TalenTeam
People Solutions. Reimagined

Build and Maintain Role-Based Skills Libraries:

TalenTeam's SkillStackIQ for SAP SuccessFactors

Are You Facing These Challenges?

- Struggling to define consistent skill sets across roles and regions?
- Missing or unstructured job descriptions making profiling impossible?
- No scalable process to maintain and update skill libraries?
- Difficulty aligning skill data with SAP SuccessFactors frameworks?

Introducing SkillStackIQ

TalenTeam's SkillStackIQ helps you create accurate, role-based skill profiles automatically and at scale. Irrespective of how structured your job data is, the tool intelligently processes job titles and descriptions using Azure OpenAI, Lightcast classification, and benchmark DDN skills to generate clean, prioritised skill sets for each role.

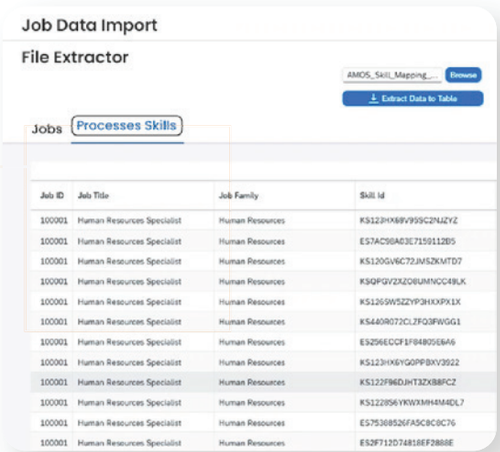
Part of the **Skills Transformation Suite**, it pulls data via file or API, enriches it with labour market intelligence, and maps each skill to proficiency levels. Fully compatible with SAP SuccessFactors and equipped with built-in enrichment and delta tracking, **SkillStackIQ** is your complete foundation for intelligent skills transformation turning your existing job data into a dynamic, future-ready skills framework.

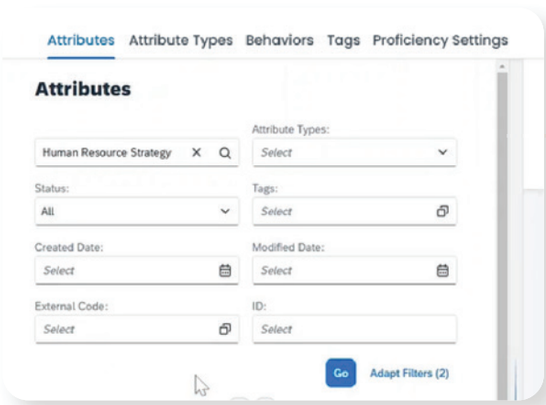
Defining, Distinguishing, Necessary (DDN) skills from Lightcast benchmark job role data. **For more info click here**

Key Features

Multisource Skill Extraction

Triangulates skills from AI, Lightcast classification, and DDN (Defining, Distinguishing, Necessary) skills from Lightcast benchmark job role data to deliver accurate, role-specific skill profiles.



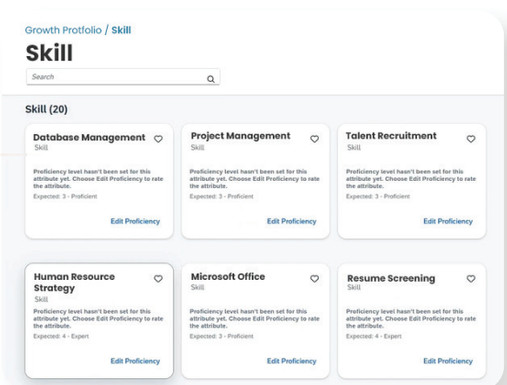


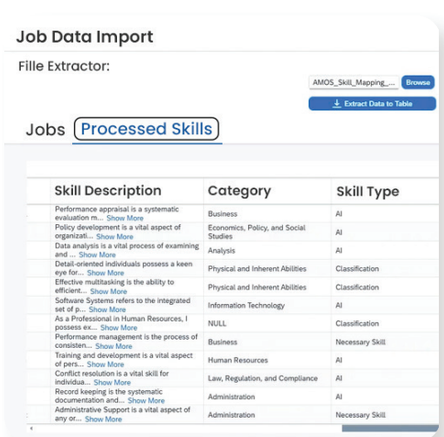
Proficiency Descriptions

Ranks the top 25–30 most relevant skills per role and automatically assigns proficiency levels (1–5) with generated descriptions for meaningful development planning ready for use in SAP SuccessFactors Talent Intelligence Hub.

Reference Roles and Role Normalisation

Suggests similar roles for every job and auto-generates job descriptions where missing, helping standardise inconsistent job titles eliminating duplication and ambiguity before profiling even begins.





Skill Categorisation

Automatically classifies skills as “specialised” or “common,” to support better profiling, development strategies and role clarity across functions.

Delta Tracking and Version Control

Supports reprocessing of profiles, clearly showing added and removed skills across versions.

SAP SuccessFactors-Compatible Output

Outputs structured skill data for seamless use in SAP SuccessFactors Job Profile Builder and Talent Intelligence Hub. Review offline or send directly via API without requiring any rework.

With TalenTeam SkillStackIQ, You will Benefit from

- **Faster Skill Profiling:**

  Automates skill identification and mapping for thousands of roles cutting profiling time from weeks to minutes.

- **Improved Data Quality:**

  Eliminates duplication, fills gaps, and ensures clean, validated skills per role.

- **Stakeholder-Ready Output:**

  Exports clean and reviewable results for validation, or direct import into SAP SuccessFactors.

- **Built for Impact:**

  Drives outcomes across hiring, development, workforce planning, and mobility with data that reflects today's needs, not yesterday's org chart.

