AI-Driven Recruitment Audit and Compliance Training

6 – 10 September 2027
Addis Ababa

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Ref: 103600454_225267 **Date:** 6 – 10 September 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Course Overview

This one-week corporate training course provides participants with the full set of tools and techniques needed to conduct an effective recruitment process audit—from job advertisement to offer letter—covering both **manual** and **AI-driven recruitment systems**. The program integrates HR best practices, governance standards, and emerging technologies to ensure transparency, fairness, and compliance across the entire hiring cycle.

Participants will explore how to evaluate and compare traditional recruitment practices with AI-enabled systems, ensuring ethical data use, unbiased decision-making, and compliance with recruitment governance standards. By the end of the course, they will be able to conduct professional audits that assess efficiency, risk, and performance in both manual and AI-assisted recruitment environments.

Target Audience

- HR Managers and Talent Acquisition Specialists
- Internal Auditors and Compliance Officers
- HR Governance and Risk Professionals
- Recruitment and Technology Auditors
- HR Policy Analysts and Data Governance Officers

Targeted Organizational Departments

- Human Resources and Recruitment Departments
- Internal Audit and Risk Management Units
- IT Governance and Data Compliance Departments
- Talent Management and Workforce Analytics Teams

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Targeted Industries

- Government and Public Administration
- Banking and Financial Services
- Healthcare and Pharmaceuticals
- Technology, AI, and Data-Driven Organizations
- Energy and Industrial Enterprises
- Education and Professional Services

Course Offerings

By the end of this course, participants will be able to:

- Conduct a comprehensive recruitment process audit from end to end.
- Evaluate both manual and AI recruitment systems for accuracy, bias, and compliance.
- Identify and manage recruitment risks related to automation and data processing.
- Audit the transparency of algorithms, data inputs, and candidate evaluation systems.
- Assess recruitment documentation and interview processes in hybrid systems.
- Prepare clear and actionable recruitment audit reports for management and compliance bodies.
- Implement recruitment process improvements aligned with ethical and technological standards.

Training Methodology

This interactive training uses a mix of theory, applied exercises, and real-life case studies. Participants will audit simulated recruitment systems—both manual and AI-powered—to identify inefficiencies, risks, and compliance gaps.

Learning activities include scenario-based discussions, mock audit sessions, data analysis exercises, and group reviews. The methodology emphasizes hands-on experience in identifying automation risks, auditing HR data governance, and preparing detailed audit findings.

By combining HR audit principles with AI governance and data ethics, participants will gain practical skills to evaluate recruitment systems used in modern organizations.

Course Toolbox

- Recruitment Process Audit Workbook
- AI Recruitment Risk Assessment Template
- Manual vs. AI Audit Comparison Checklist
- Recruitment Documentation Audit Guide
- Interview Process Evaluation Template
- Recruitment Audit Report Framework
- Recruitment Governance and Compliance Matrix

Note: Physical tools are not provided. Participants receive editable templates, audit checklists, and structured examples for internal use.

Course Agenda:

Day 1: Auditing Job Advertisement and Candidate Attraction Manual and AI-Based

- **Topic 1:** Overview of Recruitment Process Auditing: Principles, Scope, and Methodology
- **Topic 2:** Auditing Job Descriptions, Advertisements, and Recruitment Channels
- **Topic 3:** Evaluating Fairness and Non-Discrimination in Manual Recruitment Campaigns
- **Topic 4:** Auditing AI-Generated Job Advertisements and Targeting Algorithms
- **Topic 5:** Assessing Ethical AI Use in Candidate Sourcing and Data Privacy Compliance
- **Topic 6:** Measuring Recruitment Performance in AI and Manual Campaigns
- **Reflection & Review:** Balancing Technology and Human Oversight in Recruitment Advertising

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Day 2: Auditing Shortlisting and Screening Processes Human vs. Automated Decisions

- **Topic 1:** Reviewing Manual Shortlisting Practices for Transparency and Consistency
- **Topic 2:** Auditing AI-Powered Candidate Screening Tools for Bias and Fairness
- **Topic 3:** Evaluating Data Inputs, Filters, and Algorithmic Transparency in AI Shortlisting
- **Topic 4:** Managing Risks of Automation and False Positives in Candidate Selection
- **Topic 5:** Integrating AI and Human Review for a Balanced Recruitment Process
- **Topic 6:** Developing Audit Indicators for Human-AI Collaboration and Oversight
- **Reflection & Review:** Understanding Audit Challenges in AI-Augmented Screening

Day 3: Auditing Written Tests and Assessments in Hybrid Recruitment Systems

- **Topic 1:** Reviewing Assessment Design and Administration in Manual Processes
- **Topic 2:** Auditing AI-Based Testing Tools and Automated Assessment Platforms
- **Topic 3:** Evaluating Data Protection and Result Interpretation in Digital Assessments
- **Topic 4:** Managing Bias and Data Accuracy in AI Assessment Scoring Models
- **Topic 5:** Comparing Reliability Between Human and AI Evaluation Outcomes
- **Topic 6:** Reporting Audit Findings and Recommendations in Mixed Testing Environments
- **Reflection & Review:** Ensuring Fairness and Accountability in Automated Assessments

Day 4: Auditing the Interview Process Human-Led and AI-Assisted

- **Topic 1:** Structuring Interviews for Governance and Compliance Evaluation
- **Topic 2:** Reviewing Manual Interview Documentation and Scoring Criteria
- **Topic 3:** Auditing AI-Driven Interviews Video, Voice, and Behavior Analysis Systems
- **Topic 4:** Identifying Bias and Data Security Risks in AI Interview Tools
- **Topic 5:** Balancing Human Judgment with AI Recommendations in Final Selections
- **Topic 6:** Standardizing Interview Audit Reports Across Hybrid Processes
- **Reflection & Review:** Ensuring Ethical Decision-Making in AI-Integrated Interviewing

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Day 5: Auditing Offer Letters, Documentation, and Governance in AI Recruitment

- **Topic 1:** Reviewing Manual Offer Letter Approvals, Authorization, and Record Integrity
- **Topic 2:** Auditing AI-Supported Contract Generation and Offer Management Systems
- **Topic 3:** Evaluating Compliance with Data Protection and Employment Regulations
- **Topic 4:** Preparing Recruitment Audit Reports for Hybrid and Automated Processes
- **Topic 5:** Developing Continuous Monitoring Strategies for AI Recruitment Tools
- **Topic 6:** Implementing Corrective Actions and Process Improvements Post-Audit
- **Reflection & Review:** Linking AI and Manual Audit Findings to Governance and Strategy

FAQ

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

No specific technical background is required. Participants should have basic knowledge of HR operations, recruitment processes, or internal auditing concepts.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day runs approximately 4–5 hours, combining theory, discussions, and group case studies. The total course duration is around 25 hours over one week.

How does this course address AI auditing in recruitment?

The course integrates AI auditing across all recruitment stages. Participants learn to assess algorithmic fairness, data security, compliance, and ethical AI usage, while comparing outcomes with traditional manual recruitment practices.

How This Course is Different from Other Recruitment Process Audit Courses

This course stands out by merging HR audit principles with AI ethics and governance. It not only teaches manual auditing techniques but also equips participants to evaluate modern AI-driven recruitment systems for fairness, transparency, and compliance.

Through real-world simulations and templates, participants gain practical experience auditing both manual and AI-assisted recruitment processes, ensuring they can confidently evaluate hybrid systems while maintaining compliance, efficiency, and integrity in talent acquisition.