

AI accountability starts with who gets seen.

An AI-ranked shortlist can shape who gets considered.

Routine review · ranks 1–10				
01 =====	02 =====	03 =====	04 =====	05 =====
06 =====	07 =====	08 =====	09 =====	10 =====
11 =====	12 =====	13 =====	14 =====	15 =====
16 =====	17 =====	18 =====	19 =====	20 =====

Illustrative applicant

Who gets seen?

MatchAssist ranks applications at fictional staffing firm Northbridge Talent. Recruiters routinely review only the first ten. The ranking now influences who receives meaningful consideration.



A human makes the final call.

Human review needs more than a final approval click. Reviewers need access to relevant application evidence, time to examine it, and authority to intervene.



01 Ownership

Name an accountable business owner. Assign who configures the tool, reviews concerns, and can pause the workflow. Make the escalation route usable.

01	02	03	04	05	06	07	08	09	10
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Shortlist · ranks 1–10

Accountable owner

Head of Recruiting Operations

Illustrative role

Can pause

|| Pause workflow

02 Authority

Specify permitted recommendations, record changes, and communications. A ranking feature does not itself authorize automatic rejection or marking applicants inactive. Match permissions to the approved scope.

MatchAssist · fictional ranking tool

Recommend ranking

Within approved scope

Change candidate status

Human approval required

Not authorized by ranking

03 Evidence

Check the configured workflow. Test access to the complete pool, overrides, and pause procedures. Record evaluation scope, results, limitations, and changes. A generic vendor report cannot answer every deployment question.

Evaluation scope

What was tested, results, limits, changes

Evidence required

Reviewer access test

Can reviewers open the complete pool?

