LinkedIn

Responsible AI in Hiring

What HR, TA and Recruitment Professionals Should Look For



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Introduction

Responsible AI in Hiring: What HR, TA and Recruiting Professionals Should Look For

The use of AI in hiring is moving from experimentation to everyday practice. As that shift accelerates, the most important question is no longer whether AI belongs in hiring at all. It is how employers can evaluate and adopt these tools responsibly, with enough clarity and confidence to use them well.

For many employers, the challenge is not a lack of interest in AI, but a lack of a clear, practical way to evaluate what responsible use should look like in hiring. That is why responsible AI has become such an important conversation for HR and TA leaders: hiring is a high-trust process, and AI can only create lasting value if it supports the people, judgement, and accountability that make that process work.



Chapter 1

Overview of AI in Hiring

From better hiring tools to responsible AI evaluation

Hiring has always evolved with better tools. Recruiters and talent teams have moved from manual search and outreach to applicant tracking systems, sourcing platforms, and workflow automation. Each shift has changed how teams organise work, but none has removed the need for expertise, judgement, or relationship-building.

AI is the next step in that evolution, but it raises a more practical question for HR and TA leaders. The point is not simply whether AI can make parts of hiring faster. It is whether AI helps teams work with greater efficiency, structure, and clarity while ensuring recruiters retain meaningful responsibility for decisions and the ability to guide the process with confidence.

> **"We're finding candidates that had previously gone unnoticed."**



Shaun Du Preez
Talent Acquisition Lead NSW & ACT
Aurecon

Good hiring technology should support recruiters, not move responsibility away from them. LinkedIn recruiter research* suggests responsible AI considerations are an important part of how recruiters evaluate AI in hiring. For employers, the question is therefore not only what a tool can do, but how it supports responsible adoption.

*(*Source: LinkedIn research among 1,500 recruiters across France and Germany)*

Why responsible design matters more in hiring

Hiring is not just another workflow being automated. The quality of a company's hiring process affects not only who gets hired, but also how candidates experience the process and how the company is perceived more broadly. In that context, technology is not only a question of efficiency. It also shapes fairness, accountability, consistency, and confidence in the process.

That is why responsible design matters so much in hiring. AI can support faster and more consistent workflows, but speed and scale are not enough on their own. Employers also need visibility into how AI supports the workflow, how recommendations can be examined and challenged, and whether the process can be understood and overseen over time.

That makes product evaluation in hiring different from a simple feature comparison. HR and TA professionals need to look not only at what an AI tool can do, but also at whether it supports appropriate oversight, meaningful recruiter control, understandable outputs, and a process that can be reviewed over time.



Chapter 2

Why Responsible AI Matters in Hiring

Hiring is a high-trust activity

Responsible AI has become an important conversation in hiring because hiring is a high-trust activity. Hiring decisions and hiring-related processes can shape access to work and professional opportunity. That makes questions of oversight, transparency, fairness, accountability, and reviewability especially important when AI becomes part of the workflow. It also means responsible AI evaluation should consider the candidate experience: whether the process remains understandable, confidence-building, and grounded in human judgement.

For HR and TA leaders, this is a practical issue, not only a policy issue. They need to know whether a tool helps their teams work faster while preserving the trust, judgement, accountability, and candidate confidence that a strong and reliable hiring process requires.

> **"LinkedIn's security, trust, and seamless integration made company-wide buy-in easy. A non-negotiable for us."**



Nicole Lovell
Vice President, Global Talent Acquisition
Jacobs

Why regulatory attention matters for AI

Regulation is one reason this conversation has become more prominent. Around the world, policymakers are paying closer attention to how AI is used in consequential contexts, including employment-related workflows. The EU AI Act is one example of this broader trend because it brings themes such as human oversight, transparency, accuracy, fairness, risk management, documentation, AI literacy, and governance into sharper focus for AI systems used in sensitive contexts.

Such regulatory frameworks do not answer every product or workflow question for employers. However, they often bring recurring issues such as human oversight, transparency, fairness, traceability, documentation, literacy, and governance into sharper focus, making conversations about AI in hiring more concrete.



EMEA

While the EU AI Act has become a major reference point in conversations in EMEA, this is a global conversation and the details vary by market.

North America

In North America, regulators and lawmakers have focused increasing attention on automated decision-making and AI use in employment-related contexts.

APAC

In APAC, approaches range from emerging risk-based proposals and guardrails to governance frameworks, testing tools, and sector-specific expectations.

