Design approaches to tackle ethical issues for proficiency estimation in AI-enabled recruitment

Background 1

- **AI-enabled recruitment** is potentially a powerful business tool

- Ethical issues regarding **proficiency estimation** eliminate the possibility of AI hiring

Methodology 2

A **literature study** was conducted to gain insights into this multi-disciplinary topic

Main research question 3

How CV screening software can be designed to estimate professional proficiency while taking into consideration the needs and moral values of the stakeholders involved?

Key findings 4

- Job competencies gain **different meanings** in different contexts

- **Quantification of certain skills** has profound implications on the evaluation of competencies

- Both **quantifiable and unquantifiable skills** should be part of candidate assesment

- Developing a predetermined proficiency algorithm **violates the autonomy of applicants** over their-self representation

Design Methodologies 5

I. Systemic Design

- Enables designers to consider the **socio-technical perspective** of the system
- Correctly **identify the stakeholders**

Job Applicants

Recruiters

AI system

II. Value–sensitive design

- Main goal: consider the **needs of the stakeholders** of the system
- Elicit the **moral values** into a list of requirements via semi-structured interviews

III. Interaction Design

- Use **WizardOfOz method** and prototypes to simulate interaction with design
- Reveals **strengths and weaknesses**

Conclusion 6

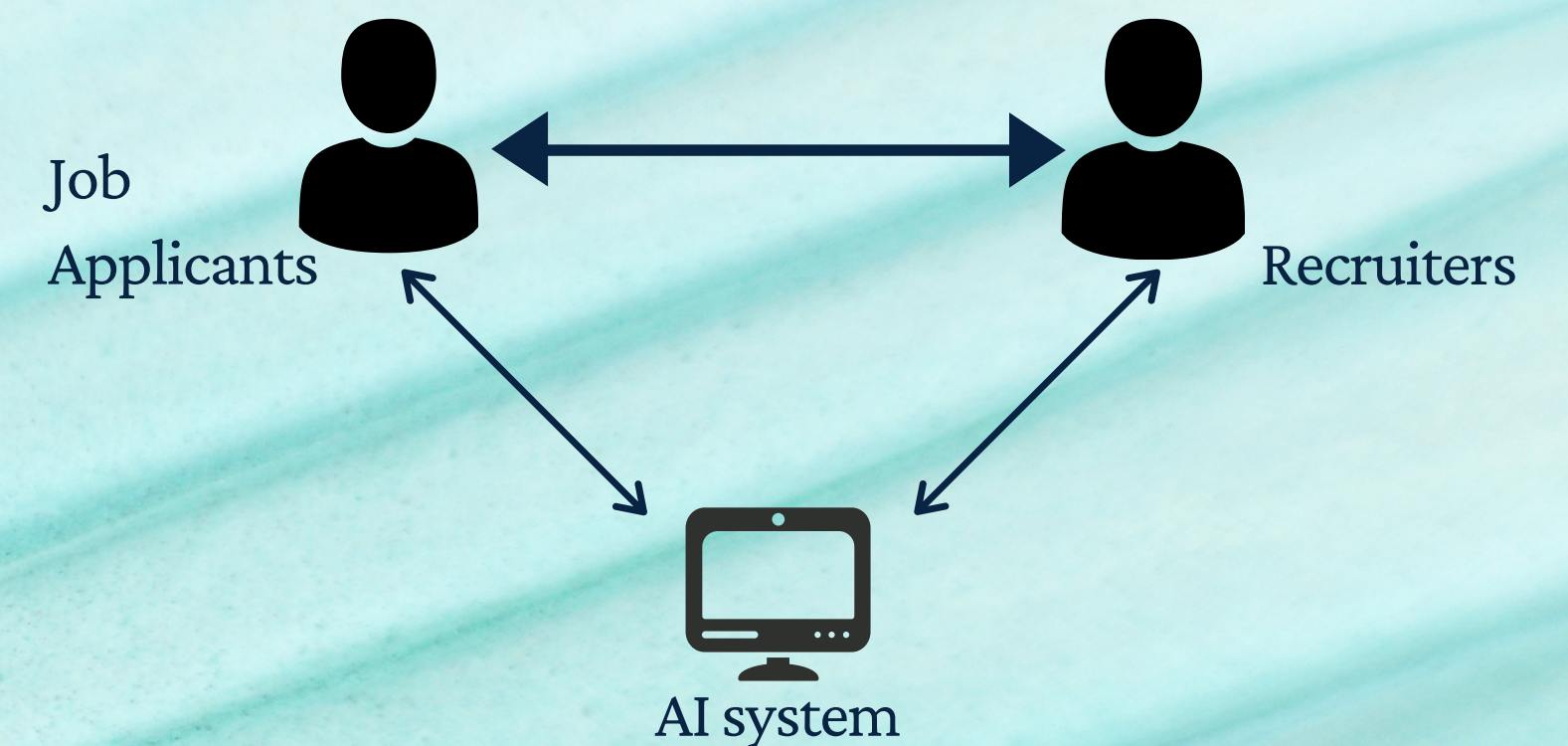Tackling socio-technical issues requires assembling a multi-disciplinary team to fully incorporate both social and technical design into AI hiring

Contact info
- Lachezar Lesichkov
- L.Lesichkov-1@student.tudelft.nl
- Supervisor: Evgeni Aizenberg
- Responsible professor: Prof.dr.ir. Inald Lagendijk