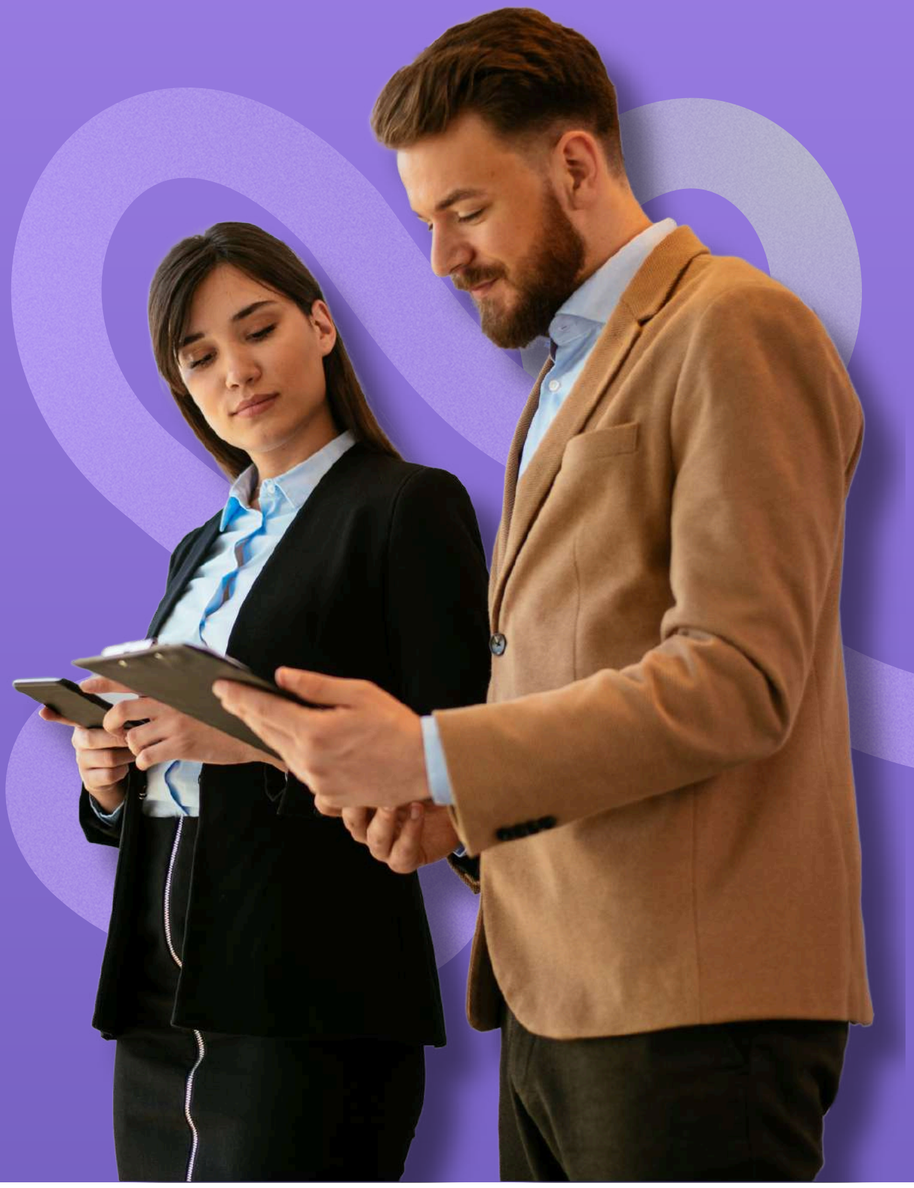
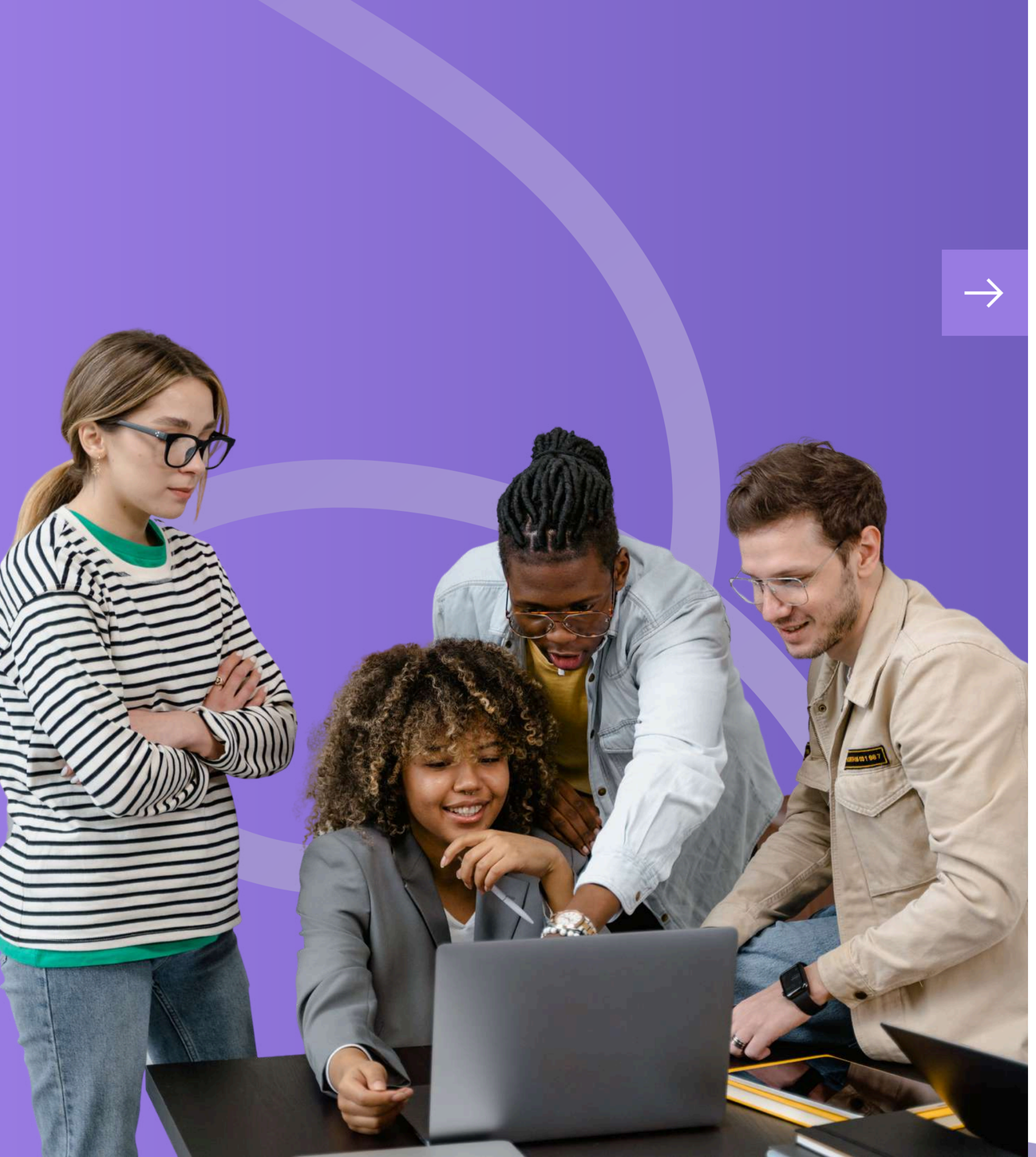
Recruitment Smart: Navigating the EU AI Act for Future-Ready Recruitment Solutions