Across those different models, the direction of travel is similar: employers are being asked to show that AI used in consequential workflows is understandable, appropriately governed, and subject to meaningful human responsibility.



For HR and TA professionals, the relevance of this regulatory attention is not that every conversation about AI in hiring should start and end with regulation. It is the emergence of a more consistent set of questions useful in evaluating AI products in hiring:

- **Who remains responsible?**
- **How is the system used?**
- **Do users understand its role?**
- **Is the process transparent and reviewable?**
- **Has fairness been considered?**
- **How can employer confidence in the workflow be maintained over time?**

Responsible AI adoption requires organisational alignment

Organisations are also developing their own expectations for responsible AI. Those expectations may come from internal AI policies, procurement processes, privacy and security policies, sector-specific governance models, or broader trust and risk-management frameworks. Although these expectations may originate from different parts of an organisation, HR and TA teams are often where they intersect during product evaluation and adoption.

In practice, HR and TA may therefore become the function where those different expectations come together.

An employer's concerns may be shaped by regulation, internal AI policies, privacy and security reviews, procurement expectations, works councils or employee representative bodies, AI governance teams, or broader risk frameworks. But even when the source differs, those concerns often converge around similar themes. Understanding those themes can help HR and TA teams evaluate AI in hiring without treating every conversation as a legal or technical deep dive.

This also means responsible AI adoption is often an internal alignment exercise as much as a product evaluation exercise.

HR and TA teams may need to build confidence with stakeholders across:

- **Legal**
- **Privacy**
- **Procurement**
- **IT/Security**
- **Governance functions**

So provider support can matter not only for product use, but also for internal review, accountability, and confidence-building.

Responsible AI considerations recruiters identify as important when evaluating AI in hiring

Recruiter Perspectives

Recruiter research highlights recurring themes in AI evaluation:

85%
Data Privacy Protections

82%
Human Oversight

84%
Transparency in Decision-Making

82%
Candidate Experience

83%
Compliance with Local Regulations

79%
Reducing Bias in Hiring

(***Source:** LinkedIn research among 1,500 recruiters across France and Germany)*

Evaluation questions

Control
Can recruiters refine, approve, or disregard AI-assisted outputs?

Related Themes:
Human Oversight

Clarity
Can recruiters understand how suggestions connect to role requirements, qualifications and available information?

Related Themes:
Transparency and Explainability

Reviewability
Can the employer review what happened in the workflow over time?

Related Themes:
Accountability and Traceability

Readiness
Are users equipped to understand the tool, its intended use, and its limits?

Related Themes:
AI Literacy and Enablement

Trust
What information does the workflow use, and is it designed to avoid unnecessary or unsupported sensitive inputs?

