



GitHub Enterprise Migration Assessment

Two weeks. Every repository and pipeline dispositioned. A costed, sequenced migration plan – before you commit budget.

DURATION
2 weeks

SERVICE TYPE
Assessment

DELIVERED BY
Deop

THE PROBLEM

Migrations overrun for reasons nobody wrote down

Moving source control and CI/CD to GitHub Enterprise is rarely a tooling problem. The tooling is well understood. What overruns the schedule is everything the estate accumulated while nobody was documenting it.

Three failure modes account for most of the slippage we see. All three are discoverable in advance. None of them is discoverable from a repository count.

Undocumented build logic

Pipelines that work because of a variable set on an agent five years ago, a shared library nobody owns, or a manual step encoded in a task group. These convert cleanly on paper and fail on contact. The only reliable way to find them is to read the definitions and rate each one for conversion complexity before the wave plan is written.

Permission sprawl

Access models that grew by exception. Groups that no longer map to teams, inherited permissions at project level, service accounts with standing rights and no owner. Lifted into GitHub unexamined, this becomes a security finding on day one and a re-platforming exercise six months later.

Build infrastructure nobody migrates

Self-hosted agents with unreproducible toolchains, network paths to internal package feeds and deployment targets, licence-bound build steps. Runner strategy is usually treated as a detail. It is the item most likely to stall a cutover weekend.

The premise of this assessment: spend two weeks finding these before the migration starts, so the plan you approve reflects the estate you actually have rather than the one on the inventory sheet.

What week one usually turns up

- Repositories with no commits in three years that nobody is willing to delete without a named owner signing off
- Pipelines whose only remaining consumer is another pipeline
- Service connections and standing credentials with no expiry and no owner
- Git history large enough that a straight clone-and-push is the wrong migration method

SCOPE

The two-week agenda

Fixed scope, fixed duration. Week one establishes what is actually there. Week two turns it into a plan somebody can approve and someone else can execute.

WEEK ONE

Discovery

- **Repository inventory** — size, history depth, Git LFS, submodules, binary artifacts, activity and ownership
- **Pipeline inventory** — Azure Pipelines, GitLab CI, Jenkins and Bamboo definitions, each rated for conversion complexity
- **Identity and access mapping** — directory groups, permission model, SSO and SCIM readiness
- **Integration surface** — artifact feeds, work item links, deployment targets, third-party tooling
- **Constraints** — compliance, sovereignty and data residency

WEEK TWO

Plan

- **Target architecture** — organisation and repository topology, teams, rulesets, environments
- **Pipeline conversion strategy** — what maps cleanly to GitHub Actions, what needs rebuilding, what should be retired rather than migrated
- **Runner strategy** — GitHub-hosted versus self-hosted, with network and cost implications
- **Security baseline** — code scanning, secret scanning, dependency review, branch protection rulesets
- **Sequenced migration waves** — with effort estimates and a cutover approach
- **Risk register** — with mitigations and owners

What we need from you

- Read access to the source platform at organisation or collection level
- Two to three hours per week from a platform engineer who knows the estate's history
- One hour with whoever owns identity, and one with whoever owns release

Everything else is our effort. The assessment does not require a change freeze and does not touch production.

Working sessions

WHEN	SESSION	PURPOSE
Day 1	Kickoff	Access confirmed, estate walked through with the engineer who knows its history, constraints captured
Day 5	Discovery check-in	Inventory reviewed together, anything ambiguous resolved before the plan is written
Day 10	Executive readout	Report, roadmap and risk register presented to the people approving the budget

SAMPLE DELIVERABLE

A disposition for every repository

The core of the report is not a summary. It is a per-asset decision, with the reasoning attached, that a delivery team can pick up and work from.