How Recruitment Smart Ensures Compliance and Enhances Hiring Processes



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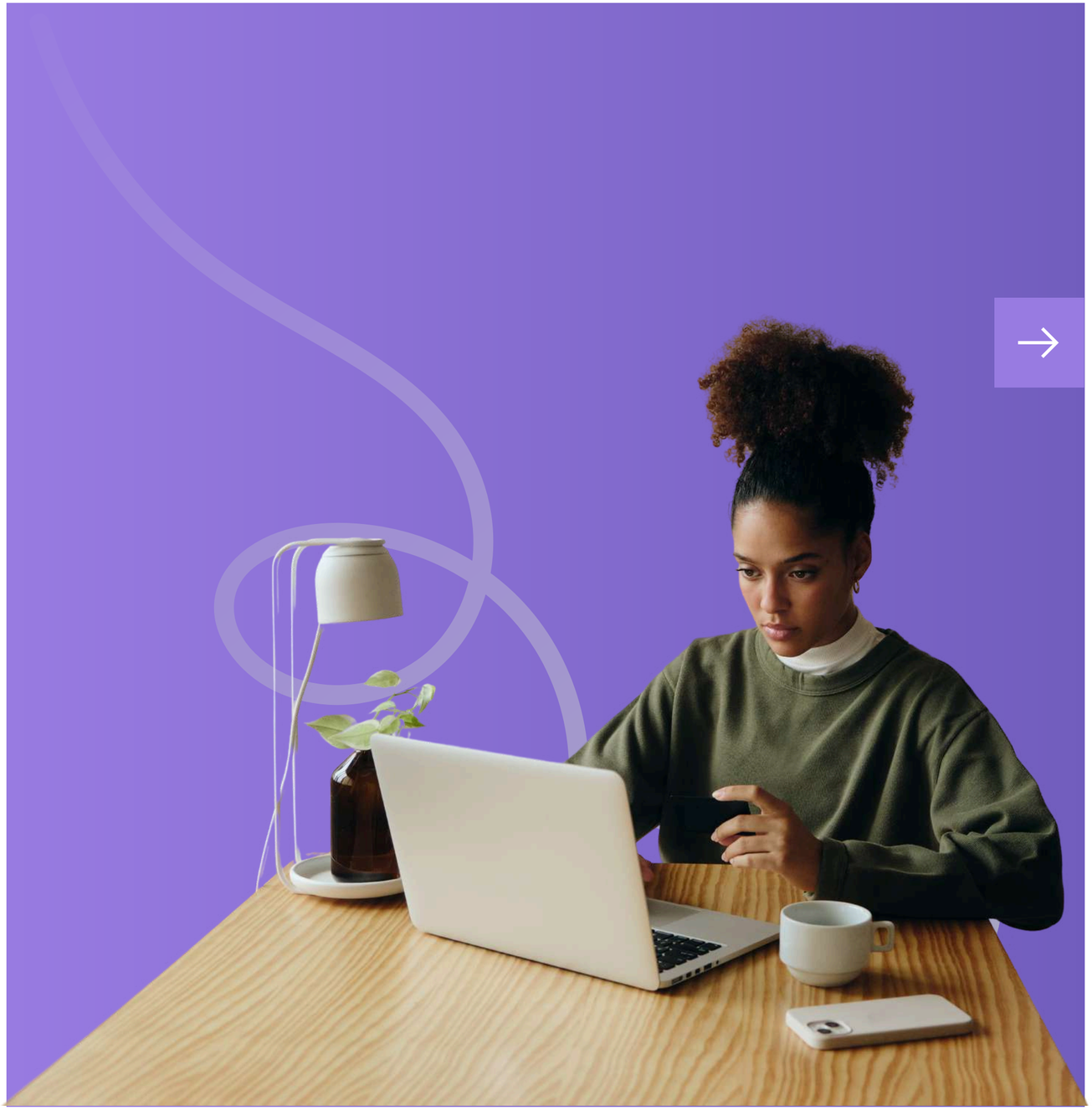
The Role of AI in Recruitment: How Recruitment Smart is Leading the Way

Recruitment Smart leverages cutting-edge AI technologies to revolutionize recruitment processes, ensuring compliance with the **EU AI Act** while enhancing efficiency and fairness. Here's how:

- **Streamlining Processes:** Recruitment Smart automates repetitive recruitment tasks, such as resume screening and scheduling interviews, through its SniperAI platform. This allows recruiters to focus on strategic decision-making and candidate engagement.

- **Optimising Candidate Matching:** Using advanced algorithms, SniperAI evaluates resumes and matches candidates to job requisitions with exceptional granularity. This ensures that only the most suitable candidates are shortlisted, saving time and increasing accuracy.

- **Better Decisions:** Recruitment Smart provides data-driven insights to help employers make informed hiring decisions. By reducing unconscious bias in the hiring process, tools like SniperAI promote a more equitable recruitment environment.



- **Enhancing Candidate Experience:** JeevesAI, Recruitment Smart's conversational AI tool, ensures timely communication with candidates by automating responses and providing real-time support during the application process.

- **Predictive Analytics:** Recruitment Smart employs predictive analytics to forecast hiring demands and assess the potential success of new hires. This capability enables businesses to proactively plan their talent acquisition strategies.

