

Case Study: Building a Board-Ready AI Governance Program in 30 Days

Client: Mid-size Recruitment Technology Company
Industry: HR Tech (200 employees)

The Challenge

As the company prepared to launch an AI-driven hiring platform into the EU market, leadership faced urgent questions from investors and regulators:

- Can you prove the data you're using is lawful and unbiased?
- Do you have controls for when your model retrains or fails?
- What evidence will you present to auditors under the EU AI Act?

Despite good intentions, the team lacked documentation, repeatable processes, and clear oversight mechanisms. They worried their governance program looked like *theater* rather than a credible system.

The Solution: A 30-Day Governance Sprint

MercurySecurity designed a focused sprint to establish a minimum viable AI governance framework in just one month:

Week 1 — System & Data Mapping

- Cataloged all AI systems in production and development.
- Documented purposes, decision points, and responsible owners.
- Mapped data lineage: source → processing → model.

Week 2 — Baseline Evaluations

- Ran fairness, bias, and robustness tests on hiring models.
- Defined quantitative thresholds for human review and escalation.
- Logged evaluation results into a central repository.

Week 3 — Oversight & Change Governance

- Drafted a Responsible AI Policy aligned with EU AI Act and GDPR.
- Created a human-in-the-loop review process.
- Established a model change management log with rollback procedures.

Week 4 — Evidence Pack Assembly

- Compiled all artifacts (lineage docs, policies, evaluation results, oversight logs).
- Delivered a Board-Ready Governance Roadmap with 18 prioritized controls.
- Produced a concise, regulator-friendly Evidence Pack v1.0.

The Results

- Regulatory readiness: Evidence Pack used for EU AI Act compliance submission.
- Investor confidence: due diligence completed faster with credible artifacts.
- Operational clarity: engineers, data scientists, and legal aligned on process.
- Speed with safety: product launched on schedule — governance in place from Day 1.

Key Takeaways

- Governance without evidence is just theater.
- A focused 30-day sprint can establish a strong governance baseline.
- Ongoing Governance-as-a-Service keeps you compliant and credible as your AI evolves.

■ Want a copy of our sample “AI Governance Evidence Pack” template?

Leave a comment or get in touch — we’ll send it over.