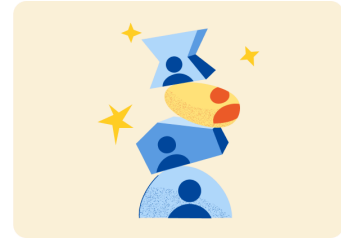


Implementation Guide: Careers

What is Careers?

Deel's Careers module helps you define career frameworks, map levels and competencies, and support employee growth with transparent development pathways.



Internal Readiness Checklist

Before onboarding begins, ensure your team has:

- ☐ Defined your career leveling structure or framework
- ☐ Identified core competencies by role or function
- ☐ Mapped job families and titles across departments
- ☐ Reviewed how progression or promotions are currently managed
- ☐ Aligned stakeholders on rollout and review process
- ☐ Created a communication plan to introduce career paths to employees
- ☐ Complete the document collection checklist and be prepared to upload to Deel's secure file vault:
 - ☐ Existing career framework or role leveling (if any)
 - ☐ Competency library (if one exists)
 - ☐ Sample job descriptions by level
 - ☐ Internal career mobility or promotion criteria (optional)

What Does "Onboarding Complete" Mean for Careers?

- One or more career frameworks are uploaded and reviewed
- Competencies and levels are defined in the platform
- Admin and manager roles are trained
- Framework is launched or ready to roll out to employees

Resource Hub

Where to find support and tools:

- [Deel Academy](#)
- [Help Center](#)
 - [Organization and Group Management](#)
 - [People Management](#)
 - [Deel Engage](#)
 - [Assigning Engage Admin Roles](#)
 - [Activating Workers in Engage](#)
- Support – via your OBM and CSM

Careers Onboarding Checklist

Set up the following:

- ☐ Leveling structure created
- ☐ Career framework design aligned on

- ☐ At least one career path created with competency mapping to roles
- ☐ Activate workers to Deel Engage