**EvalEdge Pro – PRD**

**Introduction**

EvalEdge Pro is a clean and modern SaaS web application designed to empower HR leaders and small to mid-sized organizations to evaluate jobs rapidly, objectively, and confidently. By leveraging AI-powered analysis, robust factor frameworks, and data-driven insights, EvalEdge Pro enables organizations to make smarter talent and compensation decisions, faster than ever.

**Design aesthetic and style:**

* Inspired by Pitch.com: confident, professional, visually engaging.
* Smooth contours and soft shapes.
* Large typography, spacious layouts, bold yet elegant UI.
* Playful yet professional interactions and micro-animations.
* Soft, modern color gradients, pastel backgrounds, rounded shapes.
* High-trust, friendly design to inspire HR leaders
* Color palette and fonts (exactly like Pitch.com)

**PERSONAS & RBAC MATRIX (immutable)**

|  |  |  |  |
| --- | --- | --- | --- |
| * Persona | * Seat Cap | * Permissions Matrix (CRUD) | * Firestore Claim |
| * Org Owner | * 1 | * Org, Users, Billing, Positions, Bands, Reports | * role:"owner" |
| * HR Admin | * 3 per plan | * Users, Positions, Bands, Reports | * role:"admin" |
| * Evaluator | * ∞ (plan limit) | * Positions, Reports | * role:"editor" |
| * Viewer | * ∞ | * Read-only dashboards & reports | * role:"viewer" |
| * Support (internal) | * – | * Impersonate tenant, no export | * role:"support" |

Rule: all back-end endpoints must check request.auth.token.role and request.auth.token.orgId.

**Core pages to design:**

**Page 1. Landing Page (Public Marketing)**

* Top Navigation panel with “Brand logo”, “EvalEdge Pro”, “Features” & “Pricing” links and “Login” and “Sign-up” buttons
* Features & Pricing links should take the user to the features / pricing sections in the page below
* Hero section inspired by Pitch.com: Big, confident headline that says “Job Evaluation made easy. EvalEdge Pro.”
* Subheadline: "EvalEdge Pro makes evaluating roles your competitive edge. Align compensation, streamline structures, and make smarter talent decisions — faster than ever."
* Prominent call-to-action: "Sign-up" or "Request Demo."
* Visual showcase or animated preview of the platform calling out easy steps to job evaluation, just like Pitch.com in a vertical step manner. Placeholders for tool images wherever necessary. Here’s the layout for the same
  + “How EvalEdge Pro works; it’s easy as 1, 2, 3…”
  + 1 – Start
    - Identify positions to be evaluated
    - Fill Organisation details
    - Upload Position details
  + 2 – Evaluate
    - Evaluate positions against EvalEdge factors or
    - Use AI to evaluate positions
    - Identify Salary Bands
  + 3 – Generate results
    - Generate results, reports & insights (over banded/ under banded/ overpaid/ underpaid positions)
    - Make smarter Talent decisions

Feature highlights in clear, elegant cards.

* + Heading - Lightning fast analysis. Sub-header – Get comprehensive job evaluations at lightning fast speed
  + Heading – Bias-free evaluations. Sub-header – Eliminate unconscious bias with objective, data-driven position evaluations
  + Heading – Data driven insights. Sub-header – Visualize your organization's banding structure, identify compensation gaps, and make informed talent decisions
  + Heading – Market Benchmarking. Sub-header – Access real time, AI powered Salary data for informed compensation related decision making

Pricing Section –

Keep 3 columns (placeholders) for pricing, to be updated later

* Clean footer with nav links, terms, privacy. Terms and privacy links should open up a pop-up page with terms of service and privacy policy.
* Placeholders for images wherever necessary

**Page 2. Login Page**

* Simple, welcoming screen with EvalEdge Pro logo.
* Email field and "Log In" button.
* Clear brand presence, minimal distractions.
* checkbox to accept terms and conditions and privacy terms etc.
* Login should be permitted to e-mails that have access (read/ write) provided by the administrator only (Key feature to be built in)

**Page 3. Sign-up page** - for first time users who have been provided with access by administrator

**Page 4. “Request Demo” page -**

* Should open a page which has a header on the left side of the page that says “ Get a demo from our team” followed by text “Need more information before choosing EvalEdge Pro? Submit the form and we'll be in touch to help you discover the product and choose from our available plans
  + Learn more about EvalEdge Pro.
  + Explore premium features.
  + Discover your ideal plan.
* On the right side of the page have header “Tell us about yourself”
  + First name, Last name, work e-mail, Company size (dropdown), submit button and a disclaimer ‘We will process your data as stated in our Privacy Policy’. The submit button should send an auto alert / email to the administrator. Just follow the Pitch.com Request demo page for this part.

