



The Job Evaluation Platform Delivering Rigour at Speed



Pitfalls Facing Job Evaluation

Organisations know fair job evaluation underpins pay, progression, and trust. But traditional approaches are slow, inconsistent, and difficult to sustain, especially in organisations facing growth, restructuring, or regulatory pressure.

- **Inconsistent role decisions**

Without a structured framework, roles are assessed differently across teams, creating internal inequity, inflation and confusion.

- **High effort, low scalability**

Manual evaluation methods absorb HR capacity and struggle to keep pace with organisational change.

- **Bias and legal exposure**

Unclear or subjective approaches increase the risk of subjectivity and bias, equal pay claims, and regulatory challenges.

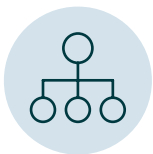
- **Poor visibility for leaders**

Without clear architecture and reporting, HR struggles to explain decisions or support workforce planning.

Evaluate Makes Job Evaluation Straightforward

Evaluate is the job levelling tool that takes the complexity out of job evaluation while preserving the rigour organisations need to make fair, defensible decisions.

Job evaluation in five simple steps:



1. Add your organisation

structure: Set up your organisational structure and add directorates, functions and team permissions.



2. Add roles: Upload Job Titles in bulk or add them manually.



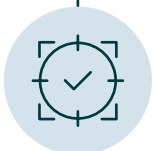
3. Create or upload job

descriptions: Use your own job descriptions or create using the AI JD builder.



4. Evaluate roles consistently:

Apply a structured, analytical evaluation framework with intuitive guidance.



5. Review, validate, and submit:

Maintain a complete audit trail for governance, transparency, and confidence.



What Evaluate Gives You

Evaluate provides a structured, scalable job evaluation platform designed to support fair, consistent role architecture as organisations evolve.

Job Description Management

Create and manage job descriptions with inclusive, consistent language tools.

Structured Job Evaluation

Consistent, analytical evaluation grounded in work-level theory and proven methodology.

AI Smart Levelling

AI-assisted role levelling gives clear starting-level recommendations based on transparent, set criteria.

Bias Reduction & Equity Insight

Systematic identification of roles of equal value with potential inequities.

Visibility & Reporting

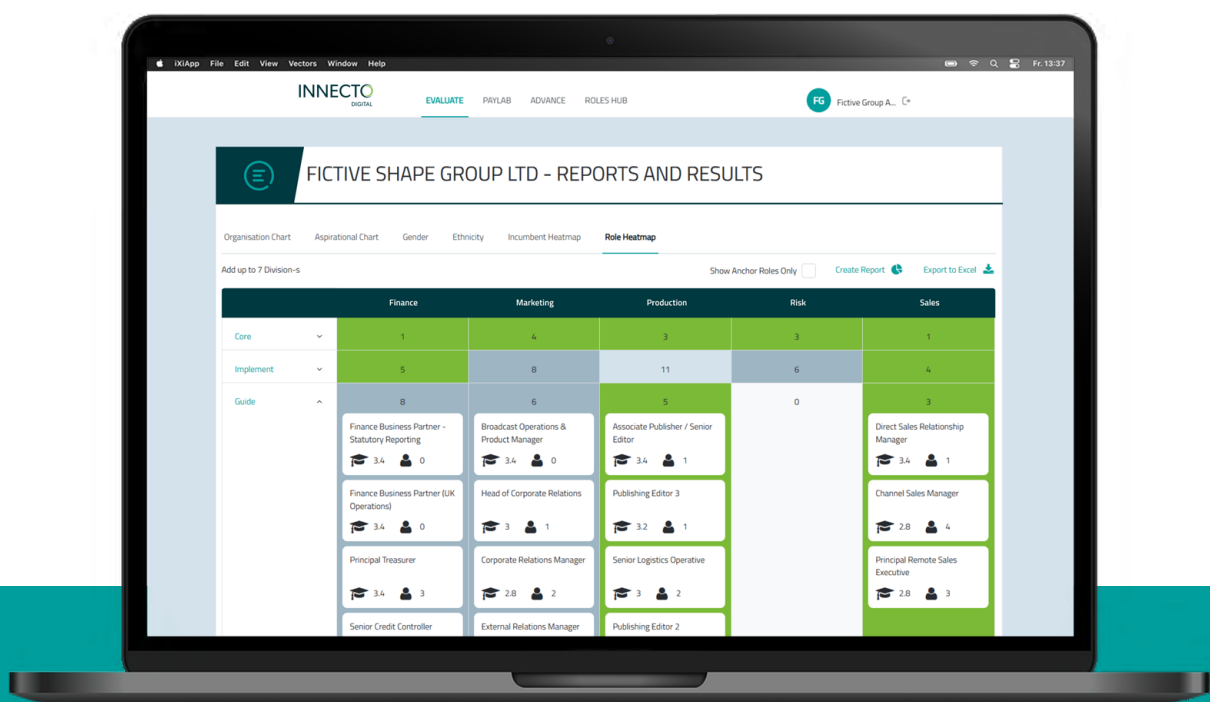
Map current and aspirational organisational shapes, supported by reporting that helps leaders understand and make decisions on role distribution, levels, and workforce structure.

