

Job Families & Grading - MG

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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 a Manager, you are responsible for

- identifying cases where a Position Grade needs to be reviewed
- determining and communicating the content of a job, which serves as input data for the job evaluation process, when it's required (as per [guidelines](#))
- ensuring that the **correct job, position and grade** is applied to the positions in your hierarchy.

Note: Job, position and grade data accuracy is critical for various processes such as talent management, learning, access management, reporting, etc.

As a Manager, you are invited to actively contribute to the improvement of data quality by checking and correcting (if needed) the position data in your scope. For guidance, please see the [Position Management Process](#).

GRADING & ORGANISATIONAL DESIGN - GUIDELINES & PRINCIPLES

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

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](#)