

# Recruiting with Explainable AI

## What are We Doing?

We, a group of [researchers at Oxford](#) working with [MeVitae](#), have built an explainable Artificial Intelligence (xAI) to help recruiters with that all-important first CV screen.

Our xAI finds places in the CV where applicants talk about job-relevant skills, annotates them, and ranks applicants by their relevant experiences. Instead of unmodified CVs, recruiters now see CVs that have been ranked and annotated by our xAI.

We are proposing a study in which your recruiters use our xAI tool in some (but not all) of their CV screening. We will measure recruiter decisions in the presence and absence of this tool, and compare those to later-stage decisions.

Our main research questions are: Does the xAI change or bias recruiter decision-making? Is this change a positive one? Is the xAI easy to use? Is screening with the xAI much faster than screening without?

If your organisation is interested in pioneering AI-driven methods for hiring diverse, talented, and productive staff members, then we'd love to work together!

## Who Are We?

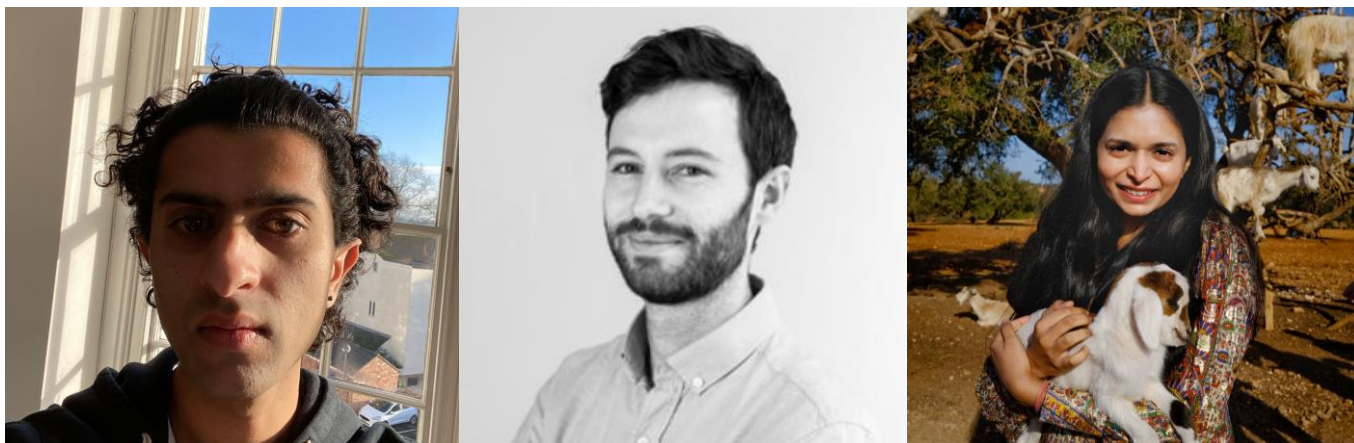
We are a group of [Human-Centred Computing researchers at Oxford](#) working with blind recruiting startup [MeVitae](#) to investigate using fair and transparent Artificial Intelligence to support the recruitment process.

## Our Research Team

[Neil Natarajan](#) is a DPhil (PhD) Candidate at the University of Oxford's Human Centred Computing theme. He works on using AI systems alongside human collaborators in talent identification, scholarship selection, and recruiting.

[Professor Reuben Binns](#) is an Associate Professor of Human Centred Computing, working between computer science, law, and philosophy. He focuses on data protection, machine learning, and the regulation of and by technology. Before that,, he was a Postdoctoral Research Fellow in AI at the Information Commissioner's Office, addressing AI and data protection.

[Sruthi Viswanathan](#) is a DPhil (PhD) Candidate at the University of Oxford's Human Centred Computing theme and a Human-Centred AI Research Scientist. She works in User Experience Research, Interaction Design, & Product Design.



## What Does This Mean for You?

We are seeking organisations with an interest in improving that crucial first step of the recruitment pipeline *without* introducing biases or harming recruiters' abilities to make decisions. Interested organisations should be excited about trialling and providing feedback on this new tool. **There is no direct cost to interested organisations.** However, partner organisations need to dedicate time and internal resources to meet with researchers occasionally.

## What Are the Requirements?

Your organisation should:

1. Have moderate volumes of applicants going through CV screens (at least 400 during the period)
2. Be willing and able to trial this new yet-unreleased product
3. Be willing and able to dedicate 10 marginal hours of time directly to the study

## FAQs

- **What do we need from you?**
  - We need you to go through recruitment rounds variably using or not using the xAI and recording the decisions you make. We also need a small time investment in both setup and qualitative interviews.
- **Is there a monetary cost to this project?**
  - No. This is a unique opportunity to obtain access to a yet-unreleased MeVitae product. MeVitae, our partner organisation, may have costs to this project.
- **How do you know that the xAI works?**
  - MeVitae have already demonstrated that this xAI is comparably accurate to recruiters and more fair, but we are now investigating using the AI alongside recruiters to achieve even better results.
- **What data will be gathered?**
  - We intend to record recruiter decisions on a per-applicant level, as well as decisions made later in the pipeline. We also intend to record qualitative interviews with recruiters about the use of the tool.
- **Will the applicant data be secure?**
  - We take data security very seriously. We only ever accept anonymised data from organisations, and have rigorous data sharing agreements in place with our partners before any data is shared. We store data only on protected restricted user access computers within our research team.
- **Will I get to keep the data and findings?**
  - Absolutely! We will share all our results and findings with you right away.

- **Will the results of the research be published?**

- As publicly funded researchers, it is our duty to make results widely available and we therefore publish our research results in top academic journals and selected media outlets. Many organisations we work with enjoy both the first access to the cutting-edge research results and the reputational benefits the result from press coverage. However, before anything is published, organisations can read the manuscript and always have the option to remain anonymous if they wish, meaning the results will still be published but the organisation name will never be revealed.

- **How do I apply?**

- Email Neil Natarajan at [neil.natarajan@new.ox.ac.uk](mailto:neil.natarajan@new.ox.ac.uk) and Riham Satti at [riham.satti@mevitae.com](mailto:riham.satti@mevitae.com) to set up an initial meeting.