

Document Source: HRIS extract (Interview Configuration module) **Last Updated:** 2025-11-14 **Applies to:** Data & AI Advisory practice hires (Plan ID: DAA-01)

Standard Interview Format

All Data & AI Advisory hires follow a three-stage panel interview format:

Stage	Duration	Format	Panel Size
Stage 1: Technical Screen	45 min	Video call	1 interviewer
Stage 2: Case & Competency	60 min	In-person or video	2 interviewers
Stage 3: Leadership & Fit	45 min	In-person	2 interviewers

Total candidate time: Approximately 2.5 hours across stages (excludes scheduling gaps).

Interview Panel Assignments

The following panel assignments are configured in the ATS for DAA-01 roles:

Panelist Role	Stage	Focus Area
Talent Acquisition Lead	Stage 1: Technical Screen	Initial technical validation and culture screening
Practice Head, Data & AI Advisory	Stage 2: Case & Competency	Case exercise review and domain expertise
Senior Consultant (Data & AI Advisory)	Stage 2: Case & Competency	Technical deep-dive
HR Director	Stage 3: Leadership & Fit	Values alignment and leadership assessment
L&D Manager	Stage 3: Leadership & Fit	Growth potential and development readiness

Note from HRIS Administrator: The panel assignment for Stage 1 still lists the Talent Acquisition Lead as the technical screener. In the previous hiring cycle (Q3 2025), the TA Lead handled initial screens for all practices. For the current cycle, the Practice Head requested that a technical team member conduct Stage 1 instead, but the ATS configuration has not been updated.

Scoring Framework

Interviewers should use the standard Northbridge scoring scale below. This scale was introduced during the 2024 annual calibration cycle.

Score	Label	Definition
5	Exceptional	Exceeds all expectations; evidence of impact well beyond role scope
4	Strong	Meets expectations with clear, specific evidence across all assessed areas
3	Adequate	Meets minimum expectations; evidence is present but limited in depth
2	Below Expectations	Does not meet requirements in one or more areas; limited evidence
1	Unsatisfactory	No credible evidence provided; significant gaps identified

Legacy Competency Mapping (from Q3 2025 hiring cycle)

The previous hiring cycle for Data & AI Advisory used the following competency categories in the scoring template:

Competency (Q3 2025)	Weight
SQL & Relational Database Proficiency	25%
On-Premise Data Warehouse Management	20%
Client Communication	20%
Project Delivery Track Record	20%
Team Collaboration	15%

HRIS Administrator note: These competency categories are still loaded in the ATS scorecard template for DAA-01. The must-have criteria for the current cycle have shifted to Azure AI, Python, and GenAI/LLM deployment, but the scorecard template has not been rebuilt. Interviewers may see the old competency labels when entering scores. A change request (CR-2026-0041) has been submitted but is pending IT review.

Scheduling Constraints

- All Stage 2 and Stage 3 interviews should be scheduled within the same week where possible to reduce candidate drop-off.
- The Practice Head has limited availability on Mondays and Fridays due to client delivery commitments.
- Offer decisions must be completed within 48 hours of the final interview stage to support the 40-day time-to-fill target.

Additional Notes

- Interview questions and evaluation criteria should align with the approved must-have criteria for the role. Interviewers are expected to assess candidates against these criteria rather than the legacy competency framework, regardless of what the ATS scorecard displays.
- The Talent Acquisition Lead is responsible for distributing interview materials to panelists at least 48 hours before each scheduled interview.
- Candidate feedback forms from Stage 1 should be completed within 24 hours. Stage 2 and Stage 3 feedback is due within 48 hours.

AGASI AiOS — Sample material. For illustrative purposes. All data is fictional.