*Note. - Pages from here on should have a navigation pane on the left hand side or top, depending on whatever UI would work and look best.Each page should have a link to navigate to the next page.*

**Page 5. Dashboard (Workspace landing)**; please read through the rest of the document to understand where data is coming from and how)

* Top section should have a welcome message, name of user, any notification bell icon and AI floating head
* Overview cards: Total Positions (Have an icon with total number of positions based on total positions in the workspace), Organization Tag (Industry, Org tag and score with an icon that best represents the industry for the Organization), Completed Evaluations (Number of total evaluations completed with percentage), pending items.
* Visual graph (below the cards): Band distributions or role score summaries (dynamic chart based on evaluations and banding decisions; leave blank with a message that no evaluations done if there is no evaluation done).
* Quick start actions (on the right next to the graph): "Start New Evaluation" this should take the user to the Organization & Position Setup Page into a new row in the Evaluations workspace if the org set up is complete, else prompt user to complete org set-up first, "View Insights." Which should take user to reports and insights page, “View Criteria” take the user to view criteria page and Generate report, take the user to report page
* Recent activity list similar to Pitch’s smooth preview cards. This should have a non-editable dynamic table that keeps updating and showing the last 10 Position overview with the following details:
* Position Title
* Department/ Function
* Status (Complete/ Pending)
* Recommended Band
* Actions (This should be a dropdown of Evaluate/ Delete/ Change details and based on the selection, the user should be taken to the Position row in the evaluations workspace)

**Page 6. Organization & Position Setup Page**

* Top part of the page – Organisation set-up (One-time set-up)
  + Input fields:
  + Company Name (Text)
  + Revenue (Mn USD) (Number)
  + Total headcount (Number) | Comment - (have a small font note below this field that says, add 50% of total contractual staff if applicable)
  + Number of Countries of Operations (Number)
  + Industry (dropdown).
  + Industry dropdown should include these:
    - Professional Services e.g. Consulting, HR, Legal, Marketing Agencies
    - Tech / Digital Products e.g. SaaS, IT Services, Platforms, Product Start-ups
    - Manufacturing & Engineering e.g. Factories, Heavy Industry, Electronics
    - Logistics & Supply Chain e.g. Transport, Warehousing, Distribution
    - Banking & Financial Services e.g. Banks, Insurance, Fintech, Microfinance
    - Healthcare & Life Sciences e.g. Hospitals, Pharma, MedTech, Clinics
    - Public Sector & Government Organizations e.g. Government, PSUs, Municipal Bodies
    - Education & Non-profit e.g. Schools, EdTech, NGOs, Development Orgs
    - Retail & Consumer Services e.g. Retail, FMCG, Hospitality, E-commerce
    - Energy & Utilities e.g. Oil & Gas, Electricity, Water, Renewables
    - Others (Please specify) - If the user selects “Others” then an input field should appear where Users can input the Industry.
  + Output fields (auto-calculated & clearly displayed after user inputs all fields, error message to be displayed and prompt the user to input all fields before output fields appear) –
    - Organizational Score
    - Organizational Tag
      * Calculations for Organizational Score and Organizational Tag:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Org Scale Points Table | | | | | |
| Revenue (Mn. USD) | Points | Total Headcount | Points | Number of Countries of Operations | Points |
| < $5M | 1 | < 50 | 1 | 1 | 1 |
| $5M–25M | 2 | 50–249 | 2 | 2–3 | 2 |
| $25M–250M | 3 | 250–999 | 3 | 4–5 | 3 |
| $250M–1B | 4 | 1,000–4,999 | 4 | 6–10 | 4 |
| $1B–5B | 5 | 5,000–19,999 | 5 | 11–15 | 5 |
| > $5B | 6 | >20,000 | 6 | >15 | 6 |

|  |  |  |
| --- | --- | --- |
| Example Calculation | | |
| Factor | Value | Points |
| Revenue | $80M | 3 |
| Total Headcount | 3,200 | 4 |
| Number of Countries of Operations | 5 | 3 |
| Total Score: 10 | |  |

|  |  |  |
| --- | --- | --- |
| Org Tag Assignment | | |
| Total Score Range | Org Tag | Description |
| 3–4 | Lean Local | Start-up, regional NGO, micro-enterprise. |
| 5–6 | Stable National | SME, growing firm, small agency. |
| 7–9 | Expanding Enterprise | Large national, early-stage MNC. |
| 10–12 | Global Player | Mature multinational, scaled operations. |
| 13–18 | Complex Conglomerate | Diversified, global, high-governance group. |

Based on the Organizational Score, the Org Tag should be auto-assigned and both the results should be auto-populated.

