

2025

AI in hiring report

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The Greenhouse 2025 AI in Hiring Report, which surveyed over **4,100 job seekers**, recruiters, and hiring managers across the **U.S., U.K., Ireland, and Germany**, shows an escalating arms race where authenticity and trust have become the first casualties.



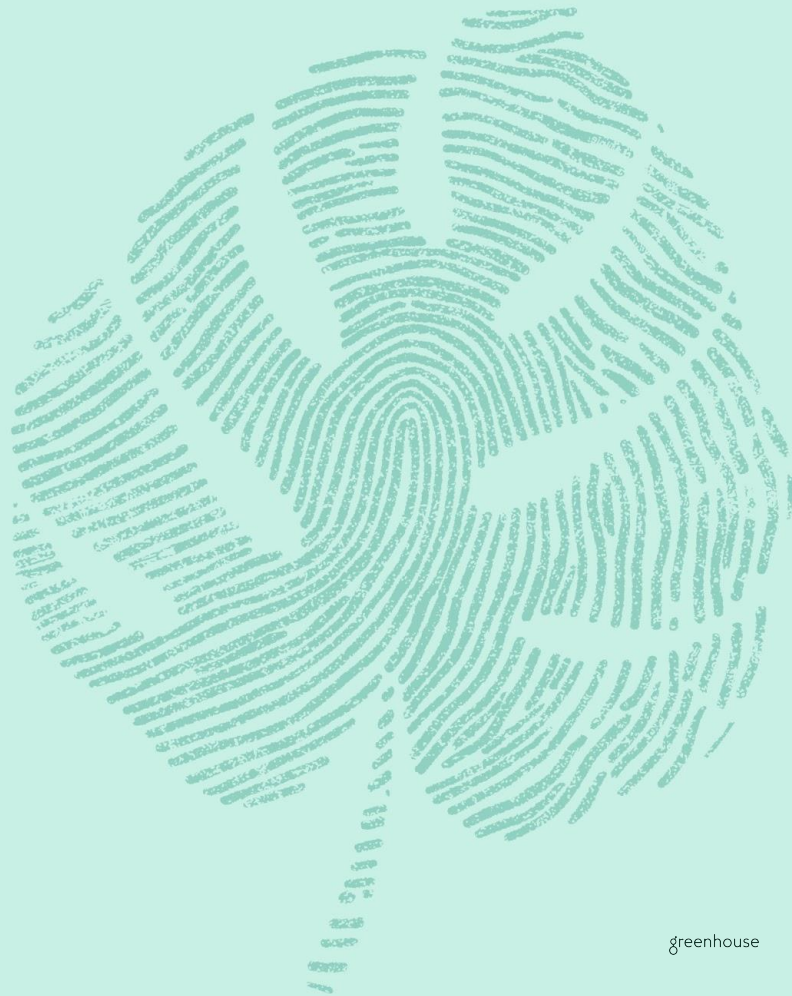
AI adoption surges as trust in hiring plummets

