

Job Fit Estimator — Sample Results

Live pipeline output on the 5 synthetic CVs in `samples/cvs/`

5/5 CVs analysed successfully.

Side-by-side summary

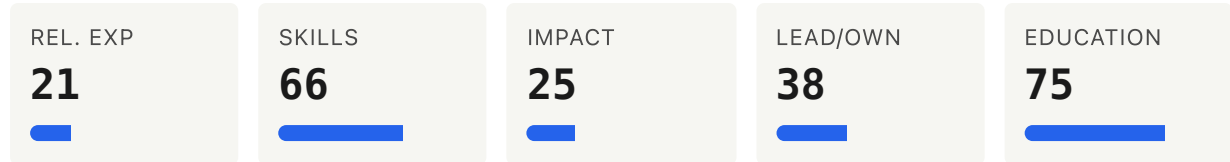
CV	Score	Band	Salary	Branch	ISCO
junior_dev_1y.docx	42/100	Mid	81,884 CZK/mo	skill_up_within_role	2512 Software developer
mid_dev_4y.docx	64/100	Senior	119,487 CZK/mo	skill_up_within_role	2512 Software developer
senior_dev_8y.docx	79/100	Senior	122,534 CZK/mo	role_family_change	251 Software and application
nurse_to_dev_5y_2y.docx	50/100	Mid	93,711 CZK/mo	skill_up_within_role	2512 Software Developer
buzzword_no_evidence.docx	38/100	Junior	77,206 CZK/mo	skill_up_within_role	112 Managing director

Per-CV detail

junior_dev_1y.docx Mid medium

classified as **Software developer** (ISCO 2512, level 4, confidence 0.85) · pipeline took 20.9s · 1 role(s) parsed, 6 skills

SCORE BREAKDOWN — TOTAL 42/100



SALARY ESTIMATE

Point estimate	81,884 CZK/mo	at percentile	P34
Range	63,955 – 99,625 CZK	P19 – P49	medium
Source	MPSV ISPV 2025 · ISCO 2512 (level 4)		

Confidence reasons:

- extraction warnings: education dates extracted as year-only, set to January 1st

EVIDENCE QUOTED BY THE LLM

impact_scope

- Implemented features in Python/Django under senior supervision
- Wrote unit tests with pytest
- Participated in code reviews

leadership_ownership_growth

- Implemented features in Python/Django under senior supervision
- Wrote unit tests with pytest
- Participated in code reviews
- Junior Developer — TechCo, 09/2024 — present
- Bachelor's — Computer Science, Charles University (2021–2024)

+30% GROWTH PLAN SKILL_UP_WITHIN_ROLE

+30% is reachable inside your current ISCO with a score increase of ~16 points (target P53).

Target salary	106,449 CZK/mo
Target percentile	P53

Required score	58
----------------	----

Score delta	+16
-------------	-----

SUBSCORE DELTAS NEEDED

skills_match	+14.2
--------------	-------

impact_scope	+31.2
--------------	-------

leadership_ownership_growth	+25.8
-----------------------------	-------

education	+10.4
-----------	-------

RECOMMENDED ACTIONS (4)

1. Close the skills_match gap (+14.2) by earning certifications in cloud platforms (AWS Certified Developer Associate or Azure Developer) and learning Kubernetes, CI/CD pipelines (Jenkins/GitLab CI), and a modern frontend framework (React or Vue.js) to demonstrate full-stack capability beyond your current Python/Django stack.
2. Address the impact_scope deficit (+31.2) by volunteering to own a cross-functional project at TechCo—such as a customer-facing feature or internal tooling—documenting measurable outcomes (e.g., reduced deployment time by X%, improved test coverage to Y%) and presenting results to stakeholders outside your immediate team.
3. Boost leadership_ownership_growth (+25.8) by mentoring interns or junior hires, leading sprint retrospectives or technical design reviews, and initiating process improvements (e.g., automated testing, documentation standards) that you can quantify in future job applications.
4. Strengthen your education score (+10.4) by completing a recognized advanced certification (e.g., Google Professional Cloud Developer, MongoDB Certified Developer) or enrolling in a part-time master's program in Software Engineering or Data Science to signal deeper expertise and commitment to continuous learning.

▼ [Full ResultJson](#)

```
{
  "cv": {
    "roles": [
      {
        "title": "Junior Developer",
        "company": "TechCo",
        "start_date": "2024-09-01",
        "end_date": null,
        "description": "Implemented features in Python/Django under senior supervision. Wrote unit tests with pytest. Participated in code reviews.",
        "is_current": true,
        "raw_dates": "09/2024 - present",
        "isco_code": "2512",
        "isco_confidence": 0.85
      }
    ],
    "skills": [
      "python",
      "django",
      "postgresql",
      "git",
      "pytest",
      "docker"
    ],
    "education": [
      {
        "degree": "Bachelor's",
        "field": "Computer Science",
        "institution": "Charles University",
        "start_date": "2021-01-01",
        "end_date": "2024-01-01"
      }
    ],
    "languages": [],
    "certifications": [],
    "detected_language": "en",
    "parse_confidence": 0.95,
    "extraction_warnings": [
      "education dates extracted as year-only, set to January 1st"
    ]
  },
  "classification": {
    "isco_code": "2512",
    "isco_level": 4,
    "role_label": "Software developer",
    "confidence": 0.85,
    "top1_margin": 0.3,
    "alternatives": [
      "2513",
      "2514",
      "2519"
    ]
  }
}
```

```
    ],
    "rollup_reason": null
  },
  "score": {
    "relevant_experience": 21,
    "skills_match": 66,
    "impact_scope": 25,
    "leadership_ownership_growth": 38,
    "education": 75,
    "total": 42,
    "band": "Mid",
    "confidence": "medium",
    "confidence_reasons": [
      "extraction warnings: education dates extracted as year-only, set to
January 1st"
    ],
  },
  "evidence": {
    "impact_scope": [
      "Implemented features in Python/Django under senior supervision",
      "Wrote unit tests with pytest",
      "Participated in code reviews"
    ],
    "leadership_ownership_growth": [
      "Implemented features in Python/Django under senior supervision",
      "Wrote unit tests with pytest",
      "Participated in code reviews",
      "Junior Developer – TechCo, 09/2024 – present",
      "Bachelor's – Computer Science, Charles University (2021–2024)"
    ]
  }
},
"salary": {
  "point": 81884,
  "low": 63955,
  "high": 99625,
  "percentile": 33.75,
  "percentile_low": 18.75,
  "percentile_high": 48.75,
  "currency": "CZK",
  "period": "month",
  "confidence": "medium",
  "confidence_reasons": [
    "extraction warnings: education dates extracted as year-only, set to
January 1st",
    "data: MZDOVA ISPV rok 2025"
  ],
  "isco_code": "2512",
  "isco_level": 4,
  "data_source": "MPSV ISPV",
  "data_year": 2025
},
"growth_plan": {
```

