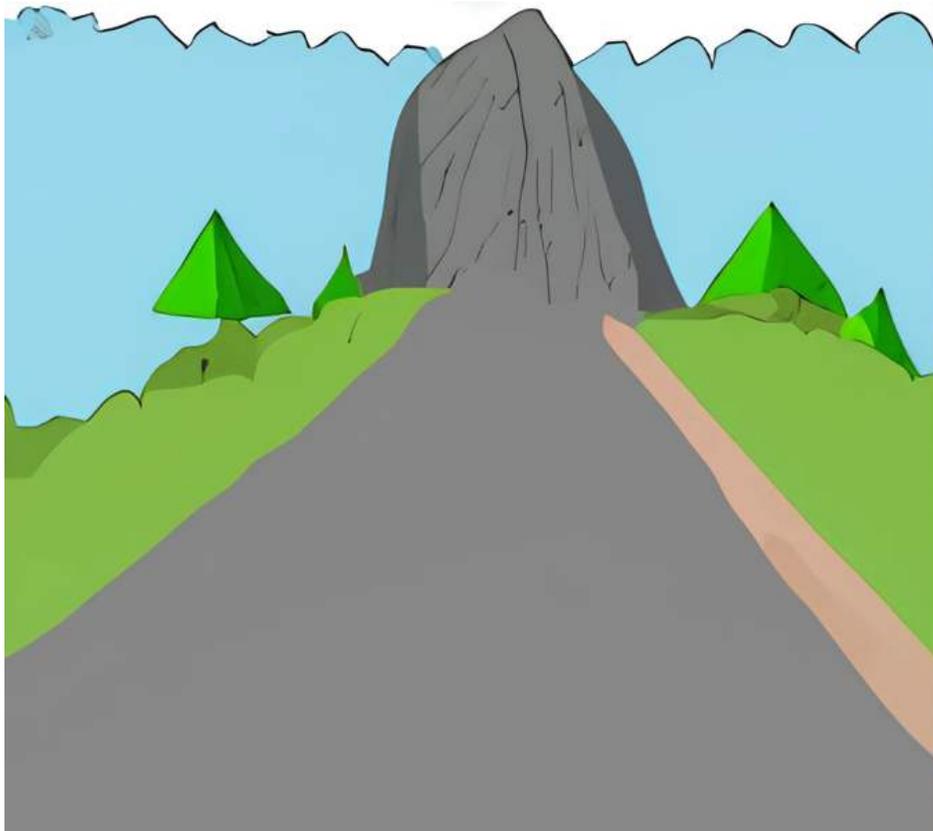


# Job Descriptions To Support Career Pathing



Job descriptions can be an effective tool to promote career pathing and help employees understand the skills, qualifications, and experience required to advance in their careers.

Here are some ways that HR professionals can use job descriptions to promote career pathing:

**Clearly define career paths:** Develop career paths for each job position and clearly outline the skills, qualifications, and experience required for each level. This will help employees



understand the steps they need to take to advance in their careers.

**Use job descriptions to align with career paths:** Ensure that job descriptions are aligned with the career paths and include the necessary skills, qualifications, and experience required for each level. This will help employees understand what is required to advance in their careers.

**Encourage career discussions:** Use job descriptions as a tool to encourage career discussions between employees and their managers. By discussing the skills and experience required for each level, managers can help employees identify the steps they need to take to advance in their careers.

**Use job descriptions in performance evaluations:** Use job descriptions as a tool in performance evaluations to help employees understand how their current skills, qualifications, and experience align with the skills required for the next level in their career path.

**Develop training and development programs:** Develop training and development programs that align with the skills required for each level in the career path. This will help employees develop the necessary skills to advance in their careers.

**Promote job rotation and cross-training:** Promote job rotation and cross-training to help employees develop the skills and experience required for the next level in their career path.





**Use job descriptions in recruitment:** Use job descriptions as a tool in recruitment to attract candidates who have the skills and experience required for the next level in their career path.

By using job descriptions to promote career pathing, HR professionals can help employees understand the skills, qualifications, and experience required to advance in their careers. This can increase employee engagement, retention, and career satisfaction, while also supporting the organization's talent management strategy.

About MoshJD:

Job descriptions are the foundation of a relationship between a company and employee. They define the expectations and form a binding agreement between parties. However, too often trust in this relationship is destroyed because inaccurate and outdated JDs erode new hire trust, confuse tenured employees and complicate employee relations issues for HR teams. We intend to change the culture around job descriptions and become a facilitator of trust by fixing the broken JD management process with modern cloud technology.

