

Job Ecosystem Diagnostic

Job Transformation and Innovation.

Join a community of NHS Trust People Professionals to digitally enable how jobs are designed and managed.

“The NHS of 2030 will be fundamentally different from the service we work in today”

The future of NHS human resources and organisational development report, 2021

RM RoleMapper

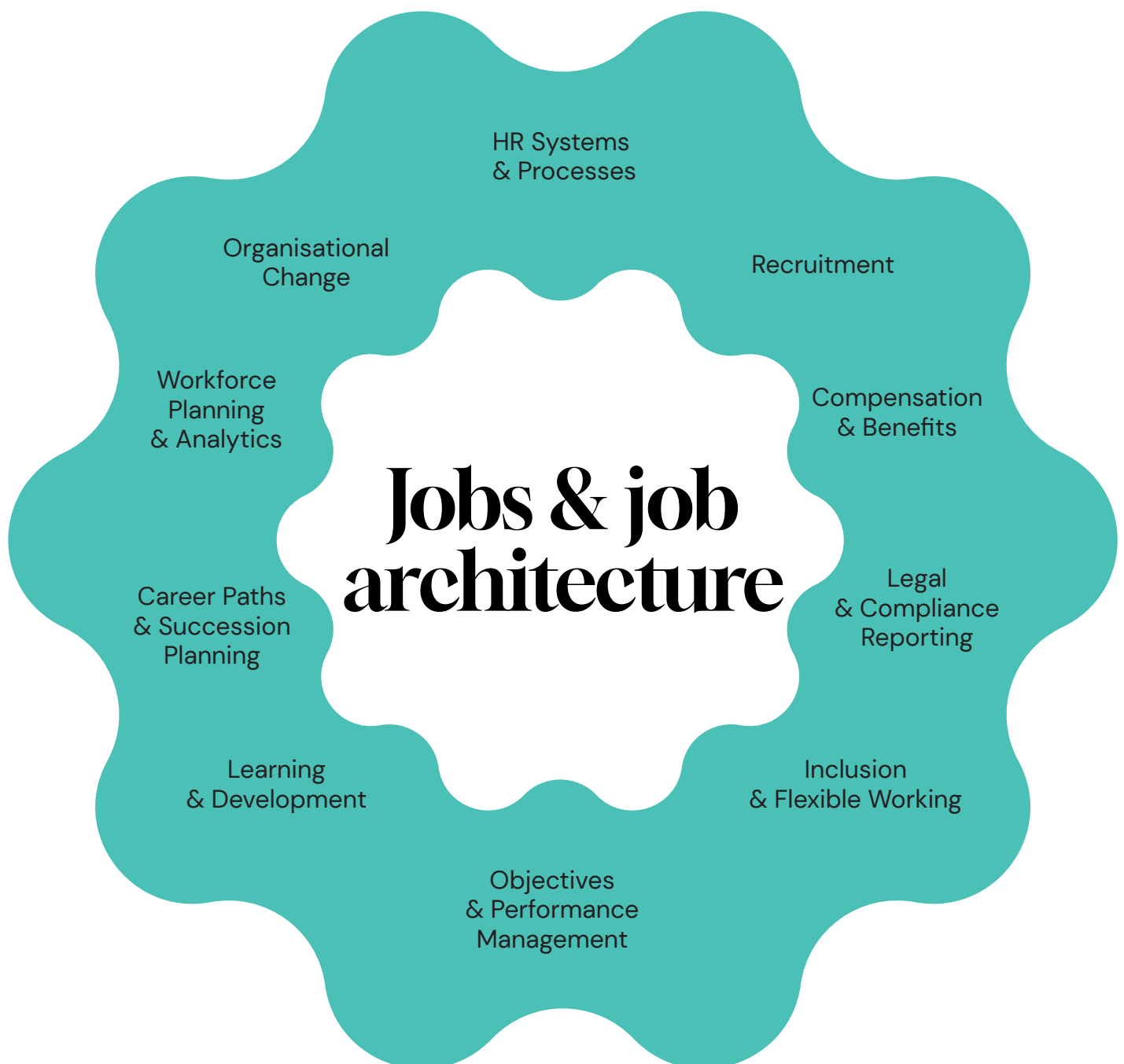
NHS



The world of work is changing at a pace never imagined.

