

Current Workforce Plan Extract: Data & AI Advisory

Source: HRIS Administrator Report Date: Current planning cycle

Plan ID	Department	Role Title (HRIS)	Target Hires	Time to Fill Target	Priority	Notes
DAA-01	Data & AI Advisory	Data/AI Engineer III	3	40 Days	High	Approved in current planning budget. Backfilling turnover and expanding capacity.
DAA-02	Data & AI Advisory	Data Science Manager	1	40 Days	Med	Focus on predictive models.
DAA-03	Data & AI Advisory	Data Architect	1	60 Days	Low	Supporting platform design.

Context / Caveats (HRIS Admin):

- Note: The HRIS system still classifies the target role as "Data/AI Engineer III" under the legacy grading structure. The business prefers the market title "Senior Data & AI Consultant".
- Current average time to productivity is 118 days; the target is 90 days. We need candidates who can ramp up quickly.