HiBob

LONDON REGIONAL USER GROUP

A Job Architecture Workshop

AGENDA

1. Job Architecture Foundations
2. Voice of the customer roundtable
3. Practical tips and tricks with Silvercloud
4. Customer spotlight with Intruder

MEET TODAY'S HIBOB TEAM



Emma Sands
Customer Marketing



Nicole Gelb
Product Marketing



Simon McGinley
Solutions Architect



Natascha Liebig-Mintern
Customer Success



Kevin Crook
Customer Success

MEET OUR EXTERNAL SPEAKERS



Melanie Georgieva
HR Consultant, Silvercloud



Jen Guglielmi
Head of People, Intruder



Tasha Chapman
HR Consultant, Silvercloud

A FEW WORDS FROM HIBOB

THE FOUNDATION: JOB ARCHITECTURE

Let's Get Clear,

What a Job Architecture Is (and Isn't)

A Job Architecture isn't...

- A static spreadsheet
- Just a library of job descriptions
- Only relevant for recruiting
- Uniquely for enterprise orgs

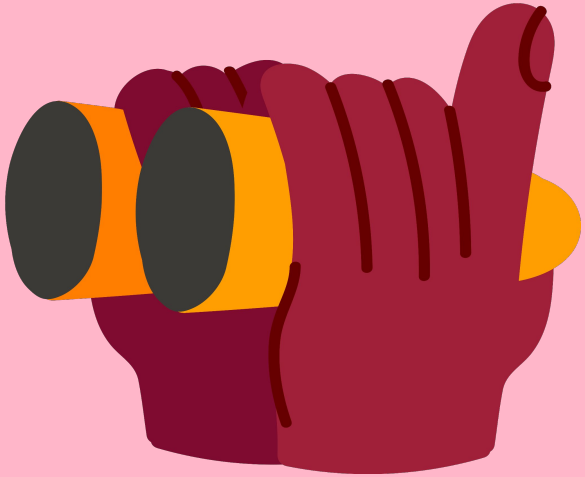
A Job Architecture Is...

- A structured inventory of roles, levels, and functional families
- The foundation for people programs
- Key alignment tool

PULSE CHECK

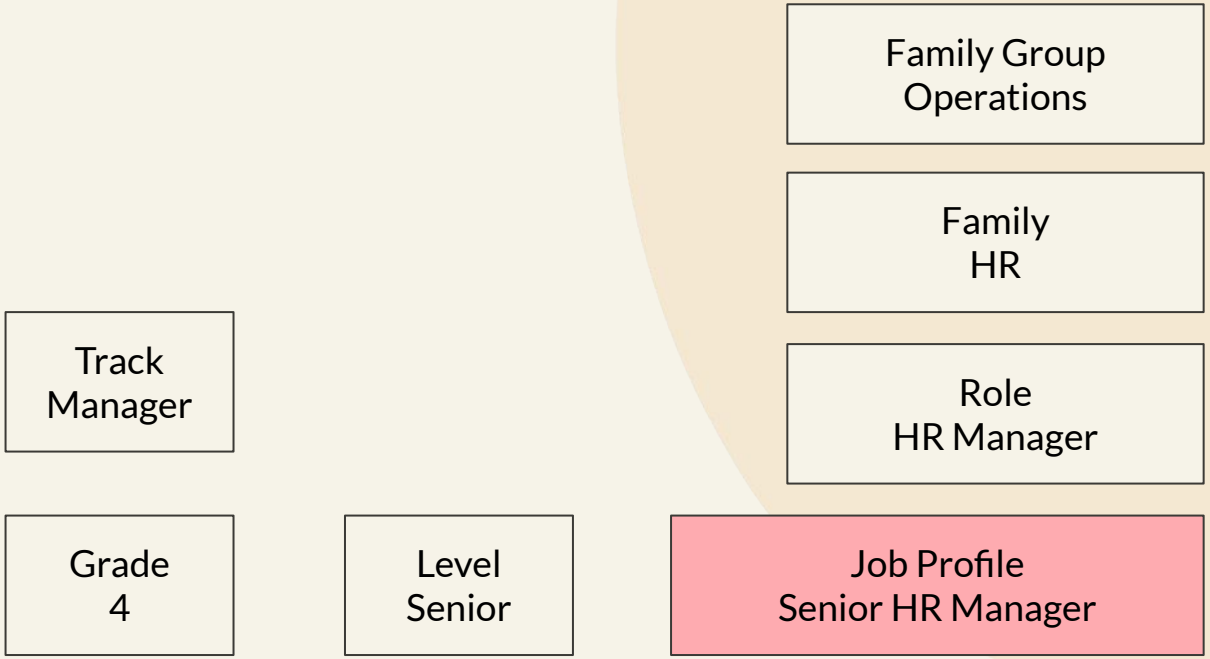
Where are you today with Job Architecture?

