

# STABILITY

VIDEO GAME INDUSTRY JOB FUNCTION ANALYSIS  
AND CAREER LEVEL FRAMEWORKS

INTERACTIVE ENTERTAINMENT PROFESSIONALS

Job Function Analysis (JFA) provides detailed information on each worker's job in an organization. In most cases the framework is comprised of three main components: Job Families, Global Leveling Criteria (GLC), and role specific Skills, Knowledge, and Abilities (SKA).

JFA initiatives are at their heart about providing employees with clarity on career growth, but they also provide employers with critical tools for hiring, performance management, and talent growth planning.

IEP specializes in helping companies to define and implement comprehensive JFA & Level frameworks that take into account the specialized nature of the video game industry. Our services can be targeted at specific stages of an initiative, or supplied as end-to-end consulting and execution.

Deep industry experience coupled with matching the right JFA strategy to your current and future needs enables IEP to deploy JFA programs in less than half the time of most internal initiatives.

Our team can also provide the necessary support before, during, and after the JFA program is rolled out to ensure the delicate change-management aspects of these types of programs are managed effectively.

## COMPANIES WITH A ROBUST CAREER FRAMEWORK MAKE BETTER PEOPLE AND BETTER PRODUCTS



- Identifies paths for career development
- Improves employee retention
- Provides clearer job descriptions
- Achieves more inclusive work cultures
- Supports better workforce planning
- Allows objective interviews and hiring
- Delivers targeted performance management
- Improves hiring accuracy and success
- Aligns organizational capabilities
- Integrates with compensation surveys

## EMPLOYEE CENSUS

An Employee Census evaluates each employee in the organization to identify their career family, level, and specific job functions.

This critical step ensures that risks and gaps present in the current organization are identified and managed early in the JFA implementation process.

## LEVEL PLANNING

Many people take fixed frameworks that ultimately don't mesh well with their culture or vision.

IEP identifies the most appropriate level structure for each organization and ensures cohesion between it and any required compensation survey reporting.

## TRAINING & ROLL-OUT

Employees and managers have many questions around levels and roles when a JFA initiative is first implemented.

IEP provides comprehensive training and materials to support a successful integration of new JFA frameworks into the workplace.

## SME INTEGRATION

In order for the framework to succeed, each department must be accurately reflected. Often JFA initiatives fail from ineffective or combative SME interactions.

IEP is intimately familiar with the departments of the video game industry and can provide a starting point for every department's needs while accounting for any unique elements that must be incorporated.

## INTERVIEW GUIDANCE

An often underutilized aspect of JFA frameworks is in support of new hiring practices. JFA frameworks can improve diverse hiring while ensuring the right person is selected for each business need.

IEP provides interview training, run-books, and tools to ensure objective interviews are performed against the global and specific criteria for each role.

## COMPENSATION SURVEYS

To attract the highest potential employees it is imperative to offer competitive salaries and incentives to new hires. Many companies utilize compensation survey providers to understand the current competitive landscape.

IEP streamlines the survey reporting process to reduce burdens on internal staff and improve accuracy.

## COST EFFECTIVE SOLUTIONS

JFA initiatives often come with massive internal costs from inefficient meetings and data gathering.

Due to our extensive industry experience, IEP generally delivers JFA frameworks in less than half the time of internal-only efforts saving time, money and unnecessary stress for clients.



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