GlobalPros.ai

*Revolutionizing tech recruiting*

# Decoding AI Generated Job Applications

By Steve Seeberg

Founder GlobalPros.ai

# Contents

# 01 AI Meets AI

The adoption of Artificial Intelligence in technology recruiting is now mainstream, enabling employers to streamline hiring processes, identifying top talent efficiently. At the same time, job seekers are increasingly leveraging AI tools as well, crafting resumes and cover letters that align closely with job descriptions. This AI arms race can lead to misleading representations of a candidate's true skills, experience, and fit for a role and consequently has created challenges for recruiters.

A recent Financial Times article "Jobhunters flood recruiters with AI-generated CVs" noted that approximately 50% of job seekers are utilizing AI tools, such as ChatGPT, to craft their application materials. To compound the problem Entrepreneur in "Employers Can Tell If You Used ChatGPT to Write Your Resume" reports a two-fold increase in applicant submissions.

On the other hand, a Cornell University field experiment in 2023 "Algorithmic Writing Assistance on Jobseekers' Resumes Increases Hires." involving half a million job seekers demonstrated that those who utilized algorithmic writing assistance experienced an 8% higher likelihood of being hired. However, Resume Genius in "2024 Hiring Trends Survey: What Makes a Great Job Candidate? found 53% of hiring managers expressed a preference against AI-generated resumes.

The recent introduction of AI agents exacerbates the problem. For example,  AIIHawk, a free, open-source application takes in a job seeker's resume and cover letter, then uses generative AI to customize a resume and cover letter for every job position that's Easy Apply on LinkedIn allowing an applicant to apply to several thousand jobs per day.

## 02 Challenges for Employers

**Inflated resumes**. AI-generated resumes often optimize keywords and phrases directly pulled from the job description, which can give the false impression of expertise. Candidates may list skills or experiences they lack or have minimal exposure to, skewing initial screening results.

**Misleading cover letters.** AI can craft compelling, personalized cover letters that appear authentic but may not reflect the candidate's actual intentions, motivations, or personality.

**ATS manipulation**. AI-generated applications are designed to pass Applicant Tracking Systems (ATS) keyword filters, meaning less qualified candidates might score higher than those with more relevant experience but less tailored applications.

## 03 Countermeasure Strategies

As the founder and CEO of GlobalPros.ai, a tech talent AI sourcing and screening Agent platform, I've successfully addressed this issue pre interview with rigorous technical and softs skill assessments, one of the remedial measures suggested below.

**Skill assessments**. Incorporate objective skills assessments early in the process. Use coding challenges, technical quizzes, and scenario-based tests that require candidates to demonstrate their abilities in real-time. This helps verify that candidates possess the technical competencies listed on their resumes.

Use behavioral assessments and situational judgment tests to evaluate communication skills, problem-solving, teamwork, and leadership capabilities.

**Structured interviews**. Implement interviews with standardized questions that directly correlate to the skills and experiences listed on the resume. Ask for specific examples and evidence of their experience, probing deeper into the challenges and results they achieved.

**STAR interviews** ("Situation, Task, Action, Result") to require candidates to provide concrete examples of their experience. Using the STAR method helps you deliver clear and impactful answers, demonstrating their skills and experience effectively. A STAR technique interview often starts with questions like, "Tell me about a time when...", "Give an example of...", or "Describe a situation where...".

**Cross-referencing data with LinkedIn and GitHub profiles.** Verify resume claims by cross-referencing candidates' public profiles (LinkedIn, GitHub, profiles, and portfolios) for consistency.

**Use AI for document authenticity analysis**. Leverage AI tools such as Sapling AI Detector, GPTZero, Originality.ai, OpenAI's AI Text Classifier, Turnitin's AI Detection Tool, and Copyleaks AI Content Detector to detect potential inconsistencies in resumes and cover letters. For example, AI can analyze writing style or look for patterns indicating automated generation for example repetitive phrases or unusual language.

**Use AI for personality authenticity analysis**. Employe tools such as HireVue, Pymetrics, Vervoe, myInterview, Retorio can be used to evaluate soft skills based on language patterns and communication style during interviews or assessments, providing an additional layer of insight.

# 04 Best Practices

**Establish clear policies**. Clearly state whether the use of AI tools in application materials is permitted with reasoning if they're prohibited. Communicate these expectations on your website, application portals, in job descriptions or application instructions. If you have a policy against AI use, clearly explain the rationale behind it.

Consider alternatives to mandatory disclosure, such as creating best practices for how applicants can use AI in your application process.

**Ensure consistent evaluation**. Apply the same criteria to all candidates, regardless of whether their materials were created using AI.

**Mitigate bias**. Train hiring managers to recognize and avoid bias when evaluating applications that might include AI-generated content.

**Be mindful of disability accommodations and age discrimination**. Allow candidates to use AI tools as reasonable accommodations if needed to overcome challenges due to a disability and age.

