

OSCAR

Standardised Functional Categories

The Problem:

Trying to find relevant post holders by job title?

Missing key contacts and struggling to find all the suitable keywords that should be used?

Frustrated by organisations having different structures and titles for the same role?

Do you find that often the responsibilities you want to identify not being connected with the job titles?

Unable to find the right elected officials responsible for what matters to you?

The Solution:

Our Standardised Functional Categories are the answer:

We spend a considerable amount of time adding value to our dataset by researching and categorizing posts specifically by function and responsibility and not just by job title; in each case we analyze the structure of the organization, refer to published organization charts and often ask the organization directly which posts fulfill a particular function. We then link our proprietary standardised functional category(ies - it's very common for posts to carry more than one responsibility) to that post.

These standardised functional categories provide exponentially more value for users making it easy to select the right posts across an entire industry that carry the relevant responsibilities, irrespective of the actual job titles that happen to have been assigned.

Not only does it significantly reduce the time vs job title selection, crucially this approach also ensures that all posts and post holders are identified that carry the required areas of interest which otherwise (using searches by job title) would be completely missed.

The Categories:

We have over 700 standardised job function categories grouped by functional areas to provide the right balance of granularity and efficiency for selecting relevant responsibilities and ultimately posts.

A complete list of those used, including descriptions, can be seen here - <https://www.oscar-research.co.uk/databases/categorycodes>

Example Case Study:

Finding the Statutory Chief Finance Officer for each UK Council.

Job Title Search Method:

There are 297 different job titles across the 400 official posts. Using a combination of over 10 keywords ("Finance" / "Financial" / "S151" / "Resources" / "Treasurer" etc) does not find all of them but does yield a number of false positives, which need to be removed manually.

Key Figures below:

Number of Organisations = 400

Number of Different Job Titles = 297

Number of Job Titles that don't have the word "Finance" or "Financial" included = 227

Using Oscar:

Select one functional category and find everyone.