

Thank you for your interest in Accenture and your curiosity to learn more about the way we recruit. We've put together some information about the artificial intelligence (AI) screening solution we've implemented at Accenture and hope it will be useful to you. If you have any further questions or concerns, please reach out to us at [accenture.recruiting@careers.accenture.com](mailto:accenture.recruiting@careers.accenture.com)

**Q. Does the AI screening solution apply to me?**

The AI screening solution only applies to candidates who have opted in via our AI screening solution. You may take at least 10 business days to decide whether to submit your information through this AI screening solution.

**Q. Why does Accenture use this AI screening solution?**

Accenture leverages cutting edge technologies to provide you with the most effective recruiting process and to maximize recruiters' screening efficiency. The solution is used at the beginning of the recruiting process when recruiters are screening all the candidates that applied to an open role. This solution provides useful insights to the recruiting team based on your candidate information and the job requirements, and helps in speeding up the screening process, reducing recruiter's response time, allowing prioritization and improving your overall recruiting experience.

**Q. Is this AI screening solution making a decision over my candidature?**

No. While this solution provides matching and prioritization insights, the decision to move the candidate to the next recruiting stage (including any final decision) will always be made by the hiring team based on a variety of factors, including evaluation of your candidate profile in full, feedback from the interviewer(s), and anything else that we may consider relevant for your application.

**Q. How does this AI screening solution work?**

This solution creates a grade by comparing the information a candidate provides during the application process against the required and desired qualifications of the open role.

A grade is created for each candidate (A, B, C, or D) and provides a useful insight about how well the candidate matches the job requirements which helps the recruiting team prioritize and process candidates faster.

**Q. What do the grades mean? Am I being ranked against other candidates?**

No, candidates are not being ranked. The grade represents how well the candidate information matches with that of the requisition.

- An A or B grade means that the candidate initially meets all the required qualifications of the job opening and all/some of the desired qualifications, while a C or D grade means that the candidate may be missing one or more required and desired qualifications.
- There are no qualifications that would weigh more than others besides the fact of being required or preferred qualifications in the open role description.
- The grade is not used to determine who to hire. It only makes recruiters job more efficient when understanding if the candidate's qualifications are aligned with the requirements for the specific open position.
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#### **Q. What information is the AI screening solution using for candidate insights?**

The solution only processes data shared by the candidates via the resume and when answering the application questions. The solution does not source information from external sites.

For the purpose of providing a grade, the solution algorithm uses the following information:

- Work experience
- Education
- Skills
- Certifications
- Location
- Work permissions and related information

For the sole purpose of ensuring sufficient representation in the algorithm training data and conducting regular accuracy and bias evaluation over the model, information about your legal gender and ethnicity/race is also used. This evaluation is not done at an individual level, but in a pseudonymized and anonymized manner.

#### **Q. What if I apply to another position? Will my previous grade still be valid?**

No. Grade is specific to the requisitions you applied. If you apply to another position your grade will be calculated again based on your updated candidate information and the specific requirements of the new role you are applying to.

**Q. Can I opt out of using AI screening solution in the recruiting process? Will this affect my chances of a job at Accenture?**

You have the option to opt out from getting a grade in your application process by selecting “I understand and I’m ready to continue my application without involving artificial intelligence”.

You have the option to opt out of using AI screening solution in your application process by logging back into your Workday Profile and updating your preferences and by not selecting the AI opt in on your applications moving forward.

Candidates who opt out of using AI screening solution in the application process will not be disadvantaged, the recruiting team will review your candidate information and process your profile accordingly.

**Q. Who provides Accenture with the AI Screening solution?**

Hiredscore, a part of the Workday organization, works on Accenture’s behalf in screening your application when you opt in to this processing.

For further questions about data retention please see our [privacy statement](#) and our [recruiting and hiring privacy statement](#). If you are an Accenture employee, see our internal [privacy statement](#).