

Hiring Execution & Talent Efficiency Audit

BigCorp Enterprise

Level 2: Diagnostic + Design Report

2026-02-03

OVERALL HIRING HEALTH	
Status	
Confidence Score	90/100

Executive Summary

BigCorp Enterprise's hiring execution system demonstrates **healthy fundamentals** across most dimensions. Continue monitoring key metrics and address minor gaps identified in this report to maintain performance.

Key Findings

- Executive Ownership demonstrates healthy operational maturity
- TA Leadership demonstrates healthy operational maturity
- Delivery Leadership demonstrates healthy operational maturity
- Financial Governance demonstrates healthy operational maturity
- Technical Interviewing demonstrates healthy operational maturity

Priority Risks

Audit Block Overview

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

Detailed Block Findings

Block 1: Executive Ownership & Governance

Status: **HEALTHY**

Findings:

- Hiring ownership clarity assessed
- Planning discipline evaluated
- Executive visibility reviewed

Block 2: TA Leadership & Capacity

Status: **HEALTHY**

Findings:

- TA operating model assessed
- Capacity planning maturity evaluated
- SLA discipline reviewed

Block 3: Delivery & Hiring Leadership

Status: **HEALTHY**

Findings:

- Interview capacity assessed
- Feedback timeliness evaluated
- Requirement stability reviewed

Block 4: Financial Governance

Status: **HEALTHY**

Findings:

- TA budget ownership assessed
- Cost visibility evaluated
- Budget-plan alignment reviewed

Block 5: Technical Interviewing

Status: **HEALTHY**

Findings:

- Interviewer pool structure assessed
- Evaluation criteria standardization evaluated

- Feedback quality reviewed

Block 6: Recruitment Operations

Status: **HEALTHY**

Findings:

- Process documentation assessed
- ATS discipline evaluated
- Operational resilience reviewed

Block 7: Reporting, Data & AI

Status: **HEALTHY**

Findings:

- Reporting maturity assessed
- Data integrity evaluated
- AI governance reviewed

Recommendations

Quick Wins (Week 1-2)

- ✓ Designate interim hiring owner (CEO/COO) for 90 days

Owner: CEO | Effort: 1 day

- ✓ Add hiring status to weekly leadership agenda

Owner: COO/EA | Effort: 2 hours

- ✓ Count active roles per recruiter and set max threshold

Owner: TA Lead | Effort: 4 hours

- ✓ Block 4 interview slots per week for key interviewers

Owner: Delivery | Effort: 1 day

- ✓ Set 24-hour feedback SLA with automated reminders

Owner: TA Ops | Effort: 2 hours

Structural Changes (Month 1-3)

- Define RACI matrix for hiring decisions

Owner: HR + Business | Effort: 1 week

- Build capacity model by role complexity

Owner: TA Ops | Effort: 2 weeks

- Implement SLA dashboard visible to all stakeholders

Owner: TA + IT | Effort: 2 weeks

- Create standardized evaluation scorecard template

Owner: Engineering | Effort: 4 hours

- Establish monthly Hiring Governance Forum

Owner: COO | Effort: 2 weeks

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.