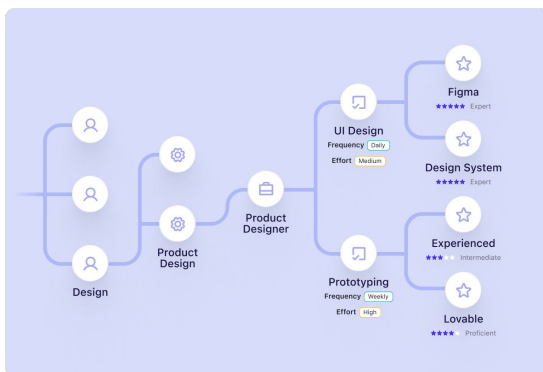


Work Architecture

For large enterprises running on SAP SuccessFactors and Workday, accurate, actionable skill and task data is the cornerstone of every major HR initiative's success: from performance management, learning, to career mobility and proactive succession planning. **Beamery Work Architecture** is the dynamic data layer for contextualized, enterprise-grade roles, skills, and task data built to enhance and extend the value of your HCM ecosystem.

See it in action



A Dynamic View of Skills, Tasks, and Work

Maintain a continuously evolving record of how work gets done. Beamery enables organizations to **store, govern, and validate** skills and task data across unlimited job families in a collaborative, secure, and auditable environment.

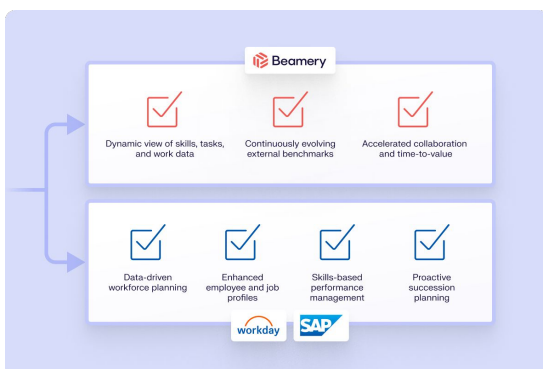
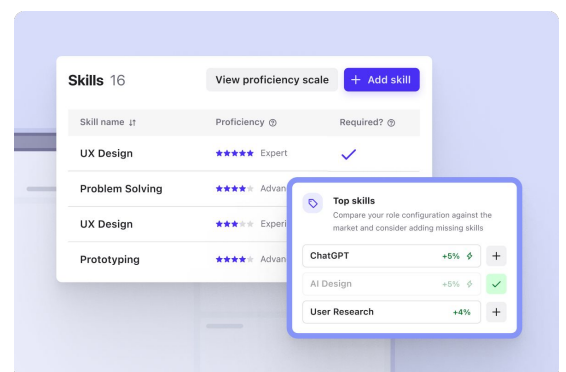
- **Granular permissions** define who can read, suggest, or approve changes
- **History logs** track updates by user and timestamp for auditability
- **Collaborative workflows** enable HRBPs, SMEs, and business leaders to validate at scale, while maintaining flexibility and control for approvals



Prevent Gaps In Your Taxonomy

Beamery continuously tracks emerging and sunseting trends to keep skills requirements aligned to how work is evolving. Identify emerging, adjacent, and declining skills to inform job architecture updates and ensure your taxonomy stays market-relevant.

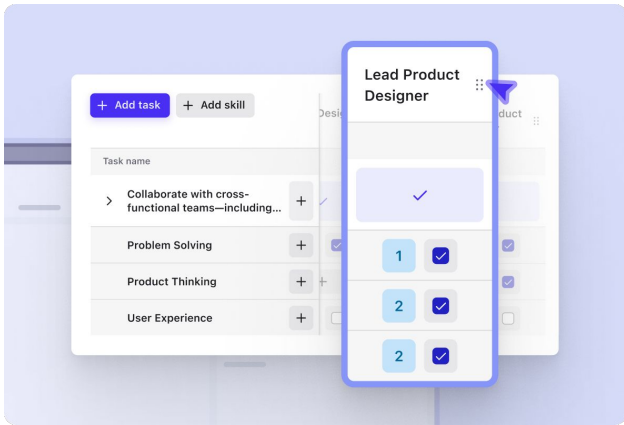
- Continuously align skill requirements with **live market insights**
- Surface **emerging and declining skills** for proactive intervention
- Eliminate skill gaps at the source with a **competitive data foundation**