Key takeaways

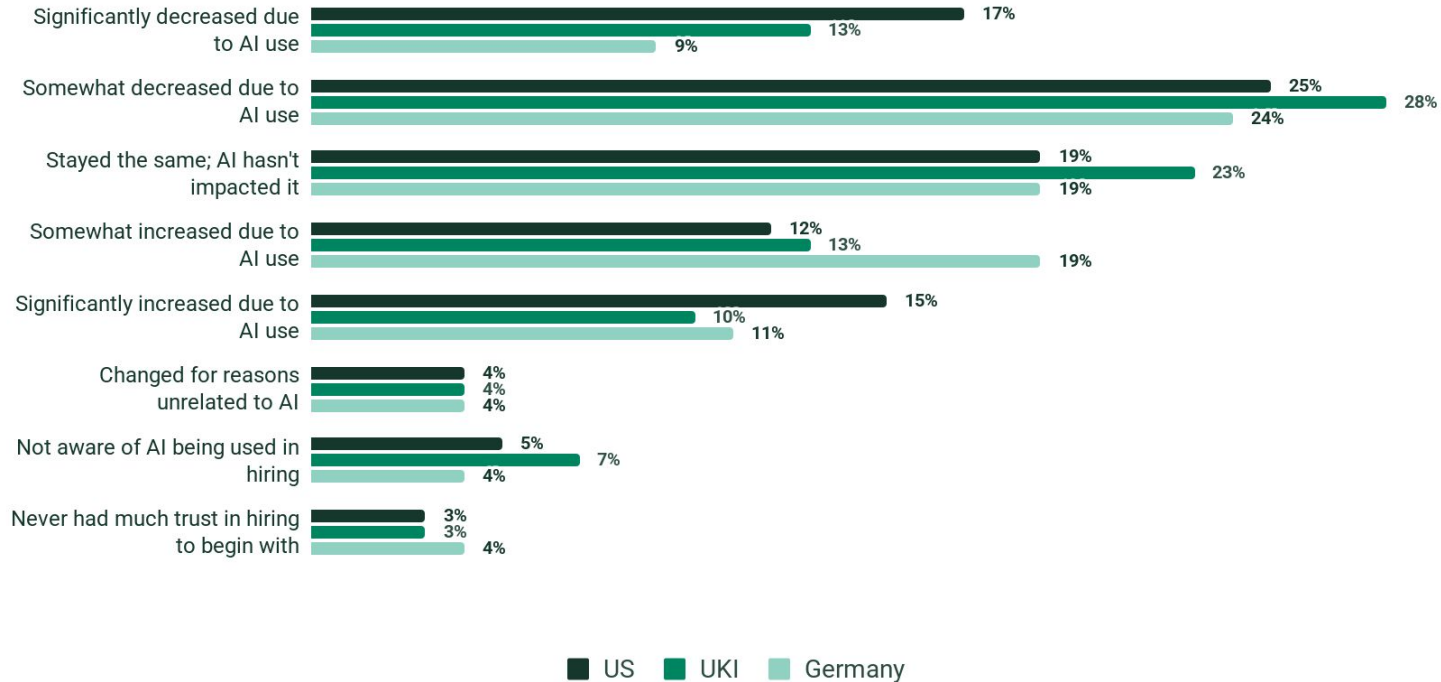
Close to one in every two (46%) job seekers say their **trust in hiring has decreased over the past year**, with 42% blaming AI directly. Among entry-level candidates, that jumps to 62%.

Similarly, for job seekers based in the U.K., Ireland, and Germany, 40% **lost trust** in the past 12 months, with 39% **pointing to AI**. Among the countries surveyed, only 27% in Germany report a loss of trust.

The majority of **hiring managers** across the US (68%) and in Europe (65%) **are more involved in hiring than they were last year**, and 39% in the US are conducting more in-person interviews to verify.



How has AI's role in hiring affected U.S. candidates' trust in the process over the past year?



Wild West of AI adoption



Key takeaways

Three in four **candidates use AI to job hunt** (74% U.S., 78% in the U.K., Ireland, and Germany)