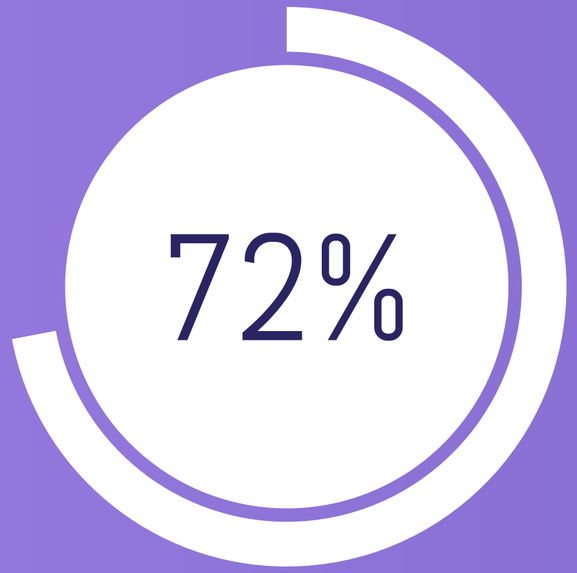
- **Boosting Productivity:** By streamlining workflows, Recruitment Smart accelerates the hiring process for businesses. For example, a leading UK bank using SniperAI reported a **37%** reduction in sourcing costs and faster placements.

By aligning its solutions with the EU AI Act's requirements for transparency, accountability, and fairness, Recruitment Smart not only enhances recruitment efficiency but also ensures ethical compliance and trustworthiness in its AI-driven processes.

Statistics

- Approximately **72%** of European companies now utilise AI in at least one HR function, up from **60%** two years ago.

- The global AI in recruitment market is projected to reach **$2.3 billion by 2026**, highlighting the growing reliance on these technologies.



European companies now utilise AI



AI in recruitment market is projected to reach $2.3 billion by 2026



Benefits of AI in Recruitment: How Recruitment Smart Helps Its Clients

Recruitment Smart's AI-powered platforms have transformed recruitment processes for leading global organisations, delivering measurable benefits:

- **Increased Efficiency in Candidate Sourcing and Screening:** Recruitment Smart's **SniperAI** automated sourcing and pre-screening capabilities significantly reduced the time-to-hire for **PTTEP**, a leading oil and gas company in Southeast Asia. The integration of SniperAI with their SAP SuccessFactors ATS resulted in a **64%** reduction in shortlisting time, enabling faster and more efficient hiring.



- **Enhanced Data Analysis for Better Decision-Making:** By leveraging machine learning, Recruitment Smart provides actionable insights that empower organisations to streamline workflows and optimise costs. For example, **Societe General and NatWest,** two major banking clients, reported a **37% reduction in sourcing costs** after implementing SniperAI, improving their recruitment efficiency and decision-making processes.

- **Improved Candidate Experience Through Personalised Interactions:** Recruitment Smart's JeevesAI enhances candidate engagement by offering tailored communication throughout the application process. Supporting over **75 languages** and adhering to **GDPR standards,** JeevesAI ensures timely responses and a seamless application experience for candidates globally.

Overview of the EU AI Act: Recruitment Smart’s Compliance-Driven Approach

The **EU AI Act, enacted in 2024**, is a comprehensive regulatory framework designed to govern artificial intelligence, particularly in high-impact areas like recruitment. Recruitment Smart has proactively aligned its solutions with these stringent standards, ensuring transparency, fairness, & accountability through robust compliance measures & regular audits.



AI Risk Classifications and Recruitment Smart's Alignment

Risk Classifications

- **Unacceptable Risk:** This category includes AI systems that pose significant harm to individuals or society & are outright prohibited. Examples include government social scoring & manipulative AI targeting vulnerable populations.

- **High Risk:** Recruitment applications, such as those used for CV screening & candidate assessment, fall into this classification. These systems must undergo rigorous compliance assessments to ensure they meet ethical standards. Recruitment Smart ensures that its SniperAI platform aligns with these requirements by implementing robust governance practices, regular audits, & human oversight to maintain accountability.

- **Limited Risk:** Systems classified as limited risk require transparency obligations, such as notifying users when they interact with AI technologies. Recruitment Smart’s JeevesAI complies with these requirements by clearly informing users about the AI's role in decision-making processes.

