



WEBINAR

Implementing job evaluation processes: ensuring long-term success

The Speaker



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Moderation



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Content Creation, Managing Director UK

Housekeeping – What you should know.



Recording

The webinar will be recorded. Cameras and microphones are only active for the speakers.



Q&A instead of chat

The chat is disabled - please use the Q&A function for questions. We'll take time for these at the end!



Duration & agenda

Planned: approx. 45 minutes of content + 15 minutes Q&A.



Follow-up

Attendees will receive the link to the recording by email afterwards.



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Many people are afraid of a job evaluation project!

Often in the past

Expensive

Complex

Dependency

But it can also be done differently!

Cost-efficient

Pragmatic

Independence





Job Evaluation: Determining the equivalence of work



EX	EX-16 - EX-01	Executive-Level			
Grades	25				General Management
	24				
	23				
	22				
	21			Project Management	Top Management
	20				
	19	Experts, „Gurus“			
	18				
	17				
	16	Professionals			Middle Management
	15				
	14				
	13				Junior Management
	12				
	11				
	10	Skilled staff			
	9				
	8				
	7				
	6				
	5	Unskilled / semi-skilled Workers			
	4				
	3				
	2				
	1				
Individual Contribution		Project Management		Management	

Analytical evaluation

EU factors:

- Competencies
- Responsibilities
- Effort
- Working conditions

What is a job architecture?

Grade

Job family

Grade	Human Resources	Compensation and Benefits	HR Business Partner	Learning and Development	Payroll	Recruitment	Safety / Health / Environment (deprecated)
19	Management						
	Vice President Corporate Human Resources Human Resources ⓘ						
17	Management						
	Director Human Resources Human Resources ⓘ						
15				Individual Contribution		Management	Individual Contribution
				Senior Expert Learning & Development Learning and Development ⓘ		Director Recruiting & Employer Branding Recruitment ⓘ	Expert General Safety and Protective Measures Safety / Health / Environment (deprecated) ⓘ
14	Management	Individual Contribution					
	Team Leader HRM Human Resources ⓘ	Senior Expert Compensation & Benefits Compensation and Benefits ⓘ					
13		Individual Contribution		Individual Contribution	Management		
		Expert Compensation & Benefits Compensation and Benefits ⓘ		Expert Learning & Development Learning and Development ⓘ	Team Leader Payroll Payroll ⓘ		
12		Individual Contribution				Individual Contribution	
		Specialist HR Comp und Ben Compensation and Benefits ⓘ				Corporate Recruiter Recruitment ⓘ	
11	Individual Contribution		Individual Contribution	Individual Contribution			
	Specialist HRM Human Resources ⓘ		Human Resources Business Partner HR Business Partner ⓘ	Specialist Learning & Development Learning and Development ⓘ			
10		Individual Contribution			Individual Contribution	Individual Contribution	
		Analyst Compensation & Benefits Compensation and Benefits ⓘ			Senior Specialist Payroll Payroll ⓘ	Recruiter Recruitment ⓘ	



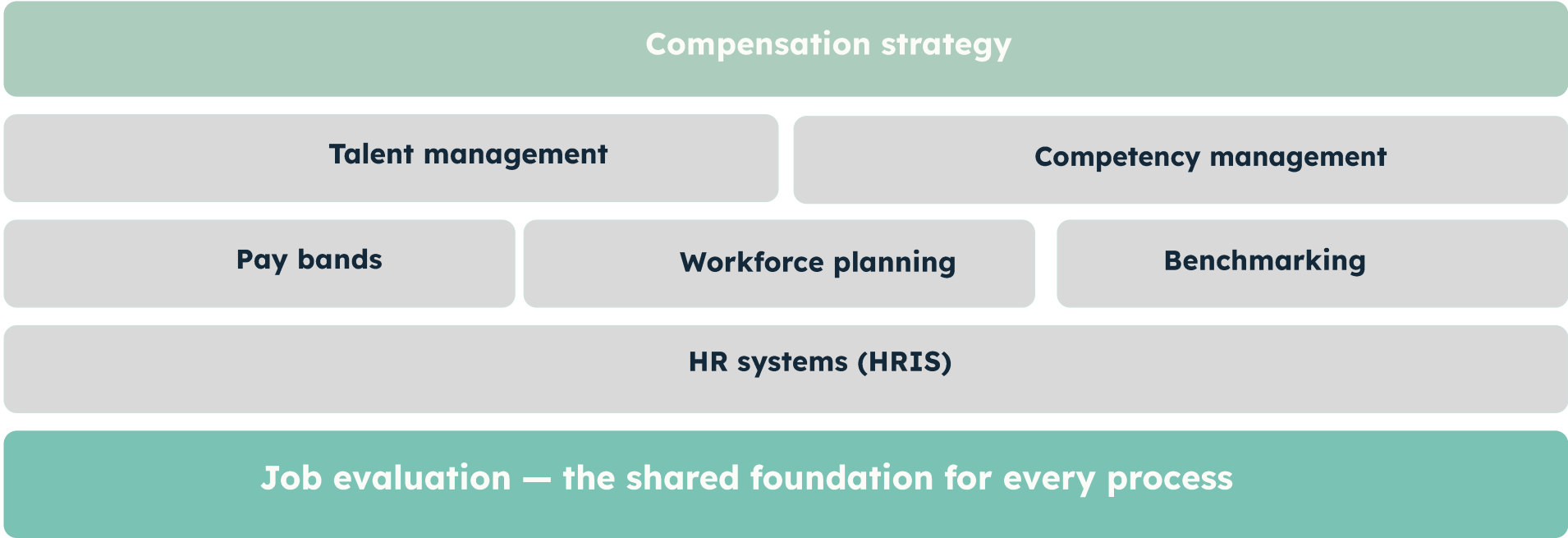
Compliance should be used as one of the drivers but not the main driver: EU Pay Transparency Directive

