

# 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.

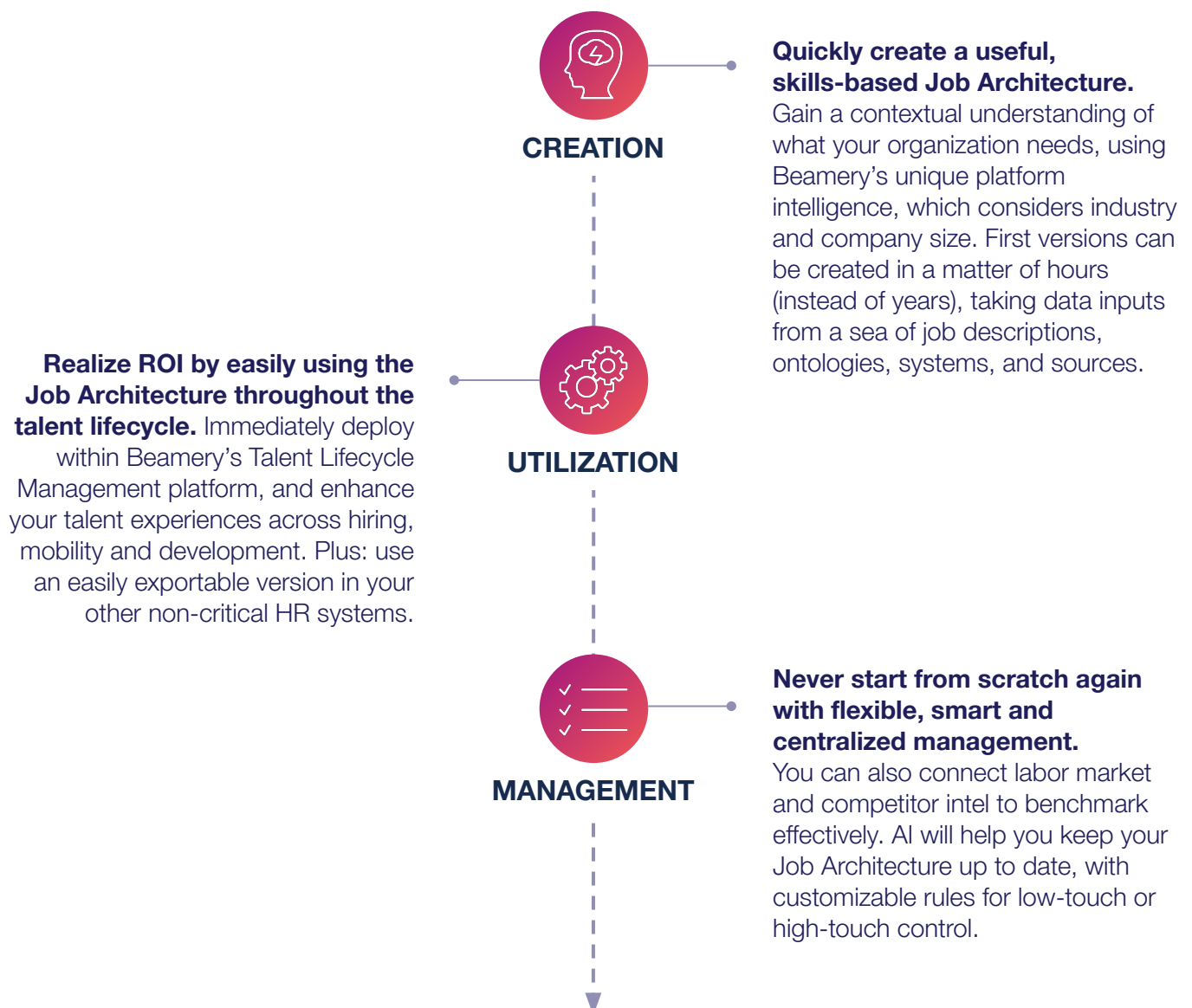
Every business is searching for their skills utopia – the magical place where you have access to relevant and actionable skills data, which enables you to adapt quickly to these changing market conditions, connect business and talent strategy, plan future talent requirements dynamically, and build a 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managing role and skill data across large organizations tends to be time consuming, fragmented, expensive and quickly outdated.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.



**UNLOCK POWERFUL WORKFORCE INTELLIGENCE**



# WORKFORCE INTELLIGENCE

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



## SUPERCARGE 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.

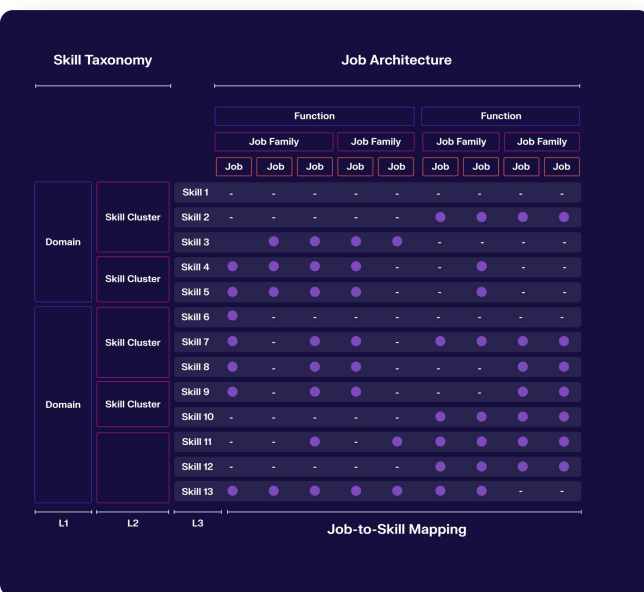


### A flexible provider

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 to 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.

