

LiquidStack Prepares For Scalable Global Compensation With Hibob

How EVOCS Helped LiquidStack Understand HiBob Compensation, Establish Foundational Job Architecture Concepts, And Prepare For Future Compensation Planning Across A Growing Global Workforce.

The Challenge

As LiquidStack Continued Expanding Internationally, The HR Team Needed To Prepare An Upcoming Compensation Cycle While Simultaneously Learning HiBob's Compensation Module And Establishing A More Structured Framework.



**GLOBAL
WORKFORCE**
US - CANADA
HONG KONG



**ANNUAL
CYCLE**
REVIEW TIMELINE



**MULTI
CURRENCY**
FX PLANNING
SUPPORT



**HIBOB
ENABLEMENT**
COMPENSATION &
JOB CATALOG



**Unstructured Job
Architecture**

Compensation Grades Were Managed Manually Without A Formal Job Catalog Structure To Support Planning.



**Limited HiBob
Compensation
Experience**

The HR Team Needed Guidance Navigating HiBob's Compensation Workflows And Configuration.



**Time-Sensitive
Review Cycle**

Merit Reviews Needed To Be Completed Before Month-End, Creating Urgency Around Planning And Readiness.

PREVIOUS STATE



**Manual
Compensation
Planning**



**Job Grades
Managed As
Custom Fields**



**Spreadsheet-
Based Processes**



**Limited
Compensation
Structure**

COMPANY LIQUIDSTACK

LiquidStack Develops Immersion Cooling Technology Supporting Next-Generation Data Centers And High-Performance Computing Environments.



Industry

Data Center Infrastructure & Cooling Technology



Locations

United States, Canada, Hong Kong



Focus Area

Global Compensation Planning & Organizational Growth

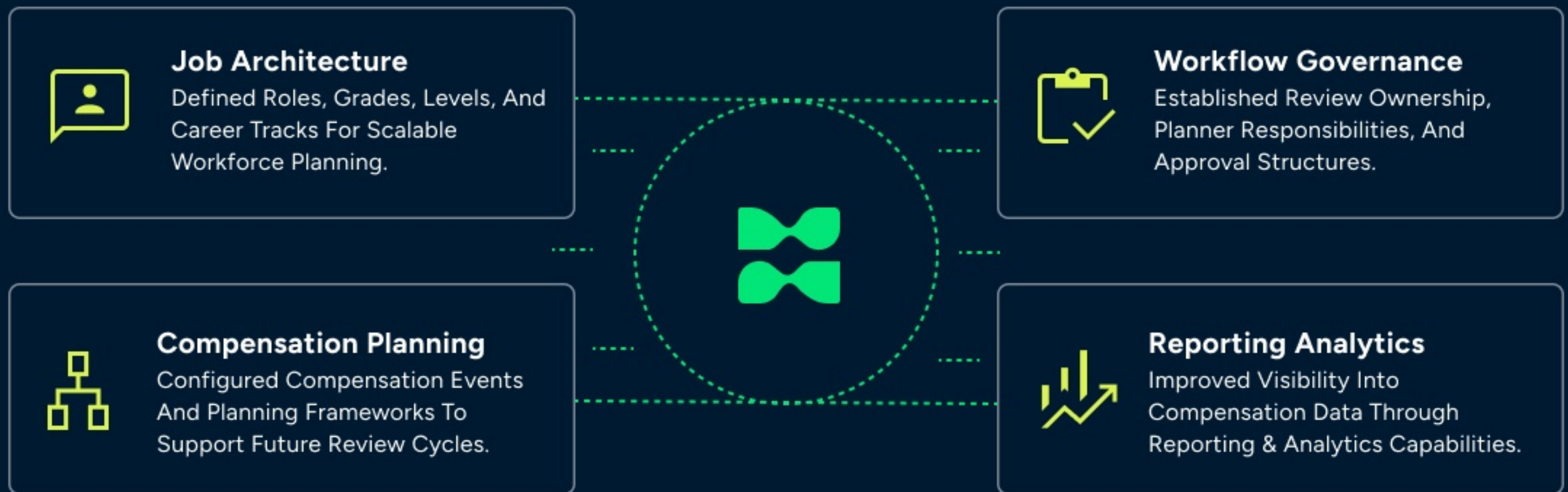


Company Stage

Rapid International Expansion

THE EVOCS SOLUTION

EVOCS Delivered A Compensation-Focused Workshop Designed To Help LiquidStack Understand, Configure, And Prepare HiBob For Future Compensation Planning While Introducing Foundational Job Architecture Concepts.



Key Implementation Activities



Results & Business Impact

The Workshop Provided LiquidStack With The Knowledge, Structure, And Governance Needed To Better Understand HiBob Compensation And Prepare For Future Compensation Planning Initiatives.



Outcomes And What's Next

Key Takeaways

- 
Compensation Planning Readiness Improved
 Stronger Understanding Of HiBob's Compensation Planning Framework And Configuration Options.
- 
Job Architecture Framework Initiated
 Established A Foundation For Future Job Catalog And Compensation Structure Development.
- 
Compensation Governance Clarified
 Defined Planner Roles, Approval Paths, And Review Responsibilities Across Stakeholders.

Client Voices

“EVOCS Helped Us Move Quickly And Confidently Through A System We Were Just Getting To Know. Their Team Understood Our Time Pressures And Brought Clarity Where We Needed It Most.

HR Director, LiquidStack
 Robin Caraway

FAVORITE HIBOB FEATURES



Compensation Management

Compensation Events, Merit Planning, Approvals, Budgets, And Worksheets.



Job Catalog

Job Roles, Grades, Levels, Career Tracks, And Future Compensation Structures.



Reporting & Analytics

Custom Reporting And Compensation-Related Data Extraction.

ONGOING PARTNERSHIP

Following The Workshop, EVOCS Remained Positioned To Support LiquidStack As They Continue Building And Scaling Their Compensation Framework Within HiBob.

- Job Catalog Expansion
- Compensation Event Execution
- HiBob Best Practices
- Reporting & Analytics Optimization

Ready To Modernize HR?

Schedule A Strategic HR Architecture Review

contact@evocs.tech