Sylvester & Co — AI Toolbox for Senior Talent Acquisition · 2026

A workflow-based guide to AI tools for the recruiting authenticity crisis — verified, not just hyped.

BUILDING THE NORDIC ECOSYSTEM FOR GENAI IN HR

Executive Summary

A Senior TA leader's advisory value is being squeezed by administration, not replaced by AI. This Playbook exists to fix the first problem using the second — carefully.

Industry time-audit data (vendor-published, not independently audited) puts recruiter time allocation as follows:

52%

Administrative work

scheduling, follow-up, data entry

28%

Sourcing & candidate engagement

the actual value-creating work

Every tool in this Playbook targets that administrative share, not the sourcing and relationship work that's already the job's real value.

How Every Tool Is Rated

Three tiers — **CONFIRMED** (independently verified), **VENDOR-CLAIMED** (plausible but unaudited), **NEEDS CAUTION** (contradicted or unverifiable) — plus a fourth filter: is a vendor's "AI" claim genuine machine learning, or automated rule logic wearing an AI label? Both can be useful; only one should be marketed as AI.

What's Inside

- **Ch. 2–4:** Sourcing & Talent Discovery, Screening & Candidate Conversations, Interview & Meeting Intelligence — named tools, evidence, and cautions, reframed around the authenticity crisis: the CV stopped being proof of skill, so screening has to verify the human behind the output, not just score it
- **Ch. 5:** Everyday Productivity — the one settled category, no caveats needed
- **Ch. 6:** Governance & Compliance — data governance, the AI-washing filter, the Human-in-the-Loop model, change management for skeptical hiring managers, and who's actually liable under the EU AI Act
- **Ch. 7–8:** The TA competency taxonomy for 2026–2030, where this fits your career path, and your next step into the HR AI Network

> ⚠ If you read nothing else: the tool ratings are only half the point. The CV and the screen no longer prove what they used to — Chapter 6's Human-in-the-Loop model is how you adapt. And a tool recommendation that can't survive a compliance review isn't a recommendation, it's a liability.

How the TA Role Is Changing

The tools in this Playbook only matter if the role itself is genuinely shifting. The research says it is, and the signal is remarkably consistent across independent sources: the administrative layer of recruiting is shrinking, and what's left is relationship work no tool can fully automate.

1/3

Recruiting Capacity Shift

Gartner projects one-third of recruiting capacity will shift inward toward internal mobility and upskilling as external hiring automates further.

82%

HR Leaders Deploying Agentic AI

Plan to deploy agentic AI — systems that act autonomously across sourcing, screening, and outreach — by May 2026.

54x

Relationship Skills Demand

LinkedIn's hiring data shows employers are now 54 times more likely to list "relationship development" as a required recruiter skill than the year before.

27%

Organizations Using AI for Recruiting

SHRM, State of AI in HR 2026 — while 88% of HR leaders say their organization hasn't yet realized real value from AI (Gartner, Oct 2025, n=114).

The wide adoption range across surveys (27%–90%+) reflects genuinely different questions, not bad data — recruiting-specific vs. all-of-HR, organizations vs. individuals, US vs. global samples each move the number by 10–20 points.

None of this means the administrative layer is gone yet. It means the direction of travel is set, and the tools in Chapters 2 through 6 are aimed at accelerating a shift that's already underway, not creating one from nothing.

> 88% of organizations haven't realized real AI value yet (Gartner, Oct 2025). Don't learn that lesson alone. Join the HR AI Network — powered by Sylvester & co.

HR AI Network

A 12-month learning journey for the Recruitment & Talent track specifically — five in-person sessions over the year, facilitated by a network leader, access to a closed online community, and automatic access to the Nordic HR AI Summit for you and a colleague.

Instead of evaluating every tool in this Playbook alone, you get ongoing sparring with other TA leaders facing the exact same decisions — held to the same evidence standard this Playbook itself is built on.

Faster, better-defended tooling decisions throughout the year — and a standing professional community that doesn't end when you close this Playbook.

5 In-person Sessions

Facilitated by a network leader over 12 months, building deep connections and shared learning.

Closed Online Community

Ongoing sparring with TA leaders facing the exact same decisions, fostering collaborative problem-solving.

Nordic HR AI Summit Included

Free access for you and a colleague to the premier regional event in HR AI.

WWW.SYLVESTER-CO.DK/HR-AI-NETWORK/

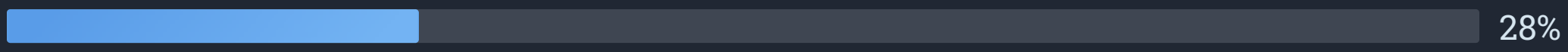
What's Actually Eating Your Time

This category is unusually thick with vendor content marketing. Source: IQTalent industry analysis — vendor-published, not independently audited. Corroborated by Cadient Talent's 50-recruiter time audit and GoodTime's survey data.