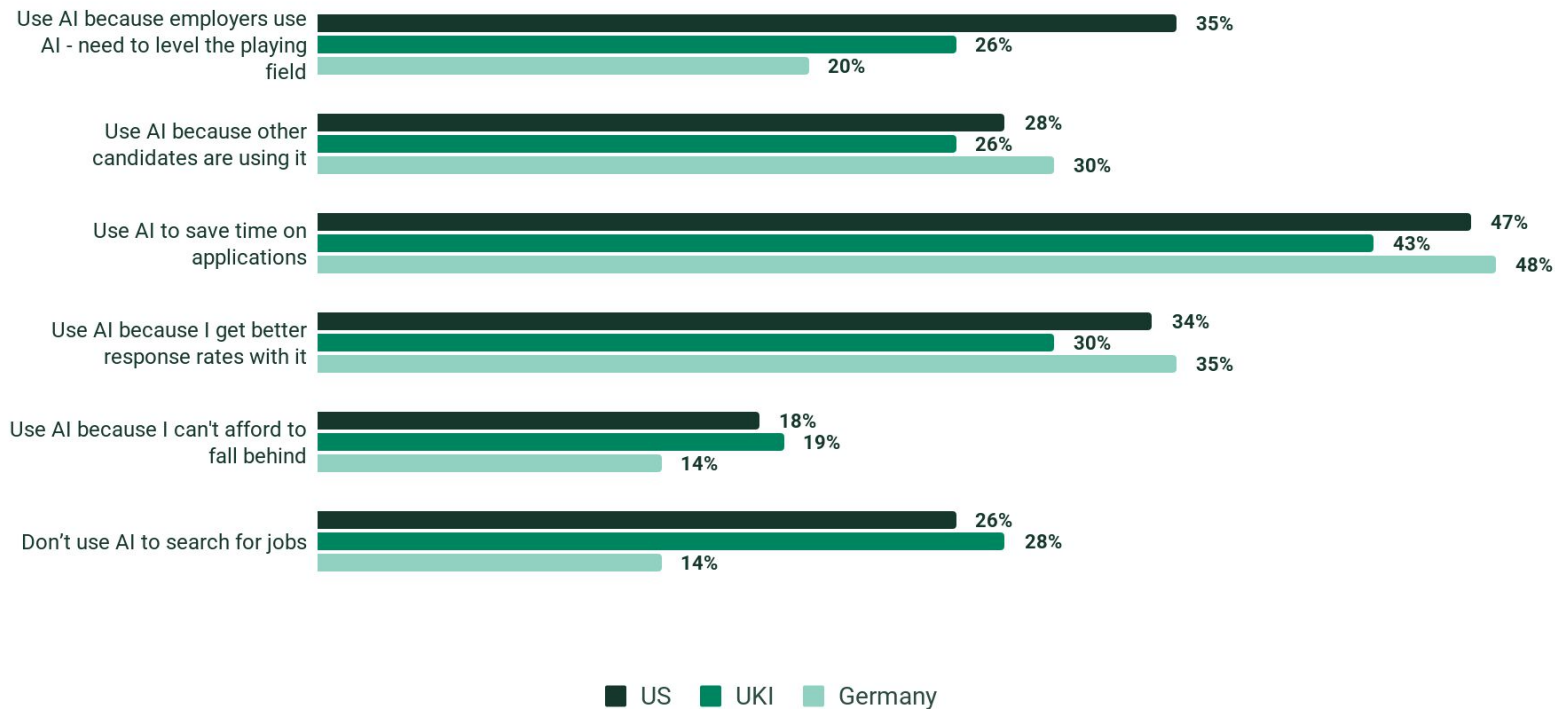
40% of candidates in the U.S. and 42% in Europe report using **prompt injection to bypass filters**. Among those who don't, 51% of U.S. candidates say they would consider it.

Nearly half (49%) of U.S. job seekers now **apply to more positions** just to get past automated filters. In Europe, just 21% job seekers are applying to more roles.

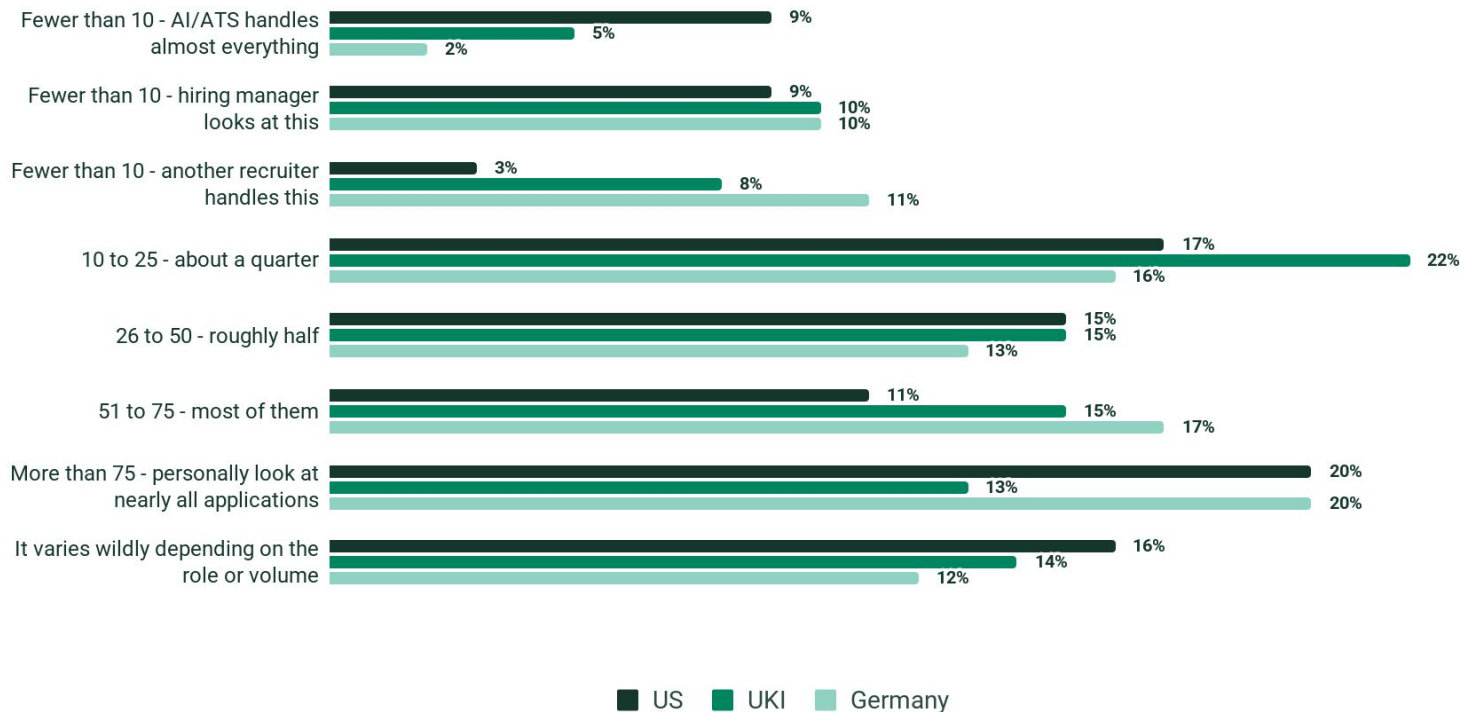
More than one in every two U.S. recruiters (53%) have **handed over most screening to AI/ATS systems**—25% admit they're not very confident or not confident at all, and 8% don't even know what their AI prioritizes.



