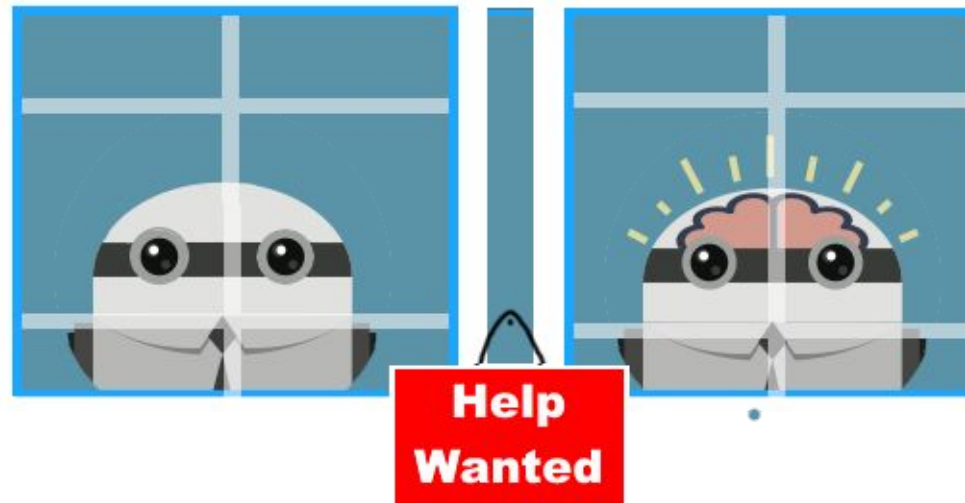


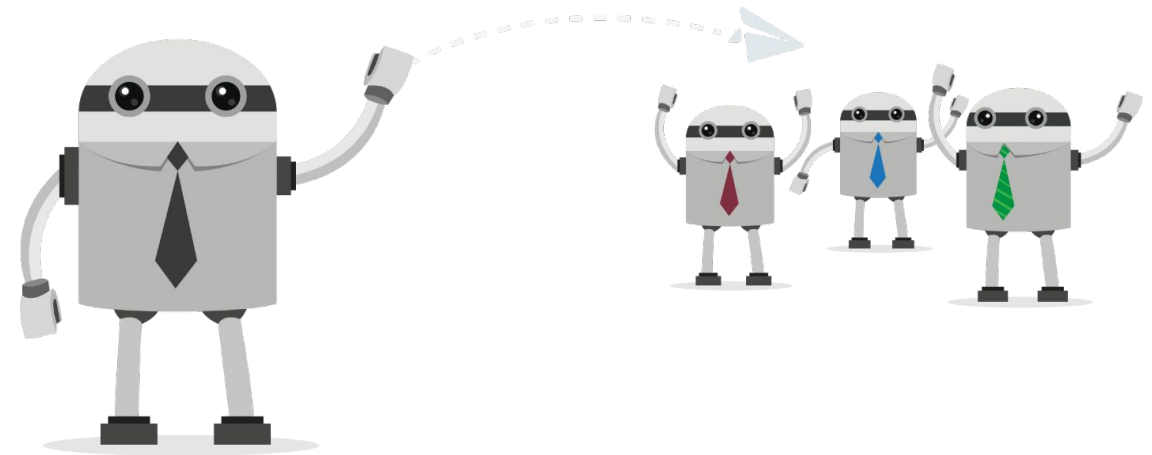
# How to build an AI tool to enhance a recruiter's productivity

