

# Global Grading Framework – Case Study scenarios

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The Global Grading Framework will offer the criteria and common language needed to provide consistency in how we grade positions across the organization – both for programme positions and HQ positions.

The case studies below show the **potential impact** of the implementation of the Global Grading Framework.

**Please bear in mind the following points:**

- All personas and function grades are fictitious.
- The comparisons are based on real examples but are not identical to any existing scenario.
- Please note the difference between a function grid and a salary grid. More information on the difference can be found here.

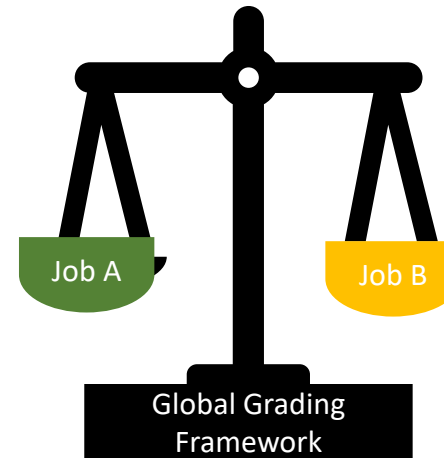
# Case Study 1: Similar jobs in similar context before GGF implementation

Two Finance specialists in the same location in a regional hub for two different OCs. They work in the same location, have the same job title, and have the same responsibilities.



The two OCs have different grading methodologies the two jobs have different grades. This makes it difficult for the staff to understand why their jobs are graded differently and leads to perceptions of inequity and dissatisfaction.

Using the global grading framework, the two finance specialist jobs are graded as Level 15.



As the jobs are almost identical in content and context, both are graded in the same level under the GGF (because they are valued using the same criteria), making it clear and equitable for the staff in those positions.



# Case Study 2: Same job title, different jobs



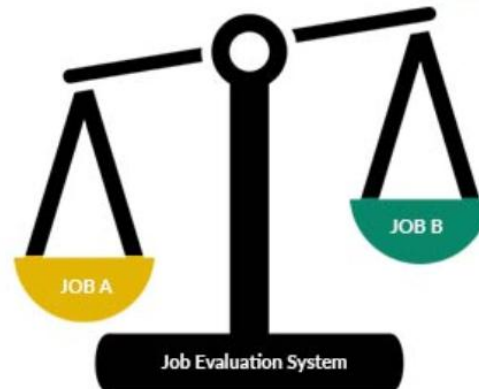
A Communications Officer job exists in Entity A which is a smaller entity and smaller scope.

Another Communications Officer job exists in Entity B with large communications scope and responsibility, with core accountabilities of the role focusing in directly supporting programmes making the job quite complex. The position is hosted in Entity A.



Prior to the GGF implementation they would have similar job grades because they had similar job titles despite having very different responsibilities. This led to frustration and feelings of unfairness.

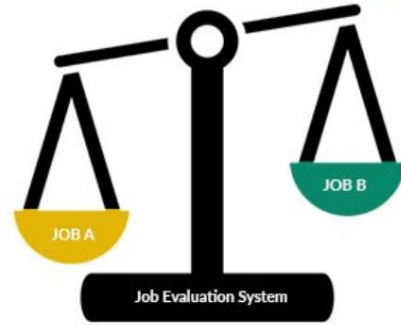
Using the Global Grading Framework, despite the functions having the same titles, the levels are determined using the GGF criteria which results in one function graded in Level 13 and the other in Level 14.



The functions have different levels but given the level was determined using the same criteria under the Global Grading Framework, it is transparent and clear to everyone. It will also help clarify a potential career path for communications staff and candidates.

# Case Study 3: Hosted positions once both entities implement the GGF

The International Office (IO) has recruited two staff into the roles of Legal Officer with the same key responsibilities, same qualification requirements, and same level of accountability. One staff will be hosted in Nairobi and another in Amman.



This grading discrepancy implies that one job is valued higher than the other, even if the positions are very similar, which causes frustration and anger.



In Nairobi, the Legal officer job is graded at Grade 14 while in Amman it is graded at Grade 16 because they use different job grading approaches.



Using GGF, the role will be graded using consistent criteria and will be graded at the same level, irrespective of the hosting location, once both hosting entities implement the GGF.

The salary for each person would be determined by the salary grid in their hosted location (read the difference between a function grid and a salary grid), but the grade level of both jobs would be equivalent.

