

Lexonis Frameworks

Off-the-shelf Job and Competency Library

If you want to supercharge your competency-based Talent Management processes, the Lexonis Job and Competency Library is the solution for you.

Save money, time and effort by utilizing our pre-built job and competency definitions that can be easily customized to fit your specific competency needs, whether they are technical or non-technical.

Our library offers over 730 job profile templates and 650 associated competencies, spanning across various industries.

Get your Talent Management journey off to a great start with the Lexonis Job and Competency Library!

- ✓ Competency descriptions to help you determine increasing levels of expertise and experience
- ✓ Job competency profile templates to assist you to create models for successful job performance
- ✓ Learning and development suggestions to target areas of employee development
- ✓ Evidence-based interview questions for fair and consistent recruitment processes
- ✓ Coaching tips to help managers with performance and career development coaching



Get free advice 

Why choose the Lexonis Job and Competency Library?

- ✓ Lexonis' competencies and job templates are developed using unique methods which are grounded in many years of best practice experience, to ensure that your project begins with the best start possible.
- ✓ Utilizing proprietary AI tools, Lexonis' consultants develop the frameworks through extensive research into the trending talent marketplace, to help your organization stay competitive.
- ✓ The competencies are developed so that they can be easily used in major HR technology platforms to support all your Talent Management processes.
- ✓ Lexonis provides intuitive tools that make it quick and easy to customize the content to your needs and get your skill-based project off to a flying start!

Industry Frameworks (12) <ul style="list-style-type: none">• Industry Sectors<ul style="list-style-type: none">Banking and FinanceConstructionDevOpsHealthcareInformation TechnologyInsuranceManufacturingOil and GasPharmaceuticalRetailTelecommunications• Cross-industry<ul style="list-style-type: none">Corporate Services	Job Families (75+) <ul style="list-style-type: none">• Functional area within each industry• Job family description• Job profile templates (with 6 grades/bands)
Non-technical Competencies <ul style="list-style-type: none">• Personal• Management• Leadership• Business	Job Profile Templates (730+) <ul style="list-style-type: none">• Job definition• Job focus• Job grade/band• Key responsibilities <p><i>Suggests the cross-functional and technical/functional competencies and proficiency levels for each job.</i></p>
	Competency Definitions (650+) <ul style="list-style-type: none">• Functional/Technical (>530)• Personal• Management• Leadership• Business <p><i>Includes evidence-based statements across 4 levels of proficiency</i></p>
	Supporting Information <ul style="list-style-type: none">• Learning Suggestions• Development Suggestions• Coaching Suggestions• Interview Guide Questions

Get in touch

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