



Glossary

GA@WORK HCM Security Role - Glossary

Overview

The Glossary provides a comprehensive overview of assignable roles and their associated security groups within the organization. It outlines key attributes for each role, including their descriptions, security group classifications, assignment guidelines, applicable organization types, and access rights. Additionally, the document details the business process types that each security group is authorized to initiate. This information serves as a reference for managing role assignments, ensuring appropriate access controls, and supporting effective organizational governance. **To quickly locate specific fields or terms within the Glossary, use the Ctrl + F keyboard shortcut to search and navigate directly to the information you need.**

Fields

Assignable Role: Specifies the role that can be assigned to individuals within the organization, indicating their responsibilities and permissions.
Security Group Type: Describes the category of security group, such as role-based or constrained, which determines access control and permissions.
Security Group: Identifies the specific security group associated with the role, defining access rights and security settings.
Description: Provides a detailed explanation of the role's functions and responsibilities within the organization.
Context Type: Describes how the role's access is constrained, such as by role access, indicating the scope and limits of the role's permissions.
All Security Groups for Role: Lists all security groups that encompass the role, showing the broader context of access and permissions.
Role Enabled for Organization Type(s): Lists the types of organizations where the role is applicable, such as supervisory or departmental.
Role Restricted to Single Assignment: Indicates whether the role can be assigned to only one individual or position at a time.



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Is Supporting or Is Leadership: Identifies whether the role is a supporting function or a leadership position, clarifying its place within the organizational hierarchy.
Hide Role on View if Not Assigned: States whether the role remains hidden unless it is actively assigned to a user, maintaining a clean user interface.
Access Rights to Organization(s): Specifies the scope of access rights granted to the role, such as current organization or subordinates.
Access Rights to Multiple Job Workers: Describes whether the role allows access to multiple positions or workers, indicating flexibility in role assignment
Other Usages: Lists additional functionalities or processes the role can configure or access, providing insight into the role's extended capabilities.
Critical Administration/Definition Usages: Highlights critical administrative functions or definitions that the role can access or manage, indicating areas of significant responsibility.



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Domains Granted to Security Group: Lists the data domains or functional areas the security group can access, outlining the breadth of information available to the role.

Business Process Types granted to Security Group - Initiate Access: Details the business processes that the security group can initiate, relevant to the assigned role.

Business Process Types granted to Security Group - Enrichment Access: Details processes the security group can enhance or modify, showing its role in process improvement.

Business Process Types granted to Security Group - View Access: Lists processes the security group can view, providing access to information without modification rights.



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Business Process Types granted to Security Group - View Completed Access: Indicates completed processes the security group can review, ensuring oversight and analysis capabilities.

Reports Explicitly Shared with Group: Identifies reports that are specifically shared with the security group, indicating the information available for analysis and decision-making.

Business Process Types granted to Security Group - Approve Access: Details processes the security group can approve, highlighting its role in decision-making and governance.

Business Process Types granted to Security Group - Cancel Access: Specifies processes the security group can cancel, showing its authority to halt operations.



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Business Process Types granted to Security Group - Rescind Access: Lists processes the security group can rescind, indicating its ability to reverse decisions.

Business Process Types granted to Security Group - Reassign Access: Details processes the security group can reassign, indicating flexibility in task allocation.

Support

Please reach out to nextgen_secmap@sao.ga.gov if you have any questions.

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Shared with Group	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Affiliation Manager	Affiliation Manager	Perform actions on members of assigned extended enterprise affiliations. Examples include finding and viewing extended enterprise learners. No approval authority.	Constrained by Role Access	Affiliation Manager	--	--	Leadership	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Role Access (Extended Enterprise Learner Approve)	Manage: Extended Enterprise Learner Learners	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Background Check Partner	Background Check Partner	Perform background check functions for assigned organizations.	Background Check Partner	Supervisory	--	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Candidate Data: Background Check History	Background Check	Background Check	Background Check	--	--	--	--	Background Check	Background Check	--
Role-Based Security Group (Constrained)	Benefits Partner (Local)	Benefits Partner (Local)	Perform benefits management functions for assigned location hierarchies. Examples include initiating open enrollment, changing benefit elections, and maintaining dependents and beneficiaries. Approval authority for benefits business processes.	Constrained by Role Access	Benefits Partner (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Benefits Partner	Worker Data: Benefit Elections	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Benefits Partner (Supervisory)	Benefits Partner (Supervisory)	Perform benefits management functions for assigned supervisory organizations. Examples include initiating open enrollment, changing benefit elections, and maintaining dependents and beneficiaries. Approval authority for benefits business processes.	Constrained by Role Access	Benefits Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Benefits Partner	Custom Domain: 2 Worker Data: Benefit Elections	Edit Worker Additional Data Event	--	Change Retirement Savings	Edit Worker Additional Data Event	--	--	--	--	--

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Candidate Pool Manager	Candidate Pool Manager	Perform maintenance tasks for assigned candidate pools. Examples include maintaining candidate pools and membership. No approval authority.	Constrained by Role Access	Candidate Pool Manager	--	--	Leadership	--	Current Organization Only	Role has access to the positions they support	Candidate Pool: Manage Membership	--	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Compensation Partner (Local)	Compensation Partner (Local)	Perform compensation management functions for assigned location hierarchies. Examples include approving worker compensation plans, packages, and salary ranges. Approval authority for compensation and staffing business processes.	Constrained by Role Access	Compensation Partner (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unsigned Subordinates	Role has access to the positions they support	Compensation Partner	--	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Compensation Partner (Supervisory)	Compensation Partner (Supervisory)	Perform compensation management functions for assigned supervisory organizations. Examples include approving worker compensation plans, packages, and salary ranges. Approval authority for compensation and staffing business processes.	Constrained by Role Access	Compensation Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	Compensation Partner	--	--	Distribute Pools	Distribute Pools	--	--	Distribute Pools	--	--	--	
Role-Based Security Group (Constrained)	Compensation Planner	Compensation Planner	Will be utilized for the merit process once rolled out.	Constrained by Role Access	Compensation Planner	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	Configures Workers Currently on Leave Worklet for Time and Absence	--	Add Compensation Management Plans	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Confidential Prospect Owner	Confidential Prospect Owner	View confidential prospects the assignee has created. This security group is designed to supplement Recruiter for a subset of users assigned to that group.	Constrained by Role Access	Confidential Prospect Owner	--	--	--	Yes	Current Organization Only	Role has access to the positions they support	Process: Compensation Review Process Participant	--	Process: Compensation Review Process Reviewer	--	View Compensation Review Pool Data	--	--	--	--	--	--	--

