



HRDIGITALPLAYGROUND • JOB ARCHITECTURE 101

Course Map

Thirteen standalone decks that take you from zero to building and running a job architecture.

IN THIS DECK

Understand

Build

Use

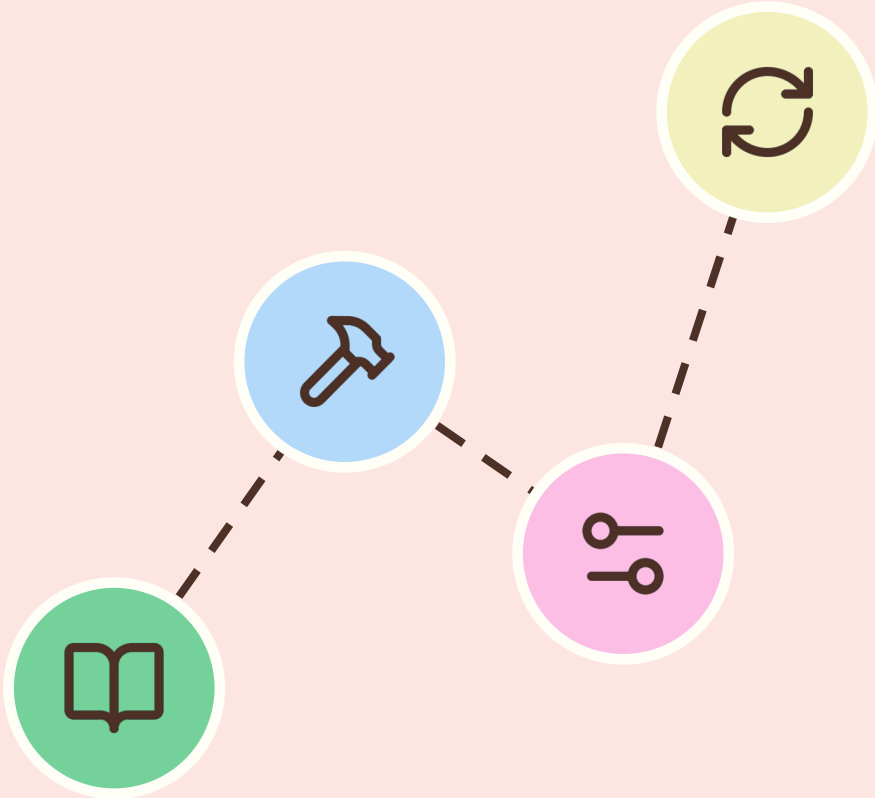
Connect

The thirty questions

How each deck works

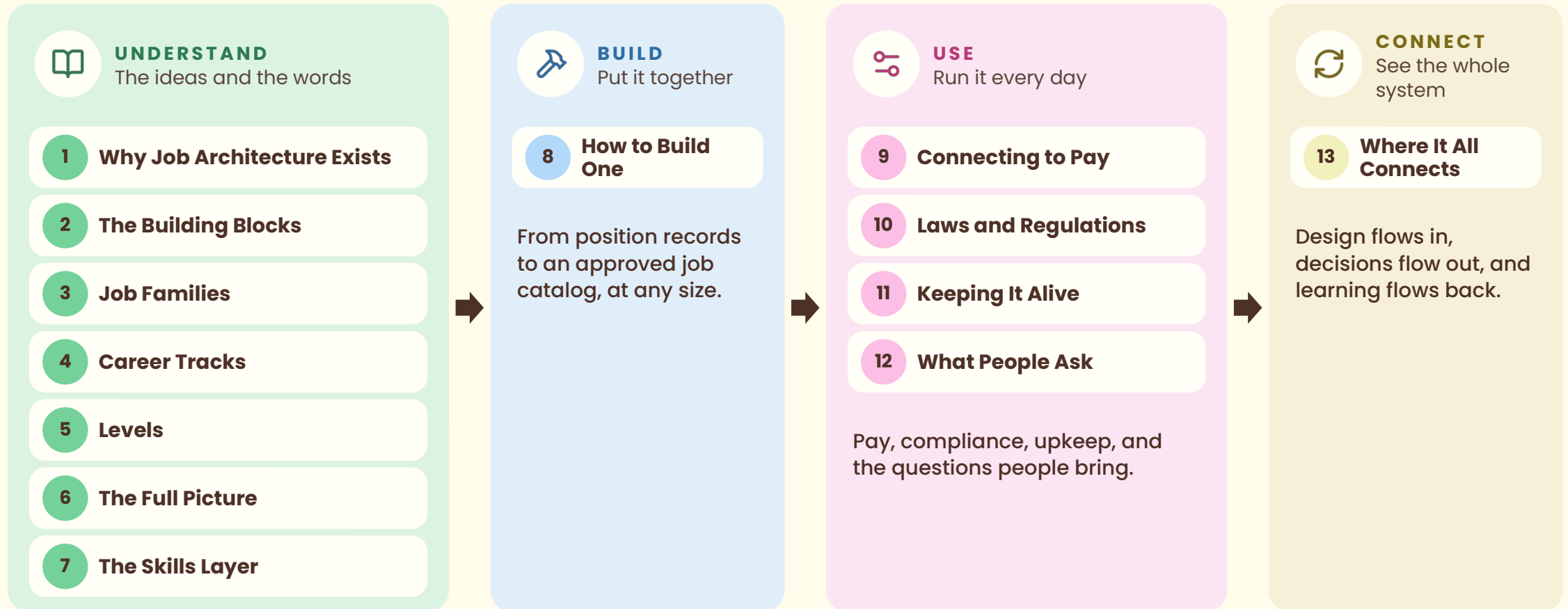


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The Course at a Glance

Four stages, thirteen decks. Read in order for the full course, or pick one when you need it.



Understand, build, use, connect. Every deck also stands on its own.

What Each Deck Answers

Each deck is built around one plain question.

1

Why Job Architecture Exists

What problem does job architecture solve?

2

The Building Blocks

What are positions, titles, and jobs?

3

Job Families

How do we group similar work?

4

Career Tracks

Can I grow without managing people?

5

Levels

What makes one job bigger than another?

6

The Full Picture

How does it all fit on one grid?

7

The Skills Layer

What do skills add to the architecture?

8

How to Build One

What are the steps, at any size?

9

Connecting to Pay

How does it connect to pay?

10

Laws and Regulations

How does it support compliance?

11

Keeping It Alive

How do we keep it working after launch?

12

What People Ask

How do people actually use it?

13

Where It All Connects

How does it connect to the rest of HR?

EVERY DECK STANDS ALONE

No deck depends on another, so any one can be read, updated, or shared by itself.

Start with the question you have today. The deck that answers it stands on its own.



Thirty Questions, Answered: 1 to 15

Each question, and the decks where you will find the answer. Numbers match the course order.

1	What is job architecture?	1	2	Why does a company need it?	1	3	What is the difference between position, title, and job?	2
