

# Kickstart your skills-based transformation with Beamery's dynamic Job Architecture

## THE WORLD OF WORK IS CHANGING, AGAIN. WELCOME TO THE SKILLS ECONOMY.

Taking steps towards skills-based transformation is crucial. This involves a shift to recruit, redeploy, retain and reskill talent based on “skills”. It means understanding and developing the skills of the workforce, and being able to better connect talent to opportunities. And it is more urgent than ever, due to the skills gaps most businesses face today, and wider business demands.



### Expansion

Growth demands are outpacing hiring capabilities and resourcing needs.



### Disruption

Changing economic landscapes exacerbate the impact of missing critical skills.



### Reduction

There is pressure to cut costs without impacting business outcomes.



### Acquisition

Expansive M&A strategies require the effective integration of new talent.



### Efficiency

Businesses need to get the right talent and skills to key projects, faster.



### Forecasting

Businesses must mitigate risk, by getting better at succession planning and matching skills supply with demand.

## IT'S TIME FOR SKILLS-BASED TRANSFORMATION.

Every business is searching for their skills utopia – the magical place where you have access to relevant and actionable skills data, which enables you to adapt quickly to these changing market conditions, connect business and talent strategy, plan future talent requirements dynamically, and build a strong, diverse, engaged workforce for the future. But where do you start?

# Skills-based transformation starts with fixing your Job Architecture



Building and maintaining accurate job architectures is critical for businesses to effectively respond to the rapidly changing skills landscape. However, whether this is done manually, in-house, or through third-party consultancies, managing role and skill data across large organizations tends to be time consuming, fragmented, expensive and quickly outdated.

## Introducing... Beamery's dynamic Job Architecture.





# WORKFORCE INTELLIGENCE

**Unlock actionable workforce intelligence, when Beamery's dynamic Job Architecture is combined with insights from the market and your current skill portfolio.**



## SUPERCHARGE TALENT ACQUISITION EFFORTS

Understand current bench strength and skills gaps to better prioritize and inform skills-based hiring. Boost quality of hire and reduce time to hire, for more efficient operations. Make better use of what you already have and support expansion strategies, ensuring you hire people with critical skills.



## UPSKILL EFFECTIVELY AND REALIZE ROI ON LEARNING

Know the skills you'll need for future jobs and what you should be building. Tailor initiatives and prioritize Learning & Development investments to support skills-based talent management. Align with business strategies to create a continuously developing workforce – and keep your talent competitive in a rapidly changing world.



## REALIZE TALENT MOBILITY

Better understand what skills are needed from one job to the next, and create a more flexible workforce. Restructure jobs around changing internal business priorities or external pressures (such as automation) or workforce reduction plans (in response to economic pressures). Easily integrate high performers from day one, and redeploy talent to critical projects, as they arise.



## CREATE AGILE TALENT PLANS

Plan for the future, with complete knowledge of the skills you need. Get better at forecasting talent requirements to deliver on business objectives, and make smarter decisions when it comes to reduction strategies, and managing your talent overheads.



# CREATION

**Say goodbye to costly and time-consuming in-house or consultancy projects. Let technology help you manage the complexity (and tediousness!) of the evolving and forever changing world of skills.**



## Extensive taxonomy

Our proprietary knowledge graph technology allows you to choose from over 200,000 skill definitions.



## Powerful intelligence

We understand what skills your organization needs, based on your industry and company size.

## A flexible provider

We can work with you no matter where you are on your skills intelligence journey.

## HOW IT WORKS



- We can take data inputs from a wide range of job descriptions, ontologies, systems and sources.
- Our knowledge graph connects the dots between skill definitions, for a more manageable taxonomy (you can choose fewer skills without losing important information).
- Plus, we provide a contextual understanding of what skills your organization needs, based on your industry and company size, for a richer understanding of roles and skills inside your organization.
- Initial versions can be created in a matter of hours, and we can suggest the skills you may be missing based on similar jobs in your industry.

## TALK TO US TODAY!

- **If you've not yet made a start,** we can give you a skills and roles Job Architecture. Clarify what "skills" means for you: from behaviours and "soft" skills, to "hard", technical skills.
- **If you already have a skills taxonomy,** we can take what you have and make it even better: enriching it with skills synonyms and adjacencies, and applying our unique platform intelligence that considers industry and company size.
- **If you have different systems talking different languages,** we can capture the names and categories of skills from across your systems and sources, to create a standardized and richer source of truth for what skills truly mean in your organization.



# UTILIZATION

## Realize the investment from creating your Job Architecture, with immediate deployment throughout Beamery's Talent Lifecycle Management experiences.