**Note (Critical)** *- The display of the section should be adjusted to the required space and not to be stretched to match the bottom section. User interface needs to be in-line with best practices, look savvy, practical and effective.*

**Below the Organisation set-up section – “Evaluations Workspace”**

Table view with input fields with the following columns:

* Position ID (Alpha-numeric)
* Position Title (Text)
* Department/Function (Text)
* Team (optional field) (Text)
* Reporting ID (Alpha-numeric)
* Reporting title (Text)
* Current Band (Alphanumeric)
* Current Salary (Numeric, optional field)
* JD text (optional field) – long text
* JD upload (optional field) - File

**Note** : *The above fields can be either inputted by the user using a button on the top of the section that says ‘ Add new position’ or users can upload a csv/ excel file that auto-populates these columns*

The following columns are a list of built-in factors that would appear next to JD upload column (following the table format), the factors are listed below

* Columns with factors placed next to each other (total 9 factors) with drop downs (scales) for scores. Dropdown lists i.e. scales and scores are mentioned after each factor. E.g. to interpret the below fields Breadth of Knowledge is a Factor and the Scale is 1 . Basic, 2 . Working, 3 . Proficient, 4 . Expert, 5 . Enterprise Expert, 6 . Industry Expert, 7 . Thought Leader. The numbers like 1, 2, 3 etc. represents the scores and the word next to the number is the anchor word. The dropdowns should have both the score and the anchor word for ease of scoring. Users will select only one from the dropdown menu. Final scores would be calculated based on the selection.

**Factor 1- Breadth of Knowledge**

* 1 . Basic
* 2 . Working
* 3 . Proficient
* 4 . Expert
* 5 . Enterprise Expert
* 6 . Industry Expert
* 7 . Thought Leader

**Factor 2- Depth of Knowledge (Hierarchical)**

* 1 . Focused
* 2 . Functional
* 3 . Multi-functional
* 4 . Enterprise-wide
* 5 . Market Integrator

**Factor 3- Skill Comparison (Modifier)**

* 1 . Common
* 2 . Broadly Available
* 3 . Specialized
* 4 . Rare
* 5 . Exceptional

**Factor 4 - Problem Solving & Innovation**

* 1 . Routine
* 2 . Adaptive
* 3 . Analytical
* 4 . Integrative
* 5 . Transformative
* 6 . Pioneering
* 7 . Visionary

**Factor 5- Change Leadership & Agility**

* 1 . Self-Adaptive
* 2 . Team Support
* 3 . Team Driver
* 4 . Multi-Team Driver
* 5 . Enterprise Leader
* 6 . Ecosystem Leader
* 7 . Societal Shaper

**Factor 6 - Influence & Alignment**

* 1 . Information Exchange
* 2 . Persuade
* 3 . Influence
* 4 . Negotiate
* 5 . Strategize

**Factor 7 - Business Value Impact (Hierarchical)**

* 1 . Supportive
* 2 . Operational
* 3 . Functional
* 4 . Business Unit
* 5 . Enterprise
* 6 . Multi-Entity
* 7 . Industry/Society

**Factor 8 - Decision-Making Authority (Hierarchical)**

* 1 . Prescribed
* 2 . Routine
* 3 . People
* 4 . People and Financials
* 5 . People
* Financials and Enterprise

