

Artificial intelligence in recruitment: Our approach

As a values led recruitment agency, we at Eastside People are mindful of the growing use of artificial intelligence (AI) and its potential impact on candidates and our clients. We recognise that the use of AI is becoming ubiquitous in most areas of knowledge work, and that its use is growing in the recruitment industry.

For this reason, this document sets out our current approach towards the use of AI in our recruitment practice. We will keep this policy under review and make it available to our clients and the candidates we work with.

Use of AI by candidates

We recognise that:

- AI is a powerful and valuable tool that can assist everyone in being more effective in their work
- it is highly likely that AI will be used by most candidates, to a lesser or greater extent, to assist in researching opportunities and writing applications
- that “AI detectors” are inconsistent in their ability to recognise the use of AI in written work, missing AI’s use in some cases and creating false positives in others
- the use of “AI detectors” could introduce unknown biases and further confuse the recruitment process.

Therefore, we do not employ “AI detection” in the assessment of candidate applications. As we always have, we take applications “on face value” and employ a thorough and human-centred approach as the selection process evolves, to better understand the capabilities and suitability of candidates for a given role.

Use of AI for assessment and selection

Because of the inherent inconsistencies and unknown biases of AI, and because we pride ourselves in engaging in a thorough and person-to-person approach to recruitment, we do not use AI as a tool for candidate assessment or selection at any time.

AI as a tool to assist us in being more efficient and effective

To help us focus fully on candidates in meetings, we will occasionally use AI to record and transcribe candidate interviews and generate draft meeting notes. We do not ask AI to “give an opinion” on candidates.

We will provide adequate warning if we intend to use AI for note taking and will be happy to respect any request not to use it.