- We don't have one yet and we're still figuring out what it is
- It's partially defined
- It's defined but needs improving
- It's clear, consistent, and working well



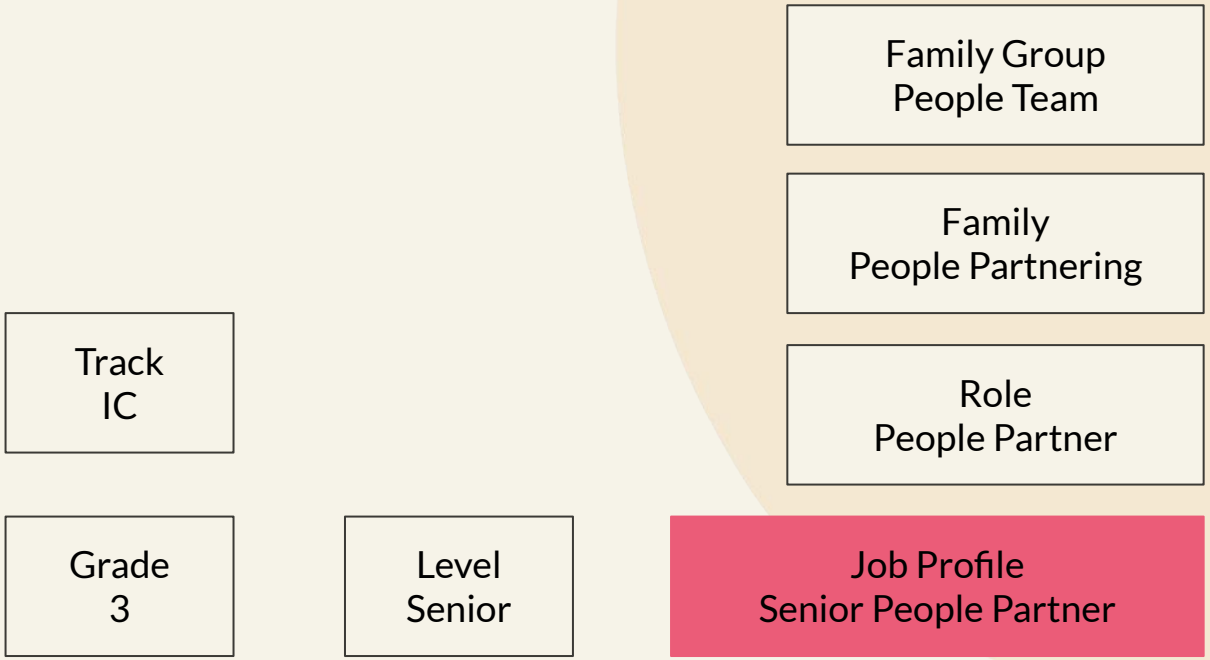
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For HR teams at small, growing businesses