**Factor 9 - Role in Value Chain (Modifier)**

* 1 . Support
* 2 . Enabling
* 3 . Shared
* 4 . Line Critical
* 5 . Pivotal

**EvalEdge Score** – This is the total score, the calculation logic of this score is provided below:

* Step 1: Extract numerical scores from each factor dropdown
  + For each factor (e.g., Depth of Knowledge, Breadth of Knowledge, etc.), extract the numeric score only (e.g., 1, 2, 3, etc.).
* Step 2: Apply weightage to each factor score
  + Multiply each factor score by its corresponding weightage percentage, as below:
    - Depth of Knowledge: 15%
    - Breadth of Knowledge: 3%
    - Skill Comparison: 2%
    - Problem Solving & Innovation: 15%
    - Change Leadership & Agility: 5%
    - Influence & Alignment: 8%
    - Business Value Impact: 25%
    - Decision-Making Authority: 20%
    - Role in Value Chain: 7%
  + Formula per factor:
    - Weighted score for factor = Factor score × Factor weightage
    - (Weightage expressed as decimal, e.g., 25% = 0.25, 20% = 0.20.)
* Step 3: Calculate Total Weighted Score
  + Add together all weighted scores to get the Total Factor Score.
* Step 4: Calculate EvalEdge Score using Organizational Score multiplier
  + Use the Organizational Score calculated in Organization Setup as a multiplier.
    - Formula:
    - EvalEdge Score = Total Weighted Factor Score × Organizational Score
* Step 5: Display EvalEdge Score
  + Show this final score clearly in the corresponding table column next to each evaluated position.
* Additional behavior:
  + Auto-calculate when all factor dropdowns are selected
  + Comments/ Notes (long text) (input by the user to note anything regarding the scores etc.)

**Actions button** –

* + Dropdown with Options like “Save”, “Delete” and “Refresh”. Save should Save the inputs and results, Delete should delete the row and refresh should clear all factor dropdown selelctions

**Additional buttons on top of the section**

* **Add new position** –
  + Button, to add new position in case if users want to enter position details manually. This button should enable a new row in the table for users to input position details, every time a user presses the button, the users should be able to perform that task
* **Bulk Upload** –
  + Button to allow users to upload Position details, points 1-11 directly from csv/ excel files.
* **Button to auto-evaluate using AI** –
  + This button will allow the in-build AI tool to read through the uploaded job descriptions / JD text and auto-assign scores based on the JDs and the Factor descriptions etc. Users can override the scores post the AI has auto-assigned the scores though. This is an in-built functionality for premium users only.

**Guardrails – Very Important –**

* Auto-save and display –
  + Once the user has set the Organization parameters and the results are auto calculated and displayed, the results should get auto saved and always appear for the same organisation (for all users from the same organisation), until someone changes the parameters/ alters the parameters.
  + The input and output results should not disappear every time a user logs in from the same organization.
  + There should not be any duplicate values auto-populating for positions

**Page 7. Results Page**

Top of the page

* **Score distribution Line graph**:
  + Scores (x-axis), number of roles (y-axis), highlighting inflection points to suggest banding. The graph should have vertical inflection points wherever there are natural break-points to auto suggest the bands and auto-fill the table next to the graph
* **Table** –
  + The table next to the graph should be called Banding Set-up. This table should have Band Nomenclature as one column and score range against it. The evaluation results should auto populate Band nomenclature like Band A, Band B, Band C, Band D etc, and the score ranges against the Bands next to them. Users should be able to custom band nomenclature and Band ranges, there should not be any overlap in either of the fields else the system should throw appropriate error and ask user to change what’s wrong. There should be a provision to adjust the inflection points by users in the graphs that auto fills the manual score range or Users should be able to change the table directly; users should also have provision to add more bands as per need.

Below the graph section

* Table view with columns:
* Position ID (Alpha-numeric)
* Position Title (Text)
* Department/Function (Text)
* Team (optional field) (Text)
* Reporting ID (Alpha-numeric)
* Reporting title (Text)
* Current Band (Alphanumeric)
* Current Salary (Numeric, optional field)
* EvalEdge Score
* Suggested Band
  + based on the table above; if EvalEdge Score is 42 and 42 corresponds to Band B in the table then the field should be updated as Band B
* Market Median Salary
  + This field should scan for market salary from sources like glassdoor, indeed.com, chatgpt etc. and return average market salary for the role
* Band Positioning –
  + This column should suggest whether the position has been down-graded or up-graded from current). This can be achieved by looking at all roles within the same current band and comparing them against recommended bands; if majority of the peer roles are in the same recommended band then the recommended banding is appropriate else banding is either over graded or under graded based on the recommended banding. Open to suggestions on this one by yourself if this is the best approach to update this column.
* Salary positioning
  + Over/ Underpaid based on market salary returns
* Comments
  + Any position specific insight that needs to be told

**Note** - *There should be a button on top of this table view that suggests download / export with options of csv, excel, pdf*

