



The Broken Tech Interview: Unmasking Bias & Building Fairer Hiring with AI

Hiring in tech can be unfair and biased. It's time to rethink the process.

Resume Bias: The Unfair First Impression

Names, Schools, and Experiences

Resumes are often judged based on subjective factors like names, schools, or past experiences, leading to unfair screening.

Hidden Biases

Hiring managers may unknowingly favor candidates from specific backgrounds or with certain types of experiences.

System Design Interviews: Abstract Scenarios, Subjective Evaluations

- 1 Candidates are asked to design complex systems with limited guidance.
- 2 Evaluations are often subjective, based on the interviewer's preferences and experience.
- 3 This leads to inconsistent and biased assessments across different candidates.



The Unfair HR Interview: Bias, Discrimination, and Broken Hiring

1

Bias

Unfair preference towards certain candidates based on factors unrelated to job performance.

2

Discrimination

Unjust or prejudicial treatment of different categories of people.

3

Broken Hiring

Inefficient and ineffective hiring processes leading to poor hiring decisions.

Current Hiring Strategies: Market Value and Business Value

Market Value

Traditional hiring focuses on market value, prioritizing candidates with specific skills and experiences.

Business Value

This often ignores the potential for growth and contribution that candidates with diverse backgrounds bring to the table.



Introducing HireAI: Transparent Hiring Powered by AI



HireAI leverages AI to automate and standardize the hiring process.



It analyzes data and provides objective insights into candidate skills and potential.



HireAI promotes fairness and transparency, enabling employers to make informed decisions.





How HireAI Eliminates Bias: Colorblind, Religion-Agnostic, Background-Neutral

HireAI removes personal information like name, gender, and location from resumes.

1

2

Candidates are assessed based on their skills and abilities, not on their background or identity since we use AI to judge solely based on the skills, experience and achievements.

3

This creates a level playing field for all candidates, regardless of their race, religion, or background.

Our approach

HireAI leverages cutting-edge IBM technologies to achieve its goal of unbiased hiring. **IBM Granite AI** powers the core AI engine, analyzing candidate data and generating objective insights. **IBM STT** enables accurate transcription of interview recordings, ensuring fairness in evaluating communication skills. Finally, **IBM Prompt Lab** is utilized to design and refine the AI prompts, ensuring accurate and relevant evaluations.



Our approach



Resume analysis

HIRE-AI uses OCR and weighted scoring to analyze resumes based on job relevance, ensuring fair and accurate screening.



System design interview

HIRE-AI simulates real system design interviews, using AI and IBM speech-to-text to assess and guide candidates' thought processes.



HR/Behavioural Interview

HIRE-AI uses chain-of-thought reasoning to analyze behavioral responses, ensuring candidates align with company values.

Skills-Based Assessment: Clear Scores, Strengths & Weaknesses Highlighted

1

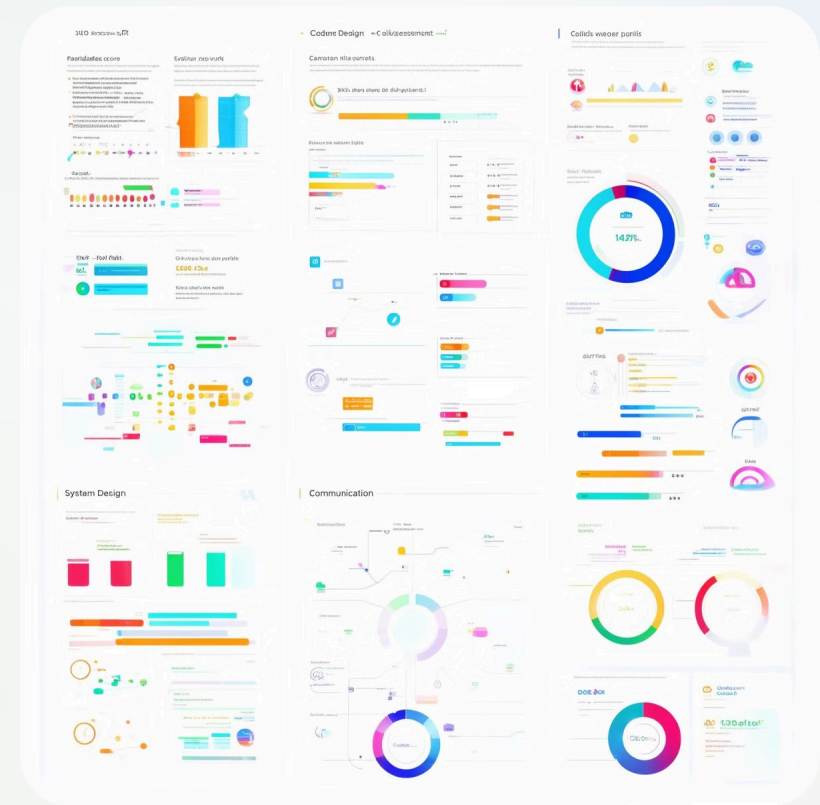
HireAI uses standardized tests to assess candidate skills in areas like coding, system design, and communication.

2

Each candidate receives a clear score, highlighting their strengths and weaknesses across different skill areas.

3

Employers can make data-driven decisions based on the objective scores and insights.



Empowering Employers: Make Informed, Equitable Hiring Decisions

- **Enhanced Efficiency:** Streamlined hiring processes, reduced time to fill positions, and improved candidate experience.
- **Data-Driven Insights:** Objective assessments and actionable data for informed hiring decisions.
- **Increased Diversity & Inclusion:** Fairer hiring practices promote a more diverse and inclusive workforce.
- **Improved Employee Retention:** Hiring the right candidates leads to higher employee engagement and retention.
- **Stronger Company Culture:** A diverse and inclusive workforce fosters a positive and innovative company culture.

Empowering Employers: Make Informed, Equitable Hiring Decisions

HireAI provides employers with the tools to make informed, equitable hiring decisions. It promotes a more just and inclusive tech industry.

