

Job Families & Grading - HR

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WHAT IS JOB GRADING?

Job evaluation (Grading) is a process of determining the level of one position in relation to another in the context of an organisation. As an HR professional you are invited to alert the Managers when you see an inconsistency or a need for job evaluation or review of the position level.

GRADING & ORGANISATIONAL DESIGN - GUIDELINES & PRINCIPLES

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CAREER/JOB LADDERS

Click in the areas below to view the Career Ladders and Job Descriptions.

CAREER LADDERS	HR RESPONSIBLE FOR EACH AREA
Communication	Cornelia Anderson
Marketing & Sales and Strategy	
Finance	Cornelia Anderson
Human Resources	Cornelia Anderson
Industrial	Angela Jean Reganall
Information & Knowledge	
Intellectual Assets Management	
Legal & Compliance	
Multi BU Commercial Network / Strategic Channel Partner	Angela Jean Reganall
Procurement	Angela Jean Reganall
Public Affairs	
Supply Chain	Angela Jean Reganall
Research & Innovation	Rutger Milders
Sustainability & Government Affairs	Cornelia Anderson
Facilities Excellence	Angela Jean Reganall
GBS (Jobs in GBS Incl. Functional area Support)	Angela Jean Reganall

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- [Job Catalog](#)
- [Job Evaluation - practical guidelines](#)
- [R&I and Industrial Dual Career Ladder Corporate Policy](#)