**Page 8. Criteria Page**

Cards with factor definitions in horizontal sequence. Each factor definition should be followed by horizontal cards with definitions against the scores placed next to each other and examples for reference. This would be followed for each factor (total 8 factors). Below is are the Factor Details. The factors should be listed in the same order as below; each factor belongs to a specific group. The layout should be

* Group Name with weight next to it as a header (both Group name & factor weight to be mentioned in separate text boxes and different font sizes, weight should be smaller text
* Factor Name (All factor details for the factors within that group to appear one after the other, then next group and factors to follow)
* Factor definition
* Cards with Scores. Anchor word and definition below that followed by examples in italics

**Group 1- Foundations, Weight 20%**

* **Factor 1**
* Name – Depth of Knowledge
* Definition – The degree of specialized technical, professional, or functional mastery required to effectively perform the role, including problem framing and interpretation.
* Scale – 1 . Basic, 2 . Working, 3 . Proficient, 4 . Expert, 5 . Enterprise Expert, 6 . Industry Expert, 7 . Thought Leader
* Scores:
  + 1 . Basic –
    - Description - Basic operational or procedural know-how; works within defined methods.
    - Example roles- Data entry clerk, General admin support.
  + 2 . Working –
    - Description - Solid practical knowledge; applies established principles to standard tasks.
    - Example Roles - Junior accountant, Support technician.
  + 3 . Proficient
    - Description - Advanced functional expertise; handles non-routine issues within area.
    - Example roles- Senior analyst, HR business partner.
  + 4 . Expert
    - Description - Deep specialist knowledge; recognized internally as go-to expert.
    - Example roles- Senior engineer, Internal legal counsel.
  + 5 . Enterprise Expert
    - Description - Broad mastery across multiple functions; influences practices or standards.
    - Example roles- Chief architect, Senior regulatory advisor.
  + 6 . Industry Expert
    - Description - Recognized externally; shapes industry thinking or standards.
    - Example roles- Distinguished scientist, Sector strategy leader.
  + 7 . Thought Leader
    - Description - Pioneers new methods or paradigms; widely acknowledged as a leader in the field.
    - Example roles- Chief scientist, National-level advisor.
* **Factor 2**
* Name – Breadth of Knowledge (Hierarchical)
* Definition – The range of functional, cross-disciplinary, or enterprise-level knowledge required to effectively navigate and integrate within the organization.
* Scale – 1 . Focused, 2 . Functional, 3 . Multi-functional, 4 . Enterprise-wide, 5 . Market Integrator
* Scores:
  + 1 . Focused –
    - Description - Specialized in a single function; minimal cross-functional awareness.
    - Example roles- Lab technician, Payroll clerk.
  + 2 . Functional –
    - Description - Awareness of adjacent functions; supports team collaboration.
    - Example Roles - HR generalist, Maintenance supervisor.
  + 3 . Multi-functional
    - Description - Integrates across multiple functions or business areas.
    - Example roles- Operations manager, BU finance head..
  + 4 . Enterprise-wide
    - Description - Connects and applies knowledge across the entire organization.
    - Example roles- CIO, Plant general manager.
  + 5 . Market Integrator
    - Description - Understands and applies cross-industry or market-level insights.
    - Example roles- Chief transformation officer, Strategy head.
* **Factor 3**
* Name – Skill Comparison (Modifier)
* Definition – Measures the rarity, distinctiveness, and external market scarcity of the skill set, affecting replaceability and strategic talent value.
* Scale – 1 . Common, 2 . Broadly Available, 3 . Specialized, 4 . Rare, 5 . Exceptional
* Scores:
  + 1 . Common –
    - Description - Widely available; easy to source or develop.
    - Example roles- General clerical staff, Entry-level admin.
  + 2 . Broadly Available –
    - Description - Common professional or technical skill sets.
    - Example Roles - General accountants, Electricians.
  + 3 . Specialized
    - Description - Moderate scarcity; requires specific training or niche skills.
    - Example roles- Data security analyst, Control systems engineer.
  + 4 . Rare
    - Description - Difficult to source; critical expertise in limited talent pools.
    - Example roles- Heritage restorer, High-level cybersecurity specialist.
  + 5 . Exceptional
    - Description - Extremely scarce and strategically vital skills.
    - Example roles- Master blacksmith, National-level conservation expert.

