



New Job Codes

with the Global Career Architecture (GCA):

What you need to check

June 3rd 2026

In June, Schneider Electric is rolling out its “**Global Career Architecture**” (GCA) worldwide to replace the **System of Reference** (SoR) and describe all of the group’s jobs. The stated goal is to provide greater consistency and “transparency” to enable a “better understanding of career paths” and the skills required.

The new job code for the position is directly linked to the pay grade.

According to the GCA, it consists of:

- 3 letters describing the job (family / subfamily / specialization)
- 1 letter representing the “nature of the contribution” (career track)
- 1 figure indicating the “career level”

The last two characters are directly linked to the position’s grade, and thus to your pay level.

Be careful not to confuse GCA with job classification (A1 to I18).

Although they are based on fairly similar job analyses, GCA is a global system used internally at SE, whereas your job classification is used to comply with the framework of the french Collective Agreement for the Metalworking Industry ..

The CFTC offers Gradeo, a tool that lets you compare your salary to the average salary for your new job code in just a few clicks.

- Make sure that the **grade associated with your new job code** is at least the same as the one you had before switching to this new system.
- Calculate your **compa-ratio** using this same tool. **If there is a gap**, discuss it with your manager or HR, or contact a CFTC representative..



Be sure to review your new job description as well !

Using the configurator [GCA Navigator](#) :

- Make sure the job code assigned to your position accurately **reflects what you actually do**. This tool displays **your job title** and provides a **summary of the associated duties and responsibilities**.
- Click on “*Find out more about this Job*” to check that the **list of required skills and their proficiency levels** (1 to 5) also match the reality of your role.

Only the first 3 letters of the new job code will be visible to all employees..

The last 2 characters (letter + figure) will only be shared between you and your manager/HR via TalentLink... .

The CFTC believes that full job codes should be made available to everyone, as they do not constitute personal information but rather describe the position.

The CFTC hopes that salary transparency will finally be extended to positions above grade 10!

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