Lumi levelling read-across

Lumi's seven job levels against 20 survey and job evaluation schemes, each derived from one pivot: the gradar grade band in the first row. Interactive version: lumihr.co.uk/tools/job-grade-converter

Dark: management track Blue: specialist and support track at the same job size

Scheme	Board / Executive	Director	Head of	Senior Manager	Manager	Supervisor / Team Leader	Frontline / Individual Contributor	Source confidence
gradar grade	**22+**	**20–21**	**18–19**	**15–17**	**13–14**	**9–12**	**1–8**	The pivot
WTW Global Grade	18–21	17	16–17	15–16	13–14	9–12	2–8	Tested, reliable
Korn Ferry Hay reference level	99	99	21–22, 99	18–20	16–17	12–15	4–11	Tested, very reliable
WTW career level	EX18–EX21	M5, EX17	M4–M5, EX16 P6	M3–M4, EX15 P5–P6	M2–M3 P4	M1–M2 U4, P2–P3, T4	W1–W4, U1–U4, T1–T3, P1	Tested, reliable
Mercer career level	ET1–ET3	M6, ET3	M5–M6 P6	M3–M5 P5–P6	M3 P4	M1–M2 S4, P2–P4	S1–S4, P1	Co-created with Mercer, 2025
Radford McLagan	E2–E6	E1, M6	M5 P7	M4 P5–P6	M3 P4	M1–M2 P2–P3, S5	S1–S4, P1	Aon's 2024 architecture
Croner Reward rank	Rank 0	Rank 1	Rank 1 Rank 2	Rank 2	Rank 3	Rank 4 Rank 4–5	Rank 6–9	In validation; specialist ranks inferred
Other survey and job evaluation schemes								
Aon McLagan (2022)	10–14	09	09	08 08–09	07	05–06	01–04	In validation
Birches Group	BG-14	BG-13	BG-12B, BG-13	BG-12A, BG-12B BG-11	BG-10– BG-11	BG-08–BG-10	BG-01–BG-07	Tested
Comptryx	E1–E4	M6, E1–E4 P8	M5–M6 P6–P7	M4–M5 P5–P6	M3 P4	M1–M2 S5, P2–P3	S1–S4, P1	Co-created with Comptryx, 2025
Culpepper (2024)	EX1–EX5	MG5, EX1–EX3	MG4–MG5, EX1–EX3 GP6	MG3–MG4, EX1–EX3 GP4–GP5	MG2–MG3 GP3–GP4	MG1–MG2 GS4, GP2–GP3	PS1–PS4, GS1–GS4, GP1	New in 2024
Figures	M8	–	M7	M5–M6 IC6	M4–M5 IC5	M3–M4 IC3–IC4	IC1–IC2	Validated with Figures; for employers of 250+
Landolt & Mächler	11–15	13–15	12	11–12	10	8–9 7–9	1–7	Validated with L&M
Lurse	M4–M5	M4	M3 P5	M2 P4–P5	M1 P3	TM2–TM3 P1–P2	TM1 SB0–SB3, P0	Tested, very reliable; senior levels for very large employers

Scheme	Board / Executive	Director	Head of	Senior Manager	Manager	Supervisor / Team Leader	Frontline / Individual Contributor	Source confidence
Paterson band	F1–F5	E4–E5	E2–E3	D3–D5, E1	D1–D2	C4–C5 C1–C5	A1–A3, B1–B5	Tested
pave	E7–E9	M6, E7	M5–M6 P6	M3–M5 P5–P6	M3 P4	S3, P2–P4	S1–S3, P1	pave's own read-across, 2026
Pearl Meyer	–	M3	M2–M3 I6	M1–M2 I4–I5	S2 I3–I4	S1 I1–I3	I1	Not yet tested
perinnova function level	15–16	12–14	12–14	12–14	10–11	6–9	1–6	Officially aligned, 2025; level 12+ needs review
salary.com CompAnalyst	–	–	–	P06	P05	P02–P04, A05	A01–A04, P01	Incomplete in source
Sedlak & Sedlak	D2, Z, DZ, DJ	D1–D2	K2, D1 SSE	K1–K2 SE, SSE	K1 SE	KZ FL, TL, SS, SE	FP–FL, TM–TS, SA–SD	Updated 2023
Western Management Group	–	M3	M3 P6	M2 P5–P6	M1 P4	M0 T3–T5, L5, P2–P3, A4–A5	L1–L4, A1–A3, T1–T3, P1	Tested, reliable

The grade bands define the levels

Each Lumi level is a band of gradar grades, shown in the first row, and every other row follows from it. Schemes are never mapped directly to each other.

Where the levels blur

Radford separates all seven levels cleanly; WTW and Mercer codes straddle neighbours. Croner blurs most: rank 1 covers both Director and Head of, and ranks 6 to 9 all sit in the bottom level.

Specialists have no Lumi name

Lumi names every level by management scope. The blue codes show where specialists of the same job size sit in each scheme, so an expert with no reports can still be matched.

Not covered here

Korn Ferry appears as Hay reference levels and Mercer as career levels, not Hay points or IPE position classes. Reference level 99 marks executive roles sized individually. Croner ranks run in reverse.

Use this to orient a benchmarking exercise, not to price a role. A code that straddles two levels appears under both; a dash means the source does not map that level. Confirm individual matches against each provider's current job-matching guidance.

Provider mappings adapted from the Compensation Survey Rosetta Stone, gradar Edition, version 2026.1, by Philipp Schuch (qpm.de/en/rosetta), licensed CC BY 4.0. Changes made: scheme levels restated against Lumi's seven job levels using gradar grades as the pivot; combined level ranges split into single levels; industry-specific tracks, project-management tracks, superseded versions and one untested scheme omitted.