Rules	1 – 49 employees	50 – 99 employees	100 – 149 employees	150 – 249 employees	250+ employees
Right to equal pay + sanctions	From June 2026 for employers of all sizes				
Pay transparency for employees & candidates					
Determining the equivalence of work	✓	✓	✓	✓	✓
Pay transparency already in the application process	✓	✓	✓	✓	✓
Ban on asking about previous pay	✓	✓	✓	✓	✓
Gender-neutral language	✓	✓	✓	✓	✓
Transparency on how pay and pay progression are determined	Optional and country-dependent	✓	✓	✓	✓
Right to information	✓	✓	✓	✓	✓
Explicit permission for employees to disclose their own pay	✓	✓	✓	✓	✓
Reporting for the public & government	Optional and country-dependent		From June 2031 every three years	From June 2027 every three years	From June 2027 annually
Joint pay assessment					

Important: Some rules may vary by country



Job Evaluation is the foundation for all HR processes





Using role-specific competencies as the base for Talent Management

Job profile - HR Business Partner

Export job profile

Master data

Grading result

Working Conditions & Effort

Compensation structure

Job Matches

Market Data

Competency matches

Job Description

Overview

Export

Competency level

Tactical

Competency matches

Hide Behavioural examples

Attention To Detail

The ability to process detailed information effectively and consistently

Behavioural examples

- orders data on topics discussed with an eye for relevant detail
- readily recognises contradictions in detailed information
- readily recognises gaps in graphic representations
- develops ideas thoroughly and meticulously into an effective plan of action
- devises systems to monitor and control detailed information adequately

Persuasiveness

The ambition to win over other people for one's views and ideas and to generate support.

Behavioural examples

- anticipates arguments and formulates adequate counter-arguments
- hears both sides of an argument
- makes others see the advantages and possibilities of a proposal
- generates support for difficult proposals
- believes in their proposals and demonstrates this belief

Learning Ability

The ability to absorb new information readily and to put it into practice effectively.

Behavioural examples

- develops new ideas and proposals after studying and processes matters that have to do with their position
- asks for feedback on their performance in order to improve
- is able to absorb complex information and integrate it into their own method
- learns readily from their mistakes
- uses newly acquired knowledge readily for their own organisation

Problem Analysis

The ability to detect problems, recognize important information, and link various data; to trace potential causes and look for relevant details.

Behavioural examples

- notifies problems that occur and oversees their consequences for the work's progress
- looks at a problem from various points of view: financial, strategic, personal, aet cetera
- is able to place a problem's development in time
- sees connections between seemingly unconnected operational problems and events
- gets to the heart of a matter readily by asking the right questions and using the right sources

Social Awareness

Being aware of relevant social, political and professional trends and developments and using this information for the organization's benefit.

Behavioural examples

- Actively follows social developments that are relevant to the organisation and its field of work
- actively participates in networks in order to gain knowledge of trends, policies, future developments that are relevant to the organisation
- offers proposals for improvement based on their knowledge of the market and its relevant developments
- is able to utilise future developments
- positions the organisation in its proper context

Written Expression

The ability to express ideas and views clearly to others in writing.

Behavioural examples

- presents complex issues in simple language that everybody understands
- structures a complicated story in logical steps
- provides sufficient, not too much, instruction and information
- structures an argument in way that conclusions follow logically
- adjusts their use of language to the audience

Introducing a compensation structure as the base for compensation strategy



- Analysis of internal pay
- Optional: Market analysis
- Identifying outliers
- Defining a compensation philosophy
- Designing pay bands incl. cost calculation



Building up the foundation for all HRIS processes

[Back to: Admin Center](#)

Manage Data

Search

Include Inactives:

Search As Of:

Create New

History «

09/21/2023

Take Action ▾

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gradar_pay_grade_midpoint: 44,289.03 44,...

