

# Discovering Job Architecture at Genesis

Ben Choo - People Analytics and Systems Manager



genesis With you. For you.

# What we'll cover today

---

## 3 key takeaways:

1. How to start on building Job Architecture
2. How to bring people on the journey
3. Flexibility is key when trying new things



# Who is Genesis?

## Powering a sustainable and thriving Aotearoa

We're helping to move **Aotearoa** to a low-carbon future, powered by renewable energy



### Retail

Through our 2 retail brands, we provide energy services and innovative products to more than 650,000 residential and business customers across Aotearoa.



### Generation

We operate a range of renewable and thermal generation sites across Aotearoa. The range of locations and generation types gives us great operating flexibility.



# Job Architecture

— {noun}

“

A framework to organise and understand roles and jobs, providing **foundational** data that serves as a basis for making strategic decisions.

# Improving the foundation

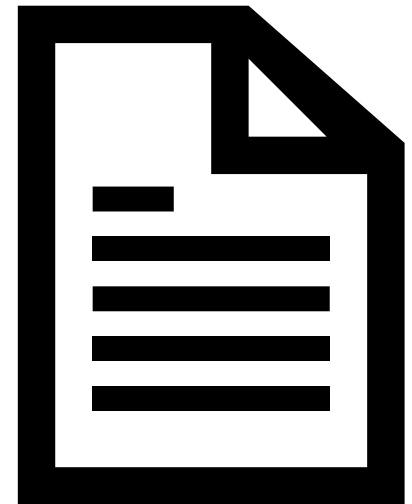
— Back to basics



Unable to analyse data by Job Profile or Job Type



No structured or systemised Succession planning



Lack of transparency around job descriptions and profiles



# Benefits

## — Why are we doing this

- Greater transparency of and accessibility to skills, certifications, and competencies.
- Better understanding of our job families at Genesis.
- Improved foundation for future SuccessFactors modules.
- More granular differentiation between positions and jobs in your area to enable better automation.



# Bringing people on the journey

## — Selling the dream

- Created packs to help people understand what the benefit to them was.
- Worked example.
- Established definitions for the attributes (e.g. certification, skill, competency).
- Artifacts of job profile builder in SuccessFactors.
- How it looked like in the system.

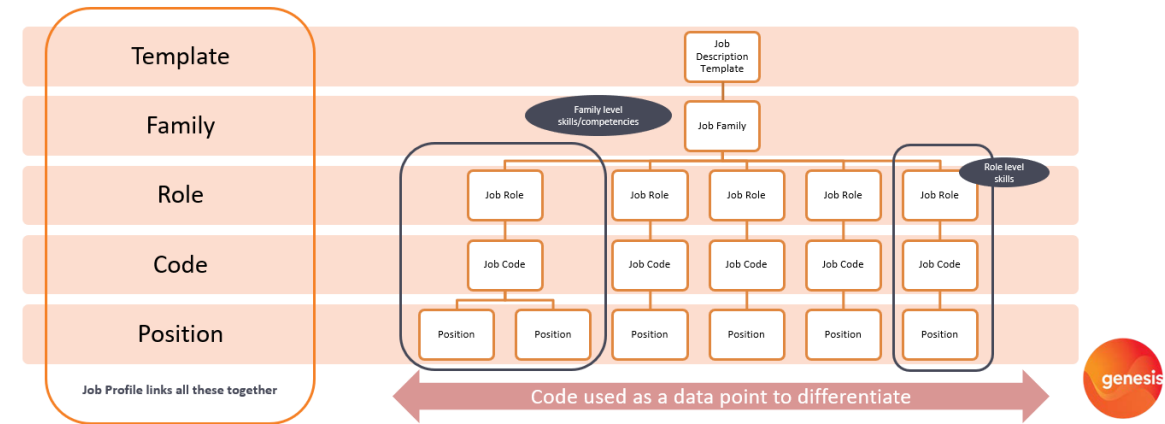
## Job Profile Architecture

### — a high-level hierarchy view

- Family set at the level where Competency, Skill, and Certification inheritance is most useful

Job Profile data

- Families and Roles
- Certification
- Employment Condition
- Education – Degree
- Education – Subject
- Interview Question
- Job Responsibility
- Physical Requirement
- Relevant Industry
- Skill



