

AI IN THE RECRUITING

The best candidates are not necessarily the best applicants. An algorithm cannot tell the difference.

There is ongoing speculation about how extensively organisations use AI in recruitment. Many applicants assume that AI is already screening CVs – and optimise their documents accordingly. Much like in the early days of Google, tips are circulating on how to influence algorithms. As a former headhunter, I consider this debate somewhat over-heated. How is an algorithm supposed to take on a task at which humans themselves regularly fall short?

Of course, AI can pre-screen applicants for more straightforward roles based on clear criteria such as education or work permits. In such cases, whether this is done by machines or humans makes little difference. For qualified specialist or leadership roles, however, the situation is different. Here, experienced recruiters are needed – because very different career paths can lead to the desired profile, and transferable skills must be recognised. This is more art than science.

Those who rely solely on optimised CVs risk filtering out the very talent they are trying to identify. For the foreseeable future, demanding recruitment will remain a matter of human intelligence.

Articles on AI in recruitment (all articles)

- How recruiters read your application documents – yes, they still read!
- Writing motivation letters with Chat GPT – seriously?