

HR Peer
review

C&B Approval

Company Grade	Job Family												
	Application and Product Development	Technical and Functional Expertise	Consultancy	Delivery, Project and Product Management	Sales and Business Development	Strategy and Line Management		Marketing and Communications	Human Resources	Finance	Legal	Procurement, Facility and Security	Quality and Process Management
19-21	Executive Managers												
17-18	Manager 7-8												
16				Project Manager 8	Customer Manager 6 Sales Manager 6	Strategy Development Specialist 7	Manager 6	Manager 6 Support functions					
15			Business Consultant 6	Delivery manager 7 Project Manager 7	Bid Manager 7 Customer Manager 5 Sales Manager 5	Strategy Development Specialist 6	Manager 5	Manager 5 Support functions					
14			Business Consultant 5 Enterprise Architect 6 Solution Consultant 6	Delivery Manager 6 Project Manager 6	Bid Manager 6 Business Developer 6 Customer Manager 4 Sales Manager 4	Strategy Development Specialist 5	Manager 4	Manager Comms 4 Manager Marketing 4	Manager HR 4	Manager Finance 4	Legal Specialist 5	Manager Facility Mgmt 4 Manager Procurement 4 Manager Security mgmt 4	Manager Quality 4
13	Database Specialist 5 HW Engineer 5 SW Architect 5 System Analyst 5 SW Developer 5 Test Engineer 5 User Interface Designer 5	Customer Support Spec 5 Database Administrator 5 ERP Specialist 5 Infrastructure Architect 5 Service Architect 5 Technical Specialist 5 Training Specialist 5	Business Consultant 4 Enterprise Architect 5 Security Consultant 5 Solution Consultant 5	Continuous Service Mgr 5 Delivery Manager 5 Project Manager 5 Product Manager 5 Service Manager 5 Staffing Manager 5	Bid Manager 5 Business Developer 5 Technical Sales Support 5	Strategy Development Specialist 4	Manager 3	Manager Comms 3 Manager Marketing 3 Comms Generalist 5 Marketing Generalist 5	Manager HR 3 HR Generalist 5 HR Specialist 5	Manager Finance 3 Controller 5 Finance Partner 5 Treasury Specialist 5	Legal Specialist 4	Manager Facility Mgmt 3 Manager Security mgmt3 Manager Procurement 3 Buyer 5 Procurement Specialist 5 SW Licence Manager 5 Facility Manager 5 Security Manager 5	Manager Quality 3 Process Manager 5 Quality Partner 5 Quality Specialist 5
12	Configuration Manager 5 Database Specialist 4 HW Engineer 4 SW Architect 4 System Analyst 4 SW Developer 4 Test Engineer 4 User Interface Designer 4	Customer Support Spec 4 Database Administrator 4 ERP Specialist 4 Infrastruct Architect 4 Service Architect 4 Technical Specialist 4 Tech Doc Specialist 5 Training Specialist 4	Business Consultant 3 Enterprise Architect 4 Security Consultant 4 Solution Consultant 4	Continuous Service Mgr 4 Delivery Manager 4 Project Manager 4 Product Manager 4 Service Manager 4 Staffing Manager 4	Bid Manager 4 Business Developer 4 Customer Manager 3 Sales Manager 3 Technical Sales Support 4	Strategy Development Specialist 3	Manager 2	Manager Comms 2 Manager Marketing 2 Comms Generalist 4 Marketing Generalist 4	Manager HR 2 HR Generalist 4 HR Specialist 4	Manager Finance 2 Accountant 5 Controller 4 Finance Partner 4 Treasury Specialist 4	Legal Specialist 3	Manager Facility Mgmt 2 Manager Security mgmt 2 Manager Procurement 2 Buyer 4 Procurement Specialist 4 SW Licence Manager 4 Facility Manager 4 Security Manager 4	Manager Quality 2 Process Manager 4 Quality Partner 4 Quality Specialist 4
11	Configuration Manager 4 Database Specialist 3 HW Engineer 3 SW Architect 3 System Analyst 3 SW Developer 3 Test Engineer 3 User Interface Designer 3	Customer Support Spec 3 Database Administrator 3 ERP Specialist 3 Infrastruct Architect 3 Service Architect 3 Technical Specialist 3 Tech Doc Specialist 4 Training Specialist 3	Business Consultant 2 Enterprise Architect 3 Security Consultant 3 Solution Consultant 3	Continuous Service Mgr 3 Delivery Manager 3 Project Manager 3 Product Manager 3 Service Manager 3 Staffing Manager 3	Bid Manager 3 Business Developer 3 Customer Manager 2 Sales Manager 2 Technical Sales Support 3	Strategy Development Specialist 2	Manager 1	Manager Comms 1 Manager Marketing 1 Comms Generalist 3 Marketing Generalist 3	Manager HR 1 HR Generalist 3 HR Specialist 3	Manager Finance 1 Accountant 4 Executive Assistant 2 Controller 3 Finance Partner 3 Treasury Specialist 3	Legal Specialist 2	Manager Facility Mgmt 1 Manager Security mgmt 1 Manager Procurement 1 Buyer 3 Procurement Specialist 3 SW Licence Manager 3 Facility Manager 3 Security Manager 3	Manager Quality 1 Process Manager 3 Quality Partner 3 Quality Specialist 3
10	Configuration Manager 3 Database Specialist 2 HW Engineer 2 SW Architect 2 System Analyst 2 SW Developer 2 Test Engineer 2 User Interface Designer 2	Customer Support Spec 2 Database Administrator 2 ERP Specialist 2 Service Architect 2 Service Desk Spec 4 Technical Specialist 2 Tech Doc Specialist 3 Training Specialist 2	Business Consultant 1 Solution Consultant 2	Continuous Service Mgr 2 Delivery Manager 2 Project Manager 2 Product Manager 2 Service Manager 2 Staffing Manager 2	Bid Manager 2 Business Developer 2 Technical Sales Support 2			Comms Generalist 2 Marketing Generalist 2	HR Generalist 2 HR Specialist 2	Accountant 3 Executive Assistant 1 Controller 2 Treasury Specialist 2		Buyer 2 Procurement Specialist 2 SW Licence Manager 2 Facility Manager 2 Security Manager 2	Process Manager 2 Quality Partner 2 Quality Specialist 2
9	Configuration Manager 2 Database Specialist 1 HW Engineer 1 SW Developer 1 Test Engineer 1 User Interface Designer 1	Customer Support Spec 1 Database Administrator 1 ERP Specialist 1 Service Desk Spec 3 Technical Specialist 1 Tech Doc Specialist2	Solution Consultant 1	Continuous Service Mgr 1 Project Manager 1	Technical Sales Support 1			Comms Generalist 1 Marketing Generalist 1	HR Generalist 1	Accountant 2 Admin Specialist 4 Controller 1 Master Data Spec 3 Treasury Specialist 1		Buyer 1 Procurement Specialist 1 SW Licence Manager 1 Security Manager 1	Process Manager 1 Quality Specialist 1
8	Configuration Manager 1	Service Desk Spec 2 Tech Doc Specialist 1								Accountant 1 Admin Specialist 3 Master Data Spec 2			
7		Service Desk Spec 1								Admin Specialist 2 Master Data Spec 1			
6										Admin Specialist 1			
5													