

AI Usage Policy in our Recruitment Process

Purpose:

This policy outlines the guidelines for the use of Artificial Intelligence (AI) tools and technologies during the graduate recruitment process. Our goal is to ensure that while AI proficiency is recognised as a valuable skill, we prioritise assessing the individuality, personality, and originality of all candidates. This approach ensures a fair, comprehensive, and human-centered recruitment process.

Proficiency in AI:

We acknowledge the growing importance of AI proficiency in the workforce. Candidates with demonstrated AI skills will be valued. However, AI proficiency is not the sole determinant in the recruitment process. While it is advantageous to be familiar with AI tools, we do not expect all applicants to possess advanced AI knowledge or expertise.

Personality and Originality:

AI cannot meet the standard of client care that we expect and maintain at Express Solicitors. Which is why we are most interested in understanding who you are as an individual. We value personality, originality, and the unique qualities that you bring to the table. During the interview and selection phases, we encourage candidates to showcase their creativity, problem-solving abilities, communication skills, and personal values. These are qualities that AI cannot fully capture. We believe that no AI system can replace the nuanced judgment and understanding that comes from personal interaction, and it is through these interactions that we hope to get to know you better.

Human-Centered Evaluation:

Our recruitment team will always rely on human evaluators to assess candidates' applications, taking into account:

- Your personal experiences
- Your motivations and aspirations
- Your cultural fit with the firm

We will make every effort to ensure that our processes are free from bias and support a fair, transparent, and inclusive recruitment experience.

Transparency and Ethics:

We are committed to using AI responsibly and ethically. If AI tools are utilised at any point during the recruitment process, candidates will be informed of their use, and any relevant data will be handled in compliance with data privacy regulations. All assessments and evaluations will be subject to regular review to ensure that they are fair and objective.

Conclusion:

AI is a tool that enhances our recruitment process, but it should never overshadow the human qualities we value most: personality, creativity, and originality. We encourage candidates to embrace the opportunity to present themselves authentically, and we remain committed to a recruitment process that balances technological innovation with a human touch.