**Group 2- Execution, Weight 28% –**

* **Factor 4**
* Name – Problem Solving & Innovation
* Definition – Level of independent analysis, problem definition, and originality required to create new solutions or improve processes.
* Scale – 1 . Routine, 2 . Adaptive, 3 . Analytical, 4 . Integrative, 5 . Transformative, 6 . Pioneering, 7 . Visionary
* Scores:
  + 1 . Routine –
    - Description - Solves standard problems using established approaches.
    - Example roles- Invoice processor, Helpdesk agent.
  + 2 . Adaptive –
    - Description - Makes minor adjustments to known solutions.
    - Example Roles - Shift supervisor, Service team leader.
  + 3 . Analytical
    - Description - Analyzes moderate complexity issues; develops tailored solutions.
    - Example roles- HR partner, Maintenance engineer.
  + 4 . Integrative
    - Description - Develops new approaches integrating multiple viewpoints.
    - Example roles- Product manager, Senior analyst.
  + 5 . Transformative
    - Description - Redefines frameworks or designs strategic new solutions.
    - Example roles- Business architect, Innovation lead.
  + 6 . Pioneering
    - Description - Drives creation of new methods with strategic organizational impact.
    - Example roles- Head of R&D, Chief data scientist.
  + 7 . Visionary
    - Description - Creates ground-breaking solutions shaping industry direction.
    - Example roles- Global innovation head, Sector research leader.
* **Factor 5**
* Name – Change Leadership & Agility
* Definition – Extent to which the role drives, leads, and adapts to change across teams, functions, or enterprise contexts.
* Scale – 1 . Self-Adaptive, 2 . Team Support, 3 . Team Driver, 4 . Multi-Team Driver, 5 . Enterprise Leader, 6 . Ecosystem Leader, 7 . Societal Shaper
* Scores:
  + 1 . Self-Adaptive –
    - Description - Adapts to change personally without leadership responsibility..
    - Example roles- Entry-level operator, Junior admin.
  + 2 . Team Support –
    - Description - Supports small team changes; influences immediate peers.
    - Example Roles - Team lead, Support supervisor.
  + 3 . Team Driver
    - Description - Leads change efforts within a single functional team.
    - Example roles- Functional manager, Project leader.
  + 4 . Multi-Team Driver
    - Description - Orchestrates changes across multiple teams or departments.
    - Example roles- BU head, Large site manager.
  + 5 . Enterprise Leader
    - Description - Leads enterprise-wide transformations.
    - Example roles- Transformation director, CXO-level role.
  + 6 . Ecosystem Leader
    - Description - Leads changes involving partners, regulators, or markets.
    - Example roles- Group CEO, Public policy head.
  + 7 . Societal Shaper
    - Description - Drives change at societal or industry level.
    - Example roles- National transformation leader, Industry association chair.
* **Factor 6**
* Name – Influence & Alignment
* Definition – Scope and intensity of influence over internal and external stakeholders to drive alignment and achieve objectives.
* Scale – 1 . Information Exchange, 2 . Persuade, 3 . Influence, 4 . Negotiate, 5 . Strategize
* Scores:
  + 1 . Information Exchange –
    - Description - Primarily provides information or updates to immediate team; minimal persuasion or alignment effort.
    - Example roles- Junior analyst, Entry-level technician.
  + 2 . Persuade –
    - Description - Convinces or influences within a defined group or function; focus is mostly internal.
    - Example Roles - Team supervisor, Internal project coordinator.
  + 3 . Influence -
    - Description - Aligns and negotiates with multiple internal functions or business units; moderate strategic context and cross-functional alignment.
    - Example roles- BU finance lead, Senior product manager.
  + 4 . Negotiate -
    - Description - Shapes strategic decisions through strong influence over senior leaders and/or key external partners; combines internal and external influence.
    - Example roles- Government affairs head, Senior legal counsel.
  + 5 . Strategize -
    - Description - Defines or shifts external ecosystem strategies, policy positions, or broad industry alignment; heavy external influence and large-scale shaping.
    - Example roles- CEO, Chief external relations officer.

