Optimize Talent Decisions with the Job Intelligence Engine

> "Offerings like the Eightfold Job Intelligence Engine can help companies easily identify job, role, and skills gaps and quickly recruit in a highly strategic way."
>
> **Josh Bersin**
> *Global Industry Analyst,*
> *Josh Bersin Academy*

Enterprises need to comprehensively understand the skills, roles and staffing required to successfully execute strategies and meet stakeholder expectations. This institutional knowledge needs to be digitized and updated to support agile responses to changing circumstances, including workforce upskilling, talent redeployment, reorganizations, and M&A activity.

The Eightfold® Job Intelligence Engine applies a dynamic, AI-powered approach to defining all relevant skills for job requirements for every role within an organization. This component of the Talent Intelligence Platform combines AI and automation to establish a superior understanding of the value of jobs and roles, and enables more transparent, effective decision-making around acquiring, cultivating, and retaining talent. The Job Intelligence Engine continually analyzes the relevance of skills for roles, and automatically proposes updates based on systematic learnings from outcomes, talent decisions and trends in skill relevance.

Employer

Better alignment of skills to business priorities

Greater efficiencies in hiring the right talent for every position

Improved development and succession planning

HR Leader

Superior insight into workforce skills and capabilities

More efficient implementation of talent strategies

Greater consistency in practices for hiring / promotions

Employee

Greater transparency into internal career opportunities

Dramatically improved clarity on job requirements for every position

More objective, transparent internal hiring processes

Job Intelligence Engine

Product Features

AI Platform: Dynamically identify the right skills for job requirements for every role at scale, from continual analysis of internal and external market data sets.

Diversity, Equity & Inclusion (DE&I): Mitigate bias with Equal Opportunity Algorithms and with AI that corrects biased language in job descriptions.

Job Data Ingestion: Consolidate legacy job libraries, skills taxonomies, competency maps and jobs profiles, for digitizing and mapping skills and skill clusters to roles.

Job Calibration: Efficiently define and tailor the right requirements for every job in a job hierarchy based on relevant skills / skill clusters.

Skills Assistant: AI-powered recommendations on the skills / skill clusters most relevant to increasing the value of each role in an organization.

Generate Roles from Employee Data: Capture the skills of employees in similar roles to create a role definition.

Side-by-Side Role Comparisons: Compare roles within an organization to quickly identify and copy relevant characteristics for new roles.

Globally Observed Roles: Leverage external data sets to understand and compare roles within other industries and enterprises to those within an organization.
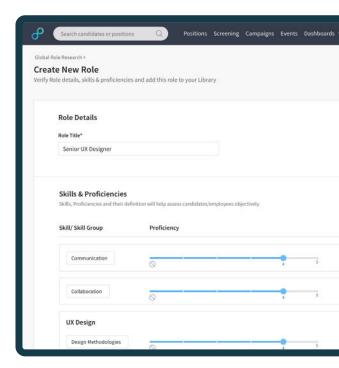
Skills Proficiency Mapping: Determine how proficiency is measured for skill sets for each job in a job hierarchy.

Self-Learning Updates: AI-powered recommendations for updating job requirements, based on outcomes and relevance of skills.

Job Analytics Dashboards: Gain insights on skills / skill clusters for every position, track trends on rising / declining skills, and benchmark job requirements.

Total Talent Strategy Support: Manage job requirements more effectively for Talent Acquisition, Talent Management, and contingent hiring.

Efficiently Create the Right Job Requirements

The Eightfold® Job Intelligence Engine enables users to rapidly identify all relevant skills needed for new roles, as well as for modifying existing job requirements.

The Eightfold® Job Intelligence Engine is built into the Eightfold® Talent Intelligence Platform, a purpose-built, deep-learning AI technology platform that is powered by a continually updated global data set consisting of billions of talent data points and over 1.4M unique skills.