Process

STEP 1

Job Data Import

Bring in job titles and generate missing descriptions via flat files or API from SAP SuccessFactors.

STEP 2

Skill Enrichment and Profiling

Extract, validate, and rank skills using Azure OpenAI, Lightcast and DDN benchmarks.

STEP 3

Proficiency Mapping and Categorisation

Map top skills with proficiency levels and classify them as "specialised" or "common".

STEP 4

Review and Adjust

Review skills, reprocess roles, or apply delta comparisons to track updates as needed.

STEP 5

Export and Integrate

Output structured profiles in SAP-ready formats or download for stakeholder review and approval.

Use Cases

Scenario 1
Cleaning and Standardising Legacy Job Data

A Multinational company holds 10,000+ inconsistent job titles (e.g., "Sr Mgr Ops," "Operations Lead," "Ops Mngr") with missing or outdated descriptions.

Manual Workflow Breakdown (per role)	
Title standardisationand deduplication	0.5 hours
Description creation	1 hour
Skill assignment	1 hour
Total	2.5 hours per title
Estimated time	25,000 hours for 10,000 roles

Cost Impact:
Admin time: £12.50
SME/HR time: £80
Total cost per role: £92.50
Estimated cost: £925,000

With SkillStackIQ:

- Normalises job titles and fills missing descriptions using AI.
- Extracts and ranks relevant skills per role automatically.
- Reduces effort by over **85%**, saving up to **£780,000** in resourcing and weeks of turnaround time.

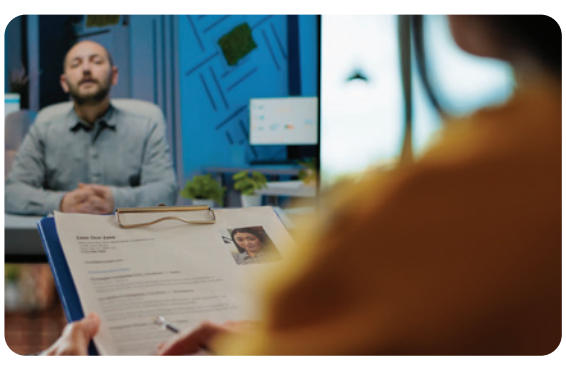
Disclaimer : *All figures are estimates only. Actual results may vary depending on organisational factors.*

Scenario 2
Profiling 1,000 Job Roles Manually

An enterprise organisation needs to create skill profiles for 1,000 roles. Each profile requires skill extraction, structuring, and formatting by HR and admin teams.

Manual Workflow Breakdown (per role)	
HR/SME identifies and documents skills	1.5 hours
HR adds proficiency levels and categories	0.5 hours
Admin formats and enters data	0.5 hours
Total	2.5 hours per title
Estimated time	2,500 hours for 1,000 roles

Cost Impact:
SME/HR time (2 hrs × £40/hr) = £80
Admin time (0.5 hrs × £25/hr) = £12.50
Total cost per profile: £92.50
Estimated cost for 1,000 profiles: £925,000



With SkillStackIQ:

- Automatically extracts and prioritises role-specific skills using AI and labour market benchmarks.
- Generates proficiency levels and descriptions in minutes per role.
- Cuts total profiling time by **85%** and reduces cost by over **£75,000.**

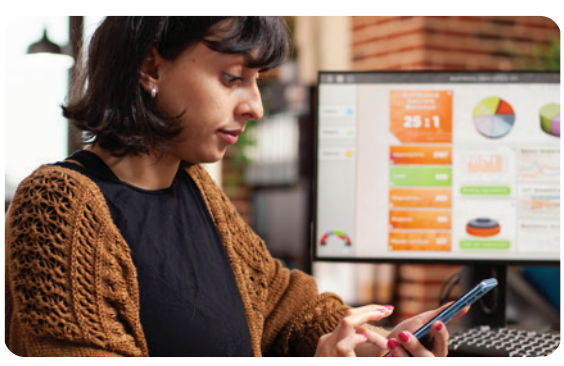
Disclaimer : All figures are estimates only. Actual results may vary depending on organisational factors.

Scenario 3
Building a Skills-Based Framework from Scratch

A mid-sized organisation is transitioning from static job descriptions to a skills-based model and needs to create skill profiles for 2,000 roles.

Manual Workflow Breakdown (per role)	
SME defines responsibilities and skills	2 hours
HR validates proficiency levels	1 hour
Admin formats and uploads data	0.5 hours
Total	3.5 hours per role
Estimated time	7,000 hours for 2,000 roles

Cost Impact:
SME/HR time £12.50
Admin time £12.50
Total cost per profile £132.50
EEstimated cost £265,000



With SkillStackIQ:

- Ingests job data and auto-generates skill profiles with proficiencies.
- Outputs structured, SAP SuccessFactors-compatible skill data.
- Saves over **£230,000** while enabling faster, more scalable skills transformation.

Disclaimer : All figures are estimates only. Actual results may vary depending on organisational factors.

Why Choose TalenTeam?

At TalenTeam, we partner with organisations across industries to turn fragmented job data into structured, skills-based foundations for growth. With deep SAP SuccessFactors expertise and a practical understanding of HR, workforce planning, and business transformation, we build tools that deliver results from day one.

SkillStackIQ is part of our Skills Transformation Suite and was developed in direct response to what our customers needed most: a faster, smarter way to build and manage skill profiles inside SAP SuccessFactors. Whether you're cleaning legacy job data or launching a future-ready workforce strategy, it helps you build the foundations of skills transformation automatically, intelligently and in real time.

Ready to Turn Your Job Data into a Dynamic Skills Foundation?

Request a demo today or speak to our experts

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