52%

Administrative Work

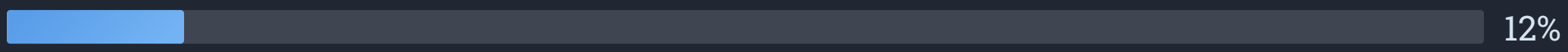
Scheduling, follow-up, data entry



28%

Sourcing & Candidate Engagement

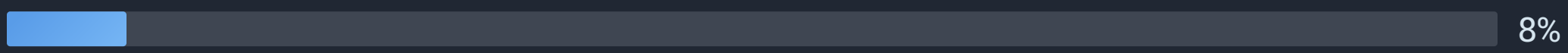
Outreach, pipeline building, relationship work



12%

Hiring Manager Coordination

Syncs, feedback loops, interview logistics



8%

Reporting, Meetings & Other

Compliance docs, status updates, misc.

Where This Playbook Addresses Each Time Sink

- **Administrative work (scheduling, follow-up, data entry) — 52%** — Ch. 2 (Metaview, hireEZ) for sourcing/interview automation; Ch. 5 (Claude, ChatGPT, Gemini) for drafting
- **Sourcing & candidate engagement — 28%** — Ch. 2 (Metaview, Maki People, hireEZ) — the tools built to expand this share, not shrink it
- **Hiring manager coordination — 12%** — Ch. 4 (Fireflies.ai, BrightHire) for structured, shareable interview records
- **Reporting, meetings & other — 8%** — Ch. 6 (Vanta) for compliance documentation

None of the tools in this Playbook target the 28% that's already high-value sourcing and relationship work. They target the 72% that isn't.

What This Playbook Covers — And Doesn't

Covered In Depth

This Playbook maps the core TA funnel well: sourcing, screening, and interview execution. Roughly **40–50%** of a TA leader's actual weekly cycle is covered in depth.

Sourcing

Find and attract candidates

Screening

Assess and prioritize applicants

Interview Execution

Structure and capture decisions

Real Gaps — Not Yet Built Out

Real gaps exist: the following areas are identified but not yet built out with verified tools.

- Pipeline CRM
- Analytics
- Req. Planning
- Employer Branding

Contents

How to Use This Toolbox

Methodology and the rating system

Sourcing & Talent Discovery

Find and attract candidates

Screening & Candidate Conversations

Assess and prioritize applicants

Interview & Meeting Intelligence

Incl. compliance caveat on sentiment analysis and recording

Everyday Productivity

Prompt tools, content, and drafting

Governance & Compliance

Data governance, spotting AI-washing, change management, and the EU AI Act — plus who's actually liable

Where This Fits Your Career Path

Automate / Augment / Create

Your Next Step — HR AI Network

Recruitment & Talent, and the Nordic HR AI Summit 2027

Tool Index

All tools in this Playbook, their chapter, status, and primary function at a glance.

Tool	Chapter	Status	Primary Function
Metaview	Ch. 2	CONFIRMED	AI note-taking and "decision layer" for interviews and sourcing
Maki People	Ch. 2	CONFIRMED	Skills-based screening replacing manual CV review
hireEZ	Ch. 2	CONFIRMED	Autonomous sourcing with built-in resume-fraud detection
Hirevire	Ch. 3	CONFIRMED	One-way video screening at volume
Assessio	Ch. 3	CONFIRMED	Nordic psychometric assessment — see caution on review-platform verification
Paradox.ai	Ch. 3	CONFIRMED	Conversational AI screening and scheduling
TestGorilla	Ch. 3	CONFIRMED	Skills-testing library for objective candidate assessment
HackerRank	Ch. 3	CONFIRMED	Technical skills assessment for engineering roles
Eightfold AI	Ch. 3	CONFIRMED (with caution)	Talent intelligence — see the FCRA class action caution before use
Fireflies.ai	Ch. 4	CONFIRMED (with caution)	AI meeting notetaker — see the BIPA class action caution before use
BrightHire	Ch. 4	CONFIRMED	Enterprise interview intelligence, strong Workday fit
ChatGPT / Claude / Gemini / Perplexity	Ch. 5	CONFIRMED	Everyday drafting, summarizing, and research
Vanta	Ch. 6	CONFIRMED	EU AI Act documentation and governance tracking

Not included: Nextdev and Pin (self-published content marketing, no independent verification found). Juicebox.ai was considered specifically for this document but its G2 profile shows no activity for over a year — excluded pending better evidence.

1. How to Use This Toolbox

CONFIRMED

Independently verified — real G2/Capterra ratings, named customers, or independent press coverage.

VENDOR-CLAIMED

Plausible, but confirmed only by the vendor's own materials.

