

Cambridge International Systems



The Challenge

Cambridge International Systems design and deliver innovative and adaptive solutions to address capacity-building needs and enable organisational success. For more than 20 years, Cambridge has been fighting bad actors in both the cyber and physical worlds. They work in some of the most challenging domains imaginable including critical infrastructure, illicit trafficking, border security, flight mission assurance, banking, and medical and health security. They use holistic discovery and rigorous systemic solutions to deliver intelligent, strategically crafted aviation, operations, security, and technology solutions globally.

Before implementing CURO Compensation Management software, processes at Cambridge were highly manual, relying on emails and spreadsheets being passed around. This resulted in a lack of unity and consistency across data management which made it hard for key decision-makers to see the whole picture and link compensation allocation to business success.

The Solution

Cambridge found that deploying CURO Compensation Management enabled decision makers with the right information, allowing them to make more intelligent recommendations for salary increases and to better see peer-to-peer comparisons.

With the ability to streamline approval processes with automated workflows the executive management team were able to easily access metrics to approve budget spend and significantly reduced review timeframes. The result; the rewards team spent much less time corralling data and chasing approvals, and more time focused on ensuring compensation effectiveness.

“Curo Compensation Management user-friendly interface has helped us to transform our manual processes and enable decision makers with the key decision support to deliver the right pay to the right people.

We were concerned about the ability to meet our challenging implementation timeline but Curo’s professional services team delivered a process embedded with strong organization, good communication, and thorough training.”

Brien Risher

Chief Financial Officer,
Cambridge International
Systems, Inc.



The Results

- Accurate and readily-available compensation data to make informed compensation decisions.
- Improved data integrity.
- Reduced review timelines due to greater efficiency and automation.
- More confidence in the accuracy of reward decisions and better peer relativity.
- A fast and professional implementation experience.

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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