



StrataJazz® Position Control

Eliminate manual processes, align with your operational plan, and accelerate confident hiring decisions



Inefficient processes slow hiring, drive up costs

Many healthcare organizations struggle with inefficient position control processes that hinder timely and effective workforce planning. These processes often rely on manually aggregated data, slow and fragmented approval workflows, and limited visibility into key workforce metrics. As a result, decision-makers face delays and lack the real-time insights needed to make data-driven choices aligned with strategic goals. This inefficiency prolongs the review cycle, ultimately contributing to unfilled roles, lost candidates, and increased reliance on costly contract labor.

Optimize position control processes

StrataJazz® Position Control automates routine and clear-cut hiring decisions so you can dedicate critical resources to positions that require more complex decision-making. The solution empowers healthcare organizations to expedite their hiring processes while preventing over-hiring, maximizing the value of existing vacancies, and improving administrative efficiency without compromising the rigor necessary for sound decision-making. With integrated analytics, insights, and workflows, StrataJazz Position Control strengthens collaboration among finance, operations, and human resources..

Key capabilities include:

- **Unify data for smarter decisions:** Seamlessly integrate internal and external data to support consistent, informed decisions — ensuring alignment between job codes and FTEs.
- **Automate oversight with intelligent rules:** Leverage a powerful rules engine to validate position requests against your organization's unique goals and budget parameters.
- **Accelerate hiring with purpose-built workflows:** Streamline collaboration across stakeholders to quickly fill priority roles and reduce off-target hiring.

Automate, don't just aggregate

Validating position requests often requires finance leaders to manually extract and map data from multiple source systems in a time-consuming process. Position Control integrates StrataJazz with enterprise resource planning (ERP) and human capital management (HCM) systems to prevent discrepancies in data sets and ensure that leaders have a comprehensive financial picture. Requests can be imported from third-party systems and exported back into those systems once actioned, creating a complete feedback loop.

Purpose-built dashboards provide full visibility into workforce metrics — such as FTE-to-headcount ratios, budget vs. actuals, and role justification — enhancing transparency across departments. Create a shared language across business functions with mapping logic that smooths integration and ensures consistency across systems.



Align position requests with your budget and vacancy plan

Significant effort goes into preparing position review materials as organizations must filter and prioritize requests based on department and division needs, patient acuity, and role type. StrataJazz Position Control automates the evaluation of new positions using a comprehensive rules engine applied to platform-wide metrics.

Detailed request information includes the financial impact of the position and whether the role supports strategic vacancy optimization — ensuring all hiring decisions align with organizational financial targets and constraints. The Position Control rules engine incorporates financial, operational, and productivity data to validate justifications for new roles. Rule-based indicators highlight alignment with labor standards and materiality thresholds. Groups of justification rules can be related to labor or productivity, including benchmarks from Strata's Comparative Analytics solution or external sources and analytics from both StrataJazz® Management Reporting and Productivity Reporting.

Enhance collaboration, prevent over hiring, and reduce time to fill

Hospital executives spend excessive time reviewing high turnover positions repeatedly. StrataJazz Position Control expedites routine requests during the review process so leaders can focus on strategic decisions and avoid over-hiring.

Job requests avoid bottlenecks and drastically reduce time to fill through intelligent routing, automated validation, and pre-configured rule sets. Configurable workflows direct requests to the right stakeholders based on organizational structure and the latest data, promoting cross-functional collaboration with consistent, transparent information. Once approved, requests are automatically converted into active positions.

Key Features:

- **Bi-directional ERP integration:** Requests can be imported from third-party systems and exported back once actioned to create a complete feedback loop.
- **Automated approvals aligned with your thresholds:** The rules engine pulls in budget, productivity, monthly finances, and external benchmarks to assess position justification.
- **Intuitive and efficient workflow:** Configurable workflows and rule sets route requests to the right people and provide the right data for decision-making.

With StrataJazz Position Control, you can:

- Ensure every hire aligns with your organization's budget, vacancy, and strategic goals
- Eliminate manual workflows and spreadsheets
- Gain full transparency into staffing and finances
- Improve collaboration among finance, HR, and operations
- Reduce time to fill with smarter approvals

Visit our [website](#) or [request a demonstration](#) today to find out how Position Control can streamline and improve accuracy when planning for new positions in your organization.