

CareerPath modernization

We are committed to providing a clear, easy to understand job structure that aligns jobs, levels and positions across the institution to deliver consistency, fairness, and transparency to a wide variety of opportunities, roles, and career paths.

Transparent, equitable market-guided job and pay structure

Line of sight to opportunities and careers

Resources to explore career paths

Elements of a Job Structure



Job Levels

Based on 5 factors:

- Organizational impact
- Communication and influence
- Innovation and complexity
- Leadership and talent management
- Knowledge and experience



Job Family Groups & Job Families

- Job family groups are broad categories of work with a similar functional occupation and that require similar knowledge and skills.
- Job families describe specialized functions and are used to further group similar jobs together within a larger job family group.



Career Streams

- Jobs with distinct similarities in nature of work
- Within each career stream are 3-8 job levels



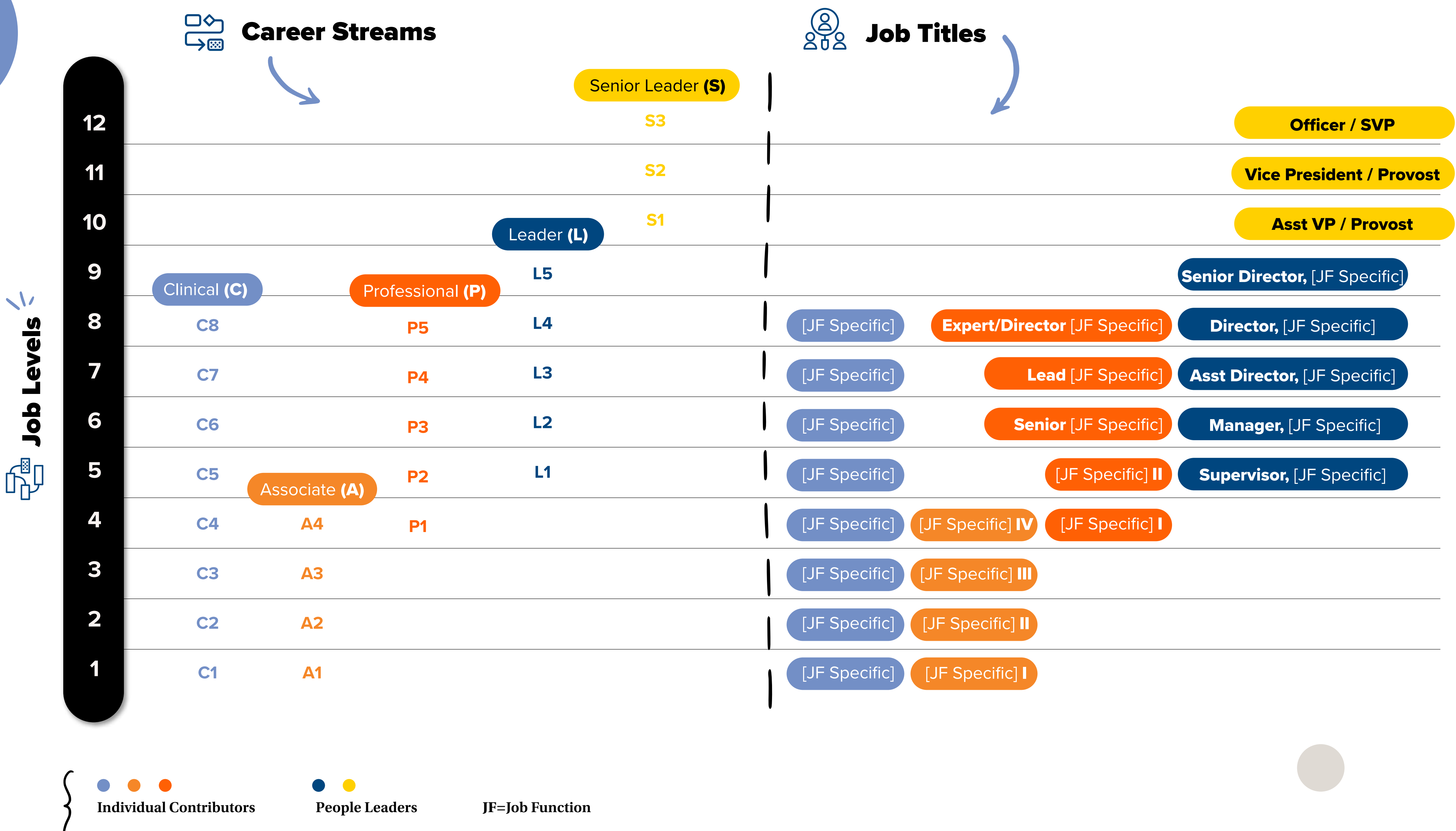
Job Titles

- Standardized, reflective of the market, and provide a common language.