Top reasons candidates use AI in the job search



How many applications do recruiters actually review for a typical role



Authenticity becomes harder to find



Key takeaways

Over a third of candidates (36% in both the U.S. and in the U.K., Ireland, and Germany **have used AI to alter their appearance, voice, or background** during video interviews.

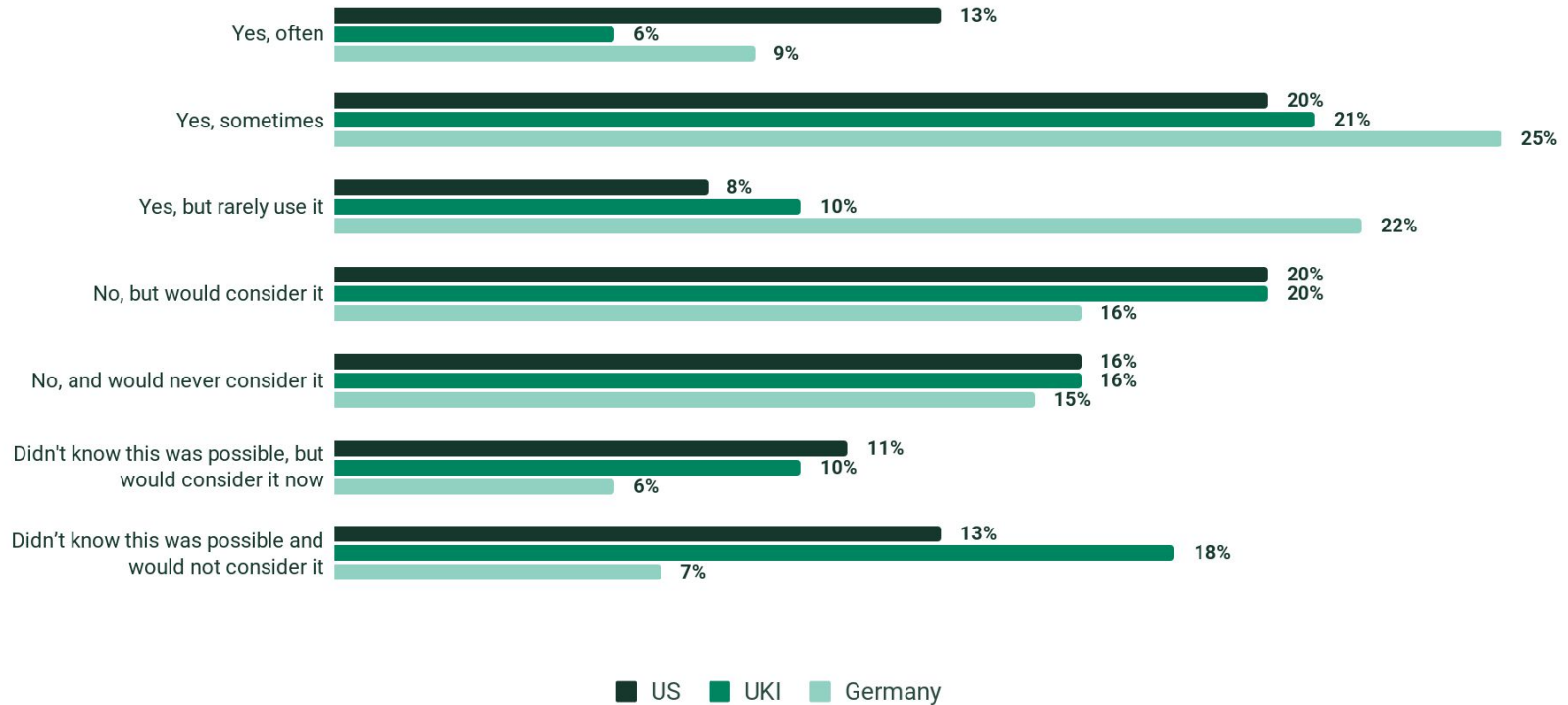
A staggering 91% of U.S. hiring managers and 89% in Europe have **caught or suspected AI-driven candidate misrepresentation**.