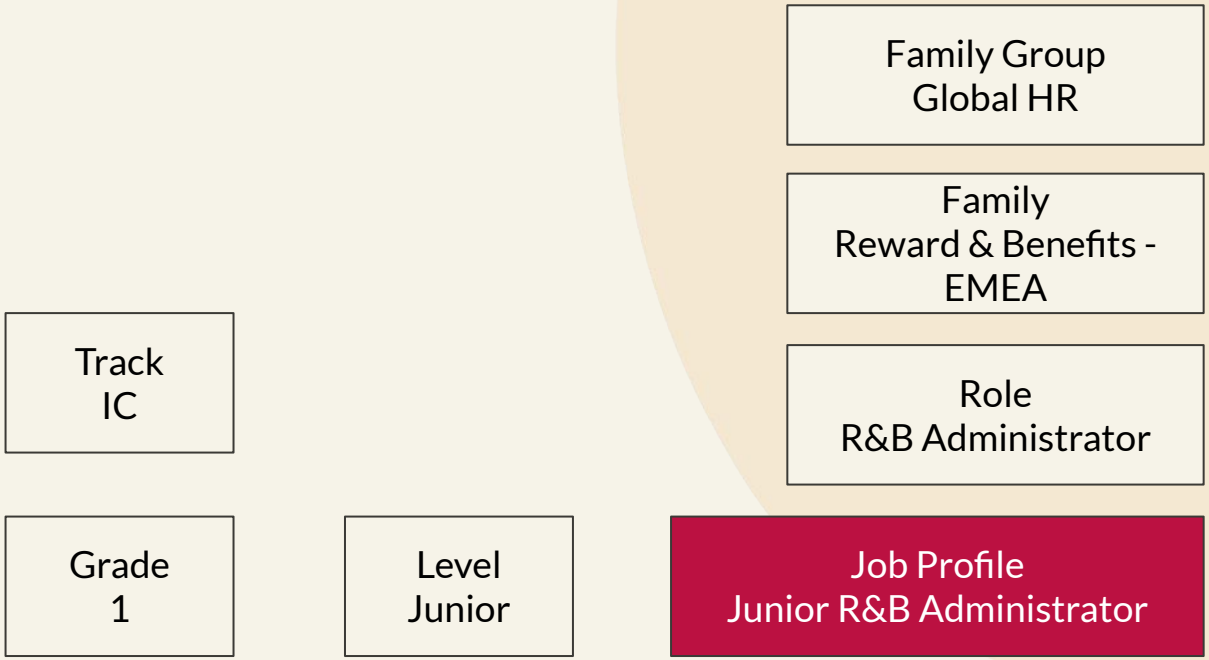
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For Mid-Market HR Teams



HiBob

For Enterprise HR Teams



HOW STRATEGIC TEAMS USE THE JOB ARCHITECTURE

- ✅ Promote equity through standardized leveling
- ✅ Drive consistent, objective performance reviews
- ✅ Enable scalable career development
- ✅ Empower agile workforce planning
- ✅ One source of truth across HR

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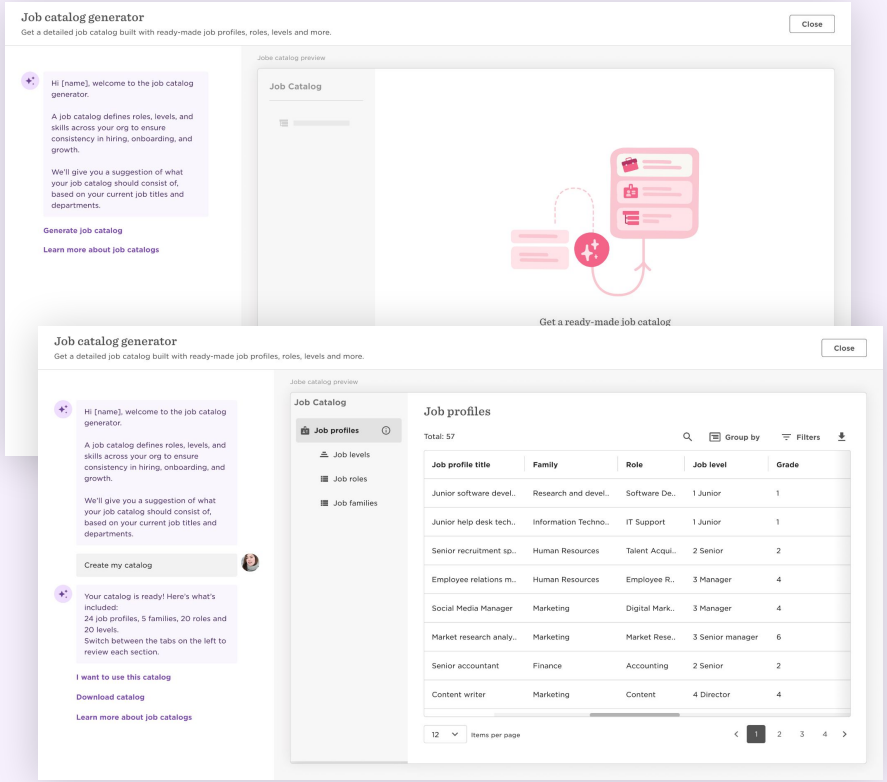

