

AI Usage Statement

[External]

At Handle Recruitment, we use Artificial Intelligence (AI) to enhance the recruitment experience for the clients and candidates we support across the creative industries. Our approach combines the efficiency of AI with the insight and care of human expertise.

We use AI responsibly, transparently, and ethically, always with the goal of improving outcomes, never replacing human judgment.

Where AI support our work?

- Sourcing relevant candidates
- Enhancing candidate engagement
- Scheduling interviews
- Supporting inclusive hiring
- Analysing market and salary data
- Improving onboarding processes
- Reducing time-to-hire
- Enhancing the candidate experience
- Improving spelling and grammar in written content

What is our approach to implementing AI?

At Handle we believe that meritocracy should always take precedence, and our use of technology is aligned with this core principle.

The 3rd party tools we use, the processes and technology we create, and the influence of AI on our business, is guided by the following considerations:

Ethics

- We adhere to the highest ethical standards in our use of AI, understanding how the algorithms we rely on are designed.
- We respect data privacy and confidentiality, ensuring that personal information is handled with the utmost integrity and security.
- We are committed to continuously review how we use AI and the impact it has on people.

Human oversight

- AI supports, but never replaces, our consultants.
- We are committed to continuously review how we use AI and the impact it has on people.

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Decision Making

AI augments our decision-making process, enabling us to make informed and efficient choices. It helps us analyse vast amounts of data to refine our processes.

We maintain human oversight in all AI-assisted decisions, ensuring that technology complements, not replaces, human judgement and intuition.

Impact on Our Business

AI will continue to provide us with improved efficiencies and enable us to provide a better level of service. Technology should empower our people to concentrate on strategic activities, fostering innovation and growth, and providing better support to our communities.

AI should never place our business at risk - either to our reputation, security, assets or operational ecosystems.

Impact on Our Clients' Businesses

Successful use of AI at Handle is defined by simplifying existing processes, improving the insight we share, and enhancing the quality of our candidate selection and support.

The technology we use should help us deliver a personalised, insightful, efficient, and effective recruitment service, that leads to higher employee retention and productivity.

Impact on job seekers

For job seekers, we remain focused on providing a personalised and responsive experience, ensuring that every candidate is assessed on both previous experience and future potential.

Our use of AI provides tailored job recommendations, matching candidates with opportunities aligned with their skills, aspirations, and potential. We are dedicated to empowering job seekers, using AI to support fulfilling and successful careers.

In summary

At Handle Recruitment, AI is not just a technology but a strategic opportunity to amplify our capabilities, enrich our clients' businesses, and support careers.

We are committed to leveraging AI responsibly, ethically, and innovatively to shape a future where our recruitment solutions continue to remain personalised, fair, and efficient for everyone involved.