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.

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

**Career Streams**
- Jobs with distinct similarities in nature of work

**Job Titles**
- Job title references in market terminology are an 8-letter job title

**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

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