



How the Finance and Ops leadership of CV Library upgraded sales comp from complex spreadsheets to full automation



25+

Comp Plan Variations

100%

Transparency in Sales
Commissions

90%

Reduction in Time Spent

CV Library needed a way to streamline their sales compensation from multiple complex spreadsheets and automate their 9+ sales rep departments with 10+ spreadsheets each to save time and increase visibility for sales reps. In FY 24, CV Library opted for Visdum's Sales Compensation Automation to unify their sales comp spreadsheets into a single automated system with a single source of truth.

About CV Library

HQ: Hampshire, UK

Industry: Job Board/Careers

Employees: 900

Sales Reps: 100+

Using Visdum Since: 2024

CV Library is the UK's largest independent job recruiting solutions company hosting more than 130,000 jobs in their database, with more than 21 Million CVs in their database for potential recruiters to scout. It was founded in the year 2000. Each month, CV Library helps thousand of candidates get the job they dream of, while simultaneously assisting some of the biggest companies in the world find the talent they need.

Each month, CV Library's website gets 500,000+ visits, cementing their position as a leader in the job search/career industry in the UK.

The Challenge: Navigating Complex Sales Compensation Across Multiple Departments and Plan Variations

Managing a large sales organization with diverse compensation structures presented significant operational challenges. With 85+ sales reps across 9 departments and 25+ comp plans, the company struggled with:

1. Multiple compensation plan variations: Over 25 distinct plan variations on spreadsheets created an administrative burden, requiring multiple hours and a separate calculation for each sales rep.
2. Complex interdependent calculations: The sales reps had a commission calculation for monthly sales commissions and a quarterly bonus as well, which was dependent on the monthly sales commissions, creating an interdependent final payout calculation.
3. Manual data management: All calculations were performed manually on spreadsheets, requiring repeated data uploads for each of the 25+ plan variations for the 85+ reps, which became a huge administrative burden.
4. Lack of flexibility: Offering one-time bonuses or altering individual transactions required cumbersome workarounds that risked disrupting the entire compensation structure prepared on spreadsheets.
5. Fragmented leadership visibility: Without a centralized system, organizational leaders lacked a unified view of compensation data across departments and hierarchical levels which hindered decision making.
6. Lack of visibility for sales reps: The sales reps in CV Library had very limited information on how their paychecks were computed, leading to lots of inquiries and disputes that the administration had to face.
7. Data-heavy compensation plans: The intricate nature of the compensation plans required processing significant amounts of data, which proved inefficient and error-prone when managed manually through spreadsheets.

The Solution: Streamlined Compensation Management Through Centralized Data and Automated Calculations

In December 2024, CV Library implemented Visdum's sales compensation automation to automate commission calculations for their 85+ reps while increasing visibility into paychecks and compensation visibility for the leaders, saving multiple hours each month in the process.

Why did CV Library choose Visdum?

What truly stood out was Visdum's data layer which allowed CV Library to build and store their compensation plans and data and use it with ease every time they want to compute commissions. Visdum also allowed CV Library to automatically prepare clear and accurate commission statements for the sales reps to increase their visibility into their paychecks. Hence, Visdum centralized compensation data while allowing leaders to see compensation distribution at a hierarchical level for every rep with ease.

The Results: Enhanced Operational Efficiency and Strategic Visibility Through Automated Compensation Management

The implementation of Visdum's solution delivered significant improvements across multiple operational areas:

1. Dramatic reduction in administrative overhead: By eliminating the need for 25+ separate spreadsheets and manual calculations, CV Library realized substantial time savings.
2. Improved calculation accuracy: Automated processing of complex, interdependent quarterly and monthly calculations across multiple departments and comp plans eliminated human error and increased reliability.
3. Enhanced leadership visibility: The hierarchical dashboard provided organizational leaders with unprecedented visibility into compensation outcomes across all departments. Visdum's data vault now serves as the single source of truth for sales compensation.
4. Enhanced flexibility: The ability to adjust individual transactions and offer one-time bonuses without disrupting the overall compensation structure enabled more nimble management decisions.
5. Streamlined data management: Reducing data uploads from multiple instances to a single entry point significantly decreased the administrative burden. This complemented the time savings of having to run computations only once as compared to one for each rep.
6. Centralized data: The centralized compensation data vault established a single source of truth for leadership, while the clear commission statements eliminated discrepancies and disputes, improving organizational alignment.

CV Library's vision of an automated and efficient sales compensation system has come to life with Visdum. The administration saves multiple hours in the comp process, and the reps get to enjoy error-free accurate statements.

You've seen how we handle problems,
Want to see what we can do for
you? Let us take a swing.

[Show me what you can do.](#)