

## **Scope of Work (SoW) for Job Architecture and Career Pathing**

### **Phase 2: Integration and Implementation**

#### **1. Oracle Integration**

- Integrate the work ontology and career pathing framework within Oracle.
- Connect positions, skills, and tasks with associates' profiles.
- Ensure associates can view career path opportunities across the organization.

#### **2. Updates and Costs**

- Include updates, licensing costs, and integration fees in the scope.
- Outline the process for adding new positions to the framework.

### **Deliverables for Phase 2**

- Integrated framework within Oracle.
- Career path visualization for associates.
- Documentation of updates, licensing costs, and integration fees.
- Process documentation for adding & evaluating new positions.

### **Timeline and Milestones for Phase 2**

- Oracle integration: [TBD post phase 1 pilot]
- Updates and new positions process: [Insert Date]

### **Acceptance Criteria for Phase 2**

- Effective integration within Oracle with career path visibility for associates.
- Clear documentation of updates, costs, and processes.