### Quality Assurance Engineer

Similar job titles: QA Engineer, QA Tester, Web QA engineer

Eager to create a meaningful footprint in the field of quality assurance? Connect with Pendulum as a Quality Assurance Engineer and take part in refining our product excellence across the board. As a vital team member, you'll partner with QA leads, participate in detailed quality assessments, and deploy inventive testing methodologies to establish pioneering quality benchmarks. Your expertise will be pivotal in upholding our unwavering commitment to product reliability and ensuring our solutions remain at the forefront of industry standards.

You have a very high skills match

There's a high chance you would be selected for interview for a Quality Assurance Engineer

#### Relevant skills

Web Navigation, Amazon Marketplace Web Service, Solarwinds Web Help, Adstudio Web Portal, Jakarta XML Web Services, Web Collaboration, Fluid Web Design, Direct Web Remoting

Revenue Generation, Crisis Management, Rich Web Application, Web Classification

Semantic Web Service, Splunk Web Framework, Web Caching, Server Side Web Technology

Web Navigation

#### Missing skills for Quality Assurance Engineer

Test Automation, Security Testing, Test Data Management, Bug Reporting and Tracking

Test Validation

Update my skills profile

## ATTRACT TALENT WITH THE RIGHT SKILLS

Create a winning candidate experience, by showing people roles that could be a great fit for their skills and potential.

Reap the benefits today – and in the future – when you engage the right candidate from the start.

## SOURCE BETTER-FIT CANDIDATES FASTER THAN EVER

Start the hunt for candidates in the Beamery CRM to find existing contacts with suitable skills for a given role, talent pool, or open vacancy.

Save time and standardize searches, with skills automatically added and flagged as critical whether resurfacing candidates and silver medalists in the CRM or sourcing new contacts using the Beamery Extension.

## SUPERCHARGE RECRUITER EFFICIENCY

Align faster with Hiring Managers, and reduce time to hire, thanks to skills being auto-populated for any open vacancy.

Hire for the critical skills your organization needs, while giving flexibility to recruiters and Hiring Managers to fine tune the specific requirements for their team, to achieve the perfect fit.

Get more relevant AI-powered candidate suggestions, to create better shortlists. Accelerate skills-based hiring and improve quality of hire.



# UTILIZATION

## CREATE CLEAR CAREER ARCHITECTURES

Provide clarity for employees on the key skills they need in order to progress (vertically or horizontally) in your organization, and offer more flexible career paths.

Get more relevant AI-powered development recommendations thanks to better defined skill requirements for any given role in your organization.

Increase engagement in development opportunities and retain high performers.

The screenshot shows a career progression chart on the left with levels: Quality Director, Quality Assurance Manager, Quality Assurance Lead, Quality Assurance Engineer II, Quality Assurance Engineer I, and Quality Assurance Engineer. The Quality Assurance Engineer I level is highlighted with a tooltip showing a 70% skills match. On the right, a detailed skills analysis for a 'Junior Quality Assurance Engineer' is shown, including a skills matrix, critical skills, foundational skills, and performance testing information. A sidebar on the right is titled 'Interested in pursuing this role?'.

The screenshot shows a list of job roles under 'Quality Assurance' in Workday Skills Cloud. The 'Export' button is highlighted with a large circle. The roles listed include Junior Quality Assurance Engineer, Quality Assurance Engineer, Quality Assurance Engineer Intern, Senior Quality Assurance Engineer I, Senior Quality Assurance Engineer II, Quality Assurance Manager, Quality Assurance Lead, Head of Engineering, Quality Specialist, and Quality Director. Each role has a list of skills associated with it.

## CONNECT THE REST OF YOUR HR SYSTEMS

Easily export the Job Architecture for use across your other, less critical, HR systems throughout the talent lifecycle, to get the most out of your skills intelligence.

The screenshot shows the Beamery 'Calibrate vacancy' interface. It includes fields for 'Vacancy Title' (a placeholder from Workday), 'Refine your requirements' (checkboxes for job role and automatic skill updating), 'Which skills should your ideal candidate have?' (a list of skills with 'Workday Skills cannot be edited' noted), and 'What seniority level would you expect from the ideal candidate?' (checkboxes for Intern, Entry Level, and Associate).

## INTEGRATE WITH WORKDAY SKILLS CLOUD

If you've already started on building a skills taxonomy in Workday Skills Cloud, you can now get even more value out of your Workday investment by using those skills in Beamery too.

# MANAGEMENT

**Say goodbye to manual data entry, and stale Job Architectures. Never start from scratch again: give your teams a useful, dynamic Job Architecture that keeps skills relevant.**



## Work smart

Make manual management a thing of the past with AI-powered suggestions and customizable rules.



## Market intelligence

Stay ahead of labor market trends and observe skill hiring patterns amongst your competitors.



