

Thank you for your interest in Accenture and your curiosity to learn more about the way we recruit. We've put together some information about the Artificial Intelligence screening process we've implemented at Accenture and hope it will be useful to you. If you have any further questions or concerns, please reach out to us at [accenture.recruiting@careers.accenture.com](mailto:accenture.recruiting@careers.accenture.com)

**Q. Does the Artificial Intelligence screening process apply to me?**

The AI Screening process will only apply to internal and external candidates applying to positions in Workday who have opted in to our AI question.

**Q. Why does Accenture use Artificial Intelligence in recruiting?**

Accenture leverages cutting edge technologies to provide you with the most effective recruiting process. One such example is the Artificial Intelligence recruiting process, which helps in different points of your recruiting journey,

- At Screening: The system provides useful insights to the recruiting team based on your candidate information and the job requirements, which helps in speeding up the screening process, candidate response time and improving your recruiting experience.
- At Sourcing for other opportunities: With your candidate information on Workday, the Artificial Intelligence algorithm also helps the recruiting team identify other opportunities in Accenture (now or in the future) where you could be a good fit.

**Q. Tell me more about the Artificial Intelligence process Accenture uses**

Using Artificial Intelligence, useful insights are created by comparing the information candidates provide during the application process with the job description. A grade is provided for each candidate (A, B, C, or D) indicating their fit to the job requirements, which helps the recruiting team prioritize and process candidates faster.

**Q. What do the grades mean? Am I being ranked against other candidates?**

No, candidates are not being ranked. The grade represents how well the candidate information matches with that of the requisition. An A or B grade means that the candidate meets all the basic/required skills of the job opening, while a C or D grade means that the candidate is missing one or more basic or required skills

**Q. So, is it an algorithm or system making the final decision on my candidature?**

No, while the Artificial Intelligence process helps provide matching and prioritization insights, the final decision will always be taken by the recruiting and hiring team post evaluation of your candidate profile.

**Q. What information is the Artificial Intelligence algorithm using for candidate insights?**

The algorithm uses the following information to help create insights for the recruiting team:

- Your resume including work experience, education, skills, certifications, etc.
- Your responses to the Workday application questions

**Q. What if I apply to another position? Will my previous grade still be valid?**

The Artificial Intelligence process creates insights based on the candidate information provided and the job requirements, therefore your grade will be calculated basis the updated candidate information you provide and requirements of the new job you are applying to.

**Q. Can I opt out of using Artificial Intelligence in the recruiting process? Will this affect my chances of a job at Accenture?**

You have the option to opt out of using Artificial Intelligence in your application process by logging back into your Workday Profile and updating your preferences and by not selecting the AI Opt in on your applications moving forward. Candidates who opt out of using Artificial Intelligence in the application process will not be disadvantaged, the recruiting team will review your candidate information and process your profile accordingly.