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Role-Based Security Group (Constrained)	Gig Host	Gig Host	Primary manager for assigned gigs. Examples include creating gigs and adding members. Approval authority for gig business processes.	Constrained by Role Access	Gig Host	--	Yes	Leadership	--	Current Organization Only	Role has access to the positions they support	--	Reports: My Leadership Roles	Add Flex Team Member	--	Add Flex Team Member	--	Add Flex Team Member	--	Add Flex Team Member	Manage Flex Team	--	--
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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View If Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Completed Access	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access		
Role-Based Security Group (Constrained)	HR Analyst (Supervisory)	HR Analyst (Supervisory)	View all HR setup and operational data for assigned supervisory organizations. No approval authority.	Constrained by Role Access	HR Analyst (Supervisory)	Supervisory	--	Supporting	--	Current Organization And All Subordinates	Role has access to the positions they support	Configures Extract Supervisory Organizations worker for Validation Reports for Supervisory Organization Validation	HR Analyst	Manage: Supervisory Organization Trended Worker Data Worker Data: Connections	--	--	Distribute Pools	Edit Worker Additional Data Event	--	--	--	--		
Role-Based Security Group (Constrained)	HR Director (Supervisory)	HR Director (Supervisory)	HR Director with access to enter and approve all Core HR and Compensation transactions	Constrained by Role Access	HR Director (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	HR Director	Compare Mentors Worker Data: Career Connections	--	--	--	Edit Worker Additional Data Event	--	--	--	--		
Role-Based Security Group (Constrained)	HR Executive (Local)	HR Executive (Local)	View all HR operational data for assigned location hierarchies. Approval authority for all HCM business processes.	Constrained by Role Access	HR Executive (Local)	Location Hierarchy	--	--	Yes	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	HR Executive	Trended Worker Data	--	--	--	--	--	--	--	--	--	
Role-Based Security Group (Constrained)	HR Executive (Supervisory)	HR Executive (Supervisory)	View all HR operational data for assigned supervisory organizations. Approval authority for all HCM business processes.	Constrained by Role Access	HR Executive (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	HR Executive	Manage: Supervisory Organization Trended Worker Data Worker Data: Connections	--	--	Distribute Pools	--	--	--	--	--		
Role-Based Security Group (Constrained)	HR Organization Configurator	Agencies need to ability to update their own organization and not other organizations.	Constrained by Role Access	HR Organization Configurator	HR Organization Configurator	Supervisory	--	--	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	--	Manage: Organization Edit and Reorganization Action Participate: Org Designs Set Up: Organization Set Up: Reorganization Staffing Actions: Move Manager's Team Worker Data: All Positions Worker Position: View	Activation Assign Superior Create Subordinate Divide Organization Reorganization with Org Studio Assign Superior Change Organization Assignments for Worker Change Organization Assignments for Workers by Organization Create Subordinate Divide Organization Move Worker (By Organization) Move Worker (Supervisory) Move Workers (By Organization) Move Workers (Supervisory) Reorganization with Org Studio	Reorganization with Org Studio	Activation	--	--	--	--	Request	--	--

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Role-Based Security Group (Constrained)	HR Partner (Local)	HR Partner (Local)	Initiate actions on members of assigned supervisory organizations such as create position, hire, change job, compensation change, performance review, recruiting, leaves, time off and termination. Review and approval authority for some HCM business processes.	Constrained by Role Access	HR Partner (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	HR Partner	Trended Worker Data	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	HR Partner (Supervisory)	HR Partner (Supervisory)	Initiate actions on members of assigned supervisory organizations such as create position, hire, change job, compensation change, performance review, recruiting, leaves, time off and termination. Review and approval authority for some HCM business processes.	Constrained by Role Access	HR Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	HR Partner	Compare Mentors Manage: Supervisory Organization Participate: Headcount Planning Participate: Org Designs Search: Find Succession Plans Talent Pool: Communications Trended Worker Data View: Talent Matrix Worker Data: Career Connections Worker Data: Connections	--	Distribute Pools	Distribute Pools	Edit Worker Additional Data Event	--	--	Distribute Pools	--	--	
Role-Based Security Group (Constrained)	HR Specialist (Local)	HR Specialist (Local)	Initiate HR transactions and basic HR functions for assigned organizations. Examples include creating new positions, job assignments, and managing compensation events. No approval authority.	Constrained by Role Access	HR Specialist (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	HR Specialist	--	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	HR Specialist (Supervisory)	HR Specialist (Supervisory)	Initiate HR transactions and basic HR functions for assigned organizations. Examples include creating new positions, job assignments, and managing compensation events. No approval authority.	Constrained by Role Access	HR Specialist (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	HR Specialist	Manage: Supervisory Organization	--	--	--	Edit Worker Additional Data Event	--	--	--	--	--	--