REPOSITORY	SIZE	PIPELINE	CONVERSION	DISPOSITION	WAVE
billing-core	1.4 GB	Azure Pipelines, 3 stages	Medium	MIGRATE	Wave 1
billing-core-legacy	820 MB	None (last build 2021)	—	ARCHIVE	Pre-cutover
payments-gateway	310 MB	Jenkins, shared library	High	REBUILD	Wave 2
platform-iac	44 MB	Azure Pipelines, 6 stages	Medium	MIGRATE	Wave 1
reporting-etl	2.9 GB (LFS)	Azure Pipelines + manual step	High	REBUILD	Wave 3
internal-tools-scratch	18 MB	None	—	RETIRE	—
mobile-client	640 MB	Bamboo, 2 plans	Medium	MIGRATE	Wave 2

Why each row carries a reason

A disposition without reasoning gets re-litigated in the first planning meeting. Each row in the delivered report links to the evidence behind it — the pipeline definition that pins it to a self-hosted agent, the LFS objects that make a history rewrite necessary, the last commit date that justifies archiving instead of migrating. Rebuild decisions carry an effort estimate; retire decisions carry the owner who signed off.

Illustrative extract. Repository names, sizes and pipeline details above are fabricated for this document. The delivered report uses your estate, and typically runs to several hundred rows.

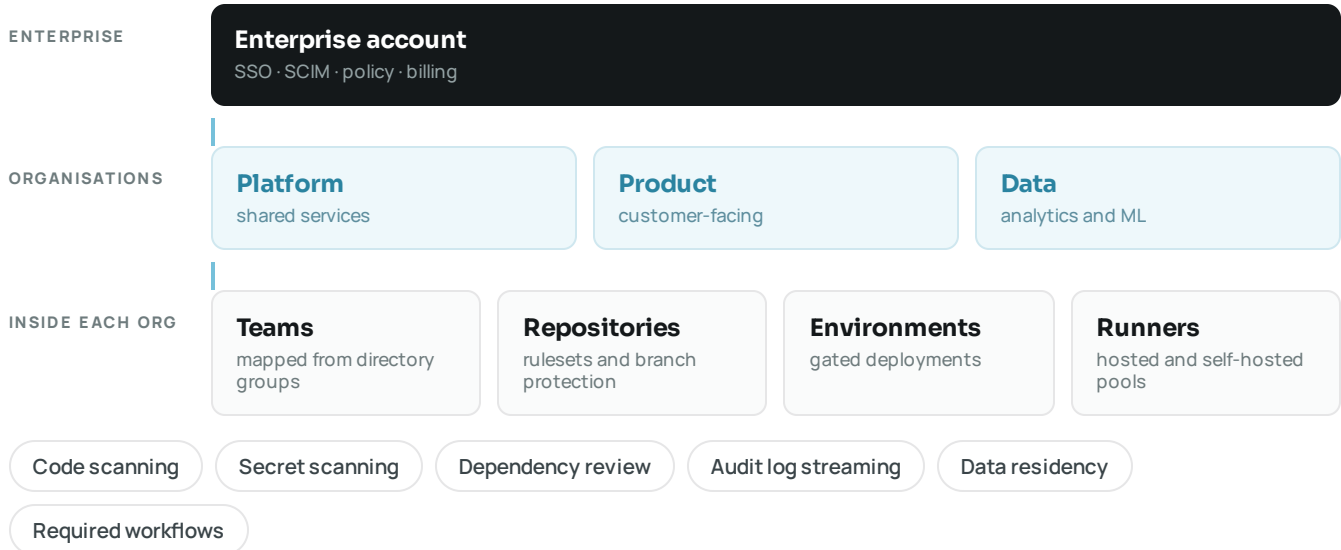
How a disposition is decided

DISPOSITION	APPLIED WHEN	WHAT IT COMMITS YOU TO
MIGRATE	History is portable, the pipeline converts, the repository is in active use	A wave slot and a conversion estimate
REBUILD	The pipeline depends on something with no equivalent on the target platform	Engineering effort, estimated separately from the migration itself
ARCHIVE	No recent activity, but the history carries retention or audit value	A read-only home and a named owner who signs off
RETIRE	No consumers, no retention obligation, owner agrees	A decommission date — and one less asset to migrate

DELIVERABLE

Target-state architecture

The plan is anchored to a topology. Organisation boundaries, team mapping and rulesets are decided once, in week two, rather than repeatedly during migration.



