Current federal hiring problems result in processes that do not meet the needs of (1) agencies in achieving their missions, (2) managers in filling positions, and (3) applicants for a timely, efficient, transparent, and merit-based process. Federal human resources directors from the 24 major federal departments and agencies found time-to-hire a problem, with the estimated time to fill a competitive service position taking from 3 to more than 6 months. Automated Hiring Systems in Federal Agencies. Executive Summary. Introduction. The Business Case for Good Assessment. We found that automated hiring systems can be beneficial to both agencies and job applicants, when used wisely. These systems can help agencies streamline the application process, assess applicants fairly and thoroughly, and reduce hiring time. However, we also found that investments in information technology alone do not guarantee these results. Agency leaders must also invest time and money in implementing an automated hiring system to ensure that selection criteria and assessment methods are valid and effective. Current federal hiring problems result in processes that do not meet the needs of (1) agencies in achieving their missions, (2) managers in filling positions, and (3) applicants for a timely, efficient, transparent, and merit-based process. Federal human resources directors from the 24 major federal departments and agencies found time-to-hire a problem, with the estimated time to fill a competitive service position taking from 3 to more than 6 months.