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LIVE DEMO

AI-powered job catalog generator

Instantly generate roles, levels, and job families based on your workforce

- Reflect your real org structure with AI-built clarity and alignment
- Eliminate manual setup and reduce hours of back-and-forth
- Launch faster with a ready-to-review, editable draft

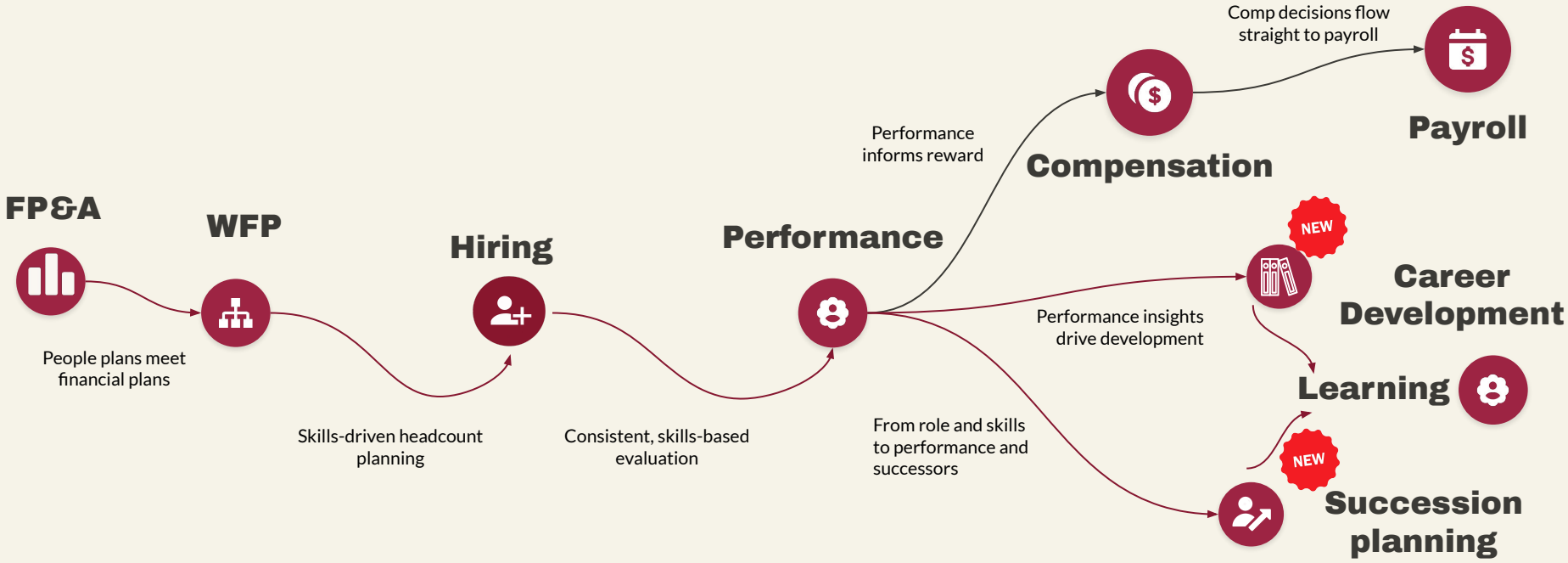
Coming soon: AI advisor to refine your catalog and apply best practices



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LET'S BRING THIS TO LIFE THROUGH THE EMPLOYEE LIFECYCLE

UNIFIED PLATFORM: FROM HIRE TO RETIRE



Foundational layer: JOB ARCHITECTURE

Single source of truth for roles, skills, and comp bands

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WHAT'S UNIFIED IS THE DIFFERENCE