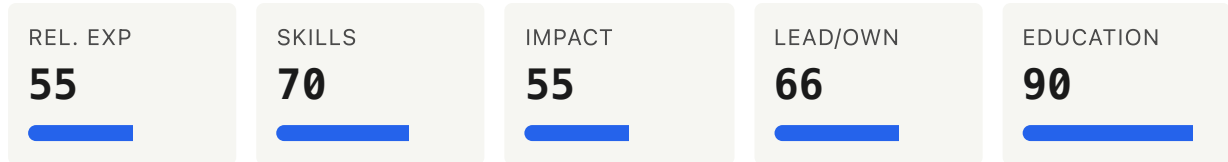
```
"branch": "skill_up_within_role",
"target_salary": 106449,
"target_percentile": 53.271607960247714,
"required_score": 58,
"score_delta": 16,
"subscore_deltas": {
  "relevant_experience": 0.0,
  "skills_match": 14.2,
  "impact_scope": 31.2,
  "leadership_ownership_growth": 25.8,
  "education": 10.4
},
"message": "+30% is reachable inside your current ISCO with a score
increase of ~16 points (target P53).",
"actions": [
  "Close the skills_match gap (+14.2) by earning certifications in cloud
platforms (AWS Certified Developer Associate or Azure Developer) and learning
Kubernetes, CI/CD pipelines (Jenkins/GitLab CI), and a modern frontend
framework (React or Vue.js) to demonstrate full-stack capability beyond your
current Python/Django stack.",
  "Address the impact_scope deficit (+31.2) by volunteering to own a
cross-functional project at TechCo—such as a customer-facing feature or
internal tooling—documenting measurable outcomes (e.g., reduced deployment
time by X%, improved test coverage to Y%) and presenting results to
stakeholders outside your immediate team.",
  "Boost leadership_ownership_growth (+25.8) by mentoring interns or
junior hires, leading sprint retrospectives or technical design reviews, and
initiating process improvements (e.g., automated testing, documentation
standards) that you can quantify in future job applications.",
  "Strengthen your education score (+10.4) by completing a recognized
advanced certification (e.g., Google Professional Cloud Developer, MongoDB
Certified Developer) or enrolling in a part-time master's program in Software
Engineering or Data Science to signal deeper expertise and commitment to
continuous learning."
]
},
"pipeline_meta": {
  "steps": {
    "extract": {
      "duration_ms": 7
    },
    "redact": {
      "duration_ms": 1,
      "sha256":
"b13eedb5cf8d17a2ab7e7d482a4dc3618ffc2919f53a3ce9506a7d78d33da25c"
    }
  },
  "parse": {
    "duration_ms": 5603,
    "parse_confidence": 0.95,
    "warnings": [
      "education dates extracted as year-only, set to January 1st"
    ]
  }
}
```

```
},
"classify": {
  "duration_ms": 2460,
  "isco_level": 4,
  "confidence": 0.85
},
"score": {
  "duration_ms": 3627,
  "relevant_yoe_years": 1.4166666666666667,
  "total_yoe_years": 1.6666666666666667
},
"salary": {
  "duration_ms": 144,
  "percentile": 33.75
},
"recommend": {
  "duration_ms": 9102,
  "branch": "skill_up_within_role"
}
},
"total_duration_ms": 20947
}
```

mid_dev_4y.docx Senior medium

classified as **Software developer** (ISCO 2512, level 4, confidence 0.95) · pipeline took 27.4s · 2 role(s) parsed, 11 skills

SCORE BREAKDOWN — TOTAL 64/100



SALARY ESTIMATE

Point estimate	119,487 CZK/mo	at percentile	P61
Range	96,668 – 145,531 CZK	P46 – P76	medium
Source	MPSV ISPV 2025 · ISCO 2512 (level 4)		

Confidence reasons:

- extraction warnings: education dates approximate: only year range provided

EVIDENCE QUOTED BY THE LLM

impact_scope

- Owned the payment ingestion service handling 50k tx/day.
- Reduced p95 latency by 35% by introducing async Postgres pool.

leadership_ownership_growth

- Owned the payment ingestion service handling 50k tx/day.
- Reduced p95 latency by 35% by introducing async Postgres pool.
- Mentored 1 intern.
- Junior Developer — StartupX, 06/2020 — 04/2022 → Software Engineer — FinTech Plus, 05/2022 — present
- Built REST APIs in Flask; helped migrate to FastAPI.
- Master's — Software Engineering, CTU Prague (2018–2020)

+30% GROWTH PLAN SKILL_UP_WITHIN_ROLE

+30% is reachable inside your current ISCO with a score increase of ~16 points (target P80).

Target salary 155,333 CZK/mo

Target percentile	P80
Required score	80
Score delta	+16

SUBSCORE DELTAS NEEDED

skills_match	+19.8
impact_scope	+29.6
leadership_ownership_growth	+22.4
education	+6.6

RECOMMENDED ACTIONS (5)

1. Increase impact_scope by proposing and delivering a cross-team initiative—for example, build an observability framework (tracing, metrics dashboards) that two other engineering squads adopt, raising your service footprint from 50k to 200k+ transactions per day and demonstrating influence beyond your current domain.
2. Strengthen leadership_ownership_growth by taking formal tech-lead responsibility for the payment ingestion system: run sprint planning, conduct code reviews for 2–3 peers, and document architectural decisions in an RFC process, building on your current mentorship of 1 intern.
3. Boost skills_match by earning a professional certification in cloud-native architecture (e.g., AWS Certified Solutions Architect – Associate or Certified Kubernetes Administrator) and applying those patterns to migrate the payment service to an event-driven microservices design using Kafka or SQS.
4. Enhance education by completing an online specialization in distributed systems or data engineering (e.g., Coursera, edX), then publishing a technical blog post or internal tech talk that demonstrates your deepened expertise and raises your profile within FinTech Plus.
5. Expand impact_scope and leadership_ownership_growth together by volunteering to lead the on-call rotation for the payment platform, resolving 10+ production incidents over six months, and presenting quarterly reliability metrics to senior engineering leadership.