Beamery

Search contacts

Hide filters

83 / 2820 results

Full name

Company

Location

Title

Skills

qa engineer

Abdual Westcott

Beamery

San Francisco, CA, USA

User researcher

Human computer interaction, User interface design, usability, card

Workman

Beamery

London, UK

Senior User Researcher

user interface design, usability, card

Carder

Beamery

San Francisco, CA, USA

User researcher

Human computer interaction, User interface design, usability, card

Leahutz

Beamery

London, UK

User researcher

user interface design, usability, card

Mango

Dropbox

London, UK

User researcher

Usability testing, Usability, Card

Stapton

Dropbox

San Francisco, CA, USA

User researcher

Human computer interaction, User interface design, usability, card

Pross

Beamery

London, UK

User Researcher

Usability testing, User experience, Usability testing, Usability, Card

Heavitz

Google

Sydney, Australia

User researcher

Usability testing, Usability, Card

Cuthane

Beamery

London, UK

User researcher

user interface design, usability, card

Seaton

Beamery

Mountain View, CA, USA

Senior User Researcher

Usability testing, User experience

Vernon

Dropbox

London, UK

Senior User Researcher

Usability testing, Usability, Adobe

Cuthane

Google

Sydney, Australia

Senior User Researcher

Usability testing, Usability, Adobe

Francis

Microsoft

San Francisco, CA, USA

User researcher

Wireframing, Adobe, Figma, Adobe XD

Vernon

Microsoft

San Francisco, CA, USA

User researcher

Wireframing, Sketching, Adobe, Figma

Vernon

Beamery

London, UK

User researcher

Adobe XD, Figma

Pross

Beamery

Sydney, Australia

UX Designer and Researcher

Adobe XD, Figma

Vernon

Beamery

London, UK

User researcher

Adobe XD, Figma

Pross

Beamery

Sydney, Australia

User researcher

Adobe XD, Figma

Enhanced Search Enabled

We're not any candidates with the following sets of skills

Quality Assurance Engineer

QA Engineer

QA Analyst

Quality Assurance Engineer

Test Automation Engineer

QA Tester

Test Engineer

QA Validation Engineer

Test Architect

Skills

Test Automation

Security Testing

Test Data Management

Bug Reporting and Tracking

Test Validation

Performance Testing

CI/CD

Usability Testing

Not the expected result? Give feedback

### Calibrate vacancy

Update the fields below so that Beamery can help you find the best possible candidates for this vacancy.

**Quality Assurance Engineer - LDN** Synched from Greenhouse

Refine your requirements

Selecting a role that's defined in your Job Architecture pulls through all associated skills and role data and automatically links it to this Vacancy.

Beamery has automatically calibrated this vacancy. Feel free to make any adjustments below.

Linked role: Quality Assurance Engineer (Level 3)

**Critical skills ?**

Select the one or more critical to the success of this role

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

**Standard skills ?**

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 Novice, Usability Testing Novice, Analytical Thinking Intermediate, Validation of Requirements Proficient

+ Add additional skills...

## 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.



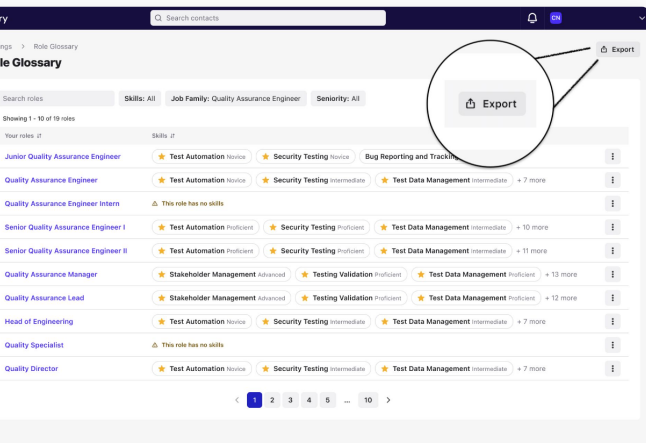
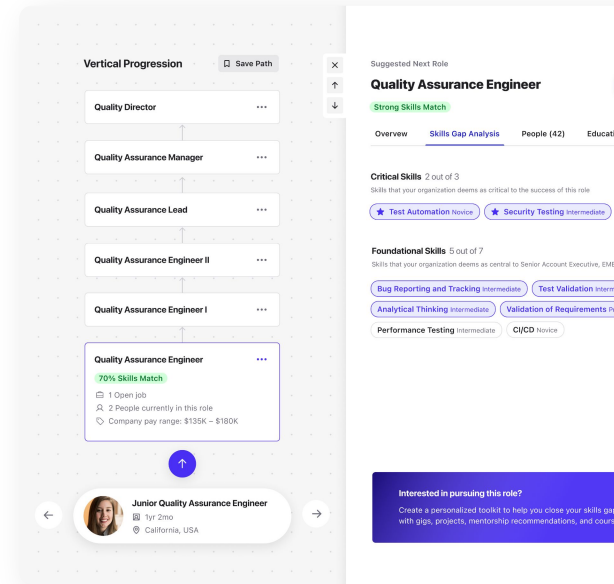
# UTILIZATION

