



Suhas Bhairav

AI Resume Screening and Bias Filter Guide

**Automate anonymized resume intake with
bias-aware skill matching for HR leaders**

An auditable AI workflow that anonymizes resumes
while scoring core skills and work history.

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Anonymized Resume Screening

Define the anonymized resume pipeline to hide personal data while scoring relevant skills. This page covers data elements, automation boundaries, and human review touchpoints.

Key move Run a two-week anonymized pilot in one department; document outcomes.

PRACTICAL CHECKLIST

- 01** Redact PII fields (name, contact, photos, demographic data) before parsing resumes.
- 02** Retain non-identifying elements for scoring: roles, dates, education, skills, and work history.
- 03** Implement a parsing pipeline that outputs structured fields (skills, experience, accomplishments) without PII.
- 04** Define a skill-based scoring rubric aligned to job descriptions with transparent weights.
- 05** Incorporate guardrails: model bias checks, data retention rules, and audit trails.
- 06** Establish human-in-the-loop review for ambiguous cases and diversity checks.
- 07** Pilot with a single department for two weeks and document learnings.

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Data Flow & Tooling

Map data sources, establish anonymization methods, and specify tooling. Ensure privacy-preserving flows and auditable behavior.

Key move Ensure the logging preserves anonymity; avoid storing full resumes.

PRACTICAL CHECKLIST

- 01** Map data sources: applicant portal, resume files, and any third-party aggregators.
- 02** Choose anonymization approach: redaction, tokenization, and pseudonymization.
- 03** Select AI models for parsing and scoring: privacy-preserving options or on-premise when possible.
- 04** Define data flows: redacted resume data to scoring model; PII tokens only in access logs.
- 05** Establish access controls: role-based, least privilege, and separate data handling duties.
- 06** Create audit trails: model decisions, data removals, and reviewer actions.
- 07** Define data tooling: parser, scoring model, privacy controls, and audit dashboards.

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Adoption Roadmap & Guardrails

This page provides weekly steps to implement the anonymized resume workflow. It emphasizes governance, approvals, measurement, and a staged rollout.

Key move Document decisions; approvals must be recorded in governance board.

PRACTICAL CHECKLIST

- 01** Week 1: Define scope, roles, and privacy policy; obtain leadership sign-off.
- 02** Week 1-2: Map resume data elements and redact PII in test datasets.
- 03** Week 2: Set up parsing and scoring prototype with a benign job description.
- 04** Week 3: Pilot with historical resumes; compare AI scores to human reviews.
- 05** Week 4: Review guardrails, privacy controls, and accessibility; adjust rubric.
- 06** Week 5-6: Roll out to one department; monitor metrics and collect feedback.
- 07** Week 6+: Decide on broader rollout, retention, and future improvements list.

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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

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