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Job family modelling is a practical way of analysing, understanding and measuring a logical grouping of roles within an organization and how work changes at each level within that group. It's an approach used by many large multi-nationals because it's easy to explain and apply, it reduces the need for individual job descriptions and evaluations, and it offers flexibility and efficiencies during organization restructurings.

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A Job Family is a group of job functions that involve work in the same general occupation. These jobs have related knowledge requirements, skill sets, and abilities. Finance and General Services are examples of families in UCSC's job structure. A Job Function is a more specific occupational area within a job family. In a job function, the same or relatively similar work is performed, a similar skill set is required, and it is possible to move within the family with minimal training.

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The job families were developed in partnership with trade union colleagues using the Hay Job Evaluation methodology, with additional support from the Korn Ferry Hay Group. We also complied with the...

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A job family is a group of roles that is similar in character, where the role holders are engaged in broadly similar work, or have broadly similar objectives. It describes career groups at a number of different levels, reflecting differences in grades. All the job families are underpinned by the same job evaluation methodology.

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A job function is a specific occupational area within a family that is similar in educational background, experience/competency requirements and market value. Examples of job functions (with corresponding job families): Family: Human Resources Functions: Compensation, Benefits Family: Academic Support Functions: Advising Family: Library Services Functions: Collections, Archives

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The Job Family Model also supports the key priorities for APS reform outlined in the Independent APS Review; in particular the goal of transforming the APS into an “employer of choice”. The Job Family Model supports this goal by facilitating Workforce Planning, Talent Management and Career Development. Guiding Principles The APS Job Family Model aims to: Effectively articulate specific roles for practical application in Workforce Planning and

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Job family frameworks help managers and staff to quickly identify what level a particular post is working at, prior to submitting a job

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