

Project Brief

Judging App

Project Name: TitanScores — TitanCeo BiasShield (alt. Titan100 TruthScore) Scoring App Tools

Date: September 22, 2025

1. Project Overview

The Dual-Track Bias-Minimized Judging Program (Human + SoTruth) initiative is designed to revolutionize the Titan100 Judging process by introducing a transparent, objective, and defensible evaluation framework. This program addresses the challenge of systemic bias and subjectivity inherent in traditional human judging by delivering two independently operating systems, complemented by an analytical comparison layer.

The first system, Human Application Scores App, will ingest and normalize scores from human judges, enabling robust handling and analysis of existing judging data. The second system, SoTruth Independent Scoring App, utilizes rubric-anchored AI scoring to provide an unbiased, data-driven evaluation. A dedicated Comparison Layer dashboard will enable side-by-side analysis of human versus AI scoring, quantifying bias and fostering informed, transparent governance.

This dual-track approach ensures fairness, scalability, and clarity in the selection process, strengthening stakeholder confidence. The estimated 12-week project combines advanced machine learning, secure cloud infrastructure, and intuitive user experiences to deliver an MVP-ready solution, including comprehensive governance support documentation.

The program's success metrics focus on high adoption by judges, strong rubric alignment by the AI model, bias reduction measurable through comparative analysis, and overall stakeholder satisfaction.

With a dedicated team backed by the Titan100 Steering Committee and a well-defined governance framework, the project is poised to set a new industry standard for unbiased award adjudication, with potential for scalability to future cycles.

2. Project Goals

- **Develop a robust Human Application Scores App** that can ingest, normalize, and manage historical and current human judging results with high integrity and transparency.
- **Design and implement the SoTruth Independent Scoring App**, an AI-based rubric-anchored scoring system to provide unbiased, consistent, and verifiable evaluation of entries.

- **Create a Comparison Layer dashboard** that enables transparent side-by-side analytics of human judging versus AI scoring, quantitatively measuring bias and facilitating governance.
- **Establish governance dashboards** and reporting capabilities to support decision-making and provide audit trails for all scoring activities.
- **Achieve high adoption rates** among judges and stakeholders by delivering intuitive, user-friendly platforms with clear benefits demonstrated through pilot testing.
- **Ensure scalability and extensibility** so the systems can be efficiently adapted for future award cycles, additional rubrics, or integration with new data sources.
- **Maintain comprehensive documentation** including user guides, training materials, and governance protocols to ensure operational consistency and stakeholder confidence.
- **Implement rigorous QA and bias mitigation strategies** throughout development, deployment, and pilot phases to validate fairness and accuracy.
- **Deploy within a 12-week timeline** for the initial MVP, with plans for an optional extended phase for advanced AwardForce API integration and enhancements.

3. Team Roles

Here are the key project roles for the Dual-Track Bias-Minimized Judging Program, with their main responsibilities:

Project Sponsor

- Provides strategic vision, funding, and executive support.
- Makes key decisions and approves critical project elements.
- Ensures alignment with overall organizational goals.

Project Manager

- Coordinates day-to-day project execution, schedules, and resources.
- Manages risks, communication with stakeholders, and status reporting.
- Ensures project is delivered on time, on budget, and to scope.

Technical Lead / Software Architect

- Oversees technical architecture, integration, and platform decisions.
- Ensures adherence to quality, scalability, and security standards.
- Provides hands-on technical guidance to developers.

Data/ML Engineer

- Designs and validates the SoTruth AI scoring model.
- Ensures rubric anchoring and AI explainability.
- Collaborates closely with technical and product teams.

Development Team (Backend/Frontend Engineers)

- Builds features according to specifications for Human App and SoTruth App.
- Develops the comparison/dashboard layer.
- Conducts unit testing and supports QA processes.

QA Lead

- Designs and executes test plans across both apps.
- Oversees bias calibration testing and acceptance criteria.
- Coordinates feedback loops with the development team.

Judges (Pilot Group)

- Participate in pilot testing and calibration exercises.
- Provide feedback on usability and fairness.
- Serve as early adopters to validate system efficacy.

