

# 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

Two Finance specialists in the same location in a regional office for two different OCs.



They work in the same location, have the same job title, and have the same responsibilities but their jobs are graded differently

The two jobs are graded differently – one in Level 9 and the other in Level 7. Because the two OCs have different function grids, and methodologies, the grade is based on different criteria, making it difficult for the staff in these positions to understand why their jobs are grade differently.



This leads to perceptions of inequity, and dissatisfaction by staff.

# Case Study 1: Similar jobs in similar context

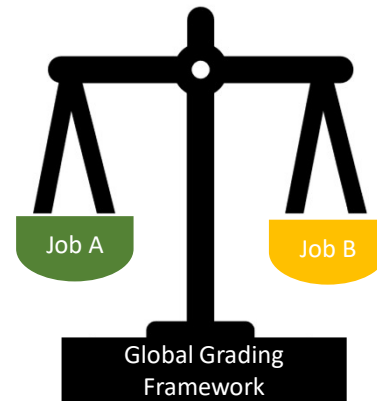


Two Finance Specialists in the same location, one job is in an Entity's HQ and another in an OC operation.



They work in the same location, in almost identical operations and contexts, and with a very similar structure.

Using the global grading framework, the two finance specialist jobs are graded as Level 13, using MSFs global grading framework.



As the jobs are almost identical, the jobs are graded the same under the GGF (and therefore valued the same), making it clear for the staff in those positions, and making it clear for future finance specialists who are interested in pursuing this role.

## Case Study 2: Same job title, different jobs

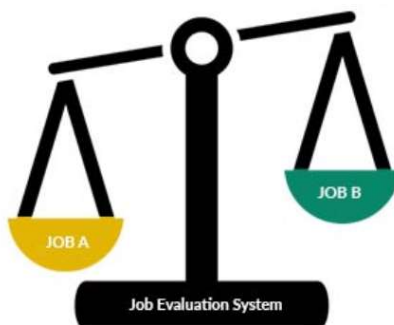
A Communications job exists in an entity with a regional reach. The entity is small, so the Communications Advisor has significant regional functional responsibilities.



In this case, the two jobs have the same titles, the same function, but are graded differently – one in Level 9 and the other in Level 8.



Another Communications job exists in an OC. The entity is very large, with a large structure, dividing the communications responsibilities into multiple jobs.



However, under the same global job grading framework, it is transparent and clear to everyone. It will also help clarify a potential career path for future candidates or staff interested in a communications job.

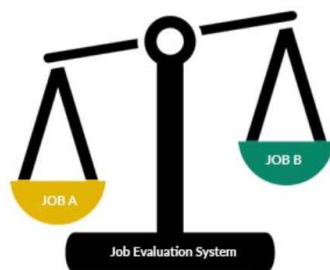


# Case Study 3: Hosted positions

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



## Rewards Review



In Nairobi, the Legal officer job is graded at Grade 4 while in Amman it is graded at Grade 6

This grading discrepancy implies that one job is valued higher than the other, even if the positions are very similar



In GGF, the role will be graded using consistent criteria and will be graded at the same level, irrespective of the hosting location.

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 here), but the grade level of both jobs would be equivalent.