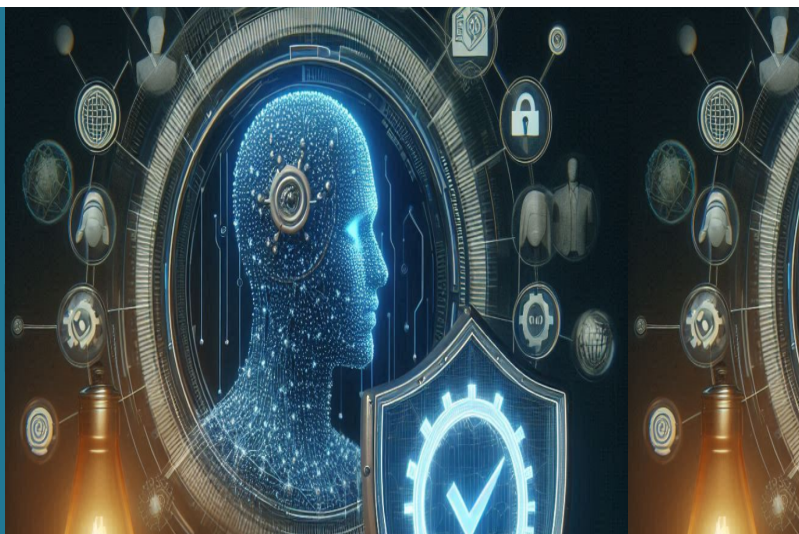# SAFE-HIRE

Secure AI-Assisted Framework for Recruitment and LLM enhancement

Inspiration

The use of AI and Large Language Models (LLMs) in recruitment is transforming how candidates are screened and hired. However, these advancements introduce serious challenges, including bias, lack of transparency, cybersecurity vulnerabilities, and regulatory non-compliance. Organizations risk legal and reputational consequences if their AI systems fail to ensure fairness, privacy, and security.

With the AI Act and GDPR imposing strict requirements, companies need AI-driven recruitment solutions that are not only effective but also trustworthy and compliant. SAFEHIRE aims to help address these concerns by integrating trust-by-design and security-by-design principles into AI recruitment frameworks.

Innovation

SAFEHIRE is a research-driven initiative that investigates the risks, regulatory challenges, and ethical concerns of using AI in recruitment and HR applications. The project will:

• Develop a risk-aware AI architecture for recruitment with awareness of the AI Act and GDPR.
• Benchmark LLMs in HR applications, identifying trust and transparency challenges.
• Create methods to safeguard candidate and company data.
• Build a Proof-of-Concept (PoC) integrating fairness, transparency, and human oversight into an AI-driven recruitment tool.

This multidisciplinary approach, combining cybersecurity, AI, ethics, and human-centric design, sets SAFEHIRE apart from purely automation-driven solutions.

Impact

SAFEHIRE's outcomes will provide:

• A secure and trustworthy framework for AI-driven hiring solutions.
• Research-backed guidelines for mitigating AI risks in recruitment.
• A functional PoC, demonstrating responsible AI use in HR.
• Insights for policymakers and industry on AI adoption.

By examining and improving transparency, fairness, and compliance, SAFEHIRE will help pave the way to the future of AI-driven recruitment, benefiting companies, job seekers, and regulators alike.

Partenaires

RMT Labs

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