

HPFT use of AI when writing job applications

If you choose to use Artificial Intelligence (AI) to support in writing your job application, please make sure you tailor your application to your skills and experiences, particularly in your supporting statement.

Whilst AI can be useful, these tools cannot fully grasp the context of the job requirements, nor can they accurately reflect your personal skills, knowledge and experience.

Hertfordshire Partnership NHS Foundation Trust, encourage individuals to refrain from relying solely on AI to write your supporting statement, as this could negatively impact your chances of being successfully appointed.

Do's

- Before submitting your application, please check that it is an accurate representation of yourself and free from exaggerated claims.
- Ensure your application has a 'human-like' touch and specific examples which highlight your own relevance to the role.
- If in doubt, run your application through an AI detector to ensure the percentage of AI content is low.

Don't

- Let AI do all the work. This demonstrates a lack of interest in the role you are applying for.
- Submit AI-generated applications without thorough evaluation.
- Include skills, experiences or qualifications which cannot be verified, as managers may ask for evidence of this at interview stage.
- Use AI to answer interview questions.

Supporting Statement

The supporting statement is a great opportunity for you to evidence your qualifications, knowledge and experiences which support the job role requirements. AI responses lack passion and unique experiences which showcase your individuality.

AI responses may also miss the key requirements of the role, and as a result this could mean you lose out on being shortlisted.

Our Hiring managers will score your application based on the criteria listed in the person spec. Therefore, you need to evidence how you can demonstrate these skills in your application.

To increase your chances of securing an interview, provide examples of how you have applied your skills and knowledge in real-life situations, share work-related successes and challenges you've navigated that align with the criteria. These could be from various aspects of your life, including work, education, and personal experiences.