Steering Committee

- Includes representatives from Titan100, AwardForce Ops, Judges Panel.
- Provides governance oversight and key decision making.
- Reviews risk logs, progress, and success metrics.

4. The Why: Purpose and Product-Market Fit

Purpose of the Project

The Titan100 Judging Program is a prestigious initiative designed to identify and celebrate outstanding leaders and organizations. However, the current human judging process is susceptible to subjectivity, unconscious bias, and inconsistencies that can undermine fairness, transparency, and stakeholder trust. Such risks can adversely affect the credibility and perceived value of the awards.

The Dual-Track Bias-Minimized Judging Program aims to address these challenges head-on by introducing a two-pronged evaluation approach combining human expertise with an independent AI-driven scoring system grounded in transparent rubrics. This approach enhances fairness, mitigates bias, and provides an auditable framework for judging integrity.

Product-Market Fit

The product fills a critical gap in award adjudication and other evaluative domains where integrity and transparency are paramount. Judging bodies, event organizers, and businesses seeking objective assessment tools need:

5. Milestones and Timeline

Phase	Duration (Weeks)	Key Activities
Planning & Environment Setup	1-2	Finalize requirements, validate judging rubrics, prepare technical environment and data ingestion methods
Human & SoTruth MVP Development	3-6	Parallel development of Human Application Scores App and SoTruth Independent Scoring App including basic UI, data pipelines, and AI model anchoring
Comparison Layer & Dashboard	7-8	Build comparison analytics dashboard for bias measurement, report generation, and governance UI
QA, Calibration & Governance Testing	9-10	Extensive QA testing, pilot judges calibration exercises, bias validation, and governance process refinement
Deployment & Training	11-12	Production environment deployment, user onboarding, training sessions, and documentation delivery

Phase	Duration (Weeks)	Key Activities
Optional Extension	13–16	Advanced AwardForce API integration, system refinements, UI enhancements, and additional reporting capabilities

6. Risks and Considerations

Bias and Fairness Risks: Despite mitigation efforts, AI models may unintentionally perpetuate bias present in training data or system design. Continuous bias monitoring, auditability, and human oversight are critical to ensure equitable outcomes.

Data Quality and Integrity: The accuracy of scoring relies heavily on the quality and representativeness of input data. Poor data can degrade model performance or skew human judge analysis, affecting fairness and reliability.

Adoption Resistance: Judges and stakeholders might be resistant to adopting AI-supported scoring due to trust issues, perceived complexity, or fear of replacement. Careful change management, transparency, and training are essential.

Technical and Integration Challenges: Integrating dual-track systems with existing platforms like AwardForce may encounter API limitations or data format inconsistencies, potentially delaying delivery or functionality.

Regulatory Compliance: AI scoring systems, particularly those making or influencing decisions, are subject to evolving regulations around transparency, data privacy, and AI ethics. Ensuring compliance and proactive governance is vital.

Project Timeline Risks: Aggressive timelines may strain resources or limit sufficient QA and calibration cycles, risking delivery of a suboptimal MVP.

Security and Privacy: Protecting sensitive judging data and AI models from unauthorized access or tampering is paramount to maintain trust and integrity.

7. Strategic Vision

The strategic vision for the Dual-Track Bias-Minimized Judging Program is to set a new global standard for transparency, fairness, and accountability in evaluative and awards adjudication processes. By pioneering a model that seamlessly integrates human expertise with principled AI assessment, the program aims to dismantle systemic bias and foster confidence among judges, entrants, and stakeholders alike.

Beyond the initial MVP, the vision includes evolving the platform into a scalable ecosystem capable of supporting diverse evaluation contexts across industries and geographies. With modular AI advancements, rich analytics, and accessible governance tools, the solution aspires to become the definitive “single source of truth” for unbiased scoring and decision-making.

This approach not only enhances the Titan100 brand but can be leveraged as a commercially viable offering to other judging bodies and awards organizations globally, expanding impact while generating sustainable value.