TalenTeam
People Solutions. Reimagined

Reduce Job Profile Drafting Time by Up to 75% with TalenTeam's JobProfileIQ - Powered by AI

Are You Facing These Challenges?

Time lost on manual content creation and formatting across departments.

Hiring inefficiencies caused by unclear structure, tone, or job descriptions.

Difficulty aligning profiles with changing skills and business needs.

Discover the JobProfileIQ

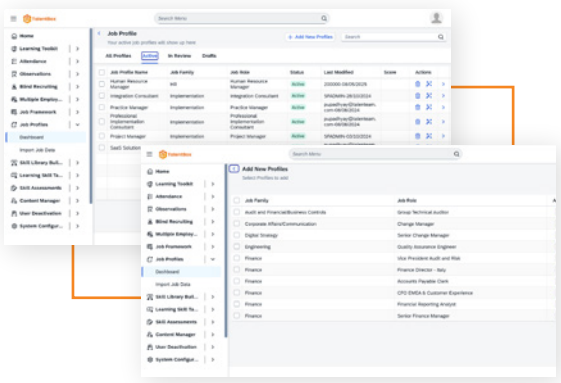
The JobProfileIQ is an AI-powered, scalable solution that transforms how you create, update and maintain job profiles in SAP SuccessFactors. Whether you're updating one role or refreshing hundreds at once, it combines automation, governance, and flexibility in one intelligent solution to help you keep every profile accurate, brand-aligned and skills-ready.

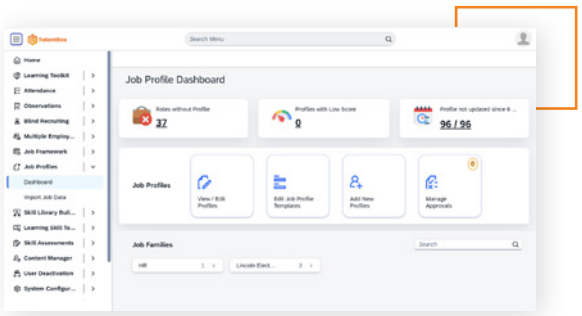
Built with AI and delivered through the Skills Transformation Suite, this solution offers both AI-driven and manual profile creation, bulk updates, structured approvals, and real-time oversight with ease. Unlike manual consultancy approaches, it empowers HR teams to respond to change faster creating high-quality, consistent profiles without starting from scratch. Centralised in one platform, the JobProfileIQ helps you align with your brand voice, adapt to business needs, and accelerate your talent processes.

Key Features

AI-Powered Job Profile Creation

Automatically generate tailored job profiles including job descriptions, responsibilities, skills, and qualifications using your company data and market benchmarks.
Whether creating from scratch or enhancing existing content, AI helps you stay contextually relevant and brand-aligned while supporting both AI-generated and manually refined content with flexible configurations.





Real-Time Job Profile Dashboard

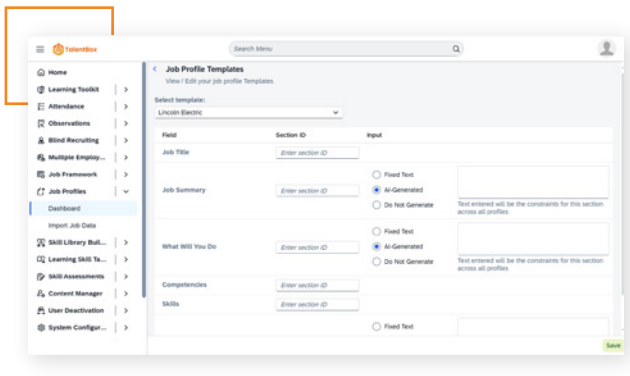
View and manage all job profiles in one place. Quickly identify missing, outdated, or low-quality profiles across the organisation and act directly from the interface to generate, edit, approve, and publish.

