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# International conference, brief manual for applying online and toolkits for job seekers, software developers and HR professionals

FINDHR – a major European research project that WIDE+ is part of – is releasing new tools, approaches, and concrete recommendations aimed at tackling discrimination in job recruiting caused by AI hiring tools.

On 16 October 2025, FINDHR will be hosting its **final international conference** in Brussels - online participation is possible!

In September, the following resources were published:

- **Reshaping your CV for Artificial Intelligent screening tools** - a manual for job-seekers, offering concise and easy-to-use overview of concrete suggestions and steps that can help any person applying for a job score better in AI-assisted ranking processes.
- **Just Hiring** - three tailored toolkits for software developers, HR professionals, and policymakers offering key insights into our research, background information and actionable recommendations to tackle algorithmic discrimination.

## International Conference: Reducing intersectional discrimination in algorithmic hiring processes through a multistakeholder approach



At this final conference, FINDHR will present the **main findings and tools developed to tackle intersectional discrimination in algorithmic-assisted recruitment**.

The event is hybrid (both in-person and online) and will bring together human resource managers, software developers, policymakers, oversight bodies, civil society organisations, and jobseekers in a space for interdisciplinary dialogue.

Key topics include mitigation strategies in AI-driven recruitment, gaps and challenges in regulation, policy, and governance (AI Act, GDPR, anti-discrimination directives), and more!

[Read more about the conference details here.](#)

#### Practical information:

- Location: Consejo Superior de Investigaciones Científicas Rue du Trône 62, 1050 Ixelles, Brussels
- Date and time: 16 October 2025, 9.30-16.30
- Registration – free of cost: [click here](#).

## For job-seekers: Reshaping your CV for Artificial Intelligent screening tools



Published by WIDE+ and Impactmania, this manual provides a concise and easy-to-use overview of concrete suggestions and steps that can help any person applying for a job in which an Artificial Intelligent tool is used for (pre-) screening the application. Though its use is often not explicitly mentioned, a significant portion of online application processes make use of AI to find suitable candidates for their jobs, including algorithms for doing an initial ranking of the applicants. Just as humans, all kinds of biases can occur when an algorithm is making decisions on which candidate is better than another. Algorithms also 'read' applications in a different way compared to humans. This manual will help you to score better in such ranking processes.

[Learn more about the manual on our website.](#)

[Download the manual here.](#)

# For software developers, HR professionals, and policymakers: Just Hiring!



AI-assisted hiring systems promise time savings for HR professionals. However, real-world experiences show that these systems can reinforce existing **patterns of discrimination**—or create new ones—often without the awareness of those using them.

Our research demonstrates that discrimination in automated hiring is not a theoretical concern but a lived reality for many. Interviews conducted with affected individuals in seven European countries (Albania, Bulgaria, Germany, Greece, Italy, the Netherlands, and Serbia) revealed **feelings of powerlessness and frustration**, with applicants often receiving only automated rejections outside working hours, despite strong qualifications and repeated applications.

Because the potential for discrimination in these systems is systematic and scalable, **using AI in hiring demands a high level of responsibility of all stakeholders involved** – from software developers, HR professionals, and policymakers alike. To effectively address discrimination by AI systems in job applications it must be tackled on all of these levels.

That's why we have created **three tailored Toolkits** – one for each group – offering key insights into **our research, background information and actionable recommendations to tackle algorithmic discrimination**.

[Learn more about the toolkits on our website.](#)

Find all three toolkits here: <https://findhr.eu/toolkits/>

## About FINDHR

The manual and toolkits are developed as part of the **FINDHR project**. FINDHR (Fairness and Intersectional Non Discrimination in Human Recommendation) is an interdisciplinary research project, funded throughout 2022-2025 by the EU Framework Horizon Europe.

Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting

authority can be held responsible for them.

The FINDHR project facilitates the prevention, detection, and management of discrimination in algorithmic hiring and closely related areas involving human recommendation. On completion, the project's publications, software, courseware and datasets will be made freely available to the public under free and open licenses.

Follow FINDHR on [www.findhr.eu](http://www.findhr.eu),  [LinkedIn](#) and  [Join its mailing list](#).

WIDE+ is a project partner of FINDHR. For any questions, kindly reach out to Gea Meijers, [info@wideplus.org](mailto:info@wideplus.org).



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