09/13/2023

grade: 7
career: Individual Contribution
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04/24/2023

grade: 8

03/28/2023

RM Job Code: 50070968
RM Job Function: 50070899
grade: 8 6

01/27/2023

RM Job Code: 50070968
RM Job Function: 50070899
grade: 6 11

01/20/2023

RM Job Code: 50070968
RM Job Function: 50070899
grade: 11 17

01/19/2023

RM Job Code: 50070968
RM Job Function: 50070899
grade: 17 9

01/01/1900

Job Classification: Record created

Job Classification: Administrative Support (50070968)

Start Date * 09/21/2023

Job Code * 50070968

Job Title Administrative Support ⓘ

Description Administrative Support ⓘ

Status * Active

Workers'Comp Code

Parent Job Classification

Job Level IC - Non-Manager

Standard Weekly Hours 40

Regular/Temporary Regular

Employee Class Active

Is Full Time Employee Yes

Supervisor Level Individual Contributor

Pay Grade Hourly Grade 09 (H-09)

Job Function Administration (50070899) ⓘ

RM Job Code 50070968 ⓘ

RM Job Title Administrative Support ⓘ

RM Job Level IC - Non-Manager

RM Regular/Temporary Regular

RM Employee Class Active

RM Is Full Time Employee 1 ⓘ

RM Supervisor Level Individual Contributor ⓘ

RM Pay Grade Hourly Grade 09 (H-09) ⓘ

RM Job Function 50070899 ⓘ

RM Company

grade 7

career Individual Contribution

gradar_url https://integration-demo-successfactors.gradar.rocks/app/jobs/47277/master_data

gradar_job_level XXL XII

gradar_pay_grade_min 35,431.22

gradar_pay_grade_midpoint 44,289.03 44,289.025

gradar_pay_grade_max 53,146.83

Job Classification Countries/Regions

No data for Job Classification Countries/Regions available or you do not have the necessary permission.



What a job evaluation platform delivers



Documented evaluation & re-grading

Roles change constantly. The platform re-evaluates as they do, instead of waiting for the next big project.

Live, evaluation-linked pay bands

Bands update with the underlying data — not a spreadsheet that goes stale after six months.

System integration

Connects to the HR systems already in use, e.g. Workday or SuccessFactors, instead of living in a silo.

Audit-ready documentation

Every grading decision stays traceable and defensible when a regulator, works council or employee asks.

Technology & AI doesn't replace the evaluation — it keeps it accurate, connected and defensible over time.

You have chosen the best JE methodology for your organisation

Now come the next steps for long-term success:

Implement

Build the operating model

Governance, roles and communication

Embed

Make it part of HR

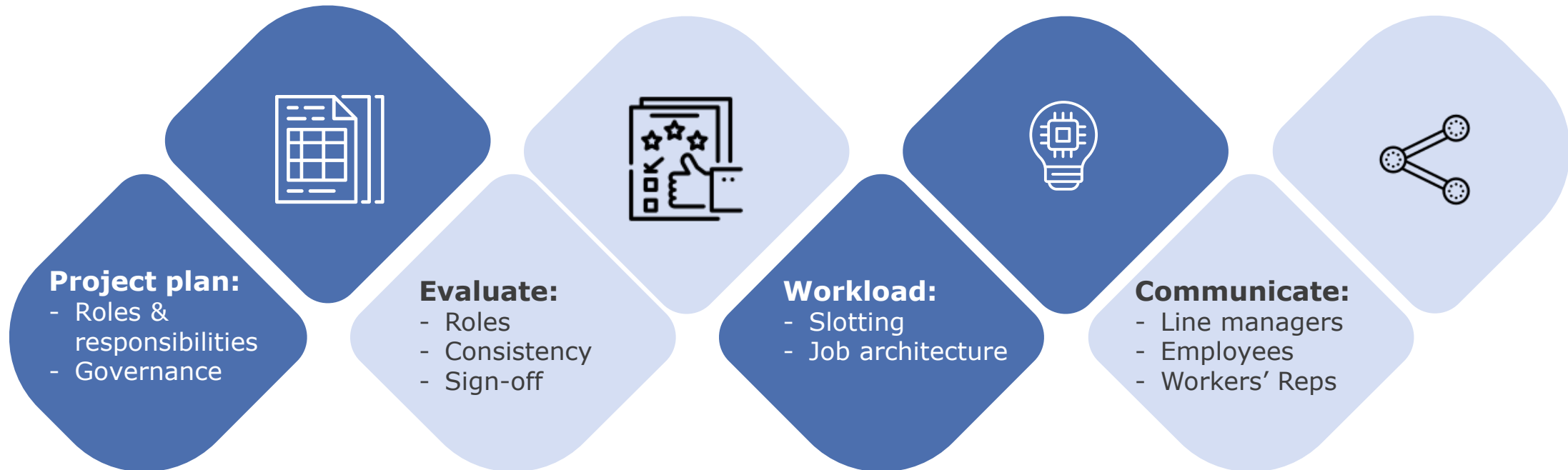
Systems, talent and pay processes

Monitor

Keep it current

Review changes and stakeholder feedback

Implement



Embed

HRIS systems

Recruitment

Talent development

Compensation and benefits

Appeals and grievances

Pay transparency



A methodology creates value when it becomes part of everyday HR decisions and is embedded across multiple HR processes.

Monitor



Questions?

Please use the Q&A function



Book a demo with us via
<https://calendly.com/d/2yf-b9z-zmn>





Interested in how gradar can support you?



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<https://calendly.com/d/2yf-b9z-zmn>



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