



CASE STUDY

H I R E D

Hired Partners with Fiddler to
Pioneer Responsible AI
for Hiring.



MATCHING PEOPLE WITH JOBS THEY LOVE

Finding the right next job or career jump could be transformative in many people's lives. Hired's mission is to enable people to find the jobs they love. In order to successfully accomplish this mission, Hired uses its proprietary AI Intelligent Job Matching technology to match candidates with relevant jobs at the world's most innovative companies.

ELIMINATING BLACK-BOX CHALLENGES WITH AI EXPLAINABILITY

In an ideal world, Hired would be able to individually assess each candidate with a thorough human-based review, and manually rank the best companies for that candidate (and vice-versa). Unfortunately, this approach doesn't scale, which is why Hired turned to AI to add speed and efficiency into the matching process. One of the biggest promises of AI is its ability to make objective, data-driven decisions, but without visibility into how these algorithms work, businesses run the risk of using sub-par models that could actually increase bias. To eliminate these blackbox challenges, Hired layered Fiddler's Explainable AI Platform on top of its proprietary models to generate deeper insights into how its algorithms make decisions

HOW FIDDLER ENABLES HIRED TO BUILD RESPONSIBLE AI SOLUTIONS

Fiddler's technology integrates seamlessly with Hired's user interfaces to provide real-time reporting on how their AI models are working. It's specifically used for the following purposes:

- **Generate explanations** for curators, data scientists and other stakeholders on the key drivers of specific candidates' assessment to maintain a high-quality matching process
- **Provide concrete feedback** with candidates to help them improve their profiles
- Generate explanations to help companies **understand why** specific candidates were matched with a Hired Position
- Provide **real-time performance and bias monitoring** to help data scientists and ML engineers identify and refine their models



“At Hired, our mission is to match people with a job they love, and doing that at scale requires advanced technology like AI. Fiddler helps enhance our understanding of the AI algorithms at the heart of this candidate matching process by comparing these insights and explanations with our internally developed solutions to empower our data science and curation teams. With Explainability, our team can build trust with our algorithms and further our commitment to building a truly equitable future. I am excited about Fiddler making AI decisions more explainable across the industry.”

Mehul Patel, CEO

Hired

EXPLAINABLE AI ENABLES HIRED TO BE A LEADER IN RESPONSIBLE AI IN HR

Building transparent and ethical AI systems positions Hired as a pioneer in the recruiting and HR industry. As AI is more broadly adopted within this industry, it’s critical for every organization to focus on building fair, transparent, and accountable AI systems. Hired is leading the way for the rest of the industry.