Evidence required

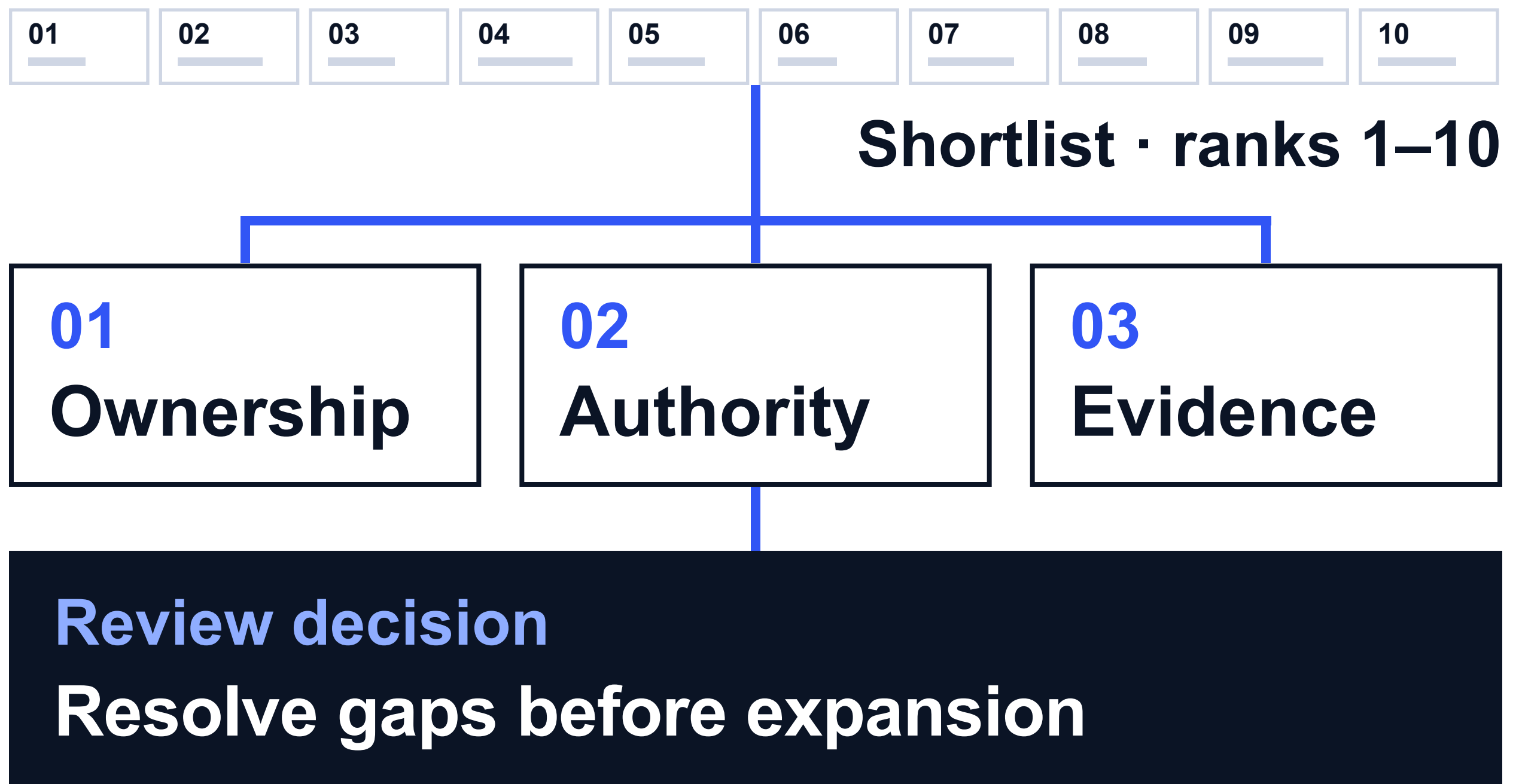
Override and pause test

Do overrides and the pause procedure work?

Evidence required

Test one workflow before expanding it.

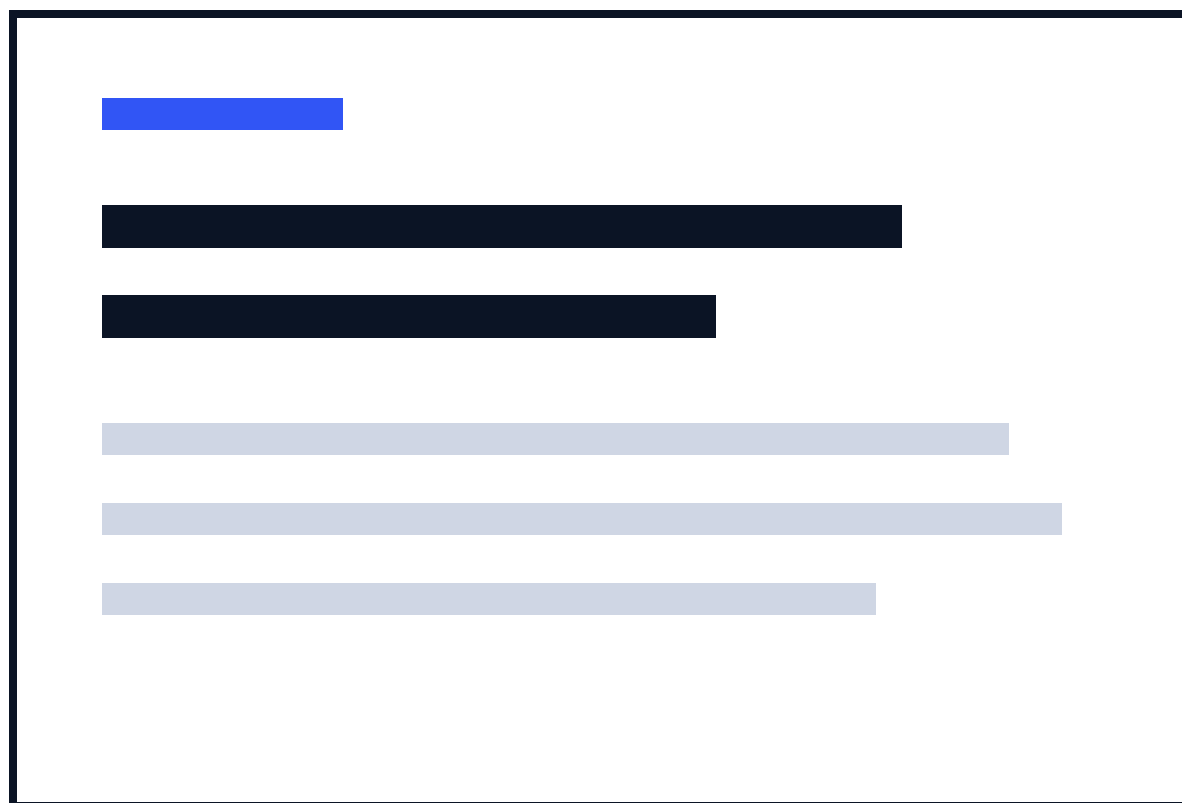
Apply these three checks to one recruiting workflow.
Resolve material gaps, assign actions, and verify the
controls before expanding what the system may do.



