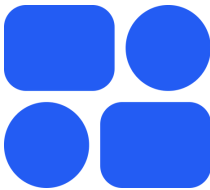


Term	Definition
Function	The highest-level category that groups roles based on a general area of work or expertise e.g., IT, HR, Legal etc.
Job Family Blend	A blend groups related roles into broader categories to simplify compensation analysis. This approach allows companies to compare compensation data across similar positions, making it easier to align pay and benchmark roles efficiently.
Job Family	Jobs that are typically associated with the function. The most detailed categorization of roles, typically tied to specific types of work or technologies. e.g., Machine Learning Engineer, HRBP, Accounting (Generalist) etc.
Career Track	Defines the level and nature of responsibility. Includes Executive, Management, Professional and Support career tracks.
Level	Denotes the degree of seniority or scope of responsibility within a career track.

Pave Job Leveling Guide



Support <i>Provides assistance, services, and resources that enable teams and functions to operate smoothly.</i>				
Level	Scope	Autonomy	Responsibility	Knowledge/Expertise
	<i>Captures the complexity, breadth, and impact of the work.</i>	<i>Describes the level of independence and decision-making.</i>	<i>Reflects ownership of outcomes and contributions to others.</i>	<i>Indicates the depth and application of relevant skills and domain knowledge.</i>
S1 <i>(Entry)</i>	Handles routine, well-defined tasks within a specific area	Follows specific instructions and established procedures	Completes assigned tasks accurately and on time	Develops understanding of tools, systems, and procedures
	Addresses basic issues following established protocols	Works under close supervision with frequent guidance	Escalates issues appropriately	Acquires basic job knowledge
			Maintains awareness of team priorities	Learns fundamental concepts
S2 <i>(Intermediate)</i>	Handles moderately difficult tasks requiring some judgment	Executes familiar tasks with limited oversight	Manages own workload effectively	Applies understanding of job-specific tools and processes
	Addresses a variety of standard issues	Receives guidance on objectives rather than step-by-step instructions	Identifies basic process improvements	Uses standard methodologies
			Supports team objectives through reliable execution	Builds knowledge about related systems
S3 <i>(Senior)</i>	Handles advanced support tasks involving multiple systems	Independently manages complex support tasks using established procedures	Takes ownership for quality and timely resolution of escalated issues	Demonstrates deep technical or process knowledge in support tools and systems
	Resolves escalated issues within defined parameters	Seeks guidance on new or ambiguous situations	Contributes to improving support processes	Identifies patterns in recurring issues
	May assist or coordinate junior support roles	Applies discretion within clear boundaries		Applies troubleshooting methods

Professional <i>Delivers specialized work and solutions using domain expertise, judgment, and ownership.</i>				
Level	Scope	Autonomy	Responsibility	Knowledge/Expertise
	<i>Captures the complexity, breadth, and impact of the work.</i>	<i>Describes the level of independence and decision-making.</i>	<i>Reflects ownership of outcomes and contributions to others.</i>	<i>Indicates the depth and application of relevant skills and domain knowledge.</i>
P1 <i>(Entry)</i>	Supports routine tasks with basic domain knowledge	Follows detailed instructions with close supervision	Completes assigned tasks and contributes to team output	Learns tools, processes, and basic practices
	Resolves well-defined, recurring issues	Makes decisions using standard procedures	Participates in projects with guidance	Develops ability to solve routine problems
P2 <i>(Developing)</i>	Contributes to defined tasks using developing business knowledge	Follows broad instructions with some discretion	Owns small tasks within projects	Builds fluency with tools and processes
	Resolves both routine and emerging issues	Makes decisions within known parameters	Assists teammates and supports delivery of team goals	Solves common problems and suggests practical improvements
P3 <i>(Career)</i>	Leads projects of moderate scope within a team	Operates independently within defined guidelines	Owns and delivers team projects	Applies sound domain knowledge to analyze and solve problems
	Supports cross-functional work through collaboration	Evaluates options and selects appropriate actions	Drives collaboration and supports less experienced peers	Integrates multiple inputs to recommend solutions
P4 <i>(Senior)</i>	Leads complex projects across teams	Translates goals into actionable plans	Oversees delivery of high-impact team or cross-functional initiatives	Applies specialized expertise and cross-functional knowledge
	Uses broad business knowledge to drive outcomes beyond immediate function	Identifies and recommends improvements to processes and tools	Mentors team members and fosters collaboration across teams	Solves complex problems using analytical and contextual judgment
P5 <i>(Expert)</i>	Drives complex, cross-functional initiatives with high visibility	Translates strategic direction into execution plans	Sets direction across teams	Recognized as subject matter expert across domains
	Anticipates organizational needs and trends	Designs improvements aligned with long-term business goals	Provides mentorship and defines best practices to increase effectiveness	Solves ambiguous, high-impact problems with innovative thinking
P6 <i>(Principal)</i>	Shapes company-wide strategy and initiatives	Sets vision for execution frameworks and systems	Leads initiatives that shift organizational priorities	Recognized internally and externally as a strategic thought leader
	Defines standards that influence long-term direction	Guides strategic and technical direction across org	Develops future leaders and fosters innovation	Builds capabilities and frameworks to solve long-term, complex challenges

