

Close Critical Skills Gaps Faster With An AI-Powered, Skills-Based Job Architecture



COMMON CHALLENGES WITHOUT A SKILLS-DRIVEN JOB ARCHITECTURE

“Our skill requirements are niche, so we rarely find fitting candidates without a lot of additional effort.”

“Everytime we need to hire for a new role, we start from scratch. There’s a lot of manual effort to define exactly what we’re looking for.”

“Roles change over time, but we aren’t proactively managing these changes or centrally configuring roles.”

HOW BEAMERY CAN HELP



Skill Inferences For Critical Roles

Beamery’s AI will generate customized foundational skill compositions for all the roles in your organization, ensuring each is clearly defined based on your unique needs.



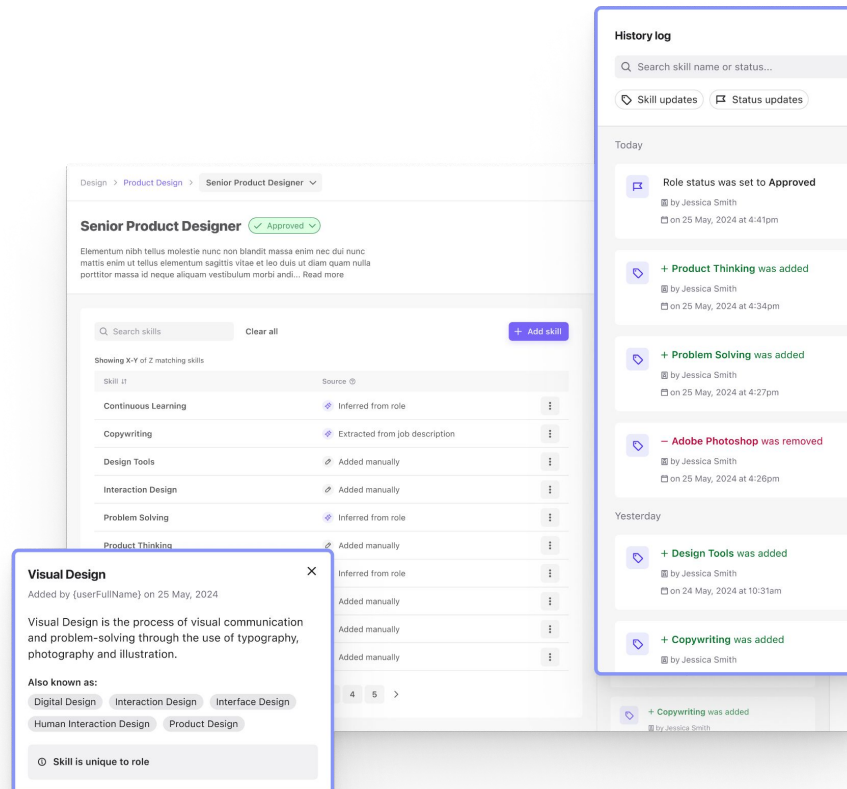
Self-Service Role Management

Manage, review, and update role compositions as they evolve over time within the dedicated Job Architecture Portal. Track changes in real-time to maintain up-to-date role definitions.



High Quality Candidate Matches

Use the refined skills data to surface the best-fit candidates for open roles. Hiring becomes more efficient as vacancy calibration is powered by precise role definitions tailored to your business.



HOW IT WORKS

1. Beamery AI works from your job description to automatically match skills to job roles.

Ensure the skills and requirements specifically cover what each role is expected to perform in your organization

2. Review and manage role composition within your dedicated Job Architecture Portal.

View, add and remove skills as roles evolve over time. Track changes in the history log.

3. Once skills have been approved in the Portal, they will automatically power skill composition of roles inside Beamery Vacancy Calibration.

4. Candidates will then be recommended against your vacancies, using the customized skill definition of what that role means to your business.



WHAT'S INVOLVED?

Stage 1: Discovery

Collaborate with your Beamery team to define use cases, timelines, and success metrics.

Stage 2: Data Collection

Share relevant role and job description data with Beamery.

Stage 3: Job Architecture Creation

Beamery's AI generates skill inferences, and the Job Architecture Portal is set up.

Stage 4: Review & Approval

Review roles, provide feedback, and approve the final definitions.

Stage 5: Live Testing

Begin matching talent to vacancies with all job architecture powered roles.

IMMEDIATELY UNDERSTAND THE SKILLS REQUIRED FOR CRITICAL ROLES



It takes as little as **1 Day** to get up
and running with a usable
skills framework from Beamery



4-6 months
estimated savings
to generate 40 unique skills-based
role compositions

IMPACT OF BEAMERY'S AI

Generate precise skills-based definitions for critical roles in a competitive labor market. See results like:

97%

**reduction in job
description complexity**
from 1,200 job descriptions
into 40 consistent,
standardized skills-based
compositions

17

**days from data capture
to delivery** for critical job
profiles inside the
organization

89%

**less time spent
consolidating job
descriptions**, cutting down
an estimated 4–6 months of
manual work for the client

"We have successfully updated our skills taxonomy for certain job profiles, which has led to a more refined understanding of our talent pool. The integration of Beamery's AI inferences has resulted in **stronger calibration of our talent**, enabling us to make **more informed decisions** and **enhance our overall recruitment strategy**."

Angela Athas - Talent Acquisition Manager, Flex

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