

Organisation: Northbridge Advisory Partners **Assessment Date:** February 2027 **Prepared For:** HR Director, People & Culture; Talent Management Lead **Confidentiality:** Internal - Restrict Access

1. Priority Gap Table

Roles rated Thin or Critical are listed below, ordered by gap severity. CR-2 (Adequate, Imminent vacancy risk) is included per policy Section 6.2 because the vacancy risk level warrants action despite the Adequate bench rating.

Role ID	Role Title	Bench Rating	Vacancy Risk	Gap Severity	Gap Description
CR-2	Director of Client Delivery	Adequate	Imminent	High	Current incumbent has accepted an external offer with a 60-day notice period starting 15 January 2027. The strongest successor (Principal Consultant, Strategy & Operations) is at Ready 1-2 Years, not Ready Now. No interim coverage arrangement is documented.
CR-1	Practice Head, Data & AI Advisory	Thin	Near-term	High	Single successor candidate at Ready 1-2 Years. The same candidate (Principal Consultant, Strategy & Operations) is also the strongest candidate for CR-2, creating a single-point dependency. Knowledge sharing and strategic planning gaps remain unaddressed.
CR-3	Head of Technology Advisory	Thin	Planned	Moderate	Single successor candidate (Lead Engineer, Technology Advisory) at Ready 1-2 Years. Delegation and business development gaps flagged in the H2 2026 promotion panel. Planned vacancy horizon (3-5 years) provides development runway, but no backup candidate exists.
CR-4	Head of People Operations	Thin	Unknown	Moderate	Two candidates identified but neither is above Development Needed. Senior HR Business Partner profile is based on outdated Q2 2025 assessment using the legacy rating scale. Employee Relations Specialist lacks breadth and leadership evidence. Vacancy risk is unassessed, which itself is a gap.

2. Cross-Cutting Themes

- **No Ready Now candidates across the entire critical role portfolio.** Every succession scenario requires either interim coverage or accelerated development, increasing organisational risk if multiple vacancies occur in the same period.
- **Candidate concentration risk on the Principal Consultant, Strategy & Operations.** This individual is the strongest (or only) candidate for both CR-1 and CR-2. Developing them toward one role effectively removes them from the other pipeline, which would downgrade that role's bench rating.
- **Recurring delegation and knowledge-sharing gaps.** Three of five successor candidates (Principal Consultant, Lead Engineer, Engagement Manager) have gaps in delegation, knowledge sharing, or both — identified across the H2 2026 promotion panel and capability profiles. These gaps suggest a systemic development shortfall rather than isolated candidate issues.
- **Data quality gaps undermine assessment confidence.** CR-3 is missing a last-reviewed date. CR-4 uses a deprecated criticality label. Candidate D's profile uses the legacy rating scale. These inconsistencies reduce the reliability of readiness assessments and bench ratings.

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