

Market Benchmark Retriever

Live data from Levels.fyi & Glassdoor

Candidate Positioning

Experience & tier analysis

Compensation Generator

Dynamic offer structuring

Offer Justification

Scorecard & rationale generation

AI Offer Personalizer

Four Autonomous AI Agents • Live Market Data • RAG-Powered Analysis

Resume Upload

Upload candidate resume (PDF)

Drag and drop file here

Limit 200MB per file • PDF

Browse files

Rooban resume.pdf

99.8KB

Resume parsed successfully!

Extracted Profile

Name: ROOBAN KUMAR

Experience: 2.0 years

Skills: Python, Java, Javascript, React

AI Agent Analysis

Run Multi-Agent RAG Pipeline

Multi-agent RAG pipeline completed!

Workflow Execution Log

Starting multi-agent workflow

Agent 1: Retrieving market data...

Market data retrieved

Agent 2: Positioning candidate...

Candidate positioned

Agent 3: Generating compensation...

Compensation generated

Agent 4: Creating Justification...

Pipeline completed successfully!

Agent 1: RAG-Enhanced Market Data

RAG Insights:

The provided data points paint a picture of Bangalore's competitive software engineering market, but with some inconsistencies that need addressing before drawing definitive conclusions. The discrepancies likely stem from different bonus structures, stock vesting schedules, and the inclusion/exclusion of signing bonuses. Let's analyze each company and then extrapolate market trends:

\*\*Analysis of Provided Data:\*\*

\*\* Microsoft (Software Engineer III):\*\* This represents a strong compensation package at the 75th percentile for 2-5 years of experience. The significant stock component highlights Microsoft's competitive approach to attracting and retaining talent. The Azure and .NET skill premiums are reflected in the higher total compensation.

\*\* Google (Software Engineer L3):\*\* This package seems lower than expected for even 0-2 years of experience in Bangalore, especially considering Google's reputation. The low base salary is striking. The skill premiums (System Design, ML, Cloud) are significant, suggesting that candidates with these skills command higher salaries, even at the entry level. The low total compensation might indicate this is a lower-end offer or reflects a specific role with less responsibility.

\*\* Amazon (SDE2):\*\* This package is competitive with Microsoft, falling within a similar range for 2-5 years of experience. The inclusion of a signing bonus and performance-based bonus adds variability to the total compensation. The emphasis on system design and AWS skills aligns with market demand.

\*\*Market Trends and Extrapolated Figures:\*\*

Based on the provided data and general market knowledge, here's a breakdown of salary expectations for Software Engineers in Bangalore:

\*\*Experience Level | Base Salary (₹L) | Total Compensation (₹L) | Stock (₹L) | Bonus (₹L)\*\*

----- | ----- | ----- | ----- | -----

\*\*0-2 Years\*\* | 15-25 | 20-30 | 2-5 | 1-5 \*(Highly variable depending on skills and company)\*

\*\*2-5 Years\*\* | 25-35 | 35-50 | 5-10 | 5-10 \*(Highly variable depending on skills and company)\*

\*\*5+ Years\*\* | 35+ | 50+ | 10+ | 10+ \*(Highly variable depending on skills, seniority, and company)\*

\*\*Key Observations and Trends:\*\*

\*\*Skill Premiums:\*\* Skills like System Design, Machine Learning, Cloud (AWS, Azure, GCP), and specific languages/frameworks (e.g., .NET, Python) significantly impact compensation. Expect a 15-25% increase in total compensation for strong proficiency in these areas.

\*\*Company Tier:\*\* Tier-1 companies (Google, Microsoft, Amazon, etc.) generally offer higher compensation packages than Tier-2 or Tier-3 companies.

\*\*Stock Options:\*\* Stock options are a significant component of total compensation, especially at larger tech companies. Vesting schedules vary, so it's crucial to understand the timeline.

\*\*Bonus Structure:\*\* Bonuses can be performance-based, signing bonuses, or a combination. This adds variability to the total compensation.

\*\*Negotiation:\*\* Salaries are negotiable. Candidates with in-demand skills and strong performance in interviews can often secure higher offers.

\*\*Caveats:\*\*

The data provided is limited. A broader dataset encompassing more companies and roles would provide a more accurate picture. Furthermore, inflation and market fluctuations can impact salary ranges over time. This analysis provides a reasonable estimate, but individual circumstances will vary.

Live Data:

N/A

Agent 2: Transformer + RAG Positioning

Enhanced Analysis Results

Positioning Score

42/100

Market Segment

Entry Market Segme...

Skills Premium

18%

Competitive Advantages:

Standard market positioning

High-Value Skills Detected:

Python: +8%

React: +10%

RAG Knowledge Insights

Knowledge Source 1

Microsoft Software Engineer II Bangalore: Base ₹30L, Total ₹42L, Stock ₹7L, Bonus ₹5L

Experience: 2-5 years, Tier1 company, RSU vesting: 25% annually

Market position: 75th percentile, Skills: Azure +18%, .NET +12%

Knowledge Source 2

Google Software Engineer L3 Bangalore: Base ₹18L, Total ₹23L, Stock ₹3L, Bonus ₹2L

Experience: 0-2 years, Tier1 company, Growth rate: 15% YoY

Skills premium: System Design +20%, ML +25%, Cloud +15%

Agent 3: AI Compensation Generation

Total Compensation

₹40.5L

Base Salary

₹30.0L

Equity Package

₹6.0L

Compensation Breakdown

Base Salary

Equity

Bonus

74.1%

14.8%

11.1%

Agent 4: AI Justification & Scorecard

Candidate Scorecard

Candidate Strength:

Experience Score

85/100

Skills Score

90/100

Company Background Score

80/100

Education Score

75/100

Offer Competitiveness:

Market Percentile

70th percentile

Total Comp Rating

Strong

Package Balance

Well-balanced

AI-Generated Justification

Detailed Analysis

Rooban Kumar possesses a strong profile for a Software Engineer with 2 years of experience, showcasing proficiency in highly sought-after languages like Python, Java, Javascript, and React. His B.Tech in Computer Science from a reputable institution further solidifies his technical foundation. This combination of practical experience and academic credentials positions him competitively within the Bangalore market, particularly given his demonstrated skills relevant to web development and backend systems. His experience at a "Tech Company" provides valuable real-world context, demonstrating his ability to contribute effectively in a professional setting. This makes him an attractive candidate for companies seeking individuals with proven abilities and a

Agent Analysis Summary

Agents

4 Autonomous

Workflow

LangGraph

Models

Sentence-BERT + NER

RAG

Transformers + FAISS

Live Data

Levels.fyi + Glassdoor

Pipeline

Multi-Agent