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Role-Based Security Group (Constrained)	Manager	Manager	Perform actions on members of assigned Role Access	Constrained by Role Access	Management Chain	Supervisory	Yes	Leadership	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	Canceled, or Completed, or Corrected, or Denied, or Rescinded notifies Budget Partner	Document Category Access (Candidate Resume and Cover Letter View Only)	Add Compensation Management Plans	Add Additional Job	Add Additional Job	Accept Shift Swap	--	CRHCM - LRN - Certification Completion Certificate [Admin]	Accept Shift Swap	Assess My Team's Potential	Assess My Team's Potential	--
			super- organizations. Examples include hiring employees or contingent workers. compensation changes, job changes, performance reviews, creating positions and headcount, compensation reviews, staffing, recruiting, leaves, and time off. Approve authority for HCM expense, and procurement business processes.	Manager (Unconstrained)	Manager										Assess My Team's Potential	Assess Candidate	Add Additional Job			CRHCM - LRN - Certification Completion Certificate [Admin]	Add Additional Job	Assess Potential	Assess Potential
																			CRHCM - LRN - Course Completion [Admin]	Add Flex Team Member	Assess Potential	Assess Potential	
																			CRHCM - TD - Employee Reviews in Progress	Calibrate Team	Get Additional Manager Evaluation for Performance Review	Get Additional Manager Evaluation for Performance Review	
																			CRHCM - TD - Performance Review Ratings	Assign Matrix Organizations	Get Additional Manager Evaluation for Performance Review	Get Additional Reviewers for Performance Review	
																			CRHCM - TD - Performance Review Ratings Summary	Assign Shift Profiles to Worker	Get Feedback on Self for Performance Review	Get Feedback on Worker for Performance Review	
																			Bulk Change Published Schedule for Worker Event	Get Feedback on Self	Give Requested Feedback	Give Requested Feedback	
																			Change Default Compensation	Get Feedback on Worker	Manage Goals	Manage Goals	
																			Change Order	Assign Matrix Organizations	Give Requested Feedback	Onboarding Setup	
																			Change Emergency Contacts	Job Requisition	Start Development Plan	Start Development Plan	
																			Change Job	Manage Goals	Talent Review	Talent Review	
																			Change Order	Onboarding Setup			
																			Change Organization Assignments for Workers by Organization	Automatic Compensation Change for Position Change Event	Change Organization Assignments for Worker	Request Time Off	
																			Change Work Space	Automatic Employee	Start Development Plan	Start Development Plan	

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Configures Performance Review Status worklet for Home	Manage: Membership Rule Create	Propose Compensation Hire	Request	Cover Shift	Event	Internal Service Delivery																	
Configures Performance Review Status worklet for Team Performance	Manage: Membership Rule Edit	Rate Work	Request Compensation Change	Create Idea	Internal Service Delivery	Intercompany Event																	
Configures Recruiting worklet for Home	Manage: Project Labor Cost Accounting	Remove from Matrix Organization	Request Delegation Change	Create Position	Inventory Count Event																		
Configures Source Effectiveness worklet for Recruiting	Manage: Supervisory Organization	Request	Request Flexible Work Arrangement	Delegate Task	Inventory Put-Away Adjustment Event																		
Configures Source to Pipeline worklet for Recruiting	Manage: Talent Optimization in Manager Insights Hub	Request Compensation Change	Request One-Time Payment	Drop Learning Enrollment	Inventory Return Event																		
Configures Time and Absence worklet for Home	Management Dashboard: Absence	Request One-Time Payment	Request One-Time Payment	Edit Government IDs	Inventory Stock Request Event																		
Configures Track My Team's Goals worklet for Team Performance	Management Dashboard: Calibration	Request One-Time Payment	Request One-Time Payment	Edit Hiring Restrictions	Legal Name Change																		
Configures Weekly Average Hours Worked worklet for Time and Absence	Management Dashboard: Compensation Review	Request Quality Step Increase	Request Quality Step Increase	Edit Position Restrictions	Manage Competencies																		
Configures Workers Currently on Leave worklet for Time and Absence	Management Dashboard: Compensation Review	Request Stock Grant Offer/Employment Agreement	Request Stock Grant Offer/Employment Agreement	Edit Position Offer/Employment Agreement	Manage Flex Team																		
Corrected notifies Benefits Partner	Management Dashboard: Headcount Movement	Request Stock Grant Offer/Employment Agreement	Request Time Off	End Position Restrictions	Manage Goals																		
Corrected notifies Benefits Partner	Management Dashboard: Labor Cost Analysis	Request Worker	Request Reference Letter	End Contingent Worker Contract	Manage Lesson																		
Corrected notifies Initiator	Management Dashboard: Start Development Plan	Request Reference Letter	Request Stock Grant Offer/Employment Agreement	End Additional Job	Manage Mentorship																		
Corrected notifies Initiator	Management Dashboard: Start Disciplinary Action	Request Reference Letter	Request Stock Grant Offer/Employment Agreement	End Collective Agreement Assignment	Manage Probation Period																		
Corrected notifies Initiator	Management Dashboard: Start Performance Improvement Plan	Request Worker	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	Mass Change Shifts Event																		
Corrected notifies Initiator	Management Dashboard: Swap Positions	Return to Supplier Event	Request Time Off	End Flexible Work Arrangement	Mass Enrol																		
Corrected notifies Initiator	Management Dashboard: My Team	Review Employee Contracts	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	Move Job Requisition (Job Management)																		
Corrected notifies Initiator	Management Dashboard: Performance and Potential	Review Employee Contracts	Request Time Off	End Flexible Work Arrangement	Move Worker (Supervisory)																		
Corrected notifies Initiator	Management Dashboard: Termination	Review Employee Contracts	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	New Hire Provisioning																		
Corrected notifies Initiator	Management Dashboard: Recruiting	Review Employee Contracts	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	Move Workers (By Organization)																		
Corrected notifies Initiator	Management Dashboard: Title Change	Review Employee Contracts	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	Move Workers (Supervisory)																		
Corrected notifies Initiator	Management Dashboard: Update Performance Structure Dynamics	Service Dates Change	Screen	Evergreen Requisition	New Purchase Items Request																		
Denied notifies Initiator	Management Dashboard: Manager Evaluation	Severance Worksheet	Set Plan Content for Performance Improvement Plan	Evergreen Requisition Change	No Show																		
Denied notifies Initiator	Management Dashboard: Student Employment	Start Development Plan	Expense Report Event	Expense Report Event	One-Time Payment for Referral																		
Denied notifies Initiator	Management Dashboard: Veteran Status Identification	Start Disciplinary Action	Set Review Content for Disciplinary Action	Freeze Job Requisition	Open Shift																		
Denied notifies Initiator	Management Dashboard: Wage Theft Prevention Notice	Set Review Content for Performance Review	Set Review Content for Performance Review	Get Additional Manager Evaluation for Performance Review	Personal Information Change																		
Denied notifies Initiator	Management Dashboard: Workforce Planning	Termination	Set Review Content for Performance Review	Get Additional Manager Evaluation for Performance Review	Photo Change																		
Denied notifies Initiator	Management Dashboard: Workforce Planning	Work Contact Change	Termination	Get Feedback on Self	Preferred Name Change																		
Denied notifies Initiator	Manage Pre-Hire Process	Work Contact Change	Title Change	Get Feedback on Worker	Pre-Hire Collective Agreement Details																		
Exit of a - Close Position notifies Manager	Manage Pre-Hire Process: Hire Eligibility Status Comment	Within Grade Increase Notification	Title Change	Give Award and Activity	Pre-Hire Contract Details																		
Exit of a - Close Position notifies Manager	Manage Pre-Hire Process: View Pre-Hire Interviews	Manage Pre-Hire Process: Worker Hire Eligibility	Within Grade Increase Notification	Give Feedback	Pre-Hire Notice Period Details																		
Exit of a - Close Position notifies Manager	Manage Pre-Hire Process: Worker Hire Eligibility	Internal Service Delivery Event	Manage Pre-Hire Process: Worker Hire Eligibility	Give Feedback to Multiple Recipients	Pre-Hire Probation Period Details																		
Exit of a - Edit Hiring Restrictions notifies Manager	Manager: Time Tracking	Internal Service Delivery Event	Internal Service Delivery Event	Give Requested Feedback	Procurement Card Transaction Verification Event																		
Exit of a - Edit Position Restrictions notifies Manager	Manager: Time Tracking Manager Edit and Approve	Internal Service Delivery Event	Internal Service Delivery Event	Goods Delivery Event	Procurement Card Transaction Verification Intercompany Event																		
Exit of a - Edit Position Restrictions notifies Manager	Manager Reports: Grants	Internal Service Delivery Event	Internal Service Delivery Event	Goods Delivery Group	Professional Profile																		
Exit of a - Edit Position Restrictions notifies Manager	Move Candidate from Evergreen to Evergreen	Internal Service Delivery Event	Internal Service Delivery Event	Goods Delivery Run	Propose Compensation Change																		
Exit of a - End Contingent Worker	Move Candidate from Job Renomination to Job	Internal Service Delivery Event	Internal Service Delivery Event	Hire	Propose Compensation Hire																		
Exit of a - End Contingent Worker	Move Candidate from Job Renomination to Job	Internal Service Delivery Event	Internal Service Delivery Event	Home Contact Change	Propose Reimbursable Allowance Plan Assignments																		
Exit of a - End Contingent Worker	Move Candidate from Job Renomination to Job	Internal Service Delivery Event	Internal Service Delivery Event	Inventory Count Event	Publish Schedule																		
Exit of a - End Contingent Worker	Move Candidate from Job Renomination to Job	Internal Service Delivery Event	Internal Service Delivery Event	Inventory Move Event	Purchase Order Intercompany Event																		
Exit of a - End Contingent Worker	Move Candidate from Job Renomination to Job	Internal Service Delivery Event	Internal Service Delivery Event	Inventory Pick List Event	Quick Issue																		

