

AI policy for Early Career Consultant Recruitment 2025

At The PSC, we recognise that generative AI tools (LLMs) are increasingly becoming a part of everyday life, and we understand that candidates may choose to use them during assessments. We are not against the use of AI, however in recruitment our primary goal is to ensure we can accurately evaluate individual talent, skills, and suitability for the role.

To help maintain a fair and meaningful assessment, we have outlined what we consider acceptable and unacceptable use of AI during this assessment. We will ask you to complete a short declaration confirming that your submission reflects your own abilities and adheres to these guidelines. Following these rules ensures that your results genuinely reflect your strengths and potential. Thank you in advance for your cooperation.

Acceptable use of AI includes:

- Refine and articulate ideas, structure thoughts, and improve clarity
- Research the organisation, including information about projects/ initiatives available in the public domain
- Research industry- or profession-related trends to relate to personal experiences
- Check readability, spelling, grammar, clarity, brevity, and impact
- Interview preparation, including mock interviews based on likely questions the candidate may be asked

Unacceptable use of AI includes:

- To inflate skills and experiences
- To copy generic responses without editing them
- To complete any assessments that are designed to evaluate personality and personal abilities such as numerical or situational judgement tests
- Providing the AI tool with the organisation's specific or sensitive data – while the tool may be used to strengthen your example, do not input data such as figures to answer questions during a live or pre-recorded interview or assessment
- Using answers provided by AI for situation-based questions