



Building a Workforce Framework for a Growing Manufacturer

A North American machinery manufacturer partnered with TRC Talent Solutions to **support a major workforce and organizational framework initiative**. The company produces equipment for the agricultural, construction, and residential markets, including lawn tractors, subcompact tractors, zero-turn mowers, and utility vehicles.

The client is in high growth mode and has a large manufacturing workforce of nearly 3,000 employees across several hundred unique exempt and non-exempt positions. With continued operational growth,, **the organization needed to ensure its roles, compensation structures, and career pathways were clearly defined and aligned for long-term scalability**.

The Challenge

The company needed to complete a comprehensive review and restructuring of pay ranges and role classifications across all hourly and salaried positions. This required detailed analysis of job responsibilities, skill requirements, and market compensation data across multiple departments.

At the same time, the internal HR team was already operating at full capacity managing day-to-day responsibilities. While the work was a priority for leadership, hiring a full-time employee to handle a temporary but complex project was not the right solution.

The initiative was also connected to a broader Career Framework project, which included building job architecture, updating job descriptions, aligning compensation structures, and strengthening performance management processes. These efforts were part of the company's long-term workforce strategy and **required both strategic planning and hands-on execution**.

The organization needed experienced HR leadership capable of designing the framework while also completing the detailed work required to implement it.





The Solution

TRC Talent Solutions provided support through a **Statement of Work (SOW)** engagement and **fractional HR services**, delivering an experienced professional who could lead both strategy and execution.

Rather than offering recommendations alone, TRC supplied a resource who actively drove the project forward and completed key deliverables.

The solution included:

- Conducting a full review and restructuring of pay ranges and role classifications
- Developing a structured career framework and job architecture
- Updating job descriptions and role definitions
- Aligning compensation structures and performance management processes
- Leveraging wage data and market insights to guide compensation decisions
- Creating a detailed project charter and implementation roadmap
- Collaborating with HR leadership and internal stakeholders to ensure alignment

This approach allowed the organization to move forward with a major workforce initiative while minimizing disruption to the internal HR team.

The Results

The engagement delivered strong results and helped the organization make meaningful progress on a complex workforce initiative.

TRC successfully supported the company in restructuring role classifications and compensation structures while helping establish a clear career framework that aligned responsibilities, performance expectations, and pay across the organization.

Key outcomes included:

- Completion of a company-wide review and restructuring of role classifications and pay ranges
- Development of a structured career framework and job architecture
- Alignment between job descriptions, performance management, and compensation structures
- Delivery of strategic HR initiatives on time and within budget
- Significant progress on a multi-year HR transformation initiative

Planning a major workforce or HR transformation project?

Learn how TRC Talent Solutions helps organizations execute complex initiatives with experienced, project-based support.