Audit Trail & Governance

Complete record of evaluations, changes, comments, and approvals to support validation, compliance, and challenge.

Seamless Integration

API integration options for HRIS and payroll systems, supported by enterprise-grade security.



Fair Job Architecture for Real World Use

Evaluate is built to support your reality, whether your organisation is growing, restructuring, or responding to regulatory change.

With Evaluate, HR Teams Gain:

■ Speed Without Compromise

You don't have to choose between rigour and speed. Complete evaluations quickly without sacrificing methodological thoroughness.

■ Flexibility as Needs Evolve

Move easily between light-touch levelling and full analytical job evaluation as needs change over time.

■ Expertise Without Dependency

Apply robust evaluation frameworks without relying on specialist consultants or heavy manual processes.

■ Defensibility and Transparency

Clear, explainable role levels that stand up to internal challenge, external scrutiny, and pay transparency requirements.

"The great thing about Evaluate is its simplicity. It gave us a simple structure but more flexibility and helped us move towards better Pay Transparency, which was important to us given our diversity and inclusion priorities."

Carys Morgan, Compensation & Recognition Manager, Wellcome Trust



Evaluate Delivers Results

Evaluate simplifies complex methodologies into a practical, HR-led platform that delivers quick and reliable results. Created by experienced consultants with lived HR experience, it combines defensible frameworks, intelligent digital support, and transparent governance, enabling HR teams to make confident, fast decisions that hold up under scrutiny.



Clarity

Clarify role expectations, levels, and progression for employees and managers, reducing confusion and unnecessary challenge.



Competitiveness

Strengthen your EVP and support attraction and retention with a fair, transparent framework.



Commerciality

Evidence your role, pay, and workforce decisions with transparent reporting and insight to foster confidence and enable faster sign-off, stronger governance, and better return on investment.



"Innecto brought exactly the level of knowledge, experience and insight we needed, and the support they provided throughout was superb. Their approach gave us real confidence, and we wouldn't hesitate to recommend them."

**Debbie Hinbest, Director of People and Culture,
Accent Group**

Your Credible Partner for Modern HR

Innecto is the UK's largest independent pay and reward consultancy. Rooted in lived HR experience, our human-centred approach, combined with legally robust frameworks, data-driven insights, and proprietary tools, cuts through the noise to deliver the clarity, competitiveness, and commercial outcomes you need to succeed in today's talent market.

Trusted by 100+ leading UK organisations every year.