## 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.

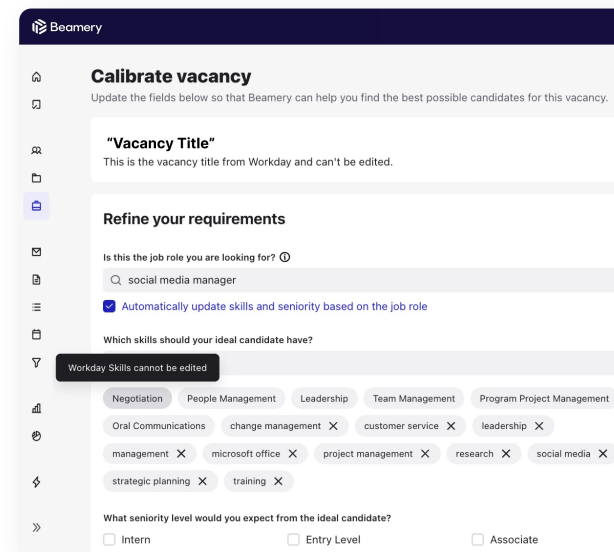


## CONNECT THE REST OF YOUR HR SYSTEMS

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.

## 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.

## 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.

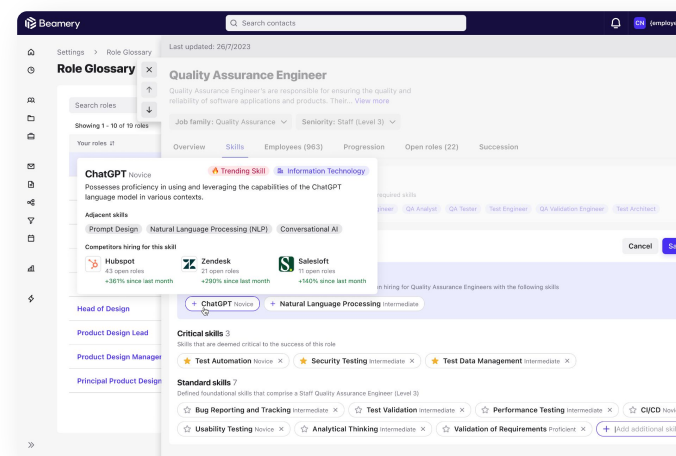
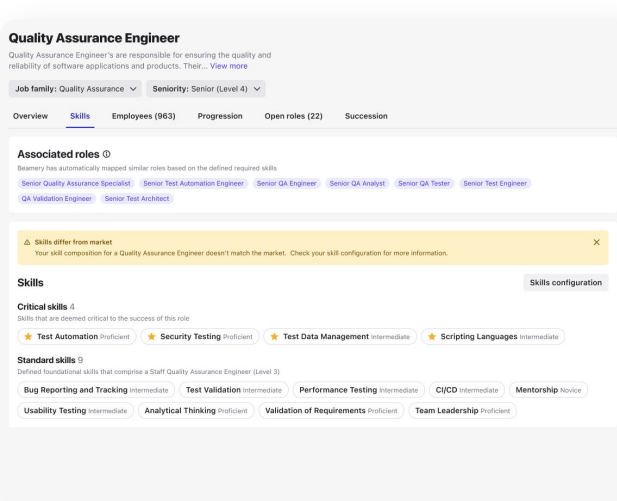
Configure AI-powered and 'rules-based' suggestions to manage your dynamic Job Architecture in a low-touch or high-touch manner, depending on your preferences and resource requirements.

## 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.



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

### ROLE

**Definition:** You might refer to this as job. Each role in Beamery considers the following attributes.

**Related Roles** - other roles that are closely associated

**Job Family Group** - the broader category that nests job families

**Job Family** - the broader job category the role fits into

**Seniority** - the best proxy for experience and level of the role

**Critical** - starred as a key role for success helping with prioritization

### SKILLS

### SKILLS

**Definition:** 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.

**Skill Category** - type of skills such as technical vs behavioral

**Parent & Child** - broad and granular, each Parent has nested Child skills

**Alias** - alternative representations, think: "otherwise known as"

**Related Skills** - other skills that are closely associated

**Critical** - starred as a key skill for the business

**Proficiency** - on our roadmap

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

Josh Bersin

GET A DEMO ↗

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