



## Job Architecture

**Job Architecture** creates a holistic, streamlined, and scalable framework of functional roles that can be used to develop job titles, job levels, roles, and job description.



### Job Architecture Services:

Job architecture is a system for organizing jobs that connects how 'work gets done' to a scalable structure of job functions, job families, job levels with accompanying job titles and job profiles. Job architecture is a foundation for organization design and talent management, connecting the purpose and outcomes of jobs to business outcomes and employee experience.

**Indicators for Job Architecture work** - Common questions and concerns raised by organizations that can necessitate job architecture work:

Our job titles and job levels are inconsistent - and there are too many to make sense of

Our job families and levels need to align to the new HRIS to confirm we get the full functionality of the system

Employees aren't sure what career paths are available to them and how one job can translate to another

We are considering a change in our operating model; what jobs and job structures will better support that model?

**Organizational benefits** - A standardized and robust job architecture enables:

Consistent **Job structure** company-wide, which enables clarity of the purpose of jobs, roles, and expectations, it also allows for more clear alignment of compensation, promotions, and career paths

Clear, **defined levels** allowing employees and managers to see progression and growth opportunities, increasing retention and helping to drive motivation and engagement, it also enables development plans for successors

**Critical skills defined for jobs**, creating **role clarity** allowing for better recruitment and learning & development programs

**Market-relevant and consistent job titles** for easier benchmarking, competitive talent recruitment, greater visibility into career pathing maps, and a common language across the organization



## Job Architecture Frameworks and Benchmarks

We help organizations harmonize job architecture to better align and simplify job families, job roles, job levels, and job titles. We bring:

- ✓ Tech-enabled services to help speed evaluation and rationalization of current structures - and identify options and considerations for future state structure
- ✓ Enterprise and function-specific expertise to inform job families and related roles, levels, and titles
- ✓ Benchmarks to inform roles, levels, and titles
- ✓ Job Profiler helps speed alignment of job families to required skills and competencies



## Why PwC?



**Subject matter experience**

Leaders and teams with deep experience in I/O psychology and organizational development and applied experience to helping clients tackle complex organizational challenges.



**Proven approaches, customized**

We help customize approaches to meet clients' unique needs and goals, incorporating proven approaches and methodologies to solutions and roadmaps that connect talent architecture to talent management approaches



**Advanced technologies**

Our technologies allow for greater involvement, faster results, and deeper analysis. The Job Profiler tool helps clients accelerate and validate the identification of job-specific critical skills, knowledge and abilities.



**Benchmarking Data**

Allows for client-specific customization informed through a robust data set across industries, organizational size, and functions. We have access to benchmarks across industries and organizational type, size, and geography.



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