Strengthen Your Core HCM Investment

Enrich **Workday**, **SAP SuccessFactors**, and other enterprise systems with validated, continuously updated role and skill data. Skills are normalized and natively integrated to enhance to your existing taxonomy, ensuring interoperability, governance, and accuracy across your HR ecosystem.

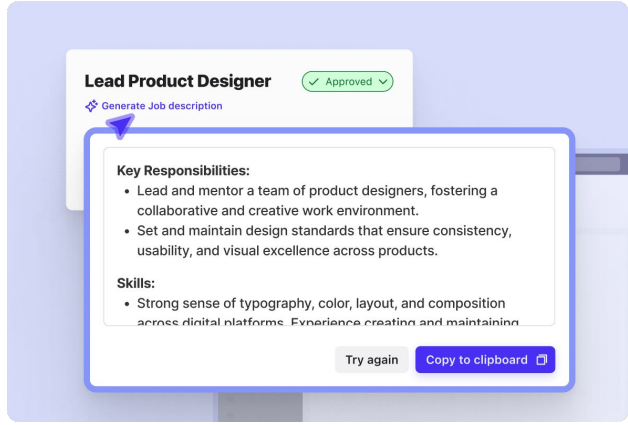
- Consistent, skills-based criteria for **employee evaluation and growth**
- Enable precise, validated recommendations for **career pathing and mobility**
- Align **training programs** to real, evolving role and skill requirements



Compare Roles Easily, And At Scale

Move beyond static frameworks with dynamic role comparison. Beamery enables you compare unlimited roles side-by-side to identify duplication, overlaps, or gaps.

- **Clear career leveling** across job families and roles
- **Faster collaboration** between external partners and internal subject-matter experts
- **Accelerated review cycles** for HR validation



Standardize Job Description Creation

Automatically generate clear, consistent, and up-to-date job descriptions. Reduce manual effort and compliance risk, ensure alignment across teams and geographies, and better support hiring, internal mobility, and workforce planning.

- **Automated job description generation** from approved and validated role requirements
- **Reduced manual effort** to ensure every posting stays current and consistent across teams

Get Started in a Few Easy Steps

Beamery is built to ingest, clean, and structure enterprise data of any quality or source, no matter how fragmented or incomplete. Using proprietary graph learning models and fine-tuned LLMs, Beamery extracts roles, skills, and tasks from any format (HRIS, LMS, ATS, or flat files e.g. CSV), resolves misalignments created by legacy systems or siloed environments, and visualizes them instantly in a dynamic and intuitive platform.

Try it out for free. Get a preview of your own Work Architecture, or speak to one of our experts today.

Get started today

Benefits

- Build more agile organizational structures
- Unify skills and job frameworks
- Future-proof role design
- Reduce operational inefficiencies
- Extend the value of existing HCM investments
- Improve employee engagement and retention

Use Cases

- Tech Stack Optimization
- Role Clarity & Standardization
- Skills-Based Transformation
- Learning & Growth Alignment
- Strategic Workforce Planning
- Career Leveling & Role Comparison

Requirements

- Skills Intelligence
- Task Intelligence (optional)
- Talent Market Insights

Proof

- **20B+** talent data points
 - **600M+** global talent profiles
 - **300M+** normalized job descriptions
- 90%** relevance of AI-inferred skills upon first client implementation
- 4-6 months** time savings to create job, task, skill insights