# How our pilot build looked like


— Learning while doing

### Employment

#### Organisational Information

Position Information	
Effective as of: 5 Jul 2022	
Position	LPG Driver/Filler (30334)
Position Entry Date	26 Apr 2020
Organisation Information	
Company	Genesis Energy Limited (GNE)
Business Unit	Wholesale Operations (111)
Division	LPG (1034)
Department	LPG Cost to Deliver (10055)

#### Job Information

Job Information	
Effective as of: 5 Jul 2022	
Employee Status	Active
 Brian Skinner Manager	
Job Code	LPG Driver (1000333)

Job Responsibilities assigned at the Job Profile level

Certifications assigned at the Job Profile level

Short Description assigned at the Job Description level.  
Content added at the Job Profile level


Skills assigned at the Family, Role, or Profile level


Competencies assigned at the Family, Role, or Profile level


## Edit Job Profile


### LPG Driver


Role: [LPG Driver Change](#)


 Physical Requirements

 Job Responsibilities

 Certifications

 Short Description

 Skills

 Competencies

LPG delivery ▾

Follow company policies ▾

Operating vehicles and other equipment ▾

Class 2 Truck License ▾

Dangerous Goods license endorsement ▾

Click to add description here

Class 2 Truck Driver ▾

Dangerous Goods Driver ▾

Fire Extinguisher ▾

First Aid ▾

Hazard ID / Risk Management ▾

LPG Filler under 110KG ▾

Customer Focus ▾

Adherence ▾

Organisation ▾

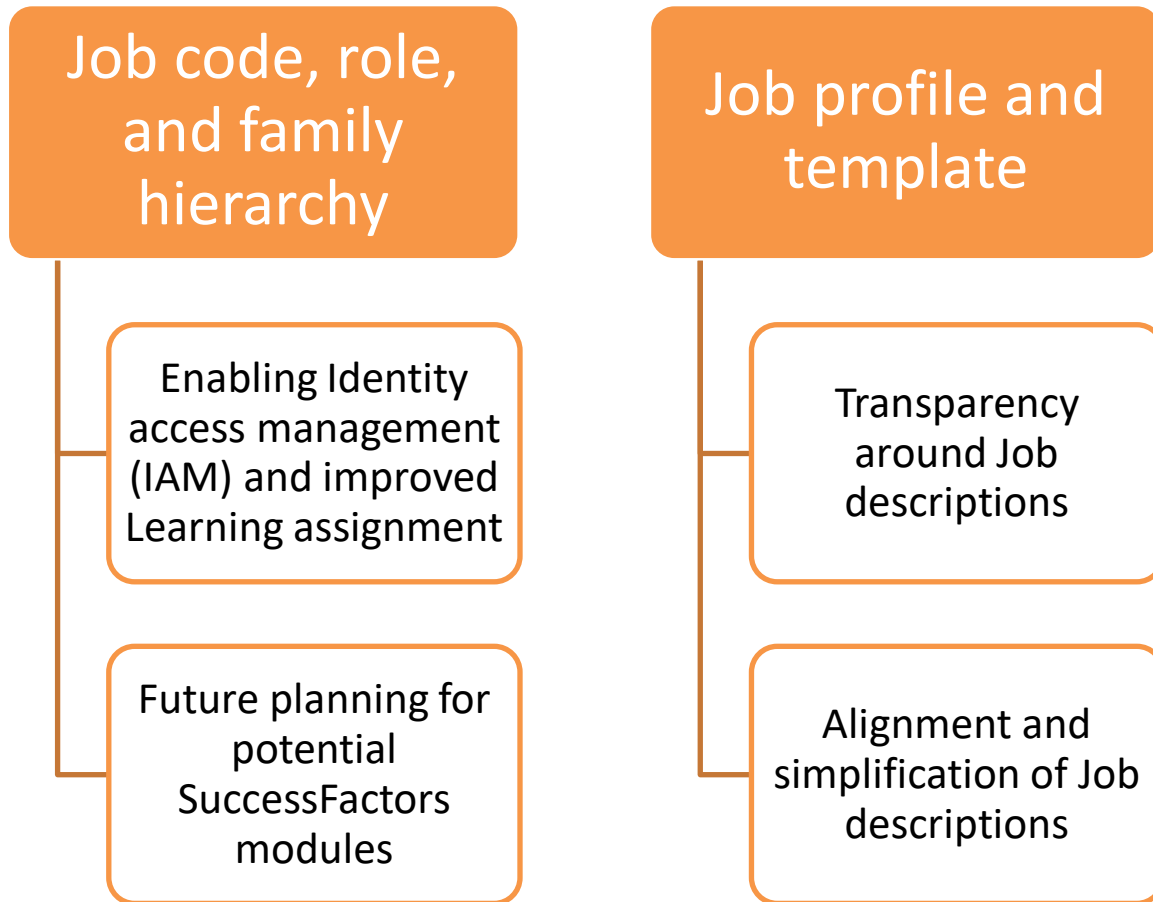
Flexibility ▾

Implementation ▾



# Clarity on streams of activity

## — Managing expectations



- Setting up the hierarchy is a separate activity and leads to different outcomes when compared to a full-on Job Profile Architecture project.
- Ensuring hierarchy is set up properly is quicker and enables key initiatives to go ahead.
- Ensuring Job Profiles are fully fleshed out enables us to provide transparency around Job Descriptions, in turn creating alignment and driving simplification.

# Embarking on the journey

## — Simple beginnings

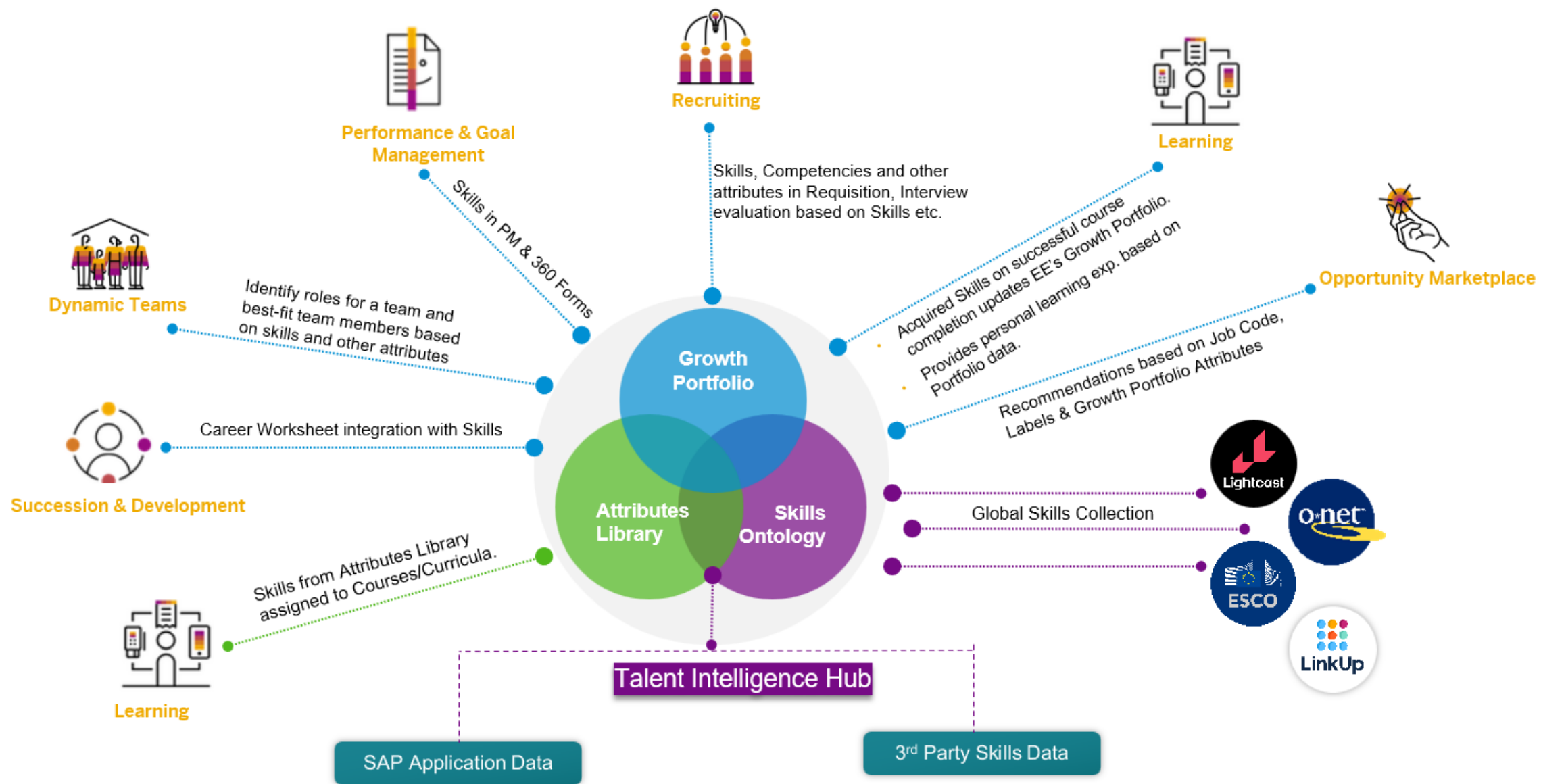
- Covered the basics
- Learned from our peers
- Started with intention to build from scratch
- But of course, priorities change



