



## SUMMARY

# Brightmine job architecture

Gives you a clear, structured view of the roles in your organisation and how they relate to each other.

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## What it is

Brightmine Job Architecture is a practical framework for organising and describing roles consistently across your organisation.

It brings together job families, functions, career paths and job levels to show how work is organised, where roles sit and how they relate to the external market.

## Why organisations use it

- ✔ **Bring clarity and consistency**

Define roles in a structured way so teams and leaders have a shared understanding of roles, levels and expectations.
- ✔ **Improve pay equity and benchmarking**

Match roles to the right level and market data to ensure fair and consistent reward decisions.
- ✔ **Support career growth**

Give employees visibility of what progression looks like and how they can move across teams or functions.
- ✔ **Enable better workforce planning**

Use a common role structure to support organisation design, budgeting, mobility, succession and talent planning.



## What you get

- ✔ A framework used by organisations of all sizes and sectors
- ✔ Practical job families, career paths and universal job levels
- ✔ A consistent, objective levelling methodology
- ✔ Clear, ready to use job level definitions
- ✔ Straightforward documentation you can share across HR and business leaders
- ✔ Flexibility to map to existing internal frameworks
- ✔ Designed to work directly with Brightmine's pay benchmarking data



Brightmine job levels are continuously reviewed, helping organisations stay aligned with changes in work, talent and organisational structures.

## How it works



We help you map roles into job families and establish consistent functional groupings.

Each role is matched to a Brightmine level based on factors such as scope, complexity, autonomy, decision-making and impact.

Levels link directly to external market data, enabling accurate benchmarking and pay analysis.

Career paths and levels make progression transparent for managers and employees.

We offer both automated and hands-on support to help you get levels right, just ask for details.

# The Brightmine job levelling framework

The framework includes:

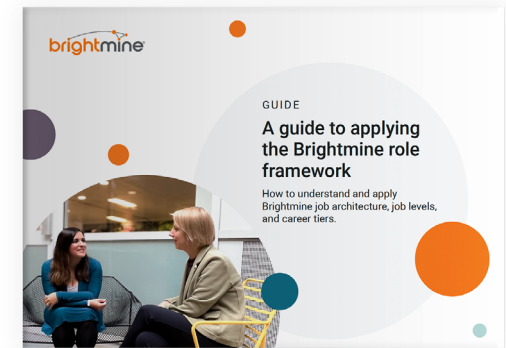
- ✓ **Executive and Leadership**  
(Levels 10–14)
- ✓ **People Managers**  
(Levels 15–20)
- ✓ **Professional and Technical Pathways**  
(Levels 20–23)
- ✓ **Business and Technical Support**  
(Levels 21–24)
- ✓ **Operatives and Production**  
(Levels 22–25)

## Want to know more?

Our team can walk you through how Brightmine’s job architecture can be used for:

- Pay benchmarking
- Internal job levelling
- Career frameworks
- Workforce planning
- Organisation design

Email us at [data@brightmine.com](mailto:data@brightmine.com)



[Download the guide >](#)

# Our portfolio of products

The award-winning Brightmine product portfolio empowers HR professionals like you with the insights you need to drive better business outcomes. Through our comprehensive product suite, Brightmine gives you the data, tools and confidence to reduce risk, improve talent strategies and increase HR impact across your organisation.

[Learn more](#)



HR & Compliance  
Centre



Compensation  
Planning



Pay Equity  
Analytics



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Brightmine is a leading global provider of HR data and insight – helping HR leaders to reduce risk and improve talent strategies. For more than two decades, Brightmine (formerly XpertHR®) has helped HR professionals manage complex legal, social and economic conditions through our unique combination of HR expertise, critical workforce data and AI-enabled technology. Brightmine is part of LexisNexis® Risk Solutions, a RELX business and global provider of information-based analytics and decision tools. RELX serves customers in 180+ countries with 36,000+ employees.

To learn more visit [Brightmine.com](https://www.brightmine.com).

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