Job Architecture Project Overview

What is the Job Architecture project?

- One of Virginia Tech's four strategic priorities is to Be a Destination for Talent.
- To enable the university to attract, retain, and develop the best talent, we need to ensure that our positions are strategically aligned to enable our employees' and organization's success.
- To help in this effort, Virginia Tech has launched a Job Architecture project. This project will organize approximately 2,200 administrative and professional faculty (A/P) positions that include more than 1,600 unique job titles into a structure that will:
  - Provide employees career pathing options to grow in their career.
  - Create a system that clearly articulates job functions, sub-functions, and disciplines.
  - Introduce a consistent job titling methodology within these functions.
  - Create a structure for aligning market-based compensation.
  - Produce a valid set of position summaries and related qualifications for recruitment resources.
- The project will not involve re-organization, salary reductions or increases, or changing working titles.
- The project will also not assess staff positions. The blurred lines between some staff and A/P faculty positions will be addressed after the A/P faculty architecture is implemented.

We are piloting our process:

- We are currently conducting a pilot that will conclude late summer. The pilot ensures we use an effective and repeatable process for this project, and includes Research, Information Technology, Fundraising positions in Advancement, and Academic Advisors.
- Area leadership, department managers, and HR representatives are taking part in the pilot.
- The pilot areas account for approximately one-third of A/P faculty positions.

Next steps:

- Lessons from the pilot will be applied as we review the remaining A/P faculty positions.
- The project will include two more stages.
- Implementation of the job architecture that is created will take place incrementally through spring 2023.

More information:
• More information about the Job Architecture project, including frequently asked questions and definitions, can be accessed on the project website.
• Questions about the project can be emailed to JobArchitecture@vt.edu.