▼ [Full ResultJson](#)

```
{
  "cv": {
    "roles": [
      {
        "title": "Software Engineer",
        "company": "FinTech Plus",
        "start_date": "2022-05-01",
        "end_date": null,
        "description": "Owned the payment ingestion service handling 50k tx/day. Reduced p95 latency by 35% by introducing async Postgres pool. Mentored 1 intern.",
        "is_current": true,
        "raw_dates": "05/2022 - present",
        "isco_code": "2512",
        "isco_confidence": 0.95
      },
      {
        "title": "Junior Developer",
        "company": "StartupX",
        "start_date": "2020-06-01",
        "end_date": "2022-04-01",
        "description": "Built REST APIs in Flask; helped migrate to FastAPI. Wrote integration tests; maintained CI pipeline.",
        "is_current": false,
        "raw_dates": "06/2020 - 04/2022",
        "isco_code": "2512",
        "isco_confidence": 0.6649999999999999
      }
    ],
    "skills": [
      "python",
      "fastapi",
      "flask",
      "postgresql",
      "redis",
      "docker",
      "aws",
      "kubernetes",
      "git",
      "pytest",
      "github actions"
    ],
    "education": [
      {
        "degree": "Master's",
        "field": "Software Engineering",
        "institution": "CTU Prague",
        "start_date": "2018-01-01",
        "end_date": "2020-12-31"
      }
    ]
  },
}
```

```
"languages": [],
"certifications": [],
"detected_language": "en",
"parse_confidence": 0.9,
"extraction_warnings": [
  "education dates approximate: only year range provided"
]
},
"classification": {
  "isco_code": "2512",
  "isco_level": 4,
  "role_label": "Software developer",
  "confidence": 0.95,
  "top1_margin": 0.75,
  "alternatives": [
    "2521",
    "2519",
    "2529"
  ],
  "rollup_reason": null
},
"score": {
  "relevant_experience": 55,
  "skills_match": 70,
  "impact_scope": 55,
  "leadership_ownership_growth": 66,
  "education": 90,
  "total": 64,
  "band": "Senior",
  "confidence": "medium",
  "confidence_reasons": [
    "extraction warnings: education dates approximate: only year range
provided"
  ],
  "evidence": {
    "impact_scope": [
      "Owned the payment ingestion service handling 50k tx/day.",
      "Reduced p95 latency by 35% by introducing async Postgres pool."
    ],
    "leadership_ownership_growth": [
      "Owned the payment ingestion service handling 50k tx/day.",
      "Reduced p95 latency by 35% by introducing async Postgres pool.",
      "Mentored 1 intern.",
      "Junior Developer – StartupX, 06/2020 – 04/2022 → Software Engineer –
FinTech Plus, 05/2022 – present",
      "Built REST APIs in Flask; helped migrate to FastAPI.",
      "Master's – Software Engineering, CTU Prague (2018–2020)"
    ]
  }
},
"salary": {
  "point": 119487,
```

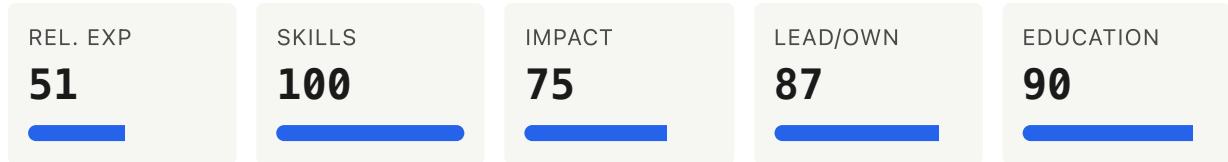
```
"low": 96668,
"high": 145531,
"percentile": 61.25,
"percentile_low": 46.25,
"percentile_high": 76.25,
"currency": "CZK",
"period": "month",
"confidence": "medium",
"confidence_reasons": [
  "extraction warnings: education dates approximate: only year range
provided",
  "data: MZDOVA ISPV rok 2025"
],
"isco_code": "2512",
"isco_level": 4,
"data_source": "MPSV ISPV",
"data_year": 2025
},
"growth_plan": {
  "branch": "skill_up_within_role",
  "target_salary": 155333,
  "target_percentile": 79.67708964617034,
  "required_score": 80,
  "score_delta": 16,
  "subscore_deltas": {
    "relevant_experience": 0.0,
    "skills_match": 19.8,
    "impact_scope": 29.6,
    "leadership_ownership_growth": 22.4,
    "education": 6.6
  }
},
"message": "+30% is reachable inside your current ISCO with a score
increase of ~16 points (target P80).",
"actions": [
  "Increase impact_scope by proposing and delivering a cross-team
initiative—for example, build an observability framework (tracing, metrics
dashboards) that two other engineering squads adopt, raising your service
footprint from 50k to 200k+ transactions per day and demonstrating influence
beyond your current domain.",
  "Strengthen leadership_ownership_growth by taking formal tech-lead
responsibility for the payment ingestion system: run sprint planning, conduct
code reviews for 2–3 peers, and document architectural decisions in an RFC
process, building on your current mentorship of 1 intern.",
  "Boost skills_match by earning a professional certification in cloud-
native architecture (e.g., AWS Certified Solutions Architect – Associate or
Certified Kubernetes Administrator) and applying those patterns to migrate
the payment service to an event-driven microservices design using Kafka or
SQS.",
  "Enhance education by completing an online specialization in
distributed systems or data engineering (e.g., Coursera, edX), then
publishing a technical blog post or internal tech talk that demonstrates your
deepened expertise and raises your profile within FinTech Plus.",
```

```
    "Expand impact_scope and leadership_ownership_growth together by  
volunteering to lead the on-call rotation for the payment platform, resolving  
10+ production incidents over six months, and presenting quarterly  
reliability metrics to senior engineering leadership."  
  ]  
},  
"pipeline_meta": {  
  "steps": {  
    "extract": {  
      "duration_ms": 4  
    },  
    "redact": {  
      "duration_ms": 0,  
      "sha256":  
"6c8fed3f581d10a899022f5ad3d05dd286264bdf96e7869c073dae8a07f8b8be"  
    },  
    "parse": {  
      "duration_ms": 6880,  
      "parse_confidence": 0.9,  
      "warnings": [  
        "education dates approximate: only year range provided"  
      ]  
    },  
    "classify": {  
      "duration_ms": 6568,  
      "isco_level": 4,  
      "confidence": 0.95  
    },  
    "score": {  
      "duration_ms": 4369,  
      "relevant_yoe_years": 5.019166666666666,  
      "total_yoe_years": 5.833333333333333  
    },  
    "salary": {  
      "duration_ms": 24,  
      "percentile": 61.25  
    },  
    "recommend": {  
      "duration_ms": 9601,  
      "branch": "skill_up_within_role"  
    }  
  },  
  "total_duration_ms": 27449  
}
```