Related Themes:
Privacy, Fairness, Candidate Experience and Governance

***Illustrative grouping of themes.** Organisations may evaluate AI tools using different approaches.*

Chapter 3

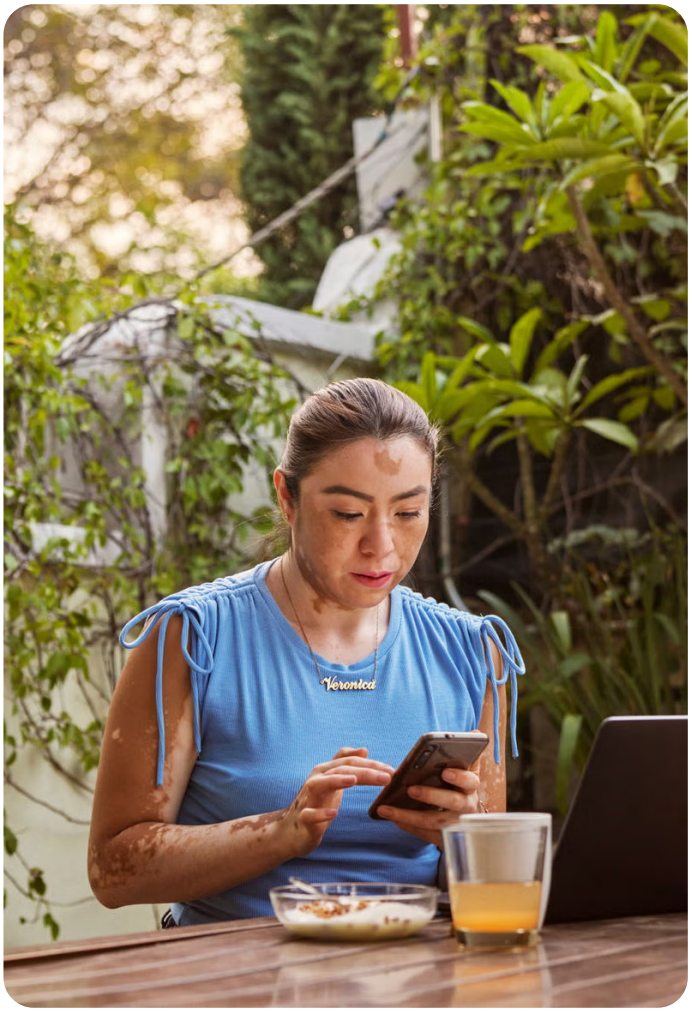
Themes in Responsible AI in Hiring

A practical framework for evaluating AI in hiring

Whether responsible AI questions stem from regulatory attention or internal organisational expectations, the same practical themes tend to come into focus. Human oversight, transparency, fairness, traceability, AI literacy, responsible data use, and governance give HR and TA teams a useful structure when evaluating AI in hiring. They help clarify what to look for in solutions that modernise hiring workflows while preserving the human judgement, trust, and accountability that hiring requires.

For HR and TA professionals, the value of these themes is practical: they help turn broad responsible AI concerns into concrete workflow questions.

- ☑ **Who remains responsible for decisions and actions?**
- ☑ **How well do users understand the system they are working with?**
- ☑ **Can they interpret outputs, review what happened and challenge or correct the process where needed?**
- ☑ **Are inputs and workflows structured in a way that supports fairness, consistency, and trust over time?**



"It's not just the tool; it's about helping recruiters trust AI."



Nicole Lovell
Vice President, Global Talent Acquisition
Jacobs

How these themes shape responsible AI adoption

These themes are also interconnected and create a bridge to how responsible AI products are designed:

- **Oversight depends on users understanding the tool.**
- **Explainability supports oversight.**
- **Traceability supports accountability.**
- **Structured inputs support fairness and transparency.**
- **Privacy-conscious design supports trust in the workflow.**

Responsible AI in hiring is therefore not one feature or one policy. It is a combination of product design, user practices, enablement, and organisational governance working together.

In practice, those connections point to several conditions employers may want to consider when adopting AI in hiring:

- whether the system makes it easy to be used in line with its developer's guidance and intended workflows;
- whether users have the right competence, authority, training, support, and confidence to oversee and challenge AI-assisted activity;
- whether role details and qualifications are clear and relevant; and
- whether the organisation can review how AI-assisted activity was used over time.

Framed this way, responsible AI becomes less abstract: it becomes a set of practical conditions that help HR and TA teams adopt AI with confidence.



Human Oversight

Key question:

Can recruiters refine, approve, or disregard AI-assisted outputs?

Human oversight starts with a simple question: who remains responsible for the hiring process?

In an AI-assisted workflow, recruiters and hiring teams need to understand what the system is helping with, what remains for people to review and decide, and how users can challenge, adjust, or disregard outputs where needed. Meaningful oversight also depends on whether users have the competence, authority, training, and support to carry it out effectively.

For HR, TA & Recruitment leaders

This means evaluating whether AI supports human judgement rather than obscuring it. The practical question is not only whether a human is somewhere in the process, but whether users have meaningful opportunities to review, refine, approve, or override AI-assisted outputs before they shape hiring outcomes.

Transparency and explainability

Key question:

Can recruiters understand how suggestions connect to role requirements, qualifications, and available information?

Transparency and explainability matter because users need enough context to understand how AI is supporting the workflow.

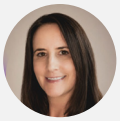
In hiring, that means explanations should connect back to role requirements, qualifications, and available information rather than leaving recruiters with unexplained outputs that are difficult to assess or discuss.

For HR, TA & Recruitment teams

Explainability is valuable when it helps them act with confidence.

They need to see how suggestions relate to the role, the qualifications, and the information available in the workflow, so they can assess whether the output is useful, discuss it with others, and keep the process understandable rather than opaque.

> **"It shows that I'm doing everything I can to find candidates. And when even AI faces the same market challenges, it helps set more realistic expectations."**



Anne Rudolf
Recruiter
MediaNews Group

Fairness and bias mitigation

Fairness and bias mitigation are central in hiring because the process can affect access to opportunity.