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Role-Based Security Group (Constrained)	Miscellaneous Payment Data Entry Specialist	Miscellaneous Payment Data Entry Specialist	Perform miscellaneous payment data entry functions for assigned organizations. No approval authority.	Constrained by Role Access	Miscellaneous Payment Data Entry Specialist	Company	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	Miscellaneous Payment Data Entry Specialist as Self	Process: Miscellaneous Payment Request Event	Miscellaneous Payment Request Event	--	--	--	--	--
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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View If Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Completed Access	Business Process Types granted to Security Group - Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access	
Role-Based Security Group (Constrained)	OPB Approver	OPB Approver	For Agency 42200 Only - OPB Manager will be used as the second level of approval for certain budget amendments initiated by Agencies.	Constrained by Role Access	OPB Approver	Company	--	--	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	--	--	--	Budget Amendment Event	--	--	Budget Amendment Event	--	--	--	
						Company Hierarchy										Customer Invoice Event			Customer Invoice Event			Plan Event	
Role-Based Security Group (Constrained)	OPB Reviewer	OPB Reviewer	For Agency 42200 Reviewers will be the first level of approval for certain budget amendments submitted by agencies.	Constrained by Role Access	OPB Reviewer	Company	--	--	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	--	--	--	Budget Amendment Event	Budget Amendment Event	--	--	Budget Amendment Event	--	--	--
						Company Hierarchy										Customer Invoice Event			Customer Invoice Event			Plan Event	
Role-Based Security Group (Constrained)	Organization Planner (Supervisory)	Organization Planner (Supervisory)	Perform planning functions for assigned supervisory organizations. Examples include creating plan workbooks and maintaining headcount plans. Approval authority for headcount plan business processes.	Constrained by Role Access	Organization Planner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Plan Access (Headcount)	--	Headcount Plan Event	Headcount Planning	Headcount Plan Event	--	--	Headcount Plan Event	Headcount Planning	--	--
																Headcount Planning			Workforce Planning Action Event			Headcount Planning	
Role-Based Security Group (Constrained)	Payroll Accountant	Payroll Accountant	Ability to view payroll details on the payroll journal and other payroll-related reports as well as initiator of payroll liability payments.	Constrained by Role Access	Payroll Accountant	Company	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	Configures CRPROC - AP - Find Payment's worklet for Accounts Payables Lead for Accounts Payable Dashboard	Plan Access (Headcount)	Process: Budget Date	Ad Hoc Payment Event	--	Ad Hoc Payment Event	--	CRHCM - PY - Checks by Status	--	--	--	
						Company Hierarchy									Process: Manager Budget Amendments	Create Payroll Accounting Adjustments		Create Payroll Accounting Adjustments		CRHCM - PY - Payroll Advice Register			
															Process: Payroll Payment Escheatment								
															Configures Payroll Reconciliation (Results/Payments) worklet for Pay Cycle Command Center		Process: Payroll Settlement						
															Process: Payroll Third-Party Payments Escheatment		Process: Payroll Third-Party Payments Settlement						
															Reports: Company Position Budgets		Set Up: Position Commitment Accounting						