senior_dev_8y.docx Senior low

classified as **Software and applications developer NEC** (ISCO 251, level 3, confidence 0.75) · pipeline took 26.5s · 3 role(s) parsed, 15 skills

SCORE BREAKDOWN — TOTAL 79/100



SALARY ESTIMATE

Point estimate	122,534 CZK/mo	at percentile	P79
Range	88,046 – 148,305 CZK	P54 – P90	low
Source	MPSV ISPV 2025 · ISCO 251 (level 3)		

Confidence reasons:

- low classification confidence (conf=0.75, margin=0.35); rolled from 4-digit to 3-digit
- extraction warnings: education dates only have year, used Jan 1st and Dec 31st as defaults

EVIDENCE QUOTED BY THE LLM

impact_scope

- Designed event-driven microservices handling 2M req/day across 4 regions
- Reduced infrastructure spend by \$180k/year through right-sizing
- Led migration from monolith to services; cut p99 latency 60%

leadership_ownership_growth

- Led the platform team (5 engineers); owned architecture and roadmap
- Reduced infrastructure spend by \$180k/year through right-sizing
- Mentored 4 mid-level engineers; introduced design-doc practice
- Led migration from monolith to services; cut p99 latency 60%
- Progression: Software Engineer (2016) → Senior Engineer (2018) → Tech Lead (2022)
- Owned the search subsystem; introduced observability with Prometheus/Grafana

+30% GROWTH PLAN ROLE_FAMILY_CHANGE

+30% target exceeds the top decile of your current ISCO group. Skill development inside this role is unlikely to deliver +30%. Consider role-family change, geography, industry, or compensation model.

Target salary 159,294 CZK/mo

Target percentile P94

SUBSCORE DELTAS NEEDED

(branch not skill_up — no subscore deltas)

RECOMMENDED ACTIONS (4)

1. Transition into an Engineering Manager role (ISCO 1330) by leveraging your current Tech Lead experience managing 5 engineers, mentoring 4 mid-levels, and owning team roadmaps; target high-growth tech companies or scale-ups where EM salaries range \$150k–\$200k.
2. Pivot to a Solutions Architect or Principal Architect position (ISCO 2511) by positioning your microservices architecture design (2M req/day, 4-region deployment) and cost-optimization wins (\$180k savings) as enterprise-client-facing expertise; pursue consultancies or AWS/GCP partner firms.
3. Move into Product Management (ISCO 1219 or 2431) by reframing your platform roadmap ownership, cross-functional leadership of 5 engineers, and system-level business impact (latency reduction, cost savings) as product strategy skills; target B2B SaaS companies seeking technical PMs with deep engineering empathy.
4. Explore Technical Program Management (ISCO 2432) by highlighting your migration leadership (monolith-to-services), multi-region infrastructure coordination, and mentoring/design-doc process work; apply to FAANG or large fintech firms where TPMs earn \$140k–\$180k base plus equity.

▼ [Full ResultJson](#)

```
{
  "cv": {
    "roles": [
      {
        "title": "Tech Lead",
        "company": "Globex",
        "start_date": "2022-01-01",
        "end_date": null,
        "description": "Led the platform team (5 engineers); owned architecture and roadmap. Designed event-driven microservices handling 2M req/day across 4 regions. Reduced infrastructure spend by $180k/year through right-sizing. Mentored 4 mid-level engineers; introduced design-doc practice.",
        "is_current": true,
        "raw_dates": "01/2022 - present",
        "isco_code": "251",
        "isco_confidence": 0.75
      },
      {
        "title": "Senior Engineer",
        "company": "Acme",
        "start_date": "2018-03-01",
        "end_date": "2021-12-01",
        "description": "Led migration from monolith to services; cut p99 latency 60%. Owned the search subsystem; introduced observability with Prometheus/Grafana.",
        "is_current": false,
        "raw_dates": "03/2018 - 12/2021",
        "isco_code": null,
        "isco_confidence": 0.0
      },
      {
        "title": "Software Engineer",
        "company": "Acme",
        "start_date": "2016-09-01",
        "end_date": "2018-02-01",
        "description": "Built core ingestion pipelines in Python and Go.",
        "is_current": false,
        "raw_dates": "09/2016 - 02/2018",
        "isco_code": "251",
        "isco_confidence": 0.5249999999999999
      }
    ],
    "skills": [
      "python",
      "go",
      "distributed systems",
      "system design",
      "kubernetes",
      "docker",
      "aws",

