

Structured Role Complexity Framework (SRCF)

A Transparent Anchor-Based Job Evaluation Model

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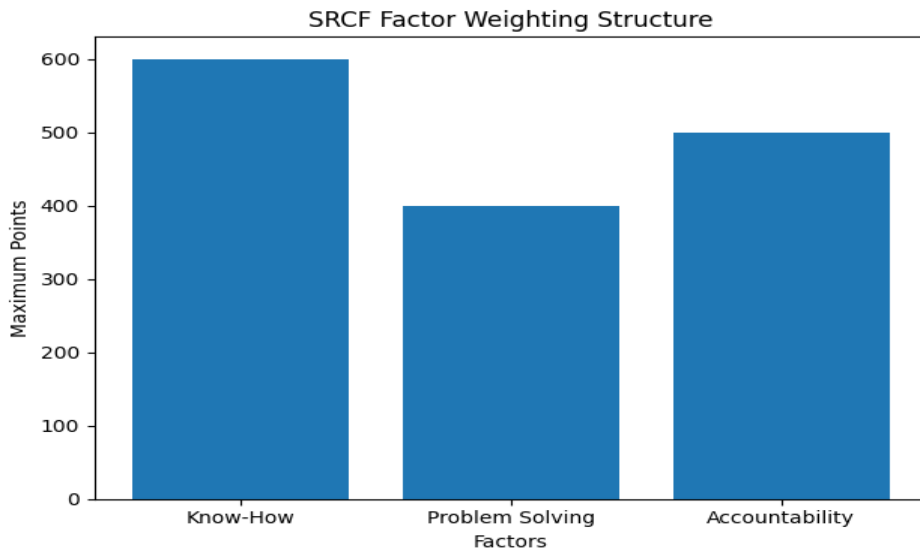
Executive Summary

The Structured Role Complexity Framework (SRCF) is an open, independent point-factor model designed to evaluate role size based on three structural dimensions: Know-How, Problem Solving, and Accountability. The model emphasizes observable behavioral anchors and measurable organizational impact rather than job titles or hierarchy.

This framework is Hay-inspired in architecture (three-factor structure), but it is an independent, original model with its own scoring logic and anchors.

Framework Architecture

Total Role Score = Know-How + Problem Solving + Accountability



1. Know-How (0–600)

Level 1 – Basic Operational Knowledge (80)

Follows defined procedures; limited discretion; no supervisory responsibility; training period under 1 year.

Level 2 – Skilled Professional (140)

Requires formal qualification; independent application of standard techniques; internal stakeholder interaction.

Level 3 – Advanced Specialist (220)

Deep domain expertise; handles non-routine problems; mentors juniors; influences via expertise.

Level 4 – Senior Expert / Department Lead (320)

Recognized authority; leads 5–20 staff; integrates multiple disciplines; budget planning.

Level 5 – Functional Authority (450)

Sets organizational standards; large department leadership; multi-country scope; significant budgets.

Level 6 – Enterprise-Wide Impact (600)

Executive integration; shapes company-wide strategy; industry-level representation.

2. Problem Solving (0–400)

Level 1 – Routine / Guided (40)

Clear procedures exist; recurring issues; solutions predefined.

Level 2 – Pattern Recognition (90)

Judgment within defined framework; moderate interpretation required.

Level 3 – Interpretive Analysis (160)

Ambiguity present; integrates multiple data sources; trade-offs evaluated.

Level 4 – Conceptual Integration (250)

No predefined path; cross-functional implications; long-term consequences.

Level 5 – Strategic Innovation (400)

Defines new approaches; shapes strategy; operates in high uncertainty.

3. Accountability (0–500)

Level 1 – Limited Task-Level (60)

Impact confined to own tasks; errors easily corrected.

Level 2 – Project-Level Impact (140)

Responsible for deliverables; small budgets; team output impact.

Level 3 – Department Results (250)

Functional results accountability; €1–10M budgets; KPI responsibility.

Level 4 – Business Unit Impact (380)

P&L; influence; significant revenue/cost impact; segment-level decisions.

Level 5 – Enterprise Accountability (500)

Full business accountability; direct revenue/profit responsibility; long-term corporate impact.

Worked Example: Senior Engineering Manager

Role Summary: Leads 15 engineers, manages €8M budget, sets technical standards, responsible for delivery timelines and innovation.

Factor	Assigned Level	Points
Know-How	Level 4	320
Problem Solving	Level 4	250
Accountability	Level 3	250
Total		820

Result: 820 points → Senior Professional / Lower Managerial Band

Calibration and Governance

- Evaluate multiple benchmark roles before finalizing scores.
- Compare roles relatively, not in isolation.
- Focus on role requirements, not incumbent performance.
- Document anchor triggers for transparency.
- Recalibrate annually to reflect organizational growth.

Disclaimer

The Structured Role Complexity Framework (SRCF) is an independent publication. It is Hay-inspired in overall architecture but is not affiliated with, endorsed by, or derived from proprietary Korn Ferry materials.