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Role-Based Security Group (Constrained)	Payroll Interface Partner	Payroll Interface Partner	Perform payroll interface review functions for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll interface business processes.	Constrained by Role Access	Payroll Interface Partner	Pay Group	--	Supporting	Yes	Current Organization Only	Role has access to the positions they support	--	--	Request: One-Time Payment	--	Global Payroll Reconciliation	Change Job	--	--	Payroll Interface Data	Global Payroll Reconciliation	--	--	
														Staffing Actions: Additional Job Classifications			Edit Government IDs					Maintain Local Payroll Data		
														Staffing Actions: Administrator			Global Payroll Reconciliation					Payroll Interface Data		
														Staffing Actions: Attachments			Hire					Maintain Local Payroll Data		
														Staffing Actions: Business Title			Payroll Interface Data					Review Event Driven Integration for Third Party Payroll		
														Staffing Actions: Change Job Date and Reason			Severance Worksheet					Staffing Actions: Contract Details		
														Staffing Actions: Job Profile								Staffing Actions: Job Requisition Job Compensation		
														Staffing Actions: Location								Staffing Actions: Move Manager's Team		
														Staffing Actions: Primary Job								Staffing Actions: Select or Create Position		
														Staffing Actions: Staffing Organizations								Staffing Actions: Worker Data Compensation		
														Worker Data: Compensation								Worker Data: Compensation Basis		
														Worker Data: Compensation Grade								Worker Data: Compensation Management		
														Worker Data: Compensation Pay Range								Worker Data: Leave of Absence		
Role-Based Security Group (Constrained)	Payroll Liaison	Payroll Liaison	Designed for HR users who need access to see payroll data for their agencies that are not day to day payroll partners.	Constrained by Role Access	Payroll Liaison	Pay Group	--	--	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures CRPROC - AP - Find Payments workflow for Accounts Payable Lead for Accounts Payable Dashboard	--	Audit: Compensation for Organizations	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	--	CRHCM - PY - Benefits Register	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	--
														Indexed Data Source: Workers	Assign Pay Group	Assign Pay Group	Assign Pay Group		CRHCM - PY - Current Employee W4 Version by Company	Assign Pay Group	Complete Federal Withholding Elections	Assign Pay Group	Assign Pay Group	
														Complete Federal Withholding Elections	End Payroll Inputs	Change Job			CRHCM - PY - Complete Federal Withholding Elections					
														Management Dashboard: Pay Cycle Command Center	Maintain Payroll Reporting Codes for Worker	Complete Federal Withholding Elections	CRHCM - PY - Deductions Register		CRHCM - PY - Complete State and Local Withholding Elections					
														Manager Reports: Grants	On Demand Event	Complete State and Local Withholding Elections	CRHCM - PY - Employee Goal Amount Report		CRHCM - PY - Complete State and Local Withholding Elections					
														Pay Calculation: Ad-Hoc Actions	Copy Tax Elections for Worker	Pay On-Demand	Convert / Donate		CRHCM - PY - Employees By Maildrop	Copy Tax Elections for Worker	Copy Tax Elections for Worker	Copy Tax Elections for Workers	Copy Tax Elections for Workers	
														Pay Calculation: Ad-Hoc Actions (Re-Calculate)	Create Payroll Accounting Adjustments		CRHCM - PY - Employees Checks Sorted by Maildrop		CRHCM - PY - Employees Checks Sorted by Maildrop	Copy Tax Elections for Workers	Copy Tax Elections for Workers	Copy Tax Elections for Workers	Copy Tax Elections for Workers	
														Process: Flexible Payments and Deduction Options Management	End Payroll Inputs		CRHCM - PY - Employee State Allowances and Tax Update		CRHCM - PY - Employee State Allowances and Tax Update	Maintain Payroll Reporting Codes for Worker	Maintain Payroll Reporting Codes for Worker	Maintain Payroll Reporting Codes for Worker	Maintain Payroll Reporting Codes for Worker	
														Process: Off-Cycle	Maintain Payroll Reporting Codes for Worker	Create Payroll Accounting Adjustments	CRHCM - PY - Flex Deduction Exception Report		CRHCM - PY - Flex Deduction Exception Report	On Demand Event				
														Process: Off-Cycle (On Demand)	On Demand Event		CRHCM - PY - Imputed Income Taxes by Company		CRHCM - PY - Imputed Income Taxes by Company	Payment Election Enrollment Event				
														Configure Payroll Results Period Trending workflow for Pay Cycle Command Center	Report: Payroll (Flexible Payments and Deduction Options)		CRHCM - PY - Other Earnings Register		CRHCM - PY - Other Earnings Register	Termination				
														Configure Payroll Results Retro Differences Targeted workflow for Pay Cycle	Reports: Pay Calculation Results (Reports: Indexed Data Source Filters)		CRHCM - PY - Payroll Advice Register		CRHCM - PY - Payroll Advice Register					

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(Input by Batch ID)

Worker Data: Payroll (Pay Group Specific)

Worker Data: Payroll (Payment Elections)

Worker Data: Payroll (Payroll Input)

Worker Data: Terminations

Worklet: Payroll

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Role-Based Security Group (Constrained)	Payroll Partner	Payroll Partner	Perform payroll review functions and time entry for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll business processes and ability to manually advance time entry business processes.	Constrained by Role Access	Payroll Partner	Pay Group	--	Supporting	Yes	Current Organization Only	Role has access to the positions they support	Completed notifies Employee As Self	--	Add Compensation Management Plans	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	--	CRHCM - BN - Benefit Census	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation
														Assign Pay Group	Assign Pay Group	Assign Pay Group	Assign Pay Group	CRHCM - PY - Benefits Register	Assign Pay Group	Complete Federal Withholding Elections	Complete Federal Withholding Elections	Assign Pay Group	