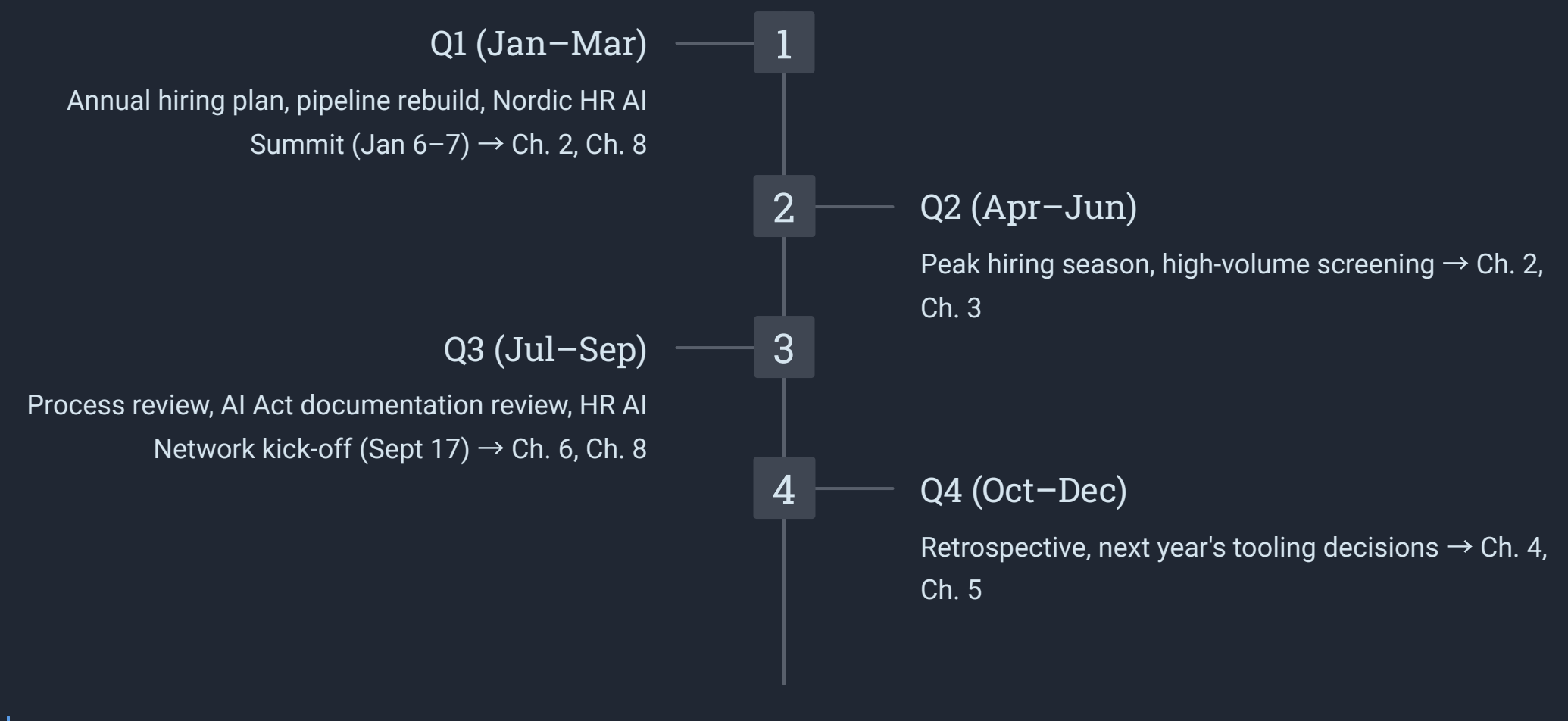
NEEDS CAUTION

No independent verification found, or evidence directly contradicts the claim.

One more filter: is it actually AI? In 2026, "AI" has become a label vendors attach to justify a price increase. This Playbook asks: genuine machine learning that improves with data, or if-this-then-that automation with an AI label stapled on?

A scope boundary, stated on purpose: This Playbook deliberately covers point-solution AI tools that layer on top of whatever ATS you already run — not full ATS or HRIS platforms. Evaluating a Teamtailor, Talentech, or Flowcase is a different, bigger decision than adding an AI layer to a stack you've already chosen, and deserves its own dedicated evaluation. If you're evaluating your core ATS itself, this isn't the right resource — but everything ahead is built to sit on top of whichever one you land on.

The Senior TA Leader Year Wheel



> Before you dig in — you're not the only one figuring this out: This Playbook gets you the tool list. It won't get you the room full of other TA leaders who've already tested these exact tools against a skeptical CFO or a hiring manager who trusts gut over data. That's the HR AI Network — Recruitment & Talent track: a confidential forum, no vendor pitches, tested by people doing your job. Three sister tracks (HR Chief, Senior HRBP, HRIS & HR Technology) run in parallel. Chapter 8 has the details.

HR AI Network — EFU

Egenskab (Feature)

A confidential, facilitated peer forum of TA leaders, run in parallel with three sister HR tracks across the Nordics.

Fordel (Benefit)

You stop evaluating every one of these tools alone — the same evidence bar this Playbook applies is the standard the Network runs on.

Udbytte (Outcome)

Faster, better-defended tooling decisions — and a standing peer group for what this Playbook can't fully resolve on paper.

2. Sourcing & Talent Discovery

AI sourcing has moved in 2026 from Boolean search to natural-language search over large candidate databases.