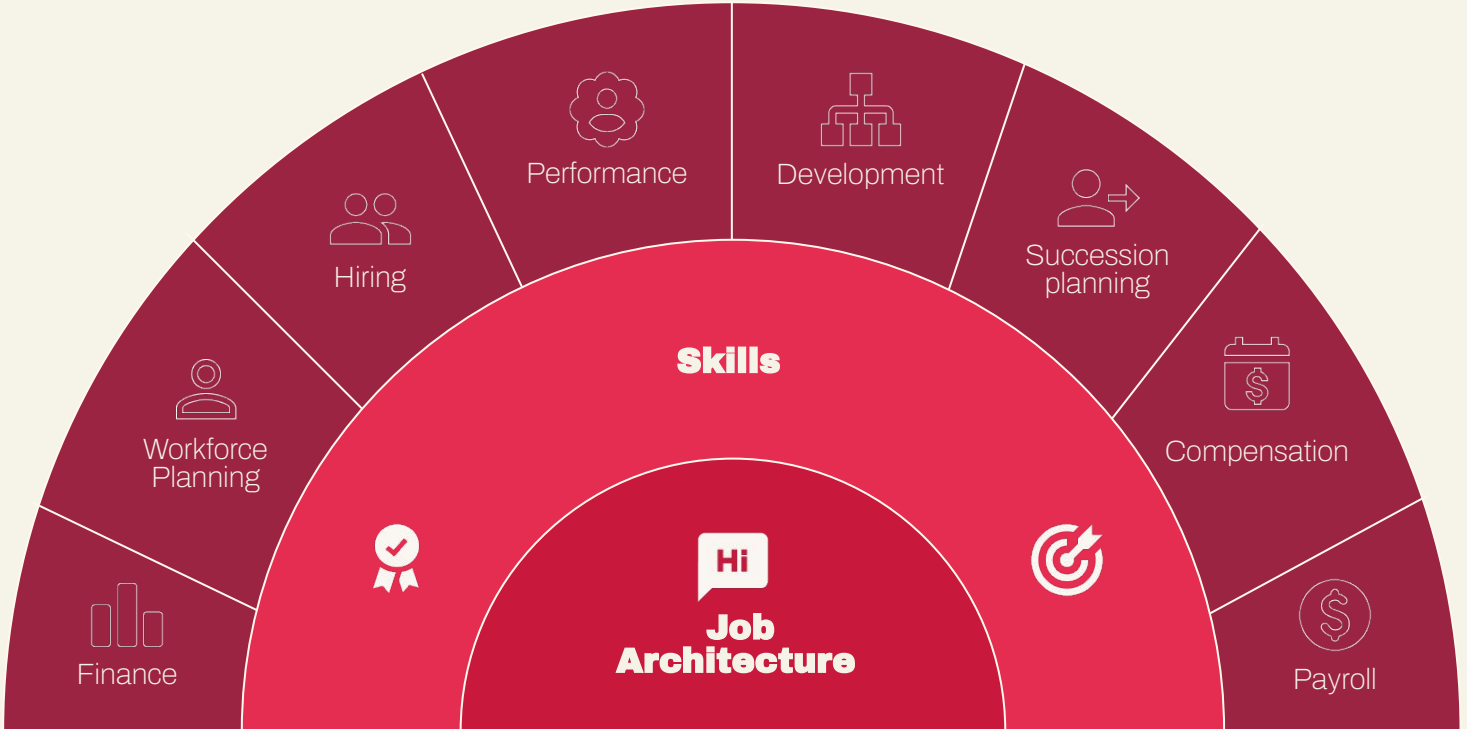


Michael Rochelle

Chief Strategy Officer and Principal Analyst Brandon Hall Group™

"HiBob designed skills as foundational infrastructure from the start. The Job Catalog and Skills Catalog exist side by side in Core HR. **Everything else connects to that foundation.**"

THE **PEOPLE OPERATING** SYSTEM
CONNECTED BY JOB ARCHITECTURE & SKILLS



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Why skills matter for your business?

