Nexora Solutions Ltd. - Pre-Update Automated Decision-Making Policy

Policy Name

Automated Candidate Evaluation Policy

Policy Owner

Head of Talent Acquisition

Effective Date

April 1, 2024

Purpose

To streamline hiring workflows through the use of automated tools that pre-screen candidates based on

predefined criteria.

Scope

This policy applies to all departments using automated hiring platforms integrated with Nexora's Applicant

Tracking System (ATS).

Policy Statement

- Nexora uses an automated screening engine to evaluate job applicants' resumes and profiles.

- Candidates who score below a certain threshold are automatically marked as 'Not Advancing.'

- The system's algorithm uses inputs such as education, experience, and keyword matching.

- Candidates are notified of the outcome via email.

Governance

- Model evaluations are reviewed quarterly for fairness and accuracy.

- Recruitment teams are trained on interpreting AI-generated shortlists.**Nexora Solutions Ltd. - Pre-Update Automated Decision-Making Policy**

Disclosures

- Candidates are informed that automation is used in processing their applications in the privacy policy.

Known Issues

- No human review provision for rejected applicants.

- No clear opt-out for fully automated decisions.

- No explanation rights or mechanisms for candidates to challenge decisions.

- No segmentation of special categories of data (e.g., health, ethnicity