```

```
"terraform",
"kafka",
"postgresql",
"redis",
"microservices",
"ci/cd",
"mentoring",
"architecture"
],
"education": [
  {
    "degree": "Master's",
    "field": "Computer Science",
    "institution": "CTU Prague",
    "start_date": "2014-01-01",
    "end_date": "2016-12-31"
  }
],
"languages": [
  {
    "code": "cs",
    "proficiency": null
  },
  {
    "code": "en",
    "proficiency": null
  }
],
"certifications": [],
"detected_language": "en",
"parse_confidence": 0.95,
"extraction_warnings": [
  "education dates only have year, used Jan 1st and Dec 31st as defaults"
]
},
"classification": {
  "isco_code": "251",
  "isco_level": 3,
  "role_label": "Software and applications developer NEC",
  "confidence": 0.75,
  "top1_margin": 0.35,
  "alternatives": [
    "2521",
    "2529",
    "2513"
  ]
},
"rollup_reason": "low classification confidence (conf=0.75, margin=0.35);
rolled from 4-digit to 3-digit"
},
"score": {
  "relevant_experience": 51,
  "skills_match": 100,
```

```
"impact_scope": 75,
"leadership_ownership_growth": 87,
"education": 90,
"total": 79,
"band": "Senior",
"confidence": "low",
"confidence_reasons": [
  "low classification confidence (conf=0.75, margin=0.35); rolled from 4-
digit to 3-digit",
  "extraction warnings: education dates only have year, used Jan 1st and
Dec 31st as defaults"
],
"evidence": {
  "impact_scope": [
    "Designed event-driven microservices handling 2M req/day across 4
regions",
    "Reduced infrastructure spend by $180k/year through right-sizing",
    "Led migration from monolith to services; cut p99 latency 60%"
  ],
  "leadership_ownership_growth": [
    "Led the platform team (5 engineers); owned architecture and
roadmap",
    "Reduced infrastructure spend by $180k/year through right-sizing",
    "Mentored 4 mid-level engineers; introduced design-doc practice",
    "Led migration from monolith to services; cut p99 latency 60%",
    "Progression: Software Engineer (2016) → Senior Engineer (2018) →
Tech Lead (2022)",
    "Owned the search subsystem; introduced observability with
Prometheus/Grafana"
  ]
}
},
"salary": {
  "point": 122534,
  "low": 88046,
  "high": 148305,
  "percentile": 79.0,
  "percentile_low": 54.0,
  "percentile_high": 90.0,
  "currency": "CZK",
  "period": "month",
  "confidence": "low",
  "confidence_reasons": [
    "low classification confidence (conf=0.75, margin=0.35); rolled from 4-
digit to 3-digit",
    "extraction warnings: education dates only have year, used Jan 1st and
Dec 31st as defaults",
    "data: AGGREGATE ISPV rok 2025"
  ],
  "isco_code": "251",
  "isco_level": 3,
  "data_source": "MPSV ISPV",
```

```

    "data_year": 2025
  },
  "growth_plan": {
    "branch": "role_family_change",
    "target_salary": 159294,
    "target_percentile": 93.70493240281851,
    "required_score": null,
    "score_delta": null,
    "subscore_deltas": {},
    "message": "+30% target exceeds the top decile of your current ISCO
group. Skill development inside this role is unlikely to deliver +30%.
Consider role-family change, geography, industry, or compensation model.",
    "actions": [
      "Transition into an Engineering Manager role (ISCO 1330) by leveraging
your current Tech Lead experience managing 5 engineers, mentoring 4 mid-
levels, and owning team roadmaps; target high-growth tech companies or scale-
ups where EM salaries range $150k-$200k.",
      "Pivot to a Solutions Architect or Principal Architect position (ISCO
2511) by positioning your microservices architecture design (2M req/day, 4-
region deployment) and cost-optimization wins ($180k savings) as enterprise-
client-facing expertise; pursue consultancies or AWS/GCP partner firms.",
      "Move into Product Management (ISCO 1219 or 2431) by reframing your
platform roadmap ownership, cross-functional leadership of 5 engineers, and
system-level business impact (latency reduction, cost savings) as product
strategy skills; target B2B SaaS companies seeking technical PMs with deep
engineering empathy.",
      "Explore Technical Program Management (ISCO 2432) by highlighting your
migration leadership (monolith-to-services), multi-region infrastructure
coordination, and mentoring/design-doc process work; apply to FAANG or large
fintech firms where TPMs earn $140k-$180k base plus equity."
    ]
  },
  "pipeline_meta": {
    "steps": {
      "extract": {
        "duration_ms": 9
      },
      "redact": {
        "duration_ms": 0,
        "sha256":
"e38b750c466f321dffef92a709c7936ea1e6ce7e2ad762fbd20d7dd2c8846378"
      },
      "parse": {
        "duration_ms": 8650,
        "parse_confidence": 0.95,
        "warnings": [
          "education dates only have year, used Jan 1st and Dec 31st as
defaults"
        ]
      }
    }
  },
  "classify": {
    "duration_ms": 3147,

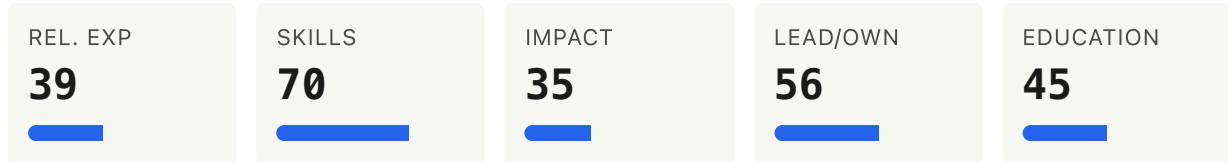
```

```
    "isco_level": 3,  
    "confidence": 0.75  
  },  
  "score": {  
    "duration_ms": 4605,  
    "relevant_yoe_years": 4.4624999999999995,  
    "total_yoe_years": 9.5  
  },  
  "salary": {  
    "duration_ms": 19,  
    "percentile": 79.0  
  },  
  "recommend": {  
    "duration_ms": 10059,  
    "branch": "role_family_change"  
  }  
},  
"total_duration_ms": 26492  
}
```

nurse_to_dev_5y_2y.docx Mid medium

classified as **Software Developer** (ISCO 2512, level 4, confidence 0.85) · pipeline took 28.7s · 2 role(s) parsed, 9 skills

SCORE BREAKDOWN — TOTAL 50/100



SALARY ESTIMATE

Point estimate	93,711 CZK/mo	at percentile	P44
Range	75,971 – 115,402 CZK	P29 – P59	medium
Source	MPSV ISPV 2025 · ISCO 2512 (level 4)		

Confidence reasons:

- extraction warnings: education dates incomplete - only year provided, no institution provided for education entries, language inferred from name only

EVIDENCE QUOTED BY THE LLM

impact_scope

- Build patient-facing web app in TypeScript/Next.js + Python backend.
- Bridge between clinical staff and engineering team.
- Trained 6 newly-graduated nurses.

leadership_ownership_growth

- Build patient-facing web app in TypeScript/Next.js + Python backend.
- Bridge between clinical staff and engineering team.
- Trained 6 newly-graduated nurses.
- Registered Nurse — Motol Hospital, 09/2018 — 05/2023 (5 years sustained in nursing)
- Coding bootcamp (2023) followed by Software Developer role 06/2023 — present (career change)
- Coordinated handoffs across 3 shifts.

