

## Using Artificial Intelligence to help you with your job application?

### Best practice and permitted use for application to Fisher German LLP.

Artificial Intelligence (AI) or Generative AI (GenAI) tools (such as ChatGPT, Claude, Copilot, Gemini etc.) can be useful and powerful tools that can help support you in various stages of your job search and application.

Please read below to understand what we accept as reasonable and acceptable uses of AI to support you with your application particularly when used to demonstrate your skills, experiences, and potential. We do not accept using AI write the entire application for you.

Like many other employers, we value authenticity in your application. We are keen to get to know your authentic self and how you will interact with clients and colleagues.

If you want your application to stand out and be unique, then using an AI-generated response isn't going to separate you from the crowd; In fact it will probably have the opposite effect, as more and more people use it to support their job search (even if the AI tool promises to personalise the response). We do not want to read hundreds of applications that tell us what AI thinks we want to hear in your application.

When we conduct interviews, the questions are designed to probe deeper into your skills and experiences. So, if you have used AI on your application, it is likely that we will quickly establish if your application matches the real you, we are meeting!

While we do not say no to using AI to support your application, we do recognise the value it can add – we even use it in the work we do. The reality is we do not want to interview AI – but you as a person, and for you to use AI to help you to display your best self. So, if you reference something in your application, be prepared to talk about it in an interview.

If you do decide to use AI to support your application and help you prepare for interviews, that is fine. Just remember not to rely on AI to do it all for you, as it can also get things wrong, so it is important to check your CV/application reflects you.

Still not sure what is considered acceptable use of AI? Then check out the table below.

Acceptable	Unacceptable
Help you to refine and articulate your message	To inflate your skills and expertise
To help format, improve the layout of your CV / application	Conduct research using AI generated responses without checking/editing and critiquing the information
Research industry trends to relate to your application, for example the types of skills needed	Used to help completing assessment tests
Conduct research available in the public domain and to gather your ideas	Using data which may be sensitive/confidential into an AI tool
Checking for spelling, grammar, clarity (like you would with spellcheck on MS Word)	Using AI to generate answers for a live or pre-recorded interview and for situation-based responses
Help with interview preparation, with mock questions	Using pre-rehearsed and scripted responses based on fictional experiences
Practising interviews to get feedback on your communication	

### How do we use AI in the recruitment process?

We have outlined what we expect from you in the application process, so it is only fair we explain how and if we use AI tools in our recruitment selection process.



Currently we do not use AI tools in any part of our recruitment selection process, and we will not automatically reject an application if you have declared the use of AI to support your application. If this changes, we will update this section with information about which AI tools we use and how we use it in our selection process. We do not use AI to make hiring decisions.