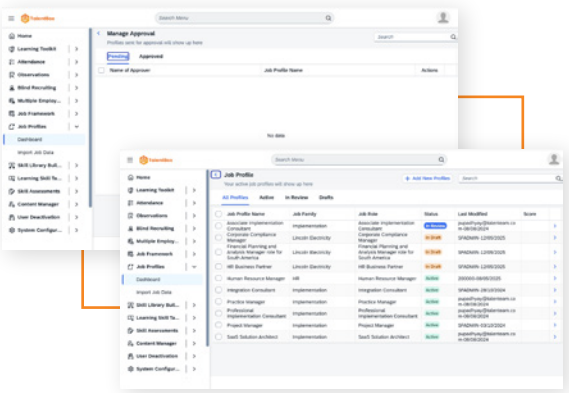
Company Context Engine

Centralise your brand tone, values, industry and strategy focus to influence every generated profile. With built-in guardrails, ensure each job profile has defined formatting prompts applied for consistency and to reflect your company identity and mission.

Template Management and SAP SuccessFactors Integration

Build reusable templates with specific sections mapped to SAP SuccessFactors Section IDs. Enable smooth workflows, define structure across titles, descriptions, skills, compensation, and other key fields in the job family for seamless integration with your SAP SuccessFactors ecosystem.



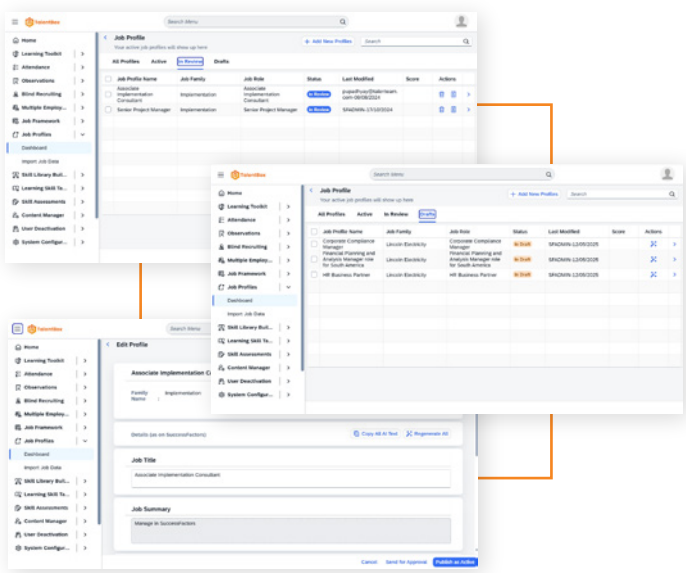


Bulk Actions and Approval Workflows

Support one-to-one and multiple profile updates across job families or departments with full administrative control. Route content for review, monitor approval status, and maintain consistency at scale while enabling speed.

Smart Editing Tools

Review, regenerate, or update profiles using built-in guidance. Edit content inline or compare existing profiles side by side with AI-generated text for informed updates.
Save drafts, make manual adjustments, and track changes before approving or publishing directly to SAP SuccessFactors Job Profile Builder in just a few clicks.



Profile Quality Scoring

Get real-time quality ratings across defined criteria like completeness, clarity, and alignment to skills. Score triggers notify you when profiles need updates, helping you prioritise content maintenance and keep everything current.

Benefits at a Glance

- **Accelerate Hiring**
  Reduce time spent drafting job content and go to market faster with high-quality job profiles.
- **Improve Accuracy**
  Standardise tone, structure, and formatting across business units and geographies, ensuring consistency and precision in your job profiles.
- **Strengthen Talent Acquisition**
  Deliver clear, compelling job descriptions that attract the right candidates.
- **Proactive Governance**
  Easily manage hundreds of profiles across business units and use scoring and update triggers to keep content fresh and compliant.
- **Connected Talent Processes**
  Ensure downstream consistency across recruitment, onboarding, learning, and internal mobility through aligned and structured job content across growing teams.
- **Stay Skills-Ready**
  Automatically adapt profiles as roles and required skills evolve keeping job content in sync with business priorities and market demands.

The Financial Impact: Cost and Time Savings

The True Cost of Manual Job Profiles: Creating and maintaining job profiles manually is a significant drain on time and resources. For an enterprise organisation needing 5,000 job profiles, the process can take up to 17,500 hours, translating to estimated $562,500 in internal personnel costs (based on admin and manager hourly rates of $25 and $50, respectively). The JobProfileIQ dramatically reduces this burden, freeing your team to focus on strategic talent initiatives.

