

Mercer Job Library

Design and methodology



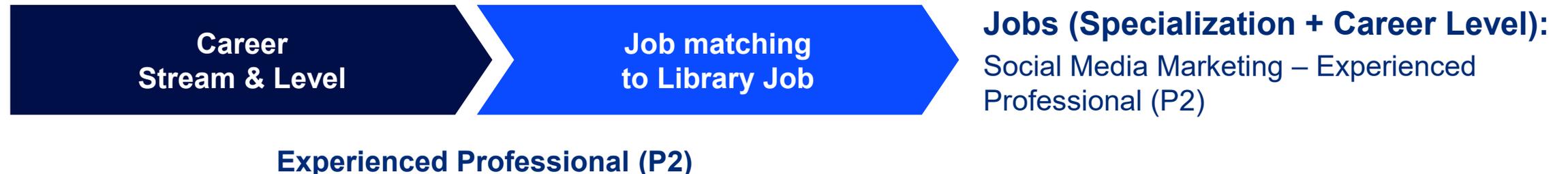
Mercer Job Library

Job as a combination of Nature and Hierarchy of Work

Nature of Work: What are the tasks/type of work a person performs?



Hierarchy of Work: What is the organization level at which the tasks/type of work is performed?



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Hierarchy of work – What is the organization level at which the tasks/type of work is performed?

Career Stream

		Executives	Management	Professionals	Para-professionals
Career Level	Executive Tier 1				
	Executive Tier 2				
	Executive Tier 3				
			Senior Director (M6)	Pre-Eminent (P6)	
			Director (M5)	Expert (P5)	
			Senior Manager (M4)	Specialist (P4)	
			Manager (M3)	Senior (P3)	
			Team Leader – Professionals (M2)	Experienced (P2)	Specialist (S4)
			Team Leader – Para-Professionals (M1)	Entry (P1)	Senior (S3)
					Experienced (S2)
				Entry (S1)	

Note: This table is for illustration purposes and represents the typical correlation between Career Levels, within each of the Mercer Job Library Career Streams. It is based on the median position classes associated with the underlying IPE evaluations for a mid-sized organization. The alignment of Career Levels may differ somewhat between organizations depending on various factors, in particular organization size, but also industry, activities, geographic scope, etc. For more information, speak to your Mercer consultant.

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Smart job coding

Social Media Marketing – Experienced Professional (P2)

SMP

04

065

P20

Family
(3-digit alpha)
Sales, Marketing & Product
Management

Sub-family
(2-digit)
Product Marketing &
Management

Specialization
(3-digit alpha)
Social Media Marketing

Career Stream (1-digit alpha) Professional - P	Career Level (2-digit) Experienced - 20
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Family

Summarizes Jobs with distinct-yet-related disciplines or departments.

Sub-family

Summarizes Jobs within a Family that have a distinct branch or discipline of knowledge.

Specialization

Summarizes tasks/type of work performed, regardless of organization level.

Organization level

Represents a specific type of work at a specific Career Level.

Clients match to “Jobs” during the data submission process.

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Career Level vs. Executive Tier

Hierarchy of Work (Career Level)

Management, Professional,
Para-Professional Career Stream

What is the organization level at which the tasks/type of work is performed?

- Incumbent-based assessment
- Typically limited to employing entity
- Closely mirrors internal grading structure
- Internal organization structure similar across organizations

Breadth of Leadership (Executive Tier)

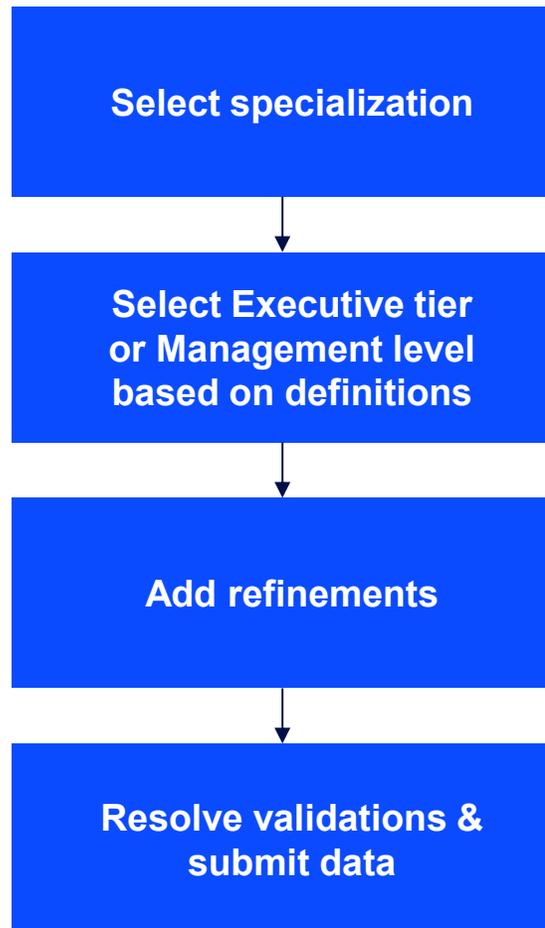
Executive Career Stream

What is the breadth of leadership for a given executive role?

- Incumbent- and organization-based assessment
- Considers entire organization
- Typically, multiple internal grades included in one Library Executive Tier
- More variations in internal organization structures between organizations

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Executive Job Matching Steps



Recognize **nature of work** of an Executive and select matching specialization from Mercer Job Library, e.g., **GMA.01.003 Head of Organization (CEO)**.

Select applicable Executive Tier or Management Level based on definitions.

Focused on strategy development and setting organization direction



Support strategy development, but focused on its execution



Provide all required executive refinements including information about **geographic scope of role**.

Review your organization's executive structure holistically. Update tier/level matches and/or specializations as needed.

For more details, please refer to: **Executive Framework and Job Matching**

We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.