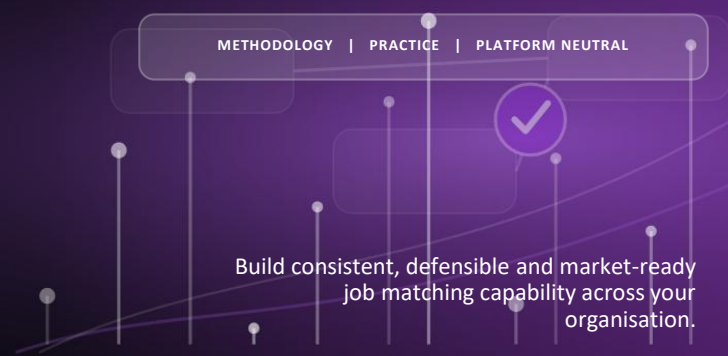


JOB MATCHING PROFESSIONAL DEVELOPMENT



Accurate job matching is the foundation of reliable salary benchmarking.

Remunera's program gives People & Culture teams a repeatable method for analysing roles, selecting external market benchmarks and recording clear decisions. Each program combines expert facilitation, realistic case studies and team calibration, tailored to your role mix, survey sources and experience level.

What participants will be able to do

1 Analyse the role
 Use role purpose, accountabilities, scope, complexity and decision-making - not the job title alone.

2 Select the closest match
 Choose the most appropriate job family, career level and external benchmark using evidence.

3 Assess match quality
 Document assumptions, exclusions and confidence so the rationale is clear and reviewable.

4 Resolve difficult roles
 Apply a consistent process to hybrid, emerging and otherwise difficult-to-match positions.

5 Calibrate decisions across the team and apply practical quality assurance.

Professional development options

Choose a focused workshop, a full-day practitioner program, or a tailored capability build.

Foundations Workshop
 3 hours | Live online or in person

- Job matching principles and the end-to-end process
- Role analysis, job family, level and benchmark selection
- Common pitfalls and a guided case study

BEST FOR
 New matchers and refresher cohorts.

Practitioner Program **POPULAR**
 1 full day | Live online or in person

- Deeper role analysis and career level distinctions
- Hands-on cases, including hybrid and difficult roles
- Evidence standards, confidence and team calibration

BEST FOR
 P&C & Reward teams that match roles regularly.

Organisation Capability
 1-2 days or a modular series

- Selected organisation roles and tailored conventions
- Facilitated moderation, governance and quality assurance
- Optional follow-up clinic and coaching

BEST FOR
 Teams building an internal matching capability.



This program focuses on professional practice. Remunera platform onboarding and product training are available as a separately scoped module.

Scope, group size, delivery format and fees are confirmed following a short discovery call.

BUILD A PROGRAM AROUND YOUR ORGANISATION

From discovery to practical application, each engagement is shaped around the decisions your team needs to make.

How we build your program



Popular learning areas

Modules are selected and sequenced to suit the cohort and the outcomes agreed during discovery.

LEARNING AREA	WHAT PARTICIPANTS LEARN
Role analysis and match criteria	Extract role purpose, accountabilities, scope, complexity, knowledge, influence and decision-making from role documentation.
Job family and career level	Identify the closest function or sub-function and distinguish contribution levels using evidence.
External benchmark selection	Compare candidate matches, test fit and avoid title-only or incumbent-based matching.
Complex and hybrid roles	Handle blended accountabilities, specialist-manager combinations, evolving jobs and limited market data.
Documentation and governance	Record rationale, assumptions, exclusions and confidence to create a clear audit trail.
Calibration and quality assurance	Moderate team decisions, resolve differences and apply consistent review and approval standards.
Applying the match	Understand how match quality affects market positioning, salary ranges and remuneration decisions. Learn why the market median is commonly used as the reference point for salary recommendations, alongside internal equity, role scope, experience and performance.



Who should attend

- Reward and remuneration professionals
- P&C business partners and People teams
- Remuneration or workforce analysts
- P&C leaders responsible for benchmarking



Delivery method

- Live online or in person
- Private, interactive cohort
- Recommended group size: 3-6
- Larger programs by arrangement



What is included

- Digital participant guide
- Job matching checklist
- Matching decision record template
- Case studies and practical activities

Preparation: a short discovery call, agreed learning outcomes, representative role material and any existing job architecture or survey framework.

Ready to strengthen job matching capability?

Book a 30-minute discovery call with a Remunera specialist.

[BOOK A DISCOVERY CALL](#)