

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.