



Thank you for your interest in Avanade and your curiosity to learn more about the way we recruit. We've put together some information about the artificial intelligence screening solution we've implemented at Avanade and hope it will be useful to you. If you have any further questions or concerns, please reach out to your recruiting contact.

Q. Does the artificial intelligence screening solution apply to me?

This solution applies to external and internal candidates. At the time of applying, external candidates will be informed about it and asked if they want to continue their application involving this solution or not.

Q. Is this artificial intelligence screening solution making a decision over my candidature?

No. While this solution provides matching and prioritization insights, the decision to move the candidate to the next recruiting stage (including any final decision) will always be taken by the hiring team based on a variety of factors, including evaluation of your candidate profile in full, feedback from the interviewer(s) and anything else that we may consider relevant for your application.

Q. How does this artificial intelligence screening solution work?

This solution applies to external and internal candidates. At the time of applying, external candidates will be informed about it and asked if they want to continue their application involving this solution or not.

A grade (A, B, C, or D) is created for each candidate and provides a useful insight about how well they match to the job requirements.

- An A or B grade means that the candidate meets all the required qualifications of the job opening and all/some of the desired qualifications, while a C or D grade means that the candidate is missing one or more required and desired qualifications.
- There are no qualifications that would weigh more than others, besides the fact of being required or preferred qualifications in the open role description.

Q. Can I opt out from getting a grade by this artificial intelligence screening? Will this affect my chances of a job at Accenture?

You have the option to opt out from getting a grade in your application process by selecting:

- I ACCEPT, INCLUDING THE USE OF AI FOR SCREENING
- I ACCEPT BUT DECLINE THE USE OF AI FOR SCREENING
- I DECLINE

SUBMIT

CANCEL

Candidates who opt out will not be disadvantaged, the recruiting team will review their candidate information and screen their profile accordingly.

Q. Why does Avanade use this artificial intelligence screening solution?

Avanade leverages cutting edge technologies to provide you with the most effective recruiting process, as well as to maximize recruiters screening efficiency.

This solution is used at the beginning of the recruiting process when recruiters are screening all the candidates that applied for an open role.

This solution provides useful insights to the recruiting team based on your candidate information and the job requirements, and helps in speeding up the screening process, reducing recruiter's response time, allowing prioritization and improving your overall recruiting experience.

Q. Am I being ranked against other candidates?

No. Candidates are not being ranked. The grade represents how well the candidate's information matches with the required and desired qualifications of the open role.

Q. What if I apply to another position? Will my previous grade still be valid?

No. The grade is specific to the requisitions you applied. If you apply to another position your grade will be calculated again, your updated candidate information, and the specific requirements of the new role you are applying to.

Q. What information is the artificial intelligence screening solution using?

The solution only processes data shared by the candidates via the resume and when answering the application questions. The solution does not source information from external sites.

For the purpose of providing a grade, the solution algorithm uses the following information:

- Work experience
- Education
- Skills
- Certifications
- Location
- Work permissions and related information

About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. Every day, our 60,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers. Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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