

**Objective**

Create an AI-powered dynamic job pricing engine that delivers transparent and actionable salary recommendations, drawing from both market data and internal pay data (including perform job mapping).

**Input Data from User**

Provided manually (or automatically extracted / mapped) via a User Interface.

Attribute	Description	Example
Job Title	Job title or role for pricing	Assistant Director, Total Rewards
Location / Country	Geographical location	Singapore
Portfolio / Entity	Portfolio that this role is tagged to	Group Corporate Office, TPC Group
Department	-	People & Organisation
Employment Type	Full-time, part-time, or contract	Full-time
Internal Job Grade	Internal compensation grade for the role	10
Job Family	A higher-level classification of roles	Total Rewards

<b>Skills Required</b>	Key competencies for the job (can be extracted via AI / NLP from Role Profile mapped to skills library) [Maybe Mapped to SSG Skills Library?]	Stakeholder Engagement and Management  Human Resource Digitalisation  Compensation Management  Employee Mobility Management  Total Rewards Philosophy Development  Human Resource Analytics and Insights  Diversity and Inclusion Management  Technology Integration  Strategic Workforce Planning  (...)
<b>Job Description</b>	A description of the responsibilities and expectations for the role (can be extracted via AI / NLP from Role Profile)	The Head, Performance and Rewards designs organisation-wide performance management strategies and total rewards philosophy for the organisation to attract and retain talent. He/She establishes performance review cycles and key performance indicators (KPIs) for the business units. He formulates compensation and benefits policies and maintains alignment with the organisation's strategic direction and employee value proposition (EVP), (...)
<b>Alternative Market Title(s)</b>	Provide any other common job title in the market	Head of Total Rewards  Head of Compensation and Benefits  Head of Performance and Rewards
<b>Mercer Job Library</b>	AI to map to Mercer Job Library	HRM.04.005.M50 - Total Rewards - Director (M5)

<p><b>Mercer Job Description</b></p>	<p>AI to map to Mercer Job Catalogue</p>	<p>Total Rewards work is a specialized area of Rewards focused on the design of a holistic framework of financial and non-financial rewards that reflects the organization's strategy to attract, motivate, and retain employees including:</p> <ul style="list-style-type: none"> <li>•Researching and analyzing key perspectives (employee, external labor market, cost, and workforce requirements)</li> <li>•Incorporating traditional compensation and benefits elements as well as learning and development opportunities, career frameworks, and work/life benefits</li> <li>•Exploring opportunities for segmentation to allow certain performance driving areas of the business to offer fundamentally different total rewards packages</li> <li>•Ongoing management, communication, and monitoring of plan results</li> </ul> <p><b>Level:</b> A Director (M5) is responsible for strategy execution and operational direction of a business function or a part of a function within local entity/business unit. Supports strategy development for their functional area. Interacts with executive leadership concerning matters of significance to the organization. Typically manages multiple teams led by senior managers and managers.</p> <p><b>Specialization Match Note:</b> Incumbents responsible for the strategy and design of financial and non-financial rewards to attract, motivate and retain employees should be matched to the Total Rewards specialization.</p> <p><b>Typical Title:</b> Total Rewards Sr. Manager, Total Rewards Manager, Total Rewards Supervisor</p>
<p><b>Output</b></p> <p>The system should return the following outputs, formatted for easy review by P&amp;O Team:</p>		

## 1) Compensation Range & Suggestions

Metric	Value					
Recommended Base Salary Range	SGD 11,800 – 14,200					
Internal Salary Range	Min	Q1	Mid	Q3	Max	
	XXX	XXX	XXX	XXX	XXX	
Target Bonus	20% (2.6 Months)					
Annual Total Cash	SGD XX,XXX – XX,XXX					
Confidence Level	High					
Risk Level	Medium					
Summary	Recommended to offer closer to upper quartile to ensure candidate acceptance, considering high demand for XXX skills.					

