

ACCESS & GOVERNANCE AUTOMATION AI™ PILLAR 3

AVATIER HR USER PROVISIONING

Automated, Zero-Trust User Lifecycle Management from Hire to Retire

Eliminates manual IT work by automating username creation, home-directory provisioning, and Microsoft 365 license assignment.

Why It Matters

Every identity and security failure starts with slow, inconsistent, or inaccurate provisioning. Script-based IAM is fragile, insecure, non-compliant, and unscalable. Avatier replaces that chaos with built-in, zero-code, policy-enforced lifecycle automation that is secure by design.

By turning HR updates into instant, automated access changes, Avatier ensures users are onboarded quickly, permissioned correctly, and deprovisioned the moment they leave. This not only accelerates productivity but also delivers airtight compliance for CISOs by preventing access creep, enforcing least privilege automatically, maintaining continuous audit trails, and ensuring every identity action aligns with SOC 2, ISO 27001, NIST, and zero-trust requirements.

"Automated access begins with a single source of truth. This is that source." (Sam Wertheim, Avatier CISO)

How It Works

Avatier connects to 70+ of the world's most widely used HR and payroll systems through a single unified integration, including Workday, SAP SuccessFactors, Oracle Cloud HCM, ADP, UKG, and Dayforce in the enterprise, and Paychex, Paylocity, Paycom, Rippling, TriNet, and Deel across mid-market and global payroll.

After connecting directly to your HR system, Avatier turns every HR event, including hire, transfer, promotion, leave, layoff, rename, rehire, or termination, into an automated identity workflow. The moment HR updates a record, Avatier creates or updates accounts across Active Directory, Entra ID, Microsoft 365, cloud apps, and legacy systems. It generates standardized usernames, assigns roles, provisions home directories, sets licenses, updates groups, pushes authoritative HR properties downstream where your HR system provides them, and can provision a new employee with Passwordless New User Provisioning™, granting secure first-day access without ever assigning a password while triggering required approvals through modern push-notification workflows.

One Unified Integration. 70+ HR & Payroll Systems.

Avatier connects to 70+ HR and payroll systems through a single unified integration, with no point-to-point connectors to build or maintain, and no scripts to break when a vendor changes an API.

Enterprise HCM & Payroll



Mid-Market & Global Payroll



A single, outdated user account can be all it takes for a catastrophic breach. In the 2023 MGM Resorts cyberattack, attackers did not need to crack complex passwords or find a zero-day vulnerability. They simply called the help desk.

How It Happened: The attackers found a former MGM employee's information on LinkedIn. Using this, they socially engineered the IT help desk to reset the password for the employee's old, but still active, account. This account had just enough access to become a foothold, leading to a system-wide shutdown that crippled operations for 10 days and cost the company an estimated \$100 million.

The Business Imperative: Stopping Insider Threats and Access Creep

Root Cause	Solution
Stale Account: A former employee's account remained active and provisioned.	Instant Offboarding: the moment an employee is marked as terminated in the HR system, Avatier instantly disables all accounts and revokes access, eliminating stale accounts.
Help Desk Vulnerability: The help desk was an unsecured, manual process vulnerable to social engineering.	HR as the Single Source of Truth: Access decisions are automated directly from HR data, removing the human element and social-engineering risk from critical access changes.
Lack of Automated Lifecycle Governance: No automated process existed to reconcile user status with access rights.	Patent-Pending Continuous Governance™: Avatier continuously reconciles user access to match current HR status, automatically removing permissions from transferred or former employees.

The MGM breach is a stark reminder that manual processes and disconnected systems create immense risk. Avatier HR User Provisioning eliminates this vulnerability by automating identity governance from hire to retire, ensuring your HR system is the engine of your security.

Featured Capabilities

Passwordless New User Provisioning™

Provision a new employee and grant secure first-day access without ever assigning a password. Avatier's visual workflow engine provisions accounts, applies role-based entitlements, and enables passwordless or self-service credential enrollment, eliminating help-desk password resets and the credential exposure that fuels breaches like MGM.

Key Advantages & Benefits

Avatier delivers a modern, AI-driven identity and workforce automation platform designed for speed, security, and simplicity.