Responsible AI requires more than a general commitment to fairness. Employers will want to understand what safeguards, review practices, and improvement processes help reduce the risk of unfair outcomes over time.

For HR, TA & Recruitment teams

This turns fairness from a general aspiration into a set of practical evaluation questions:

- What does the provider do to test for potential bias?
- How are issues investigated?
- Are there safeguards that prevent users from relying on inappropriate or unsupported criteria?
- Does fairness extend beyond model design into ongoing oversight and improvement?
- How can the tool be incorporated into the employer's hiring processes and practices to help promote fairness and equal treatment of candidates?



Accountability, traceability, and reviewability

Key question:

Can the employer review what happened in the workflow over time?

Accountability depends on being able to understand how a process unfolded. In hiring, organisations may need to look back at how AI-assisted workflows were used, what actions were taken, and how recruiters interacted with the system. Traceability and reviewability support internal governance and help organisations maintain confidence that the process can be examined if questions arise later.

For employers

This matters because responsible adoption is not limited to the moment a recommendation appears on screen. Hiring processes can be reviewed after the fact, and organisations may need to understand how a workflow was carried out. A tool that supports reviewability can make it easier to connect AI-assisted activity back to internal governance and accountability expectations.

AI literacy and enablement

Key question:

Are users equipped to understand the tool, its intended use, and its limits?

Responsible use also depends on whether users understand the tool they are working with. AI literacy and enablement help recruiters understand the system's role, its intended use, its limits, and the points where human judgement remains essential. Clear guidance, onboarding, and learning support can make a meaningful difference to how confidently and consistently a tool is adopted.

For HR, TA & Recruitment leaders

In practice, AI literacy has both product-specific and broader organisational dimensions. Product-specific enablement helps users apply the tool appropriately in the workflow. Broader AI literacy is part of responsible AI governance because it helps organisations build shared understanding of how AI works, where its limits are, and how people should apply judgement when using it. That distinction matters because responsible adoption depends not only on tool instructions, but also on organisational readiness: teams need the confidence, vocabulary, and judgement to use AI thoughtfully and consistently.



Governance and responsible use

Key question:

Are instructions, guidance, and supported workflows clear enough to follow in practice?

Governance and responsible use are where responsible AI becomes operational.

Organisations need to understand:

- how a tool is intended to be used,
- how users should work with it,
- where responsibilities sit, and
- how AI-assisted activity fits into their broader hiring processes and internal controls.

> **"Change management was crucial. Pairing power users with AI-ready roles created early wins that built momentum."**



Nicole Lovell
Vice President, Global Talent Acquisition
Jacobs

For HR, TA & Recruitment leaders

One of the most practical responsible-use questions is whether the provider gives users clear instructions, guidance, and supported workflows that can be implemented and followed in practice. That includes:

- whether users understand what the tool is designed to support,
- where it should not be stretched beyond its purpose, and
- how internal practices and onboarding can reinforce appropriate use over time.





Privacy-conscious design and responsible data use

Key question:

What information does the workflow use, and is it designed to avoid unnecessary or unsupported sensitive inputs?

Responsible AI conversations in hiring often overlap with broader privacy and data-use expectations. Employers may want to understand what information the system uses, whether the workflow is designed to avoid unnecessary or sensitive inputs, and how responsible data use supports trust in the hiring process.

For HR, TA & Recruitment leaders

The practical questions are concrete: what information does the system use, whether it avoids unnecessary or sensitive inputs, and whether the data used in the workflow comes from a context where candidates and potential applicants have provided it for professional purposes. Those questions matter because privacy-conscious design can make responsible adoption easier when the product does not depend on sensitive customer data or uncontrolled data sources.

Input quality and structured hiring intent

Key question:

Can recruiters define, review, and refine role details before recommendations shape the process?

Responsible use also depends on how well the system can interpret the hiring intent provided by the user. In hiring, that means working from role details and qualifications that are clear enough for the system to translate into useful recommendations, and clear enough for recruiters to review, validate, and correct where needed.

For HR, TA & Recruitment teams

This is a reminder that responsible AI is not only about model behaviour in isolation. It also depends on whether the workflow helps users see how hiring intent has been understood and gives them a way to refine that understanding before recommendations shape the hiring process. Clear role details and relevant qualifications make it easier for recruiters to exercise judgement and keep the process aligned with the actual hiring need.

