Requisition Type Crosswalk to ISR Type

Requisition Type	Definition	Use ISR Type	Additional Details (ISR)
Direct Replacement	To backfill an existing vacant, or soon to be vacant position	**Position Maintain**	Classification details (such as job code, Pay grade type (range), Pay grade (role), Pay grade level (level), EE Group, and EE Subgroup should **not** be changed. If any of the above mentioned items are changed, requisition is considered a restructured replacement.
Restructured Replacement	The assignment of new classification details (i.e. SAP job code, role, level, range, etc.) to an existing vacant, or soon to be vacant position.	**Position Maintain**	Position maintain ISR will have changes to the job attributes such as changes to job code, Pay grade type (range), Pay grade (role), Pay grade level (level), EE Group, and EE Subgroup.
New Position	Adding a new position to the organization	**Position Create**	To create a brand new position
		Position Copy	Creates a new position by copying the attributes of an existing position within the organization. ISR initiators/approvers may make appropriate changes to the position attributes.