KPMG PDC:
Generative AI for Position Description Classification

Talent is a strategic military asset for modern warfighting—as important for mission readiness as any weapons system.

Across all levels, from entry positions to the executive team, having timely access to the right talent is essential to make quicker and more informed decisions. However, position classification remains a manual, time-intensive process that can take weeks or even months.

How can we help

KPMG Position Description Classification (PDC) uses AI, including Large Language Models, to help HR specialists classify position descriptions. By recommending and rationalizing a job series classification; drafting language for the Office of Personnel Management (OPM) Factor Evaluation System; and point-ranking the factors to score the General Schedule level, KPMG PDC can help HR Specialists classify position descriptions faster.

Streamline position classification
Reduce time-to-hire to have the right talent at the right time.

Improve readiness
Ensure position descriptions capture modern business needs.

Increase accuracy and compliance
Standardize adherence to OPM classification standards and reduce the risks of miss-classification.

Solutions for better decisions, faster

Our solutions reflect KPMG LLP's strong functional and domain experience, data and decision science excellence, and prebuilt accelerators. They are modular, open-source, customizable, and tailored for complex defense environments.

AI-assisted position classification
A collaborative platform for HR Specialists to manage classification workflows using AI:

- AI classifies the occupational group
- AI classifies the occupational series
- Transparent AI decisions with human-in-the-loop validation

AI-assisted writing of factor evaluation system (FES) factors

A powerful and versatile AI-integrated WYSIWYG (what you see is what you get) editor for drafting FES language.

- Familiar document editing functionality
- AI-generated content from a workflow wizard

AI-assisted point-ranking of FES factors

Point rank FES factors using AI grounded in official OPM classification standards.

- Interactively point rank a position's FES factors in AI-assisted workflow, receiving explanations for scores grounded in OPM standards.

Contracting KPMG Digital Fleet Management

What is the Tradewind Solution Marketplace?

TSM is a centralized, online repository sponsored by the DoD Chief Digital and Artificial Intelligence Office where any DoD entity can review and select available artificial intelligence, machine learning, digital, and data analytics technology solutions and proceed directly to procurement.

All solutions in the TSM have been assessed and deemed "Awardable" by an independent panel of judges. The TSM competitive procedures conform to competition requirements of 10 USC §4021 and §4022, FAR/DFARS Part 35, and Class Deviation 2022-O0007, implementing Section 803 of the FY2022 National Defense Authorization Act.

This makes solutions in the TSM ready for selection and negotiation for a direct award by DoD activities.

1. In coordination with your contracting office, log onto TSM at https://www.tradewindai.com/ (create an account if you do not have one).
2. Search for the company "KPMG LLP" or the solution video "KPMG Position Classification." Confirm the solution's status is "Awardable."
3. Contact KPMG to begin contract negotiations.

All Tradewind solutions designated as "Awardable" have satisfied Federal competition requirements and can be contracted without any additional steps (no further competition or J&A is required). All mutually agreed-upon contract or agreement mechanisms are open to the DoD entity and the vendor (Other Transaction Agreement, purchase order, cooperative agreement, standard procurement contract or other award mechanisms).

Contact us

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