

# Dimensions Position Statement on Candidate Use of Artificial Intelligence (AI) in Recruitment

At Dimensions, we are committed to the ethical, fair and responsible use of Artificial Intelligence (AI). Our approach is guided by clear organisational principles and standards, centred on fairness, transparency and accountability, helping us create a recruitment experience that is consistent, inclusive and accessible for everyone.

As AI becomes more widely used by candidates, we believe it's important to explain what we consider appropriate and fair when applying for roles with us. Our aim is to ensure that every candidate has an equal opportunity and that our decisions are based on genuine skills, values, and experience.

We also recognise that using AI to generate or influence responses during live assessment stages, such as interviews, may give some candidates an unfair advantage. To maintain fairness and consistency, we set clear expectations so that every candidate has an equal opportunity to demonstrate their own skills, experience and judgement.

## Acceptable use of AI

Acceptable Use of AI	Not Permitted
Using AI to research, e.g., the role, organisation or sector.	Submitting content that does not reflect your own experiences, understanding or original input
Structuring or organising your CV, personal statement or application.	Fabricating or embellishing experience, skills, or achievements
Improving clarity, tone, spelling, grammar or readability.	Using tools that misrepresents your abilities or undermines the fairness or integrity of the recruitment process
Summarising or condensing longer written responses.	Presenting stories, scenarios or examples that are not genuine or do not reflect your real experience.

Practising interview questions	Using AI to generate or prompt live responses during an interview instead of responding independently in your own words
	Using AI or other technology during recruitment to: <ul style="list-style-type: none"> <li>• pretend to be someone else</li> <li>• change how you appear</li> </ul>

## Using AI in your application

We welcome AI as a supportive tool, provided your application reflects your own skills, experience and voice. For example, you may use it to help structure your answers or refine your wording for better readability. We assess applications based on how well candidates demonstrate their capability, experience and alignment with our values of ambition, courage, integrity, partnership and respect.

For some roles, particularly where communication is an important part of the role, we may explore how you express your ideas in your own words at later stages of the process.

## Using AI in your interview

Interviews are an opportunity for us to get to know you – how you think, communicate and draw on your experience.

We expect candidates to take part in interviews independently and to respond in their own words, based on their own knowledge, experience and judgment.

Using AI tools to generate or prompt live responses during an interview (for example through real-time assistants, scripts or automated responses via tools such as ChatGPT, CoPilot, Scribe, Gemini, etc.) is not in the spirit of fair use, as it may not accurately reflect your own capabilities.

Our interviewers are trained to assess responses in a fair and consistent way, including recognising where answers may not reflect a candidate's own experience or understanding. Where needed, they may ask follow-up questions to explore responses in more detail to ensure they are a true reflection of your skills and experience.

Where we believe responses do not reflect a candidate's own knowledge, skill or experience, this may affect the outcome of the assessment.

## **Reasonable adjustments**

If you use assistive technology or require reasonable adjustments during the recruitment process, including the interview, you must discuss this with us in advance as part of the reasonable adjustments process.

## **Why we set these expectations**

We want to understand your authentic experience, your values, and what you can bring to the role. Your voice, your examples and your reflections are important to us.

AI can help you express yourself clearly — but it must not replace your own input.

## **In summary**

AI can be a powerful tool — but only when used responsibly and ethically. We welcome AI as a supportive resource, as long as the skills, experience and examples you share are genuinely your own.

## **Short summary to place in recruitment adverts**

AI can help you research and refine your application, but everything you submit should reflect your genuine skills and experience. Please ensure your application represents your own voice and abilities.

If you use assistive technology or require reasonable adjustments during the recruitment process, we are committed to supporting you where we can. Please let us know in advance so we can ensure appropriate arrangements are in place.