

Talent Pipeline / Bench Plan

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Builds a talent-pipeline or bench plan for recurring or hard-to-fill roles — pooling, nurturing, readiness tiers and bench economics — so you fill faster. Use it to pre-build supply. For sourcing use the Sourcing Strategy.

Purpose of this tool & output

Build a bench for recurring roles

How the output is used

Use it to build a bench for recurring roles — a talent pipeline and bench plan that speeds delivery on repeat demand.

Important cautions

A nurtured pipeline is low-cost and speeds closures; a paid bench costs salary from day one and only pays off with high utilisation and fast deployment — size it to demand certainty. Keep candidate data with consent and up to date.

Companion documents

- Sourcing Strategy
- Job Description Builder
- Boolean / Search String Builder
- Candidate Screening & Shortlisting Guide
- Interview Kit & Evaluation Scorecard
- Assessment Design

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.