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{
  "company_hierarchy": "FinSolve Technologies Inc.",
  "data_source": "hr_data.csv, employee_handbook.md, quarterly_financial_report.md,
engineering_master_doc.md",
  "notes": "Permissions are structured hierarchically: a role automatically INHERITS all permissions
from the role specified in the 'inherits_from_role' field. The 'permissions' list only shows the UNIQUE
access rights for that specific role.",
  "roles": {
    "CEO/Executive Leadership": {
      "manages_roles": [
        "Business Analyst",
        "Credit Officer",
        "Financial Analyst",
        "HR Manager",
        "Marketing Manager"
      ],
      "inherits_from_role": "None (Top Level / Board)",
      "permissions": [
        "Final approval for production software releases (via Change Advisory Board)",
        "Strategic decision-making on global expansion and investment",
        "High-level authorization (OAuth 2.0/JWT) for critical administrative functions (RBAC)",
        "Oversee and enforce compliance with all company policies and security standards"
      ]
    },
    "Manager (General)": {
      "manages_roles": [
        "Blockchain Developer",
        "Compliance Officer",
        "Data Analyst",
        "DevOps Engineer",
        "Software Engineer"
      ],
      "managed_by_roles": [
        "CEO/Executive Leadership"
      ],
      "inherits_from_role": "CEO/Executive Leadership",
      "permissions": [
        "Approve employee leave requests, overtime, and WFH arrangements",
        "Authorize code changes (Pull Request approval) and technical design documents",
        "Manage cost controls and approve departmental budgets up to $50,000",
        "Set probation objectives and conduct performance reviews for direct reports"
      ]
    }
  }
}

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"HR Executive/Manager": {
  "manages_roles": [
    "Credit Officer"
  ],
  "managed_by_roles": [
    "Manager (General)",
    "HR Director"
  ],
  "inherits_from_role": "Manager (General)",
  "permissions": [
    "Handle employee onboarding and exit processes (Exit Interviews, Full & Final Settlement)",
    "Access and manage Level 4 (Restricted) employee PII and salary information",
    "Manage and enforce the Code of Conduct and Anti-Discrimination Policies"
  ]
},
"Financial Analyst": {
  "manages_roles": [
    "Business Analyst"
  ],
  "managed_by_roles": [
    "Finance Manager"
  ],
  "inherits_from_role": "Manager (General)",
  "permissions": [
    "Access and analyze Level 3 (Confidential) financial data for reporting and planning",
    "Monitor and report on key financial metrics (Revenue, Gross Margin, Net Income)",
    "Draft and update financial models and risk mitigation documents for management review"
  ]
},
"Admin": {
  "manages_roles": [],
  "managed_by_roles": [
    "HR Executive/Manager"
  ],
  "inherits_from_role": "HR Executive/Manager",
  "permissions": [
    "Access Level 2 (Internal use only) and Level 1 (Public) data for general support",
    "Manage operational expenses, office supplies, and petty cash up to $500",
    "Mandatory daily attendance marking and basic office management duties"
  ]
},
"Intern": {
  "manages_roles": [],
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    "managed_by_roles": [  
      "Team Lead",  
      "Admin"  
    ],  
    "inherits_from_role": "Admin",  
    "permissions": [  
      "Limited read-only access to Level 1 (Public) and specific Level 2 project data",  
      "Mandatory completion of compliance and security awareness training",  
      "Prohibited from accessing or sharing Level 4 (Restricted) data"  
    ]  
  }  
}  
}
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