According to the resource identification, the different positions from different resources have been rearranged in three groups in order to be more efficient when estimating the personnel costs. The three groups are: senior employees, average employees and junior employees. This classification is based in a Robert Walters consulting study **[CITAR]** which shows that most of the manager positions are occupied by senior employees, while secretary positions and assessor positions are mostly occupied by average and junior employees respectively. By doing this three-group classification, the cost-estimating process has been highly simplified without compromising its precision.

The cost associated to each of these groups has been also extracted from the aforementioned study, more specifically, an average salary has been extracted from many different European countries since the project is to be developed at a European extent.