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Person Data: Work

Pre-Hire Data:
Employment Agreement

Process: Compensation Review Events

Process: Employee

Role-Based Security Group (Constrained)	Payroll Partner	Payroll Partner USA	Perform USA payroll review functions and time entry for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll business processes and ability to manually advance time entry business processes.	Constrained by Role Access	Payroll Partner	Pay Group	--	Supporting	Yes	Current Organization Only	Role has access to the positions they support	Configures CRPROC - AP - Findments workflow for Accounts Payables Lead for Accounts Payable Dashboard	Audit: Compensation for Organizations	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	--	CRHCM - PY - Current Employee W4 Version by Company	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	Assign Costing Allocation	
					Payroll Partner (Unconstrained)	Payroll Partner USA					Configures Pay Cycle Command Center workflow for Home	Indexed Data Source: Workers	Assign Pay Group	Assign Pay Group	Assign Pay Group		CRHCM - PY - Employee Goal Amount Report	Assign Pay Group	Complete Federal Withholding Elections	Assign Pay Group	Assign Pay Group		
											Management Dashboard: Pay Cycle Command Center	Complete Federal Withholding Elections	End Payroll Inputs	Change Default Compensation			CRHCM - PY - Employee State Allowances and Tax Update	Complete Federal Withholding Elections	Complete State and Local Withholding Elections	Copy Tax Elections for Worker			
											Manager Reports: Grant Worker	Manager Reports: Grant Worker	Copy Tax Elections for Worker	Complete State and Local Withholding Elections			CRHCM - PY - Garnishment Details	Copy Tax Elections for Worker	Copy Tax Elections for Workers	Copy Tax Elections for Workers			
											Pay Calculation: Ad-Hoc Actions	Copy Tax Elections for Workers	Copy Tax Elections for Worker	Copy Tax Elections for Worker		CRHCM - PY - Imputed Income Taxes by Company	Copy Tax Elections for Workers	Copy Tax Elections for Workers	Copy Tax Elections for Workers	End Payroll Inputs			
											Pay Calculation: Ad-Hoc Actions (Re-Calculate)	Create Payroll Accounting Adjustments	Copy Tax Elections for Workers	Copy Tax Elections for Workers			CRHCM - PY - Payroll Advice Register	End Payroll Inputs	Maintain Payroll Reporting Codes for Worker				
											Pay Calculation (History): Ad-Hoc Actions	End Payroll Inputs	Create Payroll Accounting Adjustments	Create Payroll Accounting Adjustments			CRHCM - PY - Pre Complete General Deductions	Maintain Payroll Reporting Codes for Worker					
											Process: Flexible Payments and Deduction Options Management	Maintain Payroll Reporting Codes for Worker	Edit Government IDs										
											Configures Payroll Compliance Other Updates Delivered Last Week or Effective Next Month workflow for Payroll Compliance Updates	Process: Load, Calculate, Cancel, Complete History	Maintain Payroll Reporting Codes for Worker	End Payroll Inputs		CRHCM - PY - Retirement Variance report	Enrollment Event						
											Configures Payroll Compliance Updates Delivered Last Week workflow for Payroll Compliance Updates	Process: Off-Cycle	Maintain Payroll Reporting Codes for Worker			CRHCM - PY - Teacher Retirement System Monthly Report							
											Process: Off Cycle (On Demand)	Payment Election Enrollment Event					PRHCM - PY - EE ER Deduction						
											Configures Payroll Compliance Updates Effective Next Month with Employee Impact	Service Dates Change											
											Process: Run Batch Calculations	Severance Worksheet					PRHCM - PY - Employee						

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Role-Based Security Group (Constrained)	Primary Recruiter	Primary Recruiter	Perform recruiting functions for assigned job requirements. Examples include creating, qualifying, and evaluating applicants for jobs and positions. Approval authority for pre-hire recruiting, and staffing events.	Constrained by Role Access	Primary Recruiter	--	--	--	Yes	Current Organization Only	Role has access to the positions they support	Configures Candidate Pipeline worklet for Recruiting	Document Category Access (Candidate Resume and Cover Letter View Only)	Add Compensation Management Plans	Close Evergreen Requisition	Assess Candidate	Assess Candidate	--	CRHCM - TA - All Job Requisitions	Move Job Requisition (Job Management)	Close Evergreen Requisition	Close Evergreen Requisition	--

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Role-Based Security Group (Constrained)	Recruiting Agency User for Confidential Recruitment	User for Confidential Recruitment	View confidential job postings, job applications, and resumes assigned to assigned recruiting agencies. No approval authority.	Constrained by Role Access	Recruiting Agency User for Confidential Recruitment	Constrained by Role Access	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	--	--	--	--	--	--	--	--	--	--	--			
Role-Based Security Group (Constrained)	Recruiting Coordinator (Local)	Recruiting Coordinator (Local)	Perform recruiting functions for assigned location hierarchies. Examples include sourcing candidates, processing candidate dispositions, and scheduling candidate interviews. No approval authority.	Constrained by Role Access	Recruiting Coordinator (Local)	Location Hierarchy	--	--	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Recruiting Coordinator	Candidate Communication	--	--	--	--	--	--	--	--	--	--			
Role-Based Security Group (Constrained)	Recruiting Coordinator (Supervisory)	Recruiting Coordinator (Supervisory)	Perform recruiting functions for assigned supervisory organizations. Examples include sourcing candidates, processing candidate dispositions, and scheduling candidate interviews. No approval authority.	Constrained by Role Access	Recruiting Coordinator (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Recruiting Coordinator	Candidate Communication	--	--	--	--	--	--	--	--	--	--			
Role-Based Security Group (Constrained)	Recruiting Manager	Recruiting Manager	Assigned on the sup org to provide visibility into the Recruiting process.	Constrained by Role Access	Recruiting Manager	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures Job Requisition Aging workflow for Recruiting	--	Candidate Communication	--	--	Assess Candidate	--	CRHCM - TA - All Job Requisitions	--	--	--	--	--			
					Recruiting Manager (Unconstrained)						Configures Manage Job Requisitions workflow for Recruiting			Candidate Data: Background Check		Background Check		CRHCM - TA - Candidate Time Per Stage		CRHCM - TA - Manage Job Requisitions							
													Candidate Data: Candidate History		Close Evergreen Requisition		Evergreen Requisition		CRHCM - TA - Job Requisition Aging		CRHCM - TA - Pipeline Diversity Metrics						
													Candidate Data: Bundle Resumes		Close Job Requisition		Evergreen Requisition		CRHCM - TA - Source to Pipeline		PRHCM - TA - Requisition Data						
													Candidate Data: Edit Job Application		Candidate Data: Job Application		Evergreen Requisition Change		PRHCM - TA - Pipeline Requisition Data								
													Candidate Data: Eligibility Results		Candidate Data: Interview Feedback Comments		Candidate Data: Interview Feedback Results		Candidate Data: Interview Schedule		Job Application						
													Candidate Data: Interview Schedule		Candidate Data: Job Application		Candidate Data: Job Application		Candidate Data: Job Application		Job Requisition Change						
													Candidate Data: Job Application		Candidate Data: Language Skills		Candidate Data: Offer Details		Candidate Data: Offer		Manage Internal Career Apply						
													Candidate Data: Offer Details		Candidate Data: Offer		Candidate Data: Offer		Candidate Data: Offer		Offer						
													Candidate Data: Offer Details		Candidate Data: Offer		Candidate Data: Offer		Candidate Data: Offer		Post Job						
													Candidate Data: Offer Details		Candidate Data: Offer		Candidate Data: Offer		Candidate Data: Offer		Ready for Hire						
													Candidate Data: Offer Details		Candidate Data: Offer		Candidate Data: Offer		Candidate Data: Offer		Reference Check						