## 2) Market Data Breakdown

Requirement for Mercer Data	Requirement for Web Data
<ul style="list-style-type: none"><li>Filter all in same country</li><li>Family and mercer job size</li></ul>	<ul style="list-style-type: none"><li>Filter same country</li><li>Crawl from web (perhaps identified job portal)</li></ul>

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| <ul style="list-style-type: none"> <li>• Subfamily and mercer job size</li> <li>• Job and mercer job size</li> <li>• Even job can be Mercer Job etc</li> <li>• P10, P25, P50, P75, P90</li> </ul> | <ul style="list-style-type: none"> <li>• Only return results that have indicative salary in the job opening</li> <li>• System must be smart enough to find the best fit roles (based on title and alternative market title). If not, then roles lower or higher than requested role</li> <li>• When click into the data source, should show the detailed data source.</li> </ul> |
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Data Source	Percentiles	Sample Size / Industry	Location	Adjustment/Notes
<u>Mercer</u>	10th: SGD 9,800 25th: SGD 11,300 50th: SGD 12,350 75th: SGD 13,200 90th: SGD 14,100	87 companies / General Industries (...)	Singapore	
<u>My Careers Future</u>	10th: SGD 11,500 50th: SGD 13,500 90th: SGD 15,000	146 job postings	Singapore	
<u>XXX (March 2025)</u>	10th: SGD 12,000 25th: SGD 13,000 50th: SGD 14,000			Startup-specific data, adjusted for equity offers
<u>Glassdoor (XXX 2025)</u>	XXX			

(...)				
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- Hovering of mouse over [Data Source] will tell us the detailed data source.

#### Detailed Data Source

Source	Organisation	Title	Tenure / Exp (Years)	Target Salary / Salary Range
My Careers Future	<u>XXX</u>	<u>Head of Rewards</u>	8 - 10	SGD 15,000 – 18,000
My Careers Future	<u>XXX</u>	<u>Global Rewards Director</u>	9 – 10	SGD 12,000 – 20,000
My Careers Future	<u>XXX</u>	<u>Performance and Rewards Lead</u>	> 10	SGD 14,000
(...)				

- Hovering of mouse over [Organisation] will tell us summary of organisation based on job opening
- Hovering of mouse over [Title] will tell us the role scope from job opening

#### Internal Data Breakdown

**Requirement**



Other Department

Name	Entity / Portfolio	Dept	Location	Title	Job Grade	Tenure / Length of Service	Last Performance	Monthly Base Salary	Annual Total Cash
John	Group Corporate Office	XYZ	Singapore	Assistant Director, XYZ	10	XX Years	XXX (2024)	XXX (Jan 2025)	XXX
Jane	Group Corporate Office	ABC	Singapore	Head, ABC	10	XX Years	XXX (2024)	XXX (Jan 2025)	XXX
(...)									

**External Job Applicants Data Breakdown**

Requirement
<ul style="list-style-type: none"><li>• Filter same country</li><li>• Includes records of the past 5 years</li><li>• System must be smart enough to find the best fit roles (based on title and alternative market title). If not, then roles lower or higher than requested role</li><li>• Preface to this is that the AI system is able to collate all the job application forms and CV and attach meta tags the records for easy extraction. After 1 year, mask the data and purge the name of the person.</li></ul>



Year	Name	Organisation	Location	Title	Years of Exp	Monthly Base Salary	Expected Base Salary (if any)	Offered Base Salary (if any)	Outcome
2023	Melvin	<u>ABC Bank</u>	Singapore	<u>Global Rewards Director</u>	15	XXX	XXX	XXX	Rejected Offer
2024	Mary	<u>DEC Corp</u>	Singapore	<u>Head Performance and Rewards</u>	12	XXX	XXX	XXX	Did Not Pass Interview
(...)									

- [Year] refers to the year of application for last role with us or last year where the applicant is in the organisation
- Hovering of mouse over [Organisation] will tell us summary of organisation-based web research
- Hovering of mouse over [Title] will tell us the role scope from CV or summary of the candidate's profile

#### Technical Requirements

- Data Integration: Integration with third-party market data APIs (Mercer etc) and internal HRIS for pay data.
- AI Algorithm: Dynamic compensation calculation using statistical models?
- User Access: Role-based access for P&O, RRRR and TA
- Reporting: Ability to export detailed reports with data source citations and PDF
- Store and log past searches