- **Minimal Risk:** The majority of AI applications, such as spam filters or basic automation tools, fall into this category and face no specific regulatory obligations under the Act.

Data Quality and Governance

As mandated by the EU AI Act, Recruitment Smart emphasizes the importance of utilizing high-quality datasets to ensure the accuracy and fairness of our AI solutions. We implement robust data governance practices to mitigate bias and uphold ethical standards in recruitment. This commitment ensures that our recruitment processes are not only effective but also equitable.

Transparency and Accountability

Transparency is a critical focus of the AI Act. Recruitment Smart is dedicated to:

- Thorough Documentation: Maintaining comprehensive records of AI processes and decision-making methodologies used in our recruitment tools.
- User Communication: Providing clear and accessible information to users about AI involvement in their interactions, particularly through platforms like SniperAI and JeevesAI.

This transparency fosters trust and accountability, ensuring that all stakeholders are informed about how AI influences recruitment decisions.

Human Oversight

The AI Act requires human oversight for high-risk applications. At Recruitment Smart, we adhere to this principle by ensuring that our AI technologies, such as VScreen, support human decision-making rather than replacing it entirely. This approach guarantees that recruiters remain integral to the hiring process, making final decisions based on comprehensive evaluations.

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Impact on Recruitment Practices

The EU AI Act presents several challenges for recruitment organisations:

- Understanding complex regulatory requirements can be daunting.
- Integrating compliance measures into existing workflows may require significant changes.
- Ongoing monitoring of AI systems is necessary to identify potential biases and ensure compliance.

