

Meet Organizational Development Agent.

For Nina, a reorg means mapping structures by hand. With Organizational Development Agent, the change gets modeled in plain language, what-if alternatives get generated in a secure sandbox, and every action arrives as a labeled step she can apply, skip, or bulk-approve. **Nina compares the options, and nothing touches live Workday data until she says so.**

Turn complex org transformation into a simple conversation.

Just describe the change to Sana, and **Organizational Development Agent** models it, tests it, and readies it for approval.

Run What-If Scenarios

Model Reorgs

Build Job Architecture

Fill Data Gaps Automatically

Approve as Labeled Steps

...and more

Design and stress-test change with confidence,
for structures that keep pace with the market.

[Learn more about Workday's AI agents →](#)

Job Architecture Agent

264-Profile Job Architecture

August 14, 2026 9:02 AM

Opened

Your new job architecture is ready for your review.

If needed, you can make edits directly in the canvas, or instruct me to update it.

Proposed job profiles

All changes are saved automatically

Q Search job profiles, families, skills...

Engineering & Product

Software Engineering · 11

- Jr Software Engineering · P1 **New**
- Associate Software Engineering · P2 **New**
- Software Engineering · P3 **New** — Sr Software Engineering · P4 **New**
- Staff Software Engineering · P5 **New**
- Principal Software Engineering · P6 **New**
- Manager, Software Engineering · M1 **New**
- Senior Manager, Software Engineering · M2 **New**
- Director, Software Engineering · M3 **New**
- Senior Director, Software Engineering · M4 **New**
- VP, Software Engineering · M5 **New**