

Leaders

Stage 4 — AI-First by default

Hiring for AI-First talent is the default, not an exception. The org has data on what works, the rubric is living, and the team actively shares the prompts and workflows that make the process itself leverage.

SIGNALS YOU'LL RECOGNISE

- Hire/no-hire decisions reference the AI-First rubric by default.
- The interview process itself is automated and leveraged — scheduling, note-taking, scorecards.
- New hires are onboarded into shared AI workflows on day one.

THE RISK IF YOU STAY HERE

Complacency. Leaders stop iterating because the process works — then the tools move and the standard quietly falls behind.

PRIORITY ACTION

- Keep the rubric living. Assign an owner, schedule a bi-annual tool-and-rubric review, and treat the framework as a product, not a policy.

OFFLINE CHECKLIST — DO THESE NEXT

- ☐ Name a single owner for the AI-First hiring standard with a review cadence in the calendar.
- ☐ Publish the rubric and workflows externally — it becomes an employer-brand advantage.
- ☐ Feed hire outcome data back into the rubric every two quarters.