

AI in HR: Untapping the potential

Helping HR professionals avoid potential pitfalls and future-proof their AI strategy.



What HR professionals need to know

The adoption of AI in HR brings with it vast potential – streamlined processes, enhanced decision-making and innovation. However, realising these benefits also means addressing the regulatory complexities of the EU AI Act and other AI legislation, which catch HR processes in their nets

Technologies used in the process of recruitment and employee management are now classified as “high-risk” by the EU AI Act, meaning stringent measures to ensure transparency, mitigate bias, and robust data governance are needed.

Securys’ aiEthix team of specialists is on hand to help. We offer a range of services to help HR professionals avoid potential pitfalls and future-proof their AI strategy.

**AI IN HR: WE'RE
THE HUMAN IN
THE LOOP!**



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Recruitment Consultation

The Recruitment Consultation combines two key aspects of data governance by exploring one of the key risk areas for any organisation in adopting AI technologies: safer and more effective recruitment.



What is it or what's involved?

The Recruitment Consultation will map and evaluate the data protection and AI risks associated with your recruitment processes, identifying areas of best practice and key action points.



Why do you need it?

Recruitment has always been at the sharp end of data quality and governance as well as public exposure. AI increases the risks of bias in the hiring process which may lead to challenge and litigation. You need to be confident that the way you use AI to support recruitment is going to help, not hinder, your organisation's growth.



What does it deliver for your organisation?

We will produce a concise report on the principal AI and data protection risks in your recruitment process and actions that can be taken to mitigate them.



How long does it take?

The consultation takes up to two hours, preceded by a questionnaire.

WE WILL MAP, EVALUATE AND REPORT ON AI RISKS WITHIN YOUR ORGANISATION.



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Conformity Assessment



Understanding the risks presented by AI is the first step towards addressing them: a conformity assessment enables you to identify, evaluate and mitigate the risks posed by the adoption of AI systems.



What is it or what's involved?

A Securys aiEthix consultant will engage with your HR, IT, risk and compliance teams as well as other internal stakeholders to document the development, adoption and monitoring of key AI systems within your organisation.



Why do you need it?

If you have EU offices or hire staff from the EU and use any AI tools for recruitment or personnel management, you are required, as of this year, to perform an AI conformity assessment to demonstrate your compliance with the EU AI Act.



What does it deliver for your organisation?

Assurance about the safe management of your organisation's data, reassurance that the bond of trust between employer and employee is not broken.



How long does it take?

The time and effort involved depends on the complexity of your organisation's internal processes and the extent and type of the AI system(s).

WE WILL DOCUMENT THE DEVELOPMENT, ADOPTION AND MONITORING OF KEY AI SYSTEMS WITHIN YOUR ORGANISATION.



AI Audit

A full discovery and audit of AI usage across your organisation, designed to understand your overall risk profile and report on the steps needed to control AI-related risks.



What is it or what's involved?

We start with an AI discovery exercise that conducts a low impact, high insight analysis of your AI workflows and dataflows.

Next a data mapping component reveals the contours of the landscape of the AI across your organisation. Building on this mapping exercise and informed by the discovery, a regulatory review will consider the extent to which AI tools have been designed and deployed in line with the current and expected future requirements of the jurisdictions in which you operate.

We will prepare a report reflecting the identified risks, with detailed recommendations for remediation which will include both documentation and suggestions for business process change where this is necessary or desirable.



Why do you need it?

While the proliferation of AI systems promises organisational transformation, these systems also present specific new risks which affect the way businesses operate, such as increasing error due to hallucinations or bias, sharing data inappropriately inside and outside the organisation or losing control of processes.



What does it deliver for your organisation?

Securys' AI Audit offers improved visibility of the ways in which AI is used across your organisation, creating opportunities for business improvement, as well as greater assurance around the safety and security of the data and people involved.



How long does it take?

The length of the audit depends on the size, complexity and distribution of your organisation, as well as the level of access you're able to provide, and can take from six weeks to six months.

AI IN HR

- **USE AI TOOLS SAFELY AND ETHICALLY**
- **AVOID BIAS AND PRIVACY RISKS IN AI-DRIVEN LEARNING**
- **STAY COMPLIANT WITH EVOLVING AI REGULATIONS**





Your AI compliance partner

In a world of fast evolving AI regulations, it is difficult for companies to understand how they should be using artificial intelligence within their businesses. aiEthix from Securys, the global privacy and data protection consultancy, provides practical AI implementation and governance solutions that take the guesswork out of managing AI responsibly and allow firms to explore machine learning opportunities that will withstand future developments in technology and legislation.

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