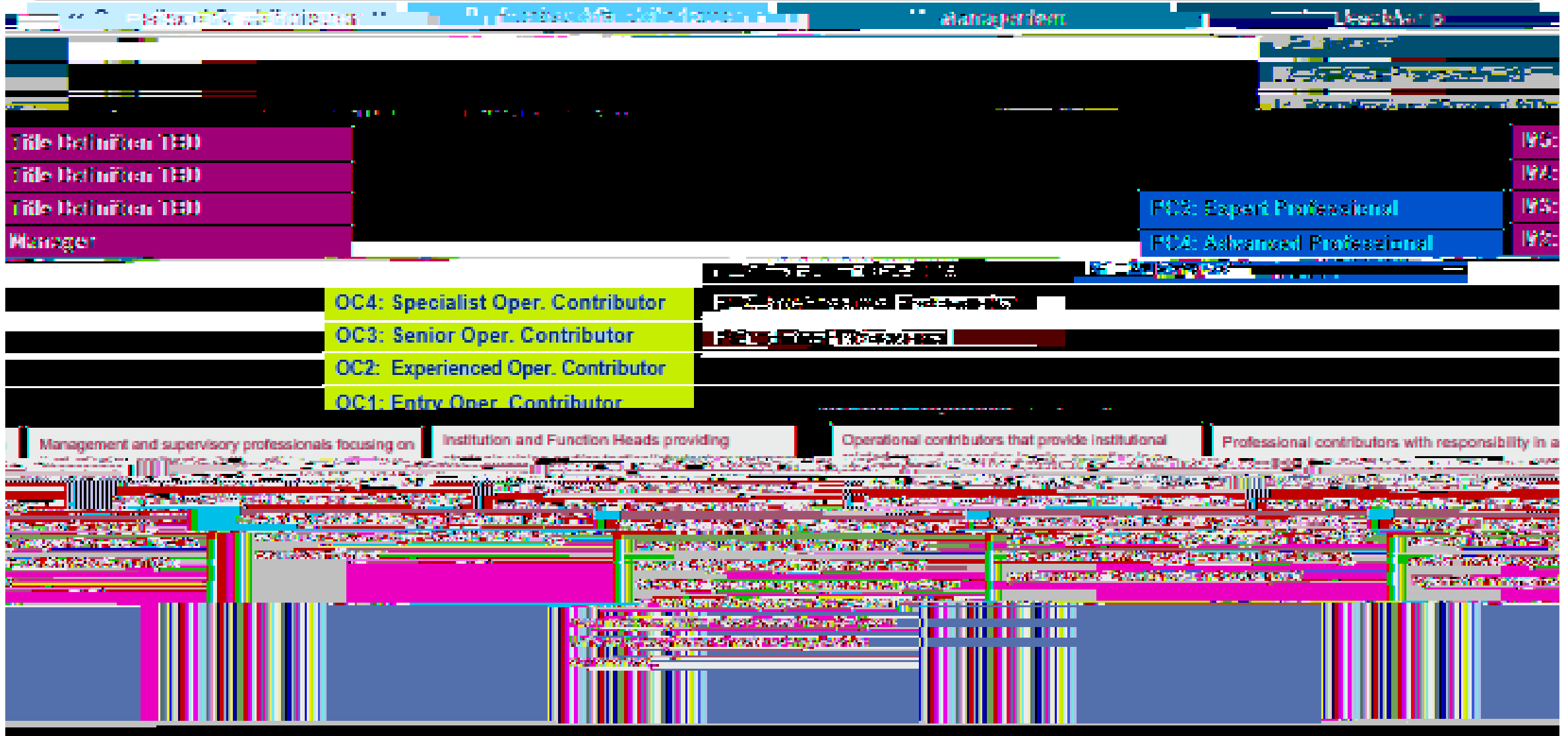




Career Streams

4 Career Streams





Job Families & Sub-Families

We currently have 17 job families drafted
Multiple Sub-Families within each Family

Defintion	
Job Family	A job family is a group of jobs involving similar types of work and requiring similar training, skills, knowledge, and expertise. (example - Finance, Human Resources)
Job Sub-Family	An organizational function within a job family that is supported by a distinct body of work or discipline of knowledge (e.g., Finance job family, job sub-families may include Financial Analysis & Budgeting, Accounts Receivable, Payroll).

Example:

Information Technology:

Database Administration

Information Security

IT Web Technology

Network Administration & Telecommunications

Finance

Accounts Payable

Financial Analysis & Budgeting

Payroll

Treasury



Job Levels & Job Level Factors

Job Levels: System of hierarchical layers and organizational structure within and across career streams. Level guides are used to understand and define levels within a career stream based on a set of leveling factors such as institutional impact, innovation & complexity, communication & influence. (e.g., Operational Contributor: OC1-OC4, Professional Contributor: P1-P5)

Job Leveling Factors: The criteria used to determine the appropriate career level for a job within the job architecture, including:

Institutional Impact: Nature and scope of influence the level has on its area of responsibility, as well as the level of autonomy

- **Innovation & Complexity:** Degree to which the level needs to identify and devise solutions to problems and the level of autonomy to make decisions

Communication & Influence: Describes the nature of communication the level is responsible for and the level of influence required

- **Leadership & Talent:** Responsibility for people development, including supervision, training, coaching and performance management
- **Knowledge & Experience:** Level of expertise required to fulfill level responsibilities as defined by minimum levels of formal education and/or work experience