**Group 3 – Organizational Outcomes, Weight 52%**

* **Factor 7**
* Name – Business Value Impact (Hierarchical)
* Definition – Extent to which the role contributes to achieving revenue, strategic growth, operational success, or organizational survival.
* Scale – 1 . Supportive, 2 . Operational, 3 . Functional, 4 . Business Unit, 5 . Enterprise, 6 . Multi-Entity, 7 . Industry/Society
* Scores:
  + 1 . Supportive –
    - Description - Indirectly contributes; minimal measurable impact.
    - Example roles- Office admin, Data processor.
  + 2 . Operational –
    - Description - Direct operational impact within a team or function.
    - Example Roles - Service manager, Sales supervisor.
  + 3 . Functional
    - Description - Impacts performance of a department or functional unit.
    - Example roles- Marketing manager, Plant operations head.
  + 4 . Business Unit
    - Description - Significant impact on a business unit’s success.
    - Example roles- BU head, Regional sales director.
  + 5 . Enterprise
    - Description - Critical to enterprise-wide performance and strategy.
    - Example roles- CFO, CIO.
  + 6 . Multi-Entity
    - Description - Drives value across multiple businesses or markets.
    - Example roles- Group CEO, Country president.
  + 7 . Industry/Society
    - Description - Influences entire industries or societal-level outcomes.
    - Example roles- Chief Mentor, Director, Industry association leader.
* **Factor 8**
* Name – Decision-Making Authority (Hierarchical)
* Definition – Degree of independence, finality, and scope in making decisions affecting resources, strategy, and overall direction.
* Scale – 1 . Prescribed, 2 . Routine, 3 . People, 4 . People and Financials, 5 . People, Financials and Enterprise
* Scores:
  + 1 . Prescribed –
    - Description - Decisions strictly follow guidelines with close oversight.
    - Example roles- Admin assistant, Operator.
  + 2 . Routine –
    - Description - Makes limited operational decisions with clear boundaries.
    - Example Roles - Frontline supervisor, Line manager.
  + 3 . People -
    - Description - Makes decisions impacting functional area performance.
    - Example roles- Functional head, Senior project manager.
  + 4 . People and Financials -
    - Description - Sets direction at business unit or large project level.
    - Example roles- BU director, Program portfolio lead.
  + 5 . People, Financials and Enterprise -
    - Description - Defines enterprise or market-level strategic direction.
    - Example roles- CEO, Group COO.
* **Factor 9**
* Name – Role in Value Chain (Modifier)
* Definition – Placement of the role in driving or supporting direct value delivery, from core business activities to support functions.
* Scale – 1 . Support, 2 . Enabling, 3 . Shared, 4 . Line Critical, 5 . Pivotal
* Scores:
  + 1 . Support–
    - Description - Provides indirect or administrative support to enable delivery.
    - Example roles- Finance processing, HR clerk.
  + 2 . Enabling –
    - Description - Enables core processes but does not directly create business value.
    - Example Roles - IT infrastructure, Legal advisor.
  + 3 . Shared -
    - Description - Involves partial direct delivery and partial support functions.
    - Project management office head, Procurement lead.
  + 4 . Line Critical -
    - Description - Directly responsible for core product or service delivery.
    - Example roles- Manufacturing manager, Sales head.
  + 5 . Pivotal -
    - Description - Central to strategic value creation and competitive advantage.
    - Example roles- Chief product officer, Key business line director.

**Page 9. Reports & Insights Page**

* + **Heatmap**: This map should show a grid with Scores on the left most columns and name of Band adjacent to the scores and Departments/ functions on the rows. Positions mapped against respective scores/ recommended Bands and Departments should show in respective fields for users to compare where similar positions map against each other. E.g. below

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Function -> | Recommended Band | Finance & Accounts | HR | IT | Internal Audit | Legal | Marketing |
| EvalEdge Score |  |  |  |  |  |  |  |
| 72 | Band A |  |  |  |  |  |  |
| 71 | Chief Finance Officer |  |  |  |  |  |
| 70 |
| 69 |  | Chief HR officer | CTO |  |  | CMO |
| 68 | Band B |  |  |  |  |  |  |
| 67 |  |  |  |  | CLO |  |
| 66 |  |  |  | CIAO |  |  |
| 65 |  |  |  |  |  |  |
| 64 | Band C |  |  |  |  |  |  |
| 63 | Head FP&O | HR Manager |  |  |  | Head of Marketing |
| 62 |  |  |  |  |  |  |

* + Upgrade/downgrade visualization.
  + Market salary comparison, clear insights on over/underpaid roles.
  + Buttons to download/ export reports/ insights in csv/ ppt/ pdf