As existing ways of working and organisational boundaries transform, the NHS People Profession must be at the forefront of this change, leading improvement, change and innovation, and embedding digitally enabled solutions.

Jobs sit at the heart of delivering this transformation and embedding innovation. Jobs and how they are designed are critical to harnessing talent and skills across organisations and systems, ensuring inclusion, accessing talent, developing people and planning for the future.



The challenge

Across every NHS Trust, the current process for creating and managing jobs is manual, inefficient, inaccurate, resource-intensive and poor quality.

Recruitment & Retention

- Low quality job descriptions impact the ability to attract and recruit talent externally
- Job descriptions are inconsistent, not skills based and not inclusive
- Job descriptions are not an accurate reflection of the role on the ground
- Limited capability or capacity across the organisation to write quality job descriptions

Career Pathing & Development

- Job descriptions are currently designed to accommodate the national job matching system process rather than to optimise for talent and diversity
- Jobs become not fit for purpose – making it challenging for colleagues to understand development & career paths

Skills-based Organisation

- Inaccuracy of job description content makes mapping skills challenging
- Job roles with similar requirements often have very different job descriptions in place
- Job design is driven by finances vs the future skills required in the NHS

Process & Systems

- Jobs are paper-based, word documents
- Little governance over how jobs are created
- No centralised digital filing system for job descriptions, limits ability to surface job data for strategic initiatives
- Manual reporting on jobs for pay equity and compliance
- Multiple variations of job titles, not always reflective of the job content
- Managing job description updates with organisational re-structures is challenging



**Join a community of NHS Trust
People Professionals to share insights
and future design thinking.**

Transform your Jobs. Digitise the building blocks of your people processes. Build inclusion at the core.

The 6 week diagnostic follows
a three-step methodology:



Current State Review

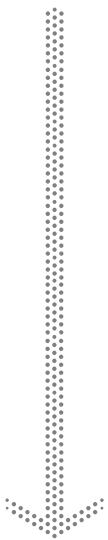
Our team of subject-matter experts will review the current state end-to-end systems and processes for jobs, job descriptions and job architecture to understand issues, challenges & barriers and identify opportunities for transformation, automation, cost-efficiency, inclusion and skills-based hiring.



Future State Design

Sharing our market-leading insights we will design a future state, optimal end-to-end process for your jobs, job architecture and job descriptions with a focus on:

- Transformation, digitisation and cost-reduction
- Reduced manual input and manager overhead
- Inclusion and optimising jobs for talent & recruitment
- Supporting a future skills-based organisation and hiring approach
- Enabling workforce planning, career pathing and learning
- Building agility and flexibility to support future org changes



Business Case Development

Leveraging baseline data from the current state review and benchmarking across other participating NHS trusts, we will build a business case for digital transformation of your job-ecosystem, job architecture and job description process.



The Outcome

**At the end of the diagnostic,
you can expect to receive:**

1. A detailed analysis of how jobs, job titles and job descriptions are created and used across the trust, identifying cost-inefficiencies, challenges and barriers to accessing talent, inclusion and skills
2. A future state design for your optimal job ecosystem, job architecture and job description process with a focus on automation, efficiency, inclusion, developing people and planning for the future
3. Baseline data for a business case that will support the transformation, while showcasing improved cost-efficiency, inclusion and the ability to move towards a skills-based organisation

About RoleMapper

RoleMapper is an AI-powered job description management solution.

Our proprietary AI and advanced Natural Language Processing can transform your existing job titles and job descriptions into a robust, future-focused job architecture and job titling framework, and fit-for-purpose, de-biased job descriptions.

This will help create process efficiency by streamlining existing Reward, HR and Recruitment processes, and reduce costs and time spent.

How RoleMapper can help the NHS transform and innovate people processes and systems:

- Create, consolidate, or harmonise your job architecture, grading and levels
- Streamline and automate the creation, editing and governance of job descriptions
- Automate the scoping of jobs to sync into your job matching process
- De-bias and design inclusion into all your jobs
- Manage varying compliance and pay equity requirements
- Easily manage and adapt your job architecture and job descriptions
- Extract and map the skills across your jobs



Our experienced team of in-house experts is equipped with extensive knowledge of recruitment, diversity & inclusion, HR and people strategy, and technology.

Control the chaos

We will work closely with you to identify the option that best suits your business requirements.

**Learn more about
RoleMapper**

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