Over half (55%) of U.S. candidates say they've **suspected AI being used to evaluate their job applications** without being told.

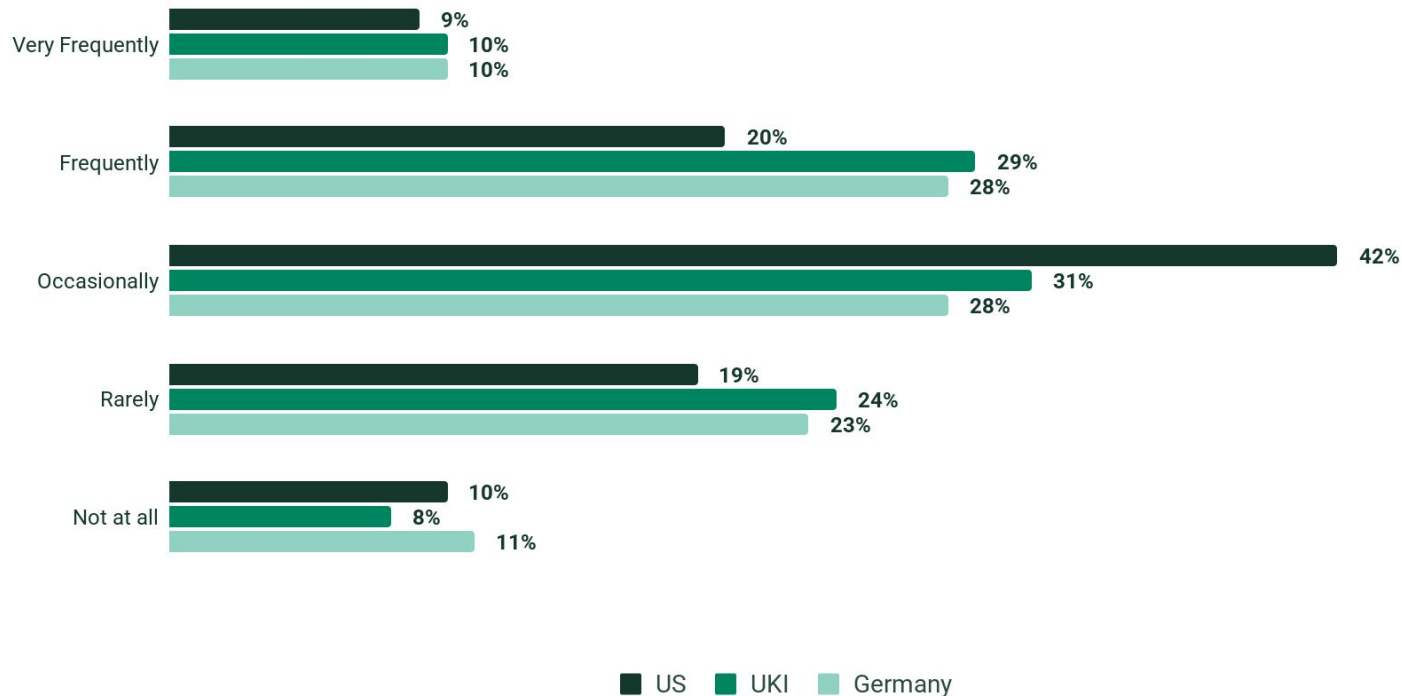
The most common candidate fraud tactics in the US are: **fake voices/backgrounds** (32%), **AI scripts during interviews** (32%), and **deep fakes** (18%).



