

Beyond - How to Create Job Titles

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Overview

Job titles in Beyond are a set drop down list which allows you, the admin, to control what job titles are available in your system. This also helps standardize options for your processes and makes searching and reporting options easy. Job titles can be found on the following records:

- Employee

Interest Codes / Skills		
Equal Employment Opportunity		
ACA		
Addresses		
Hiring		
Washed Status Familiar	Hire Status Eligible for Hire >	
Job Order Type Temp	Profession --	
Job Title Nursing Assistant	Vendor --	
Orientation Date --	Anniversary Date 5/1/2023	
Activation Date --	Deactivation Date --	
Interviewed By Jeff Bradford on 8/10/2021	I-9 Not On File	
Entered By Jeff Bradford	Staffing Specialist Jeff Bradford	
Numeric Rating 0	WOTC Eligibility Status --	

- Job Order

VISIFILE DETAILS CANDIDATES CANDIDATE MATCHING DOCUMENTS MESSAGES CUSTOM DATA ASSIGNMENTS						
Customer Information						
Job Information						
SUN MON TUE WED THU FRI SAT						
Job Title Nursing Assistant			Job Order Type Temp To Full-Time			
Positions Required 1			Positions Filled 8			
Start Date 5/1/2023			Estimated End Date 12/1/2023			
Shift Morning			Job Order Duration Indef			
Start Time 8:00 AM			End Time 4:30 PM			
Job Description --			Dress Code --			
Safety Notes --			Shift Notes --			

- Assignment

SUN	MON	TUE	WED	THU	FRI	SAT
Job Title Nursing Assistant			Business Code --			
Original Start Date 5/1/2023			Estimated End Date 12/1/2023			
Start Date 5/1/2023			End Date --			
Shift Morning			Start Time 8:00 AM			
End Time 4:30 PM			Worksite Address Alex, OK 73002			
Shift Notes --						

Job titles can be seen in WebCenter, Time Entry, and can even be printed on invoices (depending on your invoice style).

How to Add a New Job Title

Note You will need to be a member of a Security Group that contains the "Can Administrate" permission to access this functionality.

For more information on setting up Security Groups, please see the following article titled [Beyond - Managing Security Groups](#).

Navigate to B Menu > System Settings > Job Titles.

Select the "+ Add Job Title" button in the upper right to open the "Add Job Title" window:

Job Title	Skill Code	Status	SOC Code	CLEAR FILTERS X							
Admin		Any									
Search returned 22 results											
Full SOC Code	SOC Code Descri...	Skill Code	Job Title	Division	Hierarchy	Category	EEO Class	Worker Comp C...	WebCenter	Default	↓
		A026	Admin. Assist.	Unused	System - 1	None	Officials & Managers	Tx8820	✓	⊗	⋮
		A147	Cad/pennant Adminis...	Office	System - 1	None	Officials & Managers		✓	⊗	⋮
		A185	Administrative Support	Office	System - 1	None	Officials & Managers		✓	⊗	⋮
		A218	Parts Administrator I	Office	System - 1	None	Officials & Managers		✓	⊗	⋮
		A230	Administration Charge	Office	System - 1	None	Officials & Managers		✓	⊗	⋮

Within the "Add Job Title" window, enter/review the following information:

- **Job Title** - Name of the job title as you want it to appear in your system.
- **SOC Code** - Required for orders with a worksite in Alaska, Indiana, Louisiana, South Carolina, Washington, and West Virginia; this code is used as a way to categorize job titles for government reporting purposes (more details below).
- **Division** - This option is used to separate or group job titles by business lines for reports and exports. For

example, the [Gross Profit Summary Report](#). Selecting a Division will automatically populate the "Skill Code" field.

- **Skill Code** - Skill and Job title can be seen as synonymous in Beyond. You'll notice that searching says skill code but will allow you to search by the job title entered above and skill codes will show in a drop down on the job order. The skill code field can really just be filled out with the same information as the Job Title field.
- **Hierarchy** - Determines where the job title will exist and be accessible in your database. If this job title is only applicable to one branch, then you can set it to that branch. Most of the time, we recommend keeping job titles at the highest level (system, subsystem, or entity) to ensure all users can utilize it.
- **Category** - This option groups job titles for searching in the [Job Board](#).
- **EEO Class** - This option is used for the [EEO Report](#).
- **Worker Comp Code** - If you select a worker comp code here, anytime a user tries to select this job title it will ask them if they want to change the worker comp code. This is not a required field and should not be selected if you are working within multiple states as it could default the wrong state's worker comp code in that case.
- **Show in Web** - If this box is checked, then this job title will be visible in WebCenter and the Job Board.
- **Default** - Only one job title can be set as the default job title when adding a job order for any hierarchy level. We recommend using a default job title set as "unknown" or "general labor" and then having your team update the job title for each order.
- **Active** - This checkbox should remain checked. Only active job titles can be selected on a record.

