



BUILDING TALENT

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Job Benchmark

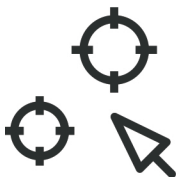
Job Benchmarking process is a unique and effective solution because it benchmarks a specific job, not the person in the job.

Letting the Job Talk

- Identify the job - position or need to be filled
- Collaborate along the way with three to five Subject Matter Experts who have done the job, supervise the job, work laterally with the job, or report to the job

Creating the Job Profile

TRAITS NECESSARY FOR JOB SUCCESS



- Subject Matter Experts take online survey with the job's KA's in mind
- The combined results are reviewed and validated for the final Job Benchmark
- Evaluation of talent: Work Portfolio, Talent Assessment & Behavioral Interview

Discovering why the Job exist

BRAINSTORMING WHY THE JOB EXISTS



- Validate the reasons for, results, and hard skills of the job
- Prioritize the importance and weigh the time needed for each deliverable aspect (KA's) of the job

Selecting and Onboarding

- Compare Talent/Job Gap for Employee Development Plan (EDP)
- Onboard new hire based on KA's and EDP

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