

# Job Architecture Design

## Career Streams & Levels

- Mercer and Haverford's core project team developed a job architecture framework for staff which consists of 10 levels across 4 career streams (Executive, Management, Professional, and Support)

4 Career Streams				
Job Level	Support	Professional	Management	Executive
10				E3: Institution Leadership
9				E2: Division Leadership
8			M4: Expert Management	E1: Sub-Division Leadership
7		P4: Expert Professional	M3: Senior Management	
6		P3: Senior Professional	M2: Experienced Management	
5		P2: Experienced Professional	M1: Entry Management	
4	S4: Expert Support	P1: Entry Professional		
3	S3: Senior Support			
2	S2: Experienced Support			
1	S1: Entry Support			

