and position changes?

7. Align on Metrics and Data

☐ Have you established clear, accurate, and scalable metrics for performance tracking?

☐ Is every stakeholder using the same, up-to-date performance data for strategic decision-making?

8. Implement, Adjust, and Monitor

☐ Have you begun to execute the plan according to the outlined timeline and budget?

☐ Are you creating rolling forecasts and adjusting your headcount plan accordingly?

☐ Have you scheduled periodic reviews of the plan?

☐ Are you adjusting the plan based on changing business conditions, key performance metrics, market dynamics, internal changes, and new data?

☐ Are you constantly monitoring actual headcount against the plan?

☐ Are you reconciling variances immediately?

9. Report and Communicate

☐ Have you developed reports to communicate the plan and its progress?

☐ Are you communicating regularly with all relevant stakeholders?

☐ Are you communicating with transparency, empathy, and effective story-telling

10. Evaluate and Improve

☐ Have you conducted a post-implementation review to assess the effectiveness of your headcount plan?

☐ Have you gathered feedback from stakeholders?

☐ Have you documented lessons learned for future planning cycles?

Plan headcount precisely with Abacum

Automated headcount planning in Abacum empowers modern finance teams to plan headcount with precision through 30+ HRIS integrations, collaborative workflows, and variance reconciliation.

Create a single single source of truth to ensure that every stakeholder is aligned on the headcount plan and can make data-driven decisions that support your organization's strategic objectives.

Leverage real-time workflows that bring everyone in your organization together to plan and report on its most important asset: people.

↗ **Book a demo**

Sales headcount

🔒 Department is Sales ⌄   + Add filter

◉ No status ⌄

Headcount	New joiners	Salary expense	New salary expense
7	**1**	**$ 630k**	**$ 90k**
↑ 17% vs last month	↓ -50% vs last month	↑ 21% vs last month	↓ -40% vs last month

Total salaries

	May 24	Jun 24	Jul 24
	Act	Act	Act
Sales Development Represe...	90k	170k	170k
Account Executive	130k	200k	200k
VP of Sales	150k	150k	150k
Sales Engineer	0	0	90k
Total	370k	520k	610k

Headcount

● Sales

HRiS dataset

Forecast 24 ⌄   ⟳ Sync data   + Add row

🏷	📅 Date	Tt Name	Tt Role	Tt Department	Tt Location	📅 Start date	# Salary	⚖ Status
•	01/07/2024	John Bishop	Account Execu...	Sales	New York, USA	01/06/2023	60,	Active
•	01/07/2024	Kyle Renner	Sales Develop...	Sales	London, UK	08/06/2023	50,	Active
•	01/07/2024	Jenny Guenter	Account Execu...	Sales	London, UK	21/03/2024	70,	Active

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