**Assess for Disparate Impact**. Regularly review whether a prohibition on AI tools could disproportionately exclude candidates from protected groups. Keep records of how policies are applied and any steps taken to mitigate potential bias.

# 05 Phased Implementation

**Phase 1: low-cost, high impact**

- **Policies Requiring Disclosure of AI Use.** Draft and communicate clear guidelines on AI usage in job applications. Ensure guidelines address potential bias and legal considerations.
- **Structured Interviews (STAR Method).** Train interviewers on standardized questioning and the STAR framework. Start with a small hiring team to ensure consistency and gather feedback.
- **Cross-Referencing Data with Public Profiles.** Leverage free tools like LinkedIn and GitHub to verify candidate claims.

**Phase 2: moderate cost, high scalability**

- **Skill Assessments.** Develop or adopt objective technical and behavioral skill assessments.
- **Behavioral Assessments.** Implement tools for evaluating communication, teamwork, and leadership capabilities.
- **Mitigating Bias & Training Hiring Managers.** Conduct workshops on unconscious bias and equitable candidate evaluation.

**Phase 3: high-cost, high-impact**

- **AI for Document Authenticity Analysis.** Compare results from AI tools such as Sapling AI Detector and GPTZero against manual reviews to evaluate effectiveness and efficiency.
- **AI for Personality Authenticity Analysis.** Test tools like HireVue and Retorio to assess soft skills.

**Phase 4: continuous improvement and integration**

- **Evaluate Strategy Effectiveness.** Measure time-to-hire, quality of hires, and recruiter satisfaction for each strategy.
- **Scale Proven Solutions.** Expand tools and processes tested in earlier phases across all roles and departments.
- **Iterate Policies and Training.** Update AI disclosure policies and bias training to reflect evolving legal and ethical standards.

## 06 Measuring Effectiveness

The combined effectiveness of implementing the above strategies can be measured by the following.

**Time-to-Hire:** Average time taken to fill roles before and after strategy implementation.

**Cost-per-Hire:** Total cost of recruitment processes divided by the number of hires.

**Quality of Hire:** Hiring manager satisfaction scores, new hire performance, and retention rates.

**Applicant-to-Hire Ratio:** Number of applications processed per hire.

**Candidate NPS (Net Promoter Score):** Measure candidates' likelihood of recommending your hiring process.

## 07 Training Resources

To support the implementation of these recruitment strategies, a variety of training resources are available. Platforms like LinkedIn Learning, Coursera, and Udemy offer courses on skill assessments, behavioral interviews, and bias mitigation, while tools like Originality.ai and HireVue provide vendor-specific training for AI-driven authenticity and personality analysis. Free resources, such as LinkedIn and GitHub workshops, can help recruiters improve candidate verification processes, and organizations like SHRM and HR Tech host webinars and certifications on advanced recruitment methodologies.

## 08 Requiring Candidates Disclose AI Use

**Potential legal issues.** Currently, no federal laws specifically address AI use in job applications. However, existing anti-discrimination laws like Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA) still apply.

For example, if a candidate with a disability uses AI tools to assist with writing due to their disability, rejecting them based on AI use could be seen as discrimination under the Americans with Disabilities Act (ADA).

Rejecting older candidates who might be less familiar with AI tools on this basis could potentially violate the Age Discrimination in Employment Act (ADEA).

If the use of AI tools is correlated with certain demographic groups, and those groups are disproportionately rejected due to AI usage, it could raise concerns about disparate impact discrimination under Title VII of

the Civil Rights Act. This means that even if the policy appears neutral, it could be discriminatory if it has a disproportionate negative impact on a protected group.

## 09 Key Takeaways

**Challenges posed by ai-generated job applications.** AI tools enable job seekers to craft resumes and cover letters tailored to job descriptions that often exaggerate their skills and experience, making it harder for recruiters to gauge their true qualifications. These documents also manipulate ATS filters, allowing less qualified candidates to score higher, further complicating the hiring process.

**Employer strategies to address ai use by job seekers.** Employers can counter AI-influenced applications by incorporating skill assessments, using structured interviews like the STAR method, and cross-referencing public profiles for verification. AI tools can help identify inconsistencies and analyze personality traits to better evaluate candidates.

**Phased Implementation for Employers.** Organizations should begin with low-cost, high-impact strategies such as creating AI usage policies and standardized interviews, then implement advanced AI tools for document and personality analysis. This phased approach ensures efficient, scalable, and cost-effective recruitment solutions.

**Legal and Ethical Considerations.** Employers must ensure compliance with anti-discrimination laws like the ADA and ADEA. Policies should provide accommodations for disabilities and mitigate bias to maintain fairness and transparency.

# 10 The Need for Industry Guidelines

As noted above, the increasing use of AI by job candidates to tailor resumes and cover letters to job descriptions creates challenges for employers, prompting the need for industry standards and guidelines to ensure fairness and transparency in recruitment. The following outline suggests an approach.

