



# Introducing Skills Map

Mercer Skills Edge solution



## Map skills directly to your job catalog, leveraging Mercer's proprietary AI and best-in-class Skills Library data

Do you know what skills are relevant to your jobs in the market? Do you want to leverage best-in-class skills data to design your organization's unique job and skills library?

**Skills Map** is a workflow solution, underpinned by the Skills Library, that empowers you to quickly map skills and related proficiency levels to your job architecture.

### AI-powered skill mapping

Skills Map utilizes proprietary AI to scan your records and recommend mappings to Skills Library specializations and jobs. This mapping is an immediate crosswalk from your job catalog to our expert-curated skills taxonomy and recommended proficiency levels to use as a baseline for customizing skills to your job architecture.

Mercer Content for Baseline Skill Mapping

Suggested Sub-Family Matches      Suggested Specialization & Job Matches      Search (Enter Job)

Additional Mercer Job Library Specialization Matches (5)  
Your Site: Business Development Services

Hide Skills

Business Development Strategy & Planning - Professional **Good Match**

Skills Summary (in rank order grouped by Skill Source)

Skill Rank	Skill Source	Skill Name	Skill Sub-category	Skill Category	Skill Major Category
1	Sub-family	Customer Relationship Management	Customer Relationship Management (CRM)	Customer/Client Management	Knowledge
2	Sub-family	Market Research	Marketing Research and Planning	Marketing of Products and Services	Knowledge
3	Sub-family	Lead Generation	Sales and Account Management	Sales of Products and Services	Knowledge
4	Sub-family	Resilience	Resilience, Stress Tolerance and Flexibility	Self-Management	Attitudes

Hide Skills

Cancel    Map to Selection

Map Skills & Proficiencies

Job Architecture Level for Skills - Business Development Services

Contents

- 1. Career Stream
- 2. Job Family
- 3. Job Sub-Family
- 4. Job Specialization

Accountability, Skillset  
This Mapping Level does not have skills defined  
Skill Frameworks, Take-home, Analysis of Thinking  
Customer Relationship Management, Customer Sales Management, Customer Communications Management  
Customer Relationship Management, Customer Sales, Customer Acquisition Management, New Business Development, Outside Sales, Enterprise Sales, Sales Advisor, Sales Strategy, Sales...

Technical Skills - Behavioral Skills - Qualifications

New Job Title: Business Development Specialist      Director of Customer Success      Pay Account Manager

Map Mercer Title: Business Development Specialist      Customer Success Management - Director      Account Management - Account Manager

View Skill Sub-Category

Skills	Map with no proficiency	Map with no proficiency	Map with no proficiency	Map with no proficiency	Map with no proficiency
Adaptability	% 0	0	0	0	0
Business Development	% 0	0	0	0	0
Change Management	% 0	0	0	0	0
Collaboration	% 0	0	0	0	0
Creative Problem Solving	% 0	0	0	0	0
Customer Advocacy	% 0	0	0	0	0
Goal Management	% 0	0	0	0	0

Cancel    Map    Add to Selection

welcome to brighter

# How does Skills Map work?

The user-driven workflow is highlighted below in five easy steps and can be applied at one or more elements of your job architecture. Using a multi-level architecture streamlines the skill validation process through cascading skills from higher levels (e.g., sub-family) to lower levels (e.g., specialized job).

- 1. Upload your job architecture elements that you wish to assign skills to and instantly receive skill mapping recommendations using our proprietary AI-matching model**  
Drag and drop or upload a file with your records to see instant skill mapping recommendations based on Mercer's extensive job matching intelligence. If you've participated in Mercer's compensation surveys, you can also choose to use previously submitted job matches as an immediate crosswalk to a baseline of skills.
- 2. Customize the skills mapped to your records**  
Use our intuitive workflow to validate Mercer skills to your defined architecture and/or create brand new skills unique to your organization.
- 3. Assign proficiency levels to skills**  
Optionally assign an ideal proficiency level to each skill utilizing your organization's custom proficiency framework or leveraging Mercer's recommended scale.
- 4. Coordinate with internal stakeholders for validation**  
Using the built-in review and approval workflow, coordinate directly in the application to confirm approved skill requirements for each record.
- 5. Integrate your mapped skill data**  
Utilize your new skill mappings in your HR tech stack to activate your skills-powered architecture.

## Example use case: you're planning to expand your technology teams

You need to know what skills are most relevant to jobs similar to yours in the market so you can make sure they are included in your job descriptions, postings, and internal mobility discussions. You also need help determining proficiency levels for the skills at each level and might need to somehow categorize different skills to allow substitution. Mercer Skills Map facilitates mapping skills to your jobs so that managers can make informed hiring and talent management decisions that drive business forward.

## Benefits of mapping skills and proficiencies to your job architecture include:



Flexible, agile workforce



Reduced turnover



Robust internal talent marketplace



More effective, efficient hiring processes



Optimized compensation packages

Contact your Mercer consultant or visit the [website](#) to learn more about our Skills Map and related solutions, Skills Library and Skills Pricer.