Suhas Bhairav

AI Internal Role Matching Talent System

Practical AI for aligning talent with open internal roles.

Turn performance data and skill inventories into actionable internal promotions.

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suhasbhairav.com

Data, Tools & Roles

This page sets the data foundation, automation scope, and governance for AI-driven internal role matching. It clarifies what we automate, what stays human-reviewed, and which controls protect privacy and fairness.

Key move **Pilot in one department; ensure data access and governance are in place.**

PRACTICAL CHECKLIST

01	Automate matching scores, role recommendations, and candidate ranking using performance data and skill inventories.
02	Keep human review for final promotions, consent management, and policy exceptions.
03	Data mapping: translate performance metrics, competencies, and training into unified role-requirement profiles.
04	Guardrails: bias checks, explainability, and audit trails of all matches and decisions.
05	Privacy: minimize PII, anonymize data where possible, and enforce strict access controls.
06	Tools: integrate HRIS, LMS, performance systems; prototype with AI agents (Claude/ChatGPT) for experimentation.
07	Governance: define approvals, change control, and documentation of matching criteria and

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Weekly Adoption Plan

An incremental, weekly plan to deploy AI-driven role matching in HR. It outlines automation boundaries, required tools, and human review steps to keep decisions fair.

Key move **Ownership: assign HR Data Steward and weekly governance meeting.**

PRACTICAL CHECKLIST

01	Week 1: Establish data baseline by importing performance reviews, skills, and certifications.
02	Week 2: Define a scoring rubric for competencies and seniority; implement initial automated ranking.
03	Week 3: Run a lightweight prototype; produce candidate lists and confidence levels.
04	Week 4: Add governance gates; require manager review and policy alignment.
05	Week 5: Pilot in one department; collect feedback on usefulness and fairness.
06	Week 6: Expand to additional departments; monitor uptake and data quality.
07	Week 7: Finalize policy, ownership, and data retention; prepare rollout plan.

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Risks, Approvals, Metrics

Addresses risk management, required approvals, and how to measure success. It provides guardrails and ownership structures to keep the program compliant.

Key move **Document ownership and sign-off schedule in HR policy.**

PRACTICAL CHECKLIST

01	Risks: bias in promotions; data leakage; privacy violations; misalignment with policy.
02	Guardrails: regular bias audits, explainability of matches, and escalation to human review.
03	Approvals: define who signs off on matches—HR leader, line managers, and compliance where needed.
04	Metrics: time-to-match, accuracy of promotions, retention after promotion, and user satisfaction.
05	Ownership: assign HR Ops owner, data steward, and process owner with quarterly reviews.
06	Data lifecycle: retention, anonymization, and deletion policies for pilot and production data.
07	Security: role-based access, encryption at rest, and regular security audits.

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ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

WEBSITE

suhasbhairav.com

EMAIL

suhasbhairav@gmail.com