ManyPets


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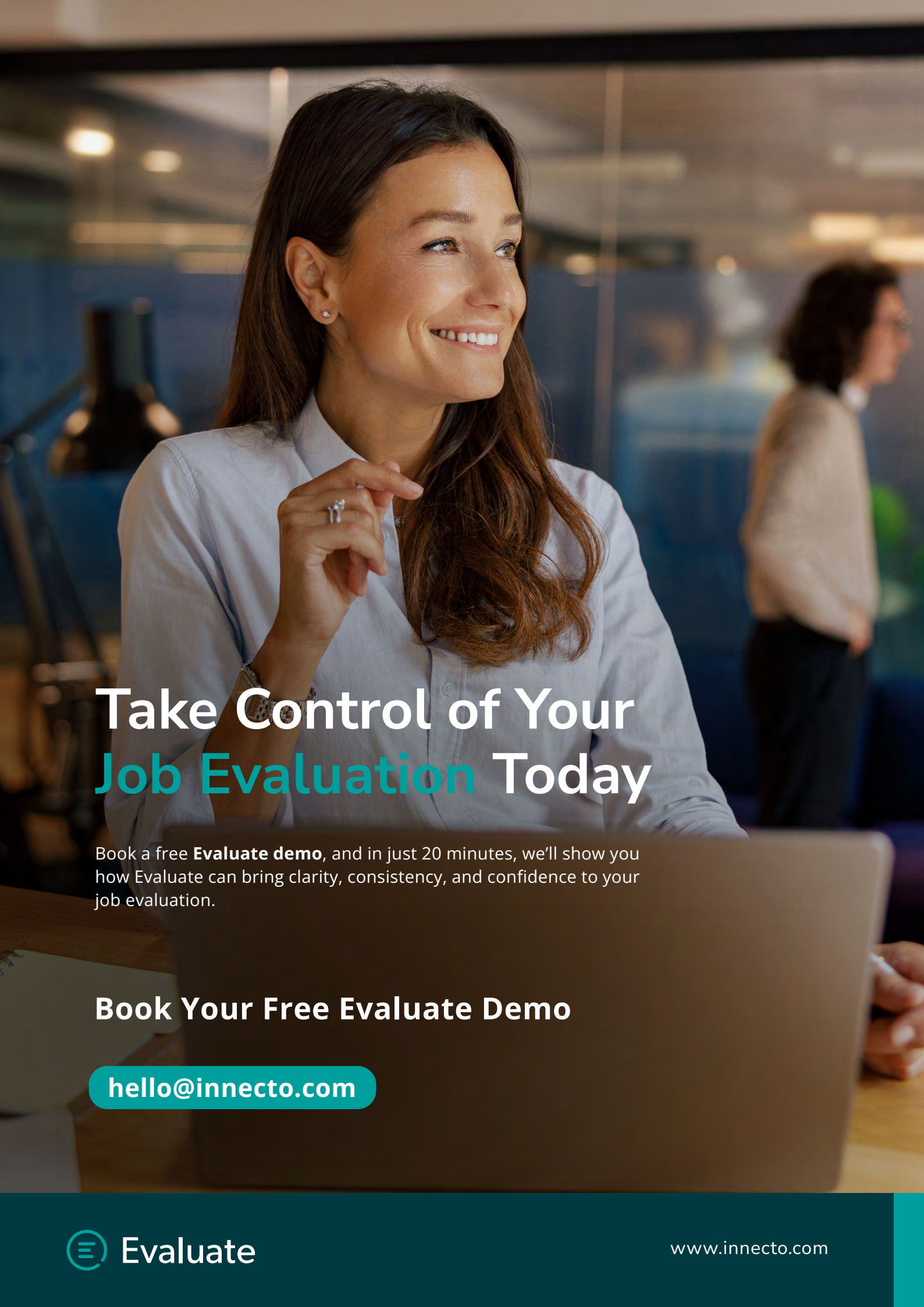

National Trust

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INNECTO DIGITAL

Our Innecto digital tools, built for HR by HR, mean faster, fairer, and more scalable delivery of your pay and reward architecture.





Take Control of Your Job Evaluation Today

Book a free **Evaluate** demo, and in just 20 minutes, we'll show you how Evaluate can bring clarity, consistency, and confidence to your job evaluation.

Book Your Free Evaluate Demo

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