The Volume Crisis in Sourcing

11K

LinkedIn Applications/Min

+45% in one year (NYT 2025)

750+

Applications/Day per Candidate

Sent by mass-tools like LazyApply

~60%

Candidate Abandonment

Abandon complex applications or report being ghosted

Volume kills quality — a harder filter doesn't fix it, it just filters faster.

1

Metaview — CONFIRMED

AI note-taking assistant and "decision layer" for interviews and sourcing. **Best for:** teams that want to remove manual note-taking and structure interviews against scorecards. **Value for TA:** frees recruiters from note-taking so every hiring decision rests on a structured scorecard instead of a rushed memory. **Key features:** automatic recording/transcription against your own scorecards; native integration with Greenhouse, Lever, Ashby, Gem, SmartRecruiters; sourcing agent builds shortlists from a short briefing. **Evidence:** broad G2 review base; named references Brex, Deel, HelloFresh, Quora, ElevenLabs, Synthesia, Pleo; SOC 2 Type II, GDPR, CCPA compliant. **Case — TA Lead:** a TA Lead at a 150-person Nordic scale-up now gets a structured scorecard the moment each interview ends instead of a day-late summary from memory.

2

Maki People — CONFIRMED

Five AI agents (Shiro, Mochi, Ken, Kumi, Riku) covering screening, conversational interviews, and scheduling. **Best for:** high-volume European TA teams replacing manual CV review with skills testing. **Value for TA:** replaces subjective CV screening with standardized skills data before a human interviewer ever sees the candidate. **Key features:** library of 200+ skills tests plus conversational agent Mochi; France-based with genuine Nordic/European relevance; states its own ISO 27001, GDPR, EU AI Act readiness claims — vendor-stated, not independently audited. **Evidence:** 4.7/5 on G2 (100–120 reviews), G2 High Performer in Talent Assessment; named customers BNP Paribas, Capgemini, PwC, IKEA, Solvay, McDonald's. **Case — Recruitment Manager:** replaced two full days a week of manual CV screening with a pre-verified ranked shortlist.