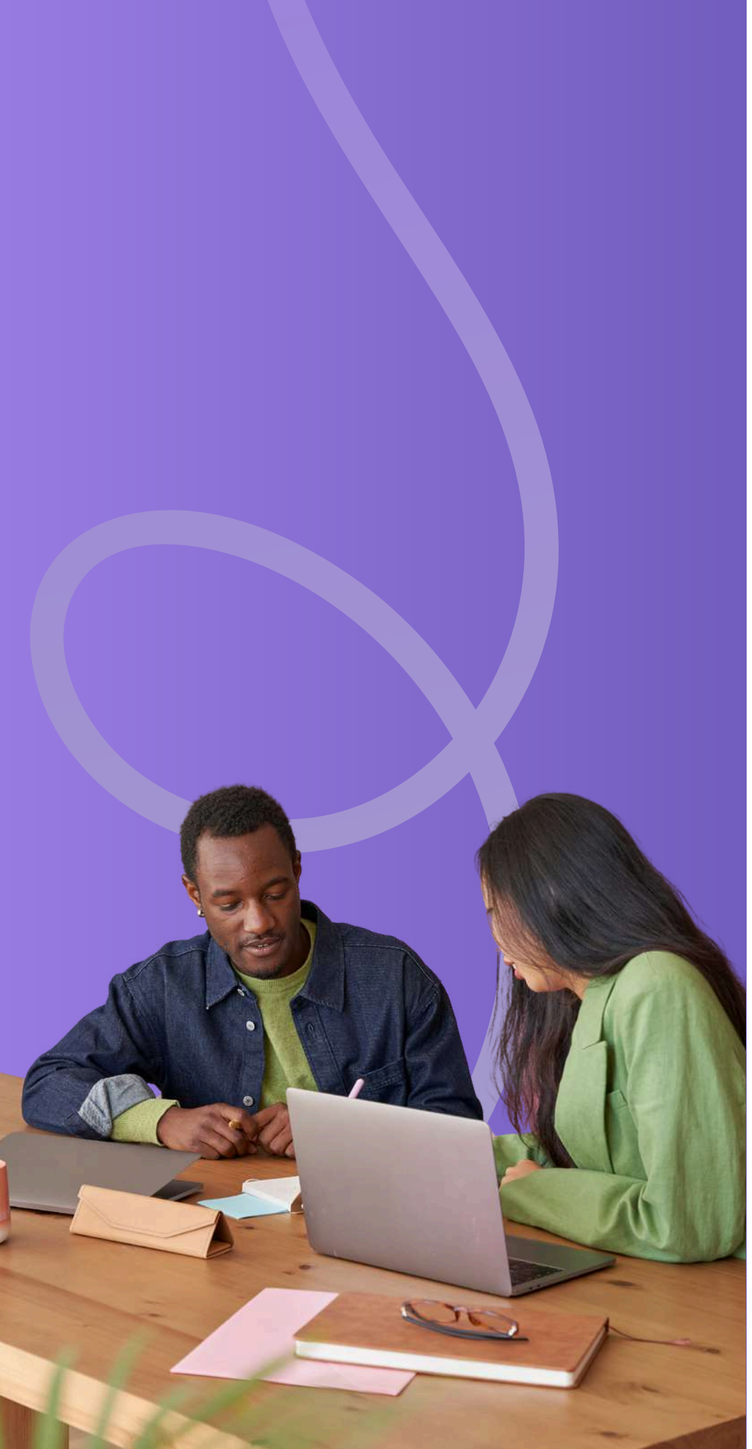


Stakeholders Under the AI Act

- **Businesses:** Companies like Recruitment Smart that operate AI systems within the EU must comply with the Act's requirements.
- **Non-EU Entities:** International firms wishing to provide AI solutions to the EU market must align their operations with these regulations.
- **Regulatory Bodies:** Authorities responsible for enforcing compliance with the Act's requirements, including those utilising Recruitment Smart's platforms.

In order to deliver high-quality recruitment solutions, we must understand the implications for these stakeholders. A breach of compliance can result in substantial penalties of up to **€35 million, or 7%** of worldwide annual turnover.





Recruitment Smart's Commitment to Compliance

At Recruitment Smart, compliance and ethical responsibility are central to our mission. We prioritize building trust with our clients and candidates by ensuring our solutions meet the highest standards of security, transparency, and fairness.

- **Commitment to Data Security:** We take data security seriously. With certifications like **ISO 27001** and **SOC 2 Type II**, we protect sensitive information using advanced encryption and secure access controls, all while complying with the EU AI Act.
- **Compliance-Focused Solutions:** Our recruitment platforms, including SniperAI and JeevesAI, are designed with compliance in mind. They enhance hiring efficiency while meeting the rigorous requirements of high-risk AI applications under the EU AI Act.
- **Transparency and Ethics:** We believe in transparency. Our systems provide clear insights into decision-making processes, ensuring ethical practices are embedded throughout our recruitment process to promote fairness and inclusivity.
- **Continuous Monitoring:** The landscape of AI regulations is ever-changing, and so are we. Our compliance team stays updated on legislative changes, regularly reviewing and adapting our methodologies to maintain compliance.

- **Mitigating AI Bias:** Addressing bias in recruitment is a priority. We conduct two audits each year to identify and mitigate any potential biases in our AI systems, ensuring fair hiring practices for all candidates.

- **Commitment to Data Privacy:** Respecting candidate privacy is essential. We adhere strictly to GDPR standards, handling personal data responsibly and securely while delivering exceptional recruitment results.

- **Empowering Clients with Data-Driven Insights:** We leverage data analytics to provide employers with actionable insights for informed hiring decisions, all while respecting candidate privacy at every stage.

- **Trusted Partnership:** At Recruitment Smart, we build partnerships based on trust and responsibility. By combining cutting-edge technology with ethical practices, we help clients achieve their hiring goals while safeguarding compliance and data security.

Recruitment Smart is committed to responsible hiring that aligns with global standards, fostering innovation and trust in AI-driven recruitment processes with responsibility, safeguarding data and compliance for our clients.



Certifications, Standards, and Regulations

Recruitment Smart adheres to globally recognised certifications, standards, and regulations to ensure data security and compliance:



ISO 27001 Certified Management

Our Information Security Management System (ISMS) is certified to the ISO 27001 standard, ensuring a systematic and risk-based approach to managing sensitive company information.



AICPA Service Organization Control (SOC) 2 Type II standards

We comply with AICPA Service Organization Control (SOC) 2 Type II standards, ensuring your data is managed with the highest levels of security & confidentiality. This certification confirms that our systems effectively protect sensitive information against unauthorized access & breaches.



GDPR Compliance

Our practices are fully compliant with the General Data Protection Regulation (GDPR), safeguarding the personal data of individuals within the European Union.



CCPA Compliance

We adhere to the California Consumer Privacy Act (CCPA), ensuring the protection of personal information for California residents.

