



Suhas Bhairav

AI Candidate Evaluation Guardrails

Practical guardrails for fair, compliant AI-assisted hiring decisions.

A practical framework to automate, review, and govern AI-assisted candidate decisions with bias checks and transparency.

Suhas Bhairav

suhasbhairav.com

Scope & Principles

Define allowed AI support for HR: automation of routine, non-decision tasks and data handling. Specify where humans must review, approve, or override AI recommendations.

Key move Document the human-in-the-loop decision at each AI-assisted screening.

PRACTICAL CHECKLIST

- 01** Automate routine, non-decision tasks (resume parsing summaries, calendar invites, status updates).
- 02** Automate objective screening signals using rule-based criteria (required skills, minimum experience) without final hiring decisions.
- 03** Human review required for ambiguous matches, personality-fit concerns, and signals of potential bias.
- 04** Data handling: minimize data, anonymize where possible, store only necessary attributes.
- 05** Bias and fairness: run pre-run bias checks on AI outputs before any screening.
- 06** Transparency: disclose AI involvement to candidates and provide opt-out options.
- 07** Documentation: maintain rationales and model/version details for key AI steps.

Suhas Bhairav AI Resource

A practical framework to automate, review, and govern AI-assisted candidate decisions with bias checks and...

Data, Tools & Guardrails

Identify data inputs, AI tools, and governance controls for HR use. Align with privacy, consent, and audit requirements.

Key move Auditable AI use requires weekly guardrail checks.

PRACTICAL CHECKLIST

- 01** Automate resume parsing summaries, calendar invites, and status updates to candidates.
- 02** Automate initial screening scoring using rule-based criteria (skills, experience) and non-sensitive attributes.
- 03** Keep final hiring decisions human-driven; AI provides recommendations, not determinations.
- 04** Data needs: anonymized or consented candidate data; maintain versioned data lineage.
- 05** Tools: use trusted AI assistants with auditable logs and model/version controls.
- 06** Prohibited: automated offer decisions, or unreviewed ranking of applicants.
- 07** Documentation: capture rationale for AI-assisted steps and overrides.

Suhas Bhairav AI Resource

A practical framework to automate, review, and govern AI-assisted candidate decisions with bias checks and...

Adoption Roadmap & Accountability

Establish clear ownership, approvals, and success metrics for AI-assisted hiring. Outline risk controls and incident response.

Key move Establish weekly guardrail reviews with HR leadership.

PRACTICAL CHECKLIST

- 01** Week 1: map AI touchpoints, assign owners, and confirm privacy/compliance requirements.
- 02** Week 2: minimize data, anonymize where possible, and enable consent flows.
- 03** Week 3: deploy bias checks and dashboards; run a non-sensitive pilot.
- 04** Week 4: run parallel reviews; compare AI results with humans; track escalations.
- 05** Week 5: adjust thresholds, prompts, and scoring weights based on feedback.
- 06** Week 6: document governance, accountability matrix, and incident response plan.
- 07** Week 7: publish transparency disclosures and provide candidate opt-out and appeal options.

Suhas Bhairav AI Resource

A practical framework to automate, review, and govern AI-assisted candidate decisions with bias checks and...

ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

WEBSITE

suhasbhairav.com

EMAIL

suhasbhairav@gmail.com