

# Introduction to the Career Path Framework

## Elements of a Job Classification

Every identified job has a unique combination of four attributes that make up an employee's job classification:

### Job Family

A job family is a grouping of roles that have a similar nature of work and utilize a similar skill set, but that require differing levels and specializations of skill, effort or responsibility (e.g. Accountant vs. Payroll Specialist, both in the Finance and Business family).

### Subfamily

A subfamily is a more specific specialty within the job family (e.g. Accounting and Payroll are both subfamilies of the Finance and Business job family).

### Career Stream

The university's new classification structure is centered around four career streams: service and support, individual contributor, management and executive. Definitions of these streams can be found in the Y Chart below.

### Level

Levels indicate the general mastery required to fill positions at that level. Multiple jobs in the same career stream can inhabit the same level. There may not be an actual position at every level within the career stream.

GW has **21** job families

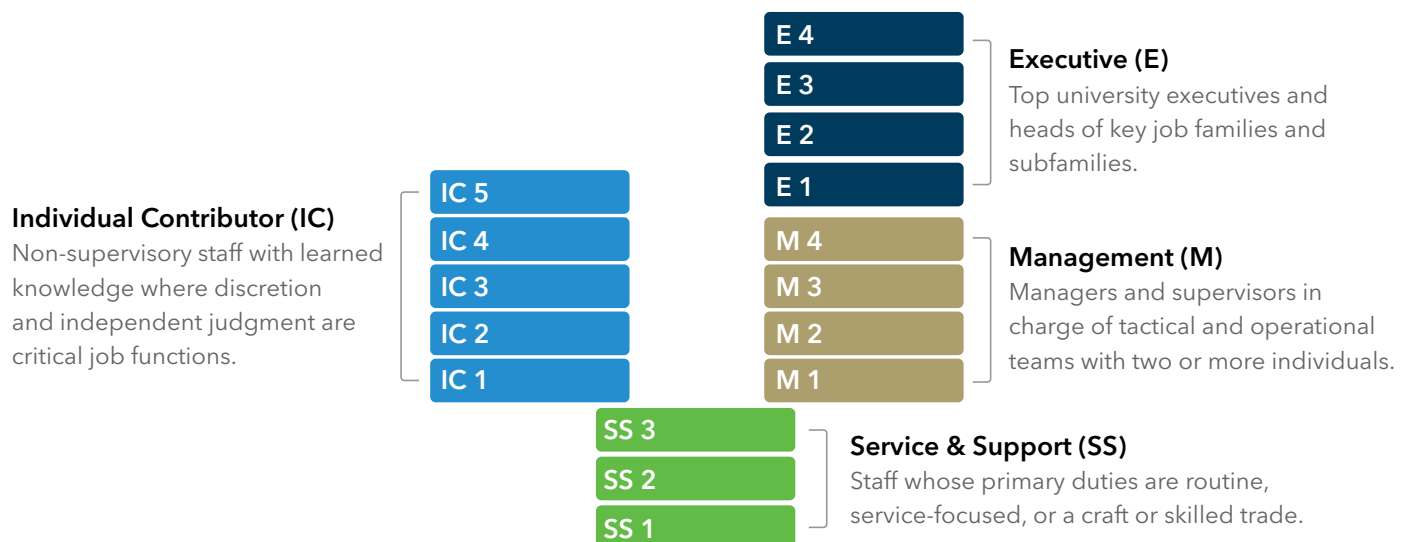
*Academic Affairs*  
*Academic Technology*  
*Administration*  
*Athletics*  
*Communications, Marketing and Media*  
*Compliance*  
*Development & Alumni Relations*  
*Diversity and Inclusion*  
*Enrollment Management*  
*Facilities & Campus Operations*  
*Finance & Business*  
*Health Services*  
*Human Resources*  
*Information Technology*  
*Lab & Field Research*  
*Legal*  
*Libraries*  
*Museum & Performing Arts*  
*Research Administration*  
*Safety & Security*  
*Student Affairs*

and **160+** subfamilies

## Y Chart

This chart visually represents the four career streams and the levels within each stream. Each subfamily has a unique combination of career streams and levels. To see your subfamily visit [careerpath.gwu.edu](http://careerpath.gwu.edu).

**Please note:** There may not be a position associated with each career stream or level in every subfamily.



\*For more information on the general classification structure, visit [careerpath.gwu.edu](http://careerpath.gwu.edu)