

## Guidance for Candidates: AI Tools and Application Quality

At London Councils, we are committed to fair, inclusive, and people-focused recruitment. We understand that AI tools can help you draft or structure your application. While these tools can be useful for refining your writing, we encourage you to use them responsibly and thoughtfully - your application should always reflect you.

### Our Statement on AI Use

If you choose to use AI in your application, it should enhance your writing not replace your voice. Your goal is to showcase your unique skills, experience, and interest in the role.

Overuse or overreliance on AI may negatively impact your application, and is unlikely to help you stand out, especially if others are using similar tools. Generic, overly polished responses rarely stand out and may even work against you.

**Important:** Never include personal or sensitive information when using AI tools.

### How AI could work against you

- AI-generated content may lack specificity and fail to address key criteria outlined in the job description.
- Personalisation is essential to convey individual skills, knowledge, and experiences effectively as these tools can produce repetitive and impersonal answers which can be nearly identical across candidates.
- Over reliance on AI-generated content is discouraged and may diminish your chances of success. Hiring managers are trained to spot templated or overly generic responses and may question their authenticity.