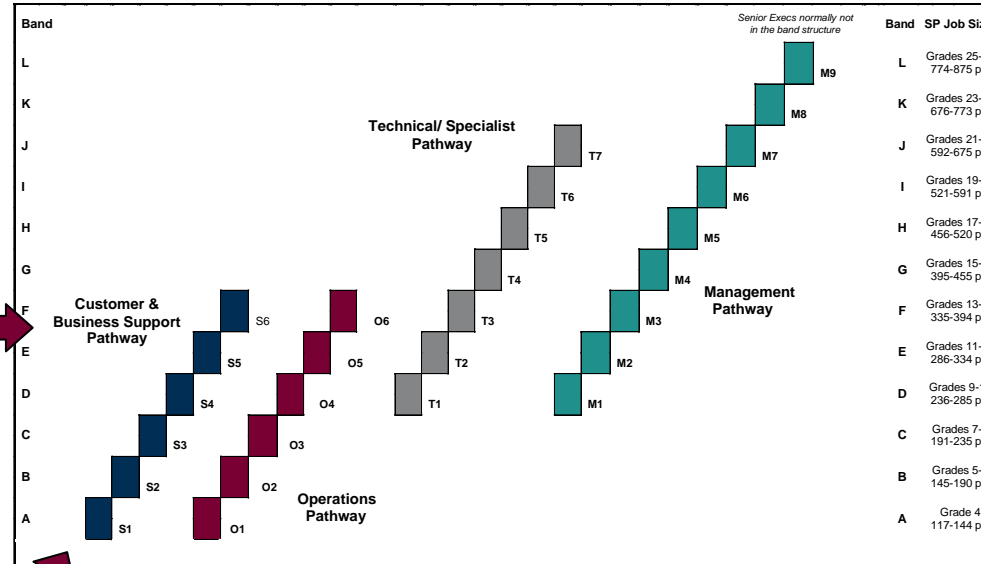




JobWise[®] is a job sizing technology for assigning jobs firstly to **generic career pathways**, and then to the **job level** that best matches the job content and skill requirements.

Career pathways –

Language ladders that set out the hierarchy of roles across broad functional areas. Each of the ladders is defined in terms of **levels** that define the nature of work and its associated competency and skill requirements.



Salary bands

A banded pay structure that can be linked directly to market data from benchmark job and job evaluated surveys.

Each pathway may have its own distinct remuneration strategy and salary bands.

Job levels

Identifiable profiles that map the inter-relationship between expertise, work complexity, impact and scope.

	T2	T3	T4
Role Profile	Technician/Entry-level Specialist Jobs at this level are accountable for results of and processes within portions of work or projects, or for providing specialised technical service in their own right. Varied problems, requiring Positions within this band are largely "contributory" or indirect in terms of accountability and impact of the end results of the organisation as a whole. They provide inputs to the outputs of others.	First level Specialist First level of technical specialisation. Problems of moderate scope and complexity requiring analytical and creative input,..... on liaising, gaining co-operation, convincing others, explaining technical terms. Expertise likely to be at entry level degree with relevant work-related experience.	Mid-level Specialist Jobs at this level likely to provide independent specialised technical service, requiring planning and scheduling their own activities to accomplish objectives. The emphasis in problem-solving is largely around assessing, analysing, evaluating, monitoring and ... relevant technical or commercial experience.
Strategic Pay Band	Band E Grades 11-12 (SP5) 286-334 points (SP10)	Band F Grades 13-14 (SP5) 335-394 points (SP10)	Band G Grades 15-16 (SP5) 395-455 points (SP10)
Typical Job Titles	Engineering assistant (intermediate), help desk operator, accounting officer, graduate (no experience)	Engineer, inspector, planner, researcher, systems administrator, technical sales representative	Mid-level engineer/ planner/ accountant/ HR advisor, network administrator, asset management officer, marketing officer
Other Criteria			

Why use job mapping in your organisation?

Job mapping combines the simplicity, transparency and speed of job matching with the underlying logic and rigour of Strategic Pay's points factor job evaluation tools.

- + Provides a simple way of understanding, articulating and quantifying the progression of job size within a career stream or job family
- + An intuitive and cost effective framework, easily explained to managers and employees alike
- + Particularly suited to broad-banded pay structures – reducing the need for in-depth points factor analysis
- + Robust, high quality market data is available for all jobs in an organisation not just those that can be matched to benchmark surveys
- + Jobs are assigned to levels that reflect the organisation's culture, structure and contribution criteria
- + The only whole job banding model that contains an analytical job evaluation basis
- + Provides a defensible framework for managing internal as well as external relativities
- + Job mapping allows integration of remuneration and internal relativity with wider HR initiatives such as succession planning and career development
- + Can be tailored to the organisation's unique way of doing business.