

PROFESSIONAL CAREER LADDERS

THE CHALLENGE OF MANAGING, DEVELOPING AND RETAINING PROFESSIONALS

Faced with the challenges of motivating and retaining professionals in a competitive global market, many organizations have come to see the limitations imposed by traditional approaches to reward that are based upon job evaluation linked pay structures. The challenge is

- How to flexibly recognize the contribution of professionals based upon their individual competence levels, performance, qualifications, experience and training at any point in time, rather than a narrowly defined job or role.
- How to manage the progression of professionals from one level to the next e.g. Scientist to Senior Scientist. What criteria should be used and how will the process be managed.
- How to recognize and reward the “high flyer” without the restrictions of traditional job based criteria/processes.

Professional Career Ladders measure professional development and performance against set competency criteria that are linked to the organizations grading and reward structures, thereby providing a flexible, person based approach to rewarding and recognizing professionals.

BENEFITS TO THE ORGANISATION OF PROFESSIONAL CAREER LADDERS

- Provides a person based rather than job based approach to grading and reward
- Creates flexibility to recognize and reward professionals based upon their individual mix of competencies.
- Professional Career Ladders match the exact work requirements of each organization/professional area creating transparency and a clear picture of the requirements for progressing from one level to the next.
- Professional Career Ladders are written by and verified by the work team itself thereby promoting buy-in.
- Professional Career Ladders create the foundation for the integration of all HR processes and lay the basis for recruitment and selection, training and

development, performance management, career management as well as grading and reward.

DEVELOPMENT OF COMPETENCY BASED PROFESSIONAL CAREER LADDERS

360People works with organisations to help them:

- Develop new reward strategies and principles, determine HR implications and requirements and ensure alignment between organizational culture and change processes.
- Establish overall/ work stream design teams
- Determine work stream outputs linked to core competency areas
- Determine competencies needed to support outputs
- Scale outputs and competencies and develop a value matrix
- Apply job evaluation to the sizing of the different levels of work (Benchmark entry – normal – high capability standards)
- Develop pay architecture and alignment with performance management processes
- Assist with communication, implementation and review of the new reward system

PROJECT EXPERIENCE

The following are a sample of Professional Career Ladders Swicon360 People has developed for clients:

- Scientists,
- Pathologists,
- Engineers
- Economists
- Technicians
- Project Managers
- HR Specialists
- Lawyers
- Medical Lecturers
- Meteorologists
- Software Engineers