AI IN THE RECRUITING

Do they do it - or don't they?

There is constant speculation about the extent to which companies actually use artificial intelligence in recruitment. Many applicants suspect that AI has long been selecting CVs - and optimising their documents accordingly. Similar to Google in the past, tips are circulating on how algorithms can be influenced. As a former headhunter, this discussion seems overheated to me. How can an algorithm take on a task that humans regularly fail at?

Sophisticated recruitment is an art

Of course, AI can use clear criteria such as age, education or work permit to pre-sort applicants for simple positions. But whether this is done by machines or humans makes little difference in such cases. However, when it comes to qualified specialist or management positions, experienced recruiters are needed. This is because very different backgrounds often lead to the target profile - and it is important to recognise transferable skills. This is more of an art than a craft. What's more, the best candidates are not necessarily the best applicants. So, if you only focus on optimised CVs, you risk weeding out the real talents. That is why I am convinced that sophisticated recruitment will remain a business for natural intelligence for the foreseeable future.