Use of Artificial Intelligence by Candidates in Recruitment

At Airedale NHS Foundation Trust, we recognise the growing use of Artificial Intelligence (AI) tools by candidates during the recruitment process. These tools may include AI-assisted CV writing, interview preparation platforms, and generative AI applications such as chatbots or content generators.

We acknowledge that AI can support candidates in presenting their skills and experiences more effectively, particularly for those who may face barriers in traditional recruitment formats. We are equally committed to ensuring that the recruitment process remains fair, transparent, and reflective of each candidate's authentic capabilities.

To that end, we expect candidates to use AI tools ethically and responsibly. Submissions should reflect your experiences, qualifications, and understanding with personal examples. The goal of using AI in your job application is to enhance your written application and showcase your suitability for the role.

We value authenticity. Using a generic AI-generated personal statement is unlikely to demonstrate your personal experience in line with the person specification, which may mean you are not shortlisted. You might want to consider the following uses of AI:

- Ask AI to provide examples of how to describe leadership experiences, then personalise these examples with your own experiences.
- Use AI to help you list relevant skills for the job, and then think about how you've demonstrated these skills in the past.
- For behaviour statements, create a shortlist of relevant examples and write down what you would say. Then ask AI to help you structure these into the STAR format or provide ideas to strengthen your example.