Use or consideration of specific phrases or instructions to bypass AI in applications



How often hiring managers have caught or suspected candidates misrepresenting skills via AI



Candidates and employers have adapted



Key takeaways

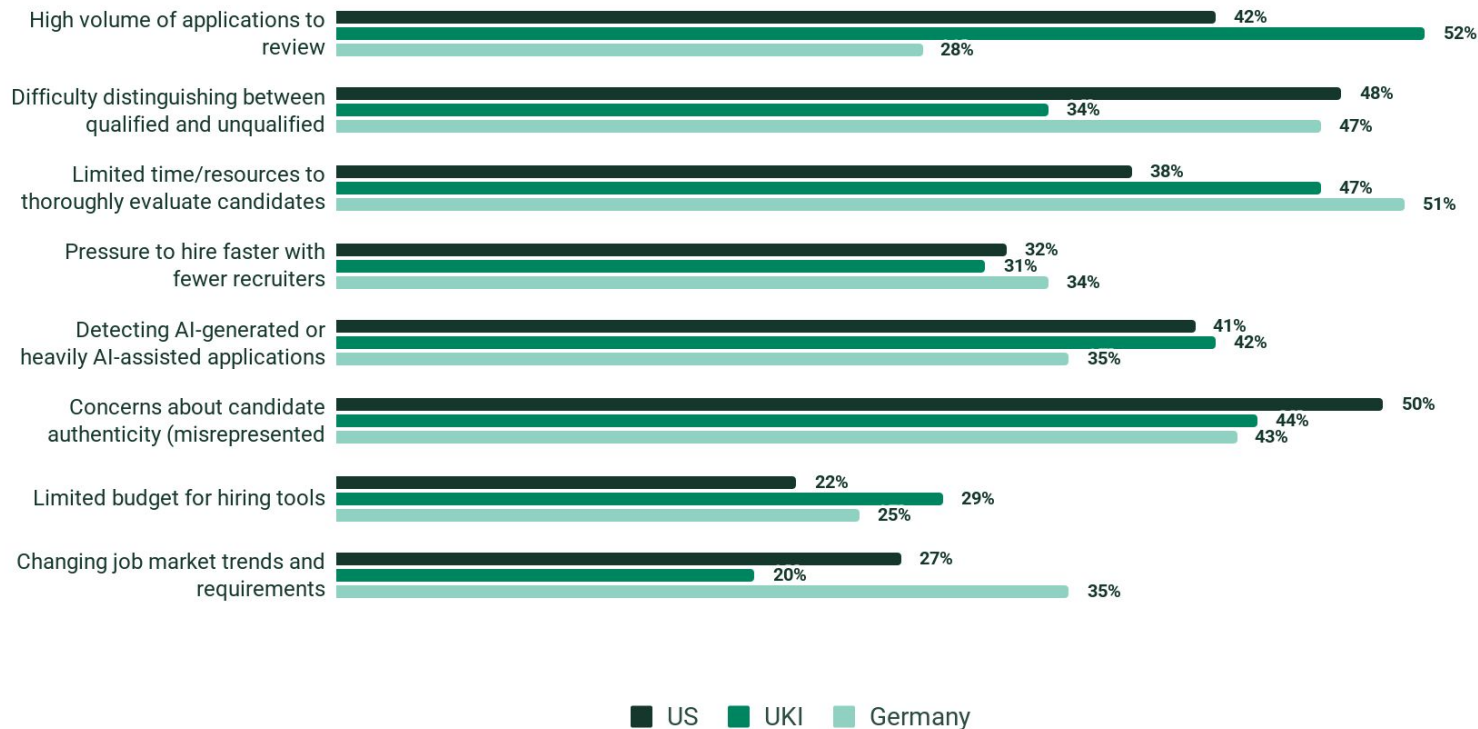
Most hiring managers in the U.S. (61%) and in the U.K., Ireland, and Germany (59%) use **software to detect AI use** in the hiring process.

