

# Jupiter Asset Management



## The Challenge

Jupiter Asset Management is a high conviction active fund manager dedicated to helping its clients meet their long-term investment objectives through a variety of savings products.

From its origins in 1985 as a specialist investment boutique founded in London, Jupiter is now an established, publicly traded company, with a growing international footprint offering individuals and institutions a broad range of expertise across a range of investment strategies.

Prior to implementing CURO Compensation Management software, Jupiter managed its entire compensation review process through spreadsheets. As the company grew, this became more challenging and time consuming for the Reward Team to control. The increasing amount of time spent in managing the review, reduced the time which could be spent analyzing recommendations and dedicating support and guidance to managers. This, in addition to the greater risk of error with manual intervention and version control, prompted Jupiter to look for a better solution.

## The Solution

Jupiter found that using CURO Compensation Management software for its compensation review allowed the HR team to focus its time where it mattered – assisting managers in completing their review and moderation of the overall review proposals across the business. The software allowed Jupiter to create an automated approval hierarchy, visible to managers so they could easily view employees and their recommendation history. HR also had real time oversight of the review so it could support managers during the process. This oversight of the complete review and proposed spend at any given point in time meant a faster turnaround in the post review HR management and analytics process.

“Overall, the project went very well; both parties worked effectively together and at a quick pace. Our dedicated consultant acted as a single point of contact for all queries and knew the system in depth so was able to advise on most questions immediately.

The system was very well received by managers within the business as a simple to use tool. Internally with HR, the system significantly reduced the time taken to run the process and meant that we were able to spend more time with the business and analyzing the submitted data.”

### Owen Dobson

Head of Reward,  
Jupiter Asset Management



## The Results

- Allowed HR and Senior Management to have 'live' access to the latest submissions and data.
- Eliminated risk around manual errors and version control while speeding up the review management process.
- Visible approval hierarchy empowered managers to see impact of compensation recommendations across different levels of the organization including budget summaries.
- HR was able to dedicate time typically spent on cutting spreadsheets into analyzing submitted data to more value added tasks and assisting managers with their review.
- CURO Compensation Management software was easily adopted and used by both managers and HR.

### **About Curo**

Designed and developed by compensation experts, Curo's Compensation Management Software enables organizations to achieve the biggest impact, through compensation, to drive business performance and employee engagement while ensuring pay transparency, equity and compliance.

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