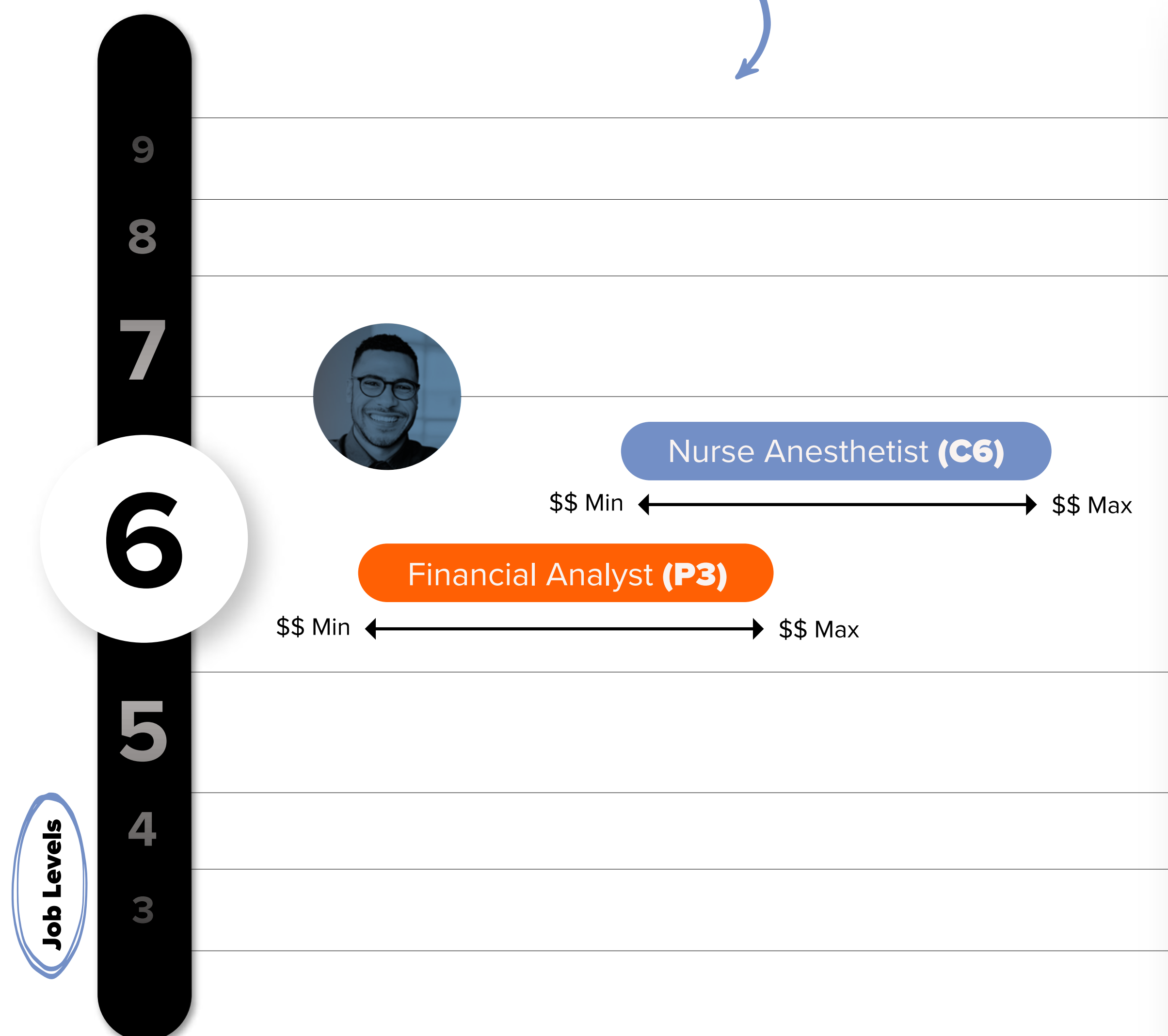
Pay Ranges

- Every job title has an associated pay range guided by market data
- Pay ranges are determined by a job's responsibilities and role
- Pay ranges reflect what the external market pays for that job



Pay Ranges

Similar jobs in the same job level may have different pay ranges.



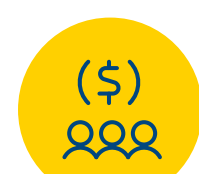
EXAMPLE: Nurse Anesthetist & Financial Analyst



Same job level: 6



Two career streams: **Clinical and Administrative**
Two career levels: **C6 and P3**



2 different pay ranges

Career Planning Resource:

Comprehensive Job Catalog organized by function (**Job Family Group**) and specific requirements and skills (**Job Family**)