

You know who does what — and you can prove it

WHAT THIS IS ABOUT

Somewhere in your headcount, roles are paid differently without a defensible rationale — and that gap stays invisible until it becomes urgent.

IN THIS BROCHURE YOU'LL DISCOVER

- 1 what is missing from your headcount documentation for pay differences to have a demonstrable, auditable basis
- 2 how to turn the documents you already hold into a role hierarchy evaluated against legally grounded criteria
- 3 why the included deliverables show both the order of roles and the reasoning behind it — not just a result, but a traceable argument
- 4 how the process design ensures that every score assigned can be verified and traced directly back to the job description
- 5 how to use the documented hierarchy as a solid starting point for your pay structure, compensation modelling, and reporting obligations

VERSIUNEA ONLINE

Scanează pentru broșura interactivă — cu voce, film și grafice care se ivesc la scroll.



01

What is missing from your headcount documentation.

An organisational chart tells you who exists in the organisation and where they sit in the structure — it does not tell you how much each role is worth relative to the others. Without that order of value, pay differences remain assertions rather than evidence.



- A functional structure arranges positions, not their value
- Two roles at the same formal level can contribute differently to the organisation's core purpose
- Without a value hierarchy, any pay difference is a claim, not a demonstration

IN DEPTH

An organisational chart shows you that "Procurement Specialist" and "Logistics Specialist" sit at the same level in the functional structure — but it does not tell you which of the two contributes more to the organisation's core purpose. That difference exists; it simply remains unmeasured.

When an employee asks why a colleague earns more, the answer "they're at a higher level" no longer holds if both roles sit at the same formal level. You need a basis that shows the relative value of each role — not its position in the structure.

From 2026, the burden of proof in pay disputes shifts to the employer: a pay difference must be demonstrated, not merely stated. Under EU Directive 2023/970 on pay transparency and pay equity, documented job evaluation is the mechanism that turns a justification into evidence. Without a recorded value hierarchy, any explanation remains improvised.

To turn a claim into evidence, you need a process that produces a value hierarchy and a record that shows how it was built.

02

A demonstrable hierarchy — built from the job documentation you already have.

Dovada nu se construiește din intenție — se construiește dintr-un proces care lasă urmă la fiecare pas.

JobGrade takes the organisational chart and job descriptions you already hold and evaluates each role against four legal criteria, broken down into six concrete reference points — consistently, with a traceable session log for every score.

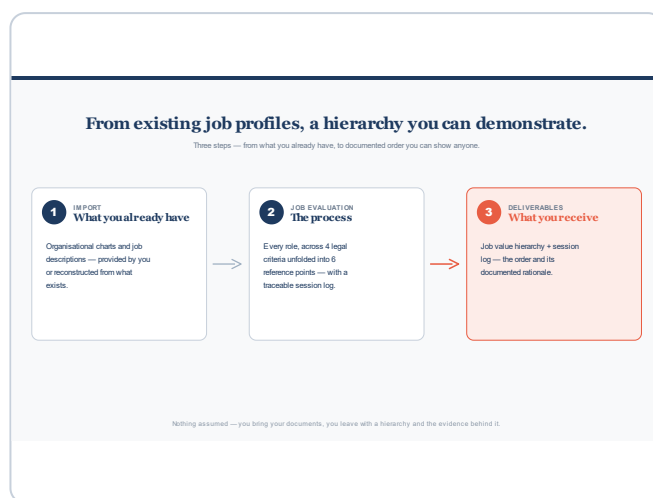
- The input is what you already have: your organisational chart and job descriptions
- The evaluation applies the same four legal criteria to every role, without exception
- The session log ties every score back to its source — criterion, reference point, job description

IN DEPTH

The organisational chart lists the positions; the job descriptions set out the duties, responsibilities and requirements of each. The score on each criterion follows from that concrete description — not from the job title, and not from the formal level in the hierarchy.

The four legal criteria — knowledge and professional skills, intellectual and/or physical effort, responsibilities, and working conditions — are applied identically to every role under evaluation. The same criterion, the same scale, the same process, regardless of department or seniority.

The session log records, for each role: which criterion was applied, what score was produced, and in what sequence the steps were completed. Every score in the final hierarchy can be traced back to the specific text in the job description that generated it.