Management <i>Guides teams and resources to meet goals through planning, execution, and people leadership.</i>				
Level	Scope	Leadership	Responsibility	Influence
	<i>Captures the complexity, breadth, and impact of the work.</i>	<i>Describes the leadership expected of the role — from managing individuals to functions</i>	<i>Reflects ownership of outcomes and contributions to others.</i>	<i>Captures the ability to drive alignment and shape outcomes across teams or functions.</i>
M3 <i>(Manager)</i>	Manages a team of individual contributors (ICs)	Manages and develops individual contributors	Owns team delivery and achievement of objectives	Coordinates with other teams to align work with functional priorities
	Sets team objectives aligned with functional goals and long-term strategy	Delegates tasks and provides guidance on priorities and execution	Allocates resources and coaches team members on performance and development	Contributes to cross-functional initiatives impacting function outcomes
M4 <i>(Senior Manager)</i>	Manages senior ICs and/or team leads	Manages team leads and senior ICs	Owns delivery and outcomes across teams	Shapes cross-functional plans aligned to org strategy
	Translates function goals into actionable plans	Guides career development and succession planning	Leads resource planning and strategic execution	Influences resource allocation and unit direction
	Oversees large, cross-functional projects	Sets direction across multiple workstreams	Resolves complex, ambiguous problems with broad impact	Drives alignment across functions
M5 <i>(Director)</i>	Sets direction for multiple teams within a function	Manages managers	Owns outcomes across a functional area	Influences direction of multiple functions
	Oversees long-range planning and budget/resource allocation	Develops leadership skills in others	Leads strategic prioritization and resource deployment	Drives execution of strategic business goals
	Leads initiatives with cross-functional impact	Drives alignment with company strategy	Solves complex, ambiguous challenges across teams	Shapes long-term planning in collaboration with senior leadership
M6 <i>(Senior Director)</i>	Shapes strategic direction across multiple functions	Manages senior managers and directors	Owns execution of long-term strategic initiatives	Collaborates with senior leaders to align organizational strategy
	Oversees function-wide resource planning and budget management	Provides mentorship and guidance on strategic execution	Drives operational excellence and business growth	Influences company-wide decisions
	Aligns objectives with company vision	Creates an environment that encourages innovation and development	Oversees major function-level outcomes	Makes decisions with lasting business impact

Executive <i>Sets direction and strategy, ensuring alignment with company-wide priorities and values.</i>				
Level	Scope	Leadership	Responsibility	Influence
	<i>Captures the complexity, breadth, and impact of the work.</i>	<i>Describes the leadership expected of the role — from managing individuals to functions</i>	<i>Reflects ownership of outcomes and contributions to others.</i>	<i>Captures the ability to drive alignment and shape outcomes across teams or functions.</i>
E7 <i>(VP)</i>	Leads a significant functional area with multiple teams	Leads senior leaders and managers	Owns functional performance and results	Influences company strategy within the function
	Translates company strategy into functional roadmaps	Develops leadership capability across the function	Drives continuous improvement and operational excellence	Builds partnerships with other executives
		Drives execution of strategic initiatives		Represents the function in senior leadership forums
E8 <i>(SVP)</i>	Leads multiple related functional areas or a comprehensive function	Leads executive leaders and senior management	Owns segment financials, performance, and strategic outcomes	Shapes enterprise-wide strategy
	Shapes functional strategy with broad organizational impact	Mentors leaders to build organizational capability	Directs major initiatives with enterprise impact	Influences board-level and external stakeholder decisions
		Drives cross-functional leadership alignment	Oversees risk and compliance management	Builds alliances across the organization and industry
E9 <i>(C-level)</i>	Provides enterprise-wide leadership for entire functional domain	Leads senior executives and functional leaders	Accountable for enterprise-wide outcomes	Sets organizational direction and priorities
		Develops executive leadership pipeline	Drives transformative initiatives and growth strategies	Influences industry and market positioning
	Defines the organization's vision and strategy for the function	Models organizational values and culture at the highest level	Ensures governance, compliance, and sustainable operations	Represents the enterprise externally at the highest level