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**Pre-Hire Personal Data:
Age/Marital Status**

Pre-Hire Personal Data: ID Information

Reactivate Job Application

Staffing Actions: Job Requisition Attachments

Staffing Actions: Job Requisition Cost Information

Staffing Actions: Job Requisition Job

Staffing Actions: Job

Staffing Actions: Job

Questionnaires

Requisition Organizations - Company

Staffing Actions: Job Requisition Organizations

Staffing Actions: Job Requisition Organizations

- Grant, Fund, Program,
Gift

Staffing Actions: Job Requisition Organizations - Region

Staffing Actions: Job Requisition Positions

Staffing Actions: Job Requisition Recruiting

Staffing Actions: Job Requisition Role

Staffing Actions: Job

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Role-Based Security Group (Constrained)	Talent Partner (Supervisory)	Talent Partner (Supervisory)	Perform talent management functions for assigned supervisory organizations. Examples include processing employee reviews, creating talent and succession pools, and launching calibration. Approval authority for talent, performance, and succession business processes.	Constrained by Role Access	Talent Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Talent Partner	Compare Mentors	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Talent Pool Manager	Talent Pool Manager (Supervisory)	Perform talent management functions for assigned talent pools. Examples include maintaining positions for succession and talent pools. No approval authority.	Constrained by Role Access	Talent Pool Manager (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Talent Pool Manager	Compare Mentors	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Talent Pool Manager	Talent Pool Manager (Talent Pool)	Perform talent management functions for assigned talent pools. Examples include maintaining positions for succession and talent pools. No approval authority.	Constrained by Role Access	Talent Pool Manager (Supervisory)	Supervisory	--	Supporting	--	Current Organization Only	Role has access to the positions they support	--	Talent Pool Manager	Compare Workers	Get Additional Reviewers for Development Plan	--	Assess My Team's Potential	--	--	--	Get Additional Reviewers for Development Plan	Manage Awards and Activities	--

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Role-Based Security Group (Constrained)	Time and Absence Partner (Supervisory)	Time and Absence Partner (Supervisory)	Perform absence management functions for assigned supervisory organizations. Examples include adjusting accruals and time off, and viewing employees on leave. Approval authority for time off and leave business processes.	Constrained by Role Access	Time and Absence Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Time and Absence Partner	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Timekeeper (Local)	Timekeeper (Local)	Perform timesheet management functions for assigned location hierarchies. Examples include submitting, canceling, and deleting timesheets. Approval authority for timesheet business processes.	Constrained by Role Access	Timekeeper (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Timekeeper	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Timekeeper (Supervisory)	Timekeeper (Supervisory)	Perform timesheet management functions for assigned supervisory organizations. Examples include submitting, canceling, and deleting timesheets. Approval authority for timesheet business processes.	Constrained by Role Access	Timekeeper (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unsigned Subordinates	Role has access to the positions they support	--	Timekeeper	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Union Representative	Union Representative	Perform union liaison functions for assignments. Examples include viewing union definitions and membership. No approval authority.	Constrained by Role Access	Union Representative	--	Supporting	Yes	--	Current Organization Only	Role has access to the positions they support	--	--	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Warrant Officer	Warrant Officer	Warrant Officer will be responsible for approving allotment requests. Can be assigned to a company hierarchy if this user will be approving all agencies.	Constrained by Role Access	Warrant Officer	Company	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	--	--	Customer Invoice Event	--	--	Customer Invoice Event	--	--	--	--

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Worktag Reviewer	Worktag Reviewer	A role specifically assigned to review Worktags for transactions like supplier invoice or expense reports.	Constrained by Role Access	Worktag Reviewer	Company	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	--	Change Order	Change Order	--	--	Procurement Card Transaction Verification Event	--	--	--	--
Role-Based Security Group (Unconstrained)	Allocation Pool Accountant	Allocation Pool Accountant	Unconstrained	Allocation Pool Accountant	Allocation Pool	Company	--	--	Yes	--	--	--	--	Access Allocation Plan for Allocation Plan Event Pool Creation	--	Allocation Plan Event	--	--	Allocation Plan Event	--	--	--	--
Role-Based Security Group (Unconstrained)	Allocation Pool Company Accountant	Allocation Pool Company Accountant	Unconstrained	Allocation Pool Company Accountant	Allocation Pool	Company	--	--	Yes	--	--	--	--	Reports: Allocation Pools	--	Allocation Plan Event	--	--	Allocation Plan Event	--	--	--	--