Manual Workflow Breakdown

The Traditional Approach:		Cost Impact:
Admin drafts job profile:	2 hours per profile	Admin time (2.5 hrs × $25/hr) = $62.50
Manager reviews and edits:	1 hour per profile	Manager time (1 hr × $50/hr) = $50.00
Admin updates the system:	0.5 hours per profile	Total cost per profile: $112.50
Total:	3.5 hours per profile	Estimated cost for 5,000 profiles: $562,500
Estimated time for 5,000 profiles:	17,500 hours	

The JobProfileIQ Advantage:

By automating key steps and using AI for content generation, the JobProfileIQ significantly reduces the time and effort required per profile. This translates to substantial cost savings and faster turnaround times. The solution can cut drafting time by up to 75%, potentially saving your organisation over $421,000 or similar, while also improving speed, consistency, and scalability.

Disclaimer: *All figures are estimates. Actual savings may vary depending on your internal processes, complexity, and volume of roles.*

How It Works:
A 5-Step Profile Generation Workflow

01.
Ingest Data

Connect to SAP SuccessFactors and import existing job family and role data via API.

02.
Apply Company Context

Define tone, culture, market focus, and business strategic priorities for personalised results.

03.
Generate or Enhance Profile

Use AI to create or enhance profiles either manually or in bulk.

04.
Publish and Maintain

Publish profiles to SAP SuccessFactors Job Profile Builder. Use dashboards and quality scores to maintain profile relevance over time.

05.
Review and Customise

Use intuitive editing tools to refine content, compare existing text with AI-generated content, save drafts, and send profiles for approval before publishing.

Use Cases

Use Case 1: Bulk Profile Refresh During Organisational Re-Design

Scenario: A large organisation is undergoing restructuring across business units and needs to update hundreds of job profiles to reflect new role responsibilities, reporting lines and skills requirements.

How JobProfileIQ Helps:

- Automates profile refresh using AI with new context and strategy.
- Applies standardised templates for consistency across departments.
- Supports bulk updates with approval workflows for governance.

Outcome:
Faster turnaround reduced manual effort, and a consistent job architecture ready for downstream recruiting, learning, and workforce planning.

Use Case 2: Skills-Aligned Job Architecture for SAP Talent Intelligence Hub Rollout

Scenario: An HR team is activating SAP SuccessFactors' Talent Intelligence Hub (TIH) and needs every job profile to be linked to consistent, validated skills data.

How JobProfileIQ Helps:

- Generates job profiles with AI-powered skills mapping.
- Ensures content aligns with company tone, values and SAP Section IDs.
- Supports syncing with TIH and Job Profile Builder.

Outcome:
Accelerated rollout of TIH with job profiles that are consistent, skills-rich and technically aligned across SAP modules.

Use Case 3: Eliminating Consultancy Reliance for Profile Creation Across Global Entities

Scenario: A global enterprise previously relied on external consultants to create or audit job profiles across international teams leading to delays, inconsistent tone, and high cost.

How JobProfileIQ Helps:

- Empowers internal teams with AI-assisted generation and smart editing tools.
- Enforces tone and formatting via Company Context Engine.
- Centralises profile management with dashboard visibility and scoring.

Outcome:
Brings profile creation back in-house, reducing cost and turnaround time while improving consistency and compliance globally.

Why Choose TalenTeam ?

TalenTeam brings deep SAP SuccessFactors expertise, a proven track record in co-innovation, and a clear focus on helping customers transition to a skills-based model quickly, confidently, and at scale.

As a core module of our Skills Transformation Suite, the JobProfileIQ plays a vital role in helping organisations scale their skills-based strategy without relying on manual processes or external consultancy. It integrates natively with SAP SuccessFactors and supports full data sync with JobProfileIQ, Talent Intelligence Hub, and other related modules.

Whether you're updating 50 profiles or creating 50,000 from the ground up, the JobProfileIQ keeps your job architecture aligned, accurate, and enterprise-ready without compromising on quality, control or brand standards.

Build High-Quality, Skills-Ready Job Content. At Scale. Request a Demo Today!

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