**AI Assistant Chatbot Panel**

* + Floating icon on all pages.
  + Upload JDs, ask questions, do first-shot auto-evaluations.
  + Friendly, modern SaaS conversational style. This should actually work, want a free chat-bot feature with maximum security
* AI FEATURES – DEEP SPEC
  + 6.1 Auto-score from JD
  + Model: Vertex AI text-bison@002
  + Prompt template (locked):
    - Copy
    - You are a job-leveling expert.
    - Rate the role described below on each of the 9 factors using the exact scales provided:
    - {jd\_text}
    - Return JSON only: {"depthOfKnowledge":int, ...}
    - Fallback: if JSON invalid → return empty object, flag “manual review”.
    - Quota: 50 / 500 / unlimited per plan (field aiCredits).
    - Privacy prompt suffix: “Do not store this prompt or response.”
* AI Features – exact scope
* Table
* Copy

| * Feature | * Tier | * Model | * Privacy / Guardrails |
| --- | --- | --- | --- |
| * Auto-score from JD | * Growth+ | * Vertex AI PaLM 2 | * Zero retention, PII filter |
| * Chatbot | * All | * Dialogflow CX | * 10 req/min, no PII log |
| * Market salary | * All | * SerpAPI → Glassdoor | * Cache 30 days, region filter |
| * AI credits | * 50/500/unlimited | * Stripe → Razorpay later |  |

**8️. Admin & Settings Page**

* + User management.
  + Privacy, export, import, security settings.
  + API integrations (future-ready).
* auditLogs/{logId}
* ├─ orgId: string
* ├─ uid: string
* ├─ action: string
* ├─ details: map
* ├─ ip: string
* └─ timestamp: timestamp

**SECURITY & COMPLIANCE**

* 7.1 Encryption
* At-rest: AES-256 via Google Cloud KMS
* In-transit: TLS 1.3, HSTS 1 year
* Secrets: Secret Manager (/orgs/{orgId}/secrets/\*)
* 7.2 SOC 2 Controls
* Table
* Copy

| * Control | * Evidence Location | * Review Cycle |
| --- | --- | --- |
| * Access reviews | * Notion page “RBAC Review” | * Quarterly |
| * Pen-test | * Drive folder reports/pen2025.pdf | * Annual |
| * Incident response | * Runbook incident.md | * Drill bi-annual |
| * Vendor risk | * Razorpay SOC 2 attestation | * Annual |
| * Data retention | * GCS lifecycle JSON | * Annual |
| * Backup test | * Restore log backup-test.log | * Quarterly |

* 7.3 Privacy Policy Highlights
* GDPR Art 28 DPA signed with Google Cloud & Razorpay
* Data-subject deletion API: DELETE /api/v1/me (30-day purge)
* Cookie banner (OneTrust)
* 9.2 Monitoring
* Uptime: 99.5 % SLO, 5 min alert via PagerDuty
* Metrics:
* p95 dashboard load < 2 s
* p95 AI latency < 5 s
* Logs: Cloud Logging → BigQuery (30 days)
* 10. QA & TEST-CASES
* 10.1 Calculation Tests
* Table
* Copy

| * Input | * Expected | * Test |
| --- | --- | --- |
| * Org revenue 80 M, headcount 3 200, countries 5 | * Org score 10, tag “Global Player” | * Jest unit |
| * All factors 5, org score 12 | * EvalEdge score 60.00 | * Jest unit |
| * Missing factor 3 | * Score = 0, toast “Incomplete factors” | * Cypress |

* 10.2 Security Tests
* Cross-org read returns 403
* Expired JWT returns 401
* SQL injection attempt on search ignored (no SQL)
* 10.3 Performance Budgets
* Lighthouse score > 95
* Bundle size < 200 kB gzipped
* Cold-start Function < 1 s
* 11. LEGAL DOCUMENTS (templates ready)
* Terms of Service: legal/terms\_v1.md
* Privacy Policy: legal/privacy\_v1.md
* DPA (customer): legal/dpa\_google\_v1.pdf
* Cookie Policy: legal/cookies\_v1.md
* 12. MIGRATION & FUTURE NOTES
* Versioning: semantic (v1.0 MVP, v1.1 Razorpay, v1.2 SOC 2)
* API versioning: /api/v1/\*\*
* Deprecation window: 12 months for any public endpoint
* Feature flags: LaunchDarkly keys in Secret Manager

**Overall design principles:**

* + Inspired fully by Pitch.com: clean, spacious, confident, visually elegant.
  + Soft, modern color gradients, pastel backgrounds, large typography.
  + Smooth curves and rounded shapes.
  + Friendly and high trust.

**EvalEdge Pro should look like "Pitch.com meets HR tech" — extremely modern, engaging, intuitive, and beautiful. Designed to impress HR leaders and make complex evaluations feel simple and confident.**