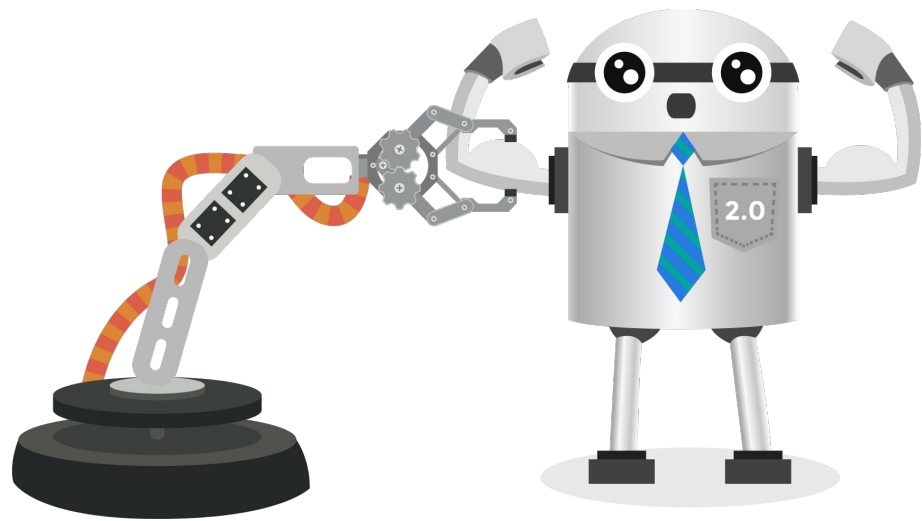
Our Principles for UI/AI Design



## Our principles for AI/UI design

- Built by experts
- Transparency by design
- Human-Centric Functionality
- Make it learn from every user interaction
- Putting the user in control, not the system
- Get it to users as early as possible





## Built by Experts

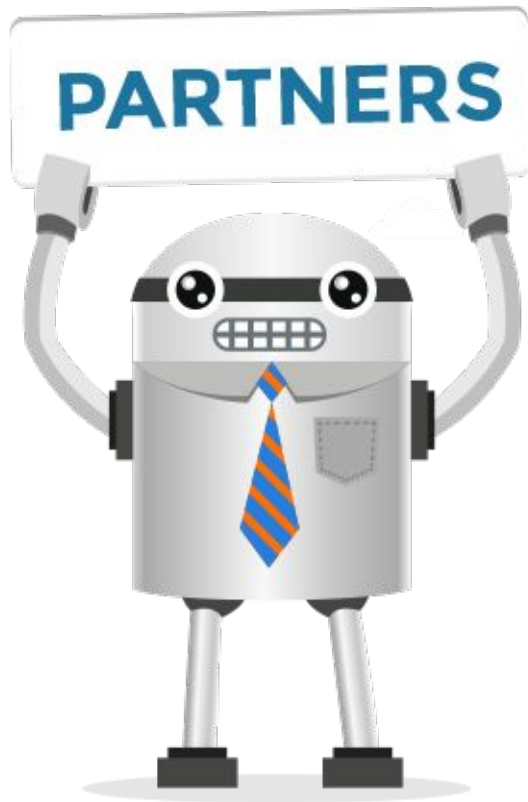
- Define what problem to solve at a high level.
- Put together the right team.
- Cover all the facets:
  - Recruiters
  - Hiring managers
  - Candidates
  - Managers
  - Administrators
- Use real recruitment related data for training.

## Transparency by design

- Show users How and Why AI is making decisions.
  - Users trust what they can see.
  - Ensure transparency in the process and the results.
- Ensure possible bias is taken into account and build counter-bias measures.
- Ensure Legal transparency as well.



## Human-Centric Functionality



- Make the application configurable.
- Make it simple and understandable.
- Teach the AI like you teach humans.
- Design for practical use more than “coolness”.
- Put the user in control not the system.

## Make it learn from every user interaction



- Continually collect user feedback and act upon it.
- Whenever possible use historical data to learn as well.
- Build intelligent automated proactive alerts and learn from them.
- System needs to listen, comprehend, and learn, to continually improve speed, accuracy, and usability.
- Combine supervised and unsupervised learning.
- Industry expert knowledge transfer techniques.



## Get it to users as early as possible

- Find early alpha and beta partners.
- Designate a small user team for weekly reviews.
- Continuous fast development iterations.
- Weekly product updates, Monthly releases.