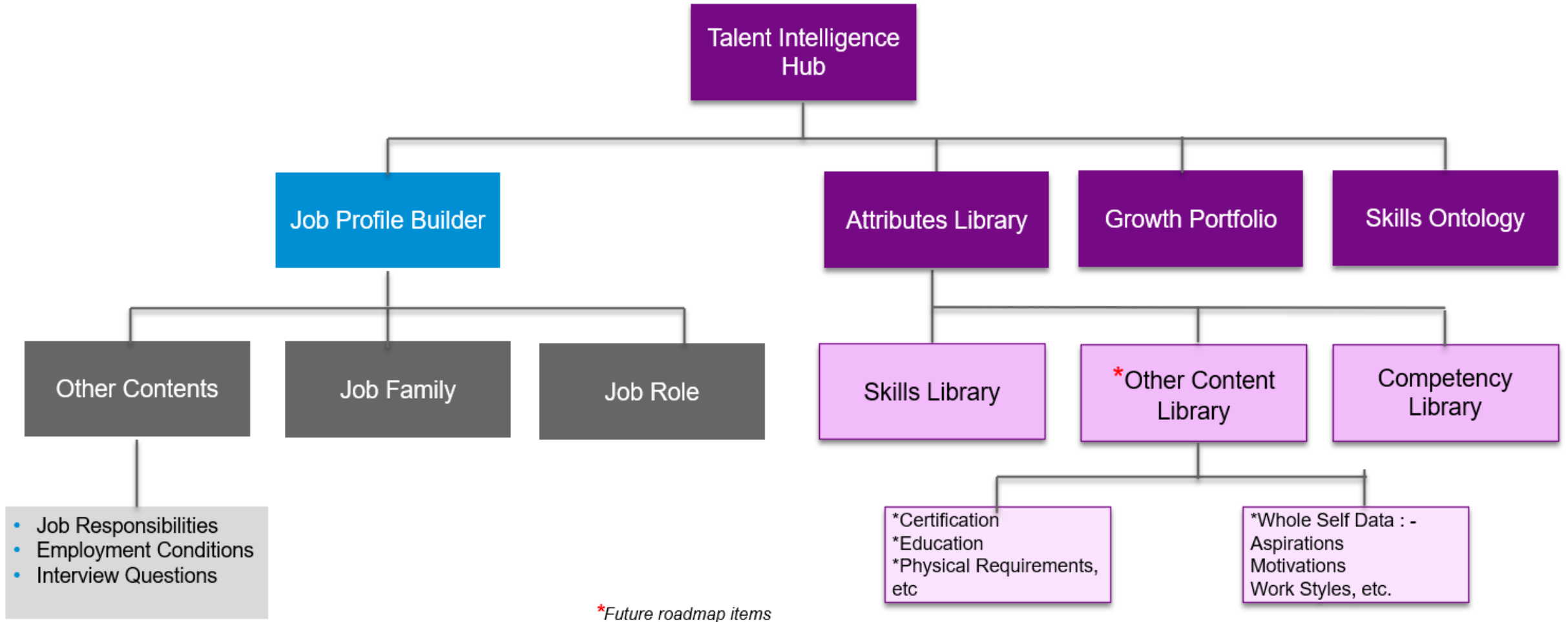


 **RESET**

# Talent Intelligence Hub with SuccessFactors HXM Suite



# Talent Intelligence Hub



←----- Job Attributes -----> ←----- Skills & People Attributes ----->



HERE COMES

A NEW CHALLENGER!