A practical evaluation lens

Five criteria HR and TA teams can use to evaluate AI in hiring responsibly.

Evaluation Lens

Control

Recruiters should remain responsible for reviewing outputs and deciding what action to take.

Clarity

AI-assisted suggestions should be understandable and connected to role requirements, qualifications, and available information.



Reviewability

The organisation should be able to understand how AI-assisted activity was used over time.

Readiness

Users should have the guidance, training, and AI literacy needed to apply the tool appropriately.

Trust

Responsible data use, privacy-conscious design, and fairness practices should support confidence in hiring.

Illustrative evaluation criteria. *Organisations may evaluate AI tools using different approaches.*

Chapter 4

LinkedIn's Approach to Responsible AI Development in Hiring Assistant

LinkedIn's Responsible AI Principles

AI is not new to LinkedIn. We have long used AI to enhance our members' professional experiences, to help them connect to opportunity and achieve success in their careers. We take that responsibility seriously, and aligned with Microsoft's leadership in responsible AI, all AI development at LinkedIn is guided by a set of Responsible AI Principles:

Advance Economic Opportunity
People are at the center of what we do. AI is a tool to further our vision, empowering our members and augmenting their success and productivity.

Uphold Trust
Our commitments to privacy, security and safety guide our use of AI. We take meaningful steps to reduce the potential risks of AI.

Promote Fairness and Inclusion
We work to ensure that our use of AI benefits all members fairly, without causing or amplifying unfair bias.

Provide Transparency
Understanding of AI starts with transparency. We seek to explain in clear and simple ways how our use of AI impacts people.

Embrace Accountability
We deploy robust AI governance, including assessing and addressing potential harms and fitness for purpose, and ensuring human oversight and accountability. We are committed to learning from, and helping, others as AI best practices, norms and laws evolve.

From principles to product development

These principles govern how LinkedIn approaches the development of AI across its products, including Hiring Assistant. They reflect the themes of fairness, transparency, accountability, privacy, security, and human oversight discussed so far – and provide the foundation for the product design choices, reviews, testing, governance, monitoring, and continuous improvement discussed in the next chapter.



For a closer look at AI development, data privacy, and compliance practices for LinkedIn's hiring and learning products, visit LinkedIn's AI transparency resources.

Chapter 5

How LinkedIn Hiring Assistant Helps Customers Use AI Responsibly

Product design as the bridge to responsible use

The easier a tool makes it for users to preserve human oversight, structure inputs clearly, understand outputs, and review activity over time, the easier it becomes to adopt that tool with confidence. Hiring teams are not only evaluating what an AI tool can do. They are also evaluating whether it supports the clarity, control, and reviewability that responsible hiring requires.

LinkedIn Hiring Assistant is designed to support recruiters, not replace them. Recruiters remain actively involved in defining role details, reviewing and refining qualifications, assessing recommendations, and deciding what action to take. Hiring Assistant helps make the process faster and more structured while keeping recruiter control and human oversight central.

Hiring Assistant does not make hiring decisions or automatically reject applicants. Recruiters remain responsible for reviewing recommendations and deciding what actions to take.

> **"LinkedIn Hiring Assistant eliminates the hardest part of proactively finding candidates. Instead of spending an hour sourcing for one project, I can now source candidates for 5 or more projects in 10-15 minutes with support from Hiring Assistant."**



Vincent Mercandetti
Sr. Talent Acquisition Partner, Siemens



Fairness, bias mitigation, and continuous improvement

Fairness is one of the clearest tests of whether an AI hiring tool is being built and maintained responsibly. That is not only a question of principle. It is a question of whether the provider has implemented processes to detect potential bias, act when issues are identified, and improve the system over time.

For LinkedIn Hiring Assistant, that shows up in several specific ways. LinkedIn conducts fairness and bias reviews on a per-model basis, with the objective of identifying unequal treatment among similarly qualified members. LinkedIn also evaluates potential bias in Hiring Assistant models prior to deployment and conducts regular bias audits thereafter. When potential issues are identified, the team investigates and, where appropriate, models may be retrained or deramped.

The product also includes safeguards that are designed to flag user-entered requirements as unsupported when they may reference protected characteristics or other hiring criteria that conflict with platform policies. Together, those measures make fairness and bias mitigation part of an ongoing operating model rather than a one-time exercise.

For employers, the practical question is whether fairness is supported through concrete practices:

- whether the system can resist inappropriate user inputs,
- whether potential issues are investigated, and
- whether improvement continues after launch.