4	What is a function?	2 3	5	What is a job family?	3	6	What is a subfamily?	2 3
7	What is a career track?	4	8	What is a job level?	5	9	How do jobs get leveled?	5 8
10	What is a grade?	5 9	11	What is a salary range?	9	12	How do market data and architecture interact?	9
13	What are skills?	7	14	What is proficiency?	7	15	What is job evaluation?	5

Someone who finishes the course can answer all thirty in plain words.

Thirty Questions, Answered: 16 to 30

Each question, and the decks where you will find the answer. Numbers match the course order.

16 How is job evaluation different from market pricing?  	17 How does it support career paths?  	18 How does it support workforce planning? 
19 How do AI and automation change jobs?  	20 What data do you need to build one? 	21 How do you build one at scale? 
22 How do you handle exceptions?  	23 Who owns the architecture? 	24 What causes a job to be re-evaluated?  
25 How does it connect to HR systems?  	26 How does it support pay transparency and equity?  	27 How does it support organization design? 
28 How does it support skills and learning?  	29 How does it support business change?  	30 What is it not designed to solve? 

Use this list as a checklist for your own understanding.

How Every Deck Works

The same pattern in every deck, so you always know where you are.

THE PATTERN



THE PAGE TAGS

WHY IT MATTERS	The problem and why it matters	THE IDEA	One concept in plain words
SEE IT	A worked Brightside example	WATCH OUT	A common mistake and the fix
TRY IT	Decide first, before any answers	CHECK IT	Model answers, with the reasons
CHECK YOURSELF	A three-question quick check	REMEMBER	Three things to keep, plus answers

Why before what, one example throughout, practice before answers, and a recap at the end.



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