

Navigating Salary Challenges for a Salesforce Health Cloud Role

CASE STUDY

About The Swan Group

Founded in 1999, The Swan Group, LLC has evolved from a family business, growing to specialize in IT jobs within the pharmaceutical, biotechnology, life sciences, and consumer products sectors. As a boutique search firm, Steve Swan personally handles every search engagement, ensuring tailored and quality service.

Key metrics



26

Qualified Candidates



3

Interviewed Candidates



2½ months

to get the role filled

CHALLENGE



A client was struggling to fill a Salesforce Health Cloud role. The main obstacle was the salary they were offering. Every time they found a suitable candidate, the offer would be rejected, or the candidate would not show up, indicating that the salary was not competitive.

APPROACH



The Swan Group took on the challenge and quickly realized that the salary being offered by the client was not in line with the market standards for the role. Armed with this knowledge, they initiated negotiations with the client, leveraging their deep understanding of title structures and compensation structures in the industry.

SOLUTION



The Swan Group engaged in comprehensive negotiations with the client, providing them with a clear understanding of the market-standard salary range for the role. This insight led the client to adjust their salary offer, making the role more attractive to potential candidates and competitive in the market.

OUTCOME



1

With the revised salary offer, The Swan Group was able to attract a wider pool of qualified candidates. Eventually finding the perfect match for the role - a candidate with the required skills and experience that was also satisfied with the salary.

2

This successful placement demonstrated the importance of understanding market standards and the effectiveness of The Swan Group's negotiation skills.

3

The candidate continues to thrive in the role today, further validating the success of The Swan Group's approach.

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