+30% GROWTH PLAN SKILL_UP_WITHIN_ROLE

+30% is reachable inside your current ISCO with a score increase of ~15 points (target P63).

Target salary	121,824 CZK/mo
Target percentile	P63
Required score	65
Score delta	+15

SUBSCORE DELTAS NEEDED

skills_match	+12.9
impact_scope	+28.0
leadership_ownership_growth	+19.0
education	+23.7

RECOMMENDED ACTIONS (4)

1. Complete a recognized cloud certification (AWS Solutions Architect Associate or Microsoft Azure Developer) and apply it immediately by migrating one backend service in your HealthTech app to serverless functions; this will directly address your 12.9-point skills_match gap and make you competitive for mid-level roles requiring cloud-native proficiency.
2. Lead the scoping, technical design, and delivery of one greenfield feature (e.g., multi-language support or GDPR-compliant patient data export) that serves at least 10,000 end users, document the business impact (adoption metrics, NPS lift), and present findings to product leadership; this 28-point impact_scope gain will require you to move beyond feature-level contributions to system-level ownership.
3. Volunteer to mentor one junior engineer joining your team, lead bi-weekly architecture review sessions with the clinical-engineering group (leveraging your unique bridge role from your CV), and formally propose one process improvement (e.g., incident response runbook); these leadership activities will close the 19-point leadership_ownership_growth gap and position you for senior IC or team-lead tracks.
4. Enroll in a part-time, accredited Master's degree in Computer Science or Software Engineering (online programs at UK's Open University or Czech Technical University) and complete at least two core modules in algorithms and distributed systems within 12 months; the 23.7-point education delta signals that degree-level CS credentials are essential to reach your €121,824 target in the Central European market.

▼ [Full ResultJson](#)

```
{
  "cv": {
    "roles": [
      {
        "title": "Software Developer",
        "company": "HealthTech",
        "start_date": "2023-06-01",
        "end_date": null,
        "description": "Build patient-facing web app in TypeScript/Next.js + Python backend. Bridge between clinical staff and engineering team.",
        "is_current": true,
        "raw_dates": "06/2023 - present",
        "isco_code": "2512",
        "isco_confidence": 0.85
      },
      {
        "title": "Registered Nurse",
        "company": "Motol Hospital",
        "start_date": "2018-09-01",
        "end_date": "2023-05-01",
        "description": "ICU care; coordinated handoffs across 3 shifts. Trained 6 newly-graduated nurses.",
        "is_current": false,
        "raw_dates": "09/2018 - 05/2023",
        "isco_code": null,
        "isco_confidence": 0.0
      }
    ],
    "skills": [
      "python",
      "typescript",
      "next.js",
      "postgresql",
      "rest apis",
      "git",
      "docker",
      "patient care",
      "clinical workflow design"
    ],
    "education": [
      {
        "degree": "Bachelor's",
        "field": "Nursing",
        "institution": null,
        "start_date": null,
        "end_date": "2018-01-01"
      },
      {
        "degree": "Coding bootcamp",
        "field": null,
        "institution": null,

```

```
    "start_date": null,
    "end_date": "2023-01-01"
  }
],
"languages": [
  {
    "code": "cs",
    "proficiency": null
  }
],
"certifications": [],
"detected_language": "en",
"parse_confidence": 0.85,
"extraction_warnings": [
  "education dates incomplete – only year provided",
  "no institution provided for education entries",
  "language inferred from name only"
]
},
"classification": {
  "isco_code": "2512",
  "isco_level": 4,
  "role_label": "Software Developer",
  "confidence": 0.85,
  "top1_margin": 0.25,
  "alternatives": [
    "2513",
    "2514",
    "2519"
  ],
  "rollup_reason": null
},
"score": {
  "relevant_experience": 39,
  "skills_match": 70,
  "impact_scope": 35,
  "leadership_ownership_growth": 56,
  "education": 45,
  "total": 50,
  "band": "Mid",
  "confidence": "medium",
  "confidence_reasons": [
    "extraction warnings: education dates incomplete – only year provided,
no institution provided for education entries, language inferred from name
only"
  ],
  "evidence": {
    "impact_scope": [
      "Build patient-facing web app in TypeScript/Next.js + Python
backend.",
      "Bridge between clinical staff and engineering team.",
      "Trained 6 newly-graduated nurses."
    ]
  }
}
```

```

    ],
    "leadership_ownership_growth": [
      "Build patient-facing web app in TypeScript/Next.js + Python
backend.",
      "Bridge between clinical staff and engineering team.",
      "Trained 6 newly-graduated nurses.",
      "Registered Nurse – Motol Hospital, 09/2018 – 05/2023 (5 years
sustained in nursing)",
      "Coding bootcamp (2023) followed by Software Developer role 06/2023 –
present (career change)",
      "Coordinated handoffs across 3 shifts."
    ]
  }
},
"salary": {
  "point": 93711,
  "low": 75971,
  "high": 115402,
  "percentile": 43.75,
  "percentile_low": 28.75,
  "percentile_high": 58.75,
  "currency": "CZK",
  "period": "month",
  "confidence": "medium",
  "confidence_reasons": [
    "extraction warnings: education dates incomplete – only year provided,
no institution provided for education entries, language inferred from name
only",
    "data: MZDOVA ISPV rok 2025"
  ],
  "isco_code": "2512",
  "isco_level": 4,
  "data_source": "MPSV ISPV",
  "data_year": 2025
},
"growth_plan": {
  "branch": "skill_up_within_role",
  "target_salary": 121824,
  "target_percentile": 62.68040290798717,
  "required_score": 65,
  "score_delta": 15,
  "subscore_deltas": {
    "relevant_experience": 0.0,
    "skills_match": 12.9,
    "impact_scope": 28.0,
    "leadership_ownership_growth": 19.0,
    "education": 23.7
  },
  "message": "+30% is reachable inside your current ISCO with a score
increase of ~15 points (target P63).",
  "actions": [
    "Complete a recognized cloud certification (AWS Solutions Architect

```

Associate or Microsoft Azure Developer) and apply it immediately by migrating one backend service in your HealthTech app to serverless functions; this will directly address your 12.9-point skills_match gap and make you competitive for mid-level roles requiring cloud-native proficiency.",

"Lead the scoping, technical design, and delivery of one greenfield feature (e.g., multi-language support or GDPR-compliant patient data export) that serves at least 10,000 end users, document the business impact (adoption metrics, NPS lift), and present findings to product leadership; this 28-point impact_scope gain will require you to move beyond feature-level contributions to system-level ownership.",

"Volunteer to mentor one junior engineer joining your team, lead bi-weekly architecture review sessions with the clinical-engineering group (leveraging your unique bridge role from your CV), and formally propose one process improvement (e.g., incident response runbook); these leadership activities will close the 19-point leadership_ownership_growth gap and position you for senior IC or team-lead tracks.",

"Enroll in a part-time, accredited Master's degree in Computer Science or Software Engineering (online programs at UK's Open University or Czech Technical University) and complete at least two core modules in algorithms and distributed systems within 12 months; the 23.7-point education delta signals that degree-level CS credentials are essential to reach your €121,824 target in the Central European market."