3

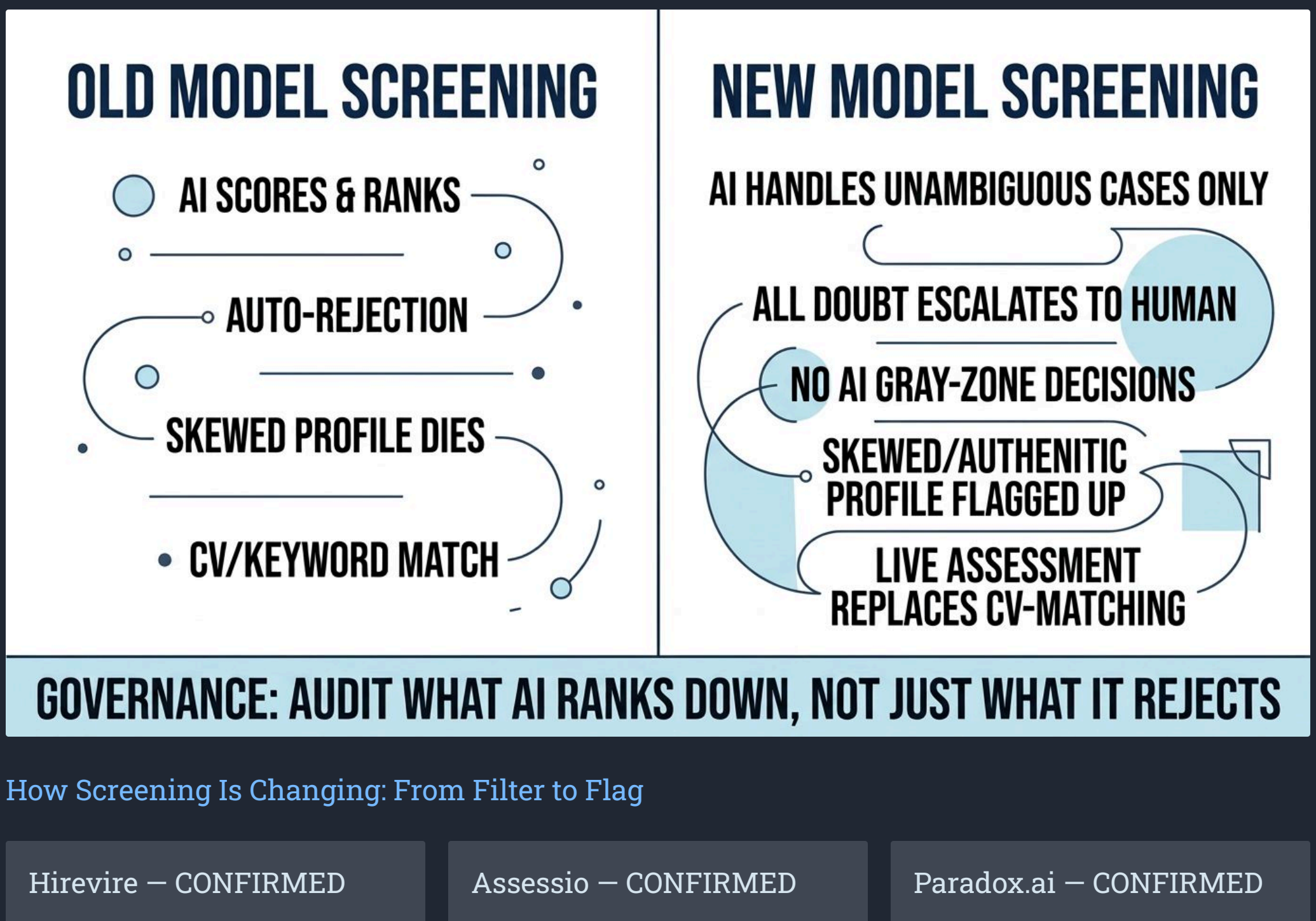
hireEZ — CONFIRMED

AI-first sourcing platform with built-in resume-fraud detection. **Best for:** teams wanting autonomous sourcing plus a layer that catches AI-generated applications. **Value for TA:** protects pipeline integrity at exactly the point where volume makes manual verification impossible. **Key features:** ResumeSense flags inconsistencies and AI-generated resumes; generative AI for inclusive job descriptions; two-way ATS sync. **Evidence:** ResumeSense confirmed independently (TechTarget); ~4.6/5 G2 across 260+ reviews. **Case — Head of TA:** ResumeSense caught a spike of suspiciously similar, AI-generated cover letters before they reached the recruiter queue.

Why aren't "Pin" and "Nextdev" on this list? Every figure traces back to the vendor's own blog or content marketing on the vendor's own domain — no independent G2/Capterra presence, no named customers. Excluded until independent evidence exists.

3. Screening & Candidate Conversations

Four confirmed tools cover this stage well, plus one — Eightfold AI — that's genuinely powerful and carries real legal exposure worth knowing before you recommend it.



How Screening Is Changing: From Filter to Flag

Hirevire — CONFIRMED

One-way async video screening. 4.7/5 G2, 5/5 Capterra. Turns screening from a calendar bottleneck into an asynchronous batch task. Best for high-volume first-pass filtering.

Assessio — CONFIRMED

Nordic psychometric assessment platform in continuous use since 1954. Occupational tests (PJP, GMA) plus MBTI, 16PF, Hogan Assessments distribution. Full Nordic footprint, direct Danish presence via 2021 acquisition of People Test Systems. No independent G2/Capterra presence found — enterprise/direct-sales model. **Case — Head of TA:** Assessio's published validation methodology gave a Danish public-sector hiring team a defensible basis for a ranking that survived formal appeal.

Paradox.ai — CONFIRMED

Conversational AI "Olivia" handles FAQs, screening, and scheduling. 4.7/5 G2. Mobile-first. Used by McDonald's, Unilever, Chipotle, 7-Eleven for high-volume frontline hiring.

TestGorilla — CONFIRMED

4.5/5 G2, 1,300+ reviews. Large validated skills-test library, anti-cheating measures.

HackerRank — CONFIRMED

4.5/5 G2 & Capterra. Live and async coding assessments, plagiarism and AI-use detection. Industry-standard technical screen.

Eightfold AI — CONFIRMED with caution. Talent intelligence platform, deep-learning skills-based matching, AI Interviewer for agent-based interviews at scale, widely used by Fortune 500 employers. Faces a January 2026 class action, *Kistler et al. v. Eightfold AI Inc.*, No. 3:26-cv-1768 (N.D. Cal.), alleging it operates as an unregistered Consumer Reporting Agency under the FCRA by compiling and scoring candidate profiles from social media, location data, and online activity without required disclosures. Corroborated across 8+ independent law-firm trackers. **Consult your legal function before deploying.**

Expert Lens — I/O Psychologist: Are the assessment tools in this chapter actually validated? SIOP (Jan 2023) published five principles for AI-based assessments: scores must predict real job performance, stay consistent on retest, be bias-free, be used appropriately, and be documented for audit. ISO 10667 sets parallel requirements. None of TestGorilla, HackerRank, or Maki People publish a validation report meeting these standards. A G2 rating measures user satisfaction, not predictive validity — different questions, worth asking separately.

4. Interview & Meeting Intelligence

Metaview's interview-structuring capability is covered in Chapter 2 — this chapter covers meeting capture and analysis specialists, and the legal exposure of recording candidate conversations.

Fireflies.ai — CONFIRMED with caution

AI meeting assistant recording, transcribing, and summarizing across Zoom, Google Meet, Teams. Real ATS integrations (Greenhouse, Lever, Ashby) confirmed independently.

Caution: Faces two separate class actions. *Cruz v. Fireflies.AI Corp.*, No. 3:25-cv-03399 (C.D. Illinois, Dec 2025) — the primary, most corroborated case — alleges the "Speaker Recognition" feature creates biometric voiceprints, including from non-users, without required Illinois BIPA notice and consent. A second suit, *Fricker v. Fireflies.AI Corp.*, No. 1:26-cv-02675 (N.D. Illinois, March 2026), makes a similar allegation. Both live and unresolved.