Guidance, enablement, and learning support

Another way product design can make responsible use easier is by helping users build familiarity with the tool before and during adoption. In hiring, clear guidance, onboarding, and practical learning support help recruiters understand how the system fits into the workflow, what it is helping with, and how to use it consistently and confidently.

LinkedIn supports this with practical resources that range from product guidance and onboarding materials to structured learning paths and webinar-based support.

These resources help recruiters understand how Hiring Assistant fits into the workflow, what it is designed to support, and how to use it consistently.

Alongside product-specific guidance, LinkedIn Learning can also support more foundational AI literacy development for organisations introducing AI into hiring workflows, helping teams build the broader readiness needed to apply AI with appropriate human judgement.

"Hiring Assistant makes it easy, I upload my notes and job descriptions, and it instantly pulls out the 'Required' and 'Nice-to-Have' qualifications with almost no editing needed."



Rebecca Woods
Enterprise Recruiter,
Akkodis - Adecco Group

Structured workflows and recruiter-controlled inputs

Responsible use becomes easier when the system works from a structured understanding of the role rather than from a vague or inconsistently framed request. LinkedIn Hiring Assistant helps turn intake information, job descriptions, job postings, or profile context into role details such as job title, location, workplace type, seniority level, and key skills, along with suggested required and preferred qualifications that recruiters can review and adjust.

Recruiters can refine qualifications and adjust the hiring plan, giving them an active role in shaping the process from the start rather than simply reacting to recommendations later. It also helps connect the system's outputs back to clearly framed hiring intent, which supports consistency, explainability, and a workflow in which recruiters remain firmly in control.

For employers, this is important because responsible use begins before a recommendation is produced. The quality of the workflow depends on how clearly the hiring need is translated into role details and qualifications, and whether recruiters can inspect and refine those inputs. A structured workflow helps reduce ambiguity, supports consistency across users, and makes it easier to understand how later outputs relate back to the original hiring intent.

Transparency and explainability in the workflow

Transparency matters most when it helps recruiters understand why the system is surfacing what it does. In hiring, that requires more than generic descriptions. It requires explanations that are tied to the role, the qualifications, and the information available in the workflow, so recruiters can assess recommendations themselves and discuss them more clearly with others involved in the process.

LinkedIn Hiring Assistant provides contextual explanations that help recruiters understand why candidates may be a match, including matched requirements and summaries tied to the available information. Recruiters can review and adjust role details, qualifications, and hiring plan recommendations rather than simply receiving them. That kind of visibility supports stronger oversight, better internal understanding, and a workflow that remains more understandable and reviewable over time.

This matters because transparency is only useful if it helps people exercise judgement. In hiring, recruiters need to understand enough about a recommendation to decide whether it is useful, whether it reflects the role as intended, and whether it should be acted on. Contextual explanations help connect AI-assisted outputs back to the recruiter's own understanding of the role and the available candidate information.



Activity log and practical support for traceability

Reviewability does not end with understanding why the system surfaced a recommendation in the moment. In hiring, organisations may also need a way to look back at how the tool was used over time, especially if they need to revisit how a workflow was carried out or understand what happened across a longer process.

One way that LinkedIn Hiring Assistant supports reviewability is through the Activity log. Customers can access Hiring Assistant activity via the Activity log. This gives organisations a practical way to revisit how the tool was used and makes the workflow more reviewable over time. That kind of traceability helps support internal governance and gives employers a clearer basis for understanding how AI-assisted activity fits into their broader hiring process.

This distinction matters because explainability and traceability answer related but different questions. Explainability helps users understand a recommendation in the moment. Traceability helps an organisation understand the workflow over time. Both are important for responsible adoption, especially where hiring teams need to show that AI-assisted activity remains connected to human judgement and internal governance.



Privacy-conscious design and responsible data use

Responsible AI in hiring also overlaps with privacy-conscious design and responsible data use. For many employers, the question is not only whether AI can improve the workflow, but also what information the system needs, whether sensitive or unnecessary inputs are avoided, and whether the product design supports a more controlled approach to data use.

LinkedIn Hiring Assistant is designed with that overlap in mind. It does not require sensitive customer data, and prompts for sensitive personal information are unsupported. It also uses a structured, profile-based approach that can reduce some of the variability and compliance complexity associated with broader document-ingestion workflows.

For employers, those design choices can make privacy-conscious adoption more practical.