Note The SOC Code field is required for orders with a worksite in Alaska, Indiana, Louisiana, South Carolina, Washington, and West Virginia.

While a Job Title can only have a single SOC Code selected, the same SOC Code can be used for multiple Job Titles.

Add Job Title

* Job Title
Accounting Assistant

SOC Code
Accountants and Auditors

SOC FULL CODE	DESCRIPTION
13-2011	Accountants and Auditors
13-2031	Budget Analysts
13-2041	Credit Analysts
13-2051	Financial and Investment Analysts
13-2052	Personal Financial Advisors
13-2053	Insurance Underwriters
13-2061	Financial Examiners
13-2071	Credit Counselors

In the event an assignment is created and/or a candidate is added to a job order that does not have a SOC Code linked to the Job Title; you will receive the following assignment restriction warning:

VISIFILE DETAILS CANDIDATES CANDIDATE MATCHING DOCUMENTS MESSAGES CUSTOM DATA ASSIGNMENTS DATAFREZY JOB ORDER PAGE

Filter by status...

Search return

Add New Assignment

Enter Assignment Information
 2 Assignment Restrictions

Approve All Assignment Restrictions
All restrictions must be approved in order to create the assignment.

Assignment Restrictions

- Employee is missing ACA Hire Date
[Johnson, Sandy](#)
- Employee is missing an applicable COVID Related Required Document: COVID Vaccine Series, COVID Neg Test Result, COVID Proof of Booster, COVID Medical Exemption, COVID Religious Exemption
[Johnson, Sandy](#)
- The order has a worksite in Alaska and a job title with a skillcode (SkillCodeID: 268) that is not linked to a SOC Code.**
[Integ Supplies - Primary](#)
- Employee state (MN) does not match worksite state(AK)
[Integ Supplies - Primary](#)

SAVE AS DRAFT CANCEL < PREVIOUS SUBMIT

4301334971	Zuniga	Chance	Integ Supplies	Primary	Customer Cancelled	Support Coordinator I	45.00
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For more information on SOC Codes, please utilize the following links:

- [List of SOC Occupations](#)

- Finding SOC Codes

Add Job Title

* Job Title
Accounting Assistant

SOC Code
Accountants and Auditors

* Division
Office

* Skill Code
A1006

Skill Code 2

* Hierarchy
High Tech Staffing (Entity)

* Category
Accounting

EEO Class
Office & Clerical

Worker Comp Code
Select...

Show In Web
 Default
 Active
 Add localization

SAVE AS DRAFT CANCEL SUBMIT


Once the information has been entered/reviewed, select "Submit" to add the new job title.

How to Modify the Job Title

Once the new job title has been created within the system, you can search for it using the searching functionality at

the top of the Job Title window:

Job Title	Skill Code	Status	CLEAR FILTERS ✕						
Accounting Assistant		Any							
Search returned 1 result									
Skill Code ↑	Job Title	Division	Hierarchy	Category	EEO Class	Worker Comp C...	WebCenter	Default	Active
A1005	Accounting Assistant	Office	High Tech Staffing - 2	Accounting	Office & Clerical		✓	⊗	✓
Rows per page: 20 1 of 1 < 1 >									

Once you have found the intended job title, you can edit/deactivate/reactivate it by selecting the  icon to the right of the job title and selecting one of the following options:

- Edit
- Reactivate (if the job title is currently **inactive**)
- Deactivate (if the job title is currently **active**)

Skill Code ↑	Job Title	Division	Hierarchy	Category	EEO Class	Worker Comp C...	WebCenter	Default	Active	
A1005	Accounting Assistant	Office	High Tech Staffing - 2	Accounting	Office & Clerical		✓	⊗	✓	⋮
Rows per page: 20 1 of 1										

Edit

✓ Reactivate

✕ Deactivate

Related Articles