- Smarter workforce decisions
- Faster, more confident hiring
- Fairer performance reviews
- Personalized development & learning
- Future-proof your business

Bob Skills

Questions



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VOICE OF THE CUSTOMER ROUNDTABLE

PULSE CHECK

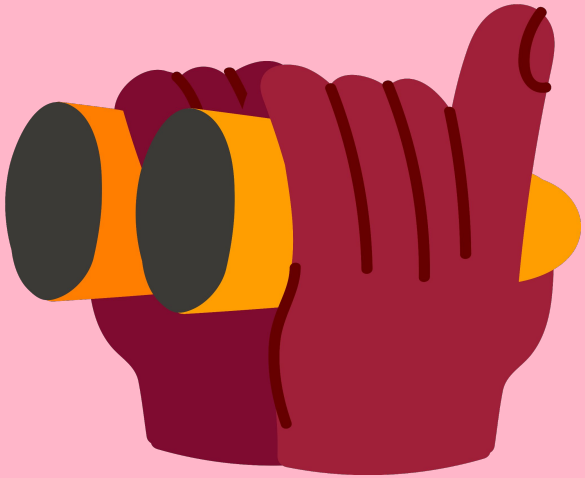
1. What's your biggest challenge when defining roles, levels, or career paths?

2. Where does a lack of clarity create the most difficulty: hiring, pay decisions, performance reviews, or progression?

3. What's worked well in getting managers and leaders aligned on your approach?

4. What would make it easier to build or manage your job architecture in Bob?

5. What support would help you take the next step?



CUSTOMER SPOTLIGHT



Jen Guglielmi
Head of People, Intruder



Melanie Georgieva
HR Consultant, Silvercloud

WORKSHOP TIME

ABOUT SILVER CLOUD

Silver Cloud HiBob Practice

- HiBob SI Partner since 2023
- We have supported 200+ HiBob projects since inception
- 7 fully HiBob certified consultants in the Practice with HR backgrounds
- Average customer satisfaction score - score 9.5/10
- All consultants have prior client-side HiBob experience

Meet our Silver Cloud HiBob Practice



Below are a selection of clients Silver Cloud have supported (or are currently supporting) on their HiBob projects:

GenesisCare

wealthify

heaton group

MrQ

ARCTIC JUICE&CAFE

Benefex

Begbies Traynor Group

A little about Silver Cloud

- 100% independently owned and operated by founder, Helen Armstrong
- People tech transformation specialists
- 300+ whole of market projects
- Multi-sector experience
- 50-10,000 employee organisations
- End-to-end digital transformation services

REVIEW **SELECT** **DELIVER** **MAXIMISE**



we consult **differently**

Job Catalog Package

What this delivers for you:

- Consistency across the organisation
- Improve data accuracy and reporting
- Stronger foundations for HR processes
- Reduced manual work & duplication
- Scalability as you grow
- Enhanced employee experience

Ideal for organisations that:

- Have inconsistent job titles or structures across teams
- Are scaling quickly or going through organisational change
- Want to unlock better reporting and workforce insights in HiBob
- Are not yet leveraging the Job Catalogue functionality
- Need stronger alignment between HR, finance, and hiring

What's includes?

✔ **Job Catalogue Discovery Workshop**

Align on current job architecture, inconsistencies, and business objectives

✔ **Framework & Structure Design**

Define job families, levels, and standardised role structures aligned to best practice

✔ **Data Mapping & Standardisation**

Cleanse and structure job titles, descriptions, and attributes for consistency

✔ **System Configuration & Build**

Support setup of Job Catalogue within HiBob, including fields and hierarchy

✔ **Governance & Maintenance Model**

Define ownership, processes, and controls to keep the catalogue accurate over time

✔ **Documentation & Enablement**

Guides and training to support ongoing management and adoption

Bundled Hours

What is Silver Cloud's HiBob Managed Services?

Ongoing expert support to keep your HiBob system optimised, your HR team efficient, and your business getting real value from your investment

What this delivers for you:

- Ongoing expert support with consistently optimised system configuration
- Resolve issues quickly
- Reduced workload for HR teams
- Continuously improve your system
- Deliver better reporting and insights
- Increase adoption and usage
- Maximise your HiBob investment

Ideal for organisations that:

- Fast-growing organisations whose HR teams are stretched
- Businesses with complex processes or multiple integrations
- Companies that want to improve system adoption and maximise ROI
- Don't have an in-house HR system specialist
- Need consistent, expert support

What's included:

Day-to-day support

- Issue resolution and admin support
- Manage HiBob support cases
- Ongoing optimisation
- System improvements and configuration updates
- Hands on system design and configuration

Training and Upskilling

- Reporting & insights
- Reports, dashboards, and data accuracy

Proactive & strategic support

- Feature enablement and release support
- System optimisation recommendations

Questions

Thank you for your partnership



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