# Algorithmic Technology in Recruitment and Finace

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# 1. Background

**Problems in Recruitment and Finance**

- **Human Bias:** Personal prejudices of recruiters may influence decision-making.

- **Inefficiency:** Manual screening of large volumes of resumes is time-consuming and resource-intensive.

**Goals of Algorithmic Technology**

- Streamline the recruitment and validation process.

- Enhance fairness in candidate selection.

# 2. Issues Addressed by Algorithmic Technology

**Improved Efficiency**

- Automates the screening of vast numbers of resumes in a short time.

- Reduces workload and optimizes resources for recruitment teams.

**Enhanced Fairness**

- Eliminates personal bias, enabling more objective evaluations.

# 3. Challenges of Algorithmic Technology

**(1) Algorithmic Bias**

Issue: If training data contains societal or historical biases, the algorithm may replicate them.
Example: Inappropriate evaluation criteria based on gender or ethnicity.

**(2) Accountability and Transparency**

Decision-making processes of algorithms may be opaque and hard to explain.
Can undermine trust from recruiters and candidates.

**(3) Privacy Concerns**

Lack of clarity about how candidate data is used.
Need to comply with data protection regulations (e.g., GDPR).

# 4. Indicate in which of the 4th scenarios of the ADEME

**Regional cooperation**