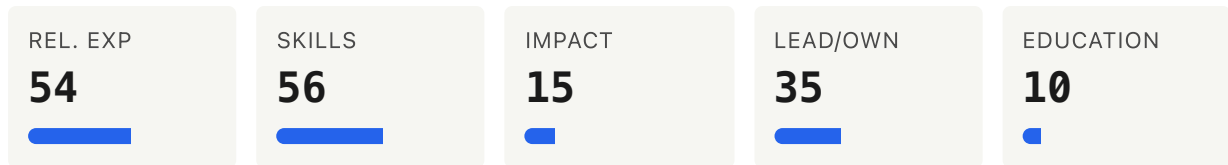
```
]
},
"pipeline_meta": {
  "steps": {
    "extract": {
      "duration_ms": 5
    },
    "redact": {
      "duration_ms": 0,
      "sha256":
"8f24289bfa7fd74a0e2079e16cb1c6099e0e6288123f4ab4ae67f4031c7124af"
    },
    "parse": {
      "duration_ms": 8195,
      "parse_confidence": 0.85,
      "warnings": [
        "education dates incomplete - only year provided",
        "no institution provided for education entries",
        "language inferred from name only"
      ]
    }
  },
  "classify": {
    "duration_ms": 3245,
    "isco_level": 4,
    "confidence": 0.85
  },
  "score": {
    "duration_ms": 4710,
    "relevant_yoe_years": 3.0625,
    "total_yoe_years": 7.583333333333333
  }
}
```

```
},
"salary": {
  "duration_ms": 13,
  "percentile": 43.75
},
"recommend": {
  "duration_ms": 12524,
  "branch": "skill_up_within_role"
}
},
"total_duration_ms": 28694
}
}
```

buzzword_no_evidence.docx Junior low

classified as **Managing director** (ISCO 112, level 3, confidence 0.72) · pipeline took 24.9s · 2 role(s) parsed, 8 skills

SCORE BREAKDOWN — TOTAL 38/100



SALARY ESTIMATE

Point estimate	77,206 CZK/mo	at percentile	P29
Range	54,881 – 96,863 CZK	P10 – P54	low
Source	MPSV ISPV 2025 · ISCO 112 (level 3)		

Confidence reasons:

- low classification confidence (conf=0.72, margin=0.25); rolled from 4-digit to 3-digit
- extraction warnings: no specific months provided for dates, defaulting to January, no languages specified, no certifications found, skills are mostly soft/generic rather than technical
- skills_match used low-confidence fallback (no ISCO keyword set)

EVIDENCE QUOTED BY THE LLM

impact_scope

- Drove paradigm-shifting initiatives leveraging cutting-edge synergies
- Orchestrated holistic ecosystems of disruptive thought leadership
- Enabled strategic alignment across cross-functional touchpoints

leadership_ownership_growth

- Chief Synergy Officer — VisionCo, 2020 — present
- Senior Innovation Catalyst — IdeaWorks, 2017 — 2020
- Spearheaded transformative outcomes through best-in-class methodologies
- Empowered stakeholders via next-generation frameworks
- MBA — Famous Business School (2017)

+30% GROWTH PLAN SKILL_UP_WITHIN_ROLE

+30% is reachable inside your current ISCO with a score increase of ~24 points (target P59).

Target salary	100,368 CZK/mo
Target percentile	P59
Required score	62
Score delta	+24

SUBSCORE DELTAS NEEDED

skills_match	+21.1
impact_scope	+40.8
leadership_ownership_growth	+31.2
education	+43.2

RECOMMENDED ACTIONS (4)

1. Enroll in a recognized executive leadership certification (e.g., Cornell Certificate in Executive Leadership or Harvard Advanced Leadership Initiative) within the next 3 months to close the 43.2-point education gap, supplementing your MBA with formal, credentialed training in C-suite strategic management.
2. Document and quantify the business impact of your 'paradigm-shifting initiatives' at VisionCo by attaching revenue growth figures, cost savings, market-share gains, or headcount/budget size you oversee (e.g., 'Led \$20M P&L transformation' or 'Grew team from 15 to 60 FTEs'), then update your CV and LinkedIn to showcase measurable scope—this bridges the 40.8-point impact_scope and 31.2-point leadership_ownership_growth deltas.
3. Identify 3–4 high-demand technical or domain competencies for ISCO 112 executives (e.g., digital transformation, M&A integration, change management, or data-driven decision-making) and complete micro-credentials or projects in at least two of them by month 9, referencing these explicitly on your CV to address the 21.1-point skills_match gap.
4. Secure a board advisory seat, interim COO role, or consultancy engagement that requires P&L ownership or turnaround leadership within 6–9 months, leveraging your IdeaWorks and VisionCo track record to demonstrate expanded scope and accountability in your next CV iteration.

