

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](#)