

Feedback on **Dynamic Job Pricing**

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Job Input

- Implement a function to upload new role profiles (in DOCX or PDF formats) enabling the AI to perform mapping for any new role descriptions or documents containing brief job summaries.
- Should employment type (e.g., permanent or fixed-term contract) be included? Consider whether this factor would influence the Price Engine's results.
- Can you clarify how the AI maps the SSG Skills Library? Does the internal job grade and job family affect the skills mapping? The footnote references job titles, but we are aware that titles can be inflated in certain industries.
- How does the SSG Skills Library assist with salary benchmarking? Is it for My Careers Future mapping? If so, there should be clear guidelines defining what constitutes a suitable match, though this may introduce additional complexity.
- Instead of using "Job Description," would "Job Summary" be a better alternative? What impact would this change have?
- Regarding Alternative Market Title, is this generated by AI, and how does the process work? It may be necessary to enable additions and removals to check AI Mapping. Where do they reference it from?

Analysis Result

- While this feature is valuable, we should consider it for a later phase as further fine-tuning is required to fully assess its accuracy.
- Users may have difficulty interpreting the charts, additional clarification may be needed before launch. At present, it is complicating the understanding of pricing engine, so maybe to hide it for the initial version rollout.
- Nonetheless, it remains a useful addition for the future.

Market Benchmark - Mercer

- The report should display the ATC for P25, P50, and P75 across various benchmarks, including:
 - By Job,
 - By Job Family and Career Level,
 - By Job Family and Position Class,
 - By Sub Job Family and Career Level,
 - By Sub Job Family and Position Class.
- Presenting this information in a table format is acceptable.
- Note: Mercer will not be able to provide the sample organisation data.

Market Benchmark - My Careers Future

- Display a comprehensive list of job openings along with their details.
- The list should, at a minimum, include the following columns:
 - Company name
 - Job title
 - Required years of experience
 - Salary range provided
 - Date Posted
- Ideally, implement an AI system that continuously crawls job listings from the past six months, updating the data weekly, perhaps every Sunday, and storing the information accordingly.

Market Benchmark - Glassdoor

- Display a comprehensive list of jobs along with their details.
- The list should include, at a minimum, the following columns:
 - Company
 - Job Title
 - Years of Experience
 - Indicated Salary Range
 - Date Posted
- Ideally, an AI system would continuously crawl job listings from the past six months, updating the data weekly, perhaps every Sunday, and storing the information accordingly.
- An aggregate is useful but need to see the reliability.

Market Benchmark - Internal TPC Group Benchmarking

- Include the most recent performance grade.
 - Display the Monthly Base Salary and Annual Total Cash columns.
 - Provide same columns for other departments comparison.
 - The status can be next to the name.
 - Potentially a filtering tool?

Market Benchmark - External Applicant Intelligence

- To display compensation on an annual basis rather than a monthly one

Market Benchmark - Market Position Summary

- Not necessary – can be removed for the time being for MVP.