

Introducing Skills Library

Mercer Skills-Edge Suite



Lay the groundwork for skills-based decision-making

Incorporate skills into your talent strategy fast with the Skills Library

Do you have the skills you need to succeed? Are you looking to understand your skills requirements and current bench strength?

Don't waste time digging through data or trying to create your own custom taxonomy. Skills Library **maps 3,000 unique skills to over 4,700 jobs** in our Jobs Library, making it the fastest way for Mercer Job Library customers to incorporate skills into their strategy. Not a Mercer Jobs Library client? No worries, we'll match your jobs to our Library in no time to get you started quickly.

- ➔ The Skills Library offers a **skills taxonomy based on market data** — the first step in adding skills to your organization's pay strategy. We update our Skills Library regularly throughout the year so you can stay up to date on new and emerging skills, see how skills are changing and learn which skills are becoming obsolete.
- ➔ An **integrated, data-driven framework** helps you deploy skills-based solutions in various ways across a wide range of business domains.
- ➔ Skills are mapped to a **global job taxonomy** — the Skills Library includes data for **145+ countries**, allowing you to implement a skills framework on a global scale quickly.



Develop a skills taxonomy

Identify critical skills in an easy, effective way. With the Skills Library, you can quickly and efficiently develop a skills taxonomy mapped to jobs in your organization.

Example use case:

Let's say you're seeking to fill a cost accounting role. You need someone who is good at **accounting**, possesses excellent **communication skills**, has experience with **M&A**, is familiar with **advanced statistical analysis**, and holds a specific **certification** for a particular country.

Search for the skills associated with the role (highlighted above) in the Skills Library to help you develop the right skills taxonomy and uncover other relevant skills for the position.

What's included?

The skills span a variety of traditional categories — such as competencies, qualifications, certifications, hard and soft skills, and region-specific needs — so you can define roles by using the criteria for success on the job.

How does the Skills Library work?

We curate our Skills Library using a variety of supply and demand sources for talent data.

We obtain key skills information using large-scale data collection that targets millions of online job profiles and descriptions.

We update the Skills Library routinely throughout the year, adding new and emerging skills, modifying existing skills and removing obsolete skills.

Skills are structured in three Mercer Job Library arrangements that are orientated around type of work and organizational level:

Job level - Data Analytics/Warehousing, & Business Intelligence (DAW)
 Job is combination of nature-of-work (Specialization) and the hierarchy-of-work, i.e., organization level at which work is performed. Each job is connected to a specialization and a core job. Job is a combination of Specialization, Career stream, and Career level.

Job Code	Job Title	Job Description	Skills
DAW.01.001.M50	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Head of Data Analytics/Warehousing & Business Intelligence is accountable for work associated with two or more of the following: •Data Science/Big Data Mining •Business Intelligence (BI) Analysis •Internal Data Engineering & Warehousing A Senior Manager II (M5) typically manages multiple teams led by Senior Managers and Managers. May be a Country Sub-function Head. Responsibilities typically include: •Ownership of short to mid-term (1-3 years) strategy execution and operational direction in alignment with parent/independent organization objectives. •Decisions have a serious impact on the overall success or failure on area of accountability. •Interacts with executive leadership and others concerning matters of significance to the organization.	Business Intelligence, Business Intelligence Development, Business Intelligence Tools, Business Requirements, Dashboard, Data Modeling, Data Visualization, Data Warehousing, Extract Transform Load (ETL), Microsoft SQL Servers, Online Analytical Processing, Power BI, QlikView (Data Analytics Software), SQL (Programming Language), SQL Server Analysis Services, SQL Server Integration Services (SSIS), SQL Server Reporting Services, Stored Procedure, Tableau (Business Intelligence Software), Transact-SQL
DAW.02.001.M30	Data Science/Big Data Mining - Manager (M3)	Data Science/Big Data Mining work includes: •Creating data mining architectures/models/protocols, statistical reporting, and data analysis methodologies to identify trends in large data sets •Analysis may be applied to various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Scientific Research, etc.) •Researching and applying knowledge of existing and emerging data science principles, theories, and techniques to inform business decisions •At higher career levels, may conduct scientific research projects with the goal of breaking new ground in data analytics A Manager (M3) manages experienced professionals who exercise latitude and independence in assignments. Responsibilities typically include: •Policy and strategy implementation for short-term results (1 year or less). •Problems faced are difficult to moderately complex. •Influences others outside of own job area regarding	Amazon Web Services, Analytics, Apache Cassandra, Apache HBase, Apache Hadoop, Apache Hive, Apache Kafka, Apache Pig, Apache Spark, Big Data, Business Intelligence, Dashboard, Data Engineering, Data Science, Data Warehousing, Extract Transform Load (ETL), Hadoop Distributed File System (HDFS), Java (Programming Language), MapReduce, NoSQL, Python (Programming Language), R (Programming Language), SQL (Programming Language), Scala (Programming Language), Scalability, Tableau (Business Intelligence Software)

Benefits of adopting a skills-based approach:



Flexible, agile workforce



Increased employee engagement and productivity



Reduced turnover



Robust internal talent marketplace



More effective, efficient hiring processes



Optimized compensation packages

Contact your [Mercer consultant](#) to learn more about our Skills Library and related solutions, [Skills Pricer](#) and [Skills Pay Planner](#).