"LinkedIn gives us access to the entire professional talent market in a way no other platform can. Other tools might try to scrape data, but they can't match the depth, reliability, or freshness of LinkedIn's information. That's why we trust LinkedIn's Hiring Assistant to help us reach and engage the best candidates."



Joe West
Managing Director
Insite Recruitment

Responsible AI in Hiring

How Hiring Assistant puts these priorities into practice

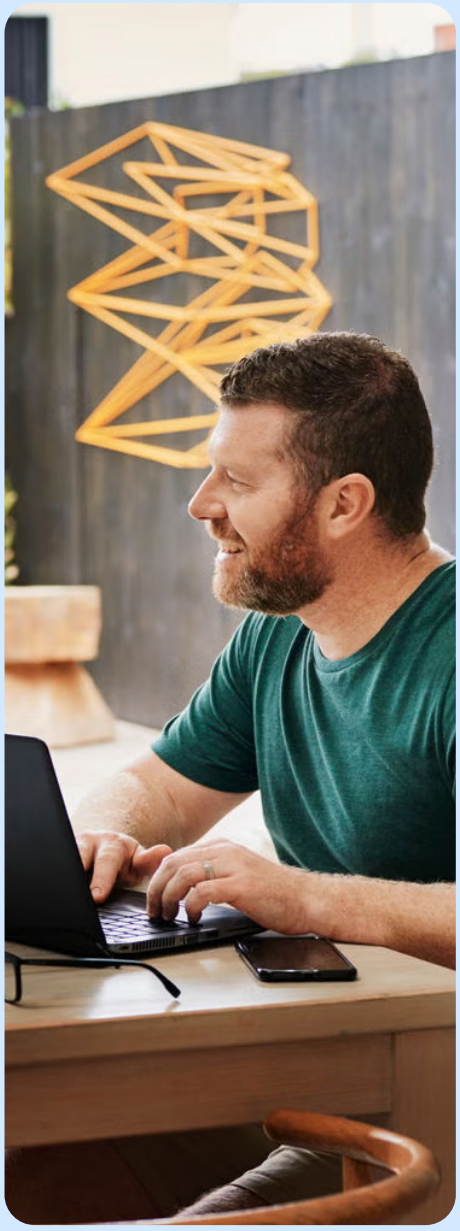
Evaluation Lens

Control

Hiring Assistant is designed to keep recruiters involved in defining role details, reviewing recommendations, refining qualifications, and deciding what action to take.

Clarity

Contextual explanations help connect recommendations back to role requirements, qualifications, and available information.



Reviewability

Activity log gives customers a way to revisit how Hiring Assistant activity was used over time.

Readiness

Product guidance, onboarding materials, learning resources, and supported workflows help users understand intended use and apply the tool appropriately.

Trust

Fairness reviews, bias audits, unsupported sensitive prompts, and privacy-conscious data practices help support confidence in how Hiring Assistant is used in the hiring process.

Illustrative evaluation criteria. *Organisations may evaluate AI tools using different approaches.*

Chapter 6

How HR and TA Teams Can Adopt AI with Confidence

Better tools should make hiring more effective and more human, not less. That is the broader opportunity behind AI in hiring. Used well, AI can help reduce repetitive work, support more structured workflows, and give recruiters more time for judgement, coordination, and relationship-building that remain central to strong hiring.

> **"Hiring Assistant lets recruiters work smarter, not harder, and gives them time back to focus on the human side of recruiting."**



Dori Saad
Recruiting Manager
MediaNews Group

Responsible AI gives HR and TA teams a practical way to move from general interest to confident adoption.

The point is not to slow innovation, but to ask the questions that make adoption more durable:

- who remains in control,
- how outputs can be understood,
- whether activity can be reviewed, and
- whether teams are equipped to use the tool appropriately.

For employers, the most important question is therefore not whether AI can make hiring faster. It is whether the technology helps teams move faster while preserving the trust, accountability, and human judgement the hiring process requires.

The future of hiring will not be defined by choosing between people and AI. It will be defined by how well organisations use AI to strengthen the work people are already responsible for: understanding roles, engaging talent, exercising judgement, and building trust in the process.

LinkedIn Hiring Assistant is designed to support that balance by helping recruiters work more efficiently while keeping people, control, and reviewability at the centre of the workflow.



To learn more about LinkedIn Hiring Assistant and its role across the hiring workflow, visit the Hiring Assistant overview.