Decisions this diagram forces early

- **Organisation boundaries.** One org or several. Splitting later is far more expensive than splitting at migration time.
- **Team mapping.** Which directory groups become teams, which become nothing, and who owns the exceptions that do not map.
- **Ruleset baseline.** The protections applied to every repository by default, so governance is a property of the platform rather than a per-repo negotiation.
- **Runner topology.** Which builds can move to hosted runners and which need network paths that only a self-hosted pool can provide.

And a wave plan against it

WAVE	CONTENTS	INDICATIVE EFFORT	WHY HERE
Wave 1	Platform and IaC repositories	2–3 weeks	Establishes the org, rulesets and runner pools everything later depends on
Wave 2	Active product repositories	4–6 weeks	Highest change rate, so the shortest possible dual-running window
Wave 3	Rebuild-required pipelines	3–5 weeks	Needs the target platform stable before conversion work starts

Effort ranges shown are indicative of the shape of a plan, not a quote. The delivered roadmap carries estimates derived from your own inventory.

HOW WE WORK

Written by the people who would deliver the migration

The assessment is not a research exercise handed to a delivery team later. It is scoped, written and presented by engineers who run these migrations, which is why the effort estimates are numbers we are willing to be held to.

Senior-led

A migrations technical lead and a platform engineer, working directly with your team. No analyst layer between the estate and the person writing the plan.

Repeatable method

The same discovery, disposition and wave-planning method on every engagement, refined across GitHub Enterprise migrations from Azure DevOps, Bitbucket and self-hosted estates.

Governance from day one

A centrally managed settings baseline applied across repositories, so the target estate starts governed instead of being retrofitted.

Source platforms supported

- **Azure DevOps** — Repos, Pipelines, Artifacts and Boards, including work item migration options
- **GitLab** — SaaS and self-managed, including GitLab CI definitions
- **Bitbucket** — Cloud and Data Center
- **GitHub Enterprise Server** — self-hosted to Enterprise Cloud
- **Jenkins and Bamboo** — freestyle, pipeline and plan definitions
- **Legacy version control** — including Subversion, on request

After the assessment

The roadmap is written to be executed by whoever you choose — your team, us, or a third party. Nothing in it depends on Deop delivering the migration. Where clients do ask us to run the waves, the sequencing and estimates carry over unchanged, because the people who wrote them are the people doing the work.

What this assessment is not

- **Not a licensing exercise.** Seat counts and commercial terms with your platform vendor are yours to negotiate. We will tell you what the architecture implies for them, and stop there.
- **Not a code review.** We assess repositories as migration units — size, history, dependencies, ownership — not as software.
- **Not a proof of concept.** Nothing is migrated during the two weeks. If you want a pilot repository moved as evidence, that is a separate, short engagement we can scope at the readout.

NEXT STEP

Starting the assessment

- 01 Introductory call, 30 minutes.** We scope the estate roughly — platform, repository count, pipeline count, any hard constraints — and confirm the assessment is the right shape for you.
- 02 Scope and schedule.** Fixed two-week window agreed, read access arranged, the three working sessions booked in advance.
- 03 Week one and week two.** Discovery, then plan. A short mid-point check-in so nothing in the plan is a surprise at readout.
- 04 Executive readout.** The report, the roadmap and the risk register presented to the people who approve the budget.

Talk to us about your estate

If you already know roughly how many repositories and pipelines you are carrying, we can tell you on the first call whether two weeks is the right size for the work.

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This document describes a fixed-scope professional service offering. Effort estimates, wave sequencing and risk ratings in the delivered assessment are specific to the estate assessed. The sample deliverable on page 4 is illustrative and does not describe any client engagement.

Common questions

- **Is two weeks enough for a large estate?** The two weeks are fixed. For estates beyond roughly a thousand repositories we sample by pattern rather than reading every definition, and the report says explicitly which assets were sampled and which were read in full.
- **Do you need write access?** No. Discovery is read-only throughout.
- **What if we decide not to migrate?** The inventory, the risk register and the access mapping stand on their own. Several of the findings are worth acting on whether or not the migration happens.