▼ [Full ResultJson](#)

```
{
  "cv": {
    "roles": [
      {
        "title": "Chief Synergy Officer",
        "company": "VisionCo",
        "start_date": "2020-01-01",
        "end_date": null,
        "description": "Drove paradigm-shifting initiatives leveraging cutting-edge synergies. Spearheaded transformative outcomes through best-in-class methodologies. Enabled strategic alignment across cross-functional touchpoints.",
        "is_current": true,
        "raw_dates": "2020 - present",
        "isco_code": "112",
        "isco_confidence": 0.72
      },
      {
        "title": "Senior Innovation Catalyst",
        "company": "IdeaWorks",
        "start_date": "2017-01-01",
        "end_date": "2020-01-01",
        "description": "Orchestrated holistic ecosystems of disruptive thought leadership. Empowered stakeholders via next-generation frameworks.",
        "is_current": false,
        "raw_dates": "2017 - 2020",
        "isco_code": null,
        "isco_confidence": 0.0
      }
    ],
    "skills": [
      "leadership",
      "vision",
      "strategy",
      "innovation",
      "transformation",
      "synergy",
      "alignment",
      "empowerment"
    ],
    "education": [
      {
        "degree": "MBA",
        "field": null,
        "institution": "Famous Business School",
        "start_date": null,
        "end_date": "2017-01-01"
      }
    ],
    "languages": [],
    "certifications": [],
  }
}
```

```

"detected_language": "en",
"parse_confidence": 0.75,
"extraction_warnings": [
  "no specific months provided for dates, defaulting to January",
  "no languages specified",
  "no certifications found",
  "skills are mostly soft/generic rather than technical"
]
},
"classification": {
  "isco_code": "112",
  "isco_level": 3,
  "role_label": "Managing director",
  "confidence": 0.72,
  "top1_margin": 0.25,
  "alternatives": [
    "2421",
    "1330",
    "2434"
  ],
  "rollup_reason": "low classification confidence (conf=0.72, margin=0.25);
rolled from 4-digit to 3-digit"
},
"score": {
  "relevant_experience": 54,
  "skills_match": 56,
  "impact_scope": 15,
  "leadership_ownership_growth": 35,
  "education": 10,
  "total": 38,
  "band": "Junior",
  "confidence": "low",
  "confidence_reasons": [
    "low classification confidence (conf=0.72, margin=0.25); rolled from 4-
digit to 3-digit",
    "extraction warnings: no specific months provided for dates, defaulting
to January, no languages specified, no certifications found, skills are
mostly soft/generic rather than technical",
    "skills_match used low-confidence fallback (no ISCO keyword set)"
  ],
  "evidence": {
    "impact_scope": [
      "Drove paradigm-shifting initiatives leveraging cutting-edge
synergies",
      "Orchestrated holistic ecosystems of disruptive thought leadership",
      "Enabled strategic alignment across cross-functional touchpoints"
    ],
    "leadership_ownership_growth": [
      "Chief Synergy Officer – VisionCo, 2020 – present",
      "Senior Innovation Catalyst – IdeaWorks, 2017 – 2020",
      "Spearheaded transformative outcomes through best-in-class
methodologies",

```

```

    "Empowered stakeholders via next-generation frameworks",
    "MBA – Famous Business School (2017)"
  ]
}
},
"salary": {
  "point": 77206,
  "low": 54881,
  "high": 96863,
  "percentile": 28.75,
  "percentile_low": 10.0,
  "percentile_high": 53.75,
  "currency": "CZK",
  "period": "month",
  "confidence": "low",
  "confidence_reasons": [
    "low classification confidence (conf=0.72, margin=0.25); rolled from 4-
digit to 3-digit",
    "extraction warnings: no specific months provided for dates, defaulting
to January, no languages specified, no certifications found, skills are
mostly soft/generic rather than technical",
    "skills_match used low-confidence fallback (no ISCO keyword set)",
    "data: AGGREGATE ISPV rok 2025"
  ],
  "isco_code": "112",
  "isco_level": 3,
  "data_source": "MPSV ISPV",
  "data_year": 2025
},
"growth_plan": {
  "branch": "skill_up_within_role",
  "target_salary": 100368,
  "target_percentile": 58.51948617461355,
  "required_score": 62,
  "score_delta": 24,
  "subscore_deltas": {
    "relevant_experience": 0.0,
    "skills_match": 21.1,
    "impact_scope": 40.8,
    "leadership_ownership_growth": 31.2,
    "education": 43.2
  },
  "message": "+30% is reachable inside your current ISCO with a score
increase of ~24 points (target P59).",
  "actions": [
    "Enroll in a recognized executive leadership certification (e.g.,
Cornell Certificate in Executive Leadership or Harvard Advanced Leadership
Initiative) within the next 3 months to close the 43.2-point education gap,
supplementing your MBA with formal, credentialed training in C-suite
strategic management.",
    "Document and quantify the business impact of your 'paradigm-shifting
initiatives' at VisionCo by attaching revenue growth figures, cost savings,

```

market-share gains, or headcount/budget size you oversee (e.g., 'Led \$20M P&L transformation' or 'Grew team from 15 to 60 FTEs'), then update your CV and LinkedIn to showcase measurable scope—this bridges the 40.8-point impact_scope and 31.2-point leadership_ownership_growth deltas.",

"Identify 3–4 high-demand technical or domain competencies for ISCO 112 executives (e.g., digital transformation, M&A integration, change management, or data-driven decision-making) and complete micro-credentials or projects in at least two of them by month 9, referencing these explicitly on your CV to address the 21.1-point skills_match gap.",

"Secure a board advisory seat, interim COO role, or consultancy engagement that requires P&L ownership or turnaround leadership within 6–9 months, leveraging your IdeaWorks and VisionCo track record to demonstrate expanded scope and accountability in your next CV iteration."

```
]
},
"pipeline_meta": {
  "steps": {
    "extract": {
      "duration_ms": 4
    },
    "redact": {
      "duration_ms": 0,
      "sha256":
"58c69240e3e470acd3044e41d72c2f004a00294527aa1790008cf2c840158dd4"
    },
    "parse": {
      "duration_ms": 6921,
      "parse_confidence": 0.75,
      "warnings": [
        "no specific months provided for dates, defaulting to January",
        "no languages specified",
        "no certifications found",
        "skills are mostly soft/generic rather than technical"
      ]
    },
  },
  "classify": {
    "duration_ms": 2684,
    "isco_level": 3,
    "confidence": 0.72
  },
  "score": {
    "duration_ms": 4132,
    "relevant_yoe_years": 4.935,
    "total_yoe_years": 9.333333333333334
  },
  "salary": {
    "duration_ms": 19,
    "percentile": 28.75
  },
  "recommend": {
    "duration_ms": 11149,
    "branch": "skill_up_within_role"
```

```
    }  
  },  
  "total_duration_ms": 24911  
}
```

Generated by `scripts/build_results_report.py` from `docs/sample-results/_summary.json`.
Re-run `uv run python scripts/run_all_samples.py` to refresh.