MarketPay Jobs
Powered by JDXpert

Do you realize that failing to maintain accurate and up-to-date job descriptions can jeopardize your organization’s ability to compensate employees fairly, hire top talent, and comply with legal regulations?

Job description management is critical for the sustained growth of any business, touching upon every aspect of People functions from recruitment efforts, compensation initiatives, to compliance.

For MarketPay users, MarketPay Jobs Powered by JDXpert is a job description management solution that centralizes job descriptions to reduce process waste, accelerates time-to-result with flexible workflows, and reduces compliance risks with strong internal controls.

Centralize job descriptions to reduce process waste
- Take job descriptions out of local drives and emails with a single source of truth in a centralized repository.
- Create structure and consistency across your job descriptions with flexible templates and powerful editing tools.
- Bring job descriptions to the center of all People functions and transmit that information to vital HR platforms through built-in integrations.
- Pull job description information from the most robust content library with millions of datapoints of detailed curated content so you never have to start from scratch.
- Create adaptive workflows that can be changed on the fly to keep your team and stakeholders looped in.

Collaborate with flexible workflows to accelerate time-to-result
- Keep track of how job descriptions change and evolve with easy side-by-side comparisons, audit trails, and archives.
- Protect your company from regulatory sanctions such as FLSA, ADA, and Equal Pay Act through FLSA wizard and ADA templates.
- Proactively audit your descriptions with easy access to an archive of historical versions of all jobs, job acknowledgements, and manager attestations.

Strong internal controls to reduce compliance risks
- Utilize job descriptions for a variety of needs throughout the organization including integrated data feeds to third party systems such as HRIS platforms, Applicant Tracking Systems and Talent Management Platforms.

Request a demo
Is your organization still managing job descriptions manually in 2022?

Payscale's annual Compensation Best Practices Report (CBPR) found in 2021 that sixty percent of participating organizations have full job descriptions for every job. However, eighty percent of those say they use Word, Excel, or PDFs to manage and maintain them. In 2022, less than half (49%) of all organizations surveyed have a centralized management system for creating and maintaining job descriptions.

The antiquated approach to job description management leads to static documents that become outdated, incomplete, and duplicative - putting organizations at risk.

Key features

Content Library with Configurable Views
Access the largest job description library available with millions of datapoints and 6,000+ sample descriptions and easily configure views to align them to your compensation strategy.

Interview Guides
Get interviews right with guides that accompany each job description and support interviewing teams with the questions to find the right talent for your team.

Compliance
Have confidence that pricing, equity, and compliance decisions are made following FLSA, ADA, Equal Pay Regulations & Industry-specific regulations with FLSA wizard and ADA templates.
Debiasing

Ensure your descriptions are free of biases with an automated editor and suggestions.

Integrations

Utilize job descriptions for a variety of needs throughout the organization including integrated data feeds to third party systems such as HRIS platforms, Applicant Tracking Systems and Talent Management Platforms.

Flexible and secure collaboration workflows

Collaborate in the way that makes the most sense for your organization using flexible workflows including mid-flow changes, bi-directional workflows, custom workflows, and maintain security with versions, audit trails, and role-based access.

About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and makes sustainable fair pay a reality. Empowering 10,000 organizations, including 53% of the Fortune 500, in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services, and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post and to make fair and appropriate pay decisions. Pay is powerful. To learn more, visit payscale.com.