Advantage	Key Benefit	Why It Matters
Low-Code / No-Code Setup	Faster Deployment	Point-and-click configuration eliminates scripting and reduces rollout time from months to days.
HR-Driven Lifecycle Automation	Zero-Touch Onboarding	Automatically creates, updates, and removes accounts instantly when HR data changes.
Passwordless New User Provisioning™	Zero-Password Onboarding	Deploy new users with secure first-day access and no assigned password, removing help-desk resets and credential exposure.
Patent-Pending Continuous Governance™	Always-Right Access	Automatic role reconciliation continuously removes or restores access to match each user's role, eliminating access creep.
Password Firewall™ Enforcement	Unified Security	Ensures consistent, compliant password rules across every system and workflow.
Universal User Experience	Higher Adoption	Consistent UX across web, Teams, Outlook, mobile, and call centers improves usability for all workers.
Guided Quick Start	Rapid Value	Simplified onboarding playbooks and white-glove support accelerate time-to-value.
Broad HR System Support	Seamless Integration	Connects to 70+ HR and payroll systems through a single unified integration for authoritative identity provisioning.
Global ROI Calculator	Clear ROI	Built-in financial modeling quantifies savings in multiple currencies.

Patent-Pending Continuous Governance™

Avatier's patent-pending Continuous Governance™ performs automatic role reconciliation across the entire user lifecycle, continuously removing access that no longer fits and restoring access aligned with each user's current role. The result is least privilege enforced by default, with zero access creep.

Top Use Cases Parallel Provisioning Process Comparison	
1. Immediate, Secure Offboarding: Terminations trigger instant access revocation across all systems.	9. Passwordless New User Provisioning™: Deploy a new user with secure first-day access and no assigned password.
2. Layoff / RIF: Bulk, policy-driven deprovisioning with full audit logging for workforce reductions.	10. Auto Username, Email & Home Directory Creation: Handles all identity generation with zero IT involvement.
3. Leave of Absence: Access is automatically suspended during the leave and restored upon return.	11. Automatic Microsoft 365 Licensing: Licenses are assigned and reclaimed automatically, reducing waste.
4. Rehire: Rehires receive correct role-based access instantly, reactivating the right accounts.	12. Compliance-Ready Audit Trails: Every action is logged and policy-enforced for SOC 2, ISO, NIST, and more.
5. Property Push: Authoritative HR attributes, including title, manager, department, and location, are pushed to AD, Entra ID, and connected apps.	13. Role-Based Access Assignment: Users receive correct access based on role attributes.
6. User Transfer: Department and role transfers apply new role-based access control (RBAC) entitlements and remove outdated access.	14. Continuous Governance™ Reconciliation: Automatic role reconciliation removes or restores access to match each user's current role.
7. Rename: Name changes update usernames, email aliases, directories, and downstream apps automatically.	15. Full Lifecycle Governance: One engine governs every identity event from hire to retire.
8. Instant, Zero-Touch Onboarding: New hires are provisioned across all systems in seconds, without tickets.	16. Real-Time HR-to-IT Synchronization: Every HR status change automatically updates all IT systems.

Perfect For These Scenarios

Avatier HR User Provisioning delivers critical value and rapid ROI for organizations facing these common challenges.

Scenario	Why It's Critical
Seasonal Workers	Businesses with recurring hiring cycles need fast onboarding, access removal and license reclamation when assignments end, and correct role-based access when workers return.
Growing Organizations	Companies needing to scale onboarding and offboarding without increasing IT headcount.
Regulated Industries	Organizations requiring SOC 2, ISO 27001, NIST, SOX, HIPAA, or GDPR compliance evidence.
M&A or Reorganization	Businesses undergoing rapid change where accurate, timely access changes are essential.
HR-Driven Enterprises	Companies using modern HRIS platforms seeking to automate IT from a single source of truth.
Previous Audit Findings	Organizations remediating manual provisioning, access creep, or stale account violations.