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access	
Role-Based Security Group (Unconstrained)	Award Contract Specialist	Award Contract Specialist (Unconstrained)	Unconstrained version of Award Contract Specialist. Access to create grants and grant hierarchies. Assign grant roles.	Unconstrained	Award Contract Specialist	Company	--	--	Yes	--	--	--	Award Contract Analyst	Manage: Grant	--	--	--	--	--	--	--	--	
						Company Hierarchy							Grant Financial Analyst	Manage: Grant / Grant Hierarchies - Edit									
													Grant Manager	Manage: Grants - View									
													Lead Principal Investigator										
													Principal Investigator										
													Principal Investigator (Grant)										
Role-Based Security Group (Unconstrained)	Buyer	Buyer (Unconstrained)	Unconstrained version of Buyer. Access to recall reporting.	Unconstrained	Buyer	Company	--	--	Yes	--	--	--				Recall Event	--	--	--	--	--	--	
						Company Hierarchy																	
Role-Based Security Group (Unconstrained)	Cash Specialist	Cash Specialist (Unconstrained)	Unconstrained version of Cash Specialist. Access to run cash forecast data automation.	Unconstrained	Cash Specialist	Company	--	--	--	--	--	--	Process: Cash Forecast Data Automation	--	--	--	--	--	--	--	--	--	
						Cash Specialist (Unconstrained)	Company Hierarchy																
Role-Based Security Group (Unconstrained)	Security Partner (Unconstrained)	CSC-Security Partner (Unconstrained)	This will help users to View only access to Security Request Forms and Reset Passwords for CSC.	Unconstrained	CSC-Security Partner (Unconstrained)	Supervisory	--	Supporting	--	--	--	--	Manage: Service Center	Edit Workday Account	--	--	--	--	Edit Workday Account	Edit Workday Account	--	--	
						Security Partner (Unconstrained)							Set Up: Requests										
Role-Based Security Group (Unconstrained)	Gig Host	Gig Host (Unconstrained)	Unconstrained version of Gig Host. Access to all gig workers.	Unconstrained	Gig Host	Leadership	Yes	--	--	--	--	--											
						Gig Host (Unconstrained)																	
Role-Based Security Group (Unconstrained)	Learning Analyst	Learning Analyst	Requested from DOAS to view learning records	Unconstrained	Learning Analyst	Supervisory	--	--	--	--	--	--	Person Data: Certifications	--	--	--	--	--	--	--	--	--	
													Person Data: Learning										
													Reports: Learning Record										
													Worker Data: Training and Development										
Role-Based Security Group (Unconstrained)	Learning Partner	Learning Partner	Unconstrained access to create and maintain course catalog, course enrollment. Approval authority for learning business processes.	Unconstrained	Learning Partner	Company	--	Supporting	Yes	--	--	--	Configures Learner Engagement worklet for Learning Admin	Manage: Learning Additional Data	Cancel Course Offering	--	CRHCM - LRN - Campaign Assignment	Cancel Course Offering	--	--	--	--	
						Company Hierarchy							Configures Learner Engagement worklet for Learning Admin	Manage: Learning Content	Drop Learning Enrollment	Drop Learning Enrollment	CRHCM - LRN - Certification Tracking						
													Manage: Media	Manage Course	Manage Course Offering	Manage Course Offering	CRHCM - LRN - Course Completion [Admin]						
													Configures Learning Admin worklet for Home	Manage: Media Settings	Manage Equivalency Rule	Manage Equivalency Rule	CRHCM - LRN - Credit Unit Tracking						
													Manage: Unrestricted Mass Enrollment	Manage Learning Certification Rule	Manage Learning Certification Rule	Manage Learning Certification Rule	CRHCM - LRN - Find External Learners to Enroll						
													Media Reporting	Manage Program	Manage Program	Manage Program	CRHCM - LRN - Find Workers to Enroll						
													Person Data: Certifications	Mass Enroll	Mass Enroll	Mass Enroll	CRHCM - LRN - Find Workers to Enroll						
													Person Data: Learning				CRHCM - LRN - GDOT Supplemental Learning						
													Person Data: Person Reports				CRHCM - LRN - Instructor Training Metrics						
													Questionnaire Creation and Distribution				CRHCM - LRN - Learning Attendance						
													Questionnaire Results				CRHCM - LRN - Learning Course Cost						
													Reports: Archived External Learning Users				CRHCM - LRN - Learning Enrollment						
													Reports: Extended Enterprise Affiliation Learners				CRHCM - LRN - Learning Survey Courses						

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Role-Based Security Group (Unconstrained)	Recruiting Coordinator (Local)	Recruiting Coordinator (Local) (Unconstrained)	Unconstrained version of Recruiting Coordinator (Local). Access to all prospects and candidates.	Unconstrained	Recruiting Coordinator (Local)	Location Hierarchy	--	--	--	Yes	--	--	--	--	Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Data: Other Information Candidate Drop Off Data Candidate Reporting Candidate Tags Find Candidates: External Find Candidates: Internal and External Manage: Candidates Worklet: Recruiting	--	--	--	--	--	--
Role-Based Security Group (Unconstrained)	Recruiting Coordinator (Supervisory)	Recruiting Coordinator (Supervisory) (Unconstrained)	Unconstrained version of Recruiting Coordinator (Supervisory). Access to all prospects and candidates.	Unconstrained	Recruiting Coordinator (Supervisory)	Supervisory	--	Supporting	--	--	--	--	--	--	Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Data: Other Information Candidate Drop Off Data Candidate Reporting Candidate Tags Find Candidates: External Find Candidates: Internal and External Manage: Candidates Worklet: Recruiting	--	--	--	--	--	--
Role-Based Security Group (Unconstrained)	Security Partner (Unconstrained)	Security Partner (Unconstrained)	This will help users to View only access to Security Request Forms and Reset Passwords	Unconstrained	CSC-Security Partner (Unconstrained)	Supervisory	--	Supporting	--	--	--	--	--	--	--	--	--	--	--	--	--	--