Three-quarters of U.S. hiring managers (74%) **worry more about fake credentials or misrepresented experience** than a year ago, compared with 69% in Europe.

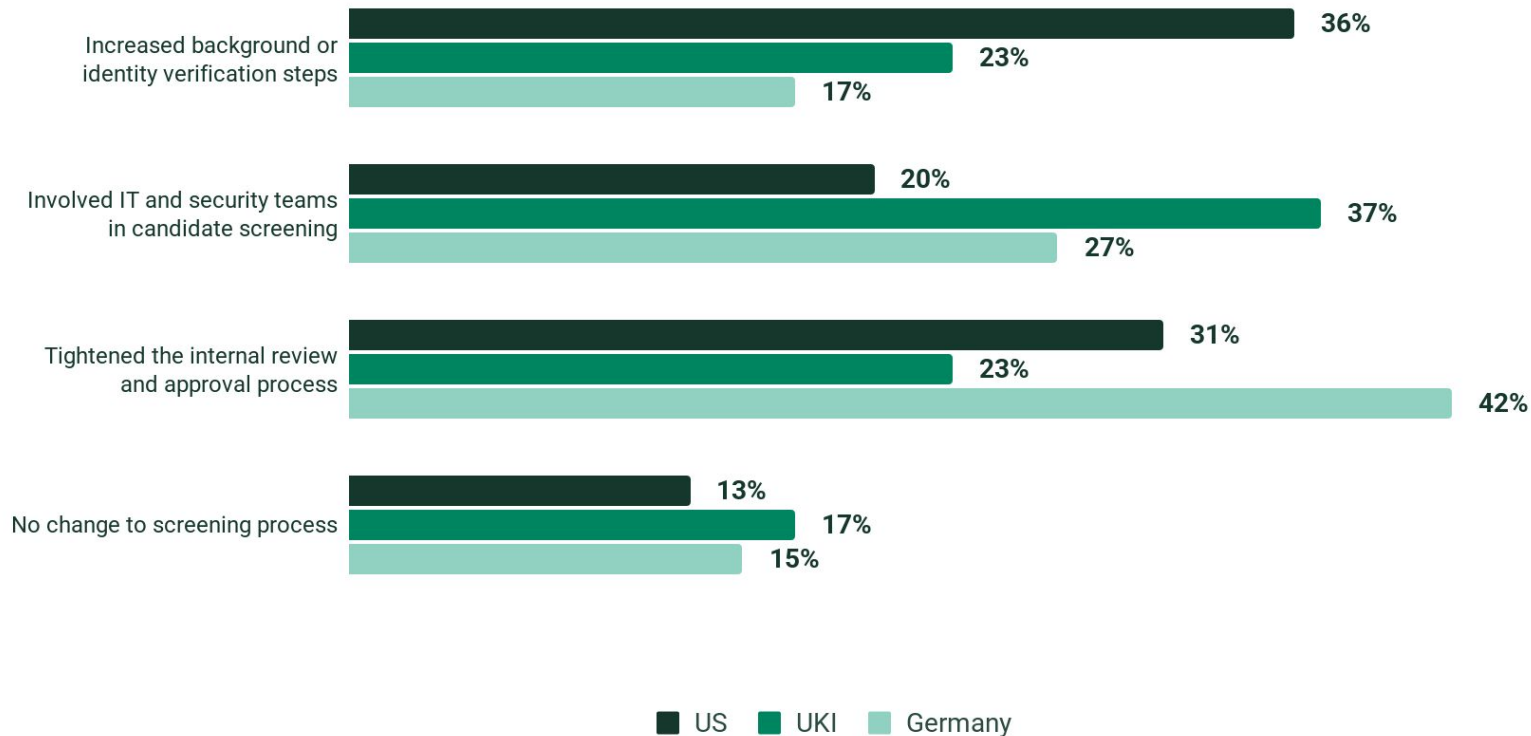
Hiring priorities vary by region: 50% of U.S. managers cite authenticity as their top challenge, while 52% in the UK cite the high volume of applications.



Most pressing hiring challenges today for hiring managers



How has suspected candidate fraud changed recruiters' screening process?



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