Assess your AI accountability gaps.

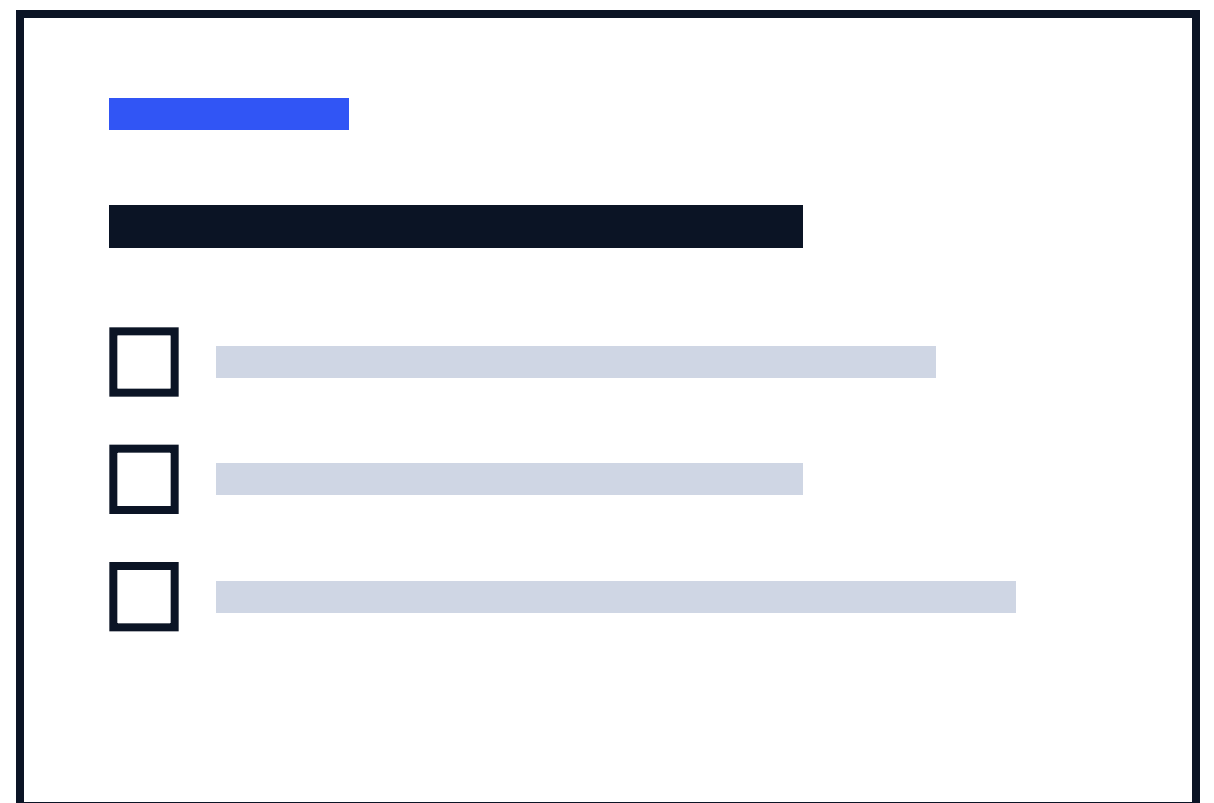
Get the executive guide and complete 15-question assessment, including scoring, evidence prompts, the recruiting example, and a 90-day action plan.

Link in the post.



Executive guide

Three checks, worked example, 90-day plan



15-question assessment

Scoring, critical gaps, evidence prompts