Frequently Asked Questions

1. **Can Avatier really integrate with our HR system without heavy customization?**
Yes. Avatier connects to 70+ HR and payroll systems through a single unified integration. These integrations require no custom coding, thanks to Avatier's low-code/no-code architecture. Most connections are completed within hours, not months.
2. **Does Avatier provide AI-driven compliance reporting?**
Yes. Avatier turns continuous identity and access data into audit-ready reports on demand, using AI to assemble who has access to what, what changed, and who approved it — mapped to the controls auditors expect. Instead of a manual evidence scramble before each audit, you generate plain-language, exportable reports covering SOC 2 Type II and ISO 27001, plus the evidence needs associated with NIST, SOX, HIPAA, and GDPR.
3. **What is AI-driven configuration?**
Avatier's AI-driven config turns plain-language intent into working policy. Rather than hand-coding rules, connectors, and roles, administrators describe what they need and Avatier recommends and sets up provisioning rules, role mappings, and workflows — then validates them before they go live. It shortens deployment from months to days and keeps configuration consistent, auditable, and free of custom scripting.
4. **Can Avatier onboard a new user without assigning a password?**
Yes. Passwordless New User Provisioning™ provisions a new employee and grants secure first-day access without ever assigning a password, removing help-desk password resets and the credential exposure that fuels social-engineering attacks.
5. **What is Continuous Governance™?**
Avatier's patent-pending Continuous Governance™ performs automatic role reconciliation across the user lifecycle, continuously removing access that no longer fits and restoring access aligned with each user's current role, enforcing least privilege by default and eliminating access creep.
6. **How fast can Avatier get us live with HR-driven provisioning?**
Most customers go live in days to weeks. Avatier provides a Quick-Start Guide, a dedicated onboarding team, and point-and-click configuration, dramatically shortening deployment time.
7. **Is Avatier secure enough for large enterprises or regulated industries?**
Absolutely. Avatier applies zero-trust controls, maintains fully auditable identity records, and holds SOC 2 Type II and ISO 27001 certifications. It also helps organizations support requirements and evidence needs associated with NIST, SOX, HIPAA, and GDPR. Every provisioning action is policy-enforced and auditable.
8. **How does Avatier prevent access creep?**
Continuous Governance™ continuously performs role reconciliation, automatically removing access that no longer aligns with a user's job function. This prevents privilege bloat, stale accounts, and insider risk.
9. **Does Avatier support multi-step or complex onboarding workflows?**
Yes. Avatier includes a visual workflow engine, push notifications, delegated approvals, and automated provisioning tasks across AD, Entra ID, cloud apps, file systems, and licensing. Even complex workflows require no scripting.

10. What happens when someone transfers, changes their name, or is rehired?

Avatier automatically updates their profile, applies the correct RBAC entitlements, removes outdated permissions, updates groups, updates email aliases, pushes HR properties downstream, and adjusts Microsoft 365 licensing. Rehires are reactivated with the right role-based access instantly, with no manual intervention or tickets needed.

11. How does Avatier handle offboarding, layoffs, and terminations?

As soon as HR marks someone as terminated or includes them in a layoff, Avatier instantly disables accounts, revokes all access, halts SSO, removes SaaS access, and triggers asset-recovery workflows in bulk and within seconds, with full audit logging.

12. Will Avatier reduce our Microsoft 365 licensing costs?

Yes. Avatier automatically assigns, monitors, and reclaims licenses based on job roles and HR status, preventing waste. Many customers see 20–40% savings on their Microsoft 365 spend.

13. How does Avatier compare to script-heavy identity systems?

Avatier eliminates the risk associated with scripts: credential exposure, fragile connectors, silent failures, missing audit trails, and tribal-knowledge dependencies. Everything runs inside a governed, policy-enforced platform.

14. What direct support does Avatier provide during and after deployment?

Avatier provides white-glove onboarding, direct access to its engineering team, configuration guidance, and ongoing support. Unlike traditional IAM vendors, Avatier includes services that reduce reliance on contractors and cut long-term TCO.

Automated User Lifecycle Governance

Automation can solve most IT tasks, but identity lifecycle management remains a critical, manual risk. Avatier HR User Provisioning secures the entire employee journey, transforming HR data into the single source of truth for access rights.

It turns your HR system into a powerful zero-trust identity engine, ensuring every user has the right access at the right time, with no access when they should not have it. This is how you close the provisioning gap in enterprise security by automating identity governance from hire to retire.

You've automated the system. Now secure the lifecycle.



[Contact Avatier to see HR User Provisioning in action](#)

www.avatier.com

Passwordless New User Provisioning™, Continuous Governance™, Password Firewall™, and Identity Anywhere™

are trademarks of Avatier Corporation. Patent pending.