



Health Care Job Architecture

Without a well-developed and clearly defined career framework, many organizations are struggling to manage their growing workforce.

Is your health care organization where it needs to be?

Optimize your organization's job structure with a clear and consistent framework for defining career tracks, job levels, position titles, and job attributes. As the cornerstone of an effective workforce strategy, a comprehensive job architecture lays the foundation for critical talent programs and initiatives to thrive.

High-performing hospitals and health systems continuously evaluate and refine their job architecture practices to ensure alignment with recruitment, retention, and engagement strategies while also defining career paths and growth opportunities for employees.

Empower your organization to do the same!

SullivanCotter specializes in job architecture solutions tailored specifically to health care organizations. Our consultants are longstanding industry experts who leverage data-driven methodologies and insights to help hospitals and health systems streamline key operational processes, achieve strategic objectives, and uphold their mission and values.

Our Job Architecture advisory services include:

- Pro forma job architecture models designed with the complexities and nuances of health care jobs in mind
- Flexible and scalable frameworks customized to each organization's needs
- Automated job mapping powered by AI and algorithms that are continuously updated and refined to improve accuracy
- Custom job leveling and titling guidelines
- Headcount, distribution, and span of control benchmarking to a customized peer group from our proprietary workforce analytics database

Questions? Contact Us!

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