**AI Usage Disclosure.** Candidates should be encouraged or required to disclose whether AI tools were used in preparing their resumes or cover letters. Guidelines should differentiate between acceptable uses, such as grammar corrections or formatting assistance, and prohibited uses, like fabricating skills or experience. Transparency will help ensure a fair evaluation process while fostering trust between applicants and employers.

**Candidate Evaluation Standards**. Recruiters should adopt evaluation methods that validate a candidate's skills and qualifications beyond the content of their application materials. This includes standardized technical and behavioral assessments, as well as situational judgment tests, to objectively measure competencies. Emphasizing these standards will reduce reliance on potentially misleading documents and improve hiring accuracy.

**AI Detection and Authenticity Analysis**. Employers should use standardized AI detection tools to identify and flag AI-generated content in application materials. Tools like GPTZero or Originality.ai can help ensure authenticity. Candidates should be provided with transparency

reports if their materials are flagged, allowing them to address or revise their submissions, as necessary.

**Anti-Discrimination and Bias Mitigation**. Policies must ensure AI usage evaluations do not unintentionally discriminate against protected groups, such as individuals with disabilities or older applicants. Employers should only use bias-free AI tools. This will help align AI detection practices with existing anti-discrimination laws.

**Data Privacy and Security**. Organizations must adopt data privacy standards to protect candidate information, including insights gained from AI detection tools. Employers should require AI vendors disclose their data handling practices and comply with relevant privacy regulations to maintain candidate trust and legal compliance.

### Employer Responsibilities

Employers should develop clear, publicly available policies on AI usage in the application process. They should train recruiters and hiring managers to recognize and appropriately handle AI-generated content while adhering to ethical standards.

**Candidate Feedback and Redressal**. Candidates flagged for excessive AI usage should be informed clearly and transparently about the reasons behind their rejection. Employers should offer opportunities for candidates to revise and resubmit their applications, ensuring the process is fair and inclusive while deterring misuse of AI tools.

**Collaborative Development and Oversight.** An industry consortium comprising employers, recruiters, AI vendors, and policymakers should jointly develop and oversee these standards. Periodic reviews and updates will ensure the guidelines remain relevant as AI technologies and hiring practices evolve.

# 11 About GlobalPros.ai

GlobalPros.ai is a SaaS, subscription-based AI / ML powered tech talent sourcing and screening platform (AI agent) of fully assessed and interview ready candidates created with guidance from our Advisory Board composed of current and past c-level executives from or advisors to Randstad, Manpower, LHH, Microsoft and HubSpot.

The GlobalPros.ai Platform eliminates the issue posed in this article with respect to tech talent candidates by requiring technical and soft skill assessments, as well as providing matching and ranking based on these assessments and work experience.

The platform provides,

- AI job description creation,
- Immediate and precise candidate matching and ranking,
- Technical and soft skill assessments,
- Candidate selection rationale with comparative analysis,
- For the creation of assessed tech talent pipelines in house,
- A global Community of tens of thousands of the world's top developers assessed for technical and soft skills seeking full-time positions immediately available for immediate interviews and hiring.

Cost:  $17 to $23 per interview ready, precisely matched and ranked tech talent assessed for both technical and soft skills.

GlobalPros.ai is followed by over 25,000 employers, leading RPO providers, agencies, and the world's top developers.

Try free with no signup required at www.GlobalPros.ai.

14-day trial with 5 free fully assessed candidates.

Schedule a short demo at https://calendly.com/steve-globalpros/

## 12 About the Author

Steve Seeberg is a serial entrepreneur and prolific author in the fields of AI, Human Resources and Talent Acquisition. Recent publications include *"AI Recruiting: Navigating Regulation and Litigation," "Decoding AI Generated Job Applications," "AI and RPO Pricing," "Navigating the AI Revolution in RPO Talent Acquisition: The Ultimate Guide for 2025* and numerous other publications spanning technology and business strategy.

As a serial entrepreneur, he's spearheaded transformative ventures, including GlobalPros.ai and the Vadic Corporation.

GlobalPros.ai is revolutionizing tech talent recruitment by automating the sourcing and delivery of precisely matched, ranked and assessed developers, reducing time-to-fill by up to 90%.

Vadic Corp lead remote computing development by pioneering low-to-medium speed modem technology, scaling the business to $100M in revenue within four years before a successful exit to Racal Electronics (LSE).

**Steve Seeberg**
**Co-Founder CEO**

Steve.S@Globalpros.ai
www.GlobalPros.ai
980-722-9535

*Disclaimer: The information provided in this article is for general informational purposes only and does not constitute legal advice. Laws and regulations regarding the use of AI in recruiting are evolving and may vary by jurisdiction. Readers are encouraged to consult with legal professionals for advice tailored to their specific circumstances and to stay informed of ongoing regulatory developments.*

***AI disclosure**: AI contributed to research for this article. 100% of article text was generated by the author.*