

## # Team & Role Context

**Department:** Data & AI Advisory **Prepared by:** Practice Head, Data & AI Advisory **Date:** 2026-05-02 **Purpose:** Onboarding context for incoming Senior Data & AI Consultant

### 1. Team Structure

The Data & AI Advisory practice currently has 42 consultants across four sub-teams:

| Sub-Team             | Head Count | Focus  |
|----------------------|------------|--|
| Data Strategy        | 12         | Data governance, architecture advisory, operating model design         |
| Applied AI           | 11         | ML/AI solution delivery, LLM deployments, MLOps                        |
| Analytics & Insights | 10         | Dashboarding, advanced analytics, data storytelling for clients        |
| Emerging Tech        | 9          | Proof-of-concept builds, GenAI use case validation, innovation sprints |

The new hire will sit within the **Applied AI** sub-team, reporting directly to the Practice Head. The sub-team operates in squads of 3–4 consultants per client engagement.

### 2. Current Engagement Pipeline

| Engagement                            | Client Sector      | Stage                   | Expected Duration | New Hire Involvement                                       |
|---------------------------------------|--------------------|-------------------------|-------------------|--|
| Predictive maintenance platform       | Manufacturing      | Delivery (Month 4 of 6) | Through Sep 2026  | Shadow from Week 3, potential workstream lead from Month 2 |
| GenAI knowledge assistant pilot       | Financial services | Scoping                 | Jul–Oct 2026      | Likely assigned as technical lead from Week 4              |
| Customer insights data lake migration | Retail             | Proposal                | TBD               | Not applicable initially                                   |

**Practice Head note:** "I want the new hire on the GenAI knowledge assistant from their first month. They have the LLM deployment experience we need and the client has specifically asked for senior AI capability. We can flex the timeline if onboarding takes longer than planned."

### 3. Key Contacts for Onboarding

| Role                     | Department         | Relevance  |
|--------------------------|--------------------|--|
| Practice Head            | Data & AI Advisory | Direct manager, engagement staffing, performance reviews     |
| Applied AI Sub-Team Lead | Data & AI Advisory | Day-to-day technical oversight, squad assignments            |
| Talent Acquisition Lead  | Talent Acquisition | Onboarding logistics, policy queries                         |
| HRIS Administrator       | HR Systems         | Systems access, equipment provisioning                       |
| L&D Manager              | People Development | Learning budget, certification support, development planning |

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## 4. Role Expectations

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### First 30 Days

- Complete all mandatory compliance training
- Attend team orientation and practice-level all-hands
- Shadow at least one active client engagement
- Review Northbridge engineering standards and delivery playbook
- Set up development environment and gain access to internal code repositories

### Days 31–60

- Take on a defined workstream on the predictive maintenance engagement or the GenAI pilot (depending on timing)
- Present a technical brown-bag session to the Applied AI sub-team on a topic from previous experience
- Complete Azure AI platform orientation (internal module, 8 hours)

### Days 61–90

- Lead a client-facing workstream independently
  - Participate in at least one client proposal or scoping session
  - Complete 90-day check-in with Practice Head and file feedback summary
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## 5. Tools & Standards

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| Tool / Platform   | Purpose                                       | Access Status                                |
|-------------------|---|--|
| Azure DevOps      | Project management, CI/CD pipelines           | Request via HRIS Administrator               |
| Azure ML Studio   | Model training and deployment                 | Practice Head to approve subscription access |
| Confluence        | Internal knowledge base, engagement playbooks | Standard access                              |
| GitHub Enterprise | Code repositories                             | Request via HRIS Administrator               |
| Power BI          | Client-facing dashboards                      | Standard access                              |

**Note from HRIS Administrator (email, 2026-04-28):** "Azure ML Studio access requires a separate approval from IT Security since the Q1 2026 access review. Current turnaround is 5–8 business days once the request is submitted. The Practice Head should submit the request at least two weeks before the start date."

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## 6. Known Gaps & Context

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- 1. Engineering standards review:** The Practice Head has flagged that the current engineering standards document (last updated October 2025) is under revision. The new hire should be given the existing version during Week 1 but told that a v2 is expected by August 2026. Some teams have already adopted draft v2 practices informally.
- 2. Buddy assignment uncertainty:** The onboarding policy requires a buddy from outside the direct team, but the Practice Head has expressed a preference for assigning an Applied AI team member as an informal mentor instead. This has not been cleared with People & Culture.
- 3. Flexible working pattern:** The accepted offer specifies a minimum of 3 days per week in office or on client site. The Applied AI sub-team's current norm is 2 days in office, 1–2 days on client site, and 1–2 days remote. The Practice Head expects the new hire to follow the team norm, which effectively meets the policy minimum but may cause confusion if HR communications reference "3 days in office" without the "or client site" qualifier.
- 4. Learning budget timing:** The candidate's offer includes a £2,000 annual learning budget. The L&D Manager has confirmed that new hires joining mid-year receive a pro-rated budget. For a July start, the available budget for calendar year 2026 would be approximately £1,000. This detail was not communicated during the offer process and may require clarification during onboarding.

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