BrightHire — CONFIRMED

Enterprise interview intelligence, purpose-built for structured scorecard-driven hiring. 4.9/5 G2, 300+ talent teams, 2M+ interviews conducted. Named customers: Greenhouse, Zapier, HCA Healthcare, Canva, Ramp, Intercom, Toast. Strong Workday integration depth general-purpose notetakers don't prioritize.

Expert Lens — Nordic Labor Law

> Introducing a recording tool may trigger a negotiation duty, not just a compliance checkbox. In Sweden, courts have confirmed that introducing monitoring or recording technology can trigger the employer's negotiation duty under the Co-Determination Act (MBL Section 11) — a 2026 ruling extended this to "operational changes that materially affect working conditions," even without layoffs. Denmark's works-council system requires consultation and prohibits discriminatory automated screening. The practical question before rollout: does this trigger an MBL negotiation with the local union before go-live, not after.

Expert Lens — Data Protection Officer

> Would this survive a data-subject deletion request? A DPO asks something concrete: can you point to the specific legal basis for storing this exact candidate data point, and can the vendor actually delete it within a reasonable window — not just hide it from your dashboard?

5. Everyday Productivity

The most settled category in the entire research set. ChatGPT, Claude, Gemini, and Perplexity are well-established, independently reviewed, converging on the same relative strengths across every buyer guide checked.

ChatGPT

Broadest general-purpose use. The default starting point for most TA drafting and research tasks.

Claude

Strongest for long documents and precise instruction-following. Ideal for detailed job descriptions, structured outreach, and complex briefs.

Gemini

Best in Google Workspace teams. Integrates directly into Gmail, Docs, and Sheets for seamless workflow.

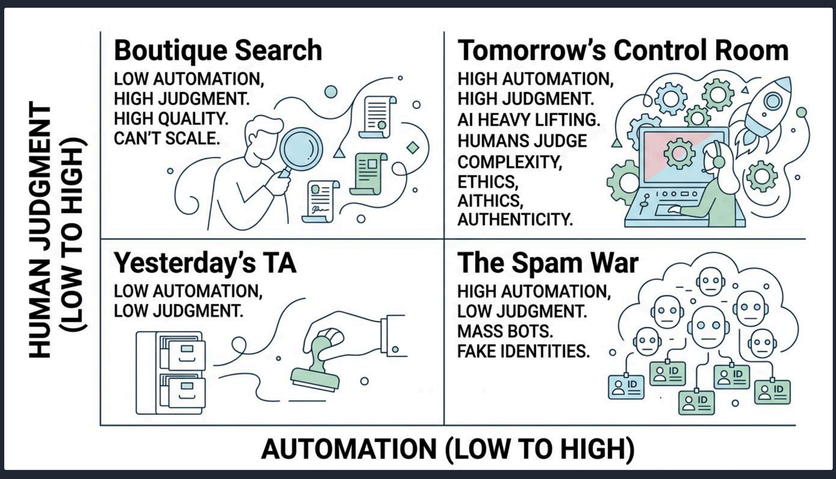
Perplexity

Best when the answer needs a citeable source. Ideal for market research, benchmarking, and compliance lookups.

Value for TA: Cuts the time between "I need to write this" and a solid first draft. No caveats needed in this category — these tools are well-established and independently verified.

6. Governance & Compliance

This chapter answers four questions a skeptical CFO or IT department will ask: where does the data go, is this really AI, what happens when a hiring manager doesn't believe the data, and who's legally on the hook.



What AI Handles

- Sourcing and market scanning
- Enriching messy CVs
- Unambiguous knockouts (legal requirements only)
- Fraud and identity checks
- Logistics and scheduling — AI suggests, never rejects

What the Human Owns

- The rejection decision in any judgment case
- The skewed but authentic profile
- The three validations (authenticity, competence, AI behavior)
- The final decision — no candidate leaves without human sign-off

> Safeguard: AI flags outliers UP for review, never down and out.

Where Does the Data Actually Go?

Three questions worth answering for any tool: Where is candidate data physically stored, and in which jurisdiction? Does the vendor use your data to train its own models across other customers? If a candidate asks you to delete their data, can the vendor actually delete it, not just hide it?

Two Real Cases Set the Baseline

Consent and Recording

In re Otter.AI Privacy Litigation, No. 5:25-cv-06911-EKL (N.D. Cal.), alleges recording without all-participant consent. Fireflies.ai faces two related suits (Cruz, Fricker) with an added Illinois BIPA claim.

Scored Data

Eightfold AI faces *Kistler et al. v. Eightfold AI Inc.* alleging unregistered Consumer Reporting Agency status under FCRA.

On the EU AI Act

Article 50 deployer-transparency obligations are fixed at **August 2, 2026**. Recruitment AI is explicitly named high-risk under Annex III. The Digital Omnibus package (political agreement May 7, 2026) proposes conditioning broader high-risk obligations on technical standards, with a backstop no later than December 2027.

