

Market Benchmarking

Recommended Approach to Job Matching

DRAFT:
For discussion only

New Grade	Mercer Match Level(s)		
	Legacy Home Trust	Legacy Fairstone	Recommended
9	M5 - Director	M6 - Sr. Director	M6 - Sr. Director
8	M4 - Sr. Manager M3 - Manager	M5 - Director	M5 - Director
7	M2 - Team Lead P4 - Specialist	M4 - Sr. Manager M3 - Manager P5 - Expert P4 - Specialist	M4 - Sr. Manager P5 - Expert
6	P3 - Senior	M3 - Manager P4 - Specialist P3 - Senior	M3 - Manager P4 - Specialist
5	P2 - Experienced	P3 - Senior P2 - Experienced	P3 - Senior
4	P1 - Entry	P2 - Experienced P1 - Entry S3 - Senior Support	P2 - Experienced S4 - Specialist S3 - Senior
3	S4 - Specialist S3 - Senior S2 - Experienced S1 - Entry	S4 - Specialist S3 - Senior S2 - Experienced S1 - Entry	P1 - Entry S3 - Senior S2 - Experienced
1-2	N/A	S3 - Senior S2 - Experienced	S2 - Experienced S1 - Entry

Grade 7 Example: Regional Sales Director

Responsible for developing sales strategy in their region, accountable for sales results, and managing a team of account managers.

Grade 6 Example: Manager, Small Commercial Underwriting

Manages a group of underwriting professionals, where 40% of job is people leadership. Requires 3-5 years of leading a team.

Grade 5 Example: Senior Residential Underwriter - Classic

Makes credit decisions on complex files, negotiates terms, and requires 5+ years of mortgage experience with a designated lending authority.

Grade 4 Example: Default Recovery Analyst

Prepares executive presentations, develops recommendations for improvements and controls, requires 3+ years of experience.