



FEE
GBP8,900

* The fee includes an accommodation (single room for 7 nights), training kit, and certificate of attendance awarded by ECC, UK.

JOB EVALUATION IN PRACTICE: METHODS, INSIGHT AND AI INNOVATION

**17-24 OCTOBER 2026
LONDON, UNITED KINGDOM**



■ DESCRIPTIONS

This immersive, practice-focused programme equips HR, reward, and organisational leaders with the skills to apply job evaluation confidently and consistently—strengthening fairness, transparency, and evidence-based decision-making across the organisation.

Participants will learn how job evaluation creates organisational value, develop hands-on capability in applying the HERA job evaluation methodology, and explore how ECC Online can support role profiling, person specifications, recruitment, and development through data-driven insights.

A distinctive feature of the programme is its strong real-world orientation: delegates will examine job evaluation as it operates in practice, drawing lessons from a live organisational case study and implementation discussions. The course also addresses the growing role of AI in job evaluation, helping participants understand where AI can enhance efficiency and insight—and where professional human judgement remains essential. By the end, participants will build practical, guided action plans to apply the learning within their own organisational context.

PROGRAM OUTCOMES

1. Recognise the organisational value of job evaluation, including its role in supporting fairness, consistency and sound HR decision-making.
2. Understand the HERA methodology to evaluate roles in a structured, evidence-based way.
3. Understand how ECC Online can aid the development of person specifications and role profiles, recruitment, and development.
4. Interpret job evaluation outcomes to inform pay, career pathways and recruitment decisions.
5. Understand how job evaluation operates in practice, drawing on insights from a live organisational case study.
6. Evaluate the role of AI in job evaluation, recognising where it can add value and where human judgement remains essential.
7. Develop practical action plans to apply learning and insights within delegates own organisational context. On successful completion of each module, participants will receive a certificate awarded by ECC. Participants who complete all modules will also receive an additional Foundation Level certificate awarded by ECC.

ON COMPLETION

On successful completion of this 4-day course, all participants will receive a Foundation Level certificate awarded by ECC.

COURSE MATERIALS

Each participant will be provided with a training pack containing printed materials to support the training programme. They will also be provided with a certificate at the end of the course.

COURSE CONTENT

- The organisations value of job evaluation
- Using and applying the HERA job evaluation methodology
- ECC Online: Evaluating roles and using data driven insights
- Connecting job evaluation to wider HR decisions around pay, careers and recruitment
- Using AI as a tool to enhance and support job evaluation processes.
- Observation of job evaluation in practice
- Discussion of real-world implementation
- Overview of how AI is being integrated into job evaluation
- Review and consolidation of key learning
- Development of guided action plans for organisational application

EXPERTS



Craig has a successful track record of delivering HR solutions at a strategic level both as a Human Resources Director and as a consultant. As ECC's longest

serving member of staff (over 14 years) he has delivered a wide range of Pay, Reward, Grading projects for our members ranging from large Universities (The University of Durham) and large FE Colleges (Nottingham College). Craig has also developed bespoke Pay and Grading structures for many FE Colleges including Glasgow Kelvin College, City of Glasgow College, NESCOL and Buckinghamshire College, all embedded by FEDRA, our sector leading Job Evaluation tool. Craig is also ECC's lead consultant on the College Scotland JE project. Prior to joining ECC, Craig was previously HRD at an International Drink Manufacturer (turnover £1.25bn), he ran his own successful HR Consultancy business and founded his own prosthetics company which he grew from 2 employees to 88 employees, before selling the company to their biggest competitor. Craig is CIPD qualified and has an Hons degree in Personnel Management and Industrial Relations from Strathclyde University Business School and a Master's Degree in Employment Law from the University of Leicester.



Suzanne has a successful track record of delivering HR solutions at a strategic level both as a Reward specialist and as a consultant. Suzanne has lead

a wide range of projects for our members from pay and grading review and HERA and FEDRA implementation projects to equal pay reviews. Suzanne has developed bespoke Pay and Grading structures for a number of members including the Institute for Development Studies and Northampton College, all embedded by FEDRA, our sector leading Job Evaluation tool. Prior to joining ECC, Suzanne worked as an inhouse Reward specialist, responsible across the full range of Reward issues including pay, core and flexible benefits and pensions.

FOR FURTHER INFORMATION, PLEASE CONTACT:

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CLOSING DATE : 24 Sep 2026

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