## Feedback loops

Flexible user permissions mean the right people in your organizations can gain access to view or edit.

Quality Assurance Engineer  
Quality Assurance Engineer's are responsible for ensuring the quality and reliability of software applications and products. Their... [View more](#)

Job family: Quality Assurance Senior (Level 4)

Overview Skills Employees (963) Progression Open roles (22) Succession

Associated roles ⓘ  
Beamery has automatically mapped similar roles based on the defined required skills

Senior Quality Assurance Specialist Senior Test Automation Engineer Senior QA Engineer Senior QA Analyst Senior QA Tester Senior Test Engineer

QA Validation Engineer Senior Test Architect

Skills ⓘ  
Skills that are deemed critical to the success of this role

★ Test Automation Proficient ★ Security Testing Proficient ★ Test Data Management Intermediate ★ Scripting Languages Intermediate

Standard skills 9  
Defined foundational skills that comprise a Staff Quality Assurance Engineer (Level 3)

Bug Reporting and Tracking Intermediate Test Validation Intermediate Performance Testing Intermediate CI/CD Intermediate Mentorship Novice

Usability Testing Intermediate Analytical Thinking Proficient Validation of Requirements Proficient Team Leadership Proficient

Skills differ from market  
Your skill composition for a Quality Assurance Engineer doesn't match the market. Check your skill configuration for more information.

## MAINTAIN THROUGH A CENTRAL LOCATION

Easily manage the requirements for any role and determine the key skills you need, all in one place. Connect this directly with your critical talent experiences to influence hiring, redeployment and development decisions.

Customize access with flexible user permissions mean the right people in your organizations can gain access to view or edit.

Configure AI-powered and 'rules-based' suggestions to manage your dynamic Job Architecture in a low-touch or high-touch manner, depending on your preferences and resource requirements.

## DYNAMICALLY UPDATE TO KEEP RELEVANT

See when skillsets shift, by connecting to labor market insights and competitor intel, and benchmark more effectively.

Access valuable insights and incorporate feedback from Beamery's connected Talent Lifecycle Management platform. For example, if Hiring Managers and recruiters consistently add skills to open vacancies for a given role, get notified, and consider updating your Job Architecture.

Dynamically design your roles and update your Job Architecture based on the latest market conditions and internal demand from your managers.

Beamery Search contacts

Settings > Role Glossary Last updated: 26/7/2023

Role Glossary Quality Assurance Engineer

Search roles

Showing 1 - 10 of 10 roles

ChatGPT Novice Trending Skill Information Technology

Possesses proficiency in using and leveraging the capabilities of the ChatGPT language model in various contexts.

Required skills

Test Automation Novice QA Analyst QA Tester Test Engineer QA Validation Engineer Test Architect

Competitors hiring for this skill

Hubspot 11 open roles +36% since last month

Zendesk 11 open roles +25% since last month

Salesforce 11 open roles +140% since last month

In hiring for Quality Assurance Engineers with the following skills

+ ChatGPT Novice + Natural Language Processing Intermediate

Critical skills 3  
Skills that are deemed critical to the success of this role

★ Test Automation Novice ★ Security Testing Intermediate ★ Test Data Management Intermediate

Standard skills 7  
Defined foundational skills that comprise a Staff Quality Assurance Engineer (Level 3)

Bug Reporting and Tracking Intermediate Test Validation Intermediate Performance Testing Intermediate CI/CD Intermediate

Usability Testing Novice Analytical Thinking Intermediate Validation of Requirements Proficient

+ Add additional skills

## WHAT ARE THE KEY ATTRIBUTES OF BEAMERY'S JOB ARCHITECTURE?

ROLE		
<b>Definition:</b> You might refer to this as job. Each role in Beamery considers the following attributes.		
<b>Related Roles</b> - other roles that are closely associated	<b>Job Family Group</b> - the broader category that nests job families	<b>Job Family</b> - the broader job category the role fits into
<b>Seniority</b> - the best proxy for experience and level of the role	<b>Critical</b> - starred as a key role for success helping with prioritization	<b>SKILLS</b>

SKILLS		
<b>Definition:</b> This is a granular capability as defined in your skills taxonomy, each skill in Beamery considers the following attributes. We think of competencies as a collection of skills.		
<b>Skill Category</b> - type of skills such as technical vs behavioral	<b>Parent &amp; Child</b> - broad and granular, each Parent has nested Child skills	<b>Alias</b> - alternative representations, think: "otherwise known as"
<b>Related Skills</b> - other skills that are closely associated	<b>Critical</b> - starred as a key skill for the business	<b>Proficiency</b> - on our roadmap

66 One of the most devilish problems in business is building and maintaining your job architecture.

Josh Bersin

[GET A DEMO ➔](#)

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