

Hiring Execution & Talent Efficiency Audit

TechCorp Inc.

Level 1: Diagnostic Report

February 03, 2026

| OVERALL HIRING HEALTH | |
|-----------------------|--------|
| Status | |
| Confidence Score | 47/100 |

Executive Summary

The audit identified **critical structural issues** in TechCorp Inc.'s hiring execution system. 2 out of 7 audit blocks show RED status, indicating systemic failures that require immediate attention. Without intervention, hiring outcomes will remain unpredictable and costly.

Key Findings

- Executive Ownership shows inconsistent execution with improvement potential
- TA Leadership shows inconsistent execution with improvement potential
- Critical failure in Delivery Leadership requires immediate attention
- Financial Governance shows inconsistent execution with improvement potential
- Technical Interviewing shows inconsistent execution with improvement potential

Priority Risks

- **Interview Bottleneck: Delivery capacity constraints slow hiring**
- **Operational Fragility: Hero-based execution creates key-person risk**
- **Ownership Gap: No clear accountability for hiring outcomes**

Audit Block Overview

| Block | Function | Status | Key Signal |
|---------------------------------|----------------------|------------|----------------------|
| Block 1: Executive Ownership | GATEKEEPER | ● AT RISK | Governance clarity |
| Block 2: TA Leadership | EXECUTION BRAIN | ● AT RISK | Capacity alignment |
| Block 3: Delivery Leadership | DEMAND INTEGRITY | ● CRITICAL | Feedback discipline |
| Block 4: Financial Governance | COST CONTROL | ● AT RISK | Budget transparency |
| Block 5: Technical Interviewing | BOTTLENECK LAYER | ● AT RISK | Evaluation standards |
| Block 6: Recruitment Operations | STABILITY FOUNDATION | ● CRITICAL | Process stability |
| Block 7: Reporting & AI | SYSTEMIC MULTIPLIER | ● AT RISK | Data reliability |

Cross-Validation Contradictions

- CV-05: SLA claimed in Block 2 but not enforced per Block 6
- CV-08: Interview capacity claimed sufficient but delays reported

Disclaimer: This diagnostic report is based on self-reported data from designated respondents. While cross-validation reduces bias, findings should be verified through operational observation. This report does not evaluate individual performance and should not be used for personnel decisions. Recommendations are directional guidance, not prescriptive mandates. Implementation decisions remain the responsibility of the organization's leadership.