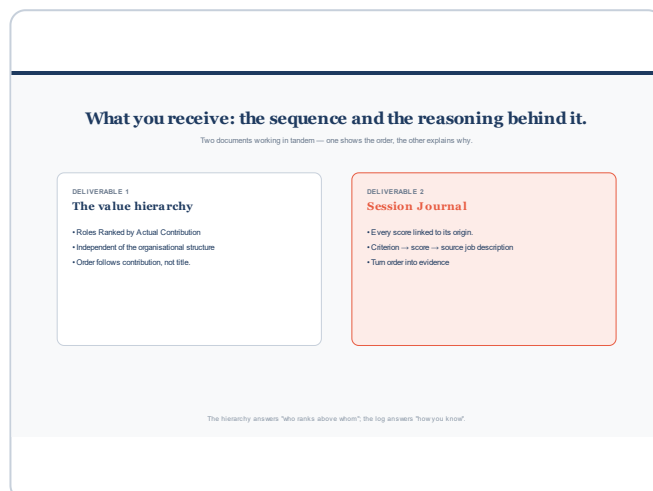
The process produces two things: a hierarchy of job value and the document showing how it was built — the strength lies in both, together.

03

The hierarchy is clear, the score is traceable.

Odată ce procesul s-a încheiat, primești două documente care lucrează împreună.

The deliverables included are the organisation's job value hierarchy and the session log — the first shows the order, the second shows why that order emerged.



- The job value hierarchy ranks positions according to each role's contribution to the organisation's core purpose.
- The session log turns the hierarchy from a statement into a demonstrable document.
- The hierarchy is independent of the functional structure — the ranking reflects contribution, not title.

IN DEPTH

The job value hierarchy does not reproduce the organisational chart — it reorders it. A specialised individual-contributor role with a high contribution to the organisation's core purpose may rank above a coordination role with a lower one. The order reflects actual contribution, not title or formal level.

The session log is the document that makes the difference in an inspection or a dispute. It does not assert that the evaluation was correct — it shows, step by step, how each score was built, with reference to the criterion applied and the source job description.

The two documents work in tandem: the hierarchy answers the question "who sits above whom, and why" — the journal answers "how do you know" — and together they form the procedural foundation you can present to any stakeholder.

The internal hierarchy is now solid — but it tells you where each role sits within the organisation, not where it sits relative to the market. That is the question the next step opens.

04**The same criterion, applied identically, verifiable.**

Un document e solid nu pentru că afirmă rigoare — ci pentru că rigoarea lui poate fi urmărită.

The evaluation is verifiable by design: the same criteria, applied identically, with the journal linking every score back to its source in the job description — the structure of the process guarantees this, rather than simply asserting it.

- Consistency comes from criteria applied identically, not from judgement made in the moment.
- Traceability comes from the journal linking each score to its source job description.
- Compliance with EU Directive 2023/970 is built into the structure of the evaluation — not added as an afterthought.

IN DEPTH

"Identically" means that the "IT Specialist" role and the "Legal Specialist" role are evaluated against the same "responsibilities" criterion using the same scale. No criterion is applied to one department and omitted from another — consistency is structural, not declarative.

Full traceability: if a role scores 4 out of 5 on "intellectual effort," the audit log shows exactly which text in the job description produced that score. Not an average, not an estimate — a direct link between the number and its source.

The four evaluation criteria — knowledge and professional skills, intellectual and/or physical effort, responsibilities, and working conditions — are precisely the criteria for "work of equal value" under EU Directive 2023/970, Art. 4. Compliance is not a feature added on top of the process. It is the structure the process is built from.

Verifiable by construction, not by declaration.

Every property of the evaluation — shown concretely, with the document that supports it.

CRITERION	What it means	How it shows up in evaluation	What document shows it
Consistency	The same criteria, applied identically	The same scale for every role	Session log
Traceability	Every score linked to its source.	Score → Criterion → Job Description	Session log
Compliance	4 legal criteria = "work of equal value"	Embedded in the evaluation framework	EU Directive 2023/970, Art. 4

Compliance isn't bolted on at the end — it's built into the structure from the start.

05**The hierarchy is complete. The pay structure can begin.**

O ierarhie de valoare solidă nu e un punct final — e temelie pe care se construiește tot ce urmează.

With a documented value hierarchy in place, the organisation has an objective foundation for building a pay structure, modelling compensation scenarios, and meeting reporting obligations. Every subsequent step starts from this order — not from scratch.

- The pay structure is built on the value hierarchy — grades reflect the ranking of roles, not intuition
- Gender pay gap reporting becomes calculable once you know the value of each role
- Promotion and restructuring decisions rest on an objective basis, not a negotiation starting from zero

IN DEPTH

A pay structure translates a value hierarchy into pay ranges: roles with comparable scores fall within the same grade, and the ranges are built on that order. Without the value hierarchy, grades are arbitrary — with it, they are defensible.

Gender pay gap reporting requires knowing whether roles of equal value are paid equivalently — which presupposes knowing which roles carry equal value. The value hierarchy is the document that answers precisely this question, before reporting obligations come into force.

When a new role is created or an existing position changes, the evaluation runs through the same process — the same log, the same scale — and the hierarchy updates without rebuilding from scratch. Process continuity means every future decision starts from a documented baseline, not a reconstruction.