Ask Your Vendor This

1. Does this tool record or transcribe candidate conversations, and how is consent captured from the candidate, not just the recruiter?
2. Does this tool build a score or profile from data the candidate didn't knowingly provide?
3. Has the vendor assessed this tool against the EU AI Act's Annex III high-risk classification for recruitment AI specifically?
4. Can you get a straight answer on data retention and model-training use?

Getting a Skeptical Hiring Manager to Actually Act on the Data

This is practitioner guidance, not research-backed. Lead with the specific candidate, not a company-wide process change. Bring the recommendation, not just the score. Expect the data to be contested before it's acted on.

Vanta — CONFIRMED

GRC automation platform with a dedicated EU AI Act compliance module. Risk classification workflows, pre-built templates, automated tracking of candidate-facing AI disclosure obligations. Evidence: established GRC platform used for SOC 2, ISO 27001, GDPR automation, with a specific EU AI Act product line. **Caution:** this category is new and fast-moving — OneTrust and Credo AI exist in the same space but weren't verified to the same depth.

> **Who's actually liable:** This Playbook does not transfer legal responsibility to a vendor. Under the EU AI Act and GDPR, the organization deploying an AI system carries compliance obligations independently of what any vendor promises. This Playbook is not legal advice. Consult your legal or data protection function before deploying any tool for candidate scoring, sentiment analysis, or any use materially affecting a hiring decision.

> **Expert Lens — Accessibility & Disability Bias:** A vendor's own bias claim isn't sufficient evidence. US EEOC guidance (May 2022) warns AI hiring tools can violate the ADA by "screening out" applicants with disabilities automatically, even without intent — examples include penalizing employment gaps or assessing speech patterns and game-based tasks. Critically, a vendor's own "bias-free" claim typically tests for race or gender bias, not disability impact, which requires separate evaluation.

Nordic HR AI Summit 2027

Two days in Copenhagen, January 2027, with the vendors, regulators, and Nordic practitioners behind the compliance questions this chapter can only flag on paper.	Direct access to people who can actually answer "is this tool compliant for us" — not a vendor's sales deck.	A resolved rollout decision instead of an open question — HR AI Network members attend free, with a colleague.

> EU AI Act deadlines keep moving. A report can't track that in real time — a network that meets 5x a year can. Stay ahead with the **HR AI Network**, powered by Sylvester & co.

Nordic HR AI Summit 2027

Copenhagen · January 6–7, 2027

A two-day international conference in Copenhagen, January 6–7, 2027, under the theme "From Insight to Impact — Leading the Nordic AI Transformation" — building on the HR AI Conference's track record, now in an international format that brings together the whole Nordic region.

For a TA leader, that means direct access to the Nordic and international voices working on exactly the questions this Playbook raises — screening integrity, candidate experience, compliance — gathered in one place, in English, instead of spread across ten different conferences over the year.

You leave with concrete answers to the compliance and tooling questions this Playbook can only flag on paper. As an HR AI Network member, you attend free and can bring a colleague at no extra cost — and you're in good company: 135 HR leaders signed up in the first two weeks of the beta launch, without a single ad.

2

days — International conference format

380+

HR leaders and spealists signed up in beta via LinkedIn event page

The Nordic HR AI Summit 2027, themed "From Insight to Impact — Leading the Nordic AI Transformation," offers direct access to experts addressing key compliance and tooling questions. Attendees will gain concrete answers and practical insights from this international gathering.

WWW.SYLVESTER-CO.DK/NORDIC-HR-AI-SUMMIT-2027/

> Free access to the **Nordic HR AI Summit** for you and a colleague — the live, deeper-dive version of everything in this Playbook. Claim your seat through the HR AI Network, powered by Sylvester & co.

7. Where This Fits Your Career Path

For a Senior TA leader, the shift to AI-supported recruiting was never about becoming a technician — it's about raising your strategic advisory capacity. The market is pricing AI fluency into recruiting roles (PwC Global AI Jobs Barometer) — whether your organization's pay bands have caught up is worth raising directly.

1 From "Requisition Processor" to "Talent Strategist"

Tools like Metaview and hireEZ give you a structured, evidenced pipeline instead of manual sourcing and status updates.

2 A Sharper Focus on Candidate Experience and Relationship-Building

Automating screening and scheduling frees time for selling passive candidates and negotiating offers.

3 Sharper Day-to-Day Advising Through Augmentation

Use Claude, Gemini, ChatGPT as a sparring partner for outreach and difficult conversations.

Your New Role as a Senior TA Leader

Function	Before	After
Sourcing	Manual Boolean search	AI-assisted natural-language sourcing
Screening	Manual resume review	Standardized skills-based assessment
Scheduling	Manual back-and-forth	Self-service AI agents, 24/7
Your Role	Requisition processor	Strategic talent advisor

The TA Competency Taxonomy: 2026–2030

Four capability clusters anchored to Gartner's July 2025 projection that by 2028, roughly 1 in 4 candidates you interview could be synthetic.

1 — **2026 — Authenticity-Vetting**
74% of applicants already use AI in applications (Greenhouse, 2025); verify the human behind the output.