Security Measures Implemented by Recruitment Smart

Data Encryption:

Advanced encryption methods protect data during transmission and storage.

Access Control:

Strict access control measures ensure that only authorised personnel can access sensitive information.

Regular Audits:

We conduct regular security audits to identify and mitigate potential vulnerabilities.

Incident Response Plan:

A proactive incident response plan is in place to quickly address security threats.



SniperAI: Comprehensive Talent Intelligence Platform

Features:

- Powered by insights from over **360 million data points,** ensuring data-driven decision-making.
- Machine learning algorithms match CVs with job specifications quickly and accurately while reducing biases.
- Automated candidate engagement through personalised communication.



Compliance Alignment of SniperAI:

- SniperAI incorporates built-in transparency features that inform candidates about how their applications are processed, aligning with the EU AI Act's transparency requirements.
- Regular audits ensure ongoing compliance with both internal policies and external regulations.

JeevesAI: Conversational AI for Enhanced Candidate



Features:

- Provides real-time support for candidates throughout the application process via chatbots.
- Personalised communication based on candidate profiles enhances engagement.
- Supports over 75 languages, facilitating global outreach.

Compliance Alignment of JeevesAI:

- JeevesAI ensures that candidates are informed when interacting with an AI system, adhering to transparency requirements set by the EU AI Act.
- It also guarantees that user data is handled securely and ethically, aligning with GDPR standards.

Case Study Overview

Transforming Talent Acquisition in the Oil and Gas Industry

Client: A leading player in the oil and gas industry in Southeast Asia.

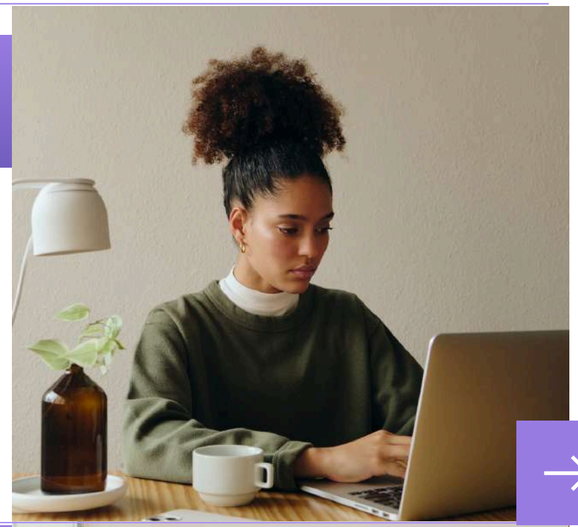
Challenge: The client faced significant difficulties in sourcing and hiring skilled professionals within a competitive market, which was compounded by the need for data localization to comply with regional regulations.

Solution: Recruitment Smart implemented SniperAI, automating candidate sourcing and pre-screening processes. This solution not only enhanced efficiency and accuracy but also ensured that all data resided in specified geographic locations, meeting the client's critical requirement for data localization.

Results

Time Reduction

Achieved a **64%** reduction in the time required to shortlist candidates, significantly speeding up the hiring process.

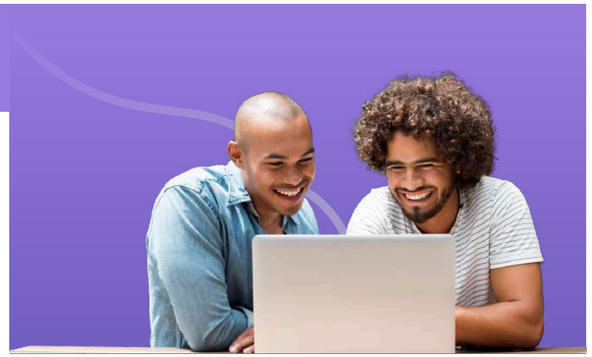


Increased Efficiency

Enhanced overall hiring efficiency, allowing the client to fill critical positions faster and maintain operational continuity.



Your AI Compliance Journey Starts Here



The EU AI Act represents a significant shift in how organisations must approach the use of artificial intelligence in recruitment, emphasising fairness, transparency, and human oversight.



Recruitment Smart’s suite of solutions is designed not only to enhance recruitment efficiency but also to ensure compliance with these new regulations effectively.

THANK YOU

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