

Fairec Pilot Program

At Deloitte, we believe in the power of technology and people working together. That is why we actively explore and test AI across all areas, including recruitment. In this application process, an AI-powered conversational tool helps screen applications – enabling us to make fairer hiring decisions and deliver a smoother experience for candidates.

What does this mean for your application

- **Fair evaluation.** Every candidate is evaluated using the same structured approach, ensuring consistency and fairness across every application we receive.
- **A conversation, not a test.** You will interact with a conversational AI tool that asks about your skills and experience, designed to feel like a natural phone screening.
- **Human review, always.** Applications are reviewed by both the AI tool *and* a human recruiter. No decisions are made by AI.
- **Your right to appeal.** If you have concerns about the outcome, you have the right to appeal and request a full human review of your application.

How the process works

1. **Submit your application.** After submitting, you will be invited to participate in a brief conversational interaction with our AI screening tool.
2. **You can practice first.** Before the real screening begins, you will have the opportunity to try a brief practice question.
3. **You have a conversation.** The tool will ask you questions about your skills, experience, and how they relate to this role.
4. **The tool listens to understand.** The tool interprets your responses, asks clarifying questions, and summarizes what it has learned about your qualifications.
5. **You receive your transcript.** Your conversation will be transcribed and analyzed to create a structured summary of your skills and experience.

Duration: The interaction typically takes 10–15 minutes

Format: You can participate via video or audio – your choice

Timing: You can complete it at a time that works for you, within the application window

Support: You will receive clear instructions before you begin

What the AI tool does and does not do

What it does do	What it does not do
<ul style="list-style-type: none">✓ Listens to your responses and asks follow-up questions✓ Summarises your skills and experience in a structured format✓ Provides this summary to a human recruiter for review✓ Ensures all candidates are asked similar questions in a consistent way	<ul style="list-style-type: none">✗ Make hiring decisions (that is the Hiring Team’s job)✗ Access your demographic information (age, gender, ethnicity, etc.)✗ Judge you based on how you speak or your accent✗ Make assumptions about your background or identity✗ Store your personal data longer than necessary

Your rights as a candidate

1. Privacy and data protection

We take your data seriously. Before your AI conversation, please review: [Privacy Notice for job applicants](#). These documents explain how we collect, use, and protect your personal data, as well as your rights to access, correct, and delete your information.

2. Transparency about AI evaluation

We believe in transparency. The AI tool evaluates your responses based on a specific scoring method designed to assess job-relevant competencies. To learn more about how the tool assesses you, click [here](#).

3. Your right to a human screening/evaluation

You have the right to request a human screening/evaluation instead of an AI conversation at any time. This option is available to all candidates, including those with speech impairments, medical conditions affecting participation or any other accessibility needs or personal preferences.

Important: *There is no disadvantage to making this choice. Simply contact us at talent@deloitte.dk with your request, and we will arrange an alternative interview format.*

4. Access to your interview transcript

Shortly after completion (up to 1 hour), you will receive access to a transcript of your AI conversation. This will give you the opportunity to identify any errors or misunderstandings or request corrections before our Hiring Team subsequently review the results.

5. Correction and review

If you spot any errors in your transcript, you can request corrections by emailing talent@deloitte.dk with the specific error you identified and your proposed correction. Our Hiring Team will review your request within **7 business days**. If the error is confirmed, we will correct it and provide you with an updated transcript. If we cannot confirm the error, we will explain our reasoning to you.

Important: *No hiring decision will be made until you have had the opportunity to request and receive any corrections.*

6. Data security and confidentiality

Please do not share sensitive personal information (such as health data, financial information, or other confidential details) during your AI interview. Your interview will be recorded and processed by our system.

Questions?

If you have any questions about this process, how your data is used, or your rights in this screening, please contact talent@deloitte.dk. We are here to help and want you to feel confident about your application.