2 — **2027 — AI-Orchestration & Source Criticism**
Move from using AI tools to auditing them; read an AI-generated shortlist critically.

3 — **2028 — Judgment in Ambiguity**
Becomes non-negotiable; live, unscripted assessment design; the Gartner synthetic-candidate milestone.

4 — **2029–2030 — Advising, Relationships & Governance**
Dominates the role; admin fully automated; own bias-audit, compliance, and the rejection decision.

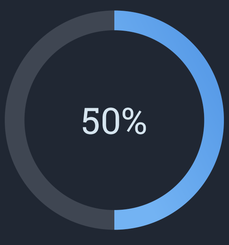
How Your Work Is Changing — And How to Stay Relevant

The CV used to lie about competence; now it can lie about whether a real person is even behind it. HR's three new mandates:

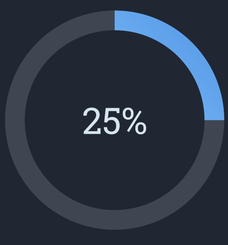
1. **Validate Authenticity** — who is the candidate actually behind the output?
2. **Validate Competence** — can they deliver value without AI?
3. **Validate AI Behavior** — how do they use AI intelligently, and what does their process reveal?

> "The decision boundary is the new job description." Put human hours where an AI mistake costs the most and the criteria are fuzziest — not where the task is just high-volume.

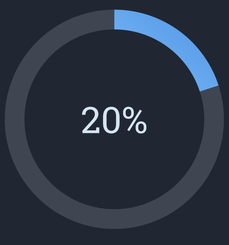
Target Calendar



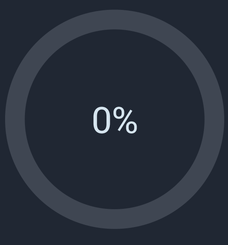
Judgment & Final Assessment



Advising & Stakeholder Relationships



AI Orchestration & Governance



Admin (Fully Automated)

What Actually Changed, In One Line Each

- The CV stopped being proof of skill — it's now proof of prompting ability and template access.
- Screening stopped rewarding the clearest signal — it now rewards whoever games the filter best, unless you change what you measure.
- Competence has changed places in the queue: 71% of leaders would now hire a less experienced candidate with strong AI skills over a more experienced one without (Microsoft & LinkedIn Work Trend Index 2024, 31,000 respondents, 31 countries).

> The skills you need shift yearly. This Playbook is a snapshot — the HR AI Network is the ongoing update. Powered by Sylvester & co.

> 71% of leaders now pick AI-skilled talent over raw experience (Microsoft & LinkedIn, 2024). Staying sharp isn't optional anymore. Join like-minded professionals and become part of the HR AI Network — powered by Sylvester & co.

Who Is Sylvester & Co

BUILDING THE NORDIC ECOSYSTEM FOR GENAI IN HR

Sylvester & co is a founder-led knowledge, community, and events platform focused on AI in HR and Talent Acquisition — not a traditional consultancy. Founded in 2011 with a single driving question, "how can HR work smarter?", the company began as a specialized HR management and talent acquisition business and has since evolved into a broader platform spanning content, communities, events, conferences, training, and partnerships across the Nordics.

The mission hasn't changed since 2011: help HR leaders, HR specialists, and Talent Acquisition professionals understand and implement AI in practice — from strategy to concrete application — built on market insight and hands-on HR transformation experience, not theory. **https://www.sylvester-co.dk/**

8. Your Next Step

You've just read the tools. A tool list changes what you can evaluate. A network changes how well your team does it.

Free Info Session — All Four Tracks (TA, CHRO, HRIS & HRBP)

HR AI Network
Thursday August 17, 8:30–9:15 AM, Microsoft Teams

AI is no longer just a technology topic — it's a concrete leadership and business task for HR. Walk through all four tracks, the learning-journey structure, and September start dates. No pitch, no obligation.

Sign up on LinkedIn https://www.linkedin.com/events/7470752911531266049?viewAsMember=trueor receive more information via email **info@sylvester-co.dk**

HR AI Network · Recruitment & Talent

For recruitment and talent leaders who work strategically with AI — quality, candidate journey, transparency, responsible AI use. A confidential forum, not a vendor pitch.

Built for Head of TA, Senior TA Consultants, Recruitment Managers, Talent Acquisition Leads.

Your first step: Free kick-off session for TA Leaders & Senior Specialists (Øresund), Thursday September 17, 1–4 PM, Copenhagen.

Network Director: Christian Sylvester. Network Leader: Martin Arvidsen.
Sign up: **info@sylvester-co.dk**

Nordic HR AI Summit 2027

Copenhagen, Jan 6–7 2027

The live, deeper-dive version of this Playbook — where tool vendors, compliance questions, and practitioner case studies get worked through together.

- Case studies from Nordic organizations running these tools at scale
- Direct access to vendors for compliance questions this Playbook can only flag
- HR AI Network members get early-bird access

Sign up: https://www.sylvester-co.dk/nordic-hr-ai-summit-2027/