

publicjobs' approach to the use of Artificial Intelligence (AI) by candidates

We continue to assess and monitor developments relating to Artificial Intelligence (AI), and the potential impact of the use of AI by candidates on our recruitment, assessment, and selection processes. We have already adapted our approach in certain areas to take account of AI, and we are committed to making further changes as necessary - based on newer forms of AI which may emerge, changes in the regulatory environment, lessons learned from real-world applications, and to reflect emerging best practices around AI.

At present, publicjobs' approach to the use of AI by candidates is as follows:

- Candidates are not permitted to use AI at the testing and interview stages of our recruitment competitions, during any of our tests and interviews.
- We have allowed candidates to use AI to assist them with completing their application forms at the application stage, for some of our recruitment competitions. While candidates are not prohibited from using AI at the application stage, the onus is on candidates to provide a true and accurate representation of their experience and skills. If AI is used inappropriately by candidates at the application stage, it may result in them not being shortlisted or progressing within a recruitment competition. The use of AI by candidates is something we monitor carefully, and if AI is used by candidates to assist with completing application forms, the contents of the application forms must still be true and accurate.
- We publish an accompanying Candidate Information Booklet for each recruitment competition we run. The booklet and / or any familiarisation material provided at each stage of a recruitment competition, will specify whether candidates are permitted to use AI during the competition, and if so, at what stages of the recruitment process. For example, the use of AI has been permitted for some research elements of some of our competitions. It is important that candidates read the booklet and any familiarisation material provided carefully, to know whether or not they have permission to use AI during a competition, and the specific arrangements around this.
- There is a candidate Honesty Agreement in each Candidate Information Booklet for each recruitment competition we run. By applying to the competition, candidates agree to the specific Honesty Agreement set out in the booklet, and any breach of it may result in the candidate being removed from the competition.

Any queries about our approach to the use of AI by candidates, should be directed to info@publicjobs.ie or OI 858 7400.