Job Architecture Tool (JAT)

Revolutionize your job framework.

Build and manage a tailored job architecture online.

JAT can help you ...

- Quickly create a custom job architecture or update an existing one and maintain it centrally.
- Save time and resources building and maintaining a job architecture using spreadsheets or other old-fashioned, static tools.

JAT allows you to unlock the power of a customized job architecture by tailoring job levels, families, and titles to meet your organization's specific needs, supporting agility.

Contact us today to learn more about how JAT can revolutionize your job framework and drive organizational success.

Learn More **Watch Video** **Buy Now**

Why use JAT?

- **Enhanced flexibility**: Adapt job architectures to evolving organizational needs.
- **Improved talent management**: Enable clear career progression paths and identify skill gaps.
- **Compliance and risk mitigation**: Ensure legal compliance with labor laws and regulations.

How JAT works

- **Design**: JAT allows organizations to design their job framework by customizing job levels, families, and titles to align with their organizational structure. Clear career progression paths and responsibilities are defined within the framework.
- **Matching**: Employees and jobs are then mapped to the architecture, ensuring role alignment and clarity.
- **Refinement**: Over time, the framework can be refined, and the data can be input into the organization's human resources system, providing a comprehensive and accurate representation of the job architecture.

Sample use cases

Recruiting

Adjust offers based on market demand and skill relevance.

HR teams

Create flexible talent marketplaces and career paths.

Compensation teams

Ensure competitive pay plans and retention strategies.

Mercer — Empowering organizations through custom job architectures.