# Adding to our SuccessFactors suite

— Building the empire



Performance and Goals



Succession and Development

# Bringing in Korn Ferry

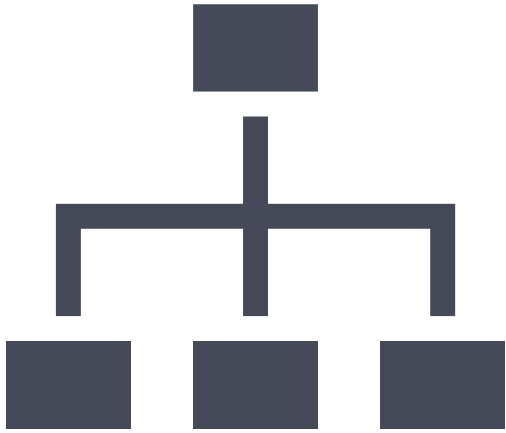
---

- Most of our jobs are sized using Hay's job sizing methodology
- Already subscribed to Korn Ferry Pay, added on Architect and Profile Manager
- Library of over 5000 Success Profiles, within them 84 functions, 286 skills, and 38 competencies



# The Korn Ferry process

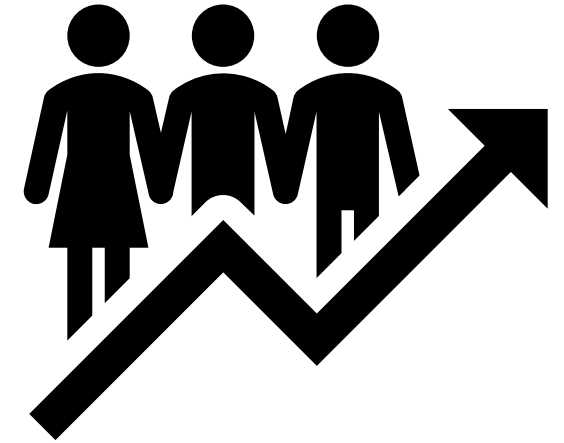
---



Match internal jobs to Korn Ferry  
job profiles



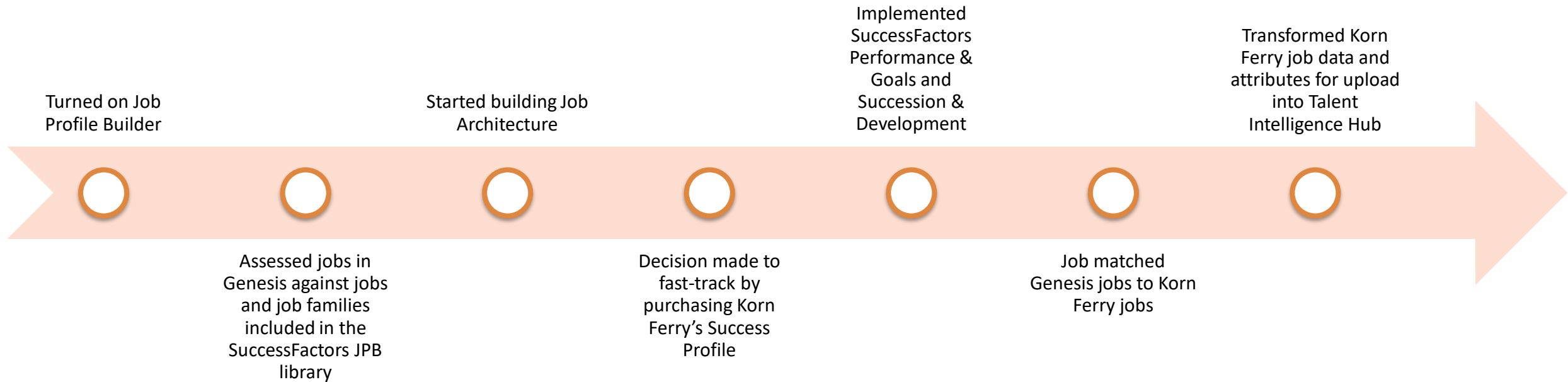
Decide on additional job  
properties and pilot  
group



Confirm Success Profile matches to  
receive datasets of profiles and  
attributes

# Recap of our Journey

— Are we there yet?





*IT'S NOT  
OVER YET*



# Got questions?

[ben.choo@genesisenergy.co.nz](mailto:ben.choo@genesisenergy.co.nz)

[linkedin.com/in/hrbench](https://www.linkedin.com/in/hrbench)

